



May 1, 2024

Pension Board  
South Miami Pension Plan  
c/o Ms. Siera Feketa, MBA  
Pension Administrator  
Foster & Foster  
2503 Del Prado Blvd. S  
Suite 502  
Cape Coral, Florida 33904

**Re: South Miami Pension Plan  
October 1, 2023 Actuarial Valuation**

Dear Pension Board Members:

As requested, we are pleased to enclose ten (10) copies of the October 1, 2023 Actuarial Valuation Report.

We appreciate the opportunity to perform this important service on behalf of the membership.

Upon Board approval of the Actuarial Valuation Report, we will upload an electronic copy of the Actuarial Valuation Report along with the required disclosure information to the State portal as required by the State.

If you should have any question concerning the above, please do not hesitate to contact us.

Sincerest regards,  
Gabriel, Roeder, Smith & Company

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

Shelly L. Jones, A.S.A.  
Consultant and Actuary

Enclosures

cc: Mr. Bradley Cassel (w/ Enclosure)  
Mr. Alfredo Riverol (w/ Enclosure)  
Ronald Cohen, Esq. (w/ Enclosure)

# South Miami Pension Plan

ACTUARIAL VALUATION AS OF OCTOBER 1, 2023

This Valuation Determines the Annual Contribution for the Plan Year October 1, 2024 through September 30, 2025 to be paid in Fiscal Year October 1, 2024 to September 30, 2025

May 1, 2024





## South Miami Pension Plan

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c/o Ms. Siera Feketa, MBA  
Pension Administrator  
Foster & Foster  
2503 Del Prado Blvd. S  
Suite 502  
Cape Coral, Florida 33904

**Re: October 1, 2023 Projection Actuarial Valuation**

Dear Pension Board Members:

We are pleased to present our October 1, 2023 Actuarial Valuation Report for the South Miami Pension Plan (Plan). The purpose of this report is to indicate appropriate contribution levels, monitor minimum funding requirements, comment on the actuarial stability of the Plan and to satisfy State and accounting requirements. The Pension Board has retained Gabriel, Roeder, Smith & Company (GRS) to prepare an annual Actuarial Valuation.

This report consists of this cover letter, executive summary, risk assessment and Low-Default-Risk Obligation Measure followed by detailed Tables I through XVII, the State Required Exhibit on Table XVIII and a Glossary on Table XIX. The Tables contain basic Plan cost figures plus significant details on the benefits, liabilities and experience of the Plan. We suggest you thoroughly review the report at your convenience and contact us with any questions that may arise.

The findings in this report are based on data or other information through September 30, 2023. The valuation was based upon information furnished by the Plan Administrator and City concerning Plan benefits, plan provisions and active members, terminated members, retirees and beneficiaries. We received financial information as of September 30, 2023 from the Plan Administrator.

We do not audit the Member census data and asset information that is provided to us; however, we perform certain reasonableness checks. The Plan is responsible for the accuracy of the data reported to us.

In our opinion the benefits provided for under the current Plan will be sufficiently funded through the payment of the amount as indicated in this and future Actuarial Valuation reports. This valuation assumed the continuing ability of the plan sponsor to make the contributions necessary to fund this plan. A determination regarding whether or not the plan sponsor is actually able to do so is outside our scope of expertise and was not performed. We will continue to update you on the future payment requirements for

the Plan through our actuarial valuation reports. These reports will also continue to monitor emerging experience of the Plan.

The actuarial assumptions used in this Actuarial Valuation are as adopted by the Pension Board of Trustees based upon an Experience Study for the period October 1, 2013 – September 30, 2022. Each assumption represents an estimate of future Plan experience. The mortality assumptions are prescribed under State statute. All actuarial assumptions used in this report are reasonable for the purposes of this valuation. The combined effect of the assumptions is expected to have no significant bias (i.e. not significantly optimistic or pessimistic). All actuarial assumptions and methods used in the valuation follow the guidance in the applicable Actuarial Standards of Practice.

If all actuarial assumptions are met and if all future minimum required contributions are paid, Plan assets will be sufficient to pay all Plan benefits, future contributions are expected to remain relatively stable as a percent of payroll and the funded status is expected to improve. Plan minimum required contributions are determined in compliance with the requirements of the Florida Protection of Public Employee Retirement Benefits Act and Police Officers Retirement Chapter 185 with normal cost determined as a level percent of covered payroll and a level percent amortization payment using a maximum amortization period of 25-years.

The Unfunded Actuarial Accrued Liability (UAAL) may not be appropriate for assessing the sufficiency of Plan assets to meet the estimated cost of settling benefit obligations but may be appropriate for assessing the need for or the amount of future contributions. The UAAL would be different if it reflected the market value of assets rather than the smoothed value of assets.

The GASB Net Pension Liability and Plan Fiduciary Net Position as a Percentage of Total Pension Liability may not be appropriate for assessing the sufficiency of Plan assets to meet the estimated cost of settling benefit obligations but may be appropriate for assessing the need for or the amount of future contributions.

The Funded Ratio shown in Table XVII is for informational purposes and may not be appropriate for assessing the sufficiency of Plan assets to meet the estimated cost of settling benefit obligations but may be appropriate for assessing the need for or the amount of future contributions.

This report was prepared using ProVal's valuation model, a software product of Winklevoss Technologies. We are relying on the ProVal model. We performed tests of the ProVal model with this assignment and made a reasonable attempt to understand the developer's intended purpose of, general operation of, major sensitivities and dependencies within, and key strengths and limitations of the ProVal model. In our professional judgment, the ProVal valuation model has the capability to provide results that are consistent with the purposes of the valuation and has no material limitations or known weaknesses.

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. To the best of our knowledge the information contained in this report is accurate and fairly presents the actuarial position of the Plan as of the valuation date. All calculations have been made in



conformity with generally accepted actuarial principles and practices, with the Actuarial Standards of Practice issued by the Actuarial Standards Board and with applicable statutes.

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

The signing actuaries are independent of the Plan sponsor.

The undersigned are Members of the American Academy of Actuaries and meet the qualification standards of the American Academy of Actuaries to render the actuarial opinions contained in this report. We are available to respond to any questions with regards to matters covered in this report.

Sincerely,

GABRIEL, ROEDER, SMITH & COMPANY

*Michelle Jones*

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Shelly L. Jones, A.S.A., E.A.  
Consultant and Actuary

*Jennifer Borregard*

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Jennifer M. Borregard, E.A.  
Consultant and Actuary



## EXECUTIVE SUMMARY

### Retirement Plan Costs

Our Projection Actuarial Valuation develops the required minimum Retirement Plan payment under the Florida Protection of Public Employee Retirement Benefits Act and Chapter 185. The minimum payment consists of payment of annual normal costs including expenses and amortization of the components of the unfunded actuarial accrued liability over various periods as prescribed by law (not less than normal cost). The **minimum required payment for fiscal year ending September 30, 2025** is as follows (figures in parentheses are the Plan cost expressed as a percentage of projected covered annual payroll for fiscal year beginning October 1, 2024).

General Employees Tier 1	\$ 131,068	(17.1%)
General Employees Tier 2	146,662	(7.6%)
AMSC Members	543,252	(35.5%)
Police Officers	701,431	(22.1%)
Total	\$ 1,522,413	(20.5%)

Total cost is to be met by Member, City and State contributions. We anticipate the following member contributions and State contributions which result in the following City contribution requirement.

	General Employees Tier 1	General Employees Tier 2	AMSC	Police Officers	Total
Members	\$ 53,778 (7.0%)	\$ 58,106 (3.0%)	\$ 107,146 (7.0%)	\$ 238,503 (7.5%)	\$ 457,533 (6.2%)
State	N/A	N/A	N/A	\$ 79,228 (2.5%)	\$ 79,228 (1.1%)
City *	\$ 77,290 <u>(10.1%)</u>	\$ 88,556 <u>(4.6%)</u>	\$ 436,106 <u>(28.5%)</u>	\$ 383,700 <u>(12.1%)</u>	\$ 985,652 <u>(13.3%)</u>
Total	\$ 131,068 (17.1%)	\$ 146,662 (7.6%)	\$ 543,252 (35.5%)	\$ 701,431 (22.1%)	\$ 1,522,413 (20.5%)

\* Plan expenses allocated to City.

If State payments under F.S., Chapter 185 total less than \$101,697, the City contribution must be increased by such deficiency – maximum \$79,228.

### Funded Ratio

The funded ratio is 99.2% (100.1% prior assumptions) as of October 1, 2023 compared to 104.8% as of October 1, 2022. The funded ratio is equal to the actuarial value of assets divided by the actuarial accrued liability.

If the market value of assets had been used instead, the funded ratio would have been 93.2% (94.0% prior assumptions) as of October 1, 2023 and 93.5% as of October 1, 2022.



## Changes in Actuarial Assumptions, Methods and Plan Benefits

The Plan provisions impacting calculations are unchanged from the October 1, 2022 Actuarial Impact Statement and are summarized on Table IX.

The salary increase factors, withdrawal rates and retirement rates were updated based upon the recent Experience Study for the nine-year period ended September 30, 2022. The remaining actuarial assumptions and methods are unchanged from the October 1, 2022 Actuarial Impact Statement and are outlined on Table X.

## Comparison of October 1, 2022 and October 1, 2023 Valuation Results

Table II of this report provides information of a comparative nature. The left columns of the Table indicate the costs as calculated for October 1, 2022. The center columns indicate the cost as calculated for October 1, 2023 prior to the update in actuarial assumptions. The right columns indicate the costs as calculated for October 1, 2023 after the update in actuarial assumptions.

Comparing the left and center columns of Table II shows the effect of Plan experience during the year.

**General Employees Tier 1** - the total number of active participants decreased by approximately 17% while covered payroll decreased by approximately 5%. Total normal cost decreased both as a dollar amount and as a percentage of covered payroll. The unfunded actuarial accrued liability increased both as a dollar amount and as a percentage of covered payroll. The net City minimum funding requirement decreased as a dollar amount but increased as a percentage of covered payroll.

**General Employees Tier 2** - the total number of active participants increased by approximately 36% while covered payroll increased by approximately 49%. Total normal cost, the net City minimum funding requirement and unfunded actuarial accrued liability all increased as a dollar amount and as a percentage of covered payroll.

**AMSC Members** - the total number of active participants decreased by approximately 9% while covered payroll increased by approximately 3%. Total normal cost, the net City minimum funding requirement and unfunded actuarial accrued liability all increased as a dollar amount and as a percentage of covered payroll.

**Police Officers** - the total number of active participants increased by approximately 6% while covered payroll increased by approximately 10%. Total normal cost, the net City minimum funding requirement and unfunded actuarial accrued liability all increased both as a dollar amount and as a percentage of covered payroll.

Comparing the center and right columns of Table II shows the effect of assumption changes.

**General Employees Tier 1** - total normal cost and the net City minimum funding requirement decreased as a dollar amount and remained level as a percentage of covered payroll. The unfunded actuarial accrued liability decreased both as a dollar amount and as a percentage of covered payroll.



**General Employees Tier 2** - total normal cost and the net City minimum funding requirement both decreased as a dollar amount and as a percentage of covered payroll. The unfunded actuarial accrued liability increased as a dollar amount and remained level as a percentage of covered payroll.

**AMSC Members** - total normal cost, the net City minimum funding requirement and unfunded actuarial accrued liability all increased as a dollar amount and as a percentage of covered payroll.

**Police Officers** - total normal cost and net City minimum funding requirement both decreased as a dollar amount and as a percentage of covered payroll. The unfunded actuarial accrued liability increased both as a dollar amount and as a percentage of covered payroll.

The ratio of Plan assets (market value) to the value of vested accrued benefits (Vested Benefit Security Ratio) is 112.3% (112.1% prior to the changes in actuarial assumptions). This is an increase from 111.4% as of the October 1, 2022 Actuarial Impact Statement.

### Plan Experience

Table VI indicates General Employees (including AMSC members) experienced a total actuarial loss of \$2,014,490. Police Officers experienced an actuarial loss of \$857,889. This suggests actual Plan experience was less favorable than expected for General Employees (including AMSC members) and Police Officers.

Table XV (salary, termination and investment yield) provides figures on recent Plan experience. Salary experience indicates actual salary increases during fiscal 2023 averaged 10.1% for General / AMSC Employees and 10.3% for Police Officers. Compared to the Plan's salary increase assumption of 4.6% for General / AMSC Employees and 4.6% for Police Officers (prior assumption), salary experience was generally a source of actuarial loss for General / AMSC Employees and Police Officers. Three, five and ten-year average annual salary average increases are 6.5%, 6.1% and 5.0%, respectively for General / AMSC Employees. Three, five and ten-year average annual salary average increases are 7.3%, 7.7% and 5.3%, respectively for Police Officers.

There was no employee turnover for General / AMSC Employees. Employee turnover this year was 150% of the assumed turnover (prior assumption) for Police Officers, employee turnover was an additional source of actuarial loss for General / AMSC Employees and an offsetting source of actuarial gain for Police Officers. Three, five and ten-year average turnover is 70%, 80% and 90%, respectively for General Employees / AMSC Employees. Three, five and ten-year average turnover is 180%, 180% and 140%, respectively for Police Officers.

The consumer price index exceeded the 3.0% assumption and was an additional source of actuarial loss for General Employees / AMSC Employees and Police Officers.

Smoothed value investment return of 4.348% was lower than the Plan investment return assumption of 7.375%. Investment return was an additional source of actuarial loss during the previous year. The three, five and ten-year average annual smoothed value investment returns are 6.859%, 7.196% and 8.273%, respectively. The one, three, five and ten-year average annual market value investment returns are 10.193%, 5.215%, 4.922% and 6.807%, respectively.



## Conclusion and Recommendations

The Market Value of Assets is less than the Actuarial Value of Assets by \$3,415,254 as of the valuation date. This difference will be gradually recognized in the absence of future offsetting gains. In turn, the actuarially determined contribution rate will increase.

The remainder of this Report includes detailed actuarial valuation results, information relating to the pension fund, financial accounting information, miscellaneous employee data and a summary of plan provisions and actuarial assumptions and methods.

## RISKS ASSOCIATED WITH MEASURING THE ACCRUED LIABILITY AND ACTUARIALLY DETERMINED CONTRIBUTION

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

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

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

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

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

The actuarially determined contribution rate shown on page four may be considered as a minimum contribution rate that complies with the Board's funding policy. The timely receipt of the actuarially



determined contributions is critical to support the financial health of the Plan. Users of this report should be aware that contributions made at the actuarially determined rate do not necessarily guarantee benefit security.

## Plan Maturity Measures

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

	<u>2022</u>	<u>2023</u>
Ratio of the market value of assets to payroll	7.85	7.40
Ratio of actuarial accrued liability to payroll	8.40	7.94
Ratio of actives to retirees and beneficiaries	1.30	1.30
Ratio of net cash flow to market value of assets	-1.7%	-2.4%
Duration of the actuarial accrued liability	13.49	13.10

### Ratio of Market Value of Assets to Payroll

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

### Ratio of Actuarial Accrued Liability to Payroll

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

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

### Ratio of Actives to Retirees and Beneficiaries

A young plan with many active members and few retirees will have a high ratio of active to retirees. A mature open plan may have close to the same number of actives to retirees resulting in a ratio near 1.0. A super-mature or closed plan may have significantly more retirees than actives resulting in a ratio below 1.0.

## **Ratio of Net Cash Flow to Market Value of Assets**

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

## **Duration of Actuarial Accrued Liability**

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

## **Additional Risk Assessment**

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

## LOW-DEFAULT-RISK OBLIGATION MEASURE

Actuarial Standards of Practice No. 4 (ASOP No. 4) was revised and reissued in December 2021 by the Actuarial Standards Board (ASB). It includes a new calculation called a low-default-risk obligation measure (LDROM) to be prepared and issued annually for defined benefit pension plans. The transmittal memorandum for ASOP No. 4 includes the following explanation:

*“The ASB believes that the calculation and disclosure of this measure provides appropriate, useful information for the intended user regarding the funded status of a pension plan. The calculation and disclosure of this additional measure is not intended to suggest that this is the “right” liability measure for a pension plan. However, the ASB does believe that this additional disclosure provides a more complete assessment of a plan’s funded status and provides additional information regarding the security of benefits that members have earned as of the measurement date.”*

The following information has been prepared in compliance with this new requirement. Unless otherwise noted, the measurement date, actuarial cost methods, and assumptions used are the same as for the funding valuation covered in this actuarial valuation report.

- A. Low-default-risk Obligation Measure of benefits earned as of the measurement date: \$81,711,288
- B. Discount rate used to calculate the LDROM: 4.63% based on Fidelity’s “20-Year Municipal GO AA Index” as of September 29, 2023
- C. Other significant assumptions that differ from those used for the funding valuation: None
- D. Actuarial cost method used to calculate the LDROM: Entry Age Normal
- E. Valuation procedures to value any significant plan provisions that are difficult to measure using traditional valuation procedures, and that differ from the procedures used in the funding valuation: None
- F. Commentary to help the intended user understand the significance of the LDROM with respect to the funded status of the plan, plan contributions, and the security of participant benefits: The LDROM is a market-based measurement of the pension obligation. It estimates the amount the plan would need to invest in low default risk securities. This measure may not be appropriate for assessing the need for or amount of future contributions. This measure may not be appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan’s benefit obligation.

The difference between the two measures (Valuation and LDROM) is one illustration of the savings the sponsor anticipates by taking on the risk in a diversified portfolio.

## Summary of Retirement Plan Costs as of October 1, 2023

General Employees Tier 1

	Prior Assumptions		Current Assumptions	
	Cost Data	% of Payroll	Cost Data	% of Payroll
<b>A. Participant Data Summary</b>				
1. Active employees	10	N/A	10	N/A
2. Terminated vested	2	N/A	2	N/A
3. Receiving benefits (excluding DROPs)	31	N/A	31	N/A
4. DROP participants	2	N/A	2	N/A
5. Annual payroll of active employees	\$ 768,250	100.0%	\$ 768,250	100.0%
<b>B. Total Normal Costs</b>				
1. Age retirement benefits	\$ 41,343	5.4%	\$ 42,235	5.5%
2. Termination benefits	16,229	2.1%	14,940	1.9%
3. Death benefits	875	0.1%	887	0.1%
4. Disability benefits	3,763	0.5%	3,920	0.5%
5. Estimated administrative expenses	64,585	8.4%	64,585	8.4%
6. Total annual normal costs	\$ 126,795	16.5%	\$ 126,567	16.5%
<b>C. Total Actuarial Accrued Liability</b>				
1. Age retirement benefits active employees	\$ 3,978,238	517.8%	\$ 3,962,664	515.8%
2. Termination benefits active employees	84,597	11.0%	76,660	10.0%
3. Death benefits active employees	36,818	4.8%	38,955	5.1%
4. Disability benefits active employees	202,501	26.4%	213,962	27.9%
5. Retired or terminated vested participants receiving benefits excluding DROP participants	8,961,750	1166.5%	8,961,750	1166.5%
6. DROP participants	1,403,858	182.7%	1,403,858	182.7%
7. Terminated vested participants entitled to future benefits	408,156	53.1%	408,156	53.1%
8. Deceased participants whose beneficiaries are receiving benefits	444,056	57.8%	444,056	57.8%
9. Disabled participants receiving benefits	0	0.0%	0	0.0%
10. Miscellaneous liability	66,279	8.6%	66,279	8.6%
11. Total actuarial accrued liability	\$ 15,586,253	2028.8%	\$ 15,576,340	2027.5%
D. Market Value of Assets (Table V)	\$ 17,772,073	2313.3%	\$ 17,772,073	2313.3%
E. Smoothed Value of Assets (Table V)	\$ 18,876,489	2457.1%	\$ 18,876,489	2457.1%
F. Unfunded Actuarial Accrued Liability (C. - E.)	\$ (3,290,236)	(428.3%)	\$ (3,300,149)	(429.6%)

Summary of Retirement Plan Costs as of October 1, 2023

General Employees Tier 1

	Prior Assumptions		Current Assumptions	
	Cost Data	% of Payroll	Cost Data	% of Payroll
G. Preliminary Minimum Required Contribution				
1. Total normal cost	\$ 126,795	16.5%	\$ 126,567	16.5%
2. Amortization of unfunded liability	(364,029)	(47.4%)	(364,848)	(47.5%)
3. Interest adjustment	4,509	0.6%	4,501	0.6%
4. Total preliminary required contribution	\$ (232,725)	(30.3%)	\$ (233,780)	(30.4%)
H. Minimum Required Contribution (F.S., 112.66 (13)) (Greater of G.1. + G.3. and G.4.)				
	\$ 131,304	17.1%	\$ 131,068	17.1%
I. Expected Payroll of Active Employees for Fiscal Year Ending 2025 (A.5. x 1.000)				
	\$ 768,250	100.0%	\$ 768,250	100.0%
J. Contribution Sources for <b>Fiscal Year Ending September 30, 2025</b> (% of projected payroll of active employees for fiscal year ending 2025)				
1. City	\$ 77,526	10.1%	\$ 77,290	10.1%
2. Member	53,778	7.0%	53,778	7.0%
3. State	N/A	N/A	N/A	N/A
4. Total minimum funding requirement	\$ 131,304	17.1%	\$ 131,068	17.1%
K. Actuarial Present Value of Vested Accrued Benefits				
1. Retired, terminated vested, beneficiaries and disabled receiving benefits excluding DROPs	\$ 9,405,806	1224.3%	\$ 9,405,806	1224.3%
2. DROP participants	1,403,858	182.7%	1,403,858	182.7%
3. Terminated vested participants entitled to future benefits and miscellaneous	474,435	61.8%	474,435	61.8%
4. Active participants entitled to future benefits	3,077,603	400.6%	3,063,148	398.7%
5. Total actuarial present value of vested accrued benefits	\$ 14,361,702	1869.4%	\$ 14,347,247	1867.5%
L. Unfunded Actuarial Present Value of Vested Accrued Benefits (K. - D., not less than zero)				
	\$ 0	0.0%	\$ 0	0.0%
M. Vested Benefit Security Ratio (D. ÷ K.)				
	123.7%	N/A	123.9%	N/A

