

# **Village of Steger, Illinois**

Annual Financial Statements

December 31, 2024

**Village of Steger, Illinois**  
**Table of Contents**  
**December 31, 2024**

Independent Auditor's Report	1-4
Management's Discussion and Analysis	5-12
Basic Financial Statements	
Government-wide Financial Statements:	
Statement of Net Position	14-15
Statement of Activities	16
Fund Financial Statements:	
Governmental Funds:	
Balance Sheet	17
Reconciliation of the Balance Sheet to the Statement of Net Position	18
Statement of Revenue, Expenditures, and Changes in Fund Balances (Deficit)	19
Reconciliation of the Statement of Revenue, Expenditures, and Changes in Fund Balances (Deficit) to the Statement of Activities	20
Proprietary Funds:	
Statement of Net Position	21
Statement of Revenue, Expenses, and Changes in Net Position	22
Statement of Cash Flows	23-24
Fiduciary Funds:	
Statement of Fiduciary Net Position	25
Statement of Changes in Fiduciary Net Position	26
Notes to Financial Statements	27-58
<b>Required Supplementary Information</b>	
Schedule of Changes in the Village's Total OPEB Liability and Related Ratios	60
Schedule of Changes in the Village Net Pension Liability and Related Ratios – Illinois Municipal Retirement Fund – Regular Plan	61
Schedule of Changes in the Village Net Pension Liability and Related Ratios – Illinois Municipal Retirement Fund – SLEP Plan	62
Schedule of Changes in the Village Net Pension Liability and Related Ratios - Police Pension Plan	63
Schedule of Village Contributions – Regular Plan	64
Schedule of Village Contributions – SLEP Plan	65
Schedule of Village Contributions – Police Pension Fund	66
Schedule of Investment Returns	67
Budgetary Comparison Schedule – General Corporate Fund	68
Budgetary Comparison Schedule – Liability Insurance Fund	69
Notes to Required Supplementary Information	70

**Village of Steger, Illinois**  
**Table of Contents**  
**December 31, 2024**

**Other Supplementary Information**

Nonmajor Governmental Funds:	
Combining Balance Sheet	72-73
Combining Statement of Revenue, Expenditures, and Changes in Fund Balances (Deficit)	74-75
Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on Audit of Financial Statements Performed in Accordance with <i>Government Auditing Standards</i>	76-77
Schedule of Audit Findings and Responses	78-79
Status of Prior Year Findings	80

## **Independent Auditor's Report**



**Independent Auditor’s Report**

To the Honorable President and  
Members of the Board of Trustees  
Village of Steger, Illinois

**Report on the Audit of the Financial Statements**

***Qualified and Unmodified Opinions***

We have audited the financial statements of the governmental activities, the business-type activities, each major fund, and the aggregate remaining fund information of the Village of Steger, Illinois (Village), as of and for the year ended December 31, 2024, and the related notes to the financial statements, which collectively comprise the Village of Steger, Illinois’ basic financial statements as listed in the table of contents.

*Summary of Opinions*

<b>Opinion Unit</b>	<b>Type of Opinion</b>
Governmental activities	Qualified
Business-type activities	Qualified
General Fund	Unmodified
Liability Insurance Fund	Unmodified
Water and Sewer Operations Fund	Qualified
Aggregate remaining fund information	Unmodified

**Qualified Opinions on Governmental Activities, Business-Type Activities and Water and Sewer Operations Fund**

In our opinion, except for the effects of the matter described in the Basis for Qualified and Unmodified Opinions section of our report, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, the business-type activities, and the Water and Sewer Operations Fund for the Village of Steger, Illinois, as of December 31, 2024, and the respective changes in financial position and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

**Unmodified Opinions on the General Fund, Liability Insurance Fund, and Aggregate Remaining Fund Information**

In our opinion, based on our audit and the report of the other auditors, the financial statements referred to above present fairly, in all material respects, the respective financial position of the General Fund, Liability Insurance Fund, and the aggregate remaining fund information for the Village of Steger, Illinois as of December 31, 2024, and the respective changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

4828 Loop Central Dr.  
Suite 1000  
Houston, TX 77081  
Phone: 713.968.1600  
Fax: 713.968.1601

WWW.MCCONNELLJONES.COM



We did not audit the financial statements of the Police Pension Fund. Those statements were audited by other auditors whose report has been furnished to us, and our opinion on the aggregate remaining fund information, insofar as it relates to the amounts included for the Police Pension Fund, is based solely on the report of the other auditors.

### ***Basis for Qualified and Unmodified Opinions***

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 Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Village of Steger, Illinois and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified and unmodified audit opinions.

### ***Matter Giving Rise to Basis for Qualified Opinions on Governmental Activities, Business-Type Activities and Water and Sewer Operations Fund***

The Village of Steger, Illinois does not maintain detailed records of the historical cost, accumulated depreciation or depreciation expense of its capital assets. Therefore, we were unable to obtain sufficient evidence to form an opinion on the capital assets, accumulated depreciation and depreciation expense of the Village of Steger, Illinois. Quantification of the effects on the financial statements of these matters is not practicable.

### ***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 Village's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

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

Our responsibility is to express opinions on these financial statements based on our audit. We did not audit the financial statements of the Police Pension Fund, which represent all of the financial balances and activity of the pension trust funds. Those financial statements were audited by other auditors whose report has been furnished to us, and our opinion, insofar as it relates to the amounts included for the pension trust funds, is based solely on the report of the other auditors.



Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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 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 Village'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 Village'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, as identified in the table of contents, be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with 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



# McConnell Jones

information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

### ***Supplementary Information***

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the Village's basic financial statements. The accompanying combining and individual nonmajor fund financial statements are presented for the purpose of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with GAAS. In our opinion, the combining and individual nonmajor fund financial statements are fairly stated, in all material respects, in relation to the basic financial statements as a whole.

### **Other Reporting Required by *Government Auditing Standards***

In accordance with *Government Auditing Standards*, we have also issued our report dated October 16, 2025, on our consideration of the Village'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 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 Village's internal control over financial reporting and compliance.

*McConnell Jones LLP*

Houston, Texas  
October 16, 2025

## **Management's Discussion and Analysis**

# Village of Steger, Illinois

## Management's Discussion and Analysis

### December 31, 2024

The Village of Steger, Illinois (Village) management's discussion and analysis is designed to (1) assist the reader in focusing on significant financial issues, (2) provide an overview of the Village's financial activity, and (3) identify changes in the Village's financial position.

Since management's discussion and analysis (MD&A) is designed to focus on the current period's activities, resulting changes, and currently known facts, please read it in conjunction with the Village's financial statements. The current year being reported is from January 1, 2024 through December 31, 2024.

#### Financial Highlights

- The Village's net position increased by a total of \$2,888,474. Net position of \$2,968,977 consists of (\$346,582) related to governmental activities and \$3,315,559 related to business-type activities.
- The fund balance of the General Fund is \$4,778,947, which is an increase of \$513,909 from the prior fiscal year's fund balance.

#### Using the Financial Section of This Financial Report

In accordance with generally accepted accounting principles (GAAP), the Village's financial statements present two kinds of statements, each with a different view of the Village's finances. The financial statements focus on both the Village as a whole (government-wide) and the major individual funds. Both perspectives (government-wide and major fund) allow the user to address relevant questions, broaden a basis for comparison (year-to-year or government-to-government), and enhance the Village's accountability.

#### ***Government-Wide Financial Statements***

The government-wide financial statements are designed to be corporate-like in that all governmental and business-type activities are consolidated into columns, which add to a total for the primary government.

The statement of net position presents information on all of the Village's assets and deferred outflows and liabilities and deferred inflows of resources, with the difference of the two reported as net position. The focus of the statement of net position (the "unrestricted net position") is designed to be similar to bottom-line results for the Village and its governmental and business-type activities. This statement combines and consolidates governmental funds using the current financial resources measurement focus (short-term, spendable resources) with capital assets and long-term obligations, using the accrual basis of accounting and economic resources measurement focus. Over time, increases and decreases in net position may serve as useful indicators of whether the financial position of the Village is improving or deteriorating.

The statement of activities presents information showing how the Village's net position changed during the fiscal year. The statement of activities is focused on both the gross and net cost of various activities (including governmental and business-type) which are supported by the government's general taxes and other resources. This is intended to summarize and simplify the user's analysis of the cost of various government services and/or subsidy to various business-type activities.

Both statements distinguish functions of the Village that are primarily supported by taxes and intergovernmental revenue (governmental activities) from other functions that are intended to recover all or a significant portion of their costs through user fees and charges (business-type activities). Governmental activities reflect the Village's basic services, including police, fire, public works, community development, and finance and administration. Property taxes, local sales taxes, local utility taxes, state-shared income taxes, replacement taxes, and local use taxes finance the majority of these services. The business-type activities reflect private sector-type operations (water and sewer), whereby the fee for service typically covers all or most of the cost of operation, including depreciation.

# **Village of Steger, Illinois**

## **Management's Discussion and Analysis**

### **December 31, 2024**

#### ***Fund Financial Statements***

A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. The Village, like other state and local governments, uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements. All of the funds of the Village can be divided into three categories: governmental funds, proprietary funds, and fiduciary funds.

The governmental funds focus on sources and uses of spendable resources, as well as on the balances of spendable resources available at the end of the fiscal year. This is the manner in which the financial plan (the appropriations) is typically developed. The flow and availability of liquid resources is a clear and appropriate focus of any analysis of a government. Funds are established for various purposes, and the fund financial statements allow the demonstration of sources and uses and/or appropriations compliance associated therewith.

Proprietary funds provide the same type of information (private sector operations) as the government-wide business-type financial statements, only in more detail. The proprietary fund statements provide separate information for the water and sewer activity, which is considered to be a major fund of the Village.

The fund financial statements also allow the Village to address its fiduciary fund (police pension fund). While this fund represents trust responsibilities of the government, these assets are restricted in purpose and do not represent discretionary assets of the government. Therefore, these assets are not presented as part of the government-wide financial statements.

#### ***Other Information***

The notes to the financial statements provide additional information that is essential to a full understanding of the data provided in the government-wide and fund financial statements. In addition to the basic financial statements and accompanying notes, this report also presents certain required supplemental information concerning the Village's progress in funding its obligation to provide pension benefits to employees.

While the total column on the proprietary fund financial statements is the same as the business-type activities column in the government-wide financial statements, the governmental funds total column requires reconciliation with the governmental activities column in the government-wide financial statements because of the different measurement focus (current financial resources versus total economic resources), which is reflected on the page following each statement.

The flow of current financial resources will reflect bond proceeds and interfund transfers as other financial sources as well as capital expenditures and bond principal payments as expenditures. The reconciliation will eliminate these transactions and incorporate the capital assets and long-term obligation (bonds and others) into the governmental activities column (in the government-wide statements).

# Village of Steger, Illinois

## Management's Discussion and Analysis

### December 31, 2024

#### Government-Wide Statements

As mentioned earlier, the statement of net position may serve over time as a useful indicator of the Village's financial position. The following table reflects the condensed statement of net position:

	Governmental Activities		Business-Type Activities		Total	
	2024	2023	2024	2023	2024	2023
Current and other assets	\$ 10,169,717	\$ 10,373,510	\$ 2,122,942	\$ 1,381,456	\$ 12,292,659	\$ 11,754,966
Capital assets	4,661,111	4,510,546	3,034,174	1,936,271	7,695,285	6,446,817
Total assets	<u>14,830,828</u>	<u>14,884,056</u>	<u>5,157,116</u>	<u>3,317,727</u>	<u>19,987,944</u>	<u>18,201,783</u>
Deferred outflows	3,325,183	4,866,415	178,884	62,761	3,504,067	4,929,176
Long-term liabilities	8,700,096	12,368,378	144,778	148,400	8,844,874	12,516,778
Other liabilities	1,960,435	3,125,934	1,706,512	445,722	3,666,947	3,571,656
Total liabilities	<u>10,660,531</u>	<u>15,494,312</u>	<u>1,851,290</u>	<u>594,122</u>	<u>12,511,821</u>	<u>16,088,434</u>
Deferred inflows	7,842,062	6,570,816	169,151	391,206	8,011,213	6,962,022
Net position						
Net investment in capital assets	2,750,382	2,510,104	3,019,593	1,915,210	5,769,975	4,425,314
Restricted	2,714,571	2,470,570	-	-	2,714,571	2,470,570
Unrestricted	<u>(5,631,535)</u>	<u>(7,295,331)</u>	<u>295,966</u>	<u>479,950</u>	<u>(5,335,569)</u>	<u>(6,815,381)</u>
Total net position (deficit)	<u>\$ (166,582)</u>	<u>\$ (2,314,657)</u>	<u>\$ 3,315,559</u>	<u>\$ 2,395,160</u>	<u>\$ 3,148,977</u>	<u>\$ 80,503</u>

The Village's total net position increased from \$80,503 as of December 31, 2023 to \$2,968,977 at December 31, 2024, which is an increase of \$2,888,474. The increase in total net position for governmental activities is \$1.9 million. Several items factored into the increase in net position, many of which were attributable to the pensions. Pension-related items had large fluctuations from the prior year with net assets, liabilities, deferred outflows, and deferred inflows all having significant changes. The governmental pension liability decreased \$3.2 million due to changes in actuary assumptions; pension deferred outflows decreased \$1.7 million and inflow increased \$1.1 million. These were partially offset by a governmental cash balance increase of \$223,149, largely in the general fund, due to higher revenue collections. Total net position for business-type activities increased by \$920,399, largely due to the increase in capital assets of \$1.1 million from 2023 to 2024, which was offset by a decrease in cash of \$97,375.

The Village uses capital assets to provide services to residents; consequently, these assets are not available for future spending. Although the Village's investment in its capital assets is reported net of related debt, it should be noted that the resources needed to repay this debt must be provided from other sources since the capital assets themselves cannot be used to liquidate these liabilities. Investment in capital assets, net of debt also provides useful information that can be used for trend analysis to determine if the Village is properly replacing aging infrastructure, including streets and water and sewer mains.

The Village's unrestricted net position for governmental activities reflects the portion of net position that can be used to finance day-to-day operations. Restricted net position represents funds that are subject to limitations on how they may be used. These funds primarily reflect funds restricted for specific purposes based on the nature of the revenue funding them.

# Village of Steger, Illinois

## Management's Discussion and Analysis

### December 31, 2024

The following table reflects the change in net position resulting from revenues and expenses of the Village's governmental and business-type activities.

	Governmental Activities		Business-Type Activities		Total	
	2024	2023	2024	2023	2024	2023
<b>Revenue</b>						
Program revenue						
Charges for services	\$ 1,097,916	\$ 1,018,918	\$ 2,597,233	\$ 2,490,934	\$ 3,695,149	\$ 3,509,852
Operating grants and contributions	441,373	428,297	40,000	-	481,373	428,297
Capital grants and contributions	-	-	-	-	-	-
General revenue						
Property taxes	3,007,278	3,057,764	-	-	3,007,278	3,057,764
Other taxes	485,923	534,971	-	-	485,923	534,971
Intergovernmental	3,993,857	2,921,147	-	-	3,993,857	2,921,147
Other	837,709	468,609	12,653	58,351	850,362	526,960
<b>Total revenue</b>	<u>9,864,056</u>	<u>8,429,706</u>	<u>2,649,886</u>	<u>2,549,285</u>	<u>12,513,942</u>	<u>10,978,991</u>
<b>Program Expenses</b>						
General government	636,382	1,895,930	-	-	636,382	1,895,930
Public safety	5,353,626	5,090,842	-	-	5,353,626	5,090,842
Parks and recreation	375,165	382,491	-	-	375,165	382,491
Highway and streets	451,212	1,504,715	-	-	451,212	1,504,715
Economic development	229,401	16,797	-	-	229,401	16,797
Interest and fees	135,408	205,900	-	-	135,408	205,900
Water and sewer	-	-	2,444,274	2,480,090	2,444,274	2,480,090
<b>Total expenses</b>	<u>7,181,194</u>	<u>9,096,675</u>	<u>2,444,274</u>	<u>2,480,090</u>	<u>9,625,468</u>	<u>11,576,765</u>
<b>Change in Net Position before transfers</b>	<u>2,682,862</u>	<u>(666,969)</u>	<u>205,612</u>	<u>69,195</u>	<u>2,888,474</u>	<u>(597,774)</u>
<b>Transfers</b>	<u>(714,787)</u>	<u>336,000</u>	<u>714,787</u>	<u>(336,000)</u>	<u>-</u>	<u>-</u>
<b>Change in Net Position</b>	<u>1,968,075</u>	<u>(330,969)</u>	<u>920,399</u>	<u>(266,805)</u>	<u>2,888,474</u>	<u>(597,774)</u>
<b>Net Position (Deficit), Beginning of Year</b>	<u>(2,314,657)</u>	<u>(1,983,688)</u>	<u>2,395,160</u>	<u>2,661,965</u>	<u>80,503</u>	<u>678,277</u>
<b>Net Position (Deficit), End of Year</b>	<u>\$ (346,582)</u>	<u>\$ (2,314,657)</u>	<u>\$ 3,315,559</u>	<u>\$ 2,395,160</u>	<u>\$ 2,968,977</u>	<u>\$ 80,503</u>

#### **Governmental Activities**

Charges for services include revenue from Village fines, licenses, and permits.

Operating grants and contributions reflect grant revenue. Operating grants for public safety remained consistent, increasing \$726. Operating grants and contributions for highways and street also remained consistent, increasing \$12,350.

Property taxes historically have been one of the Village's largest revenue sources, generating \$3,007,278 (\$455,640 relates to the TIF districts), which represents 30.5% of the total governmental activity revenue. Property tax revenue reflects the allowable increase under the *Property Tax Limitation Act*, which is restricted to 5%, or the percentage increase in the national Consumer Price Index (CPI), whichever is less. The decrease in revenue from 2023 to 2024 of \$50,486 was due to the delay in distributions from Cook County on the second installment of the 2022 tax levy in the prior year being collected late, offset by an increase in the tax levy.

Other taxes and intergovernmental revenue include sales tax revenue combined with state-shared revenue (income tax, local use tax, and replacement tax), local utility taxes, video gaming tax, and franchise fee revenue; they total \$4,479,780, which represents 45.4% of the total governmental activity revenue.

# **Village of Steger, Illinois**

## **Management's Discussion and Analysis**

### **December 31, 2024**

Other revenue reflects investment interest income, reimbursement for damaged property, training and prosecution services, and other miscellaneous revenue.

The Village realizes the importance of offering competitive compensation and benefit packages for the recruitment and retention of employees. General government expenses in 2024 include an annual general wage adjustment of salaries.

The general government program expenses decrease is due to several factors. Highway and street expenditures decreased \$1.1 million, as the Village had an MFT street resurfacing project in 2023 using the Rebuild Illinois funds, but no such large projects in 2024. General government expenses decreased \$1.3 million largely due to a decrease in pensions related to IMRF. These were offset by increases in vehicle purchases for public safety, as well as increases in economic development due to more project expenditures in Will County TIF 1.

#### ***Business-Type Activities***

##### *Fund Financial Analysis*

As noted earlier, the Village uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements. The focus of the Village's governmental fund types, which include the General Fund, is to provide information on near-term inflows, outflows, and balances of spendable resources. Such information is useful in assessing the Village's financing requirements. In particular, unrestricted fund balance may serve as a useful measure of net resources available for spending at the end of a fiscal year. The Village's proprietary fund types, which are those funds that operate similar to a business, provide the same type of information found in the government-wide financial statements, but in more detail.

#### ***Governmental Funds***

The General Fund is the main operating fund of the Village. Revenue was \$7,167,639 for the year ended December 31, 2024, compared to \$6,115,613 for the year ended December 31, 2023, an increase of \$1 million (17.0 percent). Expenditures were \$4,988,412 for the year ended December 31, 2024, compared to \$4,750,260 for the year ended December 31, 2023, an increase of \$238,152 (5.0 percent). Fire department vehicle purchases were up \$200,721, accounting for much of the increase. At December 31, 2024, the General Fund reflected an increase in fund balance of \$513,909.

The Liability Insurance Fund accounts for resources restricted for Village's insurance coverage and the costs associated with maintaining that coverage. Revenue was \$874,597 for the year ended December 31, 2024. Expenditures were \$1,335,461 for the year ended December 31, 2024. It also received transfers from the Water and Sewer Operations Funds for \$322,750 and the General Fund for \$160,000. At December 31, 2024, the fund balance increased from \$182,905 to \$204,791.

