



The Initial Valuation For
Concordia Fire Protection District
as of December 31, 2024



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January 31, 2025

Concordia Fire Protection District
Concordia, Missouri

Ladies and Gentlemen:

Submitted in this report are the results of the actuarial valuation prepared to determine the employer contribution rates required to support, for your employees, the benefits provided by the Missouri Local Government Employees Retirement System (LAGERS). This report contains the information needed to comply with Missouri State disclosure requirements regarding the adoption of LAGERS benefits by a political subdivision (Sections 105.660 - 105.685 RSMo). This report should not be relied on for any purpose other than the purposes described herein. Determinations of financial results, associated with the benefits described in this report, for purposes other than those identified above may be significantly different.

This report was prepared at the request of the political subdivision and is intended for use by the political subdivision and those designated or approved by the political subdivision. This report may be provided to parties other than the political subdivision only in its entirety and only with the permission of the political subdivision. GRS is not responsible for unauthorized use of this report.

The contribution requirement for benefits likely to accrue as a result of the future service of your employees is described on pages 4 thru 7 as the normal cost rate and the casualty rate. This contribution rate, expressed as a percent of active employee payroll, will depend on the benefit program adopted.

The contribution requirement to pay for benefits likely to result from service rendered by your employees before you join LAGERS is described on pages 4 thru 7 as the prior service cost rate. The value established for prior service is called the unfunded actuarial accrued liability (these amounts are further described in Appendix I). The prior service cost rate is the rate of contribution designed to pay for the unfunded actuarial accrued liability over a period of not more than 30 years.

Section 70.730 of the Revised Statutes of Missouri requires participating employers to contribute the normal cost rate, casualty rate, and prior service cost rate (the total employer contribution rate as shown on pages 4 thru 7). These contributions are mandatory after official action has been taken to join the System.

The total annual dollar costs shown on pages 8 and 9 represent the dollar cost of each benefit program for a one year period based on the payroll reported for this actuarial valuation. In budgeting amounts for LAGERS contributions you should consider any changes in payroll which have been made since data was submitted for the valuation and any changes anticipated to be made before the end of the period for which you are preparing the budget.

The actuarial assumptions and methods used to determine the stated costs are described in Appendix II of this report. In our opinion, they do produce results which, in the aggregate, are reasonable. Additional miscellaneous and technical assumptions as well as disclosures required by the actuarial standards of practice may be found in the LAGERS Compiled Annual Actuarial Valuation report as of February 29, 2024.

The computed contributions required for LAGERS participation will permit the System to continue to operate in accordance with the actuarial principles of level cost financing and the State law which governs LAGERS. This valuation assumed the ability of the plan sponsor to make the contributions necessary to fund this plan. A determination regarding whether or not the plan sponsor is actually able to do so is outside our expertise and not performed. Summary provisions of the law as well as benefit illustrations can be found in Appendices III and IV.

Projections needed to comply with Missouri State disclosure requirements (Section 105.665 of the RSMo) regarding the adoption of LAGERS benefits by a political subdivision are available upon request from LAGERS.

Please note that this entire report must be available as public information for at least 45 calendar days prior to the date final official action is taken by your governing body to join the System. You may wish to make notice of this report in the official minutes of the next meeting of your governing body. This action would not be binding on your subdivision, yet would establish the beginning date of the 45 day waiting period.

In accordance with LAGERS Board policy, the employer contribution rates established by this valuation report are valid for purposes of joining the System for a two year period from the date of this valuation which was December 31, 2024. The valuation was based on data furnished from your records concerning individual employees (see Appendix V).

This report includes risk commentary in Appendix VI, but does not include a more robust assessment of the risks of future experience not meeting the actuarial assumptions. Additional assessment of risks was outside the scope of this assignment.

If you have any questions concerning this report or LAGERS in general, please contact the LAGERS office in Jefferson City.

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. To the best of our knowledge the information contained in this report is accurate and fairly presents the actuarial position of the political subdivision as of the valuation date. All calculations have been made in conformity with generally accepted actuarial principles and practices, with the actuarial standards of practice issued by the Actuarial Standards Board, and with applicable statutes.

Mita D. Drazilov is a member of the American Academy of Actuaries and meets the Qualification Standards of the Academy of Actuaries to render the actuarial opinions contained herein.

The signing actuary is independent of the plan sponsor.

Respectfully submitted,
Gabriel, Roeder, Smith & Company



Mita D. Drazilov, ASA, FCA, MAAA



Alternate Plan Provisions Affecting Employer Contribution Rates

The law governing LAGERS provides for a member contribution rate of either 0%, 2%, 4% or 6%, with benefits based on either a 5 year or 3 year Final Average Salary (FAS).

Member Contribution Rate - 0% Plan. Under the 0% plan, there is no individual employee contribution to the plan, no individual account maintained for each employee, and no refund paid to employees who terminate before being eligible for a benefit.

Member Contribution Rate - 2%, 4% or 6% Plan. Under any plan other than 0%, each covered member contributes a percentage of compensation to LAGERS. If an employee terminates before being eligible for an immediate benefit, the member's contributions, plus any interest credited to the member's individual account, are refunded upon request.

The law further provides for nine different benefit programs (benefit formula factors) and allows an employer to elect "rule of 80" eligibility for benefits. Under the rule of 80, employees are eligible for unreduced benefits at the earlier of (i) attainment of their minimum service retirement age or (ii) such time as their years of age plus years of LAGERS credited service equals 80.

In total this allows for 144 different combinations of benefit plans, giving employers considerable latitude in designing the retirement program which they feel best suits their particular situation.

The applicable combinations of these items may be changed from time to time, however, there are limitations on the frequency of changes. A more detailed description of plan provisions may be found in Appendix III of this report.

Concordia Fire Protection District

Employer Contribution Rates 5 Year FAS - Regular Retirement Eligibility

Benefit Program	Employee Groups	Percents of Active Member Payroll						
		Normal Cost Rate	Casualty Rate	Prior Service Cost Rate *	Total Employer Contribution Rate Based Upon the Following Member Contribution Rates			
					0%	2%	4%	6%
L-1	Public Safety	7.10%	0.20%	0.00%	7.30%	5.40%	3.50%	1.60%
L-3	Public Safety	8.70	0.30	0.00	9.00	7.10	5.20	3.30
LT-4(65)	Public Safety	8.60	0.20	0.00	8.80	6.90	5.00	3.10
LT-5(65)	Public Safety	9.80	0.30	0.00	10.10	8.20	6.30	4.40
L-7	Public Safety	10.30	0.30	0.00	10.60	8.70	6.80	4.90
LT-8(65)	Public Safety	11.00	0.30	0.00	11.30	9.40	7.50	5.60
L-12	Public Safety	11.80	0.40	0.00	12.20	10.30	8.40	6.50
LT-14(65)	Public Safety	12.20	0.40	0.00	12.60	10.70	8.80	6.90
L-6	Public Safety	13.40	0.50	0.00	13.90	12.00	10.10	8.20

* Assumes that credit is granted for 100% of service rendered prior to the membership date for employees working in a covered position on the membership date and employed continuously in a covered position for one year with this employer. If the governing body wishes to elect one of the lesser percents allowed by law -- 75%, 50%, or 25% -- the prior service cost rate will be reduced. An additional actuarial valuation will need to be performed to determine the employer contribution rate.

The total employer contribution rate for each member contribution rate option shown above includes the prior service cost rate, casualty rate and corresponding normal cost rate. The prior service cost rate is the cost associated with paying off the unfunded actuarial accrued liability (past service). The normal cost rate plus the casualty rate is the cost of members' service being rendered each year (future service). For purposes of this initial valuation, the total employer contribution rate for the 0% member contribution rate plan is decreased by 1.9%, 3.8% and 5.7% for the 2%, 4% and 6% member contribution rate plans, respectively.

Concordia Fire Protection District

Employer Contribution Rates 3 Year FAS - Regular Retirement Eligibility

Benefit Program	Employee Groups	Percents of Active Member Payroll						
		Normal Cost Rate	Casualty Rate	Prior Service Cost Rate *	Total Employer Contribution Rate Based Upon the Following Member Contribution Rates			
					0%	2%	4%	6%
L-1	Public Safety	7.40%	0.20%	0.00%	7.60%	5.70%	3.80%	1.90%
L-3	Public Safety	9.00	0.30	0.00	9.30	7.40	5.50	3.60
LT-4(65)	Public Safety	8.90	0.20	0.00	9.10	7.20	5.30	3.40
LT-5(65)	Public Safety	10.10	0.30	0.00	10.40	8.50	6.60	4.70
L-7	Public Safety	10.60	0.30	0.00	10.90	9.00	7.10	5.20
LT-8(65)	Public Safety	11.40	0.30	0.00	11.70	9.80	7.90	6.00
L-12	Public Safety	12.20	0.40	0.00	12.60	10.70	8.80	6.90
LT-14(65)	Public Safety	12.60	0.40	0.00	13.00	11.10	9.20	7.30
L-6	Public Safety	13.80	0.50	0.00	14.30	12.40	10.50	8.60

* Assumes that credit is granted for 100% of service rendered prior to the membership date for employees working in a covered position on the membership date and employed continuously in a covered position for one year with this employer. If the governing body wishes to elect one of the lesser percents allowed by law -- 75%, 50%, or 25% -- the prior service cost rate will be reduced. An additional actuarial valuation will need to be performed to determine the employer contribution rate.

The total employer contribution rate for each member contribution rate option shown above includes the prior service cost rate, casualty rate and corresponding normal cost rate. The prior service cost rate is the cost associated with paying off the unfunded actuarial accrued liability (past service). The normal cost rate plus the casualty rate is the cost of members' service being rendered each year (future service). For purposes of this initial valuation, the total employer contribution rate for the 0% member contribution rate plan is decreased by 1.9%, 3.8% and 5.7% for the 2%, 4% and 6% member contribution rate plans, respectively.

Concordia Fire Protection District

Employer Contribution Rates 5 Year FAS - Rule of 80 Retirement Eligibility#

Benefit Program	Employee Groups	Percents of Active Member Payroll						
		Normal Cost Rate	Casualty Rate	Prior Service Cost Rate *	Total Employer Contribution Rate Based Upon the Following Member Contribution Rates			
					0%	2%	4%	6%
L-1	Public Safety	7.40%	0.20%	0.00%	7.60%	5.70%	3.80%	1.90%
L-3	Public Safety	9.00	0.30	0.00	9.30	7.40	5.50	3.60
LT-4(65)	Public Safety	9.20	0.20	0.00	9.40	7.50	5.60	3.70
LT-5(65)	Public Safety	10.40	0.30	0.00	10.70	8.80	6.90	5.00
L-7	Public Safety	10.60	0.30	0.00	10.90	9.00	7.10	5.20
LT-8(65)	Public Safety	11.50	0.30	0.00	11.80	9.90	8.00	6.10
L-12	Public Safety	12.20	0.40	0.00	12.60	10.70	8.80	6.90
LT-14(65)	Public Safety	12.70	0.40	0.00	13.10	11.20	9.30	7.40
L-6	Public Safety	13.90	0.50	0.00	14.40	12.50	10.60	8.70

The cost for the Rule of 80 provision is very dependent upon the age at hire of the employees. If hiring practices in the future differ from those of the past, the cost for this provision could increase or decrease. The cost shown is based on the age and service characteristics of the present group.

* Assumes that credit is granted for 100% of service rendered prior to the membership date for employees working in a covered position on the membership date and employed continuously in a covered position for one year with this employer. If the governing body wishes to elect one of the lesser percents allowed by law -- 75%, 50%, or 25% -- the prior service cost rate will be reduced. An additional actuarial valuation will need to be performed to determine the employer contribution rate.

The total employer contribution rate for each member contribution rate option shown above includes the prior service cost rate, casualty rate and corresponding normal cost rate. The prior service cost rate is the cost associated with paying off the unfunded actuarial accrued liability (past service). The normal cost rate plus the casualty rate is the cost of members' service being rendered each year (future service). For purposes of this initial valuation, the total employer contribution rate for the 0% member contribution rate plan is decreased by 1.9%, 3.8% and 5.7% for the 2%, 4% and 6% member contribution rate plans, respectively.

