



February 18, 2025

Board of Trustees
c/o Mr. T. Scott Baker
New Port Richey
Police Officers' Retirement System
6739 Adams Street
New Port Richey, Florida 34652

Re: October 1, 2024 Actuarial Valuation

Dear Board Members:

As requested, we are pleased to enclose eleven (11) copies of the October 1, 2024 Actuarial Valuation Report for the New Port Richey Police Officers' Retirement System.

We look forward to presenting the key financial results of our Actuarial Valuation Report at the February 25th Board Meeting.

Upon Board approval of the Actuarial Valuation Report, we will upload an electronic copy of the Actuarial Valuation Report along with the required disclosure information to the State portal as required by the State.

We appreciate the opportunity to continue to work with the Board on this important assignment and look forward to responding to any questions that may arise.

If you should have any question concerning the above, please do not hesitate to contact us.

Sincerely,
Gabriel, Roeder, Smith & Company

A handwritten signature in black ink that reads "Michelle Jones". The signature is written in a cursive, flowing style.

Shelly L. Jones, A.S.A.
Consultant and Actuary

Enclosures

cc: Mr. Chuck Landers, C.P.A.

NEW PORT RICHEY POLICE OFFICERS' RETIREMENT SYSTEM

ACTUARIAL VALUATION AS OF OCTOBER 1, 2024

This Valuation Determines the Annual Contribution for the System Year October 1, 2025 through September 30, 2026 to be Paid in Fiscal Year October 1, 2025 through September 30, 2026

February 18, 2025



New Port Richey Police Officers' Retirement System

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February 18, 2025

Board of Trustees
City of New Port Richey
Police Officers' Retirement System
6739 Adams Street
New Port Richey, Florida 34652

Dear Board Members:

Re: October 1, 2024 Projection Actuarial Valuation Report

We are pleased to present our October 1, 2024 Projection Actuarial Valuation report for the City of New Port Richey Police Officers' Retirement System (System). The purpose of our report is to indicate appropriate contribution levels, comment on the actuarial stability of the System and to satisfy State reporting requirements. Gabriel, Roeder, Smith & Company (GRS), as System actuary, is authorized by the Board of Trustees to prepare an annual actuarial valuation under Section 17.53(d) of the System Ordinance.

This report consists of this cover letter, executive summary, risk assessment and Low-Default-Risk Obligation Measure followed by detailed Tables I through XVIII, the State Required Exhibit on Table XIX and the glossary on Table XX. The Tables contain basic System cost figures plus significant details on the benefits, liabilities and experience of the System. We suggest you thoroughly review our report at your convenience and contact us with any questions that may arise.

The findings in this report are based on data or other information through September 30, 2024. The valuation was based upon information furnished by the Board concerning Retirement System benefits, plan provisions and active members, terminated members, retirees and beneficiaries. We received financial information as of September 30, 2024 prepared by the System auditors.

We do not audit the Member census data and asset information that is provided to us; however, we perform certain reasonableness checks. The System is responsible for the accuracy of the data reported to us.

In our opinion the benefits provided for under the current System will be sufficiently funded through the payment of the amount as indicated in this and future Actuarial Valuation reports. 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. We will continue to update you on the future payment requirements for the System through our actuarial reports. These reports will also continue to monitor emerging experience of the System.

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

The actuarial assumptions used in this Actuarial Valuation are as adopted by the Board of Trustees. Demographic and economic actuarial assumptions are based upon the results of an actuarial Experience Study for the five-year period October 1, 2013 – September 30, 2018. The mortality assumptions are prescribed by statute. Each assumption represents an estimate of future System experience. All actuarial assumptions used in this report are reasonable for the purposes of this valuation. The combined effect of the assumptions is expected to have no significant bias (i.e. not significantly optimistic or pessimistic). All actuarial assumptions and methods used in the valuation follow the guidance in the applicable Actuarial Standards of Practice.

If all actuarial assumptions are met and if all future minimum required contributions are paid, System assets will be sufficient to pay all System benefits, future contributions are expected to remain relatively stable as a percent of payroll and the funded status is expected to improve. System minimum required contributions are determined in compliance with the requirements of the Florida Protection of Public Employee Retirement Benefits Act and Police Officers Retirement Chapter 185 with normal cost determined as a level percent of covered payroll and a level dollar amortization payment using a maximum amortization period of 30 years.

The Unfunded Actuarial Accrued Liability (UAAL) may not be appropriate for assessing the sufficiency of System assets to meet the estimated cost of settling benefit obligations but may be appropriate for assessing the need for or the amount of future contributions. The UAAL would be different if it reflected the market value of assets rather than the actuarial value of assets.

The Unfunded Actuarial Present Value of Vested Accrued Benefits and the corresponding Vested Benefit Security Ratio may not be appropriate for assessing the sufficiency of System assets to meet the estimated cost of settling benefit obligations and also may not be appropriate for assessing the need for or the amount of future contributions.

The GASB Net Pension Liability and System Fiduciary Net Position as a Percentage of Total Pension Liability may not be appropriate for assessing the sufficiency of System assets to meet the estimated cost of settling benefit obligations but may be appropriate for assessing the need for or the amount of future contributions.

This report should not be relied on for any purpose other than the purpose described in the primary communication. Determinations of the financial results associated with the benefits described in this report in a manner other than the intended purpose may produce significantly different results.

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 System as of the valuation date. All calculations have been made in conformity with generally accepted actuarial principles and practices, with the Actuarial Standards of Practice issued by the Actuarial Standards Board and with applicable statutes.

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

The signing actuaries are independent of the System sponsor.

The undersigned are Members of the American Academy of Actuaries and meet the qualification standards of the American Academy of Actuaries to render the actuarial opinions contained in this report. We are available to respond to any questions with regards to matters covered in this report.

Sincerely,

Gabriel, Roeder, Smith & Company



Shelly L. Jones, A.S.A., E.A., M.A.A.A.
Consultant and Actuary



Jennifer M. Borregard, E.A., M.A.A.A.
Consultant and Actuary



EXECUTIVE SUMMARY

Retirement System Costs

Our Actuarial Valuation develops the required minimum Retirement System payment under the Florida Protection of Public Employee Retirement Benefits Act and for Police Officers Retirement Chapter 185 for fiscal year ending September 30, 2026. The minimum payment consists of payment of annual normal costs and amortization of the components of the unfunded actuarial accrued liability over various periods as prescribed by law.

The minimum payment for System Year ending September 30, 2026 is **27.3% of covered payroll (\$888,554)**. The figure in parentheses is the System cost expressed as a dollar amount based upon projected covered annual payroll for fiscal year ending September 30, 2026 (\$3,254,776).

This total cost is to be met by Member, City and State contributions. We anticipate Member contributions will be **6.5% of covered payroll** for fiscal year ending September 30, 2026 **(\$211,560)** and the available State contribution will be **\$260,651 (8.0% of projected payroll)** for fiscal year ending September 30, 2026. The required City contribution is **12.8% of projected covered payroll** for fiscal year ending September 30, 2026 **(\$416,343)**.

The City contribution includes an interest adjustment and must be increased if actual FYE 2026 State contributions are less than \$260,651. The City has a credit balance as of the valuation date in the amount of \$338,007. The credit balance is available to offset the minimum required City contribution.

Changes in Actuarial Assumptions, Methods and System Benefits

The System provisions valued remain unchanged from the Actuarial Valuation as of October 1, 2023. System provisions are summarized on Table X.

The assumed investment return assumption was updated from 7.25% to 7.20%. The remaining actuarial assumptions and methods are unchanged from the Actuarial Valuation as of October 1, 2023. The actuarial assumptions and methods are outlined on Table XI.

Since actual State monies received during fiscal year ended September 30, 2024 (\$260,651) was above the threshold (\$248,077) to provide an increase in supplemental benefit but below the threshold (\$285,159) to provide the full supplemental benefit, we understand the supplemental benefit to be paid in calendar year 2025 will be at a prorated increase amount of \$433.91 for members hired prior to October 20, 1994 and \$301.73 for members hired on or after October 20, 1994.

Comparison of October 1, 2023 and October 1, 2024 Valuation Results

Table II of our report provides information of a comparative nature. The left columns of the Table indicate the costs as calculated for the Actuarial Valuation as of October 1, 2023. The center columns indicate the costs as calculated for October 1, 2024, prior to the update in actuarial assumption. The



right columns indicate the costs as calculated for October 1, 2024, after the update in actuarial assumptions.

Comparing the left and center columns of Table II shows the effect of System experience during the year. The number of active participants decreased by approximately 7% while the covered payroll increased by approximately 2%. The total normal cost and net City minimum funding payment increased both as a percentage of covered payroll and as a dollar amount. The unfunded accrued actuarial liability decreased both as a percentage of covered payroll and as a dollar amount.

Comparing the center and right columns of Table II shows the effect of the update of actuarial assumptions. The total normal cost, unfunded accrued actuarial liability and net City minimum funding payment all increased as a percentage of covered payroll and as a dollar amount.

The System continues to have assets in excess of present value of vested accrued benefits, resulting in a Vested Benefit Security Ratio (VBSR) of 132.3% (133.0% prior to update in actuarial assumptions) which is an increase from 115.5% as of the Actuarial Valuation as of October 1, 2023. The VBSR is measured on a market value of assets basis.

Actuarial Gains (Losses)

Table VII indicates the System experienced an actuarial gain of \$390,864. This suggests actual overall experience was more favorable than expected.

Our Actuarial Valuation report tracks the actual experience in three areas that are very significant in determining whether a gain or loss occurs. Table XVI presents salary experience and tracks employee turnover. Table XVII provides information on investment return.

Table XVI provides ten years of history concerning increases in pay enjoyed by System participants. Average increases have been as follows:

Period Ended <u>September 30, 2024</u>	Average <u>Pay Increase</u>
1 Year	7.7%
3 Years	8.2%
5 Years	8.3%
10 Years	6.9%

The salary increase assumption was 4.2% per annum. Salary increase experience was an offsetting source of actuarial loss during the most recent System Year. Three, five and ten-year assumed average annual salary increases are 4.5%, 4.5% and 5.4%, respectively.

Table XVI also provides statistics for employees terminating service prior to entitlement for immediate System benefits in comparison to the number expected to terminate. Last year we expected approximately three participants would terminate. In fact, four participants terminated. This suggests employee turnover was generally a source of actuarial gain for the System Year.



