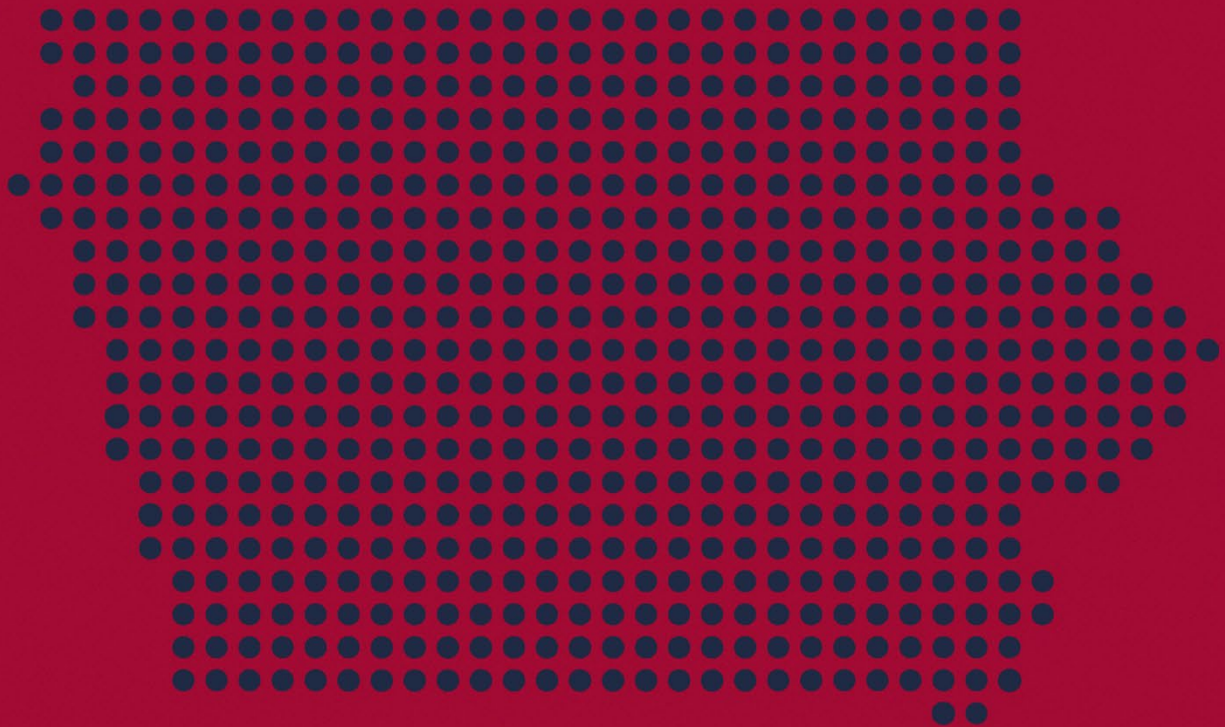


2025 MFPRSI ANNUAL REPORT



A report for the pension trust for municipal firefighters
and police officers in the State of Iowa.

MFPRSI MUNICIPAL FIRE & POLICE
RETIREMENT SYSTEM OF IOWA

Mission & Value Statements

MFPRSI is an independent leader delivering promised retirement and disability benefits to eligible municipal firefighters and police officers through responsible stewardship of assets held in trust.

Independent

To operate as a self-directed system guided by fiduciary-based decision making.

Leader

To seek best practices and innovative ideas through research-driven processes, education, and trustworthy advisors and staff.

Promised

To deliver benefits earned through a 100% targeted funding policy, an investment portfolio that meets liquidity needs and return assumptions with acceptable risk, and quality and timely services.

Responsible

To ensure a durable structure by applying consistent standards, adapting with time, evaluating risk-reward measures, security, staffing, and results-based decision making.

Fiscal Year 2025 Highlights

Membership

4,254 active members¹
5,100 inactive members¹

Funding

85% funded ratio*¹

Distributions

\$234.5 million in benefits paid²
\$2.2 million in refunded contributions paid²

Investing

\$3.5 billion, market value of portfolio³
9.2% fiscal year return³

Contributions

\$37.8 million from members²
\$89.3 million from employers²
\$0 from the State of Iowa²

Actuarial

\$3.5 billion in actuarial value of plan assets¹
\$604 million of unfunded actuarial accrued liability¹
\$4.1 billion of total actuarial accrued liability¹

*Based on the ratio of the actuarial value of assets to the actuarial accrued liability

Information provided by:

¹ HUB International

² Eide Bailly LLP

³ Marquette Associates

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Chairperson's Letter

To Our Members, City Representatives, and Stakeholders,

As chair of the Board of Trustees, it is my privilege to present the Municipal Fire & Police Retirement System of Iowa's (MFPRSI) annual report for fiscal year 2025. This report not only summarizes our financial performance from July 1, 2024, to June 30, 2025, but also demonstrates our steadfast commitment to ensure secure retirement and disability benefits for Iowa's firefighters and police officers.

Over the past year, MFPRSI has continued to do the strategic work behind the scenes day in and day out to safeguard our retirement system for the long haul. Our priority in every decision we make is to maintain retirement and disability benefits for our members and provide reliable support for our city representatives and other stakeholders.

In this way, we Deliver on our Promise – the theme of this year's annual report.



Marty Pottebaum
Board Chair

Financial Performance

MFPRSI achieved an investment return of 9.2% for fiscal year 2025, exceeding the long-term actuarial target rate of 7.5% and marking the strongest fiscal year increase in recent years. This performance reflects the combined effects of robust equity markets, disciplined portfolio diversification, and prudent risk management. Over the long term, MFPRSI's return since inception continues to surpass the 7.5% actuarial target, underscoring the consistency and effectiveness of our investment strategy.

While this outstanding rate of return is great news, our focus remains firmly on the horizon. Through fiscal diligence and strategic planning, we will continue to deliver on our promise to sustain a healthy retirement system for many years to come.

Sustained Stewardship

As we reflect on MFPRSI's 33rd year, our strategies produce results and our track record speaks volumes: Since 1992, the retirement system has never missed a benefit payment. This is a testament to the careful stewardship of our trustees, staff, and investment managers, and to the enduring trust placed in us by our members, cities, and other stakeholders.

Over the past year, the Board of Trustees advanced several key initiatives to strengthen the retirement system for the future. The Board initiated an asset allocation study, the development of a comprehensive governance manual, and a data security assessment to ensure the continued protection of member information and the integrity of operations.

Community Impact

Our members' missions include fostering community. On page 9 of this report, you will read about the Cedar Rapids Firefighters Foundation, which has raised funds since 2012 to support colleagues, children, and families across Iowa in moments of hardship. Just as they deliver on their promise to serve in times of need, MFPRSI delivers on its promise of retirement security and disability benefits through responsible stewardship of system assets.

Looking Ahead

Over my years as Chair of the Board of Trustees, I have witnessed the up and down shifts of the markets, the ever-changing nature of the U.S. economy, and the impacts of the pandemic. Through it all, my confidence in MFPRSI has remained unwavering. I have seen firsthand how thoughtful investment strategies, disciplined governance, and comprehensive member engagement work together to safeguard the future.

As we look ahead to 2026, I am encouraged by the diligence and care of MFPRSI staff, Board of Trustees, investment managers, and participating cities. Together, we will continue to strengthen MFPRSI and ensure steady growth, stability, and security for our firefighters and police officers who devote their lives to protecting us and our communities across Iowa.

Just as our brave members deliver on their promise to serve, MFPRSI will always deliver on its promise to them.

Sincerely,

A handwritten signature in black ink, appearing to read "Marty Pottebaum". The signature is fluid and cursive, with a large initial "M" and a long, sweeping underline.

Marty Pottebaum
Board Chair

‘We Couldn’t Do It Without Them’: Firefighters Foundation Strengthens Families and Communities

Cedar Rapids Firefighters Foundation partners with local charities, delivering on promise to expand support for children, families and first responders.

After organizing a charity flag football tournament – dubbed the Fire Bowl – for several years, a group of Cedar Rapids firefighters saw an opportunity to expand their impact. In 2012, they officially established the Cedar Rapids Firefighters Foundation (CRFF).

Raising funds, raising hope

Over the past 13 years, the CRFF has raised and donated thousands of dollars to causes benefiting children and families across the state, with a focus on eastern Iowa. Its annual events include:

- **Fire Bowl** – Now a sand volleyball tournament, the event has raised more than \$255,000 for charitable organizations supporting children in eastern Iowa.
- **Memorial 5K Run/Walk** – An event now in its 25th year that supports fallen and sick firefighters and their families, with proceeds providing direct assistance in times of hardship.
- **Linn County Safe Kids Coalition** – Supported through CRFF funding, the Coalition works to prevent unintentional childhood injuries and fatalities through education, awareness and tools such as bike safety presentations, free bicycle helmet giveaways and child safety seat checks.

The foundation also supports its own, providing individual grants to Cedar Rapids firefighters, police officers and EMTs – and their families – when illness or injury strike.

“Being able to assist them financially or practically during tough times helps ease the burden and put their minds at ease,” said Kurt Kroemer, president of the Cedar Rapids Firefighters Foundation’s Board of Directors and a Cedar Rapids firefighter for 16 years.

Cedar Rapids is one of 49 city members of the Municipal Fire and Police Retirement System of Iowa (MFPRSI), a defined benefit public retirement system supporting firefighters and police officers across the state. Just as MFPRSI delivers on its promise to support firefighters and their families throughout their career and after, Kroemer said the Cedar Rapids Firefighters Foundation extends that promise in the present: supporting children, families and firefighters in moments of hardship or need.



CRFF presenting a fundraising check in 2022.

Seeing impact firsthand

In addition to financial support, CRFF opens the fire station's doors to the community. Local charities are invited to host events at Cedar Rapids' Central Fire Station, where guests share dinner and enjoy a tour led by firefighters. For John Cannon, treasurer of the CRFF Board of Directors and a Cedar Rapids firefighter for 20 years, these gatherings are especially meaningful.



Annual Fire Bowl volleyball fundraising event.

"I like having people come in and share their stories," Cannon said. "It reminds me of how rewarding this career is. We all have tough days and hanging at the fire station doesn't always seem special when you do it all the time, but having these folks in provides a fresh perspective and reminds you why you're here."

Partnerships with purpose

For Kroemer, one of the most rewarding parts of the work is witnessing CRFF's impact firsthand. That's why the CRFF's partnership with a local charitable organization, Chelsey's Dream Foundation (CDF), resonated so deeply with the firefighters.

CDF was created to honor the memory and dream of Chelsey Bildstein, who passed away in 2014 at the age of 23 following a battle with uterine and ovarian cancer. While she initially wanted to start a family through adoption, her dream evolved as her cancer progressed: to help other families with the cost of their adoption.

CDF supports families seeking to adopt a child – a process that can require a significant financial investment and can sometimes take years to finalize.

"If families are trying to adopt through the foster system, that can be \$1,000 or less, but if they are looking at adopting privately or internationally, it can range from \$15,000 to \$70,000," said Chuck Bildstein, Chelsey's father. "Many of these families have already invested in in-vitro fertilization (IVF), which also costs a lot of money and can sometimes put families in debt. Every dollar truly helps."

Every dollar helps

CDF keeps Chelsey's legacy alive through its annual softball tournament – a sport she loved. Today, it is one of the largest tournaments in the region, bringing in 56 teams to compete.

At one of these tournaments, a relative of a Cedar Rapids firefighter saw an opportunity to amplify its impact by nominating Chelsey's Dream Foundation to be the recipient of proceeds from the Fire Bowl. In 2022, that partnership raised \$13,500 to support families pursuing adoption.



Teams from an annual CRFF softball tournament.

“To have organizations like the Cedar Rapids Firefighters Foundation support Chelsey and her foundation ... we couldn’t do it without them,” Bildstein said. “Whether it’s \$500 or \$20,000, every dollar raised is important to the kids and families we’re trying to help.”

Just as the Cedar Rapids firefighters deliver on their promise day in and day out to protect their community, the Cedar Rapids Firefighters Foundation delivers on its promise to support

charitable organizations like Chelsey’s Dream Foundation.

“It’s hard to put into words the importance of being in a position to help each of these organizations,” Kroemer said. “But seeing the difference we can make is a powerful reminder of why this foundation exists.”

Introduction

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Accomplishments
Board of Trustees
Staff

Retirement System Overview

MFPRSI was created by the Iowa General Assembly in 1990 to establish a statewide retirement system for fire and police personnel covered by the provisions of Iowa Code Chapter 411. Upon its establishment, MFPRSI consolidated 87 local fire and police retirement systems formerly administered by 49 of Iowa's largest cities. The retirement system initiated its formal operations on January 1, 1992, to administer the retirement benefits for fire and police personnel in Iowa's participating cities.

The mission of MFPRSI is to be an independent leader delivering promised retirement and disability benefits to eligible municipal firefighters and police officers through responsible stewardship of assets held in trust. The programs of the retirement system include the payment of pension benefits for service retirement, ordinary disability retirement, accidental disability retirement, survivors of deceased members (e.g., spouse and dependent benefits), and the refund of contributions upon withdrawal by a terminated member.

In its effort to accomplish its goals, MFPRSI administers a contributory defined benefit plan for firefighters and police officers as established in Iowa Code Chapter 411. The benefits available through the retirement system are based on a formula using the average of the highest three years of earned wages as a member and a multiplier based on years of membership service.

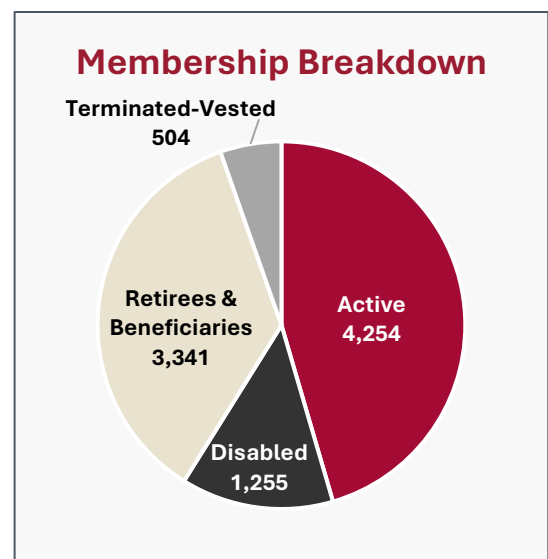
In addition to service retirement benefits, MFPRSI offers a comprehensive disability program that includes establishing standards for entrance physical and mental examinations, guidelines for ongoing fitness and wellness, and post-disability retirement compliance requirements.

Firefighters and police officers in the participating cities are granted membership by Iowa Code Chapter 411. Participants are vested upon attaining four years of membership service. Vested status may also be achieved by actively earning service credit at age 55 or older.

The Board of Trustees ("Board") represents the firefighter and police officer memberships, cities, and citizens of Iowa, while the Iowa General Assembly provides the retirement system with direction and oversight. Iowa Code also includes specific authorization to administer each of the following: actuarial services, medical board, legal services, and organization and staff. The individuals comprising the administrative staff are available to assist members, city officials, and interested parties with any questions or concerns about the retirement program.

Membership

MFPRSI had 9,354 members at the end of fiscal year 2025, with 4,254 active members employed by the 49 participating cities. Of the remainder, 1,255 receive benefits due to disability, 3,341 are either retired or a beneficiary, and 504 are terminated-vested members. MFPRSI made over 57,000



accurate and timely benefit payments over the course of the fiscal year. Approximately 99 percent of those payments were made via electronic funds transfer.

During the year members received annual statements summarizing their contributions as well as a newsletter highlighting news, statistics, and announcements.

Investments

Member benefits are made available through employee contributions, employer contributions, and investment earnings. Of those three sources, the investment portfolio provides the greatest percentage of income. MFPRSI manages an investment portfolio that is well diversified with a long-term investment horizon. The portfolio is designed to capture positive investment returns in public equity, fixed income, real assets, and private markets when the markets are up while minimizing losses during negative investment periods.

Investment Performance

9.2%

1-Year

7.7%

3-Year*

9.5%

5-Year*

7.4%

10-Year*

7.8%

Since Inception

*Annualized

The fund is monitored by a staff of investment officers at MFPRSI under the direction of the Executive Director and the Chief Investment Officer. Investment recommendations are made by the Executive Director; Chief Investment Officer; Marquette Associates (“Marquette”), MFPRSI’s investment consultant; and, investment officers. In turn, the Board uses the information provided by those parties to make final decisions on asset allocation. On an annual basis, and more frequently as necessary, the Board reviews and revises the investment policy.

MFPRSI’s investment portfolio returned 9.2 percent in fiscal year 2025. The long-term target rate of return, as determined by the Board, is 7.5 percent. The target rate is adopted by the Board as the assumed rate of return the investment portfolio can return while taking an acceptable amount of risk. The investment portfolio’s annualized performance since inception in 1992 is 7.8 percent.

Accomplishments

Over the course of fiscal year 2025 (July 1, 2024, to June 30, 2025), MFPRSI engaged in several activities pertaining to both the retirement system's active and retired memberships as well as to the financial management of its investment assets. The projects described below were intended to enhance the services provided to the membership and cities or to augment the investment portfolio.

Administration

The Board adopted several amendments to its Administrative Rules to ensure alignment with updated legislative requirements and to enhance administrative efficiency.

The Board and administration discussed creating a governance manual for the retirement system. The governance manual will provide the framework for which MFPRSI is guided and managed. Additionally, the manual will identify issues that require action, evaluate options, and establish a structured decision-making process.

The administration initiated the process to conduct a data security assessment to ensure the continued protection of member information and the integrity of operations. A third-party vendor was hired to conduct the assessment. The goal of the assessment is to ensure the integrity, confidentiality, and protection of MFPRSI's electronic data from unauthorized external access or manipulation.

The contract with HUB International, the retirement system's actuarial services provider, was renewed for an additional three-year term.

The administration submitted its 2025 Financial Evaluation Report to the Iowa General Assembly. This report is submitted to the legislature once every two years. It provides a high-level overview of the retirement system and makes recommendations concerning the long-term financing and benefits policy of MFPRSI.

The Board adopted a revised Board Authorization to Act form to include Dan Cassady, BriAnna Nystrom, and Carlton Chin effective June 26, 2025.

Enrollment in My411, the retirement system's online portal for members, continued to climb. As of the end of the fiscal year, over 3,500 members had registered. The administration continued to work with its online account vendor to assure safe and secure access for its membership.

The Board formed a working group with the goal of attracting and retaining firefighters and police officers. Members in the group include Board members, city representatives, and members in the Chapter 411 retirement system. In addition, the Board adopted the following mission statement for its 411 Attraction and Retention Working Group:

The mission of the working group is to assess the increase in withdrawals from the Chapter 411 system, including a review of the disability system and the role of retirement benefits in attracting and retaining qualified individuals for public safety professions.

Financial and Investments

The Board committed \$188 million to Private Equity in 2025 which includes \$28 million to Siguler Guff Hawkeye Co-Invest, \$95 million to Siguler Guff Small Buyout Fund VI, \$45 million to Adams Street Cyclone which includes \$25 million to middle-market buyout and \$20 million to European Buyout, and \$20 million to Top Tier Venture Velocity Fund 5, a late-stage venture capital fund of funds.

The Board adopted changes to the Absolute Return Portfolio Compliance Policies & Manual, as proposed by the MFPRSI Investment Committee.

MFPRSI's investment consulting firm, Marquette Associates, provided an educational presentation to the Board regarding closed-end real estate funds.

As part of the annual review of its overall governance of the investment portfolio, the Board adopted its investment policy for the fiscal year.

The Board initiated an asset allocation study to ensure that MFPRSI's investment strategy is aligned with its obligations to pay future benefits.

Benefit Plan

The Board initially approved the city contribution rate at 22.68 percent, effective July 1, 2025. With the passage of House File 969 by the Iowa General Assembly in Spring 2025, the city contribution rate was modified to 22.555 percent and the member contribution rate was increased to 9.675 percent from 9.55 percent starting July 1, 2025. The changes in the employer and member rates were due to HF 969 expanding the definition of cancer to include all types of cancer for the purposes of disability and death benefits for members of MFPRSI.

After a thorough review of prior case law and appeals relating to mental injury disability awards, the Board reaffirmed the key factors relevant to determining whether a disability due to a mental injury qualifies for accidental disability retirement or ordinary disability retirement. MFPRSI uses these factors to evaluate whether a member's mental injury is traceable to a readily identifiable work event constituting a manifest happening of a sudden traumatic nature from an unexpected cause or unusual strain in the workplace. MFPRSI concluded the relevant factors include, but are not limited to, the following:

- Whether the event(s) resulting in the mental injury is something for which the applicant has received training;
- Whether, with respect to the event(s) resulting in the mental injury, the applicant's department or supervisor followed or deviated from standard protocols in the profession (whether at the time of or following the event(s));
- The applicant's degree of familiarity with a victim prior to an event or events;
- The culpability or innocence of the victim(s);
- Whether the event(s) occurred in temporal proximity to other stressful events.

