

MIAMI SHORES VILLAGE GENERAL EMPLOYEES' RETIREMENT SYSTEM

ACTUARIAL VALUATION REPORT AS OF
OCTOBER 1, 2023

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





July 23, 2024

Board of Trustees
Miami Shores Village General
Employees' Retirement System
Miami Shores, Florida

**Re: Miami Shores Village General Employees' Retirement System
Actuarial Valuation Results as of October 1, 2023 and Actuarial Disclosures**

Dear Board Members:

The results of the October 1, 2023 Annual Actuarial Valuation of the Miami Shores Village General Employees' Retirement System are presented in this report.

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

The purposes of the valuation are to measure the System's funding progress, to determine the employer contribution rate for the fiscal year ending September 30, 2025, and to report the actuarial information for Governmental Accounting Standards Board (GASB) Statement No. 67 for the fiscal year ending September 30, 2023. This report also includes estimated GASB Statement No. 67 information for the fiscal year ending September 30, 2024. This report should not be relied on for any purpose other than the purposes described herein. Determinations of financial results associated with the benefits described in this report for purposes other than those identified above may be significantly different.

The contribution rate in this report is determined using the actuarial assumptions and methods disclosed in Section B of this report. This report includes risk metrics in Section A but does not include a more robust assessment of the risks of future experience not meeting the actuarial assumptions. Additional assessment of risks was outside the scope of this assignment.

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

The findings in this report are based on data and other information through September 30, 2023. The valuation was based upon information furnished by the Plan Administrator and the Village concerning Retirement System benefits, financial transactions, plan provisions and active members, terminated members, retirees and beneficiaries. We checked for internal reasonability and year-to-year consistency, but did not audit the data. We are not responsible for the accuracy or completeness of the information provided by the Plan Administrator and the Village.

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

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

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

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

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

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

Respectfully submitted,
GABRIEL, ROEDER, SMITH & COMPANY

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SECTION A

DISCUSSION OF VALUATION RESULTS

DISCUSSION OF VALUATION RESULTS

Comparison of Required Employer Contributions

The required employer contribution developed in this year's valuation is compared below to the last valuation.

	For FYE 9/30/25 Based on 10/1/2023 Valuation	For FYE 9/30/24 Based on 10/1/2021 Valuation	For FYE 9/30/23 Based on 10/1/2021 Valuation
Required Employer Contribution As % of Covered Payroll	\$ 483,957 11.56 %	\$ 418,007 10.67 %	\$ 418,007 10.67 %

The required employer contributions developed in this valuation have been calculated under the assumption that full payment would be made on December 31st of the applicable fiscal year.

The actual employer contribution for the year ending September 30, 2022 was \$454,695 compared to the minimum required contribution of \$454,695

The actual employer contribution for the year ending September 30, 2023 was \$418,007 compared to the minimum required contribution of \$418,007.

Revisions in Benefits

There have been no changes in benefits since the last actuarial valuation.

Revisions in Actuarial Assumptions or Methods

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

Actuarial Experience

There was a net actuarial loss of \$653,805 since the prior valuation which means that actual experience was less favorable than expected. The loss is mainly attributable to lower than expected cumulative investment earnings on the actuarial value of assets (recognized under the asset smoothing method) over the two-year period since the previous valuation. The rate of return on the actuarial value of assets was 4.8% for the year ending in 2023 and 4.4% for the year ending in 2022. The rate of return on the market value of assets was 12.9% for the year ending in 2023 and -18.7% for the year ending in 2022. The net actuarial loss caused the required employer contribution to increase by \$62,767.

Funded Ratio

The funded ratio, one measure of the Plan's financial health, is equal to the actuarial value of assets divided by the actuarial accrued (past service) liability. The funded ratio is 93.4% in this valuation compared to 95.2% in the last valuation.



Analysis of Change in Employer Contribution

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

Contribution last year	\$ 418,007
Experience gain/loss	62,767
Change in assumptions/methods	0
Amortization Payment on UAAL	(12,672)
Change in Normal Cost	17,295
Change in administrative expense	<u>(1,440)</u>
Contribution this year	\$ 483,957

Variability of Future Contribution Rates

The actuarial cost method used to determine the required contribution is intended to produce contributions which are generally level as a percent of payroll. Even so, when experience differs from the assumptions, as it often does, the employer's contribution rate can vary significantly from year-to-year.

