

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND**

**REPORT ON FINANCIAL STATEMENTS  
(with required supplementary information)**

**YEARS ENDED DECEMBER 31, 2023 AND 2022**



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2425 E. Grand River Ave.,  
Suite 1, Lansing, MI 48912

☎ 517.323.7500

📠 517.323.6346

## INDEPENDENT AUDITOR'S REPORT

To the Trustee of the Other Post-  
Employment Benefits Trust Fund  
Kalamazoo, Michigan

### ***Opinion***

We have audited the accompanying statements of plan net position of the City of Kalamazoo Other Post-Employment Benefits Trust Fund ( the "Plan"), as of December 31, 2023 and 2022, and the related statements of changes in plan net position for the years then ended, and the related notes to the financial statements, which collectively comprise the Plan's basic financial statements, as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the plan net position of the City of Kalamazoo Other Post-Employment Benefits Trust Fund as of December 31, 2023 and 2022, and the respective changes in its plan net position for the years then ended in accordance with accounting principles generally accepted in the United States of America.

### ***Basis for Opinions***

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the City of Kalamazoo Other Post-Employment Benefits Trust Fund and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

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

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the City of Kalamazoo Other Post-Employment Benefits Trust 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.

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

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

***Emphasis of a Matter***

As discussed in Note 2, the financial statements present only the City of Kalamazoo Other Post-Employment Benefits Trust Fund and do not purport to, and do not present fairly the financial position of the City of Kalamazoo, Michigan, as of December 31, 2023 and 2022, and the changes in its financial position for the years then ended, in conformity with accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

*Maney Costeiran PC*

June 25, 2024

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
MANAGEMENT'S DISCUSSION AND ANALYSIS**

The following is a discussion and analysis of the financial performance and position of the City of Kalamazoo Other Post-Employment Benefits (OPEB) Trust Fund (OPEB Trust Fund or the Plan). It is intended to provide an overview of the OPEB Trust Fund's financial activities for the fiscal years ended December 31, 2023 and 2022. This analysis should be read in conjunction with the Independent Auditor's Report and with the financial statements, which follows this section.

**Condensed Financial Information**

The table below highlights key financial information in a condensed format for the current year and the prior years:

	Year Ended December 31,		
	<u>2023</u>	<u>2022</u>	<u>2021</u>
Total assets	\$ 114,443,777	\$ 102,528,382	\$ 121,426,087
Total liabilities	<u>653,631</u>	<u>637,015</u>	<u>681,318</u>
Net position restricted for OPEB benefits	<u>\$ 113,790,146</u>	<u>\$ 101,891,367</u>	<u>\$ 120,744,769</u>
Net investment income (loss)	\$ 15,633,961	\$ (15,037,749)	\$ 20,007,295
Contributions	<u>4,560,906</u>	<u>4,492,253</u>	<u>4,479,659</u>
Total additions	<u>20,194,867</u>	<u>(10,545,496)</u>	<u>24,486,954</u>
Benefits paid	8,178,030	8,189,944	8,538,357
General and administrative expenses	<u>118,058</u>	<u>117,962</u>	<u>119,115</u>
Total deductions from net position	<u>8,296,088</u>	<u>8,307,906</u>	<u>8,657,472</u>
Net change in net position restricted for OPEB	11,898,779	(18,853,402)	15,829,482
Net position restricted for OPEB benefits			
Beginning of Year	<u>101,891,367</u>	<u>120,744,769</u>	<u>104,915,287</u>
End of Year	<u>\$ 113,790,146</u>	<u>\$ 101,891,367</u>	<u>\$ 120,744,769</u>

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
MANAGEMENT'S DISCUSSION AND ANALYSIS**

Net position may serve over time as a useful indicator of a government's financial position. The Plan's assets exceeded liabilities by \$113,790,146 and \$101,891,367 as of December 31, 2023 and 2022, respectively. All of the Plan's net position represent resources that are restricted for the payment of future OPEB benefits. For the year ended December 31, 2023, the Plan's net position increased by \$11,898,779 or 12% due primarily to favorable investment performance. For the year ended December 31, 2022, the Plan's net position decreased by \$18,853,402 or 16% due primarily to poor investment performance.

**Overall Fund Structure and Objectives**

The OPEB Trust Fund is a cost sharing multiple-employer defined benefit other post-employment benefit plan. The Plan provides medical insurance benefits to eligible retirees and their spouses. Active members earn service credit that entitles them to receive benefits in the future. The employers contribute such amounts, as necessary, based on actuarial determinations, to provide assets sufficient to pay for member benefits.

The employers' actuarially determined contributions (ADC) were \$966,755 for 2023, and \$3,157,096 for 2022. The excess of benefits over contributions is funded through investment income. The OPEB Trust Fund is authorized by the State's Pension Investment Act, as amended, to invest in common stocks, real estate, and various other obligations, subject to certain limitations.

At least biennially, an actuarial valuation of the OPEB Trust Fund is completed. As of the January 1, 2023 actuarial report, the valuation of assets represented 98.8% of accrued liabilities. As of the January 1, 2022, actuarial report, the valuation of assets represented 82.5% of accrued liabilities.

**Asset Allocation**

It is the responsibility of the Trustee of the OPEB Trust Fund to adopt investment policies and strategies, and to select advisors, actuaries and other fiduciaries utilized by the OPEB Trust Fund.