While the review of any disability application remains subject to the consideration of all relevant facts and circumstances, the MFPRSI Board of Trustees has concluded the factors listed above are generally key to any consideration of the type of disability to be awarded where the disability arises from a mental injury.

The Board reviewed and adopted the following mental health evaluations as part of its medical protocols:

- Implement a post-offer MMPI-3 evaluation for both firefighters and police officers.
- Require an interview alongside the MMPI evaluation.
- Allow cities to continue using the same medical physician for evaluating both firefighter and police candidates.
- Require the following documentation:
 - Psychological suitability certification.
 - Psychologist's interpretation and conclusions.
 - For firefighters: MMPI-3 Firefighter Candidate Interpretive Report (FCIR), excluding scale charts and T-score data.
 - For police officers: MMPI-3 Police Candidate Interpretive Report (PCIR), excluding scale charts and T-score data.
- New Mental Health Evaluation Medical Protocols effective January 1, 2025.
- Authorize Director's Agreement with ILEA, subject to legal negotiations.

The Board approved a three-year contract extension with the University of Iowa as its Medical Board.

Board Elections

Eric Snyder was reappointed to a four-year term by the Iowa State Police Association (ISPA) as the active police officer representative to the board. Snyder is a police officer with the City of Ames Police Department.

Laura Schaefer was reappointed to a four-year term to the board by the Iowa League of Cities as a representative of the employing cities. Schaefer is the City Clerk/Finance Director for the City of Carroll.

Board of Trustees

The activities of MFPRSI are under the direction of its Board which has nine voting members and four non-voting, legislative representatives. The voting coalition of the Board is comprised of four representatives of the active and retired fire and police memberships, four representatives of the cities, and one private citizen. Individuals are appointed to four-year terms by the fire and police associations and by the Iowa League of Cities. The eight voting members select a private citizen to serve as the ninth voting member. Non-voting members are chosen by the leadership of the Iowa Senate and Iowa House of Representatives and serve two-year terms.

Voting Members



Marty Pottebaum
Chair
Retired Police Officer
Sioux City



Duane Pitcher
Vice Chair
Citizen
Ames



Corey Goodenow
City Representative
Ames



Frank Guihan
Retired Firefighter
Burlington



Brandon Pflanzner
Active Firefighter
Iowa City



Laura Schaefer
City Representative
Carroll



Nickolas Schaul
City Representative
Des Moines



Jennifer Sease
City Representative
Ankeny



Eric Snyder
Active Police Officer
Ames

Non-Voting Members



Christian Hermanson
Representative
House District 59



Kenan Judge
Representative
House District 27



Tim Kraayenbrink
Senator
Senate District 4



Thomas Townsend
Senator
Senate District 36

Staff

The day-to-day management of MFPRSI is delegated to an Executive Director who is appointed by the Board and serves at its discretion. The Executive Director, Deputy Director, Chief Investment Officer, and administrative staff are responsible for the administration of the retirement system.

Staff Responsibilities

The Executive Director, Deputy Director, and Chief Investment Officer act as advisors to the Board on all issues relevant to MFPRSI, establish contracts for professional services, and employ the remaining staff needed to maintain the retirement system.

The Senior Pension Officers administer payrolls, and establish and maintain the membership records of the retirement system. Additionally, they communicate with members regarding benefit and membership status.

The Accountant/Investment Officer performs accounting, auditing, and control functions of the retirement system. They also provide analysis for the investment portfolio. The Investment/Communications Officer creates visual/print materials and provides analysis for the investment portfolio.

The Administrative Officer works with management to conduct the overall administration of the retirement system.

Staff



Dan Cassady
Executive Director



BriAnna Nystrom
Deputy Director



Carlton Chin
Chief Investment Officer



Hannah Allen
Administrative Officer



Ryan Bartlett
Senior Pension Officer



James Bybee
Accountant / Investment Officer



Angie Conner
Senior Pension Officer



Kathy Fraise
Senior Pension Officer



Jill Hagge
Senior Pension Officer



Cody Jans
Investment / Communications Officer

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Statement of Changes in Fiduciary Net Position for the Years Ended June 30, 2025 and 2024

Notes to Financial Statements as of and for the Years Ended June 30, 2025 and 2024



Independent Auditor's Report

To the Board of Trustees
Municipal Fire and Police Retirement System of Iowa
Des Moines, Iowa

Report on the Audits of the Financial Statements

Opinion

We have audited the financial statements of Municipal Fire and Police Retirement System of Iowa (MFPRSI), which comprise the statements of fiduciary net position as of June 30, 2025 and 2024, and the related statements of changes in fiduciary net position for the years then ended, and the notes to the financial statements.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the respective fiduciary net position of MFPRSI, as of June 30, 2025 and 2024, and the respective changes in fiduciary position thereof for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States (*Government Auditing Standards*). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audits of the Financial Statements section of our report. We are required to be independent of MFPRSI and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Emphasis of Matter

As discussed in Notes 2 and 4 to the financial statements, total system investments include investments valued at \$1,404.9 million (40.0% of total assets) and \$1,340.7 million (40.2% of total assets) as of June 30, 2025 and 2024, respectively, whose fair values have been estimated by management in the absence of readily determinable values. Management's estimates are based on information provided by the fund managers or the general partners. Our opinion is not modified with respect to that matter.

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Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about MFPRSI's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audits of the Financial Statements

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

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

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

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

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and required supplementary information on pages 25-28 and 54-63 be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Information

Management is responsible for the other information included in the annual report. The other information comprises the introduction, actuary, investments, and benefits sections but does not include the basic financial statements and our auditor's report thereon. Our opinion on the basic financial statements does not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audits of the financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated October 8, 2025, on our consideration of MFPRSI's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, grant agreements, and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of MFPRSI's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering MFPRSI's internal control over financial reporting and compliance.

Handwritten signature of Erik Bailly LLP in cursive script.

Boise, Idaho
October 8, 2025

Management's Discussion and Analysis

The following discussion and analysis of the Municipal Fire and Police Retirement System of Iowa's (MFPRSI or retirement system) financial performance provides an overview of the retirement system's financial activities for the fiscal years ended June 30, 2025 and 2024. Please read in conjunction with the basic financial statements, which follow this discussion. These statements represent the current condition from an accounting perspective, but do not reflect MFPRSI's actuarial status. Refer to MFPRSI's actuarial valuation for its funding status regarding long-term benefit obligations.

FINANCIAL HIGHLIGHTS

- Retirement system assets exceeded its financial liabilities at the close of the fiscal years 2025 and 2024 by \$3,496,382,132 and \$3,311,608,929 (reported as plan net position restricted for pension benefits), respectively. Net position restricted for pension benefits is held in trust to meet future benefit payments.
- Additions for the year ended June 30, 2025, were \$424,141,097, which is comprised of contributions of \$127,095,109, net investment income of \$296,743,699, and other income of \$302,289. Additions for the year ended June 30, 2024, were \$364,777,347, which is comprised of contributions of \$121,438,994, net investment gain of \$243,299,879, and other income of \$38,474.
- Benefit payments were \$234,467,356 and \$224,527,464 for the years ended June 30, 2025, and 2024, respectively, a 4.4% increase from year to year.

THE STATEMENT OF FIDUCIARY NET POSITION AND THE STATEMENT OF CHANGES IN FIDUCIARY NET POSITION

This annual financial report consists of two financial statements, the Statement of Fiduciary Net Position and the Statement of Changes in Fiduciary Net Position. These financial statements report information about the financial condition of the retirement system, as a whole, and should help answer the question: Is MFPRSI, as a whole, better off or worse off as a result of this fiscal year's experience? These financial statements include all assets and liabilities using the accrual basis of accounting. Under the accrual basis of accounting, all revenues and expenses are taken into account regardless of when cash is received or paid.

The Statement of Fiduciary Net Position presents all of MFPRSI's assets and liabilities, with the difference between assets and liabilities reported as plan net position restricted for pension benefits. Over time, increases and decreases in plan net position restricted for pension benefits is one method of measuring whether the retirement system's financial position is improving or deteriorating. The Statement of Changes in Fiduciary Net Position presents the changes in plan net position during the respective fiscal year.

FINANCIAL ANALYSIS

MFPRSI's assets as of June 30, 2025, and 2024 were approximately \$3.51 billion and \$3.34 billion, respectively, and were primarily comprised of investments, cash, receivables from brokers, and contributions due from employers. The \$175,415,333, or 5.3%, increase in assets from June 30, 2024, to June 30, 2025, was primarily due to the unrealized gains experienced in invested assets.

As discussed in Notes 2 and 4 to the financial statements, total retirement system investments include investments valued at \$1,404.9 million (40.0% of total assets) and \$1,340.7 million (40.2% of total assets) as of June 30, 2025, and 2024, respectively, whose fair values have been estimated by management in the absence of readily determinable fair values. Management's estimates are based on information provided by the fund managers or the general partners.

Total liabilities as of June 30, 2025, and 2024 were \$18,420,888 and \$27,835,437, respectively, and were primarily comprised of obligations under benefits and refunds payable, as well as payable to brokers for unsettled trades. The \$9,414,549, or 33.8%, decrease in liabilities from June 30, 2024, to June 30, 2025, was due to a decrease in benefits and refunds payable and payable to brokers for unsettled trades.

During the year ended June 30, 2025, plan net position restricted for pension benefits increased \$184,773,203, or 5.6%, from the previous fiscal year, primarily due to the unrealized gains experienced in invested assets. This is in comparison to the previous fiscal year, when net position increased by \$135,858,516, or 4.3%, from the prior year.

**Municipal Fire and Police Retirement System of Iowa
Condensed Statement of Fiduciary Net Position**

	(In Thousands of \$)				
	2025	2024	2025/2024 % Change	2023	2024/2023 % Change
Assets:					
Cash	\$ 16,610	\$ 13,073	27.1%	\$ 10,822	20.8%
Investments	3,492,187	3,318,028	5.2%	3,178,812	4.4%
Receivables	5,757	8,030	-28.3%	9,677	-17.0%
Other assets	123	130	-5.4%	253	-48.6%
Total assets	<u>\$ 3,514,677</u>	<u>\$ 3,339,261</u>	<u>5.3%</u>	<u>\$ 3,199,564</u>	<u>4.4%</u>
Pension related deferred outflows	<u>150</u>	<u>202</u>	<u>-25.7%</u>	<u>131</u>	<u>54.2%</u>
Liabilities:					
Benefits and refunds payable	14,077	19,627	-28.3%	18,911	3.8%
Investments management expenses payable	2,378	2,350	1.2%	4,003	-41.3%
Administrative expenses payable	471	393	19.9%	477	-17.6%
Net pension liability attributed to IPERS	420	540	-22.3%	479	12.7%
Payable to brokers for unsettled trades	1,075	4,925	-78.2%	8	61,462.5%
Total liabilities	<u>\$ 18,421</u>	<u>\$ 27,835</u>	<u>-33.8%</u>	<u>\$ 23,878</u>	<u>16.6%</u>
Pension related deferred inflows	<u>24</u>	<u>19</u>	<u>24.0%</u>	<u>67</u>	<u>-71.6%</u>
Plan net position restricted for pension benefits	<u>\$ 3,496,382</u>	<u>\$ 3,311,609</u>	<u>5.6%</u>	<u>\$ 3,175,750</u>	<u>4.3%</u>

**Municipal Fire and Police Retirement System of Iowa
Condensed Statement of Changes in Fiduciary Net Position
(In Thousands of \$)**

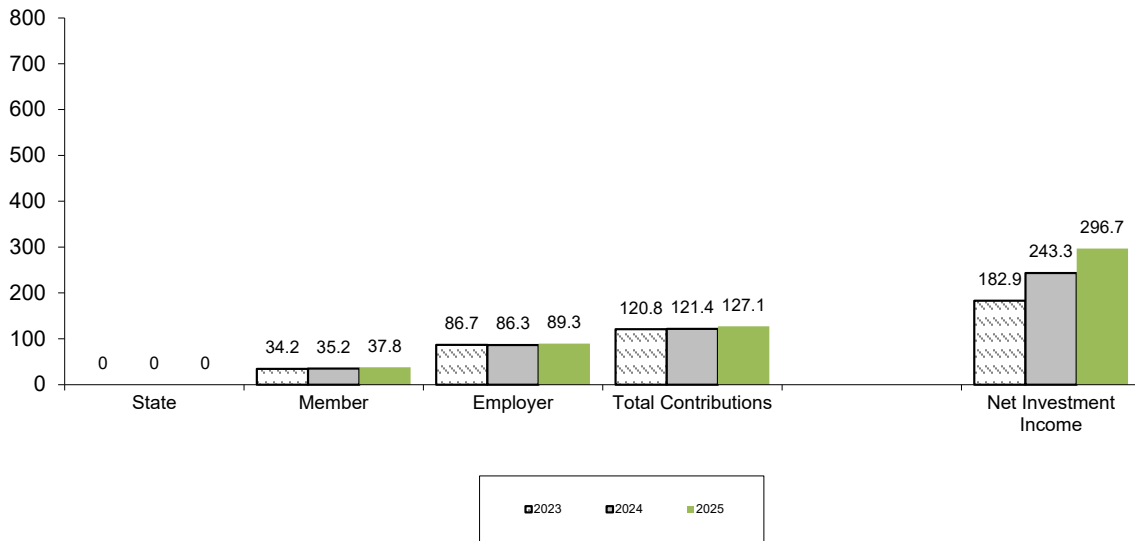
	2025	2024	2025/2024 % Change	2023	2024/2023 % Change
Additions:					
Contributions	\$ 127,095	\$ 121,439	4.7%	\$ 120,829	0.5%
Net investment income	296,744	243,300	22.0%	182,867	33.0%
Other income	302	38	685.7%	483	-92.1%
Total additions	<u>424,141</u>	<u>364,777</u>	<u>16.3%</u>	<u>304,179</u>	<u>19.9%</u>
Deductions:					
Benefits and refund payments	236,670	226,582	4.5%	216,186	4.8%
Administrative and disability expenses	2,698	2,336	15.5%	2,290	2.0%
Total deductions	<u>239,368</u>	<u>228,918</u>	<u>4.6%</u>	<u>218,476</u>	<u>4.8%</u>
Net increase	184,773	135,859	36.0%	85,703	58.5%
Plan net position restricted for pension benefits:					
Beginning of year	3,311,609	3,175,750	4.3%	3,090,047	2.8%
End of year	<u>\$ 3,496,382</u>	<u>\$ 3,311,609</u>	<u>5.6%</u>	<u>\$ 3,175,750</u>	<u>4.3%</u>

REVENUES – ADDITIONS TO FIDUCIARY NET POSITION

Reserves needed to finance retirement benefits are accumulated through the collection of contributions and earnings on investments. Contributions and net investment income for the fiscal year 2025 totaled \$423,838,808.

Contributions increased from the previous year by \$5,656,115. This increase is primarily due to an increase in the earnable compensation of members. Net investment income increased from the previous year by \$53,443,820. This change is primarily due to a net appreciation in the fair value of assets.

Additions to Plan Net Position (In Millions \$)

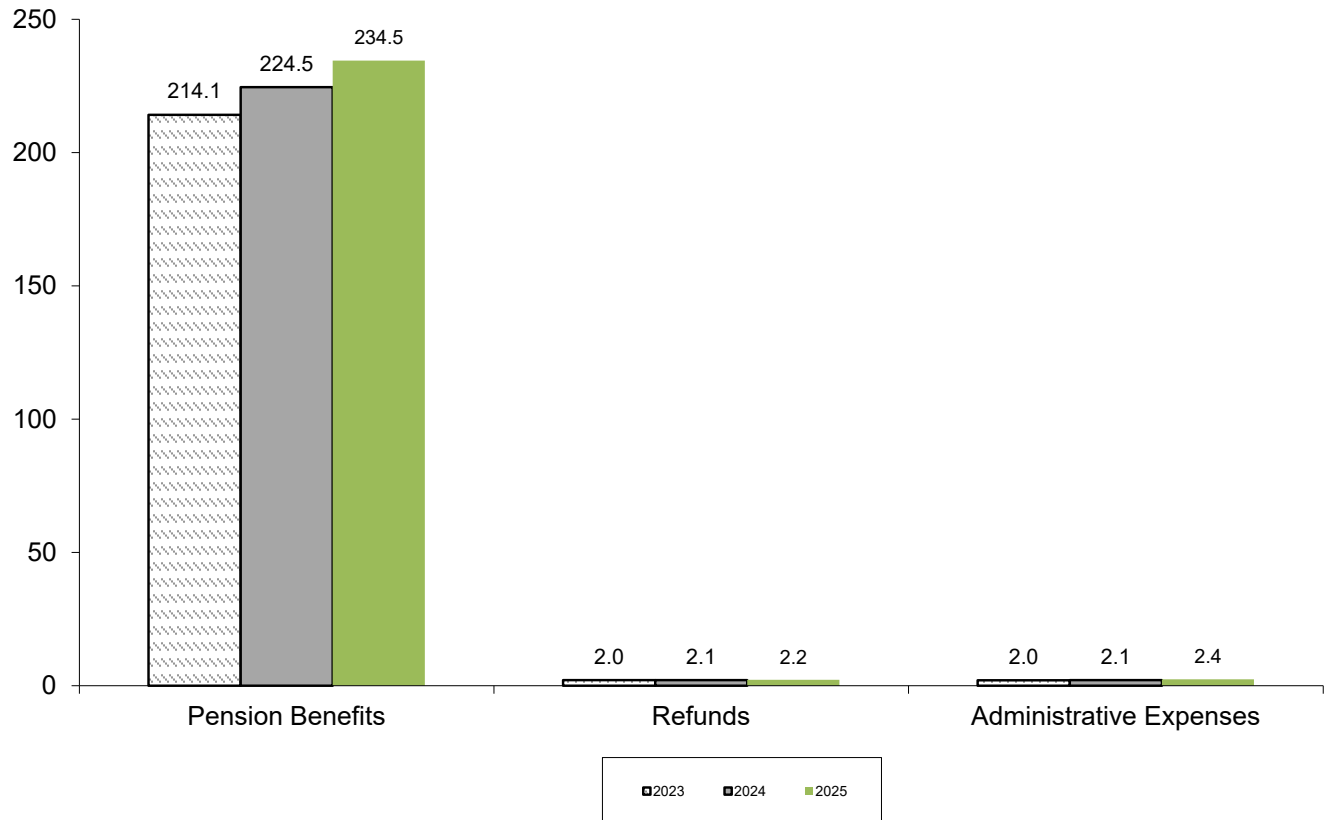


EXPENSES – DEDUCTIONS FROM FIDUCIARY NET POSITION

MFPRSI's principal expenses include the payment of pension benefits to retired members and beneficiaries, refund of contributions to former members, and the cost of administering the retirement system. Total deductions for the fiscal year 2025 were \$239,367,894, an increase of 4.6% over fiscal year 2024 deductions.

Pension benefit payments increased by \$9,939,892, or 4.4%, from the previous year. Refund of contributions increased by \$147,879, or 7.2%. These changes are primarily due to the annual escalator and the number of refund applications in 2025.

Deductions from Plan Net Position (In Millions \$)



THE RETIREMENT SYSTEM AS A WHOLE

It is important to note the financial obligations established by the Iowa legislature in Iowa Code Chapter 411 are committed benefits, which are to be funded through the contributions made by the employers and the membership, in concert with the long-term return on investments. The “public policy” within Iowa has always been to meet the benefit commitments of the pension plans. The history of the plan benefits under Chapter 411 traces to 1934. The funding methods established by the legislature in the Iowa Code, whereby contributions are made from the individual employers and members, coupled with the “prudent person” concept for investment policy, provides the financial foundation for this public policy.

CONTACTING MFPRSI

This financial report is designed to provide MFPRSI’s Board of Trustees, membership, and cities a general overview of the retirement system’s finances and to demonstrate accountability for assets. Questions and additional financial information can be found by contacting MFPRSI’s office in writing at 7155 Lake Drive, Suite 201, West Des Moines, IA 50266.

