

**City of Farmington Hills Post-Retirement
Healthcare Finance Fund**

Financial Statements

June 30, 2025



YEO & YEO

**BUSINESS SUCCESS
PARTNERS**

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Post-Retirement Healthcare Finance Fund

November 6, 2025

Board of Trustees of the City of Farmington Hills Post-Retirement Healthcare Finance Fund

I am pleased to submit the City of Farmington Hills Post-Retirement Healthcare Finance Fund 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 Post-Retirement Healthcare Finance Fund. 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 Post-Retirement Healthcare Finance Fund. 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 Post-Retirement Healthcare Finance Fund, and that all disclosures necessary to enable the reader to gain the maximum understanding of the Post-Retirement Healthcare Finance Fund'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 Post-Retirement Healthcare Finance Fund, a comprehensive internal control framework that is designed both to protect the Post-Retirement Healthcare Finance Fund's assets from loss, theft, or misuse and to compile sufficient reliable information for preparation of the City of Farmington Hills Post-Retirement Healthcare Finance Fund'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 Post-Retirement Healthcare Finance Fund'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 Post-Retirement Healthcare Finance Fund's financial statements to provide reasonable assurance that the Post-Retirement Healthcare Finance Fund'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 Post-Retirement Healthcare Finance Fund'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 Post-Retirement Healthcare Finance Fund and should be read in conjunction with them. The City of Farmington Hills Post-Retirement Healthcare Finance Fund MD&A can be found immediately following each report of the independent auditor.

Profile of the Post-Retirement Healthcare Finance Fund

The City of Farmington Hills Employees' Post-Retirement Healthcare Finance Fund were established on January 1, 1966 for the purpose of providing retiree health care to qualifying employees and former employees. The administration, management, and responsibility for the proper operation of the Post-Retirement Healthcare Finance Fund and for interpreting and making effective the provisions of the applicable ordinance are vested in the Board. The 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 Post-Retirement Healthcare Finance Fund'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 Post-Retirement Healthcare Finance Fund's finances.

Respectfully submitted,



Thomas C. Skrobola, Administrator
City of Farmington Hills Post-Retirement Healthcare Finance Fund

Independent Auditors' Report

Retirement System Board of Trustees
City of Farmington Hills Post-Retirement Healthcare Finance Fund
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 Post-Retirement Healthcare Finance Fund (the "Plan") 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 OPEB liability (asset), total deferred outflows of resources, total deferred inflows of resources, and total OPEB expense (specified column totals) included in the accompanying schedule of OPEB amounts by employer of the City of Farmington Hills Post-Retirement Healthcare Finance Fund 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 Plan's net position restricted for post-retirement healthcare benefits at June 30, 2025 and changes therein and the schedule of employer allocations and the net OPEB liability (asset), total deferred outflows of resources, total deferred inflows of resources, and total OPEB expense for the total of all participating entities for the City of Farmington Hills Post-Retirement Healthcare Finance Fund 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 Post-Retirement Healthcare Finance Fund, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit 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 Post-Retirement Healthcare Finance Fund'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 Post-Retirement Healthcare Finance Fund's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the City of Farmington Hills Post-Retirement Healthcare Finance Fund's ability to continue as a going concern for a reasonable period of time.

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

Emphasis of a Matter

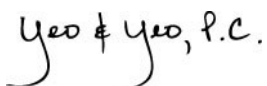
As discussed in Note 1, the financial statements present only the City of Farmington Hills Post-Retirement Healthcare Finance Fund and do not purport to, and do not, present fairly the financial position of the City of Farmington Hills as of June 30, 2025, and the changes in its financial position for the year then ended, in conformity with accounting principles generally accepted in the United States 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 OPEB liability (asset) 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.



Troy, Michigan
November 6, 2025

City of Farmington Hills

Post-Retirement Healthcare Finance Fund

Management's Discussion and Analysis

June 30, 2025

The City of Farmington Hills Post-Retirement Healthcare Finance Fund's (the "Fund" or "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 Fund's financial performance. It also provides an overview of the Fund's financial activities for the fiscal year ended June 30, 2025. Please read it in conjunction with the Fund's financial statements.