Over time, if the year-to-year gains and losses offset each other, the contribution rate would be expected to return to the current level, but this does not always happen.

The actuarial value of assets exceeds the market value of assets by \$1,267,614 as of the valuation date (see Section C). This difference will be gradually recognized over the next few years and will increase the Village's contribution requirement in the absence of offsetting gains.

Relationship to Market Value

If we were not using an asset smoothing method, the required contribution would have been approximately \$606,000, and the funded ratio would have been 86.8%.

Conclusion

The remainder of this Report includes detailed actuarial valuation results, financial information, miscellaneous information and statistics, and a summary of plan provisions.



RISKS ASSOCIATED WITH THE MEASURING THE ACCRUED LIABILITY AND ACTUARIALLY DETERMINED CONTRIBUTION

The determination of the accrued liability and the actuarially determined contribution requires the use of assumptions regarding future economic and demographic experience. Risk measures, as illustrated in this report, are intended to aid in the understanding of the effects of future experience differing from the assumptions used in the course of the actuarial valuation. Risk measures may also help with illustrating the potential volatility in the accrued liability and the actuarially determined contribution that result from the differences between actual experience and the actuarial assumptions.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions due to changing conditions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period, or additional cost or contribution requirements based on the Plan's funded status); and changes in plan provisions or applicable law. The scope of an actuarial valuation does not include an analysis of the potential range of such future measurements.

Examples of risk that may reasonably be anticipated to significantly affect the plan's future financial condition include:

1. Investment risk – actual investment returns may differ from the expected returns;
2. Contribution risk – actual contributions may differ from expected future contributions. For example, actual contributions may not be made in accordance with the plan's funding policy or material changes may occur in the anticipated number of covered employees, covered payroll, or other relevant contribution base;
3. Salary and Payroll risk – actual salaries and total payroll may differ from expected, resulting in actual future accrued liability and contributions differing from expected;
4. Longevity risk – members may live longer or shorter than expected and receive pensions for a period of time other than assumed;
5. Other demographic risks – members may terminate, retire or become disabled at times or with benefits other than assumed resulting in actual future accrued liability and contributions differing from expected.

The effects of certain trends in experience can generally be anticipated. For example, if the investment return since the most recent actuarial valuation is less (or more) than the assumed rate, the cost of the plan can be expected to increase (or decrease). Likewise, if longevity is improving (or worsening), increases (or decreases) in cost can be anticipated.

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



Plan Maturity Measures

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

	<u>2023</u>	<u>2021</u>	<u>2019</u>
Ratio of the market value of assets to payroll	4.0	4.9	4.0
Ratio of actuarial accrued liability to payroll	4.6	4.6	4.5
Ratio of active members to retirees and beneficiaries	0.9	1.0	1.2
Ratio of net cash flow to market value of assets	-2.3%	-3.6%	-0.2%

Ratio of Market Value of Assets to Payroll

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

Ratio of Actuarial Accrued Liability to Payroll

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

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

Ratio of Actives to Retirees and Beneficiaries

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

Ratio of Net Cash Flow to Market Value of Assets

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

Additional Risk Assessment

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



LOW-DEFAULT-RISK OBLIGATION MEASURE

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

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

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

A. Low-default-risk Obligation Measure of benefits earned as of the measurement date: \$25,567,817

B. Discount rate used to calculate the LDROM: 4.63%

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

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

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

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

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



SECTION B

VALUATION RESULTS

PARTICIPANT DATA		
	October 1, 2023	October 1, 2021
ACTIVE MEMBERS¹		
Number	62	68
Covered Annual Payroll	\$ 4,187,150	\$ 3,917,302
Average Annual Payroll	\$ 67,535	\$ 57,607
Average Age	48.0	47.4
Average Past Service	10.3	10.5
Average Age at Hire	37.7	36.9
RETIREES & BENEFICIARIES & DROP		
Number	68	65
Annual Benefits	\$ 1,005,700	\$ 962,276
Average Annual Benefit	\$ 14,790	\$ 14,804
Average Age	71.5	73.5
DISABILITY RETIREES		
Number	0	0
Annual Benefits	\$ 0	\$ 0
Average Annual Benefit	\$ 0	\$ 0
Average Age	0.0	0.0
TERMINATED VESTED MEMBERS		
Number	6	4
Annual Benefits	\$ 69,002	\$ 53,354
Average Annual Benefit	\$ 11,500	\$ 13,339
Average Age	50.2	49.6

¹ Does not include employees who transferred to the Police Plan.