The OPEB Trust Fund's purpose is to provide long-term benefit payments to its members through long-term investing. This is accomplished by investing OPEB assets in a "group trust" with Pension assets, to access the best long-term gains with the lowest cost. This commingled approach leverages the Pension's Retirement Investment Committee's (the RIC) 30-year history of positive investment returns for the Pension System, which has positioned the Pension System's portfolio to realize stable long-term objectives. The employers hope to achieve stability for the OPEB Trust Fund assets as well through the same level of applied wisdom, prudence, skill, and discipline.

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
MANAGEMENT’S DISCUSSION AND ANALYSIS**

To maximize investment returns and preserve fund assets, the RIC carefully monitors the performance of each of its investment managers and takes the necessary corrective action to ensure acceptable investment results. To this end, the RIC voluntarily complies with the guidelines put forth by the Employee Retirement Income System Act (ERISA), which is designed to protect the interests of members and beneficiaries of pension systems. The RIC has established the following asset allocation for the Pension System, which due to the commingling of Pension and OPEB investments in the group trust, is effectively the asset allocation for the OPEB Trust Fund as well:

Asset Class	Target Allocation
U.S. Small Cap (Manager 1)	5.00%
U.S. Small Cap (Manager 2)	10.00%
International Developed Equity	10.00%
U.S. Large Cap (Manager 1)	30.00%
U.S. Large Cap (Manager 2)	5.00%
Emerging Markets	10.00%
Domestic Fixed Income	25.00%
Real Estate (Manager 1)	2.50%
Real Estate (Manager 2)	2.50%

This asset allocation policy offers the optimal mix for meeting longer term goals at an acceptable level of risk. The asset classes stated above shall be further diversified (where possible) as to style and manager type to reduce risk further, while providing the opportunity for enhanced return. The OPEB Trust Fund’s investments are held in nine portfolios administered by five investment managers.

**Economic Factors, Investment Returns, and Other Important Matters**

The City’s Group Trust contains the City’s Pension, the Central County Transportation Authority’s (CCTA) Pension, and OPEB investment assets. In 2023, the Trust saw gains in Equities, with a 20.79% return, and Fixed Income, with a 5.58% return, while Real Estate had a loss of 4.41%. The net position of the OPEB Trust at year end was approximately \$113.8 million, an increase of \$11.9 million from fiscal year 2022. The S&P 500, Dow Jones Industrial Average, and Nasdaq Composite all ended the year with significant gains.

**Contacting the OPEB Trust Fund’s Financial Management**

This financial report is designed to provide the public, citizens, and other interested parties with a general overview of the OPEB Trust Fund’s financial position. If you have questions about this report or need additional financial information, contact Steve Vicenzi, Director of Management Services, City of Kalamazoo, 241 W. South Street, Kalamazoo, MI 49007, (269) 337-8336.



## **BASIC FINANCIAL STATEMENTS**

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
STATEMENTS OF PLAN NET POSITION  
DECEMBER 31, 2023 AND 2022**

	2023	2022
<b>ASSETS</b>		
Cash and cash equivalents	\$ 27,697	\$ 20,246
Receivables		
Interest and dividends	194,769	158,076
Investments sold	76,848	541,149
Total receivables	271,617	699,225
Investments, at fair value		
U.S. Treasuries	8,028,802	6,884,765
Corporate bonds	10,858,658	9,363,208
Municipal bonds	23,124	22,022
Collateralized mortgage obligations	9,156,738	7,959,769
Equity mutual funds	80,619,139	71,591,488
Real estate mutual funds	5,458,002	5,987,659
Total investments	114,144,463	101,808,911
TOTAL ASSETS	114,443,777	102,528,382
<b>LIABILITIES</b>		
Accounts payable	653,631	637,015
<b>NET POSITION</b>		
Net position restricted for other post-employment benefits	\$ 113,790,146	\$ 101,891,367

See accompanying notes to financial statements.

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
STATEMENTS OF CHANGES IN PLAN NET POSITION  
YEARS ENDED DECEMBER 31, 2023 AND 2022**

	2023	2022
ADDITIONS TO NET POSITION		
Investment income (loss)		
Change in fair value of investments	\$ 12,831,613	\$ (17,702,215)
Interest	991,030	737,507
Dividends	2,106,143	2,242,429
	15,928,786	(14,722,279)
Total investment income (loss)		
Less investment expense	(294,825)	(315,470)
Net investment income (loss)	15,633,961	(15,037,749)
Contributions		
Employer	3,500,000	3,500,000
Plan members	1,060,906	992,253
Total contributions	4,560,906	4,492,253
TOTAL ADDITIONS TO NET POSITION	20,194,867	(10,545,496)
DEDUCTIONS FROM NET POSITION		
Benefits	8,178,030	8,189,944
Administrative expenses	118,058	117,962
TOTAL DEDUCTIONS FROM NET POSITION	8,296,088	8,307,906
CHANGE IN PLAN NET POSITION	11,898,779	(18,853,402)
Net position - beginning of year	101,891,367	120,744,769
Net position - end of year	\$ 113,790,146	\$ 101,891,367

See accompanying notes to financial statements.

