SOUTH METRO FIRE RESCUE
Volunteer Firefighter Pension Board of Trustees' Regular Meeting
November 2, 2026 at 6:00 p.m.
9195 E. Mineral Avenue, Centennial, CO

AGENDA

I. REGULAR MEETING CALL TO ORDER

A. PLEDGE OF ALLEGIANCE

B. ROLL CALL

C. APPROVAL OF THE AGENDA

D. CONFLICT OF INTEREST DISCLOSURE

E. PUBLIC COMMENT

Public Conduct at Meetings. Comments by members of the public shall be made only during the "Public Comment" portion of the meeting or a specified "Public Hearing," and shall be limited to three minutes per individual and five minutes per group spokesperson unless additional opportunity is given at the Board's discretion. Each member of the public wishing to speak shall identify themselves by name, address, and agenda item, if any, to be addressed. Disorderly conduct, harassment, or obstruction of or interference with meetings by physical action, verbal utterance, nuisance or any other means are prohibited. Such conduct may result in removal of person(s) responsible for such behavior from the meeting, a request for assistance from law enforcement, and criminal charges filed against such person(s).

F. CONSENT AGENDA

Consent Agenda items are provided for study in the Board packets and introduced in the General Session for the Board's review. They can be adopted by a single motion. All resolutions and proposed actions must be read by title prior to a vote on the motion. Any Consent Agenda items may be removed at the request of a Director and heard separately or tabled.

1. August 3, 2026 South Metro Fire Rescue Volunteer Firefighter Pension Board of Trustees' Regular Board Meeting Minutes

2. Third Quarter 2026 Allocation Reports

AGENDA *(cont.)*

G. ACTION ITEMS

N/A

H. DISCUSSION ITEMS

N/A

I. INFORMATION ITEMS

J. NEXT MEETING

Regular Board of Trustees' Meeting to be held in May 2027 at 6:00 p.m. at 9195 E. Mineral Avenue, Centennial, CO.

K. ADJOURNMENT

South Metro Fire Rescue
Volunteer Firefighter Pension Board of Trustees'
Regular Meeting Minutes
August 3, 2026

Present:	Jim Albee, Chair	John Curtis, Fire Chief
	Walt Burns, Vice Chair	Mike Dell'Orfano, Chief Govt. Affairs Officer
	Kevin Leung, Secretary	Jake Mayhew, Deputy Chief – Operations
	William Shriver, Treasurer	Kristin Eckmann – Deputy Chief – Community Services
	Renee Anderson	Matt Weller, Deputy Chief – Internal Services
	Sue Roche	Stephanie Corbo, Chief Financial Officer
	Cheryl Poage	Camie Chapman, Chief Human Resources Officer
	Phil McCart	Bob Cole, Legal Counsel

Absent Rich Sokol - Excused

Others: SMFR Staff Members and guests

MEETING CALL TO ORDER
Jim Albee, Chair, called the regular meeting of the South Metro Fire Rescue Volunteer Firefighter Pension Board of Trustees to order at 6:08 p.m.

PLEDGE OF ALLEGIANCE
Jim Albee, Chair, led the Pledge of Allegiance to the United States of America.

ROLL CALL
All Board members were present in person.

APPROVE AGENDA
Phil McCart, Trustee, motioned to approve the agenda. Sue Roche, Trustee, seconded the motion. 8 in favor, 0 opposed. The motion carried.

CONFLICT OF INTEREST DISCLOSURE
Jim Albee, Chair, asked the Board of Trustee members to affirm there are no conflicts of interest:

- Sue Roche – no conflict
- Renee Anderson – no conflict
- Jim Albee - no conflict
- Bill Shriver – no conflict
- Kevin Leung – Kevin Leung disclosed that he has officially become a candidate for Colorado State Senate District 30.
- Phil McCart – no conflict
- Rich Sokol - absent
- Walt Burns – no conflict
- Cheryl Poage – no conflict

PUBLIC COMMENT
There was no public comment.

CONSENT AGENDA

1. May 4, 2026, South Metro Fire Rescue Volunteer Firefighter Pension Board of Trustees' Regular Meeting Minutes

   Motion: Sue Roche, Trustee, motioned to approve the consent agenda as presented. Walt Burns, Vice Chair, seconded the motion. 8 were in favor, 0 opposed. The motion carried.

2. Second Quarter 2026 Allocation Reports

ACTION ITEMS

1. **Oath of Office Member Trustee Walt Burns:** Jim Albee, Board Chair, swore in the Oath of Office for the newly elected member trustee.

2. **Election of Officers:** Mike Dell'Orfano, Chief Government Affairs Officer, South Metro Fire Rescue, reminded the Board that pursuant to the bylaws, the Volunteer Pension Board is required to elect officers during the same years as the District's Board election. The Board agreed to table the election of officers until August 2027.
   Motion: Sue Roche, Trustee motioned to table the Election of Officers process until August, 2027. 8 were in favor, 0 opposed. The motion carried.

DISCUSSION ITEMS

N/A

INFORMATION ITEMS

N/A

EXECUTIVE SESSION

There was no motion to convene to executive session.

NEXT MEETING

Regular Board of Trustees' Meeting to be held on November 2, 2026, at 6:00 p.m. at 9195 East Mineral Avenue, Centennial, CO.

ADJOURNMENT

The meeting was adjourned by Chair Albee at 6:20 p.m.

Attested by _____ Date _____

0348_CHERRY HILLS FPD

Fire and Police Pension Association of Colorado
Period Ending 09/30/26

Description	
Beginning Balance	$2,083,529
Plan Direct Inflows and Outflows	
Member Contributions	
Employer Contributions	
Contributions from the SWDD Plan	
Refunds	
Affiliations/(Disaffiliations)	
Plan Transfers	
Net Benefits	(249,443)
Plan Directed Expenses	
State Funding	
Plan Direct Inflows and Outflows Sub-Total	(249,443)
Allocated Income and Expense	
Interest	31,795
Dividends	10,779
Other Income	6,364
Net Change Accrued Income	3,519
Unrealized Gain/Loss	(48,677)
Realized Gain/Loss	12,841
Defined Contribution Earnings (Net)	
Investment Expenses	(9,973)
Direct Expense Allocation	(2,180)
Other Expenses	(2,411)
Allocated Income and Expense Sub-Total	2,058
Ending Balance	$1,836,143

FPPA | Fire & Police Pension Association of Colorado

MEMORANDUM

To: Affiliated FPPA Old Hire Pension Plan and Affiliated Volunteer Pension Plan Employers-Short Term Pool

From: Peggy Job, Senior Accountant

Re: Q3-2026 September 30, 2026

Allocation Report & Annual Contributions Received

Date: October 21, 2026

Allocation Report

Investment Performance

Your plan assets are commingled for investment purposes in the Members' Benefit Investment Fund – Short-Term ("Pool"). Returns for the Pool are as follows:

2026	Quarter	Year to Date	1 Year	3 Years	5 Years
Total Pool Net of Investment Expense*	(1.97%)	1.15%	2.47%	7.00%	1.74%

**FPPA Administrative Expenses* are not included in the *Total Pool Net of Investment Expense* percentages.

The table below summarizes expenses as a percentage of net assets for the Pool as of December 31:

Year	FPPA Administrative Expense*	Investment Management Expense	Total Expense Ratio
Q3-2026	0.21%	0.51%	0.72%
2025	0.26%	0.59%	0.85%
2024	0.16%	0.45%	0.61%
2023	0.18%	0.40%	0.58%
2022	0.16%	0.34%	0.51%
2021	0.13%	0.52%	0.65%

How to Calculate Your Plan Specific Expense Ratio

Your Allocation Report may reflect expenses specific to your plan such as actuarial expense and legal fees as well as expenses you directed FPPA to pay from your plan assets. These expenses are reflected in the line items *Plan Directed Expenses* and *Direct Expense Allocation*. As such, your plan's administrative expenses may differ from the Pool. In order to calculate your plan's administrative expense ratio, you will need to add the line items *Plan Directed Expenses*, *Direct Expense Allocation* and *Allocated Fees & Expenses* and divide by the *Ending Balance*.

