

# Village of North Palm Beach General Retirement Fund

Actuarial Valuation Report as of October 1, 2023

Annual Employer Contribution for the  
Fiscal Year Ending September 30, 2025





May 4, 2024

Board of Trustees  
Village of North Palm Beach General Retirement Fund  
North Palm Beach, Florida

**Re: Village of North Palm Beach General Retirement Fund  
Actuarial Valuation as of October 1, 2023 and Actuarial Disclosures**

Dear Members of the Board:

The results of the October 1, 2023 Annual Actuarial Valuation of the Village of North Palm Beach (Village) General Retirement Fund (Plan) are presented in this report.

This report was prepared at the request of the Board and is intended for use by the Plan and those designated or approved by the Board. This report may be provided to parties other than the Plan 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 Plan's funding progress, to determine the employer contribution rate 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 rate in this report is determined using the actuarial assumptions and methods disclosed in Section B of this report. This report includes risk metrics in Section A but does not include a more robust assessment of the risks of future experience not meeting the actuarial assumptions. Additional assessment of risks was outside the scope of this assignment.

This valuation assumed the continuing ability of the plan sponsor to make the contributions necessary to fund this plan. A determination regarding whether or not the plan sponsor is actually able to do so is outside our scope of expertise and was not performed.

The findings in this report are based on data and other information through October 1, 2023. The valuation was based upon information furnished by the Plan Administrator concerning plan 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.

Board of Trustees  
Village of North Palm Beach General Retirement Fund  
May 4, 2024

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

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

This report has been prepared by Dina Lerner and Travis N. Robinson, who have substantial experience valuing public employee retirement systems. To the best of our knowledge, the information contained in this report is accurate and fairly presents the actuarial position of the Plan as of the valuation date. All calculations have been made in conformity with generally accepted actuarial principles and practices, with the Actuarial Standards of Practice issued by the Actuarial Standards Board, and with applicable statutes.

Dina Lerner and Travis N. Robinson are members of the American Academy of Actuaries. These actuaries meet the Academy's Qualification Standards to render the actuarial opinions contained herein. The signing actuaries are independent of the plan sponsor.

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

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

Respectfully submitted,

GABRIEL, ROEDER, SMITH & COMPANY

By:



Dina Lerner, FSA, MAAA, FCA  
Enrolled Actuary No. 23-08236



Travis N. Robinson, ASA, MAAA, FCA  
Enrolled Actuary No. 23-08351



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## SECTION A

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### DISCUSSION OF VALUATION RESULTS

## Discussion of Valuation Results

### Comparison of Required Employer Contributions

A comparison of the required employer contributions developed in this year's and last year's actuarial valuations is as follows:

	For FYE 9/30/2025 Based on 10/1/2023 Valuation	For FYE 9/30/2024 Based on 10/1/2022 Valuation	Increase (Decrease)
Required Employer Contribution	\$ 293,696	\$ 234,590	\$ 59,106
As % of Covered Payroll	20.54 %	17.58 %	2.96 %

The required contribution has been adjusted for interest on the basis that employer contributions are made in equal payments on a bi-weekly basis. The actual employer contribution during the year ending September 30, 2023 was \$179,038. The required employer contribution was \$173,176.

### Revisions in Benefits

There were no changes in benefit provisions since the prior valuation.

### Revisions in Actuarial Assumptions or Methods

There were no changes in actuarial assumptions or methods since the prior valuation.

### Actuarial Experience

There was a net actuarial experience loss for the year, which means that actual experience was less favorable than expected. The loss was primarily due to a recognized investment return on plan assets below the assumed rate of 6.25%. Although the actual return on the market value of assets was 12.9% (net of investment expenses), gains and losses from previous years continue to be smoothed into the actuarial value of assets, resulting in a recognized return on the smoothed value of assets of 4.2%. Higher than expected average salary increases for continuing active members (13.6% actual vs. 3.8% assumed) also contributed to the actuarial loss. The net actuarial loss for the year resulted in an increase in the required employer contribution of approximately \$45,000 (3.18% of covered payroll).

### Funded Ratio

The funded ratio is equal to the actuarial value of assets divided by the actuarial accrued (Entry Age Normal) past service liability. The ratio this year is 94.3% compared to 97.1% last year.



## Analysis of Change in Employer Contributions

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

Contribution rate last year	17.58 %
Change in actuarial assumptions/methods	0.00
Change in payment on unfunded accrued liability	0.11
Experience (gain)/loss	3.18
Change in administrative expense	(0.85)
Change in normal cost rate	<u>0.52</u>
Contribution rate this year	20.54

## Variability of Future Contribution Rates

It is important to keep in mind that, under the asset smoothing method, the difference between actual and expected investment earnings is recognized over five years. The actuarial value of assets exceeds the market value of assets by \$1,266,905 as of the valuation date. This difference represents unrecognized net investment losses for the Plan. Once these investment losses are fully recognized in the actuarial value of assets, and in the absence of any additional gains or losses, the contribution rate is expected to increase by about 7.65% of covered payroll (roughly \$109,000).

If we were not using an asset smoothing method, the contribution rate would have been 28.19%, and the funded ratio would have been 88.0%. This funded ratio (on a market value basis) is up from 84.0% last year.

## Conclusion

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 shown on page 1 may be considered as a minimum contribution that complies with the Board's funding policy and State statute. The timely receipt of the actuarially determined contributions is critical to support the financial health of the plan. Users of this report should be aware that contributions made at the actuarially determined rate do not necessarily guarantee benefit security.



## Plan Maturity Measures

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

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Ratio of the market value of assets to total payroll	12.3	12.2	16.6
Ratio of actuarial accrued (EAN) liability to payroll	14.0	14.5	15.1
Ratio of actives to retirees and beneficiaries	0.4	0.4	0.4
Ratio of net cash flow to market value of assets	-4.5%	-3.7%	-3.0%

### 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 (Entry Age Normal) 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 and investment earnings are being used to make payments. A certain amount of negative net cash flow is generally expected to occur when benefits are prefunded through a qualified trust. Large negative net cash flows as a percent of assets may indicate a super-mature plan or a need for additional contributions.

### 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: \$24,202,872

B. Discount rate used to calculate the LDROM: 4.63% based on Fidelity Investments’ “20-Year Municipal GO AA Index” as of September 29, 2023

C. Other significant assumptions that differ from those used for the funding valuation: None

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

E. Valuation procedures to value any significant plan provisions that are difficult to measure using traditional valuation procedures, and that differ from the procedures used in the funding valuation: None

F. Commentary to help the intended user understand the significance of the LDROM with respect to the funded status of the plan, plan contributions, and the security of participant benefits: The LDROM is a market-based measurement of the pension obligation. It estimates the amount the plan would need to invest in low risk securities to provide the benefits with greater certainty. This measure may not be appropriate for assessing the need for or amount of future contributions. This measure may not be appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan’s benefit obligation.

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

## SECTION B

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### VALUATION RESULTS

PARTICIPANT DATA		
	October 1, 2023	October 1, 2022
ACTIVE MEMBERS		
Number	19	20
Covered Annual Payroll	\$ 1,429,783	\$ 1,334,777
Average Annual Payroll	\$ 75,252	\$ 66,739
Average Age	54.7	54.1
Average Past Service	16.5	16.8
Average Age at Hire	38.2	37.3
SERVICE RETIREES & BENEFICIARIES		
Number	48	49
Annual Benefits	\$ 962,052	\$ 936,210
Average Annual Benefit	\$ 20,043	\$ 19,106
Average Age	68.8	68.1
DISABILITY RETIREES		
Number	0	0
Annual Benefits	\$ 0	\$ 0
Average Annual Benefit	\$ 0	\$ 0
Average Age	0.0	0.0
TERMINATED VESTED MEMBERS		
Number	31	32
Annual Benefits	\$ 313,412	\$ 326,515
Average Annual Benefit	\$ 10,110	\$ 10,204
Average Age	58.9	58.0

ACTUARIALLY DETERMINED EMPLOYER CONTRIBUTION (ADEC)		
A. Valuation Date	October 1, 2023	October 1, 2022
B. ADEC to Be Paid During Fiscal Year Ending	9/30/2025	9/30/2024
C. Assumed Date of Employer Contributions	Biweekly	Biweekly
D. Annual Payment to Amortize the Unfunded Actuarial Accrued Liability	\$ 98,424	\$ 49,262
E. Employer Normal Cost	186,300	178,162
F. ADEC if Paid on the Valuation Date: D + E	284,724	227,424
G. ADEC Adjusted for Frequency of Payments	293,696	234,590
H. ADEC as % of Covered Payroll	20.54 %	17.58 %
I. Assumed Rate of Increase in Covered Payroll to Contribution Year	0.00 %	0.00 %
J. Covered Payroll for Contribution Year	1,429,783	1,334,777
K. Required Employer Contribution (REC) for Contribution Year: H x J	293,696	234,590
L. REC as % of Covered Payroll in Contribution Year: K ÷ J	20.54 %	17.58 %

