City of Lake Mary Firefighters' Retirement System

ACTUARIAL VALUATION REPORT AS OF OCTOBER 1, 2023
ANNUAL EMPLOYER CONTRIBUTION FOR THE FISCAL YEAR
ENDING SEPTEMBER 30, 2025

GRS

GRS

November 1, 2023

Board of Trustees
Lake Mary Firefighters' Retirement System
Lake Mary, Florida

Re: City of Lake Mary Firefighters' Retirement System Actuarial Valuation as of October 1, 2023

Dear Board Members:

The results of the October 1, 2023 Annual Actuarial Valuation of the City of Lake Mary Firefighters' Retirement System are presented in this report.

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

The purposes of the valuation are to measure the System's funding progress, to determine the employer contribution rate for the fiscal year ending September 30, 2025, and to determine the actuarial information for GASB Statement No. 67 for the fiscal year ending September 30, 2023. This report should not be relied on for any purpose other than the purposes described herein. Determinations of financial results, associated with the benefits described in this report, for purposes other than those identified above may be significantly different.

The contribution rate in this report is determined using the actuarial assumptions and methods disclosed in Section B of this report. This report includes risk metrics in Section A but does not include a more robust assessment of the risks of future experience not meeting the actuarial assumptions. Additional assessment of risks was outside the scope of this assignment.

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.

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 concerning Retirement System benefits, financial transactions, plan provisions and active members, terminated members, retirees and beneficiaries. We checked for internal and year-to-year consistency, but did not audit the data. We are not responsible for the accuracy or completeness of the information provided by the Plan Administrator.

This report was prepared using certain assumptions approved by the Board as authorized under Florida Statutes and prescribed by the Florida Statutes as described in the section of this report entitled Actuarial Assumptions and Methods. The investment return assumption was prescribed by the Board and the assumed mortality rates detailed in the Actuarial Assumptions and Methods section were prescribed by Chapter 112.63, Florida Statutes. All actuarial assumptions used in this report are reasonable for purposes of this valuation. The combined effect of the assumptions, excluding prescribed assumptions or methods set by law, is expected to have no significant bias (i.e. not significantly optimistic or pessimistic).

This report was prepared using our proprietary valuation model and related software which in our professional judgment has the capability to provide results that are consistent with the purposes of the valuation and has no material limitations or known weaknesses. We performed tests to ensure that the model reasonably represents that which is intended to be modeled.

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 Retirement System 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.

Jeffrey Amrose and Trisha Amrose are members of the American Academy of Actuaries. These actuaries meet the Academy's Qualification Standards to render the actuarial opinions contained herein.

The signing actuaries are independent of the plan sponsor.

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. In our opinion, the techniques and assumptions used are reasonable, meet the requirements and intent of Part VII, Chapter 112, Florida Statutes, and are based on generally accepted actuarial principles and practices. 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 otherwise taken into account in the valuation. All known events or trends which may require a material increase in plan costs or required contribution rates have been taken into account in the valuation.

Gabriel, Roeder, Smith & Company will be pleased to review this valuation and Report with the Board of Trustees and to answer any questions pertaining to the valuation.

Respectfully submitted,

GABRIEL, ROEDER, SMITH AND COMPANY

By: Jeff Amrose

Jeffrey Amrose, MAAA
Enrolled Actuary No. 23-6599
Senior Consultant & Actuary

By: Trisha Amrose

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SECTION A

DISCUSSION OF VALUATION RESULTS

DISCUSSION OF VALUATION RESULTS

Comparison of Required Employer Contributions

The following is a comparison of required contributions developed in this year's and last year's actuarial valuations:

	For FYE 9/30/2025 Based on 10/1/2023 Valuation	For FYE 9/30/2024 Based on 10/1/2022 Valuation	Increase (Decrease)
Required Employer/State Contribution	$ 1,050,101	$ 851,287	$ 198,814
As % of Covered Payroll	28.91 %	26.30 %	2.61 %
Estimated Credit for State Contribution	$ 225,166	$ 225,166 *	$ 0
As % of Covered Payroll	6.20 %	6.96 %	(0.76) %
Required Employer Contribution	$ 824,935	$ 626,121 **	$ 198,814
As % of Covered Payroll	22.71 %	19.34 %	3.37 %

** We have updated the amount shown in the October 1, 2022 Actuarial Valuation Report to be based on the most up to date State contribution received in 2023.*
*** This amount may be offset by the $58,684 prepaid City contribution as of September 30, 2023.*

The required contribution dollar amounts shown above are estimates only. The actual contribution is based on the percentage of the actual payroll for the fiscal year. The required Employer contribution has been adjusted for interest on the basis that contributions are made in equal payments at the end of each pay period.

The required Employer contribution has been computed under the assumption that the amount of State money on behalf of firefighters that offsets the required contribution in the fiscal years ending 2024 and 2025 will be $225,166. If the actual offset amount is less, then the City must increase its contribution by the difference.

The actual Employer and State contributions for the year ending September 30, 2023 were $624,914 (excluding the $58,684 prepaid City contribution) and $225,166, respectively, for a total of $850,080, or 26.06% of payroll based on a covered payroll amount of $3,262,012. The required contribution was 26.06% of covered payroll.

Revisions in Benefits

There were no revisions in benefits in the current valuation.

Revisions in Actuarial Assumptions or Methods

There were no revisions in actuarial assumptions or methods in the current valuation.

Actuarial Experience

During the past year, there was a net actuarial loss of $1,117,047 which means that actual experience was less favorable than expected. This loss is primarily due to investment losses from a valuation asset return of 5.1% compared to the 7.0% assumed rate. In addition, there were losses from the average salary increase being greater than expected, 12.2% vs. 5.1% expected. The net loss has increased the required employer contribution by 3.87% of covered payroll.

Funded Ratio

This year's funded ratio is 93.0% compared to 96.6% last year. The ratio is equal to the actuarial value of assets divided by the actuarial accrued (past service) liability.

Analysis of Change in Employer Contribution

The components of change in the required employer contribution are as follows:

Contribution Rate Last Year *	19.34	%
Actuarial (Gain) Loss	3.87	
Normal Cost Rate	(0.04)	
Administrative Expenses	(0.84)	
Amortization Payment on UAAL	(0.38)	
Change in State Contribution	0.76	
Change in Assumptions/Methods	0.00	
Change in Benefits	0.00	
Contribution Rate This Year	22.71	%

**After update to reflect the State contribution received in 2023.*

Variability of Future Contribution Rates

The Actuarial Cost Method used to determine the contribution rate is intended to produce contribution rates which are generally level as a percent of payroll. Even so, when experience differs from the assumptions, as it often does, the employer's contribution rate can vary significantly from year-to-year. Over time, if the year-to-year gains and losses offset each other, the contribution rate would be expected to return to the current level, but this does not always happen.

The Actuarial Value of Assets exceeds the Market Value of Assets by $1,941,165 as of the valuation date (see Section C). This difference will be gradually recognized over the next four years in the absence of offsetting losses. In turn, the computed employer contribution rate will increase by approximately 6.7% of covered payroll over the same period.

Another potential area of variability has to do with the annual payment on the Unfunded Actuarial Accrued Liability (UAAL). This payment is computed as a level percent of covered payroll under the new assumption that covered payroll will rise by 3% per year. According to Chapter 112, Florida Statutes, this payroll growth assumption may not exceed the average growth over the last ten years (limited to 3.00%). If the actual payroll growth in the future is less than the assumption, the payment on the UAAL will increase. For example, if the payroll growth assumption was lowered to 0%, the UAAL payment would increase from $199,678 to $229,080. If the total covered payroll as of October 1, 2024 for active members remains at $3.5 million, the ten-year payroll growth will increase to 3.34%.

<u>Relationship to Market Value</u>

If Market Value had been the basis for the valuation, the City contribution rate would have been 29.43% and the funded ratio would have been 85.9%. In the absence of other gains and losses, the City contribution rate should increase to this value over the next several years.

<u>Conclusion</u>

The remainder of this Report includes detailed actuarial valuation results, financial information, miscellaneous information and statistics, and a summary of plan provisions.

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 the expected returns;
2. 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;
3. Salary and Payroll risk – actual salaries and total payroll may differ from expected, resulting in actual future accrued liability and contributions differing from expected;
4. Longevity risk – members may live longer or shorter than expected and receive pensions for a period of time other than assumed;
5. Other demographic risks – members may terminate, retire or become disabled at times or with benefits other than assumed resulting in actual future accrued liability and contributions differing from expected.

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

The computed contribution rate shown on page 1 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:

	2023	2022
Ratio of the market value of assets to payroll	6.70	6.93
Ratio of actuarial accrued liability to payroll	7.79	8.08
Ratio of actives to retirees and beneficiaries	1.8	1.9
Ratio of net cash flow to market value of assets	0.13%	0.94%

RATIO OF MARKET VALUE OF ASSETS TO PAYROLL

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

RATIO OF ACTUARIAL ACCRUED LIABILITY TO PAYROLL

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

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

RATIO OF 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.

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: $36,776,513

B. Discount rate used to calculation 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: Individual Entry-Age Actuarial Cost Method

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 risk securities to provide the benefits with greater certainty. 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.

CHAPTER REVENUE

Under the default rules of Senate Bill 172, which is described in the legislation (codified in Chapter 2015-39), the Insurance Premium Tax Revenue (IPTR) for 2002, which was $85,090, must be used to fund chapter minimum benefits. Additionally, the IPTR for 2012 ($169,753) in excess of the IPTR for 2002, referred to as the gap amount, must be used to fund benefits in excess of the chapter minimum benefits. Since both of these conditions have been satisfied, the City may use the full IPTR for 2012 to offset the required contribution.

The current IPTR in excess of the 2012 IPTR, referred to as the growth amount, will be allocated 50% to the Share Plan and 50% to offset the required contribution. In future years, any growth amount will be allocated as described above.

