

**City of Farmington Hills Employees'
Retirement System**

Financial Statements

June 30, 2025



YEO & YEO

**BUSINESS SUCCESS
PARTNERS**

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EMPLOYEES' RETIREMENT SYSTEM

November 6, 2025

Board of Trustees of the City of Farmington Hills Employees' Retirement System

I am pleased to submit the City of Farmington Hills Employees' Retirement System Annual Financial Report for the fiscal year ended June 30, 2025. This report was prepared by the City of Farmington Hills Finance Department in accordance with accounting principles generally accepted in the United States of America, as promulgated by the Governmental Accounting Standards Board. This report consists of management representations concerning the finances of the City of Farmington Hills Employees' Retirement System. Therefore, responsibility for the accuracy, completeness, reliability, and fairness of the financial data herein, including all disclosures, rests with the administration and management of the City of Farmington Hills Employees' Retirement System. I believe the data presented are accurate in all material aspects, that they are presented in a manner designed to fairly set forth the financial position of the Retirement System, and that all disclosures necessary to enable the reader to gain the maximum understanding of the Retirement System's financial affairs have been included. The statements have been audited in accordance with generally accepted auditing standards by Yeo & Yeo, a certified public accounting firm licensed by the State of Michigan.

Since the report consists of management's representations concerning the finances of the City of Farmington Hills Employees' Retirement System, a comprehensive internal control framework that is designed both to protect the Retirement System's assets from loss, theft, or misuse and to compile sufficient reliable information for preparation of the City of Farmington Hills Employees' Retirement System's financial statements in conformity with GAAP has been established. However, due to the fact that the internal control systems should be cost effective, the Retirement System's comprehensive framework of internal controls has been designed to provide reasonable rather than absolute assurance that the financial statements will be free from material misstatement.

Yeo & Yeo has audited the City of Farmington Hills Employees' Retirement System's financial statements to provide reasonable assurance that the Retirement System's financial statements for the fiscal year ended June 30, 2025 are free of material misstatement. The independent audit involved examining, on a test basis, evidence supporting the amounts and disclosures contained in the financial statements, assessing the accounting principles used and significant estimates made by management, and evaluating the overall financial statement presentation.

The independent auditors concluded, based upon the audit, that there was a reasonable basis for rendering an unmodified opinion that the City of Farmington Hills Employees' Retirement System's financial statements for the fiscal year ended June 30, 2025 are fairly presented in conformity with GAAP. The independent auditor's report is presented as the first component of the financial section of the report.

Accounting principles generally accepted in the United States of America require that management provide a narrative introduction, overview, and analysis to accompany the basic financial statements in the form of a management's discussion and analysis (MD&A). This letter of transmittal is designed to complement the MD&A for the Employees' Retirement System and should be read in conjunction with it. The City of Farmington Hills Employees' Retirement System MD&A can be found immediately following each report of the independent auditor.

Profile of the Retirement System

The City of Farmington Hills Employees' Retirement System was established on January 1, 1966 for the purpose of providing retirement income, in the form of a defined benefit, and survivor income to their qualifying beneficiaries. The administration, management, and responsibility for the proper operation of the Retirement

System and for interpreting and making effective the provisions of the retirement ordinance are vested in the Retirement Board. The Retirement Board is comprised of seven members: two representing the Public Safety Departments, two representing the General, Teamsters, TPOAM, Court, and Dispatch members, two representing the residents of the City, and the Finance Director/Treasurer (who serves as the Retirement System's Administrator). The Board selects its Investment Consultant, Attorney, Actuary, Auditor, and the Custodian.

Acknowledgements

The preparation of this report would not have been possible without the efficient and dedicated services from many employees of the Finance Department, in particular the hard work of Pension Accountant Susan Hardy. The independent auditing firm of Yeo & Yeo provided assistance for proper presentation in the form of counsel, suggestions, and direct input. Credit also must be given to the other Board of Trustees for their support in maintaining the highest standards of professionalism in the management of the City of Farmington Hills Employees' Retirement System's finances.

Respectfully submitted,

A handwritten signature in blue ink, reading "Thomas C. Skrobola", with a long horizontal flourish extending to the right.

Thomas C. Skrobola, Administrator
City of Farmington Hills Employees' Retirement System

Independent Auditors' Report

Retirement System Board of Trustees
City of Farmington Hills Employees' Retirement System
Farmington Hills, Michigan

Opinion

We have audited the accompanying statement of fiduciary net position and schedule of employer allocations of the City of Farmington Hills Employees' Retirement System (the "System") as of June 30, 2025, and the related statement of changes in fiduciary net position for the year then ended, and the related notes to the financial statements. We have also audited the total for all entities of the columns titled net pension liability, total deferred outflows of resources, total deferred inflows of resources, and total pension expense (specified column totals) included in the accompanying schedule of pension amounts by employer of the City of Farmington Hills Employees' Retirement System as of and for the year ended June 30, 2025.

In our opinion, the financial statements referred to above present fairly, in all material respects, the System's net position restricted for pension benefits at June 30, 2025 and changes therein and the schedule of employer allocations and the net pension liability, total deferred outflows of resources, total deferred inflows of resources, and total pension expense for the total of all participating entities for the City of Farmington Hills Employees' Retirement System as of and for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. 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 City of Farmington Hills Employees' Retirement 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 opinions.

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 City of Farmington Hills Employees' Retirement 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 auditors' 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 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, 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 the City of Farmington Hills Employees' Retirement 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 City of Farmington Hills Employees' Retirement 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.