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
NOTES TO FINANCIAL STATEMENTS**

**NOTE 1 - PLAN DESCRIPTION**

Plan Administration

The City of Kalamazoo Other Post-Employment Benefits (OPEB) Trust Fund (herein after referred to as the “Plan” or “OPEB Trust Fund”) is a cost sharing multiple-employer defined benefit other post-employment benefits plan. The OPEB Trust Fund is administered by the City of Kalamazoo Other Post-Employment Benefits Trust Fund Trustee. Employee contribution requirements were established and may be amended subject to collective bargaining agreements and approval by the respective employers. Plan benefit provisions were established and may be amended under the authority of the respective employers.

Plan Membership

Plan membership based on actuarial valuations with measurement dates of January 1, 2023 and 2022 consisted of the following:

	2023	2022
Retirees or beneficiaries receiving benefits	661	666
Inactive plan members entitled to but not yet receiving benefits	26	26
Active plan members	200	219
	887	911
Number of participating employers	2	2

Benefits Provided

The Plan provides medical insurance benefits to eligible retirees and their spouses. The Plan purchases Medicare supplemental insurance for retirees eligible for Medicare.

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
NOTES TO FINANCIAL STATEMENTS**

**NOTE 1 - PLAN DESCRIPTION (continued)**

Contributions

The employers contribute such amounts, as necessary to provide assets sufficient to pay for member benefits. In 2023, the actuarially determined contributions for the employers were \$966,755 and in 2022, the actuarially determined contributions for the employers were \$3,157,096. Actual contributions for the years ended December 31, 2023 and 2022, were \$3,500,000.

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

The Plan's more significant accounting policies are described below:

Reporting Entity - The accompanying financial statements are exclusive presentations of the financial condition and results of operations of the City of Kalamazoo Other Post-Employment Benefits Trust Fund. The City of Kalamazoo is the plan sponsor of the OPEB Trust Fund. As a result, industry standards require the City to include the financial activities of the OPEB Trust Fund in the City's Annual Financial Report. The Annual Financial Report of the City of Kalamazoo is available for public inspection at the Kalamazoo City Hall.

Basis of Accounting - The Plan's financial statements are prepared using the accrual basis of accounting. Plan member contributions are recognized in the period in which the contributions are due. The employers' contributions are recognized when due and the employer has made a formal commitment to provide them. Benefits and refunds are recognized when due and payable in accordance with the terms of the Plan.

Valuation of Investments - Investments are reported at fair value. Short-term investments are reported at cost, which approximates fair value. Securities traded on a national or international exchange are valued at the last reported sales price at current exchange rates. Mortgages are valued on the basis of future principal and interest payments and are discounted at prevailing interest rates for similar instruments. The fair value of real estate investments is based on independent appraisals. Investments for which market quotations are not readily available are valued at their fair value as determined by the custodian under the direction of the Trustee with the assistance of a valuation service.

The investments of the Plan are pooled with those of the City of Kalamazoo Employees' Retirement System and the Central County Transportation Authority (CCTA) Pension Plan. The purchases, maturities, and investment performance are allocated between the Plan, the City of Kalamazoo Employees' Retirement System, and CCTA Pension Plan based on the fair value of their respective investments. As of December 31, 2023 and 2022, the Plan's investments represented approximately 12.8% and 12.7% of the portfolio, respectively.

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
NOTES TO FINANCIAL STATEMENTS**

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

Administration - Administrative costs are financed through the Plan's investment earnings.

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

**NOTE 3 - DEPOSITS AND INVESTMENTS**

Deposits

The Plan does not maintain any checking or other demand/time deposit accounts. Amounts reported as cash and cash equivalents in the statement of plan net position include cash and short-term investments in money market accounts held by the Plan's investment managers. These accounts are insured by the Securities Investors Protection Corporation for up to \$500,000 each. The balance of these accounts as of December 31, 2023 and 2022, were \$27,697 and \$20,246, respectively. These amounts were fully insured as of December 31, 2023 and 2022, respectively.

Investments

The Michigan Public Employees Retirement System Investment Act, Public Act 314 of 1965, as amended, authorizes the Plan to invest in stocks, government and corporate securities, mortgages, real estate, and various other investment instruments, subject to certain limitations. The Plan's Trustee is responsible for recommending to the respective governing bodies the investment policies and strategies, and retaining/monitoring the various investment managers, trustees, advisors, actuaries, and other fiduciaries utilized by the Plan. The respective governing bodies are responsible for approving the recommendations of the Plan's Trustee. All investment decisions are subject to Michigan law and the investment policy established by the respective governing bodies. As OPEB Trust Fund and Employees' Retirement System assets are commingled for investment purposes, the Plan's Trustee has adopted the policies, strategies, and approaches used by the Employees' Retirement System's Investment Committee.