#### ***General Fund Budgetary Highlights***

The Village Board adopted the appropriation ordinance for the year ended December 31, 2024. No amendments to the budget were made during the year. Actual revenue was higher than budgeted revenue by \$82,714. This was largely due to interest income being higher than budgeted by \$73,231 as a result of higher-than-expected rates. Actual expenditures were lower than budgeted expenditures by \$284,575. A budgeted sidewalk replacement project for \$75,000 was not started during the fiscal year, accounting for much of the variance. Actual transfers out of \$1,915,229 were less than the budgeted amount by \$148,763 due to several funds (ESDA, Audit, Playground) not needing the full amount of the budgeted transfers for operations. All of this resulted in an overall budget variance of \$406,052 in the General Fund.

# Village of Steger, Illinois

## Management's Discussion and Analysis

### December 31, 2024

#### Proprietary Funds

Net position of the Water and Sewer Operations Fund at December 31, 2024, totaled \$3,315,559. Net position increased from December 31, 2023 by \$920,399. This can largely be attributed to the capital asset addition of \$1.2 million dollars for 33<sup>rd</sup> street storm sewer improvements.

#### Capital Assets

The Village's investment in capital assets for its governmental and business-type activities as of December 31, 2024, was \$7,695,285. This investment in capital assets includes land, buildings, improvements, equipment, and the water/sewer system as reflected in the table below. The Village depreciates assets over their useful lives. If a road project is considered maintenance, a recurring cost that does not extend the road's original useful life or expand its capacity, the cost of the project will be expensed. An "overlay" or resurfacing of a road will be considered maintenance whereas a "rebuild" or reconstruction of a road will be capitalized.

	Governmental Activities		Business-Type Activities		Total	
	2024	2023	2024	2023	2024	2023
Nondepreciable assets	\$ 578,386	\$ 578,386	\$ -	\$ -	\$ 578,386	\$ 578,386
Depreciable assets, net of accumulated depreciation						
Buildings and improvements	3,055,303	3,183,087	-	-	3,055,303	3,183,087
Land improvements	237,270	257,411	-	-	237,270	257,411
Water/sewer system	-	-	3,034,174	1,936,271	3,034,174	1,936,271
Equipment	790,152	491,662	-	-	790,152	491,662
Total capital assets	<u>\$ 4,661,111</u>	<u>\$ 4,510,546</u>	<u>\$ 3,034,174</u>	<u>\$ 1,936,271</u>	<u>\$ 7,695,285</u>	<u>\$ 6,446,817</u>

Total capital assets for governmental activities increased due to the purchase of an ambulance and police vehicles offset by depreciation expense. Capital assets for business-type activities increased due to a sewer system infrastructure project for \$1.2 million offset by depreciation expense.

Additional information on the Village's capital assets can be found in the notes to the financial statements (see Note 4).

#### Long-Term Debt

At December 31, 2024, the Village has total governmental activity bonded debt, notes, and TIF obligations outstanding of \$3,315,867, all of which is backed by the full faith and credit of the Village.

State statutes limit the amount of general obligation bond debt a governmental entity may issue to 8.625% of its total equalized assessed valuation. The current estimated debt limit for the Village is \$12,222,601; as such, the Village is currently significantly under the outstanding general obligation debt limit.

In the year ended December 31, 2024, bonded debt and notes outstanding decreased. Payments made on the Bond, promissory notes, and TIF developer notes being made were partially offset by the issuance of one new promissory note for an ambulance.

**Village of Steger, Illinois**  
**Management's Discussion and Analysis**  
**December 31, 2024**

	Governmental Activities		Business-Type Activities		Total	
	2024	2023	2024	2023	2024	2023
GO Bonds and premium	\$ 2,558,219	\$ 2,681,306	\$ -	\$ -	\$ 2,558,219	\$ 2,681,306
Promissory notes	314,873	188,326	14,581	21,060	329,454	209,386
TIF Senior Lien Capital			-			
Accretion Bonds	279,728	260,694	-	-	279,728	260,694
TIF Junior Lien Notes	66,000	403,272	-	-	66,000	403,272
TIF Developer Notes	97,047	168,541	-	-	97,047	168,541
Total outstanding bonds and notes	<u>\$ 3,315,867</u>	<u>\$ 3,702,139</u>	<u>\$ 14,581</u>	<u>\$ 21,060</u>	<u>\$ 3,330,448</u>	<u>\$ 3,723,199</u>

Additional information on the Village's long-term debt can be found in the notes to the financial statements (see Note 6).

**Economic Factors**

The Village's composition is primarily residential with small commercial and industrial components. Many trends and economic factors will continue to be monitored, along with managing expenses. The Village will continue to have ongoing challenges of planning for capital replacements and infrastructure improvements while maintaining and operating the Village's existing facilities and services in the manner the residents deserve.

**Contacting the Village's Financial Management**

This financial report is designed to provide our citizens, customers, investors, and creditors with a general overview of the Village's finances and to demonstrate the Village's accountability for the money it receives. Questions concerning this report or requests for additional financial information should be directed to William Joyce, Village President, Village of Steger, Illinois, 3320 Lewis Avenue, Steger, Illinois 60475.

## **Basic Financial Statements**

**Village of Steger, Illinois**  
**Statement of Net Position**  
**December 31, 2024**

	Primary Government		Total
	Governmental Activities	Business-Type Activities	
<b>ASSETS</b>			
Cash and investments	\$ 6,506,036	\$ 601,767	\$ 7,107,803
Restricted cash and investments	782,363	-	782,363
Receivables:			
Property taxes receivable	2,562,220	-	2,562,220
Accounts receivable	-	597,478	597,478
Grants receivable	27,391	205,168	232,559
Intergovernmental receivable	35,989	-	35,989
Other taxes receivable	437,959	-	437,959
Allowance for doubtful accounts	-	(207,543)	(207,543)
Internal balances	(830,774)	830,774	-
Prepaid expense and other assets	267,341	-	267,341
Net pension asset	381,192	95,298	476,490
Capital assets:			
Nondepreciable assets	578,386	-	578,386
Depreciable assets - net	4,082,725	3,034,174	7,116,899
Total assets	14,830,828	5,157,116	19,987,944
<b>DEFERRED OUTFLOWS OF RESOURCES</b>			
Deferred pension costs	3,060,062	132,097	3,192,159
Deferred OPEB costs	265,121	46,787	311,908
Total deferred outflows of resources	3,325,183	178,884	3,504,067
<b>LIABILITIES</b>			
Accounts payable	244,378	1,309,781	1,554,159
Due to police pension	37,227	-	37,227
Deposits payable	-	167,370	167,370
Accrued liabilities and other:			
Accrued salaries and wages	133,389	14,906	148,295
Accrued interest payable	1,068,027	33	1,068,060
Deferred grant revenue	-	205,168	205,168
Noncurrent liabilities:			
Due within one year:			
Compensated absences	20,044	2,774	22,818
Current portion of loans payable	457,370	6,480	463,850
Due in more than one year:			
Compensated absences	180,393	24,966	205,359
Long-term debt	2,858,497	8,101	2,866,598
Net pension liability	5,028,183	-	5,028,183
Net OPEB liability	633,023	111,711	744,734
Total liabilities	10,660,531	1,851,290	12,511,821

**Village of Steger, Illinois**  
**Statement of Net Position (Continued)**  
**December 31, 2024**

	Primary Government		
	Governmental Activities	Business-Type Activities	Total
<b>DEFERRED INFLOWS OF RESOURCES</b>			
Property taxes levied for the following year	\$ 2,562,224	\$ -	\$ 2,562,224
Deferred pension items	4,906,799	103,321	5,010,120
Deferred OPEB items	373,039	65,830	438,869
Total deferred inflows of resources	7,842,062	169,151	8,011,213
<b>NET POSITION (DEFICIT)</b>			
Net investment in capital assets	2,570,382	3,019,593	5,589,975
Restricted:			
Streets and highways	710,899	-	710,899
Public safety	158,429	-	158,429
Capital improvements	782,363	-	782,363
Economic development	898,936	-	898,936
Employee retirement	163,944	-	163,944
Unrestricted	(5,631,535)	295,966	(5,335,569)
Total net position (deficit)	\$ (346,582)	\$ 3,315,559	\$ 2,968,977

**Village of Steger, Illinois**  
**Statement of Activities**  
**Year Ended December 31, 2024**

	Program Revenue				Net (Expense) Revenue and Changes in Net Position		
	Expenses	Charges for Services	Operating Grants and Contributions	Capital Grants and Contributions	Governmental Activities	Business-Type Activities	Total
<b>FUNCTIONS/PROGRAMS</b>							
Primary government:							
Governmental activities:							
General government	\$ 636,382	\$ 439,568	\$ -	\$ -	\$ (196,814)	\$ -	\$ (196,814)
Public safety	5,353,626	487,142	15,363	-	(4,851,121)	-	(4,851,121)
Highway and streets	451,212	51,933	426,010	-	26,731	-	26,731
Economic development	229,401	-	-	-	(229,401)	-	(229,401)
Parks and recreation	375,165	119,273	-	-	(255,892)	-	(255,892)
Interest on long-term debt	135,408	-	-	-	(135,408)	-	(135,408)
Total governmental activities	7,181,194	1,097,916	441,373	-	(5,641,905)	-	(5,641,905)
Business-type activities:							
Water and sewer	2,444,274	2,597,233	40,000	-	-	192,959	192,959
Total primary government	<u>9,625,468</u>	<u>3,695,149</u>	<u>481,373</u>	<u>-</u>	<u>(5,641,905)</u>	<u>192,959</u>	<u>(5,448,946)</u>
General revenue:							
Property taxes					3,007,278	-	3,007,278
Unrestricted intergovernmental revenue - sales and income tax					485,923	-	485,923
Unrestricted intergovernmental revenue - utility tax and other taxes					3,993,857	-	3,993,857
Unrestricted investment income					252,871	-	252,871
Other miscellaneous income					247,566	12,653	260,219
Gain on extinguishment of debt					337,272	-	337,272
Total general revenue					<u>8,324,767</u>	<u>12,653</u>	<u>8,337,420</u>
Other financing sources:							
Transfers					(714,787)	714,787	-
Change in net position					1,968,075	920,399	2,888,474
Net position (deficit) - beginning of year					(2,314,657)	2,395,160	80,503
Net position (deficit) - end of year					<u>\$ (346,582)</u>	<u>\$ 3,315,559</u>	<u>\$ 2,968,977</u>

**Village of Steger, Illinois**  
**Governmental Funds**  
**Balance Sheet**  
**December 31, 2024**

	General Fund	Liability Insurance Fund	Non-Major Funds	Total Governmental Funds
<b>ASSETS</b>				
Cash and investments	\$ 4,308,908	\$ 104,740	\$ 2,092,388	\$ 6,506,036
Restricted cash and investments	782,363	-	-	782,363
Receivables:				
Property taxes	1,540,177	790,000	232,043	2,562,220
Grants	27,391	-	-	27,391
Intergovernmental	-	-	35,989	35,989
Other taxes	437,959	-	-	437,959
Due from other funds	371,594	8,973	7,200	387,767
Prepaid items	-	91,078	176,263	267,341
Total assets	<u>\$ 7,468,392</u>	<u>\$ 994,791</u>	<u>\$ 2,543,883</u>	<u>\$ 11,007,066</u>
<b>LIABILITIES, DEFERRED INFLOWS OF RESOURCES, AND FUND BALANCES (DEFICIT)</b>				
<b>LIABILITIES</b>				
Accounts payable	\$ 129,018	\$ -	\$ 115,361	\$ 244,379
Due to other funds	877,547	-	371,596	1,249,143
Accrued payroll	115,313	-	18,076	133,389
Total liabilities	<u>1,121,878</u>	<u>-</u>	<u>505,033</u>	<u>1,626,911</u>
<b>DEFERRED INFLOWS OF RESOURCES</b>				
Property taxes levied for the following year	1,540,176	790,000	232,048	2,562,224
Unavailable revenues	27,391	-	-	27,391
Total deferred inflows of resources	<u>1,567,567</u>	<u>790,000</u>	<u>232,048</u>	<u>2,589,615</u>
<b>FUND BALANCES (DEFICIT)</b>				
Nonspendable	-	-	74,594	74,594
Committed for playground/recreation purpos	-	-	145,508	145,508
Restricted:				
Highway and streets	-	-	710,899	710,899
Public safety	90,923	-	67,506	158,429
Capital improvements	782,363	-	-	782,363
Economic development	-	-	898,936	898,936
Employee retirement	-	-	163,944	163,944
Unrestricted	<u>3,905,661</u>	<u>204,791</u>	<u>(254,585)</u>	<u>3,855,867</u>
Total fund balance (deficit)	<u>4,778,947</u>	<u>204,791</u>	<u>1,806,802</u>	<u>6,790,540</u>
Total liabilities, deferred inflows of resources, and fund balances (deficits)	<u>\$ 7,468,392</u>	<u>\$ 994,791</u>	<u>\$ 2,543,883</u>	<u>\$ 11,007,066</u>

**Village of Steger, Illinois  
Governmental Funds  
Reconciliation of the Balance Sheet to the Statement of Net Position  
December 31, 2024**

<b>Fund Balances Reported in Governmental Funds</b>	<b>\$ 6,790,540</b>
Amounts reported for governmental activities in the statement of net position are different because:	
Capital assets used in governmental activities are not financial resources and are not reported in the funds	4,661,111
Unavailable revenues that are not collected soon after year end are not available to pay for current period expenditures and, therefore, are reported as unavailable revenue in the funds	27,391
Promissory notes, TIF bonds, G.O. bonds, related premium and notes are not due and payable in the current period and therefore are not reported in the funds.	(3,315,867)
Accrued interest is not due and payable in the current period and is not reported in the funds	(1,074,651)
Some employee fringe benefits are payable over a long period of years and do not represent a claim on current financial resources; therefore, they are not reported as fund liabilities:	
Employee compensated absences	(200,437)
Pension benefits and related deferred inflows and outflows	(6,493,728)
Retiree health care benefits	(740,941)
	(7,435,106)
<b>Net Position (Deficit) of Governmental Activities</b>	<b>\$ (346,582)</b>

**Village of Steger, Illinois**  
**Governmental Funds**  
**Statement of Revenues, Expenditures, and Changes in Fund Balances (Deficit)**  
**Year Ended December 31, 2024**

	General Corporate Fund	Liability Insurance Fund	Non-Major Funds	Total Governmental Funds
<b>REVENUE</b>				
Property taxes	\$ 1,425,981	\$ 726,191	\$ 855,106	\$ 3,007,278
Other taxes	485,923	-	-	485,923
Licenses and permits	222,545	-	-	222,545
Intergovernmental	4,009,220	-	426,010	4,435,230
Charges for services	655,111	-	171,206	826,317
Fines and forfeitures	55,489	-	-	55,489
Investment income	223,231	-	29,640	252,871
Miscellaneous	90,139	148,406	9,021	247,566
Total revenue	<u>7,167,639</u>	<u>874,597</u>	<u>1,490,983</u>	<u>9,533,219</u>
<b>EXPENDITURES</b>				
Current services:				
General government	799,313	133,545	216,809	1,149,667
Public safety	4,189,099	908,114	65,394	5,162,607
Highway and streets	-	240,383	612,468	852,851
Economic development	-	-	229,402	229,402
Parks and recreation	-	53,419	281,932	335,351
Debt service:				
Principal	-	-	314,864	314,864
Interest and fiscal charges	-	-	119,455	119,455
Total expenditures	<u>4,988,412</u>	<u>1,335,461</u>	<u>1,840,324</u>	<u>8,164,197</u>
Excess of revenue over expenditures	2,179,227	(460,864)	(349,341)	1,369,022
<b>OTHER FINANCING SOURCES (USES)</b>				
Proceeds from debt issuance	249,911	-	-	249,911
Transfers in	-	482,750	820,009	1,302,759
Transfers out	(1,915,229)	-	(102,317)	(2,017,546)
Total other financing sources (uses)	<u>(1,665,318)</u>	<u>482,750</u>	<u>717,692</u>	<u>(464,876)</u>
Net Change in Fund Balances	513,909	21,886	368,351	904,146
Fund Balances (Deficit) - Beginning of Year	4,265,038	182,905	1,438,451	5,886,394
Fund Balances (Deficit) - End of Year	<u>\$ 4,778,947</u>	<u>\$ 204,791</u>	<u>\$ 1,806,802</u>	<u>\$ 6,790,540</u>

**Village of Steger, Illinois**  
**Governmental Funds**  
**Reconciliation of the Statement of Revenues, Expenditures, and Changes in**  
**Fund Balances (Deficit) to the Statement of Activities**  
**Year Ended December 31, 2024**

<b>Net Change in Fund Balances Reported in Governmental Funds</b>	<b>\$ 904,146</b>
 Amounts reported for governmental activities in the statement of activities are different because:	
Governmental funds report capital outlays as expenditures; however, in the statement of activities, these costs are allocated over their estimated useful lives as depreciation:	
Capital outlay	416,439
Depreciation expense	(265,874)
 Repayment or extinguishment of long-term debt is an expenditure in the governmental funds, but not in the statement of activities (where it reduces long-term debt).	
	652,136
 The accretion of interest on capital accretion debt is not reported in the governmental funds; however, it results in an increase in debt principal payable in the statement of net position.	
	(19,034)
 Proceeds from issuance of long-term debt are reported as other financing sources in governmental funds but are not reported in the Statement of Activities.	
	(249,911)
 Certain revenues recognized is different on full accrual basis than on the modified accrual basis.	
	(3,549)
 Change in accumulated employee sick and vacation pay reported in the statement of activities does not require the use of current financial resources, and therefore is not reported in the fund statements until coming due for payment.	
	(483)
 Change in net pension liability (asset) and related deferrals reported in the statement of activities does not require the use of current financial resources, and therefore is not reported in the funds.	
	544,267
 Change in total OPEB liability and related deferrals reported in the statement of activities does not require the use of current financial resources, and therefore is not reported in the funds.	
	(10,062)
	<b>\$ 1,968,075</b>
<b>Change in Net Position (Deficit) of Governmental Activities</b>	<b>\$ 1,968,075</b>

**Village of Steger, Illinois  
Proprietary Funds  
Statement of Net Position  
December 31, 2024**

	<u>Water and Sewer Fund</u>
<b>ASSETS</b>	
Current assets:	
Cash and investments	\$ 601,767
Receivables:	
Customer receivables	597,478
Allowance for doubtful accounts	(207,543)
Due from other governments	205,168
Advances to other funds	<u>830,774</u>
Total current assets	2,027,644
Noncurrent assets:	
Net pension asset	95,298
Capital assets:	
Assets subject to depreciation - net	<u>3,034,174</u>
Total noncurrent assets	<u>3,129,472</u>
Total assets	5,157,116
<b>DEFERRED OUTFLOWS OF RESOURCES</b>	
Deferred pension costs	132,097
Deferred OPEB costs	<u>46,787</u>
Total deferred outflows of resources	178,884
<b>LIABILITIES</b>	
Current liabilities:	
Accounts payable	1,309,781
Accrued salaries and wages	14,906
Accrued interest	33
Refundable deposits, bonds, etc.	167,370
Compensated absences	2,774
Current portion of leases payable	6,480
Deferred grant revenue	<u>205,168</u>
Total current liabilities	1,706,512
Noncurrent liabilities:	
Net OPEB liability	111,711
Compensated absences	24,966
Noncurrent portion of bonds payable	<u>8,101</u>
Total noncurrent liabilities	<u>144,778</u>
Total liabilities	1,851,290
<b>DEFERRED INFLOWS OF RESOURCES</b>	
Deferred pension cost reductions	103,321
Deferred OPEB cost reductions	<u>65,830</u>
Total deferred inflows of resources	169,151
<b>NET POSITION (DEFICIT)</b>	
Net investment in capital assets	3,019,593
Unrestricted	<u>295,966</u>
Total net position (deficit)	<u><u>\$ 3,315,559</u></u>

**Village of Steger, Illinois**  
**Proprietary Funds**  
**Statement of Revenues, Expenditures, and Changes in Net Position**  
**Year Ended December 31, 2024**