Emphasis of a Matter

As discussed in Note 1, the financial statements present only the City of Farmington Hills Employees' Retirement System and do not purport to, and do not, present fairly the financial position of the City of Farmington Hills as of June 30, 2025, and the changes in its financial position for the year then ended, in conformity with accounting principles generally accepted in the United State of America. Our opinion is not modified with respect to this matter.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the schedule of changes in the net pension liability and related ratios, schedule of employers' contributions, schedule of investment returns, and management's discussion and analysis, as listed in the table of contents, be presented to supplement the financial statements. Such information, although not a part of the financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the 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 financial statements, and other knowledge we obtained during our audit of the 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.

Other Supplementary Information

The letter of transmittal, which is the responsibility of management, has not been subjected to the auditing procedures applied in the audit of the basic financial statements, and accordingly, we do not express an opinion or provide any assurance on it.

Yeo & Yeo, P.C.

Troy, Michigan

November 6, 2025

City of Farmington Hills Employees' Retirement System Management's Discussion and Analysis June 30, 2025

The City of Farmington Hills Employees' Retirement System's (the "Plan") 2024-2025 annual report is presented in conformity with the requirements of GASB Statement No. 34. This annual report consists of a discussion and analysis of the Plan's financial performance. It also provides an overview of the Plan's financial activities for the fiscal year ended June 30, 2025. Please read this report in conjunction with the Plan's financial statements.

Financial Highlights

- The Plan's total net position increased by \$12,683,508 or approximately 7.1 percent, for the fiscal year ended June 30, 2025. The assets of the Plan are held in trust to meet future benefit obligations.
- The Plan's benefits are funded by contributions from the City of Farmington Hills and active members, as well as by the investment income earned on the Plan's assets. From the schedule of changes in the city net pension liability and related ratios found in the required supplemental information (RSI) section of this report, the Plan's net position as a percentage of the total pension liability was 71.45 percent as of June 30, 2025 and 70.33 percent as of June 30, 2024, based on the GASB Statement No. 67 report provided by the City's actuary.
- Total employer and employee contributions were approximately \$11.4 million for the year ended June 30, 2025 and approximately \$8.9 million for the year ended June 30, 2024. The increase in contributions were primarily due to adjustments of the Actuarially Required Contribution (ARC) caused by differences between assumptions and experience regarding the timing of retirements, retiree mortality, and retirement investment
- The net investment gain was approximately \$17.7 million; this was roughly equivalent to a 10.12 percent RoR, as compared to the assumed RoR of 7.0%.
- Total deductions from net position decreased by \$1.9 million from approximately \$18.2 million for the year ended June 30, 2024 to approximately \$16.3 million for the year ended June 30, 2025.

Using this Annual Report

This annual report consists of six sections: (1) the letter of transmittal, (2) the independent auditor's report (the preceding section), (3) the management's discussion and analysis (this section), (4) the basic financial statements, (5) required supplementary information, and (6) other supplementary information. The financial statements also include notes that explain some of the information in the financial statements and provide more detailed data. The financial statements are followed by a section of required supplementary information that further explains and supports the information in the financial statements.

City of Farmington Hills
Employees' Retirement System
Management's Discussion and Analysis
June 30, 2025

Condensed Financial Information

The table below shows, in a condensed format, the net position as of June 30, 2025 and 2024:

	<u>2025</u>	<u>2024</u>
Assets		
Cash	\$ 4,046,456	\$ 5,207,564
Investments	188,839,315	173,624,653
Receivables	60,619	78,739
Due from other units of government	<u>17,565</u>	<u>67,159</u>
Total assets	<u>192,963,955</u>	<u>178,978,115</u>
Liabilities		
Accounts payable	1,455,864	151,215
Due to primary government	<u>116,277</u>	<u>118,594</u>
Total liabilities	<u>1,572,141</u>	<u>269,809</u>
 Net Position Held in Trust for Benefits	 <u>\$ 191,391,814</u>	 <u>\$ 178,708,306</u>

The following table shows the changes in net position during the year ended June 30, 2025 as compared to the year ended June 30, 2024:

	<u>2025</u>	<u>2024</u>
Additions		
Contributions - employee	\$ 1,577,609	\$ 1,464,293
Contributions - employer	\$ 9,790,205	7,507,962
Investment income (loss), net of expenses	<u>\$ 17,646,018</u>	<u>13,828,455</u>
Net additions	<u>\$ 29,013,832</u>	<u>22,800,710</u>
Deductions		
Pension and insurance premium payments	\$ 16,232,647	18,193,885
Contributions returned to employees	<u>\$ 97,677</u>	<u>18,169</u>
Total deductions	<u>\$ 16,330,324</u>	<u>18,212,054</u>
Net (Decrease) Increase in Net Position	 <u>\$ 12,683,508</u>	 <u>\$ 4,588,656</u>

City of Farmington Hills Employees' Retirement System Management's Discussion and Analysis June 30, 2025

Overall Fund Structure and Objectives

Active members of the City of Farmington Hills Employees' Retirement System earn service credit that entitles them to receive benefits in the future. The objective of the Plan is to establish and receive contributions that will accumulate assets during each member's years of employment that, along with investment income, will be sufficient to pay promised benefits after retirement.

Investment Objectives and Policy Guidelines

The retirement board of trustees has established policies and guidelines for the prudent investment and management of plan assets. The objectives are to provide for long-range liability and benefit needs of the Plan, giving consideration to or providing for the following:

- Diversification of investments to take advantage of opportunities in the capital markets
- Protecting principal from both market value and inflationary erosion
- Moderate risk taking
- Liquidity and current return on investments relative to anticipated cash flow requirements
- Projected return on investments relative to the funding objectives of the Plan
- Regular monitoring and evaluation of performance

Contacting the System's Management

The financial report is intended to provide our citizens, taxpayers, customers, and investors a general overview of the System's finances and to show the System's accountability for the money it receives. If you have any questions about this report or need additional information, we welcome you to contact the Finance Department, 31555 W. Eleven Mile Rd., Farmington Hills, MI 48336.