ACTUARIAL VALUE OF BENEFITS AND ASSETS		
A. Valuation Date	October 1, 2023	October 1, 2022
B. Actuarial Present Value of All Projected Benefits for		
1. Active Members		
a. Service Retirement Benefits	\$ 5,053,725	\$ 4,941,817
b. Vesting Benefits	726,780	667,181
c. Disability Benefits	-	-
d. Preretirement Death Benefits	119,236	112,690
e. Return of Member Contributions	4,823	5,475
f. Total	5,904,564	5,727,163
2. Inactive Members		
a. Service Retirees & Beneficiaries	12,019,526	11,628,785
b. Disability Retirees	-	-
c. Terminated Vested Members	3,215,171	3,124,214
d. Total	15,234,697	14,752,999
3. Total for All Members	21,139,261	20,480,162
C. Actuarial Accrued (Past Service) Liability (Entry Age Normal)	19,956,411	19,375,640
D. Actuarial Present Value of Accumulated Plan Benefits per FASB Statement No. 35	19,041,633	18,658,487
E. Plan Assets		
1. Market Value	17,552,516	16,267,288
2. Actuarial Value	18,819,421	18,805,839
F. Unfunded Actuarial Accrued Liability: C - E2	1,136,990	569,801
G. Actuarial Present Value of Projected Covered Payroll	9,039,924	8,576,919
H. Actuarial Present Value of Projected Member Contributions	475,960	451,480

**CALCULATION OF EMPLOYER NORMAL COST**  
**(Entry Age Normal Method)**

A. Valuation Date	October 1, 2023	October 1, 2022
B. Normal Cost for		
1. Service Retirement Benefits	\$145,099	\$128,072
2. Vesting Benefits	40,671	39,326
3. Disability Benefits	0	0
4. Preretirement Death Benefits	3,413	3,098
5. Return of Member Contributions	<u>6,335</u>	<u>5,965</u>
6. Total for Future Benefits	195,518	176,461
7. Assumed Amount for Administrative Expenses	<u>63,881</u>	<u>70,623</u>
8. Total Normal Cost: B6 + B7	259,399	247,084
C. Expected Member Contribution	73,099	68,922
D. Employer Normal Cost: B8 - C	186,300	178,162
E. Employer Normal Cost as % of Covered Payroll	13.03 %	13.35 %

## Liquidation of the Unfunded Actuarial Accrued Liability (UAAL)

UAAL Amortization Period and Payments						
Original UAAL				Current UAAL		
Date Established	Source	Amortization Period (Years)	Amount	Years Remaining	Amount	Payment
10/1/2021	Initial Unfunded	30	\$ (122,354)	28	\$ (131,232)	\$ (9,450)
10/1/2022	Exp. (Gain)/Loss	20	692,536	19	741,310	63,756
10/1/2023	Exp. (Gain)/Loss	20	526,912	20	526,912	44,118
Totals					1,136,990	98,424

### Amortization Schedule

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

Amortization Schedule	
Year	Expected UAAL
2023	\$ 1,136,990
2024	1,103,476
2025	1,067,868
2026	1,030,034
2027	989,836
2028	947,125
2033	690,033
2038	341,909
2043	-



## Actuarial Gains and Losses

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

1. Last Year's UAAL	\$ 569,801
2. Last Year's Employer Normal Cost	178,162
3. Last Year's Employer Contributions	179,038
4. Interest at the Assumed Rate on:	
a. 1 and 2 for one year	46,748
b. 3 from dates paid	<u>5,595</u>
c. a - b	41,153
5. This Year's Expected UAAL before changes: 1 + 2 - 3 + 4c	610,078
6. Change in UAAL due to changes in benefits and/or actuarial assumptions	0
7. This Year's Expected UAAL: 5 + 6	610,078
8. This Year's Actual UAAL	1,136,990
9. Net Actuarial Gain/(Loss): 7 - 8	(526,912)
10. Gain/(Loss) due to investments	(371,860)
11. Gain/(Loss) due to other sources	(155,052)

Net actuarial gains in previous years have been as follows:

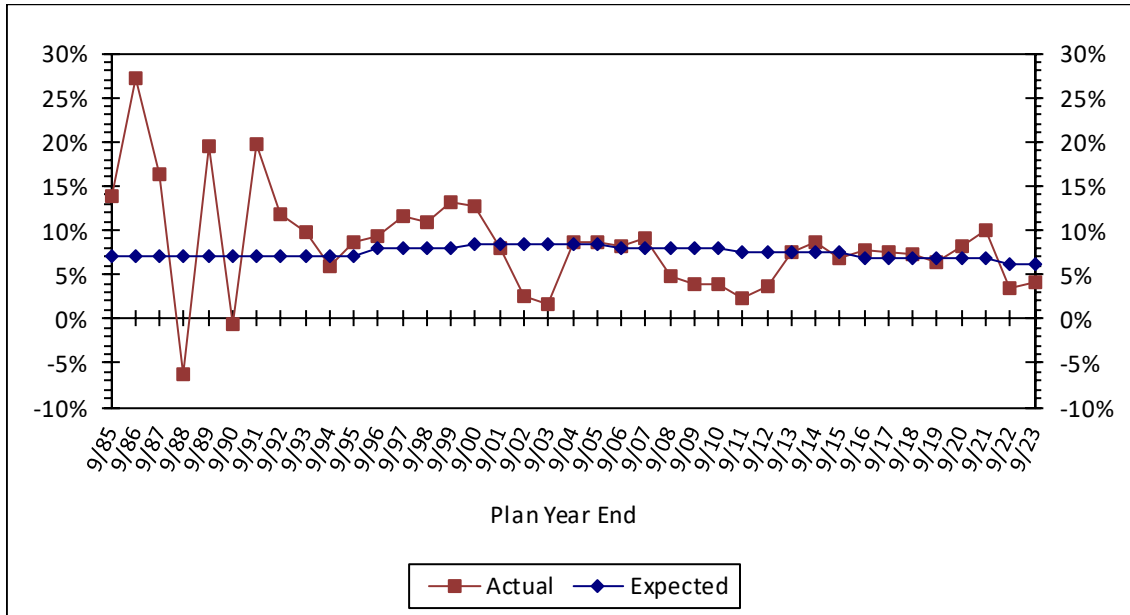
Year Ended	Gain (Loss)
9/30/89	\$ 247,650
9/30/90	(208,184)
9/30/91	449,984
9/30/92	116,603
9/30/93	220,810
9/30/94	(72,092)
9/30/95	218,857
9/30/96	119,415
9/30/97	238,623
9/30/98	143,651
9/30/99	266,397
9/30/00	98,421
9/30/01	266,154
9/30/02	(526,865)
9/30/03	(566,552)
9/30/04	(1,665,087)
9/30/05	17,103
9/30/06	403,362
9/30/07	375,088
9/30/08	112,703
9/30/09	(31,231)
9/30/10	(392,336)
9/30/11	73,902
9/30/12	(159,767)
9/30/13	557,380
9/30/14	400,394
9/30/15	67,848
9/30/16	350,243
9/30/17	409,750
9/30/18	589,545
9/30/19	210,136
9/30/20	72,498
9/30/21	747,977
9/30/22	(692,536)
9/30/23	(526,912)

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 shows the actual fund earnings and salary increase rates compared to the assumed rates in previous years:

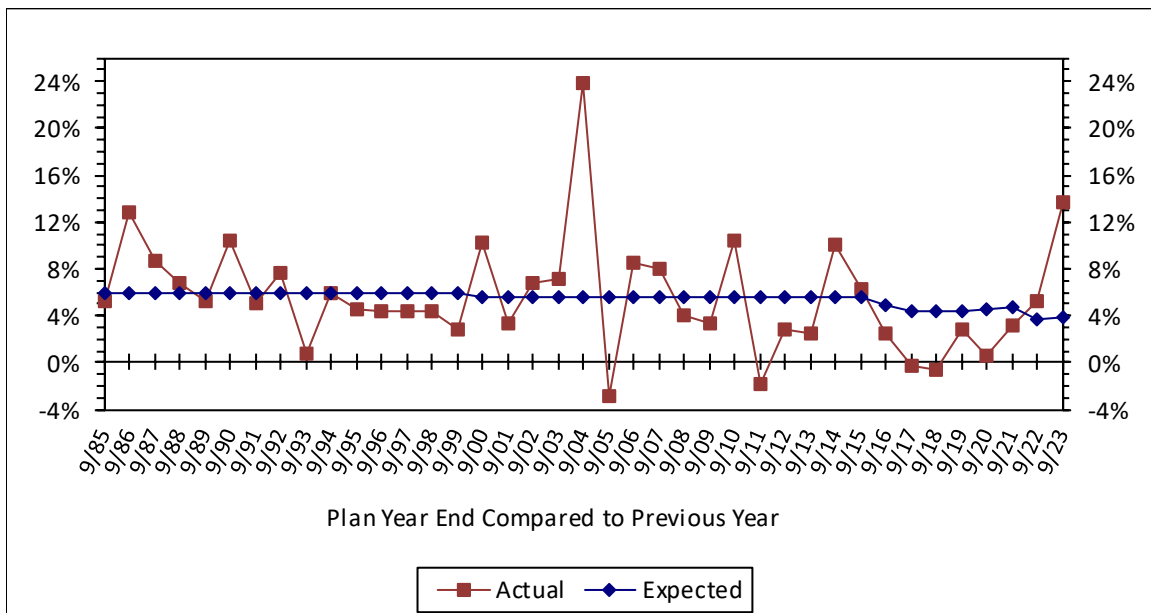
Year Ending	Investment Return		Salary Increases	
	Actual	Assumed	Actual	Assumed
9/30/1985	13.8 %	7.00 %	5.3 %	6.00 %
9/30/1986	27.2	7.00	12.8	6.00
9/30/1987	16.4	7.00	8.6	6.00
9/30/1988	(6.3)	7.00	6.8	6.00
9/30/1989	19.4	7.00	5.2	6.00
9/30/1990	(0.6)	7.00	10.4	6.00
9/30/1991	19.7	7.00	5.0	6.00
9/30/1992	11.8	7.00	7.7	6.00
9/30/1993	9.7	7.00	0.8	6.00
9/30/1994	6.0	7.00	5.9	6.00
9/30/1995	8.7	7.00	4.6	6.00
9/30/1996	9.3	8.00	4.4	6.00
9/30/1997	11.5	8.00	4.3	6.00
9/30/1998	10.9	8.00	4.3	6.00
9/30/1999	13.2	8.00	2.8	6.00
9/30/2000	12.7	8.50	10.3	5.50
9/30/2001	7.9	8.50	3.4	5.50
9/30/2002	2.5	8.50	6.8	5.50
9/30/2003	1.6	8.50	7.2	5.50
9/30/2004	8.6	8.50	23.9	5.50
9/30/2005	8.7	8.50	(2.9)	5.50
9/30/2006	8.1	8.00	8.5	5.50
9/30/2007	9.0	8.00	8.0	5.50
9/30/2008	4.9	8.00	4.0	5.50
9/30/2009	3.8	8.00	3.4	5.50
9/30/2010	4.0	8.00	10.3	5.50
9/30/2011	2.3	7.50	(1.9)	5.50
9/30/2012	3.8	7.50	2.8	5.50
9/30/2013	7.6	7.50	2.5	5.50
9/30/2014	8.7	7.50	10.1	5.50
9/30/2015	6.9	7.50	6.3	5.50
9/30/2016	7.8	6.75	2.5	4.90
9/30/2017	7.6	6.75	(0.2)	4.43
9/30/2018	7.3	6.75	(0.7)	4.30
9/30/2019	6.4	6.75	2.8	4.41
9/30/2020	8.1	6.75	0.6	4.49
9/30/2021	9.9	6.75	3.2	4.79
9/30/2022	3.5	6.25	5.2	3.60
9/30/2023	4.2	6.25	13.6	3.81
Averages	8.2 %	---	5.5 %	---

The actual investment return rates shown are based on the actuarial value of assets. The actual salary increase rates shown are the increases received by those active members who were included in the actuarial valuations both at the beginning and the end of each year.

### History of Investment Return Based on Actuarial Value of Assets



### History of Salary Increases



**Actual (A) Compared to Expected (E) Decrements  
Among Active Employees**

Year Ended	Number Added During Year	Service Retirement		Disability Retirement		Death		Terminations				Active Members End of Year
								Vested	Other	Totals		
		A	A	E	A	E	A	E	A	A	A	
9/30/2003	7	0	7	0	0	0	0	2	1	3	3	92
9/30/2004	10	5	8	0	0	0	0	1	2	3	3	94
9/30/2005	12	10	7	0	0	0	0	9	3	12	3	84
9/30/2006	15	0	2	0	0	1	0	4	4	8	2	90
9/30/2007	3	2	4	0	0	0	0	8	11	19	4	72
9/30/2008	6	6	3	0	0	0	0	7	1	8	2	64
9/30/2009	5	2	2	0	0	0	0	3	1	4	2	63
9/30/2010	4	1	2	0	0	0	0	0	2	2	2	64
9/30/2011	0	0	3	0	0	0	0	0	2	2	2	62
9/30/2012	2	2	3	0	0	1	0	1	2	3	2	58
9/30/2013	2	3	5	0	0	1	0	6	0	6	2	50
9/30/2014	1	2	5	0	0	0	0	8	2	10	2	39
9/30/2015	4	1	3	0	0	0	0	2	0	2	1	40
9/30/2016	0	2	3	0	0	0	0	2	0	2	2	36
9/30/2017	1	1	3	0	0	0	0	0	3	3	2	33
9/30/2018	1	0	2	0	0	0	0	2	0	2	1	32
9/30/2019	2	3	3	0	0	1	0	2	1	3	1	27
9/30/2020	3	3*	3	0	0	0	0	0	1	1	1	26
9/30/2021	0	4*	2	0	0	0	0	1	1	2	2	20
9/30/2022	1	0	1	0	0	0	0	0	1	1	1	20
9/30/2023	0	0	1	0	0	1	0	0	0	0	1	19
9/30/2024			1		0		0				1	
21 Yr Totals **	79	47	72	0	0	5	0	58	38	96	41	

\*Includes 1 member who was eligible for early retirement at the time of termination but had not yet commenced benefit payments.

\*\*Totals are through current plan year only.

HISTORY OF VALUATION RESULTS							
Valuation Date	Number of Members		Covered Annual Payroll	Actuarial Value of Assets	Unfunded Actuarial Accrued Liability*	Employer Normal Cost	
	Active	Inactive				Amount	% of Payroll
10/1/88	71	37	\$ 1,473,422	\$ 1,743,234	\$ 0	\$ 176,109	12.0 %
10/1/89	83	37	1,715,049	2,105,292	0	184,804	10.8
10/1/90	79	37	1,848,726	2,134,052	0	232,938	12.6
10/1/91	86	34	2,022,569	2,531,076	0	219,669	10.9
10/1/92	87	35	2,153,587	2,645,252	0	216,069	10.0
10/1/93	91	35	2,241,595	3,018,716	0	205,294	9.2
10/1/94	96	35	2,471,296	3,209,342	0	258,406	10.5
10/1/95	93	35	2,451,309	3,471,658	0	245,007	10.0
10/1/96	80	39	2,251,610	3,805,073	0	229,496	10.2
10/1/97	79	40	2,380,024	4,301,968	0	214,402	9.0
10/1/98	79	42	2,435,518	4,574,342	0	204,401	8.4
10/1/99	83	46	2,532,741	5,179,781	535,528	247,653	9.8
10/1/00	84	45	2,761,773	5,732,329	1,891,134	285,337	10.3
10/1/01	93	45	3,127,313	6,312,447	1,899,439	297,452	9.5
10/1/02	88	49	3,076,493	6,193,676	1,900,967	359,426	11.7
10/1/03	92	48	3,443,843	6,759,012	2,555,216	451,615	13.1
10/1/04	94	48	4,275,981	6,578,832	2,618,609	760,337	17.8
10/1/05	84	55	3,220,258	3,817,605	2,956,402	596,120	18.5
10/1/06	90	56	3,680,960	5,283,023	2,970,967	628,515	17.1
10/1/07	72	59	3,238,894	6,481,382	2,944,876	505,658	15.6
10/1/08	64	60	2,977,995	5,824,447	2,951,925	454,988	15.3
10/1/09	63	55	3,046,421	6,048,808	811,721	375,751	12.3
10/1/10	64	55	3,424,324	6,863,057	1,696,464	510,653	14.9
10/1/11	62	51	3,251,285	7,771,444	1,556,580	477,749	14.7
10/1/12	58	53	3,203,302	8,758,198	1,573,621	492,290	15.4
10/1/13	50	63	2,714,355	10,035,961	1,604,388	348,982	12.9
10/1/14	39	71	2,296,648	11,352,033	1,669,865	244,013	10.6
10/1/15	40	68	2,486,110	12,424,588	2,697,929	237,193	9.5
10/1/16	36	70	2,223,055	13,628,623	2,678,590	165,001	7.4
10/1/17	33	71	2,016,077	14,832,519	2,490,109	86,480	4.3
10/1/18	32	71	1,956,992	15,977,636	2,283,709	(17,998)	(0.9)
10/1/19	27	74	1,624,239	16,851,601	2,048,406	(37,153)	(2.3)
10/1/20	26	77	1,536,042	17,713,061	1,458,028	(29,252)	(1.9)
10/1/21	20	82	1,238,893	18,850,722	(122,354)	167,886	13.6
10/1/22	20	81	1,334,777	18,805,839	569,801	178,162	13.4
10/1/23	19	79	1,429,783	18,819,421	1,136,990	186,300	13.0

\* Unfunded Frozen Entry Age Actuarial Accrued Liability is shown in years prior to 2021. Effective starting in 2021, the Unfunded Entry Age Actuarial Accrued Liability is shown.