	<u>Water and Sewer Operations Fund</u>
<b>OPERATING REVENUE</b>	
Charges for services	\$ 2,597,233
Miscellaneous revenue	12,653
Intergovernmental revenue	<u>40,000</u>
Total operating revenue	2,649,886
<b>OPERATING EXPENSES</b>	
Water and sewer operations	2,324,449
Depreciation	<u>119,002</u>
Total operating expenses	2,443,451
<b>OPERATING INCOME (LOSS)</b>	206,435
<b>NON-OPERATING REVENUE (EXPENSE)</b>	
Investment expense	<u>(823)</u>
Total non-operating revenue (expense)	(823)
Income (Loss) - Before transfers	205,612
Transfers In	1,097,537
Transfers Out	<u>(382,750)</u>
Net Change in Net Position	920,399
Net Position - Beginning of Year	<u>2,395,160</u>
Net Position - End of Year	<u><u>\$ 3,315,559</u></u>

**Village of Steger, Illinois  
Proprietary Funds  
Statement of Cash Flows  
Year Ended December 31, 2024**

	<u>Water and Sewer Operations Fund</u>
<b>Cash Flows from Operating Activities</b>	
Receipts from customers	\$ 2,428,076
Payments to suppliers	(1,268,828)
Payments to employees and fringes	(367,360)
Cash payments for interest	(823)
Deferred grant revenue	<u>205,168</u>
Net cash and cash equivalents provided by (used in) operating activities	996,233
<b>Cash Flows from Non-Capital Financing Activities</b>	
Transfers from other funds	1,097,537
Transfers to other funds	(382,750)
Advances (to)/from other funds	<u>(631,491)</u>
Net cash and cash equivalents provided by (used in) non-capital financing activities	83,296
<b>Cash Flows from Capital Financing Activities</b>	
Capital grant received	40,000
Purchase of capital assets	<u>(1,216,904)</u>
Net cash and cash equivalents provided by (used in) capital financing activities	(1,176,904)
<b>Net Increase (Decrease) in Cash and Cash Equivalents</b>	(97,375)
Cash and Cash Equivalents - Beginning of Year	<u>699,142</u>
Cash and Cash Equivalents - End of Year	<u><b>\$ 601,767</b></u>
<b>Classification of Cash and Cash Equivalents</b>	
Cash and investments	<u><b>\$ 601,767</b></u>

**Village of Steger, Illinois  
Proprietary Funds  
Statement of Cash Flows (Continued)  
Year Ended December 31, 2024**

	Water and Sewer Operations Fund
<b>Reconciliation of Operating Income (Loss) to Net Cash from Operating Activities</b>	
Operating income (loss)	\$ 880,399
Adjustments to reconcile operating income (loss) to net cash from operating activities:	
Depreciation	119,001
Net transfers and capital contributions	(714,788)
Changes in assets and liabilities:	
Receivables	(181,809)
Prepaid and other assets	17,201
Net pension asset	(25,560)
Accounts payable	1,038,244
Other adjustment	-
Net Pension and OPEB liabilities	(222,055)
Deferrals related to pension and OPEB	(116,123)
Deferred grant revenue	205,168
Accrued and other liabilities	(3,445)
	115,834
Total Adjustments	115,834
Net cash and cash equivalents provided by (used in) operating activities	\$ 996,233

**Village of Steger, Illinois**  
**Fiduciary Funds**  
**Statement of Fiduciary Net Position**  
**December 31, 2024**

	Pension Trust Fund
<b>ASSETS</b>	
Cash and cash equivalents	\$ 2,085,316
Investments:	
Pooled Investments	5,830,355
Total cash and investments	7,915,671
Due from municipality	70,001
Prepays	1,285
Total assets	7,986,957
<b>LIABILITIES</b>	
Expenses due/unpaid	3,118
<b>NET POSITION RESTRICTED FOR PENSIONS</b>	<b>\$ 7,983,839</b>

**Village of Steger, Illinois**  
**Fiduciary Funds**  
**Statement of Changes in Fiduciary Net Position**  
**Year Ended December 31, 2024**

	<u>Pension Trust Fund</u>
<b>ADDITIONS</b>	
Contributions:	
Contributions - municipal	\$ 661,131
Contributions - members	<u>108,135</u>
Total contributions	<u>769,266</u>
Investment income (loss):	
Interest and dividends	124,139
Net change in fair value of investments	<u>463,283</u>
Total investment income	587,422
Less investment expense	<u>(3,212)</u>
Net investment income	584,210
Total additions	<u>1,353,476</u>
<b>DEDUCTIONS</b>	
Administration	38,325
Benefits and refunds	<u>572,176</u>
Total deductions	<u>610,501</u>
<b>NET CHANGE IN NET POSITION</b>	742,975
<b>NET POSITION RESTRICTED FOR PENSIONS - BEGINNING OF YEAR</b>	<u>7,240,864</u>
<b>NET POSITION RESTRICTED FOR PENSIONS - END OF YEAR</b>	<u>\$ 7,983,839</u>

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

The accounting policies of the Village of Steger, Illinois (Village) conform to accounting principles generally accepted in the United States of America (GAAP) as applicable to governmental units. The following is a summary of the significant accounting policies used by the Village of Steger, Illinois.

**Financial Reporting Entity**

The Village of Steger, Illinois is a municipal corporation governed by an elected president and six-member Board of Trustees. The accompanying financial statements present the Village. The Village is not considered a component unit of any other governmental unit, nor does it have any component units.

**Accounting and Reporting Principles**

The Village follows accounting principles generally accepted in the United States of America (GAAP) as applicable to governmental units, which are promulgated by the Governmental Accounting Standards Board (GASB).

**Report Presentation**

Governmental accounting principles require that financial reports include two different perspectives, the government-wide perspective and the fund-based perspective. The government-wide financial statements (*i.e.*, the statement of net position and the statement of activities) report information on all nonfiduciary activities of the primary government. The government-wide financial statements are presented on the economic resources measurement focus and the full accrual basis of accounting. Property taxes are recognized as revenue in the year for which they are levied. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met. The statements also present a schedule reconciling these amounts to the modified accrual-basis presentation found in the fund-based statements.

The statement of activities demonstrates the degree to which the direct expenses of a given function or segment are offset by program revenue. Direct expenses are those that are clearly identifiable with a specific function or segment. Program revenue includes: (1) charges to customers or applicants for goods, services or privileges provided; (2) operating grants and contributions; and (3) capital grants and contributions, including special assessments. Taxes and other items not properly included among program revenue are reported instead as general revenue.

For the most part, the effect of interfund activity has been removed from these statements. Exceptions to this general rule are charges between the Village's water and sewer function and various other functions of the Village. Elimination of these charges would distort the direct costs and program revenue reported for the various functions concerned.

Separate financial statements are provided for governmental funds, proprietary funds and fiduciary funds, even though the latter are excluded from the government-wide financial statements. Major individual governmental funds and major individual enterprise funds are reported as separate columns in the fund financial statements.

**Fund Accounting**

The Village accounts for its various activities in several different funds in order to demonstrate accountability for how it has spent certain resources; separate funds allow it to show the particular expenditures for which specific revenue was used. The various funds are aggregated into three broad fund types:

**Governmental funds** include all activities that provide general governmental services that are not business-type activities. This includes the General Fund, special revenue funds, debt service funds and capital projects fund. The Village reports the following funds as "major" governmental funds:

*General Fund* - The Village's primary operating fund because it accounts for all financial resources used to provide general government services, other than those specifically assigned to another fund.

*Liability Insurance Fund* (special revenue fund) - Accounts for resources restricted for Village insurance coverage and the costs associated with maintaining that coverage.

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**Proprietary funds** include enterprise funds (which provide goods or services to users in exchange for charges or fees). The Village reports the following fund as a “major” enterprise fund:

*Water and Sewer Operations Fund* - Accounts for the provision of water and sanitary sewer services to the residents of the Village.

**Fiduciary fund** includes amounts held in a fiduciary capacity for others. These amounts will not be used to operate Village programs. Activities reported as fiduciary include:

*Police Pension Fund* - Used to account for the police pension activities. Under GASB Statement No. 84, *Fiduciary Activities*, the plan is reported as a fiduciary component unit because it is a legally separate organization and meets the financial benefit/burden and fiscal dependency criteria of GASB 14.

**Interfund Activities**

During the course of operations, the Village has activity between funds for various purposes. Any residual balances outstanding at year end are reported as due from/to other funds and advances to/from other funds. While these balances are reported in fund financial statements, certain eliminations are made in the funds included in governmental activities (*i.e.*, the governmental funds) are eliminated so that only the net amount is included as internal balances in the governmental activities column. Similarly, balances between the funds included in business-type activities (*i.e.*, the enterprise funds) are eliminated so that only the net amount is included as internal balances in the business-type activities column.

Further, certain activities occur during the year involving transfers of resources between funds. In the fund financial statements, these amounts are reported at gross amounts as transfers in/out. While reported in the fund financial statements, certain eliminations are made in the preparation of the government-wide financial statements. Transfers between the funds included in governmental activities are eliminated so that only the net amount is included as transfers in the governmental activities column. Similarly, balances between the funds included in business-type activities are eliminated so that only the net amount is included as transfers in the business-type activities column.

**Measurement Focus, Basis of Accounting and Financial Statement Presentation**

The governmental funds use the current financial resources measurement focus and the modified accrual basis of accounting. This basis of accounting is intended to better demonstrate accountability for how the Village has spent its resources.

Expenditures are reported when the goods are received, or the services are rendered. Capital outlays are reported as expenditures (rather than as capital assets) because they reduce the ability to spend resources in the future; conversely, employee benefit costs that will be funded in the future (such as pension and retiree healthcare-related costs or sick and vacation pay) are not counted until they come due for payment. In addition, debt service expenditures, claims and judgments are recorded only when payment is due.

Revenues are not recognized until it is collected or collected soon enough after the end of the year that it is available to pay for obligations outstanding at the end of the year. For this purpose, the Village considers amounts collected within 60 days of year end to be available for recognition, except for sales tax and telecommunications tax revenue which is collected within 90 days of the end of the current fiscal year. The following major revenue sources meet the availability criterion: sales taxes owed by the State at year end, franchise taxes, licenses, charges for services, income and motor fuel taxes, and fines collected and held by the State or County at year end on behalf of the Village, and interest associated with the current fiscal period. Conversely, some sales taxes owed by the State at year end, telecommunication tax revenue, and federal grant reimbursements will be collected after the period of availability; receivables have been recorded for these along with a “deferred inflow of resources.”

Significant revenue sources which are susceptible to accrual include property taxes, other taxes, grants, charges for services and interest. All other revenue sources are considered to be measurable and available only when cash is received.

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

Proprietary funds and fiduciary funds use the economic resources measurement focus and the full accrual basis of accounting. Revenues/additions are recorded when earned and expenses/ deductions are recorded when a liability is incurred, regardless of the timing of related cash flows.

**Cash and Cash Equivalents**

Cash and cash equivalents include cash on hand, demand deposits and short-term investments with a maturity of three months or less when acquired.

**Investments**

Investments are reported at fair value or estimated fair value. Short-term investments are reported at cost, which approximates fair value. All investments of the pension trust fund are reported at fair value. Fair value has been based on quoted market prices at December 31, 2024, for debt and equity securities and contract values for mutual funds.

**Prepaid Items**

Certain payments to vendors reflect costs applicable to future fiscal years and are recorded as prepaid items in both government-wide and fund financial statements. Prepaid items are accounted for under the consumption method, whereby amounts are recorded as expenditures during the period benefited by the goods or services.

**Capital Assets**

Capital assets, which include property, plant, equipment and infrastructure assets (e.g., roads, bridges, storm sewers and similar items), are reported in the applicable governmental or business-type activities column in the government-wide financial statements. Capital assets are defined by the Village as assets with an initial individual cost of more than \$25,000 and an estimated useful life in excess of one year. Such assets are recorded at historical cost or estimated historical cost if purchased or constructed. Donated capital assets, donated works of art and similar items, and capital assets received in a service concession arrangement are reported at acquisition value.

Interest incurred during the construction of capital assets of business-type activities is included as part of the capitalized value of the assets constructed.

Infrastructure, buildings, equipment and vehicles are depreciated using the straight-line method over the following useful lives:

<u>Capital Assets</u>	<u>Depreciable Useful Life (Years)</u>
Infrastructure – Other	10 - 40
Infrastructure – Roads	50 - 80
Buildings	40 - 60
Improvements	10 - 15
Equipment	5 - 15

**Long-Term Obligations**

In the government-wide financial statements and the proprietary fund types in the fund financial statements, long-term debt and other long-term obligations are reported as liabilities in the applicable governmental activities, business-type activities or proprietary fund-type statement of net position. Bond premiums and discounts are deferred and amortized over the life of the bonds using the straight-line method. Bonds payable are reported net of the applicable bond premium or discount. Bond issuance costs are expensed at the time they are incurred. In the fund financial statements, governmental fund types recognize bond issuances as an “other financing source,” as well as bond premiums and discounts. The General Fund and debt service funds are generally used to liquidate governmental long-term debt and the Water and Sewer Fund is used to liquidate business-type long-term debt.

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**Deferred Outflows/Inflows of Resources**

In addition to assets, the statement of net position and/or balance sheet will sometimes report a separate section for deferred outflows of resources. This separate financial statement element represents a consumption of net position that applies to a future reporting period and so will not be recognized as an outflow of resources (expense/expenditure) until then. The Village reports deferred outflows of resources related to the defined benefit pension plans and the defined other post-employment benefit plan (OPEB). The deferred outflows of resources related to the defined benefit pension plans are reported in the government-wide financial statements and the applicable proprietary funds. The deferred outflows of resources result from (1) the variance between expected and actual experience, (2) changes of assumptions, and (3) the net difference between projected and actual earnings on pension plan investments.

In addition to liabilities, the statement of net position and/or balance sheet will sometimes report a separate section for deferred inflows of resources. This separate financial statement element represents an acquisition of net position that applies to a future reporting period and so will not be recognized as an inflow of resources (revenue) until that time. The Village has three items that qualify for reporting in this category. The deferred inflows of resources related to unavailable revenue is reported only in the governmental funds balance sheet. The governmental funds report unavailable revenue from property taxes from the prior tax years and intergovernmental revenue not collected within the period of availability. These amounts are deferred and recognized as an inflow of resources in the period that the amounts become available. The Village also has property taxes recorded as a receivable before the period for which they are levied. These property taxes are shown as deferred inflows of resources on both the governmental funds balance sheet as well as the statement of net position. Those property taxes will be recognized as revenue next year, as those amounts were levied for the subsequent year's budgeted operations. Finally, the Village has deferred inflows of resources related to the defined benefit pension plans and OPEB. The deferred inflows of resources related to the defined benefit pension and OPEB plans are reported in the government-wide financial statements and the applicable proprietary funds. The deferred inflows of resources result from (1) the variance between expected and actual experience, (2) changes of assumptions, and (3) the net difference between projected and actual earnings on pension plan investments.

**Net Position Flow Assumption**

Sometimes the Village will fund outlays for a particular purpose from both restricted (e.g., restricted bond or grant proceeds) and unrestricted resources. In order to calculate the amounts to report as restricted net position and unrestricted net position in the government-wide and proprietary fund financial statements, a flow assumption must be made about the order in which the resources are considered to be applied. It is the Village's policy to consider restricted net position to have been depleted before unrestricted net position is applied.

**Fund Balance Flow Assumption**

Sometimes the Village will fund outlays for a particular purpose from both restricted and unrestricted resources (the total of committed, assigned and unassigned fund balance). In order to calculate the amounts to report as restricted, committed, assigned and unassigned fund balance in the governmental fund financial statements, a flow assumption must be made about the order in which the resources are considered to be applied. It is the Village's policy to consider restricted fund balance to have been depleted before using any of the components of unrestricted fund balance except for transfers from the General Fund. Furthermore, when the components of unrestricted fund balance can be used for the same purpose, committed fund balance is depleted first, followed by assigned fund balance. Unassigned fund balance is applied last.

**Fund Balance Policies**

Fund balance of governmental funds is reported in various categories based on the nature of any limitations requiring the use of resources for specific purposes. The Village itself can establish limitations on the use of resources through either a commitment (committed fund balance) or an assignment (assigned fund balance).

The committed fund balance classification includes amounts that can be used only for the specific purposes determined by a formal action of the Village's highest level of decision-making authority. The Village board is the highest level of decision-making authority for the Village that can, by adoption of an ordinance prior to the end of the fiscal year, commit fund balance. Once adopted, the limitation imposed by the ordinance remains in place until a similar action is taken (the adoption of another ordinance) to remove or revise the limitation.

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

Amounts in the assigned fund balance classification are intended to be used by the Village for specific purposes but do not meet the criteria to be classified as committed. The Village board has by resolution authorized the Village clerk to assign fund balance. The Village board may also assign fund balance as it does when appropriating fund balance to cover a gap between estimated revenue and appropriations in the subsequent year's appropriated budget. Unlike commitments, assignments generally only exist temporarily. An additional action does not normally have to be taken for the removal of an assignment. Conversely, as discussed above, an additional action is essential to either remove or revise a commitment.

Unassigned amounts are available for any purpose. Positive amounts are only reported in the General Fund. Unassigned fund balance may also include negative balances for any governmental fund if expenditures exceed amounts restricted, committed or assigned for those purposes.

**Property Tax Revenue**

Property taxes are attached as an enforceable lien on January 1 of the levy year. They are levied in December (by passage of a tax levy ordinance). Tax bills are prepared by both Cook and Will Counties as follows: (1) Cook County - issued on or about the end of January and the beginning of July and are payable in two installments on or about March 1 and August 1; (2) Will County - issued on or about May 1 and are payable in two installments on or about June 1 and September 1. The Counties collect such taxes and remit them periodically to the Village.

Property taxes receivable (net of allowance for uncollectible amounts based on prior history) are recorded at the time of the enforceable lien. The 2023 levy was recorded as revenue in 2024. The 2024 levy had been recognized as receivable as of December 31, 2024, but recognition as revenue has been deferred to 2025 because the revenue is used to finance the 2025 expenditures.

The Village also receives, but does not levy for, road and bridge and tax increment financing district property taxes. The Village does not record a receivable for property taxes related to the tax increment financing (TIF) districts. Due to the nature of TIF revenue, the Village does not levy a direct tax upon the districts. Instead, property taxes are based solely upon the incremental increase in the property value, utilizing the tax rates of all the taxing bodies whose boundaries encompass the districts. As such, the Village cannot reasonably estimate the receivable and records the revenue on the cash basis.

**Pensions**

The Village offers defined benefit pension plans to its employees. The Village records a net pension asset (liability) for the difference between the total pension liability calculated by the actuary and the pension plan's fiduciary net position. For purposes of measuring the net pension asset (liability), deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the plans and additions to/deductions from the pension plan's fiduciary net position have been determined on the same basis as they are reported by the pension plans. 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.

**Other Postemployment Benefits**

The Village offers retiree healthcare benefits to retirees. For purposes of measuring the total OPEB liability, deferred inflows of resources related to OPEB and OPEB expense have been determined on the same basis as they are reported by the OPEB plan. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms.

**Compensated Absences (Vacation and Sick Leave)**

It is the Village's policy to permit employees to accumulate earned but unused sick and vacation pay benefits. Vested or accumulated sick and vacation pay is accrued when incurred in the government-wide and proprietary fund financial statements. A liability for these amounts is reported in governmental funds only for employee terminations as of year-end. All other accrued compensated absences are reported in the government-wide financial statements; generally, the funds that report each employee's compensation (the General Fund and Water and Sewer Operations Fund, primarily) are used to liquidate this obligation.

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**Proprietary Funds Operating Classification**

Proprietary funds distinguish operating revenues and expenses from nonoperating items. Operating revenues and expenses generally result from providing services and producing and delivering goods in connection with a proprietary fund's principal ongoing operations. The principal operating revenue of the Water and Sewer Operations Fund is charged to customers for sales and services. The Water and Sewer Operations Fund also recognizes as operating revenue the portion of tap fees intended to recover the cost of connecting new customers to the system. Operating expenses for enterprise funds include the cost of sales and services, administrative expenses, and depreciation on capital assets. All revenue and expenses not meeting this definition are reported as nonoperating revenues and expenses.

**Use of Estimates**

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets, deferred outflows of resources, liabilities and deferred inflows of resources, and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenue and expenses during the period. Actual results could differ from those estimates.

