

CITY OF BATTLE CREEK, MICHIGAN
POLICE AND FIRE RETIREMENT SYSTEM

Year Ended
June 30, 2025

Financial
Statements and
Supplementary
Information

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CITY OF BATTLE CREEK, MICHIGAN

POLICE AND FIRE RETIREMENT SYSTEM

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INDEPENDENT AUDITORS' REPORT

December 22, 2025

To the Board of Trustees
City of Battle Creek, Michigan
Police and Fire Retirement System
Battle Creek, Michigan

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of the **City of Battle Creek, Michigan Police and Fire Retirement System, a fiduciary component unit of the City of Battle Creek, Michigan** (the "System"), as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the System's basic financial statements as listed in the table of contents.

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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



In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the System'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.

Independent Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS 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 the System's internal control. Accordingly, no such opinion is expressed.
- evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the System'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 schedules of pension information listed in the table of contents be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

The System has omitted Management's Discussion and Analysis that accounting principles generally accepted in the United States of America requires to be presented to supplement the financial statements. Such missing information, although not a part of the financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the financial statements in an appropriate operational, economic, or historical context. Our opinion is not modified with respect to this matter.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated December 22, 2025, on our consideration of the System's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and 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 the System'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 the System's internal control over financial reporting and compliance.

A handwritten signature in black ink that reads "Lehmann Johnson LLC". The signature is written in a cursive, flowing style.

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BASIC FINANCIAL STATEMENTS

**CITY OF BATTLE CREEK, MICHIGAN
POLICE AND FIRE RETIREMENT SYSTEM**

Statement of Fiduciary Net Position

June 30, 2025

Assets

Cash and cash equivalents \$ 2,335,573

Investments:

Fixed income:

Corporate bonds \$ 10,404,089

Foreign bonds 1,504,451

U.S. government securities 21,111,180

Asset backed securities 1,512,163

Collateralized mortgage obligations 2,744,328

Mortgage backed securities 8,830,463

Mutual funds 151,825,798

Total investments 197,932,472

Interest receivable 417,290

Pension contributions receivable 1,230,110

Total assets

201,915,445

Liabilities

Due to other governments 242,836

Net position

Restricted for other postemployment benefits 56,357

Restricted for pension benefits 201,616,252

Total net position

\$ 201,672,609

The accompanying notes are an integral part of these financial statements.

CITY OF BATTLE CREEK, MICHIGAN
POLICE AND FIRE RETIREMENT SYSTEM

Statement of Changes in Fiduciary Net Position

For the Year Ended June 30, 2025

Additions

Investment income:

Net change in fair value of investments	\$ 16,809,269
Investment earnings and dividends	4,277,889
Less investment expenses	<u>(142,028)</u>
Net investment income	<u>20,945,130</u>

Contributions:

Employer	6,319,619
Employee	<u>2,114,089</u>
Total contributions	<u>8,433,708</u>

Total additions 29,378,838

Deductions

Pension benefit payments and refunds	13,484,607
Medical insurance premiums	239,536
Administrative expenses	<u>221,800</u>

Total deductions 13,945,943

Net change in net position 15,432,895

Net position, beginning of year 186,239,714

Net position, end of year \$ 201,672,609

The accompanying notes are an integral part of these financial statements.

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NOTES TO FINANCIAL STATEMENTS

CITY OF BATTLE CREEK, MICHIGAN

POLICE AND FIRE RETIREMENT SYSTEM

Notes to Financial Statements

1. PLAN DESCRIPTION

Plan administration. The City of Battle Creek, Michigan Police and Fire Retirement System (the "System") is a single-employer defined benefit contributory pension plan which provides retirement, disability and death benefits to, and contributes toward postemployment healthcare benefits for, plan members and their beneficiaries in accordance with the City of Battle Creek's (the "City") pension ordinance. The System covers all police and fire employees of the City of Battle Creek. Plan benefit provisions were established and may be amended under the authority of City Ordinances. Contribution requirements were established and may be amended subject to collective bargaining agreements and approval by the Retirement Board and City of Battle Creek City Commission. The financial statements of the System are included as a pension trust fund in the City's financial statements.

