

# **CITY OF BLOOMINGTON, ILLINOIS FIREMEN'S PENSION FUND**

A FIDUCIARY COMPONENT UNIT OF THE CITY OF  
BLOOMINGTON, ILLINOIS

Annual Financial Report  
For the Year Ended April 30, 2024

Prepared by  
Board of Trustees

**CITY OF BLOOMINGTON, ILLINOIS  
FIREMEN'S PENSION FUND**

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## **INTRODUCTORY SECTION**

**CITY OF BLOOMINGTON, ILLINOIS  
FIREMEN'S PENSION FUND**

Officers and Officials  
As of April 30, 2024

**PENSION FUND BOARD OF TRUSTEES**

Ronald Fowler, President

Carl Reeb – Vice President

Tyler Zimmerman – Secretary

Curt Oyer – Trustee

Scott Rathbun – Treasurer

**CITY OF BLOOMINGTON  
CITY COUNCIL**

Mboka Mwilambwe, Mayor

Sheila Montney

Donna Boelen

Nick Becker

Jenna Kearns

Mollie Ward

Tom Danenberger

Tom Crumpler

Cody Hendricks

Kent Lee

**ADMINISTRATIVE**

Tim Gleason, City Manager

Leslie Yocum, City Clerk

**FINANCE DEPARTMENT**

Scott Rathbun, Director of Finance

**PUBLIC SAFETY**

Corey Matheny, Fire Chief

**CITY OF BLOOMINGTON, ILLINOIS  
FIREMEN'S PENSION FUND**

Officers and Officials (continued)

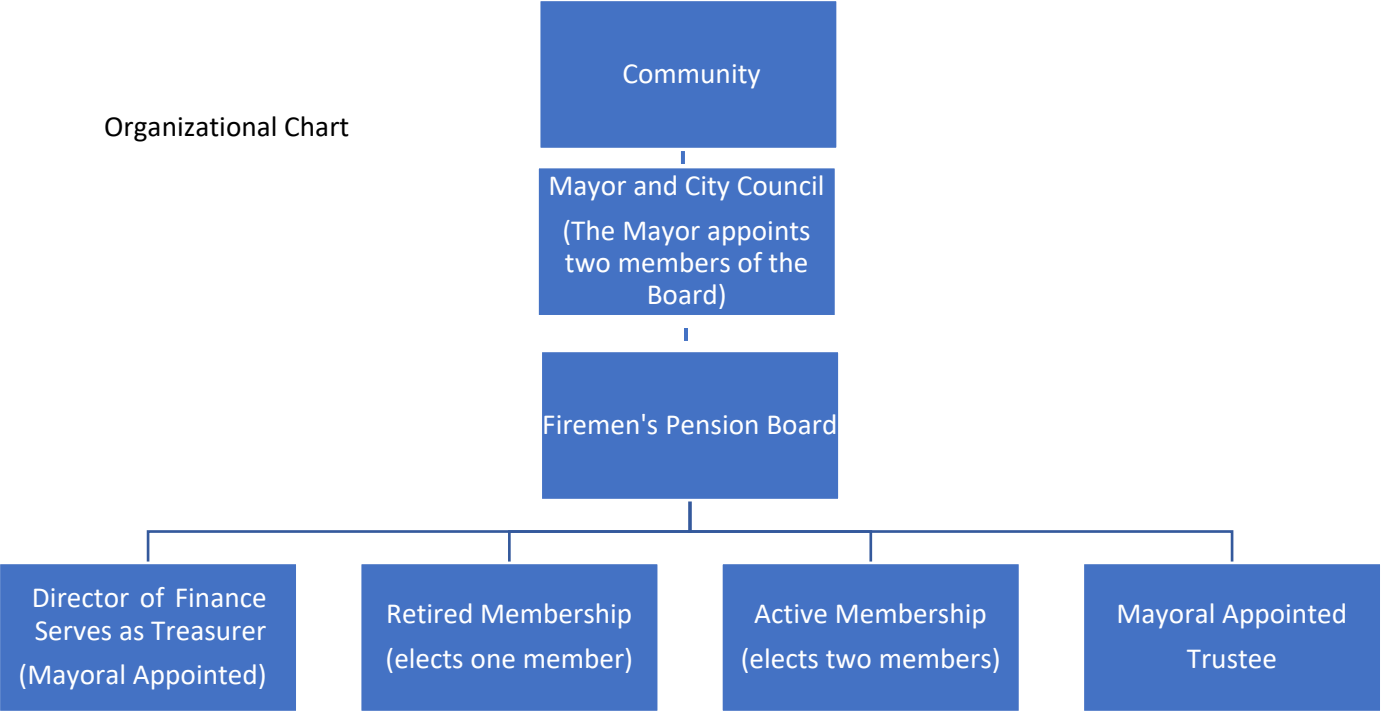
As of April 30, 2024

**CONSULTING SERVICES**

Foster & Foster, Inc. Heidi Andorfer	Actuary
Striegel Knobloch & Company, LLC Chad E. Rogers, Partner	Accountant
Donald M. Craven Donald M. Craven, P.C.	Legal Counsel
Baker Tilly US, LLP Michael Malatt, Principal	Auditor
Wall Capital Group David J. Wall, Founder and President	Investment Consultant

City of Bloomington, Illinois  
Firemen's Pension Chart

Organizational Chart



## **FINANCIAL SECTION**

## **Independent Auditors' Report**

To the Members of the Pension Board of Trustees of  
Bloomington Firemen's Pension Fund

### **Opinion**

We have audited the accompanying financial statements of the Bloomington Firemen's Pension Fund (Fund), a fiduciary component unit of the City of Bloomington, Illinois, as of and for the year ended April 30, 2024, and the related notes to the financial statements, which collectively comprise the Fund's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the financial position of the Fund as of April 30, 2024, and the changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

### **Basis for Opinion**

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). 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 Fund and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Responsibilities of Management for the Financial Statements**

Management is responsible for the preparation and fair presentation of 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 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 opinion. 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 GAAS 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 GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Fund's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Fund's ability to continue as a going concern for a reasonable period of time.