**NOTE 2: DEPOSITS AND INVESTMENTS**

State statutes and the Village's investment policy authorize the Village to make deposits/ investments in commercial banks, savings and loan institutions, obligations of the U.S. Treasury, GNMA's, Federal Home Loan Bank, bank-managed money market funds, Illinois Funds and the Illinois Metropolitan Investment Fund. The Police Pension Fund's investment policy allows the pension fund to invest in the same and may also invest in any U.S. agency obligation, in certain non-U.S. obligations, mortgages, veterans' loans, life insurance company contracts, equity mutual funds and equity securities.

Illinois Funds is an investment pool managed by the State of Illinois, Office of the Treasurer, which allows governments within the State to pool their funds for investment purposes. Illinois Funds is not registered with the SEC as an investment company but does operate in a manner consistent with Rule 2a7 of the *Investment Company Act of 1940*. Investments in Illinois Funds are valued at Illinois Funds' share price, the price for which the investment could be sold.

**Village Deposits and Investments (Excluding Police Pension Fund)**

At year end, the carrying amount of the Village's deposits and investments totaled \$7,889,399 (excluding \$1,000 in cash on hand) and the bank balance was \$7,948,823. It is the policy of the Village to invest its funds in a manner which will provide the highest investment return with the maximum security while meeting the daily cash flow demands of the Village and conforming to all state and local statutes governing the investment of public funds, using the "prudent person" standard for managing the overall portfolio. The primary objective of the policy is safety (preservation of capital and protection of investment principal), liquidity, yield and public trust.

The Village's cash and investments are subject to several types of risk, which are discussed in more detail below:

**Custodial Credit Risk**

Village Deposits - Custodial credit risk is the risk that in the event of a bank failure, the Village's deposits may not be returned to it.

As of December 31, 2024, all Village deposits were either FDIC insured or were collateralized with securities held by an independent third-party institution and pledged to the Village.

Village Investments - For an investment, custodial credit risk is the risk that, in the event of the failure of the counterparty, the Village will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party. Illinois Funds are not subject to custodial credit risk.

**Credit Risk**

Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligation.

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 2: DEPOSITS AND INVESTMENTS (CONTINUED)**

The Village limits its exposure to credit risk by primarily investing in obligations guaranteed by the United States government (Treasury obligations), securities issued by agencies of the United States government (Treasury obligations), or securities issued by agencies of the United States government that are explicitly guaranteed by the United States government (GNMAs and Federal Home Loan Bank). However, the investment policy is generally silent regarding credit risk except as it relates to commercial paper. At December 31, 2024, the Village had investments of approximately \$4,229,580 in Illinois Funds which are rated AAAm by Standard & Poor's.

**Interest Rate Risk**

Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. The Village limits its exposure to interest rate risk by structuring the portfolio to provide liquidity for operating funds and maximizing yields for funds not needed within a two-year period.

**Concentration of Credit Risk**

Concentration of credit risk is the risk that the Village has a high percentage of its investments invested in one type of investment. The Village's investment policy requires the Village to diversify its investments to the best of its ability based on the type of funds invested and the cash flow needs of those funds. Diversification can be by type of investment, number of institutions invested in, and length of maturity.

**Deposits and Investments at December 31, 2024**

The Village's deposits and investments at December 31, 2024, are comprised of the following:

Demand deposits	\$	3,659,946
Petty cash		1,000
Illinois Funds		4,229,580
	\$	7,890,166

**Police Pension Fund Deposits and Investments**

*Custodial Credit Risk*

Deposits - At year end, the carrying amount of the Police Pension Fund's (Pension Fund) demand deposits, certificates of deposit and the bank balances are fully covered by the federal depository or equivalent insurance.

Investments - Money market mutual funds and equity mutual funds are not subject to custodial credit risk. To limit its exposure, the Pension Fund's investment policy requires all security transactions that are exposed to custodial credit risk to be processed on a delivery versus payment (DVP) basis with the underlying investments held by a third-party custodian acting as the pension fund's agent separate from where the investment was purchased or by the trust department of the bank where purchased, in the pension fund's name.

*Credit Risk*

The Pension Fund helps limit its exposure to credit risk by primarily investing in securities issued by the United States government and/or its agencies that are implicitly guaranteed by the United States government. The Pension Fund's investment policy establishes criteria for allowable investments; those criteria follow the requirements of the Illinois Pension Code. The Investments in the securities of State and Local Obligations were all rated Baa2 or better, U.S. government agencies were not rated, and Corporate Bonds are rated Ba3 or better by Standard & Poor's or by Moody's Ratings.

The Pension Fund's investment policy also prescribes to the "prudent expert" rule, which states, "Investments shall be made with care, skill, prudence, and diligence under the circumstances then prevailing, that a prudent man acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of like character with like aims."

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 3: RECEIVABLES**

The receivables as reported on the government-wide financial statements, net of allowances, were comprised of the following:

	<b>Governmental Activities</b>	<b>Business-Type Activities</b>
Receivables Accounts:		
Property taxes	\$ 2,562,220	\$ -
Utility billing	-	597,478
	27,391	205,168
Grants		
Other taxes:		
Franchise tax	16,191	-
Utility tax	30,816	-
Income tax	175,138	-
Telecom tax	11,841	-
Personal property replacement tax	6,582	-
Sales tax	101,905	-
Local use tax	48,646	-
Cannabis tax	2,615	-
Video gaming tax	44,225	-
Total other taxes	437,959	-
Intergovernmental:		
Motor fuel tax	35,989	-
Total intergovernmental	\$ 35,989	\$ -

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 4: CAPITAL ASSETS**

Capital asset activity for the year ended December 31, 2024, was as follows:

**Governmental Activities**

	<b>Beginning Balance</b>	<b>Additions</b>	<b>Deletions</b>	<b>Ending Balance</b>
Capital assets not being depreciated:				
Land	\$ 578,386	\$ -	\$ -	\$ 578,386
Capital assets being depreciated:				
Land improvements	382,944	-	-	382,944
Buildings and improvements	5,439,529	-	-	5,439,529
Equipment	2,715,049	416,439	(27,890)	3,103,598
	8,537,522	416,439	(27,890)	8,926,071
Less accumulated depreciation for:				
Land improvements	125,533	20,141	-	145,674
Buildings and improvements	2,256,442	127,784	-	2,384,226
Equipment	2,223,387	117,949	(27,890)	2,313,446
	4,605,362	265,874	(27,890)	4,843,346
Total capital assets being depreciated, net	3,932,160	150,565	-	4,082,725
<b>Governmental activities capital assets, net</b>	<b>\$ 4,510,546</b>	<b>\$ 150,565</b>	<b>\$ -</b>	<b>\$ 4,661,111</b>

**Business-type Activities**

	<b>Beginning Balance</b>	<b>Additions</b>	<b>Deletions</b>	<b>Ending Balance</b>
Capital assets being depreciated:				
Equipment	\$ 268,613	\$ -	\$ -	\$ 268,613
System Improvements	6,640,267	1,216,904	-	7,857,171
	6,908,880	1,216,904	-	8,125,784
Less accumulated depreciation for:				
Equipment	114,014	18,885	-	132,899
System Improvements	4,858,595	100,116	-	4,958,711
	4,972,609	119,001	-	5,091,610
<b>Business-type activities capital assets, net</b>	<b>\$ 1,936,271</b>	<b>\$ 1,097,903</b>	<b>\$ -</b>	<b>\$ 3,034,174</b>

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 4: CAPITAL ASSETS (CONTINUED)**

Depreciation expense was charged to programs of the primary government as follows:

**Governmental activities:**

General government	\$	14,285
Public safety		190,631
Road and Bridges		10,124
Economic development		4,585
Parks and recreation		<u>46,249</u>
<b>Total Governmental activities</b>	<b>\$</b>	<b><u><u>265,874</u></u></b>

**Business-type activities:**

Water and sewer	\$	<u>119,001</u>
<b>Total Business-type activities</b>	<b>\$</b>	<b><u><u>119,001</u></u></b>

**NOTE 5: INTERFUND RECEIVABLES, PAYABLES AND TRANSFERS**

The composition of interfund balances is as follows:

<u>Receivable Fund</u>	<u>Payable Fund</u>	<u>Amount</u>
Booster Club	General Fund	\$ 7,200
Liability Insurance	General Fund	<u>8,973</u>
		16,173
General Fund	Playground	\$ 6,627
General Fund	Road & Bridge	206,317
General Fund	TIF 4	17,153
General Fund	Capital Fund	39,331
General Fund	Debt Service	<u>102,168</u>
		371,596
Water and Sewer Operations Fund	General Fund	\$ <u>830,774</u>
		830,774

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 5: INTERFUND RECEIVABLES, PAYABLES AND TRANSFERS (CONTINUED)**

These balances result from the time lag between the dates that goods and services are provided, or reimbursable expenditures occur, transactions are recorded in the accounting system, and payments between funds are made.

Interfund transfers reported in the fund financial statements are comprised of the following:

<u>Fund Transferred From</u>	<u>Fund Transferred To</u>	<u>Amount</u>
General Fund	Liability Insurance Fund	\$ 160,000
		<u>160,000</u>
General Fund	Nonmajor governmental funds	
	Playground/Recreation	\$ 95,000
	Road and Bridge	205,000
	Debt Service	262,500
	H.S.E.M.	53,000
	DARE	2,192
	Capital	40,000
		<u>657,692</u>
Water and Sewer Operations Fund	Liability Insurance Fund	\$ 322,750
	IMRF	50,000
	Audit	10,000
		<u>440,000</u>
TIF 5 Fund	Debt Service	\$ 95,000
		<u>95,000</u>
Road & Bridge Fund	Debt Service	\$ 7,317
		<u>7,317</u>
General Fund	Water and Sewer Operations Fund	\$ 1,097,537
		<u>1,097,537</u>

The transfers from the Water and Sewer Operations Fund to the Liability Insurance Fund and nonmajor governmental funds represent budgeted transfers to cover expenditures in excess of revenue. Transfers from the General Fund to the Liability Insurance Fund and nonmajor governmental funds represent transfers to cover expenditures in excess of revenue.

**NOTE 6: LONG-TERM DEBT**

The following is a summary of bond transactions and other debt transactions of the Village for the year ended December 31, 2024, that are payable by governmental activities.

**Promissory Note**

The Village has five promissory note outstanding for the purchase of various vehicles and equipment.

The note, issued in 2020 for \$129,523, and required monthly principal payments of \$2,698, including interest at a rate of 3.30%. The note matured on November 10, 2024. The balance of the promissory note at December 31, 2024, is \$0 within governmental activities.

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 6: LONG-TERM DEBT (CONTINUED)**

The note, issued in 2023 for \$58,555, and requires monthly principal payments of \$1,322, including interest at a rate of 3.95%. The note matures on April 25, 2027. The balance of the promissory note at December 31, 2024, is \$35,295 within governmental activities.

The note, issued in 2023 for \$53,082, and requires monthly principal payments of \$1,199, including interest at a rate of 3.95%. The note matures on May 10, 2027. The balance of the promissory note at December 31, 2024, is \$33,086 within governmental activities.

The note, issued in 2023 for \$48,938, and requires monthly principal payments of \$1,105, including interest at a rate of 3.95%. The note matures on May 10, 2027. The balance of the promissory note at December 31, 2024, is \$30,504 within governmental activities.

The note, issued in 2023 for \$249,911, and requires monthly principal payments of 5,688, including interest at a rate of 4.35%. The note matures on February 29, 2028. The balance of the promissory note at December 31, 2024, is \$201,407 within governmental activities.

The note, issued in 2023 for \$51,841, and requires monthly principal payments of 1,080, including interest at a rate of 4.55%. The note matures on March 13, 2027. The balance of the promissory note at December 31, 2024, is \$14,581 within governmental activities and \$14,581 within business type activities.

**TIF Obligations**

The Village has entered into redevelopment agreements with multiple developers of various projects within the Village's TIF districts. The agreements provide for the capture by the Village of incremental taxes from the properties for a period not to extend beyond December 31st of the year following the twenty-third (23rd) year from the date of designation of the Redevelopment Project Area. The incremental taxes so captured by the Village shall be utilized as described in the Redevelopment Agreement, including pledges to repay TIF obligations. The Village is liable only to the extent that the Village receives such incremental property taxes.

On November 15, 2006, the Village issued \$496,609 of Senior Lien Tax Increment Revenue (Capital Appreciation) Bonds, Series 2006. The remaining outstanding bonds totaling \$279,729 at December 31, 2024, are to be retired in annual installments ranging from \$65,000 to \$300,000, beginning November 15, 2018 through November 15, 2026. Interest is payable semiannually and is added to the principal balance due 10%. The bonds are payable from the Cook TIF 2 Fund.

On November 15, 2006, the Village also issued a \$66,000 Junior Lien Tax Increment Revenue Note, Series 2006-A. The note matures November 15, 2026, and accrues interest at 13% until principal is paid. Payments are due November 15 annually to the extent that incremental taxes are on deposit with the Village.

Both the 1998 and 2006 Junior Lien Notes are subordinate to their respective senior lien bonds. The senior and junior liens are each payable from the same incremental revenues generated by their respective redevelopment areas. Since the amount of those taxes is uncertain, with payments on the junior lien notes delayed until sufficient net incremental property taxes have been collected, no repayment schedule has been calculated for the junior lien notes. The order of payment on both junior lien notes from all available monies shall be as follows:

- a) To pay for previously accrued interest on the Junior Lien Note
- b) To pay for current interest on the Junior Lien Note
- c) To pay mandatory redemption of principal on the Junior Lien Note

The Village also has two notes with developers to reimburse them for approved redevelopment costs. The first was entered into in 2005 for a maximum amount of \$1,104,172, and the second in 2011 for a maximum amount of \$70,000. The second note was paid in full in 2019. Both notes provide annual payments of 75% of incremental taxes from the redevelopment area. The remaining amount due at December 31, 2024, was \$97,047. Since the amount of incremental taxes is uncertain, no repayment schedule has been calculated for these notes.

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 6: LONG-TERM DEBT (CONTINUED)**

**Legal Debt Extinguishment**

On March 2, 1998, the Village issued a \$337,272 Junior Lien Tax Increment Revenue Note, Series 1998-A. The note matured November 15, 2017, and accrued interest at 15% until principal is paid. Payments are due November 15 annually to the extent that incremental taxes are on deposit with the Village. The Senior TIF Lien Bonds associated with this note were paid off in 2017.

On December 31, 2024, the Village legally extinguished its outstanding TIF Junior Lien Note Series 1998-A, with an original principal amount of \$337,272. The debt was legally extinguished as no future revenue or activity is expected from the associated financing source, eliminating the need to maintain the obligation.

This transaction qualifies as a legal extinguishment under GASB Statement No. 86, Certain Debt Extinguishment Issues, as the City has been legally released from being the primary obligor on the debt.

**General Obligation Bonds**

On February 22, 2018, the Village issued Alternate Revenue Source General Obligation Bonds Series 2018 with a face value of \$3,190,000. The bonds were issued at a premium of \$85,893. Proceeds from the bonds were used to (i) finance the cost of construction of a police station and other capital improvements throughout the Village (Project), (ii) finance the reimbursements of expenditures already incurred and paid by the Village related to the Project, and (iii) pay for the costs of issuance associated with the bonds. Interest on the bonds is payable semi-annually on July 1 and January 1 of each year, commencing January 1, 2019. Interest on the bonds ranges from 3.5% to 5.0%. Principal installments range from \$120,000 to \$220,000 and are due annually starting January 1, 2019. The bonds will mature on January 1, 2039.

The Alternate Revenue Source General Obligation Bonds are secured by a pledge of (i) certain tax revenues received by the Village and (ii) other funds of the Village as may be lawfully available and annually appropriated for such payment. The Village has pledged a portion of future sales tax revenues to repay the remaining principal and interest on the Series 2018 Bonds. The pledged revenues are projected to be sufficient to meet debt service requirements over the life of the bonds. Total principal and interest remaining on the bonds is \$3.3 million, payable through fiscal year 2039. Interest and principal paid on the bonds in 2024 amounted to \$224,925.

Changes in long-term debt payable for governmental and business-type activities are as follows:

	<u>Beginning Balance</u>	<u>Additions/ Accretion</u>	<u>Reductions</u>	<u>Ending Balance</u>	<u>Due Within One Year</u>
Governmental activities					
Alternate Revenue G.O.					
Series 2018	\$ 2,635,000	\$ -	\$ (120,000)	\$ 2,515,000	\$ 125,000
Bond Premium	46,306	-	(3,087)	43,219	-
Promissory notes	188,326	249,911	(123,364)	314,873	107,370
TIF Senior Lien Capital					
Accretion Bonds					
Series 2006	260,694	19,034	-	279,728	225,000
TIF Junior Lien Notes					
Series 1998	337,272	-	(337,272)	-	-
Series 2006	66,000	-	-	66,000	-
TIF Developer Notes	168,541	-	(71,494)	97,047	-
Compensated absences	199,954	483	-	200,437	20,044
<b>Total governmental activities</b>	<b>\$ 3,902,093</b>	<b>\$ 269,428</b>	<b>\$ (655,217)</b>	<b>\$ 3,516,304</b>	<b>\$ 477,414</b>

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 6: LONG-TERM DEBT (CONTINUED)**

Business-type activities

Promissory Notes	\$ 21,060	\$ -	\$ (6,479)	\$ 14,581	\$ 6,480
Compensated absences	26,015	1,725	-	27,740	2,774
<b>Total business-type activities</b>	<b>\$ 47,075</b>	<b>\$ 1,725</b>	<b>\$ (6,479)</b>	<b>\$ 42,321</b>	<b>\$ 9,254</b>

Total interest expense on the notes payable for 2024 is approximately \$15,371. Annual debt service requirements to maturity for the promissory notes are as follows:

Years Ending December 31,	Governmental and Business-Type Activities		
	Principal	Interest	Total
2025	\$ 113,851	\$ 11,961	\$ 125,812
2026	118,222	6,992	125,214
2027	86,066	2,271	88,337
2028	11,315	64	11,379
<b>Total</b>	<b>\$ 329,454</b>	<b>\$ 21,288</b>	<b>\$ 350,742</b>

Future payments and annual accretions for the Capital Appreciation Bonds for each of the next five fiscal years and in five-year increments thereafter are as follows:

Years Ending December 31,	Governmental Activities	
	Accretion	Principal
2025	\$ 13,298	\$ 75,000
2026	6,974	75,000
	<b>\$ 20,272</b>	<b>\$ 150,000</b>
<b>Accrued values at December 31, 2024</b>		<b>\$ 279,728</b>

Future payments for the Alternate Revenue G.O. Bonds for each of the next five fiscal years and in five-year increments thereafter are as follows:

Years Ending December 31,	Governmental Activities		
	Principal	Interest	Total
2025	\$ 125,000	\$ 100,025	\$ 225,025
2026	130,000	94,925	224,925
2027	135,000	89,625	224,625
2028	140,000	84,125	224,125
2029	145,000	78,425	223,425
2030-2034	825,000	299,587	1,124,587
2035-2039	1,015,000	105,825	1,120,825
<b>Total</b>	<b>\$ 2,515,000</b>	<b>\$ 852,537</b>	<b>\$ 3,367,537</b>

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 7: OTHER POSTEMPLOYMENT BENEFITS**

**Plan Description**

The Village provides other postemployment benefits (OPEB) for retired employees through a single-employer defined benefit OPEB plan. Employees are eligible to retire from the Village of Steger and continue their health coverage after meeting the age and service requirement for retirement. The benefits, benefit levels, employee contributions and any employer contributions are governed by the Village and can be amended by the Village through its personnel manual and union contracts. The plan is not accounted for as a trust fund in the Village's financial statements, as no assets are accumulated in a trust that meets the criteria in paragraph 4 of GASB Statement No. 75. The plan does not issue a separate report.

**Eligibility**

<u>Police</u>		Age 50 and 20 years of service or
Tier 1		Age 60 and 8 years of service
Tier 2	Normal retirement	Age 55 and 10 years of service
	Early retirement	Age 50 and 10 years of service

Other IMRF-Covered Employees and Elected Officials

Tier 1	Normal retirement	Age 55 and 35 years of service or
	Early retirement	Age 55 and 8 years of service
Tier 2	Normal retirement	Age 62 and 35 years of service or
	Early retirement	Age 62 and 10 years of service

**Benefits**

Retired employees and their dependents may continue coverage under the Village of Steger's group health until they reach age 65 by paying 100% of the blended group premium cost. The Village pays the entire actuarial cost of the health coverage for grandfathered retired elected officials and their spouse. Effective in 2014, fully paid benefits for elected officials who retired after 2013 were eliminated by amendment. The Village pays 100% of the cost of coverage for Disabled officers.