Table XVII provides investment experience for the System in comparison to our assumption. During System Year 2023-2024, the System experienced a smoothed actuarial value return of approximately 9.27%. This return is more than the 7.25% assumed rate of return (prior assumption). Smoothed actuarial value investment return was an additional source of actuarial gain this year. Average smoothed actuarial value rates of return over the last three, five and ten years have been 7.16%, 8.07% and 8.8%, respectively. The average market value rate of return over the current and last three, five and ten years have been 22.43%, 6.53%, 9.57% and 8.6%, respectively.

Conclusion and Recommendations

- As required per Florida Statute Chapter 112.63, the mortality assumption will be updated in next year's actuarial valuation to the mortality assumption used in the recently published actuarial valuation report of the Florida Retirement System. This update will likely increase the accrued liabilities of the System and City's minimum required payment.
- The Market Value of Assets is more than the Actuarial Value of Assets by \$2,744,697 as of the valuation date. This difference will be gradually recognized in the absence of future gains / losses. In turn, the actuarially determined contribution rate will decrease.
- It is highly recommended that Experience Studies be performed regularly to keep the actuarial assumptions and methods up to date with evolving System experience. The last experience study prepared for the System was six years ago. The Government Finance Officers Association (GFOA) recommends experience studies every five years as a best practice. Therefore, we recommend the Board authorize an Experience Study covering the six-year period October 1, 2018 – September 30, 2024 including a review of the investment return assumption.

The remainder of this Report includes detailed actuarial valuation results, information relating to the pension fund, financial accounting information, miscellaneous employee data and a summary of plan provisions and actuarial assumptions and methods.

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: System 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 System's funded status); and changes in System 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 system's future financial condition include:

1. Investment risk – actual investment returns may differ from 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 the actuarially determined 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 System'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 the actuarially determined 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 the actuarially determined 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 actuarially determined contribution can be expected to increase (or decrease). Likewise if longevity is improving (or worsening), increases (or decreases) in the actuarially determined contribution can be anticipated.



The actuarially determined contribution rate shown on page four 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 System. Users of this report should be aware that contributions made at the actuarially determined rate do not necessarily guarantee benefit security.

System Maturity Measures

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

	<u>2023</u>	<u>2024</u>
Ratio of the market value of assets to total payroll	10.56	12.36
Ratio of actuarial accrued liability to payroll	9.75	10.09
Ratio of actives to retirees and beneficiaries	0.87	0.79
Ratio of net cash flow to market value of assets	-3.3%	-3.0%
Duration of the actuarial accrued liability	11.70	11.74

Ratio of Market Value of Assets to Payroll

The relationship between assets and payroll is a useful indicator of the potential volatility of the actuarially determined 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 the actuarially determined 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 the actuarially determined contributions for a fully funded system. 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 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 the actuarially determined contributions) as a percentage of payroll.

Ratio of Actives to Retirees and Beneficiaries

A young system with many active members and few retirees will have a high ratio of active to retirees. A mature open system may have close to the same number of actives to retirees resulting in a ratio near 1.0. A super-mature or closed system 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 system or a need for additional contributions.

Duration of Actuarial Accrued Liability

The duration of the actuarial accrued liability may be used to approximate the sensitivity to a 1% change in the assumed rate of return. For example, a duration of 10 indicates the liability would increase approximately 10% if the assumed rate of return were lowered 1%.

Additional Risk Assessment

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

LOW-DEFAULT-RISK OBLIGATION MEASURE

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

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

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

- A. Low-default-risk Obligation Measure of benefits earned as of the measurement date: \$48,750,916
- B. Discount rate used to calculate the LDROM: 3.81% based on Bond Buyer “20-Bond GO Index” as of September 26, 2024*
- C. Other significant assumptions that differ from those used for the funding valuation: None
- D. Actuarial cost method used to calculate the LDROM: 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.

* The “20-Bond GO Index” is based on 20 general obligation municipal bonds maturing in 20 years with mixed quality. In describing this index, the Bond Buyer website notes that the bonds’ average credit quality is roughly equivalent to Moody’s Investors Service’s Aa2 rating and Standard & Poor’s Corp.’s AA.

Summary of Retirement System Costs as of October 1, 2024

	<u>Prior Assumptions</u>		<u>Current Assumptions</u>	
	<u>Cost</u> <u>Data</u>	<u>% of</u> <u>Payroll</u>	<u>Cost</u> <u>Data</u>	<u>% of</u> <u>Payroll</u>
A. Participant Data Summary (Table III)				
1. Active employees	38	N/A	38	N/A
2. Terminated vested	6	N/A	6	N/A
3. Receiving benefits	46	N/A	46	N/A
4. DROP participants	2	N/A	2	N/A
5. Annual payroll of active employees	\$ 3,190,957	100.0%	\$ 3,190,957	100.0%
B. Total Normal Cost				
1. Age retirement benefits	\$ 562,539	17.6%	\$ 568,742	17.8%
2. Termination benefits	86,331	2.7%	87,013	2.7%
3. Death benefits	18,276	0.6%	18,386	0.6%
4. Disability benefits	83,996	2.6%	84,564	2.7%
5. Estimated expenses	79,733	2.5%	79,733	2.5%
6. Total annual normal cost	<u>\$ 830,875</u>	<u>26.0%</u>	<u>\$ 838,438</u>	<u>26.3%</u>
C. Total Actuarial Accrued Liability				
1. Age retirement benefits active employees	\$ 8,289,428	259.8%	\$ 8,348,856	261.6%
2. Termination benefits active employees	140,361	4.4%	141,076	4.4%
3. Death benefits active employees	27,438	0.9%	27,618	0.9%
4. Disability benefits active employees	195,741	6.1%	196,964	6.2%
5. Retired or terminated vested participants receiving benefits	17,602,952	551.7%	17,682,564	554.1%
6. DROP participants	1,408,989	44.2%	1,415,604	44.4%
7. Terminated vested participants entitled to future benefits	2,151,897	67.4%	2,165,485	67.9%
8. Deceased participants whose beneficiaries are receiving benefits	1,306,136	40.9%	1,310,345	41.1%
9. Disabled participants receiving benefits	861,449	27.0%	865,567	27.1%
10. Miscellaneous liability (refunds in process)	39,494	1.2%	39,494	1.2%
11. Total actuarial accrued liability	<u>\$ 32,023,885</u>	<u>1003.6%</u>	<u>\$ 32,193,573</u>	<u>1008.9%</u>
D. Assets (Table V)				
1. Net smoothed actuarial value	\$ 36,687,695	1149.7%	\$ 36,687,695	1149.7%
2. Net market value	\$ 39,432,392	1235.8%	\$ 39,432,392	1235.8%
E. Unfunded Actuarial Accrued Liability (C.11.-D.1.)				
	\$ (4,663,810)	(146.2%)	\$ (4,494,122)	(140.8%)

Summary of Retirement System Costs as of October 1, 2024

	<u>Prior Assumptions</u>		<u>Current Assumptions</u>	
	<u>Cost Data</u>	<u>% of Payroll</u>	<u>Cost Data</u>	<u>% of Payroll</u>
F. Minimum Required Contribution				
1. Total normal cost	\$ 830,875	26.0%	\$ 838,438	26.3%
2. Amortization of unfunded liability	(371,643)	(11.6%)	(357,103)	(11.2%)
3. Interest adjustment	33,624	1.1%	33,664	1.1%
4. Total required contribution	<u>\$ 492,856</u>	15.4%	<u>\$ 514,999</u>	16.1%
G. Minimum Required Contribution (F.S., 112.66 (13)) (Greater of F.1. + F.3. and F.4.)	\$ 864,499	27.1%	\$ 872,102	27.3%
H. Expected payroll of active employees for 2025 - 2026 year (\$3,190,957 x 1.020)	\$ 3,254,776	102.0%	\$ 3,254,776	102.0%
I. Contribution Sources (percent of expected 2025 - 2026 payroll)				
1. City	\$ 409,833	12.6%	\$ 416,343	12.8%
2. State	260,651	8.0%	260,651	8.0%
3. Member	211,560	6.5%	211,560	6.5%
4. Total	<u>\$ 882,044</u>	27.1%	<u>\$ 888,554</u>	27.3%
J. Actuarial Gain / (Loss)	\$ 390,864	12.2%	\$ 390,864	12.2%
K. Actuarial Present Value of Vested Accrued Benefits				
1. Retired, terminated vested, beneficiaries and disabled receiving benefits	\$ 19,770,537	619.6%	\$ 19,858,476	622.3%
2. DROP participants	1,408,989	44.2%	1,415,604	44.4%
3. Terminated vested participants entitled to future benefits and miscellaneous	2,191,391	68.7%	2,204,979	69.1%
4. Active participants entitled to future benefits	<u>6,278,472</u>	196.8%	<u>6,320,189</u>	198.1%
5. Total actuarial present value of vested accrued benefits	\$ 29,649,389	929.2%	\$ 29,799,248	933.9%
L. Unfunded Actuarial Present Value of Vested Accrued Benefits (K.5. - D.2., not less than zero)	\$ 0	0.0%	\$ 0	0.0%
M. Vested Benefit Security Ratio (D.2. ÷ K.5.)	133.0%	N/A	132.3%	N/A

Comparison of Cost Data of October 1, 2023 and October 1, 2024 Valuations

	October 1, 2023		Prior Assumptions October 1, 2024		Current Assumptions October 1, 2024	
	Cost Data	% of Annual Compensation	Cost Data	% of Annual Compensation	Cost Data	% of Annual Compensation
A. Participants						
1. Active employees	41	N/A	38	N/A	38	N/A
2. Terminated vested	6	N/A	6	N/A	6	N/A
3. Receiving benefits	46	N/A	46	N/A	46	N/A
4. DROP participants	1	N/A	2	N/A	2	N/A
5. Annual payroll of active employees	\$ 3,134,616	100.0%	\$ 3,190,957	100.0%	\$ 3,190,957	100.0%
B. Total Normal Cost	\$ 794,665	25.4%	\$ 830,875	26.0%	\$ 838,438	26.3%
C. Total Actuarial Accrued Liability	\$ 30,565,277	975.1%	\$ 32,023,885	1003.6%	\$ 32,193,573	1008.9%
D. Smoothed Actuarial Value of Assets	\$ 34,561,074	1102.6%	\$ 36,687,695	1149.7%	\$ 36,687,695	1149.7%
E. Unfunded Actuarial Accrued Liability	\$ (3,995,797)	(127.5%)	\$ (4,663,810)	(146.2%)	\$ (4,494,122)	(140.8%)
F. Net City Minimum Funding Payment	\$ 377,153	11.8% ¹	\$ 409,833	12.6% ²	\$ 416,343	12.8% ²
G. Actuarial Gain / (Loss)	\$ (811,241)	(25.9%)	\$ 390,864	12.2%	\$ 390,864	12.2%
H. Vested Benefit Security Ratio	115.5%	N/A	133.0%	N/A	132.3%	N/A

