CITY OF LAKE WORTH BEACH GENERAL EMPLOYEES RETIREMENT SYSTEM

ACTUARIAL VALUATION REPORT AS OF OCTOBER 1, 2023

ANNUAL EMPLOYER CONTRIBUTION IS DETERMINED BY THIS VALUATION FOR THE PLAN YEAR ENDING SEPTEMBER 30, 2025

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August 30, 2024

Board of Trustees
City of Lake Worth Beach General
Employees Retirement System
Lake Worth Beach, Florida

Re: City of Lake Worth Beach General Employees Retirement System
Actuarial Valuation as of October 1, 2023 and Actuarial Disclosures

Dear Board Members:

The results of the October 1, 2023 Annual Actuarial Valuation of the City of Lake Worth Beach General Employees 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 for the fiscal year ending September 30, 2025, and to report the actuarial information for Governmental Accounting Standards Board (GASB) Statement No. 67 for the fiscal year ending September 30, 2023. This report also includes estimated GASB Statement No. 67 information for the fiscal year ending September 30, 2024. 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.

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, 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 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

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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. The combined effect of the assumptions is expected to have no significant bias (i.e. not significantly optimistic or pessimistic). All actuarial assumptions used in this report are reasonable for purposes of this valuation.

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

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. To the best of our knowledge the information contained in this report is accurate and fairly presents the actuarial position of City of Lake Worth Beach General Employees 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.

Peter N. Strong and Nicolas Lahaye 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

Pete Strong
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SECTION A

DISCUSSION OF VALUATION RESULTS

DISCUSSION OF VALUATION RESULTS

Comparison of Required Employer Contributions

The required employer contribution developed in this year's valuation is compared below to the prior valuation's result. The contribution policy of the City is to contribute the dollar amount of the required contribution determined in the actuarial valuation report.

	Required City Contribution*		
	For FYE 9/30/25, Based on Actuarial Valuation as of 10/1/2023	**For FYE 9/30/24, Based on Actuarial Valuation as of 10/1/2021**	**Increase (Decrease)**
Amount	$ 4,304,566	$ 4,112,865	$ 191,701
As % of Covered Payroll	22.18 %	23.10 %	(0.92) %

**The City has a prepaid contribution reserve of $142,562 as of October 1, 2023 which can be used to reduce the City's contribution requirement in FYE 2024 or future fiscal years.*

Actual employer contributions for the years ending September 30, 2022 and 2023 were as follows:

	Actual Contribution	**Required Contribution**
Fiscal Year Ending September 30, 2022:	$ 4,422,607	$ 4,422,607
Fiscal Year Ending September 30, 2023:	$ 4,112,865	$ 4,112,865

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 experience loss of $2,382,424 since the October 1, 2021 valuation, which means that actual experience was less favorable than expected. The loss is primarily attributable to a lower than expected recognized return on the actuarial (smoothed) value of assets during the last two years. The return on the gross actuarial value of assets was 5.1% in FYE 2022 and 5.0% in FYE 2023, versus 7.0% expected annually. The return on the gross market value of assets during FYE 2022 and FYE 2023 was -13.8% and 9.1% respectively.

The actuarial experience resulted in an increase in the required contribution of $205,719 or 1.06% of covered payroll.

Cost of Living Adjustment (COLA)

The General Plan provides that a COLA is payable on June 1st if there is an actuarial gain for the previous year and cumulative gains since 1999. Because the plan has experienced a cumulative actuarial loss since this provision went into effect, there is no COLA payable June 1, 2024.

Funded Ratio

The funded ratio this year is 69.7% compared to 69.0% in the last valuation. The funded ratio is equal to the actuarial value of assets divided by the actuarial accrued (past service) liability.

Relationship to Market Value

If the Market Value had been the basis for the valuation, the City contribution rate would have been 24.70% of pay (approximately $4.8 million), and the funded ratio would have been 64.4%. This funded ratio (on a market value basis) is down from 75.6% in the last valuation.

Analysis of Change in Employer Contributions

The table below indicates the components of the change in the required City contribution since the last valuation.

Analysis of the Change in the Required City Contribution	
Contribution Last Valuation	$ 4,112,865
Actuarial Experience	205,719
Administrative Expenses	13,143
Amortization of UAL	(77,485)
Change in Employer Normal Cost	50,324
Assumption Changes	-
Plan Changes	-
Method Changes	-
Contribution This Year	$ 4,304,566

Variability of Future Contribution Rates

The current calculated City contribution requirement is 22.18% of covered payroll starting October 1, 2024. Over the next few years, the continued phased recognition of the FY 2022 investment loss will have an increasing effect on the required contribution. Over the long term, if payroll grows at the assumed rate and experience losses are offset by experience gains, the City can expect the contribution rate to decrease, since the amortization payments on the UAL are made as a level dollar amount. It is also expected that the City contribution rate will decrease over the long term as more of the members' benefits are based on the cash balance formula (and other changes applicable to employees hired after October 1, 2010).

Conclusion and Recommendations

It is important to note that system assets are not sufficient to cover the liabilities for current retirees. As of October 1, 2023, the shortfall is approximately $12.0 million. Additionally, the funded ratio was over 100% in the late 1990s, whereas the current funded ratio is 69.7%. Steps have been taken to address these issues, such as shortening the UAL amortization period to a maximum of 25 years, the creation of a cash balance plan, and lowering the investment return assumption. However, it is advisable to consider further steps, such as further shortening the UAL amortization period or making additional contributions towards the UAL. We also recommend conducting an experience study, as the last experience study was completed in 2016.

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	2021	2019
Ratio of the market value of assets to total payroll	3.7	4.8	4.0
Ratio of actuarial accrued liability to payroll	5.7	6.3	6.3
Ratio of actives to retirees and beneficiaries	0.9	0.9	1.0
Ratio of net cash flow to market value of assets (Net of DROP)	-5.4%	-3.6%	-5.2%
Duration of the actuarial accrued liability	10.1	10.3	10.6

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.

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, duration of 10 indicates that the liability would increase approximately 10% if the assumed rate of return were lowered 1%.

Additional Risk Assessment

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

LOW-DEFAULT-RISK OBLIGATION MEASURE

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

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

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

A. Low-default-risk Obligation Measure of benefits earned as of the measurement date: <u>$136,423,982</u>

B. Discount rate used to calculate the LDROM: <u>4.63% based on Fidelity's "20-Year Municipal GO AA Index" as of September 29, 2023</u>

C. Other significant assumptions that differ from those used for the funding valuation: <u>none</u>

D. Actuarial cost method used to calculate the LDROM: <u>Individual Entry-Age Actuarial Cost Method</u>

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: <u>none</u>

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: <u>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</u>.

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		
	October 1, 2023	**October 1, 2021**
ACTIVE MEMBERS		
Number	275	278
Number of Cash Balance Accounts	152	116
Covered Annual Payroll	$ 18,660,983	$ 17,119,818
Average Annual Payroll	$ 67,858	$ 61,582
Total Cash Balance Accounts	$ 1,965,975	$ 1,039,616
Average Cash Balance Account	$ 12,934	$ 8,962
Average Age	47.1	46.5
Average Past Service	7.1	6.9
Average Age at Hire	40.0	39.6
RETIREES & BENEFICIARIES & DROP		
Number	293	301
Annual Benefits	$ 8,021,288	$ 8,181,634
Average Annual Benefit	$ 27,376	$ 27,182
Average Age	70.3	69.4
DISABILITY RETIREES		
Number	8	7
Annual Benefits	$ 161,287	$ 140,616
Average Annual Benefit	$ 20,161	$ 20,088
Average Age	63.8	63.4
TERMINATED VESTED MEMBERS		
Total Count	119	96
Average Age	42.2	44.8
Number of Annual Benefits	28	31
Sum of Annual Benefits	$ 286,163	$ 252,574
Average Annual Benefit	$ 10,220	$ 8,148
Number of Cash Balance Accounts	104	81
Sum of Cash Balance Accounts	$ 586,403	$ 407,736
Average Cash Balance Account	$ 5,638	$ 5,034

ACTUARIALLY DETERMINED CONTRIBUTION (ADC)		
A. Valuation Date	October 1, 2023	October 1, 2021
B. ADC to Be Paid During Fiscal Year Ending	9/30/2025	9/30/2023
C. Assumed Dates of Employer Contributions	Monthly	Monthly
D. Annual Payment to Amortize Unfunded Actuarial Liability	$ 3,460,126	$ 3,340,299
E. Employer Normal Cost	532,740	473,862
F. ADC if Paid on the Valuation Date: D + E	3,992,866	3,814,161
G. ADC Adjusted for Frequency of Payments	4,139,564	3,954,293
H. ADC as % of Covered Payroll	22.18 %	23.10 %
I. Assumed Rate of Increase in Covered Payroll to the Contribution Year	4.00 %	4.00 %
J. Projected Covered Payroll in the Contribution Year	19,407,422	17,804,611
K. ADC for Contribution Year: H x J	4,304,566	4,112,865