Financial Highlights

- The Fund's total net position increased by \$6,317,453, or approximately 6%, for the fiscal year ended June 30, 2025. The assets of the Fund are held in trust to meet future benefit obligations.
- The Fund'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 Fund's assets. From the schedule of changes in the City net OPEB liability and related ratios found in the required supplemental information (RSI) section of this report, the funded ratio for the Fund was 117.37 percent as of June 30, 2025 actuarial valuation prepared in accordance with GASB Statement No. 74.
- Total contributions were \$397,692 for the fiscal year ended June 30, 2025 and \$431,825 for the year ended June 30, 2024. This is due to a decreased annual required contribution in fiscal year 2024-2025 as calculated by the City's actuary.
- The net investment gain was approximately \$9.84 million; this was roughly equivalent to a 9.87 percent RoR, as compared to the assumed RoR of 7%.

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) 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
Post-Retirement Healthcare Finance Fund
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 | \$ 1,259,564 | \$ 1,479,172 |
| Investments | 102,088,465 | 95,512,908 |
| Receivables | <u>30,631</u> | <u>36,638</u> |
| Total assets | <u>103,378,660</u> | <u>97,028,718</u> |
| Liabilities | | |
| Accounts payable | 97,401 | 81,121 |
| Due to primary government | <u>407,529</u> | <u>445,320</u> |
| Total liabilities | <u>504,930</u> | <u>526,441</u> |
| Net Position Held in Trust for Benefits | <u>\$ 102,873,730</u> | <u>\$ 96,502,277</u> |

The following table shows the changes in net position during the current year and as compared to the prior year:

| | <u>2025</u> | <u>2024</u> |
|--|----------------------------|----------------------------|
| Additions | | |
| Contributions - employee | \$ 151,720 | \$ 157,239 |
| Contributions - employer | 245,972 | 274,586 |
| Investment income (loss), net of expenses | <u>9,842,783</u> | <u>7,666,985</u> |
| Net additions | <u>10,240,475</u> | <u>8,098,810</u> |
| Deductions | | |
| Benefit payments | 3,869,022 | 3,723,090 |
| Contributions returned to employees | <u>-</u> | <u>58,670</u> |
| Total deductions | <u>3,869,022</u> | <u>3,781,760</u> |
| Net (Decrease) Increase in Net Position | <u>\$ 6,371,453</u> | <u>\$ 4,317,050</u> |

City of Farmington Hills
Post-Retirement Healthcare Finance Fund
Management's Discussion and Analysis
June 30, 2025

Overall Fund Structure and Objectives

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

Investment Objectives and Policy Guidelines

The City of Farmington Hills administers all the healthcare plans for its employees and retirees. The City continues to review its health plans to assure they comply with all federal and state laws and may have to modify its plans from time to time to meet applicable requirements.

The obligation of the Fund with regard to retiree health benefits shall be solely to invest its retiree health assets to make disbursements from those retiree health assets for the retiree health benefits for qualifying retirees and beneficiaries. The Retirement Board of Trustees has established policies and guidelines for the prudent investment and management of fund assets. Its objective is to provide for long-range liability and benefit needs of the Fund, 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 Fund
- Regular monitoring and evaluation of performance

Contacting the Fund's Management

The financial report is intended to provide our citizens, taxpayers, customers, and investors with a general overview of the Fund's finances and to show the Fund'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 Post-Retirement Healthcare Finance Fund
Statement of Fiduciary Net Position
June 30, 2025

Assets

| | |
|---------------------------|------------------------|
| Cash and cash equivalents | \$ 1,259,564 |
| Investments: | |
| Equities | 88,213,675 |
| Other | 13,874,790 |
| Receivables | <u>30,631</u> |
| Total assets | <u>103,378,660</u> |

Liabilities

| | |
|----------------------------------|--------------------|
| Accounts payable | 97,401 |
| Due to other units of government | <u>407,529</u> |
| Total liabilities | <u>504,930</u> |

Net Position

| | |
|------------------------------|------------------------------|
| Restricted for OPEB benefits | <u><u>\$ 102,873,730</u></u> |
|------------------------------|------------------------------|

City of Farmington Hills Post-Retirement Healthcare Finance Fund
Statement of Changes in Fiduciary Net Position
For the Year Ended June 30, 2025

Additions

Contributions:

| | |
|----------|----------------|
| Employer | \$ 245,972 |
| Employee | <u>151,720</u> |

| | |
|---------------------|----------------|
| Total contributions | <u>397,692</u> |
|---------------------|----------------|

