

CITY PENSION FUND FOR FIREFIGHTERS AND POLICE OFFICERS IN THE CITY OF MIAMI BEACH

ACTUARIAL VALUATION AS OF OCTOBER 1, 2023

This Valuation Determines the Annual Contribution for the Fund Year October 1, 2024 through September 30, 2025 to be paid in Fiscal Year October 1, 2024 to September 30, 2025



**City Pension Fund for Firefighters and Police Officers
in the City of Miami Beach**

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April 11, 2024

Ms. Donna Brito
Executive Director
City Pension Fund for Firefighters and Police Officers
in the City of Miami Beach
1691 Michigan Avenue, Suite 355
Miami Beach, Florida 33139

Dear Donna:

We are pleased to present our October 1, 2023 Actuarial Valuation Report for the City Pension Fund for Firefighters and Police Officers in the City of Miami Beach (Fund). The purpose of this Report is to indicate appropriate contribution levels, comment on the actuarial stability of the Fund and to satisfy State requirements. The Board of Trustees has retained Gabriel, Roeder, Smith and Company (GRS) to prepare an annual actuarial valuation under Section 63 of the Fund 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 a Glossary on Table XX. The Tables contain basic Fund cost figures plus significant details on the benefits, liabilities and experience of the Fund. We suggest that you thoroughly review this 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, 2023. The valuation was based upon information furnished by the Board concerning Pension Fund benefits, plan provisions and active members, terminated members, retirees and beneficiaries. We received financial information as of September 30, 2023 from the Board.

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

In our opinion the benefits provided for under the Fund 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 future payment requirements for the Fund through future Actuarial Valuation Reports. In addition, these Reports will continue to monitor future experience of the Fund.

The actuarial assumptions used in this Actuarial Valuation are as adopted by the Board. The retirement assumption is based on the results of an Experience Study for the period October 1, 2014 – September 30, 2019 and the remaining demographic actuarial assumptions are based on the results of an Experience Study for the period October 1, 2009 – September 30, 2014. The investment return assumption was lowered from 7.35% to 7.30%, as adopted by the Board on March 16, 2023, based upon an Investment Return Assumption Study completed in 2023 along with recommendations from the Investment Consultant. The Investment Return Assumption Study illustrated the consensus trend of lowering the investment return assumption based upon twelve different investment consultants. We understand the Board intends to monitor this trend and anticipates lowering the investment return assumption in response to this trend. The mortality assumptions are prescribed by statute. Each assumption represents an estimate of future Fund 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, Fund assets will be sufficient to pay all Fund benefits, future contributions are expected to remain relatively stable as a percent of payroll and the funded status is expected to improve. Fund minimum required contributions are determined in compliance with the requirements of the Florida Protection of Public Employee Retirement Benefits Act, Firefighters Retirement Chapter 175 and Police Officers Retirement Chapter 185 with normal cost determined as a level percent of covered payroll and with a level percent amortization payment using a closed amortization period of 30-years.

The Unfunded Actuarial Accrued Liability (UAAL) and the Funded Ratio may not be appropriate for assessing the sufficiency of Fund 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 and Funded Ratio would be different if they reflected the market value of assets rather than the smoothed value of assets.

The Government Accounting Standards Board Net Pension Liability and Fund Fiduciary Net Position as a Percentage of Total Pension Liability may not be appropriate for assessing the sufficiency of Fund 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 ProVal's valuation model, a software product of Winklevoss Technologies. We are relying on the ProVal model. We performed tests of the ProVal model with this assignment and made a reasonable attempt to understand the developer's intended purpose of, general operation of, major sensitivities and dependencies within, and key strengths and limitations of the ProVal model. In our professional judgment, the ProVal valuation model has the capability to provide results that are consistent with the purposes of the valuation and has no material limitations or known weaknesses.

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

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 Fund 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.
Consultant and Actuary



Jennifer Borregard, E.A.
Consultant and Actuary



EXECUTIVE SUMMARY

Retirement Fund Costs

Our Actuarial Valuation develops the required minimum Retirement Fund payment under the Florida Protection of Public Employee Retirement Benefits Act and for Fire and Police Retirement Chapters 175 and 185. The minimum payment consists of payment of annual normal costs including amortization of the components of the unfunded actuarial accrued liability over various periods as prescribed by law. The **minimum required contribution for fiscal year ending September 30, 2025 is \$63,903,945 (74.5% / 56.9%)**. The figures in parentheses is the Fund cost expressed as a percentage of projected annual pensionable payroll excluding DROP payroll (\$85,774,916) and projected annual pensionable payroll including DROP payroll (\$112,349,623) respectively for fiscal year ending September 30, 2025.

This total cost is to be met by member, City and State (Share Plan) contributions. We anticipate member contributions will be **\$8,764,291 (10.2% / 7.8%)**. The State (Share Plan) will contribute **\$120,549 (0.1% / 0.1%)** and the resulting minimum required City contribution will be **\$55,019,105 (64.1% / 49.0%)**. The minimum required City contribution does not include an interest adjustment and must be increased if State (Share Plan) contributions are less than \$120,549. The City minimum required contribution requirement reflects an annual City payment at the beginning of the fiscal year.

At the request of the Board and for informational purposes only, the net City minimum required contribution *without* the Maximum Benefit Limitations under Internal Revenue Code (IRC 415) would have been approximately \$55,027,000 (64.2% / 49.0%). The net City minimum required contribution to the Fund was lowered by approximately \$7,000 due to the requirements of the IRC 415.

Changes in Actuarial Assumptions, Methods and Fund Benefits

The Fund provisions impacting valuation calculations remain unchanged from the Fund provisions considered in the October 1, 2022 Actuarial Valuation. Fund provisions are summarized on Table IX.

Assumed investment return has been updated to 7.30%, net of investment expenses, compounded annually. The remaining actuarial assumptions and methods are unchanged from the actuarial assumptions and methods utilized in the October 1, 2022 Actuarial Valuation. The actuarial assumptions and methods are outlined on Table X.

Comparison of October 1, 2022 and October 1, 2023 Valuation Results

Table II of this Report provides information of a comparative nature. The left columns of the Table indicate the costs as calculated for the October 1, 2022 Actuarial Valuation. The center columns indicate the costs as calculated for October 1, 2023, prior to the update in actuarial assumptions. The right columns indicate the costs as calculated for October 1, 2023, after the update in actuarial assumptions.



Comparing the left and center columns of Table II shows the effect of Fund experience during the year. The number of active participants and projected pensionable payroll both increased by approximately 4.5% and 17.6% respectively. Total Fund membership increased approximately 1.6%. The total normal cost, unfunded actuarial accrued liability and net City minimum funding requirement all increased as a dollar amount but decreased as a percentage of projected pensionable payroll.

Comparing the center and right columns of Table II shows the effect of the update of the actuarial assumptions. Total normal cost, unfunded actuarial accrued liability and net City minimum funding requirement all increased both as a dollar amount and as a percentage of projected pensionable payroll.

The value of vested accrued benefits exceeds Fund assets, resulting in a Vested Benefit Security Ratio (VBSR) of 73.6% (74.0% before the update in actuarial assumptions) which is an increase from 73.1% as of the October 1, 2022 Actuarial Valuation. The VBSR is measured on a market value of assets basis.

Fund Experience

The Fund experienced an actuarial loss in the amount of \$52,234,466 this year. This indicates net Fund experience was less favorable than expected based upon the prior actuarial assumptions.

Table XVI (salary, turnover, mortality, disability and investment yield) provides figures on recent Fund experience. Salary experience indicates actual salary increases averaged approximately 14.9% for Fund Year ended September 30, 2023. The average salary increase assumption was 6.8%. Salary increase experience was generally a source of actuarial loss. Three, five and ten-year average annual salary increases are 9.8%, 7.8% and 7.7%, respectively.

Employee turnover this year was approximately 190% of expected turnover based upon the turnover assumption and was an offsetting source of actuarial gain. Three, five and ten-year turnover has averaged 140%, 100% and 100% of assumed turnover, respectively.

Mortality this year was approximately 80% of the assumed mortality and was generally an additional source of actuarial loss. Three, five and ten-year mortality experience has averaged 60%, 60% and 80% of the assumed mortality, respectively.

Disability this year was approximately 0% of the assumed disability and was an offsetting source of actuarial gain.

This year's smoothed value investment return of 4.57% was less than the Fund's prior year investment return assumption of 7.35%. Smoothed investment return was an additional source of actuarial loss during the year. Three, five and ten-year average annual investment returns are 7.01%, 7.29% and 8.2%, respectively on a smoothed value basis. Average annual market value returns for the one, three, five and ten-year periods have been 7.82%, 4.44%, 5.33% and 6.7%, respectively.



The Funded Ratio based on the actuarial accrued liability compared to the smoothed value of assets decreased from 76.6% to 74.2% (74.7% prior to the actuarial assumption changes).

Conclusion

The Market Value of Assets is less than the Actuarial Value of Assets by \$79,631,035 as of the valuation date. This difference will be gradually recognized in the absence of future offsetting gains. In turn, the actuarially determined contribution rate will increase.

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: Fund 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 Fund's funded status); and changes in Fund 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 fund'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 Fund'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 Fund. Users of this report should be aware that contributions made at the actuarially determined rate do not necessarily guarantee benefit security.

Fund Maturity Measures

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

	<u>2022</u>	<u>2023</u>
Ratio of the market value of assets to payroll	14.34	13.00
Ratio of actuarial accrued liability to payroll	20.70	18.80
Ratio of actives to retirees and beneficiaries	0.60	0.63
Ratio of net cash flow to market value of assets	-2.0%	-2.3%
Duration of the actuarial accrued liability	13.03	13.10

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 fund. 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 fund with many active members and few retirees will have a high ratio of active to retirees. A mature open fund may have close to the same number of actives to retirees resulting in a ratio near 1.0. A super-mature or closed fund 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 fund 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 (LDRM) 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: \$2,198,625,247
- B. Discount rate used to calculate the LDRM: 4.63% based on Fidelity’s “20-Year Municipal GO AA Index” as of September 29, 2023
- C. Other significant assumptions that differ from those used for the funding valuation: None
- D. Actuarial cost method used to calculate the LDRM: 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 LDRM with respect to the funded status of the plan, plan contributions, and the security of participant benefits: The LDRM 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 LDRM) is one illustration of the savings the sponsor anticipates by taking on the risk in a diversified portfolio.

Summary of Pension Fund Costs as of October 1, 2023

	Prior Assumptions		Current Assumptions	
	Cost Data	% of Projected Pensionable Payroll	Cost Data	% of Projected Pensionable Payroll
A. Participant Data Summary (Table III)				
1. Active Employees	516	N/A	516	N/A
2. Terminated Vested (including dormants)	30	N/A	30	N/A
3. Receiving Benefits (including DROPs)	818	N/A	818	N/A
4. Annual Pensionable Payroll ¹	\$ 82,874,315	96.6%	\$ 82,874,315	96.6%
5. Projected Annual Pensionable Payroll ²	85,774,916	100.0%	85,774,916	100.0%
6. Projected Annual Pensionable Payroll including DROP ³	112,349,623	131.0%	112,349,623	131.0%
B. Total Normal Costs				
1. Age Retirement Benefits	\$ 21,948,821	25.6%	\$ 22,214,712	25.9%
2. Termination Benefits	1,570,826	1.8%	1,589,005	1.9%
3. Death Benefits	592,218	0.7%	596,714	0.7%
4. Disability Benefits	2,850,997	3.3%	2,874,635	3.4%
5. Estimated Expenses	1,145,667	1.3%	1,145,667	1.3%
6. Total Annual Normal Costs	\$ 28,108,529	32.8%	\$ 28,420,733	33.1%
C. Total Actuarial Accrued Liability				
1. Age Retirement Benefits Active Employees	\$ 312,872,177	364.8%	\$ 315,497,810	367.8%
2. Termination Benefits Active Employees	6,305,252	7.4%	6,355,835	7.4%
3. Death Benefits Active Employees	1,449,841	1.7%	1,457,562	1.7%
4. Disability Benefits Active Employees	13,607,464	15.9%	13,695,788	16.0%
5. Retired or Terminated Vested Participants Receiving Benefits (including DROPs)	1,096,064,937	1277.8%	1,101,598,783	1284.3%
6. Terminated Vested Participants Entitled to Future Benefits (including dormants)	7,261,693	8.5%	7,325,680	8.5%
7. Deceased Participants Whose Beneficiaries are Receiving Benefits	61,552,399	71.8%	61,786,495	72.0%
8. Disabled Participants Receiving Benefits	50,233,017	58.6%	50,470,383	58.8%
9. Total Actuarial Accrued Liability	\$ 1,549,346,780	1806.3%	\$ 1,558,188,336	1816.6%

¹ Annual Pensionable Payroll - Participant's pensionable pay for year ending September 30th increased by assumed salary increases to reflect pay increases.

² Projected Annual Pensionable Payroll - Annual Pensionable Payroll projected to the end of year (and beginning of fiscal year for which the City contributions are determined) by assuming an aggregate increase in payroll of 3.5%.

³ Projected Annual Pensionable Payroll including DROP - Projected Annual Pensionable Payroll plus DROP participants pay for year ending September 30th increased by assumed salary increases to reflect pay increases then projected to the end of the year assuming an aggregate increase in payroll of 3.5%.