Summary of Retirement Plan Costs as of October 1, 2023

General Employees Tier 2

	Prior Assumptions		Current Assumptions	
	Cost Data	% of Payroll	Cost Data	% of Payroll
<b>A. Participant Data Summary</b>				
1. Active employees	34	N/A	34	N/A
2. Terminated vested	1	N/A	1	N/A
3. Receiving benefits (excluding DROPs)	1	N/A	1	N/A
4. DROP participants	0	N/A	0	N/A
5. Annual payroll of active employees	\$ 1,862,374	100.0%	\$ 1,862,374	100.0%
<b>B. Total Normal Costs</b>				
1. Age retirement benefits	\$ 96,483	5.2%	\$ 95,296	5.1%
2. Termination benefits	29,506	1.6%	27,147	1.5%
3. Death benefits	1,687	0.1%	1,810	0.1%
4. Disability benefits	8,072	0.4%	8,691	0.5%
5. Estimated administrative expenses	3,234	0.2%	3,234	0.2%
6. Total annual normal costs	\$ 138,982	7.5%	\$ 136,178	7.3%
<b>C. Total Actuarial Accrued Liability</b>				
1. Age retirement benefits active employees	\$ 770,561	41.4%	\$ 778,662	41.8%
2. Termination benefits active employees	206,196	11.1%	190,775	10.2%
3. Death benefits active employees	13,196	0.7%	14,643	0.8%
4. Disability benefits active employees	60,958	3.3%	67,520	3.6%
5. Retired or terminated vested participants receiving benefits excluding DROP participants	106,567	5.7%	106,567	5.7%
6. DROP participants	0	0.0%	0	0.0%
7. Terminated vested participants entitled to future benefits	12,319	0.7%	12,319	0.7%
8. Deceased participants whose beneficiaries are receiving benefits	0	0.0%	0	0.0%
9. Disabled participants receiving benefits	0	0.0%	0	0.0%
10. Miscellaneous liability	2,173	0.1%	2,173	0.1%
11. Total actuarial accrued liability	\$ 1,171,970	62.9%	\$ 1,172,659	63.0%
D. Market Value of Assets (Table V)	\$ 1,145,449	61.5%	\$ 1,145,449	61.5%
E. Smoothed Value of Assets (Table V)	\$ 1,199,697	64.4%	\$ 1,199,697	64.4%
F. Unfunded Actuarial Accrued Liability (C. - E.)	\$ (27,727)	(1.5%)	\$ (27,038)	(1.5%)

Summary of Retirement Plan Costs as of October 1, 2023

General Employees Tier 2

	Prior Assumptions		Current Assumptions	
	Cost Data	% of Payroll	Cost Data	% of Payroll
G. Preliminary Minimum Required Contribution				
1. Total normal cost	\$ 138,982	7.5%	\$ 136,178	7.3%
2. Amortization of unfunded liability	(1,294)	(0.1%)	(1,237)	(0.1%)
3. Interest adjustment	4,943	0.3%	4,843	0.3%
4. Total preliminary required contribution	\$ 142,631	7.7%	\$ 139,784	7.5%
H. Minimum Required Contribution (F.S., 112.66 (13)) (Greater of G.1. + G.3. and G.4.)				
	\$ 143,925	7.7%	\$ 141,021	7.6%
I. Expected Payroll of Active Employees for Fiscal Year Ending 2025 (A.5. x 1.040)				
	\$ 1,936,869	104.0%	\$ 1,936,869	104.0%
J. Contribution Sources for <b>Fiscal Year Ending September 30, 2025</b> (% of projected payroll of active employees for fiscal year ending 2025)				
1. City	\$ 91,576	4.7%	\$ 88,556	4.6%
2. Member	58,106	3.0%	58,106	3.0%
3. State	N/A	N/A	N/A	N/A
4. Total minimum funding requirement	\$ 149,682	7.7%	\$ 146,662	7.6%
K. Actuarial Present Value of Vested Accrued Benefits				
1. Retired, terminated vested, beneficiaries and disabled receiving benefits excluding DROPs	\$ 106,567	5.7%	\$ 106,567	5.7%
2. DROP participants	0	0.0%	0	0.0%
3. Terminated vested participants entitled to future benefits and miscellaneous	14,492	0.8%	14,492	0.8%
4. Active participants entitled to future benefits	358,058	19.2%	357,047	19.2%
5. Total actuarial present value of vested accrued benefits	\$ 479,117	25.7%	\$ 478,106	25.7%
L. Unfunded Actuarial Present Value of Vested Accrued Benefits (K. - D., not less than zero)				
	\$ 0	0.0%	\$ 0	0.0%
M. Vested Benefit Security Ratio (D. ÷ K.)				
	239.1%	N/A	239.6%	N/A

Summary of Retirement Plan Costs as of October 1, 2023

	<u>AMSC</u>			
	Prior Assumptions		Current Assumptions	
	Cost Data	% of Payroll	Cost Data	% of Payroll
<b>A. Participant Data Summary</b>				
1. Active employees	10	N/A	10	N/A
2. Terminated vested	2	N/A	2	N/A
3. Receiving benefits (excluding DROPs)	5	N/A	5	N/A
4. DROP participants	0	N/A	0	N/A
5. Annual payroll of active employees	\$ 1,471,787	100.0%	\$ 1,471,787	100.0%
<b>B. Total Normal Costs</b>				
1. Age retirement benefits	\$ 150,390	10.2%	\$ 208,337	14.2%
2. Termination benefits	8,283	0.6%	13,192	0.9%
3. Death benefits	1,477	0.1%	2,277	0.2%
4. Disability benefits	7,966	0.5%	12,188	0.8%
5. Estimated administrative expenses	12,831	0.9%	12,831	0.9%
6. Total annual normal costs	\$ 180,947	12.3%	\$ 248,825	16.9%
<b>C. Total Actuarial Accrued Liability</b>				
1. Age retirement benefits active employees	\$ 3,037,845	206.4%	\$ 3,575,289	242.9%
2. Termination benefits active employees	640,365	43.5%	334,842	22.8%
3. Death benefits active employees	24,362	1.7%	29,880	2.0%
4. Disability benefits active employees	134,814	9.2%	164,398	11.2%
5. Retired or terminated vested participants receiving benefits excluding DROP participants	2,294,429	155.9%	2,294,429	155.9%
6. DROP participants	0	0.0%	0	0.0%
7. Terminated vested participants entitled to future benefits	286,631	19.5%	286,631	19.5%
8. Deceased participants whose beneficiaries are receiving benefits	0	0.0%	0	0.0%
9. Disabled participants receiving benefits	0	0.0%	0	0.0%
10. Miscellaneous liability	0	0.0%	0	0.0%
11. Total actuarial accrued liability	\$ 6,418,446	436.1%	\$ 6,685,469	454.2%
D. Market Value of Assets (Table V)	\$ 3,496,257	237.6%	\$ 3,496,257	237.6%
E. Smoothed Value of Assets (Table V)	\$ 3,737,452	253.9%	\$ 3,737,452	253.9%
F. Unfunded Actuarial Accrued Liability (C. - E.)	\$ 2,680,994	182.2%	\$ 2,948,017	200.3%

Summary of Retirement Plan Costs as of October 1, 2023

	<u>AMSC</u>			
	Prior Assumptions		Current Assumptions	
	Cost Data	% of Payroll	Cost Data	% of Payroll
<b>G. Preliminary Minimum Required Contribution</b>				
1. Total normal cost	\$ 180,947	12.3%	\$ 248,825	16.9%
2. Amortization of unfunded liability	233,529	15.9%	255,594	17.4%
3. Interest adjustment	14,741	1.0%	17,939	1.2%
4. Total preliminary required contribution	<u>\$ 429,217</u>	29.2%	<u>\$ 522,358</u>	35.5%
<b>H. Minimum Required Contribution (F.S., 112.66 (13)) (Greater of G.1. + G.3. and G.4.)</b>				
	\$ 429,217	29.2%	\$ 522,358	35.5%
<b>I. Expected Payroll of Active Employees for Fiscal Year Ending 2025 (A.5. x 1.040)</b>				
	\$ 1,530,658	104.0%	\$ 1,530,658	104.0%
<b>J. Contribution Sources for Fiscal Year Ending September 30, 2025 (% of projected payroll of active employees for fiscal year ending 2025)</b>				
1. City	\$ 339,240	22.2%	\$ 436,106	28.5%
2. Member	107,146	7.0%	107,146	7.0%
3. State	N/A	N/A	N/A	N/A
4. Total minimum funding requirement	<u>\$ 446,386</u>	29.2%	<u>\$ 543,252</u>	35.5%
<b>K. Actuarial Present Value of Vested Accrued Benefits</b>				
1. Retired, terminated vested, beneficiaries and disabled receiving benefits excluding DROPs	\$ 2,294,429	155.9%	\$ 2,294,429	155.9%
2. DROP participants	0	0.0%	0	0.0%
3. Terminated vested participants entitled to future benefits and miscellaneous	286,631	19.5%	286,631	19.5%
4. Active participants entitled to future benefits	<u>1,420,799</u>	96.5%	<u>1,410,173</u>	95.8%
5. Total actuarial present value of vested accrued benefits	\$ 4,001,859	271.9%	\$ 3,991,233	271.2%
<b>L. Unfunded Actuarial Present Value of Vested Accrued Benefits (K. - D., not less than zero)</b>				
	\$ 505,602	34.4%	\$ 494,976	33.6%
<b>M. Vested Benefit Security Ratio (D. ÷ K.)</b>				
	87.4%	N/A	87.6%	N/A

Summary of Retirement Plan Costs as of October 1, 2023

Police Officers

	Prior Assumptions		Current Assumptions	
	Cost Data	% of Payroll	Cost Data	% of Payroll
<b>A. Participant Data Summary</b>				
1. Active employees	36	N/A	36	N/A
2. Terminated vested	7	N/A	7	N/A
3. Receiving benefits (excluding DROPs)	22	N/A	22	N/A
4. DROP participants	8	N/A	8	N/A
5. Annual payroll of active employees	\$ 3,057,725	100.0%	\$ 3,057,725	100.0%
<b>B. Total Normal Costs</b>				
1. Age retirement benefits	\$ 420,472	13.8%	\$ 392,398	12.8%
2. Termination benefits	80,295	2.6%	78,564	2.6%
3. Death benefits	2,722	0.1%	2,655	0.1%
4. Disability benefits	14,079	0.5%	14,609	0.5%
5. Estimated administrative expenses	109,900	3.6%	109,900	3.6%
6. Total annual normal costs	\$ 627,468	20.5%	\$ 598,126	19.6%
<b>C. Total Actuarial Accrued Liability</b>				
1. Age retirement benefits active employees	\$ 10,995,090	359.6%	\$ 11,125,845	363.9%
2. Termination benefits active employees	442,048	14.5%	511,448	16.7%
3. Death benefits active employees	29,775	1.0%	31,181	1.0%
4. Disability benefits active employees	152,113	5.0%	189,445	6.2%
5. Retired or terminated vested participants receiving benefits excluding DROP participants	12,979,298	424.5%	12,979,298	424.5%
6. DROP participants	7,536,151	246.5%	7,536,151	246.5%
7. Terminated vested participants entitled to future benefits	999,170	32.7%	999,170	32.7%
8. Deceased participants whose beneficiaries are receiving benefits	0	0.0%	0	0.0%
9. Disabled participants receiving benefits	0	0.0%	0	0.0%
10. Miscellaneous liability	17,900	0.6%	17,900	0.6%
11. Total actuarial accrued liability	\$ 33,151,545	1084.2%	\$ 33,390,438	1092.0%
D. Market Value of Assets (Table V)	\$ 30,539,809	998.8%	\$ 30,539,809	998.8%
E. Smoothed Value of Assets (Table V)	\$ 32,555,204	1064.7%	\$ 32,555,204	1064.7%
F. Unfunded Actuarial Accrued Liability (C. - E.)	\$ 596,341	19.5%	\$ 835,234	27.3%

Summary of Retirement Plan Costs as of October 1, 2023

<u>Police Officers</u>				
	<u>Prior Assumptions</u>		<u>Current Assumptions</u>	
	<u>Cost Data</u>	<u>% of Payroll</u>	<u>Cost Data</u>	<u>% of Payroll</u>
G. Preliminary Minimum Required Contribution				
1. Total normal cost	\$ 627,468	20.5%	\$ 598,126	19.6%
2. Amortization of unfunded liability	33,542	1.1%	51,805	1.7%
3. Interest adjustment	24,916	0.8%	24,522	0.8%
4. Total preliminary required contribution	<u>\$ 685,926</u>	22.4%	<u>\$ 674,453</u>	22.1%
H. Minimum Required Contribution (F.S., 112.66 (13)) (Greater of G.1. + G.3. and G.4.)				
	\$ 685,926	22.4%	\$ 674,453	22.1%
I. Expected Payroll of Active Employees for Fiscal Year Ending 2025 (A.5. x 1.040)				
	\$ 3,180,034	104.0%	\$ 3,180,034	104.0%
J. Contribution Sources for <b>Fiscal Year Ending September 30, 2025</b> (% of projected payroll of active employees for fiscal year ending 2025)				
1. City	\$ 395,632	12.4%	\$ 383,700	12.1%
2. Member	238,503	7.5%	238,503	7.5%
3. State	79,228	2.5%	79,228	2.5%
4. Total required contribution	<u>\$ 713,363</u>	22.4%	<u>\$ 701,431</u>	22.1%
K. Actuarial Present Value of Vested Accrued Benefits				
1. Retired, terminated vested, beneficiaries and disabled receiving benefits excluding DROPs	\$ 12,979,298	424.5%	\$ 12,979,298	424.5%
2. DROP participants	7,536,151	246.5%	7,536,151	246.5%
3. Terminated vested participants entitled to future benefits and miscellaneous	1,017,070	33.3%	1,017,070	33.3%
4. Active participants entitled to future benefits	6,875,069	224.8%	6,818,215	223.0%
5. Total actuarial present value of vested accrued benefits	<u>\$ 28,407,588</u>	929.0%	<u>\$ 28,350,734</u>	927.2%
L. Unfunded Actuarial Present Value of Vested Accrued Benefits (K. - D., not less than zero)				
	\$ 0	0.0%	\$ 0	0.0%
M. Vested Benefit Security Ratio (D. ÷ K.)				
	107.5%	N/A	107.7%	N/A

Summary of Retirement Plan Costs as of October 1, 2023

All Participants

	Prior Assumptions		Current Assumptions	
	Cost Data	% of Payroll	Cost Data	% of Payroll
<b>A. Participant Data Summary</b>				
1. Active employees	90	N/A	90	N/A
2. Terminated vested	12	N/A	12	N/A
3. Receiving benefits (excluding DROPs)	59	N/A	59	N/A
4. DROP participants	10	N/A	10	N/A
5. Annual payroll of active employees	\$ 7,160,136	100.0%	\$ 7,160,136	100.0%
<b>B. Total Normal Costs</b>				
1. Age retirement benefits	\$ 708,688	9.9%	\$ 738,266	10.3%
2. Termination benefits	134,313	1.9%	133,843	1.9%
3. Death benefits	6,761	0.1%	7,629	0.1%
4. Disability benefits	33,880	0.5%	39,408	0.6%
5. Estimated administrative expenses	190,550	2.7%	190,550	2.7%
6. Total annual normal costs	\$ 1,074,192	15.0%	\$ 1,109,696	15.5%
<b>C. Total Actuarial Accrued Liability</b>				
1. Age retirement benefits active employees	\$ 18,781,734	262.3%	\$ 19,442,460	271.5%
2. Termination benefits active employees	1,373,206	19.2%	1,113,725	15.6%
3. Death benefits active employees	104,151	1.5%	114,659	1.6%
4. Disability benefits active employees	550,386	7.7%	635,325	8.9%
5. Retired or terminated vested participants receiving benefits excluding DROP participants	24,342,044	340.0%	24,342,044	340.0%
6. DROP participants	8,940,009	124.9%	8,940,009	124.9%
7. Terminated vested participants entitled to future benefits	1,706,276	23.8%	1,706,276	23.8%
8. Deceased participants whose beneficiaries are receiving benefits	444,056	6.2%	444,056	6.2%
9. Disabled participants receiving benefits	0	0.0%	0	0.0%
10. Miscellaneous liability	86,352	1.2%	86,352	1.2%
11. Total actuarial accrued liability	\$ 56,328,214	786.7%	\$ 56,824,906	793.6%
D. Market Value of Assets (Table V)	\$ 52,953,588	739.6%	\$ 52,953,588	739.6%
E. Smoothed Value of Assets (Table V)	\$ 56,368,842	787.3%	\$ 56,368,842	787.3%
F. Unfunded Actuarial Accrued Liability (C. - E.)	\$ (40,628)	(0.6%)	\$ 456,064	6.4%

Summary of Retirement Plan Costs as of October 1, 2023

	<u>All Participants</u>			
	<u>Prior Assumptions Cost Data</u>	<u>% of Payroll</u>	<u>Current Assumptions Cost Data</u>	<u>% of Payroll</u>
G. Preliminary Minimum Required Contribution				
1. Total normal cost	\$ 1,074,192	15.0%	\$ 1,109,696	15.5%
2. Amortization of unfunded liability	(98,252)	(1.4%)	(58,686)	(0.8%)
3. Interest adjustment	49,109	0.7%	51,805	0.7%
4. Total preliminary required contribution	<u>\$ 1,025,049</u>	14.3%	<u>\$ 1,102,815</u>	15.4%
H. Minimum Required Contribution (F.S., 112.66 (13))	\$ 1,390,372	19.4%	\$ 1,468,900	20.5%
I. Expected Payroll of Active Employees for Fiscal Year Ending 2025 (\$768,250 x 1.000 + \$1,862,374 x 1.040 + \$1,471,787 x 1.040 + \$3,057,725 x 1.040)	\$ 7,415,811	103.6%	\$ 7,415,811	103.6%
J. Contribution Sources for <b>Fiscal Year Ending September 30, 2025</b> (% of projected payroll of active employees for fiscal year ending 2025)				
1. City	\$ 903,974	12.2%	\$ 985,652	13.3%
2. Member	457,533	6.2%	457,533	6.2%
3. State	79,228	1.1%	79,228	1.1%
4. Total required contribution	<u>\$ 1,440,735</u>	19.4%	<u>\$ 1,522,413</u>	20.5%
K. Actuarial Present Value of Vested Accrued Benefits				
1. Retired, terminated vested, beneficiaries and disabled receiving benefits excluding DROPs	\$ 24,786,100	346.2%	\$ 24,786,100	346.2%
2. DROP participants	8,940,009	124.9%	8,940,009	124.9%
3. Terminated vested participants entitled to future benefits and miscellaneous	1,792,628	25.0%	1,792,628	25.0%
4. Active participants entitled to future benefits	<u>11,731,529</u>	163.8%	<u>11,648,583</u>	162.7%
5. Total actuarial present value of vested accrued benefits	\$ 47,250,266	659.9%	\$ 47,167,320	658.7%
L. Unfunded Actuarial Present Value of Vested Accrued Benefits (K. - D., not less than zero)	\$ 0	0.0%	\$ 0	0.0%
M. Vested Benefit Security Ratio (D. ÷ K.)	112.1%	N/A	112.3%	N/A

## Comparison of Cost Data of October 1, 2022 and October 1, 2023 Valuations

General Employees Tier 1

	October 1, 2022		Prior Assumptions October 1, 2023		Current Assumptions October 1, 2023	
	Cost Data	% of Annual Compensation	Cost Data	% of Annual Compensation	Cost Data	% of Annual Compensation
A. Participants						
1. Active employees	12	N/A	10	N/A	10	N/A
2. Terminated vested	3	N/A	2	N/A	2	N/A
3. Receiving benefits excluding DROPs	27	N/A	31	N/A	31	N/A
4. DROP participants	3	N/A	2	N/A	2	N/A
5. Annual payroll of active employees	\$ 809,971	100.0%	\$ 768,250	100.0%	\$ 768,250	100.0%
B. Total Normal Costs	\$ 135,534	16.7%	\$ 126,795	16.5%	\$ 126,567	16.5%
C. Total Actuarial Accrued Liability	\$ 14,875,320	1836.5%	\$ 15,586,253	2028.8%	\$ 15,576,340	2027.5%
D. Smoothed Value of Assets	\$ 18,828,633	2324.6%	\$ 18,876,489	2457.1%	\$ 18,876,489	2457.1%
E. Unfunded Actuarial Accrued Liability	\$ (3,953,313)	(488.1%)	\$ (3,290,236)	(428.3%)	\$ (3,300,149)	(429.6%)
F. Member Cost	\$ 56,698	7.0% <sup>1</sup>	\$ 53,778	7.0% <sup>2</sup>	\$ 53,778	7.0% <sup>2</sup>
G. City Cost (includes expenses)	\$ 78,836	9.7% <sup>1</sup>	\$ 77,526	10.1% <sup>2</sup>	\$ 77,290	10.1% <sup>2</sup>
H. Actuarial Present Value of Vested Accrued Benefits	\$ 13,853,460	1710.4%	\$ 14,361,702	1869.4%	\$ 14,347,247	1867.5%
I. Vested Benefit Security Ratio	121.6%	N/A	123.7%	N/A	123.9%	N/A

<sup>1</sup> Percent of expected 2023 - 2024 covered payroll (\$809,971)<sup>2</sup> Percent of expected 2024 - 2025 covered payroll (\$768,250)

Comparison of Cost Data of October 1, 2022 and October 1, 2023 Valuations

General Employees Tier 2

	October 1, 2022		Prior Assumptions October 1, 2023		Current Assumptions October 1, 2023	
	Cost Data	% of Annual Compensation	Cost Data	% of Annual Compensation	Cost Data	% of Annual Compensation
A. Participants						
1. Active employees	25	N/A	34	N/A	34	N/A
2. Terminated vested	1	N/A	1	N/A	1	N/A
3. Receiving benefits excluding DROPs	1	N/A	1	N/A	1	N/A
4. DROP participants	0	N/A	0	N/A	0	N/A
5. Annual payroll of active employees	\$ 1,245,842	100.0%	\$ 1,862,374	100.0%	\$ 1,862,374	100.0%
B. Total Normal Costs	\$ 89,501	7.2%	\$ 138,982	7.5%	\$ 136,178	7.3%
C. Total Actuarial Accrued Liability	\$ 833,603	66.9%	\$ 1,171,970	62.9%	\$ 1,172,659	63.0%
D. Smoothed Value of Assets	\$ 880,256	70.7%	\$ 1,199,697	64.4%	\$ 1,199,697	64.4%
E. Unfunded Actuarial Accrued Liability	\$ (46,653)	(3.7%)	\$ (27,727)	(1.5%)	\$ (27,038)	(1.5%)
F. Member Cost	\$ 37,375	3.0% <sup>1</sup>	\$ 58,106	3.0% <sup>2</sup>	\$ 58,106	3.0% <sup>2</sup>
G. City Cost (includes expenses)	\$ 52,211	4.2% <sup>1</sup>	\$ 91,576	4.7% <sup>2</sup>	\$ 88,556	4.6% <sup>2</sup>
H. Actuarial Present Value of Vested Accrued Benefits	\$ 332,601	26.7%	\$ 479,117	25.7%	\$ 478,106	25.7%
I. Vested Benefit Security Ratio	235.1%	N/A	239.1%	N/A	239.6%	N/A

<sup>1</sup> Percent of expected 2023 - 2024 covered payroll (\$1,245,842)

<sup>2</sup> Percent of expected 2024 - 2025 covered payroll (\$1,936,869)