**Employees Covered by Benefit Terms**

At December 31, 2024, the following Village employees were covered by the benefit terms:

Active participants	36
Retired participants	3
	<b>39</b>

The plan only covers previous retired officials who are already part of the plan. New retired officials are no longer covered.

**Total OPEB Liability**

The Village's total OPEB liability of \$744,734 was measured as of December 31, 2024, as determined by an actuarial valuation as of December 31, 2024.

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 7: OTHER POSTEMPLOYMENT BENEFITS (CONTINUED)**

**Changes in Total OPEB Liability**

	<b>Total OPEB Liability</b>
Balance at January 1, 2024	\$ <u>736,030</u>
Changes for the year	
Service cost including administrative expenses	42,730
Interest on the total OPEB liabilities	26,954
Benefit changes	-
Differences between expected and actual experience	-
Assumption changes	(18,828)
Benefit payments	<u>(42,152)</u>
Net changes	<u>8,704</u>
<b>Balance at December 31, 2024</b>	<b>\$ <u><u>744,734</u></u></b>

**OPEB Expense and Deferred Inflows of Resource Related to OPEB**

For the year ended December 31, 2024, the Village recognized OPEB expense of \$53,990. At December 31, 2024, the Village reported deferred inflows of resources related to OPEB from the following source:

	<b>Deferred Outflows of Resources</b>	<b>Deferred Inflows of Resources</b>
Difference between expected and actual experience	\$ 48,578	\$ (170,248)
Assumption changes	<u>152,426</u>	<u>(157,717)</u>
	<b>\$ <u><u>201,004</u></u></b>	<b>\$ <u><u>(327,965)</u></u></b>

Amounts reported as deferred outflows and inflows of resources related to OPEB will be recognized in OPEB expense as follows:

<b>Years Ending December 31,</b>	<b>Amount</b>
2025	\$ (15,694)
2026	(15,694)
2027	(15,694)
2028	(9,298)
2029	(20,303)
Thereafter	<u>(50,278)</u>
	<b>\$ <u><u>(126,961)</u></u></b>

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 7: OTHER POSTEMPLOYMENT BENEFITS (CONTINUED)**

**Actuarial Assumption and Other Inputs**

The total OPEB liability in the December 31, 2024 actuarial valuation was determined using the following actuarial assumptions and other inputs, applied to all periods included in the measurement, unless otherwise specified:

Measurement date	December 31, 2024
Actuarial cost method	Entry-age normal
Discount rate	3.77% used as of January 1, 2024 4.08% as of December 31, 2024 The discount rate was based on the 20-year muni bond index rates
Salary increase	3.50% per annum
Mortality	Probabilities of death for participants were according to PubS base rates projected Fully Generationally using scale MP2021 for Police. For all others, the Pub 2010 base rates projected Fully Generationally using scale MP2021 was used.
Healthcare cost trend rates	For valuation calculations, blended rates are adjusted to reflect the individual participant age through actuarial rate factors. The factors used are from the Society of Actuaries June 2013 report: "Health Care Costs – From Birth to Death"

**Changes in Assumptions**

The discount rate was increased from 3.77% to 4.08% in accordance with GASB Statement Nos. 74/75.

**Rate Sensitivity**

The following is a sensitivity analysis of the total OPEB liability to changes in the discount rate and healthcare cost trend rates. The table below presents the total OPEB liability of the Village calculated using the discount rate of 4.08% as well as what the Village's total OPEB liability would be if it were calculated using a discount rate that is 1 percentage point lower (3.08%) or 1 percentage point higher (5.08%) the current rate:

	<b>1 % Decrease (3.08%)</b>	<b>Current Discount Rate (4.08%)</b>	<b>1 % Increase (5.08%)</b>
Village's total OPEB liability	\$ <u>808,217</u>	\$ <u>744,734</u>	\$ <u>687,206</u>

The table below illustrates the sensitivity of the Total OPEB Liability to the Healthcare Cost Trend Rates assumption for a 1% decrease and a 1% increase in the rates.

	<b>1 % Decrease 5.5% Decr. to 3.5%</b>	<b>Current Healthcare Cost Trend Rates 6.5% Decr. to 4.5%</b>	<b>1 % Increase 7.5% Decr. to 5.5%</b>
Village's total OPEB liability	\$ <u>673,185</u>	\$ <u>744,734</u>	\$ <u>827,738</u>

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 8: DEFINED BENEFIT PENSION PLAN – REGULAR EMPLOYEES**

The Village contributes to three defined benefit pension plans, the Illinois Municipal Retirement Fund (IMRF) plans (Regular and SLEP), agent multiple-employer defined benefit pension plans, and the Police Pension Plan, which is a single-employer defined benefit pension plan. The benefits, benefit levels, employee contributions and employer contributions for all three plans are governed by Illinois Compiled Statutes (ILCS) and can only be amended by the Illinois General Assembly. Complete financial statements for the Police Pension Plan may be obtained at the Village’s administrative offices located at 3320 Lewis Avenue, Steger, Illinois 60475. IMRF issues a publicly available report that includes financial statements and supplementary information for the plan as a whole, but not for individual employers. That report may be obtained on-line at [www.imrf.org](http://www.imrf.org).

The aggregate totals for all pension items for the three plans are as follows:

	<u>Governmental Activities</u>		<u>Business-Type Activities</u>		<u>Total Village</u>
Net pension liability (asset)					
IMRF - Regular	\$ (330,735)	\$	(82,684)	\$	(413,419)
IMRF - SLEP	(50,457)		(12,614)		(63,071)
Police	5,028,183		-		5,028,183
	<u>\$ 4,646,991</u>	<u>\$</u>	<u>(95,298)</u>	<u>\$</u>	<u>4,551,693</u>
Deferred outflows of resources					
IMRF - Regular	\$ 497,689	\$	124,422	\$	622,111
IMRF - SLEP	30,699		7,675		38,374
Police	2,531,674		-		2,531,674
	<u>\$ 3,060,062</u>	<u>\$</u>	<u>132,097</u>	<u>\$</u>	<u>3,192,159</u>
Deferred inflows of resources					
IMRF - Regular	\$ (394,074)	\$	(98,518)	\$	(492,592)
IMRF - SLEP	(19,210)		(4,802)		(24,012)
Police	(4,493,516)		-		(4,493,516)
	<u>\$ (4,906,800)</u>	<u>\$</u>	<u>(103,320)</u>	<u>\$</u>	<u>(5,010,120)</u>

**Regular Plan**

***Plan Description***

The Village’s defined benefit pension plan for regular employees provides retirement and disability benefits, postretirement increases and death benefits to plan members and beneficiaries. The Village’s plan is managed by the Illinois Municipal Retirement Fund (IMRF), the administrator of a multi-employer public pension fund. A summary of IMRF’s pension benefits is provided in the “Benefits Provided” section below. Details of all benefits are available from IMRF. Benefit provisions are established by statute and may only be changed by the General Assembly of the State of Illinois. IMRF issues a publicly available financial report that includes financial statements, detailed information about the pension plan’s fiduciary net position, and required supplemental information. The report may be obtained online at [www.imrf.org](http://www.imrf.org).

***Benefits Provided***

IMRF has three benefit plans. The vast majority of IMRF members participate in the Regular Plan (RP). The Sheriff’s Law Enforcement Personnel (SLEP) plan is for sheriffs, deputy sheriffs and selected police chiefs.

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 8: DEFINED BENEFIT PENSION PLAN – REGULAR EMPLOYEES (CONTINUED)**

All three IMRF benefit plans have two tiers of pension benefits. Employees hired before January 1, 2011, are eligible for Tier 1 benefits. Tier 1 employees are vested for pension benefits when they have at least eight years of qualifying service credit. Tier 1 employees who retire at age 55 (at reduced benefits) or after age 60 (at full benefits) with eight years of service are entitled to an annual retirement benefit, payable monthly for life, in an amount equal to 1-2/3% of the final rate of earnings for the first 15 years of service credit, plus 2% for each year of service credit after 15 years to a maximum of 75% of their final rate of earnings. Final rate of earnings is the highest total earnings during any consecutive 48 months within the last 10 years of service, divided by 48. Under Tier 1, the pension is increased by 3% of the original amount on January 1 every year after retirement.

Employees hired on or after January 1, 2011, are eligible for Tier 2 benefits. For Tier 2 employees, pension benefits vest after 10 years of service. Participating employees who retire at age 62 (at reduced benefits) or after age 67 (at full benefits) with 10 years of service are entitled to an annual retirement benefit, payable monthly for life, in an amount equal to 1-2/3% of the final rate of earnings for the first 15 years of service credit, plus 2% for each year of service credit after 15 years to a maximum of 75% of their final rate of earnings. Final rate of earnings is the highest total earnings during any 96 consecutive months within the last 10 years of service, divided by 96. Under Tier 2, the pension is increased on January 1 every year after retirement, upon reaching age 67, by the lesser of:

- 3% of the original pension amount, or
- ½ of the increase in the Consumer Price Index of the original pension amount.

***Employees Covered by Benefit Terms***

At the December 31, 2024 measurement date, the following employees were covered by the benefit terms:

Inactive plan members or beneficiaries currently receiving benefits	32
Inactive plan members entitled but not yet receiving benefits	40
Active plan members	25
<b>Total employees covered by IMRF</b>	<b>97</b>

**Contributions**

As set by statute, the Village’s Regular Plan members are required to contribute 4.5% of their annual covered salary. The statute requires employers to contribute the amount necessary, in addition to member contributions, to finance the retirement coverage of their own employees. The Village’s annual contribution rate for calendar year 2024 was 2.15%. For the fiscal year ended December 31, 2024, the Village contributed \$25,244 to the plan. The Village also contributes for disability benefits, death benefits and supplemental retirement benefits, all of which are pooled at the IMRF level. Contribution rates for disability and death benefits are set by IMRF’s Board of Trustees, while the supplemental retirement benefits rate is set by statute.

**Net Pension Liability**

The Village’s net pension liability reported at December 31, 2024, was measured as of December 31, 2024, and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation performed as of that date.

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 8: DEFINED BENEFIT PENSION PLAN – REGULAR EMPLOYEES (CONTINUED)**

Changes in the net pension liability during the measurement year were as follows:

<b>Changes in Net Pension Liability (Asset)</b>	<b>Increase (Decrease)</b>		
	<b>Total Pension Liability</b>	<b>Plan Net Position</b>	<b>Net Pension Liability (Asset)</b>
Balance at January 1, 2024	\$ 6,785,747	\$ 7,070,075	\$ (284,328)
Service Cost	105,747	-	105,747
Interest	483,945	-	483,945
Differences between expected and actual experience	(41,026)	-	(41,026)
Changes in assumptions	-	-	-
Contributions – employer	-	25,245	(25,245)
Contributions – employee	-	52,837	(52,837)
Net investment income	-	706,384	(706,384)
Benefit payments, including refunds	(327,041)	(327,041)	-
Miscellaneous other charges	-	(106,709)	106,709
Net changes	<u>221,625</u>	<u>350,716</u>	<u>(129,091)</u>
Balance at December 31, 2024	<u>\$ 7,007,372</u>	<u>\$ 7,420,791</u>	<u>\$ (413,419)</u>

**Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions**

For the year ended December 31, 2024, the Village recognized pension income of \$65,968. At December 31, 2024, the Village reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	<b>Deferred Outflows of Resources</b>	<b>Deferred Inflows of Resources</b>
Difference between expected and actual experience	\$ 23,770	\$ 88,976
Changes of assumptions	-	3,016
Net difference between projected and actual earnings on pension plan investments	<u>311,055</u>	<u>320,742</u>
	<u>\$ 334,825</u>	<u>\$ 412,734</u>

Amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

<b>Years Ending December 31,</b>	<b>Amount</b>
2025	\$ 48,890
2026	215,236
2027	(93,266)
2028	<u>(41,341)</u>
	<u>\$ 129,519</u>

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 8: DEFINED BENEFIT PENSION PLAN – REGULAR EMPLOYEES (CONTINUED)**

**Actuarial Assumptions**

The total pension liability in the December 31, 2024 actuarial valuation was determined using the following actuarial assumptions, applied to all periods included in the measurement, unless otherwise specified:

Actuarial valuation date	December 31, 2024
Measurement date	December 31, 2024
Actuarial cost method	Entry-age normal
Assumptions Inflation	2.25%
Salary increases	2.85% - 13.75%, including inflation
Investment rate of return	7.25%
Asset valuation method	Market value

For non-disabled retirees, the Pub-2010, Amount-Weighted, below-median income, General, Retiree, Male (adjusted 108.0%) and Female (adjusted 106.4%) tables, and future mortality improvements projected using scale MP-2021. For disabled retirees, the Pub-2010, Amount-Weighted, below-median income, General, Disabled Retiree, Male and Female (both unadjusted) tables, and future mortality improvements projected using scale MP-2021. For active members, the Pub-2010, Amount-Weighted, below-median income, General, Employee, Male and Female (both unadjusted) tables, and future mortality improvements projected using scale MP-2021.

**Discount Rate**

The discount rate used to measure the total pension liability at December 31, 2024, was 7.25% (same as prior year). The projection of cash flows used to determine the discount rate assumes that employee contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the difference between actuarially determined contribution rates and the employee 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 active and inactive employees. 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.

The long-term expected rate of return on pension plan investments was determined using a model 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 weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

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

The following presents the net pension liability (asset) of the Village, calculated using the discount rate of 7.25%, as well as what the Village’s net pension liability (asset) would be if it were calculated using a discount rate that is one percentage point lower (6.25%) or one percentage point higher (8.25%) than the current rate:

	<b>One Percent Decrease (6.25%)</b>	<b>Current Discount Rate (7.25%)</b>	<b>One Percent Increase (8.25%)</b>
Net pension liability (asset) of the Village	\$ 388,896	\$ (413,419)	\$ (1,055,353)

**Pension Plan Fiduciary Net Position**

Detailed information about the plan’s fiduciary net position is available in the separately issued financial report.

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 9: DEFINED BENEFIT PENSION PLAN – SHERIFF’S LAW ENFORCEMENT PLAN (SLEP)**

**Plan Description**

The Village’s defined benefit pension plan for sheriff’s law enforcement personnel employees provides retirement and disability benefits, postretirement increases, and death benefits to plan members and beneficiaries. The Village’s plan is managed by the Illinois Municipal Retirement Fund (IMRF), the administrator of a multi-employer public pension fund. A summary of IMRF’s pension benefits is provided in the “Benefits Provided” section below. Details of all benefits are available from IMRF. Benefit provisions are established by statute and may only be changed by the General Assembly of the State of Illinois. IMRF issues a publicly available financial report that includes financial statements, detailed information about the pension plan’s fiduciary net position and required supplemental information. The report may be obtained online at [www.imrf.org](http://www.imrf.org).

**Benefits Provided**

The SLEP plan is for sheriffs, deputy sheriffs and selected police chiefs. SLEP provides two tiers of pension benefits. Employees hired prior to January 1, 2011, are eligible for Tier 1 benefits. Tier 1 employees are vested for pension benefits when they have at least eight years of qualifying service credit. Tier 1 employees who retire at age 55 (at reduced benefits) or after age 60 (at full benefits) with eight years of service are entitled to an annual retirement benefit, payable monthly for life, in an amount equal to 1-2/3% of the final rate of earnings for the first 15 years of service credit, plus 2% for each year of service credit after 15 years to a maximum of 75% of their final rate of earnings. Final rate of earnings is the highest total earnings during any consecutive 48 months within the last 10 years of service, divided by 48. Under Tier 1, the pension is increased by 3% of the original amount on January 1 every year after retirement.

Employees hired on or after January 1, 2011, are eligible for Tier 2 benefits. For Tier 2 employees, pension benefits vest after 10 years of service. Participating employees who retire at age 62 (at reduced benefits) or after age 67 (at full benefits) with 10 years of service are entitled to an annual retirement benefit, payable monthly for life, in an amount equal to 1-2/3% of the final rate of earnings for the first 15 years of service credit, plus 2% for each year of service credit after 15 years to a maximum of 75% of their final rate of earnings. Final rate of earnings is the highest total earnings during any 96 consecutive months within the last 10 years of service, divided by 96. Under Tier 2, the pension is increased on January 1 every year after retirement, upon reaching age 67, by the lesser of:

- 3% of the original pension amount, or
- ½ of the increase in the Consumer Price Index of the original pension amount.

**Employees Covered by Benefit Terms**

At the December 31, 2024 measurement date, the following employees were covered by the benefit terms:

Inactive plan members or beneficiaries currently receiving benefits	1	
Active plan members	1	
<b>Total employees covered by IMRF</b>	<b>2</b>	

**Contributions**

As set by statute, the Village’s SLEP plan members are required to contribute 7.5% of their annual covered salary. The statute requires employers to contribute the amount necessary, in addition to member contributions, to finance the retirement coverage of its own employees. For the fiscal year ended December 31, 2024, the Village made \$5,192 contributions to the plan. The Village also contributes for disability benefits, death benefits, and supplemental retirement benefits, all of which are pooled at the IMRF level. Contribution rates for disability and death benefits are set by IMRF’s Board of Trustees, while the supplemental retirement benefits rate is set by statute.

**Net Pension Liability (Asset)**

The Village’s net pension liability (asset) reported at December 31, 2024, was measured as of December 31, 2024, and the total pension liability used to calculate the net pension liability (asset) was determined by an actuarial valuation performed as of that date.

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 9: DEFINED BENEFIT PENSION PLAN – SHERIFF’S LAW ENFORCEMENT PLAN (SLEP)**  
**(CONTINUED)**

Changes in the net pension asset during the measurement year were as follows:

<u>Changes in Net Pension Liability (Asset)</u>	<u>Increase (Decrease)</u>		
	<u>Total Pension Liability</u>	<u>Plan Net Position</u>	<u>Net Pension Liability (Asset)</u>
Balance at January 1, 2024	\$ 253,300	\$ 317,660	\$ (64,360)
Service Cost	17,729	-	-
Interest	18,391	-	-
Differences between expected and actual experience	6,449	-	-
Changes in assumptions	-	-	-
Contributions – employer	-	5,192	-
Contributions – employee	-	8,933	-
Net investment income	-	32,848	-
Benefit payments, including refunds	(16,989)	(16,989)	-
Miscellaneous other charges	-	(5,693)	-
Net changes	<u>25,580</u>	<u>24,291</u>	<u>1,289</u>
<b>Balance at December 31, 2024</b>	<b>\$ <u>278,880</u></b>	<b>\$ <u>341,951</u></b>	<b>\$ <u>(63,071)</u></b>

**Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions**

For the year ended December 31, 2024, the Village recognized pension expense of \$9,434. At December 31, 2024, the Village reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ 8,235	\$ -
Assumption changes	-	1,582
Net difference between projected and actual earnings on pension plan investments	<u>30,139</u>	<u>22,430</u>
Total	\$ 38,374	\$ 24,012

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 9: DEFINED BENEFIT PENSION PLAN – SHERIFF’S LAW ENFORCEMENT PLAN (SLEP)  
(CONTINUED)**

Amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

Years Ending December 31,	Amount
2025	\$ 6,886
2026	12,448
2027	(2,948)
2028	(2,024)
	<b>\$ 14,362</b>

**Actuarial Assumptions**

The total pension liability in the December 31, 2024 actuarial valuation was determined using the following actuarial assumptions, applied to all periods included in the measurement, unless otherwise specified:

Actuarial valuation date	December 31, 2024
Measurement date	December 31, 2024
Actuarial cost method	Entry-age normal
Assumptions Inflation	2.25%
Salary increases	2.85% - 13.75%, including inflation
Investment rate of return	7.25%
Asset valuation method	Market value

For non-disabled retirees, the Pub-2010, Amount-Weighted, below-median income, General, Retiree, Male (adjusted 108.0%) and Female (adjusted 106.4%) tables, and future mortality improvements projected using scale MP-2021. For disabled retirees, the Pub-2010, Amount-Weighted, below-median income, General, Disabled Retiree, Male and Female (both unadjusted) tables, and future mortality improvements projected using scale MP-2021. For active members, the Pub-2010, Amount-Weighted, below-median income, General, Employee, Male and Female (both unadjusted) tables, and future mortality improvements projected using scale MP-2021.

**Discount Rate**

The discount rate used to measure the total pension liability at December 31, 2024, was 7.25% (same as prior year). The projection of cash flows used to determine the discount rate assumes that employee contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the difference between actuarially determined contribution rates and the employee 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 active and inactive employees. 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.