MUNICIPAL FIRE AND POLICE RETIREMENT SYSTEM OF IOWA

STATEMENT OF FIDUCIARY NET POSITION
AS OF JUNE 30, 2025 AND 2024

	2025	2024
Assets:		
Cash	\$ 16,609,935	\$ 13,073,017
Investments, at fair value:		
U.S. government obligations	145,082,130	131,279,323
U.S. corporate fixed income	102,540,162	99,275,282
U.S. equity securities	489,727,437	499,428,025
Foreign equity securities	471,304,147	406,127,189
Commingled fixed income	40,163,933	39,175,572
Multi-strategy commingled investments	60,328,621	58,680,159
Short-term investments and currency positions	19,093,026	29,260,332
Infrastructure	116,481,232	103,851,798
Real estate	253,719,277	258,208,668
Private equity	914,247,067	859,889,713
Private credit	60,134,786	60,103,412
Absolute return	74,928,560	73,119,344
Fund of funds commingled investments	744,436,017	699,629,639
Total investments – at fair value	3,492,186,395	3,318,028,456
Receivables:		
Contributions	3,544,848	5,900,286
Investment income and unsettled trades	2,212,298	2,129,773
Total receivables	5,757,146	8,030,059
Other assets	123,128	129,739
Total assets	3,514,676,604	3,339,261,271
Pension related deferred outflows	150,469	202,495
Liabilities:		
Benefits and refunds payable	14,077,622	19,627,424
Investment management expenses payable	2,377,718	2,349,856
Administrative expenses payable	471,077	392,974
Net pension liability attributed to IPERS	419,727	540,401
Payable to brokers for unsettled trades	1,074,744	4,924,782
Total liabilities	18,420,888	27,835,437
Pension related deferred inflows	24,053	19,400
Plan net position restricted for pension benefits	\$ 3,496,382,132	\$ 3,311,608,929

See notes to financial statements

MUNICIPAL FIRE AND POLICE RETIREMENT SYSTEM OF IOWA

STATEMENT OF CHANGES IN FIDUCIARY NET POSITION FOR THE YEARS ENDED JUNE 30, 2025 AND 2024

	2025	2024
Additions:		
Contributions:		
Member	\$ 37,757,307	\$ 35,174,126
Employer	89,337,802	86,264,868
State appropriations	-	-
Total contributions	127,095,109	121,438,994
Investment income:		
Interest	19,360,874	19,534,753
Dividends	21,743,920	11,089,746
Net appreciation in fair value of investments	277,557,391	233,122,721
Net investment income from investment activity	318,662,185	263,747,220
Less investment expenses:		
Management fees and other	21,918,486	20,447,341
Net investment income	296,743,699	243,299,879
Other income	302,289	38,474
Total additions	424,141,097	364,777,347
Deductions:		
Benefit payments	234,467,356	224,527,464
Refund payments	2,202,614	2,054,735
Administrative expenses	2,380,929	2,052,519
Disability expenses	316,995	284,113
Total deductions	239,367,894	228,918,831
Net increase in net position	184,773,203	135,858,516
Plan net position restricted for pension benefits:		
Net Position - Beginning	3,311,608,929	3,175,750,413
Net Position – Ending	\$ 3,496,382,132	\$ 3,311,608,929

See notes to financial statements

MUNICIPAL FIRE AND POLICE RETIREMENT SYSTEM OF IOWA

NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED JUNE 30, 2025 AND 2024

1. PLAN DESCRIPTION

General

MFPRSI was created under Chapter 411.35 of the Code of Iowa to replace 87 separate fire and police retirement systems from 49 cities and one county in Iowa (a collection of “separate systems”). Effective January 1, 1992, the separate systems were terminated, and the respective entities were required to transfer assets to MFPRSI equal to their respective accrued liabilities (as measured by MFPRSI’s actuary). Upon transfer of the assets, MFPRSI assumed all membership, benefits rights, and financial obligations of the separate systems.

MFPRSI is the administrator of a multi-employer, cost sharing, defined-benefit pension plan for the exclusive benefit of eligible employees of participating cities (substantially all full-time employees of the respective cities’ fire and police departments). It is governed by a nine-member Board of Trustees (Board) who are appointed by police and fire associations and by the Iowa League of Cities. The eight voting members select a private citizen to serve as the ninth voting member. The Board is authorized by the state legislature to make investments, pay benefits, set contributions rates, hire staff and consultants, and perform all necessary functions to carry out the provisions of the Code of Iowa. MFPRSI is separate and apart from state government and is not included in the state’s financial statements.

At June 30, 2025, MFPRSI was comprised of 49 cities covering 4,254 active members; 504 terminated members entitled to benefits; and 4,596 retired firefighters, police officers, bailiffs, and eligible beneficiaries across Iowa. At June 30, 2024, MFPRSI was comprised of 49 cities covering 4,253 active members; 485 terminated members entitled to benefits; and 4,512 retired firefighters, police officers, bailiffs, and eligible beneficiaries across Iowa.

Funding

Member - Member contribution rates are set by state statute. In accordance with Iowa Code Chapter 411 as modified by act of the 1994 General Assembly, to establish compliance with the Federal Older Workers Benefit Protections Act, the contribution rate was 9.55% and 9.40% of earnable compensation for the years ended June 30, 2025, and 2024, respectively.

Employer - Employer contribution rates are based upon an actuarially determined normal contribution rate and set by state statute. The required actuarially determined contributions are calculated on the basis of the entry age normal method as adopted by the Board of Trustees as permitted under Chapter 411 of the Code of Iowa. The normal contribution rate is provided by state statute to be the actuarial liabilities of the plan less current plan assets, with such total divided by one percent of the actuarially determined present value of prospective future compensation of all members, further reduced by member contributions and state appropriations. Under the Code of Iowa the employer’s contribution rate cannot be less than 17.00% of earnable compensation. The contribution rate was 22.66% and 22.98% for the years ended June 30, 2025, and 2024, respectively.

State Appropriations - State appropriations are approved by the state legislature and may further reduce the employer’s contribution rate, but not below the minimum statutory contribution rate of 17.00% of earnable compensation. The State therefore is considered to be a nonemployer contributing entity in accordance with the provisions of the Governmental Accounting Standards Board Statement No. 67 – *Financial Reporting*

for Pension Plans, (GASB 67). There were no State appropriations for the years ended June 30, 2025, and 2024.

Benefits Provided

Participating members are entitled to the benefit provisions in effect on the member's date of termination. The following is a summary of MFPRSI's benefit provisions for the years ended June 30, 2025, and 2024:

Retirement - Members with four or more years of service are entitled to pension benefits beginning at age 55. Full service retirement benefits are granted to members with 22 years of service, while partial benefits are available to those members with four to 22 years of service based on the ratio of years completed to years required (22 years). Members with less than four years of service are entitled to a refund of their contribution only, with interest for the period of employment.

Benefits are calculated based upon the member's highest three years of compensation. The average of these three years becomes the member's average final compensation. The base benefit is 66 percent of the member's average final compensation. Additional benefits are available to members who perform more than 22 years of service (two percent for each additional year of service, up to a maximum of eight years). Survivor benefits are available to the beneficiary of a retired member according to the provisions of the benefit option chosen plus an additional benefit for each child. Survivor benefits are subject to a minimum benefit for those members who chose the basic benefit with a 50 percent surviving spouse benefit.

Disability and Death - Disability coverage is broken down into two types, accidental and ordinary. Accidental disability is defined as permanent disability incurred in the line of duty, with benefits equivalent to the greater of 60 percent of the member's average final compensation or the member's service retirement benefit calculation amount. Ordinary disability occurs outside the call of duty and pays benefits equivalent to the greater of 50 percent of the member's average final compensation, for those with five or more years of service, or the member's service retirement benefit calculation amount, and 25 percent of average final compensation for those with less than five years of service.

Death benefits are similar to disability benefits. Benefits for accidental death are 50 percent of the average final compensation of the member plus an additional amount for each child, or the provisions for ordinary death. Ordinary death benefits consist of a pension equal to 40 percent of the average final compensation of the member plus an additional amount for each child, or a lump-sum distribution to the designated beneficiary equal to 50 percent of the previous year's earnable compensation of the member or equal to the amount of the member's total contributions plus interest.

Benefits are increased ("escalated") annually in accordance with Iowa Code Chapter 411.6 which states a standard formula for the increases.

Traumatic Personal Injury - The surviving spouse or dependents of an active member who dies due to a traumatic personal injury incurred in the line of duty receives a \$100,000 lump-sum payment.

Deferred Retirement Option Plan (DROP) - Active members, at least 55 years of age, with 22 or more years of service have the option to participate in the Deferred Retirement Option Plan (DROP). DROP is an arrangement whereby a member who is otherwise eligible to retire and commence benefits opts to continue working. A member can elect a three-, four-, or five-year DROP period. By electing to participate in DROP the member is signing a contract indicating the member will retire at the end of the selected DROP period. During the DROP period the member's retirement benefit is frozen and a DROP benefit is credited to a DROP account established for the member. Assuming the member completes the DROP period, the DROP benefit is equal to 52% of the member's retirement benefit at the member's earliest date eligible and 100% if the member delays enrollment for 24 months. At the member's actual date of retirement, the member's DROP account will be distributed to the member in the form of a lump sum or rollover to an eligible plan.

The balance of the amounts held by the retirement system pursuant to the DROP is \$13,623,000 as of June 30, 2025, and \$19,132,000 as of June 30, 2024.

Net Pension Liability of the Retirement System – The components of MFPRSI’s net pension liability at June 30, 2025, and 2024 were as follows:

	2025	2024
Total pension liability	\$ 4,142,002,011	\$ 3,972,391,382
Plan fiduciary net position	<u>(3,496,382,132)</u>	<u>(3,311,608,929)</u>
Retirement system’s net pension liability	<u>\$ 645,619,879</u>	<u>\$ 660,782,453</u>
Plan fiduciary net position as a percentage of the total pension liability	84.41%	83.37%

Actuarial Assumptions – The total pension liability was determined by an actuarial valuation as of June 30, 2025 and 2024, using the following actuarial assumptions, applied to all periods included in the measurement:

Inflation	3.0 percent
Salary increases	3.75 to 15.11 percent including inflation
Investment rate of return	7.5 percent, net of investment expense

Mortality rates as of June 30, 2025, and 2024 were based on RP 2014 Blue Collar Healthy Annuitant table with males set-forward zero years, females set-forward two years, and disabled set-forward three years (male only rates) with generational projection of future mortality improvement with 50% of Scale BB beginning in 2017.

The actuarial assumptions used in the June 30, 2025 valuation was based on the results of an actuarial experience study for the period of July 1, 2012, to June 30, 2022.

The actuarial assumptions used in the June 30, 2024 valuation was based on the results of an actuarial experience study for the period of July 1, 2012, to June 30, 2022.

The long-term expected rate of return on pension plan investments was determined using a building block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense, and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighing the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates of geometric real rates of return for each major asset class included in the pension plan's target asset allocation as of June 30, 2025, and 2024 (see the discussion of the pension plan's investment policy) are summarized in the following table:

<u>Asset Class</u>	<u>Long-Term Expected Real Rate of Return</u>	
	<u>2025</u>	<u>2024</u>
Broad Fixed Income	4.7%	4.8%
Broad U.S. Equity	7.2%	7.5%
Global Equity	7.2%	7.6%
Broad Non-US Equity	7.3%	7.7%
Managed Futures	5.2%	5.5%
Core Real Estate	6.4%	6.0%
Opportunistic Real Estate	10.0%	9.8%
Global Infrastructure	6.9%	6.7%
Private Credit	9.0%	9.4%
Private Equity	9.9%	10.2%

Discount rate – The discount rate used to measure the total pension liability was 7.5 percent, net of investment expenses. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rate and that city employer contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member rate. Based on those assumptions the pension plan's fiduciary net position was projected to be available to make all future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of the Net Pension Liability to Changes in the Discount Rate – The following presents MFPRSI's net pension liability calculated using the discount rate of 7.5 percent, as well as what the retirement system's net pension liability would be if it were calculated using a discount rate that is one percentage point lower (6.5%) or one percentage point higher (8.5%) than the current rate:

2025			
MFPRSI's Net Pension Liability (Asset)	<u>1% Decrease (6.5%)</u>	<u>Current Discount Rate</u>	<u>1% Increase (8.5%)</u>
	\$1,155,891,362	(7.5%)	\$223,439,088
		\$ 645,619,879	
2024			
MFPRSI's Net Pension Liability (Asset)	<u>1% Decrease (6.5%)</u>	<u>Current Discount Rate</u>	<u>1% Increase (8.5%)</u>
	\$1,149,667,694	(7.5%)	\$256,119,840
		\$ 660,782,453	

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation

The accompanying financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America.

MFPRSI prepared its financial statements using the accrual basis of accounting. It recognizes member and employer contributions as revenues in the month member earnings are paid. Benefits and refunds are recognized as expenses when payable. Expenses are recorded when the corresponding liabilities are incurred, regardless of when payment is made.

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts in the financial statements. MFPRSI's estimates are primarily related to the valuation of various investment instruments, including real estate, infrastructure, private equity, and the multi-strategy commingled fund, as well as the total pension liability. Actual results could differ from those estimates.

Investments

MFPRSI's securities are reported at fair value. Where appropriate, the fair value includes estimated disposition costs. Certificates of deposit are recorded at amortized cost which approximates fair value. Interest income is recognized when earned. Dividend income is recognized on the ex-dividend date. Gains or losses on stocks and bonds are recognized on an average cost basis calculated separately for each investment manager. Other gains and losses are recognized on an identified cost basis. Gains and losses on sales and exchanges are recognized on the trade date. The fair values of marketable securities held at June 30 are determined by using the closing price listed on national securities exchanges and quoted market prices are provided by independent pricing services. For commingled funds, the net asset value is determined and certified by the commingled fund manager. Investments in real estate, infrastructure, private equities, and the multi-strategy commingled fund which invest in both publicly and privately owned securities are valued based on estimates and assumptions of general partners, partnership valuation committees, or third party appraisal firms in the absence of readily determined fair values. Such valuations generally reflect cash flows, discounts for illiquidity and consider variables such as financial performance of investments, recent sales prices of investments, and other pertinent information.

Investment Policy

The retirement system's policy in regard to the allocation of invested assets is established and may be amended by the Board by a majority vote of its members. It is the policy of the Board to pursue an investment strategy that reduces risk through prudent diversification of the portfolio across a broad selection of distinct asset classes. The retirement system's investment policy discourages the use of cash equivalents, except for liquidity purposes, and aims to refrain from dramatically shifting asset class allocations over short time spans. The following was the Board's adopted asset allocation policy as of June 30, 2025 and 2024:

<u>Asset Class</u>	<u>Target Allocation</u>
Core Investments	44.5%
Strategic Investments	33.5%
Illiquid Investments	22.0%
Total	100%

Rate of Return

For the years ended June 30, 2025, and 2024, the annual money-weighted rate of return on pension plan investments net of pension plan investment expense was 9.30% and 7.93%, respectively. The money-weighted rate of return, calculated arithmetically, expresses investment performance net of investment expense adjusted for the changing amounts actually invested.

Deferred Outflows/Inflows of Resources

In addition to assets, the statement of fiduciary net position will sometimes report a separate section for deferred outflows of resources. This separate financial statement element, deferred outflows of resources, represents a consumption of net position that applies to a future period and therefore will not be recognized as an outflow of resources (expense/expenditure) until then. MFPRSI has only one item related to pensions which qualifies for reporting in this category. See Note 6 for additional details.

In addition to liabilities, the statement of fiduciary net position will sometimes report a separate section for deferred inflow of resources. This separate financial statement element, deferred inflow of resources, represents an acquisition of net position that applies to future periods, so will not be recognized as an inflow of resources (revenue) until that time. MFPRSI has only one item related to pensions which qualifies for reporting in this category. See Note 6 for additional details.

Pensions

For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the Iowa Public Employees' Retirement System (IPERS) and additions to / deductions from IPERS' fiduciary net position have been determined on the same basis as they are reported by IPERS. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

3. CASH

For cash deposits, custodial credit risk is the risk that in the event of a bank failure, MFPRSI's deposits may not be returned. The table below presents a summary of cash balances of the retirement system at June 30, 2025 and 2024:

	2025	2024
Insured	\$ 250,000	\$ 250,000
Uninsured and uncollateralized	16,526,318	13,027,849
Bank balance ---- June 30	16,776,318	13,277,849
Less:		
Pending Bank Transactions	166,383	204,832
Cash – Statement of Fiduciary Net Position	<u>\$ 16,609,935</u>	<u>\$ 13,073,017</u>

4. INVESTMENTS

Investment Policy

The investment authority, as prescribed by the Code of Iowa, is governed by the “prudent person rule.” This rule requires that an investment be made with the care, skill, prudence, and diligence under the circumstances then prevailing, that a prudent person acting in a like capacity and familiar with such matters would use in the conduct of an entity of a like character with like aims. Within the prudent person framework the Board has adopted investment guidelines for the retirement system’s investment program.

Due to state statute, MFPRSI is prohibited from holding direct investments in the Sudan, Iran, China, and companies that boycott Israel.

The following investment vehicles are permitted by MFPRSI’s investment policy and may be considered for the retirement system’s funds:

Stocks and Bonds (Domestic, International & Emerging Markets):

- Securities issued by and the obligations of or guaranteed by the United States of America or U.S. government sponsored enterprises or by the Dominion of Canada or any province thereof, financial futures and options;
- Bonds issued by the State of Iowa or its political subdivisions;
- Common stock, American depository receipts, corporate bonds or other evidences of indebtedness issued under the laws of the Dominion of Canada or any province thereof;
- Common stock, bonds or other evidences of indebtedness issued under the laws of selected foreign countries or their political subdivisions;
- Debt instruments issued by multinational organizations, on behalf of selected nations or groups of nations, such as Brady bonds, whether in U.S. dollars or foreign currencies;
- Mutual funds, commingled funds, or private equity which are, comprised of stocks, equity and or debt instruments, including those which hold positions in emerging markets, whether in U.S. dollars or foreign currencies;
- Derivative instruments, such as futures and options, can be utilized as an alternative to a stock or bond position, as specified.

Other Asset Classes

MFPRSI’s currency positions include the currency of a group of selected nations, which have well established and stable economic and political structures. Currency positions are only taken in countries or in multinational currencies (for example, euros) in which MFPRSI has determined to invest its assets. MFPRSI’s currency assets are represented within the individual portfolios of the investment managers, which have mandates, and may include international bonds or stocks. The benchmark against which these managers compare their portfolios includes a zero percent hedged position to the U.S. dollar for the international portions of the mandate.

Derivative Instruments

Derivative instruments, such as futures and options, may be utilized in selected portfolios for the following purposes:

- 1) As an alternative to maintaining a selected asset position,
- 2) To maintain the duration of securities in a portfolio,
- 3) To gain exposure in a time of dollar strength to a foreign bond market with minimal exposure to the currency of the country,
- 4) To hedge or otherwise protect existing or anticipated portfolio positions,
- 5) To establish and maintain the currency positions for the currency overlay portfolio and for the individual currency activities of the individual portfolios, and
- 6) Not to leverage (i.e., “gear-up”) the portfolio.

Derivative instruments are generally defined as contracts whose value depends on (“derives” from) the value of an underlying asset, reference rate, or index. Derivative instruments include both of the following:

- 1) “Over the counter” (OTC) derivatives: privately negotiated contracts provided directly by dealers to end-users. This includes swaps, futures and options based upon interest rates, currencies, equities, and commodities; and,
- 2) Standardized contracts sold on exchanges: futures and options.

Real Estate

The real estate positions of the retirement system may include domestic or international real estate investments in individual properties or groups of properties, through one or more of the following: direct purchase or mortgage of individual properties, participation in a commingled fund (open-ended or closed-ended) or in a trust or a partnership, which has positions in one or more properties.

MFPRSI’s real estate positions may include investment in securitized real estate via publicly-traded or privately-held real estate investment trusts (REITs).

Fund of Funds Commingled Investments

As of June 30, 2025 and 2024, MFPRSI was invested in fund of funds commingled investments, which can be broken down into the following asset classes:

	2025	2024
INVESTMENTS – At fair value:		
U.S. equity securities	\$ 330,729,717	\$ 280,578,139
Foreign equity securities	172,565,475	217,842,563
Fixed income	232,929,063	175,988,688
Alternative investments	24,084,420	19,180,778
Short-term investments and currency positions	<u>(15,872,658)</u>	<u>6,039,471</u>
Total fund of funds commingled investments	<u>\$ 744,436,017</u>	<u>\$ 699,629,639</u>

Investment Risk Disclosure: Credit Risk

The quality ratings of investments in fixed income securities as described by nationally recognized statistical rating organizations as of June 30, 2025 and 2024 are as follows:

	2025		Percentage of Portfolio
Quality Rating	Fair Value		
AAA	\$ 5,227,045		1.82 %
AA	175,229,321		60.89 %
A	13,825,809		4.80 %
BBB	67,284,042		23.38 %
BB	18,007,001		6.26 %
B	4,156,398		1.44 %
NR	4,056,609		1.41 %
Total fixed income securities	<u>\$ 287,786,225</u>		<u>100.00 %</u>

	2024		Percentage of Portfolio
Quality Rating	Fair Value		
AAA	\$ 600,549		0.22%
AA	164,980,490		61.17 %
A	6,833,274		2.53 %
BBB	71,286,366		26.43 %
BB	22,501,236		8.34 %
B	1,278,584		0.47 %
NR	2,249,678		0.84 %
Total fixed income securities	<u>\$ 269,730,177</u>		<u>100.00 %</u>

MFPRSI does not have a formal policy that limits the quality grade in which it may invest.

Custodial Credit Risk

For an investment, custodial credit risk is the risk that, in the event of the failure of the counterparty, MFPRSI will not be able to recover the value or collateral securities that are in the possession of an outside party. Investment securities are exposed to custodial credit risk if the securities are uninsured, are not registered in the name of the retirement system, and are held by either the counterparty or the counterparty's trust department or agent but not in MFPRSI's name.