City of Farmington Hills Employees' Retirement System
Statement of Fiduciary Net Position
June 30, 2025

Assets

Cash and cash equivalents	\$ 4,046,456
Investments:	
Equities	160,398,338
Other	28,440,977
Receivables	60,619
Due from other units of government	<u>17,565</u>
 Total assets	 <u>192,963,955</u>

Liabilities

Accounts payable	1,455,864
Due to primary government	<u>116,277</u>
 Total liabilities	 <u>1,572,141</u>

Net Position

Restricted for pension benefits	<u><u>\$ 191,391,814</u></u>
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City of Farmington Hills Employees' Retirement System
Statement of Changes in Fiduciary Net Position
For the Year Ended June 30, 2025

Additions

Contributions:

Employer	\$ 9,790,205
Employee	<u>1,577,609</u>

Total contributions	<u>11,367,814</u>
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Investment earnings

Interest and dividends	3,469,453
Net increase in fair value	<u>15,725,327</u>

Total investment income	19,194,780
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Less investment-related expenses	<u>(1,548,762)</u>
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Net investment earnings	<u>17,646,018</u>
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Total additions	<u>29,013,832</u>
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Deductions

Benefit payments	16,232,647
Refunds of contributions	<u>97,677</u>

Total deductions	<u>16,330,324</u>
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Change in net position	12,683,508
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Net position - beginning of year	<u>178,708,306</u>
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Net position - end of year	<u><u>\$ 191,391,814</u></u>
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City of Farmington Hills Employees' Retirement System
Schedule of Pension Amounts by Employer
As of June 30, 2025

Entity	Deferred Outflows of Resources					Deferred Inflows of Resources				Pension Expense		
	Net Pension Liability	Differences Between Expected and Actual Experience	Changes of Assumptions	Proportionate Share of Contributions	Total Deferred Outflows of Resources	Earnings on Pension Plan Investments	Proportionate Share of Contributions	Total Deferred Inflows of Resources	Share of Plan Pension Expense	Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and		Total Employer Pension Expense
										Proportionate Share of	Proportionate Share of	
City of Farmington Hills	\$ 73,275,837	\$ 9,222,542	\$ 3,707,800	\$ 268,787	\$ 13,199,129	\$ (66,160)	\$ (383,852)	\$ (450,012)	\$ 11,339,144	\$ 23,318	\$ 11,362,462	
47th District Court	3,212,032	404,268	162,531	383,852	950,651	(2,900)	(268,787)	(271,687)	497,049	(23,318)	473,731	
Total for all entities	\$ 76,487,869	\$ 9,626,810	\$ 3,870,331	\$ 652,639	\$ 14,149,780	\$ (69,060)	\$ (652,639)	\$ (721,699)	\$ 11,836,193	\$ -	\$ 11,836,193	

See Accompanying Notes to the Financial Statements

City of Farmington Hills Employees' Retirement System
Schedule of Employer Allocations
June 30, 2025

Employer	Actual Employer Contributions	Employer Allocation Percentage
City of Farmington Hills	\$ 9,379,075	95.80060%
47th District Court	411,130	4.19940%
	<u>\$ 9,790,205</u>	<u>100.00%</u>

See Accompanying Notes to the Financial Statements

City of Farmington Hills Employees' Retirement System

Notes to the Financial Statements

June 30, 2025

Note 1 - Summary of Significant Accounting Policies

Reporting Entity

The City of Farmington Hills Employees' Retirement System (the System) is a cost-sharing multi-employer, defined benefit pension plan that is administered by the City of Farmington Hills Employees' Retirement System Board of Trustees (the Board) that contains two employers. The System also has a defined contribution component that provides the option for those eligible to receive annuity withdrawals or a lump-sum payment of their cumulative employee contributions, plus earnings thereon, upon retirement. Plan benefits accrue to all general, court, police, and fire employees who qualify under the System.

Adoption of New Accounting Standards

Statement No. 102, *Certain Risk Disclosures*, requires organizations to provide users of the financial statements with essential information about risks related to the organization's vulnerabilities due to certain concentrations or constraints.

Upcoming Accounting and Reporting Principles

Statement No. 103, *Financial Reporting Model Improvements*, improves key components of the financial reporting model to enhance its effectiveness in providing information that is essential for decision making and assessing an organization's accountability while also addressing certain application issues. This statement includes changes to management's discussion and analysis, unusual or infrequent items, presentation of the proprietary fund statements of revenues, expenses, and changes in fund net position, major component unit information, and budgetary comparison information. This statement is effective for the year ending June 30, 2026.

The System is evaluating the impact that the above GASB statements will have on its financial reporting.

Basis of Accounting

The System uses the economic resources measurement focus and the full accrual basis of accounting. Revenue is recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. System member contributions are recognized in the period in which the contributions are due. Employer contributions to the System are recognized when due pursuant to legal requirements. Benefits and refunds are recognized when due and payable in accordance with the terms of the System. Administrative costs are financed with System net position.

Specific Balances and Transactions

Cash and cash equivalents – Cash and cash equivalents are considered to be cash on hand, demand deposits, and short-term investments with a maturity of three months or less when acquired.

Investments – Investments are stated at fair value or estimated fair value. Short-term investments are reported at 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. Investments that do not have an established market value are reported at estimated fair value, as determined by the System's management.

Use of estimates – The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the period. Actual results could differ from those estimates.