Summary of Pension Fund Costs as of October 1, 2023

	Prior Assumptions		Current Assumptions	
	Cost Data	% of Projected Pensionable Payroll	Cost Data	% of Projected Pensionable Payroll
D. Assets (Table V)				
1. Smoothed Value of Assets	\$ 1,156,905,670	1348.8%	\$ 1,156,905,670	1348.8%
2. Market Value of Assets	\$ 1,077,274,635	1255.9%	\$ 1,077,274,635	1255.9%
E. Unfunded Actuarial Accrued Liability (C. - D.1.)	\$ 392,441,110	457.5%	\$ 401,282,666	467.8%
F. Preliminary Minimum Required Contribution				
1. Total Normal Cost (including expenses)	\$ 28,108,529	32.8%	\$ 28,420,733	33.1%
2. Amortization of Unfunded Liability	32,405,656	37.8%	32,777,927	38.2%
3. Interest Adjustment	300,035	0.3%	298,132	0.3%
4. Expected Service Buyback	246,150	0.3%	246,150	0.3%
5. Total Preliminary Minimum Required Contribution	\$ 61,060,370	71.2%	\$ 61,742,942	72.0%
G. Projected Payroll of Active Employees for 2024-2025 Fund Year (A.5.)	\$ 85,774,916	100.0%	\$ 85,774,916	100.0%
H. Contribution Sources for Fiscal Year Ending September 30, 2025				
1. City	\$ 54,312,643	63.3%	\$ 55,019,105	64.1%
2. State (Share Plan)	120,549	0.1%	120,549	0.1%
3. Member	8,764,291	10.2%	8,764,291	10.2%
4. Total	\$ 63,197,483	73.7%	\$ 63,903,945	74.5%
I. City Contribution (% of Projected Annual Pensionable Payroll including DROP)	\$ 54,312,643	48.3%	\$ 55,019,105	49.0%
J. Actuarial Gain / (Loss)	\$ (52,234,466)	(60.9%)	\$ (52,234,466)	(60.9%)
K. Actuarial Present Value of Vested Accrued Benefits				
1. Retired, Terminated Vested, Beneficiaries and Disabled Receiving Benefits (including DROPs)	\$ 1,207,850,353	1408.2%	\$ 1,213,855,661	1415.2%
2. Terminated Vested Participants Entitled to Future Benefits and Miscellaneous	7,261,693	8.5%	7,325,680	8.5%
3. Active Participants Entitled to Future Benefits	240,572,661	280.5%	242,910,201	283.2%
4. Total Actuarial Present Value of Vested Accrued Benefits	\$ 1,455,684,707	1697.1%	\$ 1,464,091,542	1706.9%
L. Unfunded Actuarial Present Value of Vested Accrued Benefits (K. - D.2., not less than zero)	\$ 378,410,072	441.2%	\$ 386,816,907	451.0%
M. Vested Benefit Security Ratio (D.2. ÷ K.)	74.0%	N/A	73.6%	N/A

Comparison of Cost Data of October 1, 2022 and October 1, 2023 Valuations

	October 1, 2022		Prior Assumptions October 1, 2023		Current Assumptions October 1, 2023	
	Cost Data	% of Projected Pensionable Payroll	Cost Data	% of Projected Pensionable Payroll	Cost Data	% of Projected Pensionable Payroll
A. Participants						
1. Active Employees	494	N/A	516	N/A	516	N/A
2. Terminated Vested (including dormants)	27	N/A	30	N/A	30	N/A
3. Receiving Benefits (including DROPs)	821	N/A	818	N/A	818	N/A
4. Projected Annual Pensionable Payroll	\$ 72,935,116	100.0%	\$ 85,774,916	100.0%	\$ 85,774,916	100.0%
5. Projected Annual Pensionable Payroll (including DROPs)	\$ 96,887,734	132.8%	\$ 112,349,623	131.0%	\$ 112,349,623	131.0%
B. Present Value of Future Benefits	\$ 1,708,287,165	2342.2%	\$ 1,808,992,112	2109.0%	\$ 1,821,600,745	2123.7%
C. Total Normal Costs	\$ 24,910,606	34.2%	\$ 28,108,529	32.8%	\$ 28,420,733	33.1%
D. Actuarial Accrued Liability	\$ 1,474,092,951	2021.1%	\$ 1,549,346,780	1806.3%	\$ 1,558,188,336	1816.6%
E. Fund Assets						
1. Market Value of Assets	\$ 1,021,674,294	1400.8%	\$ 1,077,274,635	1255.9%	\$ 1,077,274,635	1255.9%
2. Smoothed Value of Assets	\$ 1,129,304,274	1548.4%	\$ 1,156,905,670	1348.8%	\$ 1,156,905,670	1348.8%
F. Unfunded Actuarial Accrued Liability	\$ 344,788,677	472.7%	\$ 392,441,110	457.5%	\$ 401,282,666	467.8%
G. City Minimum Funding Payment (% of Projected Annual Payroll including DROP)	\$ 49,752,458	68.2% 51.4%	\$ 54,312,643	63.3% 48.3%	\$ 55,019,105	64.1% 49.0%
H. Vested Benefit Security Ratio	73.1%	N/A	74.0%	N/A	73.6%	N/A

**Characteristics of Participants in
Actuarial Valuation as of October 1, 2023**

A. Active Fund Participants Summary

1. Active participants fully vested	377
2. Active participants partially vested	0
3. Active participants non-vested	139
4. Total active participants	516
5. Annual Pensionable Payroll	\$ 82,874,315
6. Projected Annual Pensionable Payroll	\$ 85,774,916
7. Projected Annual Pensionable Payroll (Including DROPs)	\$ 112,349,623

B. Retired and Terminated Vested Participant Summary

1. Retired or terminated vested participants receiving benefits (including DROPs)	658
2. Terminated vested participants entitled to future benefits (including dormants)	30
3. Beneficiaries receiving benefits	112
4. Disabled participants receiving benefits	48

C. Projected Annual Retirement Benefits

1. Retired or terminated vested receiving benefits (including DROPs)	\$ 74,737,168
2. Terminated vested entitled to future benefits	\$ 637,515
3. Beneficiaries of deceased participants	\$ 6,610,161
4. Disabled participants	\$ 4,140,693

Statement of Assets as of October 1, 2023

<u>Assets</u>	<u>Market Value</u>
A. <u>Cash and Cash Equivalents</u>	\$ 20,000
B. <u>General Investments</u>	
1. Money Market Funds	\$ 10,843,658
2. U.S. Government Securities	57,694,762
3. Equity Securities	621,817,919
4. Domestic Corporate Bonds	100,389,269
5. International Private Placement	48,512,291
6. Real Estate Fund	170,983,914
7. Mutual Funds Self-Directed DROP Participants	51,280,484
8. Hedge Fund	11,447,181
9. Private Equity Fund	3,012,475
C. <u>Receivables</u>	
1. Accrued Interest	\$ 1,879,840
2. Due from Broker	332,944
3. Member Contributions	0
4. Member Buyback Contributions	0
D. <u>Payables</u>	
1. Accounts Payable	\$ 626,564
2. Due to Broker	313,538
E. <u>Total Assets</u>	
(A. + B. + C. - D.)	\$ 1,077,274,635

Reconciliation of Fund Assets

A. <u>Market Value of Assets as of October 1, 2022</u>		\$ 1,021,674,294
B. <u>Receipts during Period</u>		
1. Contributions		
a. Member	\$ 7,874,453	
b. Buybacks	144,360	
c. City	45,231,904	
d. State (Share Plan)	120,549	
e. Total	<u>\$ 53,371,266</u>	
2. Investment Income		
a. Interest and dividends	\$ 26,906,934	
b. Realized gains	4,769,533	
c. Unrealized gains	54,966,429	
d. Investment expenses	<u>(7,620,398)</u>	
e. Net investment income	\$ 79,022,498	
3. Total receipts during period		\$ 132,393,764
C. <u>Disbursements during Period</u>		
1. Pension payments	\$ 71,326,150	
2. DROP distributions	4,089,316	
3. Contribution refunds	232,290	
4. Administrative expenses	<u>1,145,667</u>	
5. Total disbursements during period		\$ 76,793,423
D. <u>Market Value of Assets as of September 30, 2023</u>		\$ 1,077,274,635
E. <u>Reconciliation of DROP Account Balances</u>		
1. DROP Accounts Balance as of October 1, 2022	\$ 38,787,144	
2. Benefit Payments into DROP Accounts during Year	12,431,318	
3. Investment Gains / (Losses) during Year	4,151,338	
4. Distributions from DROP Accounts during Year	<u>(4,089,316)</u>	
5. DROP Accounts Balance as of September 30, 2023		\$ 51,280,484

Development of Smoothed Value of Assets as of September 30

	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>
A. Preliminary smoothed value of assets prior year	\$ 1,087,557,704	\$ 1,129,304,274	\$ 1,156,905,670			
B. Market value of assets beginning of year	1,184,024,775	1,021,674,294	1,077,274,635			
C. Market value of assets end of year	1,021,674,294	1,077,274,635				
D. Non-investment net cash flow	(23,849,622)	(23,422,157)				
E. Investment return						
1. Market value return: C. - B. - D.	(138,500,859)	79,022,498				
2. Amount for immediate recognition (7.40% / 7.35%)	86,735,397	74,232,296				
3. Amount for phased-in recognition: E.1. - E.2.	(225,236,256)	4,790,202				
F. Phased-in recognition of investment return						
1. Current year: 20% of E.3.	(45,047,251)	958,040				
2. First prior year	24,454,141	(45,047,251)	958,040			
3. Second prior year	2,770,272	24,454,141	(45,047,251)	958,040		
4. Third prior year	(6,343,943)	2,770,272	24,454,141	(45,047,251)	958,040	
5. Fourth prior year	3,027,576	(6,343,945)	2,770,273	24,454,143	(45,047,252)	958,042
6. Total phased-in recognition of investment return	(21,139,205)	(23,208,743)	(16,864,797)	(19,635,068)	(44,089,212)	958,042
G. Smoothed value of assets end of year						
1. Preliminary smoothed value of assets end of year:						
A. + D. + E.2. + F.6.	1,129,304,274	1,156,905,670				
2. Upper corridor limit: 120% of C.	1,226,009,153	1,292,729,562				
3. Lower corridor limit: 80% of C.	817,339,435	861,819,708				
4. Smoothed value of assets end of year:						
G.1., not more than G.2., nor less than G.3.	1,129,304,274	1,156,905,670				
H. Difference - market value less smoothed value	(107,629,980)	(79,631,035)				
I. Smoothed value rate of return	6.10%	4.57%				
J. Market value rate of return	(11.82%)	7.82%				

**Actuarial Gain / (Loss) for Fund Year
Ended September 30, 2023**

A. Derivation of Actuarial Gain / (Loss)

1. Employer normal cost previous actuarial valuation	\$ 17,477,277
2. Unfunded actuarial accrued liability previous actuarial valuation	\$ 344,788,677
3. Employer contributions previous year:	
(a) City	\$ 45,231,904
(b) State	120,549
(c) Total	\$ 45,352,453
4. Interest on:	
(a) Employer normal cost	\$ 1,284,580
(b) Unfunded actuarial accrued liability	25,341,968
(c) Employer contributions	3,333,405
(d) Net total: (a) + (b) - (c)	\$ 23,293,143
5. Increase / (decrease) due to assumption changes	\$ 8,841,556
6. Expected unfunded actuarial liability current year: (1. + 2. - 3. + 4. + 5.)	\$ 349,048,200
7. Actual unfunded actuarial liability current year	401,282,666
8. Actuarial gain / (loss): (6. - 7.)	\$ (52,234,466)

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

1. Smoothed value of assets previous year	\$ 1,129,304,274
2. Contributions during period	53,371,266
3. Benefits, refunds and administrative expenses during period	76,793,423
4. Expected net appreciation for period	83,809,803
5. Expected smoothed value assets current year: (1. + 2. - 3. + 4.)	\$ 1,189,691,920
6. Actual smoothed value of assets current year	\$ 1,156,905,670
7. Approximate gain / (loss) due to investments: (6. - 5.)	\$ (32,786,250)