ACTUARIAL VALUE OF BENEFITS AND ASSETS		
A. Valuation Date	October 1, 2023	October 1, 2021
B. Actuarial Present Value of All Projected Benefits for		
1. Active Members		
a. Service Retirement Benefits	$ 25,766,590	$ 24,665,135
b. Vesting Benefits	7,306,231	6,493,815
c. Disability Benefits	356,648	359,211
d. Preretirement Death Benefits	1,324,342	1,305,375
e. Return of Member Contributions	279,310	628,608
f. Total	35,033,121	33,452,144
2. Inactive Members		
a. Service Retirees & Beneficiaries	79,473,148	81,895,766
b. Disability Retirees	1,559,448	1,409,317
c. Terminated Vested Members	1,911,270	1,618,908
d. Total	82,943,866	84,923,991
3. Total for All Members	117,976,987	118,376,135
C. Actuarial Accrued (Past Service) Liability	107,264,234	107,751,636
D. Actuarial Value of Accumulated Plan Benefits per FASB No. 35	101,440,568	102,122,310
E. Plan Assets		
1. Market Value	69,068,370	81,441,859
2. Actuarial Value	74,722,590	74,373,339
F. Unfunded Actuarial Accrued Liability: C - E2	32,541,644	33,378,297
G. Actuarial Present Value of Projected Covered Payroll	130,800,502	122,197,516
H. Actuarial Present Value of Projected Member Contributions	8,310,170	8,246,961
I. Accumulated Contributions of Active Members	6,429,203	6,781,117
J. Funded Ratio	69.7%	69.0%

CALCULATION OF EMPLOYER NORMAL COST		
A. Valuation Date	October 1, 2023	October 1, 2021
B. Normal Cost for		
1. Service Retirement Benefits	$ 785,075	$ 798,588
2. Vesting Benefits	513,260	424,288
3. Disability Benefits	18,807	19,143
4. Preretirement Death Benefits	108,756	105,355
5. Return of Member Contributions	147,440	184,576
6. Total for Future Benefits	1,573,338	1,531,950
7. Assumed Amount for Administrative Expenses	146,880	135,855
8. Total Normal Cost	1,720,218	1,667,805
C. Expected Member Contribution	1,187,478	1,193,943
D. Employer Normal Cost: B8 - C	532,740	473,862
E. Employer Normal Cost as a % of Covered Payroll	2.85 %	2.77 %

LIQUIDATION OF THE
UNFUNDED ACTUARIAL ACCRUED LIABILITY (UAAL)

A. UAAL Amortization Period and Payments

AMORTIZATION PERIOD AND PAYMENTS

Date Established	Original Amount	Amortization Period (Years)*	Years Left*	Remaining Amount	Annual Payment
10/1/2003	$ 1,543,114	25	10	$ 1,037,744	$ 138,085
10/1/2004	10,617,139	25	11	7,295,073	909,204
10/1/2005	4,181,507	25	12	2,825,859	332,506
10/1/2005	1,147,415	25	12	775,423	91,240
10/1/2006	1,820,550	25	13	1,252,423	140,050
10/1/2007	(303,690)	25	14	(217,848)	(23,280)
10/1/2008	4,594,545	25	15	3,445,337	353,532
10/1/2009	4,259,699	25	16	3,261,699	322,688
10/1/2009	2,063,392	25	16	1,579,964	156,310
10/1/2009	(270,574)	25	16	(207,181)	(20,497)
10/1/2010	2,020,836	25	17	1,557,594	149,100
10/1/2010	1,925,988	25	17	1,484,489	142,102
10/1/2011	4,979,890	25	18	3,912,483	363,505
10/1/2011	2,119,956	25	18	1,665,558	154,745
10/1/2012	1,583,123	25	19	1,260,105	113,943
10/1/2012	(1,808,002)	25	19	(1,439,098)	(130,128)
10/1/2012	2,074,795	25	19	1,651,459	149,331
10/1/2013	(1,015,940)	25	20	(827,190)	(72,973)
10/1/2013	2,060,918	25	20	1,678,023	148,031
10/1/2014	(2,136,652)	25	20	(1,768,245)	(155,990)
10/1/2015	(2,331,537)	25	20	(1,971,496)	(173,921)
10/1/2016	(1,448,489)	25	20	(1,252,525)	(110,495)
10/1/2016	3,108,292	25	20	2,687,775	237,109
10/1/2017	(1,220,324)	25	20	(1,070,079)	(94,400)
10/1/2017	964,291	25	20	845,571	74,594
10/1/2017	2,099,610	25	20	1,841,110	162,418
10/1/2018	(1,174,459)	25	20	(1,038,465)	(91,611)
10/1/2018	519,461	25	20	459,313	40,520
10/1/2018	1,002,593	25	20	886,499	78,205
10/1/2019	804,633	25	21	729,417	62,913
10/1/2019	1,024,127	25	21	928,393	80,075
10/1/2021	(5,105,624)	25	23	(4,833,214)	(400,723)
10/1/2021	18,384	25	23	17,404	1,443
10/1/2021	1,801,992	25	23	1,705,846	141,432
10/1/2023	2,382,424	25	25	2,382,424	191,063
	43,903,383			32,541,644	3,460,126

* Reduced to a maximum of 25 years per Board action effective October 1, 2018.

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**
10/1/2023	$ 32,541,644
10/1/2024	31,117,223
10/1/2025	29,593,094
10/1/2026	27,962,280
10/1/2027	26,217,306
10/1/2028	24,350,183
10/1/2033	12,861,211
10/1/2038	3,659,370
10/1/2043	257,180

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) since the prior valuation is computed as follows:

	2022 - 2023	2021-2022
1. Last Year's UAAL	$ 31,659,013	$ 33,378,297
2. Last Year's Employer Normal Cost	492,816	473,862
3. Last Year's Contributions	4,112,865	4,422,607
4. Interest at the Assumed Rate on:		
a. 1 and 2 for one year	2,250,628	2,369,651
b. 3 from dates paid	130,372	140,190
c. a - b	2,120,256	2,229,461
5. This Year's Expected UAAL: 1 + 2 - 3 + 4c	30,159,220	31,659,013
6. This Year's Actual UAAL (Before any changes in benefits, assumptions and methods)	32,541,644	N/A
7. Net Actuarial Gain (Loss): (5) - (6)	(2,382,424)	N/A
8. Gain (Loss) Due to Investments (Net AVA Basis)	(2,688,145)	N/A
9. Gain (Loss) Due to Other Sources	305,721	N/A

Net actuarial gains in previous years have been as follows:

Year Ending 9/30	Change in Employer Cost Rate	Net Actuarial Gain (Loss)
1981	0.23 %	$ (99,946)
1982	0.20	(91,443)
1983	(1.69)	823,278
1984	(0.71)	356,150
1985	0.39	(212,888)
1986	(3.37)	2,046,190
1987	(3.17)	2,058,306
1988	5.08	(2,866,852)
1989	(4.40)	2,735,709
1990	3.65	(2,452,530)
1991	(1.28)	892,668
1992	(2.61)	1,546,261
1993	(2.48)	1,383,136
1994	5.76	(3,787,142)
1995	(5.46)	3,629,442
1996	(0.87)	598,646
1997	(3.28)	2,495,247
1998	0.73	(546,512)
1999	(1.74)	1,279,022
2000	(4.75)	3,367,379
2001	1.08	(841,270)
2002	9.09	(7,021,556)
2003	2.96	(2,083,939)
2004	8.60	(6,218,766)
2005	3.02	(4,181,507)
2006	1.44	(1,820,550)
2007	(0.22)	303,690
2008	3.09	(4,594,545)
2009	2.90	(4,259,699)
2010	1.87	(2,020,836)
2011	3.89	(4,979,890)
2012	1.13	(1,583,123)
2013	(0.75)	1,015,940
2014	(1.54)	2,136,652
2015	(2.00)	2,331,537
2016	(1.01)	1,448,489
2017	(0.69)	1,220,324
2018	(0.65)	1,174,459
2019	0.40	(804,633)
2021	(2.52)	5,105,624
2023	1.06	(2,382,424)

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 table below shows the history of the actual fund earnings and salary increase rates compared to the assumed rates:

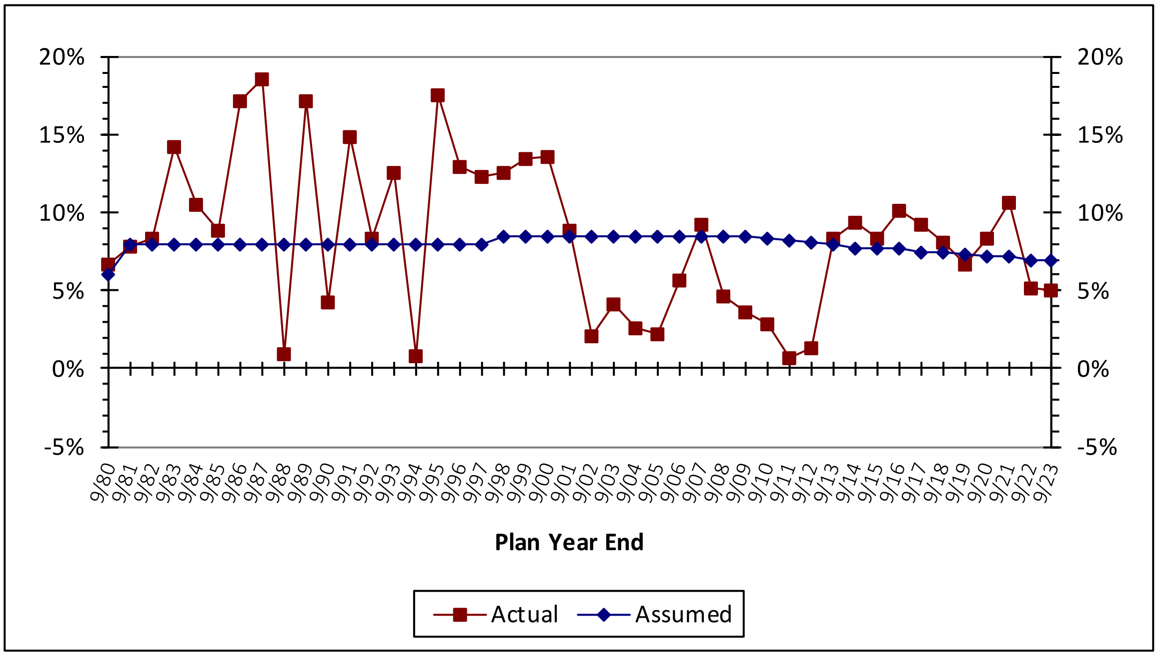
	Investment Return		Salary Increases	
Year Ending	Actual	Assumed	Actual	Assumed
9/30/80	6.7 %	6.0 %	10.8 %	4%-5%
9/30/81	7.8	8.0	8.6	8.0
9/30/82	8.3	8.0	7.7	8.0
9/30/83	14.2	8.0	10.3	8.0
9/30/84	10.5	8.0	7.2	8.0
9/30/85	8.8	8.0	11.7	8.0
9/30/86	17.2	8.0	8.8	8.0
9/30/87	18.6	8.0	7.8	8.0
9/30/88	0.9	8.0	14.3	8.0
9/30/89	17.2	8.0	3.8	8.0
9/30/90	4.2	8.0	13.9	8.0
9/30/91	14.9	8.0	11.8	8.0
9/30/92	8.3	8.0	(2.2) *	8.0
9/30/93	12.6	8.0	1.3	8.0
9/30/94	0.8	8.0	9.9	6.5
9/30/95	17.5	8.0	2.8	6.5
9/30/96	13.0	8.0	10.1	6.5
9/30/97	12.3	8.0	4.1	6.5
9/30/98	12.5	8.5	8.7	6.5
9/30/99	13.5	8.5	8.0	6.5
9/30/00	13.6	8.5	4.7	6.5
9/30/01	8.9	8.5	8.3	6.5
9/30/02	2.1	8.5	6.0	6.5
9/30/03	4.1	8.5	3.8	6.5
9/30/04	2.6	8.5	9.8	6.5
9/30/05	2.2	8.5	5.7	6.5
9/30/06	5.7	8.5	2.3	6.5
9/30/07	9.3	8.5	10.6	6.5
9/30/08	4.7	8.5	9.6	6.5
9/30/09	3.6	8.5	5.8	6.5
9/30/10	2.8	8.35	2.8	6.5
9/30/11	0.7	8.20	1.4	6.4
9/30/12	1.3	8.05	4.5	6.9
9/30/13	8.4	7.90	(0.9)	7.0
9/30/14	9.4	7.75	2.0	7.1
9/30/15	8.3	7.75	2.1	7.0
9/30/16	10.1	7.75	6.8	7.0
9/30/17	9.2	7.50	10.0	5.5
9/30/18	8.1	7.40	1.9	5.6
9/30/19	6.7	7.30	8.6	5.7
9/30/20	8.4	7.20	6.4	5.6
9/30/21	10.7	7.20	3.7	5.4
9/30/22	5.1	7.00	5.5	5.5
9/30/23	5.0	7.00	10.3	5.3
Average	8.3	---	6.5	---

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

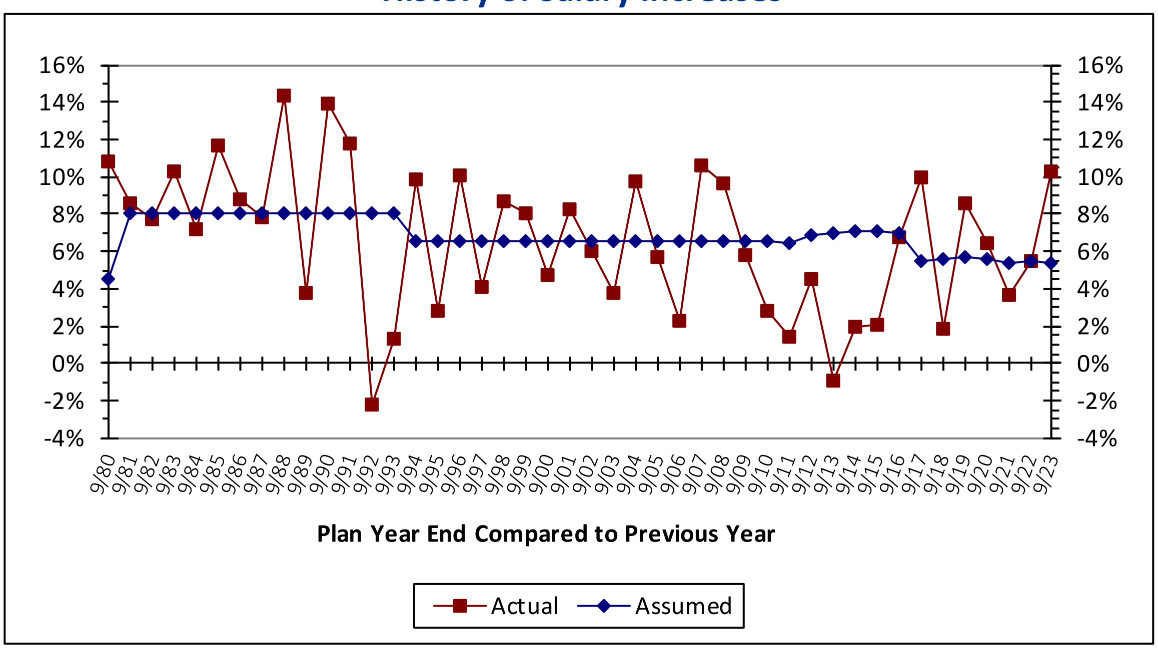
The actual investment return rates shown on the previous page are based on the actuarial value of assets. The investment return based on the market value of assets is shown later in this Report.

The actual salary increase rates shown on the previous page 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



Actual (A) Compared to Expected (E) Decrements													
Period Ended	Number Added During Year		Service & DROP Retirement		Disability Retirement		Death		Terminations				Active Members End of Period
									Vested	Other	Totals		
	A	E	A	E	A	E	A	E	A	A	A	E	
9/30/2002	51	43	6	15	0	1	1	1	2	34	36	26	**356**
9/30/2003	46	65	37	17	0	1	1	0	1	26	27	26	**337**
9/30/2004	32	39	11	20	0	1	0	0	4	24	28	25	**330**
9/30/2005	52	59	14	20	0	1	0	0	4	41	45	24	**323**
9/30/2006	54	64	15	19	2	1	0	0	4	43	47	23	**313**
9/30/2007	53	54	16	17	0	1	0	0	1	37	38	23	**312**
9/30/2008	26	28	5	13	0	1	0	0	1	22	23	24	**310**
9/30/2009	24	46	17	21	1	1	1	0	0	27	27	21	**288**
9/30/2010	46	57	31	10	0	1	2	0	4	20	24	26	**277**
9/30/2011	19	65	14	8	0	1	1	0	6	44	50	26	**231**
9/30/2012	37	29	4	4	1	1	0	0	5	19	24	18	**239**
9/30/2013	31	37	6	4	0	1	0	0	6	25	31	22	**233**
9/30/2014	38	34	8	4	0	1	0	0	4	22	26	23	**237**
9/30/2015	21	58	17	9	0	1	1	0	6	34	40	24	**200**
9/30/2016	54	24	0	2	0	1	0	0	3	21	24	19	**230**
9/30/2017	71	26	1	3	1	0	0	0	2	22	24	27	**275**
9/30/2018	35	34	1	3	0	0	0	0	2	31	33	34	**276**
9/30/2019	63	44	5	4	0	0	0	1	20	19	39	33	**295**
9/30/2021	77	94	13	11	1	1	1	1	60	19	79	65	**278**
9/30/2023	89	92	12	9	1	1	0	1	58	21	79	58	**275**
22 Yr Totals	919	992	233	213	7	17	8	4	193	551	744	567	

Notes:

- Totals are through current Plan Year only.
- The count of 35 employees added in FYE 2018 includes 5 directors who opted to retroactively participate in the plan during the year.
- The count of 31 non-vested terminations in FYE 2018 includes 4 directors who are still employed but opted to cease participation in the plan during the year.
- A valuation was not performed for FYE 2020 or FYE 2022. Two years of decrement experience is captured as of 9/30/2021 and 9/30/2023.
- Employees who were both hired and terminated during the two-year period ending 9/30/2021 and the two-year period ending 9/30/2023 are not included in the counts above.

COST OF LIVING ADJUSTMENT

The General Employees System provides a COLA on June 1st to those who have been retired for at least three years. One-half of the net actuarial gain for the previous year is used to fund the COLA. The rate of increase is limited by the change in the CPI for the previous calendar year.

	10/1/2023	10/1/2022	10/1/2021
(1) Actuarial gain (loss) for previous year	$ (2,382,424)	$ 0	$ 5,105,624
(2) One-half of gain	NA	0	2,552,812
(3) Florida Admin. Code limit[1]	0 [1]	0 [1]	0 [1]
(4) Lesser of (2) & (3)	NA	0	0
(5) Actuarial present value of benefits for those retired at least 3 years	NA	NA	NA
(6) Potential COLA: (4)÷(5)	NA	NA	NA
(7) CPI increase in last calendar year	NA	NA	NA
(8) Final COLA: lesser of (6) or (7)	NA	NA	NA

[1] The Florida Administrative Code limitation is $0 because the Plan has experienced a cumulative loss since 1999. Please see the exhibit on the following page for details.

There is a limitation on COLA's tied to actuarial gains provided in the Florida Administrative Code. The cumulative amount used to pay for COLA's may not exceed the cumulative amount of actuarial gains. The following table shows the limits of the Code.