HISTORY OF REQUIRED AND ACTUAL CONTRIBUTIONS				
Valuation Date	End of Year To Which Valuation Applies	Required Contribution		Actual Contribution*
		Amount	% of Payroll	
10/1/88	9/30/89	\$ 183,611	12.46 %	\$ 184,000
10/1/89	9/30/90	192,677	11.23	195,000
10/1/90	9/30/91	242,868	13.14	245,000
10/1/91	9/30/92	229,034	11.42	230,000
10/1/92	9/30/93	225,280	10.46	226,000
10/1/93	9/30/94	214,046	9.55	223,000
10/1/94	9/30/95	269,422	10.90	270,000
10/1/95	9/30/96	259,751	10.65	260,000
10/1/96	9/30/97	240,637	10.69	245,169
10/1/97	9/30/98	224,810	9.45	250,721
10/1/98	9/30/99	214,323	8.80	227,112
10/1/99	9/30/00	292,866	11.56	372,744
10/1/00	9/30/01	415,152	15.03	447,128
10/1/01	9/30/02	430,411	13.76	467,750
10/1/02	9/30/03	502,855	16.35	503,220
10/1/02	9/30/04	523,127	16.35	524,000
10/1/03	9/30/05	662,237	18.49	662,237
10/1/04	9/30/06	1,007,695	22.66	1,007,695
10/1/05	9/30/07	866,069	25.86	873,854
10/1/06	9/30/08	875,126	22.86	876,712
10/1/07	9/30/09	761,943	22.62	765,381
10/1/08	9/30/10	734,636	23.72	759,529
10/1/09	9/30/11	499,954	15.78	646,537
10/1/10	9/30/12	696,946	19.57	625,209
10/1/11	9/30/13	671,534	19.86	579,118
10/1/12	9/30/14	693,605	20.82	562,953
10/1/13	9/30/15	551,600	19.54	464,189
10/1/14	9/30/16	451,907	18.92	458,615
10/1/15	9/30/17	519,821	20.30	527,617
10/1/16	9/30/18	449,477	19.63	451,560
10/1/17	9/30/19	355,507	17.12	358,152
10/1/18	9/30/20	231,604	11.49	232,738
10/1/19	9/30/21	194,733	11.64	197,770
10/1/20	9/30/22	162,168	10.25	165,928
10/1/21	9/30/23	173,176	13.98	179,038
10/1/22	9/30/24	234,590	17.58	NA
10/1/23	9/30/25	293,696	20.54	NA

\* Actual contribution is based on the percent of actual covered payroll for fiscal years ending 9/30/12 through 9/30/15.



HISTORY OF UAAL AND FUNDED RATIO						
Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) Entry Age (b)	Unfunded AAL (UAAL) Entry Age (b) - (a)	Funded Ratio (a) / (b)	Covered Payroll ( c )	UAAL As % of Covered Payroll (b - a) / c
10/1/91	\$ 2,531,076	\$ 2,716,601	\$ 185,525	93.2 %	\$ 2,022,569	9.2 %
10/1/92	2,645,252	3,055,166	409,914	86.6	2,153,587	19.0
10/1/93	3,018,716	3,258,012	239,296	92.7	2,241,595	10.7
10/1/94	3,209,342	3,659,663	450,321	87.7	2,471,296	18.2
10/1/95	3,471,658	4,132,092	660,434	84.0	2,451,309	26.9
10/1/96	3,805,073	4,295,018	489,945	88.6	2,251,610	21.8
10/1/97	4,301,968	4,585,587	283,619	93.8	2,380,024	11.9
10/1/98	4,574,342	4,733,864	159,522	96.6	2,435,518	6.5
10/1/99	5,179,781	5,943,849	764,068	87.1	2,543,984	30.0
10/1/00	5,732,329	7,508,961	1,776,632	76.3	2,761,773	64.3
10/1/01	6,312,447	8,150,125	1,837,678	77.5	3,127,313	58.8
10/1/02	6,193,676	8,594,442	2,400,766	72.1	3,076,493	78.0
10/1/03	6,759,012	10,404,349	3,645,337	65.0	3,443,843	105.9
10/1/04	6,578,832	12,084,785	5,505,953	54.4	4,275,981	128.8
10/1/05	3,817,605	9,116,599	5,298,994	41.9	3,220,258	164.6
10/1/06	5,283,023	10,490,332	5,207,309	50.4	3,680,960	141.5
10/1/07	6,481,382	10,997,783	4,516,401	58.9	3,238,894	139.4
10/1/08	5,824,447	10,138,981	4,314,534	57.4	2,977,995	144.9
10/1/09	6,048,808	8,328,331	2,279,523	72.6	3,046,421	74.8
10/1/10	6,863,057	10,516,549	3,653,492	65.3	3,424,324	106.7
10/1/11	7,771,444	11,103,522	3,332,078	70.0	3,251,285	102.5
10/1/12	8,758,198	12,231,978	3,473,780	71.6	3,203,302	108.4
10/1/13	10,035,961	12,728,438	2,692,477	78.8	2,714,355	99.2
10/1/14	11,352,033	13,506,471	2,154,438	84.0	2,296,648	93.8
10/1/15	12,424,588	15,444,957	3,020,369	80.4	2,486,110	121.5
10/1/16	13,628,623	16,276,003	2,647,380	83.7	2,223,055	119.1
10/1/17	14,832,519	16,912,619	2,080,100	87.7	2,016,077	103.2
10/1/18	15,977,636	17,246,847	1,269,211	92.6	1,956,992	64.9
10/1/19	16,851,601	17,771,050	919,449	94.8	1,624,239	56.6
10/1/20	17,713,061	17,964,405	251,344	98.6	1,536,042	16.4
10/1/21	18,850,722	18,728,368	(122,354)	100.7	1,238,893	(9.9)
10/1/22	18,805,839	19,375,640	569,801	97.1	1,334,777	42.7
10/1/23	18,819,421	19,956,411	1,136,990	94.3	1,429,783	79.5



# 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 (UAAL).

**Financing of Unfunded Actuarial Accrued Liability** - The Unfunded Actuarial Accrued Liability (full funding credit if assets exceed liabilities) was amortized by level (principal & interest combined) dollar contributions over a reasonable period of future years. The initial full funding credit was amortized over a 30-year period. A 20-year period is being used for subsequent changes in the UAAL.

**Actuarial Value of Assets** - The Actuarial Value of Assets phases in the difference between the expected return on the actuarial value of assets and the actual return on the market of assets at the rate of 20% per year. The Actuarial Value of Assets is further adjusted if 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 review for the six years ended September 30, 2020, dated July 29, 2021.

## Economic Assumptions

**The investment return rate** assumed in the valuation is 6.25% per year, compounded annually (net after investment expenses).

**The inflation rate** assumed in the valuation is 2.40% per year. The inflation rate is defined to be the long-term rate of annual increase in the prices of goods and services.

The assumed **real rate of return** over inflation is defined to be the portion of total investment return that is more than the assumed inflation rate. Considering other economic assumptions, the 6.25% investment return rate translates to an assumed real rate of return over inflation of 3.85%.

**The Cost of Living Adjustment rate** assumed for COLA-eligible participants and beneficiaries is 2.15% per year.



**The payroll growth assumption** used to project total covered payroll to the following fiscal year is 0% per year.

**The assumed rates of salary increase** for individual active members are based on years of service as shown in the table below. The assumption reflects merit and/or seniority increases as well as inflation, productivity increases, and other macroeconomic forces.

% Increase in Salary	
Years of Service	Total Increase
Less than 10	5.90%
10 - 15	3.90%
15 - 20	3.40%
20 & Over	2.40%

### Demographic Assumptions

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

	PUB-2010 Table During Employment	PUB-2010 Table Post-Employment
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 tables present mortality rates and life expectancies at illustrative ages for active and inactive members.

Sample Attained Ages (in 2023)	(Active) Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	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



Sample Attained Ages (in 2023)	(Inactive) Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	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 rates of retirement** used to measure the probability of eligible members retiring were as follows:

Normal Retirement Rates	
Year of Eligibility	Rates
0 - 1	33.0%
1 - 8	20.0%
8 - 9	50.0%
9 & Over	100.0%

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

**Rates of separation from active membership** were as shown below (rates do not apply to members eligible to retire and do not include separation on account of death). This assumption measures the probabilities of members leaving employment for reasons other than death or retirement.

Employment Separation Assumption		
Ages	Years of Service	Rates
All	Under 3	18.0%
	3 - 5	8.0%
25 - 29	5 & Over	12.0%
30 - 34		12.0%
35 - 39		9.0%
40 - 44		9.0%
45 - 49		7.0%
50 - 54		7.0%

**Rates of disability** among active members were not explicitly used in this valuation because the Plan does not provide for disability benefits. Terminations on account of disability are included in the rates of separation from active membership listed above.