Concordia Fire Protection District

Employer Contribution Rates 3 Year FAS - Rule of 80 Retirement Eligibility#

Benefit Program	Employee Groups	Percents of Active Member Payroll						
		Normal Cost Rate	Casualty Rate	Prior Service Cost Rate *	Total Employer Contribution Rate Based Upon the Following Member Contribution Rates			
					0%	2%	4%	6%
L-1	Public Safety	7.60%	0.20%	0.00%	7.80%	5.90%	4.00%	2.10%
L-3	Public Safety	9.30	0.30	0.00	9.60	7.70	5.80	3.90
LT-4(65)	Public Safety	9.50	0.20	0.00	9.70	7.80	5.90	4.00
LT-5(65)	Public Safety	10.70	0.30	0.00	11.00	9.10	7.20	5.30
L-7	Public Safety	11.00	0.30	0.00	11.30	9.40	7.50	5.60
LT-8(65)	Public Safety	11.90	0.30	0.00	12.20	10.30	8.40	6.50
L-12	Public Safety	12.70	0.40	0.00	13.10	11.20	9.30	7.40
LT-14(65)	Public Safety	13.10	0.40	0.00	13.50	11.60	9.70	7.80
L-6	Public Safety	14.30	0.50	0.00	14.80	12.90	11.00	9.10

The cost for the Rule of 80 provision is very dependent upon the age at hire of the employees. If hiring practices in the future differ from those of the past, the cost for this provision could increase or decrease. The cost shown is based on the age and service characteristics of the present group.

* Assumes that credit is granted for 100% of service rendered prior to the membership date for employees working in a covered position on the membership date and employed continuously in a covered position for one year with this employer. If the governing body wishes to elect one of the lesser percents allowed by law -- 75%, 50%, or 25% -- the prior service cost rate will be reduced. An additional actuarial valuation will need to be performed to determine the employer contribution rate.

The total employer contribution rate for each member contribution rate option shown above includes the prior service cost rate, casualty rate and corresponding normal cost rate. The prior service cost rate is the cost associated with paying off the unfunded actuarial accrued liability (past service). The normal cost rate plus the casualty rate is the cost of members' service being rendered each year (future service). For purposes of this initial valuation, the total employer contribution rate for the 0% member contribution rate plan is decreased by 1.9%, 3.8% and 5.7% for the 2%, 4% and 6% member contribution rate plans, respectively.

Concordia Fire Protection District

Employer Contribution Dollars Public Safety

Employer contributions are payable monthly, and each month's actual dollar contribution will be the contribution percent multiplied by the payroll during the month. If payroll during your first year of LAGERS participation equals the annual payroll reported for this valuation, the approximate employer dollar contribution for the year would be as follows:

Regular Retirement Eligibility

Benefit Program	5 Year FAS			
	Member Contribution Rate			
	0%	2%	4%	6%
L-1	\$ 3,606	\$ 2,668	\$ 1,729	\$ 790
L-3	4,446	3,507	2,569	1,630
LT-4(65)	4,347	3,409	2,470	1,531
LT-5(65)	4,989	4,051	3,112	2,174
L-7	5,236	4,298	3,359	2,421
LT-8(65)	5,582	4,644	3,705	2,766
L-12	6,027	5,088	4,150	3,211
LT-14(65)	6,224	5,286	4,347	3,409
L-6	6,867	5,928	4,989	4,051

Benefit Program	3 Year FAS			
	Member Contribution Rate			
	0%	2%	4%	6%
L-1	\$ 3,754	\$ 2,816	\$ 1,877	\$ 939
L-3	4,594	3,656	2,717	1,778
LT-4(65)	4,495	3,557	2,618	1,680
LT-5(65)	5,138	4,199	3,260	2,322
L-7	5,385	4,446	3,507	2,569
LT-8(65)	5,780	4,841	3,903	2,964
L-12	6,224	5,286	4,347	3,409
LT-14(65)	6,422	5,483	4,545	3,606
L-6	7,064	6,126	5,187	4,248

Rule of 80 Retirement Eligibility

Benefit Program	5 Year FAS			
	Member Contribution Rate			
	0%	2%	4%	6%
L-1	\$ 3,754	\$ 2,816	\$ 1,877	\$ 939
L-3	4,594	3,656	2,717	1,778
LT-4(65)	4,644	3,705	2,766	1,828
LT-5(65)	5,286	4,347	3,409	2,470
L-7	5,385	4,446	3,507	2,569
LT-8(65)	5,829	4,891	3,952	3,013
L-12	6,224	5,286	4,347	3,409
LT-14(65)	6,471	5,533	4,594	3,656
L-6	7,114	6,175	5,236	4,298

Benefit Program	3 Year FAS			
	Member Contribution Rate			
	0%	2%	4%	6%
L-1	\$ 3,853	\$ 2,915	\$ 1,976	\$ 1,037
L-3	4,742	3,804	2,865	1,927
LT-4(65)	4,792	3,853	2,915	1,976
LT-5(65)	5,434	4,495	3,557	2,618
L-7	5,582	4,644	3,705	2,766
LT-8(65)	6,027	5,088	4,150	3,211
L-12	6,471	5,533	4,594	3,656
LT-14(65)	6,669	5,730	4,792	3,853
L-6	7,311	6,373	5,434	4,495

PLEASE NOTE THAT THE ABOVE INFORMATION IS BASED ON THE PERSONNEL AND PAYROLL DATA SUBMITTED FOR THE ACTUARIAL VALUATION. IN BUDGETING AMOUNTS FOR LAGERS CONTRIBUTIONS YOU SHOULD CONSIDER ANY CHANGES WHICH HAVE BEEN MADE SINCE DATA WAS SUBMITTED FOR THE VALUATION AND ANY CHANGES ANTICIPATED TO BE MADE BEFORE THE END OF THE PERIOD FOR WHICH YOU ARE PREPARING THE BUDGET.



Concordia Fire Protection District

Employees and Payroll Included in the Valuation

	Public Safety
Number of Employees	1
Annual Payroll	\$ 49,400

Information regarding the age and service characteristics of the employees is contained in Appendix V.

APPENDIX I

UNFUNDED ACTUARIAL ACCRUED LIABILITY

Unfunded Actuarial Accrued Liability (UAAL)

If the decision is made to join LAGERS the governing body also must decide how much credit to grant employees for their service before the membership date. The options are to cover 25%, 50%, 75% or 100% of prior service. The granting of prior service credit results in the establishment of an actuarial accrued liability. Because your political subdivision will not have established an asset balance with the System as of the membership date, the value established for prior service is an unfunded actuarial accrued liability.

The policy of the LAGERS Board of Trustees provides that unfunded liabilities are to be paid for by level percent of payroll contributions over a period of 30 years. The contribution rates shown on pages 4 through 7 as the "Prior Service Cost Rate" are designed to pay for the applicable unfunded actuarial accrued liability. This procedure will allow your political subdivision to retire the unfunded actuarial accrued liability in an orderly fashion over a period of years without the need for an immediate large payment upon joining the System.

Should the governing body elect to grant credit for 100% of the employees' prior service, the unfunded actuarial accrued liability as of the date of this valuation would be as follows:

Concordia Fire Protection District

Regular Retirement Eligibility

Benefit Group	Employee Group	Member Contribution Rate - 0%	
		UAAL (5 Year FAS)	UAAL (3 Year FAS)
L-1	Public Safety	\$ 14	\$ -
L-3	Public Safety	-	13
LT-4(65)	Public Safety	-	-
LT-5(65)	Public Safety	-	6
L-7	Public Safety	-	-
LT-8(65)	Public Safety	7	2
L-12	Public Safety	-	4
LT-14(65)	Public Safety	-	4
L-6	Public Safety	-	-

Concordia Fire Protection District

Unfunded Actuarial Accrued Liability (UAAL)

Rule of 80 Retirement Eligibility

Benefit Group	Employee Group	Member Contribution Rate - 0%	
		UAAL (5 Year FAS)	UAAL (3 Year FAS)
L-1	Public Safety	\$ 2	\$ 1
L-3	Public Safety	1	7
LT-4(65)	Public Safety	9	-
LT-5(65)	Public Safety	7	4
L-7	Public Safety	1	5
LT-8(65)	Public Safety	9	3
L-12	Public Safety	-	11
LT-14(65)	Public Safety	-	9
L-6	Public Safety	-	-

APPENDIX II

SUMMARY OF FINANCIAL ASSUMPTIONS

Summary of Assumptions Used in Actuarial Valuations

Assumptions Adopted by Board of Trustees After Consulting With Actuary

1. The investment return rate used in making the valuations was 7.00% per year, net of investment expenses, compounded annually. This rate of return is not the assumed real rate of return. The real rate of return is the rate of investment return in excess of the inflation rate. The price inflation rate used in making the valuations was 2.25% and the wage inflation rate used in making the valuations was 2.75%. The 7.00% investment return rate translates to an assumed real rate of return over price inflation of 4.75% and over wage inflation of 4.25%. Adopted 2021.
2. The healthy retiree mortality tables, for post-retirement mortality, used in evaluating allowances to be paid were 115% of the PubG-2010 Retiree Mortality Table for males and females. The disabled retiree mortality tables, for post-retirement mortality, used in evaluating allowances to be paid were 115% of the PubNS-2010 Disabled Retiree Mortality Table for males and females. The pre-retirement mortality tables used were 75% of the PubG-2010 Employee Mortality Table for males and females of General groups and 75% of the PubS-2010 Employee Mortality Table for males and females of Police, Fire and Public Safety groups. Mortality rates for a particular calendar year are determined by applying the MP-2020 mortality improvement scale to the above described tables. Adopted 2021.
3. The probabilities of withdrawal and disability from service, together with individual pay increase assumptions, are shown in Schedule 1. Adopted 2021.
4. The probabilities of retirement with an age and service allowance are shown in Schedule 2. Adopted 2021.
5. Post-retirement cost of living allowances are assumed to be 2.00% per year. Adopted 2021.
6. Total active member payroll is assumed to increase 2.75% a year, which is the portion of the individual pay increase assumptions attributable to wage inflation. In effect, this assumes no change in the number of active members per employer. Adopted 2021.
7. An individual entry-age actuarial cost method of valuation was used in determining age and service allowance actuarial liabilities and normal cost. Adopted 1986.
8. The data about persons now covered was furnished by the political subdivision. Although examined for general reasonableness, the data was not audited by us.
9. This report was prepared using our proprietary valuation model and related software which, in our professional judgment, has the capability to provide results that are consistent with the purposes of the valuation and has no material limitations or known weaknesses. We performed tests to ensure that the model reasonably represents that which is intended to be modeled.

Schedule 1.

Separations From Active Employment (Not Including Death-in-Service) Before Age & Service Retirement and Individual Pay Increase Assumptions

		Percent of Active Members Separating Within Next Year							
Sample Ages	Years of Service	General/Public Safety Members				Police		Fire	
		Men		Women		Disability	Withdrawal	Disability	Withdrawal
		Disability	Withdrawal	Disability	Withdrawal				
All	0		20.00%		23.00%		18.00%		12.00%
	1		18.00		21.00		17.00		10.00
	2		16.00		18.00		16.00		8.00
	3		13.00		15.00		14.00		8.00
	4		12.00		13.00		13.00		7.00
25	5 & Over	0.07%	8.80	0.02%	12.40	0.10%	10.80	0.07%	6.00
30		0.10	7.10	0.03	10.20	0.11	8.50	0.11	4.50
35		0.13	5.60	0.06	7.80	0.16	6.30	0.25	3.20
40		0.18	4.10	0.09	5.80	0.22	4.60	0.39	2.40
45		0.25	3.10	0.15	4.40	0.34	3.40	0.62	1.90
50		0.37	2.40	0.22	3.50	0.53	2.10	0.95	1.30
55		0.57	1.70	0.32	2.50	0.88	1.10	1.46	0.70
60	0.86	1.10	0.45	1.40		0.00		0.00	
65			0.00		0.00		0.00		0.00

Percent Increase in Individual's Pay During Next Year

Sample Ages	General/ Public Safety			Police	Fire
25	6.75%			6.55%	7.15%
30	5.95			5.75	6.05
35	5.35			5.25	5.15
40	4.85			4.75	4.45
45	4.25			4.25	4.05
50	3.85			3.85	3.85
55	3.65			3.65	3.45

Schedule 2.