The System is administered by the Board of Trustees (the "Board") of the City of Battle Creek, Michigan Police and Fire Retirement System. The five-member board is either elected or appointed in accordance with Public Act 345 of 1937 ("the Act"). Two members are appointed by the City Commission upon completing an application to serve. One member is an active member of the retirement system and elected by a majority vote of the active members of the police department. One member is an active member of the retirement system and elected by a majority vote of the active members of the fire department. The treasurer of the City is a member per the Act. All terms are four years.

The System is included as a fiduciary component unit of the City because (1) the System is a legally separate entity; (2) the City Commission appoints a voting majority of the Board of Trustees; and (3) the City makes contributions to the System on behalf of its participants. Plan amendments are under the authority of the City. Changes in required contributions are subject to collective bargaining agreements and approval by the City Commission.

Plan membership. System membership consisted of the following at June 30, 2024, the date of the latest actuarial valuation:

Retirees and beneficiaries currently receiving benefits	300
Terminated employees entitled to but not yet receiving benefits	10
Vested and non-vested active participants	<u>176</u>
Total	<u><u>486</u></u>

Benefits provided. The System provides retirement, disability, and death benefits. Retirement benefits for police and fire members are generally calculated as 3.00% of the member's final three or five-year average salary (depending on the group) times the member's years of service up to a maximum of 25 years, plus an additional 1.00% of final average compensation times the number of years of service in excess of 25 years. Retirement benefits cannot exceed 80% of final average compensation. Members with 25 years of service or who are age 60 are eligible to retire and receive benefits.

**CITY OF BATTLE CREEK, MICHIGAN
POLICE AND FIRE RETIREMENT SYSTEM**

Notes to Financial Statements

Contributions. Plan members are required to contribute between 10.00% and 13.54% of their annual covered salary to the System for pension benefits, depending on bargaining unit. The City contributes such additional amounts as necessary, based on actuarial determinations, to provide assets sufficient to pay for member benefits. The City’s pension contribution for the year ended June 30, 2025 represented 42.61% of the annual covered payroll.

Deferred Retirement Option Program (DROP). In lieu of retiring and receiving a monthly benefit, an eligible participant may elect to participate in the DROP by making an irrevocable election to terminate employment with the City and retire upon ceasing participation in the DROP. The DROP election must specify the future retirement date which must be within the maximum time period permitted (typically 3 to 5 years, based on bargaining unit and hire date). Upon entry in the DROP, the participant ceases to accrue years of service in the defined benefit pension plan. The participant remains an employee of the City for all other purposes, but the retirement benefit payment is calculated and payments commence into a separate, restricted account. These monthly payments, along with interest earnings (credited quarterly at 2% annually), are not distributed to the participant until employment has terminated. DROP activity is summarized as follows as of June 30:

Year Ended June 30,	Beginning Balance	Credits	Interest	Distributions	Ending Balance
2025	\$ 2,475,364	\$ 1,209,545	\$ 62,350	\$ 255,383	\$ 3,491,876

2. SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The System’s financial statements are prepared on the accrual basis of accounting. Member contributions are recognized in the period in which they are due. The City’s contributions are recognized when due and the employer has made a formal commitment to provide them. Benefits and refunds are recognized when due and payable in accordance with the terms of the plan.

Valuation of Investments and Income Recognition

The System’s investments are stated at fair value. Short-term investments are reported at cost, which approximates fair value. Securities traded on a national or international exchange are valued at the last reported sales price at current exchange rates. Mortgages, if any, are valued on the basis of future principal and interest payments, and are discounted at prevailing interest rates for similar instruments. The fair value of real estate investments, if any, is based on independent appraisals. Investments that do not have established market values are reported at fair value as determined by the custodian, with the assistance of a valuation service.