Investment earnings

| | |
|----------------------------|------------------|
| Interest and dividends | 1,867,269 |
| Net increase in fair value | <u>8,802,060</u> |

| | |
|---------------------------|------------|
| Total investment earnings | 10,669,329 |
|---------------------------|------------|

| | |
|----------------------------------|------------------|
| Less investment-related expenses | <u>(826,546)</u> |
|----------------------------------|------------------|

| | |
|-------------------------|------------------|
| Net investment earnings | <u>9,842,783</u> |
|-------------------------|------------------|

| | |
|-----------------|-------------------|
| Total additions | <u>10,240,475</u> |
|-----------------|-------------------|

Deductions

| | |
|------------------|------------------|
| Benefit payments | <u>3,869,022</u> |
|------------------|------------------|

| | |
|------------------------|-----------|
| Change in net position | 6,371,453 |
|------------------------|-----------|

| | |
|----------------------------------|-------------------|
| Net position - beginning of year | <u>96,502,277</u> |
|----------------------------------|-------------------|

| | |
|----------------------------|-----------------------|
| Net position - end of year | <u>\$ 102,873,730</u> |
|----------------------------|-----------------------|

City of Farmington Hills Post-Retirement Healthcare Finance Fund
Schedule of OPEB Amounts by Employer
As of June 30, 2025

| Entity | Net OPEB Liability (Asset) | Deferred Outflows of Resources | | | | | Deferred Inflows of Resources | | | | | OPEB Expense | | |
|--|----------------------------|-----------------------------------|------------------------|--------------------------------------|--------------------------------------|--------------------------------|---|------------------------|--------------------------------------|-------------------------------------|--|--------------------------------------|-----------------------------|--|
| | | Earnings on OPEB Plan Investments | Changes of Assumptions | Proportionate Share of Contributions | Total Deferred Outflows of Resources | Expected and Actual Experience | Net Difference Between Projected and Actual Earnings on OPEB Plan Investments | Changes of Assumptions | Proportionate Share of Contributions | Total Deferred Inflows of Resources | Proportionate Share of Plan OPEB Expense | Proportionate Share of Contributions | Total Employer OPEB Expense | |
| | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | |
| City of Farmington Hills 47th District Court | \$ (15,009,221) (212,635) | \$ - 66,860 | \$ 4,719,454 | \$ 796,935 | \$ 4,719,454 863,795 | \$ 5,876,351 83,250 | \$ 552,119 7,822 | \$ - - | \$ 796,935 - | \$ 7,225,405 91,072 | \$ (2,594,172) (36,752) | \$ (94,200) 94,200 | \$ (2,688,372) 57,448 | |
| Total for all entities | \$ (15,221,856) | \$ - | \$ 4,786,314 | \$ 796,935 | \$ 5,583,249 | \$ 5,959,601 | \$ 559,941 | \$ - | \$ 796,935 | \$ 7,316,477 | \$ (2,630,924) | \$ - | \$ (2,630,924) | |

See Accompanying Notes to the Financial Statements

City of Farmington Hills Post-Retirement Healthcare Finance Fund
Schedule of Employer Allocations
June 30, 2025

| Employer | Actual Employer Contributions | Employer Allocation Percentage |
|--------------------------|-------------------------------|--------------------------------|
| City of Farmington Hills | \$ 242,536 | 98.6031% |
| 47th District Court | 3,436 | 1.39691% |
| | <u>\$ 245,972</u> | <u>100.00%</u> |

See Accompanying Notes to the Financial Statements

City of Farmington Hills Post-Retirement Healthcare Finance Fund
Notes to the Financial Statements
June 30, 2025

Note 1 - Summary of Significant Accounting Policies

Reporting entity

The City of Farmington Hills Post-Retirement Healthcare Finance Fund (the Plan) was created to account for employer funding of postretirement healthcare benefits under Public Act 149 of 1999. The Plan is administered by the City of Farmington Hills Employees' Retirement System Board of Trustees (the Board).

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 Plan is evaluating the impact that the above GASB statement will have on its financial reporting.

Basis of Accounting

The Plan 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. Plan member contributions are recognized in the period in which the contributions are due. Employer contributions to the Plan are recognized when due pursuant to legal requirements. Postretirement healthcare benefits and refunds are recognized when due and payable.

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 Plan'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.

Note 2 - Plan Description

The City provides postretirement healthcare benefits (in accordance with certain labor contracts) for employees if they reach normal retirement age and obtain the required years of service while working for the City.