¹ Percent of expected 2024/2025 covered payroll (\$3,197,308)

² Percent of expected 2025/2026 covered payroll (\$3,254,776)

Table III

**Characteristics of Participants in
Actuarial Valuation as of October 1, 2024**

A. Active Plan Participants Summary

1. Active participants fully vested	16
2. Active participants partially vested	0
3. Active participants non-vested	22
4. Total active participants	38
5. Annual rate of pay of active participants	\$ 3,190,957

B. Retired and Terminated Vested Participant Summary

1. Retired or terminated vested participants receiving benefits	36
2. DROP participants	2
3. Terminated vested participants entitled to future benefits	6
4. Deceased participants whose beneficiaries are receiving benefits	7
5. Disabled participants receiving benefits	3

C. Annual Retirement Benefits

1. Retired or terminated vested receiving benefits	\$ 1,524,797
2. DROP participants	\$ 90,011
3. Terminated vested entitled to future benefits	\$ 220,737
4. Beneficiaries of deceased participants	\$ 159,306
5. Disabled participants	\$ 75,834

Table IV

Statement of Assets as of October 1, 2024

<u>Assets</u>	<u>Market Value</u>
A. <u>Cash</u>	\$ 85,933
B. <u>Investments at market value</u>	
U.S. Government securities	\$ 3,980,102
U.S. Government agencies	5,605,385
Domestic corporate bonds	943,250
Domestic common stocks	25,237,132
Temporary investment funds	391,388
Real Estate	3,499,929
Total investments	<u>\$ 39,657,186</u>
C. <u>Receivables</u>	
Employer contribution	\$ 0
Employee contribution	0
State contribution	0
Accrued interest	53,601
Accrued dividends	5,871
Other	0
Total receivables	<u>\$ 59,472</u>
D. <u>Prepaid expenses</u>	\$ 2,896
E. <u>Equipment at cost, net of accumulated depreciation</u>	\$ 0
F. <u>Liabilities</u>	
Accounts payable	<u>\$ 35,088</u>
Total liabilities	<u>\$ 35,088</u>
G. <u>Total System assets (A. + B. + C. + D. + E. - F.)</u>	\$ 39,770,399
H. <u>Credit balance</u>	<u>338,007</u>
I. <u>Net System assets (G. - H.)</u>	\$ 39,432,392

Table V

Reconciliation of System Assets

A. <u>Market value of assets as of October 1, 2023</u>	\$	33,405,367
B. <u>Receipts during period</u>		
1. Contributions		
a. Member	\$	217,360
b. City		385,837
c. State		260,651
d. Total	\$	863,848
2. Investment income		
a. Realized gains / (losses)	\$	1,796,594
b. Unrealized gains / (losses)		5,018,660
c. Interest		293,219
d. Dividends		411,096
e. Class action settlements		1,362
f. Investment expense		(141,727)
g. Total	\$	7,379,204
3. Net receipts during period	\$	8,243,052
C. <u>Disbursements during period</u>		
1. Pension benefit payments	\$	1,753,258
2. DROP distributions		0
3. Contribution refunds		53,206
4. Administrative expenses		71,556
5. Total disbursements during period	\$	1,878,020
D. <u>Market value of assets as of September 30, 2024</u>	\$	39,770,399
E. <u>Credit balance</u>	\$	338,007
F. <u>Net market value of assets as of September 30, 2024 (D. - E.)</u>	\$	39,432,392
G. <u>Excess State funds</u>		
1. Balance as of October 1, 2023	\$	0
2. Increase for current year		0
3. Purchase of additional benefits		0
4. Funds released to reduce unfunded actuarial accrued liability		0
5. Balance as of September 30, 2024	\$	0
H. <u>Reconciliation of DROP account balances</u>		
1. DROP account balances as of October 1, 2023	\$	97,900
2. Benefit payments into DROP accounts during year		62,872
3. Investment credits during year		23,649
4. Distributions from DROP accounts during year		0
5. DROP account balances as of September 30, 2024	\$	184,421

Development of Smoothed Actuarial Value of Assets as of September 30, 2024

	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>
A. Preliminary smoothed actuarial value from prior year	\$ 34,152,201	\$ 34,855,517	\$ 37,025,702			
B. Market value end of year	33,405,367	39,770,399				
C. Market value beginning of year	31,678,139	33,405,367	39,770,399			
D. Non-investment net cash flow	(1,038,092)	(1,014,172)				
E. Investment return						
1. Total market value return: B. - C. - D.	2,765,320	7,379,204				
2. Amount for immediate recognition (7.25%)	2,259,034	2,385,125				
3. Amount for phased-in recognition: E.1. - E.2.	506,286	4,994,079				
F. Phased-in recognition of investment return						
1. Current year: 20% of E.3.	101,257	998,816				
2. First prior year	(1,181,660)	101,257	998,816			
3. Second prior year	808,984	(1,181,660)	101,257	998,816		
4. Third prior year	71,833	808,984	(1,181,660)	101,257	998,816	
5. Fourth prior year	(318,040)	71,835	808,982	(1,181,660)	101,258	998,815
6. Total phased-in recognition of investment return	(517,626)	799,232	727,395	(81,587)	1,100,074	998,815
G. Smoothed actuarial value end of year						
1. Preliminary smoothed actuarial value end of year						
A. + D. + E.2. + F.6.	34,855,517	37,025,702				
2. Upper corridor limit: 120% of B.	40,086,440	47,724,479				
3. Lower corridor limit: 80% of B.	26,724,294	31,816,319				
4. Smoothed actuarial value end of year:						
G.1., not more than G.2., nor less than G.3.	34,855,517	37,025,702				
H. Difference between market value and smoothed actuarial value	(1,450,150)	2,744,697				
I. Smoothed actuarial value rate of return	5.18%	9.27%				
J. Market value rate of return	8.87%	22.43%				
K. Credit Balance	294,443	338,007				
L. Net smoothed actuarial value end of year: G.4. - K.	34,561,074	36,687,695				

**Funding Standard Account for
Plan Year Ended September 30, 2024**

A. Charges to the Funding Standard Account

1. Prior year funding deficiency	\$ 0
2. Net charges for the year	<u>602,924</u>
3. Total employer charges	\$ 602,924

B. Credits to the Funding Standard Account

1. Prior year credit balance	\$ 294,443
2. State contribution	260,651
3. City contributions	<u>385,837</u>
4. Total credits	\$ 940,931

**C. Credit Balance / (Funding Deficiency)
(B.4. - A.3.)**

\$ 338,007

Table VII

**Actuarial Gain / (Loss) for
System Year Ended September 30, 2024**

A. Derivation of Actuarial Gain / (Loss)

1. City / State normal cost previous actuarial valuation	\$ 586,840
2. Net unfunded actuarial accrued liability previous actuarial valuation	(3,995,797)
3. Net contributions previous year	
(a) City	\$ 377,872
(b) State	225,052
(c) Total	<u>\$ 602,924</u>
4. Interest on:	
(a) City / State normal cost	\$ 42,546
(b) Net unfunded actuarial accrued liability	(289,695)
(c) Net contributions	13,916
(d) Net total: (a) + (b) - (c)	<u>\$ (261,065)</u>
5. Increase / (decrease) in unfunded actuarial accrued liability due to assumption changes	169,688
6. Expected net unfunded actuarial accrued liability current year: (1. + 2. - 3. + 4. + 5.)	\$ (4,103,258)
7. Actual net unfunded actuarial accrued liability current year	<u>(4,494,122)</u>
8. Actuarial gain / (loss): (6. - 7.)	<u>\$ 390,864</u>

B. Approximate Portion of Gain / (Loss) due to Smoothed Investments

1. Net smoothed actuarial value of assets previous year	\$ 34,561,074
2. Net contributions during period	820,284
3. Benefits and administrative expenses during period	1,878,020
4. Expected net appreciation for period	<u>2,459,395</u>
5. Expected smoothed actuarial value of assets current year: (1. + 2. - 3. + 4.)	\$ 35,962,733
6. Net smoothed actual actuarial value of assets current year	<u>36,687,695</u>
7. Approximate gain / (loss) due to smoothed investments: (6. - 5.)	<u>\$ 724,962</u>

C. Approximate Portion of Gain / (Loss)

<u>due to Liabilities: A. - B.</u>	\$ (334,098)
------------------------------------	--------------

Amortization of Unfunded Actuarial Accrued Liability

<u>Date</u>	<u>Unfunded Liability</u>	<u>Amortization Payment</u>
October 1, 2024	\$ (4,494,122)	\$ (357,103)
October 1, 2025	\$ (4,434,884)	\$ (357,103)
October 1, 2026	\$ (4,371,381)	\$ (357,103)
October 1, 2027	\$ (4,303,306)	\$ (357,103)
October 1, 2028	\$ (4,230,330)	\$ (357,103)
...		
...		
October 1, 2054	\$ 0	\$ 0

Accounting Disclosure Exhibit

		Prior Assumptions 10/01/2024	Current Assumptions 10/01/2024
I. <u>Number of System Members</u>	<u>10/01/2023</u>		
a. Retirees and beneficiaries receiving benefits	47	48	48
b. Terminated plan members entitled to deferred benefits	6	6	6
c. Active System members	41	38	38
d. Total System members	94	92	92
II. <u>Financial Accounting Standards Board Allocation as of October 1, 2024</u>			
A. <u>Statement of Accumulated System Benefits</u>			
1. Actuarial present value of accumulated vested System benefits			
a. Participants currently receiving benefits including DROPs	\$ 20,857,348	\$ 21,179,526	\$ 21,274,080
b. Other participants	7,817,676	8,469,863	8,525,168
c. Total	\$ 28,675,024	\$ 29,649,389	\$ 29,799,248
2. Actuarial present value of accumulated non-vested System benefits	1,140,538	1,277,716	1,291,909
3. Total actuarial present value of accumulated System benefits	\$ 29,815,562	\$ 30,927,105	\$ 31,091,157
B. <u>Statement of Change in Accumulated System Benefits</u>			
1. Actuarial present value of accumulated System benefits as of October 1, 2023			\$ 29,815,562
2. Increase (decrease) during year attributable to:			
a. System amendment			\$ 0
b. Change in actuarial assumptions			164,052
c. Benefits paid			(1,806,464)
d. Other, including benefits accumulated, increase for interest due to decrease in the discount period			2,918,007
e. Net increase			\$ 1,275,595
3. Actuarial present value of accumulated System benefits as of October 1, 2024			\$ 31,091,157
C. <u>Significant Matters Affecting Calculations</u>			
1. Assumed rate of return used in determining actuarial present values			7.20%
2. Change in System provisions			None affecting calculation
3. Change in actuarial assumptions			See Table XI, Item O.