Cumulative Actuarial Gains (Losses)				
Year Ending 9/30	**Balance at Beginning of Year**	**Gain (Loss) for Year**	**COLA**	**Balance at End of Year**
1999	$ 0	$ 1,279,022	$ 639,511	$ 639,511
2000	639,511	3,367,379	1,683,690	2,323,200
2001	2,323,200	(841,270)	0	1,481,930
2002	1,481,930	(7,021,556)	0	(5,539,626)
2003	(5,539,626)	(2,083,939)	0	(7,623,565)
2004	(7,623,565)	(6,218,766)	0	(13,842,331)
2005	(13,842,331)	(4,181,507)	0	(18,023,838)
2006	(18,023,838)	(1,820,550)	0	(19,844,388)
2007	(19,844,388)	303,690	0	(19,540,698)
2008	(19,540,698)	(4,594,545)	0	(24,135,243)
2009	(24,135,243)	(4,259,699)	0	(28,394,942)
2010	(28,394,942)	(2,020,836)	0	(30,415,778)
2011	(30,415,778)	(4,979,890)	0	(35,395,668)
2012	(35,395,668)	(1,583,123)	0	(36,978,791)
2013	(36,978,791)	1,015,940	0	(35,962,851)
2014	(35,962,851)	2,136,652	0	(33,826,199)
2015	(33,826,199)	2,331,537	0	(31,494,662)
2016	(31,494,662)	1,448,489	0	(30,046,173)
2017	(30,046,173)	1,220,324	0	(28,825,849)
2018	(28,825,849)	1,174,459	0	(27,651,390)
2019	(27,651,390)	(804,633)	0	(28,456,023)
2020	(28,456,023)	0 *	0	(28,456,023)
2021	(28,456,023)	5,105,624 *	0	(23,350,399)
2022	(23,350,399)	0 *	0	(23,350,399)
2023	(23,350,399)	(2,382,424) *	0	(25,732,823)

*A valuation was not performed for 2020 or 2022. Two years of actuarial gains and losses are reflected in 2021 and 2023.

RECENT HISTORY OF VALUATION RESULTS -- GENERAL MEMBERS									
Valuation Date	Number of Active Members	Number of Inactive Members	Covered Annual Payroll	Actuarial Value of Assets	Actuarial Accrued Liability	UAAL	Funded Ratio	Employer Normal Cost Amount	Employer Normal Cost % of Payroll
10/1/01	348	246	11,655,860	71,658,712	66,421,201	342,115	107.9	(26,403)	(0.23)
10/1/02	356	240	12,499,165	69,185,629	71,280,058	198,249	97.1	1,073,628	8.59
10/1/03	337	275	11,393,749	67,846,771	73,841,492	1,666,433	91.9	1,585,510	13.92
10/1/04	330	259	11,838,619	66,023,332	78,339,026	12,315,695	84.3	886,884	7.49
10/1/05	323	273	11,874,629	64,297,738	82,722,268	18,424,530	77.7	879,513	7.41
10/1/06	313	284	11,318,124	64,708,484	85,236,861	20,528,377	75.9	841,026	7.43
10/1/07	312	288	12,104,052	67,657,306	87,690,523	20,033,217	77.2	911,064	7.53
10/1/08	310	285	13,332,893	67,624,920	91,906,160	24,281,240	73.6	1,002,361	7.52
10/1/09	288	303	13,257,113	66,607,594	96,981,960	30,374,366	68.7	(87,553)	(0.66)
10/1/10	277	327	12,556,300	64,793,490	99,487,517	34,694,027	65.1	18,949	0.15
10/1/11	231	330	10,951,357	59,904,551	101,558,913	41,654,362	59.0	80,503	0.74
10/1/12	239	330	11,916,382	56,005,517	99,469,324	43,463,807	56.3	457,655	3.84
10/1/13	233	328	11,547,885	56,945,738	100,849,882	43,904,144	56.5	473,948	4.10
10/1/14	237	329	11,624,855	59,285,542	100,235,940	40,950,398	59.1	496,986	4.28
10/1/15	200	340	9,783,377	60,793,476	98,320,781	37,527,305	61.8	391,299	4.00
10/1/16	230	335	11,914,034	63,095,776	101,130,185	38,034,409	62.4	268,009	2.25
10/1/17	275	332	14,573,787	65,358,296	104,284,687	38,926,391	62.7	362,316	2.49
10/1/18	276	323	14,861,111	66,837,344	105,260,195	38,422,851	63.5	376,915	2.54
10/1/19	295	328	16,996,428	67,750,629	106,885,698	39,135,069	63.4	434,383	2.56
10/1/21	278	404	17,119,818	74,373,339	107,751,636	33,378,297	69.0	473,862	2.77
10/1/23	275	420	18,660,983	74,722,590	107,264,234	32,541,644	69.7	532,740	2.85

RECENT HISTORY OF REQUIRED AND ACTUAL CONTRIBUTIONS				
		Required Contributions		
Valuation Date	End of Year To Which Valuation Applies	Amount	% of Payroll	Actual Employer Contribution for Year to Which Valuation Applies
10/1/2000	9/30/2002	29,075	0.27	29,100
10/1/2001	9/30/2003	60,748	0.52	60,800
10/1/2002	9/30/2004	1,227,118	9.44	1,227,174
10/1/2003	9/30/2005	1,913,694	16.15	1,913,725
10/1/2004	9/30/2006	2,162,016	17.56	2,162,050
10/1/2005	9/30/2007	2,783,603	22.54	2,783,777
10/1/2006	9/30/2008	2,852,077	24.23	2,852,077
10/1/2007	9/30/2009	2,900,325	23.04	2,900,444
10/1/2008	9/30/2010	3,413,861	24.62	3,413,861
10/1/2009	9/30/2011	2,786,433	20.21	2,786,433
10/1/2010	9/30/2012	3,293,953	25.21	3,293,953
10/1/2011	9/30/2013	3,982,877	34.97	3,982,877
10/1/2012	9/30/2014	4,553,202	36.74	4,553,202
10/1/2013	9/30/2015	4,614,165	38.42	4,614,165
10/1/2014	9/30/2016	4,440,602	36.73	4,440,602
10/1/2015	9/30/2017	4,086,164	40.16	4,086,164
10/1/2016	9/30/2018	3,987,293	32.18	3,987,293
10/1/2017	9/30/2019	4,205,995	27.75	4,205,995
10/1/2018	9/30/2020	4,236,368	27.41	4,236,368
10/1/2019	9/30/2021	4,601,944 *	26.03	4,601,944
10/1/2019	9/30/2022	4,422,607 **	25.02	4,422,607
10/1/2021	9/30/2023	4,112,865	23.10	4,112,865
10/1/2021	9/30/2024	4,112,865 ***	23.10	NA
10/1/2023	9/30/2025	4,304,566	22.18	NA

* Reflects additional interest for delayed payment of contribution requirements for FYE 2020 and FYE 2019.
**Developed in the October 1, 2019 actuarial valuation. No actuarial valuation was performed as of October 1, 2020.
*** Developed in the October 1, 2021 actuarial valuation. No actuarial valuation was performed as of October 1, 2022.

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. With the exception of the mortality assumption, which is prescribed by Florida Statutes, all assumptions listed herein were established following the Assumption Study and Experience Investigation for the Nine-Year Period Ending September 30, 2015, dated July 25, 2016.

Economic Assumptions

The investment return rate assumed in the valuation is 7.00% per year, compounded annually (net after investment expenses).

The **Inflation Rate** assumed in this valuation is 2.5% 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 7.00% investment return rate translates to an assumed real rate of return over inflation of 4.5%.

The assumed rate of salary increase used for individual members can be seen below. Part of the assumption is for merit and/or seniority increase, and 2.5% recognizes inflation, including price inflation, and other macroeconomic forces. 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 (Economic)**	**Total Increase**
1	5.0%	2.5%	7.5%
2	4.0%	2.5%	6.5%
3 & Over	2.5%	2.5%	5.0%

Demographic Assumptions

The mortality tables used in the valuation are based on the PUB-2010 Headcount Weighted Mortality Tables described below, with mortality improvements projected to all future years after 2010 using Scale MP-2018.

	Pre-Retirement PUB-2010 Table	Post-Retirement PUB-2010 Table
Female	Headcount Weighted General Below Median Employee Female Table	Headcount Weighted General Below Median Healthy Retiree Female Table
Male	Headcount Weighted General Below Median Employee Male Table, set back 1 year	Headcount Weighted General Below Median Healthy Retiree Male Table, set back 1 year

These are the same rates as used by the Florida Retirement System (FRS) in their July 1, 2022 Actuarial Valuation Report for Regular (other than K-12 School Instructional Personnel) class members. Florida Statutes Chapter 112.63(1)(f) mandates the use of the mortality tables from 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 Regular Class Members

Sample Attained Ages (in 2023)	Probability of Dying Next Year: Men	Probability of Dying Next Year: Women	Future Life Expectancy (years): Men	Future Life Expectancy (years): Women
50	0.19 %	0.57 %	33.34	37.13
55	0.95	0.57	28.97	32.68
60	1.12	0.59	24.86	28.13
65	1.28	0.68	20.78	23.53
70	1.78	1.08	16.75	19.05
75	2.83	1.85	13.03	14.86
80	4.74	3.34	9.74	11.09

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 (25% of deaths are assumed to be service-connected).

FRS Healthy Pre-Retirement Mortality for Regular Class Members

Sample Attained Ages (in 2023)	Probability of Dying Next Year: Men	Probability of Dying Next Year: Women	Future Life Expectancy (years): Men	Future Life Expectancy (years): Women
50	0.19 %	0.11 %	37.88	40.41
55	0.29	0.17	32.87	35.28
60	0.45	0.26	28.01	30.25
65	0.64	0.37	23.31	25.32
70	0.89	0.56	18.74	20.49
75	1.33	0.92	14.30	15.80
80	2.10	1.55	9.99	11.28

For disabled retirees, the mortality table is the PUB-2010 Headcount Weighted General Disabled Retiree Table with ages set forward 3 years for males and females, with no provision being made for future mortality improvements. These are the same rates in use for Regular class members of FRS in the July 1, 2022 FRS Actuarial Valuation.

