Village of Tequesta General Employees Pension Trust Fund

Actuarial Valuation Report as of October 1, 2024

Annual Employer Contribution for the Fiscal Year Ending September 30, 2026

GRS

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January 9, 2025

Board of Trustees
Village of Tequesta General Employees Pension Trust Fund
Tequesta, Florida

Re: Village of Tequesta General Employees Pension Trust Fund
Actuarial Valuation as of October 1, 2024

Dear Board Members:

The results of the October 1, 2024 Annual Actuarial Valuation of the Village of Tequesta General Employees Pension Trust Fund are presented in this report.

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

The purposes of the valuation are to measure the System's funding progress, to determine the employer contribution rate for the fiscal year ending September 30, 2026, and to determine the actuarial information for Governmental Accounting Standards Board (GASB) Statement No. 67 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 on page 3 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, 2024. The valuation was based upon information furnished by the Plan Administrator and the Village 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 and the Village.

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

Chapter 112.63, Florida Statutes. 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). All actuarial assumptions used in this report are reasonable for purposes of this valuation.

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

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. To the best of our knowledge the information contained in this report is accurate and fairly presents the actuarial position of the Village of Tequesta General Employees Pension Trust Fund as of the valuation date. All calculations have been made in conformity with generally accepted actuarial principles and practices, with the Actuarial Standards of Practice issued by the Actuarial Standards Board, and with applicable statutes.

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

The signing actuaries are independent of the plan sponsor.

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

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

Respectfully submitted,

GABRIEL, ROEDER, SMITH & COMPANY

By ______________________

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

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Trisha Amrose, MAAA
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SECTION A

DISCUSSION OF VALUATION RESULTS

DISCUSSION OF VALUATION RESULTS

Comparison of Required Employer Contributions

A comparison of the required employer contribution developed in this and the last actuarial valuation is shown below.

	For FYE 9/30/2026	For FYE 9/30/2025	Increase (Decrease)
Required Employer Contribution	$ 482,292	$ 442,104	$ 40,188
% of Payroll	9.81 %	10.09 %	(0.28) %

The required employer contribution shown above was calculated under the assumption that payments would be made in equal installments at the end of each month.

The actual employer contribution received during the year ending September 30, 2024 was $381,565, or 8.75% of payroll based on a payroll amount of $4,360,740. The minimum required contribution was 8.75% of payroll.

Changes in Benefits

There have been no changes in benefits since the previous valuation.

Changes in Actuarial Assumptions and Methods

There have been no changes in actuarial assumptions or methods since the previous valuation.

Actuarial Experience

There was a net actuarial gain of $38,223 for the year which means that actual experience was slightly more favorable than expected. The primary reason for the gain was higher than expected investment earnings (8.0% return on an actuarial basis compared to 6.5% expected). The net actuarial gain caused the required employer contribution to decrease by 0.11% of covered payroll.

Funded Ratio

The funded ratio is 99.5% this year compared to 99.3% last year. The funded ratio is equal to the actuarial value of assets divided by the actuarial accrued liability.

Variability of Future Contribution Rates

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

The Market Value of Assets is $547,359 more than the Actuarial Value of Assets as of the valuation date (see Section C). This difference will be gradually recognized over the next few years in the absence of other gains and losses. In turn, the computed employer contribution rate will decrease by approximately 1.6% of covered payroll over the same period.

Relationship to Market Value

If Market Value had been the basis for the valuation, the employer contribution rate would have been 8.19% and the funded ratio would have been 104.8%. In the absence of other gains and losses, the employer contribution rate should decrease to this value over the next several years.

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

	2024	2023
Ratio of the market value of assets to total payroll	2.29	2.06
Ratio of actuarial accrued liability to payroll	2.18	2.21
Ratio of actives to retirees and beneficiaries	3.17	3.71
Ratio of net cash flow to market value of assets	2.49%	2.43%

RATIO OF MARKET VALUE OF ASSETS TO PAYROLL

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

RATIO OF ACTUARIAL ACCRUED LIABILITY TO PAYROLL

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

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

RATIO OF ACTIVES TO RETIREES AND BENEFICIARIES

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

RATIO OF NET CASH FLOW TO MARKET VALUE OF ASSETS

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

ADDITIONAL RISK ASSESSMENT

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

LOW-DEFAULT-RISK OBLIGATION MEASURE

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

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

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

A. Low-default-risk Obligation Measure of benefits earned as of the measurement date: $14,651,397

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

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

D. Actuarial cost method used to calculate the LDROM: Entry Age Normal

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

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

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

SECTION B

VALUATION RESULTS

GENERAL EMPLOYEES SUMMARY OF VALUATION RESULTS		
	As of October 1	
	2024	2023
COVERED GROUP		
A. Number Included in the Valuation		
1. Active Members	57	52
2. Inactive Members	28	25
B. Covered Annual Payroll	$ 4,727,237	$ 4,213,078
LONG RANGE COST		
C. Actuarial Present Value of Projected Benefits	14,881,624	13,349,110
D. Actuarial Present Value of Future Normal Costs	4,571,258	4,021,897
E. Actuarial Accrued Liability (AAL): C - D	10,310,366	9,327,213
F. Actuarial Value of Assets	10,255,321	9,264,797
G. Unfunded Actuarial Accrued Liability (UAAL): E - F	55,045	62,416
CURRENT ANNUAL COST		
F. Annual Payment Needed to Amortize UFAAL	0	0
As % of B	---	---
G. Annual Employer Normal Cost	448,357	411,076
As % of B	9.48 %	9.76 %
H. Interest on F + G from Valuation Date to Contribution Date(s)	15,329	14,055
As % of B	0.33 %	0.33 %
I. Required Employer Contribs (REC): F + G + H	463,686	425,131
J. REC as % of Covered Payroll	9.81 %	10.09 %
K. Assumed Rate of Increase in Covered Payroll to Contribution Year	4.00 %	4.00 %
L. Covered Payroll for Contribution Year	4,916,326	4,381,601
M. REC for Contribution Year: J x L	482,292	442,104
N. Year to which Contributions Apply		
1. Plan Year Ending	9/30/2026	9/30/2025
2. Employer Fiscal Year Ending	9/30/2026	9/30/2025
3. Assumed Date(s) of Employer Contribs.	Monthly	Monthly