Comparison of Cost Data of October 1, 2022 and October 1, 2023 Valuations

	<u>AMSC</u>					
	Actuarial Impact Statement October 1, 2022		Prior Assumptions October 1, 2023		Current Assumptions October 1, 2023	
	Cost Data	% of Annual Compensation	Cost Data	% of Annual Compensation	Cost Data	% of Annual Compensation
A. Participants						
1. Active employees	11	N/A	10	N/A	10	N/A
2. Terminated vested	2	N/A	2	N/A	2	N/A
3. Receiving benefits excluding DROPs	3	N/A	5	N/A	5	N/A
4. DROP participants	0	N/A	0	N/A	0	N/A
5. Annual payroll of active employees	\$ 1,430,561	100.0%	\$ 1,471,787	100.0%	\$ 1,471,787	100.0%
B. Total Normal Costs	\$ 175,049	12.2%	\$ 180,947	12.3%	\$ 248,825	16.9%
C. Total Actuarial Accrued Liability	\$ 5,287,172	369.6%	\$ 6,418,446	436.1%	\$ 6,685,469	454.2%
D. Smoothed Value of Assets	\$ 3,601,852	251.8%	\$ 3,737,452	253.9%	\$ 3,737,452	253.9%
E. Unfunded Actuarial Accrued Liability	\$ 1,685,320	117.8%	\$ 2,680,994	182.2%	\$ 2,948,017	200.3%
F. Member Cost	\$ 100,139	7.0% <sup>1</sup>	\$ 107,146	7.0% <sup>2</sup>	\$ 107,146	7.0% <sup>2</sup>
G. City Cost (includes expenses)	\$ 234,803	16.4% <sup>1</sup>	\$ 339,240	22.2% <sup>2</sup>	\$ 436,106	28.5% <sup>2</sup>
H. Actuarial Present Value of Vested Accrued Benefits	\$ 3,601,068	251.7%	\$ 4,001,859	271.9%	\$ 3,991,233	271.2%
I. Vested Benefit Security Ratio	88.5%	N/A	87.4%	N/A	87.6%	N/A

<sup>1</sup> Percent of expected 2023 - 2024 covered payroll (\$1,430,561)

<sup>2</sup> Percent of expected 2024 - 2025 covered payroll (\$1,530,658)

Comparison of Cost Data of October 1, 2022 and October 1, 2023 Valuations

	<u>Police Officers</u>					
	<u>October 1, 2022</u>		<u>Prior Assumptions October 1, 2023</u>		<u>Current Assumptions October 1, 2023</u>	
	<u>Cost Data</u>	<u>% of Annual Compensation</u>	<u>Cost Data</u>	<u>% of Annual Compensation</u>	<u>Cost Data</u>	<u>% of Annual Compensation</u>
A. Participants						
1. Active employees	34	N/A	36	N/A	36	N/A
2. Terminated vested	6	N/A	7	N/A	7	N/A
3. Receiving benefits excluding DROPs	21	N/A	22	N/A	22	N/A
4. DROP participants	8	N/A	8	N/A	8	N/A
5. Annual payroll of active employees	\$ 2,776,533	100.0%	\$ 3,057,725	100.0%	\$ 3,057,725	100.0%
B. Total Normal Costs	\$ 545,253	19.6%	\$ 627,468	20.5%	\$ 598,126	19.6%
C. Total Actuarial Accrued Liability	\$ 31,633,704	1139.3%	\$ 33,151,545	1084.2%	\$ 33,390,438	1092.0%
D. Smoothed Value of Assets	\$ 31,871,128	1147.9%	\$ 32,555,204	1064.7%	\$ 32,555,204	1064.7%
E. Unfunded Actuarial Accrued Liability	\$ (237,424)	(8.6%)	\$ 596,341	19.5%	\$ 835,234	27.3%
F. Member Cost	\$ 208,240	7.5% <sup>1</sup>	\$ 238,503	7.5% <sup>2</sup>	\$ 238,503	7.5% <sup>2</sup>
G. City Cost (includes expenses)	\$ 257,785	9.3% <sup>1</sup>	\$ 395,632	12.4% <sup>2</sup>	\$ 383,700	12.1% <sup>2</sup>
H. Actuarial Present Value of Vested Accrued Benefits	\$ 26,365,554	949.6%	\$ 28,407,588	929.0%	\$ 28,350,734	927.2%
I. Vested Benefit Security Ratio	107.6%	N/A	107.5%	N/A	107.7%	N/A

<sup>1</sup> Percent of expected 2023-2024 covered payroll (\$2,776,533)

<sup>2</sup> Percent of expected 2024-2025 covered payroll (\$3,180,034)

Comparison of Cost Data of October 1, 2022 and October 1, 2023 Valuations

		<u>All Participants</u>					
		<u>Actuarial Impact Statement</u>		<u>Prior Assumptions</u>		<u>Current Assumptions</u>	
		<u>October 1, 2022</u>		<u>October 1, 2023</u>		<u>October 1, 2023</u>	
		<u>Cost</u>	<u>% of Annual</u>	<u>Cost</u>	<u>% of Annual</u>	<u>Cost</u>	<u>% of Annual</u>
		<u>Data</u>	<u>Compensation</u>	<u>Data</u>	<u>Compensation</u>	<u>Data</u>	<u>Compensation</u>
A.	Participants						
	1. Active employees	82	N/A	90	N/A	90	N/A
	2. Terminated vested	12	N/A	12	N/A	12	N/A
	3. Receiving benefits excluding DROPs	52	N/A	59	N/A	59	N/A
	4. DROP participants	11	N/A	10	N/A	10	N/A
	5. Annual payroll of active employees	\$ 6,262,907	100.0%	\$ 7,160,136	100.0%	\$ 7,160,136	100.0%
B.	Total Normal Costs	\$ 945,337	15.1%	\$ 1,074,192	15.0%	\$ 1,109,696	15.5%
C.	Total Actuarial Accrued Liability	\$ 52,629,799	840.3%	\$ 56,328,214	786.7%	\$ 56,824,906	793.6%
D.	Smoothed Value of Assets	\$ 55,181,869	881.1%	\$ 56,368,842	787.3%	\$ 56,368,842	787.3%
E.	Unfunded Actuarial Accrued Liability	\$ (2,552,070)	(40.7%)	\$ (40,628)	(0.6%)	\$ 456,064	6.4%
F.	Member Cost	\$ 402,452	6.4% <sup>1</sup>	\$ 457,533	6.2% <sup>2</sup>	\$ 457,533	6.2% <sup>2</sup>
G.	City Cost (includes expenses)	\$ 623,635	10.0% <sup>1</sup>	\$ 903,974	12.2% <sup>2</sup>	\$ 985,652	13.3% <sup>2</sup>
H.	Actuarial Present Value of Vested Accrued Benefits	\$ 44,152,683	705.0%	\$ 47,250,266	659.9%	\$ 47,167,320	658.7%
I.	Vested Benefit Security Ratio	111.4%	N/A	112.1%	N/A	112.3%	N/A

<sup>1</sup> Percent of expected 2023-2024 covered payroll (\$6,262,907)

<sup>2</sup> Percent of expected 2024-2025 covered payroll (\$7,415,811)

**Characteristics of Participants in  
Actuarial Valuation as of October 1, 2023**

	General				Total
	Tier 1	Tier 2	AMSC	Police	
<b>A. <u>Active Plan Participants Summary</u></b>					
1. Active participants fully vested	10	10	8	12	40
2. Active participants partially vested	0	0	0	0	0
3. Active participants non-vested	0	24	2	24	50
4. Total active participants	10	34	10	36	90
5. Annual rate of pay of active participants	\$ 768,250	\$ 1,862,374	\$ 1,471,787	\$ 3,057,725	\$ 7,160,136
<b>B. <u>Retired and Terminated Vested Participant Summary</u></b>					
1. Retired or terminated vested participants receiving benefits excluding DROPs	29	1	5	22	57
2. DROP participants	2	0	0	8	10
3. Terminated vested participants entitled to future benefits	2	1	2	7	12
4. Deceased participants whose beneficiaries are receiving benefits	2	0	0	0	2
5. Disabled participants receiving benefits	0	0	0	0	0
<b>C. <u>Projected Annual Retirement Benefits</u></b>					
1. Retired or terminated vested receiving benefits excluding DROP participants	\$ 788,427	\$ 10,619	\$ 196,511	\$ 1,035,179	\$ 2,030,736
2. DROP participants	\$ 85,908	\$ 0	\$ 0	\$ 438,923	\$ 524,831
3. Terminated vested entitled to future benefits	\$ 50,537	\$ 10,394	\$ 40,936	\$ 186,719	\$ 288,586
4. Beneficiaries of deceased participants	\$ 35,522	\$ 0	\$ 0	\$ 0	\$ 35,522
5. Disabled participants	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

## Statement of Assets as of October 1, 2023

	General		AMSC	Police	Total
	Tier 1	Tier 2			
<u>Market Value of Assets</u>					
<b>A. <u>General Investments</u></b>					
1. Cash and Cash Equivalents	\$ 458,924	\$ 29,606	\$ 90,367	\$ 786,530	\$ 1,365,427
2. U.S. Government Securities	1,874,973	120,958	369,201	3,213,437	5,578,569
3. Common Stocks	0	0	0	0	0
4. Corporate Obligations	1,810,465	116,797	356,499	3,102,879	5,386,640
5. International Equity	0	0	0	0	0
6. Real Estate	2,181,530	140,735	429,565	3,738,830	6,490,660
7. Mutual Funds					
Equity	11,427,904	737,235	2,250,269	19,585,799	34,001,207
International Equity	0	0	0	0	0
8. Prepaid Insurance	1,423	92	280	2,438	4,233
9. Total General Investments	\$ 17,755,219	\$ 1,145,423	\$ 3,496,181	\$ 30,429,913	\$ 52,826,736
<b>B. <u>Receivables</u></b>					
1. City Contributions	\$ 3,842	\$ 0	\$ 0	\$ 30,000	\$ 33,842
2. Employee Contributions	0	0	0	0	0
3. Share Plan Contributions	0	0	0	79,228 *	79,228 *
4. Interest and Dividends	32,255	2,081	6,351	55,281	95,968
5. Other	12,621	0	0	0	12,621
6. Pending Trades	7,999	516	1,575	13,708	23,798
7. Total Receivables	\$ 56,717	\$ 2,597	\$ 7,926	\$ 178,217	\$ 245,457
<b>C. <u>Payables</u></b>					
1. Accounts Payable	\$ 18,048	\$ 1,164	\$ 3,554	\$ 30,933	\$ 53,699
2. Pending Trades	21,815	1,407	4,296	37,388	64,906
3. Total Payables	\$ 39,863	\$ 2,571	\$ 7,850	\$ 68,321	\$ 118,605
D. <u>Total Assets (A. + B. - C.)</u>	\$ 17,772,073	\$ 1,145,449	\$ 3,496,257	\$ 30,539,809	\$ 52,953,588

\* State Monies received fiscal year ended September 30, 2023.

## Reconciliation of Plan Assets

	General		AMSC	Police	Total
	Tier 1	Tier 2			
<b>A. <u>Market Value of Assets</u></b>					
<u>as of October 1, 2022</u>	\$ 16,847,586	\$ 782,069	\$ 3,187,407	\$ 28,369,700	\$ 49,186,762
<b>B. <u>Receipts During Year</u></b>					
1. Contributions					
a. Members	\$ 51,964	\$ 44,550	\$ 100,838	\$ 232,236	\$ 429,588
b. City	82,792	54,580	236,021	278,625	652,018
c. State	0	0	0	79,228	79,228
d. Total	\$ 134,756	\$ 99,130	\$ 336,859	\$ 590,089	\$ 1,160,834
2. Investment income					
a. Interest, dividends and other	\$ 473,847	\$ 23,727	\$ 94,137	\$ 806,308	\$ 1,398,019
b. Investment expenses	(74,629)	(3,737)	(14,826)	(126,989)	(220,181)
c. Net interest and dividends	\$ 399,218	\$ 19,990	\$ 79,311	\$ 679,319	\$ 1,177,838
3. Realized and unrealized gain / ( loss)					
a. Realized gain / (loss)	\$ 489,761	\$ 24,523	\$ 97,298	\$ 833,389	\$ 1,444,971
b. Unrealized gain / (loss)	789,914	39,553	156,928	1,344,132	2,330,527
c. Net realized and unrealized gain/(loss)	\$ 1,279,675	\$ 64,076	\$ 254,226	\$ 2,177,521	\$ 3,775,498
4. Other	0	0	0	0	0
5. Total receipts during period	\$ 1,813,649	\$ 183,196	\$ 670,396	\$ 3,446,929	\$ 6,114,170
<b>C. <u>Disbursements During Year</u></b>					
1. Benefit payments	\$ 756,627	\$ 10,619	\$ 154,678	\$ 996,498	\$ 1,918,422
2. DROP distributions	67,950	0	0	59,016	126,966
3. Contribution refunds	0	0	0	111,406	111,406
4. Administrative expenses	64,585	3,234	12,831	109,900	190,550
5. Total disbursements during period	\$ 889,162	\$ 13,853	\$ 167,509	\$ 1,276,820	\$ 2,347,344
<b>D. <u>Internal Transfer</u></b>	\$ 0	\$ 194,037	\$ (194,037)	\$ 0	\$ 0
<b>E. <u>Market Value of Assets</u></b>					
<u>as of October 1, 2023</u>	\$ 17,772,073	\$ 1,145,449	\$ 3,496,257	\$ 30,539,809	\$ 52,953,588
<b>F. <u>Estimated expenses to be paid by the City</u></b>					
<u>as of October 1, 2023</u>					
1. Administrative	\$ 64,585	\$ 3,234	\$ 12,831	\$ 109,900	\$ 190,550
2. Investment	\$ 74,629	\$ 3,737	\$ 14,826	\$ 126,989	\$ 220,181
<b>G. <u>Reconciliation of DROP Account Balances</u></b>					
1. DROP account balances as of October 1, 2022	\$ 204,577	\$ 0	\$ 0	\$ 752,280	\$ 956,857
2. Benefit payments into DROP accounts	89,920	0	0	385,812	475,732
3. Investment credits	0	0	0	0	0
4. Distributions from DROP accounts	(67,950)	0	0	(59,016)	(126,966)
5. DROP account balances					
<u>as of September 30, 2023</u>	\$ 226,547	\$ 0	\$ 0	\$ 1,079,076	\$ 1,305,623

All Participants

Development of Smoothed Value of Assets as of September 30

	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>
A. Preliminary smoothed value from prior year	\$ 53,169,656	\$ 55,181,869	\$ 56,368,842			
B. Market value beginning of year	\$ 58,413,726	\$ 49,186,762	\$ 52,953,588			
C. Market value end of year	\$ 49,186,762	\$ 52,953,588				
D. Non-investment net cash flow	\$ (991,644)	\$ (1,186,510)				
E. Investment return						
1. Total market value return: C. - B. - D.	\$ (8,235,320)	\$ 4,953,336				
2. Amount for immediate recognition (7.375%)	4,271,445	3,583,771				
3. Amount for phased-in recognition: E.1. - E.2.	(12,506,765)	1,369,565				
F. Phased-in recognition of investment return						
1. Current year: 20% of E.3.	\$ (2,501,353)	\$ 273,913				
2. First prior year	1,512,657	(2,501,353)	273,913			
3. Second prior year	(32,159)	1,512,657	(2,501,353)	273,913		
4. Third prior year	(463,347)	(32,159)	1,512,657	(2,501,353)	273,913	
5. Fourth prior year	216,614	(463,346)	(32,160)	1,512,656	(2,501,353)	273,913
6. Total phased-in recognition of investment return	\$ (1,267,588)	\$ (1,210,288)	\$ (746,943)	\$ (714,784)	\$ (2,227,440)	\$ 273,913
G. Smoothed value end of year						
1. Preliminary smoothed value end of year:						
A. + D. + E.2. + F.6.	\$ 55,181,869	\$ 56,368,842				
2. Upper corridor limit: 120% of C.	59,024,114	63,544,306				
3. Lower corridor limit: 80% of C.	39,349,410	42,362,870				
4. Smoothed value end of year:						
G.1., not more than G.2., nor less than G.3.	\$ 55,181,869	\$ 56,368,842				
H. Difference between market value and smoothed value	\$ (5,995,107)	\$ (3,415,254)				
I. Smoothed value rate of return	5.703%	4.348%				
J. Market value rate of return	(14.219%)	10.193%				

Allocation of Smoothed Value of Assets for Budgeting Purposes

	General		AMSC	Police	Total
	Tier 1	Tier 2			
A. <u>Smoothed Value as of October 1, 2022</u>	\$18,828,633	\$ 880,256	\$ 3,601,852	\$31,871,128	\$55,181,869
B. <u>Receipts During Period</u>					
1. Member Contributions	\$ 51,964	\$ 44,550	\$ 100,838	\$ 232,236	\$ 429,588
2. City Contributions	82,792	54,580	236,021	278,625	652,018
3. State Contributions	0	0	0	79,228	79,228
4. Other	0	0	0	0	0
5. Net Investment Return	<u>802,262</u>	<u>40,127</u>	<u>160,287</u>	<u>1,370,807</u>	<u>2,373,483</u>
6. Total Receipts During Period	\$ 937,018	\$ 139,257	\$ 497,146	\$ 1,960,896	\$ 3,534,317
C. <u>Disbursements During Period</u>					
1. Benefit Payments	\$ 756,627	\$ 10,619	\$ 154,678	\$ 996,498	\$ 1,918,422
2. DROP Distributions	67,950	0	0	59,016	126,966
3. Contribution Refunds	0	0	0	111,406	111,406
4. Administrative Expenses	<u>64,585</u>	<u>3,234</u>	<u>12,831</u>	<u>109,900</u>	<u>190,550</u>
5. Total Disbursements During Period	\$ 889,162	\$ 13,853	\$ 167,509	\$ 1,276,820	\$ 2,347,344
D. <u>Internal Transfer</u>	\$ 0	\$ 194,037	\$ (194,037)	\$ 0	\$ 0
E. <u>Smoothed Value as of September 30, 2023</u>	\$18,876,489	\$ 1,199,697	\$ 3,737,452	\$32,555,204	\$56,368,842

**Actuarial Gain / (Loss) for  
Plan Year Ended September 30, 2023**

**(General Employees Tier 1)**

A. Derivation of Actuarial Gain / (Loss)

1. City normal cost previous actuarial valuation		\$	78,836
2. Unfunded actuarial accrued liability previous actuarial valuation			(3,953,313)
3. City contributions previous year			82,792
4. Interest on:			
(a) Normal cost	\$	5,814	
(b) Unfunded actuarial accrued liability		(291,557)	
(c) Contributions		3,053	
(d) Net total: (a) + (b) - (c)		(288,796)	
5. Increase / (decrease) in actuarial accrued liability due to assumption changes		\$	(9,913)
6. Expected unfunded actuarial accrued liability current year (1. + 2. - 3. + 4. + 5.)		\$	(4,255,978)
7. Actual unfunded actuarial accrued liability current year			(3,300,149)
8. Actuarial gain / (loss): (6. - 7.)		\$	(955,829)

B. Approximate Portion of Gain / (Loss)

Due to Investments

1. Smoothed value of assets previous year		\$	18,828,633
2. Contributions during year			134,756
3. Benefits and admin expenses during year			889,162
4. Expected appreciation for period			1,360,793
5. Internal transfer			0
6. Expected smoothed value of assets current year (1. + 2. - 3. + 4. + 5.)		\$	19,435,020
7. Actual smoothed value of assets current year			18,876,489
8. Approximate gain / (loss) due to investments: (7. - 6.)		\$	(558,531)

C. Approximate Portion of Gain / (Loss)

Due to Liabilities: A. - B.

\$ (397,298)

Actuarial Gain / (Loss) for  
Plan Year Ended September 30, 2023

(General Employees Tier 2)

A. Derivation of Actuarial Gain / (Loss)

1. City normal cost previous actuarial valuation		\$	52,126
2. Unfunded actuarial accrued liability previous actuarial valuation			(46,653)
3. City contributions previous year			54,580
4. Interest on:			
(a) Normal cost	\$	3,844	
(b) Unfunded actuarial accrued liability		(3,441)	
(c) Contributions		2,013	
(d) Net total: (a) + (b) - (c)			\$ (1,610)
5. Increase / (decrease) in actuarial accrued liability due to assumption changes		\$	689
6. Expected unfunded actuarial accrued liability current year (1. + 2. - 3. + 4. + 5.)		\$	(50,028)
7. Actual unfunded actuarial accrued liability current year			(27,038)
8. Actuarial gain / (loss): (6. - 7.)		\$	(22,990)

B. Approximate Portion of Gain / (Loss)  
Due to Investments

1. Smoothed value of assets previous year		\$	880,256
2. Contributions during year			99,130
3. Benefits and admin expenses during year			13,853
4. Expected appreciation for period			68,063
5. Internal transfer			194,037
6. Expected smoothed value of assets current year (1. + 2. - 3. + 4. + 5.)		\$	1,227,633
7. Actual smoothed value of assets current year			1,199,697
8. Approximate gain / (loss) due to investments: (7. - 6.)		\$	(27,936)

C. Approximate Portion of Gain / (Loss)  
Due to Liabilities: A. - B.

\$ 4,946

Actuarial Gain / (Loss) for  
Plan Year Ended September 30, 2023

(AMSC)

A. Derivation of Actuarial Gain / (Loss)

1. City normal cost previous actuarial impact statement		\$	74,910
2. Unfunded actuarial accrued liability previous actuarial impact statement			1,685,320
3. City contributions previous year			236,021
4. Interest on:			
(a) Normal cost	\$	5,525	
(b) Unfunded actuarial accrued liability		124,292	
(c) Contributions		8,703	
(d) Net total: (a) + (b) - (c)			\$ 121,114
5. Increase / (decrease) in actuarial accrued liability due to assumption changes		\$	267,023
6. Expected unfunded actuarial accrued liability current year (1. + 2. - 3. + 4. + 5.)		\$	1,912,346
7. Actual unfunded actuarial accrued liability current year			2,948,017
8. Actuarial gain / (loss): (6. - 7.)		\$	(1,035,671)

B. Approximate Portion of Gain / (Loss)  
Due to Investments

1. Smoothed value of assets previous year		\$	3,601,852
2. Contributions during year			336,859
3. Benefits and admin expenses during year			167,509
4. Expected appreciation for period			271,881
5. Internal transfer			(194,037)
6. Expected smoothed value of assets current year (1. + 2. - 3. + 4. + 5.)		\$	3,849,046
7. Actual smoothed value of assets current year			3,737,452
8. Approximate gain / (loss) due to investments: (7. - 6.)		\$	(111,594)

C. Approximate Portion of Gain / (Loss)  
Due to Liabilities: A. - B.

\$ (924,077)

Actuarial Gain / (Loss) for  
Plan Year Ended September 30, 2023

(Police Officers)

A. Derivation of Actuarial Gain / (Loss)

1. City normal cost previous actuarial valuation		\$	337,013
2. Unfunded actuarial accrued liability previous actuarial valuation			(237,424)
3. Contributions previous year			
(a) City	\$	278,625	
(b) State		79,228	
(c) Total		<u>          </u>	\$ 357,853
4. Interest on:			
(a) Normal cost	\$	24,855	
(b) Unfunded actuarial accrued liability		(17,510)	
(c) Contributions		<u>10,629</u>	
(d) Net total: (a) + (b) - (c)			\$ (3,284)
5. Increase (decrease) in actuarial accrued liability due to assumption changes		\$	238,893
6. Expected unfunded actuarial accrued liability current year (1. + 2. - 3. + 4. + 5.)		\$	(22,655)
7. Actual unfunded actuarial accrued liability current year			<u>835,234</u>
8. Actuarial gain / (loss): (6. - 7.)		\$	<u>(857,889)</u>