FRS Disabled Mortality for Non-Regular Class Members

Sample Attained Ages (in 2023)	Probability of Dying Next Year: Men	Probability of Dying Next Year: Women	Future Life Expectancy (years): Men	Future Life Expectancy (years): Women
50	2.02 %	1.64 %	20.99	23.92
55	2.53	1.91	18.18	20.88
60	3.08	2.27	15.50	17.88
65	3.93	2.83	12.94	14.91
70	5.08	3.79	10.53	12.07
75	6.98	5.46	8.29	9.45
80	10.12	8.31	6.33	7.19

The rate of retirement used to measure the probability of eligible members retiring during the next year are as shown below.

Age	Years of Service	Probability of Normal Retirement*
Under 65	In First Year Eligible for Rule of 80 and at 30+ years of service	75 %
	All other years	50 %
65 - 69	10 - 29	50 %
	30 & Over	100 %
70 & Over	10 & Over	100 %

*If Eligible for 20 & Out or the Rule of 75, the probability of retirement is 60% per year until the 25th year of service, at which point the probability of retirement is 100%.

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	Years of Service	% of Active Members Separating Within Next Year
ALL	0 - 1	24.0%
	1 - 2	18.0%
	2 - 3	15.0%
	3 - 4	15.0%
	4 - 5	13.0%
	5 - 6	10.0%
	6 - 7	8.0%
Under 45	7 & Over	7.0%
45 - 54		5.5%
55 & Over		4.0%

Rates of disability among active members were as shown below. These are the same rates currently in use for Non-Special-Risk Class members of the Florida Retirement System (FRS).

	% of Becoming Disabled within Next Year			
Sample	Non Service-Connected		Service-Connected	
Ages	Males	Females	Males	Females
20	0.000%	0.000%	0.000%	0.000%
25	0.010%	0.010%	0.001%	0.001%
30	0.010%	0.010%	0.001%	0.001%
35	0.020%	0.010%	0.001%	0.001%
40	0.020%	0.020%	0.001%	0.001%
45	0.080%	0.060%	0.004%	0.001%
50	0.160%	0.100%	0.006%	0.006%
55	0.250%	0.160%	0.006%	0.006%
60	0.300%	0.260%	0.010%	0.013%

Changes from the previous valuation (performed as of October 1, 2021):
There have been no changes in assumptions or methods since the previous valuation.

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	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 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.
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.
Assumed Form of Benefit	A single Life annuity for the Average Final Compensation benefit and a lump sum for the cash balance benefit are the assumed forms of benefit.
Pay Increase Timing	Middle of the fiscal year.
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, non-retired members entitled to either a refund or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.
Actuarial Valuation	The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a plan. An Actuarial Valuation for a governmental retirement system typically also includes calculations of items needed for compliance with GASB No. 67.
Actuarial Value of Assets	The value of the assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets or a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the actuarially 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 actual experience and that expected based upon a set of Actuarial Assumptions, during the period between two actuarial valuations. To the extent that actual experience differs from that assumed, Unfunded Actuarial Accrued Liabilities emerge which may be larger or smaller than projected. Gains are due to favorable experience, e.g., the assets earn more than projected, salaries do not increase as fast as assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as projected by the actuarial assumptions. On the other hand, losses are the result of unfavorable experience, i.e., actual results that produce Unfunded Actuarial Accrued Liabilities which are larger than projected.

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

SUMMARY OF ASSETS AT MARKET VALUE

Item	September 30 2023		2022		2021	
A. Cash and Cash Equivalents (Operating Cash)	$	-	$	-	$	-
B. Receivables:						
1. Member Contributions	$	48,919	$	31,098	$	-
2. City Contributions		-		-		161,849
3. Due from Share Plan		-		-		-
4. Due for Securities sold		29,051		36,250		2,672
5. Due from other Funds		-		-		-
6. Investment Income and Other Receivables		154,485		119,389		125,399
7. Total Receivables	$	232,455	$	186,737	$	289,920
C. Investments						
1. Short-Term Investments	$	2,196,885	$	2,492,882	$	4,094,082
2. Equities		45,797,639		42,972,624		55,816,465
3. Domestic Fixed Income		12,321,443		9,863,557		11,980,885
4. International Fixed Income		-		-		-
5. Real Estate		11,116,660		13,398,997		10,989,188
6. Private Equity		-		-		-
7. Total Investments	$	71,432,627	$	68,728,060	$	82,880,620
D. Liabilities						
1. Benefits Payable	$	-	$	-	$	-
2. Accrued Expenses and Other Payables		(60,304)		(66,947)		(72,806)
3. Prepaid City Contribution		(142,562)		(119,846)		-
4. Due to Broker		-		-		-
5. Total Liabilities	$	(202,866)	$	(186,793)	$	(72,806)
E. Total Market Value of Assets Available for Benefits	$	71,462,216	$	68,728,004	$	83,097,734
F. Reserves						
1. DROP Accounts	$	(2,393,846)	$	(2,033,539)	$	(1,655,875)
2. Total Reserves	$	(2,393,846)	$	(2,033,539)	$	(1,655,875)
G. Market Value Net of Reserves	$	69,068,370	$	66,694,465	$	81,441,859
H. Allocation of Investments						
1. Short-Term Investments		3.1%		3.6%		4.9%
2. Domestic Equities		64.1%		62.5%		67.3%
3. Domestic Fixed Income		17.2%		14.4%		14.5%
4. International Fixed Income		0.0%		0.0%		0.0%
5. Real Estate		15.6%		19.5%		13.3%
6. Private Equity		0.0%		0.0%		0.0%
7. Total Investments		100.0%		100.0%		100.0%

RECONCILIATION OF PLAN ASSETS

Item	September 30 2023	September 30 2022	September 30 2021
A. Market Value of Assets at Beginning of Year	$ 68,728,004	$ 83,097,734	$ 73,547,600
B. Revenues and Expenditures			
1. Contributions			
a. Employee Contributions	$ 1,222,731	$ 1,231,525	$ 1,179,217
b. City Contributions (including from PBSO)	4,112,865	4,422,607	4,601,944
c. State Contributions	-	-	-
d. Other	-	-	-
e. Total	$ 5,335,596	$ 5,654,132	$ 5,781,161
2. Investment Income			
a. Interest, Dividends, and Other Income	$ 1,937,685	$ 2,549,901	$ 2,193,222
b. Realized Gains/Losses	668,005	(13,335,472)	7,518,016
c. Unrealized Gains/(Losses)	3,837,319	-	3,471,629
d. Investment Expenses	(336,960)	(478,764)	(360,142)
e. Other	-	-	-
f. Net Investment Income	$ 6,106,049	$ (11,264,335)	$ 12,822,725
3. Benefits and Refunds			
a. DROP Distributions	$ (142,821)	$ (1,662)	$ (650,507)
b. Regular Monthly Benefits	(8,414,580)	(8,614,138)	(8,278,991)
c. Refunds of Contributions*	-	-	-
d. Total	$ (8,557,401)	$ (8,615,800)	$ (8,929,498)
4. Administrative and Miscellaneous Expenses	$ (150,032)	$ (143,727)	$ (124,254)
C. Market Value of Assets at End of Year	$ 71,462,216	$ 68,728,004	$ 83,097,734
D. Reserves			
1. DROP Accounts	$ (2,393,846)	$ (2,033,539)	$ (1,655,875)
2. Total Reserves	$ (2,393,846)	$ (2,033,539)	$ (1,655,875)
E. Market Value Net of Reserves	$ 69,068,370	$ 66,694,465	$ 81,441,859

* Breakdown between refunds of contributions and regular monthly benefits not available.

CALCULATION OF ACTUARIAL VALUE OF ASSETS

Valuation Date - September 30,	2021	2022	2023	2024	2025	2026	2027
A. Actuarial Value of Assets Beginning of Year	$ 71,786,966	$ 76,029,214	$ 76,718,439				
B. Market Value End of Year	83,097,734	68,728,004	71,462,216				
C. Market Value Beginning of Year	73,547,600	83,097,734	68,728,004				
D. Non-Investment/Administrative Net Cash Flow	(3,272,591)	(3,105,395)	(3,371,837)				
E. Investment Income							
E1. Actual Market Total: B-C-D	12,822,725	(11,264,335)	6,106,049				
E2. Assumed Rate of Return	7.20%	7.00%	7.00%				
E3. Assumed Amount of Return	5,035,170	5,198,755	5,238,698				
E4. Amount Subject to Phase-In: E1–E3	7,787,555	(16,463,090)	867,351				
F. Phase-In Recognition of Investment Income							
F1. Current Year: 0.20 x E4	1,557,511	(3,292,618)	173,470				
F2. First Prior Year	414,731	1,557,511	(3,292,618)	173,470			
F3. Second Prior Year	(321,957)	414,731	1,557,511	(3,292,618)	173,470		
F4. Third Prior Year	238,196	(321,957)	414,731	1,557,511	(3,292,618)	173,470	
F5. Fourth Prior Year	591,188	238,198	(321,958)	414,731	1,557,511	(3,292,618)	173,471
F6. Total Phase-Ins	2,479,669	(1,404,135)	(1,468,864)	(1,146,906)	(1,561,637)	(3,119,148)	173,471
G. Actuarial Value of Assets End of Year							
G1. Preliminary Actuarial Value of Assets A. + D. + E3. + F6.	$ 76,029,214	$ 76,718,439	$ 77,116,436				
G2. Upper Corridor Limit: 120%*B	99,717,281	82,473,605	85,754,659				
G3. Lower Corridor Limit: 80%*B	66,478,187	54,982,403	57,169,773				
G4. Funding Value End of Year	76,029,214	76,718,439	77,116,436				
G5. Less: DROP Account	1,655,875	2,033,539	2,393,846				
G6. Net Funding Value End of Year	74,373,339	74,684,900	74,722,590				
H. Difference between Market Value and Actuarial Value	$ 7,068,520	$ (7,990,435)	$ (5,654,220)				
I. Actuarial Rate of Return	10.75%	5.11%	5.04%				
J. Market Value Rate of Return	17.89%	-13.85%	9.13%				
K. Ratio of Actuarial Value of Assets to Market Value	91.49%	111.63%	107.91%				

