

CITY OF LAKE WORTH BEACH FIREFIGHTERS RETIREMENT SYSTEM

ACTUARIAL VALUATION REPORT AS OF OCTOBER 1, 2024

ANNUAL EMPLOYER CONTRIBUTION IS DETERMINED BY
THIS VALUATION FOR THE PLAN YEAR ENDING
SEPTEMBER 30, 2026





February 10, 2025

Board of Trustees
City of Lake Worth Beach Firefighters
Retirement System
Lake Worth Beach, Florida

**Re: City of Lake Worth Beach Firefighters Retirement System
Actuarial Valuation as of October 1, 2024 and Actuarial Disclosures**

Dear Board Members:

The results of the October 1, 2024 Annual Actuarial Valuation of the City of Lake Worth Beach 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 requirement for the fiscal year ending September 30, 2026, and to report the actuarial information for Governmental Accounting Standards Board (GASB) Statement No. 67 for the fiscal year ending September 30, 2024. This report also includes estimated GASB Statement No. 67 information for the fiscal year ending September 30, 2025. 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 amount 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.

We have assessed that the contribution requirement calculated under the current funding policy is a reasonable Actuarially Determined Employer Contribution (ADEC) and it is consistent with the plan accumulating adequate assets to make benefit payments when due.

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 and other information through September 30, 2024. 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 reasonability 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 Cost Method. The investment return assumption was prescribed by the Board and the assumed mortality rates detailed in the Actuarial Assumptions and Cost Method section were prescribed by the Florida Statutes in accordance with Florida Statutes Chapter 112.63. All actuarial assumptions used in this report are reasonable for purposes of this valuation. The combined effect of the assumptions 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 City of Lake Worth Beach Firefighters 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.

Nicolas Lahaye and Dina Lerner 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 amounts 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 & COMPANY

By



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SECTION A

DISCUSSION OF VALUATION RESULTS

DISCUSSION OF VALUATION RESULTS

Closed Plan

In reviewing this Report, it is important for the reader to keep in mind that this System was closed to new members in 2009. One consequence of this closure is that the annual payment on the unfunded accrued liability will continue to increase as a percentage of covered payroll as such payroll decreases from year to year. Therefore, the overall cost as a percentage of covered payroll is likely to increase each year.

Comparison of Required Employer Contributions

The required employer contribution developed in this year's valuation is compared below to last year's result.

	Required City Contribution For Fiscal Year End		
	9/30/2026	9/30/2025	Increase (Decrease)
Required Contribution	\$ 3,759,280	\$ 3,744,993	\$ 14,287
As % of Covered Payroll	2,695.25 %	2,798.38 %	(103.13) %
Division II Contribution	14,924	14,319	605
As % of Covered Payroll	10.70 %	10.70 %	0.00 %
Required City Contribution	3,744,356	3,730,674	13,682
As % of Covered Payroll	2,684.55 %	2,787.68 %	(103.13) %

As noted by the headings, the current year's valuation results apply to the City's fiscal year ending September 30, 2026. The amounts listed are net of the Division II contribution of 10.70% of covered payroll. In addition, under the agreement reached with Palm Beach County, the County is to pay the City the contribution that would be required under FRS if members who chose to remain in the Lake Worth Plan had instead chosen to migrate to FRS.

Actual Employer contributions for the year ending September 30, 2024 were as follows:

	2023 – 2024	
	Actual	Required
Contribution	\$ 3,622,350	\$ 3,622,350



Revisions in Benefits

There have been no revisions in benefits since the last valuation.

Revisions in Actuarial Assumptions or Methods

There have been no revisions in assumptions or methods since the last valuation.

Actuarial Experience

There was a net actuarial gain of \$490,505 for the year which means that actual experience was more favorable than expected. The gain was primarily due to investment experience. The recognized return on the actuarial (smoothed) value of assets was 8.3% versus an assumed return of 6.7%. The return on the market value of assets was 21.5%. The gain was partially offset by losses due to lower than expected mortality among inactive participants.

The net impact of the experience gain resulted in a decrease of \$66,820 in the required contribution.

Funded Ratio

The funded ratio, one measure of the Plan's financial health, is equal to the actuarial value of assets divided by the actuarial accrued (past service) liability. The funded ratio is 86.8% this year compared to 79.6% last year.

13th Check

The Plan provides for a 13th check if there is a net actuarial gain for the previous year and cumulative gains since 1998. Because the Plan has experienced a cumulative actuarial loss, there is no 13th check payable.

Relationship to Market Value

If Market Value had been the basis for the valuation, the required City contribution would have been \$3,382,947 and the funded ratio would have been 92.6%. This funded ratio (on a market value basis) is up from 71.4% last year.



Analysis of Change in Employer Contributions

The table below shows the components of change in the required City contribution:

Analysis of the Change in City Contribution	
Required City Contribution Last Year	\$ 3,730,674
Increase/(Decrease) Due to Change In:	
Actuarial Experience	(66,820)
Administrative Expenses	7,839
Actuarial Assumptions	-
Amortization of UAL	71,861
Method Change	-
COLA/13th Check	-
Change in Normal Cost	1,407
Change in Division II Contribution	(605)
Change in Plan	-
Required City Contribution This Year	\$ 3,744,356

Variability of Future Contributions

The current calculated City/County contribution requirement is \$3,744,356 starting October 1, 2025. In the absence of future actuarial experience gains or losses, the net City/County contribution requirement for the fiscal year ending September 30, 2027 is expected to be approximately \$3.7 million. In addition, the Plan has two years left on the bulk of existing amortization payments. The required City contribution is expected to decrease significantly once these amortization payments have concluded.

Conclusion

It is important to note that system assets are not sufficient to cover the liabilities for current retirees, although there has been significant improvement since last year. As of October 1, 2024, the shortfall is approximately \$2 million compared to \$12 million last year. Additionally, the funded ratio was over 100% in 2001, but is currently 86.8%. This funded ratio is up from 79.6% last year. Steps have been taken to address these issues, such as lowering the investment return assumption and shortening the amortization period. Over the next two years, scheduled amortization payments should bring the funded ratio to at least 100%.

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 amount shown on page 1 may be considered as a minimum contribution amount 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>2024</u>	<u>2023</u>	<u>2022</u>
Ratio of actives to retirees and beneficiaries	0.0	0.0	0.0
Ratio of net cash flow to market value of assets (Net of DROP)	-1.6%	-2.1%	-2.2%
Duration of the actuarial accrued liability	8.4	8.6	8.8

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 and investment earnings 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 change by approximately 10% if the assumed rate of return was changed by 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:
\$60,403,728

B. Discount rate used to calculate the LDROM: 3.81% based on Bond Buyer “20-Bond GO Index” as of September 26, 2024

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.



SECTION B

VALUATION RESULTS

PARTICIPANT DATA		
	10/1/2024	10/1/2023
ACTIVE MEMBERS		
Number	1	1
Covered Annual Payroll	\$ 139,736	\$ 133,913
Average Annual Payroll	\$ 139,736	\$ 133,913
Average Age	50.6	49.6
Average Past Service	19.4	18.4
Average Age at Hire	31.2	31.2
RETIREES & BENEFICIARIES & DROP		
Number	63	63
Annual Benefits	\$ 4,033,330	\$ 4,032,040
Average Annual Benefit	\$ 64,021	\$ 64,001
Average Age	67.2	66.2
DISABILITY RETIREES		
Number	6	6
Annual Benefits	\$ 201,603	\$ 201,543
Average Annual Benefit	\$ 33,601	\$ 33,591
Average Age	62.5	61.5
TERMINATED VESTED MEMBERS		
Number	1	1
Annual Benefits	\$ 33,218	\$ 33,218
Average Annual Benefit	\$ 33,218	\$ 33,218
Average Age	49.5	48.5

ACTUARIALLY DETERMINED CONTRIBUTION (ADC)		
A. Valuation Date	October 1, 2024	October 1, 2023
B. ADC to Be Paid During Fiscal Year Ending	9/30/2026	9/30/2025
C. Assumed Dates of Employer Contributions	Monthly	Monthly
D. Annual Payment to Amortize Unfunded Actuarial Liability	\$ 3,493,570	\$ 3,488,700
E. Employer Normal Cost as % of Covered Payroll	138,100 98.83 %	128,998 96.33 %
F. ADC if Paid on the Valuation Date: D+E	3,631,670	3,617,698
G. ADC Adjusted for Frequency of Payments and Interest	3,759,543	3,745,079
H. ADC as % of Covered Payroll	2,690.45 %	2,796.65 %
I. Assumed Rate of Increase in Covered Payroll to Contribution Year	N/A	N/A
J. Projected Covered Payroll in Contribution Year	139,478	133,827
K. ADC for Contribution Year *	3,759,280	3,744,993
L. Division II Plan Contribution (10.70% of Covered Payroll)	14,924	14,319
M. Actuarially Determined Contribution (ADC) in Contribution Year	3,744,356	3,730,674
N. ADC as % of Projected Covered Payroll in Contribution Year: M ÷ J	2,684.55 %	2,787.68 %

* (Normal Cost Rate (item E.) x item J. + item D.) x adjustment factor

ACTUARIAL VALUE OF BENEFITS AND ASSETS		
A. Valuation Date	October 1, 2024	October 1, 2023
B. Actuarial Present Value of All Projected Benefits for		
1. Active Members		
a. Service Retirement Benefits	\$ 1,240,462	\$ 1,160,262
b. Vesting Benefits	-	-
c. Disability Benefits	27,117	33,959
d. Preretirement Death Benefits	5,134	6,472
e. Return of Member Contributions	-	-
f. Total	1,272,713	1,200,693
2. Inactive Members		
a. Service Retirees & Beneficiaries	42,518,797	43,287,139
b. Disability Retirees	2,108,487	2,140,253
c. Terminated Vested Members	282,709	263,893
d. Member Contribution Refunds	-	-
e. Total	44,909,993	45,691,285
3. Total for All Members	46,182,706	46,891,978
C. Actuarial Accrued (Past Service) Liability	46,073,894	46,745,135
D. Actuarial Value of Accumulated Plan Benefits per FASB No. 35	46,051,450	46,661,813
E. Plan Assets		
1. Market Value	42,656,752	33,384,790
2. Actuarial Value	40,003,749	37,227,701
F. Unfunded Actuarial Accrued Liability: C - E2	6,070,145	9,517,434
G. Funded Ratio: E2 / C	86.8%	79.6%
H. Actuarial Present Value of Projected Covered Payroll	295,569	399,207
I. Actuarial Present Value of Projected Member Contributions	33,252	44,911
J. Accumulated Value of Active Member Contributions	192,054	176,829