GENERAL EMPLOYEES DERIVATION OF EMPLOYER NORMAL COST		
	As of October 1	
	2024	2023
A. Actuarial Present Value of Projected Benefits for		
1. Active Members		
a. Service Retirement Benefits	$ 9,264,828	$ 8,532,159
b. Vesting Benefits	604,581	539,705
c. Disability Benefits	969,760	889,634
d. Preretirement Death Benefits	160,938	150,292
e. Return of Member Contributions	69,201	52,924
f. Other	0	0
g. Total	11,069,308	10,164,714
2. Inactive Members		
a. Service Retirees & Benefits	3,126,391	2,506,212
b. Disability Retirees	0	0
c. Terminated Vested Members	685,925	678,184
d. Total	3,812,316	3,184,396
3. Total for All Members	14,881,624	13,349,110
B. Actuarial Value of Assets	10,255,321	9,264,797
C. Actuarial Present Value of Projected Member Contributions	1,737,391	1,521,307
D. Actuarial Present Value of Projected Employer Normal Costs: A3 - B - C	2,888,912	2,563,006
E. Actuarial Present Value of Projected Covered Payroll	34,747,812	30,426,149
F. Employer Normal Cost Rate: D / E	8.31 %	8.42 %
G. Annual Payroll of Active Members	4,727,237	4,213,078
H. Assumed Amount of Administrative Expenses	55,524	56,335
I. Employer Normal Cost: (F x G) + H	448,357	411,076
J. Employer Normal Cost as % of Covered Payroll	9.48 %	9.76 %

ACTUARIAL GAINS AND LOSSES

When the actual plan experience differs from the actuarial assumptions, an actuarial gain or loss is the result. The net actuarial gain (loss) since the last valuation is computed as follows:

A. Employer Normal Cost as a Percent of Covered Payroll	
1. Last Valuation	8.42 %
2. Current Valuation (Before Changes)	8.31
3. Difference: 1 - 2	0.11
B. Actuarial Present Value of Projected Covered Payroll	$ 34,747,812
C. Net Actuarial Gain (Loss): A3 x B	38,223
D. Gain (Loss) Due to Investments	138,104
E. Gain (Loss) Due to other Sources	(99,881)

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

Year Ending	Investment Return		Salary Increases	
9/30	Actual	Assumed	Actual	Assumed
1998	NA %	8.0 %	8.9 %	6.0 %
1999	NA	8.0	6.0	6.0
2000	NA	8.0	11.1	6.0
2001	NA	8.0	28.8	6.0
2002	NA	8.0	12.0	6.0
2003	1.2	8.0	3.9	6.0
2004	1.9	8.0	5.0	6.0
2005	11.1	8.0	4.9	6.0
2006	8.4	8.0	6.7	6.0
2007	9.8	8.0	8.6	6.0
2008	4.1	8.0	5.8	6.0
2009	3.0	7.5	5.4	6.0
2010	3.6	7.5	4.9	6.0
2011	2.6	7.5	0.4	6.0
2012	4.6	7.5	3.3	6.0
2013	7.7	7.5	3.6	6.0
2014	8.9	7.5	0.4	6.0
2015	7.0	7.5	5.3	6.0
2016	7.4	7.5	3.4	6.0
2017	7.3	7.0	6.6	6.0
2018	7.2	7.0	8.5	6.0
2019	6.2	7.0	9.2	6.0
2020	7.3	6.5	3.6	5.2
2021	10.2	6.5	4.2	5.2
2022	4.4	6.5	4.7	5.2
2023	4.8	6.5	6.6	5.2
2024	8.0	6.5	5.5	5.2
Averages	6.2		6.5	

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

Actual (A) Compared to Expected (E) Decrements Among Active Employees													
Year Ended	Number Added During Year		Service & DROP Retirement		Disability Retirement		Death		Terminations				Active Members End of Year
									Vested	Other	Totals		
	A	E	A	E	A	E	A	E	A	A	A	E	
9/30/2006	13	5	0	0	0	0	0	0	0	5	5	1	**32**
9/30/2007	6	8	0	0	0	0	0	0	1	7	8	1	**30**
9/30/2008	11	5	0	0	0	0	0	0	1	4	5	1	**36**
9/30/2009	2	3	0	0	0	0	0	0	1	2	3	2	**35**
9/30/2010	3	4	1	0	0	0	0	0	0	3	3	2	**34**
9/30/2011	2	1	0	0	0	0	0	0	0	1	1	2	**35**
9/30/2012	1	0	0	0	0	0	0	0	0	0	0	1	**36**
9/30/2013	4	3	0	1	0	0	0	0	0	3	3	1	**37**
9/30/2014	7	4	0	2	0	0	0	0	0	4	4	1	**40**
9/30/2015	8	3	1	1	0	0	0	0	0	2	2	1	**45**
9/30/2016	7	5	1	3	0	0	0	0	1	3	4	2	**47**
9/30/2017	7	4	2	0	0	0	0	0	1	1	2	2	**50**
9/30/2018	12	10	2	0	0	0	0	0	4	4	8	2	**52**
9/30/2019	13	9	1	0	0	0	0	0	0	8	8	2	**56**
9/30/2020	3	12	0	2	0	0	0	0	5	7	12	4	**47**
9/30/2021	5	2	2	3	0	0	0	0	0	0	0	3	**50**
9/30/2022	10	9	2	2	0	0	0	0	2	5	7	3	**51**
9/30/2023	5	4	0	3	0	0	0	0	2	2	4	3	**52**
9/30/2024	11	6	2	3	0	0	0	0	1	3	4	2	**57**
9/30/2025				3		0		0				3	
19 Yr Totals *	130	97	14	20	0	0	0	0	19	64	83	36	