RECONCILIATION OF DEFERRED RETIREMENT OPTION PLAN (DROP) ACCOUNTS

DROP Reconciliation From October 1, 2021 to September 30, 2022	
Balance - Beginning of Year	$ 1,655,875
Adjustments	140
Credits	400,936
Investment Earnings	(21,750)
Distributions	(1,662)
Balance - End of Year	2,033,539

DROP Reconciliation From October 1, 2022 to September 30, 2023	
Balance - Beginning of Year	$ 2,033,539
Credits	470,359
Investment Earnings	32,769
Distributions	(142,821)
Balance - End of Year	2,393,846

INVESTMENT RATE OF RETURN

Year Ending	Investment Rate of Return	
	Market Value	Actuarial Value
12/31/1972	19.3 %	7.6 %
12/31/1973	(9.8)	5.9
12/31/1974	(14.3)	4.1
12/31/1975	17.4	4.4
12/31/1976	22.8	4.9
12/31/1977	1.3	4.4
12/31/1978	2.6	5.3
9/30/1979 (9 mos.)	7.9	3.9
9/30/1980	3.2	6.7
9/30/1981	(0.5)	7.8
9/30/1982	24.5	8.3
9/30/1983	16.3	14.2
9/30/1984	8.0	10.5
9/30/1985	15.9	8.8
9/30/1986	20.6	17.2
9/30/1987	13.1	18.6
9/30/1988	1.8	0.9
9/30/1989	18.3	17.2
9/30/1990	1.8	4.2
9/30/1991	17.3	14.9
9/30/1992	7.9	8.3
9/30/1993	15.5	12.6
9/30/1994	(0.6)	0.8
9/30/1995	20.8	17.5
9/30/1996	13.3	13.0
9/30/1997	24.6	12.3
9/30/1998	8.4	12.5
9/30/1999	14.2	13.5
9/30/2000	10.5	13.6
9/30/2001	(8.5)	8.9
9/30/2002	(4.3)	2.1
9/30/2003	11.9	4.1
9/30/2004	8.2	2.6
9/30/2005	10.6	2.2
9/30/2006	7.6	5.7
9/30/2007	12.6	9.3
9/30/2008	(12.8)	4.7
9/30/2009	1.4	3.6
9/30/2010	8.3	2.8
9/30/2011	(1.2)	0.7
9/30/2012	18.3	1.3
9/30/2013	15.6	8.4
9/30/2014	11.9	9.4
9/30/2015	0.8	8.3
9/30/2016	6.8	10.1
9/30/2017	12.2	9.2
9/30/2018	9.0	8.1
9/30/2019	4.8	6.7
9/30/2020	10.2	8.4
9/30/2021	17.9	10.7
9/30/2022	(13.8)	5.1
9/30/2023	9.1	5.0
Average Compounded Rate of Return for Number of Years Shown	8.0 %	7.9 %
Average Compounded Rate of Return for Last 5 Years	5.1 %	7.2 %

SECTION D

FINANCIAL ACCOUNTING INFORMATION

FASB NO. 35 INFORMATION		
A. Valuation Date	10/1/2023	10/1/2021
B. Actuarial Present Value of Accumulated Plan Benefits		
1. Vested Benefits		
a. Members Currently Receiving Payments	$ 81,032,596	$ 83,305,083
b. Terminated Vested Members	1,911,270	1,618,908
c. Other Members	17,180,817	16,041,615
d. Total	100,124,683	100,965,606
2. Non-Vested Benefits	1,315,885	1,156,704
3. Total Actuarial Present Value of Accumulated Plan Benefits: 1d + 2	101,440,568	102,122,310
4. Accumulated Contributions of Active Members	6,429,203	6,781,117
C. Changes in the Actuarial Present Value of Accumulated Plan Benefits		
1. Total Value at Beginning of Year	102,122,310	101,414,752
2. Increase (Decrease) During the Period Attributable to:		
a. Plan Amendment	0	2,198,698
b. Change in Actuarial Assumptions	0	(55,674)
c. Latest Member Data, Benefits Accumulated, and Decrease in the Discount Period	17,218,271	15,860,685
d. Benefits Paid (net basis)	(17,900,013)	(17,296,151)
e. Net Increase	(681,742)	707,558
3. Total Value at End of Period	101,440,568	102,122,310
D. Market Value of Assets	69,068,370	81,441,859
E. Funded Ratio: D/C3	68.09%	79.75%
F. 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,	2024*	2023	2022	2021	2020	2019	2018	2017	2016	2015
Total Pension Liability (TPL)										
Service Cost	$ 1,573,338	$ 1,566,134	$ 1,468,610	$ 1,646,777	$ 1,490,960	$ 1,344,924	$ 1,276,370	$ 1,264,754	$ 1,026,628	$ 1,289,330
Interest	7,502,675	7,495,271	7,500,895	7,670,545	7,681,848	7,757,646	7,622,289	7,623,881	7,765,990	7,865,429
Benefit Changes	-	-	1,972,829	-	-	512,928	2,327,011	-	-	-
Difference between actual & expected exper.	(678,160)	-	(2,011,254)	-	398,714	(807,331)	217,106	186,801	(2,300,009)	(967,020)
Assumption Changes	-	-	986,888	(1,255,435)	1,016,341	993,106	957,440	2,876,644	-	-
Benefit Payments (including refunds)	(9,368,294)	(8,557,401)	(8,615,800)	(8,929,498)	(9,948,781)	(9,150,336)	(9,382,152)	(8,029,499)	(9,099,308)	(9,316,942)
Other	-	-	-	-	-	-	-	-	-	-
Net Change in Total Pension Liability	(970,441)	504,004	1,302,168	(867,611)	639,082	650,937	3,018,064	3,922,581	(2,606,699)	(1,129,203)
Total Pension Liability - Beginning	110,291,874	109,787,870	108,485,702	109,353,313	108,714,231	108,063,294	105,045,230	101,122,649	103,729,348	104,858,551
Total Pension Liability - Ending (a)	$109,321,433	$110,291,874	$109,787,870	$108,485,702	$109,353,313	$108,714,231	$108,063,294	$105,045,230	$101,122,649	$103,729,348
Plan Fiduciary Net Position										
Contributions - Employer (from City)	$ 4,112,865	$ 4,112,865	$ 4,422,607	$ 4,601,944	$ 4,236,368	$ 4,205,995	$ 3,987,293	$ 4,086,164	$ 4,428,002	$ 4,594,890
Contributions - Employer (from State)	-	-	-	-	-	-	-	-	-	-
Contributions - Non-Employer (from PBSO)	-	-	-	-	-	-	-	-	12,600	19,275
Contributions - Employee (includes buybacks)	1,187,478	1,222,731	1,231,525	1,179,217	1,065,640	1,124,756	1,124,419	1,102,815	848,814	844,870
Net Investment Income	4,854,836	6,106,049	(11,264,335)	12,822,725	6,858,745	3,351,987	6,162,213	7,822,485	4,307,428	508,074
Benefit Payments (including refunds)	(9,368,294)	(8,557,401)	(8,615,800)	(8,929,498)	(9,948,781)	(9,150,336)	(9,382,152)	(8,029,499)	(9,099,308)	(9,316,942)
Administrative Expense	(146,880)	(150,032)	(143,727)	(124,254)	(147,456)	(140,447)	(141,352)	(124,525)	(142,750)	(128,684)
Other	-	-	-	-	-	-	-	-	-	-
Net Change in Plan Fiduciary Net Position	640,005	2,734,212	(14,369,730)	9,550,134	2,064,516	(608,045)	1,750,421	4,857,440	354,786	(3,478,517)
Plan Fiduciary Net Position - Beginning	71,462,216	68,728,004	83,097,734	73,547,600	71,483,084	72,091,129	70,340,708	65,483,268	65,128,482	68,606,999
Plan Fiduciary Net Position - Ending (b)	$ 72,102,221	$ 71,462,216	$ 68,728,004	$ 83,097,734	$ 73,547,600	$ 71,483,084	$ 72,091,129	$ 70,340,708	$ 65,483,268	$ 65,128,482
Net Pension Liability - Ending (a) - (b)	37,219,212	38,829,658	41,059,866	25,387,968	35,805,713	37,231,147	35,972,165	34,704,522	35,639,381	38,600,866
Plan Fiduciary Net Position as a Percentage of Total Pension Liability	65.95 %	64.79 %	62.60 %	76.60 %	67.26 %	65.75 %	66.71 %	66.96 %	64.76 %	62.79 %
Covered Payroll	$ 18,660,983	$ 18,729,934	$ 18,321,112	$ 17,230,100	$ 15,834,827	$ 15,972,516	$ 14,415,632	$ 14,138,657	$ 10,882,231	$ 10,831,667
Net Pension Liability as a Percentage of Covered Payroll	199.45 %	207.31 %	224.11 %	147.35 %	226.12%	233.10 %	249.54 %	245.46 %	327.50 %	356.37 %