City of Farmington Hills Employees' Retirement System
Notes to the Financial Statements
June 30, 2025

Note 2 - Pension System

System Administration

The Board administers the System – a cost-sharing multi-employer defined benefit pension plan that provides retirement, disability, and death benefits for all eligible general, court, police, and fire plan members and their beneficiaries. Benefit terms have been established by employer policy and contractual agreements authorized by City ordinance, which may be amended by City Council actions.

Management of the System is vested in the Board, which consists of seven members – four elected by plan members, two appointed by the City Council, and the City's finance director/treasurer, who serves as an ex-officio member.

Employees Covered by Benefit Terms

At June 30, 2024, the following members were covered by the benefit terms:

Inactive plan members or beneficiaries currently receiving benefits	410
Inactive plan members entitled to but not yet receiving benefits	14
Active plan members	<u>402</u>
Total plan members	<u>826</u>

The general group consists of union employees from TPOAM and teamsters, nonunion employees, court employees, executive employees, and dispatch employees. The general group does not include firefighters, police officers, and police command employees.

Benefits Provided

The System provides retirement, disability, and death benefits to eligible plan members. Retirement benefits are calculated by multiplying the plan member's final average compensation (FAC) by the members years of service and then by the multiplier applicable to the member's employer group. The plan member's FAC consists of the three highest consecutive years of compensation out of the last ten years. FAC includes longevity on base pay for all employees plus lump-sum holiday pay for police, fire, and dispatch members. The multipliers per employee group are as follows:

- TPOAM formerly AFSCME employees are eligible to retire if the sum of the plan member's age and years of service equals 80 (minimum age 55) or at the age of 60 with 8 years of service. The multiplier for this group is 2.8 percent up to 25 years of service and 1.0 percent for each year over 25 years of service, with a maximum multiplier of 75 percent.
- Nonunion, court, and teamsters employees are eligible to retire if the sum of the plan member's age and years of service equals 80 (minimum age 55) or at the age of 60 with 8 years of service. The multiplier for this group is 2.8 percent up to 25 years of service and 1.0 percent for each year over 25 years of service, with a maximum multiplier of 80 percent.
- Executive employees are eligible to retire if the sum of the plan member's age and years of service equals 80 (minimum age 55) or at the age of 60 with 8 years of service. The multiplier for this group is 3.0 percent up to 25 years of service and 1.0 percent for each year over 25 years of service, with a maximum multiplier of 80 percent.

City of Farmington Hills Employees' Retirement System
Notes to the Financial Statements
June 30, 2025

- Dispatch employees are eligible to retire if the sum of the plan member's age and years of service equals 80 (minimum age 55) or at the age of 60 with 8 years of service. The multiplier for this group is 2.80 percent up to 25 years of service (until age 67) and 1.0 percent for each year over 25 years of service, with a maximum multiplier of 75 percent, or 2.375 percent up to 25 years of service (at age 67) and 1.0 percent for each year over 25 years of service, with a maximum multiplier of 70 percent.
- Firefighters are eligible to retire with 25 years of service, regardless of age. The multiplier for this group is 2.8 percent up to 25 years of service and 1.0 percent for each year over 25 years of service, with a maximum multiplier of 75 percent.
- Police command employees are eligible to retire at the age of 50 with 25 years of service, or 30 years of service regardless of age with a minimum of 25 years as a sworn police officer. The multiplier for this group is 3.0 percent up to 25 years of service and 1.0 percent for each year over 25 years of service, with a maximum multiplier of 80 percent.
- Police officers are eligible to retire with 25 years of service, regardless of age. The multiplier for this group is 2.8 percent up to 25 years of service and 1.0 percent for each year over 25 years of service, with a maximum multiplier of 75 percent.
- Any officer classified as "Tier Two" POAM members are eligible to retire with 25 years of service, regardless of age. The multiplier for this group is 2.8 percent up to 25 years of service and 1.0 percent for each year over 25 years of service, with a maximum multiplier of 75 percent.

An early retirement benefit is available and actuarially reduced from normal retirement age as follows:

- General employee – age 57 with 8 years of service
- Police employee – age 50 with 20 years of service as a sworn officer
- Fire employee – age 50 with 20 years of service
- Police command employee – age 50 with 15 years of service or under age 50 with 25 years of service as a sworn police officer

Plan members are eligible for deferred (vested) retirement benefits if a general employee has 8 or more years of service (benefit begins at age 60) or a police/fire employee has 15 or more years of service (benefits generally begin at age 55).

In addition, to the normal, early, and deferred retirement provisions, the System provides for duty disability benefits to qualifying members.

A pension shall be paid for life to a surviving spouse of an employee who dies in service provided the member attained age 57 and has 8 years of service or the member has 10 or more years of credited service regardless of age and dies while actively employed by the City.

Prior to retirement, but not thereafter, a member may elect to receive a retirement benefit by one of the following three methods:

1. Straight-life retirement benefits – This allowance is a benefit payable to the member throughout his or her life.
2. Survivor allowance options – Under three available options, a retiree receives a reduced straight-life benefit payable for life. Upon death, the reduced pension benefit will continue to be paid throughout the beneficiary's life at the percentage option selected. The reduction of straight-life benefit is actuarially

City of Farmington Hills Employees' Retirement System
Notes to the Financial Statements
June 30, 2025

determined based on the ages of the member and his or her beneficiary at the time of retirement and the percentage option of primary benefit chosen. Should the named survivor beneficiary die before the retired member, the retired member's pension shall be recomputed (pop-up) to a straight-life pension. The survivor allowance options are:

- Option A – 100 percent of primary pension benefit
- Option B – 75 percent of primary pension benefit
- Option C – 50 percent of primary pension benefit

3. Annuity option – All city and court employees are eligible for the annuity option.

In addition to the above survivor allowance options, all city and court employees may elect an annuity option.