Allocation Methodology

Investment Expenses and *Allocated Fees & Expenses* are separately allocated and separately reported in the Allocation Report. The *Investment Expenses* are allocated to each plan based on the plan's proportion of total assets. The *Allocated Fees & Expenses* are allocated based on the plan's proportion of total membership, including active, inactive and retired members as of December 31 of the prior year as defined by the guidelines within the Annual Comprehensive Financial Report. Member counts may be adjusted during the year for plan affiliation, disaffiliation, or reentry.

Review of the Report

Review the items *Member Contributions, Employer Contributions, Refunds, Affiliations, Net Benefits, Plan Directed Expenses and State Funding* and confirm that these amounts are correct year-to-date. **If any amount is not correct, please send a written response to FPPA by November 30, 2026. If FPPA does not receive a response November 30, 2026 you are confirming that these report items are correct.**

Annual Contributions Received

FPPA provides a schedule of your 2026 contributions received by FPPA year to date. This schedule compares contributions received in the current year to the actuarial required contributions for 2026. **Please be aware that this report shows contributions based on the date received by FPPA and does not consider if contributions relate to a prior year.** All required contributions were due to FPPA before December 31, 2026 to be included in this report.

If you have any questions regarding your allocation report or the direct allocated plan expenses, please call me at 303-770-3772 in Metro Denver or 800-332-3772 or email me at pjob@fppaco.org.

Allocation Report Descriptions

This report provides the beginning of year plan balance, year-to-date totals, and an ending plan balance as of the report date

Beginning Balance	Plan assets at the beginning of the year
Plan Direct Inflows and Outflows	
Member Contributions	Member Contributions made to the plan
Employer Contributions	Employer Contributions made to the plan
Contributions from the SWDD Plan	Contributions received for a member on disability rolling to a normal retirement
Refunds	Member withdrawal of funds from the plan
Affiliations	Plan affiliation or disaffiliation or idle funds distributions (typically a Volunteer Fire Plan matter)
Net Benefits	Benefits paid to retired members
Plan Directed Expenses	Payments from plan assets directed by the department Examples: legal, actuarial, and insurance expense
State Funding	State funding for volunteer plans
Plan Direct Inflows and Outflows Sub-Total	Sub-Total of the above activity
Allocated Income and Expense	
Interest*	Interest on investments
Dividends*	Dividends on investments
Other Income*	Other investment income
Net Change Accrued Income*	Change in accrued earnings for interest and dividends
Unrealized Gain/Loss*	Unrealized Gain/Loss on investments
Realized Gain/Loss*	Realized Gain/Loss on investments
Defined Contribution Earnings (Net)	Not applicable for Defined Benefit plans
Investment Expenses	Allocated share of FPPA investment expense
Direct Expense Allocation	Expenses directly allocated to the plan Examples: actuarial and audit fees
Other Expenses	Allocated share of FPPA administrative expense
Allocated Income and Expense Sub-Total	Sub-Total of the above activity
Ending Balance	Plan assets at period end

* Allocated from the Fire & Police Members' Benefit Investment Fund – Short-Term Pool

FPPA | Fire & Police Pension Association of Colorado

0457_PARKER FPD

Fire and Police Pension Association of Colorado
Period Ending 09/30/26

Description	
Beginning Balance	$193,717
Plan Direct Inflows and Outflows	
Member Contributions	
Employer Contributions	
Contributions from the SWDD Plan	
Refunds	
Affiliations/(Disaffiliations)	
Plan Transfers	
Net Benefits	(86,707)
Plan Directed Expenses	
State Funding	
Plan Direct Inflows and Outflows Sub-Total	(86,707)
Allocated Income and Expense	
Interest	2,348
Dividends	782
Other Income	431
Net Change Accrued Income	238
Unrealized Gain/Loss	(2,678)
Realized Gain/Loss	976
Defined Contribution Earnings (Net)	
Investment Expenses	(733)
Direct Expense Allocation	(426)
Other Expenses	(5,125)
Allocated Income and Expense Sub-Total	(4,185)
Ending Balance	$102,825

FPPA | Fire & Police Pension Association of Colorado

MEMORANDUM

To: Affiliated FPPA Old Hire Pension Plan and Affiliated Volunteer Pension Plan Employers-Short Term Pool

From: Peggy Job, Senior Accountant

Re: Q3-2026 September 30, 2026

Allocation Report & Annual Contributions Received

Date: October 21, 2026

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2024	0.16%	0.45%	0.61%
2023	0.18%	0.40%	0.58%
2022	0.16%	0.34%	0.51%
2021	0.13%	0.52%	0.65%

How to Calculate Your Plan Specific Expense Ratio

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Review of the Report

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Net Benefits	Benefits paid to retired members
Plan Directed Expenses	Payments from plan assets directed by the department Examples: legal, actuarial, and insurance expense
State Funding	State funding for volunteer plans
Plan Direct Inflows and Outflows Sub-Total	Sub-Total of the above activity
Allocated Income and Expense	
Interest*	Interest on investments
Dividends*	Dividends on investments
Other Income*	Other investment income
Net Change Accrued Income*	Change in accrued earnings for interest and dividends
Unrealized Gain/Loss*	Unrealized Gain/Loss on investments
Realized Gain/Loss*	Realized Gain/Loss on investments
Defined Contribution Earnings (Net)	Not applicable for Defined Benefit plans
Investment Expenses	Allocated share of FPPA investment expense
Direct Expense Allocation	Expenses directly allocated to the plan Examples: actuarial and audit fees
Other Expenses	Allocated share of FPPA administrative expense
Allocated Income and Expense Sub-Total	Sub-Total of the above activity
Ending Balance	Plan assets at period end

* Allocated from the Fire & Police Members' Benefit Investment Fund – Short-Term Pool

FPPA | Fire & Police Pension Association of Colorado

0414_SOUTH METRO FIRE RESCUE

Fire and Police Pension Association of Colorado
Period Ending 09/30/26

Description	
Beginning Balance	$228,635
Plan Direct Inflows and Outflows	
Member Contributions	
Employer Contributions	
Contributions from the SWDD Plan	
Refunds	
Affiliations/(Disaffiliations)	
Plan Transfers	
Net Benefits	(52,266)
Plan Directed Expenses	
State Funding	10,170
Plan Direct Inflows and Outflows Sub-Total	(42,096)
Allocated Income and Expense	
Interest	780
Dividends	744
Other Income	819
Net Change Accrued Income	31
Unrealized Gain/Loss	863
Realized Gain/Loss	14,720
Defined Contribution Earnings (Net)	
Investment Expenses	(1,170)
Direct Expense Allocation	(428)
Other Expenses	(3,316)
Allocated Income and Expense Sub-Total	13,043
Ending Balance	$199,582