* Totals are through current Plan Year only

RECENT HISTORY OF FUNDED RATIO

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) - Entry Age (b)	Funded Ratio (a) / (b)	Covered Payroll (c)	UAAL As % of Covered Payroll (b-a)/(c)
10/1/02	248,725	222,882	111.6	866,467	(3.0)
10/1/03	333,944	265,486	125.8	1,056,797	(6.5)
10/1/05	602,280	429,242	140.3	1,098,039	(15.8)
10/1/07	1,026,897	764,571	134.3	1,500,201	(17.5)
10/1/08	1,235,850	1,034,855	119.4	1,790,280	(11.2)
10/1/09	1,465,279	1,341,518	109.2	1,890,529	(6.5)
10/1/10	1,716,448	1,625,228	105.6	1,858,451	(4.9)
10/1/11	1,965,445	1,921,731	102.3	1,902,093	(2.3)
10/1/12	2,287,726	2,306,841	99.2	1,994,337	1.0
10/1/13	2,683,092	2,610,123	102.8	2,097,527	(3.5)
10/1/14	3,180,312	2,944,740	108.0	2,255,249	(10.4)
10/1/15	3,666,054	3,432,601	106.8	2,647,381	(8.8)
10/1/16	4,204,415	4,263,321	98.6	2,816,595	2.1
10/1/17	4,880,119	5,009,281	97.4	3,020,748	4.3
10/1/18	5,598,581	5,581,821	100.3	3,096,652	(0.5)
10/1/19	6,222,587	6,525,729	95.4	3,716,703	8.2
10/1/20	6,991,316	6,871,727	101.7	3,382,870	(3.5)
10/1/21	8,035,038	7,705,853	104.3	3,658,978	(9.0)
10/1/22	8,649,695	8,402,322	102.9	3,868,586	(6.4)
10/1/23	9,264,797	9,327,213	99.3	4,213,078	1.5
10/1/24	10,255,321	10,310,366	99.5	4,727,237	1.2

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 the **Aggregate Method**. 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 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 and losses, plan amendments, and changes in actuarial assumptions and methods reduce or increase future Normal Costs.

Actuarial Value of Assets – The Actuarial Value of Assets is equal to the difference between actual and expected returns recognized over five years. The Actuarial Value of Assets will be further adjusted to the extent necessary to fall within the corridor whose lower limit is 80% of the Market Value of plan assets and whose upper limit is 120% of the Market Value of plan assets. During periods when investment performance exceeds the assumed rate, Actuarial Value of Assets will tend to be less than Market Value. During periods when investment performance is less than assumed rate, Actuarial Value of Assets will tend to be greater than Market Value.

Valuation Assumptions

The actuarial assumptions used in the valuation are shown in this Section. Both the economic and decrement assumptions were established following the Experience Investigation for the Eight Years Ended September 30, 2018, dated December 4, 2019. The mortality assumption is mandated by Chapter 112.63, Florida Statutes.

Economic Assumptions

The investment return rate assumed in the valuations is 6.5% per year, compounded annually (net after investment expenses).

The Inflation Rate assumed in this valuation was 2.25% per year. The Inflation Rate is defined to be the expected long-term rate of annual increases in the prices of goods and services.

The assumed ***real rate of return*** over inflation is defined to be the portion of total investment return that is more than the assumed inflation rate. Considering other economic assumptions, the 6.5% investment return rate translates to an assumed real rate of return over inflation of 4.25%.

Pay increase assumptions for individual active members are assumed to vary depending on current years of service for the individual (see the table on the next page).

Years of Service	% Increase in Salary: Merit and Seniority	Base (Economic)	Total Increase
0 - 4	3.25%	2.25%	5.50%
5 - 9	3.00%	2.25%	5.25%
10 - 14	2.75%	2.25%	5.00%
15+	2.50%	2.25%	4.75%

Demographic Assumptions

The mortality tables used in this 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, 2023 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 post-retirement mortality rates and life expectancies at illustrative ages. These assumptions are used to measure the probabilities of each benefit payments being made after retirement.

Healthy Post-Retirement Mortality

Sample Attained Ages (in 2024)	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 %	33.44	37.22
55	0.94	0.56	29.07	32.77
60	1.11	0.58	24.95	28.21
65	1.27	0.68	20.87	23.61
70	1.77	1.07	16.82	19.11
75	2.81	1.84	13.09	14.92
80	4.70	3.31	9.79	11.14

The following tables present 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.

Healthy Pre-Retirement Mortality

Sample Attained Ages (in 2024)	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	%	37.96	40.49
55	0.29		0.17		32.95	35.36
60	0.45		0.25		28.09	30.33
65	0.64		0.37		23.38	25.39
70	0.89		0.56		18.81	20.56
75	1.32		0.91		14.36	15.86
80	2.08		1.53		10.05	11.34

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, 2023 FRS Actuarial Valuation.

Disabled Mortality

Sample Attained Ages	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 are shown below. The probability of early retirement is 5% for each year eligible.

Age	Years of Service	Probability of Normal Retirement
0 - 61	30+	100%
62 - 63	All	30%
64 - 65	All	50%
66 - 67	All	50%
68 - 69	All	50%
70+	All	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 remaining in employment.

Age	Years of Service	Probability of Active Member Separating Within Next Year
All	0 - 3	10.0%
All	4 - 5	7.0%
0 - 35	6+	7.0%
36 - 45	6+	5.0%
46+	6+	5.0%

Rates of disability among active members were as shown below.

Age	Disability Rates
20	0.07%
25	0.09%
30	0.11%
35	0.14%
40	0.19%
45	0.30%
50	0.51%
55	0.96%
60	1.66%

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 actual expenses incurred in the most recent year. 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 vested deferred benefit (if any).
Incidence of Contributions	Employer contributions are assumed to be made at the end of each month throughout the year.
Marriage Assumption	100% of males and 100% of females are assumed to be married for purposes of death-in-service benefits. Male spouses are assumed to be three years older than female spouses for active member valuation purposes.
Normal Form of Benefit	A ten year certain and life annuity is the normal form of benefit.
Pay Increase Timing	Beginning of fiscal year.
Service Credit Accruals	It is assumed that members accrue one year of service credit per year.