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

### **Required Supplementary Information**

Accounting principles generally accepted in the United States of America require that the required supplementary information as listed in the table of contents be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

### **Supplementary Information**

Our audit for the year ended April 30, 2024 was conducted for the purpose of forming an opinion on the financial statements that collectively comprise the Fund's basic financial statements. The supplementary information for the year ended April 30, 2024 as listed in the table of contents is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements for the year ended April 30, 2024, and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the supplementary information is fairly stated in all material respects, in relation to the basic financial statements as a whole for the year ended April 30, 2024.

We also previously audited, in accordance with auditing standards generally accepted in the United States of America, the basic financial statements of the Fund as of and for the year ended April 30, 2023 (not presented herein), and have issued our report thereon dated October 23, 2023, which contained an unmodified opinion on the respective financial statements. The supplementary information for the year ended April 30, 2023 is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the 2023 basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the 2023 basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare those basic financial statements or to those basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the supplementary information is fairly stated in all material respects in relation to the basic financial statements as a whole for the year ended April 30, 2023.

### **Report on Summarized Comparative Information**

We have previously audited the Fund's 2023 financial statements, and we expressed an unmodified audit opinion on the respective financial statements in our report dated October 23, 2023. In our opinion, the summarized comparative information presented herein as of and for the year ended April 30, 2023, is consistent, in all material respects, with the audited financial statements from which it has been derived.

*Baker Tilly US, LLP*

Oak Brook, Illinois  
October 14, 2024

**CITY OF BLOOMINGTON, ILLINOIS  
FIREMEN'S PENSION FUND**

MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)  
As of and for the Fiscal Year Ended April 30, 2024

This section presents management's discussion and analysis to the Firemen's Pension Fund, a pension trust fund of the City of Bloomington, Illinois, financial statements and the major factors affecting the operations and investment performance on the pension fund during the year ended April 30, 2024, with comparative totals for the year ended April 30, 2023.

The Firemen's Pension Fund is a defined benefit, single-employer public employees' retirement system in accordance with state statutes. It provides services to 109 active employees and 107 benefit recipients as of May 1, 2023, the actuarial valuation date. Throughout this discussion and analysis, units of measure (millions, thousands) are approximate, being rounded up or down to the nearest tenth of the respective unit value.

**Overview of Financial Statements and Accompanying Information**

This discussion and analysis is intended to serve as an introduction to the Firemen's Pension Fund financial reporting which is comprised of the following components:

1. **Basic Financial Statements:** This information presents the fiduciary net position held in trust for pension benefits for the Firemen's Pension Fund as of April 30, 2024. This financial information also summarizes the changes in fiduciary net position held in trust for pension benefits for the year then ended.
2. **Notes to Basic Financial Statements:** The notes to the financial statements provide additional information that is essential to achieve a full understanding of the data provided in the basic financial statements.
3. **Required Supplementary Information:** The required supplementary information consists of schedules and related notes concerning actuarial information, funded status and required contributions for the Firemen's Pension Fund.
4. **Supplementary Information:** Other schedules include more detailed information pertaining to the Firemen's Pension Fund, including schedules of revenues by source, cash receipts and disbursements and payments to consultants.

**Plan Net Position**

The statements of fiduciary net position are presented for the Firemen's Pension Fund as of April 30, 2024 and April 30, 2023. These financial statements reflect the resources available to pay benefits to members, including retirees and beneficiaries, at the end of the years reported. A summary of the Firemen's Pension Fund Fiduciary Net Position is presented below:

**Condensed Statements of Plan Net Position (in Millions)**

	<b>2024</b>	<b>2023</b>	<b>Dollar Change</b>	<b>Percentage Change</b>
Cash and cash equivalents	\$ 1.109	\$ 0.565	\$ 0.544	96.28%
Receivables	0.051	0.040	0.011	27.50%
Prepays	0.011	0.001	0.010	1000.00%
Investments, at fair value	98.929	87.469	11.460	13.10%
Total assets	100.100	88.075	12.025	13.65%
Liabilities	0.004	-	0.004	N/A
Total net position	\$ 100.096	\$ 88.075	\$ 12.021	13.65%

**CITY OF BLOOMINGTON, ILLINOIS  
FIREMEN'S PENSION FUND**

MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)  
As of and for the Fiscal Year Ended April 30, 2024

**Financial Highlights**

- The Firemen's Pension Fund fiduciary net position increased by \$12.021 million (or 13.65%) during the fiscal year ended April 30, 2024. The increase in fiduciary net position is primarily due to improved market performance leading to increases in the value of investments throughout the fiscal year.
- The Firemen's Pension Fund was actuarially funded at 62.66% as of April 30, 2024, compared to 57.06% as of April 30, 2023.
- The overall rate of return for the Firemen's Pension Fund was 14.71% for the fiscal year ended April 30, 2024, compared to -0.16% as of April 30, 2023.

**Funded Ratio**

The funded ratio of the plan measures the ratio of net position against actuarially determined liabilities and is one indicator of the fiscal strength of a pension fund's ability to meet obligations to its members. An annual actuarial valuation showed the funded status of the Firemen's Pension Fund on April 30, 2024 increased to 62.66% from 57.06% on April 30, 2023. The total pension liability was \$159.8 million on April 30, 2024 as compared to \$154.4 million on April 30, 2023. This was an increase of \$5.4 million, or 3.49%. This increase is due to the fact the April 30, 2024 actuarial accrued liability for future benefits owed increased at a faster rate than benefits and refunds made during the year.

New legislation was passed effective January 1, 2011 which created a second tier of benefits provided to all officers hired on or after January 1, 2011. Please see the Notes to the Financial Statements section of this report for the new requirements as defined by the new State Statutes.

As of May 1, 2023 (the actuarial valuation date), the Firemen's Pension Fund had 109 active participants, 107 inactive participants and 23 members entitled to but not yet receiving benefits, for a total of 239. As of May 1, 2022, the Pension Fund had 110 active participants, 106 inactive participants and 19 members entitled to but not yet receiving benefits, for a total of 235.