CITY OF BATTLE CREEK, MICHIGAN

POLICE AND FIRE RETIREMENT SYSTEM

Notes to Financial Statements

Use of Estimates

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

Administration

Administrative costs are financed through the System's investment earnings.

3. DEPOSITS, INVESTMENTS AND SECURITIES LENDING

Deposits

The System does not maintain any checking or other demand/time deposit accounts. Amounts reported as cash and cash equivalents in the statement of fiduciary net position is composed entirely of short-term investments in money market accounts.

Investments

The Michigan Public Employees Retirement Systems' Investment Act, Public Act 314 of 1965, as amended, authorizes the System to invest in stocks, government and corporate securities, mortgages, real estate, and various other investment instruments, subject to certain limitations. The Board of Trustees has the responsibility and authority to oversee the investment portfolio. A professional investment manager and custodian are contracted to assist in managing the System's assets. All investment decisions are subject to Michigan law and the investment policy established by the Board of Trustees.

Investment Allocation Policy. The System's policy in regard to the allocation of invested assets is established and may be amended by its Board of Trustees. Based on a long-term time horizon and the Board's risk tolerance, performance expectations and asset class (and subclass) preferences, the strategic asset allocation is 35/65 split between fixed income and mutual fund equity investments.

CITY OF BATTLE CREEK, MICHIGAN
POLICE AND FIRE RETIREMENT SYSTEM

Notes to Financial Statements

Investment Holdings. The System’s investments are held in a bank-administered trust fund. Following is a summary of the System’s investments (at fair value as determined by quoted market price) as of June 30, 2025:

Fixed income:	
Corporate bonds	\$ 10,404,089
Foreign bonds	1,504,451
U.S. government securities	21,111,180
Asset backed securities	1,512,163
Collateralized mortgage obligations	2,744,328
Mortgage backed securities	<u>8,830,463</u>
	46,106,674
Mutual funds	<u>151,825,798</u>
Total investments	<u><u>\$ 197,932,472</u></u>

In addition to the above, the System has short-term investments of \$2,335,573 as of June 30, 2025 held entirely in money market accounts and reported as cash and cash equivalents.

Custodial Credit Risk. For investments, custodial credit risk is the risk that, in the event of the failure of the counterparty, the System will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party. The System’s investment policy requires that investment securities be held in trust by a third-party institution in the System’s name. As such, although uninsured and unregistered, the System’s investments are not exposed to custodial credit risk since the securities are held by the counterparty’s trust department in the System’s name.

Short-term investments in money market accounts are not subject to custodial credit risk.

CITY OF BATTLE CREEK, MICHIGAN
POLICE AND FIRE RETIREMENT SYSTEM

Notes to Financial Statements

Credit Risk. The System's investment policy provides that its investments in fixed income securities be limited to those rated Ba2 or better by a nationally recognized statistical rating organization. The System's investments in all other securities (not fixed income) are not rated by Moody's. The System's investments in fixed income securities were rated by Moody's as follows:

Aaa	\$ 13,432,942
Aa1	70,393
A1	482,329
A2	45,063
A3	191,364
Baa1 and below	1,598,422
Not rated	<u>30,286,161</u>
	<u>\$ 46,106,674</u>

Concentration of Credit Risk. At June 30, 2025, the System's investment portfolio was concentrated as follows:

	% of portfolio
Fidelity - mutual funds	40.4%
John Hancock - mutual funds	8.7%
Europac growth - mutual funds	8.1%
United States Treasury	7.0%
PIMCO - mutual funds	6.9%

Interest Rate Risk. As of June 30, 2025, maturities of the System's debt securities (none of which were callable) were as follows:

	Fair Value	Investment Maturities (fair value by years)			
		Less Than 1	1-5	6-10	More Than 10
Corporate bonds	\$ 10,404,089	\$ 284,494	\$ 5,049,867	\$ 3,680,396	\$ 1,389,332
Foreign bonds	1,504,451	75,209	880,482	504,535	44,225
U.S. government securities	21,111,180	-	12,075,553	2,136,678	6,898,949
Asset backed securities	1,512,163	-	1,350,428	161,735	-
Collateralized mortgage obligations	2,744,328	-	-	127,031	2,617,297
Mortgage backed securities	8,830,463	-	384,089	60,123	8,386,251
Total debt securities	<u>\$ 46,106,674</u>	<u>\$ 359,703</u>	<u>\$ 19,740,419</u>	<u>\$ 6,670,498</u>	<u>\$ 19,336,054</u>

CITY OF BATTLE CREEK, MICHIGAN

POLICE AND FIRE RETIREMENT SYSTEM

Notes to Financial Statements

The System's investment policy does not place limits on the maximum maturity for any single fixed income security or the weighted average for the portfolio maturity or a particular segment thereof. At June 30, 2025, the actual weighted average maturity was 13.07 years.

Foreign Currency Risk. Foreign currency risk is the risk that significant fluctuations in exchange rates may adversely affect the fair value of an investment. The System has various investment holdings in foreign bonds of \$1,504,451; these holdings are primarily in common and preferred stocks of Canadian (dollars) and European (euros) companies along with various other global companies.

Rate of return. For the year ended June 30, 2025, the annual money-weighted rate of return on plan investments, net of investment expenses, was 11.45%. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

Securities Lending. A contract approved by the System's Board permits the System to lend its securities to broker-dealers and banks (borrowers) for collateral that will be returned for the same securities in the future. The System's custodial bank manages the securities lending program and receives cash as collateral. The collateral securities cannot be pledged or sold by the System unless the borrower defaults. Collateral cash is initially pledged at 100% of the fair value of the securities lent, and may not fall below 100% during the term of the loan. There are no restrictions on the amount of securities that can be loaned. Securities on loan at year-end are classified in the preceding schedule of custodial credit risk according to the category for the collateral received on the securities lent.

At year-end, the System has no credit risk exposure to borrowers as the amounts the System owes the borrowers exceed the amounts the borrowers owe the System. The contract with the System's custodian requires it to indemnify the System if the borrowers fail to return the securities (and if the collateral is inadequate to replace the securities lent) or fail to pay the System for income distributions by the securities' issuers while the securities are on loan.

Fair Value Measurements. The System 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 or liabilities. Level 2 inputs, other than quoted prices, included within Level 1 that are observable for the asset or liability, either directly or indirectly. Finally, Level 3 inputs are unobservable and are based on estimates and assumptions. These levels are determined at the fund level based on a review of the investment's class, structure, and the type of securities held in the funds by the fund's investment manager and custodian.

**CITY OF BATTLE CREEK, MICHIGAN
POLICE AND FIRE RETIREMENT SYSTEM**

Notes to Financial Statements

The System had the following recurring fair value measurements as of June 30, 2025:

	Level 1	Level 2	Level 3	Total
Fixed income:				
Corporate bonds	\$ -	\$ 10,404,089	\$ -	\$ 10,404,089
Foreign bonds	-	1,504,451	-	1,504,451
U.S. government securities	21,111,180	-	-	21,111,180
Asset backed securities	-	1,512,163	-	1,512,163
Collateralized mortgage obligations	-	2,744,328	-	2,744,328
Mortgage backed securities	-	8,830,463	-	8,830,463
Mutual funds	151,825,798	-	-	151,825,798
	<u>\$ 172,936,978</u>	<u>\$ 24,995,494</u>	<u>\$ -</u>	<u>\$ 197,932,472</u>

The System's recurring fair value measurements as of June 30, 2025 for its investments listed as Level 2 inputs in the table above were valued by a pricing service that uses matrix pricing. Observable inputs consist of the price or yield of the underlying securities and bonds as the investments are only traded in secondary markets.