## Miscellaneous and Technical Assumptions

<b><i>Administrative &amp; Investment Expenses</i></b>	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.
<b><i>Benefit Service</i></b>	Exact fractional service is used to determine the amount of benefit payable.
<b><i>Decrement Operation</i></b>	Mortality operates during retirement eligibility.
<b><i>Decrement Timing</i></b>	Decrements of all types are assumed to occur at the beginning of the year.
<b><i>Eligibility Testing</i></b>	Eligibility for benefits is determined using the age nearest birthday and service nearest whole year on the anniversary of the valuation date.
<b><i>Forfeitures</i></b>	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.
<b><i>Incidence of Contributions</i></b>	Employer contributions are assumed to be made at the end of each biweekly pay period. Member contributions are assumed to be received continuously throughout the year based upon the computed percent of payroll shown in this report, and the actual payroll payable at the time contributions are made.
<b><i>Marriage Assumption</i></b>	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.
<b><i>Normal Form of Benefit</i></b>	A life annuity is the normal form of benefit.
<b><i>Pay Increase Timing</i></b>	Middle of fiscal year.
<b><i>Service Credit Accruals</i></b>	It is assumed that members accrue one year of service credit per year.

## Glossary of Terms

<b><i>Actuarial Accrued Liability (AAL)</i></b>	The difference between the Actuarial Present Value of Future Benefits, and the Actuarial Present Value of Future Normal Costs.
<b><i>Actuarial Assumptions</i></b>	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.
<b><i>Actuarial Cost Method</i></b>	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.
<b><i>Actuarial Equivalent</i></b>	Of equal Actuarial Present Value, determined as of a given date and based on a given set of Actuarial Assumptions.
<b><i>Actuarial Present Value (APV)</i></b>	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.
<b><i>Actuarial Present Value of Future Benefits (APVFB)</i></b>	The Actuarial Present Value of amounts which are expected to be paid at various future times to active members, retired members, beneficiaries receiving benefits, and inactive, nonretired members entitled to either a refund or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.
<b><i>Actuarial Valuation</i></b>	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.
<b><i>Actuarial Value of Assets</i></b>	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 employer contribution (ADEC).
<b><i>Actuarially Determined Employer Contribution (ADEC)</i></b>	The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation, determined under GASB. The ADEC consists of the Employer Normal Cost and Amortization Payment.

<b><i>Amortization Method</i></b>	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.
<b><i>Amortization Payment</i></b>	That portion of the plan contribution or ADEC which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.
<b><i>Amortization Period</i></b>	The period used in calculating the Amortization Payment.
<b><i>Closed Amortization Period</i></b>	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.
<b><i>Entry Age Normal (EAN) Actuarial Cost Method</i></b>	An 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.
<b><i>Employer Normal Cost</i></b>	The portion of the Normal Cost to be paid by the employer. This is equal to the Normal Cost less expected member contributions.
<b><i>Equivalent Single Amortization Period</i></b>	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.
<b><i>Experience Gain/Loss</i></b>	A measure of the difference between the normal cost rate from last year and the normal cost rate from this year.
<b><i>Frozen Entry Age Actuarial Cost Method</i></b>	A method under which the excess of the Actuarial Present Value of Projected Benefits of the group included in the valuation, over the sum of the Actuarial Value of Assets, the Unfunded Frozen Actuarial Accrued Liability and the Actuarial Present Value of Future Member Contributions (if any) is allocated as a level percentage of earnings of the group between the valuation date and the assumed retirement age. This allocation is performed for the group as a whole, not as a sum of individual allocations. The portion of this Actuarial Present Value allocated to a specific year is called the Employer Normal Cost. Under this method, actuarial gains (losses) reduce (increase) future Normal Costs.

<b><i>Frozen Actuarial Accrued Liability</i></b>	The portion of the Actuarial Present Value of Projected Benefits which is separated as of a valuation date and frozen under the Actuarial Cost Method being used. This separated portion is the sum of an initial Unfunded Actuarial Accrued Liability and any increments or decrements in the Actuarial Accrued Liability established subsequently as a result of changes in pension plan benefits, Actuarial Assumptions or methods.
<b><i>Funded Ratio</i></b>	The ratio of the Actuarial Value of Assets to the Actuarial Accrued Liability.
<b><i>GASB</i></b>	Governmental Accounting Standards Board.
<b><i>GASB Statement No. 68 and GASB Statement No. 67</i></b>	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.
<b><i>Normal Cost</i></b>	The annual cost assigned, under the Actuarial Cost Method, to the current plan year.
<b><i>Open Amortization Period</i></b>	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.
<b><i>Unfunded Actuarial Accrued Liability (UAAL)</i></b>	The difference between the Entry-Age Normal Actuarial Accrued Liability and Actuarial Value of Assets.
<b><i>Unfunded Frozen Actuarial Accrued Liability (UFAAL)</i></b>	The difference between the Frozen Actuarial Accrued Liability and Actuarial Value of Assets.
<b><i>Valuation Date</i></b>	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

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### PENSION FUND INFORMATION



## Statement of Assets

Item	September 30	
	2023	2022
A. Cash and Cash Equivalents (Operating Cash)	\$ -	\$ -
B. Receivables		
1. Member Contributions	\$ -	\$ -
2. Employer Contributions	-	-
3. Investment Income and Other Receivables	183,253	50,723
4. Total Receivables	\$ 183,253	\$ 50,723
C. Investments		
1. Short-Term Investments	\$ 261,549	\$ 270,984
2. Domestic and International Equities	10,840,778	9,860,601
3. Domestic and International Fixed Income	6,380,623	6,107,621
4. Real Estate	-	-
5. Private Equity	-	-
6. Other	3,538	3,619
7. Total Investments	\$ 17,486,488	\$ 16,242,825
D. Liabilities		
1. Benefits/Refunds Payable	\$ -	\$ -
2. Lump Sum Distributions Payable	-	-
3. Accrued Expenses and Other Payables	(117,225)	(26,260)
4. Total Liabilities	\$ (117,225)	\$ (26,260)
E. Total Market Value of Assets Available for Benefits	\$ 17,552,516	\$ 16,267,288
F. Allocation of Investments		
1. Short-Term Investments	1.50%	1.67%
2. Domestic and International Equities	61.99%	60.71%
3. Domestic and International Fixed Income	36.49%	37.60%
4. Real Estate	0.00%	0.00%
5. Private Equity	0.00%	0.00%
6. Other	0.02%	0.02%
7. Total Investments	100.00%	100.00%

## Income and Disbursements

Item	September 30	
	2023	2022
A. Market Value of Assets at Beginning of Year	\$ 16,267,288	\$ 20,540,857
B. Revenues and Expenditures		
1. Contributions		
a. Employee Contributions	\$ 72,032	\$ 68,012
b. Village Contributions	179,038	165,928
c. Purchased Service Credit	-	-
d. Other	-	-
e. Total	<u>\$ 251,070</u>	<u>\$ 233,940</u>
2. Investment Income		
a. Interest, Dividends, and Other Income	\$ 396,870	\$ 352,113
b. Realized Gains/(Losses)	(349,077)	2,789,221
c. Unrealized Gains/(Losses)	2,097,605	(6,642,984)
d. Investment Expenses	<u>(94,184)</u>	<u>(84,680)</u>
e. Net Investment Income	\$ 2,051,214	\$ (3,586,330)
3. Benefits and Refunds		
a. Refunds	\$ (8,212)	\$ -
b. Regular Monthly Benefits	(947,568)	(854,693)
c. Lump Sum Distributions	-	-
d. Total	<u>\$ (955,780)</u>	<u>\$ (854,693)</u>
4. Administrative and Miscellaneous Expenses	\$ (61,276)	\$ (66,486)
C. Market Value of Assets at End of Year	\$ 17,552,516	\$ 16,267,288

## Actuarial Value of Assets

Year Ending September 30	2022	2023	2024	2025	2026	2027
A. Actuarial Value of Assets Beginning of Year	\$ 18,850,722	\$ 18,805,839				
B. Market Value End of Year	16,267,288	17,552,516				
C. Market Value Beginning of Year	20,540,857	16,267,288				
D. Non-Investment/Administrative Net Cash Flow	(687,239)	(765,986)				
E. Investment Income						
E1. Actual Market Total: B-C-D	(3,586,330)	2,051,214				
E2. Assumed Rate of Return	6.25%	6.25%	6.25%	6.25%	6.25%	6.25%
E3. Assumed Amount of Return	1,156,694	1,151,428				
E4. Amount Subject to Phase-In: E1-E3	(4,743,024)	899,786				
F. Phase-In Recognition of Investment Income						
F1. Current Year: 20%*E4	(948,605)	179,957				
F2. First Prior Year	391,954	(948,605)	179,957			
F3. Second Prior Year	75,172	391,954	(948,605)	179,957		
F4. Third Prior Year	(70,337)	75,172	391,954	(948,605)	179,957	
F5. Fourth Prior Year	37,478	(70,338)	75,171	391,955	(948,604)	179,958
F6. Total Phase-Ins	(514,338)	(371,860)	(301,523)	(376,693)	(768,647)	179,958
<b>G. Actuarial Value of Assets (AVA) End of Year</b>						
G1. Preliminary AVA End of Year: A+D+E3+F6	\$ 18,805,839	\$ 18,819,421				
G2. Upper Corridor Limit: 120%*B	19,520,746	21,063,019				
G3. Lower Corridor Limit: 80%*B	13,013,830	14,042,013				
G4. Final AVA End of Year	18,805,839	18,819,421				
H. Difference between Market & AVA	(2,538,551)	(1,266,905)				
<b>I. Actuarial Rate of Return</b>	3.47%	4.23%				
<b>J. Market Value Rate of Return</b>	-17.76%	12.91%				
<b>K. Ratio of AVA to Market Value</b>	115.61%	107.22%				