**Investments**

The allocation of investment assets for the Firemen's Pension Fund as of April 30, 2024 and April 30, 2023 are as follows.

	<b>2024</b>	<b>2023</b>
Certificates of deposit	0.00%	1.15%
Illinois Firefighters' Pension Investment Fund	43.97%	41.65%
U.S. treasuries	0.92%	0.00%
Annuities - fixed	7.21%	7.78%
Annuities - variable	47.90%	49.42%
	100.00%	100.00%

During fiscal year 2023, the Fund Board of Trustees adopted a new investment policy and implemented new investment strategies, resulting in a strategic shift in the allocation of investments. Proper implementation of the investment policy requires that a periodic rebalancing of assets be performed to ensure conformance with policy target levels and statutory limits. The Firemen's Pension Fund Board of Trustees performs this function from time to time.

**CITY OF BLOOMINGTON, ILLINOIS  
FIREMEN'S PENSION FUND**

MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)  
As of and for the Fiscal Year Ended April 30, 2024

Additionally, during fiscal year 2023, the Fund was required to consolidate investments, excluding annuities, into the Illinois Firefighters' Pension Investment Fund. After consolidation, while the Fund retains ownership of its assets, the Illinois Firefighters' Pension Investment Fund assumes control of investment allocations for all consolidated plans.

**Changes in Net Position**

The statements of changes in fiduciary net position are presented for the years ended April 30, 2024 and April 30, 2023. These financial statements reflect the changes in the resources available to pay benefits to members, including retirees and beneficiaries.

**Condensed Statement of Fiduciary Changes in Net Position (in Millions)**

	2024	2023	Dollar Change	Percentage Change
Additions:				
Participant contributions	\$ 1.016	\$ 0.980	\$ 0.036	3.67%
Employer contributions	5.612	6.089	(0.477)	-7.83%
Net investment income (loss)	12.890	(0.146)	13.036	-8928.77%
Miscellaneous	0.010	0.005	0.005	100.00%
Total additions	<u>19.528</u>	<u>6.928</u>	<u>12.600</u>	<u>181.87%</u>
Deductions:				
Benefits	7.430	7.201	0.229	3.18%
Refunds	0.015	-	0.015	N/A
Administrative	0.063	0.037	0.026	70.27%
Total deductions	<u>7.508</u>	<u>7.238</u>	<u>0.270</u>	<u>3.73%</u>
Change in fiduciary net position	<u>\$ 12.020</u>	<u>\$ (0.310)</u>	<u>\$ 12.330</u>	<u>-3977.42%</u>

**Additions**

Additions to fiduciary net position are in the form of employer and participant contributions and investment income or losses. For fiscal year 2024, employer contributions decreased by \$0.477 million due to reduced required contributions from the City as calculated by the statutorily required actuarial report. The contributions from participants increased by \$0.036 million from the previous fiscal year.

The investment income and change in fair market value of investments for the fiscal year 2024 increased \$13.036 million compared to fiscal year 2023. This increase was due to portfolio returns experiencing a continued recovery throughout fiscal year 2024, consistent with overall market performance during the same time period. As of April 30, 2024, the rate of return for the total portfolio of the Firemen's Pension Fund was 14.71% percent while the rate of return as of April 30, 2023 was -0.16%.

**Deductions**

Deductions from plan net position are primarily benefits payments. During fiscal year 2024 and fiscal year 2023, the Firemen's Pension Fund paid out approximately \$7.430 million and \$7.201 million, respectively. This was an increase of \$0.229 million or 3.18% from 2023 to 2024. This increase was due to an increase in the benefits received from current members when considering new retirees and deceased members of the fund. Additionally, the increase can also be attributed to the effect of the annual COLA increase of 3 percent as required by statute. The administrative costs of the Firemen's Pension Fund represented approximately 0.8% and 0.5% of total deductions in fiscal year 2024 and 2023, respectively.

**CITY OF BLOOMINGTON, ILLINOIS  
FIREMEN'S PENSION FUND**

MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)  
As of and for the Fiscal Year Ended April 30, 2024

**Future Outlook**

Participant contributions are expected to grow in the future, as well as employer contributions for several reasons. First, the rate of growth in payroll due to pay increases will increase at the rate collectively bargained at the negotiating table. Second, as the City continues to grow, it is expected that the number of firefighters will grow, as well. This ongoing addition to staff will be reflected in a growing pension obligation to the City in the future.

With the consolidation of investments, excluding annuities, into the Illinois Firefighters' Pension Investment Fund, ongoing management of the investment allocation becomes the responsibility of the Illinois Firefighters' Pension Investment Fund. The Firemen's Pension Fund will continue to manage the remaining annuities until maturity or death of the annuitants or until it is determined that early termination of the annuities is fiscally beneficial to the Fund, at which point the resulting proceeds would be required to be transferred to the Illinois Firefighters' Pension Investment Fund.

Current legislation requires by the year 2040 the City's contributions must accumulate to the point where the past service cost for the Firemen's Pension Plan is 90% funded. During fiscal year 2015, the Bloomington City Council adopted a Pension Funding Policy which requires full funding of the Fire Pension Fund, rather than the 90% funding level required by the State. The City's Pension Funding Policy should result in higher contribution levels to the Firemen's Pension Plan in the coming years.

**Request for Information**

This financial report is designed to provide a general overview of the Firemen's Pension Fund finances for all those with an interest in the pension fund's finances. Questions that concern information provided in this report or requests for additional financial information should be addressed to Fire Pension Board, City of Bloomington, 310 North Lee Street, Bloomington, Illinois 61701.