CALCULATION OF EMPLOYER NORMAL COST		
A. Valuation Date	October 1, 2024	October 1, 2023
B. Normal Cost for		
1. Service Retirement Benefits	\$ 44,099	\$ 42,214
2. Vesting Benefits	1,602	1,533
3. Disability Benefits	3,775	3,618
4. Preretirement Death Benefits	990	957
5. Return of Member Contributions	977	936
6. Total for Future Benefits	51,443	49,258
7. Assumed Amount for Administrative Expenses	102,377	94,805
8. Total Normal Cost	153,820	144,063
C. Expected Member Contribution	15,720	15,065
D. Employer Normal Cost: B8-C	138,100	128,998
E. Employer Normal Cost as a % of Covered Payroll	98.83%	96.33%

LIQUIDATION OF THE UNFUNDED ACTUARIAL ACCRUED LIABILITY

A. UAAL Amortization Period and Payments

Date Established	Original Amount	Amortization Period (Years)	Years Left *	Remaining Amount	Annual Payment
10/1/2003	\$ 787,853	30	2	\$ 191,177	\$ 98,687
10/1/2005	6,855,125	30	2	1,986,374	1,025,380
10/1/2005	3,340,749	30	2	968,031	499,704
10/1/2006	99,172	30	2	28,303	14,610
10/1/2007	1,824,852	30	2	523,966	270,475
10/1/2008	2,297,711	30	2	660,080	340,738
10/1/2009	(3,193)	30	2	(916)	(473)
10/1/2010	1,257,262	25	2	363,353	187,565
10/1/2010	314,403	25	2	90,863	46,904
10/1/2011	3,283,024	24	2	948,326	489,533
10/1/2011	975,288	24	2	281,719	145,425
10/1/2012	1,428,524	23	2	408,904	211,079
10/1/2012	988,265	23	2	282,884	146,027
10/1/2013	143,255	21	2	41,223	21,280
10/1/2013	1,006,712	21	2	289,691	149,541
10/1/2013	(1,934,199)	21	2	(556,582)	(287,312)
10/1/2014	(394,596)	19	2	(116,469)	(60,122)
10/1/2014	975,982	19	2	288,072	148,705
10/1/2015	255,733	17	2	77,053	39,775
10/1/2015	640,500	17	2	192,983	99,619
10/1/2016	(629,711)	15	2	(195,259)	(100,794)
10/1/2016	255,893	15	2	79,347	40,959
10/1/2017	(454,113)	13	2	(147,188)	(75,979)
10/1/2017	652,574	13	2	211,513	109,185
10/1/2018	24,797	11	2	8,453	4,363
10/1/2018	662,046	11	2	225,695	116,505
10/1/2019	42,584	10	5	26,258	5,954
10/1/2019	668,727	10	5	412,347	93,497
10/1/2020	(405,890)	10	6	(285,410)	(55,599)
10/1/2020	(1,057,652)	10	6	(743,706)	(144,877)
10/1/2021	(1,862,034)	10	7	(1,451,189)	(249,731)
10/1/2021	837,544	10	7	652,745	112,329
10/1/2022	(88,913)	10	8	(76,792)	(11,913)
10/1/2023	946,852	10	9	894,801	127,078
10/1/2024	(490,505)	10	10	(490,505)	(64,547)
	23,244,621			6,070,145	3,493,570

* Reduced to no more than 25 years as of 10/1/2010. Amortization periods for bases established before 10/1/2019 were reduced by one extra year each year per Board action beginning in 2012 and ending in 2020.



B. Amortization Schedule

The UAAL is being amortized as a level dollar amount over the number of years remaining in the amortization period. The following schedule illustrates the expected amortization of the UAAL.

Amortization Schedule	
Date	UAAL
10/1/2024	\$ 6,070,145
10/1/2025	2,749,207
10/1/2026	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. The net actuarial gain (loss) for the past year is computed as follows:

DERIVATION OF UNFUNDED ACTUARIAL LIABILITY	
1. Last Year's UAAL	\$ 9,517,434
2. Employer Normal Cost	128,998
3. Last Year's Contributions	
a. City (including PBSO contribution)	3,607,837
b. State (Division II)	14,513
c. Total	3,622,350
4. Interest at the Assumed Rate on:	
a. 1 and 2 for one year	646,311
b. 3 from dates paid	109,743
c. a - b	<u>536,568</u>
5. This Year's Expected UAAL:	
1 + 2 - 3 + 4c	6,560,650
6. This Year's Actual UAAL (Before any changes in benefits and/or assumptions)	6,070,145
7. Net Actuarial Gain (Loss): (5) - (6)	490,505
8. Gain (Loss) Due to Investments (Net AVA basis)	1,004,620
9. Gain (Loss) due to other sources	(514,115)

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

Year Ending 9/30	Change in Employer Cost Rate	Net Gain (Loss)
1981	(1.09) %	\$ 91,897
1982	(0.28)	27,775
1983	(1.28)	142,653
1984	(1.62)	201,839
1985	(0.96)	123,666

Year Ending 9/30	Change in Employer Cost Rate	Net Gain (Loss)
1986	(1.80) %	\$ 267,259
1987	0.21	(36,764)
1988	2.54	(489,146)
1989	(1.26)	231,598
1990	2.65	(542,569)
1991	(0.98)	216,713
1992	(4.35)	815,890
1993	(2.98)	526,655
1994	10.38	(1,894,153)
1995	(3.72)	662,253
1996	1.91	(333,415)
1997	(3.98)	781,377
1998	(3.50)	636,633
1999	(4.05)	726,432
2000	(3.21)	551,870
2001	6.60	(1,250,581)
2002	7.85	(1,583,274)
2003	4.32	(812,927)
2004	(0.43)	82,537
2005	6.87	(1,353,102)
2006	0.25	(99,172)
2007	3.75	(1,824,852)
2008	6.24	(2,297,711)
2009	(0.02)	3,193
2010	12.09	(1,257,262)
2011	26.68	(3,283,024)
2012	12.24	(1,428,524)
2013	1.36	(143,255)
2014	(3.46)	394,596
2015	2.83	(255,733)
2016	(7.65)	629,711
2017	(7.38)	454,113
2018	0.51	(24,797)
2019	1.65	(42,584)
2020	(39.50)	405,890
2021	(126.45)	1,862,034
2022	(8.93)	88,913
2023	96.38	(946,852)
2024	(47.91)	490,505

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 tables on the following pages show the actual fund earnings and salary increase rates compared to the assumed rates for the last few years:



Year Ending	Salary Increases		Investment Return	
	Actual	Assumed	Actual	Assumed
9/30/1980	11.8 %	4%-5%	6.7 %	6.00 %
9/30/1981	8.1	8.0	6.8	8.00
9/30/1982	12.8	8.0	8.6	8.00
9/30/1983	15.0	8.0	16.0	8.00
9/30/1984	10.7	8.0	10.5	8.00
9/30/1985	7.9	8.0	10.0	8.00
9/30/1986	11.3	8.0	16.9	8.00
9/30/1987	16.7	8.0	18.4	8.00
9/30/1988	20.8	8.0	0.9	8.00
9/30/1989	1.2	8.0	13.0	8.00
9/30/1990	14.0	8.0	2.9	8.00
9/30/1991	13.2	8.0	15.9	8.00
9/30/1992	(1.2) *	8.0	6.7	8.00
9/30/1993	2.1	8.0	9.5	8.00
9/30/1994	20.5	6.5	0.9	8.00
9/30/1995	(0.3)	6.5	14.7	8.00
9/30/1996	8.6	6.5	11.7	8.00
9/30/1997	5.1	6.5	11.3	8.00
9/30/1998	(0.9)	6.5	11.7	8.50
9/30/1999	5.7	6.5	11.2	8.50
9/30/2000	3.7	6.5	12.1	8.50
9/30/2001	29.7	6.5	8.8	8.50
9/30/2002	8.1	6.5	2.9	8.50
9/30/2003	7.2	6.5	4.5	8.50
9/30/2004	8.9	6.5	4.5	8.50
9/30/2005	8.0	6.5	3.9	8.50
9/30/2006	2.4	6.5	5.9	8.50
9/30/2007	27.1	6.5	9.4	8.50
9/30/2008	5.1	6.5	3.9	8.50
9/30/2009	3.1	6.5	3.2	8.50
9/30/2010	0.2	6.5	3.0	8.50
9/30/2011	21.0	6.5	1.5	8.35
9/30/2012	4.7	6.5	3.2	8.20
9/30/2013	2.6	6.5	7.7	8.05
9/30/2014	11.5	6.5	9.1	7.90
9/30/2015	2.7	6.5	7.1	7.75
9/30/2016	2.1	6.5	8.2	7.60
9/30/2017	4.8	6.5	7.2	7.45
9/30/2018	3.5	6.5	7.1	7.30
9/30/2019	2.1	6.5	6.0	7.15
9/30/2020	4.3	6.5	8.5	7.00
9/30/2021	5.5	6.5	11.0	6.90
9/30/2022	8.9	6.5	5.2	6.70
9/30/2023	3.6	6.5	4.9	6.70
9/30/2024	4.3	6.5	8.3	6.70
Average	8.0	---	7.9	---