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
NOTES TO FINANCIAL STATEMENTS**

**NOTE 3 - DEPOSITS AND INVESTMENTS (continued)**

Investments (continued)

The adopted asset allocation policy as of December 31, 2023 and 2022, was as follows:

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return	
		2023	2022
U.S. Small Cap (Manager 1)	5.00%	5.84%	4.13%
U.S. Small Cap (Manager 2)	10.00%	5.84%	4.13%
International Developed Equity	10.00%	4.14%	3.43%
U.S. Large Cap (Manager 1)	30.00%	5.24%	3.63%
U.S. Large Cap (Manager 2)	5.00%	5.24%	3.63%
Emerging Markets	10.00%	5.14%	5.73%
Domestic Fixed Income	25.00%	2.64%	2.03%
Real Estate (Manager 1)	2.50%	4.54%	3.43%
Real Estate (Manager 2)	2.50%	4.54%	3.43%

The Plan's investments are held in nine portfolios administered by five investment managers. Following is a summary of the Plan's investments as of December 31:

	2023	2022
U.S. Treasuries	\$ 8,028,802	\$ 6,884,765
Corporate bonds	10,858,658	9,363,208
Municipal bonds	23,124	22,022
Collateralized mortgage obligations	9,156,738	7,959,769
Equity mutual funds	80,619,139	71,591,488
Real estate mutual funds	5,458,002	5,987,659
Total investments	<u>\$ 114,144,463</u>	<u>\$ 101,808,911</u>

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
NOTES TO FINANCIAL STATEMENTS**

**NOTE 3 - DEPOSITS AND INVESTMENTS (continued)**

Fair Value Measurements

Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. A fair value hierarchy is also established which requires an entity to maximize the use of observable and minimize the use of unobservable inputs. There are three levels of inputs that may be used to measure fair value:

Level 1: Quoted prices in active markets for identical securities.

Level 2: Prices determined using other significant observable inputs. Observable inputs are inputs that other market participants may use in pricing a security. These may include quoted prices for similar securities, interest rates, prepayment speeds, credit risk and others.

Level 3: Prices determined using significant unobservable inputs. Unobservable inputs may be used in situations where quoted prices or observable inputs are unavailable or deemed less relevant (for example, when there is little or no market activity for an investment at the end of the period). Unobservable inputs reflect the organization's own assumptions about the factors market participants would use in pricing an investment and would be based on the best information available.

As of December 31, 2023 and 2022, the carrying amounts and fair values for each investment are as follows:

<u>2023</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Federal Home Loan	\$ -	\$ 3,380,806	\$ -	\$ 3,380,806
Fannie Mae	-	5,730,303	-	5,730,303
Ginnie Mae	-	45,629	-	45,629
U.S. Treasury Notes	-	8,028,802	-	8,028,802
Corporate Bonds	-	10,858,658	-	10,858,658
Municipal bonds	-	23,124	-	23,124
Equity mutual funds	80,619,139	-	-	80,619,139
Real estate mutual funds	5,458,002	-	-	5,458,002
	<u>\$ 86,077,141</u>	<u>\$ 28,067,322</u>	<u>\$ -</u>	<u>\$ 114,144,463</u>



**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
NOTES TO FINANCIAL STATEMENTS**

**NOTE 3 - DEPOSITS AND INVESTMENTS (continued)**

Fair Value Measurements (continued)

<u>2022</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Federal Home Loan	\$ -	\$ 2,784,603	\$ -	\$ 2,784,603
Fannie Mae	-	4,076,342	-	4,076,342
Ginnie Mae	-	1,098,824	-	1,098,824
U.S. Treasury Notes	-	6,884,765	-	6,884,765
Corporate Bonds	-	9,363,208	-	9,363,208
Municipal bonds	-	22,022	-	22,022
Equity mutual funds	71,591,488	-	-	71,591,488
Real estate mutual funds	5,987,659	-	-	5,987,659
	<u>\$ 77,579,147</u>	<u>\$ 24,229,764</u>	<u>\$ -</u>	<u>\$ 101,808,911</u>

Custodial Credit Risk

For investments, custodial credit risk is the risk that, in the event of the failure of the counterparty to a transaction, the Plan will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party. The Plan's investment policy does not address custodial credit risk. Although uninsured and unregistered, the Plan's investments are not exposed to custodial credit risk since the securities are held by the counterparty's trust department in the Plan's name. Short-term investments in money market funds and investments in mutual funds are not subject to custodial credit risk because their existence is not evidenced by securities that exist in physical or book form.

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
NOTES TO FINANCIAL STATEMENTS**

**NOTE 3 - DEPOSITS AND INVESTMENTS (continued)**

Credit Risk

The Plan's investment policy provides that its investments in bonds must be rated in the top four major investment grades as determined by two nationally recognized statistical rating organizations. As of December 31, 2023 and 2022, the Plan's investments in fixed income securities were rated by Standard & Poor's and Moody's as follows:

Standard & Poor's	2023			2022		
	Corporate Bonds	Municipal Bonds	CMO	Corporate Bonds	Municipal Bonds	CMO
AAA	\$ 1,955,555	\$ 23,124	\$ -	\$ 1,533,031	\$ 22,022	\$ -
AA	414,613	-	9,156,738	578,415	-	7,959,769
A	3,877,857	-	-	2,863,751	-	-
BBB	3,808,478	-	-	3,730,728	-	-
Not rated	802,155	-	-	657,283	-	-
	<u>\$ 10,858,658</u>	<u>\$ 23,124</u>	<u>\$ 9,156,738</u>	<u>\$ 9,363,208</u>	<u>\$ 22,022</u>	<u>\$ 7,959,769</u>
<u>Moody's</u>						
Aaa	\$ 2,132,477	\$ 23,124	\$ 9,156,738	\$ 1,401,699	\$ 22,022	\$ 7,959,769
Aa	699,201	-	-	556,796	-	-
A	4,771,777	-	-	3,923,636	-	-
Baa	2,591,605	-	-	2,584,319	-	-
Ba	20,340	-	-	18,852	-	-
Not rated	643,258	-	-	877,906	-	-
	<u>\$ 10,858,658</u>	<u>\$ 23,124</u>	<u>\$ 9,156,738</u>	<u>\$ 9,363,208</u>	<u>\$ 22,022</u>	<u>\$ 7,959,769</u>