**CITY OF BLOOMINGTON, ILLINOIS**  
**FIREMEN'S PENSION FUND**  
STATEMENT OF FIDUCIARY NET POSITION  
As of April 30, 2024 and 2023

	2024	2023
<b>Assets</b>		
Cash and cash equivalents	\$ 1,108,691	\$ 564,844
Investments, at Fair Value		
Illinois Firefighters' Pension Investment Fund	43,495,341	36,426,432
Certificate of deposit	-	1,006,802
U.S. treasuries	906,709	-
Annuities - fixed	7,137,136	6,807,712
Annuities - variable	47,390,200	43,227,817
Total Investments, at Fair Value	98,929,386	87,468,763
Receivables		
Contributions	51,054	40,550
Total Receivables	51,067	40,550
Prepays	10,924	1,049
Total Assets	100,100,068	88,075,206
<b>Liabilities</b>		
Accounts payable	4,419	-
<b>Net Position</b>		
Net position restricted for pensions	\$ 100,095,649	\$ 88,075,206

*See notes to financial statements*

**CITY OF BLOOMINGTON, ILLINOIS**  
**FIREMEN'S PENSION FUND**  
STATEMENT OF CHANGES IN FIDUCIARY NET POSITION  
For the Year Ended April 30, 2024 and 2023

	2024	2023
<b>Additions</b>		
Contributions - employer	\$ 5,612,195	\$ 6,089,432
Contributions - plan members	1,015,767	980,045
Contributions - other	4,276	3,441
<b>Total Contributions</b>	<b>6,632,238</b>	<b>7,072,918</b>
Investment Income		
Investment earnings	868,450	410,365
Net change in fair value	12,068,911	(504,141)
	12,937,361	(93,776)
Less investment expense	(47,494)	(51,736)
Net Investment Income (Loss)	12,889,867	(145,512)
Miscellaneous	5,934	1,129
<b>Total Additions</b>	<b>19,528,039</b>	<b>6,928,535</b>
<b>Deductions</b>		
Administrative	62,917	36,736
Benefits and refunds		
Benefits	7,430,194	7,201,215
Refunds	14,485	-
<b>Total Deductions</b>	<b>7,507,596</b>	<b>7,237,951</b>
<b>Change in Fiduciary Net Position</b>	<b>12,020,443</b>	<b>(309,416)</b>
<b>Net Position Restricted for Pensions</b>		
Beginning of year	88,075,206	88,384,622
End of year	<b>\$ 100,095,649</b>	<b>\$ 88,075,206</b>

See notes to financial statements



**CITY OF BLOOMINGTON, ILLINOIS**  
**FIREMEN'S PENSION FUND**  
NOTES TO FINANCIAL STATEMENTS  
As of and for the Year Ended April 30, 2024

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**1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

The Firemen's Pension Fund (Pension Fund) is a fiduciary component unit of the City of Bloomington, Illinois. The Pension Fund is used to account for the Firemen's Pension Plan ("the Plan"), a single-employer, defined benefit plan for sworn firefighters' personnel of the City of Bloomington ("the City").

The accounting policies of the Pension Fund conform to accounting principles generally accepted in the United States of America as applicable to governmental units. The accepted standard-setting body for establishing governmental accounting and financial reporting principles is the Governmental Accounting Standards Board (GASB).

**A. Reporting Entity**

The Pension Fund is considered a fiduciary component unit of the City of Bloomington, Illinois. The accompanying financial statements are limited to presenting only the individual Pension Fund and do not include any other funds of the City.

The City's fire employees participate in the Firefighters' Pension Employees Retirement System (the Plan). The Plan functions for the benefit of these employees and is governed by a five-member pension board. Two members appointed by the City's Mayor, one elected pension beneficiary, and two elected fire employees constitute the pension board. The City and the Plan participants are obligated to fund all Plan costs based upon actuarial valuations. The State of Illinois is authorized to establish benefit levels and the City is authorized to approve the actuarial assumptions used in the determination of contribution levels.

**B. Fund Accounting**

The Pension Fund uses funds to report on its fiduciary net position and the changes in its fiduciary net position. Fund accounting is designed to demonstrate legal compliance and to aid financial management by segregating transactions related to certain governmental functions or activities. A fund is a separate accounting entity with a self-balancing set of accounts. The Pension Fund is classified in this report in the fiduciary category.

**C. Measurement Focus and Basis of Accounting**

The accounting and financial reporting treatment applied to a fund is determined by its measurement focus. The Pension Fund is accounted for on a flow of economic resources measurement focus. With this measurement focus, all assets, deferred outflows of resources, liabilities and deferred outflows of resources associated with the operation of these funds are included on the balance sheet.

The Pension Fund is accounted for using the accrual basis of accounting. Consequently, its additions are recognized when they are earned and its deductions are recognized when they are incurred. Plan member contributions are recognized in the period in which the contributions are due. Employer contributions are recognized when due and the employer has made a formal commitment to provide the contributions. Benefits and refunds are recognized when due and payable in accordance with the terms of the plan.

**D. Receivables**

The Pension Fund receivables consist of all revenues earned at year-end and not yet received. The major receivable balance for the Pension Fund is accrued interest from cash and investments.

**E. Prepaids**

Certain payments to vendors reflect costs applicable to future accounting periods and are recorded as prepaids in the financial statements. Prepaids are valued at cost and are recorded as expenditures when consumed rather than when purchased.

**CITY OF BLOOMINGTON, ILLINOIS**  
**FIREMEN'S PENSION FUND**  
NOTES TO FINANCIAL STATEMENTS  
**As of and for the Year Ended April 30, 2024**

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**2. DEPOSITS AND INVESTMENTS**

**A. Investment Policy**

Illinois Statutes authorize the Pension Fund to make deposits/investments in insured commercial banks, savings and loan institutions, obligations of the U.S. Treasury and U.S. Agencies, insured credit union shares, money market mutual funds with portfolios of securities issued or guaranteed by the United States or agreement to repurchase these same obligations, repurchase agreements, short-term commercial paper rated within the three highest classifications by at least two standard rating services, the Illinois Funds Investment Pool, and IMET. Pension funds may also invest in certain non-U.S. obligations, Illinois municipal corporations tax anticipation warrants, veteran's loans, obligations of the State of Illinois and its political subdivisions, and the Illinois insurance company general and separate accounts, mutual funds meeting certain requirements, equity securities, and corporate bonds meeting certain requirements. Pension funds with net position in excess of \$10,000,000 and an appointed investment adviser may invest an additional portion of its assets in common and preferred stocks and mutual funds, that meet certain requirements.