C. Approximate Portion of Gain / (Loss) due to Liabilities: (A. - B.) \$ (19,448,216)

Amortization of Unfunded Actuarial Accrued Liability

A. Unfunded Actuarial Accrued Liability

<u>Valuation Date</u>	<u>Unfunded Liability</u>	<u>Amortization Payment</u>
October 1, 2023	\$ 401,282,666	\$ 32,777,927
October 1, 2024	\$ 395,405,586	\$ 33,925,154
October 1, 2025	\$ 387,868,503	\$ 35,112,533
October 1, 2026	\$ 378,507,156	\$ 36,341,472
October 1, 2027	\$ 367,143,778	\$ 37,613,425
October 1, 2028	\$ 353,586,069	\$ 38,929,895
October 1, 2029	\$ 337,626,074	\$ 40,292,442
October 1, 2030	\$ 319,038,987	\$ 41,702,667
October 1, 2031	\$ 297,581,870	\$ 41,537,142
October 1, 2032	\$ 274,735,994	\$ 41,162,478
October 1, 2033	\$ 250,624,380	\$ 37,729,716
October 1, 2034	\$ 228,435,976	\$ 34,009,579
October 1, 2035	\$ 208,619,523	\$ 35,431,768
October 1, 2036	\$ 185,830,462	\$ 34,436,128
October 1, 2037	\$ 162,446,120	\$ 32,243,546
October 1, 2038	\$ 139,707,360	\$ 28,072,394
October 1, 2039	\$ 119,784,321	\$ 16,603,420
October 1, 2040	\$ 110,713,107	\$ 14,191,573
October 1, 2041	\$ 103,567,606	\$ 8,537,451
October 1, 2042	\$ 101,967,357	\$ 6,878,757
October 1, 2043	\$ 102,030,068	\$ 8,628,483
October 1, 2044	\$ 96,830,822	\$ 9,273,703
October 1, 2045	\$ 90,771,777	\$ 9,967,172
October 1, 2046	\$ 83,771,344	\$ 10,712,496
October 1, 2047	\$ 75,741,202	\$ 11,513,555
October 1, 2048	\$ 66,585,764	\$ 12,374,515
October 1, 2049	\$ 56,201,614	\$ 13,299,855
October 1, 2050	\$ 44,476,896	\$ 14,294,390
October 1, 2051	\$ 31,290,656	\$ 15,363,296
October 1, 2052	\$ 16,512,133	\$ 16,512,133
October 1, 2053	\$ -	\$ -

Amortization of Unfunded Actuarial Accrued Liability

B. Covered Payroll History

<u>Year Ended</u>	<u>Pensionable Payroll</u>	<u>Annual Increase</u>
September 30, 2023	\$ 77,193,912	14.3%
September 30, 2022	\$ 67,540,418	2.3%
September 30, 2021	\$ 66,037,375	(0.4%)
September 30, 2020	\$ 66,272,092	(0.3%)
September 30, 2019	\$ 66,441,610	3.6%
September 30, 2018	\$ 64,126,115	7.0%
September 30, 2017	\$ 59,907,014	5.5%
September 30, 2016	\$ 56,759,632	0.4%
September 30, 2015	\$ 56,545,113	11.4%
September 30, 2014	\$ 50,740,542	7.6%
September 30, 2013	\$ 47,164,030	N/A
Ten-Year Average Annual Increase		5.1%

Accounting Disclosure Exhibit

	<u>10/01/2022</u>	<u>Prior Assumptions 10/01/2023</u>	<u>Current Assumptions 10/01/2023</u>
I. <u>Number of Fund Members</u>			
a. Retirees and beneficiaries receiving benefits	821	818	818
b. Terminated Fund members entitled to but not yet receiving benefits (including dormant members)	27	30	30
c. Active Fund members	494	516	516
d. Total	<u>1,342</u>	<u>1,364</u>	<u>1,364</u>
II. <u>Financial Accounting Standards Board Allocation</u>			
A. <u>Statement of Accumulated Fund Benefits</u>			
1. Actuarial present value of accumulated vested Fund benefits			
a. Participants currently receiving benefits	\$ 1,178,193,247	\$ 1,207,850,353	\$ 1,213,855,661
b. Other participants	220,386,987	247,834,354	250,235,881
c. Total	<u>\$ 1,398,580,234</u>	<u>\$ 1,455,684,707</u>	<u>\$ 1,464,091,542</u>
2. Actuarial present value of accumulated non-vested Fund benefits			
	<u>\$ 10,981,417</u>	<u>\$ 13,279,017</u>	<u>\$ 13,336,965</u>
3. Total actuarial present value of accumulated fund benefits	<u>\$ 1,409,561,651</u>	<u>\$ 1,468,963,724</u>	<u>\$ 1,477,428,507</u>
B. <u>Statement of Change in Accumulated Fund Benefits</u>			
1. Actuarial present value of accumulated fund benefits as of October 1, 2022			\$ 1,409,561,651
2. Increase / (decrease) during year attributable to:			
a. Fund amendment			\$ 0
b. Change in actuarial assumptions			8,464,783
c. Benefits paid including refunds			(75,647,756)
d. Other, including benefits accumulated, increase for interest due to decrease in the discount period			<u>135,049,829</u>
e. Net increase			<u>\$ 67,866,856</u>
3. Actuarial present value of accumulated fund benefits as of October 1, 2023			\$ 1,477,428,507
C. <u>Significant Matters Affecting Calculations</u>			
1. Assumed rate of return used in determining actuarial present values			7.30%
2. Change in fund provisions			None impacting calculations.
3. Change in actuarial assumptions and methods			See Table X, Item P.

Accounting Disclosure Exhibit

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

Measurement date	9/30/2014	9/30/2015	9/30/2016	9/30/2017 ¹	9/30/2018 ¹	9/30/2019 ¹	9/30/2020	9/30/2021	9/30/2022	9/30/2023	Projected 9/30/2024 ²
A. Total Pension Liability (TPL)											
Service Cost	\$ 14,763,595	\$ 16,098,560	\$ 17,803,602	\$ 17,530,982	\$ 18,462,961	\$ 20,212,389	\$ 22,110,056	\$ 22,635,278	\$ 22,249,210	\$ 23,870,289	\$ 27,275,066
Interest	75,108,912	78,415,039	82,627,847	87,422,136	91,544,984	94,542,878	95,945,797	101,830,772	95,815,081	108,314,157	112,823,627
Benefit Changes	0	0	0	(9,688,441)	0	0	922,043	0	0	0	0
Difference Between Actual and Expected Experience	7,685,043	12,428,547	14,588,712	141,740	11,814,591	7,883,134	(7,950,229)	1,590,742	2,975,030	11,041,604	18,717,139
Assumption Changes	0	5,686,196	2,447,885	34,969,254	6,951,571	7,294,349	(16,924,385)	19,051,525	23,829,746	10,891,008	8,841,556
Benefit Payments including Refunds of Member Contributions	(53,605,094)	(62,686,716)	(54,861,660)	(58,574,937)	(75,460,821)	(68,466,325)	(69,388,221)	(77,770,947)	(75,395,635)	(75,647,756)	(79,868,542)
Net Change in Total Pension Liability	\$ 43,952,456	\$ 49,941,626	\$ 62,606,386	\$ 71,800,734	\$ 53,313,286	\$ 61,466,425	\$ 24,715,061	\$ 67,337,370	\$ 69,473,432	\$ 78,469,302	\$ 87,788,846
Total Pension Liability (TPL) - (beginning of year)	947,553,563	991,506,019	1,041,447,645	1,104,054,031	1,175,854,765	1,229,168,051	1,290,634,476	1,315,349,537	1,382,686,907	1,452,160,339	1,530,629,641
Total Pension Liability (TPL) - (end of year)	\$ 991,506,019	\$ 1,041,447,645	\$ 1,104,054,031	\$ 1,175,854,765	\$ 1,229,168,051	\$ 1,290,634,476	\$ 1,315,349,537	\$ 1,382,686,907	\$ 1,452,160,339	\$ 1,530,629,641	\$ 1,618,418,487
B. Fund Fiduciary Net Position											
Contributions - City and State	\$ 35,960,326	\$ 33,149,388	\$ 34,970,641	\$ 35,367,866	\$ 37,639,937	\$ 39,747,149	\$ 42,779,004	\$ 43,445,459	\$ 45,536,597	\$ 45,352,453	\$ 49,873,007
Contributions - Member	5,258,974	5,944,414	5,984,397	6,198,244	6,593,715	6,972,214	7,133,168	16,200,745	7,049,733	8,018,813	8,467,914
Net Investment Income	72,259,674	5,689,333	70,539,300	85,791,174	82,094,851	39,053,408	85,054,923	197,475,559	(138,500,859)	79,022,498	79,633,838
Benefit Payments including Refunds of Member Contributions	(53,605,094)	(62,686,716)	(54,861,660)	(58,574,937)	(75,460,821)	(68,466,325)	(69,388,221)	(77,770,947)	(75,395,635)	(75,647,756)	(79,868,542)
Administrative Expenses	(905,130)	(777,493)	(826,044)	(769,079)	(802,106)	(855,761)	(900,251)	(958,325)	(1,040,317)	(1,145,667)	(1,145,667)
Other	0	0	0	0	0	0	0	0	0	0	0
Net Change in Fund Fiduciary Net Position	\$ 58,968,750	\$ (18,681,074)	\$ 55,806,634	\$ 68,013,268	\$ 50,065,576	\$ 16,450,685	\$ 64,678,623	\$ 178,392,491	\$ (162,350,481)	\$ 55,600,341	\$ 56,960,550
Fund Fiduciary Net Position - (beginning of year)	710,329,822	769,298,572	750,617,498	806,424,132	874,437,400	924,502,976	940,953,661	1,005,632,284	1,184,024,775	1,021,674,294	1,077,274,635
Fund Fiduciary Net Position - (end of year)	\$ 769,298,572	\$ 750,617,498	\$ 806,424,132	\$ 874,437,400	\$ 924,502,976	\$ 940,953,661	\$ 1,005,632,284	\$ 1,184,024,775	\$ 1,021,674,294	\$ 1,077,274,635	\$ 1,134,235,185
C. Net Pension Liability (NPL) - (end of year): (A) - (B)	\$ 222,207,447	\$ 290,830,147	\$ 297,629,899	\$ 301,417,365	\$ 304,665,075	\$ 349,680,815	\$ 309,717,253	\$ 198,662,132	\$ 430,486,045	\$ 453,355,006	\$ 484,183,302
D. Fund Fiduciary Net Position as a Percentage of TPL:											
(B) / (A)	77.59 %	72.07 %	73.04 %	74.37 %	75.21 %	72.91 %	76.45 %	85.63 %	70.36 %	70.38 % ³	70.08 %
E. Covered Employee Payroll⁴	\$ 50,740,542	\$ 56,545,113	\$ 56,759,632	\$ 59,907,167	\$ 64,126,115	\$ 66,441,610	\$ 66,272,092	\$ 66,037,375	\$ 67,540,418	\$ 77,193,912	\$ 82,874,315
F. NPL as a Percentage of Covered Employee Payroll:											
(C) / (E)	437.93 %	514.33 %	524.37 %	503.14 %	475.10 %	526.30 %	467.34 %	300.83 %	637.38 %	587.29 %	584.24 %
G. Notes to Schedule:											
Valuation Date	10/1/2013	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

Update procedures used to roll forward TPL excluding DROP account balances to the measurement dates - actual DROP account balances as of measurement dates included in TPL.
See Table VIII, Item V. for prior benefit and assumption changes. See Table X., Item P. for assumption changes during the year. No benefit changes were made during the year.

¹ Per Audit Report

² Projected - actual amounts will be available after fiscal year end

³ The percentage projected in the 2022 valuation report was 70.12% assuming no gains or losses on assets or expected benefit payments. The information in this footnote is shown as requested by the Board and is not a required disclosure under GASB No. 67.

⁴ Reported payroll used to determine contribution as provided under GASB No. 82.

Accounting Disclosure Exhibit

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

Fiscal Year Ended 9/30	Actuarially Determined Contribution	Actual Contribution	Contribution Deficiency (Excess)	Covered Payroll ¹	Actual Contribution as a % of Covered Payroll
2014	\$ 35,960,326	\$ 35,960,326	\$ 0	\$ 50,740,542	70.87%
2015	33,149,388	33,149,388	0	56,545,113	58.62%
2016	34,970,641	34,970,641	0	56,759,632	61.61%
2017	35,367,866	35,367,866	0	59,907,167	59.04%
2018	37,639,937	37,639,937	0	64,126,115	58.70%
2019	39,747,149	39,747,149	0	66,441,610	59.82%
2020 ²	42,779,004	42,779,004	0	66,272,092	64.55%
2021	43,445,459	43,445,459	0	66,037,375	65.79%
2022	45,536,597	45,536,597	0	67,540,418	67.42%
2023	45,352,453	45,352,453	0	77,193,912	58.75%
2024 ³	49,873,007	49,873,007	0	82,874,315	60.18%

¹ Reported payroll used to determine contribution as provided under GASB Statement No. 82

² The Actuarially Determined Contribution and the Actual Contribution in Fiscal Year Ended 2020 includes the additional City Contribution of \$351,212 for MBERP transfers into the Fire and Police Pension Plan.

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 years prior the fiscal year end in which contributions are reported.

Methods and Assumptions Used to Determine Contribution Rates:

Actuarial Cost Method	Entry Age Normal
Amortization Method	Level Percentage, Closed
Amortization Period	30 years
Asset Valuation Method	5-year smoothed market
Inflation	3.0%
Payroll Growth	2.4%
Salary Increases	3.70% - 10.71%
Investment Rate of Return	7.35%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition
Mortality	For healthy 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 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	1.5%, 2.0% or 2.5%

Other Information:

Benefit Changes

In 2019, a Tier 5 was added for Fire Department members hired on or after May 8, 2019 and Police Department members hired on or after July 31, 2019. Vested Benefit Eligibility for Tier 5 members is 10 years of service and transfers from other City Pension Systems is no longer applicable to Tier 5 Police members. Normal Retirement was extended to include the age at which the maximum benefit percentage (85%) is reached. Benefit Purchase Eligibility was also updated. Disability retirement eligibility for Firefighters was updated to reflect the updated Florida Statutes. In 2016, a Tier 4 was added for Fire Department members hired on or after June 8, 2016 and Police Department members hired on or after July 20, 2016. Tier 4 members Final Average Monthly Earnings (FAME) is average of the 5 highest paid years prior to date of retirement taking into consideration the overtime limit, the Normal Retirement eligibility is earlier of attainment of age 52 with 5 years of creditable service or Rule of 70 but must be at least attained age 48. Members currently participating in the DROP were permitted to extend DROP participation but no COLA will be paid during the extended years of participation. Members who elect the DROP in the future can participate for up to 96 months - no COLA will be provided for the first through fourth year of DROP participation for these members.