Iowa Code 411.7 establishes the secretary of the Board as the custodian of the fund and provides for MFPRSI to select master custodian banks to provide custody of its assets. MFPRSI has arranged for Principal Bank to act as the master custodian bank. The master custodian bank may hold MFPRSI's property in the name of its nominee, bearer form, or in book entry form so long as the custodian's records clearly indicate that such property is held as part of the retirement system's account.

Concentration of Credit Risk

MFPRSI is guided by statute and policy in the selection of security investments. No investments in any one organization represent five percent or more of plan assets.

Interest Rate Risk

Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of the investment. The following table discloses the fair value and average duration of fixed income investments as of June 30, 2025 and 2024.

	2025		
		Fair Value	Duration
Investment Type:			
Short-term		\$ 5,434,902	0.0977
Fixed Income		247,622,292	5.4331
Commingled		40,163,933	8.0696
Total fair value		\$ 293,221,127	
Portfolio Modified Duration			5.6954
	2024		
		Fair Value	Duration
Investment Type:			
Short-term		\$ 10,087,360	0.1035
Fixed Income		230,554,605	5.4380
Commingled		39,175,572	8.2841
Total fair value		\$ 279,817,537	
Portfolio Modified Duration			5.6441

Duration is a measure of interest rate risk. The greater the duration of a bond, or portfolio of bonds, the greater its price volatility will be in response to a change in interest rates and vice-versa. Duration is the measure of a bond price's sensitivity to a 100-basis point (or, one percent) change in interest rates. A duration of eight would mean that, given a 100-basis point change up/down in rates, a bond's price would move up/down by 8 %.

Foreign Currency Risk

Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment or a deposit. The System had exposure to foreign currency fluctuations as follows as of June 30, 2025 and 2024:

2025

	Fair Value	Percentage of Holdings
Currency:		
Australian Dollar	\$ (87,751)	17.22 %
Japanese Yen	688,240	(135.03) %
Euro Currency Unit	(182,859)	35.88 %
British Pound Sterling	(927,318)	181.93 %
Total foreign currency holdings	<u>\$ (509,688)</u>	<u>100 %</u>

2024

	Fair Value	Percentage of Holdings
Currency:		
Japanese Yen	\$ 686,107	(722.44) %
Euro Currency Unit	(37,128)	39.09 %
British Pound Sterling	(743,950)	783.35 %
Total foreign currency holdings	<u>\$ (94,971)</u>	<u>100 %</u>

Commitments

MFPRSI is committed, as of June 30, 2025 and 2024 to invest approximately \$571,000,000 and \$496,000,000, respectively, in certain private equity, private credit, real estate partnerships, real estate commingled funds, and infrastructure funds.

Fair Value Measurements

MFPRSI categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; Level 3 inputs are significant unobservable inputs. Investments that are measured at fair value using the net asset value (NAV) per share (or its equivalent) as a practical expedient are not classified in the fair value hierarchy below.

In instances where inputs used to measure fair value fall into different levels in the above fair value hierarchy, fair value measurements in their entirety are categorized based on the lowest level input that is significant to the valuation. MFPRSI's assessment of the significance of particular inputs to these fair value measurements requires judgement and considers factors specific to each asset or liability.

Investments Measured at Fair Value on a Recurring Basis

Investments Measured at Fair Value on a Recurring Basis	2025			
	Balance at June 30, 2025	Fair Value Measurement Using		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Investments by fair value level:				
Debt Securities				
U.S. Treasury securities	\$ 28,635,303	\$ 28,635,303	\$ -	\$ -
Mortgage-Related securities	110,524,678	-	110,524,678	-
Government-Related securities	5,922,149	-	5,922,149	-
Corporate securities	102,540,162	-	102,540,162	-
Total debt securities	<u>247,622,292</u>	<u>28,635,303</u>	<u>218,986,989</u>	<u>-</u>
Equity securities				
Preferred Stock	<u>2,563,806</u>	<u>2,563,806</u>	<u>-</u>	<u>-</u>
Total equity securities	<u>2,563,806</u>	<u>2,563,806</u>	<u>-</u>	<u>-</u>
Total investments by fair value level	<u>\$250,186,098</u>	<u>\$ 31,199,109</u>	<u>\$218,986,989</u>	<u>\$ -</u>
Investments measured at the NAV:				
Domestic equity funds	466,068,866			
International equity funds	458,921,156			
Global equity funds	33,477,757			
Global bond funds	40,163,933			
Private credit funds	60,134,786			
Infrastructure funds	116,481,232			
Real estate funds	248,354,157			
Private equity funds	914,247,067			
Multi-strategy commingled investments	60,328,621			
Absolute return	74,928,560			
Fund of funds commingled investments	744,436,017			
Real estate held as investment	<u>5,365,119</u>			
Total investments measured at the NAV	<u>3,222,907,271</u>			
Total investments measured at fair value*	\$ 3,473,093,369			

*Short-term investments and currency positions are recorded at cost and are therefore excluded from this table.

Investments Measured at Fair Value on a Recurring Basis

Investments Measured at Fair Value on a Recurring Basis	2024			
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
	Balance at June 30, 2024			
Investments by fair value level:				
Debt Securities				
U.S. Treasury securities	\$ 24,558,846	\$ 24,558,846	\$ -	\$ -
Mortgage-Related securities	103,717,438	-	103,717,438	-
Government-Related securities	3,003,040	-	3,003,040	-
Corporate securities	99,275,281	-	99,275,281	-
Total debt securities	<u>230,554,605</u>	<u>24,558,846</u>	<u>205,995,759</u>	<u>-</u>
Equity securities				
Preferred Stock	2,550,734	2,550,734	-	-
Total equity securities	<u>2,550,734</u>	<u>2,550,734</u>	<u>-</u>	<u>-</u>
Total investments by fair value level	<u>\$ 233,105,339</u>	<u>\$ 27,109,580</u>	<u>\$ 205,995,759</u>	<u>\$ -</u>
Investments measured at the NAV:				
Domestic equity funds	484,834,739			
International equity funds	399,154,147			
Global equity funds	19,015,594			
Global bond funds	39,175,572			
Private credit funds	60,103,412			
Infrastructure funds	103,851,798			
Real estate funds	252,830,776			
Private equity funds	859,889,713			
Multi-strategy commingled investments	58,680,159			
Absolute return	73,119,344			
Fund of funds commingled investments	699,629,639			
Real estate held as investment	<u>5,377,892</u>			
Total investments measured at the NAV	<u>3,055,662,785</u>			
Total investments measured at fair value*	\$ 3,288,768,124			

*Short-term investments and currency positions are recorded at cost and are therefore excluded from this table.

Debt and equity securities classified as Level 1 are valued using prices quoted in active markets for those securities.

The fair value of mortgage-related securities, corporate securities and government-related securities at June 30, 2025 and 2024, was determined primarily based on level 2 inputs. Principal Bank estimates the fair value of these investments using other inputs such as interest rates and yield curves that are observable at commonly quoted intervals.

Investments in Entities that Calculate Net Asset Value per Share

MFPRSI holds shares or interest in investment companies where the fair value of the investments are measured on a recurring basis using net asset value per share (or its equivalent) of the investment companies as a practical expedient.

At year end, the fair value, unfunded commitments, and redemption rules of those investments is as follows:

Investments Measured at the NAV (\$ in millions)

	Fair Value	Unfunded Commitments	2025 Redemption Frequency	Redemption Notice Period
Domestic equity funds	\$ 466	\$ -	Daily	1-5 days
International equity funds	459	-	Daily,Monthly	1 week/15 th
Global equity funds	34	-	Daily	2 days
Global bond funds	40	-	Daily	1 day
Private credit funds	60	5	Monthly	3 days
Infrastructure funds	117	-	Quarterly	90 days
Real estate funds	249	11	N/A	N/A
Private equity funds	914	555	N/A	N/A
Multi-strategy hedge funds	60	-	Monthly	2 weeks
Absolute Return	75	-	Daily	1 day
Fund of funds commingled investments	744	-	Daily	1 day
Real estate held as investment	5	-	N/A	N/A
Total investments measured at the NAV	<u>\$ 3,223</u>			

Investments Measured at the NAV (\$ in millions)

	Fair Value	Unfunded Commitments	2024 Redemption Frequency	Redemption Notice Period
Domestic equity funds	\$ 485	\$ -	Daily	1-5 days
International equity funds	399	-	Daily,Monthly	1 week/15 th
Global equity funds	19	-	Daily	2 days
Global bond funds	39	-	Daily	1 day
Private credit funds	60	5	Monthly	3 days
Infrastructure funds	104	-	Quarterly	90 days
Real estate funds	253	16	N/A	N/A
Private equity funds	860	475	N/A	N/A
Multi-strategy hedge funds	59	-	Monthly	2 weeks
Absolute Return	73	-	Daily	1 day
Fund of funds commingled investments	700	-	Daily	1 day
Real estate held as investment	5	-	N/A	N/A
Total investments measured at the NAV	<u>\$ 3,056</u>			

MFPRSI does not anticipate restrictions, other than those outlined in the table, on the ability to sell individual investments at the measurement date. Additionally, MFPRSI does not anticipate that NAV driven investments will become redeemable at valuations materially different from the corresponding NAV listed above. On average, distributions received through the liquidation of underlying investments/assets can occur over the span of 8-15 years. MFPRSI has no prescribed time frame to liquidate the investments.

The multi-strategy hedge funds class invests in hedge funds that pursue multiple strategies to diversify risks and reduce volatility. The underlying portfolios hold both long and short positions in various asset classes and may also employ leverage. The investments of the underlying portfolios will likely include, but will not be limited to, common stocks, depository receipts, bank loans, bonds (including sovereign debt of emerging market countries), notes, commodities, currencies, forwards, futures, options and swap agreements.

5. DERIVATIVES

MFPRSI's investment managers may invest in derivative securities as permitted by their contracts. Derivatives are generally defined as contracts whose values depend on, or derive from, the value of an underlying asset, reference rate, or index. MFPRSI is exposed to various derivative products through the investment management of the MFPRSI and its external managers. All of MFPRSI's derivatives are classified as investment derivatives. The fair values of all derivative financial instruments are reported in the Statement of Fiduciary Net Position as 'Absolute Return.' Changes in the values of derivative financial instruments are reported in the Statement of Changes in Fiduciary Net Position as 'Net appreciation in fair value of investments.' Derivative financial instruments involve, to varying degrees, credit risk and market risk.

Credit risk is the possibility that a loss may occur because a party to a transaction fails to perform according to terms. To limit credit risk, each investment manager screens potential counter-parties and establishes and maintains an approved list of acceptable firms which meet a high level of credit-worthiness.

Market risk is the possibility that a change in interest or currency rates will cause the value of a financial instrument to decrease or become more costly to settle. The market risk associated with derivatives, the prices of which are constantly fluctuating, is managed by imposing contractual requirements on the investment managers as to the types, amounts and degree of risk they may undertake. Investment managers' derivative activities are reviewed on a periodic basis by MFPRSI as well as the Board to monitor compliance with the contracts. The retirement system does not purchase derivatives with borrowed funds and does not allow the leveraging of the portfolios.

MFPRSI's derivative investments may include foreign currency forward contracts, options, futures, and collateralized mortgage obligations. Derivative securities may also be used to improve yield, adjust the duration of the fixed income portfolio, or to hedge changes in interest rates.

Futures Contracts

A futures contract is a contract to buy or sell units of an index or financial instrument at a specified future date at a price agreed upon when the contract is originated. MFPRSI enters into these certain derivative instruments as investments primarily to enhance the performance and reduce the volatility of its portfolio. Upon entering into such a contract, MFPRSI pledges to the broker cash or U.S. government securities equal to the minimum initial margin requirement of the futures exchange. Additionally, MFPRSI receives or pays a daily variation margin, which is an amount of cash equal to the daily fluctuation in value of the contract. The change in fair value of the futures contracts is presented in the statement of changes in fiduciary net position as "Net appreciation in fair value of investments." The net change in fair value from futures contracts for fiscal year ended June 30, 2025 was \$1,809,216 and for fiscal year ended June 30, 2024 was (\$730,507).

Futures contract positions at June 30, 2025 were as follows:

DESCRIPTION	EXPIRATION DATE	OPEN POSITION	NUMBER OF CONTRACTS	NOTIONAL CONTRACT SIZE	FAIR VALUE
ASX 200 Index	Sep-25	Short	20	AUD 25 X Index	\$ (2,809,057)
DAX Index	Sep-25	Short	1	EUR 25 X Index	(708,724)
Euro Bund	Sep-25	Short	24	EUR 100,000	(3,682,100)
10-Year Long Gilt	Sep-25	Short	20	GBP 100,000, 4% coupon	(2,555,348)
FTSE 100 Index	Sep-25	Short	15	GBP 10 X Index	(1,810,725)
10-Year Japanese Government Bond	Sep-25	Short	4	JPY 100,000,000, 6% coupon	(3,860,863)
Nikkei Index	Sep-25	Short	5	JPY 500 X Index	(699,421)
Australian Dollar	Sep-25	Long	13	AUD 100,000	856,635
British Pound	Sep-25	Long	97	GBP 62,500	8,320,781
Canadian Dollar	Sep-25	Long	33	CAD 100,000	2,431,440
Euro Currency unit	Sep-25	Long	46	EUR 125,000	6,805,700
Japanese Yen	Sep-25	Long	21	JPY 12,500,000	1,836,056
Brazilian Real	Aug-25	Long	31	BRL 100,000	566,835
Mexican Peso	Sep-25	Long	76	MXN 500,000	2,010,200
Swiss Franc	Sep-25	Long	10	SF 125,000	1,590,813
Cocoa	Sep-25	Long	2	10 metric t (22,046 lbs)	180,000
Crude Oil WTI	Oct-25	Long	1	1,000 U.S. Barrels	62,760
Cotton #2	Dec-25	Short	27	50,000 lbs (100 bales)	(919,755)
U.S. Dollar Index	Sep-25	Short	67	\$1,000 X Index	(6,465,031)
S&P 500 E-Mini	Sep-25	Short	4	\$50 X Index	(1,250,750)
Gold	Oct-25	Long	4	100 fine troy ounces	1,323,080
Lean Hogs	Aug-25	Long	27	40,000 lbs	1,161,000
High Grade Copper	Sep-25	Long	11	25,000 lbs	1,397,688
Heating Oil	Oct-25	Long	2	42,000 gallons	188,076
Coffee	Sep-25	Short	1	37,500 lbs (approximately 283.50 bags of 60 Kgs)	(112,538)
Live Cattle	Aug-25	Long	10	40,000 lbs	855,500
Natural Gas	Sep-25	Short	14	10,000 MMBtu	(488,600)
Platinum	Oct-25	Long	15	50 troy ounces	1,007,250
Gasoline RBOB	Oct-25	Long	2	42,000 gallons	158,794
Russell 2000 E-mini	Sep-25	Short	3	\$50 X Index	(328,755)
Sugar #11	Oct-25	Short	46	112,000 lbs	(834,624)
Silver	Sep-25	Long	10	5,000 troy ounces	1,808,600
VIX Volatility Index	Aug-25	Long	114	\$1,000 X Index	2,291,126
30 Year T-Bond	Sep-25	Short	25	\$100,000	(2,886,719)
Corn	Dec-25	Short	3	5,000 bushels	(63,825)
Soybean Oil	Dec-25	Long	22	60,000 lbs	696,300
Soybean Meal	Dec-25	Short	42	100 tons	(1,215,060)
10 Year T-Note	Sep-25	Short	13	\$100,000	(1,457,625)
Soybeans	Nov-25	Short	8	5,000 bushels	(410,800)
Wheat	Dec-25	Short	27	5,000 bushels	(756,000)

Futures contract positions at June 30, 2024 were as follows:

DESCRIPTION	EXPIRATION DATE	OPEN POSITION	NUMBER OF CONTRACTS	NOTIONAL CONTRACT SIZE	FAIR VALUE
DAX Index	Sep-24	Short	4	EUR 25 X Index	\$ (1,971,697)
Euro Bund	Sep-24	Short	2	EUR 100,000	(282,035)
10-Year Long Gilt	Sep-24	Long	32	GBP 100,000, 4% coupon	3,948,072
FTSE 100 Index	Sep-24	Short	11	GBP 10 X Index	(1,142,248)
Nikkei Index	Sep-24	Short	3	JPY 500 X Index	(370,990)
Australian Dollar	Sep-24	Long	17	AUD 100,000	1,136,110
British Pound	Sep-24	Long	44	GBP 62,500	3,478,475
Canadian Dollar	Sep-24	Short	38	CAD 100,000	(2,781,600)
Euro Currency unit	Sep-24	Short	31	EUR 125,000	(4,166,400)
Japanese Yen	Sep-24	Short	97	JPY 12,500,000	(7,629,656)
Crude Oil WTI	Sep-24	Long	1	1,000 U.S. Barrels	80,640
Cotton #2	Dec-24	Short	31	50,000 lbs (100 bales)	(1,126,695)
U.S. Dollar Index	Sep-24	Long	41	\$1,000 X Index	4,327,345
S&P 500 E-Mini	Sep-24	Short	14	\$50 X Index	(3,865,050)
Gold	Oct-24	Long	2	100 fine troy ounces	472,500
Lean Hogs	Oct-24	Short	26	40,000 lbs	(787,540)
High Grade Copper	Sep-24	Long	9	25,000 lbs	988,088
Heating Oil	Sep-24	Short	3	42,000 gallons	(321,161)
Live Cattle	Aug-24	Long	3	40,000 lbs	222,510
Natural Gas	Sep-24	Long	21	10,000 MMBtu	545,580
Platinum	Oct-24	Long	14	50 troy ounces	709,870
Gasoline RBOB	Sep-24	Long	3	42,000 gallons	311,346
Russell 2000 E-mini	Sep-24	Short	12	\$50 X Index	(1,239,000)
Sugar #11	Oct-24	Short	16	112,000 lbs	(363,776)
Silver	Sep-24	Long	5	5,000 troy ounces	739,000
VIX Volatility Index	Aug-24	Long	55	\$1,000 X Index	821,711
30 Year T-Bond	Sep-24	Long	25	\$100,000	2,957,813
Corn	Dec-24	Short	64	5,000 bushels	(1,346,400)
Soybean Oil	Dec-24	Short	54	60,000 lbs	(1,418,796)
Soybean Meal	Dec-24	Short	24	100 tons	(805,200)
10 Year T-Note	Sep-24	Long	23	\$100,000	2,529,641
Soybeans	Nov-24	Short	27	5,000 bushels	(1,490,400)
Wheat	Dec-24	Long	1	5,000 bushels	29,850

6. IOWA PUBLIC EMPLOYEES PENSION SYSTEM (IPERS)

IPERS Plan Description

IPERS membership is mandatory for employees of MFPRSI. Pensions are provided to employees of MFPRSI through a cost-sharing, multiple employer defined benefit pension plan administered by IPERS. IPERS issues a stand-alone financial report which is available to the public by mail at 7401 Register Drive, P.O. Box 9117, Des Moines, Iowa 50306-9117 and at www.ipers.org.

IPERS benefits are established under Iowa Code chapter 97B and the administrative rules thereunder. Chapter 97B and the administrative rules are the official plan documents. The following brief description is provided for general informational purposes only. The plan documents contain more information.

IPERS Pension Benefits

A Regular member may retire at normal retirement age and receive monthly benefits without an early-retirement reduction. Normal retirement age is age 65, anytime after reaching age 62 with 20 or more years of covered employment, or when the member's years of service plus the member's age at the last birthday equals or exceeds 88, whichever comes first (these qualifications must be met on the member's first month of entitlement to benefits). Members cannot begin receiving retirement benefits before age 55.

The formula used to calculate a Regular member's monthly IPERS benefit includes:

- A multiplier (based on years of service).
- The member's highest five-year average salary (For members with service before June 30, 2012, the highest three-year average salary as of that date will be used if it is greater than the highest five-year average salary).

If a member retires before normal retirement age, the member's monthly retirement benefit will be permanently reduced by an early-retirement reduction. The early-retirement reduction is calculated differently for service earned before and after July 1, 2012. For service earned before July 1, 2012, the reduction is 0.25 percent for each month that the member receives benefits before the member's earliest normal retirement age. For service earned starting July 1, 2012, the reduction is 0.50 percent for each month that the member receives benefits before age 65.

Generally, once a member selects a benefit option, a monthly benefit is calculated and remains the same for the rest of the member's lifetime. However, to combat the effects of inflation, retirees who began receiving benefits prior to July 1990 receive a guaranteed dividend with their regular November benefit payments.

IPERS Disability and Death Benefits

A vested member who is awarded federal Social Security disability or Railroad Retirement disability benefits is eligible to claim IPERS benefits regardless of age. Disability benefits are not reduced for early retirement. If a member dies before retirement, the member's beneficiary will receive a lifetime annuity or a lump-sum payment equal to the present actuarial value of the member's accrued benefit or calculated with a set formula, whichever is greater. When a member dies after retirement, death benefits depend on the benefit option the member selected at retirement.