Illinois Public Act 101-0610 consolidated the assets of the state's more than 650 downstate and suburban public safety pension funds into two consolidated investment funds and required the Firefighters' Pension Funds to pool their funds for investment purposes. Thus, the investments of the Firefighters' Pension Fund were transferred to Illinois Firefighters' Pension Investment Fund during the previous fiscal year, except for the Pension Fund's annuities. The Illinois Firefighters' Pension Investment Fund is an external investment pool valued at share price, the price for which the investments could be sold. Additional information related to the Illinois Firefighters' Pension Investment Fund can be found at <https://ifpif.org/>.

The Pension Fund allows funds to be invested in any type of security authorized by the Illinois Pension Code. The Pension Fund's investment policy, in accordance with Illinois Statutes, establishes the following target allocation across asset classes:

Asset Class	Target	Long-Term Expected Real Rate of Return
Fixed Income	32%	0.80% - 1.60%
Large-cap Equity	45%	5.20%
Mid-cap Equity	5%	7.00%
Small-cap Equity	5%	8.60%
International Equity/Emerging Market Equity	5%	5.10% - 5.50%
Real Estate	5%	4.90% - 5.10%
Cash and Cash Equivalents	3%	-0.60%

**CITY OF BLOOMINGTON, ILLINOIS**  
**FIREMEN'S PENSION FUND**  
NOTES TO FINANCIAL STATEMENTS  
**As of and for the Year Ended April 30, 2024**

**2. DEPOSITS AND INVESTMENTS (continued)**

**B. Fair Value Measurements**

The long-term expected rate of return on the Pension Fund's investments was determined by the independent actuary using an asset allocation study conducted by the Illinois Department of Insurance dated September 26, 2012 in which best-estimate ranges of expected future real rates of return (net of pension plan investment expense and inflation) were developed for each major asset class. These ranges were combined to produce long-term expected rate of return by weighing the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates or arithmetic real rates of return for each major asset class included in the Fund's target asset allocation as of April 30, 2024 are listed in the table above.

The Pension Fund 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 the asset. 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. As of April 30, 2024, the Pension Fund holds \$906,709 of U.S. treasuries, which are valued using level 1 inputs. The Pension Fund owns a percentage of the overall net asset value of the consolidated Illinois Firefighters' Pension Investment Fund. Fixed and variable annuities are measured at cash surrender value.

**C. Interest Rate Risk**

Interest rate risk is the risk that changes in interest rates will adversely affect the value of an investment. In accordance with the Fund's investment policy, the investment portfolio will remain sufficiently liquid to enable the Fund to pay all necessary benefits and meet all operating requirements, which might be reasonably anticipated. The investment policy does not limit the maximum maturity length of investments in the Pension Fund.

The Pension Fund assumes any callable securities will not be called.

As of April 30, 2024, the Pension Fund's investments were as follows:

Investment Types	Maturity (in Years)				
	Fair Value	Less than 1	1-5	6-10	More than 10
Annuities	\$ 54,527,336	\$ 48,595,039	\$ 5,932,297	\$ -	\$ -
U.S. treasuries	906,709	906,709	-	-	-
Totals	<u>\$ 55,434,045</u>	<u>\$ 49,501,748</u>	<u>\$ 5,932,297</u>	<u>\$ -</u>	<u>\$ -</u>

**CITY OF BLOOMINGTON, ILLINOIS**  
**FIREMEN'S PENSION FUND**  
NOTES TO FINANCIAL STATEMENTS  
**As of and for the Year Ended April 30, 2024**

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**2. DEPOSITS AND INVESTMENTS (continued)**

**D. Concentration of Credit Risk**

Concentration of credit risk is the risk of loss attributed to the magnitude of a government's investment in a single issuer. The Pension Fund's investment policy requires the Board of Trustees to diversify the aggregate fund to ensure that adverse or unexpected results will not have an excessively detrimental impact on the entire portfolio. Diversification is to be interpreted to include diversification by asset type, by characteristic, by number of investments, and in by investment style. The state statutes governing the Pension Fund limit combined investments in separate accounts managed by life insurance companies (variable annuities), mutual funds, and common and preferred stocks to 65% and 50% of the Pension Fund's net position.

The Pension Fund's investment policy requires that annuity contracts shall not exceed 65% of the aggregate market value of the Fund and no more than 20% may be invested with one single insurance company. At April 30, 2024, the Pension Board has diversified its insurance contract holdings as follows:

Annuity Contracts	Fair Value
Jackson National Life	\$ 24,320,629 *
American General	10,495,878 *
VOYA	5,951,576 *
Pacific Life	3,884,333
Nationwide	3,161,927
Delaware Life	2,737,784
Integrity	1,906,801
RBC (Athene)	1,204,839
ANICO	863,569

\* Represents more than 5% of total net position.

**E. Custodial Credit Risk - Deposits**

With respect to deposits, custodial credit risk refers to the risk that, in the event of a bank failure, the government's deposits may not be returned to it. The Pension Fund's investment policy requires balances for checking accounts and certificates of deposit exceeding FDIC insurance limits must be collateralized by 110% with U.S. Government securities backed by the full faith of the U.S. Government as evidenced by a written agreement. The collateral must be held at a third party institution in the name of the Pension Fund. As of April 30, 2024, the carrying amount of the Pension Fund's deposits totaled \$1,108,691, and the bank balances totaled \$1,148,689. All bank deposits were covered by FDIC insurance or collateralized.

**F. Custodial Credit Risk - Investments**

With respect to investments, custodial credit risk refers to the risk that, in the event of the failure of the counterparty to the investment, the Pension Fund will not be able to recover the value of its investments that are in possession of an outside party. The Pension Fund's investment policy does not specifically address custodial credit risk for investments, except for the Pension Fund's compliance with State statutes. As of April 30, 2024, no investments were exposed to custodial credit risk.