Accounting Disclosure Exhibit

Other Information:

Benefit Changes (cont'd)

In 2013, participants were categorized into different Tiers: Tier 1 - members hired prior to July 14, 2010, Tier 2 - members hired on or after July 14, 2010 but prior to September 30, 2013 and Tier 3 - members hired on or after September 30, 2013. Final average monthly earnings (FAME) were updated to the greater of the average of the 2 highest paid years prior to date of retirement or the 2 last paid years after taking into consideration the overtime limit (Tier 1 and eligible to retire prior to September 30, 2015), the greater of the average of the 3 highest paid years prior to date of retirement or the 3 last paid years after taking into consideration the overtime limit (Tier 1 and eligible to retire on or after September 30, 2015), the greater of the average of the 3 highest paid years prior to date of retirement or the 3 last paid years after taking into consideration the overtime limit (Tier 2) and the greater of the average of the 5 highest paid years prior to date of retirement or the 5 last paid years after taking into consideration the overtime limit (Tier 3). Normal retirement eligibility was updated to the earlier of attainment of age 50 or Rule of 70 (Tier 1 and eligible to retire prior to September 30, 2013), the earlier of attainment of age 50 or Rule of 70 and attainment of age 47 (Tier 1 and eligible to retire on or after September 30, 2013) and the earlier of attainment of age 50 or Rule of 70 and attainment of age 48 (Tier 2 and 3). Benefits were updated to not exceed 85% of FAME (if eligible to retire on or after September 30, 2013) unless exceeded 85% as of September 30, 2013 (Tier 1 and eligible to retire on or after September 30, 2013 but prior to September 30, 2015). Pensionable salary was updated to exclude overtime pay in excess of 300 hours per calendar year, withdrawal benefit eligibility was updated to any age prior to 50 with at least 5 years of service for members who terminate employment on or after September 30, 2013, member contributions were updated to 10.0% of salary per year for members hired prior to September 30, 2013 and 10.5% of salary per year for members hired on or after September 30, 2013, members will no longer be able to purchase an additional multiplier or pre-employment public safety service as a police officer or firefighter and overtime for police officer's was limited in each year to an amount that is equal to 11% of highest annualized pay rate for the same salary rank that the member is in at the time of retirement.

Assumption Changes

In 2022, investment return was decreased from 7.40% to 7.35% and the salary increase COLA factors were updated. In 2021, investment return was decreased from 7.55% to 7.40%. In 2020, investment return was decreased from 7.65% to 7.55% and the retirement rates were updated. In 2019, investment return was decreased from 7.75% to 7.65%. The mortality assumption, disability rates for Firefighters, salary increase factors and loading for contingencies are also updated. A City contribution of 0.025% of annual pensionable payroll to provide for the transfer of service under another City pension system is changed to be no longer applicable to Tier 5 Police members. In 2018, investment return was decreased from 7.80% to 7.75%. In 2017, investment return was decreased from 7.85% to 7.80%. In 2016, investment return was decreased from 7.90% to 7.85% and the mortality assumption was updated to the assumption used in the Florida Retirement System July 1, 2016 Actuarial Valuation. In 2015, investment return was decreased from 7.95% to 7.90%, withdrawal and retirement rates were updated, disability incidence was updated to 65% service incurred / 35% non-service incurred and the load for compensation and projected pensionable payroll was replaced with actual pensionable pay - these changes do not affect the contribution until the fiscal year ending September 30, 2017. In 2014, investment return was decreased from 8.00% to 7.95% and payroll growth assumption was limited to 10 year average. In 2013, the asset valuation method was updated to phase in the deviation between the expected and actual return on assets at the rate of 20% per year and the load for projected pensionable payroll was decreased to 16%.

Accounting Disclosure Exhibit

VI. Discount Rate (GASB No. 67)

Discount rates of 7.35% and 7.30% were used to measure the September 30, 2023 TPL and the September 30, 2024 TPL, respectively. These discount rates were based on the expected rate of return on Fund investments of 7.35% and 7.30%, respectively. The projection of cash flows used to determine these discount rates assumed member contributions will be made at the current member contribution rate and employer contributions will be made at rates equal to the difference between actuarially determined current contribution rates and the member contribution rate. Based on these assumptions, the Fund's fiduciary net position was projected to be available to make all projected future expected benefit payments to current Fund members. Therefore, the long-term expected rate of return on Fund 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, 2023

	1% Decrease	Current Discount Rate	1% Increase
Discount Rate	6.35%	7.35%	8.35%
NPL	\$ 644,851,555	\$ 453,355,006	\$ 296,628,876
Fund Fiduciary Net Position as a Percentage of TPL **	62.55%	70.38%	78.41%

Measurement date: September 30, 2024 *

	1% Decrease	Current Discount Rate	1% Increase
Discount Rate	6.30%	7.30%	8.30%
NPL	\$ 686,258,148	\$ 484,183,302	\$ 319,020,243
Fund Fiduciary Net Position as a Percentage of TPL **	62.30%	70.08%	78.05%

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

** Information requested by Board - not required under GASB No. 67

Outline of Principal Provisions of the Pension Fund

A. Relevant Provisions:

The Fund was created under Chapter 23414, Laws of Florida, Special Act of 1945, as most recently amended by Ordinance No. 2023-4533 adopted February 1, 2023 and reflecting the most recent Collectively Bargained Agreements executed December 2, 2022 and January 10, 2023 for Firefighters and Police Officers, respectively.

B. Eligibility Requirements:

Any full-time employee of the City who is certified as a Firefighter or Police Officer as a condition of employment.

C. Membership Tiers:

Tier 1 - Members hired prior to July 14, 2010

Tier 2 - Members hired on or after July 14, 2010 but prior to September 30, 2013

Tier 3 - Members hired on or after September 30, 2013 but prior to June 8, 2016 for the Fire Department and July 20, 2016 for the Police Department

Tier 4 - Members hired on or after June 8, 2016 but prior to May 8, 2019 for the Fire Department and hired on or after July 20, 2016 but prior to July 31, 2019 for the Police Department

Tier 5 - Members hired on or after May 8, 2019 for the Fire Department and July 31, 2019 for the Police Department

D. Credited Service:

All periods of employment as an Employee for which contributions have been made to the Fund together with all service in the uniformed services of the United States required to be included.

E. Pre-Employment Service:

Members with at least 5 years of credited service (10 years for Tier 5 members) may purchase pre-employment military service. Pre-employment military service must be purchased within 24 months following the date the member completes 5 years of credited service (10 years for Tier 5 members) under the pension fund. A member may purchase up to two years of pre-employment military service at the accrual rate of 3% per year.

The price for each year purchased shall be of 10.0% (10.5% for members hired on or after September 30, 2013) of the member's Salary during the 12 calendar months immediately preceding the date of such purchase.

Outline of Principal Provisions of the Pension Fund

F. Pensionable Pay:

Pensionable pay is defined as base pay, any premiums that longevity is calculated on, longevity pay, pensionable overtime and any other pay negotiated as pensionable. Effective July 14, 2010, off-duty pay is pensionable for any member who is eligible for overtime and receives off-duty compensation through the City. Effective September 30, 2013, pensionable overtime is limited to 300 hours per calendar year.

1. Overtime and Off-Duty pay included in pension computation for Police Officers:

- Pensionable overtime pay not exceeding 300 hours per calendar year and off duty is limited in each year to an amount that is equal to 11% of highest annualized pay rate for the same salary rank that the member is in at time of retirement.
- The 11% limitation shall not apply to any member who holds the rank of sergeant or lieutenant on September 30, 2013, or any Police Officer promoted to the rank of sergeant prior to the date the 2013 Certified Police Sergeant Promotional Register expired in 2015. For these members, the inclusion of overtime and / or off duty in the member's salary shall be limited in each year to an amount which is equal to 70% of the difference between the member's annualized pay rate at retirement and the highest annualized pay rate for the next higher salary rank.
- For any members who self-demote they will become subject to the eleven percent (11%) limitation on overtime and off-duty compensation.

2. Overtime and Off-Duty pay included in pension computation for Firefighters:

- Pensionable overtime pay not exceeding 300 hours per calendar year and off duty is limited in each year to an amount that is equal to 11% of highest annualized pay rate for the same salary rank that the member is in at time of retirement.

G. Final Average Monthly Earnings (FAME):

Tier 1 and eligible to retire on or after September 30, 2015 - the greater of the average of the 3 highest paid years or the 3 last paid years prior to date of retirement after taking into consideration the overtime limit.

Tier 2 - the greater of the average of the 3 highest paid years or the 3 last paid years prior to date of retirement after taking into consideration the overtime limit.

Tier 3, Tier 4 and Tier 5 - the greater of the average of the 5 highest paid years or the 5 last paid years prior to date of retirement after taking into consideration the overtime limit.

Outline of Principal Provisions of the Pension Fund

H. Normal Retirement:

1. Eligibility:

Tier 1 and eligible to retire on or after September 30, 2013 - the earlier of attainment of age 50 or Rule of 70 (must attain age 47) or reach the 85% maximum pension benefit regardless of age

Tier 2 and Tier 3 - the earlier of attainment of age 50 with 5 years of creditable service or Rule of 70 (must attain age 48) or reach the 85% maximum pension benefit regardless of age

Tier 4 and Tier 5 - the earlier of attainment of age 52 with 5 years of creditable service or Rule of 70 (must attain age 48) or reach the 85% maximum pension benefit regardless of age

2. Benefit:

All Tiers and eligible to retire on or after September 30, 2015:

3% x FAME x Credited Service up to 20 years plus 4% x Credited Service after 20 years
Benefit shall not exceed 85% of FAME.

A member's benefit multiplier for credited service earned before October 1, 2013 shall not be reduced.

I. Deferred Retirement:

1. Eligibility:

Any first day of the month past Normal Retirement Date.

2. Benefit:

Benefit calculated as for Normal Retirement based upon service and pay to Deferred Retirement Date.

J. Disability Retirement:

1. Eligibility:

Totally and permanently disabled meaning incapacity to perform regular duty as Firefighter or Police Officer (and completion of at least 5 years of Credited Service for non-service incurred disability).

Effective July 1, 2019, a Firefighter who becomes totally and permanently unable to perform useful and efficient service as a Firefighter due to a diagnosis of cancer or circumstances that arise out of the treatment of such cancer will be presumed to be disabled in-line of duty subject to the limitations in Chapter 112.1816, Florida Statutes.

2. Benefit:

Accrued benefit (minimum of 85% of current salary at time of disability for service incurred disability).

Outline of Principal Provisions of the Pension Fund

K. Pre-Retirement Death Benefit:

1. Service Incurred:

Greater of accrued benefit or 85% of members salary payable as a monthly benefit to the spouse until death or remarriage, to a Domestic Partner until death, marriage or entry into another Domestic Partnership, to unmarried children in equal shares until age 18 (until age 22 if a full-time student or until recovery from handicap if handicapped), or to dependent parents in equal shares.

2. Non-Service Incurred:

For members with at least 5 years of service, accrued benefit is payable for the first 12 months after death and 75% of the accrued benefit is payable thereafter (with a minimum benefit of 25% of average monthly salary); Benefits are payable to the spouse until death or remarriage, to a Domestic Partner until death, marriage or entry into another Domestic Partnership, to unmarried children in equal shares until age 18 (until age 22 if a full-time student or until recovery from handicap or until marriage if handicapped), or to dependent parents in equal shares. However, if the member has been married or in a domestic partnership for less than 10 years, benefits are payable to the spouse or domestic partner only for the life expectancy of the deceased member at time of death.

L. Vested Benefit:

1. Eligibility:

Any age prior to 50 with at least 5 years (10 years for Tier 5 members) of service for members who terminate employment on or after September 30, 2013.

2. Benefit:

Return of employee contributions or accrued benefit upon attainment of age 50. If a member terminates employment with less than 10 years of service and passes away prior to the normal retirement date, the return of employee contributions is the only benefit.

M. Employee Contributions:

10.0% of pensionable wages (on a pre-tax basis) for members hired prior to September 30, 2013 and 10.5% of pensionable wages (on a pre-tax basis) for members hired on or after September 30, 2013; If contributions are refunded to the member or to his or her beneficiaries, then interest is credited at the rate of 3% per annum.

Outline of Principal Provisions of the Pension Fund

N. Payment of Retirement Benefit:

Benefit is payable to the member for his or her life. Upon death of member, except those retiring prior to November 5, 2003, the standard benefit is a 75% joint and survivor annuity with a specified beneficiary as provided under the plan. The specified beneficiary will receive a survivor annuity equal to 100% of the total benefit for one year following the death of the member and thereafter 75% of the total benefit until death or remarriage. However, upon death, if the member has been married or in a domestic partnership for less than 10 years, the survivor annuity is payable only for the life expectancy of the deceased member at time of death.