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
NOTES TO FINANCIAL STATEMENTS**

**NOTE 3 - DEPOSITS AND INVESTMENTS (continued)**

Concentration of Credit Risk

The Plan's investment policy requires that the securities of any one company or government agency should not exceed 5% of the total fund. At December 31, 2023 and 2022, the Plan's investments were within that range.

The Plan's investment policy and State statutes provide that no more than 70% of the total investments may be in equity holdings and no more than 5% in real estate. As of December 31, 2023 and 2022, the Plan's equity holdings accounted for 70% of the total investment portfolio; the Plan's holdings in real estate were 5% at December 31, 2023 and 2022.

Rate of Return

For the years ended December 31, 2023 and 2022, the annual money-weighted rate of return on plan investments, net of plan investment expense, was 15.61% and (12.68)% respectively. The money weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

Interest Rate Risk

For investments, the risk that changes in interest rates will adversely affect the fair value of the investment is known as interest rate risk. The Plan's investment policy does not address interest rate risk. As of December 31, 2023 and 2022, maturities of the Plan's debt securities were as follows:

<u>2023</u>	<u>Fair Value</u>	<u>Investment Maturities (Fair Value by Years)</u>			
		<u>Less than 1</u>	<u>1-5</u>	<u>6-10</u>	<u>More than 10</u>
U.S. Treasuries	\$ 8,028,802	\$ -	\$ 3,250,873	\$ 1,674,242	\$ 3,103,687
Corporate Bonds	10,858,658	-	4,933,286	3,322,954	2,602,418
Municipal bonds	23,124	-	-	-	23,124
Collateralized Mortgage Obligations	9,156,738	-	51,995	52,380	9,052,363
	<u>\$ 28,067,322</u>	<u>\$ -</u>	<u>\$ 8,236,154</u>	<u>\$ 5,049,576</u>	<u>\$ 14,781,592</u>

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
NOTES TO FINANCIAL STATEMENTS**

**NOTE 3 - DEPOSITS AND INVESTMENTS (continued)**

Interest Rate Risk (continued)

<u>2022</u>	<u>Fair Value</u>	<u>Investment Maturities (Fair Value by Years)</u>			
		<u>Less than 1</u>	<u>1-5</u>	<u>6-10</u>	<u>More than 10</u>
U.S. Treasuries	\$ 6,884,765	\$ -	\$ 2,990,791	\$ 1,348,591	\$ 2,545,383
Corporate Bonds	9,363,208	156,414	4,774,844	2,153,429	2,278,521
Municipal bonds	22,022	-	-	-	22,022
Collateralized Mortgage Obligations	7,959,769	-	174,566	175,377	7,609,826
	<u>\$ 24,229,764</u>	<u>\$ 156,414</u>	<u>\$ 7,940,201</u>	<u>\$ 3,677,397</u>	<u>\$ 12,455,752</u>

Derivatives

The Plan's investment policy permits the prudent use of derivatives to reduce portfolio risk and enhance investment return. Under the terms of the investment agreements, portfolio managers are required to report all derivative holdings on a quarterly basis. The Plan's Trustee, in conjunction with the Employees' Retirement System's Investment Committee, monitors these reports to evaluate the Plan's exposure to credit, market and legal risk.

The portfolios managed by Jennison Associates have utilized U.S. currency futures contracts, a type of derivative, to reduce overall portfolio volatility caused by interest rate risk. At December 31, 2023 and 2022, the portfolio had no U.S. currency futures contracts.

Foreign Currency Risk

Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment. The Plan's exposure to foreign currency risk derives from its positions in foreign currency-denominated fixed-income investments. The Plan's investment policy permits it to invest up to 10% of total investments in foreign currency-denominated investments.

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
NOTES TO FINANCIAL STATEMENTS**

**NOTE 3 - DEPOSITS AND INVESTMENTS (continued)**

Foreign Currency Risk (continued)

The Plan's exposure to foreign currency risk in U.S. dollars as of December 31, 2023 and 2022, is summarized below:

<u>Currency</u>	<u>2023</u>	<u>2022</u>
Canadian Dollar	\$ 135,689	\$ 258,183
Euro	368,496	238,060
Singaporean Dollar	140,026	-
Norwegian Krone	-	128,775
British Pound Sterling	299,096	329,995
	<u>\$ 943,307</u>	<u>\$ 955,013</u>

**NOTE 4 - ADMINISTRATIVE AND INVESTMENT EXPENSES**

The following provides additional details related to administrative and investment expenses for the years ended December 31, 2023 and 2022:

	<u>2023</u>		<u>2022</u>	
	<u>Amount</u>	<u>Percent of Net Position</u>	<u>Amount</u>	<u>Percent of Net Position</u>
Investment advisor fees	\$ 256,140	0.225%	\$ 270,225	0.265%
Trust and custodial fees	38,685	0.034%	45,245	0.044%
Administrative expenses	118,058	0.104%	117,962	0.116%
	<u>\$ 412,883</u>		<u>\$ 433,432</u>	

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
NOTES TO FINANCIAL STATEMENTS**

**NOTE 5 - RISK MANAGEMENT**

The Plan is exposed to various risks of loss related to torts, errors, and omissions. The Plan participates in the City of Kalamazoo's risk management program for all of these exposures. The City's risk management program is primarily a self-insured program with reinsurance amounts in excess of aggregate loss funds. The City estimates the liability for unpaid claims (including claims incurred but not reported) and allocates the cost to all appropriate entities and funds. There is no further exposure to the Plan that would require a liability to be recorded in the financial statements.