Accounting Disclosure Exhibit

III. Net Pension Liability and Related Ratios (GASB No. 67)

Measurement date	9/30/2015 *	9/30/2016	9/30/2017	9/30/2018	9/30/2019	9/30/2020	9/30/2021	9/30/2022	9/30/2023	9/30/2024	Projected 9/30/2025 **
A. <u>Total Pension Liability (TPL)</u>											
Service Cost	\$ 685,630	\$ 760,315	\$ 770,072	\$ 676,144	\$ 710,034	\$ 605,593	\$ 675,563	\$ 696,224	\$ 607,449	\$ 714,776	\$ 758,705
Interest	1,895,631	1,939,254	1,970,862	1,916,514	1,997,614	2,000,243	2,054,813	2,096,351	2,116,375	2,202,320	2,305,683
Benefit Changes	0	0	0	(2,507,861)	615,658	134,434	0	0	0	0	0
Difference Between Actual and Expected Experience	(18,648)	(704,111)	(610,687)	654,544	(722,312)	(101,689)	(69,441)	(228,156)	(504,520)	169,449	333,704
Assumption Changes	0	0	686,077	0	0	874,824	(11,954)	0	0	0	169,688
Benefit Payments, including Refunds of Member Contributions	(1,337,591)	(1,456,540)	(1,727,246)	(1,466,384)	(1,481,477)	(1,845,797)	(1,862,505)	(2,063,324)	(1,795,548)	(1,806,464)	(1,857,818)
Net Change in Total Pension Liability	\$ 1,225,022	\$ 538,918	\$ 1,089,078	\$ (727,043)	\$ 1,119,517	\$ 1,667,608	\$ 786,476	\$ 501,095	\$ 423,756	\$ 1,280,081	\$ 1,709,962
Total Pension Liability (TPL) - (beginning of year)	23,785,673	25,010,695	25,549,613	26,638,691	25,911,648	27,031,165	28,698,773	29,485,249	29,986,344	30,410,100	31,690,181
Total Pension Liability (TPL) - (end of year)	\$ 25,010,695	\$ 25,549,613	\$ 26,638,691	\$ 25,911,648	\$ 27,031,165	\$ 28,698,773	\$ 29,485,249	\$ 29,986,344	\$ 30,410,100	\$ 31,690,181	\$ 33,400,143
B. <u>System Fiduciary Net Position</u>											
Contributions - Employer and State	\$ 1,118,829	\$ 1,182,194	\$ 1,262,959	\$ 1,046,237	\$ 594,598	\$ 654,162	\$ 595,276	\$ 576,514	\$ 644,805	\$ 646,488	\$ 635,644
Contributions - Member	97,124	105,320	111,261	111,835	167,338	173,300	188,809	182,759	200,560	217,360	207,412
Net Investment Income	1,036,070	1,211,993	3,011,138	3,696,996	700,585	2,484,432	6,269,076	(3,320,990)	2,765,320	7,379,204	2,824,067
Benefit Payments, including Refunds of Member Contributions	(1,337,591)	(1,456,540)	(1,727,246)	(1,466,384)	(1,481,477)	(1,845,797)	(1,862,505)	(2,063,324)	(1,795,548)	(1,806,464)	(1,857,818)
Administrative Expenses	(58,144)	(53,575)	(65,265)	(90,802)	(73,964)	(78,280)	(65,728)	(71,868)	(87,909)	(71,556)	(79,733)
Other	0	0	0	0	0	0	0	0	0	0	0
Net Change in System Fiduciary Net Position	\$ 856,288	\$ 989,392	\$ 2,592,847	\$ 3,297,882	\$ (92,920)	\$ 1,387,817	\$ 5,124,928	\$ (4,696,909)	\$ 1,727,228	\$ 6,365,032	\$ 1,729,572
System Fiduciary Net Position - (beginning of year)	22,218,814	23,075,102	24,064,494	26,657,341	29,955,223	29,862,303	31,250,120	36,375,048	31,678,139	33,405,367	39,770,399
System Fiduciary Net Position - (end of year)	\$ 23,075,102	\$ 24,064,494	\$ 26,657,341	\$ 29,955,223	\$ 29,862,303	\$ 31,250,120	\$ 36,375,048	\$ 31,678,139	\$ 33,405,367	\$ 39,770,399	\$ 41,499,971
C. <u>Net Pension Liability (NPL) - (end of year): (A) - (B)</u>	\$ 1,935,593	\$ 1,485,119	\$ (18,650)	\$ (4,043,575)	\$ (2,831,138)	\$ (2,551,347)	\$ (6,889,799)	\$ (1,691,795)	\$ (2,995,267)	\$ (8,080,218)	\$ (8,099,828)
D. <u>System Fiduciary Net Position as a Percentage of TPL: (B) / (A)</u>	92.26 %	94.19 %	100.07 %	115.61 %	110.47 %	108.89 %	123.37 %	105.64 %	109.85 %	125.50 %	124.25 %
E. <u>Covered Employee Payroll</u> ***	\$ 2,158,300	\$ 2,335,381	\$ 2,472,455	\$ 2,484,983	\$ 2,574,417	\$ 2,666,145	\$ 2,904,741	\$ 2,811,690	\$ 3,085,547	\$ 3,343,996	\$ 3,190,957
F. <u>NPL as a Percentage of Covered Employee Payroll: (C) / (E)</u>	89.68 %	63.59 %	(0.75)%	(162.72)%	(109.97)%	(95.69)%	(237.19)%	(60.17)%	(97.07)%	(241.63)%	(253.84)%
G. <u>Notes to Schedule:</u>											
Valuation Date	10/1/2014	10/1/2015	10/1/2016	10/1/2017	10/1/2018	10/1/2019	10/1/2020	10/1/2021	10/1/2022	10/1/2023	10/1/2024

Update procedures used to roll forward TPL excluding DROP account balances and reserve for excess State funds, if any, to the measurement dates - actual DROP account balances and reserve for excess State funds, if any, as of measurement dates included in TPL

See Table IX, Item III. for a history of benefit and assumption changes prior to fiscal year 2025. No benefit changes in fiscal year 2025. Investment return assumption was updated in fiscal year 2025.

* As reported in System's financial statements

** Projected - actual amounts will be available after fiscal year end

*** Reported payroll used to determine contribution as provided under GASB No. 82

Accounting Disclosure Exhibit

IV. Schedule of Employer Contributions (GASB No. 67)

<u>Fiscal Year Ended 9/30</u>	<u>Actuarially Determined Contribution</u>	<u>Actual Contribution ¹</u>	<u>Contribution Deficiency (Excess)</u>	<u>Covered Payroll ²</u>	<u>Actual Contribution as a % of Covered Payroll</u>
2015	\$ 1,118,829	\$ 1,118,829	\$ 0	\$ 2,158,300	51.84%
2016	1,162,424	1,182,194	(19,770)	2,335,381	50.62%
2017	1,075,632	1,262,959	(187,327)	2,472,455	51.08%
2018	992,658	1,046,237	(53,579)	2,484,983	42.10%
2019	587,634	594,598	(6,964)	2,574,417	23.10%
2020	660,836	654,162	6,674	2,666,145	24.54%
2021	598,547	595,276	3,271	2,904,741	20.49%
2022	581,282	576,514	4,768	2,811,690	20.50%
2023	603,289	644,805	(41,516)	3,085,547	20.90%
2024	602,924	646,488	(43,564)	3,343,996	19.33%
2025 ³	635,644	635,644	0	3,190,957	19.92%

¹ Reflects contributions on a cash basis as provided under GASB No. 67

² Reported payroll used to determine contribution as provided under GASB No. 82

³ Projected - actual amounts will be available after fiscal year end

Accounting Disclosure Exhibit

V. Notes to Schedule of Contributions (GASB No. 67)

Valuation Date: Actuarially determined contributions are calculated as of October 1st - two year(s) prior the fiscal year end in which contributions are reported.

Methods and Assumptions Used to Determine Contribution Rates for Fiscal Year Ended September 30, 2025:

Actuarial Cost Method	Entry Age Normal
Amortization Method	Level Dollar, Closed
Amortization Period	30 years
Asset Valuation Method	5-year smoothed
Inflation	2.50%
Salary Increases	3.5% - 7.0%
Investment Rate of Return	7.25%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition
Mortality	For healthy Police Officer participants during employment, PUB-2010 Headcount Weighted Safety Employee Female Mortality Table and Safety Below Median Employee Male Mortality Table, both set forward 1 year, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018. For healthy Police Officer participants post employment, PUB-2010 Headcount Weighted Safety Healthy Retiree Female Mortality Table and Safety Below Median Healthy Retiree Male Mortality Table, both set forward 1 year, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018. For disabled participants, 80% PUB-2010 Headcount Weighted General Disabled Retiree Mortality Table / 20% PUB-2010 Headcount Weighted Safety Disabled Retiree Mortality Table, separate rates for males and females, without projected mortality improvements.
Cost-of-Living Increases	None

Other Information:

Benefit Changes

2020-2023: supplemental benefit reduced due to insufficiency of State payments effective following January 1st. 2019: one-time additional benefit payment payable on December 1, 2019, supplemental benefit reduced due to insufficiency of State payments effective following January 1st; 2018: early retirement eligibility changed to completion of twenty (20) years of credited service if ten (10) or more years of credited service as of November 7, 2017; early retirement reduction removed if ten (10) or more years of credited service as of November 7, 2017; supplemental benefit reduced due to insufficiency of State payments effective following January 1st. 2017: accrued benefits frozen November 7, 2017; member contributions increased to 6.5%; average final compensation changed to highest three (3) years of the last five (5) years; normal retirement eligibility changed to earlier of attainment of age fifty-two (52) (age fifty (50) if ten (10) or more years of credited service as of November 7, 2017) and the completion of ten (10) years of Credited Service, or the completion of twenty-three (23) years of credited service; early retirement eligibility changed to attainment of age fifty (50) and completion of ten (10) years of credited service; 3.25% accrual rate (future accruals); 3% early retirement reduction factor added; DROP interest crediting rate updated to Fund return (minimum 0%) or fixed return of 1.5% as elected by the Member; supplemental benefit reduced due to insufficiency of State payments effective following January 1st. 2014-2016: supplemental benefit reduced due to insufficiency of State payments effective following January 1st.