B. Approximate Portion of Gain / (Loss)  
Due to Investments

1. Smoothed value of assets previous year		\$	31,871,128
2. Contributions during year			590,089
3. Benefits and admin expenses during year			1,276,820
4. Expected appreciation for period			<u>2,323,712</u>
5. Expected smoothed value of assets current year (1. + 2. + 3. - 4.)		\$	33,508,109
6. Actual smoothed value of assets current year			<u>32,555,204</u>
7. Approximate gain / (loss) due to investments: (6. - 5.)		\$	<u>(952,905)</u>

C. Approximate Portion of Gain / (Loss)  
Due to Liabilities: A. - B.

\$ 95,016

### Amortization of Unfunded Actuarial Accrued Liability

#### A. Unfunded Actuarial Accrued Liability

<u>Date</u>	General Employees		General Employees	
	Tier 1		Tier 2	
	<u>Unfunded Liability</u>	<u>Amortization Payment</u>	<u>Unfunded Liability</u>	<u>Amortization Payment</u>
October 1, 2023	\$ (3,300,149)	\$ (364,848)	\$ (27,038)	\$ (1,237)
October 1, 2024	\$ (3,151,779)	\$ (364,848)	\$ (27,704)	\$ (1,237)
October 1, 2025	\$ (2,992,467)	\$ (364,848)	\$ (28,419)	\$ (1,237)
October 1, 2026	\$ (2,821,406)	\$ (364,848)	\$ (29,187)	\$ (1,237)
October 1, 2027	\$ (2,637,729)	\$ (364,848)	\$ (30,011)	\$ (1,237)
...				
October 1, 2048	\$ 0	\$ 0	\$ 0	\$ 0
<u>Date</u>	AMSC		Police Officers	
	<u>Unfunded Liability</u>	<u>Amortization Payment</u>	<u>Unfunded Liability</u>	<u>Amortization Payment</u>
October 1, 2023	\$ 2,948,017	\$ 255,594	\$ 835,234	\$ 51,805
October 1, 2024	\$ 2,890,989	\$ 255,594	\$ 841,207	\$ 52,271
October 1, 2025	\$ 2,829,755	\$ 255,594	\$ 847,120	\$ 52,741
October 1, 2026	\$ 2,764,005	\$ 255,594	\$ 852,964	\$ 53,216
October 1, 2027	\$ 2,693,406	\$ 255,594	\$ 858,729	\$ 53,695
...				
October 1, 2048	\$ 0	\$ 0	\$ 0	\$ 0

#### B. Covered Payroll History

<u>Date</u>	Police Officers	
	<u>Covered Payroll</u>	<u>Annual Increase</u>
October 1, 2023	\$ 3,057,725	10.1%
October 1, 2022	\$ 2,776,533	(4.2%)
October 1, 2021	\$ 2,898,555	(11.7%)
October 1, 2020	\$ 3,281,847	6.2%
October 1, 2019	\$ 3,090,000	(5.7%)
October 1, 2018	\$ 3,275,192	10.2%
October 1, 2017	\$ 2,970,815	(7.6%)
October 1, 2016	\$ 3,214,004	(0.5%)
October 1, 2015	\$ 3,229,332	3.3%
October 1, 2014	\$ 3,127,368	12.1%
October 1, 2013	\$ 2,789,742	N/A
10-Year Average Annual Increase		0.9%

## Accounting Disclosure Exhibit

	Actuarial Impact Statement 10/01/2022	Prior Assumptions 10/01/2023	Current Assumptions 10/01/2023
<b>I. <u>Number of Plan Members</u></b>			
a. Retirees and beneficiaries receiving benefits excluding DROPs	52	59	59
b. DROP participants	11	12	10
c. Terminated Plan members entitled to deferred benefits	12	12	12
d. Active Plan members	82	90	90
e. Total	<u>157</u>	<u>173</u>	<u>171</u>
<b>II. <u>Financial Accounting Standards Board Allocation</u></b>			
<b><u>As of October 1, 2023</u></b>			
<b>A. <u>Statement of Accumulated Plan Benefits</u></b>			
1. Actuarial present value of accumulated vested Plan benefits			
a. Participants currently receiving benefits including DROP participants	\$ 30,373,865	\$ 33,726,109	\$ 33,726,109
b. Other participants	13,778,818	13,524,157	13,441,211
c. Total	<u>\$ 44,152,683</u>	<u>\$ 47,250,266</u>	<u>\$ 47,167,320</u>
2. Actuarial present value of accumulated non-vested Plan benefits			
	<u>\$ 2,290,486</u>	<u>\$ 2,253,511</u>	<u>\$ 2,231,163</u>
3. Total actuarial present value of accumulated Plan benefits			
	\$ 46,443,169	\$ 49,503,777	\$ 49,398,483
<b>B. <u>Statement of Change in Accumulated Plan Benefits</u></b>			
1. Actuarial present value of accumulated Plan benefits as of October 1, 2022			\$ 46,443,169
2. Increase / (decrease) during year attributable to:			
a. Plan amendments			\$ 0
b. Change in actuarial assumptions			(105,294)
c. Benefits paid including refunds and DROP distributions			(2,156,794)
d. Other, including benefits accumulated, increase for interest due to decrease in the discount period			<u>5,217,402</u>
e. Net increase			\$ 2,955,314
3. Actuarial present value of accumulated plan benefits as of October 1, 2023			\$ 49,398,483
<b>C. <u>Significant Matters Affecting Calculations</u></b>			
1. Assumed rate of return used in determining actuarial present value			7.375%
2. Change in Plan provisions			None affecting calculations.
3. Change in actuarial assumptions			See Table X., Item N.

Accounting Disclosure Exhibit

III. Net Pension Liability and Related Ratios (GASB No. 67 & No. 68)

Measurement Date	9/30/2014 <sup>1</sup>	9/30/2015 <sup>1</sup>	9/30/2016	9/30/2017	9/30/2018	9/30/2019	9/30/2020	9/30/2021	9/30/2022	9/30/2023	Projected 9/30/2024 <sup>2</sup>
<b>A. Total Pension Liability (TPL)</b>											
Service Cost	\$ 669,181	\$ 686,435	\$ 697,537	\$ 846,884	\$ 796,141	\$ 842,564	\$ 852,115	\$ 897,075	\$ 815,886	\$ 775,791	\$ 919,146
Interest	2,299,340	2,381,731	2,460,415	2,630,646	2,834,288	2,889,649	3,164,443	3,387,205	3,666,476	3,859,126	4,168,969
Benefit Changes	0	0	0	(20,122)	0	0	2,209,880	266,306	0	0	59
Difference Between Actual and Expected Experience	(598,374)	(502,259)	(656,677)	(112,807)	901,489	(1,314,061)	502,197	339,164	1,407,429	147,586	1,303,721
Assumption Changes	0	0	0	566,118	0	0	(1,109,800)	0	0	0	496,692
Benefit Payments, including											
Refunds of Member Contributions	(1,315,113)	(1,417,586)	(1,293,782)	(1,570,751)	(1,563,305)	(1,660,970)	(1,584,681)	(1,721,259)	(1,934,558)	(2,156,794)	(2,431,328)
<b>Net Change in Total Pension Liability</b>	<b>\$ 1,055,034</b>	<b>\$ 1,148,321</b>	<b>\$ 1,207,493</b>	<b>\$ 2,339,968</b>	<b>\$ 2,968,613</b>	<b>\$ 757,182</b>	<b>\$ 4,034,154</b>	<b>\$ 3,168,491</b>	<b>\$ 3,955,233</b>	<b>\$ 2,625,709</b>	<b>\$ 4,457,259</b>
<b>Total Pension Liability (TPL) - (beginning of year)</b>	<b>31,764,236</b>	<b>32,819,270</b>	<b>33,967,591</b>	<b>35,175,084</b>	<b>37,515,052</b>	<b>40,483,665</b>	<b>41,240,847</b>	<b>45,275,001</b>	<b>48,443,492</b>	<b>52,398,725</b>	<b>55,024,434</b>
<b>Total Pension Liability (TPL) - (end of year)</b>	<b>\$ 32,819,270</b>	<b>\$ 33,967,591</b>	<b>\$ 35,175,084</b>	<b>\$ 37,515,052</b>	<b>\$ 40,483,665</b>	<b>\$ 41,240,847</b>	<b>\$ 45,275,001</b>	<b>\$ 48,443,492</b>	<b>\$ 52,398,725</b>	<b>\$ 55,024,434</b>	<b>\$ 59,481,693</b>
<b>B. Plan Fiduciary Net Position</b>											
Contributions - City and State	\$ 878,217	\$ 834,251	\$ 570,154	\$ 681,713	\$ 690,632	\$ 704,929	\$ 2,215,515	\$ 631,728	\$ 693,865	\$ 731,246	\$ 702,863
Contributions - Member	593,396	562,835	490,452	910,127	536,473	594,753	459,625	437,988	418,549	429,588	442,003
Net Investment Income	3,054,164	16,750	3,306,002	4,542,693	3,984,542	868,406	3,177,042	11,083,408	(8,235,320)	4,953,336	3,850,862
Benefit Payments, including											
Refunds of Member Contributions	(1,315,113)	(1,417,586)	(1,293,782)	(1,570,751)	(1,563,305)	(1,660,970)	(1,584,681)	(1,721,259)	(1,934,558)	(2,156,794)	(2,431,328)
Administrative Expenses	(100,780)	(135,093)	(129,291)	(163,555)	(139,324)	(129,072)	(143,452)	(148,804)	(169,500)	(190,550)	(190,550)
Other	6,784	4,454	2,835	0	260,999	49,243	359,949	0	0	0	0
<b>Net Change in Plan Fiduciary Net Position</b>	<b>\$ 3,116,668</b>	<b>\$ (134,389)</b>	<b>\$ 2,946,370</b>	<b>\$ 4,400,227</b>	<b>\$ 3,770,017</b>	<b>\$ 427,289</b>	<b>\$ 4,483,998</b>	<b>\$ 10,283,061</b>	<b>\$ (9,226,964)</b>	<b>\$ 3,766,826</b>	<b>\$ 2,373,850</b>
<b>Plan Fiduciary Net Position - (beginning of year)</b>	<b>29,120,485</b>	<b>32,237,153</b>	<b>32,102,764</b>	<b>35,049,134</b>	<b>39,449,361</b>	<b>43,219,378</b>	<b>43,646,667</b>	<b>48,130,665</b>	<b>58,413,726</b>	<b>49,186,762</b>	<b>52,953,588</b>
<b>Plan Fiduciary Net Position - (end of year)</b>	<b>\$ 32,237,153</b>	<b>\$ 32,102,764</b>	<b>\$ 35,049,134</b>	<b>\$ 39,449,361</b>	<b>\$ 43,219,378</b>	<b>\$ 43,646,667</b>	<b>\$ 48,130,665</b>	<b>\$ 58,413,726</b>	<b>\$ 49,186,762</b>	<b>\$ 52,953,588</b>	<b>\$ 55,327,438</b>
<b>C. Net Pension Liability (NPL) - (end of year): (A) - (B)</b>	<b>\$ 582,117</b>	<b>\$ 1,864,827</b>	<b>\$ 125,950</b>	<b>\$ (1,934,309)</b>	<b>\$ (2,735,713)</b>	<b>\$ (2,405,820)</b>	<b>\$ (2,855,664)</b>	<b>\$ (9,970,234)</b>	<b>\$ 3,211,963</b>	<b>\$ 2,070,846</b>	<b>\$ 4,154,255</b>
<b>D. Plan Fiduciary Net Position as a Percentage of TPL: (B) / (A)</b>	98.23 %	94.51 %	99.64 %	105.16 %	106.76 %	105.83 %	106.31 %	120.58 %	93.87 %	96.24 %	93.02 %
<b>E. Covered Employee Payroll<sup>3</sup></b>	<b>\$ 4,902,128</b>	<b>\$ 4,086,300</b>	<b>\$ 4,861,991</b>	<b>\$ 6,368,739</b>	<b>\$ 6,447,564</b>	<b>\$ 6,840,856</b>	<b>\$ 7,013,961</b>	<b>\$ 6,668,442</b>	<b>\$ 6,372,829</b>	<b>\$ 6,710,974</b>	<b>\$ 7,160,136</b>
<b>F. NPL as a Percentage of Covered Employee Payroll: (C) / (E)</b>	11.87 %	45.64 %	2.59 %	(30.37)%	(42.43)%	(35.17)%	(40.71)%	(149.51)%	50.40 %	30.86 %	58.02 %
<b>G. Notes to Schedule:</b>											
Valuation Date	10/1/2013	10/1/2014	10/1/2015	10/1/2016	10/1/2017	10/1/2018	10/1/2019	10/1/2020	10/1/2021	10/1/2022	10/1/2023
Reporting Date (GASB No. 68)	9/30/2015	9/30/2016	9/30/2017	9/30/2018	9/30/2019	9/30/2020	9/30/2021	9/30/2022	9/30/2023	9/30/2024	9/30/2025

Update procedures used to roll forward TPL, excluding DROP account balances, to the measurement dates - actual DROP account balances as of measurement dates included in TPL.

See Notes to Schedule of Contributions for a history of benefit and assumption changes for measurement date before September 30, 2024.

For measurement period ending September 30, 2024, the eligibility of participation and normal retirement for AMSC were updated; The salary increase assumption, withdrawal rates and retirement rates were updated.

<sup>1</sup> As Reported in Plan's financial statements

<sup>2</sup> Projected - actual amounts will be available after fiscal year end

<sup>3</sup> Reported payroll on which contributions to the Plan are based as provided under GASB No. 82

Accounting Disclosure Exhibit

IV. Schedule of Employer Contributions (GASB No. 67 & No. 68)

<u>Fiscal Year End 9/30</u>	<u>Actuarially Determined Contribution</u>	<u>Actual Contribution</u>	<u>Contribution Deficiency (Excess)</u>	<u>Covered Payroll<sup>1</sup></u>	<u>Actual Contribution as a % of Covered Payroll</u>
2014	\$ 878,217	\$ 878,217	\$ 0	\$ 4,902,128	17.92%
2015	834,251	834,251	0	4,086,300	20.42%
2016	570,154	570,154	0	4,861,991	11.73%
2017	680,568	681,713	(1,145)	6,368,739	10.70%
2018	690,632	690,632	0	6,447,564	10.71%
2019	704,929	704,929	0	6,840,856	10.30%
2020	677,223	2,215,515	(1,538,292)	7,013,961	31.59%
2021	631,727	631,728	(1)	6,668,442	9.47%
2022 <sup>2</sup>	730,415	693,865	36,550	6,372,829	10.89%
2023	697,404	731,246	(33,842)	6,710,974	10.90%
2024 <sup>3,4</sup>	702,863	702,863	0	7,160,136	9.82%

<sup>1</sup> Reported payroll on which contributions to the Plan are based as provided under GASB No. 82

<sup>2</sup> Actuarially determined contribution based on Actuarial Impact Statement for Ordinance 18-21-2408 adopted September 7, 2021

<sup>3</sup> Projected - actual amounts will be available after fiscal year end

<sup>4</sup> Actuarially determined contribution based on Actuarial Impact Statement for Ordinance 20-23-2471 adopted October 17, 2023

Accounting Disclosure Exhibit

V. Notes to Schedule of Contributions (GASB No. 67 & No. 68)

**Valuation Date:** Actuarially determined contributions are calculated as of October 1st - two year(s) prior the fiscal year end in which contributions are reported.

**Methods and Assumptions Used to Determine Contribution Rates for Fiscal Year Ending September 30, 2024:**

Actuarial Cost Method	Entry Age Normal
Amortization Method	Level Percentage of Payroll, Closed
Amortization Period	25 years
Asset Valuation Method	5-year smoothed
Inflation	2.75%
Salary Increases	3.75% - 5.25%
Investment Rate of Return	7.375%
Payroll Growth Assumption	4.0% per year, but limited to average annual increase over most recent ten years (-0.3%) for Police Officers. None for General Employees including AMSC.
Retirement Age	Experience-based table of rates specific to the type of eligibility condition
Mortality	<p>General including AMSC members - healthy participants during employment, PUB-2010 Headcount Weighted General Below Median Employee Mortality Table, separate rates for males and females, set back 1 year for males, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018.</p> <p>Police Members - healthy participants during employment, PUB-2010 Headcount Weighted Safety Employee Female Mortality Table and Safety Below Median Employee Male Mortality Table, both set forward 1 year, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018.</p> <p>General including AMSC members - healthy participants post employment, PUB-2010 Headcount Weighted General Below Median Healthy Retiree Mortality Table, separate rates for males and females, set back 1 year for males, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018.</p> <p>Police Members - healthy participants post employment, PUB-2010 Headcount Weighted Safety Healthy Retiree Female Mortality Table and Safety Below Median Healthy Retiree Male Mortality Table, both set forward 1 year, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018.</p> <p>General including AMSC members - disabled participants, PUB-2010 Headcount Weighted General Disabled Retiree Mortality Table, separate rates for males and females, both set forward 3 years, without projected mortality improvements.</p> <p>Police members - disabled participants, 80% PUB-2010 Headcount Weighted General Disabled Retiree Mortality Table / 20% PUB-2010 Headcount Weighted Safety Disabled Retiree Mortality Table, separate rates for males and females, without projected mortality improvements.</p>
Cost-of-Living Increases	3.0% / 0.0%

**Other Information:**

Benefit Changes

2020: Final Average Compensation, normal retirement eligibility, early retirement eligibility and vesting schedule for AMSC members were updated. 2019: Eligibility requirements for Tier 2 General and AMSC members were updated; Normal retirement eligibility for Police Officers and AMSC were updated; Early retirement eligibility for Police Officers were updated; AMSC's vesting schedule updated from 3 year cliff vesting to 5 years cliff vesting; added a 12% cap on employee contributions for all Police Officers; added cost-of-living increases provided for Tier 2 General, AMSC and the portion of benefit accrued after September 30, 2011 for Tier 1 General members who retired or entered the DROP on or after October 1, 2019.

Accounting Disclosure Exhibit

V. Notes to Schedule of Contributions (GASB No. 67 & No. 68) (cont'd)

Benefit Changes (cont'd)

2015: Re-opened Plan to General Employees effective October 1, 2016 with a new class of benefits (Tier 2); Created new class of benefits for employees who hold management positions effective October 1, 2016 (AMSC); added a 10% cap on employee contributions for Tier 1 General Employees; added a 12% cap on employee contributions for Police Lieutenants and Captains; Final Average Compensation updated to the average of the best five years for Police Lieutenants and Captains; caps overtime hours at 300 hours per fiscal year for Police Lieutenants and Captains.

Assumption Changes

2019: Mortality assumptions updated to the mortality assumptions used in the Florida Retirement System July 1, 2019 Actuarial Valuation; Retirement rates and cost-of-living increases were updated. 2016: Mortality assumptions updated to the mortality assumptions used in the Florida Retirement System July 1, 2016 Actuarial Valuation.

VI. Discount Rate (GASB No. 67 & No. 68)

A discount rate of 7.375% was used to measure the TPL. This discount rate was based on the expected rate of return on Plan investments of 7.375%. The projection of cash flows used to determine this discount rate assumed member contributions will be made at the current member contribution rate and employer contributions will be made at rates equal to the difference between actuarially determined current contribution rates and the member contribution rate. Based on these assumptions, the Plan's fiduciary net position was projected to be available to make all projected future expected benefit payments of current Plan members. Therefore, the long-term expected rate of return on Plan investments was applied to all periods of projected benefit payments to determine the TPL.

VII. Sensitivity of the NPL to the Discount Rate Assumption (GASB No. 67 & No. 68)

Measurement date: September 30, 2023

	1% Decrease	Current Discount Rate	1% Increase
Discount Rate	6.375%	7.375%	8.375%
NPL	\$ 9,195,104	\$ 2,070,846	\$ (3,771,350)

Measurement date: September 30, 2024 \*

	1% Decrease	Current Discount Rate	1% Increase
Discount Rate	6.375%	7.375%	8.375%
NPL	\$ 11,612,780	\$ 4,154,255	\$ (2,292,852)

\* Projected - actual amounts will be available after fiscal year end

Accounting Disclosure Exhibit

VIII. Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions - Reporting Date (GASB No. 68)

Pension Expense for Fiscal Year Ending September 30, 2024 \$ 2,117,448

Summary of Outstanding Deferred Inflows and Outflows of Resources as of September 30, 2024

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Differences between actual and expected experience on liabilities	\$ 1,110,270	\$ 74,381
Changes of assumptions or other inputs	0	239,368
Net difference between projected and actual earnings on pension Plan investments	<u>3,401,112</u>	<u>0</u>
Total	<u>\$ 4,511,382</u>	<u>\$ 313,749</u>

Projected Deferred Outflows for City Contributions after the Measurement Date \$ 623,635

Summary of Deferred Outflows and Inflows of Resources that will be Recognized in Pension Expense in Future Years.

<u>Year Ending 30-Sep</u>	<u>Amount</u>
2025	\$ 967,312
2026	1,109,250
2027	2,391,386
2028	(270,315)
2029	0
Thereafter	0

Accounting Disclosure Exhibit

The following information is not required to be disclosed but is provided for informational purposes.

IX. Components of Pension Expense (GASB No. 68)

Measurement Date	9/30/2014	9/30/2015	9/30/2016	9/30/2017	9/30/2018	9/30/2019	9/30/2020	9/30/2021	9/30/2022	9/30/2023	Projected 9/30/2024 *
Service Cost	\$ 669,181	\$ 686,435	\$ 697,537	\$ 846,884	\$ 796,141	\$ 842,564	\$ 852,115	\$ 897,075	\$ 815,886	\$ 775,791	\$ 919,146
Interest on Total Pension Liability	2,299,340	2,381,731	2,460,415	2,630,646	2,834,288	2,889,649	3,164,443	3,387,205	3,666,476	3,859,126	4,168,969
Current-Period Benefit Changes	0	0	0	(20,122)	0	0	2,209,880	266,306	0	0	59
Contributions - Member	(593,396)	(562,835)	(490,452)	(910,127)	(536,473)	(594,753)	(459,625)	(437,988)	(418,549)	(429,588)	(442,003)
Projected Earnings on Plan Investments	(2,149,941)	(2,371,917)	(2,354,317)	(2,579,620)	(2,901,480)	(3,171,163)	(3,267,136)	(3,520,124)	(4,271,445)	(3,583,771)	(3,850,862)
Administrative Expenses	100,780	135,093	129,291	163,555	139,324	129,072	143,452	148,804	169,500	190,550	190,550
Other Changes in Plan Fiduciary Net Position	(6,784)	(4,454)	(2,835)	0	(260,999)	(49,243)	(1,898,241)	0	0	0	0
Recognition of Beginning Deferred Outflows / (Inflows) due to Liabilities	(106,853)	(198,173)	(322,074)	(238,127)	(68,035)	(273,227)	(282,595)	(78,044)	228,627	111,985	653,212
Recognition of Beginning Deferred Outflows / (Inflows) due to Assets	(193,020)	278,602	88,265	(304,350)	(520,961)	132,608	(320,994)	(1,643,312)	1,250,652	1,193,355	732,801
Total Pension Expense	<u>\$ 19,307</u>	<u>\$ 344,482</u>	<u>\$ 205,830</u>	<u>\$ (411,261)</u>	<u>\$ (518,195)</u>	<u>\$ (94,493)</u>	<u>\$ 141,299</u>	<u>\$ (980,078)</u>	<u>\$ 1,441,147</u>	<u>\$ 2,117,448</u>	<u>\$ 2,371,872</u>

\* Projected - actual amounts will be available after measurement date

Accounting Disclosure Exhibit

The following information is not required to be disclosed but is provided for informational purposes.