Percent of Eligible Active Members Retiring Within Next Year Without Rule of 80 Eligibility

Early Retirement

Retirement Ages	General Members		Retirement Ages	Police/ Public Safety	Fire
	Men	Women			
55	3.00%	3.00%	50	2.50%	2.25%
56	3.00%	3.00%	51	2.50%	2.25%
57	3.00%	3.00%	52	3.00%	2.25%
58	3.00%	3.00%	53	3.00%	2.25%
59	3.00%	3.00%	54	3.50%	2.25%

Normal Retirement

Retirement Ages	General Members		Retirement Ages	Police/ Public Safety	Fire
	Men	Women			
60	10%	10%	55	11%	13%
61	10	10	56	11	13
62	25	15	57	11	13
63	20	15	58	11	13
64	20	15	59	11	13
65	25	25	60	11	15
66	25	30	61	11	20
67	20	25	62	22	20
68	20	25	63	18	20
69	20	20	64	18	20
70	100	100	65	100	100

Schedule 2. (Concluded)

Percent of Eligible Active Members Retiring Within Next Year With Rule of 80 Eligibility

Retirement Ages	General Members		Police/ Public Safety	Fire
	Men	Women		
50	20%	15%	25%	25%
51	20	15	25	20
52	15	15	15	20
53	15	15	15	20
54	15	15	15	20
55	15	15	15	20
56	15	15	15	20
57	15	15	15	25
58	15	15	15	25
59	15	15	15	25
60	15	15	15	35
61	15	15	25	35
62	25	15	20	45
63	25	15	20	45
64	25	20	20	45
65	30	25	100	100
66	30	25		
67	20	25		
68	20	25		
69	20	25		
70	100	100		

APPENDIX III

SUMMARY OF LAGERS PROVISIONS

Missouri Local Government Employees Retirement System

Brief Summary of LAGERS

Benefits and Conditions Evaluated and/or Considered as of February 29, 2024

(Section references are to RSMo)

Voluntary Retirement. Sections 70.645 & 70.600. A member may retire with an age & service allowance after both (i) completing 5 years of credited service, and (ii) attaining the minimum service retirement age.

The minimum service retirement age is age 60 for a general employee and age 55 for a police, public safety or fire employee. Optionally, employers may also elect to provide for unreduced benefits for employees whose combination of years of age and years of service equals 80 or more.

Final Average Salary. Section 70.600. The average of a member's monthly compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) of credited service producing the highest monthly average, which period is contained within the 120 consecutive months of credited service immediately preceding retirement.

Age & Service Allowance. Section 70.655. The allowance, payable monthly for life, equals a specified percent of a member's final average salary multiplied by the number of years of credited service. Each employer elects the percent applicable to its members, from the following programs:

L-1 Benefit Program:	1.00% for life
L-3 Benefit Program:	1.25% for life
L-7 Benefit Program:	1.50% for life
L-12 Benefit Program:	1.75% for life
L-6 Benefit Program:	2.00% for life
LT-4(65) Benefit Program:	1.00% for life, plus 1.00% to age 65
LT-5(65) Benefit Program:	1.25% for life, plus 0.75% to age 65
LT-8(65) Benefit Program:	1.50% for life, plus 0.50% to age 65
LT-14(65) Benefit Program:	1.75% for life, plus 0.25% to age 65

The only LT benefit programs available for adoption after August 1, 1994 are the LT(65) programs.

Benefit programs L-9 and LT-10(65) are unavailable for adoption after August 1, 2005.

Benefit program L-11, available only to groups not covered by social security, provides for 2.5% for life.

Subsequent to joining the System the governing body can elect to change benefit programs for the employees, but not more often than once every 2 years.

Early Allowance. Section 70.670. A member may retire with an early allowance after both (i) completing 5 years of credited service, and (ii) attaining age 55 if a general employee or age 50 if a police, public safety or fire employee.

The early allowance amount, payable monthly for life, is computed in the same manner as an age & service allowance, based upon the service and earnings record to time of early retirement, but reduced to reflect the fact that the age when payments begin is younger than the minimum service retirement age. The amount of the reduction is 1/2 of 1% (.005) for each month the age at retirement is younger than the minimum service retirement age.

Deferred Allowance. Section 70.675. If a member leaves LAGERS-covered employment (i) before attaining the early retirement age, and (ii) after completing 5 years of credited service, the member becomes eligible for a deferred allowance; provided the former member lives to the minimum service retirement age and does not withdraw the accumulated contributions.

The deferred allowance amount, payable monthly for life from the minimum service retirement age, is computed in the same manner as an age & service allowance, based upon the service and earnings record to time of leaving LAGERS coverage.

Deferred allowances are also payable any time after reaching the early retirement age, with the reduction for early retirement noted on the previous page.

Non-Duty Disability Allowance. Section 70.680. A member with 5 or more years of credited service who becomes totally and permanently disabled from other than duty-connected causes becomes eligible to receive a non-duty disability allowance computed in the same manner as an age & service allowance, based upon the service & earnings record to time of disability.

Duty Disability Allowance. Section 70.680. A member regardless of credited service who becomes totally and permanently disabled from duty-connected causes becomes eligible to receive a duty disability allowance computed in the same manner as an age & service allowance, based upon the earnings record to time of disability but based upon the years of credited service the member would have completed had the member continued in LAGERS-covered employment to age 60.

Death-in-Service. Section 70.661. Upon the death of a member who had completed 5 years of credited service, the eligible surviving dependents receive the following benefits:

- (a) The surviving spouse receives an allowance equal to the Option A allowance (joint and 75% survivor benefit) computed based upon the deceased members' service & earnings record to time of death.
- (b) When no spouse benefit is payable, the dependent children under age 18 (age 23 if they are full time students) each receive an equal share of 60% of an age & service allowance computed based upon the deceased member's service & earnings record to time of death.
- (c) If the death is determined to be duty related, the 5 year service requirement is waived and the benefit is based on years of credited service the member would have completed had the member continued in LAGERS-covered employment to age 60.

Benefit Changes After Retirement. Section 70.655. For retirements effective after September 28, 1975, there is an annual redetermination of monthly benefit amount, beginning the October first following 12 months of retirement. As of each October first the amount of each eligible benefit is redetermined as follows:

- (a) Subject to the maximum in (b), the redetermined amount is the amount other-wise payable multiplied by: 100% plus up to 4%, as determined by the LAGERS Board of Trustees, for each full year of retirement.
- (b) The redetermined amount may not exceed the amount otherwise payable multiplied by the ratio of the Consumer Price Index for the immediately preceding month of June to the Consumer Price Index for the month of June immediately preceding retirement.

Member Contributions. Sections 70.690 & 70.705. Each member contributes a percent of compensation beginning after completion of sufficient employment for 6 months of credited service. The law governing LAGERS has a provision for the adoption of a 2%, 4% or 6% member contribution rate.

If a member leaves LAGERS-covered employment before an allowance is payable, the accumulated contributions are refunded to the member. If the member dies, his accumulated contributions are refunded to a designated beneficiary.

The law governing LAGERS also has a provision for the adoption of a 0% plan in which the full cost of LAGERS participation is paid by the employer. Adoption of the 0% plan may be done at the time of membership or a later date; however, a change in the member contribution rate may not be made more frequently than every 2 years. Under the 0% plan there is no individual account maintained for each employee and no refund of contributions if an employee terminates before being eligible for a benefit.

Employer Contributions. Section 70.730. Each employer contributes the remainder amounts necessary to finance the employees' participation in LAGERS. Contributions to LAGERS are determined based upon level-percent-of-payroll principles, so that contribution rates do not have to increase over decades of time.

APPENDIX IV

BENEFIT ILLUSTRATIONS

Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(L-1 Benefit Program is Years of Credited Service
times: 1.00% of FAS ¹)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³	Estimated Social Security ²	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$ 525	\$ 1,031	\$1,556	104%
2,000	700	1,174	1,874	94%
2,500	875	1,314	2,189	88%
3,000	1,050	1,455	2,505	84%
3,500	1,225	1,599	2,824	81%
4,000	1,400	1,739	3,139	78%
25 Years of Service:				
\$1,500	\$ 375	\$ 1,031	\$1,406	94%
2,000	500	1,174	1,674	84%
2,500	625	1,314	1,939	78%
3,000	750	1,455	2,205	74%
3,500	875	1,599	2,474	71%
4,000	1,000	1,739	2,739	68%
15 Years of Service:				
\$1,500	\$225	\$ 1,031	\$1,256	84%
2,000	300	1,174	1,474	74%
2,500	375	1,314	1,689	68%
3,000	450	1,455	1,905	64%
3,500	525	1,599	2,124	61%
4,000	600	1,739	2,339	58%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit and is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2024 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(L-3 Benefit Program is Years of Credited Service
times: 1.25% of FAS ¹)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³	Estimated Social Security ²	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$ 656	\$ 1,031	\$1,687	112%
2,000	875	1,174	2,049	102%
2,500	1,094	1,314	2,408	96%
3,000	1,313	1,455	2,768	92%
3,500	1,531	1,599	3,130	89%
4,000	1,750	1,739	3,489	87%
25 Years of Service:				
\$1,500	\$ 469	\$ 1,031	\$1,500	100%
2,000	625	1,174	1,799	90%
2,500	781	1,314	2,095	84%
3,000	938	1,455	2,393	80%
3,500	1,094	1,599	2,693	77%
4,000	1,250	1,739	2,989	75%
15 Years of Service:				
\$1,500	\$281	\$ 1,031	\$1,312	87%
2,000	375	1,174	1,549	77%
2,500	469	1,314	1,783	71%
3,000	563	1,455	2,018	67%
3,500	656	1,599	2,255	64%
4,000	750	1,739	2,489	62%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit and is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2024 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(L-7 Benefit Program is Years of Credited Service
times: 1.50% of FAS ¹)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³	Estimated Social Security ²	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$ 788	\$ 1,031	\$1,819	121%
2,000	1,050	1,174	2,224	111%
2,500	1,313	1,314	2,627	105%
3,000	1,575	1,455	3,030	101%
3,500	1,838	1,599	3,437	98%
4,000	2,100	1,739	3,839	96%
25 Years of Service:				
\$1,500	\$ 563	\$ 1,031	\$1,594	106%
2,000	750	1,174	1,924	96%
2,500	938	1,314	2,252	90%
3,000	1,125	1,455	2,580	86%
3,500	1,313	1,599	2,912	83%
4,000	1,500	1,739	3,239	81%
15 Years of Service:				
\$1,500	\$338	\$ 1,031	\$1,369	91%
2,000	450	1,174	1,624	81%
2,500	563	1,314	1,877	75%
3,000	675	1,455	2,130	71%
3,500	788	1,599	2,387	68%
4,000	900	1,739	2,639	66%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit and is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2024 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(L-12 Benefit Program is Years of Credited Service
times: 1.75% of FAS ¹)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³	Estimated Social Security ²	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$ 919	\$ 1,031	\$1,950	130%
2,000	1,225	1,174	2,399	120%
2,500	1,531	1,314	2,845	114%
3,000	1,838	1,455	3,293	110%
3,500	2,144	1,599	3,743	107%
4,000	2,450	1,739	4,189	105%
25 Years of Service:				
\$1,500	\$ 656	\$ 1,031	\$1,687	112%
2,000	875	1,174	2,049	102%
2,500	1,094	1,314	2,408	96%
3,000	1,313	1,455	2,768	92%
3,500	1,531	1,599	3,130	89%
4,000	1,750	1,739	3,489	87%
15 Years of Service:				
\$1,500	\$ 394	\$ 1,031	\$1,425	95%
2,000	525	1,174	1,699	85%
2,500	656	1,314	1,970	79%
3,000	788	1,455	2,243	75%
3,500	919	1,599	2,518	72%
4,000	1,050	1,739	2,789	70%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit and is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2024 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(L-6 Benefit Program is Years of Credited Service
times: 2.00% of FAS ¹)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³	Estimated Social Security ²	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$1,050	\$ 1,031	\$2,081	139%
2,000	1,400	1,174	2,574	129%
2,500	1,750	1,314	3,064	123%
3,000	2,100	1,455	3,555	119%
3,500	2,450	1,599	4,049	116%
4,000	2,800	1,739	4,539	113%
25 Years of Service:				
\$1,500	\$ 750	\$ 1,031	\$1,781	119%
2,000	1,000	1,174	2,174	109%
2,500	1,250	1,314	2,564	103%
3,000	1,500	1,455	2,955	99%
3,500	1,750	1,599	3,349	96%
4,000	2,000	1,739	3,739	93%
15 Years of Service:				
\$1,500	\$ 450	\$ 1,031	\$1,481	99%
2,000	600	1,174	1,774	89%
2,500	750	1,314	2,064	83%
3,000	900	1,455	2,355	79%
3,500	1,050	1,599	2,649	76%
4,000	1,200	1,739	2,939	73%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit and is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2024 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