Year Ended	Investment Rate of Return*	
	Market Value**	Actuarial Value
9/30/85	13.8 %	13.8 %
9/30/86	27.2	27.2
9/30/87	16.4	16.4
9/30/88	(6.3)	(6.3)
9/30/89	19.4	19.4
9/30/90	(0.6)	(0.6)
9/30/91	19.7	19.7
9/30/92	11.8	11.8
9/30/93	10.0	9.7
9/30/94	(1.5)	6.0
9/30/95	18.6	8.7
9/30/96	12.6	9.3
9/30/97	23.1	11.5
9/30/98	5.6	10.9
9/30/99	13.9	13.2
9/30/00	13.0	12.7
9/30/01	(4.6)	7.9
9/30/02	(6.6)	2.5
9/30/03	10.9	1.6
9/30/04	9.0	8.6
9/30/05	9.0	8.7
9/30/06	6.9	8.1
9/30/07	12.6	9.0
9/30/08	(11.4)	4.9
9/30/09	3.8	3.8
9/30/10	8.8	4.0
9/30/11	(1.6)	2.3
9/30/12	16.9	3.8
9/30/13	11.5	7.6
9/30/14	10.1	8.7
9/30/15	(0.8)	6.9
9/30/16	9.5	7.8
9/30/17	11.0	7.6
9/30/18	7.8	7.3
9/30/19	4.4	6.4
9/30/20	8.9	8.1
9/30/21	17.7	9.9
9/30/22	(17.8)	3.5
9/30/23	12.9	4.2
<b>Average Returns:</b>		
Last 5 Years	4.4 %	6.4 %
Last 10 Years	5.9 %	7.0 %
All Years Shown	7.9 %	8.2 %

\* Figures prior to 1988 were taken from the previous actuary's report for 1987.

\*\* Net rate after investment expenses starting in 2004.



## SECTION D

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### FINANCIAL ACCOUNTING INFORMATION

**FASB STATEMENT NO. 35 INFORMATION**

A. Valuation Date	October 1, 2023	October 1, 2022
B. Actuarial Present Value of Accumulated Plan Benefits		
1. Vested Benefits		
a. Members Currently Receiving Payments	\$ 12,019,526	\$ 11,628,785
b. Terminated Vested Members	3,215,171	3,124,214
c. Other Members	<u>3,667,129</u>	<u>3,762,074</u>
d. Total	18,901,826	18,515,073
2. Non-Vested Benefits	139,807	143,414
3. Total Actuarial Present Value of Accumulated Plan Benefits: 1d + 2	19,041,633	18,658,487
4. Accumulated Contributions of Active Members	668,689	679,211
C. Changes in the Actuarial Present Value of Accumulated Plan Benefits		
1. Total Value at Beginning of Year	18,658,487	18,108,293
2. Increase (Decrease) During the Period Attributable to:		
a. Plan Amendment	0	0
b. Change in Actuarial Assumptions	0	0
c. Latest Member Data, Benefits Accumulated and Decrease in the Discount Period	1,338,926	1,404,887
d. Benefits Paid	<u>(955,780)</u>	<u>(854,693)</u>
e. Net Increase	383,146	550,194
3. Total Value at End of Period	19,041,633	18,658,487
D. Market Value of Assets	17,552,516	16,267,288

## 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
<b>Total Pension Liability</b>										
Service Cost	\$ 195,518	\$ 176,461	\$ 164,218	\$ 211,929	\$ 216,125	\$ 251,678	\$ 250,072	\$ 275,504	\$ 357,344	\$ 317,676
Interest	1,216,220	1,180,659	1,157,772	1,232,553	1,211,026	1,201,578	1,162,025	1,116,142	1,106,085	1,048,746
Benefit Changes	-	-	-	-	-	-	-	-	-	-
Difference between actual & expected experience	178,449	195,149	(62,808)	(29,429)	(343,736)	(625,948)	(307,977)	(246,222)	(129,381)	(329,040)
Assumption Changes	-	-	-	(283,447)	-	-	-	23,053	928,295	-
Benefit Payments	(1,045,695)	(947,568)	(854,693)	(781,489)	(722,789)	(555,952)	(472,027)	(441,079)	(331,174)	(267,777)
Refunds	(3,206)	(8,212)	-	(3,001)	(13,312)	(11,520)	-	(13,492)	-	(26,113)
<b>Net Change in Total Pension Liability</b>	<b>541,286</b>	<b>596,489</b>	<b>404,489</b>	<b>347,116</b>	<b>347,314</b>	<b>259,836</b>	<b>632,093</b>	<b>713,906</b>	<b>1,931,169</b>	<b>743,492</b>
<b>Total Pension Liability - Beginning</b>	<b>19,788,459</b>	<b>19,191,970</b>	<b>18,787,481</b>	<b>18,440,365</b>	<b>18,093,051</b>	<b>17,833,215</b>	<b>17,201,122</b>	<b>16,487,216</b>	<b>14,556,047</b>	<b>13,812,555</b>
<b>Total Pension Liability - Ending (a)</b>	<b>\$20,329,745</b>	<b>\$19,788,459</b>	<b>\$19,191,970</b>	<b>\$18,787,481</b>	<b>\$18,440,365</b>	<b>\$18,093,051</b>	<b>\$17,833,215</b>	<b>\$17,201,122</b>	<b>\$16,487,216</b>	<b>\$14,556,047</b>
<b>Plan Fiduciary Net Position</b>										
Contributions - Employer (from Village)	\$ 234,590	\$ 179,038	\$ 165,928	\$ 197,770	\$ 232,738	\$ 358,152	\$ 451,560	\$ 527,617	\$ 458,615	\$ 464,189
Contributions - Employer (from State)	-	-	-	-	-	-	-	-	-	-
Contributions - Non-Employer	-	-	-	-	-	-	-	-	-	-
Contributing Entity	-	-	-	-	-	-	-	-	-	-
Contributions - Member	73,099	72,032	68,012	76,595	85,829	97,522	101,858	110,417	126,947	125,738
Net Investment Income	1,071,873	2,051,214	(3,586,330)	3,135,663	1,497,222	721,727	1,190,603	1,487,313	1,161,530	(96,116)
Benefit Payments	(1,045,695)	(947,568)	(854,693)	(781,489)	(722,789)	(555,952)	(472,027)	(441,079)	(331,174)	(267,777)
Refunds	(3,206)	(8,212)	-	(3,001)	(13,312)	(11,520)	-	(13,492)	-	(26,113)
Administrative Expense	(63,881)	(61,276)	(66,486)	(74,760)	(60,096)	(38,690)	(21,489)	(22,361)	(24,794)	(20,655)
Other	-	-	-	-	-	59	-	-	-	-
<b>Net Change in Plan Fiduciary Net Position</b>	<b>266,780</b>	<b>1,285,228</b>	<b>(4,273,569)</b>	<b>2,550,778</b>	<b>1,019,592</b>	<b>571,298</b>	<b>1,250,505</b>	<b>1,648,415</b>	<b>1,391,124</b>	<b>179,266</b>
<b>Plan Fiduciary Net Position - Beginning</b>	<b>17,552,516</b>	<b>16,267,288</b>	<b>20,540,857</b>	<b>17,990,079</b>	<b>16,970,487</b>	<b>16,399,189</b>	<b>15,148,684</b>	<b>13,500,269</b>	<b>12,109,145</b>	<b>11,929,879</b>
<b>Plan Fiduciary Net Position - Ending (b)</b>	<b>\$17,819,296</b>	<b>\$17,552,516</b>	<b>\$16,267,288</b>	<b>\$20,540,857</b>	<b>\$17,990,079</b>	<b>\$16,970,487</b>	<b>\$16,399,189</b>	<b>\$15,148,684</b>	<b>\$13,500,269</b>	<b>\$12,109,145</b>
<b>Net Pension Liability - Ending (a) - (b)</b>	<b>2,510,449</b>	<b>2,235,943</b>	<b>2,924,682</b>	<b>(1,753,376)</b>	<b>450,286</b>	<b>1,122,564</b>	<b>1,434,026</b>	<b>2,052,438</b>	<b>2,986,947</b>	<b>2,446,902</b>
<b>Plan Fiduciary Net Position as a Percentage of Total Pension Liability</b>	<b>87.65 %</b>	<b>88.70 %</b>	<b>84.76 %</b>	<b>109.33 %</b>	<b>97.56 %</b>	<b>93.80 %</b>	<b>91.96 %</b>	<b>88.07 %</b>	<b>81.88 %</b>	<b>83.19 %</b>
<b>Covered Payroll</b>	<b>\$ 1,429,783</b>	<b>\$ 1,407,674</b>	<b>\$ 1,316,077</b>	<b>\$ 1,472,661</b>	<b>\$ 1,612,777</b>	<b>\$ 1,834,767</b>	<b>\$ 1,966,566</b>	<b>\$ 2,072,121</b>	<b>\$ 2,376,069</b>	<b>\$ 2,375,585</b>
<b>Net Pension Liability as a Percentage of Covered Payroll</b>	<b>175.58 %</b>	<b>158.84 %</b>	<b>222.23 %</b>	<b>(119.06)%</b>	<b>27.92 %</b>	<b>61.18 %</b>	<b>72.92 %</b>	<b>99.05 %</b>	<b>125.71 %</b>	<b>103.00 %</b>