GLOSSARY

Actuarial Accrued Liability (AAL)	The difference between the Actuarial Present Value of Future Benefits, and the Actuarial Present Value of Future Normal Costs.
Actuarial Assumptions	Assumptions about future plan experience that affect costs or liabilities, such as: mortality, withdrawal, disablement, and retirement; future increases in salary; future rates of investment earnings; future investment and administrative expenses; characteristics of members not specified in the data, such as marital status; characteristics of future members; future elections made by members; and other items.
Actuarial Cost Method	A procedure for allocating the Actuarial Present Value of Future Benefits between the Actuarial Present Value of Future Normal Costs and the Actuarial Accrued Liability.
Actuarial Equivalent	Of equal Actuarial Present Value, determined as of a given date and based on a given set of Actuarial Assumptions.
Actuarial Present Value (APV)	The amount of funds required to provide a payment or series of payments in the future. It is determined by discounting the future payments with an assumed interest rate and with the assumed probability each payment will be made.
Actuarial Present Value of Future Benefits (APVFB)	The Actuarial Present Value of amounts which are expected to be paid at various future times to active members, retired members, beneficiaries receiving benefits, and inactive, nonretired members entitled to either a refund or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.
Actuarial Valuation	The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a plan. An Actuarial Valuation for a governmental retirement system typically also includes calculations of items needed for compliance with GASB No. 67.
Actuarial Value of Assets	The value of the assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets or a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the actuarially determined employer contribution (ADEC).
Actuarially Determined Employer Contribution (ADEC)	The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation. The ADEC consists of the Employer Normal Cost and Amortization Payment.

Closed Amortization Period	A specific number of years that is reduced by one each year, and declines to zero with the passage of time. For example if the amortization period is initially set at 30 years, it is 29 years at the end of one year, 28 years at the end of two years, etc.
Employer Normal Cost	The portion of the Normal Cost to be paid by the employer. This is equal to the Normal Cost less expected member contributions.
Equivalent Single Amortization Period	For plans that do not establish separate amortization bases (separate components of the UAAL), this is the same as the Amortization Period. For plans that do establish separate amortization bases, this is the period over which the UAAL would be amortized if all amortization bases were combined upon the current UAAL payment.
Experience Gain/Loss	A measure of the difference between 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

Statement of Plan Assets at Market Value

Item	September 30 2024	September 30 2023
A. Cash and Cash Equivalents	$ 643	$ 23,660
B. Receivables		
1. Member Contributions	$ 5,120	$ 3,831
2. Employer Contributions	8,960	6,468
3. State Contributions	-	-
4. Investment Income and Other Receivables	15,497	13,240
5. Total Receivables	$ 29,577	$ 23,539
C. Investments		
1. Short Term Investments	$ 247,599	$ 280,000
2. Domestic Equities	5,782,952	4,453,046
3. International Equities	1,456,162	1,107,071
4. Domestic Fixed Income	2,189,800	1,596,788
5. International Fixed Income	443,056	326,958
6. Real Estate	667,865	864,306
7. Private Equity	-	-
8. Total Investments	$ 10,787,434	$ 8,628,169
D. Liabilities		
1. Benefits Payable	$ -	$ -
2. Accrued Expenses and Other Payables	(14,974)	(14,162)
3. Total Liabilities	$ (14,974)	$ (14,162)
E. Total Market Value of Assets Available for Benefits	$ 10,802,680	$ 8,661,206
F. Allocation of Investments		
1. Short Term Investments	2.3%	3.2%
2. Domestic Equities	53.6%	51.7%
3. International Equities	13.5%	12.8%
4. Domestic Fixed Income	20.3%	18.5%
5. International Fixed Income	4.1%	3.8%
6. Real Estate	6.2%	10.0%
7. Private Equity	0.0%	0.0%
8. Total Investments	100.0%	100.0%

Reconciliation of Plan Assets

Item	September 30 2024		September 30 2023	
A. Market Value of Assets at Beginning of Year	$	8,661,206	$	7,742,454
B. Revenues and Expenditures				
1. Contributions				
a. Employee Contributions	$	218,037	$	196,672
b. Employer Contributions		381,565		331,983
c. State Contributions		-		-
d. Total	$	599,602	$	528,655
2. Investment Income				
a. Interest, Dividends, and Other Income	$	208,132	$	184,641
b. Net Realized Gains/(Losses)		54,000		16,531
c. Net Unrealized Gains/(Losses)		1,687,879		565,889
d. Investment Expenses		(50,869)		(47,561)
e. Net Investment Income	$	1,899,142	$	719,500
3. Benefits and Refunds				
a. Regular Monthly Benefits	$	(272,844)	$	(236,372)
b. Refunds		(28,902)		(36,696)
c. Lump Sum Benefits		-		-
d. Total	$	(301,746)	$	(273,068)
4. Administrative and Miscellaneous Expenses	$	(55,524)	$	(56,335)
C. Market Value of Assets at End of Year	$	10,802,680	$	8,661,206