The State of Michigan's Publicly Funded Health Insurance Contribution Act, also known as PA 152, which was signed into law in September 2011, created a "hard cap" on the amount the City will contribute to its medical

City of Farmington Hills Post-Retirement Healthcare Finance Fund

Notes to the Financial Statements

June 30, 2025

benefit plans for employees. The hard cap became effective on April 1, 2012 for the City and applied to all City employees and collective bargaining agreements executed on or after September 15, 2011. It applied to the groups not impacted on April 1, 2012 upon the expiration of their collective bargaining agreements on July 1, 2012. These caps are adjusted annually by October 1 of each year to apply to the following calendar year, based on the change in the medical care component of the United States Consumer Price Index (CPI) for the most recent 12-month period.

Note 3 - Other Postemployment Benefit Plan

Plan Administration

The Board administers the Plan, a cost-sharing multi-employer defined benefit OPEB plan that is used to provide postemployment benefits other than pensions (OPEB) for all general, court, police, and fire plan members and their beneficiaries.

Management of the Plan 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.

Plan Membership

At the June 30, 2023 actuarial valuation date, the following members were covered by the benefit terms:

| | |
|---|------------|
| Inactive plan members or beneficiaries currently receiving benefits | 226 |
| Active plan members | <u>393</u> |
| Total plan members | <u>619</u> |

Benefits Provided

The Plan provides healthcare and prescription benefits for retirees and their dependents. Benefits are provided through a third-party insurer, and the full cost of benefits is covered by the Plan. Benefit terms have been established by employer policy and contractual agreements authorized by City ordinance, which may be amended by City Council actions.

Contributions

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 City establishes contribution rates based on an actuarially determined rate per a funding valuation. For the year ended June 30, 2025, total employer contributions were \$245,972. Plan members are required to contribute at 1.50 percent of pay.

Note 4 - Investments

The Plan is authorized by Michigan Public Act 314 of 1965, as amended, to invest in certain reserve 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 Plan 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 Plan's deposits and investments are in accordance with statutory authority.

City of Farmington Hills Post-Retirement Healthcare Finance Fund
Notes to the Financial Statements
June 30, 2025

The Plan'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 Plan's deposits may not be refunded to it. The Plan's investment policy strives to minimize custodial credit risk by prequalifying the financial institutions, broker/dealers, and intermediaries with which the Plan does business. At year-end, the Plan had \$1,009,564 of bank deposits that were uninsured or uncollateralized. The Plan 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 Plan 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.

Concentration of Credit Risk

The Plan 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 Plan had no investments that exceeded 5.00 percent of the Plan's total portfolio.

Risks and Uncertainties

The Plan 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 5 - Fair Value Measurements

The Plan 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 Plans' assessment of the significance of particular inputs to these fair value measurements requires judgment and considers factors specific to each asset.

City of Farmington Hills Post-Retirement Healthcare Finance Fund
Notes to the Financial Statements
June 30, 2025

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

| | Level 1 | Level 2 | Level 3 | Total |
|--|----------------------|---------------------|----------------------|-----------------------|
| Equities | | | | |
| Common stock | \$ 30,005,871 | \$ - | \$ - | \$ 30,005,871 |
| Foreign common stock | 5,384,313 | - | - | 5,384,313 |
| Mutual funds | 43,380,054 | - | - | 43,380,054 |
| Collective investment fund | - | 5,107,215 | - | 5,107,215 |
| Closely held equities | - | 4,336,222 | - | 4,336,222 |
| Total equities | <u>78,770,238</u> | <u>9,443,437</u> | <u>-</u> | <u>88,213,675</u> |
| Other investments | | | | |
| Private equity funds | <u>-</u> | <u>-</u> | <u>10,594,750</u> | <u>10,594,750</u> |
| Total investments measured at fair value | <u>\$ 78,770,238</u> | <u>\$ 9,443,437</u> | <u>\$ 10,594,750</u> | 98,808,425 |
| Investments measured at net asset value (NAV) | | | | |
| Pooled equity funds | | | | <u>3,280,040</u> |
| Total investments | | | | <u>\$ 102,088,465</u> |

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

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 Plan estimates the fair value of these investments using other inputs such as underlying security ‘best’ price and exchange rate for the underlying security’s 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 Plan 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 \$3,724,623, of which none are expected to be called.

Investments in Entities That Calculate Net Asset Value Per Share

The Plan 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.