X. Recognition of Deferred Outflows and (Inflows) due to Liabilities - Measurement Date (GASB No. 68)

Recognition of Deferred Outflows due to Differences Between Actual and Expected Experience on Liabilities

Established	Initial Balance	Initial Recognition Period	Remaining Recognition Period as of 9/30/2023	Recognition Amount for 2022 / 2023	Balance as of 9/30/2023
2017 / 2018	\$ 901,489	5.3	0.0	\$ 51,029	\$ 0
2018 / 2019	0	5.3	0.3	0	0
2019 / 2020	502,197	5.1	1.1	98,470	108,317
2020 / 2021	339,164	4.7	1.7	72,163	122,675
2021 / 2022	1,407,429	4.4	2.4	319,870	767,689
2022 / 2023	147,586	4.1	3.1	35,997	111,589
TOTAL				\$ 577,529	\$ 1,110,270

Recognition of Deferred (Inflows) due to Differences Between Actual and Expected Experience on Liabilities

Established	Initial Balance	Initial Recognition Period	Remaining Recognition Period as of 9/30/2023	Recognition Amount for 2022 / 2023	Balance as of 9/30/2023
2017 / 2018	\$ 0	5.3	0.0	\$ 0	\$ 0
2018 / 2019	(1,314,061)	5.3	0.3	(247,936)	(74,381)
2019 / 2020	0	5.1	1.1	0	0
2020 / 2021	0	4.7	1.7	0	0
2021 / 2022	0	4.4	2.4	0	0
2022 / 2023	0	4.1	3.1	0	0
TOTAL				\$ (247,936)	\$ (74,381)

Recognition of Deferred Outflows due to Changes of Assumptions or Other Inputs

Established	Initial Balance	Initial Recognition Period	Remaining Recognition Period as of 9/30/2023	Recognition Amount for 2022 / 2023	Balance as of 9/30/2023
2017 / 2018	\$ 0	5.3	0.0	\$ 0	\$ 0
2018 / 2019	0	5.3	0.3	0	0
2019 / 2020	0	5.1	1.1	0	0
2020 / 2021	0	4.7	1.7	0	0
2021 / 2022	0	4.4	2.4	0	0
2022 / 2023	0	4.1	3.1	0	0
TOTAL				\$ 0	\$ 0

Accounting Disclosure Exhibit

The following information is not required to be disclosed but is provided for informational purposes.

X. Recognition of Deferred Outflows and (Inflows) due to Liabilities - Measurement Date (GASB No. 68) (cont'd)

Recognition of Deferred (Inflows) due to Changes of Assumptions or Other Inputs

Established	Initial Balance	Initial Recognition Period	Remaining Recognition Period as of 9/30/2023	Recognition Amount for 2022 / 2023	Balance as of 9/30/2023
2017 / 2018	\$ 0	5.3	0.0	\$ 0	\$ 0
2018 / 2019	0	5.3	0.3	0	0
2019 / 2020	(1,109,800)	5.1	1.1	(217,608)	(239,368)
2020 / 2021	0	4.7	1.7	0	0
2021 / 2022	0	4.4	2.4	0	0
2022 / 2023	0	4.1	3.1	0	0
TOTAL				\$ (217,608)	\$ (239,368)

XI. Recognition of Deferred Outflows and (Inflows) due to Assets - Measurement Date (GASB No. 68)

Recognition of Deferred Outflows / (Inflows) due to Difference Between Projected and Actual Earnings on Pension Plan Investments

Established	Initial Balance	Initial Recognition Period	Remaining Recognition Period as of 9/30/2023	Recognition Amount for 2022 / 2023	Balance as of 9/30/2023
2018 / 2019	\$ 2,302,757	5	0	\$ 460,553	\$ 0
2019 / 2020	90,094	5	1	18,019	18,018
2020 / 2021	(7,563,284)	5	2	(1,512,657)	(3,025,313)
2021 / 2022	12,506,765	5	3	2,501,353	7,504,059
2022 / 2023	(1,369,565)	5	4	(273,913)	(1,095,652)
TOTAL				\$ 1,193,355	\$ 3,401,112

Outline of Principal Provisions of the Retirement Plan

A. Effective Date:

October 1, 1965. Most recently amended by Ordinance 20-23-2471 adopted October 17, 2023.

B. Eligibility Requirements:

1. General Employees

Tier 1:

Regular full-time employee hired before October 1, 2011 is eligible to enter the Plan following the completion of six months of Credited Service and attainment of age 20.

Tier 2:

Regular full-time employee hired on or after October 1, 2011 and not participating in the Plan as of October 1, 2016 who elects to join or fails to make any election within ninety (90) days from September 20, 2016 is eligible to enter the Plan as a Tier 2 employee as of October 1, 2016.

Regular full-time employee hired on or after October 1, 2016 who elects to join or fails to make any election within ninety (90) days from date of hire is eligible to enter the Plan as a Tier 2 employee as of their date of hire.

Any regular full-time employee who previously entered into the Defined Contribution (DC) Plan may opt-out of the DC Plan and elect to join the Plan as a Tier 2 member or as their respective classification at the time they elect to join the Plan during an annual open enrollment period.

2. Police Officers

Regular full-time Police Officer is eligible to enter the Plan as of date of employment.

3. Administration Management Service Class (AMSC)

Employees of the City with the following positions who do not elect to participate in a defined contribution Plan of the City:

City Manager	Planning and Zoning Director
City Attorney	Building Director
City Clerk	Director of Public Works
Assistant / Deputy City Manager	Director of Parks, Recreation and Culture
Finance Director / Chief Financial Officer	Development Services Director
Chief of Police	

Employees who are employed in the following positions on the effective date of the Ordinance remain members of the AMSC for as long as they are employed in such positions or other positions included in the AMSC. Employees initially hired or promoted into the following positions on or after the effective date of the Ordinance will be second tier members under the Plan:

Chief Administrative Officer (currently Finance Office Manager)	Project Manager
Chief Procurement Officer (currently Purchasing Manager)	Special Assistant to the Manager
Community Redevelopment Agency Director	Superintendent of Maintenance
Assistant Director of Parks and Recreation	Personnel Manager



## Outline of Principal Provisions of the Retirement Plan

### C. Credited Service:

#### 1. General Employees and AMSC

Continuous employment. Credited service shall exclude continuous employment prior to Plan participation as follows: (1) If employed prior to October 1, 1973, credited service shall exclude the first two years of continuous employment and any additional year of continuous employment prior to attainment of age 25. (2) If employed on or after October 1, 1973, credited service shall exclude the first six (6) months of continuous employment and continuous employment prior to age 20.

Credited service for Tier 2 employees and AMSC will be continuous employment from the date of hire for all purposes except for benefit accruals which will be from the later of date of Plan entry election date or date of hire.

#### 2. Police Officers

Continuous employment. For Police Officers who did not participate when first eligible for the Plan, Credited Service shall exclude continuous employment prior to Plan participation as follows: (1) If employed prior to October 1, 1973, Credited Service shall exclude the first two years of continuous employment and any additional year of continuous employment prior to attainment of age 25. (2) If employed on or after October 1, 1973, Credited Service shall exclude the first six (6) months of continuous employment and continuous employment prior to age 20.

### D. Final Monthly Compensation (FMC):

Final Average Compensation is 1/36th of the final 36 consecutive months of compensation. For Police Officers, not less than 1/5th of the highest five (5) years out of the last (10) ten years of compensation. Compensation shall mean regular wages and salaries, excluding bonuses, vacation, sick leave and other additional compensation.

Effective October 1, 2011, Final Average Compensation for General Employees is 1/60th of the final 60 consecutive months of basic compensation, provided it is not less than the Final Average Compensation as of September 30, 2011 based on the definition above. Basic compensation shall mean base wages and salaries, excluding commissions, overtime pay, bonuses and any other forms of additional compensation earned outside of base wages.

Effective October 1, 2011, Final Average Compensation for members covered under the Police Officers and Sergeants collective bargaining agreement is the best five (5) years of basic compensation, provided it is not less than the Final Average Compensation as of September 30, 2011 based on the definition above. Basic compensation shall mean base wages and salaries, including up to 300 hours of overtime in a fiscal year and excluding payments for accrued unused sick or annual leave, extra duty or special detail work, shift differential, assignment pay, bonuses and any other forms of additional compensation earned outside of base wages.

Outline of Principal Provisions of the Retirement Plan

D. Final Monthly Compensation (FMC) (cont'd):

Effective October 1, 2016, Final Average Compensation for members covered under the Miami-Dade County Police Benevolent Association Upper-Collective Bargaining Union (Lieutenants & Captains) collective bargaining agreement is the best five (5) years of basic compensation, provided it is not less than the Final Average Compensation as of September 30, 2016 based on the definition above. Basic compensation shall mean base wages and salaries, including up to 300 hours of overtime in a fiscal year and excluding payments for accrued unused sick or annual leave, extra duty or special detail work, shift differential, assignment pay, bonuses and any other forms of additional compensation earned outside of base wages.

Final Average Compensation for Tier 2 General Employees shall be the average of the highest eight (8) years of credited service.

Final Average Compensation for AMSC shall be the average of the highest five (5) years of credited service.

E. Normal Retirement:

1. Eligibility:

- a. General Employees:
  - Attainment of age 55 and completion of ten (10) years of Credited Service for benefits accrued as of September 30, 2011.
  - Attainment of age 60 and completion of ten (10) years of Credited Service for benefits accrued after September 30, 2011, including increases in the accrued benefit as of September 30, 2011 due to increases in the Final Average Compensation.
  - Attainment of age 65 and completion of ten (10) years of Credited Service or completion of thirty-three (33) years of Credited Service regardless of age for Tier 2 General Employees.
- b. Police Officers:
  - Attainment of age 55 and completion of ten (10) years of Credited Service or completion of twenty-five (25) years of Credited Service regardless of age.
- c. AMSC:
  - Attainment of age 60 and completion of five (5) years of Credited Service, attainment of age 55 and completion of twenty (20) years of Credited Service or completion of thirty-three (33) years of Credited Service regardless of age.

2. Benefit:

The monthly Plan benefit is the product of:

- a. FMC,
- b. Credited Service during the appropriate period and
- c. The appropriate benefit percentage

Outline of Principal Provisions of the Retirement Plan

E. Normal Retirement (cont'd):

2. Benefit (cont'd):

The appropriate benefit percentages are:

a. <u>General Employees</u>	<u>For Credited Service</u>	<u>Percentage</u>
	Through September 30, 1999	2.50%
	October 1, 1999 through September 30, 2011	2.75%
	October 1, 2011 and thereafter	2.25%
b. <u>Police Officers</u>	<u>For Credited Service</u>	<u>Percentage</u>
	Through September 30, 1995	2.00%
	October 1, 1995 through September 30, 1996	2.25%
	October 1, 1996 through September 30, 1997	2.50%
	October 1, 1997 through September 30, 2001	2.75%
	October 1, 2001 through September 30, 2002	2.80%
	October 1, 2002 through September 30, 2003	2.90%
	October 1, 2003 and thereafter	3.00%
c. <u>General Employees (Tier 2)</u>	<u>For Credited Service</u>	<u>Percentage</u>
	October 1, 2016 and thereafter	1.60%
d. <u>AMSC</u>	<u>For Credited Service</u>	<u>Percentage</u>
	October 1, 2016 and thereafter	3.00%

F. Supplemental Benefit:

A cost-of-living supplemental benefit based upon the consumer price index is provided upon retirement. The cumulative increase is limited to 3% per year.

No cost-of-living supplemental benefit is provided for Tier 2 General Employees and AMSC members who retired or entered the DROP prior to October 1, 2019. No cost-of-living supplemental benefit is provided on the portion of the benefit accrued after September 30, 2011 for Tier 1 General Employees who retired or entered the DROP prior to October 1, 2019.

G. Early Retirement for Police Officers:

1. Eligibility: Attainment of age 50 and completion of 10 years of Credited Service.

2. Benefit: Accrued benefit based upon FMC and Credited Service as of Early Retirement Date, reduced 3% for each year that the benefit commencement date precedes Normal Retirement.

**Outline of Principal Provisions of the Retirement Plan**

H. Delayed Retirement:

1. Eligibility Retirement subsequent to Normal Retirement Date.
2. Benefit: Accrued benefit based upon FMC and Credited Service as of Delayed Retirement Date.

I. Disability Retirement:

1. Eligibility Totally and permanently disabled for a six month period while actively employed.
2. Benefit: Accrued benefit based upon FMC and Credited Service as of date of disability, actuarially reduced as for Early Retirement for early commencement.

J. Pre-Retirement Death Benefit:

Prior to vesting: Refund of member’s accumulated Employee Contribution.

Upon vesting: The beneficiary will receive benefit payable as if the deceased member had terminated employment on the day before death and survived to the earliest retirement date and elected the 50% Joint and Contingent form of payment reduced for early retirement and died the next day. The beneficiary may elect to defer payment until the deceased member’s normal retirement date.

K. Benefit Upon Termination of Service:

1. Benefit payable at Normal Retirement equal to the greater of:
  - a. Accrued benefit based upon FMC and Credited Service as of date of termination times the vesting percentage shown below, or
  - b. Benefit which can be supported by the accumulated Member Contributions with interest to Normal Retirement Date.

No supplemental benefit shall be payable to vested terminees.

2. Vesting Schedule:

Years of Credited Service	Vesting Percentage	
	AMSC Members	All Other Members
Less than 5	0%	0%
5 - 9 years	100%	0%
10 or more years	100%	100%

AMSC members who have completed three (3) years of continuous Credited Service as of June 18, 2019 are 100% vested. AMSC members employed on September 7, 2021 are 100% vested immediately.

3. Refund Option:

A terminated member may elect to receive a refund of Accumulated Contributions without interest in lieu of receiving any other Plan benefits.

Outline of Principal Provisions of the Retirement Plan

L. Member Contributions:

Members contribute 7.0% (3.0% for Tier 2 General Employees and 7.5% for Police Officers) of member's basic annual compensation.

Should the City contribution for General Employees be actuarially determined to exceed 7.0%, not including expenses, both the City and the General Employees (other than Tier 2 General Employees and AMSC) will share equally in the amount in excess of 7.0%. General Employees (other than Tier 2 General Employees and AMSC) Contributions are capped at 10% of basic annual compensation as of October 1, 2016.

Should the City contribution for Police Officers be actuarially determined to exceed 7.5%, not including expenses, both the City and the Police Officers will share equally in the amount in excess of 7.5% but not more than 12.0%.

M. Normal Form of Retirement Income:

The normal form of payment shall be a life annuity with a guarantee of a refund of accumulated Employee Contributions.

N. Deferred Retirement Option Plan (DROP):

1. Eligibility: Attainment of normal retirement date.
2. The maximum period of participation in the DROP is sixty (60) months.
3. A member's account in the DROP shall be credited monthly with interest in an amount equal to 50% of the net (gross return minus investment expense) yearly interest earned by the Plan for the preceding fiscal year, up to a maximum of 5% and a minimum of 0%. Effective June 21, 2022, the maximum interest credited to a member's DROP account shall be 6%.
4. No payment may be made from the DROP until the member actually separates from service with the City. The DROP account balance may be distributed in a lump sum, periodic payments, an annuity or a combination thereof.

O. Changes Since Previous Actuarial Impact Statement:

None.

**Actuarial Assumptions and Methods  
Used in the Valuation**

A. Mortality

General Employees including AMSC Mortality Assumptions:

For healthy participants during employment, PUB-2010 Headcount Weighted General Below Median Employee Mortality Table, separate rates for males and females, set back 1 year for males, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018.

For healthy participants post employment, PUB-2010 Headcount Weighted General Below Median Healthy Retiree Mortality Table, separate rates for males and females, set back 1 year for males, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018.

For disabled participants, PUB-2010 Headcount Weighted General Disabled Retiree Mortality Table, separate rates for males and females, both set forward 3 years, without projected mortality improvements.

Sample Ages (2023)	Pre-retirement Future Life Expectancy (Years)		Post-retirement Future Life Expectancy (Years)	
	Male	Female	Male	Female
	55	32.83	35.24	28.93
60	27.97	30.21	24.82	28.08
62	26.07	28.23	23.19	26.25

Sample Ages (2043)	Pre-retirement Future Life Expectancy (Years)		Post-retirement Future Life Expectancy (Years)	
	Male	Female	Male	Female
	55	34.46	36.72	30.95
60	29.53	31.65	26.68	29.76
62	27.60	29.64	24.99	27.88

Police Officer Mortality Assumptions:

For healthy participants during employment, PUB-2010 Headcount Weighted Safety Employee Female Mortality Table and Safety Below Median Employee Male Mortality Table, both set forward 1 year, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018.

For healthy participants post employment, PUB-2010 Headcount Weighted Safety Healthy Retiree Female Mortality Table and Safety Below Median Healthy Retiree Male Mortality Table, both set forward 1 year, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018.

For disabled participants, 80% PUB-2010 Headcount Weighted General Disabled Retiree Mortality Table / 20% PUB-2010 Headcount Weighted Safety Disabled Retiree Mortality Table, separate rates for males and females, without projected mortality improvements.

**Actuarial Assumptions and Methods  
Used in the Valuation**

A. Mortality (cont'd)

Police Officer Mortality Assumptions (cont'd):

Sample Ages (2023)	Pre-retirement Future Life Expectancy (Years)		Post-retirement Future Life Expectancy (Years)	
	Male	Female	Male	Female
	55	30.70	34.54	27.87
60	25.74	29.47	23.27	26.64
62	23.80	27.46	21.53	24.79

Sample Ages (2043)	Pre-retirement Future Life Expectancy (Years)		Post-retirement Future Life Expectancy (Years)	
	Male	Female	Male	Female
	55	32.33	36.03	29.77
60	27.31	30.92	25.06	28.39
62	25.35	28.88	23.27	26.50

B. Investment Return to be Earned by Fund

7.375% (net of investment expenses), compounded annually - includes inflation at 2.75%.

C. Allowances for Expenses or Contingencies

Actual expenses paid in previous year.

D. Employee Withdrawal Rates

Withdrawal rates for males and for females were used in accordance with the following illustrative example based upon number of years of service:

Service	Per 100 Employees	
	Police	
1 - 5	14.50	
6 - 9	7.50	
10 & Over	4.00	

Service	Per 100 Employees	
	General	AMSC
1 - 2	25.00	8.50
3 - 9	7.50	8.50
10 & Over	4.50	2.50

E. Disability Rates

1985 Disability Study, Class 1 with separate rates for females.

**Actuarial Assumptions and Methods  
Used in the Valuation**

F. Marital Assumptions

100% of active members are assumed to be married. Where applicable, females are assumed to be three years younger than their male spouses.

G. Salary Increase Factors

Current salary is assumed to increase in accordance with the following table based upon age - includes wage inflation of 3.25%.

<u>Age</u>	<u>Police</u>	<u>General</u>	<u>AMSC</u>
< 35	4.75%	6.00%	7.50%
35 - 39	4.75%	5.00%	6.00%
40 - 44	4.75%	4.50%	6.00%
45 - 49	4.50%	4.25%	5.25%
50 - 54	4.50%	4.00%	5.25%
55 & over	4.50%	3.50%	5.25%

H. Increase in Covered Payroll

4.0% per year for Police Officers, General Tier 2 and AMSC members. 0.0% per year for General Tier 1 members. For purposes of financing the unfunded liabilities, the payroll growth assumption is capped at the historical 10-year average (0.9% as of October 1, 2023) but not less than 0.0% for Police Officers. Level dollar amortization used for all other groups.

I. Retirement Rates

Rates of Early Retirement are 5% for each year preceding Normal Retirement for Police Officers.

Rates of Normal Retirement were used in accordance with the following tables.

<u>Age</u>	<u>Police</u>	<u>General *</u>	<u>AMSC **</u>
55 - 59	25%	10%	20%
60 - 61	30%	10%	20%
62 - 64	30%	25%	30%
65	75%	25%	30%
66	100%	25%	30%
67 - 69	100%	75%	50%
70 & above	100%	100%	100%

<u>Service</u>	<u>Police</u>
25 - 29	90%
30 & Over	100%

\* Rates are at least 25% for Tier 2 members for each year upon meeting 33 years of service until 100% at age 70.

\*\* Rates are at least 30% for AMSC members for each year upon meeting 33 years of service until 100% at age 70.

General Employees who retire prior to age sixty (60) but after attainment of ten (10) years of Credited Service (55 & 10) are assumed to receive an actuarially reduced benefit payable immediately upon retirement.

**Actuarial Assumptions and Methods  
Used in the Valuation**

J. Cost of Living Increases

Future cost of living increases for General Employees (including Tier 1 and Tier 2 General Employees), AMSC and Police Officers are assumed to be 3.0% per annum.

K. Valuation of Assets

The method used for determining the smoothed value of assets phases in the deviation between the expected and actual return on assets at the rate of 20% per year. The smoothed value of assets will be further adjusted to the extent necessary to fall within the corridor whose lower limit is 80% of the fair market value of Plan assets and whose upper limit is 120% of the fair market value of Plan assets.

L. Cost Methods

Normal Retirement, Termination, Disability and Pre-Retirement Death Benefit: Entry-Age-Actuarial Cost Method

Under this method the normal cost for each active employee is the amount which is calculated to be a level percentage of pay that would be required annually from his date of hire to his retirement age to fund his estimated benefits, assuming the Plan had always been in effect. The normal cost for the Plan is the sum of the individual normal costs for all active employees. The actuarial accrued liability as of any valuation date for each active employee or inactive employee who is eligible to receive benefits under the Plan is the excess of the actuarial present value of estimated future benefits over the actuarial present value of current and future normal costs. The unfunded actuarial accrued liability as of any valuation date is the excess of the actuarial accrued liability over the smoothed value of assets of the Plan.

Vested Normal Retirement, Termination, Disability, and Death Benefits: Unit Credit Cost Method

Under this method, the actuarial present value of vested accrued benefits is an amount calculated to be the sum of the present values of each individual's vested accrued or earned benefit under the Plan as of the valuation date. Each individual's calculation is based on pay and service as of the valuation date.

M. Disclosure of Assumptions

The investment return, salary increases, withdrawal and retirement rates are based on the experience study performed for the period October 1, 2013 - September 30, 2022. The mortality rates are based upon the July 1, 2023 FRS Actuarial Valuation, as required under F.S., Chapter 2015 -157.