In lieu of the standard benefit, the members may elect the actuarial equivalent of the 10 year certain and life annuity, with a designated beneficiary, any of the following optional forms of payment:

- 75% joint and contingent survivor annuity with a designated beneficiary
- 66 ⅔% joint and contingent survivor annuity with a designated beneficiary
- 50% joint and contingent survivor annuity with a designated beneficiary
- 25% joint and contingent survivor annuity with a designated beneficiary
- 10 year certain and life annuity with a designated beneficiary
- Life of member only

Members who retired prior to November 5, 2003 were subject to different normal and optional forms of payment.

O. Deferred Retirement Option Program (DROP):

Police Officers and Firefighters are eligible to participate in a Deferred Retirement Option Program (DROP) upon meeting eligibility for a normal service retirement.

Operations of the DROP:

1. Member contributions to the Pension Plan will cease upon entering the DROP.
2. The member's monthly retirement benefit, based on final average earnings and service, will be calculated as of the date prior to them entering the DROP.
3. The member will cease to accrue additional pension benefits (with the exception of the COLA under the pension plan).
4. The member will no longer be eligible for Disability or Pre-Retirement Service Connected Death benefits from the Pension Plan.
5. The member's monthly pension will be deposited into the selected investment vehicles.
6. Members who enter the DROP on or after June 8, 2016 for Fire Department members and July 20, 2016 for Police Department members may participate in DROP for a period not to exceed ninety-six (96) months.

Outline of Principal Provisions of the Pension Fund

Notwithstanding the above, participation may not continue beyond the date when the member's combined years of creditable service and time in the DROP equals 456 months for members who enter the DROP on or after September 1, 2012.

Members who enter the DROP on or after October 1, 2015 but prior to June 8, 2016 for Fire Department members and July 20, 2016 for Police Department members may extend their DROP participation period by up to 36 months for a total maximum DROP participation period not to exceed ninety-six (96) months.

7. The member will not have access or be able to borrow against any of the funds accumulated in their DROP account.
8. The member may sever employment with the City at any time during the DROP period. Such separation will terminate their participation in the DROP.
9. No payment will be made from the DROP account until the member severs employment with the City.
10. Following severance of employment, the funds in the DROP will be paid under the *DROP Account Payment Options* the member selected. The member will also start receiving their monthly pension which was previously being deposited in the DROP.
11. A 2.5% COLA (1.5% per year for participants hired on or after July 14, 2010) is paid annually on the anniversary date of the member's retirement.

Members hired before June 8, 2016 for Fire Department members and July 20, 2016 for Police Department members who elect to extend or enter the DROP and participate for more than 5 years will have no COLA adjustment applied for years six (6), seven (7), and eight (8) while participating in the DROP. Members hired on or after June 8, 2016 for Fire Department members and July 20, 2016 for Police Department members will receive a zero percent (0%) COLA for the first (1st), second (2nd), third (3rd) and fourth (4th) annual adjustment dates while participating in the DROP.

P. Cost-of-Living Adjustment:

Effective October 1, 2010, after 1 year of retirement, benefits are increased by 2.5% per year (1.5% per year for participants hired on or after July 14, 2010), compounded annually, on the anniversary date of each member's retirement.

For members retired prior to October 1, 2010, benefit increases occur on the first of October each year.

Members whose grandfathered Base Plan benefit is greater than the benefit otherwise provided by this plan will receive the applicable cost-of-living adjustment on that basis (2% a year beginning the October three years after retirement) until such time as the benefit from this plan with 2.5% cost-of-living exceeds that comparable grandfathered Base Plan benefit.

Outline of Principal Provisions of the Pension Fund

Q. Changes Since Previous Actuarial Valuation

None.

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

A. Mortality

For healthy 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 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 (2023)	Pre-retirement Future Life Expectancy (Years)		Post-retirement Future Life Expectancy (Years)	
	Male	Female	Male	Female
	45	40.93	44.88	37.48
50	35.78	39.69	32.65	36.48
55	30.70	34.54	27.87	31.44
60	25.74	29.47	23.27	26.64
62	23.80	27.46	21.53	24.79

Sample Ages (2043)	Pre-retirement Future Life Expectancy (Years)		Post-retirement Future Life Expectancy (Years)	
	Male	Female	Male	Female
	45	42.65	46.42	39.54
50	37.46	41.20	34.62	38.35
55	32.33	36.03	29.77	33.27
60	27.31	30.92	25.06	28.39
62	25.35	28.88	23.27	26.50

B. Investment Return

7.30%, compounded annually, net of investment expenses includes inflation at 3.00%. The investment return is scheduled to be scaled down to 7.20% in the October 1, 2024 Actuarial Valuation and thereafter.

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

C. Expenses

Prior year's actual administrative expenses.

D. Employee Withdrawal Rates

Representative values of the assumed annual rates of withdrawal among members in active service are as follows:

<u>Age</u>	<u>Withdrawal Rate</u>	<u>Age</u>	<u>Withdrawal Rate</u>
20	2.00%	35	1.25%
25	1.75%	40	1.00%
30	1.50%	45	0.75%

E. Disability Rates

Representative values of the assumed annual rates of disability among members in active service are as follows:

<u>Age</u>	<u>Disability Rates</u>	<u>Age</u>	<u>Disability Rate</u>
20	0.07%	45	0.58%
25	0.11%	50	0.99%
30	0.16%	55	1.42%
35	0.22%	60	2.00%
40	0.32%	64	2.69%

For Firefighters, 30% of disabilities are assumed to be non-service incurred - 70% service incurred.
For Police Officers, 35% of disabilities are assumed to be non-service incurred - 65% service incurred.

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

F. Salary Increase Factors

Representative values of the assumed annual rates of future salary increase are as follows:

<u>Age</u>	<u>Merit Salary Increase</u>	<u>Age</u>	<u>Merit Salary Increase</u>
20	3.7%	45	2.7%
25	7.7%	50	2.7%
30	6.7%	55	2.7%
35	3.7%	60	1.7%
40	2.7%	64	0.7%

In addition to the average assumed salary increase rates shown above the expected cost of living increases are as follows:

<u>FYE</u>	<u>COLA Salary Increase</u>	<u>Weighted Average Increase *</u>
2024	3.00%	6.68%
2025 and thereafter	2.18%	5.66%

The cost of living increases shown above are based long term expected increases of 2.18% annually.

* The weighted average increase shown is based on aging of the current active census demographics.

G. Payroll Growth Assumption

The aggregate compensation used to compute the accrued liability contribution rate is assumed to increase at a rate of 3.5% per year. For purposes of financing the unfunded liabilities, the payroll growth assumption is assumed to increase at a rate of 3.5% per year - not greater than historical 10-year average (5.1% as of October 1, 2023) and not less than 0%.

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

H. Retirement

All members are assumed to retire at age 50 with 26.25 years of service, but not later than age 65. Retirement is assumed to occur in accordance with the following rates:

Service	Rate of Retirement	
	Meeting Rule of 70	Not Meeting Rule of 70
Less than 20	30%	8%
20	45%	8%
21	45%	8%
22	50%	8%
23	50%	20%
24	70%	60%
25	70%	60%
More than 25	100%	100%

I. DROP Assumption

80% of all active participants will participate in the DROP.

Leave DROP	Enter the DROP on or after October 1, 2015
Prior to 5 years	0%
After 5 years	5%
After 6 years	5%
After 7 years	10%
After 8 years	100%

The recent extension of the DROP may alter the retirement experience of the Fund.

DROP assumptions will need to be monitored in light of future DROP experience.

J. Overtime and Off-Duty Pay Limitation

No members excluded from the eleven percent (11%) limitation on overtime and off-duty compensation are assumed to self-demote.

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

K. Loadings for Contingencies

Pre-Employment Service: A City contribution of 0.275% of annual pensionable payroll is added to provide for the purchase (or *buyback*) of pre-employment military service and any probationary service by the membership.

Transfers into Fund from other City pension systems: A City contribution of 0.025% of annual pensionable payroll is added to provide for the transfer of service under another City pension system. This load does not apply to Tier 5 Police members.

L. Marital Assumptions

1. 77% of members are assumed married or entitled to benefits for dependents, including registered domestic partners.
2. Male spouses are assumed to be three years older than female spouses.

M. Smoothed Asset Valuation Method

The method used for determining the smoothed value of assets phases in the deviation between the expected and actual return on assets at the rate of 20% per year. The smoothed value of assets will be further adjusted to the extent necessary to fall within the corridor whose lower limit is 80% of the fair market value of fund assets and whose upper limit is 120% of the fair market value of fund assets.

N. Actuarial Cost Methods

Normal Retirement, Termination, Disability, and Death Benefits: Entry-Age-Actuarial 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 age at hire to his assumed retirement age to fund his estimated benefits, assuming the Fund had always been in effect. The normal cost for the Fund 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 Fund 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 smoothed value of assets of the Fund.

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 Fund as of the valuation date. Each individual's calculation is based on pay and service as of the valuation date.

The DROP accounts balance is included in the assets and liabilities as of the valuation date.

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

O. Disclosure of Assumptions

The retirement assumption was updated based on the most recent experience study performed for the five years ending September 30, 2019. The salary increases and withdrawal assumptions were updated based on the experience study performed for the five years ending September 30, 2014. The investment return assumption was lowered from 7.35% to 7.30%, as adopted by the Board on March 16, 2023, based upon an Investment Return Assumption Study completed in 2023 along with recommendations from the Investment Consultant. The mortality rates are based upon the July 1, 2023 FRS Actuarial Valuation, as required under F.S., Chapter 2015-157.

P. Changes Since Previous Actuarial Valuation

1. Investment Return:

The interest rate used to calculate all liabilities was reduced from 7.35% to 7.30%.

Assumption Change History

A. Effective October 1, 2002:

The actuarial cost method was changed from frozen initial liability to entry age.

The amortization of the unfunded accrued liability was changed from level dollar to level percentage of pay, with aggregate payroll assumed to increase at 3.50% per year.

B. Effective October 1, 2005:

The *fresh start* method was applied to the smoothed value of assets to begin a new five-year phase-in of realized and unrealized gains and losses.

The retirement rates were increased to reflect retirement experience for participants meeting the age 50 and *Rule of 70* eligibility criteria.

The loadings for contingencies and pre-employment service were increased from 5.00% to 7.00% and from 4.50% to 5.50% respectively.

C. Effective October 1, 2006:

The actuarial valuation system used by Buck Consultants was upgraded effective October 1, 2006. The gain resulting from this upgrade was amortized over 30 years.

D. Effective October 1, 2008:

The interest rate used to calculate all liabilities was reduced to 8.40% from 8.50%.

The salary scale used to project future pay increases was reduced by 50 basis points at each age to reflect the current and projected economic climate.

The loadings for contingencies were increased by 100 basis points (50 basis points for salary rates and 50 basis points for buybacks).

The retirement assumption was updated to reflect an increase in the level of retirements starting at age 45.

E. Effective October 1, 2009:

The interest rate used to calculate all liabilities was reduced from 8.40% to 8.30%.

The mortality rates were changed from the 1983 Group Annuity Mortality Table to the RP-2000 Combined Mortality Table with a blue collar adjustment for healthy lives and the RP-2000 Disabled Mortality Table for disabled participants.

A load of 20% was added to the projected base payroll to estimate the projected pensionable payroll used to determine the expected member contributions.

Assumption Change History

E. Effective October 1, 2009 (cont'd):

An experience study was performed on the fund over the 5 year period October 1, 2003 through October 1, 2008 and the following assumptions were changed to more accurately reflect fund experience:

- Retirement Rates: The retirement assumption was changed to reflect the results of the experience study.
- Withdrawal Rates: The withdrawal assumption was changed to reflect the results of the experience study.
- Salary Increase Rates: The salary increase assumption was changed to an average increase of 3.83% for fund year 2009 to reflect the freeze on COLA for the fund year and to an average increase of 6.00% for all subsequent fund years.
- Load for Overtime and Other Pays: The load for overtime and other pays was changed from 7.50% to 16.00% to reflect the results of the experience study.

F. Effective October 1, 2010:

The interest rate used to calculate all liabilities was reduced from 8.30% to 8.20%.

The freeze on the cost of living increase component of the salary scale was extended to March 31, 2012.

G. Effective October 1, 2011:

The interest rate used to calculate all liabilities was reduced from 8.20% to 8.10%.

The mortality tables for healthy pre and post retirement participants was projected 15 and 7 years respectively from the valuation date to reflect mortality improvements.

The contingency compensation load for overtime and other pays was increased from 16% to 18% to account for the expected increase in pensionable pay due to the inclusion of off duty pay in the computation of pensionable pay.

H. Effective October 1, 2012:

The interest rate used to calculate all liabilities was reduced from 8.10% to 8.00%.

The expected salary increases for FYE 2014 and 2015 were reduced by 2.17% to reflect a freeze in the cost of living increases and increased by 3.00% to reflect a 3.00% cost of living increase in FYE 2016.

Assumption Change History

H. Effective October 1, 2012 (cont'd):

The contingency compensation load for overtime and other pays was decreased from 18% to 16% to account for the expected decrease in pensionable pay due to the cap on overtime hours in the computation of pensionable pay.