Accounting Disclosure Exhibit

V. Notes to Schedule of Contributions (GASB No. 67) (cont'd)

Assumption Changes

2020: mortality assumption for disabled participants updated. 2019: investment return, mortality assumptions, employee withdrawal rates, salary increase factors and assumed retirement age updated. 2018: assumed retirement age updated due to benefit changes. 2017: salary increase factors and assumed retirement age updated due to benefit changes. 2016: investment return decreased to 7.75%; mortality assumptions, salary increase factors, employee withdrawal rates and assumed retirement age updated.

VI. Discount Rate (GASB No. 67)

Discount rates of 7.25% and 7.20% were used to measure the TPL as of September 30, 2024 and September 30, 2025, respectively. These discount rates were based on the expected rate of return on System investments of 7.25% and 7.20%, respectively. The projection of cash flows used to determine these discount rates assumed member contributions will be made at the current contribution rate and employer contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member contribution rate. Based on these assumptions, the System's fiduciary net position was projected to be available to make all projected future expected benefit payments of current System members. Therefore, the long-term expected rate of return on System investments was applied to all periods of projected benefit payments to determine the TPL.

VII. Sensitivity of the NPL to the Discount Rate Assumption (GASB No. 67)

Measurement date: September 30, 2024

	1% Decrease	Current Discount Rate	1% Increase
Discount Rate	6.25%	7.25%	8.25%
NPL	\$ (4,422,864)	\$ (8,080,218)	\$ (11,120,214)

Measurement date: September 30, 2025 *

	1% Decrease	Current Discount Rate	1% Increase
Discount Rate	6.20%	7.20%	8.20%
NPL	\$ (4,249,700)	\$ (8,099,828)	\$ (11,300,081)

* Projected - actual amounts will be available after fiscal year end

Outline of Principal Provisions of the Retirement System

A. Effective Date:

May 1, 1977 (last amended February 21, 2024 - Ordinance No. 2024-2284).

B. Eligibility Requirements:

An actively employed Police Officer who fulfills the prescribed participation requirements. A new employee who is hired as the Police Chief may elect not to participate in the System.

C. Frozen Benefit:

The benefit structure in effect on November 7, 2017 is frozen at midnight on that date. All Members will be vested in benefits accrued as of November 7, 2017 and payable under the terms and conditions of the benefit structure then in effect.

Additional benefits will accrue in accordance with the new benefit structure as described below.

D. Contributions:

State of Florida: Any monies received or receivable by reason of laws of the State of Florida, for funding and paying for retirement benefits for Police Officers of the City.

Members: 6.5% of Earnings, reduced to equal the City Contribution in any year in which the most recent Actuarial Valuation states that the required City Contribution is less than 6.5% of covered payroll.

City: Remaining amount necessary for payment of the total cost for the year as determined in the most recent Actuarial Valuation. However, in any year in which the results of the most recent Actuarial Valuation requires City Contributions of less than 6.5% of covered payroll, then the City Contribution and Member contribution shall be shared equally.

E. Credited Service:

Total number of years and fractional parts of years of service as a Police Officer with Member contributions to the System, omitting intervening years or fractional parts of years when such Member was not employed by the City as a Police Officer. A Member who terminates employment and leaves his contributions in the Fund and is reemployed within five years will receive credit for service prior to his date of termination. A Member may receive credit for military service and prior police service under certain circumstances.

Outline of Principal Provisions of the Retirement System

F. Average Final Compensation (AFC):

For years of Credited Service earned prior to November 8, 2017:

One-twelfth of W-2 compensation plus any tax deferral elective deductions or salary reductions paid during the highest year of the final three (3) years of Credited Service (not less than the average over the five (5) best years of the last ten (10) years) immediately preceding November 8, 2017. In the final year of service prior to November 8, 2017 a Member may be paid 100% of accrued vacation and 50% of accrued sick leave up to 96 hours.

For years of Credited Service earned on or after November 8, 2017:

One-twelfth of total cash remuneration paid by the City for services rendered paid during the highest three (3) years of the last five (5) years of Credited Service immediately preceding the retirement, termination or death of a Member. Salary excludes overtime in excess of 300 hours per year and accrued unused sick or annual leave.

G. Regular Base Salary (RBS):

The Member's hourly rate times two thousand-eighty (2,080) hours.

H. Normal Retirement:

1. Eligibility:

For Members with ten (10) or more years of credited service as of November 7, 2017:

Attainment of age fifty (50) and completion of ten (10) years of Credited Service.

For Members with less than ten (10) years of credited service as of November 7, 2017:

Earlier of (a) attainment of age fifty-two (52) and completion of ten (10) years of Credited Service or (b) completion of twenty-three (23) years of Credited Service.

Frozen benefit as of November 7, 2017 may be paid upon attainment of age fifty (50) and completion of ten (10) years of Credited Service.

2. Benefit:

3.5% of AFC times years of Credited Service through November 7, 2017; 3.25% of AFC times years of Credited Service on or after November 8, 2017 (maximum benefit - 75% of AFC; minimum benefit - 2% of AFC times years of Credited Service) payable for ten (10) years certain and life thereafter. An optional form of benefit may be elected by a Member.

In addition to the benefit above, Members will receive an additional supplemental benefit.

Outline of Principal Provisions of the Retirement System

I. Early Retirement:

1. Eligibility:

For Members with ten (10) or more years of credited service as of November 7, 2017:

Completion of twenty (20) years of Credited Service.

For Members with less than ten (10) years of credited service as of November 7, 2017:

Attainment of age fifty (50) and completion of ten (10) years of Credited Service.

Frozen benefit as of November 7, 2017 may be paid upon completion of twenty (20) years of Credited Service.

2. Benefit:

The accrued benefit based upon AFC and Credited Service determined as of the Early Retirement Date payable immediately. For participants with less than ten (10) years of credited service as of November 7, 2017, the portion of the accrued benefit for years of Credited Service on or after November 8, 2017 is actuarially reduced, but not more than 3% reduction for each year early retirement date precedes normal retirement date.

J. Service Connected Disability Benefit:

1. Eligibility:

Service connected injury, disease or disability which permanently incapacitates a Member from performing Police Officers' duties. Eligible for benefits from date of employment.

2. Benefit:

60% of RBS payable monthly for life or prior recovery. In addition, Members will receive an additional supplemental benefit. Minimum disability benefit is the greatest of 42% of AFC, 2% of AFC times years of Credited Service and 3.5% of RBS times years of Credited Service through November 7, 2017 plus 3.25% of RBS times years of Credited Service on or after November 8, 2017, not to exceed 75% of RBS. Upon death, the benefit will be continued in the same manner provided for under Service Incurred Preretirement Death Benefit, but provided further that the benefit, except for the additional supplemental benefit, shall be payable for a minimum of 120 monthly payments.

Benefits may be reduced for Workers' Compensation benefits, Social Security disability benefits and disability benefits from another employer for the same disability. In no event shall the benefit be reduced below the greater of 42% of AFC and 2.75% of AFC times years of Credited Service.

K. Non-Service Connected Disability Benefit:

1. Eligibility:

Non-service connected injury, disease or disability which permanently incapacitates a Member from performing Police Officers' duties after completing one year of Credited Service.

Outline of Principal Provisions of the Retirement System

K. Non-Service Connected Disability Benefit (cont'd):

2. Benefit:

Members prior to October 20, 1994 (including those who received Credited Service for periods prior to October 20, 1994), 30% of RBS payable monthly for life or prior recovery plus an additional monthly supplemental benefit. Minimum disability benefit after ten (10) years of Credited Service is the greatest of 25% of AFC, 2% AFC times years of Credited Service, and 3.5% of RBS times years of Credited Service through November 7, 2017 plus 3.25% of RBS times years of Credited Service on or after November 8, 2017, not to exceed 75% of RBS.

Members eligible on or after October 20, 1994 receive a benefit equal to 5% of RBS times years of Credited Service not to exceed 30% of RBS payable monthly for life or prior recovery plus an additional monthly supplemental benefit for members with at least two (2) years of credited service. Minimum disability benefit for a Member after ten (10) years of Credited Service is the greatest of 25% of AFC, 2% of AFC times years of Credited Service and 3.5% of RBS times years of Credited Service through November 7, 2017 plus 3.25% of RBS times years of Credited Service on or after November 8, 2017, not to exceed 75% of RBS. The benefit, except for the supplemental benefit, shall be payable for a minimum of 120 payments or prior recovery.

Benefits may be reduced for Workers' Compensation benefits, Social Security disability benefits and disability benefits from another employer for the same disability. In no event shall the benefit after ten (10) years of Credited Service be reduced below 25% of AFC or 2.75% of AFC times years of Credited Service.

L. Service Incurred Preretirement Death Benefit:

1. Eligibility:

Eligible for benefits from date of employment.

2. Benefit:

60% of RBS in effect on date of death plus an additional monthly supplemental benefit payable to the spouse until death. If no spouse, or upon death of the spouse, 15% of RBS payable to each unmarried child until age 18 (or to age 22, if enrolled in school); total maximum for all such children is 60% of RBS. Eligible children shall also share equally in the applicable additional monthly supplemental benefit. If no surviving spouse or eligible children, the designated beneficiary will receive 100% of the Member's accumulated contributions.

M. Non-Service Incurred Preretirement Death Benefit:

1. Eligibility:

Five (5) years of Credited Service.

Outline of Principal Provisions of the Retirement System

M. Non-Service Incurred Preretirement Death Benefit (cont'd):

2. Benefit:

30% of RBS in effect on date of death plus an additional monthly supplemental benefit payable to the spouse until remarriage or death. If no spouse, or upon remarriage or death, 7.5% of RBS payable to each unmarried child until age 18 (or to age 22, if enrolled in school); total maximum for all such children of 30% of RBS. Eligible children shall also share equally in the applicable additional monthly supplemental benefit. If no surviving spouse or eligible children, the designated beneficiary will receive 100% of the Member's accumulated contributions.

With less than five (5) years of Credited Service, refund of 100% of the Member's accumulated contributions.

N. Minimum Preretirement Death Benefit:

If the Member was vested, but not eligible for Early or Normal Retirement, the beneficiary is entitled to the benefits otherwise payable at Early or Normal Retirement, and shall receive the benefit payable monthly for ten (10) years certain.

O. Termination Benefits:

A Member who has completed less than ten (10) years of Credited Service will receive a refund of his accumulated contributions. A Member who has completed ten (10) years of Credited Service who does not withdraw his accumulated contributions will receive his accrued benefit based upon his AFC and years of Credited Service as of his date of termination payable at his Normal Retirement Date. Upon death prior to Normal Retirement Date, his beneficiary will be entitled to benefits as provided under Non-service Incurred Preretirement Death Benefits.