Actuarial Value of Assets

Valuation Date	2023	2024	2025	2026	2027	2028
			Year Ending September 30			
A. Beginning of Year Assets						
1. Market Value	$ 7,742,454	$ 8,661,206				
2. Actuarial Value	8,649,695	9,264,797				
B. Net of Contributions Less Distributions	199,252	242,332				
C. Actual Net Investment Earnings	719,500	1,899,142				
D. Expected Investment Earnings	568,706	610,088				
E. Excess of Actual Over Expected Investment Earnings: C - D	150,794	1,289,054				
F. Recognition of Excess Earnings Over 5 Years						
1. From This Year	30,159	257,811				
2. From One Year Ago	(384,286)	30,159	$ 257,811			
3. From Two Years Ago	194,214	(384,286)	30,159	$ 257,811		
4. From Three Years Ago	40,205	194,214	(384,286)	30,159	$ 257,811	
5. From Four Years Ago	(33,148)	40,206	194,215	(384,287)	30,159	$ 257,807
6. Total	(152,856)	138,104	97,899	(96,317)	287,970	257,807
G. End of Year Assets						
1. Market Value	8,661,206	10,802,680				
2. Actuarial Value: A2 + B + D + F6	9,264,797	10,255,321				
3. Final Actuarial Value Within 80% to 120% of Market Value	9,264,797	10,255,321				
H. Actuarial Rate of Return	4.8%	8.0%				
I. Market Value Rate of Return	9.2%	21.6%				
J. Ratio of Actuarial Value of Assets to Market Value	107.0%	94.9%				

History of Investment Return Rates

Plan Year Ending September 30 of	Market	Actuarial
2003	1.2 %	1.2 %
2004	1.9	1.9
2005	11.1	11.1
2006	8.4	8.4
2007	9.8	9.8
2008	(11.6)	4.1
2009	1.6	3.0
2010	8.4	3.6
2011	(0.5)	2.6
2012	17.1	4.6
2013	10.9	7.7
2014	10.6	8.9
2015	(1.0)	7.0
2016	5.2	7.4
2017	13.4	7.3
2018	8.2	7.2
2019	4.0	6.2
2020	9.7	7.3
2021	19.7	10.2
2022	(15.4)	4.4
2023	9.2	4.8
2024	21.6	8.0
Average returns		
Last five years	8.1 %	6.9 %
Last ten years	7.0	7.0
All years	6.2	6.2

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

SECTION D

FINANCIAL ACCOUNTING INFORMATION

FASB NO. 35 INFORMATION

A. Valuation Date	October 1, 2024	October 1, 2023
B. Actuarial Present Value of Accumulated Plan Benefits		
1. Vested Benefits		
a. Members Currently Receiving Payments	$ 3,126,391	$ 2,506,212
b. Terminated Vested Members	685,925	678,184
c. Other Members	4,519,886	4,269,594
d. Total	8,332,202	7,453,990
2. Non-Vested Benefits	391,505	407,948
3. Total Actuarial Present Value of Accumulated Plan Benefits: 1d + 2	8,723,707	7,861,938
4. Accumulated Contributions of Active Members	1,264,563	1,204,639
C. Changes in the Actuarial Present Value of Accumulated Plan Benefits		
1. Total Value at Beginning of Year	7,861,938	7,093,154
2. Increase (Decrease) During the Period Attributable to:		
a. Change in Actuarial Assumptions	0	0
b. Plan Amendment	0	0
c. Latest Member Data, Benefits Accumulated and Decrease in the Discount Period	1,163,515	1,041,852
d. Benefits Paid	(301,746)	(273,068)
e. Net Increase	861,769	768,784
3. Total Value at End of Period	8,723,707	7,861,938
D. Market Value of Assets	10,802,680	8,661,206
E. Actuarial Assumptions - See page entitled Actuarial Assumptions and Methods		

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

GASB Statement No. 67

Fiscal year ending September 30,	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Total Pension Liability										
Service Cost	$ 589,340	$ 539,870	$ 502,759	$ 470,535	$ 547,702	$ 461,164	$ 447,305	$ 380,051	$ 359,231	$ 300,325
Interest	629,197	578,739	519,671	497,428	468,322	425,911	373,859	329,590	285,954	253,701
Benefit Changes	-	-	-	-	-	-	-	-	-	-
Difference between actual & expected experience	91,293	(104,387)	102,847	(332,590)	101,865	(156,013)	66,509	(112,103)	(40,094)	(157,539)
Assumption Changes	-	-	-	(109,651)	127,729	-	-	362,784	-	-
Benefit Payments	(272,844)	(236,372)	(226,227)	(178,474)	(161,419)	(160,588)	(79,332)	(41,859)	(16,657)	(11,918)
Refunds	(28,902)	(36,696)	(7,996)	(18,820)	(53,330)	(48,114)	(27,837)	(13,511)	(16,161)	(5,959)
Net Change in Total Pension Liability	1,008,084	741,154	891,054	328,428	1,030,869	522,360	780,504	904,952	572,273	378,610
Total Pension Liability - Beginning	9,241,492	8,500,338	7,609,284	7,280,856	6,249,987	5,727,627	4,947,123	4,042,171	3,469,898	3,091,288
Total Pension Liability - Ending (a)	$ 10,249,576	$ 9,241,492	$ 8,500,338	$ 7,609,284	$ 7,280,856	$ 6,249,987	$ 5,727,627	$ 4,947,123	$ 4,042,171	$ 3,469,898
Plan Fiduciary Net Position										
Contributions - Employer and State	$ 381,565	$ 331,983	$ 350,247	$ 380,003	$ 391,341	$ 362,848	$ 350,412	$ 305,931	$ 201,704	$ 194,376
Contributions - Member	218,037	196,672	181,475	171,792	180,175	161,553	156,434	143,361	134,828	115,288
Net Investment Income	1,899,142	719,500	(1,390,881)	1,435,710	615,311	235,519	417,228	562,828	191,849	(36,136)
Benefit Payments	(272,844)	(236,372)	(226,227)	(178,474)	(161,419)	(160,588)	(79,332)	(41,859)	(16,657)	(11,918)
Refunds	(28,902)	(36,696)	(7,996)	(18,820)	(53,330)	(48,114)	(27,837)	(13,511)	(16,161)	(5,959)
Administrative Expense	(55,524)	(56,335)	(43,005)	(40,526)	(54,652)	(48,241)	(43,300)	(37,296)	(44,359)	(38,098)
Other	-	-	-	-	-	-	-	-	-	-
Net Change in Plan Fiduciary Net Position	2,141,474	918,752	(1,136,387)	1,749,685	917,426	502,977	773,605	919,454	451,204	217,553
Plan Fiduciary Net Position - Beginning	8,661,206	7,742,454	8,878,841	7,129,156	6,211,730	5,708,753	4,935,148	4,015,694	3,564,490	3,346,937
Plan Fiduciary Net Position - Ending (b)	$ 10,802,680	$ 8,661,206	$ 7,742,454	$ 8,878,841	$ 7,129,156	$ 6,211,730	$ 5,708,753	$ 4,935,148	$ 4,015,694	$ 3,564,490
Net Pension Liability - Ending (a) - (b)	(553,104)	580,286	757,884	(1,269,557)	151,700	38,257	18,874	11,975	26,477	(94,592)
Plan Fiduciary Net Position as a Percentage of Total Pension Liability	105.40 %	93.72 %	91.08 %	116.68 %	97.92 %	99.39 %	99.67 %	99.76 %	99.34 %	102.73 %
Covered Payroll	$ 4,360,740	$ 3,933,440	$ 3,629,500	$ 3,435,840	$ 3,603,500	$ 3,231,060	$ 3,128,680	$ 2,867,220	$ 2,696,572	$ 2,305,760
Net Pension Liability as a Percentage of Covered Payroll	(12.68)%	14.75 %	20.88 %	(36.95)%	4.21 %	1.18 %	0.60 %	0.42 %	0.98 %	(4.10)%