Missouri LAGERS

Illustrations of Age and Service Allowance Amounts For Sample Combinations of Service & Salary (LT-4(65) Benefit Program is Years of Credited Service times: 2.00% of FAS ¹ to age 65) 1.00% of FAS ¹ at age 65)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³		Estimated Social Security ²	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 525	\$ 1,031	\$1,050	\$1,556	70%	104%
2,000	1,400	700	1,174	1,400	1,874	70%	94%
2,500	1,750	875	1,314	1,750	2,189	70%	88%
3,000	2,100	1,050	1,455	2,100	2,505	70%	84%
3,500	2,450	1,225	1,599	2,450	2,824	70%	81%
4,000	2,800	1,400	1,739	2,800	3,139	70%	78%
25 Years of Service:							
\$1,500	\$ 750	\$ 375	\$ 1,031	\$ 750	\$1,406	50%	94%
2,000	1,000	500	1,174	1,000	1,674	50%	84%
2,500	1,250	625	1,314	1,250	1,939	50%	78%
3,000	1,500	750	1,455	1,500	2,205	50%	74%
3,500	1,750	875	1,599	1,750	2,474	50%	71%
4,000	2,000	1,000	1,739	2,000	2,739	50%	68%
15 Years of Service:							
\$1,500	\$ 450	\$225	\$ 1,031	\$ 450	\$1,256	30%	84%
2,000	600	300	1,174	600	1,474	30%	74%
2,500	750	375	1,314	750	1,689	30%	68%
3,000	900	450	1,455	900	1,905	30%	64%
3,500	1,050	525	1,599	1,050	2,124	30%	61%
4,000	1,200	600	1,739	1,200	2,339	30%	58%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit and is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2024 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(LT-5(65) Benefit Program is Years of Credited Service
times: 2.00% of FAS ¹ to age 65)
1.25% of FAS ¹ at age 65)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³		Estimated Social Security ²	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 656	\$ 1,031	\$1,050	\$1,687	70%	112%
2,000	1,400	875	1,174	1,400	2,049	70%	102%
2,500	1,750	1,094	1,314	1,750	2,408	70%	96%
3,000	2,100	1,313	1,455	2,100	2,768	70%	92%
3,500	2,450	1,531	1,599	2,450	3,130	70%	89%
4,000	2,800	1,750	1,739	2,800	3,489	70%	87%
25 Years of Service:							
\$1,500	\$ 750	\$ 469	\$ 1,031	\$ 750	\$1,500	50%	100%
2,000	1,000	625	1,174	1,000	1,799	50%	90%
2,500	1,250	781	1,314	1,250	2,095	50%	84%
3,000	1,500	938	1,455	1,500	2,393	50%	80%
3,500	1,750	1,094	1,599	1,750	2,693	50%	77%
4,000	2,000	1,250	1,739	2,000	2,989	50%	75%
15 Years of Service:							
\$1,500	\$ 450	\$281	\$ 1,031	\$ 450	\$1,312	30%	87%
2,000	600	375	1,174	600	1,549	30%	77%
2,500	750	469	1,314	750	1,783	30%	71%
3,000	900	563	1,455	900	2,018	30%	67%
3,500	1,050	656	1,599	1,050	2,255	30%	64%
4,000	1,200	750	1,739	1,200	2,489	30%	62%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit and is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2024 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(LT-8(65) Benefit Program is Years of Credited Service
times: 2.00% of FAS ¹ to age 65)
1.50% of FAS ¹ at age 65)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³		Estimated Social Security ²	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 788	\$ 1,031	\$1,050	\$1,819	70%	121%
2,000	1,400	1,050	1,174	1,400	2,224	70%	111%
2,500	1,750	1,313	1,314	1,750	2,627	70%	105%
3,000	2,100	1,575	1,455	2,100	3,030	70%	101%
3,500	2,450	1,838	1,599	2,450	3,437	70%	98%
4,000	2,800	2,100	1,739	2,800	3,839	70%	96%
25 Years of Service:							
\$1,500	\$ 750	\$ 563	\$ 1,031	\$ 750	\$1,594	50%	106%
2,000	1,000	750	1,174	1,000	1,924	50%	96%
2,500	1,250	938	1,314	1,250	2,252	50%	90%
3,000	1,500	1,125	1,455	1,500	2,580	50%	86%
3,500	1,750	1,313	1,599	1,750	2,912	50%	83%
4,000	2,000	1,500	1,739	2,000	3,239	50%	81%
15 Years of Service:							
\$1,500	\$ 450	\$338	\$ 1,031	\$ 450	\$1,369	30%	91%
2,000	600	450	1,174	600	1,624	30%	81%
2,500	750	563	1,314	750	1,877	30%	75%
3,000	900	675	1,455	900	2,130	30%	71%
3,500	1,050	788	1,599	1,050	2,387	30%	68%
4,000	1,200	900	1,739	1,200	2,639	30%	66%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit and is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2024 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(LT-14(65) Benefit Program is Years of Credited Service
times: 2.00% of FAS ¹ to age 65)
1.75% of FAS ¹ at age 65)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³		Estimated Social Security ²	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 919	\$ 1,031	\$1,050	\$1,950	70%	130%
2,000	1,400	1,225	1,174	1,400	2,399	70%	120%
2,500	1,750	1,531	1,314	1,750	2,845	70%	114%
3,000	2,100	1,838	1,455	2,100	3,293	70%	110%
3,500	2,450	2,144	1,599	2,450	3,743	70%	107%
4,000	2,800	2,450	1,739	2,800	4,189	70%	105%
25 Years of Service:							
\$1,500	\$ 750	\$ 656	\$ 1,031	\$ 750	\$1,687	50%	112%
2,000	1,000	875	1,174	1,000	2,049	50%	102%
2,500	1,250	1,094	1,314	1,250	2,408	50%	96%
3,000	1,500	1,313	1,455	1,500	2,768	50%	92%
3,500	1,750	1,531	1,599	1,750	3,130	50%	89%
4,000	2,000	1,750	1,739	2,000	3,489	50%	87%
15 Years of Service:							
\$1,500	\$ 450	\$ 394	\$ 1,031	\$ 450	\$1,425	30%	95%
2,000	600	525	1,174	600	1,699	30%	85%
2,500	750	656	1,314	750	1,970	30%	79%
3,000	900	788	1,455	900	2,243	30%	75%
3,500	1,050	919	1,599	1,050	2,518	30%	72%
4,000	1,200	1,050	1,739	1,200	2,789	30%	70%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit and is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2024 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

APPENDIX V

AGE AND SERVICE CHARACTERISTICS OF EMPLOYEES

Concordia Fire Protection District - Public Safety

December 31, 2024

By Attained Age and Years of Service

Attained Age	Years of Service to Valuation Date							Totals	
	0-4	5-9	10-14	15-19	20-24	25-29	30 Plus	No.	Valuation Payroll
Under 20									
20-24									
25-29	1							1	\$ 49,400
30-34									
35-39									
40-44									
45-49									
50-54									
55-59									
60-64									
65-69									
70 & Over									
Totals	1							1	\$ 49,400

While not used in the financial computations, the following group averages are computed and shown because of their general interest.

Age: 27.2 years.

Benefit Service: 0.0 years.

Annual Pay: \$49,400.

APPENDIX VI

RISK COMMENTARY

Risk Commentary

The determination of the accrued liability and the actuarially determined contribution (i.e., total employer contribution rate) requires the use of assumptions regarding future economic and demographic experience. Risk measures, as illustrated in this report, are intended to aid in the understanding of the effects of future experience differing from the assumptions used in the course of the actuarial valuation. Risk measures may also help with illustrating the potential volatility in the accrued liability and the actuarially determined contribution that result from the differences between actual experience and the actuarial assumptions.

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

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

1. **Investment Risk** – actual investment returns may differ from the expected returns;
2. **Asset/Liability Mismatch Risk** – changes in asset values may not match changes in liabilities, thereby altering the gap between the accrued liability and assets and consequently altering the funded status and contribution requirements;
3. **Contribution Risk** – actual contributions may differ from expected future contributions. For example, actual contributions may not be made in accordance with the plan's funding policy or material changes may occur in the anticipated number of covered employees, covered payroll, or other relevant contribution base;
4. **Salary and Payroll Risk** – actual salaries and total payroll may differ from expected, resulting in actual future accrued liability, contributions and contribution rates differing from expected;
5. **Longevity Risk** – members may live longer or shorter than expected and receive pensions for a period of time other than assumed; and
6. **Other Demographic Risks** – members may terminate, retire or become disabled at times or with benefits other than assumed resulting in actual future accrued liability and contributions differing from expected.

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

The computed contribution rates shown on pages 4 thru 7 may be considered as a minimum contribution rate for the selected benefit provisions that complies with the Board's funding policy. The timely receipt of the actuarially determined contributions is critical to support the financial health of the plan. Users of this report should be aware that contributions made at the actuarially determined rate do not necessarily guarantee benefit security.

Risk Commentary (Concluded)

PLAN MATURITY MEASURES

Risks facing a pension plan evolve over time. A young plan with virtually no investments and paying few benefits may experience little investment risk. An older plan with a large number of members in pay status and a significant trust may be much more exposed to investment risk. Generally accepted plan maturity measures are described below.

RATIO OF MARKET VALUE OF ASSETS TO PAYROLL

The relationship between assets and payroll is a useful indicator of the potential volatility of contributions. For example, if the market value of assets is 2.0 times the payroll, a return on assets 5% different than assumed would equal 10% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in plan sponsor contributions as a percentage of payroll.

RATIO OF ACTUARIAL ACCRUED LIABILITY TO PAYROLL

The relationship between actuarial accrued liability and payroll is a useful indicator of the potential volatility of contributions for a fully funded plan. A funding policy that targets a funded ratio of 100% is expected to result in the ratio of assets to payroll and the ratio of liability to payroll converging over time.

The ratio of liability to payroll may also be used as a measure of sensitivity of the liability itself. For example, if the actuarial accrued liability is 2.5 times the payroll, a change in liability 2% other than assumed would equal 5% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in liability (and also plan sponsor contributions) as a percentage of payroll.

RATIO OF NET CASH FLOW TO MARKET VALUE OF ASSETS

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

DURATION OF ACTUARIAL ACCRUED LIABILITY

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

ADDITIONAL RISK ASSESSMENT

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



January 31, 2025 E-mail

Mr. Bill Betts, Executive Director
Missouri Local Government
Employees Retirement System
P.O. Box 1665
Jefferson City, Missouri 65102

Dear Mr. Betts:

Enclosed is the report of the December 31, 2024 Initial Actuarial Valuation of LAGERS benefits for the employees of

Concordia Fire Protection District

Sincerely,

A handwritten signature in black ink that reads "Mita Drazilov". The signature is written in a cursive, flowing style.

Mita D. Drazilov, ASA, FCA, MAAA

MDD:wp



January 31, 2025

Concordia Fire Protection District
Concordia, Missouri

Ladies and Gentlemen:

This report contains projections needed to comply with Missouri state disclosure requirements (Section 105.665 of the RSMo) regarding the adoption of LAGERS benefits by a political subdivision. This report is intended to be a supplement to the December 31, 2024 Initial Valuation for the Concordia Fire Protection District dated January 31, 2025.