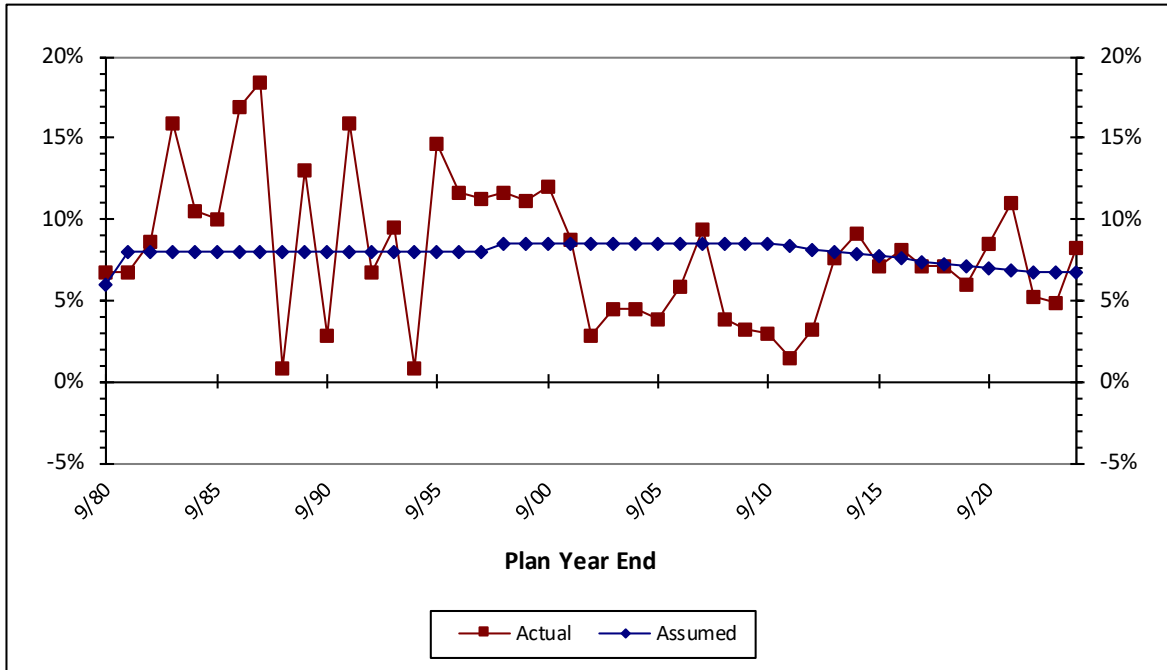
* This decrease results partly from the fact that annual salaries reported for the year ending 9/30/91 included 27 biweekly pay periods.

The actual investment return rates shown above are based on the actuarial value of assets. The investment return based on the market value of assets is shown later in this Report.

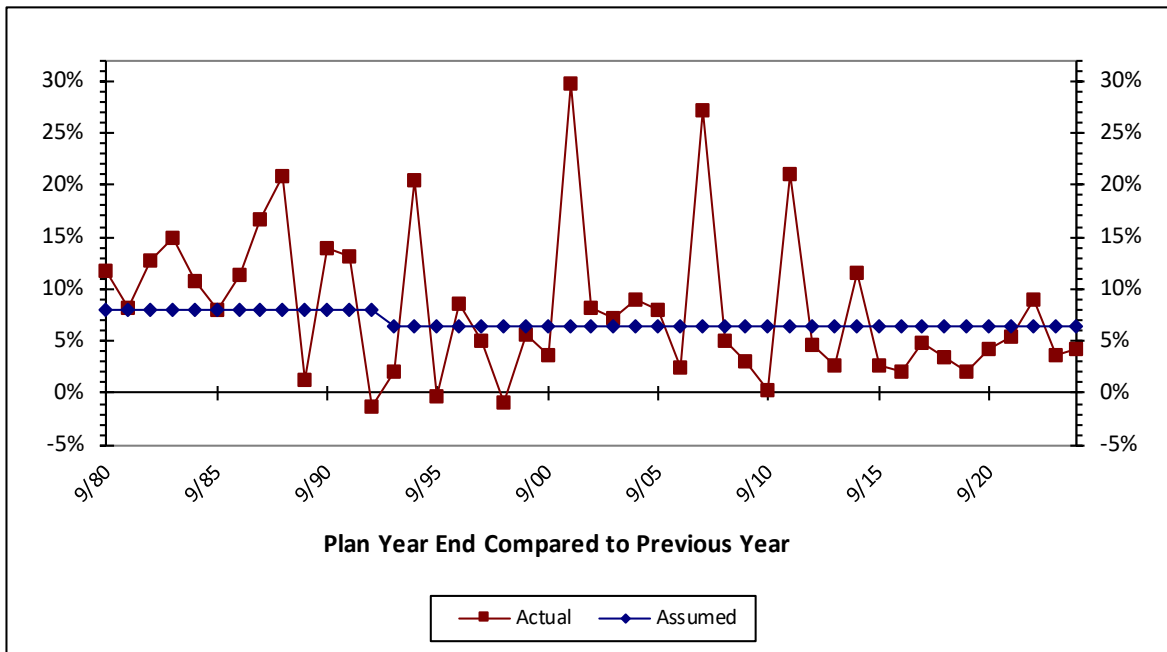
The actual salary increase rates shown above are the increases received by those active members who were included in the actuarial valuation both at the beginning and the end of each period.



History of Investment Return Based on Actuarial Value of Assets



History of Salary Increases



13th Check

The Firefighters System provides a 13th check to retirees in December if there is a net actuarial gain for the previous year. The total amount payable to all retirees is equal to the total of all monthly benefits in pay status, but each retiree receives the same dollar amount. The monthly rate of benefits in pay status under the Firefighters System is \$352,911. The actuarial gain (loss) for the year was \$490,505. Since the Plan has experienced a cumulative loss, there is no 13th check payable.

Cumulative Actuarial Gains (Losses)				
Year Ending 9/30	Balance at Beginning of Year	Gain (Loss) for Year	13 th Checks	Balance at End of Year
1998	0	\$ 636,633	\$ 56,511	\$ 580,122
1999	\$ 580,122	726,432	63,248	1,243,306
2000	1,243,306	551,870	65,888	1,729,288
2001	1,729,288	(1,250,581)	0	478,707
2002	478,707	(1,583,274)	0	(1,104,567)
2003	(1,104,567)	(812,927)	0	(1,917,494)
2004	(1,917,494)	82,537	0	(1,834,957)
2005	(1,834,957)	(1,353,102)	0	(3,188,059)
2006	(3,188,059)	(99,172)	0	(3,287,231)
2007	(3,287,231)	(1,824,852)	0	(5,112,083)
2008	(5,112,083)	(2,297,711)	0	(7,409,794)
2009	(7,409,794)	3,193	0	(7,406,601)
2010	(7,406,601)	(1,257,262)	0	(8,663,863)
2011	(8,663,863)	(3,283,024)	0	(11,946,887)
2012	(11,946,887)	(1,428,524)	0	(13,375,411)
2013	(13,375,411)	(143,255)	0	(13,518,666)
2014	(13,518,666)	394,596	0	(13,124,070)
2015	(13,124,070)	(255,733)	0	(13,379,803)
2016	(13,379,803)	629,711	0	(12,750,092)
2017	(12,750,092)	454,113	0	(12,295,979)
2018	(12,295,979)	(24,797)	0	(12,320,776)
2019	(12,320,776)	(42,584)	0	(12,363,360)
2020	(12,363,360)	405,890	0	(11,957,470)
2021	(11,957,470)	1,862,034	0	(10,095,436)
2022	(10,095,436)	88,913	0	(10,006,523)
2023	(10,006,523)	(946,852)	0	(10,953,375)
2024	(10,953,375)	490,505	0	(10,462,870)

Actual (A) Compared to Expected (E) Decrements													
Year Ended	Number Added During Year		Service & DROP Retirement		Disability Retirement		Death		Terminations				Active Members End of Year
	A	E	A	E	A	E	A	E	Vested	Other	Totals		
									A	A	A	E	
9/30/2002	5	0	0	4	0	0	0	0	0	0	0	2	56
9/30/2003	2	5	4	5	0	0	0	0	0	1	1	2	53
9/30/2004	3	3	1	4	0	0	0	0	0	2	2	2	53
9/30/2005	4	2	0	5	0	0	0	0	0	2	2	2	55
9/30/2006	8	4	1	8	0	0	0	0	0	3	3	2	59
9/30/2007	0	3	2	10	0	0	0	0	0	1	1	2	56
9/30/2008	0	13	12	12	1	0	0	0	0	0	0	2	43
9/30/2009	0	26	10	6	0	0	0	0	2	14	16	1	17
9/30/2010	0	0	0	0	0	0	0	0	0	0	0	0	17
9/30/2011	0	0	4	3	0	0	0	0	0	0	0	0	13
9/30/2012	0	0	0	0	1	0	0	0	0	0	0	0	12
9/30/2013	0	0	0	0	1	0	0	0	0	0	0	0	11
9/30/2014	0	0	0	0	0	0	0	0	0	0	0	0	11
9/30/2015	0	0	1	0	0	0	0	0	0	0	0	0	10
9/30/2016	0	0	1	1	0	0	0	0	0	0	0	0	9
9/30/2017	0	0	1	1	0	0	0	0	0	0	0	0	8
9/30/2018	0	0	1	1	0	0	0	0	0	0	0	0	7
9/30/2019	0	0	3	1	0	0	0	0	0	0	0	0	4
9/30/2020	0	0	1	1	0	0	0	0	0	0	0	0	3
9/30/2021	0	0	1	2	0	0	0	0	0	0	0	0	2
9/30/2022	0	0	1	0	0	0	0	0	0	0	0	0	1
9/30/2023	0	0	0	0	0	0	0	0	0	0	0	0	1
9/30/2024	0	0	0	0	0	0	0	0	0	0	0	0	1
9/30/2025		0		0		0		0				0	
23 Yr Totals	22	56	44	64	3	1	0	1	2	23	25	15	

Note: Totals are through current Plan Year only.