IPERS Contributions

As a result of a 2010 law change effective July 1, 2012, the contribution rates are established by IPERS following the annual actuarial valuation, which applies IPERS' Contribution Rate Funding Policy and Actuarial Amortization Method. Statute limits the amount rates can increase or decrease each year to one percentage point.

IPERS Contribution Rate Funding Policy requires that the actuarial contribution rate be determined using the "entry age normal" actuarial cost method and the actuarial assumptions and methods approved by the IPERS Investment Board. The actuarial contribution rate covers normal cost plus the unfunded actuarial liability payment. The payment to amortize the unfunded actuarial liability is determined as a level percentage of payroll, based on the Actuarial Amortization Method adopted by IPERS' Investment Board.

In fiscal years 2025 and 2024, pursuant to the required rate, Regular members contributed 6.29 percent of pay and MFPSI contributed 9.44 percent for a total rate of 15.73 percent.

MFPRSI's total contributions to IPERS for the years ended June 30, 2025 and 2024, were \$108,707 and \$100,401, respectively.

IPERS Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

At June 30, 2025, MFPRSI reported a liability of \$419,727 for its proportionate share of the IPERS net pension liability. The IPERS net pension liability was measured as of June 30, 2024, and the IPERS total pension liability used to calculate the IPERS net pension liability was determined by an actuarial valuation as of that date. At June 30, 2024, MFPRSI reported a liability of \$540,401 for its proportionate share of the IPERS net pension liability. The IPERS net pension liability was measured as of June 30, 2023, and the IPERS total pension liability used to calculate the IPERS net pension liability was determined by an actuarial valuation as of that date. The MFPRSI's proportion of the IPERS net pension liability was based on the MFPRSI's share of contributions to the pension plan relative to the contributions of all IPERS participating employers. At June 30, 2024, the MFPRSI's proportion was 0.011366 percent, which was a decrease from 0.011712, its proportion measured as of June 30, 2023.

For the year ended June 30, 2025, MFPRSI recognized pension expense of \$44,712. At June 30, 2025, MFPRSI reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

2025	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 33,398	\$ 261
Changes of assumptions	-	6
Net difference between projected and actual earnings on pension plan investments	5,250	-
Changes in proportion and differences between MFPRSI contributions and proportionate share of contributions	3,114	23,786
MFPRSI contributions subsequent to the measurement date of June 30, 2024	108,707	-
Total	\$ 150,469	\$ 24,053

Deferred outflows of resources related to pensions resulting from MFPRSI contributions of \$108,707 reported subsequent to the measurement date will be recognized as a reduction of the net pension liability in the year ended June 30, 2025. Amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

2026	\$ (59,363)
2027	96,477
2028	(1,371)
2029	(17,216)
2030	(818)
Thereafter	-

For the year ended June 30, 2024, MFPRSI recognized pension expense of \$40,643. At June 30, 2024, MFPRSI reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

2024	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 45,719	\$ 2,221
Changes of Assumptions	-	9
Net difference between projected and actual earnings on pension plan investments	50,047	-
Changes in proportion and differences between MFPRSI contributions and proportionate share of contributions	6,328	17,170
MFPRSI contributions subsequent to the measurement date of June 30, 2023	100,401	-
Total	\$ 202,495	\$ 19,400

Deferred outflows of resources related to pensions resulting from MFPRSI contributions of \$100,401 reported subsequent to the measurement date will be recognized as a reduction of the net pension liability in the year ended June 30, 2024. Amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

2025	\$ (14,247)
2026	(41,723)
2027	118,908
2028	18,077
2029	1,679
Thereafter	-

There were no non-employer contributing entities at IPERS.

IPERS Actuarial assumptions – The total pension liability in the June 30, 2024 and 2023 actuarial valuations were determined using the following actuarial assumptions, applied to all periods included in the measurements:

Rate of inflation (effective June 30, 2017)	2.60 percent annum
Rates of salary increase (effective June 30, 2017)	3.25 to 16.25 percent, average, including inflation. Rates vary by membership group.
Long-term investment rate of return (effective June 30, 2017)	7.00 percent, compounded annually, net of investment expense, including inflation.

The IPERS actuarial assumptions used in the June 30, 2024 and 2023 valuations were based on the results of actuarial experience studies with dates corresponding to those listed above.

Mortality rates were based on the PubG-2010 Employee and Healthy Annuitant Tables, using MP-2021 generational adjustments.

The actuarial assumptions used in the June 30, 2024 and 2023 valuations are based on the results of the most recent actuarial experience studies. An experience study of IPERS's demographic assumptions was presented to the Investment Board in June 2022. This study included information on mortality, retirement, disability and termination rates, as well as salary trends, for the period of July 1, 2017 – June 30, 2021. The findings of the experience study, along with the resulting recommendations, are included in the report dated June 16, 2022.

Several factors are considered in evaluating the actuarial assumed investment return including long-term historical data, estimates inherent in current market data, along with estimates of variability and correlations for each asset class, and in analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of investment expense and inflation) were developed by IPERS's investment consultant. These ranges were combined to develop the actuarial assumed investment return by weighting the expected future real rates of return by the target asset allocation percentage and then adding expected inflation. The actuarial assumed investment return reflects the anticipated returns on current and future plan assets and provides a discount rate to determine the present value of future benefit payments.

Best estimates of geometric real rates of return for each major asset class included in IPERS' target asset allocation as of June 30, 2024 and 2023, are shown in the following table.

Asset Class	IPERS Target Allocation		IPERS Long-Term Expected Real Rate of Return	
	2024	2023	2024	2023
Domestic equity	21%	21%	3.52%	4.56%
International equity	13	16.5	5.18	6.22
Global smart beta equity	5	5	4.12	5.22
Core-plus fixed income	25.5	23	3.04	2.69
Public credit	3	3	4.53	4.38
Cash	1	1	1.69	1.59
Private equity	17	17	8.89	10.44
Private real assets	9	9	4.25	3.88
Private credit	5.5	4.5	6.62	4.60
Total	100%	100%		

IPERS - Discount Rate. The discount rate used to measure the Total Pension Liability (TPL) is 7 percent. The projection of cash flows used to determine the discount rate assumed that contributions from employees and employers will be made at contractually required rates, which are set by the Contribution Rate Funding Policy and derived from the actuarial valuation. Based on those assumptions, IPERS’ fiduciary net position is projected to be available to make all projected future benefit payments of current plan members. Therefore, the actuarial assumed investment return was applied to all periods of projected benefit payments to determine the TPL.

Sensitivity of MFPRSI’s proportionate share of the IPERS net pension liability to changes in the discount rate. The following presents MFPRSI’s proportionate share of the IPERS net pension liability calculated using the discount rate of 7.0 percent, as well as what MFPRSI’s proportionate share of the IPERS net pension liability would be if it were calculated using a discount rate that is one percentage point lower (6.0%) or one percentage point higher (8.0%) than the current rate.

2025	1% Decrease 6.0%	Current Discount Rate 7.0%	1% Increase 8.0%
MFPRSI’s proportionate share of the IPERS net pension liability (asset)	\$ 1,030,002	\$ 419,727	\$ (91,382)
2024	1% Decrease 6.0%	Current Discount Rate 7.0%	1% Increase 8.0%
MFPRSI’s proportionate share of the IPERS net pension liability	\$ 1,149,014	\$ 540,401	\$ 30,374

Pension plan fiduciary net position. Detailed information about the pension plan’s fiduciary net position is available in the separately issued IPERS financial report which is available on IPERS’ website at www.ipers.org.

Payables to IPERS

At June 30, 2025, MFPRSI reported payables to the defined benefit pension plan of \$8,035 for legally required employer contributions and \$5,353 for legally required employee contributions which had been withheld from employee wages but not yet remitted to IPERS.

At June 30, 2024, MFPRSI reported payables to the defined benefit pension plan of \$11,309 for legally required employer contributions and \$7,535 for legally required employee contributions which had been withheld from employee wages but not yet remitted to IPERS.

* * * *

REQUIRED SUPPLEMENTARY INFORMATION

SCHEDULE OF CHANGES IN MFPRSI'S NET PENSION LIABILITY
Last 10 Fiscal Years

	2025	2024	2023	2022
Total pension liability				
Service cost	\$ 68,020,131	\$ 65,495,151	\$ 61,347,565	\$ 58,814,108
Interest	294,316,186	281,715,121	270,511,939	260,633,217
Changes of Benefit Terms	616,915	3,211,535	-	-
Differences between expected and actual experience	43,327,367	46,602,311	30,734,937	21,515,283
Changes of assumptions	-	-	3,924,038	-
Benefit payments, including refunds	(236,669,970)	(226,582,199)	(216,186,354)	(207,529,673)
Net change in total pension liability	169,610,629	170,441,919	150,332,125	133,432,935
Total pension liability – beginning	3,972,391,382	3,801,949,463	3,651,617,338	3,518,184,403
Total pension liability - ending	4,142,002,011	3,972,391,382	3,801,949,463	3,651,617,338
Plan fiduciary net position				
Contributions – employer	89,337,802	86,264,868	86,664,231	88,421,910
Contributions – member	37,757,307	35,174,126	34,165,042	31,631,033
Net investment income	296,743,699	243,299,879	182,866,808	(113,965,317)
Benefit payments, including refunds	(236,669,970)	(226,582,199)	(216,186,354)	(207,529,673)
Administrative expense	(2,357,028)	(2,032,561)	(1,969,805)	(1,902,581)
Other	(38,607)	(265,597)	163,629	(218,778)
Net change in plan fiduciary net position	184,773,203	135,858,516	85,703,551	(203,563,406)
Plan fiduciary net position – beginning	3,311,608,929	3,175,750,413	3,090,046,862	3,293,610,268
Plan fiduciary net position – ending	\$3,496,382,132	\$3,311,608,929	\$3,175,750,413	\$3,090,046,862
MFPRSI net pension liability - ending	\$ 645,619,879	\$ 660,782,453	\$ 626,199,050	\$ 561,570,476

*See Notes to Required Supplementary Information

SCHEDULE OF CHANGES IN MFPRSI'S NET PENSION LIABILITY
Last 10 Fiscal Years

	2021	2020	2019	2018
Total pension liability				
Service cost	\$ 56,807,678	\$ 55,133,707	\$ 53,017,674	\$ 56,128,110
Interest	251,348,980	242,467,141	233,282,508	224,678,250
Differences between expected and actual experience	14,881,260	9,638,175	16,177,781	(9,748,387)
Changes of assumptions	-	-	-	21,266,192
Benefit payments, including refunds	(195,202,243)	(185,942,113)	(178,457,619)	(170,663,862)
Net change in total pension liability	127,835,675	121,296,910	124,020,344	121,660,303
Total pension liability – beginning	3,390,348,728	3,269,051,818	3,145,031,474	3,023,371,171
Total pension liability - ending	3,518,184,403	3,390,348,728	3,269,051,818	3,145,031,474
Plan fiduciary net position				
Contributions – employer	82,245,851	77,551,461	78,766,019	74,641,639
Contributions – member	30,587,481	29,808,835	28,472,627	27,493,680
Net investment income	785,156,295	60,250,246	136,635,233	183,182,098
Benefit payments, including refunds	(195,202,243)	(185,942,113)	(178,457,619)	(170,663,862)
Administrative expense	(1,894,969)	(1,887,579)	(1,797,284)	(1,781,886)
Other	(30,576)	(157,670)	(121,714)	(139,793)
Net change in plan fiduciary net position	700,861,839	(20,376,820)	63,497,262	112,731,876
Plan fiduciary net position – beginning	2,592,748,429	2,613,125,249	2,549,627,987	2,436,896,111
Plan fiduciary net position – ending	\$3,293,610,268	\$2,592,748,429	\$2,613,125,249	\$2,549,627,987
MFPRSI net pension liability - ending	\$ 224,574,135	\$ 797,600,299	\$ 655,926,569	\$ 595,403,487

*See Notes to Required Supplementary Information

SCHEDULE OF CHANGES IN MFPRSI'S NET PENSION LIABILITY
Last 10 Fiscal Years

	2017	2016
Total pension liability		
Service cost	\$ 53,423,772	\$ 51,366,130
Interest	213,069,288	205,836,959
Differences between expected and actual experience	12,891,275	7,643,609
Changes of assumptions	39,751,096	(10,467,574)
Benefit payments, including refunds	(163,571,586)	(156,566,482)
Net change in total pension liability	<u>155,563,845</u>	<u>97,812,642</u>
Total pension liability – beginning	<u>2,867,807,326</u>	<u>2,769,994,684</u>
Total pension liability - ending	<u><u>3,023,371,171</u></u>	<u><u>2,867,807,326</u></u>
Plan fiduciary net position		
Contributions – employer	73,411,163	75,254,727
Contributions – member	26,625,022	25,455,597
Net investment income	259,812,040	164,100
Benefit payments, including refunds	(163,571,586)	(156,566,482)
Administrative expense	(1,767,657)	(1,728,951)
Other	(159,263)	(212,954)
Net change in plan fiduciary net position	<u>194,349,719</u>	<u>(57,633,963)</u>
Plan fiduciary net position – beginning	<u>2,242,546,392</u>	<u>2,300,180,355</u>
Plan fiduciary net position – ending	<u><u>\$2,436,896,111</u></u>	<u><u>\$ 2,242,546,392</u></u>
MFPRSI net pension liability - ending	<u><u>\$ 586,475,060</u></u>	<u><u>\$ 625,260,934</u></u>

*See Notes to Required Supplementary Information

SCHEDULE OF MFPRSI'S NET PENSION LIABILITY
Last 10 Fiscal Years

	2025	2024	2023	2022
Total pension liability	\$4,142,002,011	\$3,972,391,382	\$3,801,949,463	\$3,651,617,338
Plan fiduciary net position	3,496,382,132	3,311,608,929	3,175,750,413	3,090,046,862
MFPRSI's net pension liability	<u>\$ 645,619,879</u>	<u>\$ 660,782,453</u>	<u>\$ 626,199,050</u>	<u>\$ 561,570,476</u>
Plan fiduciary net position as a percentage of the total pension liability	84.41%	83.37%	83.53%	84.62%
Actuarial projected covered payroll	\$ 394,251,665	\$ 375,391,071	\$ 362,613,585	\$ 337,741,039
MFPRSI's net pension liability as a percentage of covered payroll	163.76%	176.03%	172.69%	166.27%

*See Notes to Required Supplementary Information

SCHEDULE OF MFPRSI'S NET PENSION LIABILITY
Last 10 Fiscal Years

	2021	2020	2019	2018
Total pension liability	\$3,518,184,403	\$3,390,348,728	\$3,269,051,818	\$3,145,031,474
Plan fiduciary net position	3,293,610,268	2,592,748,429	2,613,125,249	2,549,627,987
MFPRSI's net pension liability	<u>\$ 224,574,135</u>	<u>\$ 797,600,299</u>	<u>\$ 655,926,569</u>	<u>\$ 595,403,487</u>
Plan fiduciary net position as a percentage of the total pension liability	93.62%	76.47%	79.94%	81.07%
Actuarial projected covered payroll	\$ 324,953,814	\$ 317,709,825	\$ 302,713,506	\$ 290,660,576
MFPRSI's net pension liability as a percentage of covered payroll	69.11%	251.05%	216.68%	204.84%

*See Notes to Required Supplementary Information

SCHEDULE OF MFPRSI'S NET PENSION LIABILITY
Last 10 Fiscal Years

	2017	2016
Total pension liability	\$3,023,371,171	\$2,867,807,326
Plan fiduciary net position	2,436,896,111	2,242,546,392
MFPRSI's net pension liability	<u>\$ 586,475,060</u>	<u>\$ 625,260,934</u>
Plan fiduciary net position as a percentage of the total pension liability	80.60%	78.20%
Actuarial projected covered payroll	\$ 283,222,057	\$ 270,986,891
MFPRSI's net pension liability as a percentage of covered payroll	207.07%	230.73%

*See Notes to Required Supplementary Information

SCHEDULE OF MFPRSI'S CONTRIBUTIONS
Last 10 Fiscal Years

	2025	2024	2023	2022
Actuarially determined contribution	\$ 89,337,802	\$ 86,264,868	\$ 86,664,231	\$ 88,421,910
Contributions in relation to the actuarially determined contribution	89,337,802	86,264,868	86,664,231	88,421,910
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Reported covered payroll	\$ 394,251,665	\$ 375,391,071	\$ 362,613,585	\$ 337,741,039
Contributions as a percentage of covered payroll	22.66%	22.98%	23.90%	26.18%

*See Notes to Required Supplementary Information

SCHEDULE OF MFPRSI'S CONTRIBUTIONS
Last 10 Fiscal Years

	2021	2020	2019	2018
Actuarially determined contribution	\$ 82,245,851	\$ 77,551,461	\$ 78,766,019	\$ 74,641,639
Contributions in relation to the actuarially determined contribution	82,245,851	77,551,461	78,766,019	74,641,639
Contribution deficiency (excess)	\$ -	\$ -	\$ -	\$ -
Reported covered payroll	\$ 324,953,814	\$ 317,709,825	\$ 302,713,506	\$ 290,660,576
Contributions as a percentage of covered payroll	25.31%	24.41%	26.02%	25.68%

*See Notes to Required Supplementary Information

SCHEDULE OF MFPRSI'S CONTRIBUTIONS
Last 10 Fiscal Years

	2017	2016
Actuarially determined contribution	\$ 73,411,163	\$ 75,254,727
Contributions in relation to the actuarially determined contribution	73,411,163	75,254,727
Contribution deficiency (excess)	\$ -	\$ -
Reported covered payroll	\$ 283,222,057	\$ 270,986,891
Contributions as a percentage of covered payroll	25.92%	27.77%

*See Notes to Required Supplementary Information

SCHEDULE OF INVESTMENT RETURNS
Last 10 Fiscal Years

Fiscal Year	Annual money-weighted rate of return, net of investment expense
2025	9.30%
2024	7.93%
2023	5.92%
2022	-3.80%
2021	29.90%
2020	2.35%
2019	5.32%
2018	7.59%
2017	11.72%
2016	0.02%

**SCHEDULE OF MFPRSI'S PROPORTIONATE SHARE
OF THE NET PENSION LIABILITY**

Iowa Public Employees' Retirement System
Last 10 Fiscal Years

	2024	2023	2022	2021	2020
MFPRSI's proportion of the net pension liability (asset)	0.011366%	0.011712%	0.012061%	0.012214%	0.012038%
MFPRSI's proportionate share of the net pension liability (asset)	\$419,727	\$540,401	\$478,702	\$17,123	\$839,724
MFPRSI's covered payroll	\$1,151,557	\$1,063,570	\$1,051,430	\$1,020,466	\$991,326
MFPRSI's proportionate share of the net pension liability (asset) as a percentage of its covered payroll	36.45%	50.81%	45.53%	1.68%	84.71%
Plan fiduciary net position as a percentage of the total net pension liability	91.60%	89.18%	90.34%	99.60%	82.90%

*The amounts presented for each fiscal year were determined as of June 30.

*See Notes to Required Supplementary Information

**SCHEDULE OF MFPRSI'S PROPORTIONATE SHARE
OF THE NET PENSION LIABILITY**

**Iowa Public Employees' Retirement System
Last 10 Fiscal Years**

	2019	2018	2017	2016	2015
MFPRSI's proportion of the net pension liability (asset)	0.011991%	0.011874%	0.012415%	0.012738%	0.012726%
MFPRSI's proportionate share of the net pension liability (asset)	\$699,044	\$751,182	\$819,626	\$794,389	\$632,688
MFPRSI's covered payroll	\$948,686	\$892,161	\$988,443	\$902,363	\$877,346
MFPRSI's proportionate share of the net pension liability (asset) as a percentage of its covered payroll	73.69%	84.20%	82.92%	88.03%	72.11%
Plan fiduciary net position as a percentage of the total net pension liability	85.45%	83.62%	82.21%	81.82%	84.19%

*The amounts presented for each fiscal year were determined as of June 30.