4. RISK MANAGEMENT

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

5. NET PENSION LIABILITY OF THE CITY

The components of the net pension liability of the City at June 30, 2025, are as follows:

Total pension liability	\$ 241,732,379
Plan fiduciary net position	<u>(201,672,609)</u>
City's net pension liability	<u>\$ 40,059,770</u>
 Plan fiduciary net position as a percentage of the total pension liability	 83.43%

CITY OF BATTLE CREEK, MICHIGAN

POLICE AND FIRE RETIREMENT SYSTEM

Notes to Financial Statements

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

Wage inflation	3.50%
Salary increases	3.50 to 15.75%, including inflation
Investment rate of return	6.25%
Retirement age	Age and service-based tables of rates that are specific to the type of eligibility condition. Last updated for the 2022 valuation.

PubS-2010 Mortality Tables with projected mortality improvements using scale MP-2021.

The actuarial assumptions used in the June 30, 2024 valuation were based on the results of an actuarial experience study for the period July 1, 2016 to June 30, 2021. From time to time one or more of the assumptions is modified to reflect experience trends (but not random or temporary year-to-year fluctuations).

Long-term Expected Rate of Return. 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 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 weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates of arithmetic real rates of return for each major asset class included in the pension plan's target asset allocation as of June 30, 2025 (see the discussion of the System's investment allocation policy) are summarized in the following table:

Asset Class	Target Allocation	Long-term Expected Real Rate of Return	Expected Money-Weighted Rate of Return
U.S. agencies	32.00%	1.90%	0.61%
Domestic corporate securities	38.00%	4.95%	1.88%
Domestic equities	11.50%	4.93%	0.57%
American depositary receipts	3.00%	0.90%	0.03%
International equities	15.50%	4.05%	0.63%
	<u>100.00%</u>		
Inflation			2.30%
Administrative expenses netted above			<u>0.23%</u>
Investment rate of return			<u><u>6.25%</u></u>

**CITY OF BATTLE CREEK, MICHIGAN
POLICE AND FIRE RETIREMENT SYSTEM**

Notes to Financial Statements

Discount rate. A single discount rate of 6.25% was used to measure the total pension liability. This single discount rate was based on an expected rate of return on the plan investments of 6.25%. The projection of cash flows used to determine the single discount rate assumed that plan member contributions will be made at the current contribution rate and that City contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member rate. Based on those assumptions, the pension plan’s fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on 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 the net pension liability of the City, calculated using the discount rate of 6.25%, as well as what the City’s net pension liability would be if it were calculated using a discount rate that is 1-percentage-point lower (5.25%) or 1-percentage-point higher (7.25%) than the current rate:

	1% Decrease (5.25%)	Current Discount (6.25%)	1% Increase (7.25%)
City's net pension liability	\$ 69,615,273	\$ 40,059,770	\$ 15,337,095

6. RECONCILIATION OF PLAN FIDUCIARY NET POSITION

The plan includes contributions to a 401(h) plan. Therefore, a portion of the plan fiduciary net position is restricted for other postemployment benefits. The components of the plan fiduciary net position of the City at June 30, 2025, are as follows:

Restricted for other postemployment benefits	\$ 56,357
Restricted for pension benefits	<u>201,616,252</u>
City's total plan fiduciary net position	<u><u>\$ 201,672,609</u></u>