HISTORY OF VALUATION RESULTS							
Valuation Date	No. of Members		Covered Annual Payroll	Actuarial Value of Assets	UAAL	Employer Normal Cost	
	Active	Inactive				Amount	% of Payroll
10/1/81	40	17	675,459	1,643,505	666,252	141,008	20.88
10/1/82	42	18	766,915	1,910,864	632,927	166,107	21.66
10/1/83	42	18	855,853	2,351,799	614,600	175,455	20.50
10/1/84	43	20	949,859	2,739,356	582,565	184,538	19.43
10/1/85	43	20	992,939	3,121,144	561,562	192,233	19.36
10/1/86	47	21	1,114,795	3,785,677	536,667	190,566	17.09
10/1/87	50	22	1,340,898	4,645,607	687,931	254,951	19.01
10/1/88	63	23	1,897,395	4,850,093	648,657	423,201	22.30
10/1/89	62	25	1,820,262	5,596,745	787,882	398,894	21.91
10/1/90	63	27	2,051,371	5,933,390	782,488	521,049	25.40
10/1/91	64	28	2,299,896	7,045,753	875,484	551,888	24.00
10/1/92	61	28	2,080,803	7,848,730	863,919	426,343	20.49
10/1/93	61	29	2,036,766	8,962,188	694,836	246,123	12.08
10/1/94	61	34	2,248,054	9,152,368	430,856	463,015	20.60
10/1/95	62	32	2,271,206	10,310,557	583,342	384,467	16.93
10/1/96	59	36	2,275,620	11,498,406	327,688	439,120	19.30
10/1/97	59	36	2,387,704	12,686,835	224,035	371,859	15.57
10/1/98	59	36	2,363,579	14,112,584	80,365	290,651	12.30
10/1/99	57	37	2,346,785	15,339,352	(74,953)	204,407	8.71
10/1/00	57	37	2,337,366	16,613,602	(217,177)	149,443	6.39
10/1/01	51	37	2,701,952	17,627,430	(298,244)	365,987	13.55
10/1/02	56	36	3,074,070	17,319,197	(285,630)	642,541	20.90
10/1/03	53	40	2,899,107	17,739,462	526,498	798,655	27.55
10/1/04	53	42	3,107,664	19,313,960	634,252	839,406	27.01
10/1/05	55	39	3,419,472	19,934,210	10,877,912	647,060	18.92
10/1/06	59	39	3,634,139	21,446,134	11,242,641	687,360	18.91
10/1/07	56	41	4,349,180	24,248,823	13,018,211	811,933	18.67
10/1/08	43	53	3,293,733	25,336,434	15,310,729	671,788	20.40
10/1/09	17	65	1,309,166	24,985,737	15,313,639	362,399	27.68
10/1/10	17	64	1,312,204	24,165,929	16,722,583	346,709	26.42
10/1/11	13	67	1,118,599	22,463,958	20,987,247	349,454	31.24
10/1/12	12	67	1,073,889	21,106,494	23,593,457	357,996	33.34
10/1/13	11	68	994,538	21,657,152	22,682,142	312,202	31.39
10/1/14	11	68	1,108,520	22,921,652	22,691,176	380,640	34.34
10/1/15	10	69	1,000,948	23,721,704	23,120,535	353,735	35.34
10/1/16	9	70	920,530	25,050,712	22,086,350	272,206	29.57
10/1/17	8	70	843,752	26,320,076	21,320,076	248,716	29.48
10/1/18	7	71	764,281	27,403,850	20,946,951	240,286	31.44
10/1/19	4	72	443,455	28,490,928	20,450,358	175,576	39.59
10/1/20	3	72	346,997	30,400,887	17,362,236	166,786	48.07
10/1/21	2	72	242,724	33,917,621	14,149,758	156,485	64.47
10/1/22	1	71	129,235	35,989,274	11,415,957	123,200	95.33
10/1/23	1	70	133,913	37,227,701	9,517,434	128,998	96.33
10/1/24	1	70	139,736	40,003,749	6,070,145	138,100	98.83



HISTORY OF REQUIRED AND ACTUAL CONTRIBUTIONS												
Val'n Date	Applies to Year Ended	Required Contributions										
		City & State		Estimated State		Division II Plan		Net City		Actual Contributions		
		Amount	% of Payroll	Amount	% of Payroll	Amount	% of Payroll	Amount	% of Payroll	City	State	Total
10/1/80	9/30/82	\$203,566	33.12 %	\$16,099	2.62 %	NA	NA	\$187,467	30.50 %	\$210,627	\$20,505	\$231,132
10/1/81	9/30/83	198,355	29.37	19,037	2.82	NA	NA	179,318	26.55	218,332	21,944	240,276
10/1/82	9/30/84	225,641	29.42	20,505	2.67	NA	NA	205,136	26.75	236,601	25,306	261,907
10/1/83	9/30/85	236,165	27.59	21,944	2.56	NA	NA	214,221	25.03	231,903	25,980	257,883
10/1/84	9/30/86	245,528	25.85	25,306	2.66	NA	NA	220,222	23.18	238,805	29,245	268,050
10/1/85	9/30/87	254,062	25.59	25,980	2.62	NA	NA	228,082	22.97	290,546	37,275	327,821
10/1/86	9/30/88	251,837	22.59	29,245	2.62	NA	NA	222,592	19.97	315,388	43,228	358,616
10/1/87	9/30/89	336,708	25.11	37,275	2.78	NA	NA	299,433	22.33	299,433	59,812	359,245
10/1/88	9/30/90	524,808	27.66	43,228	2.78	NA	NA	481,580	25.38	481,575	0	481,575
10/1/89	9/30/91	513,507	28.21	NA	NA	NA	NA	513,507	28.21	513,507	0	513,507
10/1/90	9/30/92	653,657	31.86	NA	NA	NA	NA	653,657	31.85	653,675	0	653,675
10/1/91	9/30/93	700,349	30.45	NA	NA	NA	NA	700,349	30.45	700,349	0	700,349
10/1/92	9/30/94	564,663	27.14	NA	NA	NA	NA	564,663	27.14	564,675	0	564,675
10/1/93	9/30/95	368,511	18.09	NA	NA	NA	NA	368,511	18.09	368,525	0	368,525
10/1/94	9/30/96	580,521	25.82	NA	NA	NA	NA	580,521	25.82	580,525	0	580,525
10/1/95	9/30/97	517,709	22.79	NA	NA	NA	NA	517,709	22.79	517,715	0	517,715
10/1/96	9/30/98	544,950	23.95	NA	NA	NA	NA	544,950	23.95	544,950	0	544,950
10/1/97	9/30/99	459,581	19.25	NA	NA	NA	NA	459,581	19.25	459,600	0	459,600
10/1/98	9/30/00	344,214	14.56	NA	NA	NA	NA	344,214	14.56	344,225	0	344,225
10/1/99	9/30/01	216,317	9.22	NA	NA	NA	NA	216,317	9.22	216,325	0	216,325
10/1/00	9/30/02	119,524	5.11	NA	NA	NA	NA	119,524	5.11	119,525	0	119,525
10/1/01	9/30/03	335,655	12.42	NA	NA	NA	NA	335,655	12.42	335,655	0	335,655
10/1/02	9/30/04	610,633	19.10	NA	NA	NA	NA	610,633	19.10	610,650	0	610,650
10/1/03	9/30/05	838,492	27.81	NA	NA	NA	NA	838,492	27.81	840,401	0	840,401
10/1/04	9/30/06	942,443	29.16	NA	NA	NA	NA	942,443	29.16	944,351	0	944,351
10/1/05	9/30/07	1,657,924	46.62	NA	NA	380,519	10.70	1,277,405	35.92	1,277,405	380,519	1,657,924
10/1/06	9/30/08	1,803,579	47.72	NA	NA	404,407	10.70	1,399,172	37.02	1,399,260	404,407	1,803,667
10/1/07	9/30/09	2,113,667	46.73	NA	NA	483,977	10.70	1,629,690	36.03	1,629,690	483,997	2,113,687
10/1/09	9/30/10	1,794,081	137.04	NA	NA	140,081	10.70	1,654,000	126.34	1,654,000	140,081	1,794,081
10/1/09	9/30/11	1,705,530	137.04	NA	NA	112,074	10.70	1,593,456	152.13	1,593,456	112,074	1,705,530
10/1/10	9/30/12	1,845,288	175.91	NA	NA	112,242	10.70	1,733,046	165.21	1,733,046	112,242	1,845,288
10/1/11	9/30/13	2,332,795	201.37	NA	NA	123,955	10.70	2,208,840	190.67	2,208,840	123,955	2,332,795
10/1/12	9/30/14	2,625,210	238.10	NA	NA	117,976	10.70	2,507,234	227.40	2,507,234	117,976	2,625,210
10/1/13	9/30/15	2,550,030	249.81	NA	NA	109,225	10.70	2,440,805	239.11	2,440,805	109,225	2,550,030
10/1/14	9/30/16	2,709,016	237.87	NA	NA	121,857	10.70	2,587,159	227.17	2,587,159	121,857	2,709,016
10/1/15	9/30/17	2,811,277	298.83	NA	NA	100,662	10.70	2,710,615	288.13	2,710,615	100,662	2,811,277
10/1/16	9/30/18	2,794,091	308.46	NA	NA	96,922	10.70	2,697,169	297.76	2,697,169	96,922	2,794,091
10/1/17	9/30/19	2,872,622	393.25	NA	NA	78,163	10.70	2,794,459	382.55	2,794,459	78,163	2,872,622
10/1/18	9/30/20	3,243,971	504.73	NA	NA	68,770	10.70	3,175,201	494.03	3,175,201	68,770	3,243,971
10/1/19	9/30/21	3,457,426	965.72	NA	NA	38,308	10.70	3,419,118	955.02	3,419,118	38,308	3,457,426
10/1/20	9/30/22	3,649,567	2,572.54	NA	NA	15,180	10.70	3,634,387	2,561.84	3,634,387	15,180	3,649,567
10/1/21	9/30/23	3,632,101	1,795.48	NA	NA	21,645	10.70	3,610,456	1,784.78	3,610,456	21,645	3,632,101
10/1/22	9/30/24	3,622,350	2,670.66	NA	NA	14,513	10.70	3,607,837	2,659.96	3,607,837	14,513	3,622,350
10/1/23	9/30/25	3,744,993	2,798.38	NA	NA	14,319	10.70	3,730,674	2,787.68	NA	NA	NA
10/1/24	9/30/26	3,759,280	2,695.25	NA	NA	14,924	10.70	3,744,356	2,684.55	NA	NA	NA