Actuarial Confirmation of the Use of State Chapter Money	
1. Base Amount Previous Plan Year	$ 192,576
2. Amount Received for Previous Plan Year	280,578
3. Benefit Improvements Made in Previous Plan Year	0
4. Excess Funds for Previous Plan Year	110,825
5. Accumulated Excess at Beginning of Previous Year	0
6. Prior Excess Used in Previous Plan Year	0
7. Accumulated Excess as of Valuation Date (Available for Benefit Improvements): (5) - (6)	0
8. Base Amount This Plan Year	225,166 *

** IPTR for 2012 plus 50% of the excess of the State contribution received in 2023 over the IPTR for 2012.*

SECTION B

VALUATION RESULTS

PARTICIPANT DATA		
	October 1, 2023	October 1, 2022
ACTIVE MEMBERS		
Number	41	39
Covered Annual Payroll	$ 3,526,515	$ 3,142,557
Average Annual Payroll	$ 86,013	$ 80,578
Average Age	37.2	37.2
Average Past Service	9.2	9.8
Average Age at Hire	28.0	27.4
RETIREES, BENEFICIARIES & DROP		
Number	19	17
Annual Benefits	$ 1,098,065	$ 965,831
Average Annual Benefit	$ 57,793	$ 56,814
Average Age	59.4	59.3
DISABILITY RETIREES		
Number	4	4
Annual Benefits	$ 105,510	$ 105,510
Average Annual Benefit	$ 26,378	$ 26,378
Average Age	47.6	46.6
TERMINATED VESTED MEMBERS		
Number	5	5
Annual Benefits	$ 106,487	$ 106,487
Average Annual Benefit	$ 21,297	$ 21,297
Average Age	45.6	44.6

ACTUARIALLY DETERMINED CONTRIBUTION (ADC)		
A. Valuation Date	October 1, 2023	October 1, 2022
B. ADC to Be Paid During Fiscal Year Ending	9/30/2025	9/30/2024
C. Assumed Dates of Employer Contributions	Evenly	Evenly
D. Annual Payment to Amortize Unfunded Actuarial Liability	$ 199,678	$ 72,215
E. Employer Normal Cost	785,194	726,309
F. ADC if Paid on the Valuation Date: D + E	984,872	798,524
G. ADC Adjusted for Frequency of Payments	1,019,343	826,472
H. ADC as % of Covered Payroll	28.91 %	26.30 %
I. Assumed Rate of Increase in Covered Payroll to Contribution Year	3.00 %	3.00 %
J. Covered Payroll for Contribution Year	3,632,310	3,236,834
K. ADC for Contribution Year: H x J	1,050,101	851,287
L. Estimated Credit for State Revenue in Contribution Year	225,166	225,166 *
M. Required Employer Contribution (REC) in Contribution Year	824,935	626,121
N. REC as % of Covered Payroll in Contribution Year: M ÷ J	22.71 %	19.34 %

** We have updated the amount shown in the October 1, 2022 Actuarial Valuation Report to be based on the most up to date State contribution received in 2023.*

ACTUARIAL VALUE OF BENEFITS AND ASSETS		
A. Valuation Date	October 1, 2023	October 1, 2022
B. Actuarial Present Value of All Projected Benefits for		
1. Active Members		
Service Retirement Benefits	$ 17,953,887	$ 16,526,182
Vesting Benefits	626,544	545,000
Disability Benefits	949,200	798,899
Preretirement Death Benefits	147,805	127,511
Return of Member Contributions	7,651	6,869
Total	19,685,087	18,004,461
2. Inactive Members		
Service Retirees, Beneficiaries & DROP Participants	13,556,057	11,968,519
Disability Retirees	1,244,115	1,256,688
Terminated Vested Members	1,145,245	1,067,721
Total	15,945,417	14,292,928
3. Total Present Value for All Members	35,630,504	32,297,389
C. Actuarial Accrued (Past Service) Liability under Entry Age Normal	27,485,269	25,399,322
D. Actuarial Value of Accumulated Plan Benefits per FASB No. 35	25,151,774	23,414,712
E. Plan Assets		
1. Market Value	23,611,261	21,767,314
2. Actuarial Value	25,552,426	24,546,573
F. Unfunded Actuarial Accrued Liability: = C - E2	1,932,843	852,749
G. Actuarial Present Value of Projected Covered Payroll	31,777,195	26,817,826
H. Actuarial Present Value of Projected Member Contributions	1,588,860	1,340,891
I. Accumulated Contributions of Active Members	1,698,792	1,699,820

CALCULATION OF EMPLOYER NORMAL COSTS		
A. Valuation Date	October 1, 2023	October 1, 2022
B. Normal Cost for		
1. Service Retirement Benefits	$ 755,866	$ 674,530
2. Vesting	58,522	53,802
3. Disability Benefits	80,790	70,692
4. Death Benefits	9,415	8,185
5. Refund of Contributions	2,623	2,362
6. Total for Future Benefits	907,216	809,571
7. Assumed Amount for Administrative Expenses	54,304	73,866
8. Total Normal Cost	961,520	883,437
C. Expected Member Contributions	176,326	157,128
D. Employer Normal Cost: B8 - C	785,194	726,309
E. Employer Normal Cost as % of Covered Payroll	22.27%	23.11%

LIQUIDATION OF THE UNFUNDED ACTUARIAL ACCRUED LIABILITY

The Unfunded Actuarial Accrued Liability (UAAL) is being amortized as a level percent of payroll over the number of years remaining in the amortization period. Details relating to the UAAL are as follows:

A. UAAL Amortization Period and Payments

Original UAAL			Current UAAL		
Date	Source	Amount	Years Remaining	Amount	Payment
10/1/2005	Plan Amendment	N/A	12	$ 186,405	$ 18,990
10/1/2006	Actuarial Loss	N/A	5	37,375	8,055
10/1/2007	Actuarial Loss	$ 287,159	5	84,680	18,250
10/1/2007	Assumption Change	47,900	4	11,658	3,083
10/1/2008	Method Change	46,333	5	12,827	2,765
10/1/2010	Assumption/Method Changes	(21,489)	7	(7,699)	(1,229)
10/1/2011	Assumption Change	129,557	8	47,337	6,736
10/1/2011	Plan Amendment	(109,528)	8	(40,019)	(5,694)
10/1/2012	Assumption Change	140,888	9	53,188	6,849
10/1/2013	Assumption Change	156,938	10	61,347	7,239
10/1/2014	Actuarial Gain	(573,097)	1	(37,183)	(37,183)
10/1/2014	Assumption Change	166,200	11	65,645	7,168
10/1/2015	Actuarial Loss	10,251	2	1,276	650
10/1/2015	Assumption Change	181,050	12	72,628	7,399
10/1/2016	Actuarial Gain	(181,384)	3	(33,808)	(11,701)
10/1/2016	Assumption Change	(117,036)	13	(49,001)	(4,690)
10/1/2016	Plan Amendment	200,835	13	84,086	8,047
10/1/2017	Actuarial Gain	(203,076)	4	(50,583)	(13,377)
10/1/2017	Assumption Change	16,368	14	7,226	653
10/1/2018	Actuarial Loss	63,011	5	18,618	4,013
10/1/2019	Actuarial Loss	35,222	6	11,956	2,187
10/1/2019	Plan Amendment	1,407	16	649	53
10/1/2020	Actuarial Gain	(154,827)	7	(57,942)	(9,253)
10/1/2020	Assumption Change	(334,625)	17	(156,138)	(12,243)
10/1/2021	Actuarial Gain	(365,005)	8	(159,897)	(22,751)
10/1/2022	Actuarial Loss	706,859	9	651,165	83,856
10/1/2023	Actuarial Loss	1,117,047	10	1,117,047	131,806
				1,932,843	199,678

Amortization Schedule	
Year	**Expected UAAL**
2023	$ 1,932,843
2024	1,854,483
2025	1,723,253
2026	1,575,742
2027	1,396,181
2028	1,182,958
2033	0

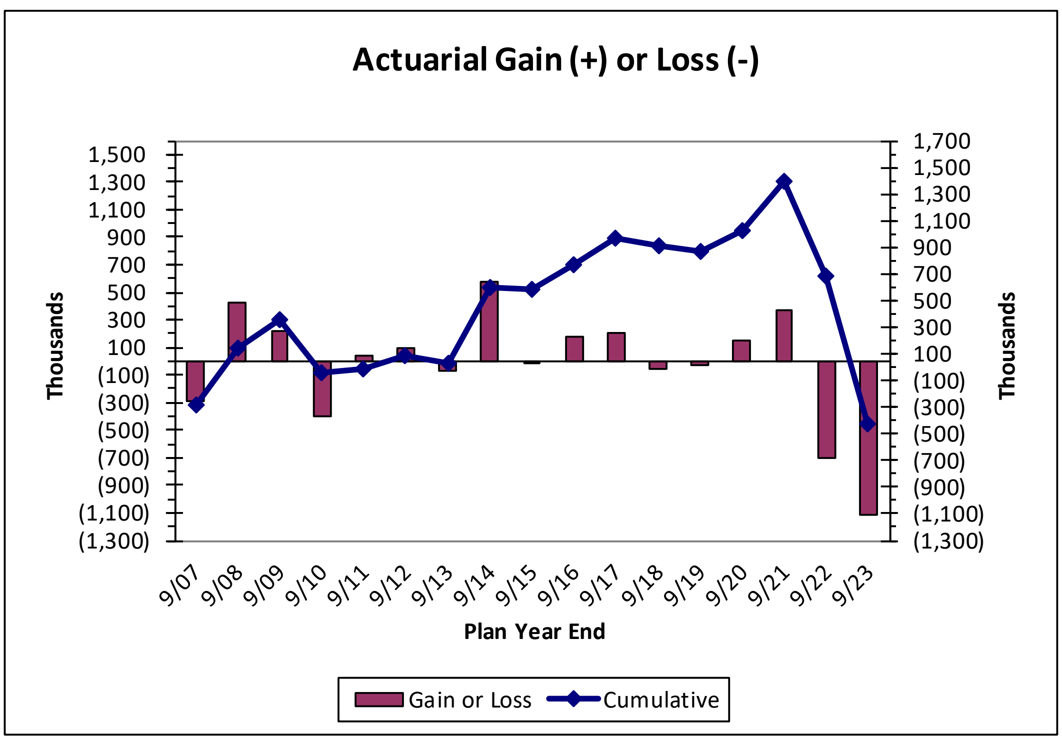
ACTUARIAL GAINS AND LOSSES

The assumptions used to anticipate mortality, employment turnover, investment income, expenses, salary increases, and other factors have been based on long range trends and expectations. Actual experience can vary from these expectations. The variance is measured by the gain and loss for the period involved. If significant long-term experience reveals consistent deviation from what has been expected and that deviation is expected to continue, the assumptions should be modified.