The long-term expected rate of return on pension plan investments was determined using a model 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 weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 9: DEFINED BENEFIT PENSION PLAN – SHERIFF’S LAW ENFORCEMENT PLAN (SLEP)**  
**(CONTINUED)**

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

The following presents the net pension liability (asset) of the Village, calculated using the discount rate of 7.25%, as well as what the Village’s net pension liability (asset) would be if it were calculated using a discount rate that is one percentage point lower (6.25%) or one percentage point higher (8.25%) than the current rate:

	<b>One Percent Decrease (6.25%)</b>	<b>Current Discount Rate (7.25%)</b>	<b>One Percent Increase (8.25%)</b>
Net pension liability (asset) of the Village	\$ (33,899)	\$ (63,071)	\$ (88,091)

**Pension Plan Fiduciary Net Position**

Detailed information about the plan’s fiduciary net position is available in the separately issued financial report.

**NOTE 10: DEFINED BENEFIT PENSION PLAN – POLICE PENSION FUND**

**Plan Description**

The Police Pension Fund is a single-employer defined benefit pension plan that covers all sworn police personnel. The defined benefits and employee and minimum employer contribution levels are governed by Illinois Compiled Statutes (40ILCS 5/3-1) and may be amended only by the Illinois legislature. The Village accounts for the fund as a pension trust fund. The plan is governed by a five-member Board of Trustees. Two members of the board are appointed by the Village’s mayor, one member is elected by pension beneficiaries, and two members are elected by active police employees.

The plan issues a publicly available report that includes financial statements and other required information for the Police Pension Fund which may be obtained by writing the Village.

**Employees Covered by Benefit Terms**

At December 31, 2024, the following employees were covered by the benefit terms:

Inactive plan members or beneficiaries currently receiving benefits	11
Inactive plan members entitled but not yet receiving benefits	6
Active plan members	14
Total employees covered by plan	31

**Benefits Provided**

The Police Pension Fund provides retirement benefits through two tiers of benefits as well as death and disability benefits. Covered employees hired before January 1, 2011 (Tier 1), attaining the age of 50 or older with 20 or more years of creditable service are entitled to receive an annual retirement benefit of one-half of the salary attached to the rank held on the last day of service, or for one year prior to the last day, whichever is greater. The annual benefit shall be increased by 2.5% of such salary for each additional year of service over 20 years up to 30 years, to a maximum of 75% of such salary. Employees with at least 8 years but less than 20 years of credited service may retire at or after age 60 and receive a reduced benefit. The monthly benefit of a police officer who retired with 20 or more years of service after January 1, 1977, shall be increased annually, following the first anniversary date of retirement and be paid upon reaching the age of at least 55 years, by 3% of the original pension and 3% compounded annually thereafter.

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 10: DEFINED BENEFIT PENSION PLAN – POLICE PENSION FUND (CONTINUED)**

Covered employees hired on or after January 1, 2011 (Tier 2), attaining the age of 55 or older with 10 or more years of creditable service are entitled to receive an annual retirement benefit equal to the average monthly salary obtained by dividing the total salary of the police officer during the 96 consecutive months of service within the last 120 months of service in which the total salary was the highest by the number of months of service in that period. Police officer salary for the pension purposes is capped at \$106,800, plus the lesser of one-half of the annual change in the Consumer Price Index or 3% compounded. The annual benefit shall be increased by 2.5% of such a salary for each additional year of service over 20 years up to 30 years to a maximum of 75% of such salary. Employees with at least 10 years may retire at or after age 50 and receive a reduced benefit (*i.e.*, one-half percent for each month under 55). The monthly benefit of a Tier 2 police officer shall be increased annually at age 60 on the January 1 after the police officer retires, or the first anniversary of the pension starting date, whichever is later. Noncompounding increases occur annually, each January thereafter. The increase is the lesser of 3% or one-half of the change in the Consumer Price Index for the proceeding calendar year.

**Contributions**

Covered employees are required to contribute 9.91% of their base salary to the Police Pension Fund. If an employee leaves covered employment with less than 20 years of service, accumulated employee contributions may be refunded without accumulated interest. The Village is required to contribute the remaining amounts necessary to finance the plan and the administrative costs as actuarially determined by an enrolled actuary. However, effective January 1, 2011, ILCS requires the Village to contribute a minimum amount annually calculated using the projected unit credit actuarial cost method that will result in the funding of 90% of the past service cost by the year 2040. For the year ended December 31, 2024, the Village’s contribution was 61.21% of covered payroll, or \$661,131.

**Pension Plan Investments – Policy and Rate of Return**

***Investment Policy***

The pension plan’s policy in regard to the allocation of invested assets is in accordance with Illinois Compiled Statutes (ILCS). It is the policy of the pension board to pursue an investment strategy that manages risk through the prudent diversification of the portfolio across a broad selection of distinct asset classes. The pension plan’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 pension board’s adopted asset allocation policy as of December 31, 2024:

<b>Asset Class</b>	<b>Target Allocation %</b>	<b>Long-Term Expected Rate of Return</b>
U.S. Large	23.00%	5.70%
U.S. Small	5.00%	6.60%
International Developed	19.00%	6.70%
International Developed Small	5.00%	7.60%
Emerging Markets	6.00%	7.00%
Private Equity	7.00%	8.00%
High Yield Corp. Credit	3.00%	6.80%
Emerging Market Debt	3.00%	7.05%
Bank Loans	3.00%	7.30%
Private Credit	5.00%	8.20%
Real Estate	5.00%	6.90%
Infrastructure	3.00%	8.10%
Cash	1.00%	3.90%
Short-Term Gov’t/Credit	3.00%	4.30%
U.S. Treasury	3.00%	4.10%
U.S. TIPS	3.00%	4.10%
Core Fixed Income	3.00%	4.90%

**Village of Steger, Illinois  
Notes to the Financial Statements  
Year Ended December 31, 2024**

**NOTE 10: DEFINED BENEFIT PENSION PLAN – POLICE PENSION FUND (CONTINUED)**

**Rate of Return**

The Long-Term Expected Rate of Return is intended to represent the best estimate of future real rates of return. Long-Term Expected Real Rates of Return under GASB are expected to reflect the period of time that begins when a Plan Member begins to provide service to the employer and ends at the point when all benefits to the Plan Member have been paid. The rates provided above are intended to estimate those figures.

The Long-Term Inflation Expectation is 2.50% and is included in the Long-Term Expected Rates of Return. The Long-Term Inflation Expectation is from the same source as the Long-Term Expected Real Rates of Return, and is not necessarily reflective of the inflation measures used for other purposes in the report.

Geometric rates of return are equal to arithmetic rates of return when the annual returns exhibit no volatility over time. When arithmetic returns are volatile on a year-to-year basis, the actual realized geometric returns over time will be lower. Higher volatility results in a greater difference.

For additional discussion regarding the Expected Return on Pension Plan Investments, please reference the Actuarial Funding Report. There are additional disclosures regarding reasonableness and market observations included in that report.

**Net Pension Liability**

The components of the net pension liability of the Village at December 31, 2024, were as follows:

Total pension liability	\$	13,012,022
Plan fiduciary net position		7,983,839
		_____
Village's net pension liability	\$	5,028,183
		_____
Plan fiduciary net position as a percentage of the total pension liability		61.36%

The Village's net pension liability reported at December 31, 2024, was measured as of December 31, 2024, and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation performed as of January 1, 2024, rolled forward to December 31, 2024.

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 10: DEFINED BENEFIT PENSION PLAN – POLICE PENSION FUND (CONTINUED)**

Changes in the net pension liability during the measurement year were as follows:

<b>Changes in Net Pension Liability (Asset)</b>	<b>Increase (Decrease)</b>		
	<b>Total Pension Liability</b>	<b>Plan Net Position</b>	<b>Net Pension Liability (Asset)</b>
Balance at January 1, 2024	\$ 15,446,380	\$ 7,240,864	\$ 8,205,516
Service costs	371,587	-	371,587
Interest	773,682	-	773,682
Differences between expected and actual experience	(845,074)	-	(845,074)
Change in assumptions	(2,162,377)	-	(2,162,377)
Change in benefit terms	-	-	-
Contributions – employer	-	661,131	(661,131)
Contributions – employee	-	108,135	(108,135)
Contributions - other	-	-	-
Net investment income	-	584,210	(584,210)
Benefit payments, including refunds	(572,176)	(572,176)	-
Miscellaneous other charges	-	(38,325)	38,325
Net changes	<u>(2,434,358)</u>	<u>742,975</u>	<u>(3,177,333)</u>
Balance at December 31, 2024	<u>\$ 13,012,022</u>	<u>\$ 7,98,839</u>	<u>\$ 5,028,183</u>

**Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions**

For the year ended December 31, 2024, the Village recognized pension income of \$412,259. At December 31, 2024, the Village reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	<b>Deferred Outflows of Resources</b>	<b>Deferred Inflows of Resources</b>
Difference between expected and actual experience	\$ 489,673	\$ (1,524,582)
Changes of assumptions	1,543,190	(2,731,175)
Net difference between projected and actual earnings on pension plan investments	<u>498,811</u>	<u>(237,759)</u>
	<u>\$ 2,531,674</u>	<u>\$ (4,493,516)</u>

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 10: DEFINED BENEFIT PENSION PLAN – POLICE PENSION FUND (CONTINUED)**

Amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

Years Ending December 31,	Amount
2025	\$ (294,476)
2026	(463,650)
2027	(556,998)
2028	(306,906)
2029	(252,145)
Thereafter	(87,587)
	\$ (1,961,842)

**Actuarial Assumptions**

The total pension liability in the January 1, 2024 actuarial valuation was determined using the following actuarial assumptions, applied to all periods included in the measurement, unless otherwise specified:

Discount Rate Used for the Total Pension Liability	6.50%
Expected Rate of Return on Investments	6.50%
High-Quality 20 Year Tax-Exempt G.O. Bond Rate	4.08%
Projected Individual Pay Increases	2.50-19.68%
Projected Total Payroll Increases	3.25%
Consumer Price Index (Urban)	2.50%
Inflation Rate	2.50%

The Actuarial Assumptions (Economic) rates shown above are assumed to be annual rates, compounded on an annual basis. For more information on the selection of the actuarial assumptions, please see the Actuarial Assumption Summary document prepared for the Plan, available upon request.

**Assumption Changes**

The assumptions were changed from the prior year.

The High-Quality 20 Year Tax-Exempt General Obligation (“G.O.”) Bond Rate assumption was changed from 3.26% to 4.08% for the current year. The underlying index used is The Bond Buyer 20-Bond G.O. Index as discussed in more detail later in this section. The choice of Index is unchanged from the prior year. The rate has been updated to the current Fiscal Year End based on changes in market conditions as reflected in the Index. The change was made to reflect our understanding of the requirements of GASB under Statement 67 and Statement 68.

The Discount Rate used in the determination of the Total Pension Liability was changed from 5.40% to 6.50%. The Discount Rate is impacted by a couple of metrics. Any change in the underlying High-Quality 20 Year Tax Exempt G.O. Bond Rate will impact the blended Discount Rate.

In the current valuation, the projected individual pay increases assumption to reflect the wage schedule between the Village of Steger, Illinois and the Illinois Fraternal Order of Police Labor Council for the period May 1, 2024 through April 30, 2027 was reviewed. The year over year step increases dictated by the wage schedule did not change significantly from the prior wage schedule; therefore, the projected individual pay increases assumption has not been updated.

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 10: DEFINED BENEFIT PENSION PLAN – POLICE PENSION FUND (CONTINUED)**

A comprehensive study of Police Officers and Police Pension Funds in Illinois was performed in which reviewed the results of the study as well as the demographic experience of the Fund. The actuarial assumptions were changed in the current valuation to the rates shown in the Actuarial Assumptions section of this report. The assumptions impacted include:

- Inflation Rate (CPI-U)
- Retirement Rates
- Termination Rates
- Disability Rates
- Mortality Rates
- Mortality Improvement Rates
- Duty Death Probability

The assumption changes stated above were made to better reflect the future anticipated experience of the Plan.

In addition, there are changes that can be made that impact the projection of the Plan Fiduciary Net Position. For example, changes in the Formal or Informal Funding Policy can impact the Discount Rate. Actual changes in the Plan Fiduciary Net Position from one year to the next can impact the projections as well.

**Discount Rate**

The Discount Rate used in the determination of the Total Pension Liability is based on a combination of the Expected Rate of Return on Plan Investments and the Municipal Bond Rate.

Cash flow projections were used to determine the extent to which the Plan’s Projected Fiduciary Net Position will be able to cover Projected Benefit Payments. To the extent that Projected Benefit Payments are covered by the Plan’s Projected Fiduciary Net Position, the Expected Rate of Return on Plan Investments is used to determine the portion of the Net Pension Liability associated with those payments. To the extent that Projected Benefit Payments are not covered by the Plan’s Projected Fiduciary Net Position, the Municipal Bond Rate is used to determine the portion of the Net Pension Liability associated with those payments.

Projected benefit payments are determined during the actuarial process based on the assumptions. More details on the assumptions are earlier in this section of the report. The expected contributions are based on the Funding Policy of the Plan.

**Sensitivity of the Net Pension Liability to Changes in the Discount Rate**

The Employer’s Net Pension Liability has been determined using the Discount Rate listed earlier in this section of the report. Below is a table illustrating the sensitivity of the Employer’s Net Pension Liability to the Discount Rate assumption.

	<b>One Percentage Decrease (5.50%)</b>	<b>Current Discount Rate (6.50%)</b>	<b>One Percentage Increase (7.50%)</b>
Net pension liability of the Village	\$ <u>6,911,645</u>	\$ <u>5,028,183</u>	\$ <u>3,494,687</u>

The sensitivity of the Employer’s Net Pension Liability to the Discount Rate is based primarily on two factors:

1. The duration of the Plan’s Projected Benefit Payments. Younger Plans with benefit payments further in the future will be more sensitive to changes in the Discount Rate.
2. The Percent Funded of the Plan (ratio of the Plan Fiduciary Net Position to the Total Pension Liability). The higher the Percent Funded, the higher the sensitivity to the Discount Rate.

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 10: DEFINED BENEFIT PENSION PLAN – POLICE PENSION FUND (CONTINUED)**

**Pension Plan Fiduciary Net Position**

Detailed information about the plan's fiduciary net position is available in the separately issued financial report.

**NOTE 11: RISK MANAGEMENT**

The Village is exposed to various risks of loss related to torts; theft of, damage to and destruction of assets; errors and omissions; natural disasters and injuries to the Village's employees. The Village participates in the Illinois Counties Risk Management Trust (ICRMT). ICRMT is a proprietary cooperative whose members are Illinois governments. ICRMT manages and funds first-party property losses, third-party liability claims, workers' compensation claims and public officials' liability claims of its members.

Management consists of a Board of Directors composed of one appointed representative from each member. In addition, there are two officers, a risk manager and a treasurer.

The Village does not exercise any control over the activities of ICRMT beyond its representation on the Board of Directors.

Contributions to ICRMT are determined in advance of each membership year based on the individual member's eligible revenue, as defined in the bylaws of ICRMT, assessment factors based on past member experience and the funding needs for the membership year. The Board of Directors may require that supplemental contributions be made by members to ensure adequate funds are available to meet the obligations applicable to the membership year. Members have a contractual obligation to fund any deficit of ICRMT attributable to a membership year during which they were a member. The Village's payments to ICRMT are displayed in the financial statements as expenditures/expenses in the appropriate funds.

The Village purchases third-party indemnity insurance for employees' health, dental and vision. The Village is not aware of any additional amounts owed as of December 31, 2024, for the current or prior claim years. There have been no significant reductions in insurance coverage during the current year. Settlement amounts have not exceeded insurance coverage for the current or three prior years.

**NOTE 12: DEFICIT FUND BALANCE**

The Capital Projects Fund had a deficit fund balance at December 31, 2024, of \$39,331, the Road and Bridge Fund had a deficit fund balance of \$237,929, and the TIF 4 Fund had a deficit fund balance of \$17,137. These deficits are expected to be eliminated either through operations of the funds or transfers from the General Fund.

**NOTE 13: TAX INCENTIVES AND ABATEMENTS**

As of December 31, 2024, the Village of Steger provides tax incentives under the *Tax Increment Allocation Redevelopment Act*. The Village uses the Tax Increment Allocation Redevelopment Act, 65 ILCS 5/11-74.4-1 to, among other things, finance infrastructure redevelopment projects that retain, expand and create employment opportunities within the Village's TIF districts, increase industry and commerce within the State of Illinois, increase the tax base, and eradicate potentially blighting conditions through the use of tax increment allocation financing for economic redevelopment. Under the TIF program, the Village authorizes incentives through passage of public ordinances, based upon each business' investment criteria, and through a contractual redevelopment agreement with each business, including among other things, a proposed TIF budget outlining the project and proof that the project and/or improvements have been made. Parcels located within a TIF district receive a property tax bill as well as any normal increase in the property tax bill; however, the increase or increment from the time the TIF is adopted and certified comes back to the Village to be used within the TIF district for the TIF eligible costs, some of which are described above. A portion of the agreed-upon amount of increment is rebated to the developer for the TIF eligible costs in accordance with the signed and adopted Redevelopment Agreement. For fiscal year ended December 31, 2024, the Village's property tax revenue was not reduced but was segregated by virtue of the TIF base value and the incremental property taxes collected. Payouts made by the Village under these programs totaled \$285,420 for the year ended December 31, 2024.

**Village of Steger, Illinois**  
**Notes to the Financial Statements**  
**Year Ended December 31, 2024**

**NOTE 14: FUTURE ADOPTION OF ACCOUNTING PRONOUNCEMENTS**

The Governmental Accounting Standards Board (GASB) recently issued the following standards:

GASB Statement No. 102, *Certain Risk Disclosures*, was issued in October 2023 and is effective for fiscal years beginning after June 15, 2024. The objective of this Statement is to enhance the transparency of financial reporting by requiring disclosures about certain concentrations and constraints that could pose significant risks to a government's ability to continue providing services or meet its obligations. Management is currently evaluating the impact of this Statement on the Village's financial statements.

In April 2024, the GASB issued Statement No. 103, *Financial Reporting Model Improvements*. The objective of this Statement is to enhance the effectiveness of the financial reporting model in providing information that is essential for decision-making and assessing a government's accountability. Management is currently evaluating the impact of this Statement on the Village's financial reporting.

In September 2024, the GASB issued Statement No. 104, *Disclosure of Certain Capital Assets*. This Statement enhances the capital asset note disclosures required by GASB Statement No. 34 by requiring separate presentation of specific types of capital assets to improve transparency and comparability. Management is currently evaluating the impact of this Statement on the Village's financial reporting.

Management has not yet completed its evaluation of the impact, if any, of the provisions of these standards on its financial statements.

**NOTE 15: SUBSEQUENT EVENTS**

Management has evaluated subsequent events through October 16, 2025; the date financial statements were available to be issued.

## **Required Supplementary Information**

**Village of Steger, Illinois**  
**Required Supplementary Information**  
**Schedule of Changes in the Village's Total OPEB Liability and Related Ratios**  
**Year Ended December 31, 2024**

	2024	2023	2022	2021	2020	2019	2018
<b>Total OPEB Liability</b>							
Service Cost	\$ 42,730	\$ 34,924	\$ 49,182	\$ 48,309	\$ 42,601	\$ 76,514	\$ 84,785
Interest	26,954	28,003	14,925	18,910	23,452	51,778	44,555
Changes in benefit terms	-	-	-	(5,667)	-	(712,880)	-
Differences between expected and actual experience	-	(36,232)	-	(235,172)	-	116,864	-
Changes in assumptions	(18,828)	37,445	(145,838)	74,839	64,193	106,151	(117,739)
Benefit payments, including refunds	(42,152)	(39,074)	(36,870)	(34,298)	(47,040)	(43,757)	(44,086)
<b>Net Change in Total OPEB Liability</b>	8,704	25,066	(118,601)	(133,079)	83,206	(405,330)	(32,485)
<b>Total OPEB Liability - Beginning of year</b>	736,030	710,964	829,565	962,644	879,438	1,284,768	1,317,253
<b>Total OPEB Liability - End of year</b>	\$ 744,734	\$ 736,030	\$ 710,964	\$ 829,565	\$ 962,644	\$ 879,438	\$ 1,284,768
<b>Covered-employee Payroll</b>	\$ 2,139,266	\$ 2,066,924	\$ 1,788,592	\$ 1,728,108	\$ 1,960,747	\$ 1,885,334	\$ 1,988,864
<b>Total OPEB Liability as a Percentage of Covered--employee Payroll</b>	34.81%	35.61%	39.75%	48.00%	49.10%	46.65%	64.60%

GASB Statement No. 75 requires presentation of ten years. As of December 31, 2024, only seven years of information is available.