SCHEDULE OF FUNDING PROGRESS

(1)	(2)	(3)	(4)	(5)	(6)	(7)
Valuation Date	Actuarial Value of Assets	Entry Age Actuarial Accrued Liability (AAL)	Unfunded AAL (UAAL) (3) - (2)	Funded Ratio (2)/(3)	Annual Covered Payroll	UAAL As % of Payroll (4)/(6)
10/1/2001	17,627,430	16,663,006	(964,424)	105.8	2,701,952	(35.7)
10/1/2002	17,319,197	18,006,295	687,098	96.2	3,074,070	22.4
10/1/2003	17,739,462	20,264,496	2,525,034	87.5	2,899,107	87.1
10/1/2004	19,313,960	21,891,245	2,577,285	88.2	3,107,664	82.9
10/1/2005	19,934,210	30,812,122	10,877,912	64.7	3,419,472	318.1
10/1/2006	21,446,134	32,688,775	11,242,641	65.6	3,634,139	309.4
10/1/2007	24,248,823	37,267,034	13,018,211	65.1	4,349,180	299.3
10/1/2008	25,336,434	40,647,163	15,310,729	62.3	3,293,733	464.8
10/1/2009	24,985,737	40,299,376	15,313,639	62.0	1,309,166	1,169.7
10/1/2010	24,165,929	40,888,512	16,722,583	59.1	1,312,204	1,274.4
10/1/2011	22,463,958	43,451,205	20,987,247	51.7	1,118,599	1,876.2
10/1/2012	21,106,494	44,699,951	23,593,457	47.2	1,073,889	2,197.0
10/1/2013	21,657,152	44,339,294	22,682,142	48.8	994,538	2,280.7
10/1/2014	22,921,652	45,612,828	22,691,176	50.3	1,108,520	2,047.0
10/1/2015	23,721,704	46,842,239	23,120,535	50.6	1,000,948	2,309.9
10/1/2016	25,050,712	47,137,062	22,086,350	53.1	920,530	2,399.3
10/1/2017	26,320,076	47,640,152	21,320,076	55.2	843,752	2,526.8
10/1/2018	27,403,850	48,350,801	20,946,951	56.7	764,281	2,740.7
10/1/2019	28,490,928	48,941,286	20,450,358	58.2	443,455	4,611.6
10/1/2020	30,400,887	47,763,123	17,362,236	63.6	346,997	5,003.6
10/1/2021	33,917,621	48,067,379	14,149,758	70.6	242,724	5,829.6
10/1/2022	35,989,274	47,405,231	11,415,957	75.9	129,235	8,833.5
10/1/2023	37,227,701	46,745,135	9,517,434	79.6	133,913	7,107.2
10/1/2024	40,003,749	46,073,894	6,070,145	86.8	139,736	4,344.0

ACTUARIAL ASSUMPTIONS AND COST METHOD

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 & interest combined) dollar contributions over a reasonable period of future years.

Actuarial Value of Assets - The Actuarial Value of Assets phase in the difference between the expected investment earnings and actual investment earnings 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.

Economic Assumptions

The **investment return rate** assumed in the valuation is 6.70% per year, compounded annually (net after investment expenses).

The **Inflation Rate** assumed in this valuation was 2.50% per year.

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 6.70% investment return rate translates to an assumed real rate of return over inflation of 4.20%.

The **rate of salary increase** used for individual members is 6.50% per year. Part of the assumption is for productivity, merit and/or seniority increases, and 2.50% recognizes inflation. This assumption is used to project a member's current salary to the salaries upon which benefits will be based.



Demographic Assumptions

The mortality tables used in the valuation are based on the PUB-2010 Headcount Weighted Mortality Tables described below, with generational mortality improvements projected for healthy lives to all future years after 2010 using Scale MP-2018. No mortality improvement is projected for disabled lives.

	Pre-Retirement PUB-2010 Table	Post-Retirement PUB-2010 Table
Female Healthy	Headcount Weighted Safety Employee Female Table, set forward 1 year	Headcount Weighted Safety Healthy Retiree Female Table, set forward 1 year
Male Healthy	Headcount Weighted Safety Below Median Employee Male Table, set forward 1 year	Headcount Weighted Safety Below Median Healthy Retiree Male Table, set forward 1 year
Female Disabled	N/A	80% Headcount Weighted General Disabled Retiree Female Table; 20% Headcount Weighted Safety Disabled Retiree Female Table
Male Disabled	N/A	80% Headcount Weighted General Disabled Retiree Male Table; 20% Headcount Weighted Safety Disabled Retiree Male Table

These are the same rates as used for Special Risk Class members in the July 1, 2023 Actuarial Valuation of the Florida Retirement System (FRS). Florida Statutes Chapter 112.63(1)(f) mandates the use of the mortality tables used in either of the two most recently published actuarial valuation reports of FRS.

The following table presents post-retirement mortality rates and life expectancies at illustrative ages. These assumptions are used to measure the probabilities of each benefit payment being made after retirement.

FRS Healthy Post-Retirement Mortality for Special Risk Class Members

Sample Attained Ages (in 2024)	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
50	0.42 %	0.19 %	32.78	36.61
55	0.54	0.35	28.01	31.57
60	0.90	0.59	23.40	26.77
65	1.30	0.91	19.10	22.22
70	2.06	1.42	15.06	17.95
75	3.47	2.36	11.44	14.01
80	6.13	4.04	8.34	10.52



The following table presents pre-retirement mortality rates and life expectancies at illustrative ages. These assumptions are used to measure the probabilities of active members dying prior to retirement (85% of deaths are assumed to be service-connected).

FRS Healthy Pre-Retirement Mortality for Special Risk Class Members

Sample Attained Ages (in 2024)	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
50	0.16 %	0.10 %	35.91	39.81
55	0.25	0.16	30.82	34.66
60	0.42	0.22	25.86	29.58
65	0.68	0.30	21.08	24.56
70	1.16	0.54	16.53	19.64
75	2.04	1.04	12.27	14.93
80	6.13	4.04	8.34	10.52

The following table presents disabled post-retirement mortality rates and life expectancies at illustrative ages.

FRS Disabled Mortality for Special Risk Class Members

Sample Attained Ages (in 2024)	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 After First Eligibility for Normal Retirement	Probability of Normal Retirement
0	90 %
1	40 %
2	40 %
3	40 %
4	40 %
5+	100 %

It was assumed that the probability of early retirement is 5% for every year of eligibility.



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 separating from employment.

Sample Ages	% of Active Members Separating Within Next Year
20	13.0%
25	12.4%
30	7.2%
35	3.4%
40	2.4%
45	1.4%

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

Sample Ages	% Becoming Disabled within Next Year
20	0.14 %
25	0.15 %
30	0.18 %
35	0.23 %
40	0.30 %
45	0.51 %
50	1.00 %
55	1.55 %

Changes from the previous valuation

None.

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 average of the prior two years' expenses. Assumed administrative expenses are added to the Normal Cost.
Benefit Service	Exact fractional service is used to determine the amount of benefit payable.
Decrement Operation	Disability and mortality decrements operate during retirement eligibility.
Decrement Timing	Decrement 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 in equal installments at the end of each month. 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.
Liability Load	Projected normal and early retirement benefits are loaded by 1.9% to allow for the inclusion of unused sick pay in final average earnings.
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	Ten year certain and life annuity is the normal form of benefit.
Pay Increase Timing	Middle of fiscal year. This is equivalent to assuming that reported pays represent amounts paid to members during the year ended on the valuation date.
Service Credit Accruals	It is assumed that members accrue one year of service credit per year.



GLOSSARY

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 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 determined contribution (ADC).

Actuarially Determined Contribution (ADC)	The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation, determined under GASB. The ADC consists of the Employer Normal Cost and Amortization Payment.
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.
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.

**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	
	2024	2023
A. Cash and Cash Equivalents (Operating Cash)	\$ 693,535	\$ 581,833
B. Receivables:		
1. Member Contributions	\$ -	\$ -
2. Employer Contributions	-	-
3. State Contributions	-	21,645
4. Investment Income and Other Receivables	101,411	139,765
5. Prepaid Expenses	4,121	-
6. Total Receivables	\$ 105,532	\$ 161,410
C. Investments		
1. Short Term Investments	\$ 710,500	\$ 856,727
2. Equities	37,337,975	29,499,022
3. Domestic Fixed Income	18,573,731	16,860,840
4. International Fixed Income	-	-
5. Real Estate	4,052,516	4,590,290
6. Private Equity	-	-
7. Total Investments	\$ 60,674,722	\$ 51,806,879
D. Liabilities		
1. Refunds Payable	\$ -	\$ -
2. Accrued Expenses and Other Payables	(46,738)	(41,112)
3. Total Liabilities	\$ (46,738)	\$ (41,112)
E. Total Market Value of Assets Available for Benefits	\$ 61,427,051	\$ 52,509,010
F. Reserves		
1. State Contribution Reserve	-	-
2. DROP Accounts	(18,770,299)	(19,124,220)
3. Total Reserves	\$ (18,770,299)	\$ (19,124,220)
G. Market Value Net of Reserves	\$ 42,656,752	\$ 33,384,790
H. Allocation of Investments		
1. Short Term Investments	1.2%	1.7%
2. Equities	61.5%	56.9%
3. Domestic Fixed Income	30.6%	32.5%
4. International Fixed Income	0.0%	0.0%
5. Real Estate	6.7%	8.9%
6. Private Equity	0.0%	0.0%
7. Total Investments	100.0%	100.0%

Reconciliation of Plan Assets

Item	September 30	
	2024	2023
A. Market Value of Assets at Beginning of Year	\$ 52,509,010	\$ 49,321,196
B. Revenues and Expenditures		
1. Contributions		
a. Employee Contributions	\$ 15,225	\$ 14,591
b. Employer Contributions (including PBSO)	3,607,837	3,610,456
c. State Contributions (Division II)	14,513	21,645
d. Rollover Contributions	-	11,343
e. Purchased Service Credit	-	-
f. Other Income	-	-
g. Total	\$ 3,637,575	\$ 3,658,035
2. Investment Income		
a. Interest, Dividends, and Other Income	\$ 1,464,870	\$ 2,240,416
b. Net Realized Gains (Losses)	3,831,128	(6,341,129)
c. Net Unrealized Gains (Losses)	6,021,207	8,884,160
d. Investment Expenses	(253,426)	(181,561)
e. Net Investment Income	\$ 11,063,779	\$ 4,601,886
3. Benefits and Refunds		
a. Regular Monthly Benefits	\$ (3,822,153)	\$ (3,760,909)
b. DROP Distributions	(1,857,705)	(1,209,900)
c. Refunds of Member Contributions	-	-
d. Total	\$ (5,679,858)	\$ (4,970,809)
4. Administrative and Miscellaneous Expenses	\$ (103,455)	\$ (101,298)
5. Transfers	\$ -	\$ -
C. Market Value of Assets at End of Year	\$ 61,427,051	\$ 52,509,010
D. Reserves		
1. State Contribution Reserve	\$ -	\$ -
2. DROP Accounts	(18,770,299)	(19,124,220)
3. Total Reserves	\$ (18,770,299)	\$ (19,124,220)
E. Market Value Net of Reserves	\$ 42,656,752	\$ 33,384,790