1.	Last Year's UAAL	$ 852,749
2.	Last Year's Employer Normal Cost	726,309
3.	Last Year's Contributions	850,080
4.	Interest at the Assumed Rate on:	
	a. 1 and 2 for one year	110,534
	b. 3 from date paid	23,716
	c. a - b	86,818
5.	This Year's Expected UAAL (before any changes in benefits, assumptions or methods): 1 + 2 - 3 + 4c	815,796
6.	This Year's Actual UAAL (before any changes in benefits, assumptions or methods)	1,932,843
7.	Net Actuarial Gain (Loss): 5 - 6	(1,117,047)
8.	Gain (Loss) due to Investments	(483,054)
9.	Gain (Loss) from Other Sources	(633,993)
10.	This Year's Actual UAAL (after any changes in benefits, assumptions or methods)	1,932,843
11.	Change in UAAL due to Changes in Benefits	0
12.	Change in UAAL due to Changes in Assumptions and Methods	0

Net actuarial gains/(losses) in previous years have been as follows:

Year Ending	Actuarial Gain (Loss)
9/30/07	$ (287,159)
9/30/08	428,130
9/30/09	221,766
9/30/10	(405,497)
9/30/11	35,475
9/30/12	94,171
9/30/13	(64,309)
9/30/14	573,097
9/30/15	(10,251)
9/30/16	181,384
9/30/17	203,076
9/30/18	(63,011)
9/30/19	(35,222)
9/30/20	154,827
9/30/21	365,005
9/30/22	(706,859)
9/30/23	(1,117,047)

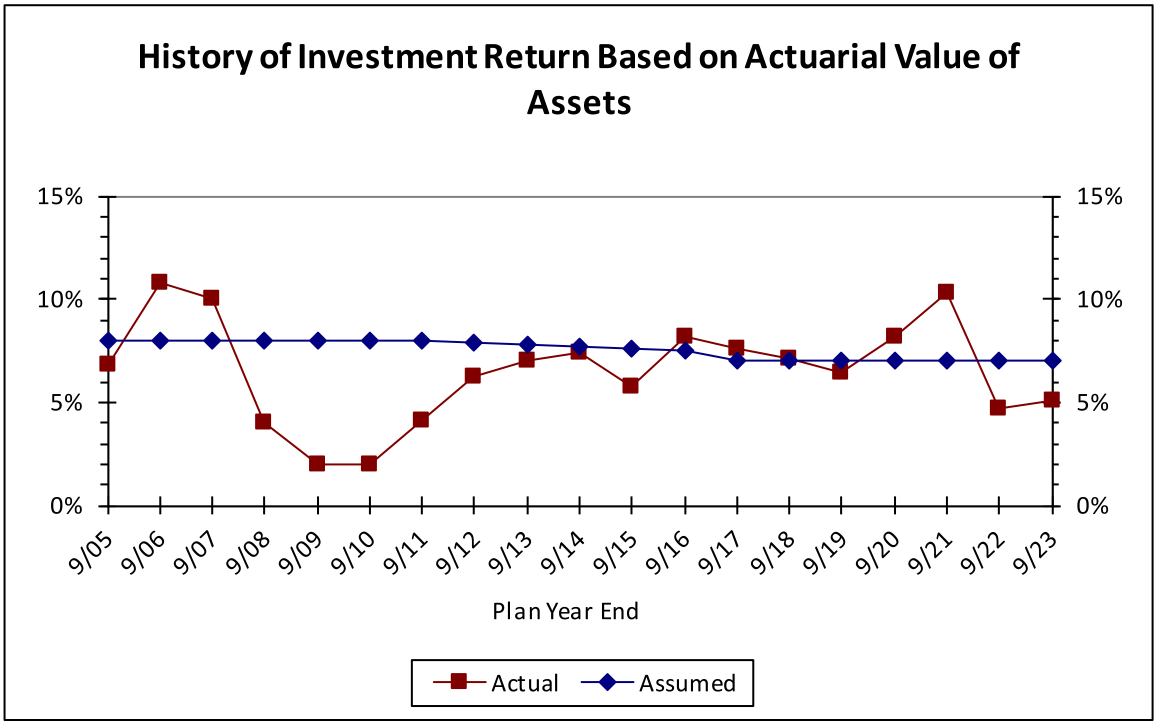


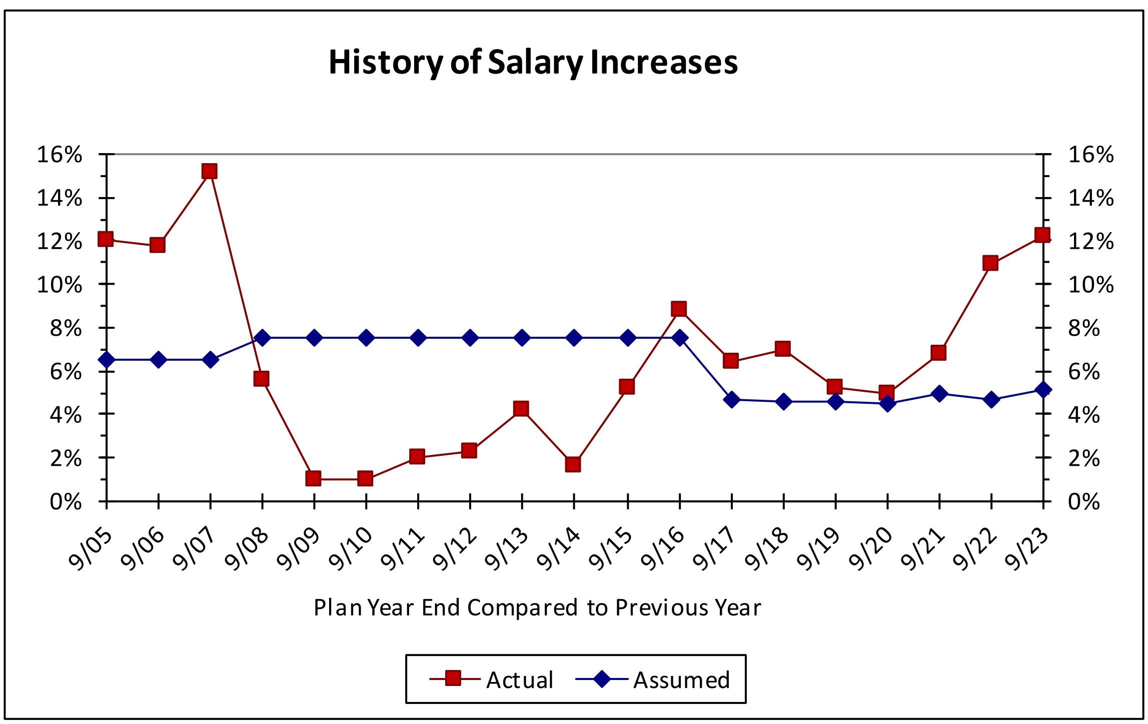
The fund earnings and salary increase assumptions have considerable impact on the cost of the Plan so it is important that they are in line with the actual experience. The following table shows the actual fund earnings and salary increase rates compared to the assumed rates for the last few years:

	Investment Return		Salary Increases	
Year Ending	Actual	Assumed	Actual	Assumed
9/30/2005	6.8 %	8.0 %	12.0 %	6.5 %
9/30/2006	10.8	8.0	11.8	6.5
9/30/2007	10.0	8.0	15.2	6.5
9/30/2008	4.0	8.0	5.6	7.5
9/30/2009	2.0	8.0	1.0	7.5
9/30/2010	2.0	8.0	1.0	7.5
9/30/2011	4.1	8.0	2.0	7.5
9/30/2012	6.2	7.9	2.3	7.5
9/30/2013	7.0	7.8	4.2	7.5
9/30/2014	7.4	7.7	1.6	7.5
9/30/2015	5.8	7.6	5.2	7.5
9/30/2016	8.2	7.5	8.8 *	7.5
9/30/2017	7.6	7.0	6.4	4.7
9/30/2018	7.1	7.0	7.0	4.6
9/30/2019	6.4	7.0	5.2	4.6
9/30/2020	8.2	7.0	5.0	4.5
9/30/2021	10.3	7.0	6.8	5.0
9/30/2022	4.7	7.0	10.9	4.7
9/30/2023	5.1	7.0	12.2	5.1
Averages	6.5 %	---	6.5 %	---

** After amendment*

The actual investment return rates shown above are based on the actuarial value of assets. The actual salary increase rates shown above are the increases received by those active members who were included in the actuarial valuation both at the beginning and at the end of each year. The following two graphs show the figures from this table in graphic form.