The contingency pre-employment service load was decreased from 6.000% to 0.275% to account for the elimination of certain buybacks.

The expected salary increases were adjusted to account for the extension of ranges for Firefighter I, Police Officer, Sergeant of Police and Police Lieutenant effective April 1, 2015.

I. Effective October 1, 2013:

The asset valuation method was updated to phase in the deviation between the expected and actual return on assets at the rate of 20% per year - further adjusted to the extent necessary to fall within the corridor whose lower limit is 80% of the fair market value of fund assets and whose upper limit is 120% of the fair market value of fund assets.

The load for projected pensionable payroll was decreased from 20% to 16% to account for the expected decrease in pensionable pay due to the cap on overtime hours in the computation of pensionable pay.

J. Effective October 1, 2014:

The interest rate used to calculate all liabilities was reduced from 8.00% to 7.95%.

Payroll growth assumption is limited to 10-year average.

K. Effective October 1, 2015:

The interest rate used to calculate all liabilities was decreased from 7.95% to 7.90%.

An experience study was performed on the fund over the 5 year period October 1, 2009 through September 30, 2014 and the following assumptions were changed to more accurately reflect fund experience:

- Withdrawal Rates: The withdrawal assumption was updated to reflect the results of the experience study.
- Disability Incidence: The disability incidence assumption was changed to 65% service incurred / 35% non-service incurred.
- The load for compensation and projected pensionable payroll was replaced with actual pensionable pay.
- Retirement Rates: The retirement assumption was updated to reflect the results of the experience study.

Updated DROP assumptions to reflect updated DROP provisions.

A City contribution of 0.025% of annual pensionable payroll is added to provide for the transfer of service under another City pension system.

The salary increase assumptions were updated to better reflect anticipated merit and COLA increases.

Assumption Change History

L. Effective October 1, 2016:

The interest rate used to calculate all liabilities was reduced from 7.90% to 7.85%.

The mortality assumption was updated to use the mortality assumption used by the Florida Retirement System (FRS) as required under F.S., Chapter 2015-157 based upon the July 1, 2016 FRS Actuarial Valuation.

M. Effective October 1, 2017:

The interest rate used to calculate all liabilities was reduced from 7.85% to 7.80%.

N. Effective October 1, 2018:

The interest rate used to calculate all liabilities was reduced from 7.80% to 7.75%.

O. Effective October 1, 2019:

The interest rate used to calculate all liabilities was reduced from 7.75% to 7.65%.

The mortality assumption was updated to use the mortality assumption used by the Florida Retirement System (FRS) as required under F.S., Chapter 2015-157 based upon the July 1, 2019 FRS Actuarial Valuation.

For Firefighters, the percentage of service incurred disability was updated from 65% to 70%.

Salary COLAs were adjusted based on the most recent Collectively Bargained Agreement.

A City contribution of 0.025% of annual pensionable payroll to provide for the transfer of service under another City pension system is changed to be no longer applicable to Tier 5 Police members.

P. Effective October 1, 2020:

The interest rate used to calculate all liabilities was reduced from 7.65% to 7.55%.

The retirement assumption was updated to reflect the results of an experience study performed on the fund over the 5 year period October 1, 2014 through September 30, 2019.

Q. Effective October 1, 2021:

The interest rate used to calculate all liabilities was reduced from 7.55% to 7.40%.

R. Effective October 1, 2022:

The interest rate used to calculate all liabilities was reduced from 7.40% to 7.35%.

Salary COLAs were adjusted based on the most recent Collectively Bargained Agreement.

Assumption Change History

S. Effective October 1, 2023:

The interest rate used to calculate all liabilities was reduced from 7.35% to 7.30%.

**Distribution by Attained Age Groups
and Service Groups as of October 1, 2023**

<u>Attained</u> <u>Age Group</u>	<u>Active Firefighters</u>							<u>Total</u>
	-----COMPLETED YEARS OF SERVICE-----							
	<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	7	-	-	-	-	-	-	7
25 - 29	18	2	-	-	-	-	-	20
30 - 34	14	18	5	-	-	-	-	37
35 - 39	4	10	20	9	-	-	-	43
40 - 44	-	4	17	19	9	-	-	49
45 - 49	-	2	4	12	8	-	-	26
50 - 54	-	1	4	2	2	-	-	9
55 - 59	-	-	-	-	-	-	-	-
60 - 64	-	2	-	-	-	-	-	2
65 & Over	-	1	-	-	-	-	-	1
TOTAL	43	40	50	42	19	-	-	194
				<u>10/01/2022</u>		<u>10/01/2023</u>		
Average Attained Age				38.66 years		38.53 years		
Average Hire Age				27.68 years		27.46 years		
Average Base Pay				\$ 133,397		\$ 140,116		
Percent Female				8.0%		8.2%		



**Distribution by Attained Age Groups
and Service Groups as of October 1, 2023**

<u>Attained</u> <u>Age Group</u>	<u>Active Police Officers</u>							<u>Total</u>
	-----COMPLETED YEARS OF SERVICE-----							
	<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	4	-	-	-	-	-	-	4
25 - 29	46	1	-	-	-	-	-	47
30 - 34	31	32	8	-	-	-	-	71
35 - 39	15	31	21	9	-	-	-	76
40 - 44	6	11	16	26	3	-	-	62
45 - 49	2	5	13	22	5	-	-	47
50 - 54	-	2	3	5	1	-	-	11
55 - 59	-	2	-	2	-	-	-	4
60 - 64	-	-	-	-	-	-	-	-
65 & Over	-	-	-	-	-	-	-	-
TOTAL	104	84	61	64	9	-	-	322
				<u>10/01/2022</u>		<u>10/01/2023</u>		
Average Attained Age				37.84 years		37.98 years		
Average Hire Age				28.17 years		28.50 years		
Average Base Pay				\$ 93,049		\$ 98,798		
Percent Female				19.2%		18.6%		

**Distribution by Attained Age Groups
and Service Groups as of October 1, 2023**

<u>Attained</u> <u>Age Group</u>	-----COMPLETED YEARS OF SERVICE-----							<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	11	-	-	-	-	-	-	11
25 - 29	64	3	-	-	-	-	-	67
30 - 34	45	50	13	-	-	-	-	108
35 - 39	19	41	41	18	-	-	-	119
40 - 44	6	15	33	45	12	-	-	111
45 - 49	2	7	17	34	13	-	-	73
50 - 54	-	3	7	7	3	-	-	20
55 - 59	-	2	-	2	-	-	-	4
60 - 64	-	2	-	-	-	-	-	2
65 & Over	-	1	-	-	-	-	-	1
TOTAL	147	124	111	106	28	-	-	516
				<u>10/01/2022</u>		<u>10/01/2023</u>		
Average Attained Age				38.15 years		38.19 years		
Average Hire Age				27.98 years		28.11 years		
Average Base Pay				\$ 108,322		\$ 114,332		
Percent Female				15.0%		14.7%		

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

A. Entitled to Deferred Benefits *

Current Age <u>Group</u>	<u>Count</u>	Total <u>Annual Benefit</u>	Average <u>Annual Benefit</u>
Less than 40	7	\$ 179,639	\$ 25,663
40 - 44	5	210,705	42,141
45 - 49	5	247,171	49,434
50 - 54	-	-	-
55 - 59	-	-	-
60 - 64	-	-	-
65 & Over	-	-	-
TOTAL	<u>17</u>	<u>\$ 637,515</u>	<u>\$ 37,501</u>

* Excludes 13 dormant members entitled to a lump sum refund of employee contributions

B. Receiving Benefits (including DROPs)

Current Age <u>Group</u>	<u>Count</u>	Total <u>Annual Benefit</u>	Average <u>Annual Benefit</u>
Less than 50	23	\$ 2,389,159	\$ 103,876
50 - 54	108	10,369,294	96,012
55 - 59	131	14,200,943	108,404
60 - 64	155	18,970,857	122,393
65 - 69	132	15,227,934	115,363
70 - 74	102	10,036,292	98,395
75 - 79	74	7,266,668	98,198
80 - 84	49	4,338,632	88,544
85 - 89	28	1,945,565	69,484
90 - 94	10	493,613	49,361
95 - 99	6	249,065	41,511
100 & Over	0	-	-
TOTAL	<u>818</u>	<u>\$ 85,488,022</u>	<u>\$ 104,509</u>

Reconciliation of Employee Data

A. <u>Active Participants</u>	
1. Active participants previous year	494
2. Retired during year	0
3. Entered DROP	(14)
4. Died during year	0
5. Disabled during year	0
6. Terminated during year	(6)
7. New active participants	51
8. Rehired during year	0
9. Dormant during the year	(9)
10. Data corrections	0
11. Active participants current year	<u>516</u>
B. <u>Participants Receiving Benefits</u>	
1. Participants receiving benefits previous year	699
2. New retired participants	0
3. New terminated vested receiving benefits	1
4. New disabled receiving benefits	0
5. New beneficiaries receiving benefits	7
6. Former DROPs now receiving benefits	10
7. Died or ceased payment during year	(25)
8. Data corrections	0
9. Retired or terminated vested receiving benefits current year	<u>692</u>
C. <u>DROP Participants</u>	
1. DROP participants previous year	122
2. Died during year	0
3. Became disabled during year	0
4. Employment terminated and retired during year	(10)
5. Entered DROP during year	14
6. DROP participants current year	<u>126</u>
D. <u>Terminated Vested Participants Entitled to Future Benefits (including dormants)</u>	
1. Terminated vested entitled previous year	27
2. Died during year	0
3. Commenced receiving benefits during year	(1)
4. Rehired during the year	0
5. New terminated vested	9
6. Cashed out during year	(5)
7. Terminated vested entitled current year	<u>30</u>

Projected Retirement Benefits

<u>Fiscal Year Ending</u>	<u>Projected Annual Payout</u>
2024	\$ 79,868,542
2025	\$ 88,728,922
2026	\$ 91,821,396
2027	\$ 95,358,823
2028	\$ 98,964,110
2029	\$ 103,288,336
2030	\$ 107,925,880
2031	\$ 112,679,732
2032	\$ 117,099,770
2033	\$ 121,507,009

The above projected payout of Fund benefits during the next ten years is based on assumptions involving all decrements and includes payments going into DROP accounts. Actual payouts may differ from the above estimates depending upon the death, disability, salary and retirement experience of the Fund. 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.

Analysis of Investment Yield as of October 1, 2023

This Table sets forth the results of an analysis made of investment yields on the assets held under the City Pension Fund for Firefighters and Police Officers in the City of Miami Beach.

The basic sources for this analysis were the Statements produced by the Fund 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 XVI
(Cont'd)**

Summary of Transaction Information

Year Ended	Benefits Paid ¹	Administrative Expenses	Employee Contributions ²	City Contributions ³	State Contributions	Smoothed Value ⁴
09/30/2023	\$ 75,647,756	\$ 1,145,667	\$ 8,018,813	\$ 45,231,904	\$ 120,549	\$ 1,156,905,670
09/30/2022	75,395,635	1,040,317	7,049,733	45,416,048	120,549	1,129,304,274
09/30/2021	77,770,947	958,325	16,200,745	43,324,910	120,549	1,087,557,704
09/30/2020	69,388,221	900,251	7,133,168	42,658,455	120,549	1,002,890,941
09/30/2019	68,466,325	855,761	6,972,214	39,626,600	120,549	945,608,353
09/30/2018	75,460,821	802,106	6,593,715	37,519,388	120,549	904,653,131
09/30/2017	58,574,937	769,079	6,198,244	35,247,317	120,549	867,403,683
09/30/2016	54,861,660	826,044	5,984,397	34,850,092	120,549	816,917,537
09/30/2015	62,686,716	777,493	5,944,414	33,028,839	120,549	759,327,614
09/30/2014	53,605,094	905,130	5,258,974	35,839,777	120,549	721,567,277
09/30/2013	52,104,605	805,919	9,717,336	39,371,501	120,549	663,233,454
09/30/2012	48,725,783	859,125	7,504,966	36,176,910	120,549	545,067,653
09/30/2011	44,934,423	971,906	5,783,503	32,691,021	120,549	531,821,181
09/30/2010	42,314,959	697,141	5,989,852	23,283,269	120,549	525,709,407
09/30/2009	38,195,186	767,484	6,542,597	20,039,446	120,549	517,602,834
09/30/2008	35,014,659	641,844	5,577,298	17,497,496	120,549	507,363,812
09/30/2007	32,367,302	646,588	5,194,282	15,110,868	120,549	495,993,903
09/30/2006	30,109,229	633,113	4,915,270	14,481,287	120,549	470,603,144
09/30/2005	27,202,700	581,953	4,982,579	11,857,606	120,549	457,680,582
09/30/2004	24,173,338	564,532	4,588,390	9,387,091	107,000	418,089,222
09/30/2003	22,072,374	521,173	4,437,529	8,577,326	0	410,423,595

¹ Includes DROP distributions and contribution refunds

² Includes buybacks

³ For Fiscal Year Ended 9/30/2020, includes additional City Contribution of \$351,212 for MBERP transfers into the Fire and Police Pension Plan

⁴ Effective for fiscal years ending on or after September 30, 2013, includes DROP account balances