A Member of the plan with a frozen accrued benefit as of November 7, 2017 who does not withdraw his accumulated contributions is 100% vested in the frozen accrued benefit payable under the provisions of the prior Plan.

P. Deferred Retirement Option Plan (DROP):

1. Eligibility: Eligible for normal retirement.
2. The maximum period of participation in the DROP is sixty (60) months.
3. For Members entering the DROP prior to November 8, 2017, the Member's account in the DROP program shall be credited with interest based upon a fixed return of 6.5%. For Members entering the DROP on or after November 8, 2017, the Member's account in the DROP program shall be credited with interest based upon a fixed return of 1.5%. In lieu of the fixed return, a Member may elect for their account in the DROP program to be credited with interest based upon the actual net return of the Fund, but not less than 0%.

Outline of Principal Provisions of the Retirement System

P. Deferred Retirement Option Plan (DROP) (cont'd):

4. For Members entering the DROP prior to November 8, 2017, the Member may elect to change the interest crediting option twice during his DROP participation. For Members entering the DROP on or after November 8, 2017, the Member's interest crediting election upon DROP entry is irrevocable.
5. No payment may be made from DROP until the employee actually separates from service with the City.

Q. Supplemental Benefit:

Members prior to October 20, 1994 (including those who received Credited Service for periods prior to October 20, 1994) - an additional monthly supplemental benefit of \$400 is payable.

Members eligible on or after October 20, 1994 - the additional monthly supplemental benefit is \$200.

For Members who retire on or after October 1, 2004 - the additional monthly supplemental benefit is increased to \$500. This increase in the supplemental benefit shall be funded from the annual state monies received by the Plan in excess of \$248,077. The maximum additional state monies that can be used in each year for this benefit enhancement is \$37,082. To the extent that actual state monies received in any year are less than \$285,159, the prospective supplemental benefit on the following January 1st shall be reduced to a level that the annual state monies can fully fund. This adjusted supplemental benefit cannot be reduced below the current monthly supplemental benefit of \$400 for Members hired prior to October 20, 1994 and \$200 for Members hired on or after October 20, 1994. Any reductions in supplemental benefits will not affect the supplemental benefits prior to that date.

The additional supplemental benefit is payable for the life of the Member, except that if the Member elects a joint and survivor option and the surviving spouse of the Member or the Member's child is the joint pensioner, the entire additional supplemental benefit shall be paid for the life of the surviving spouse or until the child reaches the age of 18 (or 22, if enrolled in school).

For members who were receiving retirement benefits on October 1, 2018, including DROP participants, a one-time additional benefit payment (*13th check*) equal to the sum of current regular monthly benefit payment and the supplemental benefit payment is payable on December 1, 2019.

R. Changes From Previous Valuation:

The minimum disability benefit, after reduction for Workers' Compensation benefits, Social Security disability benefits and disability benefits from another employer for the same disability, with ten (10) years of Credited Service was 25% of AFC or 2% of AFC times years of Credited Service.

**Actuarial Assumptions and Actuarial Cost Methods
Used in the Valuation**

A. Mortality

For healthy Police Officer participants during employment, PUB-2010 Headcount Weighted Safety Employee Female Mortality Table and Safety Below Median Employee Male Mortality Table, both set forward 1 year, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018.

For healthy Police Officer participants post employment, PUB-2010 Headcount Weighted Safety Healthy Retiree Female Mortality Table and Safety Below Median Healthy Retiree Male Mortality Table, both set forward 1 year, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018.

For disabled participants, 80% PUB-2010 Headcount Weighted General Disabled Retiree Mortality Table / 20% PUB-2010 Headcount Weighted Safety Disabled Retiree Mortality Table, separate rates for males and females, without projected mortality improvements.

Sample Ages (2024)	Pre-retirement Future Life Expectancy (Years)		Post-retirement Future Life Expectancy (Years)	
	Men	Women	Men	Women
55	30.78	34.62	27.96	31.53
60	25.82	29.54	23.36	26.73
62	23.88	27.53	21.61	24.88

Sample Ages (2044)	Pre-retirement Future Life Expectancy (Years)		Post-retirement Future Life Expectancy (Years)	
	Men	Women	Men	Women
55	32.42	36.10	29.86	33.36
60	27.39	30.99	25.15	28.48
62	25.43	28.96	23.35	26.59

B. Interest to be Earned by Fund

7.20%, compounded annually, net of investment expense - includes inflation at 2.50%.

C. Allowances for Expenses or Contingencies

Average of two previous years' actual administrative expense.

**Actuarial Assumptions and Actuarial Cost Methods
Used in the Valuation**

D. Employee Withdrawal Rates

Withdrawal rates for males and for females were used in accordance with the following illustrative example:

<u>Service</u>	<u>Withdrawal Rates</u>
0	15.0%
1 - 10	9.0%
10 & Over	1.0%

E. Disability Rates

Disability rates for males and for females were used in accordance with the following illustrative example:

<u>Age</u>	<u>Disability Rates Per 100 Members</u>	<u>Age</u>	<u>Disability Rates Per 100 Members</u>
20	0.14	45	0.51
25	0.15	50	1.00
30	0.18	55	1.55
35	0.23	60 & Over	0.00
40	0.30		

F. Salary Increase Factors

Current salary was assumed to increase at a rate based on the table below per year until retirement - includes wage inflation of 3.00%.

<u>Age</u>	<u>Salary Increase</u>
< 30	7.0%
30 - 39	4.5%
40 & Over	3.5%

Extra-ordinary pay, such as for overtime, in the final averaging period is assumed to add 5% to the average final compensation.

G. Assumed Rate of Increase in Covered Payroll to Contribution Year

2.0% per annum.

**Actuarial Assumptions and Actuarial Cost Methods
Used in the Valuation**

H. Assumed Retirement Age

For Members with ten (10) or more years of Credited Service as of November 7, 2017, 100% of Members are assumed to retire upon earlier of completion of twenty (20) years of Credited Service or age fifty (50) and completion of ten (10) years of Credited Service.

For Members with less than ten (10) years of Credited Service as of November 7, 2017, 100% of Members are assumed to retire upon earlier of completion of twenty-three (23) years of Credited Service or age fifty-two (52) and completion of ten (10) years of Credited Service.

For Members with less than ten (10) years of Credited Service as of November 7, 2017, 20% of Members are assumed to retire between the ages of fifty (50) and fifty-two (52) and completion of ten (10) years of Credited Service.

However, all active Members on the valuation date are assumed to have a minimum of one year of future service.

I. Disability Benefits

No offset was assumed for potential Workers' Compensation benefits, Social Security disability benefits or other disability benefits attributable to employment with another employer for the same disability.

J. Form of Payment

For purposes of the supplemental benefit, the joint and survivor form is assumed to be elected.

K. Valuation of Assets

The actuarial value of assets is determined by smoothing earnings in excess of or less than the assumed return over five years.

L. Cost Methods

Normal Retirement, Termination, Disability, and Death Benefits: Entry-Age-Normal Cost Method.

Under this method the normal cost for each active employee is the amount which is calculated to be a level percentage of pay that would be required annually from his entry age to his assumed retirement age to fund his estimated benefits, assuming the System had always been in effect. The normal cost for the System is the sum of such amounts for all employees. The actuarial accrued liability as of any valuation date for each active employee or inactive employee who is eligible to receive benefits under the System is the excess of the actuarial present value of estimated future benefits over the actuarial present value of current and future normal costs. The unfunded actuarial accrued liability as of any valuation date is the excess of the actuarial accrued liability over the actuarial value of assets of the System.

**Actuarial Assumptions and Actuarial Cost Methods
Used in the Valuation**

L. Cost Methods (cont'd)

Vested Normal Retirement, Termination, Disability, and Death Benefits: Unit Credit Cost Method

Under this method, the actuarial present value of vested accrued benefits is an amount calculated to be the sum of the present values of each individual's vested accrued or earned benefit under the System as of the valuation date. Each individual's calculation is based on pay and service as of the valuation date.

M. Marital Assumption

Females are assumed to be three (3) years younger than their male spouses. Eighty percent (80%) of active Members are assumed to be married at benefit commencement.

N. Disclosure of Assumptions

The investment return, salary increases, withdrawal and retirement rates were updated based on the most recent experience study performed for the five years ending September 30, 2018. The mortality rates are based upon the July 1, 2023 FRS Actuarial Valuation, as required under F.S., Chapter 2015-157.

O. Changes From Previous Valuation

Investment return assumption was 7.25%, compounded annually, net of investment expense.

Table XII

**Distribution by Attained Age Groups
and Service Groups as of October 1, 2024**

<u>Attained Age Group</u>	<u>COMPLETED YEARS OF SERVICE</u>							<u>Total</u>
	<u>0-4</u>	<u>5-9</u>	<u>10-14</u>	<u>15-19</u>	<u>20-24</u>	<u>25-29</u>	<u>30 & Over</u>	
Under 25	0	-	-	-	-	-	-	0
25-29	1	-	-	-	-	-	-	1
30-34	10	3	1	-	-	-	-	14
35-39	5	2	-	2	-	-	-	9
40-44	1	3	-	2	-	-	-	6
45-49	1	2	1	1	1	-	-	6
50-54	-	-	1	-	-	-	-	1
55-59	1	-	-	-	-	-	-	1
60-64	-	-	-	-	-	-	-	0
65 & Over	-	-	-	-	-	-	-	0
TOTAL	19	10	3	5	1	0	0	38

	<u>10/01/2023</u>	<u>10/01/2024</u>
Average Pay	\$ 76,454	\$ 83,973
Average Attained Age	36.9 years	38.4 years
Average Service	6.2 years	7.0 years
Percent Female	7.3%	7.9%

**Statistics for Participants Entitled to Deferred Benefits
and Participants Receiving Benefits**

A. Entitled to Deferred Benefits

<u>Current Age Group</u>	<u>Count</u>	<u>Total Annual Benefit</u>	<u>Average Annual Benefit</u>	<u>Average Age at Date Benefits Commence</u>
Less than 30	-	-	-	-
30 - 34	-	-	-	-
35 - 39	1	26,767	26,767	50.0
40 - 44	1	48,778	48,778	50.0
45 - 49	4	145,192	36,298	50.0
50 & Over	-	-	-	-
TOTAL	6	220,737	36,790	50.0