History of Investment Return Based on Actuarial Value of Assets
15%
10%
5%
0%
9/05
9/06
9/07
9/08
9/09
9/10
9/11
9/12
9/13
9/14
9/15
9/16
9/17
9/18
9/19
9/20
9/21
9/22
9/23
Plan Year End
Actual
Assumed


History of Salary Increases
16%
14%
12%
10%
8%
6%
4%
2%
0%
9/05
9/06
9/07
9/08
9/09
9/10
9/11
9/12
9/13
9/14
9/15
9/16
9/17
9/18
9/19
9/20
9/21
9/22
9/23
Plan Year End Compared to Previous Year
Actual
Assumed

Actual (A) Compared to Expected (E) Decrements Among Active Employees													
Year Ended	Number Added During Year		Service & DROP Retirement		Disability Retirement		Death		Terminations				Active Members End of Year
									Vested	Other	Totals		
	A	E	A	E	A	E	A	E	A	A	A	E	
9/30/2007	7	6	0	4	0	0	0	0	5	1	6	N/A	**39**
9/30/2008	2	2	1	4	0	0	0	0	0	1	1	N/A	**39**
9/30/2009	1	2	1	5	0	0	0	0	0	1	1	N/A	**38**
9/30/2010	1	3	2	6	1	0	0	0	0	0	0	1	**36**
9/30/2011	1	1	0	1	0	0	0	0	0	1	1	1	**36**
9/30/2012	1	1	1	1	0	0	0	0	0	0	0	1	**36**
9/30/2013	4	2	2	0	0	0	0	0	0	0	0	1	**38**
9/30/2014	1	1	0	2	0	0	0	0	1	0	1	1	**38**
9/30/2015	0	1	1	3	0	0	0	0	0	0	0	1	**37**
9/30/2016	4	3	2	4	0	0	0	0	1	0	1	1	**38**
9/30/2017	4	4	1	1	1	0	0	0	0	2	2	1	**38**
9/30/2018	2	4	2	2	0	0	0	0	1	1	2	1	**36**
9/30/2019	8	3	0	1	0	0	0	0	1	2	3	1	**41**
9/30/2020	4	2	0	1	1	0	0	0	0	1	1	1	**43**
9/30/2021	0	3	2	1	0	0	0	0	0	1	1	1	**40**
9/30/2022	6	7	3	1	0	0	0	0	2	2	4	1	**39**
9/30/2023	4	2	2	1	0	0	0	0	0	0	0	1	**41**
9/30/2024				1		0		0				1	
17 Yr Totals *	50	47	20	38	3	0	0	0	11	13	24	N/A	

** Totals are through current Plan Year only*

RECENT HISTORY OF VALUATION RESULTS							
	Number of					Employer Normal Cost	
Valuation Date	Active Members	Inactive Members	Covered Annual Payroll	Actuarial Value of Assets	UAAL	Amount	% of Payroll
10/1/2005	N/A	N/A	$ 1,628,272	$ 3,391,286	$ 1,350,365	N/A	N/A
10/1/2006	38	2	2,117,306	4,286,534	1,540,245	$ 448,202	21.17 %
10/1/2007	39	2	2,400,743	5,450,760	2,009,100	539,158	22.46
10/1/2008	39	2	2,424,832	6,362,307	1,714,224	552,000	22.76
10/1/2009	38	3	2,573,614	7,024,260	1,485,971	523,785	20.35
10/1/2010	36	6	2,384,696	8,037,537	1,849,529	532,027	22.31
10/1/2011	36	6	2,369,262	8,797,108	1,949,259	541,803	22.87
10/1/2012	36	7	2,369,067	9,785,560	2,047,832	548,195	23.14
10/1/2013	38	9	2,540,246	10,873,380	2,285,352	601,689	23.69
10/1/2014	38	10	2,538,452	12,113,017	1,933,890	606,496	23.89
10/1/2015	37	11	2,531,495	13,187,321	2,149,602	631,260	24.94
10/1/2016	38	13	2,629,167	14,701,445	1,986,905	583,738	22.20
10/1/2017	38	15	2,632,602	16,215,162	1,698,943	610,869	23.20
10/1/2018	36	18	2,612,710	17,645,604	1,729,655	594,837	22.77
10/1/2019	41	19	2,927,025	18,993,180	1,641,726	672,720	22.98
10/1/2020	43	20	3,136,887	20,893,310	965,955	715,487	22.81
10/1/2021	40	22	3,028,425	23,363,679	340,795	688,218	22.73
10/1/2022	39	26	3,142,557	24,546,573	852,749	726,309	23.11
10/1/2023	41	28	3,526,515	25,552,426	1,932,843	785,194	22.27

Note: Amounts before October 1, 2009 are from the October 1, 2008 Report prepared by Foster & Foster.

RECENT HISTORY OF REQUIRED AND ACTUAL CONTRIBUTIONS										
		Required Contributions								
	End of Year To Which Valuation Applies	Employer & State		Estimated State		Net Employer		Actual Contributions		
Valuation Date		Amount	% of Payroll	Amount	% of Payroll	Amount	% of Payroll	Employer	State	Total
10/1/06	9/30/08	$ 591,599	25.9 %	$ 198,071	8.7 %	$ 393,528	17.2 %	$ 625,168	$ 21,873	$ 647,041
10/1/07	9/30/09	694,956	28.7	379,480	15.7	315,476	13.0	331,852	379,480	711,332
10/1/08	9/30/10	728,177	28.6	164,609	6.5	563,568	22.1	512,085	170,556	682,641
10/1/09	9/30/11	669,629	24.78	168,539	6.24	501,090	18.54	427,792	161,099	588,891
10/1/10	9/30/12	729,896	29.15	157,119	6.27	572,777	22.88	503,688	162,005	665,693
10/1/11	9/30/13	752,786	30.26	164,803	6.62	587,983	23.64	544,682	168,274	712,956
10/1/12	9/30/14	768,892	30.91	169,753	6.82	599,139	24.09	571,425	174,824	746,249
10/1/13	9/30/15	854,589	32.04	174,360	6.54	680,229	25.50	579,317	173,546	752,863
10/1/14	9/30/16	814,539	30.56	170,736	6.41	643,803	24.15	588,793	169,159	757,952
10/1/15	9/30/17	867,062	32.62	168,156	6.33	698,906	26.29	667,210	173,633	840,843
10/1/16	9/30/18	813,225	30.03	173,633	6.41	639,592	23.62	609,479	173,529	783,008
10/1/17	9/30/19	845,471	31.18	173,529	6.40	671,942	24.78	679,139	178,405	857,544
10/1/18	9/30/20	913,625	33.95	178,405	6.63	735,220	27.32	807,590	183,690	991,280
10/1/19	9/30/21	1,062,428	35.24	183,690	6.09	878,738	29.15	869,629	191,920	1,061,549
10/1/20	9/30/22	977,053	30.24	191,920	5.94	785,133	24.30	735,475	192,576	928,051
10/1/21	9/30/23	812,884	26.06	192,576	6.17	620,308	19.89	624,914	225,166	850,080
10/1/22	9/30/24	851,287	26.30	225,166	6.96	626,121	19.34	---	---	---
10/1/23	9/30/25	1,050,101	28.91	225,166	6.20	824,935	22.71	---	---	---

Note: The required contribution dollar amounts shown above are estimates only. The contribution made is based on the percentage of the actual payroll amount for the fiscal year.

ACTUARIAL ASSUMPTIONS AND METHODS

Valuation Methods

Actuarial Cost Method - Normal cost and the allocation of benefit values between service rendered before and after the valuation date were determined using an **Individual Entry-Age Actuarial Cost Method** having the following characteristics:

(i) the annual normal cost for each individual active member, payable from the date of employment to the date of retirement, is sufficient to accumulate the value of the member's benefit at the time of retirement;

(ii) each annual normal cost is a constant percentage of the member's year by year projected covered pay.

Actuarial gains/(losses), as they occur, reduce (increase) the Unfunded Actuarial Accrued Liability.

Financing of Unfunded Actuarial Accrued Liabilities - Unfunded Actuarial Accrued Liabilities (full funding credit if assets exceed liabilities) were amortized by level (principal and interest combined) percent-of-payroll contributions over a reasonable period of future years.

Actuarial Value of Assets - The Actuarial Value of Assets phases in the difference between the expected return on actuarial value and actual return on market value of assets at the rate of 20% per year. The Actuarial Value of Assets will be further adjusted to the extent necessary to fall within the corridor whose lower limit is 80% of the Market Value of plan assets and whose upper limit is 120% of the Market Value of plan assets. During periods when investment performance exceeds the assumed rate, Actuarial Value of Assets will tend to be less than Market Value. During periods when investment performance is less than assumed rate, Actuarial Value of Assets will tend to be greater than Market Value.

Valuation Assumptions

The actuarial assumptions used in the valuation are shown in this Section. Both the economic and decrement assumptions were established following the Experience Study Report dated November 3, 2016.

Economic Assumptions

The investment return rate assumed in the valuation is 7.0% per year, compounded annually (net after investment expenses).

The **Inflation Rate** assumed in this valuation was 2.5% per year. The Inflation Rate is defined to be the expected long-term rate of annual increases in the prices of goods and services.

The assumed **real rate of return** over inflation is defined to be the portion of total investment return that is more than the assumed inflation rate. Considering other economic assumptions, the 7.0% investment return rate translates to an assumed real rate of return over inflation of 4.5%.

The active member population is assumed to remain constant. For purposes of financing the unfunded liabilities, total payroll is assumed to grow at 3.00% per year, limited to the average growth over the last ten years, which is 3.33%.

The rates of salary increase are shown in the table below. Part of the assumption for each is for productivity, merit and/or seniority increase, and 2.5% recognizes inflation. This assumption is used to project a member's current salary to the salaries upon which benefits will be based.