City of Farmington Hills Post-Retirement Healthcare Finance Fund
Notes to the Financial Statements
June 30, 2025

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 | \$ 1,510,424 | None permitted | N/A |
| Entrust Special Opportunities Fund III Ltd | 342,455 | Any time after the end of the commitment period | 95 days |
| Brookfield Premier RE Partners LP | 1,409,133 | Not before two years after units were issued | 90 days |
| Entrust Capital Diversified Fund Ltd Class X | 18,028 | None permitted | N/A |
| Total pooled equity funds | <u>\$ 3,280,040</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.

Note 6 - Investment Policy and Rate of Return

Investment Policy

The Plan'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 Plan'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:

| Asset Class | Target Allocation |
|---------------------------|--------------------------|
| 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 Plan investments, net of Plan investment expense, was 9.81 percent. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

City of Farmington Hills Post-Retirement Healthcare Finance Fund
Notes to the Financial Statements
June 30, 2025

Note 7 - Plan Reserves

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

Retiree Reserve

The retiree reserve is held in the healthcare benefits reserve fund and is to be computed annually by the actuary as the present value of estimated healthcare 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 retiree healthcare benefit payments.

Employee Reserve

The employee reserve is held credited as employee contributions are received throughout the year. The Plan 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 Plan, 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 Plan reserve fund and is used to account for the residual net position balance in the Plan 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 | \$ 60,079,579 | \$ 60,079,579 |
| Employee reserve | 3,840,994 | 3,840,994 |
| Employer reserve | - | 38,953,158 |

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

| | <u>Retiree Reserve Fund</u> | <u>Employee Reserve Fund</u> | <u>Employer Reserve Fund</u> |
|-------------------------------------|---------------------------------|----------------------------------|----------------------------------|
| Beginning reserve balance | \$ 57,640,182 | \$ 3,816,811 | \$ 35,045,287 |
| Additions | | | |
| Employee contributions | - | 151,720 | - |
| Employer contributions | - | - | 245,972 |
| 5% annual interest income | - | 158,031 | - |
| Investment income (loss) | 6,022,852 | - | 3,661,899 |
| Total additions | 6,022,852 | 309,751 | 3,907,871 |
| Deductions | | | |
| OPEB and insurance premium payments | (3,869,023) | - | - |
| Transfers | | | |
| OPEB awarded | 285,568 | (285,568) | - |
| Ending reserve balance | \$ 60,079,579 | \$ 3,840,994 | \$ 38,953,158 |

City of Farmington Hills Post-Retirement Healthcare Finance Fund
Notes to the Financial Statements
June 30, 2025

Note 8 - Net OPEB Liability (Asset) of the Plan

The components of the net OPEB liability (asset) of the Plan as of June 30, 2025 were as follows:

| | |
|-----------------------------|------------------------|
| Total OPEB liability | \$ 87,651,874 |
| Plan fiduciary net position | <u>102,873,730</u> |
| Net OPEB liability (asset) | <u>\$ (15,221,856)</u> |

| | |
|--|---------|
| Plan fiduciary net position as a percentage of total OPEB liability | 117.37% |
|--|---------|

The net OPEB asset of \$15,221,856 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. 75 and therefore, the City has not recorded the 47th District Court's proportionate share of the net OPEB asset. The City's proportionate share of the net OPEB asset is \$15,009,221 at June 30, 2025.

Actuarial Assumptions

The total OPEB liability was determined by an actuarial valuation as of June 30, 2023, 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% | |
| Healthcare cost trend rate | 7.25% | Graded down to 3.50% |
| Investment rate of return | 7.00% | Net of OPEB investment expense, including inflation |

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 through 2025 using scale MP-2018.

Discount Rate

The discount rate used to measure the total OPEB liability was 7 percent. The projection of cash flows used to determine the discount rate assumed that employer contributions will be made at rates equal to the actuarially determined contribution rate.

City of Farmington Hills Post-Retirement Healthcare Finance Fund
Notes to the Financial Statements
June 30, 2025

Projected Cash Flows

Based on those assumptions, the Plan'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 OPEB plan investments was applied to all periods of projected benefit payments to determine total OPEB liability.