N. Changes Since Previous Actuarial Impact Statement

1. Employee Withdrawal Rates were:

<u>Service</u>	<u>Per 100 Employees</u>	
	<u>Police</u>	<u>General / AMSC</u>
1 - 2	12.00	20.00
3 - 6	8.00	9.25
7 - 10	8.00	5.00
11 & Over	3.50	5.00

**Actuarial Assumptions and Methods  
Used in the Valuation**

N. Changes Since Previous Actuarial Impact Statement (cont'd)

2. Salary Increase Factors were:

Current salary is assumed to increase in accordance with the following table based upon number of years of service - includes wage inflation of 3.25%.

<u>Service</u>	<u>Police</u>	<u>General / AMSC</u>
0 - 9	5.25%	5.25%
10 - 14	3.75%	4.75%
15 - 19	3.75%	4.25%
20 & over	3.75%	3.75%

3. Retirement Rates were:

Rates of Early Retirement for Police Officers were used in accordance with the following table.

<u>Years Preceding Normal Retirement</u>	<u>Police</u>
1 - 6	5%
7 - 10	10%

Rates of Normal Retirement were used in accordance with the following tables.

<u>Age</u>	<u>Police</u>	<u>General *</u>	<u>AMSC **</u>
55 - 59	25%	10%	25%
60 - 61	25%	10%	25%
62 - 64	40%	25%	35%
65 - 66	100%	25%	35%
67 & above	100%	100%	100%

<u>Service</u>	<u>Police</u>
25 years	100%

\* Rates are 25% for Tier 2 members for each year upon meeting 33 years of service until 100% at age 67.

\*\* Rates are 25% below the age of 62 and 35% between the ages of 62 and 66 upon meeting 33 years of service until 100% at age 67.

**Distribution by Attained Age Groups  
and Service Groups as of October 1, 2023**

**General Employees (including AMSC)**

Attained Age Group	-----COMPLETED YEARS OF SERVICE-----							Total
	<u>0 - 4</u>	<u>5 - 9</u>	<u>10 - 14</u>	<u>15 - 19</u>	<u>20 - 24</u>	<u>25 - 29</u>	<u>30 &amp; Over</u>	
Under 25	2	-	-	-	-	-	-	2
25 - 29	2	1	-	-	-	-	-	3
30 - 34	3	1	1	-	-	-	-	5
35 - 39	1	2	2	-	-	-	-	5
40 - 44	1	3	-	1	-	-	-	5
45 - 49	3	2	1	1	2	-	-	9
50 - 54	2	6	1	-	1	1	-	11
55 - 59	3	3	1	-	2	1	-	10
60 - 64	1	-	-	-	-	-	1	2
65 - 69	1	-	-	-	-	-	-	1
70 & Over	-	1	-	-	-	-	-	1
<b>TOTAL</b>	<b>19</b>	<b>19</b>	<b>6</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>54</b>

	<u>October 1, 2022</u>	<u>October 1, 2023</u>
Average Attained Age	49.54 years	47.27 years
Average Hire Age	35.81 years	35.32 years
Average Pay	\$ 72,633	\$ 75,971
Percent Female	33.3%	29.6%

**Distribution by Attained Age Groups  
and Service Groups as of October 1, 2023**

**Police Officers**

Attained Age Group	-----COMPLETED YEARS OF SERVICE-----							Total
	<u>0 - 4</u>	<u>5 - 9</u>	<u>10 - 14</u>	<u>15 - 19</u>	<u>20 - 24</u>	<u>25 - 29</u>	<u>30 &amp; Over</u>	
Under 25	2	-	-	-	-	-	-	2
25 - 29	5	2	-	-	-	-	-	7
30 - 34	5	5	-	-	-	-	-	10
35 - 39	-	-	1	-	-	-	-	1
40 - 44	1	-	1	4	-	-	-	6
45 - 49	-	-	-	-	-	-	-	0
50 - 54	-	-	-	1	2	-	1	4
55 - 59	1	2	-	2	-	-	-	5
60 - 64	-	1	-	-	-	-	-	1
65 & Over	-	-	-	-	-	-	-	0
<b>TOTAL</b>	<b>14</b>	<b>10</b>	<b>2</b>	<b>7</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>36</b>

	<u>October 1, 2022</u>	<u>October 1, 2023</u>
Average Attained Age	40.76 years	38.84 years
Average Hire Age	30.43 years	29.58 years
Average Pay	\$ 81,663	\$ 84,937
Percent Female	17.6%	19.4%

**Statistics for Participants Entitled to Deferred Benefits  
and Participants Receiving Benefits**

**A. Entitled to Deferred Benefits**

<u>Current Age Group</u>	<u>Count</u>	<u>Total Annual Benefit</u>	<u>Average Annual Benefit</u>
Less than 40	4	\$ 66,151	\$ 16,538
40 - 44	2	66,536	33,268
45 - 49	-	-	-
50 - 54	4	109,075	27,269
55 - 59	2	46,824	23,412
60 - 64	-	-	-
65 & Over	-	-	-
TOTAL	<u>12</u>	<u>\$ 288,586</u>	<u>\$ 24,049</u>

**B. Receiving Benefits (Excluding DROP Participants)**

<u>Current Age Group</u>	<u>Count</u>	<u>Total Annual Benefit</u>	<u>Average Annual Benefit</u>
Less than 50	-	\$ -	\$ -
50 - 54	1	56,352	56,352
55 - 59	9	234,722	26,080
60 - 64	11	400,111	36,374
65 - 69	7	306,749	43,821
70 - 74	14	421,598	30,114
75 - 79	11	445,508	40,501
80 - 84	4	171,993	42,998
85 - 89	1	17,255	17,255
90 & Over	1	11,970	11,970
TOTAL	<u>59</u>	<u>\$ 2,066,258</u>	<u>\$ 35,021</u>

**Statistics for Participants Entitled to Deferred Benefits  
and Participants Receiving Benefits**

C. DROP Participants

<u>Current Age Group</u>	<u>Count</u>	<u>Total Annual Benefit</u>	<u>Average Annual Benefit</u>
Less than 50	-	\$ -	\$ -
50 - 54	1	68,450	68,450
55 - 59	3	191,749	63,916
60 - 64	4	177,354	44,339
65 - 69	2	87,278	43,639
70 - 74	-	-	-
75 - 79	-	-	-
80 & Over	-	-	-
TOTAL	<u>10</u>	<u>\$ 524,831</u>	<u>\$ 52,483</u>

### Reconciliation of Employee Data

#### General Employees (including AMSC)

A. <u>Active Participants</u>	
1. Active participants previous year	48
2. Retired during period	(4)
3. Entered DROP during period	0
4. Died during period	0
5. Disabled during period	0
6. Terminated during period	0
7. New active participants	10
8. Re-instated during period	0
9. Transfer to Police	0
10. Transfer from 401(k) Plan	0
11. Adjustments	0
12. Active participants current year	<u>54</u>
B. <u>Participants Receiving Benefits</u>	
1. Participants receiving benefits previous year	31
2. New retired participants	4
3. Former DROPs now receiving benefits	1
4. New terminated vested receiving benefits	1
5. New disabled receiving benefits	0
6. New beneficiaries receiving benefits	1
7. Died or ceased payment during period	(1)
8. Adjustments	0
9. Retired or terminated vested receiving benefits current year	<u>37</u>
C. <u>DROP Participants</u>	
1. DROP participants previous year	3
2. Died during year	0
3. Became disabled during year	0
4. Employment terminated and retired during year	(1)
5. Entered DROP during year	0
6. DROP participants current year	<u>2</u>
D. <u>Terminated Vested Participants Entitled to Future Benefits</u>	
1. Terminated vested entitled previous year	6
2. Died during period	0
3. Commenced receiving benefits during period	(1)
4. New terminated vested	0
5. Terminated vested paid lump sum	0
6. Terminated vested entitled current year	<u>5</u>

Reconciliation of Employee Data

Police Officers

A. <u>Active Participants</u>	
1. Active participants previous year	34
2. Retired during period	0
3. Entered DROP during period	(1)
4. Died during period	0
5. Disabled during period	0
6. Terminated or went to part-time during period	(3)
7. New active participants	6
8. Re-instated during period	0
9. Transfer from General	0
10. Active participants current year	<u>36</u>
B. <u>Participants Receiving Benefits</u>	
1. Participants receiving benefits previous year	21
2. New retired participants	0
3. Former DROPs now receiving benefits	1
4. New terminated vested receiving benefits	0
5. New disabled receiving benefits	0
6. New beneficiaries receiving benefits	0
7. Died or ceased payment during period	0
8. Adjustments	0
9. Retired or terminated vested receiving benefits current year	<u>22</u>
C. <u>DROP Participants</u>	
1. DROP participants previous year	8
2. Died during year	0
3. Became disabled during year	0
4. Employment terminated and retired during year	(1)
5. Entered DROP during year	1
6. DROP participants current year	<u>8</u>
D. <u>Terminated Vested Participants Entitled to Future Benefits</u>	
1. Terminated vested entitled previous year	6
2. Died during period	0
3. Commenced receiving benefits during period	0
4. New terminated vested	1
5. Terminated vested paid lump sum	0
6. Terminated vested entitled current year	<u>7</u>

## Projected Retirement Benefits

<u>Fiscal Year</u>	<u>Projected Total Annual Payout</u>
2024	\$ 2,829,193
2025	\$ 2,945,627
2026	\$ 3,227,386
2027	\$ 3,366,542
2028	\$ 3,497,441
2029	\$ 3,642,793
2030	\$ 3,836,831
2031	\$ 4,120,175
2032	\$ 4,311,983
2033	\$ 4,466,830

The above projected payout of Plan benefits during the next ten years is based on assumptions involving all decrements. The actual payouts may differ from the above estimates depending upon the death, salary and retirement experience of the Plan. However, since the projected payment is recomputed each valuation date, there is an automatic correction to the extent that actual experience varies from expected experience.

## Recent Compensation, Termination and Investment Return Experience

Valuation Date	Compensation				Termination		Investment Return <sup>1</sup>		
	% Increase / (Decrease)				Ratio of Actual		Smoothed Value	Market Value	Assumed Rate of Return
	General (incl. AMSC)		Police		General (incl. AMSC)	Police			
Actual	Assumed	Actual	Assumed	to Expected					
10/01/2023	10.1%	4.6%	10.3%	4.6%	0.0	1.5	4.348%	10.193%	7.375%
10/01/2022	6.4%	4.6%	9.6%	4.5%	1.9	3.4	5.703%	(14.219%)	7.375%
10/01/2021	3.0%	4.7%	2.2%	4.5%	0.6	1.1	10.628%	23.221%	7.375%
10/01/2020	7.1%	4.7%	5.5%	4.4%	1.4	1.2	8.008%	7.020%	7.375%
10/01/2019	4.1%	4.7%	11.1%	4.3%	0.8	2.4	7.398%	2.011%	7.375%
10/01/2018	4.3%	4.6%	(1.0%)	4.4%	0.3	1.1	9.004%	10.128%	7.375%
10/01/2017	4.5%	4.6%	1.6%	4.5%	1.5	1.5	9.544%	12.987%	7.375%
10/01/2016	8.0%	4.7%	2.4%	4.4%	1.5	1.0	9.826%	10.368%	7.375%
10/01/2015	2.3%	4.8%	2.0%	4.5%	1.2	1.0	8.195%	0.042%	7.375%
10/01/2014	0.9%	4.8%	9.9%	4.6%	0.5	0.7	10.249%	10.590%	7.375%
Last 3 Years	6.5%	4.6%	7.3%	4.5%	0.7	1.8	6.859%	5.215%	7.375%
Last 5 Years	6.1%	4.7%	7.7%	4.5%	0.8	1.8	7.196%	4.922%	7.375%
Last 10 Years	5.0%	4.7%	5.3%	4.5%	0.9	1.4	8.273%	6.807%	7.375%

<sup>1</sup> Computed as  $2I/(A+B-I)$ , where A is beginning value, B is ending value and I is investment return.

**Table XV  
(Cont'd)**

**Summary of Transaction Information**

Valuation Date	Benefits Paid	Expenses	Contributions	Investment Return	Other / Transfers	Market Value
10/01/2023	\$ 2,156,794	\$ 410,731	\$ 1,160,834	\$ 5,173,517	\$ 0	\$ 52,953,588
10/01/2022	1,934,558	648,719	1,112,414	(7,756,101)	0	49,186,762
10/01/2021	1,721,259	759,214	1,069,716	11,693,818	0	58,413,726
10/01/2020	1,584,681	380,061	1,136,848	3,413,651	0	48,130,665
10/01/2019	1,660,970	304,351	1,299,682	1,043,685	1,917,344	45,564,011
10/01/2018	1,563,305	295,923	1,227,105	4,141,141	0	43,219,378
10/01/2017	1,570,751	289,032	1,591,840	4,668,170	0	39,449,361
10/01/2016	1,293,782	226,969	1,060,606	3,406,515	0	35,049,134
10/01/2015	1,417,586	226,363	1,381,911	112,474	0	32,087,589
10/01/2014	1,315,113	181,451	1,455,588	3,165,221	0	32,244,727
10/01/2013	1,351,678	264,362	1,505,547	4,066,152	0	29,092,870
10/01/2012	1,579,698	273,772	1,798,773	3,725,813	0	25,113,160
10/01/2011	1,125,796	189,999	2,141,352	(1,186,307)	0	21,407,509
10/01/2010	888,202	235,003	2,104,969	1,875,107	0	21,768,259
10/01/2009	764,708	206,941	1,652,824	804,982	0	18,911,388
10/01/2008	762,030	184,756	1,595,179	(2,633,551)	0	17,425,231
10/01/2007	681,660	84,321	1,511,306	2,291,062	0	19,410,389
10/01/2006	505,945	146,005	1,161,211	940,523	0	16,374,002
10/01/2005	574,338	136,535	1,409,957	1,302,776	0	14,924,218
10/01/2004	527,266	137,028	1,262,722	751,494	65,275	12,922,358
10/01/2003	356,561	115,729	1,216,406	1,344,365	0	11,436,952
10/01/2001	333,639	88,128	675,983	(534,923)	0	9,728,267
10/01/2000	232,192	80,274	499,210	963,114	0	10,008,974
10/01/1999	254,771	75,413	369,032	997,855	0	9,304,813
10/01/1998	271,956	83,115	279,699	815,050	61,811	8,268,110
10/01/1997	233,331	56,437	219,754	1,552,534	0	7,590,243
10/01/1996	224,942	56,774	215,634	829,680	0	6,107,723
10/01/1995	160,057	48,995	164,183	975,873	0	5,344,125

## Employer Contribution Information

<u>Valuation Date</u>	<u>Contribution Fiscal Year End</u>	<u>Minimum Required Employer Contributions</u>	<u>Actual City Contributions</u>	<u>Actual State Contributions</u>	<u>Actual Employer Contributions</u>
10/01/2023	09/30/2025	\$ 1,064,880	N/A	N/A	N/A
10/01/2022	09/30/2024	\$ 702,863	N/A	N/A	N/A
10/01/2021	09/30/2023	\$ 697,404	\$ 652,018	\$ 79,228	\$ 731,246
10/01/2020	09/30/2022	\$ 730,415	\$ 614,637	\$ 79,228	\$ 693,865
10/01/2019	09/30/2021	\$ 631,727	\$ 552,500	\$ 79,228	\$ 631,728
10/01/2018	09/30/2020	\$ 677,223	\$ 597,995	\$ 79,228	\$ 677,223
10/01/2017	09/30/2019	\$ 704,929	\$ 667,149	\$ 37,780	\$ 704,929
10/01/2016	09/30/2018	\$ 690,632	\$ 652,852	\$ 37,780	\$ 690,632
10/01/2015	09/30/2017	\$ 680,568	\$ 643,933	\$ 37,780	\$ 681,713
10/01/2014	09/30/2016	\$ 570,154	\$ 532,374	\$ 37,780	\$ 570,154
10/01/2013	09/30/2015	\$ 834,251	\$ 796,471	\$ 37,780	\$ 834,251
10/01/2012	09/30/2014	\$ 878,218	\$ 840,438	\$ 37,780	\$ 878,218
10/01/2011	09/30/2013	\$ 860,190	\$ 822,410	\$ 37,780	\$ 860,190
10/01/2010	09/30/2012	\$ 1,021,975	\$ 984,195	\$ 37,780	\$ 1,021,975
10/01/2010	09/30/2011	\$ 1,266,587	\$ 1,235,540	\$ 37,780	\$ 1,273,320
10/01/2009	09/30/2010	\$ 1,257,246	\$ 1,257,246	\$ 0 *	\$ 1,257,246
10/01/2008	09/30/2009	\$ 843,731	\$ 843,731	\$ 0 *	\$ 843,731
10/01/2007	09/30/2008	\$ 769,186	\$ 769,186	\$ 0 *	\$ 769,186
10/01/2006	09/30/2007	\$ 794,068	\$ 756,288	\$ 37,780	\$ 794,068
10/01/2005	09/30/2006	\$ 632,035	\$ 632,397	\$ 0 *	\$ 632,397
10/01/2004	09/30/2005	\$ 917,230	\$ 879,812	\$ 37,418	\$ 917,230
10/01/2003	09/30/2004	\$ 757,439	\$ 744,941	\$ 12,498	\$ 757,439
10/01/2002	09/30/2003	\$ 752,389	\$ 739,891	\$ 13,378	\$ 753,269
10/01/2001	09/30/2002	\$ 621,909	\$ 620,377	\$ 12,498	\$ 632,875

\* State contribution in the amount of \$37,780 included in the City contribution as receivable

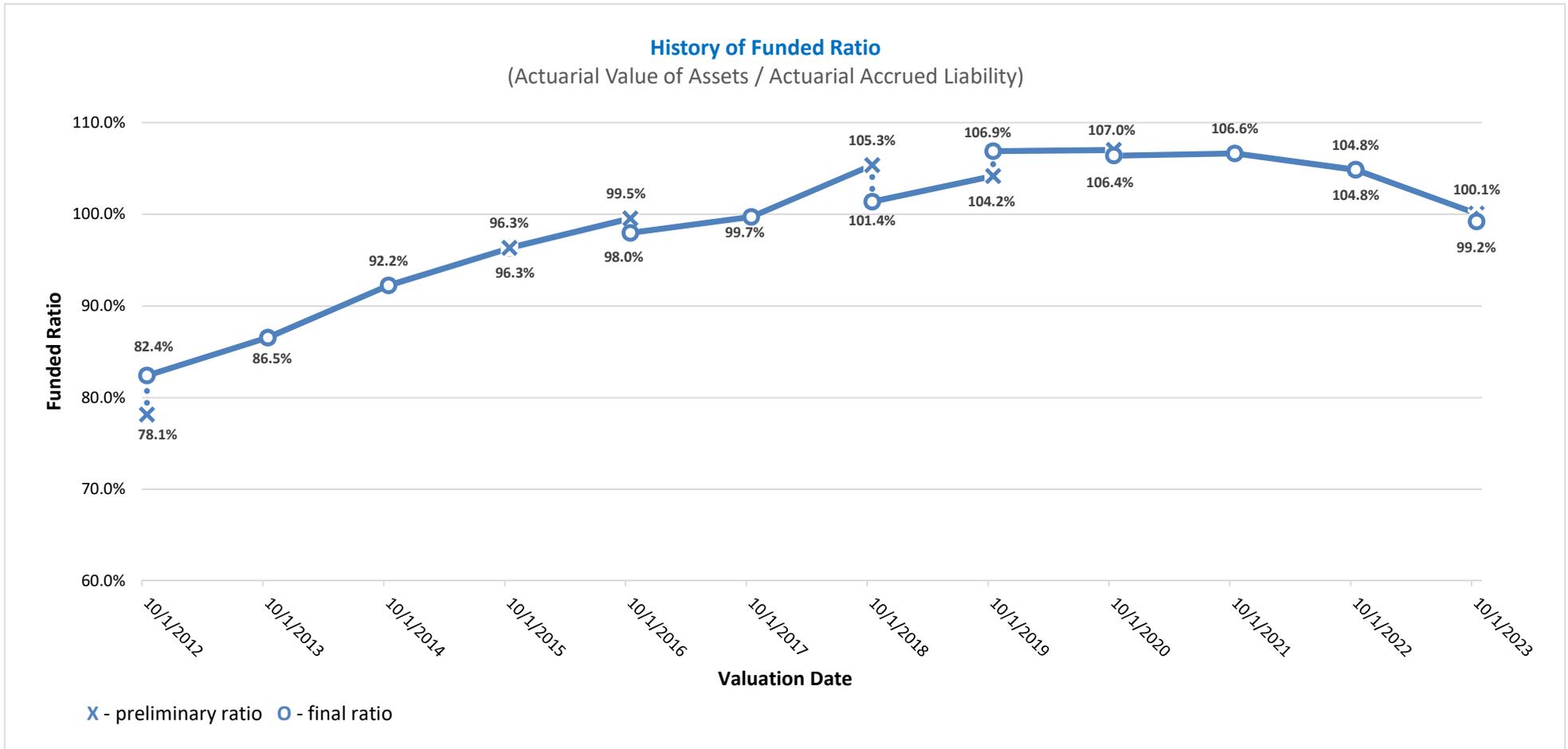
**Schedule of Funded Progress**  
(Dollar Amount in Thousands)

Actuarial Valuation Date	Actuarial Value of Assets (AVA) (a)	Actuarial Accrued Liability (EAN) (AAL) (b)	Unfunded AAL (UAAL) (a) - (b)	Funded Ratio (a/b)	Assumed Rate of Return
10/01/2012 <sup>1</sup>	\$ 24,901	\$ 31,869	\$ (6,968)	78.1%	7.000%
10/01/2012 <sup>2</sup>	\$ 24,901	\$ 30,218	\$ (5,318)	82.4%	7.375%
10/01/2013	\$ 26,972	\$ 31,166	\$ (4,193)	86.5%	7.375%
10/01/2014	\$ 29,808	\$ 32,317	\$ (2,510)	92.2%	7.375%
10/01/2015 <sup>1</sup>	\$ 32,073	\$ 33,311	\$ (1,238)	96.3%	7.375%
10/01/2015 <sup>3</sup>	\$ 32,073	\$ 33,293	\$ (1,220)	96.3%	7.375%
10/01/2016 <sup>1</sup>	\$ 34,882	\$ 35,042	\$ (160)	99.5%	7.375%
10/01/2016 <sup>2</sup>	\$ 34,882	\$ 35,608	\$ (726)	98.0%	7.375%
10/01/2017	\$ 38,062	\$ 38,173	\$ (112)	99.7%	7.375%
10/01/2018 <sup>1</sup>	\$ 41,265	\$ 39,170	\$ 2,095	105.3%	7.375%
10/01/2018 <sup>3</sup>	\$ 41,644	\$ 41,082	\$ 561	101.4%	7.375%
10/01/2019 <sup>1</sup>	\$ 45,791	\$ 43,958	\$ 1,834	104.2%	7.375%
10/01/2019 <sup>2</sup>	\$ 45,791	\$ 42,848	\$ 2,943	106.9%	7.375%
10/01/2020 <sup>1</sup>	\$ 48,824	\$ 45,625	\$ 3,198	107.0%	7.375%
10/01/2020 <sup>3</sup>	\$ 48,824	\$ 45,892	\$ 2,932	106.4%	7.375%
10/01/2021	\$ 53,170	\$ 49,866	\$ 3,303	106.6%	7.375%
10/01/2022 <sup>1</sup>	\$ 55,182	\$ 52,630	\$ 2,552	104.8%	7.375%
10/01/2022 <sup>3</sup>	\$ 55,182	\$ 52,630	\$ 2,552	104.8%	7.375%
10/01/2023 <sup>1</sup>	\$ 56,369	\$ 56,328	\$ 41	100.1%	7.375%
10/01/2023 <sup>2</sup>	\$ 56,369	\$ 56,825	\$ (456)	99.2%	7.375%