Contributions

State law requires public employers to make pension contributions in accordance with an actuarial valuation. The System hires an independent actuary for this purpose and annually contributes the amount determined to finance the costs of benefits earned by employees during the year, with an additional amount to finance any unfunded accrued liability. Contribution requirements of plan members are established and may be amended by the City in accordance with the City ordinance, union contracts, and plan provisions. The System's required contribution is determined after consideration of the contracts, and plan provisions. For the year ended June 30, 2025, the average active member contribution rate was 4.50 percent of annual pay. The City's contribution was \$4,177,004, for police members and \$1,568,862 for fire members. For general and court members, the contribution was \$3,633,209 and \$411,130, respectively.

Note 3 - Investments

The pension trust fund is authorized by Michigan Public Act 314 of 1965, as amended, to invest in certain reverse repurchase agreements, stocks, diversified investment companies, annuity investment contracts, real estate leased to public entities, mortgages, real estate, (if the trust fund's assets exceed \$250 million), debt or equity of certain small businesses, certain state and local government obligations, and certain other specified investment vehicles.

The System has designated one bank for deposit of its funds. The investment policy adopted by the Board in accordance with Public Act 196 of 1997 has authorized investment in all investments permissible under Michigan Public act 314 of 1965, as amended, as listed above. The System's deposits and investment policies are in accordance with statutory authority.

The System's cash and investments are subject to several types of risk, which are examined in more detail below.

Custodial Credit Risk of Bank Deposits

Custodial credit risk is the risk that, in the event of a bank failure, the System's deposits may not be refunded to it. The System's investment policy strives to minimize custodial credit risk by prequalifying the financial institutions, broker/dealers, and intermediaries with which the System does business. At year-end, the System had \$3,796,456 of bank deposits that were uninsured or uncollateralized. The System believes that, due to the dollar amounts of cash deposits and the limits of FDIC insurance, it is impractical to insure all deposits. As a result, the System evaluates each financial institution with which it deposits funds and assesses the level of risk of each institution; only those institutions with an acceptable estimated risk level are used as depositories.

City of Farmington Hills Employees' Retirement System
Notes to the Financial Statements
June 30, 2025

Concentration of Credit Risk

The System is authorized by the State's Pension Investment Act to invest in common stocks, real estate, and various other investment vehicles, subject to certain limitations. As of year-end, the System had no investments that exceeded 5.00 percent of the System's total portfolio.

Risks and Uncertainties

The System invests in various securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. 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 amounts reported in the statement of fiduciary net position.

Note 4 - Fair Value Measurements

The System categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of assets. Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; Level 3 inputs are significant unobservable inputs. Investments that are measured at fair value using net asset value per share (or its equivalent) as a practical expedient are not classified in the fair value hierarchy.

In instances whereby inputs used to measure fair value fall into different levels in the fair value hierarchy, fair value measurements in their entirety are categorized based on the lowest level input that is significant to the valuation. The System's assessment of the significance of particular inputs to these fair value measurements requires judgment and considers factors specific to each asset.

The System has the following recurring fair value measurements as of June 30, 2025:

	Level 1	Level 2	Level 3	Total
Equities				
Common stock	\$ 52,000,123	\$ -	\$ -	\$ 52,000,123
Foreign common stock	9,285,019	-	-	9,285,019
Mutual funds	81,501,138	-	-	81,501,138
Collective investment fund	-	9,229,149	-	9,229,149
Closely held equities	-	8,021,088	-	8,021,088
American depository receipts	-	361,821	-	361,821
Total equities	142,786,280	17,612,058	-	160,398,338
Other investments				
Private equity funds	-	-	22,034,397	22,034,397
Total investments measured at fair value	<u>\$ 142,786,280</u>	<u>\$ 17,612,058</u>	<u>\$ 22,034,397</u>	182,432,735
Investments measured at net asset value (NAV)				
Pooled equity funds				<u>6,406,580</u>
Total investments				<u>\$ 188,839,315</u>

Common stock, mutual funds, and publicly traded partnerships are classified as Level 1 are valued using prices quoted in active markets for those securities.

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The fair value of real estate investment trusts, collective investment fund, closely held equities and American depository receipts was determined primarily based on Level 2 inputs. The System estimates the fair value of these investments using other inputs such as underlying security "best" price and exchange rate for the underlying securities against the U.S. dollar.

The fair value of private equity funds at June 30, 2025 was determined primarily based on Level 3 inputs. The System estimates the fair value of these investments using the fund's fair value, which would be defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The private equity funds class includes several private equity funds that invest in infrastructure, energy, shipping, real estate, and corporate debt securities. Total unfunded commitments on the private equity funds are \$10,164,230. No additional calls are expected.

Investments in Entities That Calculate Net Asset Value Per Share

The System holds shares or interests in investments companies whereby the fair value of the investments is measured on a recurring basis using net asset value per share (or its equivalent) of the investment companies as a practical expedient.

As of June 30, 2025, the fair value and redemption values of those investments are as follows:

Investment	Fair Value	Redemption Frequency, if Eligible	Redemption Notice Period
Prisa II, LP	\$ 2,860,579	None permitted	N/A
Entrust Special Opportunities Fund III Ltd	821,891	Any time after the end of the commitment period	95 days
Brookfield Premier RE Partners LP	2,682,042	Not before two years after units were issued	90 days
Entrust Capital Diversified Fund Ltd Class X	42,068	None permitted	N/A
Total pooled equity funds	<u>\$ 6,406,580</u>		

The pooled equity funds include funds that invest in equity long/short hedge fund class, event-driven hedge fund class, global opportunities hedge fund class, and multi-strategy hedge funds class. The fair values of investments in these classes have been estimated using net asset value per share of the investments. There are no unfunded commitments on the pooled equity funds.