CALCULATION OF ACTUARIAL VALUE OF ASSETS

Valuation Date - September 30,	2023	2024	2025	2026	2027	2028
A. Actuarial Value of Assets Beginning of Year	\$ 55,076,653	\$ 56,351,921				
B. Market Value End of Year	52,509,010	61,427,051				
C. Market Value Beginning of Year	49,321,196	52,509,010				
D. Non-Investment/Administrative Net Cash Flow	(1,414,072)	(2,145,738)				
E. Investment Income						
E1. Actual Market Total: B-C-D	4,601,886	11,063,779				
E2. Assumed Rate of Return	6.70%	6.70%	6.70%	6.70%	6.70%	6.70%
E3. Assumed Amount of Return	3,642,764	3,703,696				
E4. Amount Subject to Phase-In: E1-E3	959,122	7,360,083				
F. Phase-In Recognition of Investment Income						
F1. Current Year: 0.20 x E4	191,824	1,472,017				
F2. First Prior Year	(2,537,709)	191,824	1,472,017			
F3. Second Prior Year	1,264,880	(2,537,709)	191,824	1,472,017		
F4. Third Prior Year	473,159	1,264,880	(2,537,709)	191,824	1,472,017	
F5. Fourth Prior Year	(345,578)	473,157	1,264,880	(2,537,708)	191,826	1,472,015
F6. Total Phase-Ins	(953,424)	864,169	391,012	(873,867)	1,663,843	1,472,015
G. Actuarial Value of Assets End of Year						
G1. Preliminary Actuarial Value of Assets	\$ 56,351,921	\$ 58,774,048				
G2. Upper Corridor Limit: 120%*B	63,010,812	73,712,461				
G3. Lower Corridor Limit: 80%*B	42,007,208	49,141,641				
G4. Funding Value End of Year	56,351,921	58,774,048				
G5. Less: DROP Account	19,124,220	18,770,299				
G6. Net Funding Value End of Year	37,227,701	40,003,749				
H. Difference between Market & Actuarial Value	\$ (3,842,911)	\$ 2,653,003				
I. Actuarial Rate of Return	4.95%	8.26%				
J. Market Value Rate of Return	9.47%	21.51%				
K. Ratio of Actuarial Value of Assets to Market Value	107.32%	95.68%				

DEFERRED RETIREMENT OPTION PLAN (DROP) ACCOUNTS

Reconciliation of DROP Accounts	
Balance - Beginning Of Year	\$ 19,124,220
Adjustment to Beginning Balance	0
Credits	411,363
Rollovers into DROP	0
Investment Earnings	1,092,421
Distributions	<u>(1,857,705)</u>
Balance - End of Year	18,770,299
Adjustment of Actuarial Value of Assets	
Asset Value from Previous Page	\$ 58,774,048
DROP Account Balance	(18,770,299)
Receivable from Division II Plan	<u>0</u>
Adjusted Asset Value	40,003,749
Additional Adjustment for COLA/13th Checks	
Payable before 10/1/07	<u>0</u>
Final Actuarial Value of Assets	40,003,749

INVESTMENT RATE OF RETURN

Year Ending	Investment Rate of Return (on Total Assets)	
	Market Value	Actuarial Value
12/31/1972	15.7 %	6.7 %
12/31/1973	(7.2)	7.0
12/31/1974	(13.1)	3.9
12/31/1975	16.5	3.9
12/31/1976	21.5	4.8
12/31/1977	1.6	3.1
12/31/1978	3.1	4.9
9/30/1979 (9 mos.)	7.3	3.9
9/30/1980	6.3	6.7
9/30/1981	(0.1)	6.8
9/30/1982	21.5	8.6
9/30/1983	15.3	16.0
9/30/1984	7.9	10.5
9/30/1985	17.2	10.0
9/30/1986	20.9	16.9
9/30/1987	12.9	18.4
9/30/1988	1.8	0.9
9/30/1989	13.2	13.0
9/30/1990	1.2	2.9
9/30/1991	18.2	15.9
9/30/1992	6.2	6.7
9/30/1993	11.7	9.5
9/30/1994	(0.2)	0.9
9/30/1995	17.9	14.7
9/30/1996	12.3	11.7
9/30/1997	20.9	11.3
9/30/1998	9.2	11.7
9/30/1999	7.3	11.2
9/30/2000	14.0	12.1
9/30/2001	(3.8)	8.8
9/30/2002	(7.8)	2.9
9/30/2003	15.3	4.5
9/30/2004	7.3	4.5
9/30/2005	9.5	3.9
9/30/2006	7.2	5.9
9/30/2007	13.0	9.4
9/30/2008	(15.3)	3.9
9/30/2009	1.9	3.2
9/30/2010	8.0	3.0
9/30/2011	0.2	1.5
9/30/2012	20.4	3.2
9/30/2013	13.6	7.7
9/30/2014	8.8	9.1
9/30/2015	(2.2)	7.1
9/30/2016	7.4	8.2
9/30/2017	10.8	7.2
9/30/2018	11.5	7.1
9/30/2019	3.2	6.0
9/30/2020	12.3	8.5
9/30/2021	19.3	11.0
9/30/2022	(15.6)	5.2
9/30/2023	9.5	4.9
9/30/2024	21.5	8.3
Average Compounded Rate of Return for Number of Years Shown	7.9 %	7.5 %
Average Compounded Rate of Return for Last 5 Years	8.5 %	7.6 %

SECTION D

FINANCIAL ACCOUNTING INFORMATION

FASB NO. 35 INFORMATION		
A. Valuation Date	10/1/2024	10/1/2023
B. Actuarial Present Value of Accumulated Plan Benefits		
1. Vested Benefits		
a. Members Currently Receiving Payments	\$ 44,627,284	\$ 45,427,392
b. Terminated Vested Members	282,709	263,893
c. Other Members	1,141,457	970,528
d. Total	46,051,450	46,661,813
2. Non-Vested Benefits	0	0
3. Total Actuarial Present Value of Accumulated Plan Benefits: 1d + 2	46,051,450	46,661,813
4. Accumulated Contributions of Active Members	192,054	176,829
C. Changes in the Actuarial Present Value of Accumulated Plan Benefits		
1. Total Value at Beginning of Year	46,661,813	47,250,090
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	3,623,153	3,646,845
d. Benefits Paid (net basis)	(4,233,516)	(4,235,122)
e. Net Increase	(610,363)	(588,277)
3. Total Value at End of Period	46,051,450	46,661,813
D. Market Value of Assets	42,656,752	33,384,790

SCHEDULE OF CHANGES IN THE EMPLOYER'S NET PENSION LIABILITY AND RELATED RATIOS

GASB Statement No. 67

Fiscal year ending September 30,	2025*	2024	2023	2022	2021	2020	2019	2018	2017	2016
Total Pension Liability										
Service Cost	\$ 51,443	\$ 49,258	\$ 47,496	\$ 88,985	\$ 116,494	\$ 135,109	\$ 241,178	\$ 260,076	\$ 285,547	\$ 302,838
Interest	4,181,014	4,226,495	4,350,292	4,419,682	4,538,137	4,637,539	4,680,993	4,749,735	4,762,802	4,650,666
Benefit Changes	-	-	-	-	-	(856)	-	-	-	-
Difference between actual & expected experience	404,570	(3,552)	(927,612)	140,211	297,992	(515,400)	(61,252)	(544,886)	(322,397)	120,719
Assumption Changes	-	-	-	769,244	(1,194,501)	624,869	621,002	613,640	185,206	608,377
Benefit Payments	(4,226,552)	(5,679,858)	(4,970,809)	(4,357,970)	(5,356,076)	(4,811,072)	(4,563,512)	(5,341,813)	(4,213,072)	(3,877,251)
Refunds	-	-	-	-	-	-	-	-	-	-
Other (Rollovers into DROP)	-	-	11,343	316,920	381,560	-	97,844	424,869	1,531,430	547,964
Net Change in Total Pension Liability	410,475	(1,407,657)	(1,489,290)	1,377,072	(1,216,394)	70,189	1,016,253	161,621	2,229,516	2,353,313
Total Pension Liability - Beginning	64,465,027	65,872,684	67,361,974	65,984,902	67,201,296	67,131,107	66,114,854	65,953,233	63,723,717	61,370,404
Total Pension Liability - Ending (a)	\$ 64,875,502	\$ 64,465,027	\$ 65,872,684	\$ 67,361,974	\$ 65,984,902	\$ 67,201,296	\$ 67,131,107	\$ 66,114,854	\$ 65,953,233	\$ 63,723,717
Plan Fiduciary Net Position										
Contributions - Employer (from City)	\$ 3,730,674	\$ 3,607,837	\$ 3,610,456	\$ 3,634,387	\$ 3,419,118	\$ 3,175,201	\$ 2,794,459	\$ 2,697,169	\$ 2,710,615	\$ 2,195,079
Contributions - Employer (from State)	14,319	14,513	21,645	15,180	38,308	68,770	78,163	96,922	100,662	121,857
Contributions - Non-Employer Contributing Entity (from PBSO)	-	-	-	-	-	-	-	-	-	392,080
Contributions - Employee (including buyback contributions)	15,720	15,225	14,591	17,436	31,675	50,167	71,919	84,971	105,985	108,980
Net Investment Income	4,096,577	11,063,780	4,601,886	(9,166,175)	9,655,107	5,476,803	1,487,404	4,981,565	4,306,470	2,748,904
Benefit Payments	(4,226,552)	(5,679,858)	(4,970,809)	(4,357,970)	(5,356,076)	(4,811,072)	(4,563,512)	(5,341,813)	(4,213,072)	(3,877,251)
Refunds	-	-	-	-	-	-	-	-	-	-
Administrative Expense	(102,377)	(103,456)	(101,298)	(88,312)	(92,173)	(90,029)	(86,312)	(84,970)	(70,801)	(80,852)
Other (Rollovers into DROP)	-	-	11,343	316,920	381,560	-	97,844	424,869	1,531,430	547,964
Net Change in Plan Fiduciary Net Position	3,528,361	8,918,041	3,187,814	(9,628,534)	8,077,519	3,869,840	(120,035)	2,858,713	4,471,289	2,156,761
Plan Fiduciary Net Position - Beginning	61,427,051	52,509,010	49,321,196	58,949,730	50,872,211	47,002,371	47,122,406	44,263,693	39,792,404	37,635,643
Plan Fiduciary Net Position - Ending (b)	\$ 64,955,412	\$ 61,427,051	\$ 52,509,010	\$ 49,321,196	\$ 58,949,730	\$ 50,872,211	\$ 47,002,371	\$ 47,122,406	\$ 44,263,693	\$ 39,792,404
Net Pension Liability - Ending (a) - (b)	(79,910)	3,037,976	13,363,674	18,040,778	7,035,172	16,329,085	20,128,736	18,992,448	21,689,540	23,931,313
Plan Fiduciary Net Position as a Percentage of Total Pension Liability	100.12 %	95.29 %	79.71 %	73.22 %	89.34 %	75.70 %	70.02 %	71.27 %	67.11 %	62.45 %
Covered Payroll	\$ 139,736	\$ 135,338	\$ 129,698	\$ 151,045	\$ 284,938	\$ 445,929	\$ 639,283	\$ 755,301	\$ 942,090	\$ 968,706
Net Pension Liability as a Percentage of Covered Payroll	(57.19)%	2,244.73 %	10,303.69 %	11,943.98 %	2,469.02 %	3,661.81 %	3,148.64 %	2,514.55 %	2,302.28 %	2,470.44 %