*See Notes to Required Supplementary Information

SCHEDULE OF MFPRSI'S CONTRIBUTIONS

Iowa Public Employees' Retirement System Last 10 Fiscal Years

	2025	2024	2023	2022	2021
Actuarially determined contribution	\$ 108,707	\$ 100,401	\$ 99,255	\$ 96,332	\$ 93,581
Contributions in relation to the actuarially determined contribution	(108,707)	(100,401)	(99,255)	(96,332)	(93,581)
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Reported covered payroll	\$ 1,151,557	\$ 1,063,570	\$ 1,051,430	\$ 1,020,466	\$ 991,326
Contributions as a percentage of covered payroll	9.44%	9.44%	9.44%	9.44%	9.44%

*See Notes to Required Supplementary Information

SCHEDULE OF MFPRSI'S CONTRIBUTIONS

Iowa Public Employees' Retirement System Last 10 Fiscal Years

	2020	2019	2018	2017	2016
Actuarially determined contribution	\$ 89,556	\$ 86,727	\$ 79,670	\$ 88,268	\$ 80,581
Contributions in relation to the actuarially determined contribution	(89,556)	(86,727)	(79,670)	(88,268)	(80,581)
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Reported covered payroll	\$ 948,686	\$ 918,718	\$ 892,161	\$ 988,443	\$ 902,363
Contributions as a percentage of covered payroll	9.44%	9.44%	8.93%	8.93%	8.93%

*See Notes to Required Supplementary Information

MUNICIPAL FIRE AND POLICE RETIREMENT SYSTEM OF IOWA

NOTES TO REQUIRED SUPPLEMENTARY INFORMATION

Methods and Assumptions used in Calculations of Actuarially Determined Contributions. The actuarially determined contribution rates in the schedule of MFPRSI's contributions are calculated as of July 1, two years prior to the end of the fiscal year in which contributions are reported. The following actuarial methods and assumptions were used to determine contribution rates reported in that schedule:

Valuation date	July 1, 2025
Actuarial cost method	Entry age normal
Amortization method	Level Dollar, Closed, Layered
Remaining amortization period	25 years
Asset valuation method	5 year smoothed market
Actuarial assumptions:	
Investment rate of return	7.50 percent
Projected salary increases	3.75 to 15.11 percent
Post-retirement mortality table:	
Ordinary	RP 2014 Blue Collar Healthy Annuitant table with males set-forward zero years, females set-forward two years, with generational projection of future mortality improvement with 50% of Scale BB beginning in 2017.
Disabled	RP 2014 Blue Collar Healthy Annuitant Mortality Table – Male, set-forward three years, with generational projection of future mortality improvement with 50% of Scale BB beginning in 2017.

Actuary

Actuarial Valuation's Purpose

Cities' Recommended Contribution Rate

Actuarial Report Highlights

Actuarial Valuation's Purpose

Provided by HUB International

The actuarial data in this section was determined by MFPRSI's actuarial services provider, HUB International ("HUB"). The information in this section presents a portion of the annual actuarial valuation, which was determined in accordance with Iowa Code Chapter 411. The complete actuarial valuation report as of July 1, 2025, can be accessed on the retirement system's website, www.mfprsi.org.

The costs developed and presented in this section are based on asset values as of June 30, 2025, member census data as of July 1, 2025, and current retirement system provisions, all of which were supplied by MFPRSI.

The purposes of the actuarial valuation are:

1. To determine the normal contribution rate that is payable by the Cities under Chapter 411 of the Code of Iowa;
2. To determine the funded status of the retirement system; and
3. To provide information relating to the disclosure requirements of the Governmental Accounting Standards Board (GASB) Statement No. 67 – Financial Reporting for Defined Benefit Pension Plans (an amendment of GASB Statement No. 25).

All costs and liabilities were determined in accordance with generally accepted actuarial principles and procedures and are based on the actuarial assumptions and methods prescribed by the Board of Trustees in accordance with Iowa Code Section 411.5.10-11. The information supplied in this section is complete and accurate and the assumptions are reasonably related to the experience of MFPRSI and to reasonable expectations under MFPRSI in the opinion of HUB.

Cities' Recommended Contribution Rate

Preliminary Total Contribution	As of July 1,	
	<u>2024</u>	<u>2025</u>
1. Annual Normal Cost	\$68,020,131	\$71,147,666
2. Estimated Member Contributions	37,312,211	39,507,258
3. Unfunded Actuarial Accrued Liability Amortization Payment	57,908,658	57,620,053
4. Total (Cities plus State) Contribution = (1) – (2) + (3)	88,616,578	89,260,461
Cities' Contribution		
5. Preliminary Total Contribution = (4)	88,616,578	89,260,461
6. Estimated State Contribution	0	0
7. Preliminary Cities' Contribution = (5) – (6)	88,616,578	89,260,461
8. Covered Payroll	390,703,785	408,343,756
9. Cities' Contribution as a percent of payroll = (7) / (8)	22.680%	21.859%
10. Minimum required contribution rate for Cities	17.000%	17.000%
11. Cities' Contribution = [Greater of (9) or (10)] x (8)	88,611,618	89,259,862

MFPRSI's total contribution rate decreased from 22.680% for 2024 to 21.859% for 2025. MFPRSI's contribution rate before any adjustment to the minimum required rate changed as follows:

July 1, 2024 Normal Contribution Rate*	22.680%
• Effect of different State contribution	0.000%
• Effect of Cities' contribution different than actuarially determined	0.001%
• MFPRSI experience less favorable than assumed	
• Salary increases more than assumed	0.382%
• Investment experience more favorable than assumed	(0.968%)
• Effect of new members	(0.534%)
• Effect of DROP experience	0.043%
• Other population changes	0.368%
	(0.709%)
• Changes in MFPRSI provisions	(0.113%)
• Changes in actuarial assumptions	0.000%
• Change in actuarial methods	0.000%
Preliminary Normal Contribution Rate	21.859%
• Increase to meet minimum required contribution rate of 17.00%	0.000%
July 1, 2025 Normal Contribution Rate	21.859%

* Before adjustment for minimum contribution rate, if applicable.

Description of Changes in Normal Contribution Rate

A brief description of each event leading to a change in the normal contribution rate is discussed below:

Effect of Different State Contribution 0.000%

The state's contribution remained unchanged at \$0 for 2024 and \$0 for 2025.

Effect of Cities' Contribution Different than Actuarially Determined 0.001%

The Cities' actual contribution rate as a percent of covered payroll was 22.660% for the period ended June 30, 2025. The actuarially determined rate for the same period was 22.680% of covered payroll. This had the effect of producing smaller contributions than expected and increased the Cities' contribution rate by 0.001%.

Salary Increases More than Assumed 0.382%

The actual weighted average salary increase for active members included in the valuation was 5.47% compared to an expected weighted average increase of 5.24%. Actual salaries paid in the prior plan year ended June 30, 2025 were reported for the July 1, 2025 valuation. This had the effect of increasing the Cities' contribution rate by 0.382%.

Investment Experience More Favorable than Assumed (0.968%)

The actuarial value of assets realized a return of 8.94% compared to the assumed investment return of 7.50%. This had the effect of decreasing the Cities' contribution rate by 0.968%.

Effect of New Members (0.534%)

New members are generally younger and lower-paid than the ongoing members. Thus, these new members require a lower contribution rate from the Cities due to the longer period of time over which to fund their benefits. This had the effect of decreasing the Cities' contribution rate by 0.534%.

Effect of DROP Experience 0.043%

The expected number of active members who choose to participate, the age at which the members chose to participate, the duration of the DROP period selected and the number of members who prematurely withdraw from DROP do not exactly match the actual incidences. In addition, the investment earnings on the DROP accounts differ from that assumed. These variances in participation rates, age at participation, duration of participation, premature withdrawals and investment earnings caused a decrease in the Cities' contribution rate.

However, the cumulative effect since inception of the DROP on the Cities' contribution rate reveals an overall decrease in the Cities' contribution rate as follows:

Initial Decrease in Rate at July 1, 2007	(0.53%)
Increase in Rate for 2007	0.04%
Increase in Rate for 2008	0.01%
Increase in Rate for 2009	0.02%
Increase in Rate for 2010	0.03%
Increase in Rate for 2011	0.02%
Increase in Rate for 2012	0.03%
Increase in Rate for 2013	0.01%
Increase in Rate for 2014	0.04%
Increase in Rate for 2015	0.03%
No Change in Rate for 2016	0.00%
Increase in Rate for 2017	0.01%
Increase in Rate for 2018 – Assumption Change	0.20%
No Change in Rate for 2018	0.00%
No Change in Rate for 2019	0.00%
Decrease in Rate for 2020	(0.01%)
Decrease in Rate for 2021	(0.01%)
Decrease in Rate for 2022	(0.01%)
Decrease in Rate for 2022 – Assumption Change	(0.21%)
Increase in Rate for 2023	0.04%
Increase in Rate for 2024	0.043%
Cumulative Increase/(Decrease) in Rate to July 1, 2025	(0.247%)

Other Population Changes 0.368%

The expected rates of disability, death, retirement and withdrawal do not exactly match the actual incidences. These variances will cause a gain or loss each year. For example, there were more active members' deaths (5) than assumed (3) during the period ended June 30, 2025. In addition, there were more service retirements (60) than assumed (43) and more withdrawals (165) than assumed (115) during the period ended June 30, 2025. Finally, there were more disability retirements (54) than assumed (38) and fewer inactive member deaths (154) than assumed (160) during the period ended June 30, 2025. These variances in active member deaths, service retirements, disability retirements and inactive member deaths caused an actuarial loss which increased the Cities' contribution rate by 0.368%.

The detailed results of the experience study on ordinary disability, accidental disability, accidental death, ordinary death, service retirements, DROP, withdrawals and inactive member deaths are shown in the following pages.

Changes in MFPRSI Provisions (0.113%)

There were no changes in MFPRSI benefit provisions from the prior year valuation except for passed legislation House File 969 which included:

- Expansion of the eligibility for disability and death benefits by revising the definition of cancer from 14 presumed cancers to include all types of cancers
- An increase in the active member contribution rate from 9.550% to 9.675% of earnable compensation to pay for the benefit change

Changes in Actuarial Assumptions 0.000%

In accordance with Iowa State Code Section 411.5.10-11, the Board of Trustees prescribes the actuarial assumptions used in the actuarial valuation. Per the Code Section, the retirement system's actuary conduct a formal investigation, or experience study, of the primary assumptions every five years. The most recent investigation was completed in the spring of 2023 for the 10-year period ending June 30, 2022.

There were no changes in actuarial assumptions from the prior year valuation.

Changes in Actuarial Methods 0.000%

There were no changes in actuarial methods from the prior year valuation.

Actuarial Report Highlights

	As of July 1,		
	2023	2024	2025
Cities Recommended Contribution	\$ 84,922,524	\$ 88,611,618	\$ 89,259,862
Normal Contribution Rate	22.660%	22.680%	21.859%
Plan Assets			
Market Value	3,175,750,413	3,311,608,929	3,496,382,132
Actuarial Value	3,215,148,052	3,355,469,275	3,538,125,209
Prior Year Investment Return			
Market Value	6.03%	7.79%	9.12%
Actuarial Value	7.56%	7.84%	8.94%
Actuarial Accrued Liability	3,801,949,463	3,972,391,382	4,142,002,011
Funded Ratio*	84.57%	84.47%	85.42%
Annual Participating Payroll	374,768,422	390,703,785	408,343,756
Annual Normal Cost	65,495,151	68,020,131	71,147,666
Percent of Payroll	17.48%	17.41%	17.42%
Annual Pension Benefits			
Service Retirement	112,910,652	120,146,832	126,686,208
Disabled Retirement	60,857,436	65,382,768	68,923,800
Vested Retirement	10,623,012	11,864,292	12,628,344
Beneficiaries	<u>25,155,240</u>	<u>26,231,076</u>	<u>27,221,316</u>
Total	209,546,340	223,624,968	235,459,668
Number of Members			
Active	4,168	4,253	4,254
Disabled	1,206	1,236	1,255
Retirees and Beneficiaries	3,227	3,276	3,341
Vested Terminated	<u>465</u>	<u>485</u>	<u>504</u>
Total	9,066	9,250	9,354

* Based on the ratio of the Actuarial Value of Assets to Actuarial Accrued Liability.

Actuarial Value of Assets - Year Ending June 30, 2025

1. Actuarial Value of Assets at July 1, 2024	\$3,355,469,275
2. Contributions for 2024 Plan Year (Members, Cities and State)	127,095,109
3. Benefit distributions and refunds for 2024 plan year	(236,669,970)
4. Noninvestment Expenses	
a. Administrative Expenses	(2,357,028)
b. Disability Expenses	(316,995)
c. Other Expenses	<u>(23,901)</u>
d. Total	(2,697,924)
5. Expected return on Market Value of Assets for year at 7.5%	244,236,554
6. Asset gains/(losses) for prior five plan years	

	(i) Asset gain or (loss)	Years Recognized	Years Remaining	(ii) Recognition Percentage	(i) x (ii) Recognized Amount
a. 2024	\$ 52,809,434	1	4	20.000%	10,561,887
b. 2023	9,114,702	2	3	20.000	1,822,940
c. 2022	(44,808,205)	3	2	20.000	(8,961,641)
d. 2021	(357,676,297)	4	1	20.000	(71,535,259)
e. 2020	594,021,191	5	0	20.000	<u>118,804,238</u>
f. Total					50,692,165

7. Asset gains/(losses) to be recognized = (6f)	50,692,165
8. Actuarial Value of Assets at July 1, 2025 = (1) + (2) + (3) + (4d) + (5) + (7)	3,538,125,209
9. Market Value of Assets at July 1, 2025	3,496,382,132
10. Ratio of Actuarial Value to Market Value at July 1, 2025 = (8) / (9)	101.19%

Unfunded Actuarial Accrued Liability

The unfunded actuarial accrued liability is the amount the actuarial accrued liability exceeds the actuarial value of plan assets determined as of the actuarial valuation date. The unfunded actuarial accrued liability is reduced during a year when MFPRSI funding exceeds the annual normal cost and interest accrued on the prior year unfunded accrued liability. The unfunded actuarial accrued liability is also reduced (increased) when the investment return on MFPRSI assets exceeds (is less than) the assumed investment return. The actuarial accrued liability is increased if there are amendments that revise benefits payable from MFPRSI. The actuarial accrued liability may be increased or decreased as the result of MFPRSI's experience or if there are changes in the actuarial assumptions used to determine annual contributions.

	As of July 1,	
	<u>2024</u>	<u>2025</u>
1. Actuarial Accrued Liability before changes		
a. Active members		
Service retirements/DROP	\$1,234,649,798	\$1,263,050,894
Ordinary disability	36,699,259	37,653,498
Accidental disability	132,663,338	141,172,413
Ordinary death	3,461,201	3,620,152
Accidental death	6,550,147	6,799,717
Withdrawal	<u>42,771,664</u>	<u>45,138,195</u>
Total Active	1,456,795,407	1,497,434,869
b. Inactive members		
Members receiving benefits	2,438,209,389	2,565,875,113
Deferred vested terminations	73,113,249	76,749,082
Refund of member contributions due	<u>1,061,802</u>	<u>1,326,032</u>
Total Inactive	2,512,384,440	2,643,950,227
c. Total Actuarial Accrued Liability	3,969,179,847	4,141,385,096
2. Actuarial Value of Plan Assets	3,355,469,275	3,538,125,209
3. Unfunded Actuarial Accrued Liability before changes =[Excess of (1) over (2)]	613,710,572	603,259,887
4. Change in Unfunded Actuarial Accrued Liability		
a. Change in MFPRSI Provisions	3,211,535	616,915
b. Change in Actuarial Assumptions	0	0
5. Unfunded Actuarial Accrued Liability after changes	616,922,107	603,876,802

Unfunded Accrued Liability Payments

One of the components included to determine the recommended contribution is the Unfunded Accrued Liability Payment (UAL). The UAL Payment is an annual amount that will amortize over 25 years on a closed, layered level dollar basis:

- The initial UAL established as of July 1, 2013.
- An increase in UAL if benefits are improved through amendments.
- An increase or decrease in the UAL associated with a change in actuarial assumptions.
- An increase or decrease in the UAL resulting from actuarial gains or losses due to experience.

Amortization Base	Date Established	Source of Base
\$ 657,280,700	July 1, 2013	Initial Unfunded
(101,748,328)	July 1, 2014	Actuarial Gain
32,616,664	July 1, 2014	Assumption Change
(64,447,420)	July 1, 2015	Actuarial Gain
17,508,411	July 1, 2015	Assumption Change
21,275,521	July 1, 2016	Actuarial Loss
(10,467,574)	July 1, 2016	Assumption Change
(7,154,241)	July 1, 2017	Actuarial Gain
39,751,096	July 1, 2017	Assumption Change
(15,920,159)	July 1, 2018	Actuarial Gain
21,266,192	July 1, 2018	Assumption Change
63,348,299	July 1, 2019	Actuarial Loss
63,889,229	July 1, 2020	Actuarial Loss
(77,624,458)	July 1, 2021	Actuarial Gain
(17,602,441)	July 1, 2022	Actuarial Gain
28,830,747	July 1, 2023	Actuarial Loss
3,924,038	July 1, 2023	Assumption Change
35,979,725	July 1, 2024	Actuarial Loss
3,211,535	July 1, 2024	Plan Amendment
(4,075,272)	July 1, 2025	Actuarial Gain
616,915	July 1, 2025	Plan Amendment

Initial Charge Amortization Base	Initial Term-Years	Remaining Term on Valuation Date	Amortization Payment
\$ 657,280,700	25	13	\$54,851,250
32,616,664	25	14	2,721,919
17,508,411	25	15	1,461,109
21,275,521	25	16	1,775,481
39,751,096	25	17	3,317,300
21,266,192	25	18	1,774,702
63,348,299	25	19	5,286,529
63,889,229	25	20	5,331,670
28,830,747	25	23	2,405,977
3,924,038	25	23	327,468
35,979,725	25	24	3,002,572
3,211,535	25	24	268,008
616,915	25	25	<u>51,483</u>
		Total	82,575,468

Initial Credit Amortization Base	Initial Term-Years	Remaining Term on Valuation Date	Amortization Payment
\$ 101,748,328	25	14	\$ 8,491,080
64,447,420	25	15	5,378,253
10,467,574	25	16	873,538
7,154,241	25	17	597,034
15,920,159	25	18	1,328,566
77,624,458	25	21	6,477,900
17,602,441	25	22	1,468,955
4,075,272	25	25	<u>340,089</u>
		Total	24,955,415

Net Amortization Payment **\$57,620,053**

Actuarial Gain/(Loss)**Expected Unfunded Actuarial Accrued Liability**

1. Expected Actuarial Accrued Liability	
a. Actuarial Accrued Liability on July 1, 2024	\$3,972,391,382
b. Normal Cost	68,020,131
c. Benefit Distributions	(236,669,970)
d. Interest on above at 7.50% to June 30, 2025	294,316,186
e. Total	4,098,057,729
2. Expected Assets	
a. Actuarial Value of Assets on July 1, 2024	3,355,469,275
b. Contributions	127,095,109
c. Benefit Distributions and Noninvestment Expenses	(239,367,894)
d. Interest on above at 7.50% to June 30, 2025	247,526,080
e. Total	3,490,722,570
3. Expected Unfunded Actuarial Accrued Liability on June 30, 2025	607,335,159

Actual Unfunded Actuarial Accrued Liability

4. Actuarial Accrued Liability Before Changes	4,141,385,096
5. Actuarial Value of Assets	3,538,125,209
6. Actual Unfunded Actuarial Accrued Liability on July 1, 2025 (4) – (5)	603,259,887

Actuarial Gain or (Loss)

7. Expected Unfunded Actuarial Accrued Liability	607,335,159
8. Actual Unfunded Actuarial Accrued Liability	603,259,887
9. Actuarial Gain or (Loss) for 2025 Fiscal Year (7) – (8)	4,075,272
10. Investment Gain or (Loss) (5) – (2e)	47,402,639
11. Other Gain or (Loss) (1e) – (4)	(43,327,367)

Actuarial Present Value of Accrued Benefits

	<u>As of July 1,</u>	
	<u>2024</u>	<u>2025</u>
1. Present value of vested accrued benefits		
a. Present value of vested accrued benefits for active members	\$1,136,202,746	\$1,162,564,593
b. Present value of benefits for terminated members	74,175,051	78,075,114
c. Present value of benefits for retirees, beneficiaries and disableds	2,438,209,389	2,565,875,113
Total	\$3,648,587,186	\$3,806,514,820
2. Present value of accrued nonvested benefits	41,715,966	42,683,848
3. Present value of all accrued benefits = (1) + (2)	\$3,690,303,152	\$3,849,198,668
4. Market value of assets	\$3,311,608,929	\$3,496,382,132
5. Ratio of market value of assets to the present value of all accrued benefits = (4) ÷ (3)	89.74%	90.83%
6. Ratio of market value of assets to the present value of vested accrued benefits = (4) ÷ (1)	90.76%	91.85%

Change in Actuarial Present Value of Accrued Benefits

The change in actuarial present value of accrued benefits due to various factors including benefits accumulated, the passage of time, benefits paid, changes in assumptions and changes in MFPRSI provisions is displayed below.

Actuarial present value of accrued benefits on July 1, 2024 \$3,690,303,152

Change in present value of accrued benefits from July 1, 2024 to July 1, 2025 due to:

- | | |
|--|----------------|
| • Additional benefits accumulated and net gain or loss | \$ 126,979,550 |
| • Interest due to passage of time | 268,058,059 |
| • Benefits paid | (236,669,970) |
| • Change in assumptions | 0 |
| • Changes in MFPRSI provisions | <u>527,877</u> |

Actuarial present value of accrued benefits on July 1, 2025 \$3,849,198,668

Investments

Investment Consultant's Report
Performance
Overview

Investment Consultant's Report

Provided by David H. Smith, CFA, Managing Director and
Doug Oest, CAIA, Managing Partner
Marquette Associates

Despite significant volatility resulting from tariff announcements and policy shock in late 1Q and early 2Q 2025, the MFPRSI Portfolio ("Portfolio") grew during the last twelve months to \$3.5 billion, an all-time high, as of June 30, 2025.