The actuarial assumptions and methods used to determine the stated costs are described in Appendix II of the Initial Valuation Report. In our opinion, they do produce results which, in the aggregate, are reasonable. Additional miscellaneous and technical assumptions as well as disclosures required by the actuarial standards of practice may be found in the LAGERS Compiled Annual Actuarial Valuation report as of February 29, 2024. The unfunded actuarial accrued liability shown for each member contribution rate option is based on the 0% member contribution rate plan.

Mita Drazilov is a member of the American Academy of Actuaries and meets the Qualification Standards of the Academy of Actuaries to render the actuarial opinions herein.

Respectfully submitted,
Gabriel, Roeder, Smith & Company

A handwritten signature in black ink that reads "Mita Drazilov". The signature is written in a cursive, flowing style.

Mita D. Drazilov, ASA, FCA, MAAA

Concordia Fire Protection District - Public Safety

Employer Contribution Rates (0% Member Contribution Rate, 5 Year FAS)

Regular Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	7.3%	\$3,606	\$ 14	9.0%	\$4,446	\$ -	8.8%	\$4,347	\$ -
2025	50,759	7.3	3,705	14	9.0	4,568	-	8.8	4,467	-
2026	52,155	7.3	3,807	14	9.0	4,694	-	8.8	4,590	-
2027	53,589	7.3	3,912	14	9.0	4,823	-	8.8	4,716	-
2028	55,063	7.3	4,020	14	9.0	4,956	-	8.8	4,846	-
2029	56,577	7.3	4,130	14	9.0	5,092	-	8.8	4,979	-
2030	58,133	7.3	4,244	14	9.0	5,232	-	8.8	5,116	-
2031	59,732	7.3	4,360	14	9.0	5,376	-	8.8	5,256	-
2032	61,375	7.3	4,480	14	9.0	5,524	-	8.8	5,401	-
2033	63,063	7.3	4,604	14	9.0	5,676	-	8.8	5,550	-

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	10.1%	\$4,989	\$ -	10.6%	\$5,236	\$ -	11.3%	\$5,582	\$ 7
2025	50,759	10.1	5,127	-	10.6	5,380	-	11.3	5,736	7
2026	52,155	10.1	5,268	-	10.6	5,528	-	11.3	5,894	7
2027	53,589	10.1	5,412	-	10.6	5,680	-	11.3	6,056	7
2028	55,063	10.1	5,561	-	10.6	5,837	-	11.3	6,222	7
2029	56,577	10.1	5,714	-	10.6	5,997	-	11.3	6,393	7
2030	58,133	10.1	5,871	-	10.6	6,162	-	11.3	6,569	7
2031	59,732	10.1	6,033	-	10.6	6,332	-	11.3	6,750	7
2032	61,375	10.1	6,199	-	10.6	6,506	-	11.3	6,935	7
2033	63,063	10.1	6,369	-	10.6	6,685	-	11.3	7,126	7

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	12.2%	\$6,027	\$ -	12.6%	\$6,224	\$ -	13.9%	\$6,867	\$ -
2025	50,759	12.2	6,193	-	12.6	6,396	-	13.9	7,056	-
2026	52,155	12.2	6,363	-	12.6	6,572	-	13.9	7,250	-
2027	53,589	12.2	6,538	-	12.6	6,752	-	13.9	7,449	-
2028	55,063	12.2	6,718	-	12.6	6,938	-	13.9	7,654	-
2029	56,577	12.2	6,902	-	12.6	7,129	-	13.9	7,864	-
2030	58,133	12.2	7,092	-	12.6	7,325	-	13.9	8,080	-
2031	59,732	12.2	7,287	-	12.6	7,526	-	13.9	8,303	-
2032	61,375	12.2	7,488	-	12.6	7,733	-	13.9	8,531	-
2033	63,063	12.2	7,694	-	12.6	7,946	-	13.9	8,766	-

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 2.75%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.



Concordia Fire Protection District - Public Safety

Employer Contribution Rates (2% Member Contribution Rate, 5 Year FAS) (Member contributions are additional)

Regular Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	5.4%	\$2,668	\$ 14	7.1%	\$3,507	\$ -	6.9%	\$3,409	\$ -
2025	50,759	5.4	2,741	14	7.1	3,604	-	6.9	3,502	-
2026	52,155	5.4	2,816	14	7.1	3,703	-	6.9	3,599	-
2027	53,589	5.4	2,894	14	7.1	3,805	-	6.9	3,698	-
2028	55,063	5.4	2,973	14	7.1	3,909	-	6.9	3,799	-
2029	56,577	5.4	3,055	14	7.1	4,017	-	6.9	3,904	-
2030	58,133	5.4	3,139	14	7.1	4,127	-	6.9	4,011	-
2031	59,732	5.4	3,226	14	7.1	4,241	-	6.9	4,122	-
2032	61,375	5.4	3,314	14	7.1	4,358	-	6.9	4,235	-
2033	63,063	5.4	3,405	14	7.1	4,477	-	6.9	4,351	-

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	8.2%	\$4,051	\$ -	8.7%	\$4,298	\$ -	9.4%	\$4,644	\$ 7
2025	50,759	8.2	4,162	-	8.7	4,416	-	9.4	4,771	7
2026	52,155	8.2	4,277	-	8.7	4,537	-	9.4	4,903	7
2027	53,589	8.2	4,394	-	8.7	4,662	-	9.4	5,037	7
2028	55,063	8.2	4,515	-	8.7	4,790	-	9.4	5,176	7
2029	56,577	8.2	4,639	-	8.7	4,922	-	9.4	5,318	7
2030	58,133	8.2	4,767	-	8.7	5,058	-	9.4	5,465	7
2031	59,732	8.2	4,898	-	8.7	5,197	-	9.4	5,615	7
2032	61,375	8.2	5,033	-	8.7	5,340	-	9.4	5,769	7
2033	63,063	8.2	5,171	-	8.7	5,486	-	9.4	5,928	7

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	10.3%	\$5,088	\$ -	10.7%	\$5,286	\$ -	12.0%	\$5,928	\$ -
2025	50,759	10.3	5,228	-	10.7	5,431	-	12.0	6,091	-
2026	52,155	10.3	5,372	-	10.7	5,581	-	12.0	6,259	-
2027	53,589	10.3	5,520	-	10.7	5,734	-	12.0	6,431	-
2028	55,063	10.3	5,671	-	10.7	5,892	-	12.0	6,608	-
2029	56,577	10.3	5,827	-	10.7	6,054	-	12.0	6,789	-
2030	58,133	10.3	5,988	-	10.7	6,220	-	12.0	6,976	-
2031	59,732	10.3	6,152	-	10.7	6,391	-	12.0	7,168	-
2032	61,375	10.3	6,322	-	10.7	6,567	-	12.0	7,365	-
2033	63,063	10.3	6,495	-	10.7	6,748	-	12.0	7,568	-

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 2.75%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.



Concordia Fire Protection District - Public Safety

Employer Contribution Rates (4% Member Contribution Rate, 5 Year FAS) (Member contributions are additional)

Regular Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	3.5%	\$1,729	\$ 14	5.2%	\$2,569	\$ -	5.0%	\$2,470	\$ -
2025	50,759	3.5	1,777	14	5.2	2,639	-	5.0	2,538	-
2026	52,155	3.5	1,825	14	5.2	2,712	-	5.0	2,608	-
2027	53,589	3.5	1,876	14	5.2	2,787	-	5.0	2,679	-
2028	55,063	3.5	1,927	14	5.2	2,863	-	5.0	2,753	-
2029	56,577	3.5	1,980	14	5.2	2,942	-	5.0	2,829	-
2030	58,133	3.5	2,035	14	5.2	3,023	-	5.0	2,907	-
2031	59,732	3.5	2,091	14	5.2	3,106	-	5.0	2,987	-
2032	61,375	3.5	2,148	14	5.2	3,192	-	5.0	3,069	-
2033	63,063	3.5	2,207	14	5.2	3,279	-	5.0	3,153	-

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	6.3%	\$3,112	\$ -	6.8%	\$3,359	\$ -	7.5%	\$3,705	\$ 7
2025	50,759	6.3	3,198	-	6.8	3,452	-	7.5	3,807	7
2026	52,155	6.3	3,286	-	6.8	3,547	-	7.5	3,912	7
2027	53,589	6.3	3,376	-	6.8	3,644	-	7.5	4,019	7
2028	55,063	6.3	3,469	-	6.8	3,744	-	7.5	4,130	7
2029	56,577	6.3	3,564	-	6.8	3,847	-	7.5	4,243	7
2030	58,133	6.3	3,662	-	6.8	3,953	-	7.5	4,360	7
2031	59,732	6.3	3,763	-	6.8	4,062	-	7.5	4,480	7
2032	61,375	6.3	3,867	-	6.8	4,174	-	7.5	4,603	7
2033	63,063	6.3	3,973	-	6.8	4,288	-	7.5	4,730	7

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	8.4%	\$4,150	\$ -	8.8%	\$4,347	\$ -	10.1%	\$4,989	\$ -
2025	50,759	8.4	4,264	-	8.8	4,467	-	10.1	5,127	-
2026	52,155	8.4	4,381	-	8.8	4,590	-	10.1	5,268	-
2027	53,589	8.4	4,501	-	8.8	4,716	-	10.1	5,412	-
2028	55,063	8.4	4,625	-	8.8	4,846	-	10.1	5,561	-
2029	56,577	8.4	4,752	-	8.8	4,979	-	10.1	5,714	-
2030	58,133	8.4	4,883	-	8.8	5,116	-	10.1	5,871	-
2031	59,732	8.4	5,017	-	8.8	5,256	-	10.1	6,033	-
2032	61,375	8.4	5,156	-	8.8	5,401	-	10.1	6,199	-
2033	63,063	8.4	5,297	-	8.8	5,550	-	10.1	6,369	-

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 2.75%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.



Concordia Fire Protection District - Public Safety

Employer Contribution Rates (6% Member Contribution Rate, 5 Year FAS) (Member contributions are additional)

Regular Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	1.6%	\$790	\$ 14	3.3%	\$1,630	\$ -	3.1%	\$1,531	\$ -
2025	50,759	1.6	812	14	3.3	1,675	-	3.1	1,574	-
2026	52,155	1.6	834	14	3.3	1,721	-	3.1	1,617	-
2027	53,589	1.6	857	14	3.3	1,768	-	3.1	1,661	-
2028	55,063	1.6	881	14	3.3	1,817	-	3.1	1,707	-
2029	56,577	1.6	905	14	3.3	1,867	-	3.1	1,754	-
2030	58,133	1.6	930	14	3.3	1,918	-	3.1	1,802	-
2031	59,732	1.6	956	14	3.3	1,971	-	3.1	1,852	-
2032	61,375	1.6	982	14	3.3	2,025	-	3.1	1,903	-
2033	63,063	1.6	1,009	14	3.3	2,081	-	3.1	1,955	-

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	4.4%	\$2,174	\$ -	4.9%	\$2,421	\$ -	5.6%	\$2,766	\$ 7
2025	50,759	4.4	2,233	-	4.9	2,487	-	5.6	2,843	7
2026	52,155	4.4	2,295	-	4.9	2,556	-	5.6	2,921	7
2027	53,589	4.4	2,358	-	4.9	2,626	-	5.6	3,001	7
2028	55,063	4.4	2,423	-	4.9	2,698	-	5.6	3,084	7
2029	56,577	4.4	2,489	-	4.9	2,772	-	5.6	3,168	7
2030	58,133	4.4	2,558	-	4.9	2,849	-	5.6	3,255	7
2031	59,732	4.4	2,628	-	4.9	2,927	-	5.6	3,345	7
2032	61,375	4.4	2,701	-	4.9	3,007	-	5.6	3,437	7
2033	63,063	4.4	2,775	-	4.9	3,090	-	5.6	3,532	7

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	6.5%	\$3,211	\$ -	6.9%	\$3,409	\$ -	8.2%	\$4,051	\$ -
2025	50,759	6.5	3,299	-	6.9	3,502	-	8.2	4,162	-
2026	52,155	6.5	3,390	-	6.9	3,599	-	8.2	4,277	-
2027	53,589	6.5	3,483	-	6.9	3,698	-	8.2	4,394	-
2028	55,063	6.5	3,579	-	6.9	3,799	-	8.2	4,515	-
2029	56,577	6.5	3,678	-	6.9	3,904	-	8.2	4,639	-
2030	58,133	6.5	3,779	-	6.9	4,011	-	8.2	4,767	-
2031	59,732	6.5	3,883	-	6.9	4,122	-	8.2	4,898	-
2032	61,375	6.5	3,989	-	6.9	4,235	-	8.2	5,033	-
2033	63,063	6.5	4,099	-	6.9	4,351	-	8.2	5,171	-

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 2.75%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.