Investment Rate of Return

The long-term expected rate of return on Plan investments was determined using the building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of Plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates of arithmetic real rates of return as of June 30, 2025 for each major asset class included in the Plan's target asset allocation, as disclosed in Note 6, 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 and cash equivalents | 0.00 |

Sensitivity of the Net OPEB Liability (Asset) to Changes in Discount Rate

The following presents the net OPEB liability (asset) of the Plan, calculated using the discount rate of 7 percent. The following also reflects what the employers' net OPEB liability (asset) would be if it were calculated using a discount rate that is 1 percentage lower (6 percent) or 1 percentage point higher (8 percent) than the current rate.

| 1 Percent Decrease (6%) | Current Discount Rate (7%) | 1 Percent Increase (8%) |
|--|---|------------------------------------|
| \$ (5,182,552) | \$ (15,221,856) | \$ (23,659,875) |

Sensitivity of the Net OPEB Liability (Asset) to Changes in the Healthcare Cost Trend Rate

The following presents the net OPEB liability (asset), calculated using the healthcare cost trend rate of 7.25 percent, as well as what the net OPEB liability (asset) would be if it were calculated using a healthcare cost trend rate that is 1 percentage point lower (6.25 percent, decreasing to 2.50 percent) or 1 percentage point higher (8.25 percent decreasing to 4.50 percent) than the current rate.

| 1 Percent Decrease (6.25%) | Current Healthcare Cost Trend Rate Assumption (7.25%) | 1 Percent Increase (8.25%) |
|---|--|---------------------------------------|
| \$ (25,475,804) | \$ (15,221,856) | \$ (2,947,970) |

City of Farmington Hills Post-Retirement Healthcare Finance Fund
Required Supplementary Information
Schedule of Changes in the Net OPEB Liability (Asset) and Related Ratios
June 30, 2025

| Fiscal year ended June 30, | 2025 | 2024 | 2023 | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 |
|---|------------------------|------------------------|-----------------------|-----------------------|------------------------|----------------------|----------------------|-----------------------|-----------------------|
| Total OPEB Liability | | | | | | | | | |
| Service cost | \$ 911,637 | \$ 941,544 | \$ 959,804 | \$ 986,128 | \$ 968,180 | \$ 986,560 | \$ 1,054,839 | \$ 1,037,884 | \$ 1,051,678 |
| Interest on the total OPEB liability | 5,880,873 | 5,730,541 | 5,610,630 | 5,453,746 | 5,665,882 | 5,959,399 | 5,253,837 | 5,054,791 | 4,851,673 |
| Differences between expected and actual experience | (762,779) | (7,068,447) | (5,466,037) | (700,091) | (9,126,689) | (1,260,805) | (223,581) | (866,514) | (826,276) |
| Changes in assumptions | - | 6,384,310 | 3,456,067 | - | 2,799,051 | (1,056,098) | - | - | - |
| Other changes | - | - | 849,234 | - | - | - | 6,203,458 | - | - |
| Benefit payments and refunds | (3,869,023) | (3,781,760) | (3,593,340) | (3,377,522) | (3,314,284) | (2,960,430) | (2,733,400) | (2,427,987) | (2,295,896) |
| Net change in total OPEB liability | 2,160,708 | 2,206,188 | 1,816,358 | 2,362,261 | (3,007,860) | 1,668,626 | 9,555,153 | 2,798,174 | 2,781,179 |
| Total OPEB liability - beginning | 85,491,166 | 83,284,978 | 81,468,620 | 79,106,359 | 82,114,219 | 80,445,593 | 70,890,440 | 68,092,266 | 65,311,087 |
| Total OPEB liability - ending (a) | <u>\$ 87,651,874</u> | <u>\$ 85,491,166</u> | <u>\$ 83,284,978</u> | <u>\$ 81,468,620</u> | <u>\$ 79,106,359</u> | <u>\$ 82,114,219</u> | <u>\$ 80,445,593</u> | <u>\$ 70,890,440</u> | <u>\$ 68,092,266</u> |
| Plan Fiduciary Net Position | | | | | | | | | |
| Employer contributions | \$ 245,972 | \$ 274,586 | \$ 285,085 | \$ 307,862 | \$ 540,667 | \$ 559,360 | \$ 767,528 | \$ 776,762 | \$ 1,794,724 |
| Employee contributions | 151,720 | 157,239 | 178,283 | 195,527 | 216,025 | 230,918 | 237,683 | 249,325 | 255,459 |
| OPEB Plan net investment income (loss) | 9,901,108 | 7,734,816 | 7,350,311 | (10,110,429) | 25,671,154 | 1,237,857 | 3,617,170 | 5,394,607 | 8,093,512 |
| Benefit payments and refunds | (3,869,023) | (3,781,760) | (3,593,340) | (3,377,522) | (3,314,284) | (2,960,430) | (2,733,400) | (2,427,987) | (2,295,896) |
| OPEB plan administrative expense | (58,325) | (67,830) | (67,433) | (44,292) | (65,607) | (61,343) | (36,900) | (19,643) | (28,778) |
| Other | - | - | - | - | - | - | 1,767 | 3,619 | - |
| Net change in plan fiduciary net position | 6,371,452 | 4,317,051 | 4,152,906 | (13,028,854) | 23,047,955 | (993,638) | 1,853,848 | 3,976,683 | 7,819,021 |
| Plan fiduciary net position - beginning | 96,502,278 | 92,185,227 | 88,032,321 | 101,061,175 | 78,013,220 | 79,006,858 | 77,153,010 | 73,176,327 | 65,357,306 |
| Plan fiduciary net position - ending (b) | <u>\$102,873,730</u> | <u>\$ 96,502,278</u> | <u>\$ 92,185,227</u> | <u>\$ 88,032,321</u> | <u>\$101,061,175</u> | <u>\$ 78,013,220</u> | <u>\$ 79,006,858</u> | <u>\$ 77,153,010</u> | <u>\$ 73,176,327</u> |
| Net OPEB liability (asset) (a-b) | <u>\$ (15,221,856)</u> | <u>\$ (11,011,112)</u> | <u>\$ (8,900,249)</u> | <u>\$ (6,563,701)</u> | <u>\$ (21,954,816)</u> | <u>\$ 4,100,999</u> | <u>\$ 1,438,735</u> | <u>\$ (6,262,570)</u> | <u>\$ (5,084,061)</u> |
| Plan fiduciary net position as a percentage of total OPEB liability | 117.37% | 112.88% | 110.69% | 108.06% | 127.75% | 95.01% | 98.21% | 108.83% | 107.47% |