FPPA | Fire & Police Pension Association of Colorado

MEMORANDUM

To: Affiliated Volunteer Pension Plan Employers- Long Term Pool

From: Peggy Job, Senior Accountant

Re: Q3-2026 September 30, 2026

Allocation Report & Annual Contributions Received

Date: October 21, 2026

Allocation Report

Investment Performance

Your plan assets are commingled for investment purposes in the Members' Benefit Investment Fund – Long Term Pool ("Pool"). Returns for the Pool are as follows (returns for periods longer than one year are annualized):

2026	Quarter	Year to Date	1 Year	3 Years	5 Years
Total Pool Net of Investment Expense*	1.15%	8.47%	11.48%	12.42%	7.24%

**FPPA Administrative Expenses* are not included in the *Total Pool Net of Investment Expense* percentages.

The table below summarizes expenses as a percentage of net assets for the Pool:

Year	FPPA Administrative Expense*	Investment Management Expense	Total Expense Ratio
Q3-2026	0.12%	0.55%	0.67%
2025	0.16%	0.88%	1.04%
2024	0.15%	0.75%	0.90%
2023	0.17%	0.83%	1.00%
2022	0.14%	0.80%	0.94%
2021	0.12%	0.81%	0.93%

How to Calculate Your Plan Specific Expense Ratio

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Net Benefits	Benefits paid to retired members
Plan Directed Expenses	Payments from plan assets directed by the department Examples: legal, actuarial, and insurance expense
State Funding	State funding for volunteer plans
Plan Direct Inflows and Outflows Sub-Total	Sub-Total of the above activity
Allocated Income and Expense	
Interest*	Interest on investments
Dividends*	Dividends on investments
Other Income*	Other investment income
Net Change Accrued Income*	Change in accrued earnings for interest and dividends
Unrealized Gain/Loss*	Unrealized Gain/Loss on investments
Realized Gain/Loss*	Realized Gain/Loss on investments
Defined Contribution Earnings (Net)	Not applicable for Defined Benefit plans
Investment Expenses	Allocated share of FPPA investment expense
Direct Expense Allocation	Expenses directly allocated to the plan Examples: actuarial and audit fees
Other Expenses	Allocated share of FPPA administrative expense
Allocated Income and Expense Sub-Total	Sub-Total of the above activity
Ending Balance	Plan assets at period end

** Allocated from the Fire & Police Members' Benefit Investment Fund – Long Term Pool.*

FIRE AND POLICE PENSION ASSOCIATION
CHERRY HILLS OLD HIRE FIRE PENSION FUND

ACTUARIAL VALUATION REPORT AS OF JANUARY 1, 2026



P: 469.524.0000 | www.grsconsulting.com

To: Administrative Heads and Finance Officers of the Cherry Hills Old Hire Fire Pension Fund; administered by FPPA

Date: July 2026

Subject: **Actuarial Valuation Results as of January 1, 2026**

This report contains the actuarial valuation results as of January 1, 2026 for your department as determined by Gabriel, Roeder, Smith & Company (GRS), actuary for the Fire and Police Pension Association (FPPA). Questions about this report should be directed to FPPA, rather than to Gabriel, Roeder, Smith & Company.

Financing Objectives

This valuation was prepared to determine the Required Contribution for fiscal years 2027 and 2028. The Required Contribution for FY2027 and FY2028 is $216,735 and is shown in Table 1, Item 10. The Required Contribution can be considered a "Reasonable Actuarially Determined Contribution" as required by the Actuarial Standards of Practice.

Due to the many factors affecting a retirement system, users of this report should be aware that contributions made at that amount do not necessarily guarantee long-term benefit security.

Benefit Provisions

This actuarial valuation reflects the provisions that were applicable to the Cherry Hills Old Hire Fire Pension Fund as of the valuation date. The details of the actuarial calculations, based on the current benefit provisions, are described in this report. Departments are allowed to model three alternative benefit packages, if desired. If alternatives were requested, a summary of the alternative requested and the actuarial results based on those packages is shown in Table 18.

Actuarial Assumptions and Methods

This actuarial valuation uses the assumptions and methods that were adopted by the Board of Directors of FPPA based upon the actuary's analysis and recommendations resulting from the 2022 Experience Study and effective in the January 1, 2024 valuations, as well as any asset allocation studies of the Old Hire Plans.

A summary of the assumptions and methods can be found in Table 15.

The asset valuation method approximates smoothing over a five-year period by recognizing 20% of the difference between the projected actuarial value and the market value at the valuation date.

The results of the actuarial valuation are dependent on the actuarial assumptions used. Actual results can and almost certainly will differ, as actual experience deviates from the assumptions. Even seemingly minor changes in the assumptions can materially change the liabilities, calculated annual contribution and funding periods. The actuarial calculations are intended to provide information for rational decision

making.

This report is prepared using our proprietary valuation model and related software which in our professional judgment has the capability to provide results that are consistent with the purposes of the valuation. We performed tests to ensure that the model reasonably represents that which is intended to be modeled.

This report does not include a detailed assessment of the risks of future experience not meeting the actuarial assumptions. Additional assessment of risks was outside the scope of this assignment.

Assets

Table 4 shows the market value of assets for this department and Table 5 shows the development of the actuarial value of assets. The actuarial value is an adjusted market value. It reflects only a portion of the excess (or shortfall) between recent investment returns and the corresponding expected returns based on the annual investment return assumption. The actuarial value recognizes 20% of the difference between the projected actuarial value and the market value at the valuation date with the additional 80% of the difference recognized over the next four years (20% per year). This smoothed average approach dampens the year-to-year fluctuations in the calculated annual contribution.

Member Data

Member data as of January 1, 2026 was supplied by FPPA, as supplied by the department throughout the normal course of business. GRS did not subject the data to any auditing procedures but reviewed it and tested it for reasonableness and consistency. The member count is shown in Table 3.

Experience

Actuarial experience is measured by comparing the expected valuation results with the actual valuation results at the valuation date. The expected valuation results are calculated as if all of the actuarial assumptions had been met. For instance, a gain/(loss) attributable to investment experience is realized when the pension fund assets earn over/(under) the actuarial assumed earnings rate and a gain/(loss) attributable to liability experience is realized when the pension fund liabilities are less/(greater) than the actuarial assumptions predicted (e.g. members not living as long as expected, rank escalation or cost-of-living increases were greater than expected, etc.).

During the two year period since the prior valuation, the plan experienced liability gains and investment losses due to actual experience deviating from assumptions. Table 2 shows the detailed calculations of the gains and losses since the prior valuation.

GASB Accounting

Employer reporting information for GASB Statement No. 68 is provided in a separate report.

Projected Actuarial Results

To allow the City to anticipate future contribution requirements for the Fund, we have projected the actuarial status of the Fund as of January 1, 2028. The following table provides the Required Contribution for Fiscal Years 2027 & 2028 based on the January 1, 2026 actuarial valuation and an estimated Required Contribution for Fiscal Years 2029 and 2030, based on three different investment return scenarios in 2026 & 2027 and a projected January 1, 2028 actuarial valuation.