**CITY OF BLOOMINGTON, ILLINOIS**  
**FIREMEN'S PENSION FUND**  
NOTES TO FINANCIAL STATEMENTS  
**As of and for the Year Ended April 30, 2024**

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**2. DEPOSITS AND INVESTMENTS (continued)**

**G. Credit Risk**

Credit risk is the risk that an issuer of an investment will not fulfill its obligation to the holder of the investment. The Pension Fund's investment policy requires annuity contracts to be rated at least A+ by A.M. Best Company, Aa rated by Moody's, and AA+ rated by Standard & Poor's by at least one of the rating services. The portfolio of the general account of the insurance company shall not invest more than 10% of the portfolio in real estate and/or more than 10% of the portfolio in bonds with ratings less than Baa1 by Moody's or BBB+ by Standard & Poor's. Should an insurance company's ratings be reduced during the investment period by more than two grade levels, every effort should be made to liquidate the current market value of the investment. The Illinois Firefighters' Pension Investment Fund is not rated.

As of April 30, 2024, the Pension Fund's investments were rated as follows:

Investment Type	Moody's Investors Service	Standard & Poor's
Annuities – Fixed		
ANICO	N/A	A
Integrity	Aa3	AA-
Nationwide	A1	A+
RBC (Athene)	N/A	A+
Annuities – Variable		
American General	A2	A+
VOYA Life	A2	A+
Jackson National Life	A2	A
Pacific Life	Aa3	AA-
Delaware Life	N/A	BBB+

**H. Rate of Return**

For the year ended April 30, 2024, the annual money-weighted rate of return on pension plan investments, net of Pension Fund investment expense, was 14.71%. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

**CITY OF BLOOMINGTON, ILLINOIS**  
**FIREMEN'S PENSION FUND**  
NOTES TO FINANCIAL STATEMENTS  
**As of and for the Year Ended April 30, 2024**

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**3. EMPLOYEE RETIREMENT SYSTEM**

**A. Plan Administration**

The Firemen's Pension Plan is a single-employer defined benefit pension plan that covers all sworn firefighter personnel. The defined benefits and employee and minimum employer contribution levels are governed by Illinois Compiled Statutes (40 ILCS 5/4-1) and may be amended only by the Illinois legislature.

**B. Plan Membership**

At May 1, 2023, the actuarial valuation date, membership of the plan was as follows:

Inactive plan members currently receiving benefits	107
Inactive plan members entitled to but not yet receiving benefits	23
Active plan members	<u>109</u>
 Total	 <u>239</u>

**C. Benefits Provided**

As provided for in the Illinois Compiled Statutes, the Firemen's Pension Fund provides retirement benefits as well as death and disability benefits to employees grouped into two tiers. Tier 1 is for employees hired prior to January 1, 2011 and Tier 2 is for employees hired after that date. The following is a summary of the Firemen's Pension Fund as provided for in Illinois Compiled Statutes.

*Tier 1* - Covered employees attaining the age of 50 or more with 20 or more years of creditable service are entitled to receive a monthly retirement benefit of one half of the monthly salary attached to the rank held in the fire service at the date of retirement. The monthly pension shall be increased by one twelfth of 2.5% of such monthly salary for each additional month over 20 years of service through 30 years of service to a maximum of 75% of such monthly salary. Employees with at least 10 years but less than 20 years of credited service may retire at or after age 60 and receive a reduced retirement benefit. The monthly pension of a firefighter who retired with 20 or more years of service after January 1, 1977 shall be increased annually, following the first anniversary date of retirement and paid upon reaching at least the age 55, by 3% of the original pension and 3% compounded annually thereafter.

*Tier 2* - Covered employees attaining the age of 55 or more with 10 or more years of creditable service are entitled to receive a monthly pension of 2.5% of the final average salary for each year of creditable service. The salary is initially capped at \$106,800 but increases annually thereafter and is limited to 75% of final average salary. Employees with 10 or more years of creditable service may retire at or after age 50 and receive a reduced retirement benefit. The monthly pension of a firefighter shall be increased annually on the January 1 occurring either on or after the attainment of age 60 or the first anniversary of the pension start date, whichever is later. Each annual increase shall be calculated at 3% or one-half the annual unadjusted percentage increase in the CPI, whichever is less.

**D. Contributions**

Participants are required by Illinois Compiled Statutes (ILCS) to contribute a fixed percentage of their base salary to the plan. At April 30, 2024, the contribution percentage was 9.455%. If a participant leaves covered employment with less than 20 years of service, accumulated participant contributions may be refunded without accumulated interest. The City is required to contribute the remaining amounts necessary to finance the Plan as actuarially determined by an enrolled actuary. Effective January 1, 2011, the City's contributions must accumulate to the point where the past service cost for the Plan is 90% funded by the year 2040. For the year ended April 30, 2024, the City's contribution was 52.24% of covered payroll.

**CITY OF BLOOMINGTON, ILLINOIS**  
**FIREMEN'S PENSION FUND**  
 NOTES TO FINANCIAL STATEMENTS  
 As of and for the Year Ended April 30, 2024

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**3. EMPLOYEE RETIREMENT SYSTEM (continued)**

**E. Net Pension Liability**

The components of the net pension liability of the Pension Fund as of April 30, 2024, were as follows:

Total pension liability	\$ 159,755,096
Plan fiduciary net position	<u>100,095,649</u>
City's net pension liability	<u>\$ 59,659,447</u>
 Plan fiduciary net position as a percentage of the total pension liability	  62.66%

The schedule of changes in the employer's net pension liability and related ratios, presented as required supplementary information following the notes to the financial statements, presents multi-year trend information related to the funded status of the Pension Fund.

**F. Actuarial Assumptions**

The total pension liability above was determined by an actuarial valuation performed as of April 30, 2024 using the following actuarial methods and assumptions:

Asset valuation method	Market
Actuarial cost method	Entry-age normal
 Actuarial assumptions:	
Projected salary increases	Service-based rates
Inflation	2.50%
Interest rate	7.00%
Cost-of-living adjustments	2.25%

Mortality rates were based on the PubS-2010 mortality table generationally improved using MP-2021 Improvement Rates.