**Village of Steger, Illinois**  
**Required Supplementary Information**  
**Schedule of Changes in the Net Pension Liability (Asset) and Related Ratios**  
**Illinois Municipal Retirement Fund - Regular Plan**  
**Year Ended December 31, 2024**

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
<b>Total Pension Liability</b>										
Service cost	\$ 105,747	\$ 95,332	\$ 93,553	\$ 88,797	\$ 108,622	\$ 120,411	\$ 115,564	\$ 131,361	\$ 107,083	\$ 109,451
Interest	483,945	477,376	454,838	435,520	433,742	413,730	381,901	380,346	353,403	335,658
Differences between expected and actual experience	(41,026)	(151,578)	88,969	58,216	(141,537)	60,750	221,046	(100,928)	85,679	(2,513)
Changes in assumptions	-	(6,556)	-	-	(47,784)	-	165,972	(160,612)	-	-
Benefit payments, including refunds	(327,041)	(331,327)	(323,420)	(313,497)	(323,717)	(302,220)	(242,380)	(200,677)	(197,470)	(212,140)
<b>Net Change in Total Pension Liability</b>	<b>221,625</b>	<b>83,247</b>	<b>313,940</b>	<b>269,036</b>	<b>29,326</b>	<b>292,671</b>	<b>642,103</b>	<b>49,490</b>	<b>348,695</b>	<b>230,456</b>
<b>Total Pension Liability- Beginning of year</b>	<b>6,785,747</b>	<b>6,702,500</b>	<b>6,388,560</b>	<b>6,119,524</b>	<b>6,090,198</b>	<b>5,797,527</b>	<b>5,155,424</b>	<b>5,105,934</b>	<b>4,757,239</b>	<b>4,526,783</b>
<b>Total Pension Liability- End of year</b>	<b>\$ 7,007,372</b>	<b>\$ 6,785,747</b>	<b>\$ 6,702,500</b>	<b>\$ 6,388,560</b>	<b>\$ 6,119,524</b>	<b>\$ 6,090,198</b>	<b>\$ 5,797,527</b>	<b>\$ 5,155,424</b>	<b>\$ 5,105,934</b>	<b>\$ 4,757,239</b>
<b>Plan Fiduciary Net Position</b>										
Contributions - Employer	\$ 25,245	\$ 27,274	\$ 44,153	\$ 77,202	\$ 75,841	\$ 52,561	\$ 89,949	\$ 93,118	\$ 90,147	\$ 85,373
Contributions - Employee	52,837	47,644	48,818	46,425	44,208	51,941	52,500	53,379	53,447	46,065
Net investment income (loss)	706,384	729,447	(994,485)	1,176,644	892,412	996,801	(314,614)	880,186	315,419	23,889
Benefit payments, including refunds	(327,041)	(331,327)	(323,420)	(313,497)	(323,717)	(302,220)	(242,380)	(200,677)	(197,470)	(212,140)
Other (net transfer)	(106,709)	(22,436)	(11,729)	(8,779)	31,297	12,648	68,904	(62,366)	32,583	(127,113)
<b>Net Change in Plan Fiduciary Net Position</b>	<b>350,716</b>	<b>450,602</b>	<b>(1,236,663)</b>	<b>977,995</b>	<b>720,041</b>	<b>811,731</b>	<b>(345,641)</b>	<b>763,640</b>	<b>294,126</b>	<b>(183,926)</b>
<b>Plan Fiduciary Net Position - Beginning of year</b>	<b>7,070,075</b>	<b>6,619,473</b>	<b>7,856,136</b>	<b>6,878,141</b>	<b>6,158,100</b>	<b>5,346,369</b>	<b>5,692,010</b>	<b>4,928,370</b>	<b>4,634,244</b>	<b>4,818,170</b>
<b>Plan Fiduciary Net Position - End of year</b>	<b>\$ 7,420,791</b>	<b>\$ 7,070,075</b>	<b>\$ 6,619,473</b>	<b>\$ 7,856,136</b>	<b>\$ 6,878,141</b>	<b>\$ 6,158,100</b>	<b>\$ 5,346,369</b>	<b>\$ 5,692,010</b>	<b>\$ 4,928,370</b>	<b>\$ 4,634,244</b>
<b>Village's Net Pension (Asset) Liability - Ending Plan Fiduciary Net Position as a Percentage of Total Pension Liability</b>										
	105.90%	104.19%	98.76%	122.97%	112.40%	101.11%	92.22%	110.41%	96.52%	97.41%
<b>Covered Payroll</b>	<b>\$ 1,174,156</b>	<b>\$ 1,050,980</b>	<b>\$ 1,084,845</b>	<b>\$ 1,027,995</b>	<b>\$ 982,398</b>	<b>\$ 1,137,676</b>	<b>\$ 1,166,655</b>	<b>\$ 1,186,212</b>	<b>\$ 1,187,698</b>	<b>\$ 1,023,660</b>
<b>Village's Net Pension (Asset) Liability as a Percentage of Covered Payroll</b>										
	-35.21%	-27.05%	7.65%	-142.76%	-77.22%	-5.97%	38.67%	-45.24%	14.95%	12.02%

*Notes to Schedule:*

There were no benefit changes during the year.

**Village of Steger, Illinois**  
**Required Supplementary Information**  
**Schedule of Changes in the Net Pension Liability (Asset) and Related Ratios**  
**Illinois Municipal Retirement Fund - SLEP Plan**  
**Year Ended December 31, 2024**

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
<b>Total Pension Liability</b>										
Service cost	\$ 17,729	\$ 18,284	\$ 17,093	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 16,302
Interest	18,391	16,974	15,419	13,741	22,624	22,604	23,144	24,224	24,337	24,789
Differences between expected and actual experience	6,449	4,486	4,627	16,704	(123,906)	9,330	8,620	7,727	7,320	(2,040)
Changes in assumptions	-	(3,164)	-	-	711	-	6,061	(12,478)	-	-
Benefit payments, including refunds	(16,989)	(16,522)	(16,061)	(15,620)	(28,301)	(35,001)	(34,254)	(33,515)	(32,804)	(41,043)
<b>Net Change in Total Pension Liability</b>	<b>25,580</b>	<b>20,058</b>	<b>21,078</b>	<b>14,825</b>	<b>(128,872)</b>	<b>(3,067)</b>	<b>3,571</b>	<b>(14,042)</b>	<b>(1,147)</b>	<b>(1,992)</b>
<b>Total Pension Liability- Beginning of year</b>	<b>253,300</b>	<b>233,242</b>	<b>212,164</b>	<b>197,339</b>	<b>326,211</b>	<b>329,278</b>	<b>325,707</b>	<b>339,749</b>	<b>340,896</b>	<b>342,888</b>
<b>Total Pension Liability- End of year</b>	<b>\$ 278,880</b>	<b>\$ 253,300</b>	<b>\$ 233,242</b>	<b>\$ 212,164</b>	<b>\$ 197,339</b>	<b>\$ 326,211</b>	<b>\$ 329,278</b>	<b>\$ 325,707</b>	<b>\$ 339,749</b>	<b>\$ 340,896</b>
<b>Plan Fiduciary Net Position</b>										
Contributions - Employer	\$ 5,192	\$ 3,876	\$ 13,921	\$ 1,215	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,855
Contributions - Employee	8,933	8,652	8,400	646	-	-	-	-	-	5,791
Net investment income (loss)	32,848	33,202	(51,419)	53,917	60,018	72,326	(30,952)	71,259	24,425	1,701
Benefit payments, including refunds	(16,989)	(16,522)	(16,061)	(15,620)	(28,301)	(35,001)	(34,254)	(33,515)	(32,804)	(41,043)
Other (net transfer)	(5,693)	6,766	(200)	(91)	(123,552)	7,387	14,352	(6,767)	6,760	25,872
<b>Net Change in Plan Fiduciary Net Position</b>	<b>24,291</b>	<b>35,974</b>	<b>(45,359)</b>	<b>40,067</b>	<b>(91,835)</b>	<b>44,712</b>	<b>(50,854)</b>	<b>30,977</b>	<b>(1,619)</b>	<b>3,176</b>
<b>Plan Fiduciary Net Position - Beginning of year</b>	<b>317,660</b>	<b>281,686</b>	<b>327,045</b>	<b>286,978</b>	<b>378,813</b>	<b>334,101</b>	<b>384,955</b>	<b>353,978</b>	<b>355,597</b>	<b>352,421</b>
<b>Plan Fiduciary Net Position - End of year</b>	<b>\$ 341,951</b>	<b>\$ 317,660</b>	<b>\$ 281,686</b>	<b>\$ 327,045</b>	<b>\$ 286,978</b>	<b>\$ 378,813</b>	<b>\$ 334,101</b>	<b>\$ 384,955</b>	<b>\$ 353,978</b>	<b>\$ 355,597</b>
<b>Village's Net Pension (Asset) Liability - Ending</b>	<b>\$ (63,071)</b>	<b>\$ (64,360)</b>	<b>\$ (48,444)</b>	<b>\$ (114,881)</b>	<b>\$ (89,639)</b>	<b>\$ (52,602)</b>	<b>\$ (4,823)</b>	<b>\$ (59,248)</b>	<b>\$ (14,229)</b>	<b>\$ (14,701)</b>
<b>Plan Fiduciary Net Position as a Percentage of Total Pension Liability</b>										
	122.62%	125.41%	120.77%	154.15%	145.42%	116.13%	101.46%	118.19%	104.19%	104.31%
<b>Covered Payroll</b>	<b>\$ 119,109</b>	<b>\$ 115,360</b>	<b>\$ 112,000</b>	<b>\$ 8,615</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 77,210</b>
<b>Village's Net Pension (Asset) Liability as a Percentage of Covered Payroll</b>										
	-52.95%	-55.79%	-43.25%	-1333.50%	-	-	-	-	-	-19.04%

*Notes to Schedule:*

There were no benefit changes during the year.

**Village of Steger, Illinois**  
**Required Supplementary Information**  
**Schedule of Changes in the Net Pension Liability and Related Ratios**  
**Police Pension Plan**  
**Year Ended December 31, 2024**

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
<b>Total Pension Liability</b>										
Service cost	\$ 371,587	\$ 304,620	\$ 319,953	\$ 391,766	\$ 463,455	\$ 391,590	\$ 462,609	\$ 407,488	\$ 384,205	\$ 264,033
Interest	773,682	807,242	729,634	735,095	731,845	713,644	693,587	660,260	531,706	500,990
Differences between expected and actual experience	(845,074)	0	(9,568)	(329,795)	(600,664)	259,202	(393,605)	(4,804)	(153,823)	675,159
Changes in assumptions	(2,162,377)	574,080	(824,035)	(687,060)	345,752	598,563	(121,484)	1,075,738	1,742,755	-
Changes in benefit terms	0	1,536,469	(1,311,812)	-	-	95,977	-	-	-	-
Benefit payments, including refunds	(572,176)	(619,957)	(587,004)	(788,282)	(451,220)	(449,536)	(382,767)	(371,967)	(394,988)	(325,277)
<b>Net Change in Total Pension Liability</b>	<b>(2,434,358)</b>	<b>2,602,454</b>	<b>(1,682,832)</b>	<b>(678,276)</b>	<b>489,168</b>	<b>1,609,440</b>	<b>258,340</b>	<b>1,766,715</b>	<b>2,109,855</b>	<b>1,114,905</b>
<b>Total Pension Liability- Beginning of year</b>	<b>15,446,380</b>	<b>12,843,926</b>	<b>14,526,758</b>	<b>15,205,034</b>	<b>14,715,866</b>	<b>13,106,426</b>	<b>12,848,086</b>	<b>11,081,371</b>	<b>8,971,516</b>	<b>7,856,611</b>
<b>Total Pension Liability- End of year</b>	<b>\$ 13,012,022</b>	<b>\$ 15,446,380</b>	<b>\$ 12,843,926</b>	<b>\$ 14,526,758</b>	<b>\$ 15,205,034</b>	<b>\$ 14,715,866</b>	<b>\$ 13,106,426</b>	<b>\$ 12,848,086</b>	<b>\$ 11,081,371</b>	<b>\$ 8,971,516</b>
<b>Plan Fiduciary Net Position</b>										
Contributions - Employer	\$ 661,131	\$ 638,058	\$ 550,606	\$ 493,782	\$ 462,641	\$ 422,911	\$ 327,613	\$ 261,946	\$ 274,640	\$ 257,765
Contributions - Employee	108,135	112,694	91,417	91,075	95,838	108,013	111,215	104,006	101,635	89,002
Contributions - other	-	20,735	-	-	-	-	-	-	15,758	-
Net investment income (loss)	584,210	674,845	(550,372)	(20,571)	854,036	866,160	(321,333)	279,110	152,864	(179,609)
Benefit payments, including refunds	(572,176)	(619,957)	(587,004)	(788,282)	(451,220)	(449,536)	(382,767)	(371,967)	(394,988)	(325,277)
Administrative expenses	(38,325)	(38,032)	(40,851)	(33,362)	(38,094)	(35,841)	(32,841)	(30,807)	(24,412)	(25,121)
<b>Net Change in Plan Fiduciary Net Position</b>	<b>742,975</b>	<b>788,343</b>	<b>(536,204)</b>	<b>(257,358)</b>	<b>923,201</b>	<b>911,707</b>	<b>(298,113)</b>	<b>242,288</b>	<b>125,497</b>	<b>(183,240)</b>
<b>Plan Fiduciary Net Position - Beginning of year</b>	<b>7,240,864</b>	<b>6,452,521</b>	<b>6,988,725</b>	<b>7,246,083</b>	<b>6,322,882</b>	<b>5,411,175</b>	<b>5,709,288</b>	<b>5,467,000</b>	<b>5,341,503</b>	<b>5,524,743</b>
<b>Plan Fiduciary Net Position - End of year</b>	<b>\$ 7,983,839</b>	<b>\$ 7,240,864</b>	<b>\$ 6,452,521</b>	<b>\$ 6,988,725</b>	<b>\$ 7,246,083</b>	<b>\$ 6,322,882</b>	<b>\$ 5,411,175</b>	<b>\$ 5,709,288</b>	<b>\$ 5,467,000</b>	<b>\$ 5,341,503</b>
<b>Village's Net Pension (Asset) Liability - Ending</b>	<b>\$ 5,028,183</b>	<b>\$ 8,205,516</b>	<b>\$ 6,391,405</b>	<b>\$ 7,538,033</b>	<b>\$ 7,958,951</b>	<b>\$ 8,392,984</b>	<b>\$ 7,695,251</b>	<b>\$ 7,138,798</b>	<b>\$ 5,614,371</b>	<b>\$ 3,630,013</b>
<b>Plan Fiduciary Net Position as a Percentage of Total Pension Liability</b>										
	61.36%	46.88%	50.24%	48.11%	47.66%	42.97%	41.29%	44.44%	49.34%	59.54%
<b>Covered Payroll</b>	<b>\$ 1,080,108</b>	<b>\$ 998,851</b>	<b>\$ 919,792</b>	<b>\$ 955,398</b>	<b>\$ 1,145,479</b>	<b>\$ 1,070,145</b>	<b>\$ 1,116,996</b>	<b>\$ 1,074,571</b>	<b>\$ 1,040,747</b>	<b>\$ 990,071</b>
<b>Village's Net Pension (Asset) Liability as a Percentage of Covered Payroll</b>										
	465.53%	821.50%	694.88%	788.99%	694.81%	784.28%	688.92%	664.34%	539.46%	366.64%

*Notes to Schedule:*

There were no benefit changes during the year.



**Village of Steger, Illinois**  
**Required Supplementary Information**  
**Schedule of Village Contributions**  
**Illinois Municipal Retirement Fund SLEP Plan**  
**Year Ended December 31, 2024**

Year Ended	Actuarially determined contribution	Actual Contributions	Contribution Excess/ (Deficiency)	Covered Payroll	Actual Contribution as a Percentage of Covered Payroll
12/31/2024	\$ 5,193	\$ 5,192	\$ (1)	\$ 119,109	4.36%
12/31/2023	3,876	3,876	-	115,360	3.36%
12/31/2022	13,922	13,921	(1)	112,000	12.43%
12/31/2021	1,215	1,215	-	8,615	14.10%
12/31/2020	-	-	-	-	-
12/31/2019	-	-	-	-	-
12/31/2018	-	-	-	-	-
12/31/2017	-	-	-	-	-
12/31/2016	-	-	-	-	-
12/31/2015	10,570	10,855	285	77,210	14.06%

Notes to Schedule of Village Contributions - Illinois Municipal Retirement Fund Regular Plan  
Actuarial valuation information relative to the determination of contributions:

Valuation date Actuarially determined contribution rates are calculated as of December 31 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 Aggregate entry age normal  
Amortization method Level percentage of payroll, closed  
Remaining amortization period Non-Taxing bodies: 10-year rolling period  
Taxing Bodies: 19-year closed period  
Asset valuation method 5-year smoothed market; 20 percent corridor  
Wage Growth 2.75 percent  
Inflation 2.25 percent  
Salary increase 2.75 percent to 13.75 percent, including inflation  
Investment rate of return 7.25 percent  
Retirement age Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the 2020 valuation pursuant to an experience study of the period 2017-2019.

Mortality For non-disabled retirees, the Pub-2010, Amount-Weighted, below-median income, General, Retiree, Male (adjusted 106%) and Female (adjusted 105%) tables, and future mortality improvements projected using scale MP-2020. For disabled retirees, the Pub-2010, Amount-Weighted, below-median income, General, Disabled Retiree, Male and Female (both unadjusted) tables, and future mortality improvements projected using scale MP-2020. For active members, the Pub-2010, Amount-Weighted, below-median income, General, Employee, Male and Female (both unadjusted) tables, and future mortality improvements projected using scale MP-2020.

Other There were no benefit changes during the year.

Information above based on valuation assumptions used in the December 31, 2022 actuarial valuation; note two-year lag between valuation and rate setting.



**Village of Steger, Illinois**  
**Required Supplementary Information**  
**Schedule of Investment Returns**  
**Police Pension Fund**  
**Year Ended December 31, 2024**

<b>Fiscal Year</b>	<b>Annual Money Weighted Rate of Return, Net of</b>
2015	-3.24%
2016	3.09%
2017	5.16%
2018	-5.94%
2019	16.50%
2020	13.82%
2021	-0.37%
2022	-4.77%
2023	11.10%
2024	9.59%

**Village of Steger, Illinois**  
**Required Supplementary Information**  
**Budgetary Comparison Schedule**  
**General Corporate Fund**  
**Year Ended December 31, 2024**

	Original and Final Budget	Actual	Variance with Final Budget
<b>Revenue</b>			
Property taxes	\$ 1,442,950	\$ 1,425,981	\$ (16,969)
Other taxes	602,000	485,923	(116,077)
Licenses and permits	192,350	222,545	30,195
State Shared revenue	2,914,500	2,911,683	(2,817)
Grant revenue	1,093,800	1,097,537	3,737
Charges for services	568,050	655,111	87,061
Fines and forfeitures	71,000	55,489	(15,511)
Investment income	150,000	223,231	73,231
Miscellaneous	50,275	90,139	39,864
Total revenues	7,084,925	7,167,639	82,714
<b>Expenditures</b>			
Current Services:			
General government	1,079,865	799,313	280,552
Public safety	4,193,122	4,189,099	4,023
Total expenditures	5,272,987	4,988,412	284,575
<b>Excess of Revenue (Under) Over</b>	1,811,938	2,179,227	367,289
<b>Other Financing Sources (Uses)</b>			
Loan Proceeds	359,911	249,911	(110,000)
Transfers out	(2,063,992)	(1,915,229)	148,763
Total other financing uses	(1,704,081)	(1,665,318)	38,763
<b>Net Change in Fund Balance</b>	107,857	513,909	406,052
<b>Fund Balance - Beginning of year</b>	4,265,038	4,265,038	-
<b>Fund Balance - End of year</b>	\$ 4,372,895	\$ 4,778,947	\$ 406,052

**Village of Steger, Illinois**  
**Required Supplementary Information**  
**Budgetary Comparison Schedule**  
**Liability Insurance Fund**  
**Year Ended December 31, 2024**

	Original and Final Budget	Actual	Variance with Final Budget
<b>Revenue</b>			
Property taxes	\$ 731,000	\$ 726,191	\$ (4,809)
Miscellaneous	140,000	148,406	8,406
Total revenues	<u>871,000</u>	<u>874,597</u>	<u>3,597</u>
<b>Expenditures</b>			
Current Services:			
General government	135,265	133,545	1,720
Public safety	919,803	908,114	11,689
Highway and streets	243,477	240,383	3,094
Parks and recreation	54,106	53,419	687
Total expenditures	<u>1,352,651</u>	<u>1,335,461</u>	<u>17,190</u>
<b>Excess of Revenue (Under) Over</b>	<u>(481,651)</u>	<u>(460,864)</u>	<u>20,787</u>
<b>Other Financing Sources (Uses)</b>			
Transfers in	482,750	482,750	-
Total other financing uses	<u>482,750</u>	<u>482,750</u>	<u>-</u>
<b>Net Change in Fund Balance</b>	1,099	21,886	20,787
<b>Fund Balance - Beginning of year</b>	<u>182,905</u>	<u>182,905</u>	<u>-</u>
<b>Fund Balance - End of year</b>	\$ 184,004	\$ 204,791	\$ 20,787

**Village of Steger, Illinois**  
**Notes to Required Supplementary Information**  
**December 31, 2024**

**Budgetary Information**

Annual budgets are adopted on a basis consistent with generally accepted accounting principles for all funds. The Village, each year prior to March 30 of the fiscal year, must file and pass the appropriation for the fiscal year ended December 31. This appropriation can be subsequently amended by a two-thirds vote of the Board of Trustees. However, no amendments were passed during the year.