Fiscal Year (FY)	Required Contribution - Current Financing Objectives		
	Assuming 2.50% return in FY 2026 & 2027	Assuming 4.50% return in FY 2026 & 2027	Assuming 6.50% return in FY 2026 & 2027
2027 & 2028	$216,735	$216,735	$216,735
2029 & 2030	$216,735	$216,735	$195,062

The projected liabilities are calculated by rolling forward the liabilities as of January 1, 2026, taking into account interest and benefit payments for the year, including mortality incidence and anticipated cost of living increases. The 4.50% scenario above coincides with the actuarial investment return assumption of 4.50%. The 2.50% and 6.50% scenarios demonstrate the impact of small amounts of investment return volatility. Actual investment return volatility could exceed the illustrated +/-2% deviation from the actuarial investment return assumption of 4.50%.

In addition to investment return experience, demographic experience and future assumption changes could also impact the actual Required Contribution for fiscal years 2029 and 2030.

Tables

This report includes the following sections:

- The executive summary includes a condensed summary of the demographic, financial, and actuarial data.
- Table 1 provides the details of the development of the Required Contribution.
- Table 2 shows the sources of change in the UAAL since the prior valuation.
- Table 3 shows historical actuarial and demographic data for the department.
- Tables 4, 5, 6, and 7 show the development of the financial information.
- Tables 8 and 9 provide information for historical comparison purposes only. Similar information needed for financial reporting purposes is provided in a separate GASB 68 report.
- Table 10 shows historical cash flow information.
- Tables 11, 12, and 13 show demographic data for the department.

- Table 14 shows the risks associated with measuring the accrued liability and actuarially determined contribution.
- Table 15 shows the actuarial assumptions and methods used to calculate the liabilities.
- Table 16 is a summary of the benefit provisions for the department.
- Table 17 provides definitions of several terms used throughout the report.

Certification

We certify that the information included herein and contained in the 2026 Actuarial Valuation Report is accurate and fairly presents the actuarial position of the Cherry Hills Old Hire Fire Pension Fund as of January 1, 2026. For financial reporting purposes, the projection of benefits for this Plan does not explicitly incorporate the potential effects of the contractual limits on employer contributions, if applicable.

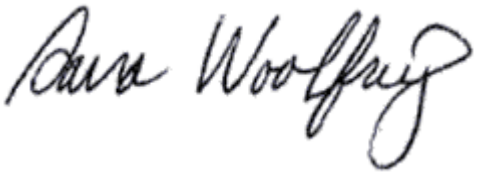
The supporting schedules in this report were prepared by the actuaries and can be used for completing the actuarial section of the Comprehensive Annual Financial Report. To the best of our knowledge, the supporting schedules fully and fairly disclose the actuarial conditions of the plan.

All calculations have been made in conformity with generally accepted actuarial principles and practices, and with the Actuarial Standards of Practice issued by the Actuarial Standards Board. In our opinion, the results presented comply with the requirements of the State of Colorado statutes and, where applicable, the Internal Revenue Code, ERISA, and the Statements of the Governmental Accounting Standards Board.

The undersigned are independent actuaries.

Mr. Newton and Ms. Woolfrey are members of the Society of Actuaries and the American Academy of Actuaries, and are also Enrolled Actuaries. Both are experienced in performing valuations for public retirement systems.

Respectfully submitted,
Gabriel Roeder Smith & Company



Dana Woolfrey, FSA, EA, MAAA
Senior Consultant



Joseph Newton, FSA, EA, MAAA
Pension Market Leader

Executive Summary

Item	January 1, 2026	January 1, 2024
	(1)	(2)
Membership		
• Number of:		
- Active members	0	0
- Members in DROP	0	0
- Disabled members	0	0
- Retired members	6	6
- Beneficiaries	2	4
- Total	8	10
• Annualized payroll supplied by FPPA	N/A	N/A
• Annualized monthly benefits paid	$ 332,590	$ 371,199
Assets		
• Market value	$ 2,083,529	$ 2,064,117
• Actuarial value	2,094,040	2,192,253
• Return on market value - Prior year	8.0%	6.3%
• Return on market value - Prior year minus 1	5.0%	(7.2%)
• Average return on actuarial value	3.3%	4.7%
• Contribution for prior year	$ 216,735	$ 216,735
• Contribution for prior year minus 1	$ 216,735	$ 216,735
• Ratio of actuarial value to market value	100.5%	106.2%
Actuarial Information		
• Actuarial accrued liability	$ 3,657,931	$ 4,092,496
• Unfunded actuarial accrued liability/(surplus)	1,563,891	1,900,243
• Funded ratio	57.2%	53.6%
Required Contribution		
• For year ending December 31, 2027	$ 216,735	$ 216,735
• For year ending December 31, 2028	$ 216,735	$ 216,735

Table of Contents

Table 1	-	Development of Required Contribution	3
Table 2	-	Change in UAAL	5
Table 3	-	Actuarial Experience	6
Table 4	-	Reconciliation of Net Plan Assets	7
Table 5	-	Development of Actuarial Value of Assets	8
Table 6	-	Development of Amounts to be Recognized in the Actuarial Value of Assets	9
Table 7	-	Gain/Loss on Actuarial Value of Assets	10
Table 8	-	Statement of Funding Progress	11
Table 9	-	History of Employer Contributions	12
Table 10	-	Cash Flow Analysis	13
Table 11	-	Membership Data	14
Table 12	-	Summary of Retirees by Age and Type	15
Table 13	-	Schedule of Retirees and Annuitants Added to and Removed from Rolls	16
Table 14	-	Risks Associated with Measuring the Accrued Liability and Required Contribution	17
Table 15	-	Summary for Actuarial Assumptions, Methods, and Changes	20
Table 16	-	Summary of Benefit Provisions	22
Table 17	-	Definition of Terms	24

Table 1 - Development of Required Contribution

In 2019, House-Bill 20-1044 was passed which allows the Board to modify the financing objectives of the Old Hire Plans. The financing objectives are as follows:

1) Desire for Stable Contributions

The Required Contribution from the actuarial valuation as of January 1, 2024, which determines the contribution requirement for fiscal years 2025 and 2026 is $216,735. The goal of the funding policy is for contributions to remain unchanged. Thus, unless one of the following conditions (for increased or decreased contributions) is met, the Required Contribution will remain equal to the Required Contribution from the previous biennium. If neither the conditions for increased contributions nor the conditions for decreased contributions, described below, is met, then the contribution requirement will continue to be $216,735 for fiscal years 2027 and 2028.

2) Conditions for Increased Contributions

The Required Contribution cannot be less than the Contribution Threshold. The Contribution Threshold will equal the percent of the annual benefit payments not covered from the current funding position of the trust. It represents the amount needed to keep the funded ratio from declining from one year to the next.

Contribution Threshold = (100% - Funded Ratio) * Annual Benefit Payments + Administrative Expenses

Based on the results as of January 1, 2026, the Contribution Threshold for 2027 would be calculated as follows:

Contribution Threshold for 2027 = (100% - 57.25%) * $329,461 + $4,857 = $145,702

3) Conditions for Decreased Contributions

If the Contribution Threshold for the upcoming biennium is less than 60% of the contribution from the current biennium, the Required Contribution for the new biennium will be reduced 10% from the current biennium. Currently, the Conditions for Decreased Contributions are not projected to apply for the upcoming biennium.

Finally, if the Funding Target of 100% has been achieved, then contributions can reduce to $0.