Concordia Fire Protection District - Public Safety

Employer Contribution Rates (0% Member Contribution Rate, 3 Year FAS)

Regular Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	7.6%	\$3,754	\$ -	9.3%	\$4,594	\$ 13	9.1%	\$4,495	\$ -
2025	50,759	7.6	3,858	-	9.3	4,721	13	9.1	4,619	-
2026	52,155	7.6	3,964	-	9.3	4,850	13	9.1	4,746	-
2027	53,589	7.6	4,073	-	9.3	4,984	13	9.1	4,877	-
2028	55,063	7.6	4,185	-	9.3	5,121	13	9.1	5,011	-
2029	56,577	7.6	4,300	-	9.3	5,262	13	9.1	5,149	-
2030	58,133	7.6	4,418	-	9.3	5,406	13	9.1	5,290	-
2031	59,732	7.6	4,540	-	9.3	5,555	13	9.1	5,436	-
2032	61,375	7.6	4,665	-	9.3	5,708	13	9.1	5,585	-
2033	63,063	7.6	4,793	-	9.3	5,865	13	9.1	5,739	-

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	10.4%	\$5,138	\$ 6	10.9%	\$5,385	\$ -	11.7%	\$5,780	\$ 2
2025	50,759	10.4	5,279	6	10.9	5,533	-	11.7	5,939	2
2026	52,155	10.4	5,424	6	10.9	5,685	-	11.7	6,102	2
2027	53,589	10.4	5,573	6	10.9	5,841	-	11.7	6,270	2
2028	55,063	10.4	5,727	6	10.9	6,002	-	11.7	6,442	2
2029	56,577	10.4	5,884	6	10.9	6,167	-	11.7	6,620	2
2030	58,133	10.4	6,046	6	10.9	6,336	-	11.7	6,802	2
2031	59,732	10.4	6,212	6	10.9	6,511	-	11.7	6,989	2
2032	61,375	10.4	6,383	6	10.9	6,690	-	11.7	7,181	2
2033	63,063	10.4	6,559	6	10.9	6,874	-	11.7	7,378	2

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	12.6%	\$6,224	\$ 4	13.0%	\$6,422	\$ 4	14.3%	\$7,064	\$ -
2025	50,759	12.6	6,396	4	13.0	6,599	4	14.3	7,259	-
2026	52,155	12.6	6,572	4	13.0	6,780	4	14.3	7,458	-
2027	53,589	12.6	6,752	4	13.0	6,967	4	14.3	7,663	-
2028	55,063	12.6	6,938	4	13.0	7,158	4	14.3	7,874	-
2029	56,577	12.6	7,129	4	13.0	7,355	4	14.3	8,091	-
2030	58,133	12.6	7,325	4	13.0	7,557	4	14.3	8,313	-
2031	59,732	12.6	7,526	4	13.0	7,765	4	14.3	8,542	-
2032	61,375	12.6	7,733	4	13.0	7,979	4	14.3	8,777	-
2033	63,063	12.6	7,946	4	13.0	8,198	4	14.3	9,018	-

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 2.75%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.



Concordia Fire Protection District - Public Safety

Employer Contribution Rates (2% Member Contribution Rate, 3 Year FAS) (Member contributions are additional)

Regular Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	5.7%	\$2,816	\$ -	7.4%	\$3,656	\$ 13	7.2%	\$3,557	\$ -
2025	50,759	5.7	2,893	-	7.4	3,756	13	7.2	3,655	-
2026	52,155	5.7	2,973	-	7.4	3,859	13	7.2	3,755	-
2027	53,589	5.7	3,055	-	7.4	3,966	13	7.2	3,858	-
2028	55,063	5.7	3,139	-	7.4	4,075	13	7.2	3,965	-
2029	56,577	5.7	3,225	-	7.4	4,187	13	7.2	4,074	-
2030	58,133	5.7	3,314	-	7.4	4,302	13	7.2	4,186	-
2031	59,732	5.7	3,405	-	7.4	4,420	13	7.2	4,301	-
2032	61,375	5.7	3,498	-	7.4	4,542	13	7.2	4,419	-
2033	63,063	5.7	3,595	-	7.4	4,667	13	7.2	4,541	-

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	8.5%	\$4,199	\$ 6	9.0%	\$4,446	\$ -	9.8%	\$4,841	\$ 2
2025	50,759	8.5	4,315	6	9.0	4,568	-	9.8	4,974	2
2026	52,155	8.5	4,433	6	9.0	4,694	-	9.8	5,111	2
2027	53,589	8.5	4,555	6	9.0	4,823	-	9.8	5,252	2
2028	55,063	8.5	4,680	6	9.0	4,956	-	9.8	5,396	2
2029	56,577	8.5	4,809	6	9.0	5,092	-	9.8	5,545	2
2030	58,133	8.5	4,941	6	9.0	5,232	-	9.8	5,697	2
2031	59,732	8.5	5,077	6	9.0	5,376	-	9.8	5,854	2
2032	61,375	8.5	5,217	6	9.0	5,524	-	9.8	6,015	2
2033	63,063	8.5	5,360	6	9.0	5,676	-	9.8	6,180	2

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	10.7%	\$5,286	\$ 4	11.1%	\$5,483	\$ 4	12.4%	\$6,126	\$ -
2025	50,759	10.7	5,431	4	11.1	5,634	4	12.4	6,294	-
2026	52,155	10.7	5,581	4	11.1	5,789	4	12.4	6,467	-
2027	53,589	10.7	5,734	4	11.1	5,948	4	12.4	6,645	-
2028	55,063	10.7	5,892	4	11.1	6,112	4	12.4	6,828	-
2029	56,577	10.7	6,054	4	11.1	6,280	4	12.4	7,016	-
2030	58,133	10.7	6,220	4	11.1	6,453	4	12.4	7,208	-
2031	59,732	10.7	6,391	4	11.1	6,630	4	12.4	7,407	-
2032	61,375	10.7	6,567	4	11.1	6,813	4	12.4	7,611	-
2033	63,063	10.7	6,748	4	11.1	7,000	4	12.4	7,820	-

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 2.75%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.



Concordia Fire Protection District - Public Safety

Employer Contribution Rates (4% Member Contribution Rate, 3 Year FAS) (Member contributions are additional)

Regular Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	3.8%	\$1,877	\$ -	5.5%	\$2,717	\$ 13	5.3%	\$2,618	\$ -
2025	50,759	3.8	1,929	-	5.5	2,792	13	5.3	2,690	-
2026	52,155	3.8	1,982	-	5.5	2,869	13	5.3	2,764	-
2027	53,589	3.8	2,036	-	5.5	2,947	13	5.3	2,840	-
2028	55,063	3.8	2,092	-	5.5	3,028	13	5.3	2,918	-
2029	56,577	3.8	2,150	-	5.5	3,112	13	5.3	2,999	-
2030	58,133	3.8	2,209	-	5.5	3,197	13	5.3	3,081	-
2031	59,732	3.8	2,270	-	5.5	3,285	13	5.3	3,166	-
2032	61,375	3.8	2,332	-	5.5	3,376	13	5.3	3,253	-
2033	63,063	3.8	2,396	-	5.5	3,468	13	5.3	3,342	-

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	6.6%	\$3,260	\$ 6	7.1%	\$3,507	\$ -	7.9%	\$3,903	\$ 2
2025	50,759	6.6	3,350	6	7.1	3,604	-	7.9	4,010	2
2026	52,155	6.6	3,442	6	7.1	3,703	-	7.9	4,120	2
2027	53,589	6.6	3,537	6	7.1	3,805	-	7.9	4,234	2
2028	55,063	6.6	3,634	6	7.1	3,909	-	7.9	4,350	2
2029	56,577	6.6	3,734	6	7.1	4,017	-	7.9	4,470	2
2030	58,133	6.6	3,837	6	7.1	4,127	-	7.9	4,593	2
2031	59,732	6.6	3,942	6	7.1	4,241	-	7.9	4,719	2
2032	61,375	6.6	4,051	6	7.1	4,358	-	7.9	4,849	2
2033	63,063	6.6	4,162	6	7.1	4,477	-	7.9	4,982	2

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	8.8%	\$4,347	\$ 4	9.2%	\$4,545	\$ 4	10.5%	\$5,187	\$ -
2025	50,759	8.8	4,467	4	9.2	4,670	4	10.5	5,330	-
2026	52,155	8.8	4,590	4	9.2	4,798	4	10.5	5,476	-
2027	53,589	8.8	4,716	4	9.2	4,930	4	10.5	5,627	-
2028	55,063	8.8	4,846	4	9.2	5,066	4	10.5	5,782	-
2029	56,577	8.8	4,979	4	9.2	5,205	4	10.5	5,941	-
2030	58,133	8.8	5,116	4	9.2	5,348	4	10.5	6,104	-
2031	59,732	8.8	5,256	4	9.2	5,495	4	10.5	6,272	-
2032	61,375	8.8	5,401	4	9.2	5,647	4	10.5	6,444	-
2033	63,063	8.8	5,550	4	9.2	5,802	4	10.5	6,622	-

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 2.75%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.



Concordia Fire Protection District - Public Safety

Employer Contribution Rates (6% Member Contribution Rate, 3 Year FAS) (Member contributions are additional)

Regular Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	1.9%	\$939	\$ -	3.6%	\$1,778	\$ 13	3.4%	\$1,680	\$ -
2025	50,759	1.9	964	-	3.6	1,827	13	3.4	1,726	-
2026	52,155	1.9	991	-	3.6	1,878	13	3.4	1,773	-
2027	53,589	1.9	1,018	-	3.6	1,929	13	3.4	1,822	-
2028	55,063	1.9	1,046	-	3.6	1,982	13	3.4	1,872	-
2029	56,577	1.9	1,075	-	3.6	2,037	13	3.4	1,924	-
2030	58,133	1.9	1,105	-	3.6	2,093	13	3.4	1,977	-
2031	59,732	1.9	1,135	-	3.6	2,150	13	3.4	2,031	-
2032	61,375	1.9	1,166	-	3.6	2,210	13	3.4	2,087	-
2033	63,063	1.9	1,198	-	3.6	2,270	13	3.4	2,144	-

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	4.7%	\$2,322	\$ 6	5.2%	\$2,569	\$ -	6.0%	\$2,964	\$ 2
2025	50,759	4.7	2,386	6	5.2	2,639	-	6.0	3,046	2
2026	52,155	4.7	2,451	6	5.2	2,712	-	6.0	3,129	2
2027	53,589	4.7	2,519	6	5.2	2,787	-	6.0	3,215	2
2028	55,063	4.7	2,588	6	5.2	2,863	-	6.0	3,304	2
2029	56,577	4.7	2,659	6	5.2	2,942	-	6.0	3,395	2
2030	58,133	4.7	2,732	6	5.2	3,023	-	6.0	3,488	2
2031	59,732	4.7	2,807	6	5.2	3,106	-	6.0	3,584	2
2032	61,375	4.7	2,885	6	5.2	3,192	-	6.0	3,683	2
2033	63,063	4.7	2,964	6	5.2	3,279	-	6.0	3,784	2

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	6.9%	\$3,409	\$ 4	7.3%	\$3,606	\$ 4	8.6%	\$4,248	\$ -
2025	50,759	6.9	3,502	4	7.3	3,705	4	8.6	4,365	-
2026	52,155	6.9	3,599	4	7.3	3,807	4	8.6	4,485	-
2027	53,589	6.9	3,698	4	7.3	3,912	4	8.6	4,609	-
2028	55,063	6.9	3,799	4	7.3	4,020	4	8.6	4,735	-
2029	56,577	6.9	3,904	4	7.3	4,130	4	8.6	4,866	-
2030	58,133	6.9	4,011	4	7.3	4,244	4	8.6	4,999	-
2031	59,732	6.9	4,122	4	7.3	4,360	4	8.6	5,137	-
2032	61,375	6.9	4,235	4	7.3	4,480	4	8.6	5,278	-
2033	63,063	6.9	4,351	4	7.3	4,604	4	8.6	5,423	-

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 2.75%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.