SCHEDULE OF THE EMPLOYER'S NET PENSION LIABILITY

GASB Statement No. 67

FY Ending September 30,	Total Pension Liability	Plan Net Position	Net Pension Liability	Plan Net Position as a % of Total Pension Liability	Covered Payroll	Net Pension Liability as a % of Covered Payroll
2014	$ 3,091,288	$ 3,346,937	$ (255,649)	108.27%	$ 2,011,191	(12.71)%
2015	$ 3,469,898	$ 3,564,490	$ (94,592)	102.73%	$ 2,305,760	(4.10)%
2016	$ 4,042,171	$ 4,015,694	$ 26,477	99.34%	$ 2,696,572	0.98 %
2017	$ 4,947,123	$ 4,935,148	$ 11,975	99.76%	$ 2,867,220	0.42 %
2018	$ 5,727,627	$ 5,708,753	$ 18,874	99.67%	$ 3,128,680	0.60 %
2019	$ 6,249,987	$ 6,211,730	$ 38,257	99.39%	$ 3,231,060	1.18 %
2020	$ 7,280,856	$ 7,129,156	$ 151,700	97.92%	$ 3,603,500	4.21 %
2021	$ 7,609,284	$ 8,878,841	$ (1,269,557)	116.68%	$ 3,435,840	(36.95)%
2022	$ 8,500,338	$ 7,742,454	$ 757,884	91.08%	$ 3,629,500	20.88 %
2023	$ 9,241,492	$ 8,661,206	$ 580,286	93.72%	$ 3,933,440	14.75 %
2024	$ 10,249,576	$ 10,802,680	$ (553,104)	105.40%	$ 4,360,740	(12.68)%

NOTES TO SCHEDULE OF THE EMPLOYER'S NET PENSION LIABILITY

GASB Statement No. 67

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	2.25%
Salary Increases	4.75% to 5.50%, including inflation, based on years of service.
Investment Rate of Return	6.5%
Retirement Age	100% if eligible for Normal Retirement before age 62, else age based from 30% at age 62 to 100% at age 70; 5% for each year eligible for Early Retirement.
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 in the October 1, 2023 Actuarial Valuation Report.

SCHEDULE OF CONTRIBUTIONS

GASB Statement No. 67

FY Ending September 30,	Actuarially Determined Contribution	Actual Contribution	Contribution Deficiency (Excess)	Covered Payroll	Actual Contribution as a % of Covered Payroll
2014	$ 184,627	$ 184,627	$ -	$ 2,011,191	9.18%
2015	$ 194,376	$ 194,376	$ -	$ 2,305,760	8.43%
2016	$ 201,704	$ 201,704	$ -	$ 2,696,572	7.48%
2017	$ 235,972	$ 305,931	$ (69,959)	$ 2,867,220	10.67%
2018	$ 350,412	$ 350,412	$ -	$ 3,128,680	11.20%
2019	$ 362,848	$ 362,848	$ -	$ 3,231,060	11.23%
2020	$ 391,341	$ 391,341	$ -	$ 3,603,500	10.86%
2021	$ 380,003	$ 380,003	$ -	$ 3,435,840	11.06%
2022	$ 350,247	$ 350,247	$ -	$ 3,629,500	9.65%
2023	$ 331,983	$ 331,983	$ -	$ 3,933,440	8.44%
2024	$ 381,565	$ 381,565	$ -	$ 4,360,740	8.75%

NOTES TO SCHEDULE OF CONTRIBUTIONS
GASB Statement No. 67

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	Aggregate Method
Amortization Method	N/A
Remaining Amortization Period	N/A
Asset Valuation Method	5-year smoothed market
Inflation	2.25%
Salary Increases	4.75% to 5.50%, including inflation, based on years of service.
Investment Rate of Return	6.5%
Retirement Age	100% if eligible for Normal Retirement before age 62, else age based from 30% at age 62 to 100% at age 70; 5% for each year eligible for Early Retirement.
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 from the October 1, 2022 Actuarial Valuation Report.