* These figures are estimates only. Actual figures will be provided after the end of the fiscal year.



SCHEDULE OF THE EMPLOYER'S NET PENSION LIABILITY

GASB Statement No. 67

<u>FY Ending September 30,</u>	<u>Total Pension Liability</u>	<u>Plan Fiduciary Net Position</u>	<u>Net Pension Liability</u>	<u>Plan Fiduciary Net Position as a % of Total Pension Liability</u>	<u>Covered Payroll</u>	<u>Net Pension Liability as a % of Covered Payroll</u>
2016	\$ 63,723,717	\$ 39,792,404	\$ 23,931,313	62.45%	\$ 968,706	2,470.44%
2017	65,953,233	44,263,693	21,689,540	67.11%	942,090	2,302.28%
2018	66,114,854	47,122,406	18,992,448	71.27%	755,301	2,514.55%
2019	67,131,107	47,002,371	20,128,736	70.02%	639,283	3,148.64%
2020	67,201,296	50,872,211	16,329,085	75.70%	445,929	3,661.81%
2021	65,984,902	58,949,730	7,035,172	89.34%	284,938	2,469.02%
2022	67,361,974	49,321,196	18,040,778	73.22%	151,045	11,943.98%
2023	65,872,684	52,509,010	13,363,674	79.71%	129,698	10,303.69%
2024	64,465,027	61,427,051	3,037,976	95.29%	135,338	2,244.73%
2025*	64,875,502	64,955,412	(79,910)	100.12%	139,736	(57.19)%

NOTES TO NET PENSION LIABILITY

GASB Statement No. 67 (for Fiscal Year Ending September 30, 2025)

Valuation Date: October 1, 2024
Measurement Date: September 30, 2025

Methods and Assumptions Used to Determine Net Pension Liability:

Actuarial Cost Method	Entry Age Normal
Inflation	2.50%
Salary Increases	6.50%
Investment Rate of Return	6.70%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition.
Mortality	The same versions of Pub-2010 Headcount-Weighted Mortality Tables as used by the Florida Retirement System (FRS) for Special Risk class members in their July 1, 2023 actuarial valuation (with generational mortality improvements projected for non-disabled lives to all future years after 2010 using Scale MP-2018). Florida Statutes Chapter 112.63(1)(f) mandates the use of mortality tables from one of the two most recently published FRS actuarial valuation reports.

Other Information:

Notes See Discussion of Valuation Results on Page 1.



SCHEDULE OF CONTRIBUTIONS

GASB Statement No. 67

<u>FY Ending September 30,</u>	<u>Actuarially Determined Contribution</u>	<u>Actual Contribution</u>	<u>Contribution Deficiency (Excess)</u>	<u>Covered Payroll</u>	<u>Actual Contribution as a % of Covered Payroll</u>
2016	\$ 2,709,016	\$ 2,709,016	\$ -	\$ 968,706	279.65%
2017	2,811,277	2,811,277	-	942,090	298.41%
2018	2,794,091	2,794,091	-	755,301	369.93%
2019	2,872,622	2,872,622	-	639,283	449.35%
2020	3,243,971 *	3,243,971 *	-	445,929	727.46%
2021	3,457,426	3,457,426	-	284,938	1,213.40%
2022	3,649,567	3,649,567	-	151,045	2,416.21%
2023	3,632,101	3,632,101	-	129,698	2,800.43%
2024	3,622,350	3,622,350	-	135,338	2,676.52%
2025**	3,744,993	3,744,993	-	139,736	2,680.05%

* Reflects interest accrued through September 30, 2020 on the receivable employer contributions.

****These figures are estimates only. Actual figures will be provided at the end of the fiscal year.**

NOTES TO SCHEDULE OF CONTRIBUTIONS

GASB Statement No. 67 (for Fiscal Year Ending September 30, 2025)

Valuation Date: October 1, 2023

Notes Actuarially determined contribution rates are calculated as of the October 1st 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 Dollar, Closed
Remaining Amortization Period	10 years
Asset Valuation Method	5-year smoothed market
Inflation	2.50%
Salary Increases	6.50%
Investment Rate of Return	6.70%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition.
Mortality	The same versions of Pub-2010 Headcount-Weighted Mortality Tables as used by the Florida Retirement System (FRS) for Special Risk class members in their July 1, 2022 actuarial valuation (with generational mortality improvements projected for non-disabled lives to all future years after 2010 using Scale MP-2018). Florida Statutes Chapter 112.63(1)(f) mandates the use of mortality tables from one of the two most recently published FRS actuarial valuation reports.

Other Information:

Notes See Discussion of Valuation Results on Page 1 of the October 1, 2023 Actuarial Valuation Report.



SINGLE DISCOUNT RATE GASB Statement No. 67

A single discount rate of 6.70% 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 6.70%. 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 (6.70%) 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 6.70%, 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	Current Single Discount Rate Assumption	1% Increase
5.70%	6.70%	7.70%
\$3,738,523	(\$79,910)	(\$3,327,096)

* These figures are estimates only. Actual figures will be provided after the end of the fiscal year.

SECTION E

MISCELLANEOUS INFORMATION

RECONCILIATION OF MEMBERSHIP DATA		
	From 10/1/23 to 10/1/24	From 10/1/22 to 10/1/23
A. Active Members		
1. Number Included in Last Valuation	1	1
2. New Employees	0	0
3. Non-Vested Employment Terminations	0	0
4. Vested Employment Terminations	0	0
5. Service Retirements	0	0
6. DROP Retirement	0	0
7. Disability Retirements	0	0
8. Deaths	0	0
9. Other -- Net Transfers	0	0
10. Number Included in This Valuation	1	1
B. Terminated Vested Members		
1. Number Included in Last Valuation	1	1
2. Additions from Active Members	0	0
3. Lump Sum Payments/Refund of Contributions	0	0
4. Payments Commenced	0	0
5. Number Included in This Valuation	1	1
C. DROP Retirement		
1. Number Included in Last Valuation	6	6
2. Data Correction to DROP status	0	0
3. Additions from Active Members/Corrections	0	0
4. Payments Commenced	(2)	0
5. Deaths Resulting in No Further Payments	0	0
6. Number Included in This Valuation	4	6
D. Service Retirees, Disability Retirees and Beneficiaries		
1. Number Included in Last Valuation	63	64
2. Data Correction to DROP status	0	0
3. Additions from Active Members	0	0
4. Additions from Terminated Vested Members	0	0
5. Additions from DROP	2	0
6. Deaths Resulting in No Further Payments	0	(1)
7. Deaths Resulting in New Survivor Benefits	0	0
9. End of Certain Period - No Further Payments	0	0
10. Number Included in This Valuation	65	63

ACTIVE PARTICIPANT DISTRIBUTION

Age Group	Years of Service to Valuation Date									Totals
	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20 & Up	
20-24 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
25-29 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
30-34 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
35-39 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
40-44 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
45-49 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
50-54 NO.	0	0	0	0	0	0	0	1	0	1
TOT PAY	0	0	0	0	0	0	0	135,338	0	135,338
AVG PAY	0	0	0	0	0	0	0	135,338	0	135,338
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.	0	0	0	0	0	0	0	1	0	1
TOT AMT	0	0	0	0	0	0	0	135,338	0	135,338
AVG AMT	0	0	0	0	0	0	0	135,338	0	135,338

INACTIVE PARTICIPANT DISTRIBUTION

Age Group	Terminated Vested		Disabled		Retired & DROP		Deceased with Beneficiary	
	Number	Total Benefits	Number	Total Benefits	Number	Total Benefits	Number	Total Benefits
Under 20	-	-	-	-	-	-	-	-
20-24	-	-	-	-	-	-	-	-
25-29	-	-	-	-	-	-	-	-
30-34	-	-	-	-	-	-	-	-
35-39	-	-	-	-	-	-	-	-
40-44	-	-	-	-	-	-	-	-
45-49	1	33,218	-	-	2	167,988	-	-
50-54	-	-	-	-	3	275,255	-	-
55-59	-	-	1	16,877	8	568,332	-	-
60-64	-	-	4	175,995	16	1,206,773	-	-
65-69	-	-	1	8,731	10	767,224	-	-
70-74	-	-	-	-	6	466,535	2	52,215
75-79	-	-	-	-	6	190,471	2	47,376
80-84	-	-	-	-	5	228,679	1	7,539
85-89	-	-	-	-	2	54,943	-	-
90-94	-	-	-	-	-	-	-	-
95-99	-	-	-	-	-	-	-	-
100 & Over	-	-	-	-	-	-	-	-
Total	1	33,218	6	201,603	58	3,926,200	5	107,130
Average Age		50		62		66		76

SECTION F

SUMMARY OF PLAN PROVISIONS

SUMMARY OF PLAN PROVISIONS

A. Ordinances

Plan established under the Code of Ordinances for the City of Lake Worth, Florida, Chapter 16, Article III, Division 1, and was most recently amended under Ordinance No. 2013-33 passed and adopted on July 16, 2013. 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

Not Provided

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 regular full time firefighters participate in the plan. The Plan was closed to new members effective October 1, 2009.