**NOTE 6 - NET OPEB LIABILITY (ASSET)**

The components of the net OPEB liability (asset) of the Plan at December 31, 2023 and 2022, measurement dates were as follows:

	<u>2023</u>	<u>2022</u>
Total OPEB liability	\$ 111,517,084	\$ 132,219,010
Plan fiduciary net position	<u>113,790,146</u>	<u>101,891,367</u>
Net OPEB liability (asset)	<u>\$ (2,273,062)</u>	<u>\$ 30,327,643</u>
Plan fiduciary net position as a percentage of the total OPEB liability	102.04%	77.06%
Covered payroll	\$ 16,704,718	\$ 17,360,357
Net OPEB liability (asset) as a percentage of covered payroll	(13.61)%	174.69%

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
NOTES TO FINANCIAL STATEMENTS**

**NOTE 6 - NET OPEB LIABILITY (ASSET) (continued)**

Actuarial Assumptions

Projections of benefits for financial reporting purposes are based on the substantive plan (the plan understood by the employer and plan members) and includes the types of benefits provided at the time of each valuation and the historical pattern of sharing of benefit costs between the employer and plan members to that point. The actuarial methods and assumptions used include techniques that are designed to reduce the effects of short-term volatility in actuarial accrued liabilities and the actuarial value of assets, consistent with the long-term perspective of the calculations.

The total OPEB liability was determined by actuarial valuations as of January 1, 2023 and 2022, and measurement dates of December 31, 2023 and 2022, using the following actuarial assumptions, applied to all periods included in the measurement:

Actuarial valuation as of January 1, 2023 and measurement date of December 31, 2023:

Actuarial cost method	Individual entry age normal
Amortization method	Level dollar, closed
Remaining amortization period	19 years
Asset valuation method	5 years smoothed market
Inflation	3.50% (which includes price inflation of 2.25%)
Projected salary increases	3.50% to 15.50% (includes inflation)
Investment rate of return	7.25%, net of OPEB plan investment expense
Retirement age	Experience-based table of rates that are specific to the type of eligibility condition
Mortality rates	Pub-2010 Amount-Weighted, Male and Female tables for General and Safety
Health care trend rates	Pre-65: 7.50% for the first year, gradually decreasing to 3.50% in year 12 Post-65: 6.25% for the first year, gradually decreasing to 3.50% in year 12
Aging factors	Based on the 2013 SOA study "Health Care Costs - From Birth to Death"

The actuarial assumptions used in the January 1, 2023 valuation were based on the results of an actuarial experience study for the period January 1, 2014 through December 31, 2018.

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
NOTES TO FINANCIAL STATEMENTS**

**NOTE 6 - NET OPEB LIABILITY (ASSET) (continued)**

Actuarial Assumptions (continued)

Actuarial valuation as of January 1, 2022 and measurement date of December 31, 2022:

Actuarial cost method	Individual entry age normal
Amortization method	Level dollar, closed
Remaining amortization period	20 years
Asset valuation method	5 years smoothed market
Inflation	3.50% (which includes price inflation of 2.25%)
Projected salary increases	3.50% to 15.50% (includes inflation)
Investment rate of return	7.25%, net of OPEB plan investment expense
Retirement age	Experience-based table of rates that are specific to the type of eligibility condition
Mortality rates	Pub-2010 Amount-Weighted, Male and Female tables for General and Safety
Health care trend rates	Pre-65: 7.50% for the first year, gradually decreasing to 3.50% in year 12 Post-65: 6.25% for the first year, gradually decreasing to 3.50% in year 12
Aging factors	Based on the 2013 SOA study "Health Care Costs - From Birth to Death"

The actuarial assumptions used in the January 1, 2022 valuation were based on the results of an actuarial experience study for the period January 1, 2014 through December 31, 2018.

Changes in Assumptions

No significant changes in assumptions noted for plan year 2023.

Plan year 2022 - Changes in mortality rates.



**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
NOTES TO FINANCIAL STATEMENTS**

**NOTE 6 - NET OPEB LIABILITY (ASSET) (continued)**

Changes in Benefit Terms

Plan year 2023 - AFSCME members retiring after January 1, 2024, will pay the same increases as an active employee to a maximum of 80% above the contributions the retiree paid during the last month of the retiree's employment.

No changes in benefit terms for plan year 2022.

Discount Rate

For the actuarial valuation as of January 1, 2023, a single discount rate of 7.25% was used to measure the total OPEB liability. The single discount rate was based on an expected rate of return of 7.25%. The projection of cash flows used to determine this single discount rate assumed that employer contributions will be made at rates equal to \$3,500,000 per year. Based on these assumptions, the OPEB plan'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 OPEB plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability.