<sup>1</sup> Prior to assumption or benefit changes

<sup>2</sup> Reflecting assumption updates

<sup>3</sup> Reflecting plan provision updates



10/1/2012 – increased from 78.1% to 82.4% primarily due to increase in investment return assumption from 7.000% to 7.375% and experience study results

10/1/2015 – remained level at 96.3% due to change in Plan provision to re-opened Plan to General employees

10/1/2016 – decreased from 99.5% to 98.0% primarily due to change in mortality assumption

10/1/2018 – decreased from 105.3% to 101.4% primarily due to change in Plan provision for Tier 2 General and AMSC members

10/1/2019 – increased from 104.2% to 106.9% primarily due to change in mortality assumption

10/1/2020 – decreased from 107.0% to 106.4% due to change in FAC, normal and early retirement eligibility, and vesting for AMSC members

10/1/2022 – remained level at 104.8% due to change of eligibility of normal retirement for AMSC members

10/1/2023 – decreased from 100.1% to 99.2% primarily due to change in actuarial assumptions from experience study results

## Actuarial Valuation as of October 1, 2023

## State Required Exhibit

(General Employees Tier 1)

	<u>10/01/2022</u>	<u>Prior Assumptions 10/01/2023</u>	<u>Current Assumptions 10/01/2023</u>
<b>A. <u>Participant Data</u></b>			
1. Active participants	12	10	10
2. Retired participants and beneficiaries receiving benefits excluding DROPs	27	31	31
3. DROP participants	3	2	2
4. Disabled participants receiving benefits	0	0	0
5. Terminated vested participants	3	2	2
6. Annual payroll of active participants	\$ 809,971	\$ 768,250	\$ 768,250
7. Expected payroll of active employees for the following year	\$ 809,971	\$ 768,250	\$ 768,250
8. Annual benefits payable to those currently receiving benefits excluding DROPs	\$ 724,618	\$ 823,949	\$ 823,949
9. Annual benefits payable to DROPs	\$ 99,041	\$ 85,908	\$ 85,908
<b>B. <u>Assets</u></b>			
1. Market Value of Assets	\$ 16,847,586	\$ 17,772,073	\$ 17,772,073
2. Smoothed Value of Assets	\$ 18,828,633	\$ 18,876,489	\$ 18,876,489
<b>C. <u>Liabilities</u></b>			
1. Actuarial present value of future expected benefit payments for active members			
a. Retirement benefits	\$ 4,143,409	\$ 4,202,776	\$ 4,206,795
b. Vesting benefits	195,621	172,967	164,158
c. Death benefits	41,524	41,361	43,777
d. Disability benefits	218,351	222,397	236,065
e. Refunds	0	0	0
f. Total	\$ 4,598,905	\$ 4,639,501	\$ 4,650,795
2. Actuarial present value of future expected benefit payments for terminated vested members			
	\$ 655,485	\$ 408,156	\$ 408,156
3. Actuarial present value of future expected benefit payments for members currently receiving benefits			
a. Service retired	\$ 8,201,768	\$ 8,961,750	\$ 8,961,750
b. DROP participants	1,564,520	1,403,858	1,403,858
c. Disability retired	0	0	0
d. Beneficiaries	176,703	444,056	444,056
e. Miscellaneous	66,279	66,279	66,279
f. Total	\$ 10,009,270	\$ 10,875,943	\$ 10,875,943

Actuarial Valuation as of October 1, 2023

State Required Exhibit

(General Employees Tier 1)

	<u>10/01/2022</u>	<u>Prior Assumptions 10/01/2023</u>	<u>Current Assumptions 10/01/2023</u>
4. Total actuarial present value of future expected benefit payments	\$ 15,263,660	\$ 15,923,600	\$ 15,934,894
5. Actuarial accrued liabilities	\$ 14,875,320	\$ 15,586,253	\$ 15,576,340
6. Unfunded actuarial accrued liabilities	\$ (3,953,313)	\$ (3,290,236)	\$ (3,300,149)
<b>D. <u>Statement of Accumulated Plan Benefits</u></b>			
1. Actuarial present value of accumulated vested benefits			
a. Participants currently receiving benefits including DROP participants	\$ 9,942,991	\$ 10,809,664	\$ 10,809,664
b. Other participants	3,910,469	3,552,038	3,537,583
c. Total	<u>\$ 13,853,460</u>	<u>\$ 14,361,702</u>	<u>\$ 14,347,247</u>
2. Actuarial present value of accumulated non-vested Plan benefits	<u>0</u>	<u>0</u>	<u>0</u>
3. Total actuarial present value of accumulated Plan benefits	\$ 13,853,460	\$ 14,361,702	\$ 14,347,247
<b>E. <u>Statement of Change in Accumulated Plan Benefits</u></b>			
1. Actuarial present value of accumulated Plan benefits as of October 1, 2022			\$ 13,853,460
2. Increase (decrease) during period attributable to:			
a. Plan amendment			\$ 0
b. Change in actuarial assumptions			(14,455)
c. Benefits paid			(824,577)
d. Other, including benefits accumulated and increase for interest due to decrease in the discount period			1,332,819
e. Net increase			<u>\$ 493,787</u>
3. Actuarial present value of accumulated Plan benefits as of October 1, 2023			\$ 14,347,247

Actuarial Valuation as of October 1, 2023

State Required Exhibit

(General Employees Tier 1)

	<u>10/01/2022</u>	<u>Prior Assumptions 10/01/2023</u>	<u>Current Assumptions 10/01/2023</u>
<b>F. Pension Cost</b>			
1. Total normal cost (including administrative expenses)	\$ 135,534	\$ 126,795	\$ 126,567
2. Payment required to amortize unfunded liability	(397,230)	(364,029)	(364,848)
3. Interest adjustment	(9,307)	4,509	4,501
4. Total preliminary required contribution	<u>\$ (271,003)</u>	<u>\$ (232,725)</u>	<u>\$ (233,780)</u>
5. Total required contribution (Greater of F.1. + F.3. and F.4.)	\$ 135,534	\$ 131,304	\$ 131,068
6. Item 5 as a percentage of payroll	16.7%	17.1%	17.1%
7. Estimated member contributions	\$ 56,698	\$ 53,778	\$ 53,778
8. Item 7 as a percentage of payroll	7.0% <sup>1</sup>	7.0% <sup>2</sup>	7.0% <sup>2</sup>
9. Estimated State contributions	\$ 0	\$ 0	\$ 0
10. Item 9 as a percentage of payroll	0.0% <sup>1</sup>	0.0% <sup>2</sup>	0.0% <sup>2</sup>
11. Net amount payable by City	\$ 78,836	\$ 77,526	\$ 77,290
12. Item 11 as a percentage of payroll	9.7% <sup>1</sup>	10.1% <sup>2</sup>	10.1% <sup>2</sup>
<b>G. Past Contributions</b>			
1. Total contribution required (prior year's valuation)	\$ 130,914	\$ 135,534	\$ 135,534
2. Actual contributions made:			
a. Members	\$ 51,964	N/A	N/A
b. State	N/A	N/A	N/A
c. City	82,792	N/A	N/A
d. Total	<u>\$ 134,756</u>	<u>N/A</u>	<u>N/A</u>
<b>H. Net Actuarial Gain / (Loss)</b>	\$ (299,082)	\$ (955,829)	\$ (955,829)
<b>I. Disclosure of Following Items:</b>			
1. Actuarial present value of future salaries - attained age	\$ 4,656,302	\$ 4,510,301	\$ 4,716,647
2. Actuarial present value of future employee contributions - attained age	\$ 325,941	\$ 315,721	\$ 330,165
3. Actuarial present value of future contributions from other sources	N/A	N/A	N/A
4. Amount of active members' accumulated contributions	\$ 920,603	\$ 838,267	\$ 838,267
5. Actuarial present value of future salaries and future benefits at entry age	N/A	N/A	N/A
6. Actuarial present value of future employee contributions at entry age	N/A	N/A	N/A

<sup>1</sup> Percent of expected 2023-2024 covered payroll (\$809,971)

<sup>2</sup> Percent of expected 2024-2025 covered payroll (\$768,250)



Actuarial Valuation as of October 1, 2023

State Required Exhibit

(General Employees Tier 2)

	<u>10/01/2022</u>	<u>Prior Assumptions 10/01/2023</u>	<u>Current Assumptions 10/01/2023</u>
<b>A. <u>Participant Data</u></b>			
1. Active participants	25	34	34
2. Retired participants and beneficiaries receiving benefits excluding DROPs	1	1	1
3. DROP participants	0	0	0
4. Disabled participants receiving benefits	0	0	0
5. Terminated vested participants	1	1	1
6. Annual payroll of active participants	\$ 1,245,842	\$ 1,862,374	\$ 1,862,374
7. Expected payroll of active employees for the following year	\$ 1,245,842	\$ 1,936,869	\$ 1,936,869
8. Annual benefits payable to those currently receiving benefits excluding DROPs	\$ 10,619	\$ 10,619	\$ 10,619
9. Annual benefits payable to DROPs	\$ 0	\$ 0	\$ 0
<b>B. <u>Assets</u></b>			
1. Market Value of Assets	\$ 782,069	\$ 1,145,449	\$ 1,145,449
2. Smoothed Value of Assets	\$ 880,256	\$ 1,199,697	\$ 1,199,697
<b>C. <u>Liabilities</u></b>			
1. Actuarial present value of future expected benefit payments for active members			
a. Retirement benefits	\$ 1,003,004	\$ 1,496,119	\$ 1,492,531
b. Vesting benefits	323,248	430,179	391,734
c. Death benefits	17,874	26,680	29,020
d. Disability benefits	86,383	124,971	136,157
e. Refunds	19,998	32,678	35,165
f. Total	<u>\$ 1,450,507</u>	<u>\$ 2,110,627</u>	<u>\$ 2,084,607</u>
2. Actuarial present value of future expected benefit payments for terminated vested members	\$ 11,469	\$ 12,319	\$ 12,319
3. Actuarial present value of future expected benefit payments for members currently receiving benefits			
a. Service retired	\$ 108,233	\$ 106,567	\$ 106,567
b. DROP participants	0	0	0
c. Disability retired	0	0	0
d. Beneficiaries	0	0	0
e. Miscellaneous	2,173	2,173	2,173
f. Total	<u>\$ 110,406</u>	<u>\$ 108,740</u>	<u>\$ 108,740</u>

Actuarial Valuation as of October 1, 2023

State Required Exhibit

(General Employees Tier 2)

	<u>10/01/2022</u>	<u>Prior Assumptions 10/01/2023</u>	<u>Current Assumptions 10/01/2023</u>
4. Total actuarial present value of future expected benefit payments	\$ 1,572,382	\$ 2,231,686	\$ 2,205,666
5. Actuarial accrued liabilities	\$ 833,603	\$ 1,171,970	\$ 1,172,659
6. Unfunded actuarial accrued liabilities	\$ (46,653)	\$ (27,727)	\$ (27,038)
 <b>D. <u>Statement of Accumulated Plan Benefits</u></b>			
1. Actuarial present value of accumulated vested benefits			
a. Participants currently receiving benefits including DROP participants	\$ 108,233	\$ 106,567	\$ 106,567
b. Other participants	224,368	372,550	371,539
c. Total	<u>\$ 332,601</u>	<u>\$ 479,117</u>	<u>\$ 478,106</u>
2. Actuarial present value of accumulated non-vested Plan benefits	<u>93,567</u>	<u>139,966</u>	<u>138,652</u>
3. Total actuarial present value of accumulated Plan benefits	\$ 426,168	\$ 619,083	\$ 616,758
 <b>E. <u>Statement of Change in Accumulated Plan Benefits</u></b>			
1. Actuarial present value of accumulated Plan benefits as of October 1, 2022			\$ 426,168
2. Increase (decrease) during period attributable to:			
a. Plan amendment			\$ 0
b. Change in actuarial assumptions			(2,325)
c. Benefits paid			(10,619)
d. Other, including benefits accumulated and increase for interest due to decrease in the discount period			203,534
e. Net increase			<u>\$ 190,590</u>
3. Actuarial present value of accumulated Plan benefits as of October 1, 2023			\$ 616,758

Actuarial Valuation as of October 1, 2023

State Required Exhibit

(General Employees Tier 2)

	<u>10/01/2022</u>	<u>Prior Assumptions 10/01/2023</u>	<u>Current Assumptions 10/01/2023</u>
<b>F. Pension Cost</b>			
1. Total normal cost (including administrative expenses)	\$ 89,501	\$ 138,982	\$ 136,178
2. Payment required to amortize unfunded liability	(2,992)	(1,294)	(1,237)
3. Interest adjustment	3,077	4,943	4,843
4. Total preliminary required contribution	<u>\$ 89,586</u>	<u>\$ 142,631</u>	<u>\$ 139,784</u>
5. Total required contribution (Greater of F.1. + F.3. and F.4.)	\$ 89,586	\$ 143,925	\$ 141,021
6. Item 5 as a percentage of payroll	7.2%	7.7%	7.6%
7. Estimated member contributions	\$ 37,375	\$ 58,106	\$ 58,106
8. Item 7 as a percentage of payroll	3.0% <sup>1</sup>	3.0% <sup>2</sup>	3.0% <sup>2</sup>
9. Estimated State contributions	\$ 0	\$ 0	\$ 0
10. Item 9 as a percentage of payroll	0.0% <sup>1</sup>	0.0% <sup>2</sup>	0.0% <sup>2</sup>
11. Net amount payable by City	\$ 52,211	\$ 91,576	\$ 88,556
12. Item 11 as a percentage of payroll	4.2% <sup>1</sup>	4.7% <sup>2</sup>	4.6% <sup>2</sup>
<b>G. Past Contributions</b>			
1. Total contribution required (prior year's valuation)	\$ 99,130	\$ 89,586	\$ 89,586
2. Actual contributions made:			
a. Members	\$ 44,550	N/A	N/A
b. State	N/A	N/A	N/A
c. City	54,580	N/A	N/A
d. Total	<u>\$ 99,130</u>	<u>N/A</u>	<u>N/A</u>
<b>H. Net Actuarial Gain / (Loss)</b>	\$ (9,046)	\$ (22,990)	\$ (22,990)
<b>I. Disclosure of Following Items:</b>			
1. Actuarial present value of future salaries - attained age	\$ 10,893,072	\$ 15,158,402	\$ 15,214,397
2. Actuarial present value of future employee contributions - attained age	\$ 326,792	\$ 454,752	\$ 456,432
3. Actuarial present value of future contributions from other sources	N/A	N/A	N/A
4. Amount of active members' accumulated contributions	\$ 175,637	\$ 238,990	\$ 238,990
5. Actuarial present value of future salaries and future benefits at entry age	N/A	N/A	N/A
6. Actuarial present value of future employee contributions at entry age	N/A	N/A	N/A

<sup>1</sup> Percent of expected 2023-2024 covered payroll (\$1,245,842)

<sup>2</sup> Percent of expected 2024-2025 covered payroll (\$1,936,869)

Actuarial Valuation as of October 1, 2023

State Required Exhibit

(AMSC)

	Actuarial Impact Statement 10/01/2022	Prior Assumptions 10/01/2023	Current Assumptions 10/01/2023
<b>A. <u>Participant Data</u></b>			
1. Active participants	11	10	10
2. Retired participants and beneficiaries receiving benefits excluding DROPs	3	5	5
3. DROP participants	0	0	0
4. Disabled participants receiving benefits	0	0	0
5. Terminated vested participants	2	2	2
6. Annual payroll of active participants	\$ 1,430,561	\$ 1,471,787	\$ 1,471,787
7. Expected payroll of active employees for the following year	\$ 1,430,561	\$ 1,530,658	\$ 1,530,658
8. Annual benefits payable to those currently receiving benefits excluding DROPs	\$ 81,346	\$ 196,511	\$ 196,511
9. Annual benefits payable to DROPs	\$ 0	\$ 0	\$ 0
<b>B. <u>Assets</u></b>			
1. Market Value of Assets	\$ 3,187,407	\$ 3,496,257	\$ 3,496,257
2. Smoothed Value of Assets	\$ 3,601,852	\$ 3,737,452	\$ 3,737,452
<b>C. <u>Liabilities</u></b>			
1. Actuarial present value of future expected benefit payments for active members			
a. Retirement benefits	\$ 4,306,492	\$ 4,078,670	\$ 5,449,324
b. Vesting benefits	633,962	763,985	490,187
c. Death benefits	32,182	34,819	49,558
d. Disability benefits	169,192	194,182	277,021
e. Refunds	4,275	1,717	15,221
f. Total	\$ 5,146,103	\$ 5,073,373	\$ 6,281,311
2. Actuarial present value of future expected benefit payments for terminated vested members	\$ 265,628	\$ 286,631	\$ 286,631
3. Actuarial present value of future expected benefit payments for members currently receiving benefits			
a. Service retired	\$ 870,310	\$ 2,294,429	\$ 2,294,429
b. DROP participants	0	0	0
c. Disability retired	0	0	0
d. Beneficiaries	0	0	0
e. Miscellaneous	0	0	0
f. Total	\$ 870,310	\$ 2,294,429	\$ 2,294,429

Actuarial Valuation as of October 1, 2023

State Required Exhibit

(AMSC)

	Actuarial Impact Statement 10/01/2022	Prior Assumptions 10/01/2023	Current Assumptions 10/01/2023
4. Total actuarial present value of future expected benefit payments	\$ 6,282,041	\$ 7,654,433	\$ 8,862,371
5. Actuarial accrued liabilities	\$ 5,287,172	\$ 6,418,446	\$ 6,685,469
6. Unfunded actuarial accrued liabilities	\$ 1,685,320	\$ 2,680,994	\$ 2,948,017
<b>D. <u>Statement of Accumulated Plan Benefits</u></b>			
1. Actuarial present value of accumulated vested benefits			
a. Participants currently receiving benefits including DROP participants	\$ 870,310	\$ 2,294,429	\$ 2,294,429
b. Other participants	2,730,758	1,707,430	1,696,804
c. Total	<u>\$ 3,601,068</u>	<u>\$ 4,001,859</u>	<u>\$ 3,991,233</u>
2. Actuarial present value of accumulated non-vested Plan benefits	<u>143,757</u>	<u>442,351</u>	<u>494,785</u>
3. Total actuarial present value of accumulated Plan benefits	\$ 3,744,825	\$ 4,444,210	\$ 4,486,018
<b>E. <u>Statement of Change in Accumulated Plan Benefits</u></b>			
1. Actuarial present value of accumulated Plan benefits as of October 1, 2022			\$ 3,744,825
2. Increase (decrease) during period attributable to:			
a. Plan amendment			\$ 0
b. Change in actuarial assumptions			41,808
c. Benefits paid			(154,678)
d. Other, including benefits accumulated and increase for interest due to decrease in the discount period			854,063
e. Net increase			<u>\$ 741,193</u>
3. Actuarial present value of accumulated Plan benefits as of October 1, 2023			\$ 4,486,018

Actuarial Valuation as of October 1, 2023

State Required Exhibit

(AMSC)

	Actuarial Impact Statement 10/01/2022	Prior Assumptions 10/01/2023	Current Assumptions 10/01/2023
<b>F. Pension Cost</b>			
1. Total normal cost (including administrative expenses)	\$ 175,049	\$ 180,947	\$ 248,825
2. Payment required to amortize unfunded liability	148,390	233,529	255,594
3. Interest adjustment	11,503	14,741	17,939
4. Total preliminary required contribution	\$ 334,942	\$ 429,217	\$ 522,358
5. Total required contribution (Greater of F.1. +F.3. and F.4.)	\$ 334,942	\$ 429,217	\$ 522,358
6. Item 5 as a percentage of payroll	23.4%	29.2%	35.5%
7. Estimated member contributions	\$ 100,139	\$ 107,146	\$ 107,146
8. Item 7 as a percentage of payroll	7.0% <sup>1</sup>	7.0% <sup>2</sup>	7.0% <sup>2</sup>
9. Estimated State contributions	\$ 0	\$ 0	\$ 0
10. Item 9 as a percentage of payroll	0.0% <sup>1</sup>	0.0% <sup>2</sup>	0.0% <sup>2</sup>
11. Net amount payable by City	\$ 234,803	\$ 339,240	\$ 436,106
12. Item 11 as a percentage of payroll	16.4% <sup>1</sup>	22.2% <sup>2</sup>	28.5% <sup>2</sup>
<b>G. Past Contributions</b>			
1. Total contribution required (prior year's valuation)	\$ 336,859	\$ 334,942	\$ 334,942
2. Actual contributions made:			
a. Members	\$ 100,838	N/A	N/A
b. State	N/A	N/A	N/A
c. City	236,021	N/A	N/A
d. Total	\$ 336,859	N/A	N/A
<b>H. Net Actuarial Gain / (Loss)</b>			
	\$ (63,719)	\$ (1,035,671)	\$ (1,035,671)
<b>I. Disclosure of Following Items:</b>			
1. Actuarial present value of future salaries - attained age	\$ 8,403,946	\$ 10,259,043	\$ 12,347,111
2. Actuarial present value of future employee contributions - attained age	\$ 588,276	\$ 718,133	\$ 864,298
3. Actuarial present value of future contributions from other sources	N/A	N/A	N/A
4. Amount of active members' accumulated contributions	\$ 794,770	\$ 609,973	\$ 609,973
5. Actuarial present value of future salaries and future benefits at entry age	N/A	N/A	N/A
6. Actuarial present value of future employee contributions at entry age	N/A	N/A	N/A

<sup>1</sup> Percent of expected 2023-2024 covered payroll (\$1,430,561)

<sup>2</sup> Percent of expected 2024-2025 covered payroll (\$1,530,658)



Actuarial Valuation as of October 1, 2023

State Required Exhibit

(Police Officers)