Recent Compensation, Termination, Mortality, Disability and Investment Return Experience

Valuation Date	Compensation		Termination	Mortality *	Disability	Investment Return		
	% Increase (Decrease)	Assumed Increase	Ratio of Actual to Expected	Ratio of Actual to Expected	Ratio of Actual to Expected	Market Value Yield	Smoothed Value Yield	Assumed Rate of Return
10/01/2023	14.9%	6.8%	1.9	0.8	0.0	7.82%	4.57%	7.35%
10/01/2022	9.0%	6.1%	0.9	0.4	0.0	(11.82%)	6.10%	7.40%
10/01/2021	5.8%	5.0%	1.5	0.6	0.0	19.83%	10.44%	7.55%
10/01/2020	3.7%	4.9%	1.0	0.6	0.0	9.14%	8.30%	7.65%
10/01/2019	5.9%	6.8%	0.2	0.5	0.5	4.28%	7.11%	7.75%
10/01/2018	9.5%	7.0%	0.5	1.1	1.4	9.56%	8.14%	7.80%
10/01/2017	10.2%	5.8%	1.1	0.5	N/A	10.76%	8.45%	7.85%
10/01/2016	4.3%	4.4%	1.0	1.5	N/A	9.49%	9.62%	7.90%
10/01/2015	9.8%	3.9%	1.5	1.1	N/A	0.75%	8.76%	7.95%
10/01/2014	4.0%	3.7%	0.8	1.1	N/A	10.3%	10.9%	8.0%
Last 3 Years	9.8%	6.0%	1.4	0.6	0.0	4.44%	7.01%	7.43%
Last 5 Years	7.8%	5.9%	1.0	0.6	0.1	5.33%	7.29%	7.54%
Last 10 Years	7.7%	5.4%	1.0	0.8	N/A	6.7%	8.2%	7.7%

* Does not include beneficiaries of members currently alive

**Table XVI
(Cont'd)**

**Schedule of Funding Progress
(Dollar Amounts in Thousands)**

Actuarial Valuation Date		Smoothed Value of Assets (a)	Actuarial Accrued Liability (EAN) (AAL) (b)	Unfunded AAL (UAAL) (b - a)	Funded Ratio (a/b)
10/01/2012	¹	\$ 545,068	\$ 902,778	\$ 357,711	60.4%
10/01/2013	^{2,3}	\$ 663,233	\$ 955,239	\$ 292,006	69.4%
10/01/2014	³	\$ 721,567	\$ 1,009,621	\$ 288,054	71.5%
10/01/2015	³	\$ 759,328	\$ 1,050,155	\$ 290,827	72.3%
10/01/2016	^{3,5}	\$ 816,918	\$ 1,129,477	\$ 312,559	72.3%
10/01/2017	^{3,5}	\$ 867,404	\$ 1,194,621	\$ 327,217	72.6%
10/01/2018	^{3,5}	\$ 904,653	\$ 1,244,346	\$ 339,693	72.7%
10/01/2019	^{3,5,7}	\$ 945,608	\$ 1,266,682	\$ 321,074	74.7%
10/01/2020	^{3,5}	\$ 1,002,891	\$ 1,335,992	\$ 333,101	75.1%
10/01/2021	^{3,5}	\$ 1,087,558	\$ 1,409,492	\$ 321,934	77.2%
10/01/2022	^{3,5}	\$ 1,129,304	\$ 1,474,093	\$ 344,789	76.6%
10/01/2023	^{3,4}	\$ 1,156,906	\$ 1,549,347	\$ 392,441	74.7%
10/01/2023	^{3,5}	\$ 1,156,906	\$ 1,558,188	\$ 401,282	74.2%

¹ As shown in the City's Comprehensive Annual Financial Report (Annual Report)

² Update in actuarial method applied

³ Includes DROP accounts in assets and liabilities

⁴ Prior to update in actuarial assumptions

⁵ After update in actuarial assumptions

⁶ Prior to update in plan provisions

⁷ After update in plan provisions

Employer Contribution Information

Valuation Date	Contribution Fiscal Year End	Minimum Required Employer Contributions	Actual City Contributions Made	Actual State (Share Plan) Contributions Made	Actual Employer Contributions Made
10/01/2023	09/30/2025	\$ 55,139,654	N/A	N/A	N/A
10/01/2022	09/30/2024	\$ 49,873,007	N/A	N/A	N/A
10/01/2021	09/30/2023	\$ 45,352,453	\$ 45,231,904	\$ 120,549	\$ 45,352,453
10/01/2020	09/30/2022	\$ 45,536,597	\$ 45,416,048	\$ 120,549	\$ 45,536,597
10/01/2019	09/30/2021	\$ 43,445,459	\$ 43,324,910	\$ 120,549	\$ 43,445,459
10/01/2018	09/30/2020 *	\$ 42,779,004	\$ 42,658,455	\$ 120,549	\$ 42,779,004
10/01/2017	09/30/2019	\$ 39,747,149	\$ 39,626,600	\$ 120,549	\$ 39,747,149
10/01/2016	09/30/2018	\$ 37,639,937	\$ 37,519,388	\$ 120,549	\$ 37,639,937
10/01/2015	09/30/2017	\$ 35,367,866	\$ 35,247,317	\$ 120,549	\$ 35,367,866
10/01/2014	09/30/2016	\$ 34,970,641	\$ 34,850,092	\$ 120,549	\$ 34,970,641
10/01/2013	09/30/2015	\$ 33,149,388	\$ 33,028,839	\$ 120,549	\$ 33,149,388
10/01/2012	09/30/2014	\$ 35,960,326	\$ 35,839,777	\$ 120,549	\$ 35,960,326
10/01/2011	09/30/2013	\$ 39,492,050	\$ 39,371,501	\$ 120,549	\$ 39,492,050
10/01/2010	09/30/2012	\$ 36,296,459	\$ 36,176,910	\$ 120,549	\$ 36,297,459
10/01/2009	09/30/2011	\$ 34,537,068	\$ 32,691,021	\$ 120,549	\$ 32,811,570
10/01/2008	09/30/2010	\$ 23,403,818	\$ 23,283,269	\$ 120,549	\$ 23,403,818

* The Actuarially Determined Contribution and the Actual Contribution in Fiscal Year Ended 2020 includes the additional City Contribution of \$351,212 for MBERP transfers into the Fire and Police Pension Plan.

20-Year Projections

Throughout the forecast period, new members are assumed to be hired each year at a rate sufficient to maintain a constant active employee headcount – stationary population. Newly employed members are assumed to have the same average demographic characteristics (age, gender and salary – adjusted each year for inflation) as those of members hired during the past five (5) years. State (Share Plan) contributions are projected to remain \$120,549 during the projection period.

Projections are deterministic – assume all actuarial assumptions are realized. Investment return is assumed to be 7.30% for FYE 2025 and 7.20% for FYE 2026 and thereafter. Payroll growth is assumed to remain the same as current year (3.5%) for all projection years. Administrative expenses included in the normal cost are assumed to grow at 3.0% per year.

Contribution Fiscal Year	Projected Annual Pensionable Payroll	Projected Net City Required Contribution Amount	% of Pay
2024 - 2025	85,774,916	55,019,105	64.1%
2025 - 2026	89,988,678	59,981,263	66.7%
2026 - 2027	93,619,651	63,354,302	67.7%
2027 - 2028	96,531,588	67,896,118	70.3%
2028 - 2029	99,293,088	70,075,226	70.6%
2029 - 2030	101,991,994	71,947,062	70.5%
2030 - 2031	104,292,393	73,374,189	70.4%
2031 - 2032	106,632,406	75,402,153	70.7%
2032 - 2033	108,846,976	75,449,261	69.3%
2033 - 2034	111,497,457	75,279,133	67.5%
2034 - 2035	114,277,426	72,173,409	63.2%
2035 - 2036	116,642,079	68,115,176	58.4%
2036 - 2037	118,614,421	69,871,873	58.9%
2037 - 2038	121,273,682	69,378,968	57.2%
2038 - 2039	123,958,116	67,506,433	54.5%
2039 - 2040	125,469,391	63,066,910	50.3%
2040 - 2041	127,463,338	51,414,494	40.3%
2041 - 2042	129,864,417	49,271,208	37.9%
2042 - 2043	133,602,620	43,765,868	32.8%
2043 - 2044	137,379,838	42,790,237	31.1%
5 Year Totals	465,207,921	316,326,014	68.0%
10 Year Totals	998,469,147	687,777,812	68.9%
20 Year Totals	2,247,014,475	1,285,132,388	57.2%

Actuarial Valuation as of October 1, 2023

State Required Exhibit - All Members

	10/01/2022	Prior Assumptions 10/01/2023	Current Assumptions 10/01/2023
A. Participant Data			
1. Active participants	494	516	516
2. Retired participants and beneficiaries receiving benefits (including DROPs)	770	770	770
3. Disabled participants receiving benefits	51	48	48
4. Terminated vested participants (including dormants)	27	30	30
5. Annual Pensionable Payroll	\$ 71,225,699	\$ 82,874,315	\$ 82,874,315
6. Projected Annual Pensionable Payroll	\$ 72,935,116	\$ 85,774,916	\$ 85,774,916
7. Annual benefits payable to those currently receiving benefits (including DROPs)	\$ 83,581,439	\$ 85,488,022	\$ 85,488,022
B. Value of Assets			
1. Smoothed Value	\$ 1,129,304,274	\$ 1,156,905,670	\$ 1,156,905,670
2. Market Value	\$ 1,021,674,294	\$ 1,077,274,635	\$ 1,077,274,635
C. Liabilities			
1. Actuarial present value of future expected benefit payments for active members			
a. Retirement benefits	\$ 462,582,193	\$ 524,811,742	\$ 530,626,749
b. Vesting benefits	20,038,665	21,764,140	22,036,067
c. Death benefits	6,375,302	7,085,515	7,151,825
d. Disability benefits	35,985,479	40,218,669	40,604,763
e. Total	\$ 524,981,639	\$ 593,880,066	\$ 600,419,404
2. Actuarial present value of future expected benefit payments for terminated vested members (including dormants)	\$ 5,112,279	\$ 7,261,693	\$ 7,325,680
3. Actuarial present value of future expected benefit payments for members currently receiving benefits			
a. Service retired (includes DROPs)	\$ 1,068,023,756	\$ 1,096,064,937	\$ 1,101,598,783
b. Beneficiaries	59,076,713	61,552,399	61,786,495
c. Disability retired	51,092,778	50,233,017	50,470,383
d. Total	\$ 1,178,193,247	\$ 1,207,850,353	\$ 1,213,855,661

Actuarial Valuation as of October 1, 2023

State Required Exhibit - All Members

	10/01/2022	Prior Assumptions 10/01/2023	Current Assumptions 10/01/2023
4. Total actuarial present value of future expected benefit payments	\$ 1,708,287,165	\$ 1,808,992,112	\$ 1,821,600,745
5. Actuarial accrued liabilities	\$ 1,474,092,951	\$ 1,549,346,780	\$ 1,558,188,336
6. Unfunded actuarial liabilities	\$ 344,788,677	\$ 392,441,110	\$ 401,282,666
D. Statement of Accumulated Fund Benefits			
1. Actuarial present value of accumulated vested benefits			
a. Participants currently receiving benefits	\$ 1,178,193,247	\$ 1,207,850,353	\$ 1,213,855,661
b. Other participants	220,386,987	247,834,354	250,235,881
c. Total	\$ 1,398,580,234	\$ 1,455,684,707	\$ 1,464,091,542
2. Actuarial present value of accumulated non-vested fund benefits	\$ 10,981,417	\$ 13,279,017	\$ 13,336,965
3. Total actuarial present value of accumulated fund benefits	\$ 1,409,561,651	\$ 1,468,963,724	\$ 1,477,428,507
E. Pension Cost			
1. Total normal cost (including admin expenses)	\$ 24,910,606	\$ 28,108,529	\$ 28,420,733
2. Payment required to amortize unfunded liability	30,585,856	32,405,656	32,777,927
3. Interest adjustment	254,471	300,035	298,132
4. Expected service buyback	212,286	246,150	246,150
5. Total required contribution	\$ 55,963,219	\$ 61,060,370	\$ 61,742,942
6. Item 5 as a percentage of projected pensionable payroll	76.7%	71.2%	72.0%
7. Estimated employee contributions	\$ 7,433,329	\$ 8,764,291	\$ 8,764,291
8. Item 7 as a percentage of projected pensionable payroll	10.2%	10.2%	10.2%
9. Estimated State contributions	\$ 120,549	\$ 120,549	\$ 120,549
10. Item 9 as a percentage of projected pensionable payroll	0.2%	0.1%	0.1%
11. Net amount payable by City	\$ 49,752,458	\$ 54,312,643	\$ 55,019,105
12. Item 11 as a percentage of projected pensionable payroll	68.2%	63.3%	64.1%