SINGLE DISCOUNT RATE
GASB Statement No. 67

A single discount rate of 6.50% 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 6.50%. 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 (6.50%) 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 6.50%, 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 5.50%	Current Single Discount Rate Assumption 6.50%	1% Increase 7.50%
$786,149	($553,104)	($1,674,151)

SECTION E

MISCELLANEOUS INFORMATION

RECONCILIATION OF MEMBERSHIP DATA		
	From 10/1/23 to 10/1/24	From 10/1/22 to 10/1/23
A. Active Members		
1. Number Included in Last Valuation	52	51
2. New Members Included in Current Valuation	11	5
3. Non-Vested Employment Terminations	(3)	(2)
4. Vested Employment Terminations	(1)	(2)
5. Service Retirements	(2)	0
6. Disability Retirements	0	0
7. Deaths	0	0
8. Other -- Data Corrections	0	0
9. Number Included in This Valuation	57	52
B. Terminated Vested Members		
1. Number Included in Last Valuation	11	10
2. Additions from Active Members	1	2
3. Lump Sum Payments/Refunds	0	(1)
4. Payments Commenced	(2)	0
5. Deaths	0	0
6. Other	0	0
7. Number Included in This Valuation	10	11
C. Service Retirees, Disability Retirees and Beneficiaries		
1. Number Included in Last Valuation	14	14
2. Additions from Active Members	2	0
3. Additions from Terminated Vested Members	2	0
4. Deaths Resulting in No Further Payments	0	0
5. Deaths Resulting in New Survivor Benefits	0	0
6. End of Certain Period - No Further Payments	0	0
7. Other	0	0
8. Number Included in This Valuation	18	14

GENERAL EMPLOYEES STATISTICAL DATA				
	10/1/2021	10/1/2022	10/1/2023	10/1/2024
Active Members				
Number	50	51	52	57
Total Annual Payroll	$ 3,658,978	$ 3,868,586	$ 4,213,078	$ 4,727,237
Average Annual Salary	73,180	75,855	81,021	82,934
Other Averages				
Current Age	46.6	47.2	48.2	47.5
Age at Employment	40.0	40.5	41.0	40.8
Past Service	6.6	6.7	7.2	6.7
Service Retirees & Beneficiaries				
Number	12	14	14	18
Total Annual Benefit	$ 220,206	$ 236,374	$ 236,374	$ 293,533
Average Monthly Benefit	1,529	1,407	1,407	1,359
Disability Retirees				
Number	0	0	0	0
Total Annual Benefit	$ ---	$ ---	$ ---	$ ---
Average Monthly Benefit	---	---	---	---
Terminated Members with Vested Benefits				
Number	8	10	11	10
Total Annual Benefit	$ 82,365	$ 95,403	$ 101,137	$ 104,070
Average Monthly Benefit	858	795	766	867

ACTIVE MEMBER SCATTER

	Years of Service to Valuation Date											
Age Group	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30 & Up	**Totals**
20-24 NO.	0	0	0	0	0	0	0	0	0	0	0	0
TOT PAY	0	0	0	0	0	0	0	0	0	0	0	0
AVG PAY	0	0	0	0	0	0	0	0	0	0	0	0
25-29 NO.	1	0	1	0	1	1	0	0	0	0	0	4
TOT PAY	52,000	0	74,542	0	54,433	58,871	0	0	0	0	0	239,846
AVG PAY	52,000	0	74,542	0	54,433	58,871	0	0	0	0	0	59,962
30-34 NO.	1	0	0	1	1	1	0	0	0	0	0	4
TOT PAY	40,051	0	0	39,897	42,435	64,791	0	0	0	0	0	187,174
AVG PAY	40,051	0	0	39,897	42,435	64,791	0	0	0	0	0	46,794
35-39 NO.	2	2	2	0	0	1	1	0	0	0	0	8
TOT PAY	131,600	79,128	129,198	0	0	83,436	53,110	0	0	0	0	476,472
AVG PAY	65,800	39,564	64,599	0	0	83,436	53,110	0	0	0	0	59,559
40-44 NO.	3	1	1	0	0	1	1	1	0	0	0	8
TOT PAY	202,675	124,426	62,910	0	0	57,159	57,182	61,364	0	0	0	565,716
AVG PAY	67,558	124,426	62,910	0	0	57,159	57,182	61,364	0	0	0	70,715
45-49 NO.	1	0	0	0	0	1	1	1	1	0	0	5
TOT PAY	60,008	0	0	0	0	211,326	61,460	135,485	94,825	0	0	563,104
AVG PAY	60,008	0	0	0	0	211,326	61,460	135,485	94,825	0	0	112,621
50-54 NO.	1	0	1	0	0	4	0	3	0	0	0	9
TOT PAY	56,000	0	58,725	0	0	272,962	0	241,321	0	0	0	629,008
AVG PAY	56,000	0	58,725	0	0	68,240	0	80,440	0	0	0	69,890
55-59 NO.	2	0	0	1	0	5	0	1	1	0	0	10
TOT PAY	228,800	0	0	63,580	0	376,695	0	121,584	127,206	0	0	917,865
AVG PAY	114,400	0	0	63,580	0	75,339	0	121,584	127,206	0	0	91,787
60-64 NO.	0	1	2	0	0	1	1	2	0	0	0	7
TOT PAY	0	48,337	192,592	0	0	126,773	83,734	223,312	0	0	0	674,748
AVG PAY	0	48,337	96,296	0	0	126,773	83,734	111,656	0	0	0	96,393
65+ NO.	0	0	1	0	0	1	0	0	0	0	0	2
TOT PAY	0	0	157,579	0	0	81,949	0	0	0	0	0	239,528
AVG PAY	0	0	157,579	0	0	81,949	0	0	0	0	0	119,764
TOT NO.	11	4	8	2	2	16	4	8	2	0	0	57
TOT AMT	771,134	251,891	675,546	103,477	96,868	1,333,962	255,486	783,066	222,031	0	0	4,493,461
AVG AMT	70,103	62,973	84,443	51,739	48,434	83,373	63,872	97,883	111,016	0	0	78,833