For the actuarial valuation as of January 1, 2022, a single discount rate of 7.25% was used to measure the total OPEB liability. This single discount rate was based on an expected rate of return of 7.25%. The projection of cash flows used to determine this single discount rate assumed that employer contributions will be made at rates equal to \$3,500,000 per year. Based on these assumptions, the OPEB plan'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 OPEB plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability.

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
NOTES TO FINANCIAL STATEMENTS**

**NOTE 6 - NET OPEB LIABILITY (ASSET) (continued)**

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

The following presents the net OPEB liability (asset) of the Plan, as well as what the Plan's net OPEB liability (asset) would be if it were calculated using a discount rate that is 1-percentage-point lower or 1-percentage-point higher than the current discount rate:

<u>2023</u>	<u>1% Decrease</u>	<u>Current Rate</u>	<u>1% Increase</u>
Net OPEB liability (asset)	<u>\$ 7,955,942</u>	<u>\$ (2,273,062)</u>	<u>\$ (11,096,551)</u>
 <u>2022</u>			
Net OPEB liability	<u>\$ 42,796,557</u>	<u>\$ 30,327,643</u>	<u>\$ 19,598,318</u>

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

The following presents the net OPEB liability (asset) of the Plan, as well as what the Plan's net OPEB liability (asset) would be if it were calculated using healthcare cost trend rates that are 1-percentage-point lower or 1-percentage-point higher than the current healthcare cost trend rate:

<u>2023</u>	<u>1% Decrease</u>	<u>Current Rate</u>	<u>1% Increase</u>
Net OPEB liability (asset)	<u>\$ (13,175,452)</u>	<u>\$ (2,273,062)</u>	<u>\$ 10,535,440</u>
 <u>2022</u>			
Net OPEB liability	<u>\$ 17,307,324</u>	<u>\$ 30,327,643</u>	<u>\$ 45,603,184</u>

**REQUIRED SUPPLEMENTARY INFORMATION**

**CITY OF KALAMAZOO, MICHIGAN**  
**OTHER POST-EMPLOYMENT BENEFITS TRUST FUND**  
**SCHEDULE OF CHANGES IN THE PLAN'S NET OPEB LIABILITY (ASSET) AND RELATED RATIOS**  
**LAST SEVEN FISCAL YEARS (ULTIMATELY TEN FISCAL YEARS WILL BE DISPLAYED)**

	2023	2022	2021	2020	2019	2018	2017
<b>CHANGE IN TOTAL OPEB LIABILITY</b>							
Service cost	\$ 691,019	\$ 845,695	\$ 4,388,941	\$ 3,521,372	\$ 2,734,661	\$ 2,740,829	\$ 1,490,221
Interest	9,352,932	9,732,130	9,573,919	10,492,915	11,124,987	10,773,588	12,162,956
Change of benefit terms	(695,254)	-	(71,389,507)	-	-	(3,068,315)	-
Difference between expected and actual experience	(30,336,257)	(17,567,990)	8,939,601	(3,102,684)	(17,999,270)	8,398,776	(45,814)
Changes of assumptions	7,402,758	8,994,589	(144,053,838)	48,509,288	47,299,449	6,299,583	67,099,621
Benefit payments, including refunds of member contributions	(7,117,124)	(7,197,691)	(7,558,698)	(9,018,385)	(9,365,696)	(9,334,535)	(9,258,659)
<b>NET CHANGE IN TOTAL OPEB LIABILITY</b>	<b>(20,701,926)</b>	<b>(5,193,267)</b>	<b>(200,099,582)</b>	<b>50,402,506</b>	<b>33,794,131</b>	<b>15,809,926</b>	<b>71,448,325</b>
<b>TOTAL OPEB LIABILITY, BEGINNING</b>	<b>132,219,010</b>	<b>137,412,277</b>	<b>337,511,859</b>	<b>287,109,353</b>	<b>253,315,222</b>	<b>237,505,296</b>	<b>166,056,971</b>
<b>TOTAL OPEB LIABILITY, ENDING (A)</b>	<b>\$ 111,517,084</b>	<b>\$ 132,219,010</b>	<b>\$ 137,412,277</b>	<b>\$ 337,511,859</b>	<b>\$ 287,109,353</b>	<b>\$ 253,315,222</b>	<b>\$ 237,505,296</b>
<b>CHANGE IN PLAN FIDUCIARY NET POSITION</b>							
Employer contributions	\$ 3,500,000	\$ 3,500,000	\$ 3,500,000	\$ 3,500,000	\$ 3,500,000	\$ 3,500,000	\$ 3,500,000
Employee contributions	1,060,906	992,253	979,659	999,874	978,010	970,429	920,121
OPEB plan net investment income (loss)	15,633,961	(15,037,749)	20,007,295	8,469,461	17,160,651	(7,353,500)	14,711,769
Benefit payments, including refunds of member contributions	(8,178,030)	(8,189,944)	(8,538,357)	(10,018,259)	(10,343,706)	(10,304,964)	(10,178,780)
Administrative expenses	(118,058)	(117,962)	(119,115)	(141,174)	(125,815)	(106,986)	(100,922)
<b>NET CHANGE IN PLAN FIDUCIARY NET POSITION</b>	<b>11,898,779</b>	<b>(18,853,402)</b>	<b>15,829,482</b>	<b>2,809,902</b>	<b>11,169,140</b>	<b>(13,295,021)</b>	<b>8,852,188</b>
<b>PLAN FIDUCIARY NET POSITION, BEGINNING</b>	<b>101,891,367</b>	<b>120,744,769</b>	<b>104,915,287</b>	<b>102,105,385</b>	<b>90,936,245</b>	<b>104,231,266</b>	<b>95,379,078</b>
<b>PLAN FIDUCIARY NET POSITION, ENDING (B)</b>	<b>\$ 113,790,146</b>	<b>\$ 101,891,367</b>	<b>\$ 120,744,769</b>	<b>\$ 104,915,287</b>	<b>\$ 102,105,385</b>	<b>\$ 90,936,245</b>	<b>\$ 104,231,266</b>
<b>PLAN'S NET OPEB LIABILITY (ASSET), ENDING (A)-(B)</b>	<b>\$ (2,273,062)</b>	<b>\$ 30,327,643</b>	<b>\$ 16,667,508</b>	<b>\$ 232,596,572</b>	<b>\$ 185,003,968</b>	<b>\$ 162,378,977</b>	<b>\$ 133,274,030</b>
Plan fiduciary net position as a percentage of the total OPEB liability	102.04%	77.06%	87.87%	31.08%	35.56%	35.90%	43.89%
Covered payroll	16,704,718	\$ 17,360,357	\$ 18,758,015	\$ 21,057,232	\$ 22,773,155	\$ 39,920,744	\$ 37,363,784
Plan's net OPEB liability (asset) as a percentage of covered payroll	(13.61)%	174.69%	88.86%	1104.59%	812.38%	406.75%	356.69%