% Increase in Salary

Years of Service	Merit and Seniority	Base (Inflation)	Total Increase
1 - 2	5.50%	2.50%	8.00%
3 - 10	3.00%	2.50%	5.50%
11 - 15	2.00%	2.50%	4.50%
16 +	1.50%	2.50%	4.00%

Demographic Assumptions

The ***mortality tables*** are the PUB-2010 Headcount Weighted Safety Below Median Employee Male Table (pre-retirement), the PUB-2010 Headcount Weighted Safety Employee Female Table (pre-retirement), the PUB-2010 Headcount Weighted Safety Below Median Healthy Retiree Male Table (post-retirement) and the PUB-2010 Safety Healthy Retiree Female Table (post-retirement). These tables use ages set forward one year and mortality improvements to all future years after 2010 using scale MP-2018. These are the same rates used for Special Risk Class members in the July 1, 2022 Actuarial Valuation of the Florida Retirement System (FRS).

Sample Attained Ages (in 2023)	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
50	0.42 %	0.20 %	32.69	36.52
55	0.55	0.35	27.91	31.48
60	0.91	0.60	23.31	26.68
65	1.31	0.92	19.03	22.15
70	2.07	1.43	14.99	17.88
75	3.49	2.38	11.38	13.95
80	6.19	4.08	8.29	10.46

This assumption is used to measure the probabilities of each benefit payment being made after retirement.

We have assumed that 80% of future pre-retirement deaths are service-connected.

For disabled retirees, the mortality tables used were 80% of the PUB-2010 Headcount Weighted General Disabled Retiree Male Table and 20% of the Headcount Weighted Safety Disabled Retiree Male Table, and 80% of the PUB-2010 Headcount Weighted General Disabled Retiree Female Table and 20% Headcount Weighted Safety Disabled Retiree Female Table, both with no provision being made for future mortality improvements. These are the same rates used for Special Risk Class members in the July 1, 2022 Actuarial Valuation of the Florida Retirement System (FRS).

Sample Attained Ages (in 2023)	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
50	1.45 %	1.25 %	24.04	26.84
55	1.91	1.50	20.88	23.54
60	2.37	1.81	17.92	20.32
65	3.00	2.22	15.07	17.17
70	3.91	2.90	12.39	14.10
75	5.30	4.13	9.87	11.22
80	7.66	6.21	7.60	8.67

The rates of retirement used to measure the probability of eligible members retiring during the next year are as follows:

Number of Years Eligible for Normal Retirement	Probability of Normal Retirement Under 20 and Out Eligibility	Probability of Normal Retirement Under Age 55 with 5 Years of Service Eligibility
0	15%	50%
1	15%	50%
2	15%	50%
3	50%	50%
4	100%	50%
5	100%	100%

For any member who has attained normal retirement eligibility on the valuation date, the assumed retirement date is one year later.

The rate of retirement is 5% for each year of eligibility for early retirement.

Rates of separation from active membership were as shown below (rates do not apply to members eligible to retire and do not include separation on account of death or disability). This assumption measures the probabilities of members remaining in employment.

Sample Ages	% of Active Members Separating Within Next Year
20-24	4.50%
25-29	3.00%
30-34	2.30%
35-39	1.50%
40-44	0.80%
45-49	0.50%
50-54	0.10%

Rates of disability among active members. (85% of future disability retirements are assumed to be service-connected.)

Sample Ages	% Becoming Disabled within Next Year
20	0.14%
25	0.14%
30	0.19%
35	0.24%
40	0.34%
45	0.48%
50	0.87%

Miscellaneous and Technical Assumptions

Administrative & Investment Expenses — The investment return assumption is intended to be the return net of investment expenses. Annual administrative expenses are assumed to be equal to the expenses for the previous year. Assumed administrative expenses are added to the Normal Cost.

Benefit Service — Exact fractional service is used to determine the amount of benefit payable.

COLA — N/A.

Decrement Operation — Disability and mortality decrements operate during retirement eligibility.

Decrement Timing — Decrements of all types are assumed to occur at the beginning of the year.

Eligibility Testing — Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.

Forfeitures — For vested separations from service, it is assumed that 0% of members separating will withdraw their contributions and forfeit an employer financed benefit. It was further assumed that the liability at termination is the greater of the vested deferred benefit (if any) or the member's accumulated contributions.

Incidence of Contributions — Employer contributions are assumed to be made at the end of each pay period. Member contributions are assumed to be received continuously throughout the year based upon the computed percent of payroll shown in this report, and the actual payroll payable at the time contributions are made.

Marriage Assumption — 100% of males and 100% of females are assumed to be married for purposes of death-in-service benefits. Male spouses are assumed to be three years older than female spouses for active member valuation purposes.

Normal Form of Benefit — A ten-year certain and life benefit is the normal form of benefit.

Pay Increase Timing — Beginning of fiscal year.

Service Credit Accruals — It is assumed that members accrue one year of service credit per year.

GLOSSARY OF TERMS

Actuarial Accrued Liability (AAL)	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 (APV)	The amount of funds required to provide a payment or series of payments in the future. It is determined by discounting the future payments with an assumed interest rate and with the assumed probability each payment will be made.
Actuarial Present Value of Future Benefits (APVFB)	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, nonretired 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 the Funded Ratio and the Actuarially Determined Contribution (ADC).
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 determined contribution (ADC).

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.
Amortization Payment	That portion of the plan contribution or ADC 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.
Actuarially Determined Contribution (ADC)	The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation. The ADC consists of the Employer Normal Cost and Amortization Payment.
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 the normal cost rate from last year and the normal cost rate from this year.
Funded Ratio	The ratio of the Actuarial Value of Assets to the Actuarial Accrued Liability.
GASB	Governmental Accounting Standards Board.
GASB No. 67 and GASB No. 68	These are the governmental accounting standards that set the accounting rules for public retirement systems and the employers that sponsor or contribute to them. Statement No. 68 sets the accounting rules for the employers that sponsor or contribute to public retirement systems, while Statement No. 67 sets the rules for the systems themselves.

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.

SECTION C

PENSION FUND INFORMATION

Statement of Plan Assets at Market Value

Item	September 30 2023	September 30 2022
A. Cash and Cash Equivalents (Operating Cash)	$ -	$ -
B. Receivables		
1. Member Contributions	$ -	$ -
2. Employer Contributions	-	-
3. State Contributions	-	248
4. Prepaid Expenses	-	-
5. Investment Income and Other Receivables	66,013	29,085
6. Total Receivables	$ 66,013	$ 29,333
C. Investments		
1. Short Term Investments	$ 893,773	$ 2,075,904
2. Domestic Equities	12,432,688	10,273,063
3. International Equities	-	-
4. Domestic Fixed Income	8,514,966	6,936,954
5. International Fixed Income	-	-
6. Real Estate	2,542,498	2,961,453
7. Private Equity	-	-
8. Total Investments	$ 24,383,925	$ 22,247,374
D. Liabilities		
1. Benefits Payable	$ -	$ (8,447)
2. Accrued Expenses and Other Payables	(34,413)	(13,437)
3. Pre-Paid City Contribution	(58,684)	(34,713)
4. Total Liabilities	$ (93,097)	$ (56,597)
E. Total Market Value of Assets Available for Benefits	$ 24,356,841	$ 22,220,110
F. Reserves		
1. State Contribution Reserve	$ -	$ -
2. Share Plan	(232,117)	(176,663)
3 DROP Accounts	(513,463)	(276,133)
4 Total Reserves	$ (745,580)	$ (452,796)
G. Market Value Net of Reserves	$ 23,611,261	$ 21,767,314
H. Allocation of Investments		
1. Short Term Investments	3.7%	9.3%
2. Domestic Equities	51.0%	46.2%
3. International Equities	0.0%	0.0%
4. Domestic Fixed Income	34.9%	31.2%
5. International Fixed Income	0.0%	0.0%
6. Real Estate	10.4%	13.3%
7. Private Equity	0.0%	0.0%
8. Total Investments	100.0%	100.0%

Reconciliation of Plan Assets

Item	September 30 2023	September 30 2022
A. Market Value of Assets at Beginning of Year	$ 22,220,110	$ 26,001,226
B. Revenues and Expenditures		
1. Contributions		
a. Employee Contributions	$ 163,101	$ 153,448
b. Employer Contributions	624,914	735,475
c. State Contributions	280,578	215,400
d. Purchased Service Credit	829	-
e. Total	$ 1,069,422	$ 1,104,323
2. Investment Income		
a. Interest, Dividends, and Other Income	$ 487,759	$ 719,888
b. Net Realized Gains/(Losses)	71,293	63,326
c. Net Unrealized Gains/(Losses)	1,642,761	(4,716,465)
d. Investment Expenses	(95,744)	(73,412)
e. Net Investment Income	$ 2,106,069	$ (4,006,663)
3. Benefits and Refunds		
a. Regular Monthly Benefits	$ (892,548)	$ (769,504)
b. Refunds	-	(18,306)
c. Share Plan Distributions	(16,265)	(12,683)
d. DROP Distributions	(75,643)	(4,417)
e. Total	$ (984,456)	$ (804,910)
4. Administrative and Miscellaneous Expenses	$ (54,304)	$ (73,866)
5. Transfers	$ -	$ -
C. Market Value of Assets at End of Year	$ 24,356,841	$ 22,220,110
D. Reserves		
1. State Contribution Reserve	$ -	$ -
2. Share Plan	(232,117)	(176,663)
3. DROP Accounts	(513,463)	(276,133)
4. Total Reserves	$ (745,580)	$ (452,796)
E. Market Value Net of Reserves	$ 23,611,261	$ 21,767,314