City of Farmington Hills Employees' Retirement System
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Note 5 - Investment Policy and Rate of Return

Investment Policy

The System's policy in regard to the allocation of invested assets is established and may be amended by the Board by a majority vote of its members. It is the policy of the Board to pursue an investment strategy that is in compliance with Michigan Public Act 347 of 2012 and manages risk through the prudent diversification of the portfolio across a broad selection of distinct asset classes. The System's investment policy discourages the use of cash equivalents, except for liquidity purposes, and aims to refrain from dramatically shifting asset class allocations over short time spans. The following is the Board's adopted asset allocation policy as of June 30, 2025:

<u>Asset Class</u>	<u>Target Allocation</u>
Domestic equity	41.00 %
International equity	16.00
Domestic bonds	20.00
Real estate	10.00
Alternative assets	11.00
Cash and cash equivalents	2.00
	<u>100.00 %</u>

Rate of Return

For the year ended June 30, 2025, the annual money-weighted rate of return on the System investments, net of System investment expense, was 9.62 percent. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

Note 6 - Plan Reserves

In accordance with City ordinance, the following are required to be set aside within the System:

Retiree Reserve

The retiree reserve is held in the retirement reserve fund and is to be computed annually by the actuary as the present value of estimated benefit payments for all current retirees. Actuarially computed unfunded liabilities are to be covered by a transfer from the employer reserve. The amounts reserved may be used solely to pay monthly retiree benefit payments.

Employee Reserve

The employee reserve is held in the member's deposit fund and is credited as employee contributions are received throughout the year. The System maintains a record of the amount contributed by each employee and credits interest annually at a rate of 5 percent. For any employee who terminates before vesting in the System, the member's balance is returned to them. For those members who stay until retirement, the balance is transferred into the retiree reserve.

Employer Reserve

The employer reserve account is held in the System reserve fund and is used to account for the residual net position balance in the System after funding the retiree reserve.

The balances of the reserve accounts at June 30, 2025 are as follows:

	<u>Required Reserve</u>	<u>Amount Funded</u>
Retiree reserve	\$ 154,435,704	\$ 154,435,704
Employee reserve	19,635,043	19,635,043
Employer reserve	-	17,321,067

City of Farmington Hills Employees' Retirement System
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June 30, 2025

The activity within the reserve accounts for the year ended June 30, 2025 is as follows:

	Retiree Reserve Fund	Employee Reserve Fund	Employer Reserve Fund
Beginning reserve balance	<u>\$ 141,671,849</u>	<u>\$ 18,234,511</u>	<u>\$ 18,801,947</u>
Additions			
Employee contributions	-	1,577,610	-
Employer contributions	-	-	9,790,205
5% annual interest income	-	712,051	-
Investment income (loss)	<u>14,949,894</u>	<u>-</u>	<u>1,984,071</u>
Total additions	<u>14,949,894</u>	<u>2,289,661</u>	<u>11,774,276</u>
Deductions			
Contributions returned to employees	-	(97,677)	-
Pension and insurance premium payments	<u>(16,232,646)</u>	<u>-</u>	<u>-</u>
Total deductions	<u>(16,232,646)</u>	<u>(97,677)</u>	<u>-</u>
Transfers			
Recommended by actuary	13,255,156	-	(13,255,156)
Pension awarded	<u>791,451</u>	<u>(791,452)</u>	<u>-</u>
Ending reserve balance	<u>\$ 154,435,704</u>	<u>\$ 19,635,043</u>	<u>\$ 17,321,067</u>

Note 7 - Net Pension Liability of the System

The components of the net pension liability of the System as of June 30, 2025 were as follows:

Total pension liability	\$ 267,879,683
Plan fiduciary net position	<u>191,391,814</u>
Net pension liability	<u>\$ 76,487,869</u>
 Plan fiduciary net position as a percentage of total pension liability	 71.45%

The net pension liability of \$76,487,869 has been allocated separately to the City and to the 47th District Court. A special funding situation does not exist in accordance with Governmental Accounting Standards Board Statement No. 68 and therefore, the City has not recorded the 47th District Court's proportionate share of the net pension liability. The City's proportionate share of the net pension liability is \$73,275,837 at June 30, 2025.

Actuarial Assumptions

The total pension liability was determined by an actuarial valuation as of June 30, 2024, which used update procedures to roll forward the estimated liability to June 30, 2025. The valuation used the following actuarial assumptions applied to all period included in the measurement:

Inflation	2.50%
Salary increases - average, including inflation	4.00 - 23.00%
Investment rate of return, net of Plan investment expense, including inflation	7.00%

City of Farmington Hills Employees' Retirement System
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Mortality rates were as follows:

General and Court:

- Healthy Pre-Retirement: The Pub-2010 Amount-Weighted, General, Employee, Male and Female tables.
- Healthy Post-Retirement: The Pub-2010 Amount-Weighted, General, Healthy Retiree, Male and Female tables.
- Disability Retirement: The Pub-2010 Amount-Weighted, General, Disabled Retiree, Male and Female tables.

Police and Fire:

- Healthy Pre-Retirement: The Pub-2010 Headcount-Weighted, Safety, Employee, Male and Female tables.
- Healthy Post-Retirement: The Pub-2010 Headcount-Weighted, Safety, Healthy Retiree, Male and Female tables.
- Disability Retirement: The Pub-2010 Headcount-Weighted, Safety, Disabled Retiree, Male and Female tables.