**G. Discount Rate**

The discount rate used to measure the total pension liability for the Plan was 7.00%, the same as the prior valuation. The projection of cash flows used to determine the discount rate assumed that member contributions will be made at the current contribution rate and that City contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member rate. Based on those assumptions, the Pension Fund's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

**CITY OF BLOOMINGTON, ILLINOIS**  
**FIREMEN'S PENSION FUND**  
NOTES TO FINANCIAL STATEMENTS  
**As of and for the Year Ended April 30, 2024**

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**3. EMPLOYEE RETIREMENT SYSTEM (continued)**

**H. Discount Rate Sensitivity**

The following is a sensitivity analysis of the net pension liability to changes in the discount rate. The table below presents the pension liability of the City calculated using the discount rate of 7.00% as well as what the net pension liability would be if it were to be calculated using a discount rate that is 1-percentage-point lower (6.00%) or 1-percentage-point higher (8.00%) than the current rate:

	1% Decrease (6.00%)	Current Discount Rate	1% Increase (8.00%)
Net pension liability	\$81,720,499	\$59,659,447	\$41,610,269



**REQUIRED SUPPLEMENTARY INFORMATION**

**CITY OF BLOOMINGTON, ILLINOIS**  
**FIREMEN'S PENSION FUND**  
SCHEDULE OF CHANGES IN EMPLOYER'S NET PENSION LIABILITY  
AND RELATED RATIOS  
Last Ten Fiscal Years

	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
<b>Total pension liability</b>				
Service cost	\$ 2,332,694	\$ 2,046,451	\$ 2,125,600	\$ 2,274,392
Interest	6,681,712	6,998,650	7,485,870	7,920,899
Changes of benefit terms	-	-	-	-
Differences between expected and actual experience	-	4,979	1,301,818	105,179
Changes of assumptions	-	2,681,272	340,679	-
Contributions - buy back	-	-	-	-
Benefit payments, including refunds of member contributions	<u>(4,320,164)</u>	<u>(4,653,276)</u>	<u>(4,888,863)</u>	<u>(5,189,668)</u>
<b>Net change in total pension liability</b>	4,694,242	7,078,076	6,365,104	5,110,802
<b>Total pension liability - beginning</b>	<u>97,613,111</u>	<u>102,307,353</u>	<u>109,385,429</u>	<u>115,750,533</u>
<b>Total pension liability - ending</b>	<u>\$ 102,307,353</u>	<u>\$ 109,385,429</u>	<u>\$ 115,750,533</u>	<u>\$ 120,861,335</u>
<b>Plan fiduciary net position</b>				
Employer contributions	\$ 3,946,587	\$ 4,416,266	\$ 4,678,635	\$ 4,873,683
Employee contributions	803,646	808,931	810,392	913,926
Other contributions	75	70	-	2,021
Net investment income (loss)	2,891,292	(1,439,295)	6,141,878	6,588,290
Benefit payments, including refunds of member contributions	(4,320,164)	(4,653,276)	(4,888,863)	(5,189,668)
Administration	<u>(62,719)</u>	<u>(57,305)</u>	<u>(58,891)</u>	<u>(68,633)</u>
<b>Net change in plan fiduciary net position</b>	3,258,717	(924,609)	6,683,151	7,119,619
<b>Plan fiduciary net position - beginning</b>	<u>47,335,996</u>	<u>50,594,713</u>	<u>49,670,104</u>	<u>56,353,255</u>
<b>Plan fiduciary net position - ending</b>	<u>\$ 50,594,713</u>	<u>\$ 49,670,104</u>	<u>\$ 56,353,255</u>	<u>\$ 63,472,874</u>
<b>Employer's net pension liability - ending</b>	<u>\$ 51,712,640</u>	<u>\$ 59,715,325</u>	<u>\$ 59,397,278</u>	<u>\$ 57,388,461</u>
<b>Plan fiduciary net position as a percentage of the total pension liability</b>	49.45%	45.41%	48.69%	52.52%
<b>Covered payroll</b>	\$ 8,617,171	\$ 8,338,822	\$ 8,960,353	\$ 9,621,394
<b>Employer's net pension liability as a percentage of covered payroll</b>	600.11%	716.11%	662.89%	596.47%

*See notes to required supplementary information*

	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
\$	2,338,441	\$ 2,357,522	\$ 2,601,913	\$ 2,543,979	\$ 2,369,834	\$ 2,658,670
	8,264,127	8,641,567	9,165,510	9,259,471	9,753,699	10,731,299
	-	735,392	-	-	-	-
	590,789	1,117,211	(784,594)	(3,477,067)	5,684,931	(562,418)
	-	1,847,611	(217,589)	-	3,187,924	-
	-	-	-	-	3,441	4,276
	<u>(5,604,751)</u>	<u>(5,997,962)</u>	<u>(6,462,528)</u>	<u>(7,211,043)</u>	<u>(7,201,215)</u>	<u>(7,444,679)</u>
	5,588,606	8,701,341	4,302,712	1,115,340	13,798,614	5,387,148
	<u>120,861,335</u>	<u>126,449,941</u>	<u>135,151,282</u>	<u>139,453,994</u>	<u>140,569,334</u>	<u>154,367,948</u>
	<u>\$ 126,449,941</u>	<u>\$ 135,151,282</u>	<u>\$ 139,453,994</u>	<u>\$ 140,569,334</u>	<u>\$ 154,367,948</u>	<u>\$ 159,755,096</u>
\$	5,075,695	\$ 5,260,364	\$ 5,467,846	\$ 6,187,158	\$ 6,089,432	\$ 5,612,195
	908,794	937,983	953,181	944,252	980,045	1,015,767
	4,837	-	-	2,070	3,441	4,276
	3,040,210	808,464	22,793,407	(1,939,883)	(144,383)	12,895,801
	(5,604,751)	(5,997,962)	(6,462,528)	(7,211,043)	(7,201,215)	(7,444,679)
	<u>(72,685)</u>	<u>(65,142)</u>	<u>(56,823)</u>	<u>(61,696)</u>	<u>(36,736)</u>	<u>(62,917)</u>
	3,352,100	943,707	22,695,083	(2,079,142)	(309,416)	12,020,443
	<u>63,472,874</u>	<u>66,824,974</u>	<u>67,768,681</u>	<u>90,463,764</u>	<u>88,384,622</u>	<u>88,075,206</u>
	<u>\$ 66,824,974</u>	<u>\$ 67,768,681</u>	<u>\$ 90,463,764</u>	<u>\$ 88,384,622</u>	<u>\$ 88,075,206</u>	<u>\$ 100,095,649</u>
\$	<u>59,624,967</u>	<u>\$ 67,382,601</u>	<u>\$ 48,990,230</u>	<u>\$ 52,184,712</u>	<u>\$ 66,292,742</u>	<u>\$ 59,659,447</u>
	52.85%	50.14%	64.87%	62.88%	57.06%	62.66%
\$	9,561,272	\$ 9,872,013	\$ 10,059,028	\$ 10,066,419	10,365,362	10,743,173
	623.61%	682.56%	487.03%	518.40%	639.56%	555.32%