F. Credited Service

Service is measured as the period of continuous service with the City from the date of employment to the date of termination or retirement. No service is credited for any periods of employment for which the member received a refund of their contributions.

G. Compensation

Annual rate of pay excluding payments for overtime, compensatory time and accumulated leave time. Each current year's unused sick pay is included in Average Final Compensation for the first 3.00% of the multiplier.

H. Average Final Compensation (AFC)

The average of Compensation over the highest 2 consecutive years within the last 5 years of Credited Service immediately preceding 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) 20 years of Credited Service regardless of age, or (2) age 55 and 10 years of Credited Service, or (3) the date when the member's age (in full months) plus Credited Service (in full months) equals 900 months, or 75 years, provided the member has at least 10 years of Credited Service.
Benefit:	For those who retire or enter the DROP on or after April 1, 2006: 3.75% of AFC multiplied by Credited Service. For those employed on January 1, 2006: 3.5% of AFC multiplied by Credited Service.
Annual Adjustment:	On October 1st of each year monthly benefits are increased by \$2.50 for each full year from the member's date of retirement until that October 1st. The number of years is limited to the number of years of Credited Service at the member's date of retirement.
Normal Form of Benefit:	10 Years Certain and Life thereafter; other options are also available.
COLA:	The actuarial gain realized for the prior fiscal year is divided equally among retirees and is paid in the form of a thirteenth check in December of each year. If there was no actuarial gain realized for the prior fiscal year or if the cumulative gain since September 30, 1997 is less than \$0, then no payment will be paid.

J. Early Retirement

Eligibility:	A member may elect to retire earlier than the Normal Retirement Eligibility upon attainment of age 50 and 10 years of Credited Service.
Benefit:	The Normal Retirement Benefit is reduced by 3.0% for each year by which the Early Retirement date precedes the Normal Retirement date.
Annual Adjustment:	On October 1st of each year monthly benefits are increased by \$2.50 for each full year from the member's date of retirement until that October 1st. The number of years is limited to the number of years of Credited Service at the member's date of retirement.
Normal Form of Benefit:	10 Years Certain and Life thereafter; other options are also available.



COLA: The actuarial gain realized for the prior fiscal year is divided equally among retirees and is paid in the form of a thirteenth check in December of each year. If there was no actuarial gain realized for the prior fiscal year or if the cumulative gain since September 30, 1997 is less than \$0, then no payment will be paid.

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) Accrued Normal Retirement Benefit taking into account compensation earned and service credited until the date of disability.
(2) 50% of AFC.

Annual

Adjustment: On October 1st of each year monthly benefits are increased by \$2.50 for each full year from the member's date of retirement until that October 1st. The number of years is limited to the number of years of Credited Service at the member's date of retirement.

Benefit

Offsets: If the disabled retiree is gainfully employed, the disability benefit may be adjusted each year so that the total of his disability and employment income does not exceed his compensation at the time of disability, adjusted for pay changes subsequent to the disability retirement date.

Benefits will also be offset by any payments under Worker's Compensation or other state or federal benefits paid on account of the same disability.

Normal Form

of Benefit: 10 Years Certain and Life thereafter; or until recovery from disability. Other options are also available.

COLA: The actuarial gain realized for the prior fiscal year is divided equally among retirees and is paid in the form of a thirteenth check in December of each year. If there was no actuarial gain realized for the prior fiscal year or if the cumulative gain since September 30, 1997 is less than \$0, then no payment will be paid.

M. Non-Service Connected Disability

- Eligibility:** Any member with 10 years of Credited Service who becomes totally and permanently disabled and unable to render useful and efficient service as a firefighter is eligible for a disability benefit.
- Benefit:** Accrued Normal Retirement Benefit taking into account compensation earned and service credited as of the date of disability.
- Annual Adjustment:** On October 1st of each year monthly benefits are increased by \$2.50 for each full year from the member's date of retirement until that October 1st. The number of years is limited to the number of years of Credited Service at the member's date of retirement.
- Benefit Offsets:** If the disabled retiree is gainfully employed, the disability benefit may be adjusted each year so that the total of his disability and employment income does not exceed his compensation at the time of disability, adjusted for pay changes subsequent to the disability retirement date.
- Benefits will also be offset by any payments under Worker's Compensation or other state or federal benefits paid on account of the same disability.
- Normal Form of Benefit:** 10 Years Certain and Life thereafter; or until recovery from disability. Other options are also available.
- COLA:** The actuarial gain realized for the prior fiscal year is divided equally among retirees and is paid in the form of a thirteenth check in December of each year. If there was no actuarial gain realized for the prior fiscal year or if the cumulative gain since September 30, 1997 is less than \$0, then no payment will be paid.

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 accumulated contributions are refunded to the member's designated beneficiary and a monthly pension is payable as follows:
- (1) 33 1/3% of final compensation is paid to the spouse.
 - (2) 25% of final compensation is distributed among the unmarried children. If the spouse dies or remarries, 25% is paid to each child with an overall maximum of 50% for all children.
 - (3) If there is no spouse or eligible children, 16 2/3% of final compensation is payable to each dependent parent, if any.



In lieu of the spouse's and children's benefits described above, the surviving spouse may elect to receive the death benefit described under Other Pre-Retirement Death.

Annual

Adjustment: On October 1st of each year monthly benefits are increased by \$2.50 for each full year from the member's date of retirement until that October 1st. The number of years is limited to the number of years of Credited Service at the member's date of retirement.

Normal Form

of Benefit: Spouse's benefits are payable until death or remarriage. Children's benefits are payable until age 18 (age 23 if a full-time student), marriage or death. Dependent parent's benefits are payable for life.

COLA: The actuarial gain realized for the prior fiscal year is divided equally among retirees and is paid in the form of a thirteenth check in December of each year. If there was no actuarial gain realized for the prior fiscal year, then no payment will be paid.

O. Other Pre-Retirement Death

Eligibility: Any member with 10 years of Credited Service is eligible for survivor benefits.

Benefit: The member's spouse will receive the actuarial equivalent of the member's accrued Normal Retirement benefit taking into account compensation earned and service credited until the date of death. Benefit is paid as though the member had retired on the date of death and selected the 100% Joint and Survivor annuity option. If there is no spouse, beneficiary is paid as though the member had elected the Normal Form of Benefit.

Annual

Adjustment: On October 1st of each year monthly benefits are increased by \$2.50 for each full year from the member's date of retirement until that October 1st. The number of years is limited to the number of years of Credited Service at the member's date of retirement.

Normal Form

of Benefit: Paid for the life of the spouse. If there is no spouse, beneficiary is paid for 10 years.

COLA: The actuarial gain realized for the prior fiscal year is divided equally among retirees and is paid in the form of a thirteenth check in December of each year. If there was no actuarial gain realized for the prior fiscal year, then no payment will be paid.

The beneficiary of any plan member with less than 10 years of Credited Service will receive a refund of the member's accumulated contributions.

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 Annuity options. A Social Security option is also available for members retiring prior to the time they are eligible for Social Security retirement benefits.

R. Vested Termination/Severance Benefits

Eligibility: A member has earned a non-forfeitable right to Plan benefits after the completion of 10 years of Credited Service provided they elect to leave their accumulated contributions in the fund.

Benefit: The benefit is the member's accrued Normal Retirement Benefit as of the date of termination. Benefit is payable at age 50 with actuarial reduction for Early Retirement.

Annual

Adjustment: On October 1st of each year monthly benefits are increased by \$2.50 for each full year from the member's date of retirement until that October 1st. The number of years is limited to the number of years of Credited Service at the member's date of retirement.

Normal Form

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

COLA: The actuarial gain realized for the prior fiscal year is divided equally among retirees and is paid in the form of a thirteenth check in December of each year. If there was no actuarial gain realized for the prior fiscal year, then no payment will be paid.

Members terminating employment with less than 10 years of Credited Service will receive a refund of their own accumulated contributions.

S. Refunds

Eligibility: All members terminating employment with less than 10 years of Credited Service are eligible. Optionally, vested members may elect a refund in lieu of the vested benefits otherwise due.

Benefit: Refund of the member's contributions.



T. Member Contributions

11.25% of Compensation since August 15, 2006. Prior to that date, member contributions were 6.50% of Compensation.

U. Employer/State Contributions

Annual transfer from the Division II Plan needed to fund the 3.75%/3.50% multiplier per Ordinance No. 2006-23.

The City is responsible for any additional amount determined by the actuary needed to fund the plan properly according to State laws.

V. Cost of Living Increases

Not Applicable.

W. 13th Check

As provided under the Cost of Living provisions, the actuarial gain realized for the prior fiscal year is divided equally among retirees and is paid in the form of a thirteenth check in December of each year. If there was no actuarial gain realized for the prior fiscal year or if the cumulative gain since September 30, 1997 is less than \$0, then no payment will be paid.

X. Deferred Retirement Option Plan

Eligibility: Plan members who have met one of the following criteria are eligible for the DROP:

- (1) 20 years of Credited Service regardless of age, or
- (2) age 55 and 10 years of Credited Service, or
- (3) the date when the member's age (in full months) plus Credited Service (in full months) equals 900 months, or 75 years, provided the member has at least 10 years of Credited Service.

Members who meet eligibility must submit a written election to participate in the DROP.

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.

Annual

Adjustment: On October 1st of each year monthly benefits are increased by \$2.50 for each full year from the member's date of retirement until that October 1st. The number of years is limited to the number of years of Credited Service at the member's date of retirement.

Maximum

DROP Period: 84 months

Interest

Credited: The member's DROP account is credited or debited quarterly at either the interest rate realized by the plan for that quarter, or if so elected in advance, at a fixed rate of return established by the Plan Administrator.

Normal Form

of Benefit: Lump Sum

COLA: The actuarial gain realized for the prior fiscal year is divided equally among retirees and is paid in the form of a thirteenth check in December of each year. If there was no actuarial gain realized for the prior fiscal year, then no payment will be paid.

Y. Other Ancillary Benefits

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

Z. Changes from Previous Valuation

There have been no changes since the previous valuation.