REQUIRED SUPPLEMENTARY INFORMATION

CITY OF BATTLE CREEK, MICHIGAN
POLICE AND FIRE RETIREMENT SYSTEM

Required Supplementary Information

Schedule of Changes in the City's Net Pension Liability and Related Ratios

	Fiscal Year Ended June 30,			
	2025	2024	2023	2022
Total pension liability				
Service cost	\$ 4,562,487	\$ 5,015,797	\$ 4,315,718	\$ 4,153,430
Interest on total pension liability	14,959,093	14,524,313	14,082,332	13,460,908
Benefit changes	-	-	(33,713)	(26,483)
Difference between expected actual experience	(8,111,142)	1,022,782	1,780,898	676,786
Assumption changes	-	-	-	12,871,400
Benefit payments and refunds	(13,484,607)	(13,274,908)	(13,572,258)	(12,409,271)
Net change in total pension liability	<u>(2,074,169)</u>	<u>7,287,984</u>	<u>6,572,977</u>	<u>18,726,770</u>
Total pension liability, beginning of year	<u>243,806,548</u>	<u>236,518,564</u>	<u>229,945,587</u>	<u>211,218,817</u>
Total pension liability, end of year	<u>241,732,379</u>	<u>243,806,548</u>	<u>236,518,564</u>	<u>229,945,587</u>
Plan fiduciary net position				
Employer contributions	6,319,619	6,140,034	6,323,009	6,368,077
Employee contributions	2,114,089	1,965,479	1,922,364	1,725,254
Pension plan net investment income (loss)	20,945,130	23,030,283	16,666,426	(23,240,398)
Benefit payments and refunds	(13,484,607)	(13,274,908)	(13,572,258)	(12,409,271)
Pension plan administrative expense	(221,800)	(217,278)	(196,493)	(231,962)
Medical insurance premiums	(239,536)	(202,528)	(271,367)	(304,595)
Net change in plan fiduciary net position	<u>15,432,895</u>	<u>17,441,082</u>	<u>10,871,681</u>	<u>(28,092,895)</u>
Plan fiduciary net position, beginning of year	<u>186,239,714</u>	<u>168,798,632</u>	<u>157,926,951</u>	<u>186,019,846</u>
Plan fiduciary net position, end of year	<u>201,672,609</u>	<u>186,239,714</u>	<u>168,798,632</u>	<u>157,926,951</u>
Net pension liability	<u>\$ 40,059,770</u>	<u>\$ 57,566,834</u>	<u>\$ 67,719,932</u>	<u>\$ 72,018,636</u>
Plan fiduciary net position as a percentage of total pension liability	83.43%	76.39%	71.37%	68.68%
Covered payroll	<u>\$ 14,832,522</u>	<u>\$ 16,381,903</u>	<u>\$ 14,045,794</u>	<u>\$ 13,766,610</u>
Net pension liability as a percentage of covered payroll	270.08%	351.41%	482.14%	523.14%

Fiscal Year Ended June 30,					
2021	2020	2019	2018	2017	2016
\$ 3,784,164	\$ 4,041,341	\$ 4,068,824	\$ 4,070,388	\$ 3,637,644	\$ 3,649,198
12,950,656	12,839,189	12,286,062	11,769,474	11,630,004	11,317,045
(23,512)	(108,003)	405,223	1,505,727	1,062,436	704,651
(2,568,605)	(3,167,079)	2,789,999	1,955,535	(5,040,576)	(119,463)
5,687,254	(336,475)	-	6,224,926	-	4,988,871
(11,919,837)	(10,931,209)	(10,617,625)	(10,066,683)	(10,375,906)	(9,444,578)
<u>7,910,120</u>	<u>2,337,764</u>	<u>8,932,483</u>	<u>15,459,367</u>	<u>913,602</u>	<u>11,095,724</u>
<u>203,308,697</u>	<u>200,970,933</u>	<u>192,038,450</u>	<u>176,579,083</u>	<u>175,665,481</u>	<u>164,569,757</u>
<u>211,218,817</u>	<u>203,308,697</u>	<u>200,970,933</u>	<u>192,038,450</u>	<u>176,579,083</u>	<u>175,665,481</u>
6,353,070	5,869,972	5,544,586	5,180,487	4,746,323	4,664,957
1,593,679	1,580,109	1,473,592	1,478,257	1,215,059	1,077,632
35,530,257	8,960,637	9,782,101	10,201,971	11,593,876	2,617,277
(11,919,837)	(10,931,209)	(10,617,625)	(10,066,683)	(10,375,906)	(9,444,578)
(164,187)	(203,023)	(177,368)	(214,905)	(219,010)	(216,729)
(331,308)	(428,009)	(484,052)	(500,000)	(500,000)	(500,000)
<u>31,061,674</u>	<u>4,848,477</u>	<u>5,521,234</u>	<u>6,079,127</u>	<u>6,460,342</u>	<u>(1,801,441)</u>
<u>154,958,172</u>	<u>150,109,695</u>	<u>144,588,461</u>	<u>138,509,334</u>	<u>132,048,992</u>	<u>133,850,433</u>
<u>186,019,846</u>	<u>154,958,172</u>	<u>150,109,695</u>	<u>144,588,461</u>	<u>138,509,334</u>	<u>132,048,992</u>
<u>\$ 25,198,971</u>	<u>\$ 48,350,525</u>	<u>\$ 50,861,238</u>	<u>\$ 47,449,989</u>	<u>\$ 38,069,749</u>	<u>\$ 43,616,489</u>
88.07%	76.22%	74.69%	75.29%	78.44%	75.17%
<u>\$ 14,616,125</u>	<u>\$ 14,766,506</u>	<u>\$ 14,897,135</u>	<u>\$ 14,718,606</u>	<u>\$ 14,043,138</u>	<u>\$ 14,069,533</u>
172.41%	327.43%	341.42%	322.38%	271.09%	310.01%