All tables include future mortality improvements projected to 2025 using scale MP-2018.

Discount Rate

The discount rate used to measure the total pension liability was 7.00 percent. The projection of cash flows used to determine the discount rate assumed that employee contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the difference between actuarially determined contribution rates and the employee rate.

Projected Cash Flows

Based on those assumptions, the System's fiduciary net position was projected to be available to make all projected future benefit payments of current active and inactive employees. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine total pension liability.

City of Farmington Hills Employees' Retirement System
Notes to the Financial Statements
June 30, 2025

Investment Rate of Return

The long-term expected rate of return on System investments was determined using the building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of System investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates of arithmetic real rates of return as of June 30, 2025 for each major asset class included in the System's target asset allocation, as disclosed in Note 5, are summarized in the following table.

Asset Class	Long-term Expected Real Rate of Return
Domestic equity	7.50 %
International equity	8.50
Domestic bonds	2.50
Real estate	4.50
Alternative assets	6.05
Cash or cash equivalents	0.00

Sensitivity of the Net Pension Liability to Changes in Discount Rate

The following presents the net pension liability of the System, calculated using the discount rate of 7.00 percent, as well as what the employers' net pension liability would be if it were calculated using a discount rate that is 1 percentage point lower (6.00 percent) or percentage point higher (8.00 percent) than the current rate.

1 Percent Decrease (6.00%)	Current Discount Rate (7.00%)	1 Percent Increase (8.00%)
\$ 108,403,980	\$ 76,487,869	\$ 49,735,201

Note 8 - Risk Management

The System's exposure to noninvestment risk of loss is minimal. Exposure is limited primarily to errors and omissions. The System manages risk by participating with the City in the Michigan Municipal Risk Management Authority risk pool. The Board has a \$3 million fiduciary liability insurance policy with a \$25,000 deductible that covers all Board members.

City of Farmington Hills Employees' Retirement System
Required Supplementary Information
Schedule of Changes in the Net Pension Liability and Related Ratios
June 30, 2025

Fiscal year ended June 30,	2025	2024	2023	2022	2021
Total Pension Liability					
Service cost	\$ 6,523,968	\$ 5,785,900	\$ 3,486,261	\$ 3,552,890	\$ 3,540,607
Interest on the total pension liability	17,442,614	16,376,437	15,320,453	14,938,120	14,687,828
Changes in benefit terms	-	-	7,625,420	-	-
Differences between expected and actual experience	6,160,042	4,116,870	4,881,247	3,488,582	1,227,316
Changes in assumptions	-	5,854,049	-	-	-
Other changes	-	-	-	-	-
Benefit payments and refunds	<u>(16,330,323)</u>	<u>(18,212,054)</u>	<u>(16,543,372)</u>	<u>(16,425,368)</u>	<u>(15,347,218)</u>
Net change in total pension liability	13,796,301	13,921,202	14,770,009	5,554,224	4,108,533
Total pension liability - beginning	<u>254,083,382</u>	<u>240,162,180</u>	<u>225,392,171</u>	<u>219,837,947</u>	<u>215,729,414</u>
Total pension liability - ending (a)	<u>\$ 267,879,683</u>	<u>\$ 254,083,382</u>	<u>\$ 240,162,180</u>	<u>\$ 225,392,171</u>	<u>\$ 219,837,947</u>
Plan Fiduciary Net Position					
Employer contributions	\$ 9,790,205	\$ 7,507,962	\$ 6,994,987	\$ 7,180,321	\$ 6,679,118
Employee contributions	1,577,610	1,464,293	4,524,003	899,647	923,535
Pension plan net investment income (loss)	17,826,119	13,998,482	13,143,264	(18,240,173)	48,373,787
Benefit payments and refunds	(16,330,323)	(18,212,054)	(16,543,372)	(16,425,368)	(15,347,218)
Pension plan administrative expense	(180,103)	(170,027)	(164,702)	(147,347)	(276,878)
Other	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,769</u>	<u>307</u>
Net change in plan fiduciary net position	12,683,508	4,588,656	7,954,180	(26,731,151)	40,352,651
Plan fiduciary net position - beginning	<u>178,708,306</u>	<u>174,119,650</u>	<u>166,165,470</u>	<u>192,896,621</u>	<u>152,543,970</u>
Plan fiduciary net position - ending (b)	<u>\$ 191,391,814</u>	<u>\$ 178,708,306</u>	<u>\$ 174,119,650</u>	<u>\$ 166,165,470</u>	<u>\$ 192,896,621</u>
Net pension liability (a-b)	<u>\$ 76,487,869</u>	<u>\$ 75,375,076</u>	<u>\$ 66,042,530</u>	<u>\$ 59,226,701</u>	<u>\$ 26,941,326</u>
Plan fiduciary net position as a percentage of total pension liability	71.45%	70.33%	72.50%	73.72%	87.74%
Covered payroll	\$ 33,120,716	\$ 31,307,511	\$ 20,528,927	\$ 20,370,426	\$ 20,588,970
Net pension liability as a percentage of covered payroll	230.94%	240.76%	321.70%	290.75%	130.85%

*The June 30, 2016 total pension liability was restated in the June 30, 2017 actuarial valuation to include the retiree healthcare opt-out stipend payments.