INACTIVE MEMBER DISTRIBUTION

	Terminated Vested		Disabled		Retired		Deceased with Beneficiary	
Age Group	Number	Total Benefits	Number	Total Benefits	Number	Total Benefits	Number	Total Benefits
Under 20	-	-	-	-	-	-	-	-
20-24	-	-	-	-	-	-	-	-
25-29	-	-	-	-	-	-	-	-
30-34	1	6,526	-	-	-	-	-	-
35-39	1	5,701	-	-	-	-	-	-
40-44	1	5,734	-	-	-	-	-	-
45-49	2	24,676	-	-	-	-	-	-
50-54	3	35,586	-	-	-	-	-	-
55-59	1	21,347	-	-	-	-	-	-
60-64	-	-	-	-	5	49,712	-	-
65-69	1	4,500	-	-	8	110,325	-	-
70-74	-	-	-	-	3	82,081	-	-
75-79	-	-	-	-	1	42,881	-	-
80-84	-	-	-	-	1	8,534	-	-
85-89	-	-	-	-	-	-	-	-
90-94	-	-	-	-	-	-	-	-
95-99	-	-	-	-	-	-	-	-
100 & Over	-	-	-	-	-	-	-	-
Total	10	104,070	-	-	18	293,533	-	-
Average Age		49		-		68		-

SECTION F

SUMMARY OF PLAN PROVISIONS

SUMMARY OF PLAN PROVISIONS

A. Ordinances

The Plan was established under the Code of Ordinances for the Village of Tequesta, Florida, Chapter 2, Article III, Division 1, Section 2-61 (a), and was most recently amended under Ordinance No. 12-19. The Plan is also governed by certain provisions of Part VII, Chapter 112, Florida Statutes and the Internal Revenue Code.

B. Effective Date

December 11, 2003

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 who are not classified as police officers or firefighters are eligible for membership on the date of employment.

F. Credited Service

Service is measured as the period of continuous service as a general employee with the Village of Tequesta. No service is credited for any periods of employment for which the member received a refund of their contributions.

G. Compensation

Base compensation including regular earnings, vacation pay, sick pay, plus all tax-deferred items of income, but excluding any lump sum payments, overtime, bonuses and longevity bonus.

H. Average Final Compensation (AFC)

The average of Compensation over the highest 5 years during the last 10 years of Credited Service; does not include lump sum payments of unused leave.

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 62, or
(2) 30 years of Credited Service regardless of age.

Benefit: 2.0% of AFC multiplied by Credited Service with a maximum benefit equal to 100% of AFC.

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

COLA: None

J. Early Retirement

Eligibility: A member may elect to retire earlier than the Normal Retirement Eligibility upon attainment of age 50 and 6 years of Credited Service.

Benefit: The Normal Retirement Benefit is reduced by 5.0% for each year by which the Early Retirement date precedes the Normal Retirement date.

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

COLA: None

K. Delayed Retirement

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

L. Service Connected Disability

Eligibility: Any member who becomes totally and permanently disabled and unable to render useful and efficient service to the Village as a result from an act occurring in the performance of service for the Village is immediately eligible for a disability benefit.

Benefit: The accrued Normal Retirement Benefit taking into account compensation earned and service credited as of the date of disability with a minimum benefit equal to 42% of AFC.

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

COLA: None

M. Non-Service Connected Disability

Eligibility:	Any member who has 6 years of Credited Service and becomes totally and permanently disabled and unable to render useful and efficient service to the Village is immediately eligible for a disability benefit.
Benefit:	The accrued Normal Retirement Benefit taking into account compensation earned and service credited as of the date of disability with a minimum benefit equal to 25% of AFC.
Normal Form of Benefit:	10 Years Certain and Life thereafter.
COLA:	None

N. Death in the Line of Duty

Eligibility:	Members are eligible for survivor benefits after the completion of 6 or more years of Credited Service.
Benefit:	The beneficiary will receive the member's accrued Normal Retirement Benefit taking into account compensation earned and service credited as of the date of death. The benefit is payable at the member's Normal Retirement date.
Normal Form of Benefit:	10 Years Certain
COLA:	None

The beneficiary of a plan member with less than 6 years of Credited Service at the time of death will receive a refund of the member's accumulated contributions with interest.

O. Other Pre-Retirement Death

Eligibility:	Members are eligible for survivor benefits after the completion of 6 or more years of Credited Service.
Benefit:	The beneficiary will receive the member's accrued Normal Retirement Benefit taking into account compensation earned and service credited as of the date of death. The benefit is payable at the member's Normal Retirement date.
Normal Form of Benefit:	10 Years Certain
COLA:	None

The beneficiary of a plan member with less than 6 years of Credited Service at the time of death will receive a refund of the member's accumulated contributions with interest.

P. Post Retirement Death

Benefit determined by the form of benefit elected upon retirement.

Q. Optional Forms

In lieu of electing the Normal Form of benefit, the optional forms of benefits available to all retirees are the Life Annuity option or the 50%, 66 2/3%, 75% and 100% Joint and Survivor options.

R. Vested Termination

Eligibility:	A member has earned a non-forfeitable right to Plan benefits after the completion of 6 years of Credited Service.
Benefit:	The benefit is the member's accrued Normal Retirement Benefit as of the date of termination. Benefit begins on the member's Normal Retirement date. Alternatively, members can elect a reduced Early Retirement benefit any time after age 50.
Normal Form of Benefit:	10 Years Certain and Life thereafter; other options are also available.
COLA:	None

Members terminating employment with less than 6 years of Credited Service will receive a refund of their own accumulated contributions with interest.

S. Refunds

Eligibility:	All members terminating employment with less than 6 years of Credited Service are eligible. Optionally, vested members (those with 6 or more years of Credited Service) may elect a refund in lieu of the vested benefits otherwise due.
Benefit:	Refund of the member's contributions with interest. Interest is currently credited at a rate of 3%.

T. Member Contributions

5% of Compensation

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

Not Applicable

W. 13th Check

Not Applicable

X. Deferred Retirement Option Plan

Not Applicable

Y. Other Ancillary Benefits

There are no ancillary retirement type benefits not required by statutes but which might be deemed a Village of Tequesta General Employees' Pension Trust Fund liability if continued beyond the availability of funding by the current funding source.

Z. Changes from Previous Valuation

There have been no changes since the last valuation.