Development of Actuarial Value of Assets

	Valuation Date – September 30	2022	2023	2024	2025	2026	2027
A.	Actuarial Value of Assets Beginning of Year	$ 23,658,280	$ 24,999,369				
B.	Market Value End of Year	22,220,110	24,356,841				
C.	Market Value Beginning of Year	26,001,226	22,220,110				
D.	Non-Investment/Administrative Net Cash Flow	225,547	30,662				
E.	Investment Income						
	E1. Actual Market Total: B-C-D	(4,006,663)	2,106,069				
	E2. Assumed Rate of Return	7.00%	7.00%	7.00%	7.00%	7.00%	7.00%
	E3. Assumed Amount of Return	1,663,974	1,751,029				
	E4. Amount Subject to Phase-In: E1–E3	(5,670,637)	355,040				
F.	Phased-In Recognition of Investment Income						
	F1. Current Year: 0.2 x E4	(1,134,127)	71,008				
	F2. First Prior Year	510,408	(1,134,127)	71,008			
	F3. Second Prior Year	156,369	510,408	(1,134,127)	71,008		
	F4. Third Prior Year	(86,712)	156,369	510,408	(1,134,127)	71,008	
	F5. Fourth Prior Year	5,630	(86,712)	156,369	510,408	(1,134,126)	71,008
	F6. Total Phase-Ins	(548,432)	(483,054)	(396,342)	(552,711)	(1,063,118)	71,008
G.	**Actuarial Value of Assets End of Year**						
	G1. Preliminary Actuarial Value of Assets End of Year:						
	A+D+E3+F6	$ 24,999,369	$ 26,298,006				
	G2. Upper Corridor Limit: 120%*B	26,664,132	29,228,209				
	G3. Lower Corridor Limit: 80%*B	17,776,088	19,485,473				
	G4. Actuarial Value of Assets End of Year	24,999,369	26,298,006				
	G5. State Contribution Reserve	-	-				
	G6. Share Plan	(176,663)	(232,117)				
	G7. DROP Accounts	(276,133)	(513,463)				
	G8. Final Actuarial Value of Assets End of Year	24,546,573	25,552,426				
H.	Difference between Market & Actuarial Value of Assets	(2,779,259)	(1,941,165)				
I.	**Actuarial Rate of Return**	4.69%	5.07%				
J.	**Market Value Rate of Return**	-15.34%	9.47%				
K.	**Ratio of Actuarial Value of Assets to Market Value**	112.51%	107.97%				

History of Investment Return Rates

Year Ending September 30	Actuarial	Market
2005	6.8 %	9.7 %
2006	10.8	8.7
2007	10.0	12.3
2008	4.0	(12.8)
2009	2.0	1.4
2010	2.0	9.0
2011	4.1	(0.9)
2012	6.2	15.9
2013	7.0	11.8
2014	7.4	9.7
2015	5.8	0.1
2016	8.2	9.5
2017	7.6	10.8
2018	7.1	7.1
2019	6.4	4.5
2020	8.2	11.1
2021	10.3	18.6
2022	4.7	(15.3)
2023	5.1	9.5
Average Returns:		
Last 5 years	6.9 %	5.0 %
Last 10 years	7.1	6.2
All years	6.5	6.0

The above rates are based on the retirement systems financial information reported to the actuary. They may differ from figures that the investment consultant reports, in part because of differences in the handling of administrative and investment expenses, and in part because of differences in the handling of cash flows.

Reconciliation of DROP Accounts

Year Ended 9/30	Balance at Beginning of Year		Credits	Interest		Distributions	Balance at End of Year
2010	$ 17,604		$ 91,930	$ 6,450		$ -	$ 115,984
2011	115,984		143,665	(3,770)		(69,958)	185,921
2012	185,921		168,781	37,000		(171,764)	219,938
2013	219,938		119,556	36,643	**	-	376,137
2014	376,552	*	119,556	50,420	**	-	546,528
2015	539,970	*	78,750	24,946	**	(354,818)	288,848
2016	273,247	*	116,025	18,953	**	(5,235)	402,990
2017	417,900	*	77,889	11,399	**	(386,937)	120,251
2018	120,251		66,363	10,862	**	-	197,476
2019	197,476		50,727	6,011	**	(254,214)	0
2020	0		0	0		-	0
2021	0		88,151	5,975		-	94,126
2022	94,127	*	218,987	(32,564)		(4,417)	276,133
2023	262,352	*	284,588	42,166		(75,643)	513,463

** Adjusted to reflect the final DROP balance reported as of September 30.*

Reconciliation of Share Plan Accounts

Year Ended 9/30	Balance at Beginning of Year		Interest	Allocation	Distributions	Fees	Balance at End of Year
2016	$ -		$ -	$ 119,358	$ -	$ (2,000)	$ 117,358
2017	117,358		12,656	3,880	-	(1,500)	132,394
2018	132,394		8,801	3,776	(15,226)	-	129,745
2019	128,245	*	5,498	8,652	(13,386)	(1,500)	127,509
2020	128,640	*	14,665	13,937	(4,104)	(1,500)	151,638
2021	151,638		28,170	22,167	-	(1,500)	200,475
2022	197,272	*	(29,248)	22,823	(12,684)	(1,500)	176,663
2023	176,377	*	18,092	55,413	(16,265)	(1,500)	232,117

** Adjusted to reflect the final Share Plan balance reported as of September 30.*

SECTION D

FINANCIAL ACCOUNTING INFORMATION

FASB NO. 35 INFORMATION		
A. Valuation Date	October 1, 2023	October 1, 2022
B. Actuarial Present Value of Accumulated Plan Benefits		
1. Vested Benefits		
a. Members Currently Receiving Payments	$ 14,800,172	$ 13,225,207
b. Terminated Vested Members	1,145,245	1,067,721
c. Other Members	8,594,294	8,642,341
d. Total	24,539,711	22,935,269
2. Non-Vested Benefits	612,063	479,443
3. Total Actuarial Present Value of Accumulated Plan Benefits: 1d + 2	25,151,774	23,414,712
4. Accumulated Contributions of Active Members	1,698,792	1,699,820
C. Changes in the Actuarial Present Value of Accumulated Plan Benefits		
1. Total Value at Beginning of Year	23,414,712	21,804,749
2. Increase (Decrease) During the Period Attributable to:		
a. Plan Amendment	0	0
b. Change in Actuarial Assumptions	0	0
c. Latest Member Data, Benefits Accumulated and Decrease in the Discount Period	2,930,463	2,629,443
d. Benefits Paid	(1,193,401)	(1,019,480)
e. Net Increase	1,737,062	1,609,963
3. Total Value at End of Period	25,151,774	23,414,712
D. Market Value of Assets	23,611,261	21,767,314
E. Actuarial Assumptions - See page entitled Actuarial Assumptions and Methods		

SCHEDULE OF CHANGES IN THE EMPLOYER'S NET PENSION LIABILITY AND RELATED RATIOS
GASB Statement No. 67

Fiscal year ending September 30,	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Total Pension Liability										
Service Cost	$ 809,571	$ 788,791	$ 819,268	$ 759,939	$ 674,747	$ 679,044	$ 748,823	$ 705,489	$ 694,024	$ 694,679
Interest	1,822,740	1,684,035	1,590,395	1,485,894	1,380,937	1,299,727	1,314,284	1,246,237	1,200,113	1,102,822
Benefit Changes	-	-	-	6,572	-	-	232,790	-	-	-
Difference Between Actual & Expected Experience	148,483	359,755	81,119	(79,059)	201,627	(48,492)	(102,108)	(254,774)	(653,507)	-
Assumption Changes	-	-	(364,810)	-	-	21,320	(310,888)	193,914	178,939	-
Benefit Payments	(984,456)	(786,604)	(753,688)	(752,462)	(943,810)	(630,795)	(898,642)	(438,239)	(768,302)	(298,350)
Refunds	-	(18,306)	(1,312)	-	(7,277)	-	(9,323)	(31,602)	-	-
Other	55,413	22,823	22,167	13,937	8,652	3,776	-	(119,357)	-	-
Net Change in Total Pension Liability	1,851,751	2,050,494	1,393,139	1,434,821	1,314,876	1,324,580	974,936	1,301,668	651,267	1,499,151
Total Pension Liability - Beginning	25,721,796	23,671,302	22,278,163	20,843,342	19,528,466	18,203,886	17,228,950	15,927,282	15,276,015	13,776,864
Total Pension Liability - Ending (a)	$ 27,573,547	$ 25,721,796	$ 23,671,302	$ 22,278,163	$ 20,843,342	$ 19,528,466	$ 18,203,886	$ 17,228,950	$ 15,927,282	$ 15,276,015
Plan Fiduciary Net Position										
Contributions - Employer and State	$ 929,463	$ 961,970	$ 1,092,745	$ 998,131	$ 866,252	$ 797,096	$ 855,027	$ 758,955	$ 755,836	$ 746,249
Contributions - Member	163,930	153,448	150,617	145,991	137,515	220,192	207,761	124,011	117,356	118,503
Net Investment Income	2,106,069	(4,006,663)	4,040,185	2,132,171	824,687	1,192,068	1,623,631	1,283,870	18,601	1,153,908
Benefit Payments	(984,456)	(786,604)	(753,688)	(752,462)	(943,810)	(630,795)	(898,642)	(438,239)	(768,302)	(298,350)
Refunds	-	(18,306)	(1,312)	-	(7,277)	-	(9,323)	(31,602)	-	-
Administrative Expense	(54,304)	(73,866)	(50,848)	(59,382)	(54,397)	(50,726)	(59,898)	(41,718)	(37,977)	(25,374)
Other	(8,447)	-	-	-	-	-	-	-	-	-
Net Change in Plan Fiduciary Net Position	2,152,255	(3,770,021)	4,477,699	2,464,449	822,970	1,527,835	1,718,556	1,655,277	85,514	1,694,936
Plan Fiduciary Net Position - Beginning	22,263,270	26,033,291	21,555,592	19,091,143	18,268,173	16,740,338	15,021,782	13,366,505	13,280,991	11,586,055
Plan Fiduciary Net Position - Ending (b)	$ 24,415,525	$ 22,263,270	$ 26,033,291	$ 21,555,592	$ 19,091,143	$ 18,268,173	$ 16,740,338	$ 15,021,782	$ 13,366,505	$ 13,280,991
Net Pension Liability - Ending (a) - (b)	3,158,022	3,458,526	(2,361,989)	722,571	1,752,199	1,260,293	1,463,548	2,207,168	2,560,777	1,995,024
Plan Fiduciary Net Position as a Percentage of Total Pension Liability	88.55 %	86.55 %	109.98 %	96.76 %	91.59 %	93.55 %	91.96 %	87.19 %	83.92 %	86.94 %
Covered Payroll	$ 3,262,012	$ 3,068,954	$ 3,012,342	$ 2,919,822	$ 2,750,300	$ 2,607,420	$ 2,577,693	$ 2,480,211	$ 2,347,120	$ 2,370,060
Net Pension Liability as a Percentage of Covered Payroll	96.81 %	112.69 %	(78.41)%	24.75 %	63.71 %	48.33 %	56.78 %	88.99 %	109.10 %	84.18 %