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
SCHEDULE OF EMPLOYER CONTRIBUTIONS  
LAST SEVEN FISCAL YEARS (ULTIMATELY TEN FISCAL YEARS WILL BE DISPLAYED)**

	2023	2022	2021	2020	2019	2018	2017
Actuarially determined contributions	\$ 966,755	\$ 3,157,096	\$ 4,200,466	\$ 9,838,111	\$ 8,012,819	\$ 8,111,777	\$ 7,610,636
Contributions in relation to the actuarially determined contribution	<u>3,500,000</u>	<u>3,500,000</u>	<u>3,500,000</u>	<u>3,500,000</u>	<u>3,500,000</u>	<u>3,500,000</u>	<u>3,500,000</u>
Contribution deficiency (excess)	<u>\$ (2,533,245)</u>	<u>\$ (342,904)</u>	<u>\$ 700,466</u>	<u>\$ 6,338,111</u>	<u>\$ 4,512,819</u>	<u>\$ 4,611,777</u>	<u>\$ 4,110,636</u>
Covered-employee payroll	\$ 16,704,718	\$ 17,360,357	\$ 18,758,015	\$ 21,057,232	\$ 22,773,155	\$ 39,920,744	\$ 37,363,784
Contributions as a percentage of covered-employee payroll	20.95%	20.16%	18.66%	16.62%	15.37%	8.77%	9.37%

Actuarial valuation information relative to the determination of contributions:

Valuation date                                      Actuarially determined contribution amounts are calculated as of  
January 1 every year

Methods and assumptions used to determine contribution rates:

Actuarial cost method	Individual entry age normal
Amortization method	Level dollar, closed
Remaining amortization period	19 years
Asset valuation method	5 years smoothed market
Inflation	3.50% (which includes price inflation of 2.25%)
Projected salary increases	3.50% to 15.50% (includes inflation)
Investment rate of return	7.25%, net of OPEB plan investment expense
Retirement age	Experience-based table of rates that are specific to the type of eligibility condition
Mortality rates	Pub-2010 Amount-Weighted, Male and Female tables for General and Safety
Health care trend rates	Pre-65: 7.50% for the first year, gradually decreasing to 3.50% in year 12 Post-65: 6.25% for the first year, gradually decreasing to 3.50% in year 12
Aging factors	Based on the 2013 SOA study "Health Care Costs - From Birth to Death"

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
SCHEDULE OF INVESTMENT RETURNS  
LAST SEVEN FISCAL YEARS (ULTIMATELY TEN FISCAL YEARS WILL BE DISPLAYED)**

	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>
Annual money-weighted rate of return, net of investment expense	15.61%	(12.68)%	19.53%	8.33%	18.87%	(6.98)%	15.81%

**CITY OF KALAMAZOO, MICHIGAN  
OTHER POST-EMPLOYMENT BENEFITS TRUST FUND  
NOTE TO REQUIRED SUPPLEMENTARY INFORMATION**

**NOTE 1 - CHANGES OF BENEFIT TERMS AND ASSUMPTIONS**

Year Ended December 31, 2023

Changes of benefit terms:

AFSCME members retiring after January 1, 2024, will pay the same increases as an active employee to a maximum of 80% above the contributions the retiree paid during the last month of the retiree's employment.

Changes in assumptions:

There were no significant changes in assumptions during plan year 2023.

Year Ended December 31, 2022

Changes of benefit terms:

There were no changes in benefit terms during plan year 2022.

Changes in assumptions:

Changes in mortality rates.