Table 1 - Development of Required Contribution (Continued)

		January 1, 2026 (1)	January 1, 2024 (2)
1.	Total actuarial accrued liability for:		
	a. Retirees and beneficiaries	$ 3,657,931	$ 4,092,496
	b. Disabled members	0	0
	c. Members in DROP	0	0
	d. Active members	0	0
	e. Total	$ 3,657,931	$ 4,092,496
2.	Actuarial value of assets	$ 2,094,040	$ 2,192,253
3.	Unfunded actuarial accrued liability (UAAL)/(surplus) (1e. - 2.)	$ 1,563,891	$ 1,900,243
4.	Funded ratio	57.25%	53.57%
5.	Contribution level current biennium (2025-2026)	$ 216,735	$ 216,735
6.	Current Benefits	$ 329,461	$ 364,903
7.	Administrative Expenses	$ 4,857	$ 4,652
8.	Contribution Threshold [(100% - 4) x 6 + 7]	$ 145,702	$ 174,076
9.	Contribution Threshold as % of Current Contribution [8 / 5]	67%	80%
10.	**Required Contribution for Upcoming Biennium**	**$ 216,735**	**$ 216,735**

Outcome: Conditions to increase or decrease contributions not met. Continue annual funding of $216,735.

Table 2 - Change in UAAL

1.	Unfunded actuarial accrued liability (UAAL) as of January 1 of prior valuation year	$	1,900,243
2.	Benefit modifications from prior valuation		0
3.	Total normal cost for FY2024 & FY2025		0
4.	Contributions less administrative expenses during FY2024		(210,734)
5.	Contributions less administrative expenses during FY2025		(213,023)
6.	Interest at 4.50%		155,639
7.	Expected UAAL as of this valuation (sum of 1. to 6.)	$	1,632,125
8.	Actual UAAL at end of period	$	1,563,891
9.	Actuarial gain/(loss) for the period (7. - 8.)	$	68,234
	SOURCE OF GAINS/(LOSSES)		
10.	Asset gain/(loss) (See Table 7)	$	(49,921)
11.	Salary/rank liability gain/(loss) for the period	$	111,235
12.	Assumption gain/(loss) for the period	$	0
13.	Net liability gain/(loss) for the period (9. - 10. - 11. - 12.)	$	6,920

Table 3 - Actuarial Experience

	2026	2024	2022	2020	2018	2016	2014
1. Number of members							
a. Active	0	0	0	0	0	0	0
b. Retired	6	6	6	7	8	8	10
c. DROP	0	0	0	0	0	0	0
d. Beneficiaries	2	4	4	3	2	3	1
e. Disabled	0	0	0	0	0	0	0
f. Total	8	10	10	10	10	11	11
2. Covered payroll	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
3. Average compensation	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
4. Based on granting limited rank escalation							
a. Normal cost	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
b. Accrued liability	3,657,931	4,092,496	3,744,877	4,102,938	4,340,929	4,487,878	4,509,247
c. Actuarial value of assets	2,094,040	2,192,253	2,288,200	2,264,352	2,329,191	2,399,223	2,474,276
d. Unfunded liability	1,563,891	1,900,243	1,456,677	1,838,586	2,011,738	2,088,655	2,034,971
e. Remaining amortization period	N/A	N/A	N/A	14	16	18	18
f. Funded ratio	57.2%	53.6%	61.1%	55.2%	53.7%	53.5%	54.9%
5. Required contribution							
a. Amount	$ 216,735	$ 216,735	$ 216,735	$ 216,735	$ 216,735	$ 214,110	$ 201,921
b. Per member	27,092	21,674	21,674	21,674	21,673	19,465	18,356

Table 4 - Reconciliation of Net Plan Assets

		Year Ending 12/31/2025 (1)	Year Ending 12/31/2024 (2)
1.	Market value of assets at beginning of year	$ 2,039,713	$ 2,064,117
2.	Revenue for the year		
a.	Plan direct inflows		
i.	Employer contributions	$ 216,735	$ 216,735
ii.	State contributions	0	0
iii.	Affiliations	0	0
iv.	Plan directed expenses	0	0
v.	Total	$ 216,735	$ 216,735
b.	Allocated income		
i.	Interest	$ 58,954	$ 35,853
ii.	Dividends	7,252	3,665
iii.	Other Income	4,972	750
iv.	Net change accrued income	(2,124)	6,402
v.	Unrealized gain/(loss)	48,882	29,722
vi.	Realized gain/(loss)	52,543	31,481
vii.	Total	$ 170,479	$ 107,873
c.	Total Revenue (2a. + 2b.)	$ 387,214	$ 324,608
3.	Expenditures for the year		
a.	Plan direct outflows		
i.	Net benefits	$ (328,008)	$ (334,703)
ii.	Refunds	0	0
iii.	Total	$ (328,008)	$ (334,703)
b.	Allocated expense		
i.	Investment expenses	$ (11,678)	$ (8,308)
ii.	Directed plan expenses	(875)	(2,874)
iii.	Allocated fees and expenses	(2,837)	(3,127)
iv.	Total allocated expenditures	$ (15,390)	$ (14,309)
c.	Total expenditures (3a. + 3b.)	$ (343,398)	$ (349,012)
4.	Increase/(Decrease) in net assets (2c. + 3c.)	$ 43,816	$ (24,404)
5.	Market value of assets at end of year (1. + 4.)	$ 2,083,529	$ 2,039,713

Table 5 - Development of Actuarial Value of Assets

	Year Ending 12/31/2025 (1)	Year Ending 12/31/2024 (2)
1. Actuarial value of assets at beginning of year	$ 2,123,641	$ 2,192,253
2. Cash flow for the year		
a. Contributions	$ 216,735	$ 216,735
b. State contributions	0	0
c. Affiliation contributions	0	0
d. Benefit payments	(328,008)	(334,703)
e. Administrative and other expenses	(3,712)	(6,001)
f. Net cash flow	$ (114,985)	$ (123,969)
3. Expected investment earnings	$ 92,977	$ 95,862
4. Expected actuarial value of assets at end of year	$ 2,101,633	$ 2,164,146
5. Actual market value of assets at end of year	$ 2,083,529	$ 2,039,713
6. Excess earnings/(shortfall)	$ (18,104)	$ (124,433)
7. Excess earnings/(shortfall) recognized (Table 6, Item 6)	$ (7,593)	$ (40,505)
8. Final actuarial value of assets (Item 4 + Item 7)	$ 2,094,040	$ 2,123,641

Table 6 - Development of Amounts to be Recognized in the Actuarial Value of Assets