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



## Schedule of the Employer's Net Pension Liability

### GASB Statement No. 67

<u>FY Ending September 30,</u>	<u>Total Pension Liability</u>	<u>Plan Fiduciary Net Position</u>	<u>Net Pension Liability</u>	<u>Plan Fiduciary Net Position as a % of Total Pension Liability</u>	<u>Covered Payroll</u>	<u>Net Pension Liability as a % of Covered Payroll</u>
2024*	\$20,329,745	\$ 17,819,296	\$ 2,510,449	87.65%	\$ 1,429,783	175.58 %
2023	19,788,459	17,552,516	2,235,943	88.70%	1,407,674	158.84 %
2022	19,191,970	16,267,288	2,924,682	84.76%	1,316,077	222.23 %
2021	18,787,481	20,540,857	(1,753,376)	109.33%	1,472,661	(119.06)%
2020	18,440,365	17,990,079	450,286	97.56%	1,612,777	27.92 %
2019	18,093,051	16,970,487	1,122,564	93.80%	1,834,767	61.18 %
2018	17,833,215	16,399,189	1,434,026	91.96%	1,966,566	72.92 %
2017	17,201,122	15,148,684	2,052,438	88.07%	2,072,121	99.05 %
2016	16,487,216	13,500,269	2,986,947	81.88%	2,376,069	125.71 %
2015	14,556,047	12,109,145	2,446,902	83.19%	2,375,585	103.00 %

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



# Notes to Schedule of 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
Roll Forward Procedures	The Total Pension Liability was developed using standard actuarial techniques to roll-forward the liability as of the actuarial valuation date one year to the measurement date.
Inflation	2.40%
Salary Increases	2.40% to 5.90% depending on years of service, including inflation.
Investment Rate of Return	6.25%
Cost of Living Adjustments	2.15%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition.
Experience Studies	The most recent experience study was completed July 29, 2021. Based on the results of this experience study, certain applicable assumption changes were approved by the board of trustees at the August 3, 2021 board meeting, and were first reflected in the Net Pension Liability measured as of September 30, 2021.
Mortality	The same versions of Pub-2010 Headcount-Weighted Mortality Tables as used by the Florida Retirement System (FRS) in their July 1, 2022 actuarial valuation (with mortality improvements projected to all future years after 2010 using Scale MP-2018). Florida Statutes Chapter 112.63(1)(f) mandates the use of mortality tables from one of the two most recently published FRS actuarial valuation reports.

**Other Information:**

Notes See Discussion of Valuation Results on Page 1.

## Schedule of Contributions

### GASB Statement No. 67

<u>FY Ending September 30,</u>	<u>Actuarially Determined Contribution</u>	<u>Actual Contribution</u>	<u>Contribution Deficiency (Excess)</u>	<u>Covered Payroll</u>	<u>Actual Contribution as a % of Covered Payroll</u>
2024*	\$ 234,590	\$ 234,590	\$ -	\$ 1,429,783	16.41%
2023	173,176	179,038	(5,862)	1,407,674	12.72%
2022	162,168	165,928	(3,760)	1,316,077	12.61%
2021	194,733	197,770	(3,037)	1,472,661	13.43%
2020	231,604	232,738	(1,134)	1,612,777	14.43%
2019	355,507	358,152	(2,645)	1,834,767	19.52%
2018	449,477	451,560	(2,083)	1,966,566	22.96%
2017	519,821	527,617	(7,796)	2,072,121	25.46%
2016	449,552	458,615	(9,063)	2,376,069	19.30%
2015	464,189	464,189	-	2,375,585	19.54%

\* 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, 2022

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

**Methods and Assumptions Used to Determine Contribution Rates:**

Actuarial Cost Method	Entry Age Normal
Amortization Method	Level Dollar, Closed
Remaining Amortization Period	29
Asset Valuation Method	5-year smoothed market
Inflation	2.40%
Salary Increases	2.40% to 5.90% depending on years of service, including inflation.
Investment Rate of Return	6.25%
Cost of Living Adjustments	2.15%
Experience Studies	The most recent experience study was completed July 29, 2021. Based on the results of this experience study, certain applicable assumption changes were approved by the board of trustees at the August 3, 2021 board meeting.
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition.
Mortality	The same versions of Pub-2010 Headcount-Weighted Mortality Tables as used by the Florida Retirement System (FRS) in their July 1, 2021 actuarial valuation (with mortality improvements projected 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, 2022 Actuarial Valuation Report dated April 30, 2023.



## Sensitivity of the Net Pension Liability to the Single Discount Rate GASB Statement No. 67

A single discount rate of 6.25% was used to measure the total pension liability. This single discount rate was based on the expected rate of return on pension plan investments of 6.25%. The projection of cash flows used to determine this single discount rate assumed that plan member contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the difference between the total actuarially determined contribution rates and the member rate. Based on these assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments (6.25%) was applied to all periods of projected benefit payments to determine the total pension liability.

Regarding the sensitivity of the net pension liability to changes in the single discount rate, the following presents the plan's net pension liability, calculated using a single discount rate of 6.25%, as well as what the plan's net pension liability would be if it were calculated using a single discount rate that is 1-percentage-point lower or 1-percentage-point higher:

### Sensitivity of the Net Pension Liability to the Single Discount Rate Assumption\*

1% Decrease	Current Single Discount Rate Assumption	1% Increase
5.25%	6.25%	7.25%
\$4,964,551	\$2,510,449	\$456,678

\* These figures are estimates for fiscal year ending September 30, 2024. Actual figures will be provided after the end of the fiscal year.

## SECTION E

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### MISCELLANEOUS INFORMATION

RECONCILIATION OF MEMBERSHIP DATA		
	From 10/1/22 to 10/1/23	From 10/1/21 to 10/1/22
<b>A. Active Members</b>		
1. Number Included in Last Valuation	20	20
2. New Members Included in Current Valuation	0	1
3. Non-Vested Employment Terminations	0	(1)
4. Vested Employment Terminations	0	0
5. Service Retirements	0	0
6. Disability Retirements	0	0
7. Deaths	(1)	0
8. Other	<u>0</u>	<u>0</u>
9. Number Included in This Valuation	19	20
<b>B. Terminated Vested Members</b>		
1. Number Included in Last Valuation	32	35
2. Additions from Active Members	0	0
3. Lump Sum Payments/Refund of Contributions	0	0
4. Payments Commenced	(1)	(3)
5. Deaths	0	0
6. Other--Return to Actives	<u>0</u>	<u>0</u>
7. Number Included in This Valuation	31	32
<b>C. Service Retirees, Disability Retirees and Beneficiaries</b>		
1. Number Included in Last Valuation	49	47
2. Additions from Active Members	0	0
3. Additions from Terminated Vested Members	1	3
4. Deaths Resulting in No Further Payments	(2)	0
5. Deaths Resulting in New Survivor Benefits	1	0
6. End of Certain Period - No Further Payments	(1)	(1)
7. Other -- Lump Sum Distributions	<u>0</u>	<u>0</u>
8. Number Included in This Valuation	48	49