Concordia Fire Protection District - Public Safety

Employer Contribution Rates (0% Member Contribution Rate, 5 Year FAS)

Rule of 80 Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	7.6%	\$3,754	\$ 2	9.3%	\$4,594	\$ 1	9.4%	\$4,644	\$ 9
2025	50,759	7.6	3,858	2	9.3	4,721	1	9.4	4,771	9
2026	52,155	7.6	3,964	2	9.3	4,850	1	9.4	4,903	9
2027	53,589	7.6	4,073	2	9.3	4,984	1	9.4	5,037	9
2028	55,063	7.6	4,185	2	9.3	5,121	1	9.4	5,176	9
2029	56,577	7.6	4,300	2	9.3	5,262	1	9.4	5,318	9
2030	58,133	7.6	4,418	2	9.3	5,406	1	9.4	5,465	9
2031	59,732	7.6	4,540	2	9.3	5,555	1	9.4	5,615	9
2032	61,375	7.6	4,665	2	9.3	5,708	1	9.4	5,769	9
2033	63,063	7.6	4,793	2	9.3	5,865	1	9.4	5,928	9

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	10.7%	\$5,286	\$ 7	10.9%	\$5,385	\$ 1	11.8%	\$5,829	\$ 9
2025	50,759	10.7	5,431	7	10.9	5,533	1	11.8	5,990	9
2026	52,155	10.7	5,581	7	10.9	5,685	1	11.8	6,154	9
2027	53,589	10.7	5,734	7	10.9	5,841	1	11.8	6,324	9
2028	55,063	10.7	5,892	7	10.9	6,002	1	11.8	6,497	9
2029	56,577	10.7	6,054	7	10.9	6,167	1	11.8	6,676	9
2030	58,133	10.7	6,220	7	10.9	6,336	1	11.8	6,860	9
2031	59,732	10.7	6,391	7	10.9	6,511	1	11.8	7,048	9
2032	61,375	10.7	6,567	7	10.9	6,690	1	11.8	7,242	9
2033	63,063	10.7	6,748	7	10.9	6,874	1	11.8	7,441	9

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	12.6%	\$6,224	\$ -	13.1%	\$6,471	\$ -	14.4%	\$7,114	\$ -
2025	50,759	12.6	6,396	-	13.1	6,649	-	14.4	7,309	-
2026	52,155	12.6	6,572	-	13.1	6,832	-	14.4	7,510	-
2027	53,589	12.6	6,752	-	13.1	7,020	-	14.4	7,717	-
2028	55,063	12.6	6,938	-	13.1	7,213	-	14.4	7,929	-
2029	56,577	12.6	7,129	-	13.1	7,412	-	14.4	8,147	-
2030	58,133	12.6	7,325	-	13.1	7,615	-	14.4	8,371	-
2031	59,732	12.6	7,526	-	13.1	7,825	-	14.4	8,601	-
2032	61,375	12.6	7,733	-	13.1	8,040	-	14.4	8,838	-
2033	63,063	12.6	7,946	-	13.1	8,261	-	14.4	9,081	-

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 2.75%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.



Concordia Fire Protection District - Public Safety

Employer Contribution Rates (2% Member Contribution Rate, 5 Year FAS) (Member contributions are additional)

Rule of 80 Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	5.7%	\$2,816	\$ 2	7.4%	\$3,656	\$ 1	7.5%	\$3,705	\$ 9
2025	50,759	5.7	2,893	2	7.4	3,756	1	7.5	3,807	9
2026	52,155	5.7	2,973	2	7.4	3,859	1	7.5	3,912	9
2027	53,589	5.7	3,055	2	7.4	3,966	1	7.5	4,019	9
2028	55,063	5.7	3,139	2	7.4	4,075	1	7.5	4,130	9
2029	56,577	5.7	3,225	2	7.4	4,187	1	7.5	4,243	9
2030	58,133	5.7	3,314	2	7.4	4,302	1	7.5	4,360	9
2031	59,732	5.7	3,405	2	7.4	4,420	1	7.5	4,480	9
2032	61,375	5.7	3,498	2	7.4	4,542	1	7.5	4,603	9
2033	63,063	5.7	3,595	2	7.4	4,667	1	7.5	4,730	9

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	8.8%	\$4,347	\$ 7	9.0%	\$4,446	\$ 1	9.9%	\$4,891	\$ 9
2025	50,759	8.8	4,467	7	9.0	4,568	1	9.9	5,025	9
2026	52,155	8.8	4,590	7	9.0	4,694	1	9.9	5,163	9
2027	53,589	8.8	4,716	7	9.0	4,823	1	9.9	5,305	9
2028	55,063	8.8	4,846	7	9.0	4,956	1	9.9	5,451	9
2029	56,577	8.8	4,979	7	9.0	5,092	1	9.9	5,601	9
2030	58,133	8.8	5,116	7	9.0	5,232	1	9.9	5,755	9
2031	59,732	8.8	5,256	7	9.0	5,376	1	9.9	5,913	9
2032	61,375	8.8	5,401	7	9.0	5,524	1	9.9	6,076	9
2033	63,063	8.8	5,550	7	9.0	5,676	1	9.9	6,243	9

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	10.7%	\$5,286	\$ -	11.2%	\$5,533	\$ -	12.5%	\$6,175	\$ -
2025	50,759	10.7	5,431	-	11.2	5,685	-	12.5	6,345	-
2026	52,155	10.7	5,581	-	11.2	5,841	-	12.5	6,519	-
2027	53,589	10.7	5,734	-	11.2	6,002	-	12.5	6,699	-
2028	55,063	10.7	5,892	-	11.2	6,167	-	12.5	6,883	-
2029	56,577	10.7	6,054	-	11.2	6,337	-	12.5	7,072	-
2030	58,133	10.7	6,220	-	11.2	6,511	-	12.5	7,267	-
2031	59,732	10.7	6,391	-	11.2	6,690	-	12.5	7,467	-
2032	61,375	10.7	6,567	-	11.2	6,874	-	12.5	7,672	-
2033	63,063	10.7	6,748	-	11.2	7,063	-	12.5	7,883	-

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 2.75%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.



Concordia Fire Protection District - Public Safety

Employer Contribution Rates (4% Member Contribution Rate, 5 Year FAS) (Member contributions are additional)

Rule of 80 Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	3.8%	\$1,877	\$ 2	5.5%	\$2,717	\$ 1	5.6%	\$2,766	\$ 9
2025	50,759	3.8	1,929	2	5.5	2,792	1	5.6	2,843	9
2026	52,155	3.8	1,982	2	5.5	2,869	1	5.6	2,921	9
2027	53,589	3.8	2,036	2	5.5	2,947	1	5.6	3,001	9
2028	55,063	3.8	2,092	2	5.5	3,028	1	5.6	3,084	9
2029	56,577	3.8	2,150	2	5.5	3,112	1	5.6	3,168	9
2030	58,133	3.8	2,209	2	5.5	3,197	1	5.6	3,255	9
2031	59,732	3.8	2,270	2	5.5	3,285	1	5.6	3,345	9
2032	61,375	3.8	2,332	2	5.5	3,376	1	5.6	3,437	9
2033	63,063	3.8	2,396	2	5.5	3,468	1	5.6	3,532	9

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	6.9%	\$3,409	\$ 7	7.1%	\$3,507	\$ 1	8.0%	\$3,952	\$ 9
2025	50,759	6.9	3,502	7	7.1	3,604	1	8.0	4,061	9
2026	52,155	6.9	3,599	7	7.1	3,703	1	8.0	4,172	9
2027	53,589	6.9	3,698	7	7.1	3,805	1	8.0	4,287	9
2028	55,063	6.9	3,799	7	7.1	3,909	1	8.0	4,405	9
2029	56,577	6.9	3,904	7	7.1	4,017	1	8.0	4,526	9
2030	58,133	6.9	4,011	7	7.1	4,127	1	8.0	4,651	9
2031	59,732	6.9	4,122	7	7.1	4,241	1	8.0	4,779	9
2032	61,375	6.9	4,235	7	7.1	4,358	1	8.0	4,910	9
2033	63,063	6.9	4,351	7	7.1	4,477	1	8.0	5,045	9

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	8.8%	\$4,347	\$ -	9.3%	\$4,594	\$ -	10.6%	\$5,236	\$ -
2025	50,759	8.8	4,467	-	9.3	4,721	-	10.6	5,380	-
2026	52,155	8.8	4,590	-	9.3	4,850	-	10.6	5,528	-
2027	53,589	8.8	4,716	-	9.3	4,984	-	10.6	5,680	-
2028	55,063	8.8	4,846	-	9.3	5,121	-	10.6	5,837	-
2029	56,577	8.8	4,979	-	9.3	5,262	-	10.6	5,997	-
2030	58,133	8.8	5,116	-	9.3	5,406	-	10.6	6,162	-
2031	59,732	8.8	5,256	-	9.3	5,555	-	10.6	6,332	-
2032	61,375	8.8	5,401	-	9.3	5,708	-	10.6	6,506	-
2033	63,063	8.8	5,550	-	9.3	5,865	-	10.6	6,685	-

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 2.75%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.



Concordia Fire Protection District - Public Safety

Employer Contribution Rates (6% Member Contribution Rate, 5 Year FAS) (Member contributions are additional)

Rule of 80 Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	1.9%	\$939	\$ 2	3.6%	\$1,778	\$ 1	3.7%	\$1,828	\$ 9
2025	50,759	1.9	964	2	3.6	1,827	1	3.7	1,878	9
2026	52,155	1.9	991	2	3.6	1,878	1	3.7	1,930	9
2027	53,589	1.9	1,018	2	3.6	1,929	1	3.7	1,983	9
2028	55,063	1.9	1,046	2	3.6	1,982	1	3.7	2,037	9
2029	56,577	1.9	1,075	2	3.6	2,037	1	3.7	2,093	9
2030	58,133	1.9	1,105	2	3.6	2,093	1	3.7	2,151	9
2031	59,732	1.9	1,135	2	3.6	2,150	1	3.7	2,210	9
2032	61,375	1.9	1,166	2	3.6	2,210	1	3.7	2,271	9
2033	63,063	1.9	1,198	2	3.6	2,270	1	3.7	2,333	9

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	5.0%	\$2,470	\$ 7	5.2%	\$2,569	\$ 1	6.1%	\$3,013	\$ 9
2025	50,759	5.0	2,538	7	5.2	2,639	1	6.1	3,096	9
2026	52,155	5.0	2,608	7	5.2	2,712	1	6.1	3,181	9
2027	53,589	5.0	2,679	7	5.2	2,787	1	6.1	3,269	9
2028	55,063	5.0	2,753	7	5.2	2,863	1	6.1	3,359	9
2029	56,577	5.0	2,829	7	5.2	2,942	1	6.1	3,451	9
2030	58,133	5.0	2,907	7	5.2	3,023	1	6.1	3,546	9
2031	59,732	5.0	2,987	7	5.2	3,106	1	6.1	3,644	9
2032	61,375	5.0	3,069	7	5.2	3,192	1	6.1	3,744	9
2033	63,063	5.0	3,153	7	5.2	3,279	1	6.1	3,847	9

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	6.9%	\$3,409	\$ -	7.4%	\$3,656	\$ -	8.7%	\$4,298	\$ -
2025	50,759	6.9	3,502	-	7.4	3,756	-	8.7	4,416	-
2026	52,155	6.9	3,599	-	7.4	3,859	-	8.7	4,537	-
2027	53,589	6.9	3,698	-	7.4	3,966	-	8.7	4,662	-
2028	55,063	6.9	3,799	-	7.4	4,075	-	8.7	4,790	-
2029	56,577	6.9	3,904	-	7.4	4,187	-	8.7	4,922	-
2030	58,133	6.9	4,011	-	7.4	4,302	-	8.7	5,058	-
2031	59,732	6.9	4,122	-	7.4	4,420	-	8.7	5,197	-
2032	61,375	6.9	4,235	-	7.4	4,542	-	8.7	5,340	-
2033	63,063	6.9	4,351	-	7.4	4,667	-	8.7	5,486	-

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 2.75%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.