*** 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

FY Ending September 30,	Total Pension Liability	Plan Fiduciary Net Position	Net Pension Liability	Plan Fiduciary Net Position as a % of Total Pension Liability	Covered Payroll	Net Pension Liability as a % of Covered Payroll
2015	$ 103,729,348	$ 65,128,482	$ 38,600,866	62.79%	$ 10,831,667	356.37%
2016	101,122,649	65,483,268	35,639,381	64.76%	10,882,231	327.50%
2017	105,045,230	70,340,708	34,704,522	66.96%	14,138,657	245.46%
2018	108,063,294	72,091,129	35,972,165	66.71%	14,415,632	249.54%
2019	108,714,231	71,483,084	37,231,147	65.75%	15,972,516	233.10%
2020	109,353,313	73,547,600	35,805,713	67.26%	15,834,827	226.12%
2021	108,485,702	83,097,734	25,387,968	76.60%	17,230,100	147.35%
2022	109,787,870	68,728,004	41,059,866	62.60%	18,321,112	224.11%
2023	110,291,874	71,462,216	38,829,658	64.79%	18,729,934	207.31%
2024*	109,321,433	72,102,221	37,219,212	65.95%	18,660,983	199.45%

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

NOTES TO NET PENSION LIABILITY
GASB Statement No. 67 (for Fiscal Year Ending September 30, 2024)

Valuation Date:	October 1, 2023
Measurement Date:	September 30, 2024

Methods and Assumptions Used to Determine Net Pension Liability:

Actuarial Cost Method	Entry Age Normal
Inflation	2.5%
Salary Increases	5.0% to 7.5% depending on completed years of service, including inflation
Investment Rate of Return	7.00%
Retirement Age	Experience-based table of rates that are specific to the type of eligiblity condition.
Mortality	The same versions of Pub-2010 Headcount-Weighted Mortality Tables as used by the Florida Retirement System (FRS) for Regular Class members in their July 1, 2022 actuarial valuation (with mortality improvements projected for nondisabled 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

FY Ending September 30,	Actuarially Determined Contribution	Actual Contribution	Contribution Deficiency (Excess)	Covered Payroll	Actual Contribution as a % of Covered Payroll
2015	$ 4,614,165	$ 4,614,165	$ -	$ 10,831,667	42.60%
2016	4,440,602	4,440,602	-	10,882,231	40.81%
2017	4,086,164	4,086,164	-	14,138,657	28.90%
2018	3,987,293	3,987,293	-	14,415,632	27.66%
2019	4,205,995	4,205,995	-	15,972,516	26.33%
2020	4,236,368	4,236,368	-	15,834,827	26.75%
2021	4,601,944 *	4,601,944	-	17,230,100	26.71%
2022	4,422,607	4,422,607		18,321,112	24.14%
2023	4,112,865	4,112,865		18,729,934	21.96%
2024**	4,112,865	4,112,865	-	18,660,983	22.04%

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

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

NOTES TO SCHEDULE OF CONTRIBUTIONS
GASB Statement No. 67 (for Fiscal Year Ending September 30, 2024)

Valuation Date:	October 1, 2021
Notes	Actuarially determined contributions are calculated as of the October 1st which is three 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	16 years (single equivalent amortization period)
Asset Valuation Method	5-year smoothed market
Inflation	2.5%
Salary Increases	5.0% to 7.5% depending on years of service, including inflation
Investment Rate of Return	7.00%
Retirement Age	Experience-based table of rates that are specific to the type of eligiblity condition.
Mortality	The same versions of Pub-2010 Headcount-Weighted Mortality Tables as used by the Florida Retirement System (FRS) for Regular Class members in their July 1, 2020 actuarial valuation (with mortality improvements projected for nondisabled 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, 2021 Actuarial Valuation Report dated October 11, 2022.

SINGLE DISCOUNT RATE AND SENSITIVITY ANALYSIS
GASB Statement No. 67 (for Fiscal Year Ending September 30, 2024)

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%
$47,878,225	$37,219,212	$28,197,640

*** 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 10/1/21 to 10/1/23	**From 10/1/19 to 10/1/21**
A. Active Members		
1. Number Included in Last Valuation	278	295
2. New Employees	122	114
3. Rehired Terminated Vested Members	3	0
4. Non-Vested Employment Terminations	(21)	(17)
5. Vested Employment Terminations	(94)	(97)
6. Service Retirements	(4)	(5)
7. DROP Retirement	(8)	(8)
8. Disability Retirements	(1)	(1)
9. Deaths	0	(1)
10. Other - Data Correction, not plan participants	0	(2)
11. Number Included in This Valuation	275	278
B. Terminated Vested Members		
1. Number Included in Last Valuation	96	20
2. Additions from Active Members	94	97
3. Lump Sum Payments/Refund of Contributions	(67)	(18)
4. Payments Commenced	(1)	(2)
5. Deaths	0	(1)
6. Rehired to Active Membership	(3)	0
7. Number Included in This Valuation	119	96
C. DROP Retirement		
1. Number Included in Last Valuation	10	14
2. Additions from Active Members	8	8
3. Payments Commenced (Left DROP)	(4)	(12)
4. Deaths Resulting in No Further Payments	0	0
5. Other - Data Adjustment	0	0
6. Number Included in This Valuation	14	10
D. Service Retirees, Disability Retirees and Beneficiaries		
1. Number Included in Last Valuation	298	294
2. Additions from Active Members	5	6
3. Additions from Terminated Vested Members	1	2
4. Additions from DROP	4	12
5. Deaths	(21)	(25)
6. New Survivor Benefits	0	9
7. End of Certain Period - No Further Payments	0	0
8. Other - Data Adjustment	0	0
9. Number Included in This Valuation	287	298

Schedule of Active Participant Data

	Years of Service to Valuation Date									
	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20 & Up	Totals
Age Group										
18-24 NO.	2	3								5
TOT PAY	77,876	144,421								222,297
AVG PAY	38,938	48,140								44,459
25-29 NO.	5	5	2	2	2	3				19
TOT PAY	292,532	259,023	115,216	88,917	121,410	191,435				1,068,533
AVG PAY	58,506	51,805	57,608	44,459	60,705	63,812				56,239
30-34 NO.	8	6	2	1	1	6	1			25
TOT PAY	476,861	303,305	85,616	100,413	45,879	547,787	63,763			1,623,624
AVG PAY	59,608	50,551	42,808	100,413	45,879	91,298	63,763			64,945
35-39 NO.	5	4	7	3	3	8	4	2		36
TOT PAY	244,753	218,018	487,213	253,954	216,680	576,499	253,037	96,322		2,346,476
AVG PAY	48,951	54,505	69,602	84,651	72,227	72,062	63,259	48,161		65,180
40-44 NO.	3	4		2	2	7	7	2	2	29
TOT PAY	149,573	308,015		62,985	128,486	448,153	456,792	128,294	101,889	1,784,187
AVG PAY	49,858	77,004		31,493	64,243	64,022	65,256	64,147	50,945	61,524
45-49 NO.	6	6	2	3	2	7	2	5	4	37
TOT PAY	319,051	344,731	141,769	201,007	127,676	396,949	264,975	331,881	407,624	2,535,663
AVG PAY	53,175	57,455	70,885	67,002	63,838	56,707	132,488	66,376	101,906	68,531
50-54 NO.	5	7	3	1	4	10	4	4	9	47
TOT PAY	318,157	423,935	140,847	63,019	185,056	659,015	310,513	367,630	700,141	3,168,313
AVG PAY	63,631	60,562	46,949	63,019	46,264	65,902	77,628	91,908	77,793	67,411
55-59 NO.	5	3	1	1	2	9	7	4	6	38
TOT PAY	287,207	235,359	50,392	61,818	174,455	531,982	491,522	283,053	496,479	2,612,267
AVG PAY	57,441	78,453	50,392	61,818	87,228	59,109	70,217	70,763	82,747	68,744
60 & Up	4	3	4	2	6	8	8	2	2	39
TOT PAY	241,904	235,991	323,146	140,542	279,292	626,937	593,075	164,874	169,359	2,775,120
AVG PAY	60,476	78,664	80,787	70,271	46,549	78,367	74,134	82,437	84,680	71,157
TOT NO.	43	41	21	15	22	58	33	19	23	275
TOT AMT	2,407,914	2,472,798	1,344,199	972,655	1,278,934	3,978,757	2,433,677	1,372,054	1,875,492	18,136,480
AVG AMT	55,998	60,312	64,009	64,844	58,133	68,599	73,748	72,213	81,543	65,951

SCHEDULE OF NON-ACTIVE PARTICIPANT DATA

	Vested			Disabled		Retired		Beneficiaries	
		Annual	Cash Balance		Annual		Annual		Annual
Age	Nbr	Benefits	Accounts	Nbr	Benefits	Nbr	Benefits	Nbr	Benefits
Under 20									
20 - 24	4		2,972						
25 - 29	18	960	70,567						
30 - 34	14	2,513	77,817						
35 - 39	21	6,847	118,439					1	35,824
40 - 44	12	56,460	86,294						
45 - 49	17	98,299	56,244	1	20,431	2	70,230		
50 - 54	14	27,440	115,475			7	232,604	1	14,922
55 - 59	7	29,132	19,035	2	38,566	28	885,629	2	31,298
60 - 64	11	57,792	32,935	3	74,692	49	1,470,449	1	14,163
65 - 69						68	1,881,497	5	132,096
70 - 74				1	2,527	42	1,239,567	8	262,534
75+	1	6,720	6,625	1	25,071	66	1,584,592	13	165,883
Total	**119**	**286,163**	**586,403**	**8**	**161,287**	**262**	**7,364,568**	**31**	**656,720**
Average Age		**42**			**64**		**70**		**75**

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 Beach, Florida, Chapter 16, Article II, and was most recently amended under Ordinance No. 2022-03. The Plan is also governed by certain provisions of Part VII, Chapter 112, Florida Statutes and the Internal Revenue Code.