	Year Ending 12/31/2025 (1)	Year Ending 12/31/2024 (2)
1. Remaining deferrals of excess (shortfall) of investment income from prior years		
a. Current year - 4	$ 0	$ 0
b. Current year - 3	(75,179)	0
c. Current year - 2	(8,749)	(116,471)
d. Current year - 1	0	(11,665)
e. Total	$ (83,928)	$ (128,136)
2. Current year (Table 5, Item 6 - Table 6, Item 1)	$ 65,824	$ 3,703
3. Amounts to be immediately recognized due to offsetting current year experience (Item 2) against prior year deferrals (Item 1)		
a. Current year - 4	$ 0	$ 0
b. Current year - 3	65,824	0
c. Current year - 2	0	3,703
d. Current year - 1	0	0
e. Current year	(65,824)	(3,703)
f. Total	$ 0	$ 0
4. Remaining prior year deferrals		
a. Current year - 4	$ 0	$ 0
b. Current year - 3	(9,355)	0
c. Current year - 2	(8,749)	(112,768)
d. Current year - 1	0	(11,665)
e. Current year	0	0
f. Total	$ (18,104)	$ (124,433)
5. Deferral of excess (shortfall) of investment income for:		
a. Current year - 4	$ 0	$ 0
b. Current year - 3	(4,678)	0
c. Current year - 2	(5,833)	(75,179)
d. Current year - 1	0	(8,749)
e. Current year	0	0
f. Total	$ (10,511)	$ (83,928)
6. Total amount recognized in actuarial value of assets (Item 3.f + Item 4.f. - Item 5.f.)	$ (7,593)	$ (40,505)

Table 7 - Gain/(Loss) on Actuarial Value of Assets

		January 1, 2026 (1)	January 1, 2024 (2)
1.	Actuarial assets, prior valuation	$ 2,192,253	$ 2,288,200
2.	Total contributions since prior valuation	$ 433,470	$ 433,470
3.	Benefits and refunds since prior valuation	$ (662,711)	$ (724,495)
4.	Administrative and other expenses since prior valuation	$ (9,713)	$ (9,303)
5.	Assumed net investment income at 4.50%		
	a. Beginning assets	$ 201,742	$ 307,134
	b. Contributions	19,726	28,633
	c. Benefits, refunds and administrative expenses	(30,806)	(48,298)
	d. Total	$ 190,662	$ 287,469
6.	Expected actuarial assets (1. + 2. + 3. + 4. + 5.)	$ 2,143,961	$ 2,275,341
7.	Actual actuarial assets, this valuation	$ 2,094,040	$ 2,192,253
8.	Net asset gain/(loss) since prior valuation (7. - 6.)	$ (49,921)	$ (83,088)
		Loss	Loss

Table 8 - Statement of Funding Progress

Date	Actuarial Value of Assets (AVA)	Actuarial Accrued Liability (AAL)	Unfunded Actuarial Accrued Liability (UAAL (3) - (2))	Funded Ratio (2)/(3)	Annual Covered Payroll	UAAL as a percent of payroll (4)/(6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
January 1, 2004	$ 2,853,004	$ 4,579,978	$ 1,726,974	62.3%	$ 0	N/A
January 1, 2006	2,921,962	4,549,377	1,627,415	64.2%	0	N/A
January 1, 2008	3,022,416	4,578,712	1,556,296	66.0%	0	N/A
January 1, 2010	2,763,471	4,571,037	1,807,566	60.5%	0	N/A
January 1, 2012	2,565,960	4,664,635	2,098,675	55.0%	0	N/A
January 1, 2014	2,474,276	4,509,247	2,034,971	54.9%	0	N/A
January 1, 2016	2,399,223	4,487,878	2,088,655	53.5%	0	N/A
January 1, 2018	2,329,191	4,340,929	2,011,738	53.7%	0	N/A
January 1, 2020	2,264,352	4,102,938	1,838,586	55.2%	0	N/A
January 1, 2022	2,288,200	3,744,877	1,456,677	61.1%	0	N/A
January 1, 2024	2,192,253	4,092,496	1,900,243	53.6%	0	N/A
January 1, 2026	2,094,040	3,657,931	1,563,891	57.2%	0	N/A

The funded status measure may be appropriate for assessing the need for future contributions. The funded status is not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations.

Table 9 - History of Employer Contributions

The following exhibit shows a history of the Required Contribution and the actual contributions made to the Plan.

Fiscal Year Ending	Required Contribution	Actual Contribution	Percent
(1)	(2)	(3)	(4)
December 31, 2015	$ 201,921	$ 201,921	100%
December 31, 2016	201,921	201,921	100%
December 31, 2017	214,110	214,110	100%
December 31, 2018	214,110	0	0%
December 31, 2019	216,735	430,845	199%
December 31, 2020	216,735	216,735	100%
December 31, 2021	216,735	216,735	100%
December 31, 2022	216,735	216,735	100%
December 31, 2023	216,735	216,735	100%
December 31, 2024	216,735	216,735	100%
December 31, 2025	216,735	216,735	100%
December 31, 2026	216,735	N/A	

Table 10 - Cash Flow Analysis

Year Ending December 31,	Contributions for the Year	Expenditures During the Year			External Cash Flow for the Year	Market Value of Assets	External Cash Flow as Percent of Market Value
		Benefit Payments **	Expenses	Total			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
2015	$ 201,921	$ (402,436)	$ (3,687)	$ (406,123)	$ (204,202)	$ 2,293,026	(8.9%)
2016	201,921	(396,933)	(5,643)	(402,576)	(200,655)	2,210,748	(9.1%)
2017	214,110	(385,824)	(2,568)	(388,392)	(174,282)	2,334,621	(7.5%)
2018	0	(391,541)	(5,157)	(396,698)	(396,698)	1,943,809	(20.4%)
2019	430,845	(377,681)	(3,070)	(380,751)	50,094	2,249,584	2.2%
2020	216,735	(371,496)	(4,457)	(375,953)	(159,218)	2,299,070	(6.9%)
2021	216,735	(356,974)	(3,089)	(360,063)	(143,328)	2,405,491	(6.0%)
2022	216,735	(359,091)	(5,220)	(364,311)	(147,576)	2,090,442	(7.1%)
2023	216,735	(365,404)	(4,083)	(369,487)	(152,752)	2,064,117	(7.4%)
2024	216,735	(334,703)	(6,001)	(340,704)	(123,969)	2,039,713	(6.1%)
2025	216,735	(328,008)	(3,712)	(331,720)	(114,985)	2,083,529	(5.5%)
2026*	216,735	(329,461)	(4,857)	(334,318)	(117,583)	2,057,059	(5.7%)
2027*	216,735	(330,809)	(4,978)	(335,787)	(119,052)	2,027,896	(5.9%)
2028*	216,735	(330,597)	(5,102)	(335,699)	(118,964)	1,997,511	(6.0%)

* Cash flow estimated based on expected contributions and expected benefit payments.
** Expected Benefit Payments for 2026 and beyond include expected mortality and if applicable, future cost of living increases.