**CITY OF BATTLE CREEK, MICHIGAN
POLICE AND FIRE RETIREMENT SYSTEM**

Required Supplementary Information

Schedule of City Contributions

Fiscal Year Ending June 30,	Actuarially Determined Contribution	Actual Contribution	Contribution Deficiency (Excess)	Covered Payroll	Actual Contribution as Percentage of Covered Payroll
2016	\$ 4,664,957	\$ 4,664,957	\$ -	\$ 14,069,533	33.16%
2017	4,746,323	4,746,323	-	14,043,138	33.80%
2018	5,180,487	5,180,487	-	14,718,606	35.20%
2019	5,544,586	5,544,586	-	14,897,135	37.22%
2020	5,869,972	5,869,972	-	14,766,506	39.75%
2021	6,353,070	6,353,070	-	14,616,125	43.47%
2022	6,368,077	6,368,077	-	13,766,610	46.26%
2023	6,323,009	6,323,009	-	14,045,794	45.02%
2024	6,140,034	6,140,034	-	16,381,903	37.48%
2025	6,319,619	6,319,619	-	14,832,522	42.61%

**CITY OF BATTLE CREEK, MICHIGAN
POLICE AND FIRE RETIREMENT SYSTEM**

Required Supplementary Information

Schedule of Investment Returns

Fiscal Year Ending June 30,	Annual Return ⁽¹⁾
2016	15.82%
2017	9.02%
2018	6.89%
2019	6.81%
2020	6.17%
2021	23.22%
2022	-12.76%
2023	11.06%
2024	13.92%
2025	11.45%

⁽¹⁾ Annual money-weighted rate of return, net of investment expenses

CITY OF BATTLE CREEK, MICHIGAN POLICE AND FIRE RETIREMENT SYSTEM

Notes to Required Supplementary Information

Pension Information

Notes to the Schedule of Changes in the City's Net Pension Liability and Related Ratios

Assumption Changes 2016: Changes include an increase in wage inflation, increase in projected salary increases, and decrease in the investment rate of return.

Assumption Changes 2018: Changes include a decrease in the wage inflation, decrease in salary increases and decrease in the investment rate of return.

Assumption Changes 2020: The only change is the mortality rates were updated using a projection scale MIP-2019.

Assumption Changes 2021: The only change is the wage inflation rate was lowered from 4.0% to 3.5%.

Assumption Changes 2022: Changes include a decrease in the investment return assumption from 6.50% to 6.25%, increase in the merit and longevity pay assumption, increase in rates of retirement, increase in rate of withdrawal for police groups, increase in rates of disability retirements, and update in the amortization method periods of the unfunded actuarial accrued liability.

Benefit Changes 2016: Non-Represented members; in particular, a 1% multiplier after 25 years of service for Police members and the exclusion of vacation payouts from final average compensation.