	<u>10/01/2022</u>	<u>Prior Assumptions 10/01/2023</u>	<u>Current Assumptions 10/01/2023</u>
<b>A. <u>Participant Data</u></b>			
1. Active participants	34	36	36
2. Retired participants and beneficiaries receiving benefits excluding DROPs	21	22	22
3. DROP participants	8	8	8
4. Disabled participants receiving benefits	0	0	0
5. Terminated vested participants	6	7	7
6. Annual payroll of active participants	\$ 2,776,533	\$ 3,057,725	\$ 3,057,725
7. Expected payroll of active employees for the following year	\$ 2,776,533	\$ 3,180,034	\$ 3,180,034
8. Annual benefits payable to those currently receiving benefits excluding DROPs	\$ 950,906	\$ 1,035,179	\$ 1,035,179
9. Annual benefits payable to DROPs	\$ 431,404	\$ 438,923	\$ 438,923
<b>B. <u>Assets</u></b>			
1. Market Value of Assets	\$ 28,369,700	\$ 30,539,809	\$ 30,539,809
2. Smoothed Value of Assets	\$ 31,871,128	\$ 32,555,204	\$ 32,555,204
<b>C. <u>Liabilities</u></b>			
1. Actuarial present value of future expected benefit payments for active members			
a. Retirement benefits	\$ 13,312,503	\$ 13,955,214	\$ 13,933,992
b. Vesting benefits	805,147	791,513	886,505
c. Death benefits	43,272	46,788	47,845
d. Disability benefits	213,681	240,989	283,078
e. Refunds	184,335	225,490	201,057
f. Total	<u>\$ 14,558,938</u>	<u>\$ 15,259,994</u>	<u>\$ 15,352,477</u>
2. Actuarial present value of future expected benefit payments for terminated vested members	\$ 726,990	\$ 999,170	\$ 999,170
3. Actuarial present value of future expected benefit payments for members currently receiving benefits			
a. Service retired	\$ 11,845,787	\$ 12,979,298	\$ 12,979,298
b. DROP participants	7,606,544	7,536,151	7,536,151
c. Disability retired	0	0	0
d. Beneficiaries	0	0	0
e. Miscellaneous	34,571	17,900	17,900
f. Total	<u>\$ 19,486,902</u>	<u>\$ 20,533,349</u>	<u>\$ 20,533,349</u>

Actuarial Valuation as of October 1, 2023

State Required Exhibit

(Police Officers)

	<u>10/01/2022</u>	<u>Prior Assumptions 10/01/2023</u>	<u>Current Assumptions 10/01/2023</u>
4. Total actuarial present value of future expected benefit payments	\$ 34,772,830	\$ 36,792,513	\$ 36,884,996
5. Actuarial accrued liabilities	\$ 31,633,704	\$ 33,151,545	\$ 33,390,438
6. Unfunded actuarial accrued liabilities	\$ (237,424)	\$ 596,341	\$ 835,234
<b>D. <u>Statement of Accumulated Plan Benefits</u></b>			
1. Actuarial present value of accumulated vested benefits			
a. Participants currently receiving benefits including DROP participants	\$ 19,452,331	\$ 20,515,449	\$ 20,515,449
b. Other participants	6,913,223	7,892,139	7,835,285
c. Total	<u>\$ 26,365,554</u>	<u>\$ 28,407,588</u>	<u>\$ 28,350,734</u>
2. Actuarial present value of accumulated non-vested Plan benefits	<u>2,053,162</u>	<u>1,671,194</u>	<u>1,597,726</u>
3. Total actuarial present value of accumulated Plan benefits	\$ 28,418,716	\$ 30,078,782	\$ 29,948,460
<b>E. <u>Statement of Change in Accumulated Plan Benefits</u></b>			
1. Actuarial present value of accumulated Plan benefits as of October 1, 2022			\$ 28,418,716
2. Increase (decrease) during period attributable to:			
a. Plan amendment			\$ 0
b. Change in actuarial assumptions			(130,322)
c. Benefits paid			(1,166,920)
d. Other, including benefits accumulated and increase for interest due to decrease in the discount period			<u>2,826,986</u>
e. Net increase			\$ 1,529,744
3. Actuarial present value of accumulated Plan benefits as of October 1, 2023			\$ 29,948,460

Actuarial Valuation as of October 1, 2023

State Required Exhibit

(Police Officers)

	<u>10/01/2022</u>	<u>Prior Assumptions 10/01/2023</u>	<u>Current Assumptions 10/01/2023</u>
<b>F. Pension Cost</b>			
1. Total normal cost (including administrative expenses)	\$ 545,253	\$ 627,468	\$ 598,126
2. Payment required to amortize unfunded liability	(28,719)	33,542	51,805
3. Interest adjustment	19,778	24,916	24,522
4. Total preliminary required contribution	<u>\$ 536,312</u>	<u>\$ 685,926</u>	<u>\$ 674,453</u>
5. Total required contribution (Greater of F.1. + F.3. and F.4.)	\$ 545,253	\$ 685,926	\$ 674,453
6. Item 5 as a percentage of payroll	19.6%	22.4%	22.1%
7. Estimated member contributions	\$ 208,240	\$ 238,503	\$ 238,503
8. Item 7 as a percentage of payroll	7.5% <sup>1</sup>	7.5% <sup>2</sup>	7.5% <sup>2</sup>
9. Estimated State contributions	\$ 79,228	\$ 79,228	\$ 79,228
10. Item 9 as a percentage of payroll	2.9% <sup>1</sup>	2.5% <sup>2</sup>	2.5% <sup>2</sup>
11. Net amount payable by City	\$ 257,785	\$ 395,632	\$ 383,700
12. Item 11 as a percentage of payroll	9.3% <sup>1</sup>	12.4% <sup>2</sup>	12.1% <sup>2</sup>
<b>G. Past Contributions</b>			
1. Total contribution required (prior year's valuation)	\$ 560,089	\$ 545,253	\$ 545,253
2. Actual contributions made:			
a. Members	\$ 232,236	N/A	N/A
b. State	79,228	N/A	N/A
c. City	278,625	N/A	N/A
d. Total	<u>\$ 590,089</u>	<u>N/A</u>	<u>N/A</u>
<b>H. Net Actuarial Gain / (Loss)</b>			
	\$ (751,265)	\$ (857,889)	\$ (857,889)
<b>I. Disclosure of Following Items:</b>			
1. Actuarial present value of future salaries - attained age	\$ 17,741,587	\$ 20,315,123	\$ 20,694,915
2. Actuarial present value of future employee contributions - attained age	\$ 1,330,619	\$ 1,523,634	\$ 1,552,119
3. Actuarial present value of future contributions from other sources	N/A	N/A	N/A
4. Amount of active members' accumulated contributions	\$ 2,521,064	\$ 2,370,141	\$ 2,370,141
5. Actuarial present value of future salaries and future benefits at entry age	N/A	N/A	N/A
6. Actuarial present value of future employee contributions at entry age	N/A	N/A	N/A

<sup>1</sup> Percent of expected 2023-2024 covered payroll (\$2,776,533)

<sup>2</sup> Percent of expected 2024-2025 covered payroll (\$3,180,034)

Actuarial Valuation as of October 1, 2023

State Required Exhibit

(All Participants)

	Actuarial Impact Statement 10/01/2022	Prior Assumptions 10/01/2023	Current Assumptions 10/01/2023
<b>A. Participant Data</b>			
1. Active participants	82	90	90
2. Retired participants and beneficiaries receiving benefits excluding DROPs	52	59	59
3. DROP participants	11	10	10
4. Disabled participants receiving benefits	0	0	0
5. Terminated vested participants	12	12	12
6. Annual payroll of active participants	\$ 6,262,907	\$ 7,160,136	\$ 7,160,136
7. Expected payroll of active employees for the following year	\$ 6,262,907	\$ 7,415,811	\$ 7,415,811
8. Annual benefits payable to those currently receiving benefits excluding DROPs	\$ 1,767,489	\$ 2,066,258	\$ 2,066,258
9. Annual benefits payable to DROPs	\$ 530,445	\$ 524,831	\$ 524,831
<b>B. Assets</b>			
1. Market Value of Assets	\$ 49,186,762	\$ 52,953,588	\$ 52,953,588
2. Smoothed Value of Assets	\$ 55,181,869	\$ 56,368,842	\$ 56,368,842
<b>C. Liabilities</b>			
1. Actuarial present value of future expected benefit payments for active members			
a. Retirement benefits	\$ 22,765,408	\$ 23,732,779	\$ 25,082,642
b. Vesting benefits	1,957,978	2,158,644	1,932,584
c. Death benefits	134,852	149,648	170,200
d. Disability benefits	687,607	782,539	932,321
e. Refunds	208,608	259,885	251,443
f. Total	\$ 25,754,453	\$ 27,083,495	\$ 28,369,190
2. Actuarial present value of future expected benefit payments for terminated vested members	\$ 1,659,572	1,706,276	\$ 1,706,276
3. Actuarial present value of future expected benefit payments for members currently receiving benefits			
a. Service retired	\$ 21,026,098	\$ 24,342,044	\$ 24,342,044
b. DROP participants	9,171,064	8,940,009	8,940,009
c. Disability retired	0	0	0
d. Beneficiaries	176,703	444,056	444,056
e. Miscellaneous	103,023	86,352	86,352
f. Total	\$ 30,476,888	\$ 33,812,461	\$ 33,812,461



Actuarial Valuation as of October 1, 2023

State Required Exhibit

(All Participants)

	Actuarial Impact Statement 10/01/2022	Prior Assumptions 10/01/2023	Current Assumptions 10/01/2023
4. Total actuarial present value of future expected benefit payments	\$ 57,890,913	\$ 62,602,232	\$ 63,887,927
5. Actuarial accrued liabilities	\$ 52,629,799	\$ 56,328,214	\$ 56,824,906
6. Unfunded actuarial accrued liabilities	\$ (2,552,070)	\$ (40,628)	\$ 456,064
<b>D. <u>Statement of Accumulated Plan Benefits</u></b>			
1. Actuarial present value of accumulated vested benefits			
a. Participants currently receiving benefits including DROP participants	\$ 30,373,865	\$ 33,726,109	\$ 33,726,109
b. Other participants	13,778,818	13,524,157	13,441,211
c. Total	<u>\$ 44,152,683</u>	<u>\$ 47,250,266</u>	<u>\$ 47,167,320</u>
2. Actuarial present value of accumulated non-vested Plan benefits	<u>2,290,486</u>	<u>2,253,511</u>	<u>2,231,163</u>
3. Total actuarial present value of accumulated Plan benefits	\$ 46,443,169	\$ 49,503,777	\$ 49,398,483
<b>E. <u>Statement of Change in Accumulated Plan Benefits</u></b>			
1. Actuarial present value of accumulated Plan benefits as of October 1, 2022			\$ 46,443,169
2. Increase (decrease) during period attributable to:			
a. Plan amendment			\$ 0
b. Change in actuarial assumptions			(105,294)
c. Benefits paid			(2,156,794)
d. Other, including benefits accumulated and increase for interest due to decrease in the discount period			<u>5,217,402</u>
e. Net increase			\$ 2,955,314
3. Actuarial present value of accumulated Plan benefits as of October 1, 2023			\$ 49,398,483

Actuarial Valuation as of October 1, 2023

State Required Exhibit

(All Participants)

	Actuarial Impact Statement 10/01/2022	Prior Assumptions 10/01/2023	Current Assumptions 10/01/2023
<b>F. Pension Cost</b>			
1. Total normal cost (including expenses)	\$ 945,337	\$ 1,074,192	\$ 1,109,696
2. Payment required to amortize unfunded liability	(280,551)	(98,252)	(58,686)
3. Interest adjustment	25,051	49,109	51,805
4. Total preliminary required contribution	\$ 689,837	\$ 1,025,049	\$ 1,102,815
5. Total required contribution	\$ 1,105,315	\$ 1,390,372	\$ 1,468,900
6. Item 5 as a percentage of payroll	17.6%	19.4%	20.5%
7. Estimated member contributions	\$ 402,452	\$ 457,533	\$ 457,533
8. Item 7 as a percentage of payroll	6.4% <sup>1</sup>	6.2% <sup>2</sup>	6.2% <sup>2</sup>
9. Estimated State contributions	\$ 79,228	\$ 79,228	\$ 79,228
10. Item 9 as a percentage of payroll	1.3% <sup>1</sup>	1.1% <sup>2</sup>	1.1% <sup>2</sup>
11. Net amount payable by City	\$ 623,635	\$ 903,974	\$ 985,652
12. Item 11 as a percentage of payroll	10.0% <sup>1</sup>	12.2% <sup>2</sup>	13.3% <sup>2</sup>
<b>G. Past Contributions</b>			
1. Total contribution required (prior year's valuation)	\$ 1,126,992	\$ 1,105,315	\$ 1,105,315
2. Actual contributions made:			
a. Members	\$ 429,588	N/A	N/A
b. State	79,228	N/A	N/A
c. City	652,018	N/A	N/A
d. Total	\$ 1,160,834	N/A	N/A
<b>H. Net Actuarial Gain / (Loss)</b>	\$ (1,123,112)	\$ (2,872,379)	\$ (2,872,379)
<b>I. Disclosure of Following Items:</b>			
1. Actuarial present value of future salaries - attained age	\$ 41,694,907	\$ 50,242,869	\$ 52,973,070
2. Actuarial present value of future employee contributions - attained age	\$ 2,571,628	\$ 3,012,240	\$ 3,203,014
3. Actuarial present value of future contributions from other sources	N/A	N/A	N/A
4. Amount of active members' accumulated contributions	\$ 4,412,074	\$ 4,057,370	\$ 4,057,370
5. Actuarial present value of future salaries and future benefits at entry age	N/A	N/A	N/A
6. Actuarial present value of future employee contributions at entry age	N/A	N/A	N/A

<sup>1</sup> Percent of expected 2023-2024 covered payroll (\$6,262,907)

<sup>2</sup> Percent of expected 2024-2025 covered payroll (\$7,415,811)

**Table XVIII  
(Cont'd)**

**State Required Exhibit**

	<u>Unfunded Actuarial Accrued Liabilities</u>	<u>Current Unfunded Liabilities</u>	<u>Amortization Payment</u>	<u>Remaining Funding Period</u>
<u>General Employees Tier 1</u>				
10/01/2015	Combined Bases *	\$ (1,659,938)	\$ (210,028)	11 years
10/01/2016	Actuarial Loss / (Gain)	(588,695)	(55,988)	18 years
10/01/2016	Assumption Change	607,460	57,773	18 years
10/01/2017	Actuarial Loss / (Gain)	(399,994)	(37,062)	19 years
10/01/2018	Actuarial Loss / (Gain)	(1,836,730)	(166,202)	20 years
10/01/2018	Plan Amendment - Ord. #35-19-2348	942,925	85,323	20 years
10/01/2019	Actuarial Loss / (Gain)	(1,049,483)	(92,939)	21 years
10/01/2019	Assumption Change	(313,154)	(27,732)	21 years
10/01/2020	Actuarial Loss / (Gain)	(69,519)	(6,036)	22 years
10/01/2021	Actuarial Loss / (Gain)	(200,150)	(17,070)	23 years
10/01/2022	Actuarial Loss / (Gain)	321,213	26,947	24 years
10/01/2023	Actuarial Loss / (Gain)	955,829	78,985	25 years
10/01/2023	Assumption Change	(9,913)	(819)	25 years
	<b>TOTAL</b>	<b>\$ (3,300,149)</b>	<b>\$ (364,848)</b>	
<u>General Employees Tier 2</u>				
10/01/2017	Initial Base	\$ 119,895	\$ 11,403	18 years
10/01/2018	Actuarial Loss / (Gain)	38,310	3,467	20 years
10/01/2018	Plan Amendment - Ord. #35-19-2348	143,195	12,957	20 years
10/01/2019	Actuarial Loss / (Gain)	(214,649)	(19,009)	21 years
10/01/2019	Assumption Change	(18,104)	(1,603)	21 years
10/01/2020	Actuarial Loss / (Gain)	(139,082)	(12,077)	22 years
10/01/2021	Actuarial Loss / (Gain)	9,849	840	23 years
10/01/2022	Actuarial Loss / (Gain)	9,869	828	24 years
10/01/2023	Actuarial Loss / (Gain)	22,990	1,900	25 years
10/01/2023	Assumption Change	689	57	25 years
	<b>TOTAL</b>	<b>\$ (27,038)</b>	<b>\$ (1,237)</b>	
<u>AMSC</u>				
10/01/2017	Combined Bases *	\$ 207,739	\$ 19,757	18 years
10/01/2018	Actuarial Loss / (Gain)	544,679	49,287	20 years
10/01/2018	Plan Amendment - Ord. #23-19-2336	247,135	22,363	20 years
10/01/2018	Plan Amendment - Ord. #35-19-2348	538,995	48,773	20 years
10/01/2019	Actuarial Loss / (Gain)	(522,929)	(46,309)	21 years
10/01/2019	Assumption Change	(67,870)	(6,010)	21 years
10/01/2020	Actuarial Loss / (Gain)	164,834	14,313	22 years
10/01/2020	Plan Amendment - Ord. #18-21-2408	274,976	23,877	22 years
10/01/2021	Actuarial Loss / (Gain)	195,118	16,640	23 years
10/01/2022	Actuarial Loss / (Gain)	62,589	5,251	24 years
10/01/2022	Plan Amendment - Ord. #20-23-2471	57	5	24 years
10/01/2023	Actuarial Loss / (Gain)	1,035,671	85,582	25 years
10/01/2023	Assumption Change	267,023	22,065	25 years
	<b>TOTAL</b>	<b>\$ 2,948,017</b>	<b>\$ 255,594</b>	

\* Combined per Internal Revenue Code Regulation 1.412(b)-1



State Required Exhibit

	<u>Unfunded Actuarial Accrued Liabilities</u>	<u>Current Unfunded Liabilities</u>	<u>Amortization Payment</u>	<u>Remaining Funding Period</u>
		<u>Police Officers</u>		
10/01/2018	Combined Bases *	\$ (599,242)	\$ (57,328)	16 years
10/01/2018	Plan Amendment - Ord. #38-19-2351	422,844	35,825	20 years
10/01/2019	Actuarial Loss / (Gain)	338,076	27,960	21 years
10/01/2019	Assumption Change	(1,138,175)	(94,132)	21 years
10/01/2020	Actuarial Loss / (Gain)	107,939	8,731	22 years
10/01/2021	Actuarial Loss / (Gain)	(213,958)	(16,958)	23 years
10/01/2022	Actuarial Loss / (Gain)	820,968	63,859	24 years
10/01/2023	Actuarial Loss / (Gain)	857,889	65,585	25 years
10/01/2023	Assumption Change	<u>238,893</u>	<u>18,263</u>	25 years
	TOTAL	\$ 835,234	\$ 51,805	

\* Combined per Internal Revenue Code Regulation 1.412(b)-1

This actuarial valuation and/or cost determination was prepared and completed by us or under our direct supervision, and we acknowledge responsibility for the results. To the best of our knowledge, the results are complete and accurate, and in our opinion, the techniques and assumptions used are reasonable and meet the requirements and intent of Part VII, Chapter 112, Florida Statutes. Based upon our understanding of the Plan, there is no benefit or expense to be provided by the Plan and/or paid from the Plan's assets for which liabilities or current costs have not been established or other wise provided for in the valuation. All known events or trends which may require material increase in Plan costs or required contribution rates have been taken into account in the valuation.

*Michelle Jones*

Shelly L. Jones, A.S.A.  
Enrollment Number: 23-08646

*Jennifer Borregard*

Jennifer M. Borregard, E.A.  
Enrollment Number: 23-07624

Dated: May 1, 2024

## Glossary

**Actuarial Accrued Liability.** The difference between the Actuarial Present Value of Future Benefits, and the Actuarial Present Value of Future Normal Costs.

**Actuarial Assumptions.** Assumptions about future plan experience that affect costs or liabilities, such as: mortality, withdrawal, disablement, and retirement; future increases in salary; future rates of investment earnings; future investment and administrative expenses; characteristics of members not specified in the data, such as marital status; characteristics of future members; future elections made by members and other items.

**Actuarial Cost Method.** A procedure for allocating the Actuarial Present Value of Future Benefits between the Actuarial Present Value of Future Normal Costs and the Actuarial Accrued Liability.

**Actuarial Equivalent.** Of equal Actuarial Present Value, determined as of a given date and based on a given set of Actuarial Assumptions.

**Actuarial Present Value of Future Benefits.** The Actuarial Present Value of amounts which are expected to be paid at various future times to active members, retired members, beneficiaries receiving benefits and inactive, non-retired members entitled to either a refund or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.

**Actuarial Valuation.** The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a plan. An Actuarial Valuation for a governmental retirement system typically also includes calculations of items needed for compliance with GASB No. 67.

**Actuarial Value of Assets.** The value of the assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets or a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the actuarially required contribution.

**Amortization Method.** A method for determining the Amortization Payment. The most common methods used are level dollar and level percentage of payroll. Under the Level Dollar method, the Amortization Payment is one of a stream of payments, all equal, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the Amortization Payment is one of a stream of increasing payments, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the stream of payments increases at the rate at which total covered payroll of all active members is assumed to increase.

## Glossary

**Amortization Payment.** That portion of the plan contribution which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.

**Amortization Period.** The period used in calculating the Amortization Payment.

**Annual Required Contribution.** The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation. The annual required contribution consists of the Employer Normal Cost and Amortization Payment plus interest adjustment.

**Closed Amortization Period.** A specific number of years that is reduced by one each year, and declines to zero with the passage of time. For example if the amortization period is initially set at 30 years, it is 29 years at the end of one year, 28 years at the end of two years, etc.

**Employer Normal Cost.** The portion of the Normal Cost to be paid by the employer. This is equal to the Normal Cost less expected member contributions.

**Equivalent Single Amortization Period.** For plans that do not establish separate amortization bases (separate components of the UAAL), this is the same as the Amortization Period. For plans that do establish separate amortization bases, this is the period over which the UAAL would be amortized if all amortization bases were combined upon the current UAAL payment.

**Experience Gain/Loss.** A measure of the difference between actual experience and that expected based upon a set of Actuarial Assumptions, during the period between two actuarial valuations. To the extent that actual experience differs from that assumed, Unfunded Actuarial Accrued Liabilities emerge which may be larger or smaller than projected. Gains are due to favorable experience, e.g., the assets earn more than projected, salaries do not increase as fast as assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as projected by the actuarial assumptions. Losses are the result of unfavorable experience, i.e., actual results that produce Unfunded Actuarial Accrued Liabilities which are larger than projected.

**GASB.** Governmental Accounting Standards Board.

## Glossary

**GASB No. 67 and GASB No. 68.** These are the governmental accounting standards that set the accounting rules for public retirement plans and the employers that sponsor or contribute to them. Statement No. 67 sets the accounting rules for the plans themselves, while Statement No. 68 sets the accounting rules for the employers that sponsor or contribute to public retirement plans.

**Normal Cost.** The annual cost assigned, under the Actuarial Cost Method, to the current plan year.

**Open Amortization Period.** An open amortization period is one which is used to determine the Amortization Payment but which does not change over time. In other words, if the initial period is set as 30 years, the same 30-year period is used in determining the Amortization Period each year. In theory, if an Open Amortization Period is used to amortize the Unfunded Actuarial Accrued Liability, the UAAL will never completely disappear, but will become smaller each year, either as a dollar amount or in relation to covered payroll.

**Unfunded Actuarial Accrued Liability.** The difference between the Actuarial Accrued Liability and Actuarial Value of Assets.

**Valuation Date.** The date as of which the Actuarial Present Value of Future Benefits are determined. The benefits expected to be paid in the future are discounted to this date.

**Vested Benefit Security Ratio.** The ratio of the Market Value of Assets to the Actuarial Present Value of Vested Accrued Benefits.