Table 11 - Membership Data

		January 1, 2026 (1)	January 1, 2024 (2)	January 1, 2022 (3)
1.	Active members			
a.	Number	0	0	0
b.	Total payroll	$ 0	$ 0	$ 0
c.	Average annual salary	$ 0	$ 0	$ 0
d.	Average age	N/A	N/A	N/A
e.	Average service	N/A	N/A	N/A
2.	Members in DROP			
a.	Number	0	0	0
b.	Total annual benefits	$ 0	$ 0	$ 0
c.	Average annual benefit	$ N/A	$ N/A	$ N/A
d.	Average age	N/A	N/A	N/A
3.	Service retirees			
a.	Number	6	6	6
b.	Total annual benefits	$ 286,497	$ 278,263	$ 269,011
c.	Average annual benefit	$ 47,750	$ 46,377	$ 44,835
d.	Average age	80.5	78.5	76.5
4.	Disabled retirees			
a.	Number	0	0	0
b.	Total annual benefits	$ 0	$ 0	$ 0
c.	Average annual benefit	$ N/A	$ N/A	$ N/A
d.	Average age	N/A	N/A	N/A
5.	Beneficiaries			
a.	Number	2	4	4
b.	Total annual benefits	$ 46,093	$ 92,936	$ 90,081
c.	Average annual benefit	$ 23,047	$ 23,234	$ 22,520
d.	Average age	77.0	81.0	79.0

Table 12 - Summary of Retirees by Age and Type

	Retirees		Disabled Members		Beneficiaries		Members in DROP		All	
Age	Number	Average Monthly Pension	Number	Average Monthly Pension	Number	Average Monthly Pension	Number	Average Monthly Pension	Number	Average Monthly Pension
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Less than 50	0	$ 0	0	$ 0	0	$ 0	0	$ 0	0	$ 0
50-54	0	0	0	0	0	0	0	0	0	0
55-59	0	0	0	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0
70-74	1	2,893	0	0	1	2,422	0	0	2	2,658
75-79	1	3,760	0	0	0	0	0	0	1	3,760
Greater than 80	4	4,306	0	0	1	1,419	0	0	5	3,728
All	6	$ 3,979	0	$ 0	2	$ 1,921	0	$ 0	8	$ 3,465

Table 13 - Schedule of Retirants & Annuitants Added to and Removed from Rolls

	Added to Rolls		Removed from Rolls		Rolls-End of Year				
Valuation Year January 1	Number	Annual Benefits*	Number	Annual Benefits	Number	Annual Benefits	% Increase in Annual Benefits	Average Annual Benefits	Average Age
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
2004	N/A	N/A	N/A	N/A	11	$ 326,480	N/A	$ 29,680	N/A
2006	0	$ 26,098	0	$ 0	11	$ 352,578	8.0%	$ 32,053	63.8
2008	0	$ 8,888	0	$ 0	11	$ 361,466	2.5%	$ 32,861	65.8
2010	0	$ 27,819	0	$ 0	11	$ 389,285	7.7%	$ 35,390	67.8
2012	0	$ 11,699	0	$ 0	11	$ 400,984	3.0%	$ 36,453	69.8
2014	0	$ 8,947	0	$ 0	11	$ 409,931	2.2%	$ 37,266	71.8
2016	2	$ 57,558	2	$ 70,556	11	$ 396,933	(3.2%)	$ 36,085	73.5
2018	0	$ 17,183	1	$ 22,575	10	$ 391,541	(1.4%)	$ 39,154	74.1
2020	1	$ 22,715	1	$ 51,468	10	$ 362,788	(7.3%)	$ 36,279	75.7
2022	1	$ 39,969	1	$ 43,665	10	$ 359,092	(1.0%)	$ 35,909	77.5
2024	0	$ 12,107	0	$ 0	10	$ 371,199	3.4%	$ 37,120	79.5
2026	0	$ 9,375	2	$ 47,984	8	$ 332,590	(10.4%)	$ 41,574	79.6

* Includes cost-of-living adjustments granted since the prior valuation.

Table 14 - Risks Associated with Measuring the Accrued Liability and Required Contribution

The determination of the accrued liability requires the use of assumptions regarding future economic and demographic experience. Risk measures, as illustrated in this report, are intended to aid in the understanding of the effects of future experience differing from the assumptions used in the course of the actuarial valuation. Risk measures may also help with illustrating the potential volatility in the accrued liability that results from the differences between actual experience and the actuarial assumptions.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions due to changing conditions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period, or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. The scope of an actuarial valuation does not include an analysis of the potential range of such future measurements.

Examples of risk that may reasonably be anticipated to significantly affect the plan's future financial condition include:

A: Investment risk – actual investment returns may differ from the expected returns;

B: Asset/Liability mismatch – changes in asset values may not match changes in liabilities, thereby altering the gap between the accrued liability and assets and consequently altering the funded status and contribution requirements;

C: Contribution risk – actual contributions may differ from expected future contributions. For example, actual contributions may not be made in accordance with the plan's funding policy or material changes may occur in the anticipated number of covered employees or other relevant contribution base;

D: Longevity risk – members may live longer or shorter than expected and receive pensions for a period of time other than assumed;

E: Other demographic risks

The effects of certain trends in experience can generally be anticipated. For example if the investment return since the most recent actuarial valuation is less (or more) than the assumed rate, the cost of the plan can be expected to increase (or decrease). Likewise if longevity is improving (or worsening), increases (or decreases) in cost can be anticipated.

Table 14 - Risks Associated with Measuring the Accrued Liability and Required Contribution (Continued)

Plan Maturity Measures

Risks facing a pension plan evolve over time. A young plan with virtually no investments and paying few benefits may experience little investment risk. An older plan with a large number of retirees and beneficiaries and a significant trust may be much more exposed to investment risk. Generally accepted plan maturity measures include the following:

	January 1, 2026	January 1, 2024
Ratio of net cash flows to market value of assets	-6%	-7%
Duration of the actuarial accrued liability	7.7	8.1

Ratio of Net Cash Flow to Market Value of Assets

A positive net cash flow means contributions exceed benefits and expenses. A negative cash flow means existing funds are being used to make payments. A certain amount of negative net cash flow is generally expected to occur when benefits are prefunded through a qualified trust. Large negative net cash flows as a percent of assets may indicate a super-mature plan or a need for additional contributions (see Table 8).

Duration of Actuarial Accrued Liability

The duration of the actuarial accrued liability may be used to approximate the sensitivity to a 1% change in the assumed rate of return. For example, duration of 10 indicates that the liability would increase approximately 10% if the assumed rate of return were lowered 1%.

Additional Risk Assessment

Additional risk assessment is outside the scope of the annual actuarial valuation. Additional assessment may include scenario tests, sensitivity tests, stochastic modeling, stress tests, and a comparison of the present value of accrued benefits at low-risk discount rates with the actuarial accrued liability.

Table 14 - Risks Associated with Measuring the Accrued Liability and Required Contribution (Continued)

Low-Default-Risk Obligation Measure

Introduction

In December 2021, the Actuarial Standards Board (ASB) adopted a revision to Actuarial Standard of Practice (ASOP) No. 4, Measuring Pension Obligations and Determining Pension Plan Costs or Contributions. The revised ASOP No. 4 requires the calculation and disclosure of a liability referred to by the ASOP as the "Low-Default-Risk Obligation Measure" (LDROM). The rationale that the ASB cited for the calculation and disclosure of the LDROM was included in the Transmittal Memorandum of ASOP No. 4 and is presented below (emphasis added):

> "The ASB believes that the calculation and disclosure of this measure provides **appropriate, useful information for the intended user regarding the funded status of a pension plan.** The calculation and disclosure of this additional measure is **not intended to suggest that this is the "right" liability measure** for a pension plan. However, the ASB does believe that **this additional disclosure provides a more complete assessment of a plan's funded status and provides additional information regarding the security of benefits that members have earned as of the measurement date."**

Comparing the Accrued Liabilities and the LDROM

One of the fundamental financial objectives of a pension plan is to finance each member's retirement benefits over the period from the member's date of hire until the member's projected date of retirement (entry age actuarial cost method) as a level percentage of payroll. To fulfill this objective, the discount rate that is used to value the accrued liabilities is set equal to the **expected return** on the diversified portfolio of assets (referred to sometimes as the investment return assumption). The current investment return assumption is 4.50%.