**NORTH PALM BEACH GENERAL EMPLOYEES - ACTIVE MEMBERS ON OCTOBER 1, 2023**

Age Group	Years of Service							Totals
	0-4	5-9	10-14	15-19	20-24	25-29	30 & Up	
20-24 No.								
Total Pay								
Avg Pay								
25-29 No.								
Total Pay								
Avg Pay								
30-34 No.								
Total Pay								
Avg Pay								
35-39 No.			1					1
Total Pay			55,699					55,699
Avg Pay			55,699					55,699
40-44 No.				2				2
Total Pay				152,133				152,133
Avg Pay				76,067				76,067
45-49 No.	2				1			3
Total Pay	132,332				62,245			194,577
Avg Pay	66,166				62,245			64,859
50-54 No.				1	1			2
Total Pay				169,388	61,792			231,180
Avg Pay				169,388	61,792			115,590
55-59 No.	1	1			1			3
Total Pay	45,816	60,680			82,909			189,405
Avg Pay	45,816	60,680			82,909			63,135
60-64 No.		1		2		1	1	5
Total Pay		90,937		125,483		66,892	58,131	341,443
Avg Pay		90,937		62,742		66,892	58,131	68,289
65-99 No.		1		1			1	3
Total Pay		58,705		64,788			93,662	217,155
Avg Pay		58,705		64,788			93,662	72,385
Total No.	3	3	1	6	3	1	2	19
Total Pay	178,148	210,322	55,699	511,792	206,946	66,892	151,793	1,381,592
Avg Pay	59,383	70,107	55,699	85,299	68,982	66,892	75,897	72,715



**NORTH PALM BEACH GENERAL INACTIVE PARTICIPANTS RECEIVING THE COLA**

**AS OF OCTOBER 1, 2023**

Age	Terminated Vested		Disabled		Retirees and Beneficiaries	
	No.	Annual Benefits	No.	Annual Benefits	No.	Annual Benefits
Under 45	1	\$ 21,324	0	\$ -	0	\$ -
45-49	0	-	0	-	0	-
50-54	4	66,239	0	-	0	-
55-59	7	108,609	0	-	0	-
60-64	1	3,840	0	-	9	219,537
65-69	0	-	0	-	7	242,129
70-74	1	1,741	0	-	10	269,673
75-79	0	-	0	-	2	31,695
80-84	0	-	0	-	2	44,651
85-89	0	-	0	-	0	-
90 & Up	0	-	0	-	0	-
<b>Total</b>	<b>14</b>	<b>\$ 201,753</b>	<b>0</b>	<b>\$ -</b>	<b>30</b>	<b>\$ 807,685</b>



**NORTH PALM BEACH GENERAL INACTIVE PARTICIPANTS NOT RECEIVING THE COLA**

**AS OF OCTOBER 1, 2023**

Age	Terminated Vested		Disabled		Retirees and Beneficiaries	
	No.	Annual Benefits	No.	Annual Benefits	No.	Annual Benefits
Under 45	0	\$ -	0	\$ -	0	\$ -
45-49	2	24,960	0	-	0	-
50-54	1	4,080	0	-	1	2,008
55-59	3	56,088	0	-	0	-
60-64	7	16,942	0	-	5	40,479
65-69	3	7,572	0	-	5	69,363
70-74	1	2,017	0	-	5	40,231
75-79	0	-	0	-	1	1,666
80-84	0	-	0	-	1	620
85-89	0	-	0	-	0	-
90 & Up	0	-	0	-	0	-
<b>Total</b>	<b>17</b>	<b>\$ 111,659</b>	<b>0</b>	<b>\$ -</b>	<b>18</b>	<b>\$ 154,367</b>

## SECTION F

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### SUMMARY OF PLAN PROVISIONS

# Summary of Plan Provisions

## A. Ordinances

Plan established under the Code of Ordinances for the Village of North Palm Beach, Florida, Part II, Chapter 2, and was most recently amended under Ordinance No. 2020-22 passed December 10, 2020. The Plan is also governed by certain provisions of Part VII, Chapter 112, Florida Statutes (F.S.) and the Internal Revenue Code.

## B. Effective Date

September 1, 1967

## 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 full-time, General Employees are eligible for membership.

## F. Credited Service

Total number of years and fractional parts of years of actual service.

## G. Compensation

Total compensation for services rendered to the Village as a General Employee includes gross salary including overtime but excluding bonuses or any other non regular payments such as unused sick leave and vacation pay.

## H. Final Average Compensation (FAC)

The average of Compensation during the 5 years within the last 10 years of employment which produces the highest average.

## I. Normal Retirement

- Eligibility: A member may retire on the first day of the month coincident with or next following:
- Age 65 for employees hired prior to 1983
  - Age 65 and 9 years of credited service or Age 60 and 9 years of credited service, depending on employee hire date and/or employee contribution rate.
- Benefit: Either 2%, 2.25%, or 2.50% (depending on employee contribution rate) of AME multiplied by Credited Service up to 20 years plus 1% of AME multiplied by Credited Service over 20 years.



Normal Form  
of Benefit: Life Annuity, with other options available.

COLA: For those retired before February 1, 1982, those hired after 9/30/00, or those hired before 10/1/00 who elect to contribute an extra 2%, a Cost of Living increase is paid annually from the Plan, up to a maximum of 3%.

#### **J. Early Retirement**

Eligibility: Age 55.

Benefit: Calculated in the same manner as Normal Retirement Benefit and payable at Normal Retirement Date; or payable immediately after reduction by 5% for each year by which the benefit commencement date precedes the Normal Retirement Date.

Normal Form  
of Benefit: Life Annuity, with other options available.

COLA: For those retired before February 1, 1982, those hired after 9/30/00, or those hired before 10/1/00 who elect to contribute an extra 2%, a Cost of Living increase is paid annually from the Plan, up to a maximum of 3%.

#### **K. Delayed Retirement**

Eligibility: Any time after the Normal Retirement Date.

Benefit: Calculated in the same manner as Normal Retirement Benefit but using the AME and Credited Service as of the actual retirement date.

Normal Form  
of Benefit: Life Annuity, with other options available.

COLA: For those retired before February 1, 1982, those hired after 9/30/00, or those hired before 10/1/00 who elect to contribute an extra 2%, a Cost of Living increase is paid annually from the Plan, up to a maximum of 3%.

#### **L. Service Connected Disability**

Eligibility: The Plan does not provide for benefits in the event of disability.

Benefit: N/A.

Normal Form: N/A.

COLA: N/A.



#### **M. Non-Service Connected Disability**

Eligibility: The Plan does not provide for benefits in the event of disability.

Benefit: N/A.

Normal Form: N/A.

COLA: N/A.

#### **N. Death while employed by the Village**

Eligibility: Members are eligible for survivor benefits after the completion of 5 years of Credited Service. The benefit will be paid to the member's beneficiary.

Benefit: The survivor benefit payable to the designated beneficiary is the member's vested accrued Normal Retirement Benefit as of the date of death.

Normal Form of Benefit: Ten Years Certain Annuity. Alternatively, employees who are vested and eligible to retire have the right to file a written election to be considered retired on the day before death if such employee should die prior to retirement. If an employee who is vested and eligible to retire dies prior to retirement without making the foregoing election, the election can be made by the employee's beneficiary previously designated in the Village records.

COLA: For those retired before February 1, 1982, those hired after 9/30/00, or those hired before 10/1/00 who elect to contribute an extra 2%, a Cost of Living increase is paid annually from the Plan, up to a maximum of 3%.

#### **O. Other Pre-Retirement Death**

Eligibility: Vested terminated members who have reached age 55 and completed 5 years of Credited Service.

Benefit: Benefit payable as if member retired on the date of death, selected a 50% Joint & Survivor annuity, and then passed away, with 50% of the benefit then continuing to the survivor.

Normal Form of Benefit: Life of the beneficiary.

COLA: For those retired before February 1, 1982, those hired after 9/30/00, or those hired before 10/1/00 who elect to contribute an extra 2%, a Cost of Living increase is paid annually from the Plan, up to a maximum of 3%.

#### **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 10 Year Certain and Life option or the 50%, 66.67%, 75% or 100% Joint and Survivor options. A Social Security option is also available for members retiring prior to the time they are eligible for Social Security retirement benefits.

## **R. Vested Termination**

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

**Benefit:** The benefit is the Accrued Benefit on the termination date multiplied by the vested interest. The vested percentage is 50% for those terminating with credited service between 5 and 7 years, 75% for service between 7 and 9 years and 100% for those terminating with 9 or more years of credited service. In lieu of the deferred vested benefit, a member may receive a refund of member contributions.

**Normal Form of Benefit:** Life Annuity, with other options available.

**COLA:** For those retired before February 1, 1982, those hired after 9/30/00, or those hired before 10/1/00 who elect to contribute an extra 2%, a Cost of Living increase is paid annually from the Plan, up to a maximum of 3%.

## **S. Refunds**

Return of Accumulated Contributions.

## **T. Member Contributions**

6%, 4%, 2%, or 0% of Earnings as elected by the employee.

## **U. Employer Contributions**

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

## **V. Cost of Living Increases**

For those retired before February 1, 1982, those hired after 9/30/00, or those hired before 10/1/00 who elect to contribute an extra 2%, a Cost of Living increase is paid annually from the Plan, up to a maximum of 3%.

## **W. 13<sup>th</sup> Check**

Not Applicable.



#### **X. Deferred Retirement Option Plan (DROP)**

Eligibility: The Plan does not provide for DROP benefits.

#### **Y. Other Ancillary Benefits**

There are no ancillary retirement type benefits not required by statutes but which might be deemed a Village of North Palm Beach General Retirement Fund liability if continued beyond the availability of funding by the current funding source.