SCHEDULE OF THE EMPLOYER'S NET PENSION LIABILITY
GASB Statement No. 67

FY Ending September 30,	Total Pension Liability	Plan Net Position	Net Pension Liability	Plan Net Position as a % of Total Pension Liability	Covered Payroll	Net Pension Liability as a % of Covered Payroll
2014	$ 15,276,015	$ 13,280,991	$ 1,995,024	86.94%	$ 2,370,060	84.18%
2015	15,927,282	13,366,505	2,560,777	83.92%	2,347,120	109.10%
2016	17,228,950	15,021,782	2,207,168	87.19%	2,480,211	88.99%
2017	18,203,886	16,740,338	1,463,548	91.96%	2,577,693	56.78%
2018	19,528,466	18,268,173	1,260,293	93.55%	2,607,420	48.33%
2019	20,843,342	19,091,143	1,752,199	91.59%	2,750,300	63.71%
2020	22,278,163	21,555,592	722,571	96.76%	2,919,822	24.75%
2021	23,671,302	26,033,291	(2,361,989)	109.98%	3,012,342	(78.41)%
2022	25,721,796	22,263,270	3,458,526	86.55%	3,068,954	112.69 %
2023	27,573,547	24,415,525	3,158,022	88.55%	3,262,012	96.81 %

NOTES TO SCHEDULE OF THE EMPLOYER'S NET PENSION LIABILITY
GASB Statement No. 67

Valuation Date:	October 1, 2022
Measurement Date:	September 30, 2023

Methods and Assumptions Used to Determine Net Pension Liability:

Actuarial Cost Method	Entry Age Normal
Inflation	2.50%
Salary Increases	4.00% - 8.00% service-based table, including 2.50% inflation
Investment Rate of Return	7.00%
Retirement Age	Experience-based table of rates
Mortality	The mortality tables are the PUB-2010 Headcount Weighted Safety Below Median Employee Male Table (pre-retirement), the PUB-2010 Headcount Weighted Safety Employee Female Table (pre-retirement), the PUB-2010 Headcount Weighted Safety Below Median Healthy Retiree Male Table (post-retirement) and the PUB-2010 Safety Healthy Retiree Female Table (post-retirement). These tables use ages set forward one year and mortality improvements to all future years after 2010 using scale MP-2018. These are the same rates used for Special Risk Class members in the July 1, 2021 Actuarial Valuation of the Florida Retirement System (FRS).

Other Information:

Notes	See Discussion of Valuation Results in the October 1, 2022 Actuarial Valuation Report.

SCHEDULE OF CONTRIBUTIONS
GASB Statement No. 67

FY Ending September 30,	Actuarially Determined Contribution	Actual Contribution	Contribution Deficiency (Excess)	Covered Payroll	Actual Contribution as a % of Covered Payroll
2014	$ 732,586	$ 746,249	$ (13,663)	$ 2,370,060	31.49%
2015	752,016	752,863	(847)	2,347,120	32.08%
2016	757,952	758,955	(1,003)	2,480,211	30.60%
2017	840,843	851,147	(10,304)	2,577,693	33.02%
2018	783,008	793,320	(10,312)	2,607,420	30.43%
2019	857,544	857,600	(56)	2,750,300	31.18%
2020	991,280	984,194	7,086	2,919,822	33.71%
2021	1,061,549	1,070,578	(9,029)	3,012,342	35.54%
2022	928,052	939,146	(11,094)	3,068,954	30.60%
2023	850,080	874,051	(23,971)	3,262,012	26.79%

NOTES TO SCHEDULE OF CONTRIBUTIONS
GASB Statement No. 67

Valuation Date:	October 1, 2021
Notes	Actuarially determined contribution rates are calculated as of October 1, which is two years prior to the end of the fiscal year in which contributions are reported.

Methods and Assumptions Used to Determine Contribution Rates:

Actuarial Cost Method	Entry Age Normal
Amortization Method	Level Percentage of Payroll, Closed
Remaining Amortization Period	20 years
Asset Valuation Method	5-year smoothed market
Inflation	2.50%
Salary Increases	4.00% - 8.00% service-based table, including 2.50% inflation
Investment Rate of Return	7.00%
Retirement Age	Experience-based table of rates
Mortality	The mortality tables are the PUB-2010 Headcount Weighted Safety Below Median Employee Male Table (pre-retirement), the PUB-2010 Headcount Weighted Safety Employee Female Table (pre-retirement), the PUB-2010 Headcount Weighted Safety Below Median Healthy Retiree Male Table (post-retirement) and the PUB-2010 Safety Healthy Retiree Female Table (post-retirement). These tables use ages set forward one year and mortality improvements to all future years after 2010 using scale MP-2018. These are the same rates used for Special Risk Class members in the July 1, 2020 Actuarial Valuation of the Florida Retirement System (FRS).

Other Information:

Notes	See Discussion of Valuation Results in the October 1, 2021 Valuation Report.

SINGLE DISCOUNT RATE
GASB Statement No. 67

A single discount rate of 7.00% was used to measure the total pension liability. This single discount rate was based on the expected rate of return on pension plan investments of 7.00%. The projection of cash flows used to determine this single discount rate assumed that plan member contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the difference between the total actuarially determined contribution rates and the member rate. Based on these assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments (7.00%) was applied to all periods of projected benefit payments to determine the total pension liability.

Regarding the sensitivity of the net pension liability to changes in the single discount rate, the following presents the plan's net pension liability, calculated using a single discount rate of 7.00%, as well as what the plan's net pension liability would be if it were calculated using a single discount rate that is 1-percentage-point lower or 1-percentage-point higher:

Sensitivity of the Net Pension Liability to the Single Discount Rate Assumption

1% Decrease 6.00%	Current Single Discount Rate Assumption 7.00%	1% Increase 8.00%
$6,433,994	$3,158,022	$436,394

SECTION E

MEMBER STATISTICS

RECONCILIATION OF MEMBERSHIP DATA		
	From 10/1/22 To 10/1/23	From 10/1/21 To 10/1/22
A. Active Members		
1. Number Included in Last Valuation	39	40
2. New Members Included in Current Valuation	4	6
3. Non-Vested Employment Terminations	0	(2)
4. Vested Employment Terminations	0	(2)
5. Service Retirements	(1)	(1)
6. Disability Retirements	0	0
7. Deaths	0	0
8. DROP Retirement	(1)	(2)
9. Other	0	0
10. Number Included in This Valuation	41	39
B. Terminated Vested Members		
1. Number Included in Last Valuation	5	3
2. Additions from Active Members	0	2
3. Lump Sum Payments/Refund of Contributions	0	0
4. Payments Commenced	0	0
5. Deaths	0	0
6. Other	0	0
7. Number Included in This Valuation	5	5
C. DROP Plan Members		
1. Number Included in Last Valuation	3	2
2. Additions from Active Members	1	2
3. Retirements	(1)	(1)
4. Deaths Resulting in No Further Payments	0	0
5. Other	0	0
6. Number Included in This Valuation	3	3
D. Service Retirees, Disability Retirees and Beneficiaries		
1. Number Included in Last Valuation	18	17
2. Additions from Active Members	1	1
3. Additions from Terminated Vested Members	0	0
4. Additions from DROP Plan	1	1
5. Deaths Resulting in No Further Payments	0	(1)
6. Deaths Resulting in New Survivor Benefits	0	0
7. End of Certain Period - No Further Payments	0	0
8. Other	0	0
9. Number Included in This Valuation	20	18

ACTIVE PARTICIPANT DISTRIBUTION

	Years of Service to Valuation Date									
Age Group	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20 & Up	**Totals**
20-24 NO.	0	2	0	0	0	0	0	0	0	2
TOT PAY	0	107,046	0	0	0	0	0	0	0	107,046
AVG PAY	0	53,523	0	0	0	0	0	0	0	53,523
25-29 NO.	0	1	0	2	3	2	0	0	0	8
TOT PAY	0	50,958	0	117,627	209,136	147,826	0	0	0	525,547
AVG PAY	0	50,958	0	58,814	69,712	73,913	0	0	0	65,693
30-34 NO.	3	1	0	0	0	1	1	0	0	6
TOT PAY	200,132	66,534	0	0	0	72,468	90,212	0	0	429,346
AVG PAY	66,711	66,534	0	0	0	72,468	90,212	0	0	71,558
35-39 NO.	0	1	0	0	0	4	2	2	0	9
TOT PAY	0	95,208	0	0	0	304,694	166,248	179,837	0	745,987
AVG PAY	0	95,208	0	0	0	76,174	83,124	89,918	0	82,887
40-44 NO.	0	0	0	0	0	1	1	3	0	5
TOT PAY	0	0	0	0	0	82,926	72,631	290,176	0	445,733
AVG PAY	0	0	0	0	0	82,926	72,631	96,725	0	89,147
45-49 NO.	0	0	0	0	2	0	0	2	4	8
TOT PAY	0	0	0	0	122,743	0	0	220,081	442,785	785,609
AVG PAY	0	0	0	0	61,372	0	0	110,040	110,696	98,201
50-54 NO.	0	1	0	0	0	0	1	1	0	3
TOT PAY	0	136,924	0	0	0	0	84,349	95,302	0	316,575
AVG PAY	0	136,924	0	0	0	0	84,349	95,302	0	105,525
55-59 NO.	0	0	0	0	0	0	0	0	0	0
TOT PAY	0	0	0	0	0	0	0	0	0	0
AVG PAY	0	0	0	0	0	0	0	0	0	0
60-64 NO.	0	0	0	0	0	0	0	0	0	0
TOT PAY	0	0	0	0	0	0	0	0	0	0
AVG PAY	0	0	0	0	0	0	0	0	0	0
TOT NO.	3	6	0	2	5	8	5	8	4	41
TOT AMT	200,132	456,670	0	117,627	331,879	607,914	413,440	785,396	442,785	3,355,843
AVG AMT	66,711	76,112	0	58,814	66,376	75,989	82,688	98,175	110,696	81,850