City of Farmington Hills Employees' Retirement System
Required Supplementary Information
Schedule of Changes in the Net Pension Liability and Related Ratios
June 30, 2025

Fiscal year ended June 30,	2020	2019	2018	2017*	2016
Total Pension Liability					
Service cost	\$ 3,583,582	\$ 3,412,880	\$ 3,357,565	\$ 3,373,013	\$ 3,389,831
Interest on the total pension liability	14,369,066	14,241,510	13,858,941	13,507,444	12,897,603
Changes in benefit terms	57,793	-	-	-	122,932
Differences between expected and actual experience	662,770	(4,214,378)	77,423	(1,021,725)	(677,524)
Changes in assumptions	-	11,727,121	2,085,820	-	(2,974,074)
Other changes	1	(1)	-	-	-
Benefit payments and refunds	<u>(12,848,760)</u>	<u>(12,017,142)</u>	<u>(11,463,754)</u>	<u>(10,865,001)</u>	<u>(10,148,144)</u>
Net change in total pension liability	5,824,452	13,149,990	7,915,995	4,993,731	2,610,624
Total pension liability - beginning	<u>209,904,962</u>	<u>196,754,972</u>	<u>188,838,977</u>	<u>183,845,246</u>	<u>175,347,196</u>
Total pension liability - ending (a)	<u>\$ 215,729,414</u>	<u>\$ 209,904,962</u>	<u>\$ 196,754,972</u>	<u>\$ 188,838,977</u>	<u>\$ 177,957,820</u>
Plan Fiduciary Net Position					
Employer contributions	\$ 5,927,589	\$ 5,762,354	\$ 5,753,424	\$ 4,710,485	\$ 4,710,931
Employee contributions	972,647	917,588	914,277	914,378	907,655
Pension plan net investment income (loss)	2,289,991	6,489,231	10,968,769	16,113,238	(3,173,808)
Benefit payments and refunds	(12,848,760)	(12,017,142)	(11,463,754)	(10,865,001)	(10,148,142)
Pension plan administrative expense	(287,705)	(288,204)	(289,010)	(289,700)	(284,222)
Other	<u>1</u>	<u>464</u>	<u>162,260</u>	<u>1,055,743</u>	<u>641,977</u>
Net change in plan fiduciary net position	(3,946,237)	864,291	6,045,966	11,639,143	(7,345,609)
Plan fiduciary net position - beginning	<u>156,490,207</u>	<u>155,625,916</u>	<u>149,579,950</u>	<u>137,940,807</u>	<u>145,286,416</u>
Plan fiduciary net position - ending (b)	<u>\$ 152,543,970</u>	<u>\$ 156,490,207</u>	<u>\$ 155,625,916</u>	<u>\$ 149,579,950</u>	<u>\$ 137,940,807</u>
Net pension liability (a-b)	<u>\$ 63,185,444</u>	<u>\$ 53,414,755</u>	<u>\$ 41,129,056</u>	<u>\$ 39,259,027</u>	<u>\$ 40,017,013</u>
Plan fiduciary net position as a percentage of total pension liability	70.71%	74.55%	79.10%	79.21%	77.51%
Covered payroll	\$ 19,871,503	\$ 20,033,560	\$ 20,036,687	\$ 19,980,215	\$ 19,857,814
Net pension liability as a percentage of covered payroll	317.97%	266.63%	205.27%	196.49%	201.52%

*The June 30, 2016 total pension liability was restated in the June 30, 2017 actuarial valuation to include the retiree healthcare opt-out stipend payments.

City of Farmington Hills Employees' Retirement System
Required Supplementary Information
Schedule of Employers' Contributions
June 30, 2025

Fiscal Year Ended June 30,	Actuarially Determined Contribution	Actual Contribution	Contribution Deficiency (Excess)	Covered Payroll	Actual Contribution as a % of Covered Payroll
2016	\$ 4,710,931	\$ 4,710,931	\$ -	\$ 19,857,814	23.72%
2017	4,710,485	4,710,485	-	19,980,215	23.58%
2018	5,370,490	5,753,424	(382,934)	20,036,687	28.71%
2019	5,577,463	5,762,354	(184,891)	20,033,560	28.76%
2020	5,927,589	5,927,589	-	19,871,503	29.83%
2021	6,679,118	6,679,118	-	20,588,970	32.44%
2022	7,180,321	7,180,321	-	20,370,426	35.25%
2023	6,994,976	6,994,987	(11)	20,528,927	34.07%
2024	7,507,962	7,507,962	-	31,307,511	23.98%
2025	9,790,205	9,790,205	-	33,120,716	29.56%

Notes: Actuarially determined contribution amounts are calculated as of June 30 each year, which is 12 months prior to the beginning of the fiscal year in which contributions are reported.

Methods and assumptions used to determine contribution rates:

Actuarial cost method	Entry-age normal
Amortization method	Closed, level percent of-payroll
Remaining amortization period	Police and fire: 20 years
	Court and General: 16 years
Asset valuation method	5-year smoothed market
Inflation	2.50%
Salary increases	4.00 to 7.00% (general and court), 4.00% to 23.00% (police), 4.00% to 20.00% (fire)
Investment rate of return	7.00%
Retirement age	Experience-based table of rates that are specific to the type of eligibility condition
Mortality	General and Court: Pub-2010 amount-weighted tables
	Police and Fire: Pub-2010 headcount-weighted tables

All tables include future mortality improvements projected through 2025 using scale MP-2018

City of Farmington Hills Employees' Retirement System
Required Supplementary Information
Schedule of Investment Returns

Fiscal Year Ended June 30,	Annual Return % *
2016	(1.80%)
2017	12.30%
2018	7.26%
2019	3.64%
2020	1.36%
2021	32.20%
2022	(9.87)%
2023	8.11%
2024	8.15%
2025	9.62%

* Annual money-weighted rate of return, net of investment expenses