Note: GASB Statement No. 74 was implemented for the fiscal year ended June 30, 2017 and does not require retroactive implementation. Contributions are not based on a measure of payroll, therefore per GASB Statement No. 85, covered payroll is not presented.
Data will be added as information is available until 10 years of such data is available.

City of Farmington Hills Post-Retirement Healthcare Finance Fund
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 |
|-------------------------------|---|------------------------|--|--------------------|--|
| 2017 | \$ 1,794,724 | \$ 1,794,724 | \$ - | N/A | N/A |
| 2018 | 776,762 | 776,762 | - | N/A | N/A |
| 2019 | 767,528 | 767,528 | - | N/A | N/A |
| 2020 | 559,360 | 559,360 | - | N/A | N/A |
| 2021 | 540,667 | 540,667 | - | N/A | N/A |
| 2022 | 307,862 | 307,862 | - | N/A | N/A |
| 2023 | 285,085 | 285,085 | - | N/A | N/A |
| 2024 | 274,586 | 274,586 | - | N/A | N/A |
| 2025 | 245,972 | 245,972 | - | N/A | N/A |

Notes: Actuarial valuations are performed as of June 30 of even numbered years. Contributions are not based on a measure of payroll, therefore per GASB Statement No. 85, covered payroll is not presented.

Methods and assumptions used to determine contribution rates:

| | |
|-------------------------------|---|
| Actuarial cost method | Entry-age normal |
| Amortization method | Level dollar, closed |
| Remaining amortization period | 12 years |
| Asset valuation method | 5-year smoothed market |
| Inflation | 2.50% |
| Healthcare cost trend rates | Initial trend of 7.25% gradually decreasing to an ultimate trend rate of 3.50% in year 15 |
| 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 to 2025 using scale MP-2018 |

City of Farmington Hills Post-Retirement Healthcare Finance Fund
Required Supplementary Information
Schedule of Investment Returns

| <u>Fiscal Year Ended June 30,</u> | <u>Annual Return % *</u> |
|---|------------------------------|
| 2017 | 11.90% |
| 2018 | 7.16% |
| 2019 | 3.66% |
| 2020 | 1.36% |
| 2021 | 32.62% |
| 2022 | (10.16)% |
| 2023 | 8.26% |
| 2024 | 8.28% |
| 2025 | 9.81% |

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