The Portfolio is geographically diversified across both public and private market investments, which has helped minimize volatility over the fiscal year and over the longer term. For the fiscal year, the Portfolio earned 9.2%, net of fees, and returned 9.5%, annualized, over the trailing five years. The Portfolio is measured against a benchmark of 60 percent global stocks and 40 percent domestic bonds, which returned 12.2% and 8.4%, over the same periods, respectively.

With inflation trending toward acceptable levels by 3Q 2024, the Federal Reserve reduced short-term interest rates by a total of one hundred basis points during the last four months of 2024. At the end of this fiscal year, inflation remains sticky, but labor markets appear to be softening. The Federal Reserve, once again, is expected to reduce interest rates two or three times in 2025.

From January to June, the 10-year Treasury yield declined by thirty-four basis points to 4.24%, which helped boost bond prices. For the fiscal year, the Bloomberg U.S. Aggregate Index returned 6.1%. Even with an outlook for lower rates, elevated yields across fixed income sectors should help provide the Portfolio with a cushion to safeguard against economic shocks.

Supported by lower interest rates, a resilient U.S. economy, and stable earnings growth from large cap companies, the S&P 500 Index posted a new all-time high to close the fiscal year. Over the trailing twelve months ending June 30, 2025, the S&P 500 returned 15.2% despite a large drawdown that began in February. The weakening U.S. dollar was an additional performance tailwind for non-U.S. equity as currency effects boosted returns for both developed and emerging market equity.

The first quarter of 2025 provided evidence that commercial real estate prices are stabilizing and returns from the asset class are improving. Interest rate cuts are also helping to improve financing conditions for many private equity firms, which may accelerate exit activity. An increase in private equity distributions will help stimulate private equity asset class performance, which has trailed public equity performance in recent years.

Inflation, labor market conditions, and evolving central bank policy are key themes to watch in the upcoming year. While U.S. equities continue to eclipse new levels, valuations are high, and markets led by multiple expansion can be quick to correct. Whatever is in store, the Portfolio is thoughtfully diversified and strategically allocated to optimize income, liquidity, and long-term asset growth.

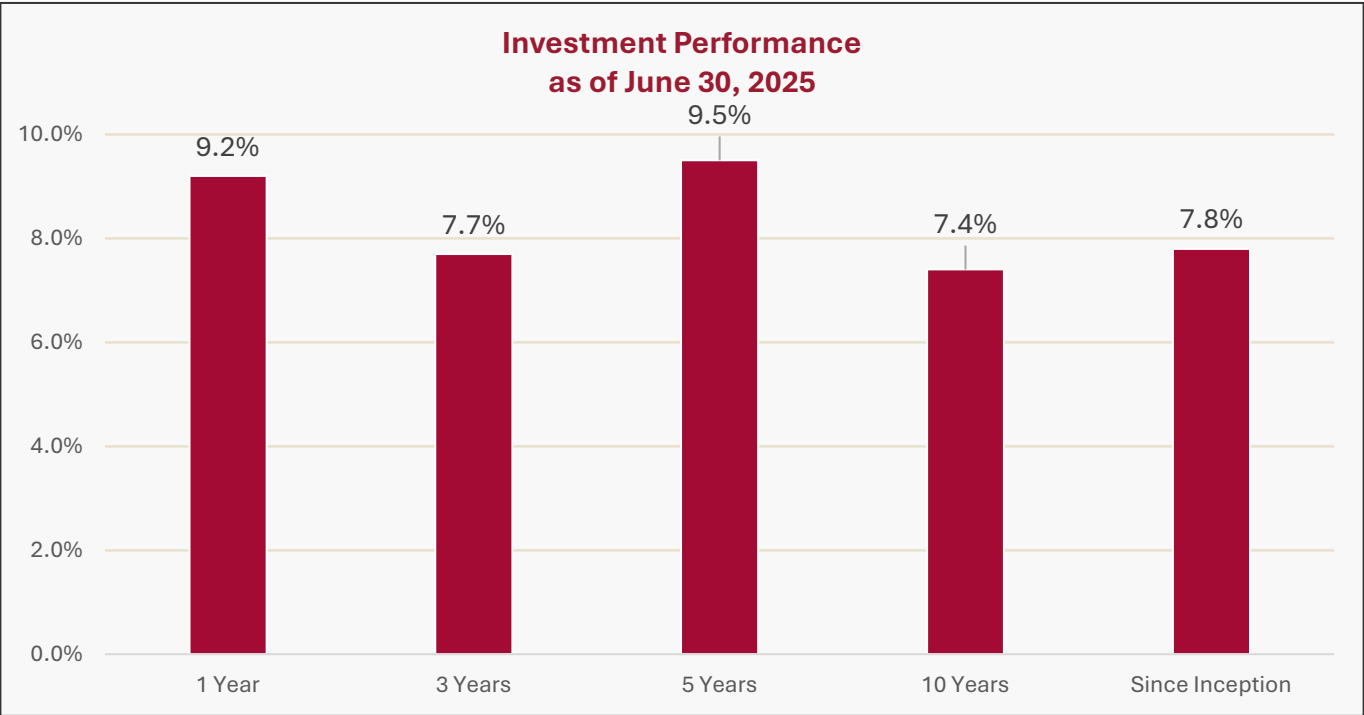


David H. Smith, CFA
Managing Director
Marquette Associates



Doug Oest, CAIA
Managing Partner
Marquette Associates

Performance



Inception date is January 1, 1992. The 3-years, 5-years, 10-years, and since inception returns are annualized. It is important to note that historical performance is not a guarantee of future performance of the portfolio due to the cyclical nature of markets and the individual components thereof.

Overview

In order to maximize the important role that investment returns play in the funded status of MFPRSI's investment portfolio, the Board has adopted its *Investment Policy* as its investment guidelines. This document is designed to provide the framework necessary to guide the investment portfolio toward the retirement system's ongoing requirements of the benefit plan. The complete *Investment Policy* is available on MFPRSI's website, www.mfprsi.org.

MFPRSI's overall investment performance goal is to exceed an annualized actuarial assumed rate of return of 7.5 percent over a long-term time horizon. The actuarial assumed rate of return is the rate of return which will meet or exceed the benefits and administrative funding requirements of the retirement system. While the investment portfolio will exceed or fall short of that goal in shorter time periods, it is designed to withstand all market environments and outpace the actuarial assumed rate of return over the long term.

MFPRSI's investments are managed by professional investment management firms who have full discretion to direct the investment and reinvestment of the assets in their respective accounts in accordance with MFPRSI's investment policies, applicable to federal and state statutes and regulations, and the executed and detailed investment management agreements.

The net investment market values reported in this section differ from those shown in the Financial Statements and Actuary sections of this report. The values used in this section are the appropriate industry standard basis for investment return calculations.

Asset Allocation and Diversification

Asset allocation is a process designed to construct an optimal long-term mix that achieves a specific set of investment objectives. The Board's *Investment Policy* establishes the retirement system's asset allocation policy to meet those objectives. The asset allocation policy is adopted to provide diversification of assets in order to maximize returns within appropriate levels of market and economic risks.

MFPRSI pursues diversification in the investment portfolio by varying its investment assets and style. The success of any individual investment style tends to be cyclical, and diversification of assets within the investment portfolio enhances the potential to achieve MFPRSI's long-term goal of meeting a 7.5 percent annualized actuarial assumed rate of return.

Risk

Investing in any asset involves the possibility that the asset's actual return will differ from its expected return. Investment risk can be defined as the potential occurrence of a loss relative to the expected return on investment.

Risk is a vital element when determining the forecast of an investment. MFPRSI and Marquette carefully consider investment risk when implementing its investment strategy. The investment portfolio is tasked with achieving a long-term 7.5 percent actuarially assumed rate of return. In order to do so, the investment portfolio must take on risk as simply investing in low-risk or no-risk assets would make it difficult for the investment portfolio to achieve its 7.5 percent benchmark. Therefore, a moderate amount of risk must be accepted in order to surpass the actuarial assumed rate of return.

One common tool to measure risk is standard deviation which is a statistical measure of the amount an investment's returns differ from the mean of its returns. The lower the standard deviation, the closer an investment's actual returns tend to be to its average returns, and the higher the standard deviation, the further its actual returns tend to be from its average returns.

In its measurement using data as of April 2023, Marquette reported the retirement system's expected 10-year annualized volatility for its investment portfolio at 9.32 percent. This is the level of uncertainty the retirement system accepts in order to achieve its actuarial assumed rate of return. This is a relatively low-risk expectation given the task of building an investment portfolio is to provide annual returns of 7.5 percent.

MFPRSI and Marquette regularly review the investment portfolio's level of risk and will make changes as necessary to mitigate the investment portfolio's risk profile. This is done as part of the Board's commitment to being a sound retirement system.

Types of Assets

The retirement system's overall investment portfolio is separated into three main categories:

Core Investments

The Core Portfolio is comprised of a diversified mix of global public equity, fixed income, core real estate, absolute return, and infrastructure portfolios. The aggregate Core Portfolio's allocation and underlying investment manager makeup are determined by the Board, with the intention of out-performing a specified composite index on both an absolute and risk-adjusted basis and over a full market cycle. This index is also determined and reviewed by the Board in an attempt to meet or exceed the retirement system's actuarial rate of return over time.

Strategic Investments

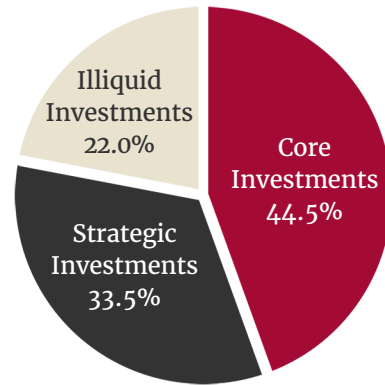
The Strategic Portfolio is comprised of multi-asset investment managers that invest in global securities, including but not limited to: public debt and equity, real assets, currencies, derivatives, and cash. The intent of the Strategic Portfolio is to outperform a specified composite index on both an absolute and risk-adjusted basis over a full market cycle. The composite index is currently weighted 75 percent to global equity and 25 percent to fixed income. This index is determined and reviewed by the Board in an attempt to meet or exceed the retirement system's actuarial rate of return over time. Individual managers in the Strategic Portfolio are granted the flexibility to tactically adjust their underlying asset allocations to take advantage of market opportunities they believe will benefit the retirement system.

Illiquid Investments

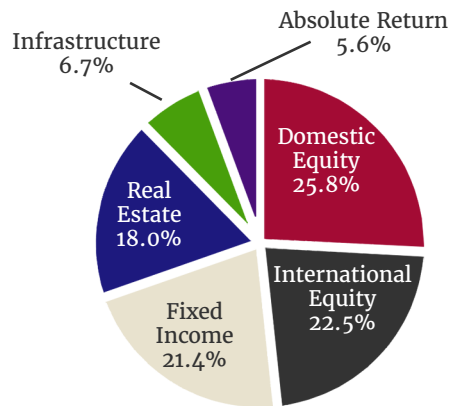
The fund may hire various investment managers who invest in private illiquid investment opportunities, including but not limited to venture, buyout, opportunistic, secondary market, credit and debt-related, closed-end real estate, and direct investment. These opportunities will consist of investing in private companies that do not offer equity and fixed income securities on public markets.

Investment Allocation

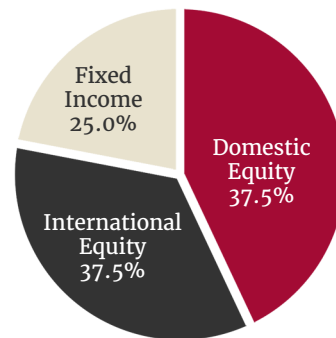
Asset Class	Portfolio Target Percentage
Core Investments ¹	44.5%
Strategic Investments ²	33.5%
Illiquid Investments ³	22.0%
Total	100.0%



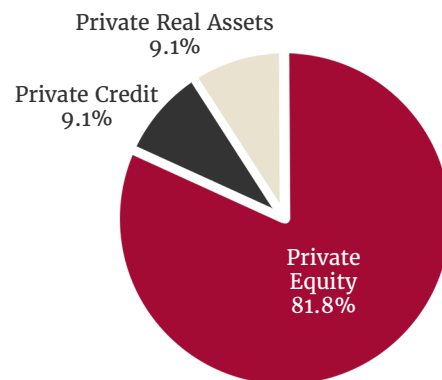
¹ Core Investments Asset Class	Portfolio Target Percentage
Domestic Equity	25.8%
International Equity	22.5%
Fixed Income	21.4%
Real Estate	18.0%
Infrastructure	6.7%
Absolute Return	5.6%
Total	100.0%



² Strategic Investments Asset Class	Portfolio Target Percentage
Domestic Equity	37.5%
International Equity	37.5%
Fixed Income	25.0%
Total	100.0%

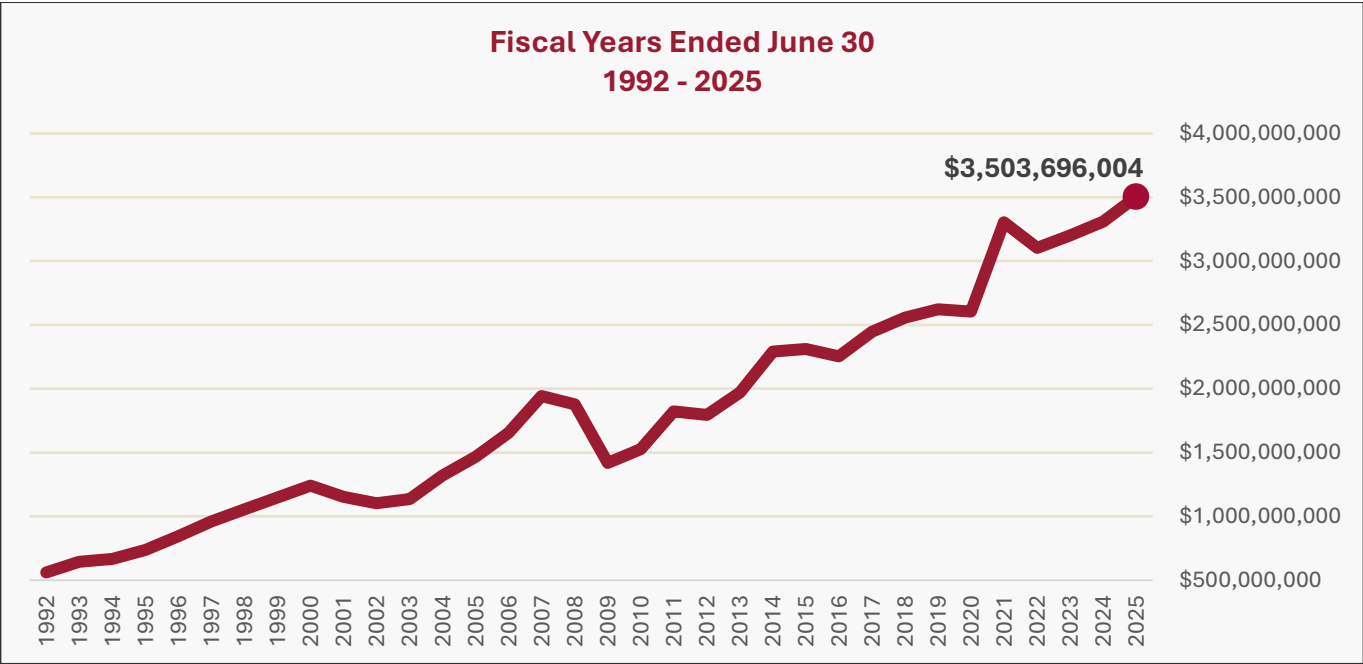


³ Illiquid Investments Asset Class	Portfolio Target Percentage
Private Equity	81.8%
Private Credit	9.1%
Private Real Assets	9.1%
Total	100.0%

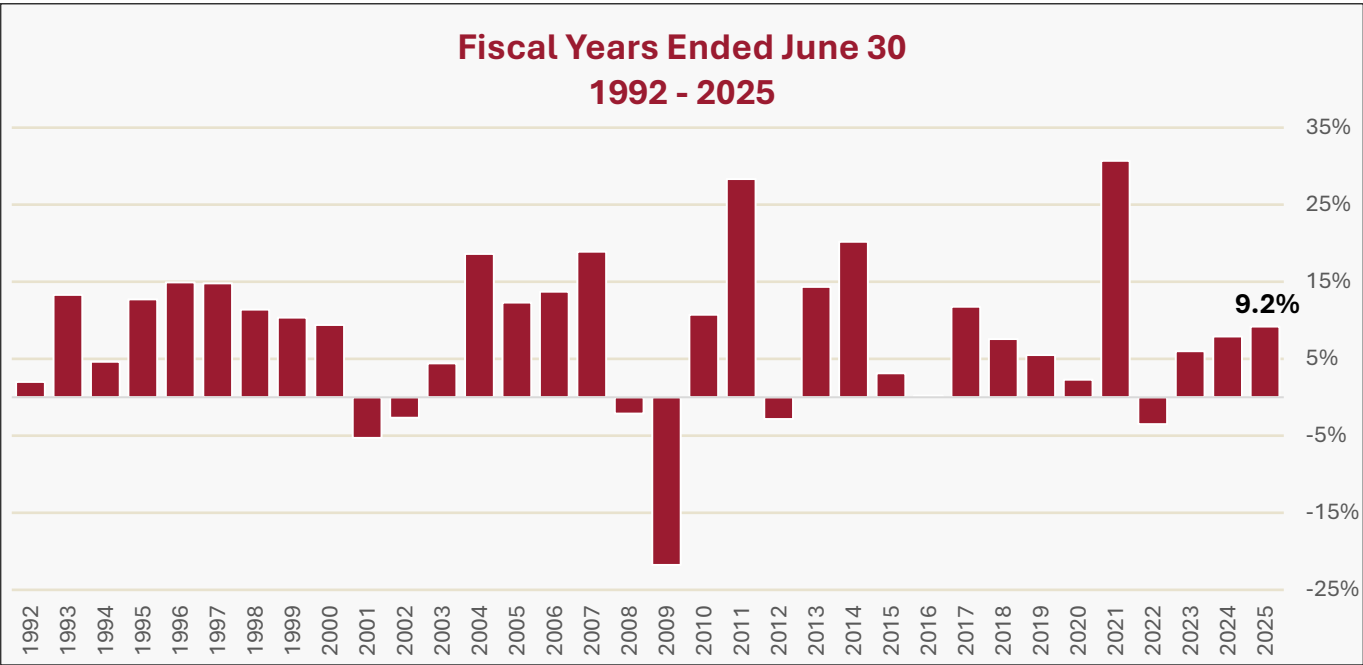


Caveats: In the absence of suitable opportunities within a specific market, the funds shall be directed to the other components within the debt or equity category. Due to the fluctuation of market values, positioning within $\pm 5\%$ of the Core and Strategic Investments target and within $\pm 10\%$ of Illiquid Investments shall constitute compliance with the policy. A review of the allocation policy shall occur periodically to allow the Board of Trustees to consider the effect of any changes in market conditions or of the expectations for the retirement system.

Growth of Net Investment Portfolio Assets



Annual Investment Returns



Benefits

Description of Benefit Plan
Optional Forms of Retirement
DROP - Deferred Retirement Option Plan
Membership Data

Description of Benefit Plan

Benefit formulas are established by Iowa Code Chapter 411, and revisions to the benefit program can only be instituted by the Iowa General Assembly. The Board and staff are required to administer retirement benefits in compliance with the statutory provisions. Questions concerning an individual's eligibility should be directed to the administration.

Retirement Age

To qualify for a full service retirement, the member must be age 55 or older with a minimum of 22 years of service at termination of employment. Death and disability benefits do not have specific age or length of service requirements. Retirement under the ordinary disability or accidental disability programs of MFPRSI are available to members who become permanently disabled (while there are no age or length of service requirements, "permanently disabled" is defined as a duration of one year or longer) while employed as a firefighter or police officer.

Benefit Amounts

Current benefit amounts are based upon a percentage of the member's average monthly earnable compensation. The average monthly earnable compensation is calculated by adding the member's earnable compensation for the highest three years of service and dividing it by 36. The percentage multiplier varies by type of retirement and the length of the member's service. For service retirements, the benefit percentage is 66 percent with 22 years of service and 82 percent with 30 years of service.

Refund of Contributions

Since July 1, 1990, members who terminate service, other than by death or disability, may withdraw their contributions in total from their date of hire through their termination date. If a member withdraws contributions, the member waives any claim to benefits for the period of membership for which the withdrawal is made.

Members who terminate service also have the option to rollover the eligible portion of their refund to another qualified retirement plan or to an individual retirement account (IRA). Such rollovers must be approved in advance by MFPRSI. The contributions being withdrawn are credited with an annualized simple interest rate determined by the Board, currently set at 5 percent.

Vesting

When a member earns at least 4 years of credited service or reaches age 55 while performing membership service, the member becomes vested in the retirement system. Once vested, the member is entitled to a monthly benefit.