See notes to required supplementary information

**CITY OF BLOOMINGTON, ILLINOIS**  
**FIREMEN'S PENSION FUND**  
**SCHEDULE OF EMPLOYER CONTRIBUTIONS**  
Last Ten Fiscal Years

	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
Actuarially determined contribution	\$ 4,045,021	\$ 4,405,755	\$ 4,673,635	\$ 4,873,683	\$ 5,075,717
Contributions in relation to the actuarially determined contribution	<u>3,941,587</u>	<u>4,416,266</u>	<u>4,678,635</u>	<u>4,873,683</u>	<u>5,075,695</u>
Contribution deficiency (excess)	<u>\$ 103,434</u>	<u>\$ (10,511)</u>	<u>\$ (5,000)</u>	<u>\$ -</u>	<u>\$ 22</u>
Covered payroll	\$ 8,617,171	\$ 8,338,822	\$ 8,960,353	\$ 9,612,394	\$ 9,561,272
Contributions as a percentage of covered payroll	45.74%	52.96%	52.21%	50.70%	53.09%
	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Actuarially determined contribution	\$ 5,260,410	\$ 5,467,846	\$ 6,187,221	\$ 6,089,466	\$ 5,612,280
Contributions in relation to the actuarially determined contribution	<u>5,260,364</u>	<u>5,467,846</u>	<u>6,187,158</u>	<u>6,089,432</u>	<u>5,612,195</u>
Contribution deficiency (excess)	<u>\$ 46</u>	<u>\$ -</u>	<u>\$ 63</u>	<u>\$ 34</u>	<u>\$ 85</u>
Covered payroll	\$ 9,872,013	\$ 10,059,028	\$ 10,066,419	\$ 10,365,362	\$ 10,743,173
Contributions as a percentage of covered payroll	53.29%	54.36%	61.46%	58.75%	52.24%

**Notes to Schedule:**

Methods and assumptions used to determine contribution rates:

Actuarial cost method	Entry age normal
Amortization method	Level percentage of payroll, closed
Remaining amortization period	19 years
Asset valuation method	5-year smoothed market value
Inflation	2.50%
Salary increases	3.50% - 17.61%
Investment rate of return	7.00%, including inflation, net of investment expenses
Mortality	Pub-2010 Adjusted for Plan Status, Demographics, and Illinois Public Pension Data

*See notes to required supplementary information*

**CITY OF BLOOMINGTON, ILLINOIS**  
**FIREMEN'S PENSION FUND**  
**SCHEDULE OF INVESTMENT RETURNS**  
Last Ten Fiscal Years

	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Annual money-weighted rate of return, net of investment expense	6.06%	-2.22%	12.78%	11.00%	4.67%
	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Annual money-weighted rate of return, net of investment expense	1.20%	29.00%	-2.14%	-0.16%	14.71%

*See notes to required supplementary information*

## **SUPPLEMENTARY INFORMATION**

**CITY OF BLOOMINGTON, ILLINOIS**  
**FIREMEN'S PENSION FUND**  
**SCHEDULE OF ADMINISTRATIVE EXPENSES**  
For the Year Ended April 30, 2024 and 2023

	2024	2023
<b>Professional Services</b>		
Actuarial	\$ 5,000	\$ 4,600
Accounting	19,302	9,983
Audit	20,155	15,000
Legal Counsel	25	-
Medical Exams	-	1,150
<b>Total Professional Services</b>	<b>44,482</b>	<b>30,733</b>
<b>Miscellaneous</b>		
Conference and Seminar Fees	3,467	1,730
Association Dues	1,413	331
Insurance	10,469	1,838
Bank Charges	3,086	2,104
<b>Total Miscellaneous</b>	<b>18,435</b>	<b>6,003</b>
<b>Total Administrative Expenses</b>	<b>\$ 62,917</b>	<b>\$ 36,736</b>

**CITY OF BLOOMINGTON, ILLINOIS**  
**FIREMEN'S PENSION FUND**  
 SCHEDULE OF INVESTMENT EXPENSES  
 For the Year Ended April 30, 2024 and 2023

Consultant	2024	2023
Wall Capital Group	\$ 6,000	\$ 21,215
Illinois Firefighters' Pension Investment Fund	41,494	30,521
Total Investment Consulting Fees	<u>\$ 47,494</u>	<u>\$ 51,736</u>



**CITY OF BLOOMINGTON, ILLINOIS**  
**FIREMEN'S PENSION FUND**  
**SCHEDULE OF PROFESSIONAL SERVICES - BY CONSULTANT**  
For the Year Ended April 30, 2024 and 2023

Consultant	Nature of Service	2024	2023
Foster & Foster, Inc.	Actuarial	\$ 5,000	\$ 4,600
Insight CPAs & Financial	Accounting	17,729	9,983
Striegel Knobloch & Co., LLC	Accounting	1,573	-
Baker Tilly US, LLP	Audit	20,155	15,000
Donald M. Craven, P.C.	Legal	25	-
SafeWorks Illinois Occupational Health Services	Medical Exams	-	1,150
Total Professional Services by Consultant		<u>\$ 44,482</u>	<u>\$ 30,733</u>