B. Receiving Benefits (including DROPs)

<u>Current Age Group</u>	<u>Count</u>	<u>Total Annual Benefit</u>	<u>Average Annual Benefit</u>	<u>Average Age at Date Benefits Commenced</u>
Less than 50	4	220,167	55,042	40.2
50 - 54	6	263,566	43,928	49.6
55 - 59	4	169,676	42,419	48.1
60 - 64	9	423,399	47,044	47.9
65 - 69	6	255,612	42,602	46.9
70 - 74	5	159,519	31,904	48.7
75 - 79	8	206,175	25,772	48.9
80 - 84	4	110,244	27,561	48.7
85 & Over	2	41,590	20,795	51.0
TOTAL	48	1,849,948	38,541	47.8

Reconciliation of Employee Data

A. <u>Active Participants</u>	
1. Active participants previous year	41
2. Retired during year	0
3. Entered DROP during year	(1)
4. Died during year	0
5. Disabled during year	0
6. Terminated during year	(4)
7. New active participants	2
8. Rehired	0
9. Active participants current year	<u>38</u>
B. <u>Participants Receiving Benefits</u>	
1. Participants receiving benefits previous year	46
2. New retired participants	0
3. New terminated vested receiving benefits	0
4. New disabled receiving benefits	0
5. New beneficiaries receiving benefits	0
6. Former DROP now receiving benefits	0
7. Died or ceased payment during year	0
8. Retired or terminated vested receiving benefits current year	<u>46</u>
C. <u>DROP Participants</u>	
1. DROP participants previous year	1
2. Died during year	0
3. Became disabled during year	0
4. Employment terminated and retired during year	0
5. Entered DROP during year	1
6. DROP participants current year	<u>2</u>
D. <u>Terminated Vested Participants Entitled to Future Benefits</u>	
1. Terminated vested entitled previous year	6
2. Died during year	0
3. Commenced receiving benefits during year	0
4. New terminated vested	0
5. Terminated vested paid lump sum	0
6. Terminated vested entitled current year	<u>6</u>

Projected Retirement Benefits

<u>Fiscal Year</u>	<u>Projected Total Annual Payout</u>
2025	1,857,818
2026	2,305,453
2027	2,368,286
2028	2,397,793
2029	2,392,152
2030	2,393,262
2031	2,421,752
2032	2,549,348
2033	2,651,843
2034	2,644,099

The above projected payout of system benefits during the next ten years is based on assumptions involving all decrements. The actual payouts may differ from the above estimates depending upon the death, salary and retirement experience of the system. However, since the projected payment is recomputed each valuation date, there is an automatic correction to the extent that actual experience varies from expected experience.

Review of Salary and Termination Experience

A. Recent Salary Experience *

<u>Year Ended</u>	<u>% Increase</u>	<u>Assumed Increase</u>
09/30/2024	7.7%	4.2%
09/30/2023	10.3%	4.4%
09/30/2022	6.7%	4.8%
09/30/2021	6.9%	4.6%
09/30/2020	9.8%	4.7%
09/30/2019	11.4%	6.1%
09/30/2018	0.9%	6.0%
09/30/2017	6.5%	6.1%
09/30/2016	4.5%	6.5%
09/30/2015	5.0%	6.5%
Last 3 Years	8.2%	4.5%
Last 5 Years	8.3%	4.5%
Last 10 Years	6.9%	5.4%

* Participants who have full years of pay for both years considered.

B. Recent Termination Experience

<u>Year Ended</u>	<u>Number of Employees Previous Valuation</u>	<u>Expected * Terminations</u>	<u>Actual Terminations</u>	<u>Ratio of Actual To Expected</u>
09/30/2024	41	3.5	4	1.1
09/30/2023	36	3.2	2	0.6
09/30/2022	41	3.4	9	2.6
09/30/2021	41	3.6	4	1.1
09/30/2020	37	3.2	3	0.9
09/30/2019	40	1.6	4	2.5
09/30/2018	41	1.7	6	3.5
09/30/2017	38	1.5	5	3.3
09/30/2016	38	1.4	4	2.9
09/30/2015	33	1.2	3	2.5
Last 3 Years	118	10.1	15	1.5
Last 5 Years	196	16.9	22	1.3
Last 10 Years	386	24.3	44	1.8

* Based upon expected rates of termination used in completing the previous valuation.

Analysis of Investment Yield as of October 1, 2024

This Table sets forth the results of an analysis made of investment yields on the assets held under the New Port Richey Police Officers' Retirement System.

The basic sources for this analysis were the Statements produced by the System Auditors.

The basic data was initially checked for internal consistency. Since no difficulties were encountered with the data, yield rates were calculated directly from the transaction information submitted. A summary of the transaction information is set forth on the following page.

**Table XVII
(Cont'd)**

Summary of Transaction Information

Fiscal Year Ended	Benefits Paid ¹	Expenses	Employee Contributions	City Contributions	Total State Contributions	Market Value ^{2,3}
9/30/2024	\$ 1,806,464	\$ 213,283	\$ 217,360	\$ 385,837	\$ 260,651	\$ 39,432,392
9/30/2023	1,795,548	200,788	200,560	385,694	259,111	33,110,924
9/30/2022	2,063,324	185,017	182,759	351,462	225,052	31,425,212
9/30/2021	1,862,505	192,606	188,809	377,681	217,595	36,117,353
9/30/2020	1,845,797	236,171	173,300	424,341	229,821	30,989,154
9/30/2019	1,481,477	245,009	167,338	373,667	220,931	29,594,663
9/30/2018	1,466,384	254,468	111,835	809,318	236,919	29,694,547
9/30/2017	1,727,246	206,796	111,261	1,038,318	224,641	26,450,244
9/30/2016	1,456,540	181,647	105,320	984,731	197,463	24,044,724
9/30/2015	1,337,591	192,834	97,124	930,808	188,021	23,074,302
9/30/2014	1,205,714	185,348	90,712	765,515	177,693	22,218,814
9/30/2013	1,259,927	136,765	90,622	931,689	195,041	19,600,297
9/30/2012	1,172,101	143,776	95,846	994,249	200,743	17,138,671
9/30/2011	1,147,374	144,421	92,998	907,497	223,096	14,268,174
9/30/2010	1,132,758	146,396	90,286	775,498	215,346	14,303,251
9/30/2009	1,080,775	118,151	84,868	682,396	244,456	12,761,231
9/30/2008	1,081,555	140,497	81,446	667,855	299,352	12,273,672
9/30/2007	1,023,967	148,320	75,177	577,387	299,490	15,065,417
9/30/2006	889,360	123,709	73,019	402,579	305,875	13,484,181
9/30/2005	810,834	130,767	70,581	226,682	299,352	12,501,079
9/30/2004	674,947	116,280	151,412	246,249	311,552	11,856,796
9/30/2003	558,393	96,156	124,451	288,037	281,193	11,092,704
9/30/2002	559,044	93,589	65,521	109,194	255,457	9,530,611
9/30/2001	494,098	102,424	58,621	71,361	223,110	10,552,703
9/30/2000	493,442	101,996	32,611	48,379	226,843	11,678,350

¹ Effective with fiscal year ended September 30, 2013, includes DROP distributions (previously included DROP benefit credits)

² Effective with fiscal year ended September 30, 2013, includes reserve for excess State funds, if any

³ Net of credit balance, if any

**Table XVII
(Cont'd)**

Recent Plan Experience

Valuation Date	Actuarial Assumed Investment Return	Market Value Return	Smoothed Actuarial Value Return
October 1, 2024	7.25%	22.43%	9.27%
October 1, 2023	7.25%	8.87%	5.18%
October 1, 2022	7.25%	(9.31%)	7.06%
October 1, 2021	7.25%	20.44%	11.00%
October 1, 2020	7.25%	8.48%	7.92%
October 1, 2019	7.75%	2.37%	8.10%
October 1, 2018	7.75%	13.97%	9.79%
October 1, 2017	7.75%	12.62%	9.19%
October 1, 2016	8.0%	5.3%	10.5%
October 1, 2015	8.0%	4.7%	10.6%
Last 3 Years	7.25%	6.53%	7.16%
Last 5 Years	7.25%	9.57%	8.07%
Last 10 Years	7.5%	8.6%	8.8%

Table XVIII

Employer Contribution Information

Valuation Date	Contribution Fiscal Year End	Minimum Required Employer Contributions	Actual Employer Contributions Made
10/01/2024	09/30/2026	\$ 676,994	N/A
10/01/2023	09/30/2025	\$ 635,644	N/A
10/01/2022	09/30/2024	\$ 602,924	\$ 646,488
10/01/2021	09/30/2023	\$ 603,289	\$ 644,805
10/01/2020	09/30/2022	\$ 581,282	\$ 576,514 ¹
10/01/2019	09/30/2021	\$ 598,547	\$ 595,276 ²
10/01/2018	09/30/2020	\$ 660,836	\$ 654,162 ³
10/01/2017	09/30/2019	\$ 587,634	\$ 594,598
10/01/2016	09/30/2018	\$ 992,658	\$ 1,046,237
10/01/2015	09/30/2017	\$ 1,075,632	\$ 1,262,959
10/01/2014	09/30/2016	\$ 1,162,424	\$ 1,182,194
10/01/2013	09/30/2015	\$ 1,118,829	\$ 1,118,829
10/01/2012	09/30/2014	\$ 1,183,428	\$ 943,208 ⁴
10/01/2011	09/30/2013	\$ 1,126,730	\$ 1,126,730
10/01/2010	09/30/2012	\$ 1,109,699	\$ 1,194,992
10/01/2009	09/30/2011	\$ 1,095,042	\$ 1,130,593
10/01/2008	09/30/2010	\$ 980,834	\$ 990,844
10/01/2007	09/30/2009	\$ 892,182	\$ 926,852
10/01/2006	09/30/2008	\$ 918,628	\$ 953,014
10/01/2005	09/30/2007	\$ 822,236	\$ 862,546
10/01/2004	09/30/2006	\$ 650,656	\$ 687,738
10/01/2003	09/30/2005	\$ 474,759	\$ 474,759
10/01/2003	09/30/2004	\$ 474,759	\$ 494,326

¹ Excludes use of credit balance (\$4,768)

² Excludes use of credit balance (\$3,271)

³ Excludes use of credit balance (\$6,674)

⁴ Excludes use of credit balance (\$240,220)