Optional Forms of Retirement

Members retiring through a service or vested service retirement have the opportunity to select either the “basic benefit” as provided by Chapter 411, or one of six optional forms of benefits. The basic benefit is a lifetime benefit based on the member’s average monthly compensation and number of years of service. Each option is actuarially adjusted and based on the basic benefit.

1. **The Basic Benefit** - The member’s spouse is entitled to 50 percent of the gross benefit at the time of the member’s passing, but not less than 20 percent of the average earnable compensation of the active membership as reported by the actuary.

Please visit www.mfprsi.org for more information about the basic benefit.

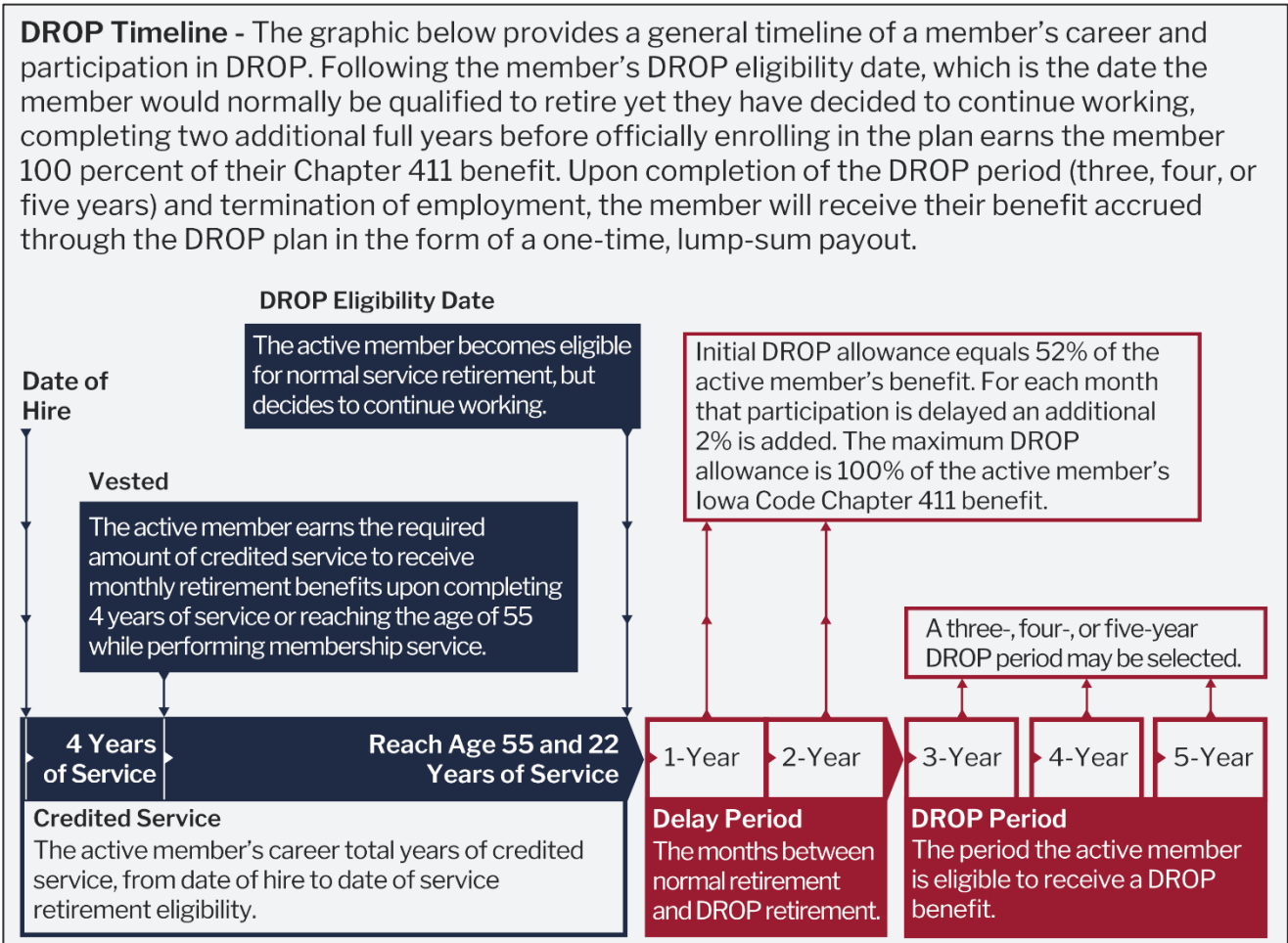
The optional forms of benefits below are calculated using actuarial tables which consider the age of the member at retirement, the age of the member’s beneficiary, and the assumed life expectancy of both. The beneficiary receives this amount for his or her lifetime.

2. **Joint & 75 Percent Survivor Annuity** - The designated beneficiary receives 75 percent of the gross amount of the member’s retirement at the time of the member’s passing. If the beneficiary passes before the member, then the benefits end upon the member’s passing.
3. **Joint & 75 Percent Survivor Annuity with Pop-Up** - The designated beneficiary receives 75 percent of the gross amount of the member’s retirement at the time of the member’s passing. Should the beneficiary pass before the member, the benefit will increase to the amount of the basic benefit and no survivor benefit is payable following the member’s passing.
4. **Joint & 100 Percent Survivor Annuity** - The designated beneficiary receives 100 percent of the gross amount of the member’s retirement at the time of the member’s passing. If the beneficiary passes before the member, then the benefits end upon the member’s passing.
5. **Joint & 100 Percent Survivor Annuity with Pop-Up** - The designated beneficiary receives 100 percent of the gross amount of the member’s retirement at the time of the member’s passing. Should the beneficiary pass before the member, the benefit will increase to the amount of the basic benefit and no survivor benefit is payable following the member’s passing.
6. **Single-Life Annuity with Designated Lump Sum** - The designated beneficiary receives a one-time, lump-sum payment upon the passing of the member. If the beneficiary passes prior to the member, the lump sum is paid to the member’s estate.
7. **Straight-Life Annuity** - Following the member’s passing, no further benefits are payable.

DROP - Deferred Retirement Option Plan

Active members, at least 55 years old with 22 or more years of service, have the option to participate in DROP (Deferred Retirement Option Plan). This program is an arrangement for members who are otherwise eligible to retire and begin benefits, but continue working. Members can elect a three-, four-, or five-year DROP period. Members will sign a contract indicating they will retire at the end of the selected DROP period by electing to participate in the program.

During the member's DROP period the member's retirement benefit is frozen and a DROP benefit is credited to an account established for the member. The DROP benefit is equal to 52 percent of the member's retirement benefit at the member's earliest date eligible and 100 percent if the member delays enrollment for 24 months. At the member's actual date of retirement, the member's DROP account will be distributed in the form of a lump sum or rolled over to an eligible plan.



Membership Data

Summary of System Members

	<u>July 1,</u>		
	<u>2023</u>	<u>2024</u>	<u>2025</u>
Active Members			
Number	4,168	4,253	4,254
Average Attained Age	40.1	39.7	39.4
Average Past Service	12.8	12.4	12.2
Total Annual Compensation	\$374,768,422	\$390,703,785	\$408,343,756
Average Annual Compensation	89,916	91,865	95,991
Non-Active Members in Pay Status			
Number	4,433	4,512	4,596
Average Age (excluding children)	70.3	70.3	70.4
Total Annual Benefits	\$209,546,340	\$223,624,968	\$235,459,668
Average Annual Benefit	47,269	49,562	51,231
Non-Active Members with Deferred Benefits			
Number*	465	485	504
Average Age	43.4	43.5	43.7
Total Annual Benefits	\$ 10,151,220	\$ 10,981,116	\$ 11,493,252
Average Annual Benefit	21,831	22,641	22,804

* Excludes 111, 120 and 130 terminated nonvested members who had not yet received a refund of contributions as of 2023, 2024 or 2025 respectively.

Participating Cities

Ames	Des Moines	Marshalltown
Ankeny	DeWitt*	Mason City
Bettendorf	Dubuque	Muscatine
Boone	Estherville*	Newton
Burlington	Evansdale*	Oelwein
Camanche	Fairfield	Oskaloosa
Carroll*	Fort Dodge	Ottumwa
Cedar Falls	Fort Madison	Pella*
Cedar Rapids	Grinnell	Sioux City
Centerville	Indianola*	Spencer
Charles City	Iowa City	Storm Lake
Clinton	Keokuk	Urbandale
Clive*	Knoxville*	Waterloo
Council Bluffs	Le Mars*	Waverly*
Creston	Maquoketa*	Webster City
Davenport	Marion	West Des Moines
Decorah		

*Police department only.

Benefits by Type

Service Retirements

Age	Number	Total Annual Benefit	Average Annual Benefit
55-59	185	\$ 14,556,216	\$ 78,682
60-64	296	21,747,564	73,472
65-69	324	23,576,064	72,766
70-74	383	26,685,480	69,675
75-79	326	21,652,884	66,420
80-84	179	10,573,152	59,068
Over 84	<u>153</u>	<u>7,894,848</u>	<u>51,600</u>
Total	1,846	\$126,686,208	\$ 68,627

Vested Retirements

Age	Number	Total Annual Benefit	Average Annual Benefit
55-59	103	\$ 3,449,040	\$ 33,486
60-64	120	3,161,928	26,349
65-69	112	2,579,256	23,029
70-74	86	1,822,404	21,191
75-79	66	1,132,140	17,154
80-84	22	346,248	15,739
Over 84	<u>14</u>	<u>137,328</u>	<u>9,809</u>
Total	523	\$12,628,344	\$ 24,146

Accidental Disability Retirements

Age	Number	Total Annual Benefit	Average Annual Benefit
Under 40	16	\$ 776,136	\$ 48,509
40-44	29	1,577,400	54,393
45-49	57	2,951,484	51,780
50-54	83	4,683,936	56,433
55-59	126	7,912,428	62,797
60-64	141	9,135,288	64,789
65-69	152	8,920,824	58,690
70-74	159	8,918,868	56,094
75-79	139	7,329,456	52,730
80-84	86	4,356,048	50,652
Over 84	<u>51</u>	<u>2,452,644</u>	<u>48,091</u>
Total	1,039	\$59,014,512	\$ 56,799

Ordinary Disability Retirements

Age	Number	Total Annual Benefit	Average Annual Benefit
Under 40	11	\$ 379,788	\$ 34,526
40-44	17	684,840	40,285
45-49	18	752,004	41,778
50-54	24	1,022,088	42,587
55-59	36	1,799,940	49,998
60-64	16	826,704	51,669
65-69	26	1,258,776	48,414
70-74	21	1,084,812	51,658
75-79	28	1,253,772	44,778
80-84	14	637,644	45,546
Over 84	<u>5</u>	<u>208,920</u>	<u>41,784</u>
Total	216	\$9,909,288	\$ 45,876

Beneficiaries (Spouse)

Age	Number	Total Annual Benefit	Average Annual Benefit
Under 40	2	\$ 40,764	\$ 20,382
40-44	9	330,504	36,723
45-49	13	469,284	36,099
50-54	12	387,756	32,313
55-59	35	1,218,576	34,816
60-64	41	1,320,276	32,202
65-69	87	2,651,892	30,482
70-74	133	4,062,744	30,547
75-79	163	4,892,760	30,017
80-84	166	4,705,788	28,348
Over 84	<u>265</u>	<u>6,800,136</u>	<u>25,661</u>
Total	926	\$26,880,480	\$ 29,029

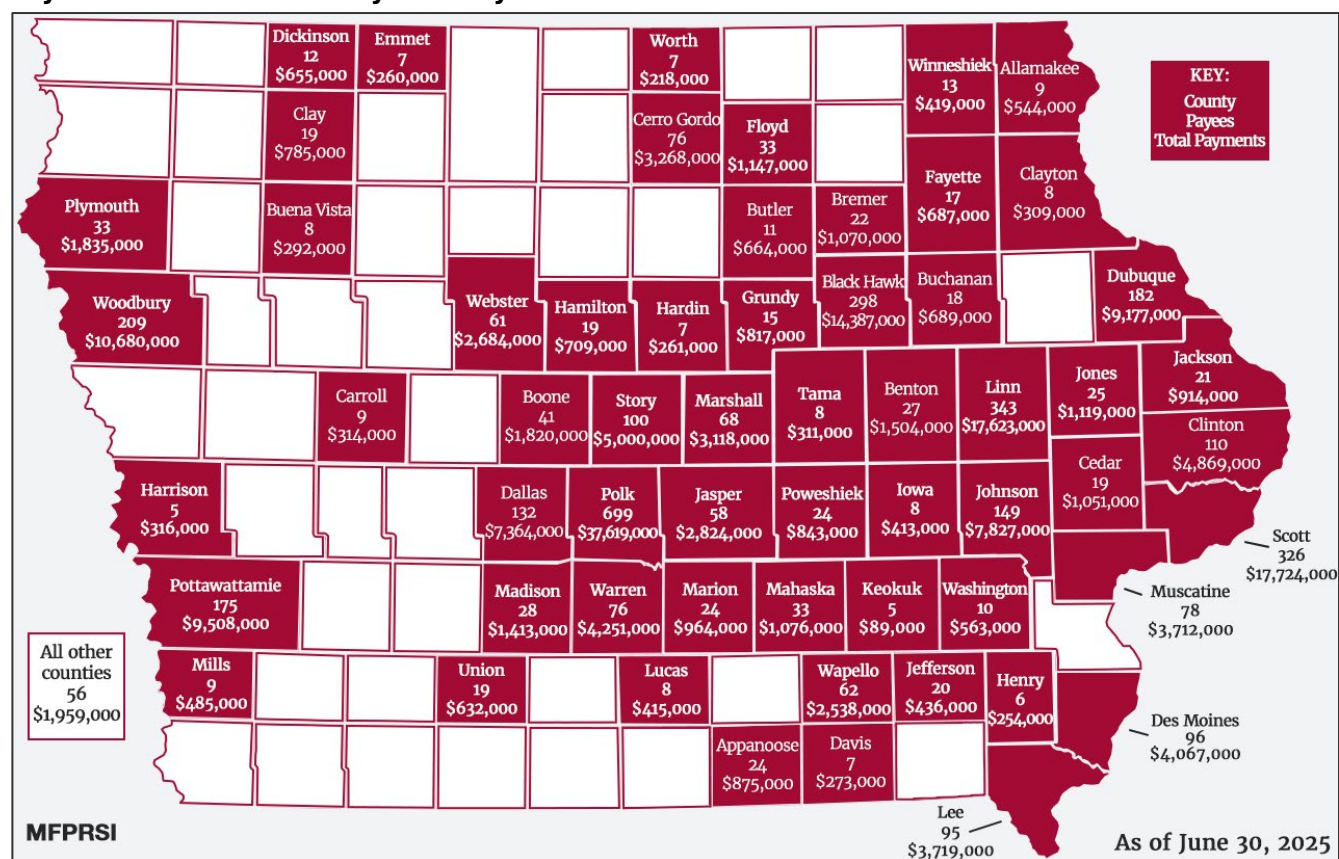
Beneficiaries (Children)

Age	Number	Total Annual Benefit	Average Annual Benefit
Under 3	0	\$ 0	\$ 0
3-5	0	0	0
6-8	2	11,616	5,808
9-11	5	30,660	6,132
12-14	6	38,976	6,496
15-17	10	60,588	6,059
18-20	14	94,812	6,772
Over 20	<u>9</u>	<u>104,184</u>	<u>11,576</u>
Total	46	\$ 340,836	\$ 7,409

Terminated Vested

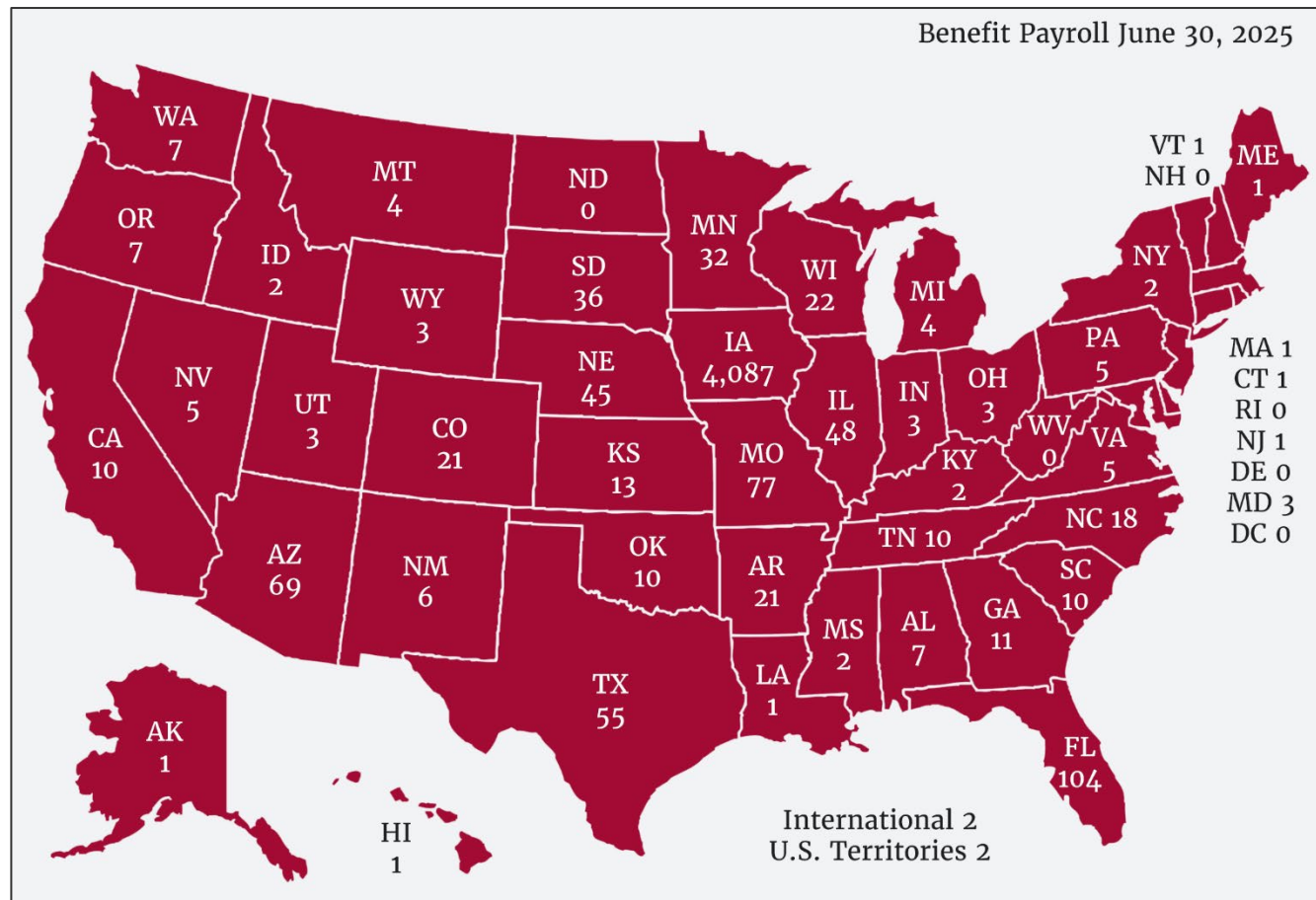
Age	Number	Total Annual Benefit	Average Annual Benefit
Under 40	150	\$ 2,216,844	\$14,779
40-44	111	2,259,804	20,359
45-49	109	2,889,720	26,511
50-54	127	4,006,980	31,551
Over 54	<u>7</u>	<u>119,904</u>	<u>17,129</u>
Total	504	\$11,493,252	\$22,804

Payees and Total Benefit Payments by Counties in Iowa



The map above illustrates the number of benefit payments made to members with mailing addresses residing in the State of Iowa as of June 30, 2025. Approximately 85% of all members receiving a monthly benefit from MFPRSI reside in Iowa.

Number of Benefit Payments to Members by U.S. State



The map above illustrates the number of benefit payments made to members with mailing addresses residing in the individual states and internationally as of June 30, 2025. Approximately 99% of all monthly benefit payments are made via ACH.

Preparation of Annual Report

The preparation of this report and financial statements were the result of the combined efforts of the retirement system's staff under the direction of the Executive Director, Deputy Director, and Chief Investment Officer.

MFPRSI's annual report for fiscal year 2025 was prepared by MFPRSI staff using data gathered from various sources including MFPRSI's actuarial services provider, HUB International, investment consultant, Marquette Associates, and communications consultant, Wixted & Co. The feature article, 'We Couldn't Do It Without Them': Firefighters Foundation Strengthens Families and Communities,' was written by Wixted & Co.

The firm Eide Bailly LLP conducted an audit for the period ending June 30, 2025. A copy of the audit report has been provided to each of the employing cities and is viewable at www.mfprsi.org. Copies of the report are also available at MFPRSI's office in West Des Moines, Iowa.

This report is intended to provide reliable information as a basis for management decisions, legal compliance, and stewardship of the retirement system's assets. The Board and staff appreciate the efforts extended by city officials as well as the support given to MFPRSI by the active and retired memberships and city representatives.

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