Appropriations are adopted, controlled, and formal budgetary integration is employed as a control device during the year at the fund level for all funds. All appropriations lapse at the end of the year for which the appropriations were adopted.

## **Other Supplementary Information**

**Village of Steger, Illinois  
Supplementary Information  
Combining Balance Sheet  
Nonmajor Governmental Funds  
December 31, 2024**

		<b>Special Revenue Funds</b>							
		<b>I.M.R.F.</b>	<b>Playground/ Recreation</b>	<b>Road and Bridge</b>	<b>Motor Fuel Tax</b>	<b>D.A.R.E.</b>	<b>E.S.D.A.</b>	<b>Auditing</b>	<b>Total Special Revenue Funds</b>
<b>Assets</b>									
Cash and investments	\$	163,942	\$ 157,812	\$ 625	\$ 688,295	\$ -	\$ 70,429	\$ 39,812	\$ 1,120,915
Receivables:									-
Property taxes receivable		121,887	71,266	-	-	-	1,390	37,500	232,043
Intergovernmental		-	-	-	35,989	-	-	-	35,989
Due from other funds		-	7,200	-	-	-	-	-	7,200
Prepaid items		-	-	-	-	-	-	-	-
<b>Total assets</b>		<b>285,829</b>	<b>236,278</b>	<b>625</b>	<b>724,284</b>	<b>-</b>	<b>71,819</b>	<b>77,312</b>	<b>1,396,147</b>
<b>Liabilities</b>									
Accounts payable		-	8,097	21,095	13,385	-	762	-	43,339
Due to other funds		-	6,627	206,317	-	-	-	-	212,944
Accrued payroll		-	4,776	11,142	-	-	2,158	-	18,076
<b>Total liabilities</b>		<b>-</b>	<b>19,500</b>	<b>238,554</b>	<b>13,385</b>	<b>-</b>	<b>2,920</b>	<b>-</b>	<b>274,359</b>
<b>Deferred Inflows of Resources</b>									
Property taxes levied for the following year		121,885	71,270	-	-	-	1,393	37,500	232,048
<b>Fund Balances (Deficit)</b>									
Nonspendable		-	-	-	-	-	-	-	-
Committed for playground/recreation purposes		-	145,508	-	-	-	-	-	145,508
Restricted:									
Highway and streets		-	-	-	710,899	-	-	-	710,899
Public safety		-	-	-	-	-	67,506	-	67,506
Economic development		-	-	-	-	-	-	-	-
Employee retirement		163,944	-	-	-	-	-	-	163,944
Unassigned		-	-	(237,929)	-	-	-	39,812	(198,117)
<b>Total fund balances (deficit)</b>		<b>163,944</b>	<b>145,508</b>	<b>(237,929)</b>	<b>710,899</b>	<b>-</b>	<b>67,506</b>	<b>39,812</b>	<b>889,740</b>
<b>Toal liabilities, deferred inflows of resources, and fund balances (deficit)</b>	<b>\$</b>	<b>285,829</b>	<b>\$ 236,278</b>	<b>\$ 625</b>	<b>\$ 724,284</b>	<b>\$ -</b>	<b>\$ 71,819</b>	<b>\$ 77,312</b>	<b>\$ 1,396,147</b>

**Village of Steger, Illinois  
Supplementary Information  
Combining Balance Sheet (Continued)  
Nonmajor Governmental Funds  
December 31, 2024**

	<b>Capital Projects Funds</b>								
	<b>Debt Service Fund</b>	<b>TIF 1 (Will TIF 1)</b>	<b>TIF 2 (Cook TIF 1)</b>	<b>TIF 3 (Cook TIF 2)</b>	<b>TIF 4 (Will TIF 2)</b>	<b>TIF 5 (Will TIF 3)</b>	<b>Capital Project Fund</b>	<b>Total Capital Project Funds</b>	<b>Total</b>
<b>Assets</b>									
Cash and investments	\$ 499	\$ -	\$ 193,935	\$ 319,289	\$ 518	\$ 457,232	\$ -	\$ 970,974	\$ 2,092,388
Receivables:									
Property taxes receivable	-	-	-	-	-	-	-	-	232,043
Intergovernmental	-	-	-	-	-	-	-	-	35,989
Due from other funds	-	-	-	-	-	-	-	-	7,200
Prepaid items	176,263	-	-	-	-	-	-	-	176,263
Total assets	<u>\$ 176,762</u>	<u>\$ -</u>	<u>\$ 193,935</u>	<u>\$ 319,289</u>	<u>\$ 518</u>	<u>\$ 457,232</u>	<u>\$ -</u>	<u>\$ 970,974</u>	<u>\$ 2,543,883</u>
<b>Liabilities, Deferred Inflows of Resources, and Fund Balances (Deficit)</b>									
<b>Liabilities</b>									
Accounts payable	\$ -	\$ -	\$ 506	\$ 70,506	\$ 502	\$ 508	\$ -	\$ 72,022	\$ 115,361
Due to other funds	102,168	-	-	-	17,153	-	39,331	56,484	371,596
Accrued payroll	-	-	-	-	-	-	-	-	18,076
Total liabilities	<u>102,168</u>	<u>-</u>	<u>506</u>	<u>70,506</u>	<u>17,655</u>	<u>508</u>	<u>39,331</u>	<u>128,506</u>	<u>505,033</u>
<b>Deferred Inflows of Resources</b>									
Property taxes levied for the following year	-	-	-	-	-	-	-	-	232,048
<b>Fund Balances (Deficit)</b>									
Nonspendable	74,594	-	-	-	-	-	-	-	74,594
Committed for playground/recreation purposes	-	-	-	-	-	-	-	-	145,508
Restricted:									
Highway and streets	-	-	-	-	-	-	-	-	710,899
Public safety	-	-	-	-	-	-	-	-	67,506
Economic development	-	-	193,429	248,783	-	456,724	-	898,936	898,936
Employee retirement	-	-	-	-	-	-	-	-	163,944
Unassigned	-	-	-	-	(17,137)	-	(39,331)	(56,468)	(254,585)
Total fund balances (deficit)	<u>74,594</u>	<u>-</u>	<u>193,429</u>	<u>248,783</u>	<u>(17,137)</u>	<u>456,724</u>	<u>(39,331)</u>	<u>842,468</u>	<u>1,806,802</u>
Total liabilities, deferred inflows of resources, and fund balances	<u>\$ 176,762</u>	<u>\$ -</u>	<u>\$ 193,935</u>	<u>\$ 319,289</u>	<u>\$ 518</u>	<u>\$ 457,232</u>	<u>\$ -</u>	<u>\$ 970,974</u>	<u>\$ 2,543,883</u>

**Village of Steger, Illinois**  
**Supplementary Information**  
**Combining Statement of Revenue, Expenditures, and Changes in Fund Balances (Deficit)**  
**Nonmajor Governmental Funds**  
**Year Ended December 31, 2024**

	<b>Special Revenue Funds</b>							<b>Total Special Revenue Funds</b>
	<b>I.M.R.F.</b>	<b>Playground/ Recreation</b>	<b>Road and Bridge</b>	<b>Motor Fuel Tax</b>	<b>D.A.R.E.</b>	<b>E.S.D.A.</b>	<b>Auditing</b>	
<b>Revenue</b>								
Property taxes	\$ 127,344	\$ 68,543	\$ 166,159	\$ -	\$ -	\$ 1,345	\$ 36,075	\$ 399,466
Intergovernmental	-	-	-	426,010	-	-	-	426,010
Charges for services	-	119,273	51,933	-	-	-	-	171,206
Miscellaneous	-	1,123	7,898	29,640	-	-	-	38,661
Total revenue	127,344	188,939	225,990	455,650	-	1,345	36,075	1,035,343
<b>Expenditures</b>								
Current services:								-
General government	176,496	-	-	-	-	-	40,313	216,809
Public Safety	-	-	-	-	-	65,394	-	65,394
Highway and streets	-	-	456,458	156,010	-	-	-	612,468
Economic development	-	-	-	-	-	-	-	-
Parks and recreation	-	281,932	-	-	-	-	-	281,932
Debt service								-
Principal	-	-	-	-	-	-	-	-
Interest and fiscal charges	-	-	-	-	-	-	-	-
Total expenditures	176,496	281,932	456,458	156,010	-	65,394	40,313	1,176,603
<b>Excess of Revenue (Under) Over Expenditures</b>	(49,152)	(92,993)	(230,468)	299,640	-	(64,049)	(4,238)	(141,260)
<b>Other Financing Sources (Uses)</b>								
Transfers in	50,000	95,000	205,000	-	2,192	53,000	10,000	415,192
Transfers out	-	-	(7,317)	-	-	-	-	(7,317)
Other financing sources and uses	-	-	-	-	-	-	-	-
Total other financing (uses) sources	50,000	95,000	197,683	-	2,192	53,000	10,000	407,875
<b>Net Change in Fund Balances</b>	848	2,007	(32,785)	299,640	2,192	(11,049)	5,762	266,615
<b>Fund Balances (Deficit) - Beginning of year</b>	163,096	143,501	(205,144)	411,259	(2,192)	78,555	34,050	623,125
<b>Fund Balances (Deficit) - End of year</b>	\$ 163,944	\$ 145,508	\$ (237,929)	\$ 710,899	\$ -	\$ 67,506	\$ 39,812	\$ 889,740

**Village of Steger, Illinois**  
**Supplementary Information**  
**Combining Statement of Revenue, Expenditures, and Changes in Fund Balances (Deficit) (Continued)**  
**Nonmajor Governmental Funds**  
**Year Ended December 31, 2024**

	<b>Capital Projects Funds</b>								
	<b>Debt Service Fund</b>	<b>TIF 1 (Will TIF 1)</b>	<b>TIF 2 (Cook TIF 1)</b>	<b>TIF 3 (Cook TIF 2)</b>	<b>TIF 4 (Will TIF 2)</b>	<b>TIF 5 (Will TIF 3)</b>	<b>Capital Project Fund</b>	<b>Total Capital Project Funds</b>	<b>Total</b>
<b>Revenue</b>									
Property taxes	\$ -	\$ -	\$ 28,739	\$ 112,703	\$ 94,019	\$ 220,179	\$ -	\$ 455,640	\$ 855,106
Intergovernmental	-	-	-	-	-	-	-	-	426,010
Charges for services	-	-	-	-	-	-	-	-	171,206
Miscellaneous	-	-	-	-	-	-	-	-	38,661
Total revenue	-	-	28,739	112,703	94,019	220,179	-	455,640	1,490,983
<b>Expenditures</b>									
Current services:									
General government	-	-	-	-	-	-	-	-	216,809
Public Safety	-	-	-	-	-	-	-	-	65,394
Highway and streets	-	-	-	-	-	-	-	-	612,468
Economic development	-	188,127	1,911	2,699	1,911	34,754	-	229,402	229,402
Parks and recreation	-	-	-	-	-	-	-	-	281,932
Debt service									
Principal	243,370	-	-	-	71,494	-	-	71,494	314,864
Interest and fiscal charges	119,455	-	-	-	-	-	-	-	119,455
Total expenditures	362,825	188,127	1,911	2,699	73,405	34,754	-	300,896	1,840,324
<b>Excess of Revenue (Under) Over Expenditures</b>	(362,825)	(188,127)	26,828	110,004	20,614	185,425	-	154,744	(349,341)
<b>Other Financing Sources (Uses)</b>									
Transfers in	364,817	-	-	-	-	-	40,000	40,000	820,009
Transfers out	-	-	-	-	-	(95,000)	-	(95,000)	(102,317)
Other financing sources and uses	-	-	-	-	-	-	-	-	-
Total other financing (uses)	364,817	-	-	-	-	(95,000)	40,000	(55,000)	717,692
<b>Net Change in Fund Balances</b>	1,992	(188,127)	26,828	110,004	20,614	90,425	40,000	99,744	368,351
<b>Fund Balances (Deficit) - Beginning of year</b>	72,602	188,127	166,601	138,779	(37,751)	366,299	(79,331)	742,724	1,438,451
<b>Fund Balances (Deficit) - End of year</b>	\$ 74,594	\$ -	\$ 193,429	\$ 248,783	\$ (17,137)	\$ 456,724	\$ (39,331)	\$ 842,468	\$ 1,806,802



**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***

**INDEPENDENT AUDITOR'S REPORT**

To Management, the Honorable President and  
Members of the Board of Trustees  
Village of Steger, Illinois

We have audited, in accordance with 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 governmental activities, the business-type activities, the aggregate discretely presented component units, each major fund, and the aggregate remaining fund information of Village of Steger, Illinois (the Village) as of and for the year ended December 31, 2024, and the related notes to the financial statements, which collectively comprise the Village's basic financial statements, and have issued our report thereon dated October 16, 2025. Our report includes a reference to other auditors who audited the financial statements of the Police Pension Fund, as described in our report on the Village's financial statements. The financial statements of the Police Pension Fund was not audited in accordance with *Government Auditing Standards*, and, accordingly, this report does not include reporting on internal control over financial reporting or on instances of reportable noncompliance associated with the Police Pension Fund.

***Report on Internal Control over Financial Reporting***

In planning and performing our audit of the financial statements, we considered the Village's internal control over financial reporting (internal control) as a basis for designing procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Village's internal control. Accordingly, we do not express an opinion on the effectiveness of the Village'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. We consider the deficiencies described in the accompanying schedule of findings and responses as items 2024-001 and 2024-002 to be material weaknesses.

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. We consider the deficiencies described in the accompanying schedule of findings and responses as item 2024-003 to be a significant deficiency.



# McConnell Jones

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.

## ***Report on Compliance and Other Matters***

As part of obtaining reasonable assurance about whether the Village'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 entity'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.

*McConnell Jones LLP*

Houston, Texas  
October 16, 2025

**Village of Steger, Illinois**  
**Schedule of Findings and Responses**  
**Year Ended December 31, 2024**

**2024-001 Segregation of Duties (Prior Year Finding)**

*Criteria:* Internal controls are designed to safeguard assets and help prevent losses from employee dishonesty or error. A fundamental concept in a good system of internal control is segregation of duties.

*Condition:* During the audit the following items were noted:

- There are multiple people with access to both cash and the ability to record cash receipts. Daily batch reconciliations/reports are prepared, but not reviewed by anyone independent of these functions leaving the monthly bank reconciliations as the only means of identifying errors or fraud.
- The Village Administrator has access to blank checks and is authorized to sign the checks. The AP Clerk has access to the blank checks and has the ability to post cash payments in the system, plus has access to signed checks for mailing, therefore, is able to modify checks after they have been signed.
- The Village Administrator and payroll clerk have the ability to add new employees and process the payroll checks and related reports without additional review and approval.

*Effect:* The lack of segregation of duties makes the Village susceptible to financial reporting errors or possible fraud.

*Cause:* The limited size of the Village's finance department has resulted in Village Administrator and some clerks having ability approve and record journal entries in the system.

*Recommendation:* We recommend the Village review the above noted transaction cycles and identify additional levels of reviews and approvals be put in place.

*Views of Responsible Officials and Planned Corrective Actions:* With a small staff the Village has limited options with separating employee duties. For cash receipts the deputy clerk, who does not handle cash receipts, reviews the CDR report from Locis (that shows all cash receipts for the day) and balances the receipts by department. Any discrepancies are investigated on a daily basis to ensure it balances for the day. This person is also then the one who prepares the deposit for the day. A second clerk will then review the deposits to also ensure they are accurate. The Village plans to have a person other than the AP clerk mail signed checks in the future. They are looking to implementing additional review and approval of transactions that cannot be segregated.

**2024-002 Maintenance of Capital Asset Records (Prior Year Finding)**

*Criteria:* The Village is required to maintain complete and accurate records for capital asset activity.

*Condition:* During the audit, the following items were noted:

- The Village was unable to provide documentation to support the cost associated with several of the assets along with the impairment adjustment made in a previous year for one of its buildings.
- Infrastructure assets are missing from the listing resulting in incomplete capital asset records.

*Effect:* The lack of complete and accurate balances for capital assets results in material misstatements to the financial statements and qualified opinions in the independent auditor's report.

*Cause:* The Village does not have a formal process tracking capital asset activity. Through the years, it missed reporting capital asset additions and deletions to reconcile with the Village's accounting records.

*Recommendation:* We recommend that the Village reevaluate their listing of capital assets to ensure it has a complete listing of their capital assets. This will specifically require an assessment/inventory of infrastructure assets be performed so that historical cost values or estimates can be assigned to all of these assets.

*Views of Responsible Officials and Planned Corrective Actions:* The external finance department, Village Administrator, and department heads communicate to keep track of all asset additions and deletions during the year. Spreadsheets are kept to track the cost and depreciation of all assets added or deleted during the year. The Village plans on having a capital asset inventory completed and implementing a formal capital asset policy in the near future to ensure all assets are properly recorded.

**Village of Steger, Illinois**  
**Schedule of Findings and Responses**  
**Year Ended December 31, 2024**

**2024-003 Written Policies (Prior Year Finding)**

*Criteria:* Accounting procedures manuals are used by organizations to ensure responsibilities and reporting standards are transparent.

*Condition:* During the audit, we noted that the Village does not have a policies and procedures manual on the following areas:

- Job descriptions and responsibilities for positions within the Village
- Accounting policies and procedures
- Information technology policies and procedures
- Information security policy
- Disaster recovery policy
- Fixed asset policy

*Effect:* The lack of a procedures manual in times of staff turnover or extended absence could result in key processes or controls being overlooked, a lack of clarity on how to perform certain key functions, or unclear assignment of responsibilities; ultimately resulting in material financial misstatements.

*Cause:* The Village has not documented policies and procedures in key areas.

*Recommendation:* We recommend that the Village consider developing written policies and procedures for the areas above.

*Views of Responsible Officials and Planned Corrective Actions:* The Village is looking into implementing written policies and procedures in the near future in the areas recommended.

**Village of Steger, Illinois  
Status of Prior Year Findings  
Year Ended December 31, 2024**

**2023-001 Segregation of Duties**

Criteria: Internal controls are designed to safeguard assets and help prevent losses from employee dishonesty or error. A fundamental concept in a good system of internal control is segregation of duties.

Status: Not remediated

Reason for non-remediation: With a small staff the Village has limited options with separating employee duties.

**2023-002 Maintenance of Capital Asset Records**

Criteria: The Village is required to maintain complete and accurate records for capital asset activity.

Status: Not remediated

Reason for non-remediation: Infrastructure assets are missing from the listing resulting in incomplete capital asset records.

**2023-003 Written Policies**

Criteria: Accounting procedures manuals are used by organizations to ensure responsibilities and reporting standards are transparent.

Status: Not remediated

Reason for non-remediation: The Village has not documented policies and procedures in key areas.