Actuarial Valuation as of October 1, 2023

State Required Exhibit - All Members

	10/01/2022	Prior Assumptions 10/01/2023	Current Assumptions 10/01/2023
F. <u>Past Contributions</u>			
1. Total contribution required (prior valuation)	\$ 53,226,906	\$ 57,306,336	\$ 57,306,336
2. Actual contributions made:			
a. Members	\$ 7,874,453	N/A	N/A
b. City	45,231,904	N/A	N/A
c. State	120,549	N/A	N/A
d. Total	\$ 53,226,906	N/A	N/A
G. <u>Disclosure of Following Items:</u>			
1. Actuarial present value of future salaries excluding DROP payroll - attained age	\$ 712,459,476	\$ 821,844,812	\$ 824,274,854
2. Actuarial present value of future employee contributions - attained age	\$ 73,146,205	\$ 84,640,503	\$ 84,892,459
3. Actuarial present value of future contributions from other sources	N/A	N/A	N/A
4. Amount of active members' accumulated contributions	\$ 72,531,960	\$ 77,373,909	\$ 77,373,909
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

Actuarial Valuation as of October 1, 2023

State Required Exhibit - Firefighters

	10/01/2022	Prior Assumptions 10/01/2023	Current Assumptions 10/01/2023
A. <u>Participant Data</u>			
1. Active participants	187	194	194
2. Retired participants and beneficiaries receiving benefits (including DROPs)	281	278	278
3. Disabled participants receiving benefits	4	3	3
4. Terminated vested participants (including dormants)	4	4	4
5. Annual Pensionable Payroll	\$ 30,848,662	\$ 35,415,385	\$ 35,415,385
6. Projected Annual Pensionable Payroll	\$ 31,589,030	\$ 36,654,923	\$ 36,654,923
7. Annual benefits payable to those currently receiving benefits (including DROPs)	\$ 31,967,801	\$ 32,444,799	\$ 32,444,799
B. <u>Liabilities</u>			
1. Actuarial present value of future expected benefit payments for active members			
a. Retirement benefits	\$ 224,312,365	\$ 255,486,309	\$ 258,253,738
b. Vesting benefits	9,583,590	10,414,652	10,545,178
c. Death benefits	2,923,010	3,212,766	3,242,396
d. Disability benefits	16,198,981	17,924,053	18,091,977
e. Total	\$ 253,017,946	\$ 287,037,780	\$ 290,133,289
2. Actuarial present value of future expected benefit payments for terminated vested members (including dormants)	\$ 864,654	\$ 928,953	\$ 937,310
3. Actuarial present value of future expected benefit payments for members currently receiving benefits			
a. Service retired (includes DROPs)	\$ 416,860,197	\$ 423,379,415	\$ 425,487,023
b. Beneficiaries	19,635,056	20,460,505	20,531,335
c. Disability retired	5,203,552	4,949,019	4,972,900
d. Total	\$ 441,698,805	\$ 448,788,939	\$ 450,991,258

Actuarial Valuation as of October 1, 2023

State Required Exhibit - Firefighters

	10/01/2022	Prior Assumptions 10/01/2023	Current Assumptions 10/01/2023
4. Total actuarial present value of future expected benefit payments	\$ 695,581,405	\$ 736,755,672	\$ 742,061,857
5. Actuarial accrued liabilities	\$ 591,546,078	\$ 622,245,009	\$ 625,883,991
C. <u>Statement of Accumulated Fund Benefits</u>			
1. Actuarial present value of accumulated vested benefits			
a. Participants currently receiving benefits	\$ 441,698,805	\$ 448,788,939	\$ 450,991,258
b. Other participants	109,002,087	123,006,371	124,205,487
c. Total	\$ 550,700,892	\$ 571,795,310	\$ 575,196,745
2. Actuarial present value of accumulated non-vested fund benefits	\$ 6,312,097	\$ 7,233,098	\$ 7,258,096
3. Total actuarial present value of accumulated fund benefits	\$ 557,012,989	\$ 579,028,408	\$ 582,454,841
D. <u>Disclosure of Following Items:</u>			
1. Actuarial present value of future salaries - attained age	\$ 292,403,798	\$ 328,293,877	\$ 329,208,033
2. Actuarial present value of future employee contributions - attained age	\$ 29,878,638	\$ 33,639,058	\$ 33,733,447
3. Actuarial present value of future contributions from other sources	N/A	N/A	N/A
4. Amount of active members' accumulated contributions	\$ 32,808,106	\$ 35,538,132	\$ 35,538,132
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

Actuarial Valuation as of October 1, 2023

State Required Exhibit - Police Officers

	10/01/2022	Prior Assumptions 10/01/2023	Current Assumptions 10/01/2023
A. <u>Participant Data</u>			
1. Active participants	307	322	322
2. Retired participants and beneficiaries receiving benefits (including DROPs)	489	492	492
3. Disabled participants receiving benefits	47	45	45
4. Terminated vested participants (including dormants)	23	26	26
5. Annual Pensionable Payroll	\$ 40,377,037	\$ 47,458,930	\$ 47,458,930
6. Projected Annual Pensionable Payroll	\$ 41,346,086	\$ 49,119,993	\$ 49,119,993
7. Annual benefits payable to those currently receiving benefits (including DROPs)	\$ 51,613,638	\$ 53,043,223	\$ 53,043,223
B. <u>Liabilities</u>			
1. Actuarial present value of future expected benefit payments for active members			
a. Retirement benefits	\$ 238,269,828	\$ 269,325,433	\$ 272,373,011
b. Vesting benefits	10,455,075	11,349,488	11,490,889
c. Death benefits	3,452,292	3,872,749	3,909,429
d. Disability benefits	19,786,498	22,294,616	22,512,786
e. Total	<u>\$ 271,963,693</u>	<u>\$ 306,842,286</u>	<u>\$ 310,286,115</u>
2. Actuarial present value of future expected benefit payments for terminated vested members (including dormants)	\$ 4,247,625	\$ 6,332,740	\$ 6,388,370
3. Actuarial present value of future expected benefit payments for members currently receiving benefits			
a. Service retired (includes DROPs)	\$ 651,163,559	\$ 672,685,522	\$ 676,111,760
b. Beneficiaries	39,441,657	41,091,894	41,255,160
c. Disability retired	45,889,226	45,283,998	45,497,483
d. Total	<u>\$ 736,494,442</u>	<u>\$ 759,061,414</u>	<u>\$ 762,864,403</u>

Actuarial Valuation as of October 1, 2023

State Required Exhibit - Police Officers

	10/01/2022	Prior Assumptions 10/01/2023	Current Assumptions 10/01/2023
4. Total actuarial present value of future expected benefit payments	\$ 1,012,705,760	\$ 1,072,236,440	\$ 1,079,538,888
5. Actuarial accrued liabilities	\$ 882,546,873	\$ 927,101,771	\$ 932,304,345
C. <u>Statement of Accumulated Fund Benefits</u>			
1. Actuarial present value of accumulated vested benefits			
a. Participants currently receiving benefits	\$ 736,494,442	\$ 759,061,414	\$ 762,864,403
b. Other participants	\$ 111,384,900	124,827,983	126,030,394
c. Total	\$ 847,879,342	\$ 883,889,397	\$ 888,894,797
2. Actuarial present value of accumulated non-vested fund benefits	\$ 4,669,320	\$ 6,045,919	\$ 6,078,869
3. Total actuarial present value of accumulated fund benefits	\$ 852,548,662	\$ 889,935,316	\$ 894,973,666
D. <u>Disclosure of Following Items:</u>			
1. Actuarial present value of future salaries - attained age	\$ 420,055,678	\$ 493,550,935	\$ 495,066,821
2. Actuarial present value of future employee contributions - attained age	\$ 43,267,567	\$ 51,001,445	\$ 51,159,012
3. Actuarial present value of future contributions from other sources	N/A	N/A	N/A
4. Amount of active members' accumulated contributions	\$ 39,723,854	\$ 41,835,777	\$ 41,835,777
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

Amortization balances are written down in proportion to amortization payments.

Valuation Date		Current	Prior	Current	Remaining
Established	<u>Unfunded Actuarial Accrued Liabilities</u>	<u>Unfunded Liabilities</u>	<u>Assumptions Amortization Payment</u>	<u>Assumptions Amortization Payment</u>	<u>Funding Period</u>
10/01/2001	Initial Unfunded Liability	\$ 8,732,239	\$ 1,236,038	\$ 1,234,134	8 years
10/01/2002	Method Update	10,498,071	1,343,954	1,341,603	9 years
10/01/2003	Fund Amendment	949,343	111,279	111,062	10 years
10/01/2003	Actuarial (Gain) / Loss	28,582,614	3,350,369	3,343,817	10 years
10/01/2004	Actuarial (Gain) / Loss	31,919,560	3,460,031	3,452,563	11 years
10/01/2005	Method Update	(29,302,271)	(2,961,510)	(2,954,524)	12 years
10/01/2005	Assumption Update	5,893,869	595,679	594,274	12 years
10/01/2005	Actuarial (Gain) / Loss	21,886,940	2,212,060	2,206,843	12 years
10/01/2006	Method Update	(4,537,758)	(430,547)	(429,446)	13 years
10/01/2006	Actuarial (Gain) / Loss	19,643,039	1,863,751	1,858,987	13 years
10/01/2007	Actuarial (Gain) / Loss	23,494,004	2,104,909	2,099,119	14 years
10/01/2008	Assumption Update	5,723,519	486,643	485,211	15 years
10/01/2008	Actuarial (Gain) / Loss	31,590,634	2,685,997	2,678,093	15 years
10/01/2009	Assumption Update	22,920,436	1,857,496	1,851,679	16 years
10/01/2009	Actuarial (Gain) / Loss	65,965,885	5,345,944	5,329,201	16 years
10/01/2010	Assumption Update	4,515,656	350,135	348,974	17 years
10/01/2010	Actuarial (Gain) / Loss	17,064,502	1,323,149	1,318,758	17 years
10/01/2011	Fund Amendment	(3,111,811)	(231,631)	(230,820)	18 years
10/01/2011	Assumption Update	17,185,034	1,279,186	1,274,706	18 years
10/01/2011	Actuarial (Gain) / Loss	30,568,972	2,275,433	2,267,465	18 years
10/01/2012	Assumption Update	7,950,242	569,806	567,707	19 years
10/01/2012	Actuarial (Gain) / Loss	26,767,462	1,918,465	1,911,399	19 years
10/01/2012	Fund Amendment	(20,458,284)	(1,466,276)	(1,460,876)	19 years
10/01/2013	Actuarial (Gain) / Loss	1,605,555	111,095	110,666	20 years
10/01/2013	Method Update	(66,606,547)	(4,608,764)	(4,590,970)	20 years
10/01/2014	Actuarial (Gain) / Loss	(6,215,349)	(416,192)	(414,512)	21 years
10/01/2014	Assumption Update	6,007,958	402,305	400,681	21 years
10/01/2015	Actuarial (Gain) / Loss	9,138,938	593,505	591,007	22 years
10/01/2015	Assumption Update	2,587,739	168,054	167,347	22 years
10/01/2015	Fund Amendment	(8,805,492)	(571,850)	(569,443)	22 years
10/01/2016	Actuarial (Gain) / Loss	(11,928,002)	(752,745)	(749,448)	23 years
10/01/2016	Assumption Update	36,992,353	2,334,491	2,324,266	23 years
10/01/2017	Actuarial (Gain) / Loss	8,420,625	517,310	514,958	24 years
10/01/2017	Assumption Update	7,314,573	449,361	447,318	24 years
10/01/2018	Actuarial (Gain) / Loss	6,883,895	412,359	410,416	25 years
10/01/2018	Assumption Update	7,634,664	457,332	455,177	25 years
10/01/2019	Actuarial (Gain) / Loss	(1,348,970)	(78,909)	(78,525)	26 years
10/01/2019	Fund Amendment and Assumption Update	(16,601,767)	(971,136)	(966,402)	26 years
10/01/2020	Actuarial (Gain) / Loss	(2,424,622)	(138,692)	(137,993)	27 years
10/01/2020	Assumption Update	19,658,862	1,124,513	1,118,852	27 years

State Required Exhibit

Amortization balances are written down in proportion to amortization payments.

Valuation Date		Current	Prior	Current	Remaining
<u>Established</u>	<u>Unfunded Actuarial Accrued Liabilities</u>	<u>Unfunded</u>	<u>Assumptions</u>	<u>Assumptions</u>	<u>Funding</u>
		<u>Liabilities</u>	<u>Amortization</u>	<u>Amortization</u>	<u>Period</u>
			<u>Payment</u>	<u>Payment</u>	
10/01/2021	Actuarial (Gain) / Loss	(31,830,877)	(1,782,730)	(1,773,476)	28 years
10/01/2021	Assumption Update	24,322,584	1,362,218	1,355,147	28 years
10/01/2022	Actuarial (Gain) / Loss	19,915,854	1,093,390	1,087,545	29 years
10/01/2022	Assumption Update	11,042,773	606,254	603,013	29 years
10/01/2023	Actuarial (Gain) / Loss	52,234,466	2,814,127	2,798,655	30 years
10/01/2023	Assumption Update	8,841,556	N/A	473,719	30 years
	TOTAL	\$ 401,282,666	\$ 32,405,656	\$ 32,777,927	

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 fund and / or paid from fund 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 fund costs or required contribution rates have been taken into account in the valuation.

Michelle Jones

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

Jennifer Borregard

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

Dated: April 11, 2024

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.

Funded Ratio. The ratio of the Actuarial Value of Assets to the Actuarial Accrued Liability.

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.