Benefit Changes 2017: Member Contribution Rate for Fire Supervisory: 10.00% as of 4/1/15. Member Contribution Rate for Police: 8.00% as of 7/1/16, 8.25% as of 7/1/17. Member Contribution Rate for Police Sergeants: 11.72% as of 7/1/16. Police Sergeants: 3 Years in Final Average Compensation effective 7/1/16. Fire OSP: 3 Years in Final Average Compensation effective 7/1/16.

Benefit Changes 2018: Member Contribution Rate for Fire IAFF: 11.04% as of 7/1/17. Fire IAFF: 3 Years in Final Average Compensation effective 7/1/17. Fire IAFF: Deferred Retirement Option Plan (DROP) adopted and effective 7/1/16.

Benefit Changes 2019: Police Lieutenants: Deferred Retirement Option Plan (DROP) adopted and effective 7/1/16.

Benefit Changes 2020: For Non-Represented Command Police Personnel, a Deferred Retirement Option Plan (DROP) was adopted effective July 1, 2020.

Benefit Changes 2021: For Non-Represented Fire, a Deferred Retirement Option Plan (DROP) was adopted effective July 1, 2021. For Police Sergeants, the employee contribution rate was changed to 12.22%. For Police Non-Supervisory, the employee contribution rate was changed to 9.25%. For Firefighters, the employee contribution rate was changed to 11.54%.

**CITY OF BATTLE CREEK, MICHIGAN
POLICE AND FIRE RETIREMENT SYSTEM**

Notes to Required Supplementary Information

Benefit Changes 2022: For Police Sergeants, the employee contribution rate was changed from 12.22% to 12.72%. For Police Non-Supervisory, the employee contribution rate was changed from 9.25% to 9.75%. For Firefighters, the employee contribution rate was changed from 11.54% to 12.04%. For Non-represented command, the employee contribution rate was changed from 10.00% to 11.00%.

Benefit Changes 2023: For Police Sergeants, a Deferred Retirement Option Plan (DROP) was adopted effective July 1, 2022 and expiring June 30, 2024. For Police Sergeants, the employee contribution rate was changed from 12.72% to 13.22%. For Police Lieutenants, the employee contribution rate was changed from 11.00% to 12.50%. For Police Non-Supervisory, the employee contribution rate was changed from 9.75% to 10.75%. For Firefighters, the employee contribution rate was changed from 12.04% to 13.04%. For Non-represented command, the employee contribution rate was changed from 11.00% to 10.00%.

Notes to Schedule of City Contributions

Valuation date June 30, 2023
 Notes Actuarially determined contribution amounts are calculated as of June 30 of each year, which is 12 months prior to the beginning of the fiscal year in which contributions are reported.

Methods and assumptions used to determine contribution rates:

Actuarial cost method	Entry-age normal
Amortization method	Level percentage-of-payroll
Remaining amortization period	Closed 15 years for benefit changes Closed 20 years for assumption changes, method changes, and experience deviations Closed 25 years for all other liabilities
Asset valuation method	5-year smoothed market, with 20% corridor
Inflation	3.50%
Salary increases	4.25%-15.75%, including inflation
Investment rate of return	6.25%
Retirement age	Age and service-based tables of rates that are specific to the type of eligibility condition. Last updated for the 2022 valuation.
Mortality rates	PubS-2010 Standard Mortality Tables with generation mortality improvement using projection scale MP-2021.

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**INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING
AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS
PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS**

December 22, 2025

To the Board of Trustees
City of Battle Creek, Michigan
Police and Fire Retirement System
Battle Creek, Michigan

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the **City of Battle Creek, Michigan Police and Fire Retirement System, a fiduciary component unit of the City of Battle Creek, Michigan** (the "System"), as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the System's basic financial statements, and have issued our report thereon dated December 22, 2025.

Report on Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the System's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the System's internal control. Accordingly, we do not express an opinion on the effectiveness of the System's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.



Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the System's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the System's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

A handwritten signature in black ink that reads "Rehmann Lobson LLC". The signature is written in a cursive, flowing style.