INACTIVE PARTICIPANT DISTRIBUTION

	Terminated Vested		Disabled		Retired		Deceased with Beneficiary	
Age Group	Number	Total Benefits	Number	Total Benefits	Number	Total Benefits	Number	Total Benefits
Under 20		-	-	-	-	-	-	-
20-24	-	-	-	-	-	-	-	-
25-29	-	-	-	-	-	-	-	-
30-34	-	-	-	-	-	-	-	-
35-39	1	22,632	1	27,159	-	-	-	-
40-44	1	24,523	-	-	-	-	-	-
45-49	2	49,255	2	65,467	2	92,544	-	-
50-54	1	10,077	-	-	4	265,428	-	-
55-59	-	-	1	12,884	2	185,843	-	-
60-64	-	-	-	-	7	329,895	-	-
65-69	-	-	-	-	2	123,352	1	73,702
70-74	-	-	-	-	1	27,301	-	-
75-79	-	-	-	-	-	-	-	-
80-84	-	-	-	-	-	-	-	-
85-89	-	-	-	-	-	-	-	-
90-94	-	-	-	-	-	-	-	-
95-99	-	-	-	-	-	-	-	-
100 & Over	-	-	-	-	-	-	-	-
Total	5	106,487	4	105,510	18	1,024,363	1	73,702
Average Age		46		48		59		67

SECTION F

SUMMARY OF PLAN PROVISIONS

SUMMARY OF PLAN PROVISIONS

A. Ordinances

The Plan was established under the Code of Ordinances for the City of Lake Mary, Florida and was most recently amended under Ordinance No. 1556 passed and adopted on December 15, 2016. The Plan is also governed by certain provisions of Chapter 175, Florida Statutes, Part VII, Chapter 112, Florida Statutes and the Internal Revenue Code.

B. Effective Date

October 1, 1989; Restated Plan effective on its adoption date of September 7, 2006.

C. Plan Year

October 1 through September 30

D. Type of Plan

Qualified, governmental defined benefit retirement plan; for GASB purposes it is a single employer plan.

E. Eligibility Requirements

All active and future full-time or volunteer firefighters participate in the Plan as a condition of employment.

F. Credited Service

Service is measured as the total number of years and fractional parts of years of service as a firefighter with member contributions. No service is credited for any periods of employment for which the member received a refund of contributions.

G. Compensation

For full-time firefighters, total compensation for services rendered to the City as a firefighter including all tax deferred, tax sheltered and tax exempt items of income, but excluding overtime in excess of 300 hours and lump sum payments of vacation and sick leave upon termination of employment. Effective January 1, 2017, the pay received under the Fair Labor Standards Act (FLSA) is not included in the regular overtime pay which is limited to 300 hours.

For volunteer firefighters, total compensation annually derived for actual services rendered to the City as a volunteer firefighter, excluding bonuses, prorated on a monthly basis.

H. Average Final Compensation (AFC)

One twelfth of the average Compensation for the best 5 years out of the last 10 years of Credited Service prior to termination or retirement.

I. Normal Retirement

Eligibility:	A member may retire on the first day of the month coincident with or next following the earlier of: (1) age 55 and 5 years of Credited Service, or (2) 20 years of Credited Service regardless of age.
Benefit:	3.2% of AFC multiplied by Credited Service.
Normal Form of Benefit:	10 Years Certain and Life thereafter; other options are also available.
COLA:	None

J. Early Retirement

Eligibility:	A member may retire on the first day of the month coincident with or next following age 50 and 10 years of Credited Service.
Benefit:	The Normal Retirement Benefit is reduced by 3% for each year by which the commencement of benefits precedes the member's Normal Retirement date determined as if the member continued employment as a firefighter.
Normal Form of Benefit:	10 Years Certain and Life thereafter; other options are also available.
COLA:	None

K. Delayed Retirement

Same as Normal Retirement taking into account Compensation earned and service credited until the date of actual retirement.

L. Service Connected Disability

Eligibility:	Any member who becomes totally and permanently disabled and unable to render useful and efficient service as a firefighter as a result of an act occurring in the performance of service for the City is immediately eligible for a disability benefit.
Benefit:	The greater of: (1) the accrued Normal Retirement Benefit taking into account Compensation earned and service credited until the date of disability, or (2) 50% of current monthly salary on the date of disability.

Normal Form
of Benefit: Payable until death or recovery from disability with 120 payments guaranteed; other options are also available.

COLA: None

M. Non-Service Connected Disability

Eligibility: Any member who has 5 years of Credited Service and becomes totally and permanently disabled and unable to render useful and efficient service as a firefighter is immediately eligible for a disability benefit.

Benefit: The greater of:

(1) the accrued Normal Retirement Benefit taking into account Compensation earned and service credited until the date of disability, or
(2) 25% of current monthly salary on the date of disability.

Normal Form
of Benefit: Payable until death or recovery from disability with 120 payments guaranteed; other options are also available.

COLA: None

N. Death in the Line of Duty

Eligibility: Any member whose death is determined to be the result of a service incurred injury is eligible for survivor benefits regardless of Credited Service.

Benefit: The member's beneficiary will receive a monthly benefit based upon the greater of:

(1) the actuarial equivalent of the present value of the member's accrued Normal Retirement Benefit taking into account Compensation earned and service credited until the date of death, or
(2) $1/12^{th}$ of 10% of the member's current annual salary on the date of death.

Normal Form
of Benefit: 10 Years Certain and Life thereafter.

In lieu of the Normal Form, the beneficiary may elect to receive the greater of a lump sum of the present value of the member's accrued benefit or a refund of the member's contributions with interest.

COLA: None

O. Other Pre-Retirement Death

Eligibility: Any member with 5 or more years of Credited Service whose death is not the result of a service incurred injury is eligible for the following survivor benefits.

Benefit: The member's beneficiary will receive a monthly benefit based upon the greater of:

(1) the actuarial equivalent of 50% of the present value of the member's accrued Normal Retirement Benefit taking into account Compensation earned and service credited until the date of death, or
(2) 1/12th of 5% of the member's current annual salary on the date of death.

Normal Form of Benefit: 10 Years Certain and Life thereafter.

In lieu of the Normal Form, the beneficiary may elect to receive the greater of a lump sum of 50% of the present value of the member's accrued benefit or a refund of the member's contributions with interest.

COLA: None

The beneficiary of any member with less than 5 years of Credited Service on the date of death will receive a refund of the member's contributions with interest.

P. Post Retirement Death

Benefit determined by the form of benefit elected upon retirement.

Q. Optional Forms

In lieu of electing the Normal Form of benefit, the optional forms of benefits available to all retirees are a Single Life Annuity or the 50%, 66 2/3%, 75% and 100% Joint and Survivor options. A Social Security option is also available for members retiring prior to eligibility for Social Security retirement benefits.

R. Vested Termination

Eligibility: A member has earned a non-forfeitable right to Plan benefits after the completion of 5 years of Credited Service.

Benefit: The benefit is the member's accrued Normal Retirement Benefit as of the date of termination. The benefit is payable at the member's Early or Normal Retirement date determined as if the member continued employment as a firefighter. Benefits will be actuarially reduced for Early Retirement when applicable.

Normal Form
of Benefit: 10 Years Certain and Life thereafter; other options are also available.

COLA: None

Members with less than 5 years of Credited Service will receive a refund of their own accumulated contributions with interest.

S. Refunds

Eligibility: All members terminating employment with less than 5 years of Credited Service are eligible. Optionally, members with more than 5 years of Credited Service may elect a refund in lieu of the vested benefits otherwise due.

Benefit: Refund of the member's contributions with interest. Interest is currently credited at a rate of 5.0% compounded annually.

T. Member Contributions

5.0% of Compensation

U. State Contributions

Chapter 175 Premium Tax Refunds

V. Employer Contributions

Any additional amount determined by the actuary needed to fund the Plan properly according to State laws.

W. Cost of Living Increases

Not Applicable

X. 13th Check

Not Applicable

Y. Deferred Retirement Option Plan (DROP)

Eligibility: A member may enter the DROP on the first day of the month coincident with or next following the earlier of:

(1) age 55 and 5 years of Credited Service, or
(2) 20 years of Credited Service regardless of age.

Benefit: The member's Credited Service and AFC are frozen upon entry into the DROP. The monthly retirement benefit as described under Normal Retirement is calculated based upon the frozen Credited Service and AFC.

Maximum DROP Period:	60 months
Interest Credited:	The member's account balance is debited or credited with interest on a quarterly basis at a rate equal to the Fund’s net investment return for the quarter.
Normal Form of Benefit:	Lump Sum or direct rollover to a qualified plan.
COLA:	None

Z. Other Ancillary Benefits

There are no ancillary retirement type benefits not required by statutes but which might be deemed a City of Lake Mary Firefighters’ Retirement System liability if continued beyond the availability of funding by the current funding source.

AA. Changes from Previous Valuation

None