Concordia Fire Protection District - Public Safety

Employer Contribution Rates (0% Member Contribution Rate, 3 Year FAS)

Rule of 80 Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	7.8%	\$3,853	\$ 1	9.6%	\$4,742	\$ 7	9.7%	\$4,792	\$ -
2025	50,759	7.8	3,959	1	9.6	4,873	7	9.7	4,924	-
2026	52,155	7.8	4,068	1	9.6	5,007	7	9.7	5,059	-
2027	53,589	7.8	4,180	1	9.6	5,145	7	9.7	5,198	-
2028	55,063	7.8	4,295	1	9.6	5,286	7	9.7	5,341	-
2029	56,577	7.8	4,413	1	9.6	5,431	7	9.7	5,488	-
2030	58,133	7.8	4,534	1	9.6	5,581	7	9.7	5,639	-
2031	59,732	7.8	4,659	1	9.6	5,734	7	9.7	5,794	-
2032	61,375	7.8	4,787	1	9.6	5,892	7	9.7	5,953	-
2033	63,063	7.8	4,919	1	9.6	6,054	7	9.7	6,117	-

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	11.0%	\$5,434	\$ 4	11.3%	\$5,582	\$ 5	12.2%	\$6,027	\$ 3
2025	50,759	11.0	5,583	4	11.3	5,736	5	12.2	6,193	3
2026	52,155	11.0	5,737	4	11.3	5,894	5	12.2	6,363	3
2027	53,589	11.0	5,895	4	11.3	6,056	5	12.2	6,538	3
2028	55,063	11.0	6,057	4	11.3	6,222	5	12.2	6,718	3
2029	56,577	11.0	6,223	4	11.3	6,393	5	12.2	6,902	3
2030	58,133	11.0	6,395	4	11.3	6,569	5	12.2	7,092	3
2031	59,732	11.0	6,571	4	11.3	6,750	5	12.2	7,287	3
2032	61,375	11.0	6,751	4	11.3	6,935	5	12.2	7,488	3
2033	63,063	11.0	6,937	4	11.3	7,126	5	12.2	7,694	3

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	13.1%	\$6,471	\$ 11	13.5%	\$6,669	\$ 9	14.8%	\$7,311	\$ -
2025	50,759	13.1	6,649	11	13.5	6,852	9	14.8	7,512	-
2026	52,155	13.1	6,832	11	13.5	7,041	9	14.8	7,719	-
2027	53,589	13.1	7,020	11	13.5	7,235	9	14.8	7,931	-
2028	55,063	13.1	7,213	11	13.5	7,434	9	14.8	8,149	-
2029	56,577	13.1	7,412	11	13.5	7,638	9	14.8	8,373	-
2030	58,133	13.1	7,615	11	13.5	7,848	9	14.8	8,604	-
2031	59,732	13.1	7,825	11	13.5	8,064	9	14.8	8,840	-
2032	61,375	13.1	8,040	11	13.5	8,286	9	14.8	9,084	-
2033	63,063	13.1	8,261	11	13.5	8,514	9	14.8	9,333	-

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 2.75%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.



Concordia Fire Protection District - Public Safety

Employer Contribution Rates (2% Member Contribution Rate, 3 Year FAS) (Member contributions are additional)

Rule of 80 Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	5.9%	\$2,915	\$ 1	7.7%	\$3,804	\$ 7	7.8%	\$3,853	\$ -
2025	50,759	5.9	2,995	1	7.7	3,908	7	7.8	3,959	-
2026	52,155	5.9	3,077	1	7.7	4,016	7	7.8	4,068	-
2027	53,589	5.9	3,162	1	7.7	4,126	7	7.8	4,180	-
2028	55,063	5.9	3,249	1	7.7	4,240	7	7.8	4,295	-
2029	56,577	5.9	3,338	1	7.7	4,356	7	7.8	4,413	-
2030	58,133	5.9	3,430	1	7.7	4,476	7	7.8	4,534	-
2031	59,732	5.9	3,524	1	7.7	4,599	7	7.8	4,659	-
2032	61,375	5.9	3,621	1	7.7	4,726	7	7.8	4,787	-
2033	63,063	5.9	3,721	1	7.7	4,856	7	7.8	4,919	-

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	9.1%	\$4,495	\$ 4	9.4%	\$4,644	\$ 5	10.3%	\$5,088	\$ 3
2025	50,759	9.1	4,619	4	9.4	4,771	5	10.3	5,228	3
2026	52,155	9.1	4,746	4	9.4	4,903	5	10.3	5,372	3
2027	53,589	9.1	4,877	4	9.4	5,037	5	10.3	5,520	3
2028	55,063	9.1	5,011	4	9.4	5,176	5	10.3	5,671	3
2029	56,577	9.1	5,149	4	9.4	5,318	5	10.3	5,827	3
2030	58,133	9.1	5,290	4	9.4	5,465	5	10.3	5,988	3
2031	59,732	9.1	5,436	4	9.4	5,615	5	10.3	6,152	3
2032	61,375	9.1	5,585	4	9.4	5,769	5	10.3	6,322	3
2033	63,063	9.1	5,739	4	9.4	5,928	5	10.3	6,495	3

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	11.2%	\$5,533	\$ 11	11.6%	\$5,730	\$ 9	12.9%	\$6,373	\$ -
2025	50,759	11.2	5,685	11	11.6	5,888	9	12.9	6,548	-
2026	52,155	11.2	5,841	11	11.6	6,050	9	12.9	6,728	-
2027	53,589	11.2	6,002	11	11.6	6,216	9	12.9	6,913	-
2028	55,063	11.2	6,167	11	11.6	6,387	9	12.9	7,103	-
2029	56,577	11.2	6,337	11	11.6	6,563	9	12.9	7,298	-
2030	58,133	11.2	6,511	11	11.6	6,743	9	12.9	7,499	-
2031	59,732	11.2	6,690	11	11.6	6,929	9	12.9	7,705	-
2032	61,375	11.2	6,874	11	11.6	7,120	9	12.9	7,917	-
2033	63,063	11.2	7,063	11	11.6	7,315	9	12.9	8,135	-

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 2.75%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.



Concordia Fire Protection District - Public Safety

Employer Contribution Rates (4% Member Contribution Rate, 3 Year FAS) (Member contributions are additional)

Rule of 80 Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	4.0%	\$1,976	\$ 1	5.8%	\$2,865	\$ 7	5.9%	\$2,915	\$ -
2025	50,759	4.0	2,030	1	5.8	2,944	7	5.9	2,995	-
2026	52,155	4.0	2,086	1	5.8	3,025	7	5.9	3,077	-
2027	53,589	4.0	2,144	1	5.8	3,108	7	5.9	3,162	-
2028	55,063	4.0	2,203	1	5.8	3,194	7	5.9	3,249	-
2029	56,577	4.0	2,263	1	5.8	3,281	7	5.9	3,338	-
2030	58,133	4.0	2,325	1	5.8	3,372	7	5.9	3,430	-
2031	59,732	4.0	2,389	1	5.8	3,464	7	5.9	3,524	-
2032	61,375	4.0	2,455	1	5.8	3,560	7	5.9	3,621	-
2033	63,063	4.0	2,523	1	5.8	3,658	7	5.9	3,721	-

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	7.2%	\$3,557	\$ 4	7.5%	\$3,705	\$ 5	8.4%	\$4,150	\$ 3
2025	50,759	7.2	3,655	4	7.5	3,807	5	8.4	4,264	3
2026	52,155	7.2	3,755	4	7.5	3,912	5	8.4	4,381	3
2027	53,589	7.2	3,858	4	7.5	4,019	5	8.4	4,501	3
2028	55,063	7.2	3,965	4	7.5	4,130	5	8.4	4,625	3
2029	56,577	7.2	4,074	4	7.5	4,243	5	8.4	4,752	3
2030	58,133	7.2	4,186	4	7.5	4,360	5	8.4	4,883	3
2031	59,732	7.2	4,301	4	7.5	4,480	5	8.4	5,017	3
2032	61,375	7.2	4,419	4	7.5	4,603	5	8.4	5,156	3
2033	63,063	7.2	4,541	4	7.5	4,730	5	8.4	5,297	3

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	9.3%	\$4,594	\$ 11	9.7%	\$4,792	\$ 9	11.0%	\$5,434	\$ -
2025	50,759	9.3	4,721	11	9.7	4,924	9	11.0	5,583	-
2026	52,155	9.3	4,850	11	9.7	5,059	9	11.0	5,737	-
2027	53,589	9.3	4,984	11	9.7	5,198	9	11.0	5,895	-
2028	55,063	9.3	5,121	11	9.7	5,341	9	11.0	6,057	-
2029	56,577	9.3	5,262	11	9.7	5,488	9	11.0	6,223	-
2030	58,133	9.3	5,406	11	9.7	5,639	9	11.0	6,395	-
2031	59,732	9.3	5,555	11	9.7	5,794	9	11.0	6,571	-
2032	61,375	9.3	5,708	11	9.7	5,953	9	11.0	6,751	-
2033	63,063	9.3	5,865	11	9.7	6,117	9	11.0	6,937	-

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 2.75%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.



Concordia Fire Protection District - Public Safety

Employer Contribution Rates (6% Member Contribution Rate, 3 Year FAS) (Member contributions are additional)

Rule of 80 Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	2.1%	\$1,037	\$ 1	3.9%	\$1,927	\$ 7	4.0%	\$1,976	\$ -
2025	50,759	2.1	1,066	1	3.9	1,980	7	4.0	2,030	-
2026	52,155	2.1	1,095	1	3.9	2,034	7	4.0	2,086	-
2027	53,589	2.1	1,125	1	3.9	2,090	7	4.0	2,144	-
2028	55,063	2.1	1,156	1	3.9	2,147	7	4.0	2,203	-
2029	56,577	2.1	1,188	1	3.9	2,207	7	4.0	2,263	-
2030	58,133	2.1	1,221	1	3.9	2,267	7	4.0	2,325	-
2031	59,732	2.1	1,254	1	3.9	2,330	7	4.0	2,389	-
2032	61,375	2.1	1,289	1	3.9	2,394	7	4.0	2,455	-
2033	63,063	2.1	1,324	1	3.9	2,459	7	4.0	2,523	-

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	5.3%	\$2,618	\$ 4	5.6%	\$2,766	\$ 5	6.5%	\$3,211	\$ 3
2025	50,759	5.3	2,690	4	5.6	2,843	5	6.5	3,299	3
2026	52,155	5.3	2,764	4	5.6	2,921	5	6.5	3,390	3
2027	53,589	5.3	2,840	4	5.6	3,001	5	6.5	3,483	3
2028	55,063	5.3	2,918	4	5.6	3,084	5	6.5	3,579	3
2029	56,577	5.3	2,999	4	5.6	3,168	5	6.5	3,678	3
2030	58,133	5.3	3,081	4	5.6	3,255	5	6.5	3,779	3
2031	59,732	5.3	3,166	4	5.6	3,345	5	6.5	3,883	3
2032	61,375	5.3	3,253	4	5.6	3,437	5	6.5	3,989	3
2033	63,063	5.3	3,342	4	5.6	3,532	5	6.5	4,099	3

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2024	\$ 49,400	7.4%	\$3,656	\$ 11	7.8%	\$3,853	\$ 9	9.1%	\$4,495	\$ -
2025	50,759	7.4	3,756	11	7.8	3,959	9	9.1	4,619	-
2026	52,155	7.4	3,859	11	7.8	4,068	9	9.1	4,746	-
2027	53,589	7.4	3,966	11	7.8	4,180	9	9.1	4,877	-
2028	55,063	7.4	4,075	11	7.8	4,295	9	9.1	5,011	-
2029	56,577	7.4	4,187	11	7.8	4,413	9	9.1	5,149	-
2030	58,133	7.4	4,302	11	7.8	4,534	9	9.1	5,290	-
2031	59,732	7.4	4,420	11	7.8	4,659	9	9.1	5,436	-
2032	61,375	7.4	4,542	11	7.8	4,787	9	9.1	5,585	-
2033	63,063	7.4	4,667	11	7.8	4,919	9	9.1	5,739	-

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 2.75%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