B. Effective Date

October 1, 1996

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 employees participate in the plan. Certain directors have the option to opt out of participation within 30 days of being appointment to such director positions.

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 salary excluding payments for overtime, compensatory time and accumulated leave time. For members hired prior to October 1, 1979, payments for overtime, compensatory time and accumulated leave time are included.

H. Average Final Compensation (AFC)

The average of Compensation over the highest 5 consecutive years within the last 10 years of Credited Service immediately preceding termination or retirement for service accruals after September 30, 2010. Service accruals prior to September 30, 2010 will be calculated using the average over the highest two consecutive years of service within the last 10 years prior to October 1, 2010.

For those employees who elected to switch to the cash balance plan, the Average Final Compensation is frozen effective September 30, 2018/March 31, 2022 (for non-IBEW employees/IBEW employees).

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 30 years of Credited Service, or
(2) Age 65 and 10 years of Credited Service, or
(3) for employees hired before October 1, 2010 and employed as of September 30, 2018/March 31, 2022 (for non-IBEW/IBEW): the date when the member's age (in full months) plus Credited Service (in full months) equals 960 months, or 80 years.

However, for members who became eligible for retirement prior to October 1, 2015, and for accrued benefits earned prior to October 1, 2010, normal retirement eligibility is:

(1) 20 years of Credited Service regardless of age, or
(2) 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: (1) 3.0% of AFC multiplied by Credited Service accrued prior to October 1, 2010.

(2) For Credited Service accrued after October 1, 2010:

2.25% of AFC multiplied by Credited Service for employees hired before October 1, 2010 and employed on September 30, 2018/March 31, 2022 (for non-IBEW/IBEW).

2.0% of AFC multiplied by Credited Service for those employees hired between October 1, 2010 and September 30, 2018/March 31, 2022 (for non-IBEW/IBEW) and those employees who terminated prior to September 30, 2018/March 31, 2022.

For employees who elected to switch to the cash balance plan, credited service is frozen effective September 30, 2018/March 31, 2022 (for non-IBEW/IBEW).

(3) For employees hired after September 30, 2018/March 31, 2022 (for non-IBEW/IBEW) and employees hired between October 1, 2010 and September 30, 2018/March 31, 2022 (for non-IBEW/IBEW) who elected to switch to the Cash Balance Plan:

The accrued benefit for service after September 30, 2018/March 31, 2022 is a "5/5/5 Cash Balance Plan" under which the member will accumulate a cash balance benefit with 5.0% City contributions, 5.0% Member contributions, and earn a fixed 5.0% annual interest crediting rate, compounded quarterly. The cash balance benefit will have 100% immediate vesting with no forfeitures upon death of the member. Members are eligible to take the cash balance benefit at any time after separation of employment for any reason.

Employees who switch to the Cash Balance plan will become 100% vested in frozen benefits accrued through September 30, 2018/March 31, 2022.

Annual Adjustment: For those who retire prior to October 1, 2010, 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.

Normal Form of Benefit: Single Life Annuity; other options are also available. Benefits paid are guaranteed to be no less than the member's accumulated contributions.

COLA: One half of the actuarial gain realized for the prior fiscal year is used to increase monthly annuity benefits on June 1st of each year for members who have been retired for at least 3 years. The increase is limited to the change in the CPI over the preceding calendar year. If there was no actuarial gain realized for the prior fiscal year, then no cost of living adjustment is provided. Also, per the Florida Administrative Code, if the cumulative actuarial experience is not a gain, then no cost of living adjustment is provided.

J. Early Retirement

Not Applicable

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 (in addition to cash balance benefits, if any)

Eligibility: Any member who becomes totally incapacitated for duty as a result from an act occurring in the performance of service for the City is eligible for a disability benefit regardless of Credited Service.

Benefit: The greater of:

(1) Accrued Normal Retirement Benefit taking into account compensation earned and service credited until the date of disability without reduction for Early Retirement.
(2) Accrued pension benefit calculated as though the member had 20 years of Credited Service on the date of disability without 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.

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: Payable for life; other options are also available.

COLA: One half of the actuarial gain realized for the prior fiscal year is used to increase benefits on June 1st of each year for members who have been retired for at least 3 years. The increase is limited to the change in the CPI over the preceding calendar year. If there was no actuarial gain realized for the prior fiscal year, then no cost of living adjustment is provided. Also, per the Florida Administrative Code, if the cumulative actuarial experience is not a gain, then no cost of living adjustment is provided.

M. Non-Service Connected Disability (in addition to cash balance benefits, if any)

Eligibility: Any member with 10 years of Credited Service who becomes totally incapacitated for duty as a result of causes other than in the performance of service for the City 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 without 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.

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: Payable for life; other options are also available.

COLA: One half of the actuarial gain realized for the prior fiscal year is used to increase benefits on June 1st of each year for members who have been retired for at least 3 years. The increase is limited to the change in the CPI over the preceding calendar year. If there was no actuarial gain realized for the prior fiscal year, then no cost of living adjustment is provided. Also, per the Florida Administrative Code, if the cumulative actuarial experience is not a gain, then no cost of living adjustment is provided.

N. Death in the Line of Duty (in addition to cash balance benefits, if any)

Eligibility: Any member whose death is determined to be the result of a service incurred injury or illness 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) 50% 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 below.

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.

Normal Form of Benefit: Spouse's and dependent parent's benefits are payable for life; children's benefits are payable until age 18 (age 23 if a full-time student), marriage or death.

COLA: One half of the actuarial gain realized for the prior fiscal year is used to increase benefits on June 1st of each year for members who have been retired for at least 3 years. The increase is limited to the change in the CPI over the preceding calendar year. If there was no actuarial gain realized for the prior fiscal year, then no cost of living adjustment is provided. Also, per the Florida Administrative Code, if the cumulative actuarial experience is not a gain, then no cost of living adjustment is provided.

O. Other Pre-Retirement Death (in addition to cash balance benefits, if any)

Eligibility: Any member with 10 years of Credited Service (or who is 100% vested due to switching into the cash balance structure) 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.

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.

Normal Form of Benefit: Paid for the life of the spouse.

COLA: One half of the actuarial gain realized for the prior fiscal year is used to increase benefits on June 1st of each year for members who have been retired for at least 3 years. The increase is limited to the change in the CPI over the preceding calendar year. If there was no actuarial gain realized for the prior fiscal year, then no cost of living adjustment is provided. Also, per the Florida Administrative Code, if the cumulative actuarial experience is not a gain, then no cost of living adjustment is provided.

The designated beneficiary of any plan member who dies while employed by the City will receive a refund of the member's accumulated contributions regardless of Credited Service.

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 the 50%, 66 2/3%, and 100% Joint and Survivor Annuity options. In addition, a 10 Years Certain and Life Annuity option is available for the Average Final Compensation benefit and a Lump Sum option is available for the cash balance benefit.

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 (See vesting table below).

Members in the Cash Balance Plan are immediately 100% vested in all benefits.

For employees hired before 10/1/2010 and employed on 9/30/2018 or 3/31/2022 (for non-IBEW or IBEW), members are 100% vested upon completion of 10 years of credited service.

For all other employees participating in the average final compensation structure, the vesting schedule is presented on the following page:

YEARS OF CREDITED SERVICE	% OF NORMAL RETIREMENT BENEFITS
Less Than 10	None
10	50%
11	55
12	60
13	65
14	70
15	75
16	80
17	85
18	90
19	95
20 or more	100

Benefit: The benefit is the member's vested portion of the accrued Normal Retirement Benefit as of the date of termination. Benefit is payable at age 62 for benefits earned prior to October 1, 2010 and at age 65 for benefits earned after this date. Cash balance accounts may be paid immediately upon termination.

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.

Normal Form of Benefit: Single Life Annuity; other options are also available. Benefits paid are guaranteed to be no less than the member's accumulated contributions.

COLA: One half of the actuarial gain realized for the prior fiscal year is used to increase benefits on June 1st of each year for members who have been retired for at least 3 years. The increase is limited to the change in the CPI over the preceding calendar year. If there was no actuarial gain realized for the prior fiscal year, then no cost of living adjustment is provided. Also, per the Florida Administrative Code, if the cumulative actuarial experience is not a gain, then no cost of living adjustment is provided.

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

S. Refunds

Eligibility: All non-vested members are eligible for a refund at termination. 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

7.8% of Compensation for employees accruing benefits under the Average Final Compensation formula and 5.0% for employees accruing benefits under the Cash Balance formula.

U. Employer Contributions

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

V. Cost of Living Increases

One half of the actuarial gain realized for the prior fiscal year is used to increase monthly benefits on June 1st of each year for members who have been retired for at least 3 years. The increase is limited to the change in the CPI over the preceding calendar year. If there was no actuarial gain realized for the prior fiscal year, then no cost of living adjustment is provided. Also, per the Florida Administrative Code, if the cumulative actuarial experience is not a gain, then no cost of living adjustment is provided.

W. 13th Check

Not Applicable

X. Deferred Retirement Option Plan

Eligibility:	Members are eligible to participate in the DROP after satisfying eligibility criteria for Normal Retirement. Members who meet eligibility criteria 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.
Maximum DROP Period:	60 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: One half of the actuarial gain realized for the prior fiscal year is used to increase benefits on June 1st of each year for members who have been retired for at least 3 years. The increase is limited to the change in the CPI over the preceding calendar year. If there was no actuarial gain realized for the prior fiscal year, then no cost of living adjustment is provided. Also, per the Florida Administrative Code, if the cumulative actuarial experience is not a gain, then no cost of living adjustment is provided.

Y. Other Ancillary Benefits

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

Z. Changes from the last valuation

None.