Actuarial Valuation as of October 1, 2024

State Required Exhibit

	<u>10/01/2023</u>	<u>Prior Assumptions 10/01/2024</u>	<u>Current Assumptions 10/01/2024</u>
A. <u>Participant Data</u>			
1. Active participants	41	38	38
2. Retired participants and beneficiaries receiving benefits	43	43	43
3. DROP participants	1	2	2
4. Disabled participants receiving benefits	3	3	3
5. Terminated vested participants	6	6	6
6. Annual payroll of active participants	\$ 3,134,616	\$ 3,190,957	\$ 3,190,957
7. Expected payroll of active participants for the following year	\$ 3,197,308	\$ 3,254,776	\$ 3,254,776
8. Annual benefits payable to those currently receiving benefits	\$ 1,757,545	\$ 1,759,937	\$ 1,759,937
9. Annual benefits payable to DROP participants	\$ 49,853	\$ 90,011	\$ 90,011
B. <u>Value of Assets</u>			
1. Net smoothed actuarial value of assets	\$ 34,561,074	\$ 36,687,695	\$ 36,687,695
2. Net market value of assets	\$ 33,110,924	\$ 39,432,392	\$ 39,432,392
C. <u>Liabilities</u>			
1. Actuarial present value of future expected benefit payments for active members			
a. Retirement benefits	\$ 11,157,231	\$ 12,045,827	\$ 12,156,813
b. Vesting benefits	635,054	645,964	651,169
c. Death benefits	144,219	149,575	150,805
d. Disability benefits	695,964	744,635	750,927
e. Total	<u>\$ 12,632,468</u>	<u>\$ 13,586,001</u>	<u>\$ 13,709,714</u>
2. Actuarial present value of future expected benefit payments for terminated vested members	\$ 2,002,938	\$ 2,151,897	\$ 2,165,485
3. Actuarial present value of future expected benefit payments for members currently receiving benefits			
a. Service retired	\$ 17,825,355	\$ 17,602,952	\$ 17,682,564
b. DROP participants	818,434	1,408,989	1,415,604
c. Disability retired	871,149	861,449	865,567
d. Beneficiaries	1,342,410	1,306,136	1,310,345
e. Miscellaneous (Refunds in process)	36,091	39,494	39,494
f. Total	<u>\$ 20,893,439</u>	<u>\$ 21,219,020</u>	<u>\$ 21,313,574</u>

Actuarial Valuation as of October 1, 2024

State Required Exhibit

	<u>10/01/2023</u>	<u>Prior Assumptions 10/01/2024</u>	<u>Current Assumptions 10/01/2024</u>
4. Total actuarial present value of future expected benefit payments	\$ 35,528,845	\$ 36,956,918	\$ 37,188,773
5. Actuarial accrued liabilities	\$ 30,565,277	\$ 32,023,885	\$ 32,193,573
6. Unfunded actuarial accrued liabilities	\$ (3,995,797)	\$ (4,663,810)	\$ (4,494,122)
 D. <u>Statement of Accumulated Plan Benefits</u>			
1. Actuarial present value of accumulated vested benefits			
a. Participants currently receiving benefits	\$ 20,038,914	\$ 19,770,537	\$ 19,858,476
b. DROP participants	818,434	1,408,989	1,415,604
c. Other participants	7,817,676	8,469,863	8,525,168
d. Total	<u>\$ 28,675,024</u>	<u>\$ 29,649,389</u>	<u>\$ 29,799,248</u>
2. Actuarial present value of accumulated non-vested plan benefits	<u>1,140,538</u>	<u>1,277,716</u>	<u>1,291,909</u>
3. Total actuarial present value of accumulated plan benefits	\$ 29,815,562	\$ 30,927,105	\$ 31,091,157
 E. <u>Statement of Change in Accumulated Plan Benefits</u>			
1. Actuarial present value of accumulated plan benefits as of October 1, 2023			\$ 29,815,562
2. Increase (decrease) during year attributable to:			
a. Plan amendment			\$ 0
b. Change in actuarial assumptions			164,052
c. Benefits paid including refunds & DROPs			(1,806,464)
d. Other, including benefits accumulated and increase for interest due to decrease in the discount period			<u>2,918,007</u>
e. Net increase			\$ 1,275,595
3. Actuarial present value of accumulated plan benefits as of October 1, 2024			\$ 31,091,157

Actuarial Valuation as of October 1, 2024

State Required Exhibit

	<u>10/01/2023</u>	<u>Prior Assumptions 10/01/2024</u>	<u>Current Assumptions 10/01/2024</u>
F. <u>Pension Cost</u>			
1. Total normal cost	\$ 794,665	\$ 830,875	\$ 838,438
2. Payment required to amortize unfunded liability	(316,094)	(371,643)	(357,103)
3. Interest adjustment	32,331	33,624	33,664
4. Total preliminary required contribution	\$ 510,902	\$ 492,856	\$ 514,999
5. Total required contribution (Greater of F.1. + F.3. and F.4.)	\$ 826,996	\$ 864,499	\$ 872,102
6. Item 5 as a percentage of payroll	26.4%	27.1%	27.3%
7. Estimated Member contributions	\$ 207,825	\$ 211,560	\$ 211,560
8. Item 7 as a percentage of expected payroll	6.5%	6.5%	6.5%
9. Estimated State contributions	\$ 259,111	\$ 260,651	\$ 260,651
10. Item 9 as a percentage of expected payroll	8.1%	8.0%	8.0%
11. Net amount payable by City	\$ 377,153	\$ 409,833	\$ 416,343
12. Item 11 as a percentage of expected payroll	11.8%	12.6%	12.8%
G. <u>Past Contributions</u>			
1. Total contribution required (Prior Year Valuation)*	\$ 820,284	\$ 843,056	\$ 843,056
2. Actual contributions made:			
a. Members	\$ 217,360	N/A	N/A
b. City	385,837	N/A	N/A
c. State	260,651	N/A	N/A
d. Total	\$ 863,848	N/A	N/A
H. <u>Net Actuarial Gain / (Loss)</u>	\$ (811,241)	\$ 390,864	\$ 390,864

* Based on percent of actual / expected covered payroll

Actuarial Valuation as of October 1, 2024

State Required Exhibit

		Prior Assumptions	Current Assumptions
	<u>10/01/2023</u>	<u>10/01/2024</u>	<u>10/01/2024</u>
I. <u>Disclosure of Following Items:</u>			
1. Actuarial present value of future salaries - attained age	\$ 19,327,551	\$ 19,252,939	\$ 19,303,903
2. Actuarial present value of future employee contributions - attained age	\$ 1,256,291	\$ 1,251,441	\$ 1,254,754
3. Actuarial present value of future contributions from other sources	N/A	N/A	N/A
4. Amount of active members' accumulated contributions	\$ 958,104	\$ 1,069,077	\$ 1,069,077
5. Actuarial present value of future salaries and future benefits at entry age	N/A	N/A	N/A
6. Actuarial present value of future employee contributions at entry age	N/A	N/A	N/A

State Required Exhibit

	<u>Unfunded Actuarial Accrued Liabilities</u>	<u>Current Unfunded Liabilities</u>	<u>Prior Assumptions Amortization Payment</u>	<u>Current Assumptions Amortization Payment</u>	<u>Remaining Funding Period</u>
10/01/2017	Combined Bases *	\$ (3,151,114)	\$ (266,240)	\$ (265,242)	23 years
10/01/2017	System Amendment	1,439,820	121,651	121,195	23 years
10/01/2018	Actuarial (Gain) / Loss including Supplemental Benefit Adjustment	(1,881,317)	(156,313)	(155,709)	24 years
10/01/2018	System Amendment	200,335	28,976	28,928	9 years
10/01/2019	Actuarial (Gain) / Loss including Supplemental Benefit Adjustment	(403,273)	(32,996)	(32,865)	25 years
10/01/2019	Assumption Changes	1,325,042	108,415	107,984	25 years
10/01/2020	Actuarial (Gain) / Loss including Supplemental Benefit Adjustment	(393,596)	(31,752)	(31,623)	26 years
10/01/2020	Assumption Changes	(15,889)	(1,282)	(1,277)	26 years
10/01/2021	Actuarial (Gain) / Loss including Supplemental Benefit Adjustment	(1,731,847)	(137,910)	(137,332)	27 years
10/01/2022	Actuarial (Gain) / Loss including Supplemental Benefit Adjustment	(528,683)	(41,599)	(41,421)	28 years
10/01/2023	Actuarial (Gain) / Loss including Supplemental Benefit Adjustment	867,576	67,517	67,221	29 years
10/01/2024	Actuarial (Gain) / Loss including Supplemental Benefit Adjustment	(390,864)	(30,110)	(29,975)	30 years
10/01/2024	Assumption Changes	169,688	N/A	13,013	30 years
	TOTAL	\$ (4,494,122)	\$ (371,643)	\$ (357,103)	

* Combined per Internal Revenue Code Regulation 1.412(b)-1 - 30-year for resulting combined credit base

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, and in our opinion, the techniques and assumptions used are reasonable and meet the requirements and intent of Part VII, Chapter 112, Florida Statutes. 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 other wise provided for in the valuation. All known events or trends which may require material increase in plan costs or required contribution rates have been taken into account in the valuation.

Michelle Jones

Shelly L. Jones, A.S.A., E.A., M.A.A.A.
Enrollment Number: 23-08646

Jennifer Borregard

Jennifer M. Borregard, E.A., M.A.A.A.
Enrollment Number: 23-07624

Dated: February 18, 2025

Glossary

Actuarial Accrued Liability. 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 of Future Benefits. The Actuarial Present Value of amounts which are expected to be paid at various future times to active members, retired members, beneficiaries receiving benefits and inactive, non-retired members entitled to either a refund or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.

Actuarial Valuation. The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a plan. An Actuarial Valuation for a governmental retirement system typically also includes calculations of items needed for compliance with GASB No. 67.

Actuarial Value of Assets. The value of the assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets or a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the actuarially required contribution.

Amortization Method. A method for determining the Amortization Payment. The most common methods used are level dollar and level percentage of payroll. Under the Level Dollar method, the Amortization Payment is one of a stream of payments, all equal, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the Amortization Payment is one of a stream of increasing payments, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the stream of payments increases at the rate at which total covered payroll of all active members is assumed to increase.

Glossary

Amortization Payment. That portion of the plan contribution which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.

Amortization Period. The period used in calculating the Amortization Payment.

Annual Required Contribution. The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation. The annual required contribution consists of the Employer Normal Cost and Amortization Payment plus interest adjustment.

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. Losses are the result of unfavorable experience, i.e., actual results that produce Unfunded Actuarial Accrued Liabilities which are larger than projected.

GASB. Governmental Accounting Standards Board.

Glossary

GASB No. 67 and GASB No. 68. These are the governmental accounting standards that set the accounting rules for public retirement plans and the employers that sponsor or contribute to them. Statement No. 67 sets the accounting rules for the plans themselves, while Statement No. 68 sets the accounting rules for the employers that sponsor or contribute to public retirement plans.

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.

Vested Benefit Security Ratio. The ratio of the Market Value of Assets to the Actuarial Present Value of Vested Accrued Benefits.