The LDROM is meant to approximately represent the lump sum cost to a plan to purchase low-default-risk fixed income securities whose resulting cash flows essentially replicate in timing and amount the benefits earned (or the costs accrued) as of the measurement date. The LDROM is very dependent upon market interest rates at the time of the LDROM measurement. The lower the market interest rates, the higher the LDROM, and vice versa. As of January 1, 2026, the current investment return assumption of 4.50% could be considered a reasonable rate for the LDROM. This results in no difference between the valuation accrued liabilities and the LDROM.

Table 15 - Summary for Actuarial Assumptions, Methods, and Changes

The calculations set forth in this report are based on the following assumptions:

1. Investment Return Rate — 4.50% per annum (net of investment expenses), compounded annually

2. Post-Retirement Mortality

   a) Healthy Retirees, Beneficiaries, and Disabled Retirees (retired after January 1, 1980) — Pub-2010 Public Safety Healthy Annuitant Mortality Tables for males and females, amount-weighted, projected with the ultimate values of the MP-2020 projection scale.

	Annual Rate Per 1,000 (for 2026)	
Age	Males	Females
50	1.545	1.199
55	2.462	2.076
60	4.087	3.588
65	7.134	6.235
70	12.842	10.885
75	23.410	19.011
80	42.753	33.194

   b) Disabled Retirees (retired before January 1, 1980) — Post-Retirement Mortality Rates Set-Forward Three Years

	Annual Rate Per 1,000 (for 2026)	
Age	Males	Females
50	2.036	1.665
55	3.315	2.880
60	5.664	4.972
65	10.058	8.649
70	18.281	15.103
75	33.358	26.383
80	60.816	46.071

Table 15 - Summary for Actuarial Assumptions, Methods, and Changes (Continued)

3.	Administrative Expenses	An explicit administrative expense equal to the average of the actual expenses for the two prior years.
4.	Benefit Escalation	3.00%-3.50% (for Full Rank Escalation, 3.50% is the assumed annual increase for all benefits)**
5.	Changes in Actuarial Assumptions	None.
6.	Changes in Actuarial Methods	None.

7. Asset Valuation Method

   The asset valuation method is based on a comparison of expected and actual asset values. The actuarial value of assets is equal to the market value of assets less a five-year phase in of the Excess (Shortfall) between expected investment return and actual income determined as follows:

   - At the beginning of each plan year, an expected actuarial asset value is calculated as the sum of the previous year's actuarial value increased with a year's interest at the Plan valuation rate plus net cash flow (excluding expenses) adjusted for interest (at the same rate) to the end of the previous plan year.
   - The difference between the expected actuarial asset value and the actual market value is the investment gain or (loss) for the previous plan year.
   - If the current year's difference is the opposite sign of any of the prior year's deferred Excesses\(ShortFalls), then the prior year's bases (starting with the oldest) are reduced dollar for dollar along with the current year's base. Any remaining bases are then recognized over five years (20% per year) from their initial creation.

8. Contributions Requirement

   Please see Table 1 for a description of the current policy regarding the development of the Required Contribution.

9. Annual Salary of First Grade Firefighter

   The salary for a first grade Firefighter provided by the employer was $116,490.

Table 16 - Summary of Benefit Provisions

A. Eligibility

Members included are active employees hired prior to April 8, 1978, electing to remain covered under the provisions of the City's current plan.

B. Compensation

Basic salary for Firefighters.

C. Contribution Rate

The district contribution is made based upon the last actuarial study. For 2025 and 2026 the former Cherry Hills F.P.D. service area is contributing $216,735 to this fund.

D. Normal Retirement Benefit

A Firefighter's Normal Retirement Date shall be the date on which he has attained 50 years of age and completed 20 years of service. Any Firefighter who elects to retire on or after his Normal Retirement Date shall be eligible for a monthly pension equal to one half of his monthly salary at the date of his retirement. For each year a member continues working past eligibility for normal retirement, a member's benefit will increase by 2.5% of his final monthly salary to a total maximum benefit of 70%. the benefit applies to all current and future retirees, payable beginning January 1, 2001.

E. Termination Benefit

1. Vested Retirement Benefit

None

2. Severance Benefit

Any Firefighter who has at least 10 years of service is eligible to receive a vested benefit, payable monthly, commencing when the member attains age 50. The benefit shall be equal to 2.5% for each year of credited service, up to a maximum of 20 years, multiplied by his final monthly salary as of the date of his termination.

F. Death and Disability Benefits

1. Pre-Retirement Death and Disability Benefit

None

2. Post-Retirement Death and Disability Benefit

If a retired Firefighter dies, the surviving spouse shall receive, until death or remarriage, a monthly pension equal to one third of the salary of a first grade Firefighter at the time of death.

Table 16 - Summary of Benefit Provisions (Continued)

3. Post-Withdrawal Death Benefit

If a terminated Firefighter who is eligible to receive or is receiving a vested benefit dies, the surviving spouse shall receive, until death or remarriage, a monthly pension equal to one third of the salary of a first grade Firefighter a the time of termination, payable on the date the Firefighter would have reached age 50.

G. Cost-of-Living Adjustment (COLA)

As adopted by the district, benefits are increased in proportion to increases in pay for the rank at retirement. The current law has limited the increase to 3% for benefits earned after January 1, 1980 (limited rank escalation). This benefit was implemented effective January 1, 1993.

H. Deferred Retirement Option Plan (DROP)

None

I. Supplemental Retirement Benefit

None

J. Stabilization Reserve Account (SRA)

None

K. Plan Amendments

None

Table 17 - Definition of Terms

1. Actuarial Cost Method

   A method for determining the actuarial present value of future benefits and allocating such value to time periods in the form of a normal cost and an actuarial accrued liability.

2. Present Value of Future Benefits

   This is computed by projecting the total future benefit cash flow from the Plan, using actuarial assumptions, and then discounting the cash flow to the valuation date.

3. Normal Cost

   Computed differently under different actuarial cost methods, the normal cost generally represents the value of the portion of the participant's anticipated retirement, termination, and/or death and disability benefits accrued during a year. Once all active members are retired, the Normal Cost is $0.

4. Actuarial Accrued Liability

   Computed differently under different actuarial cost methods. Generally actuarial accrued liability represents the value of the portion of the participant's anticipated retirement, termination, and/or death and disability benefits accrued as of the valuation date.

5. Entry Age Actuarial Cost Method

   A method under which a participant's actuarial present value of future benefits is allocated on a level basis over the earnings of the participant between his/her entry into the Plan and his/her assumed exit.

6. Unfunded Actuarial Accrued Liability

   The difference between total actuarial present value of future benefits over the sum of the tangible assets of the Plan and the actuarial present value of the members' future normal costs. The Plan is underfunded if the difference is positive and overfunded if the difference is negative.

7. Actuarial Value of Assets

   The value of cash, investments, and other property belonging to the Plan, as valued by the actuary for purposes of the actuarial valuation.

Table 17 - Definition of Terms (Continued)

8. Actuarial Gain or Loss

From one valuation to the next, if the experience of the plan differs from that anticipated by the actuarial assumptions, an actuarial gain or loss occurs. For example, an actuarial gain would occur if the assets in the trust had a yield of 12% based on actuarial value, while the assumed yield on the actuarial value of assets was 4.50%.

9. Required Contribution

Actuarially determined contribution that satisfies Board and Statutory requirements.