ACTUARIALLY DETERMINED EMPLOYER CONTRIBUTION (ADEC)		
A. Valuation Date	October 1, 2023	October 1, 2021
B. ADEC to Be Paid During Fiscal Year Ending	9/30/2025	9/30/2023
C. Assumed Date of Employer Contribution	12/31/2024	12/31/2022
D. Annual Payment to Amortize Unfunded Actuarial Liability	\$ 183,555	\$ 137,522
E. Employer Normal Cost	261,155	246,586
F. ADEC if Paid on the Valuation Date: D+E	444,710	384,108
G. ADEC Adjusted for Contribution Timing	483,957	418,007
H. Covered Payroll for the Contribution Year	4,187,150	3,917,302
I. ADEC as % of Covered Payroll	11.56 %	10.67 %

ACTUARIAL VALUE OF BENEFITS AND ASSETS		
A. Valuation Date	October 1, 2023	October 1, 2021
B. Actuarial Present Value of All Projected Benefits for:		
1. Active Members		
a. Service Retirement Benefits	\$ 11,296,703	\$ 10,217,004
b. Vesting Benefits	350,590	365,433
c. Disability Benefits	N/A	N/A
d. Preretirement Death Benefits	117,036	108,792
e. Return of Member Contrib's	138,102	145,236
f. Total	11,902,431	10,836,465
2. Inactive Members		
a. Service Retirees & Benef's	10,391,739	9,926,673
b. Disability Retirees	N/A	N/A
c. Terminated Vested Members	406,215	239,634
d. Total	10,797,954	10,166,307
3. Transferred Members	144,410	202,557
4. Total for All Members	22,844,795	21,205,329
C. Actuarial Accrued (Past Service) Liability (Entry Age Normal)	19,356,767	18,197,855
D. Actuarial Value of Accumulated Plan Benefits per FASB No. 35	16,871,032	15,697,164
E. Plan Assets		
1. Market Value	16,802,472	19,360,181
2. Actuarial Value	18,070,086	17,320,545
F. Unfunded Actuarial Accrued Liability	1,286,681	877,310
G. Actuarial Present Value of Projected Covered Payroll	30,473,490	27,666,538
H. Actuarial Present Value of Projected Member Contributions	1,828,410	1,659,992

CALCULATION OF EMPLOYER NORMAL COST		
A. Valuation Date	October 1, 2023	October 1, 2021
B. Normal Cost for		
1. Service Retirement Benefits	\$ 398,440	\$ 367,418
2. Vesting Benefits	18,146	18,253
3. Disability Benefits	-	-
4. Preretirement Death Benefits	4,299	3,825
5. Return of Member Contributions	<u>41,624</u>	<u>40,930</u>
6. Total for Future Benefits	462,509	430,426
7. Assumed Amount for Administrative Expenses	<u>49,875</u>	<u>51,198</u>
8. Total Normal Cost	512,384	481,624
C. Expected Member Contribution	251,229	235,038
D. Employer Normal Cost: B8-C	261,155	246,586
E. Employer Normal Cost as a % of Covered Payroll	6.24%	6.29%

LIQUIDATION OF THE UNFUNDED ACTUARIAL ACCRUED LIABILITY

The Unfunded Actuarial Accrued Liability (UAAL) is being amortized as level (principal and interest combined) dollar contributions over the number of years remaining in the amortization period. Details relating to the UAAL are as follows:

UAAL AMORTIZATION PERIOD AND PAYMENTS						
Original UAAL				Current UAAL		
Date Established	Source	Amort'n Period (Years)	Amount	Years Remaining	Amount	Payment
10/1/2011	Method Change	20	1,311,238	8	765,038	119,738
10/1/2013	(Gain)/Loss	20	416,544	10	266,126	35,412
10/1/2013	Assumption Change	20	265,953	10	169,914	22,609
10/1/2015	(Gain)/Loss	20	208,508	12	144,928	17,053
10/1/2015	Assumption Change	20	310,210	12	215,620	25,371
10/1/2017	(Gain)/Loss	20	(1,025,225)	14	(775,356)	(82,858)
10/1/2017	Assumption Change	20	1,573	14	1,190	127
10/1/2019	(Gain)/Loss	20	58,911	16	50,457	4,992
10/1/2019	Assumption Change	20	481,400	16	412,309	40,791
10/1/2021	(Gain)/Loss	20	(683,241)	18	(617,350)	(57,357)
10/1/2023	(Gain)/Loss	20	<u>653,805</u>	20	<u>653,805</u>	<u>57,677</u>
			\$ 1,999,676		\$ 1,286,681	\$ 183,555

Amortization Schedule	
Year	Expected UAAL
2023	\$ 1,286,681
2024	1,180,354
2025	1,066,575
2026	944,831
2027	814,566
2028	675,181
2033	82,717
2038	137,765
2043	-

ACTUARIAL GAINS AND LOSSES

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

Derivation of the Current UAAL		
	2022 - 2023	2021- 2022
1. Last Year's UAAL	\$ 731,960	\$ 877,310
2. Last Year's Employer Normal Cost	263,847	246,586
3. Last Year's Contributions	418,007	454,695
4. Interest at the Assumed Rate on:		
a. 1 and 2 for one year	69,706	78,673
b. 3 from dates paid	14,630	15,914
c. a - b	55,076	62,759
5. This Year's Expected UAAL: 1 + 2 - 3 + 4c	632,876	731,960
6. This Year's Actual UAAL	1,286,681	N/A
7. Net Actuarial Gain (Loss): (5) - (6)	(653,805)	N/A
8. Gain (Loss) due to investments	(838,520)	N/A
9. Gain (Loss) due to other sources	184,715	N/A

Net actuarial gains in previous years have been as follows:

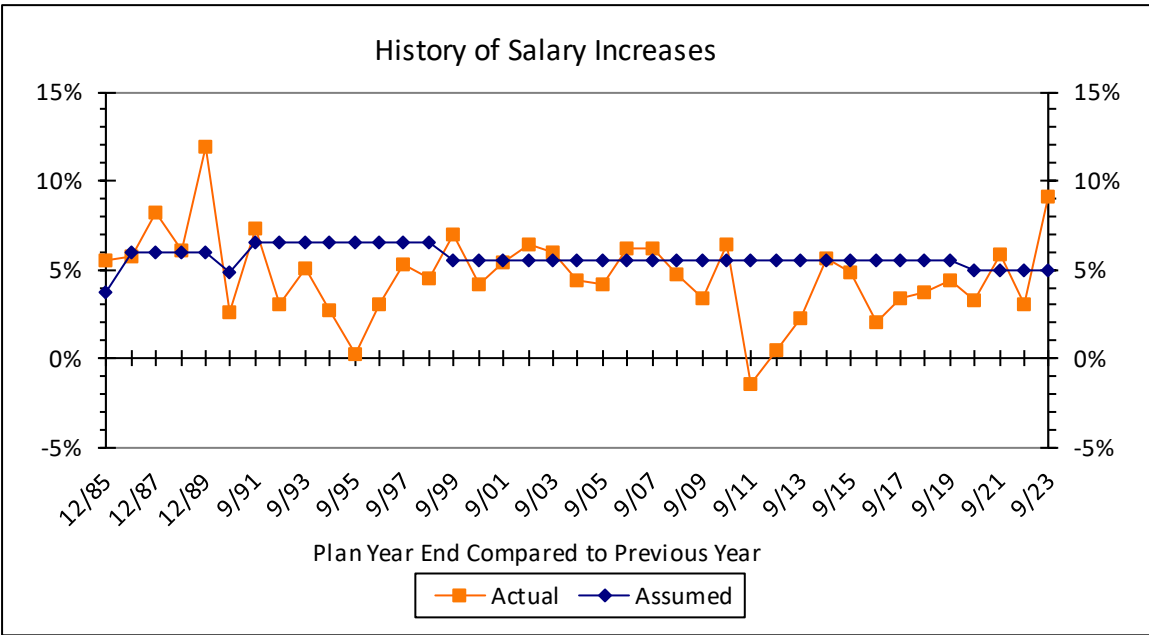
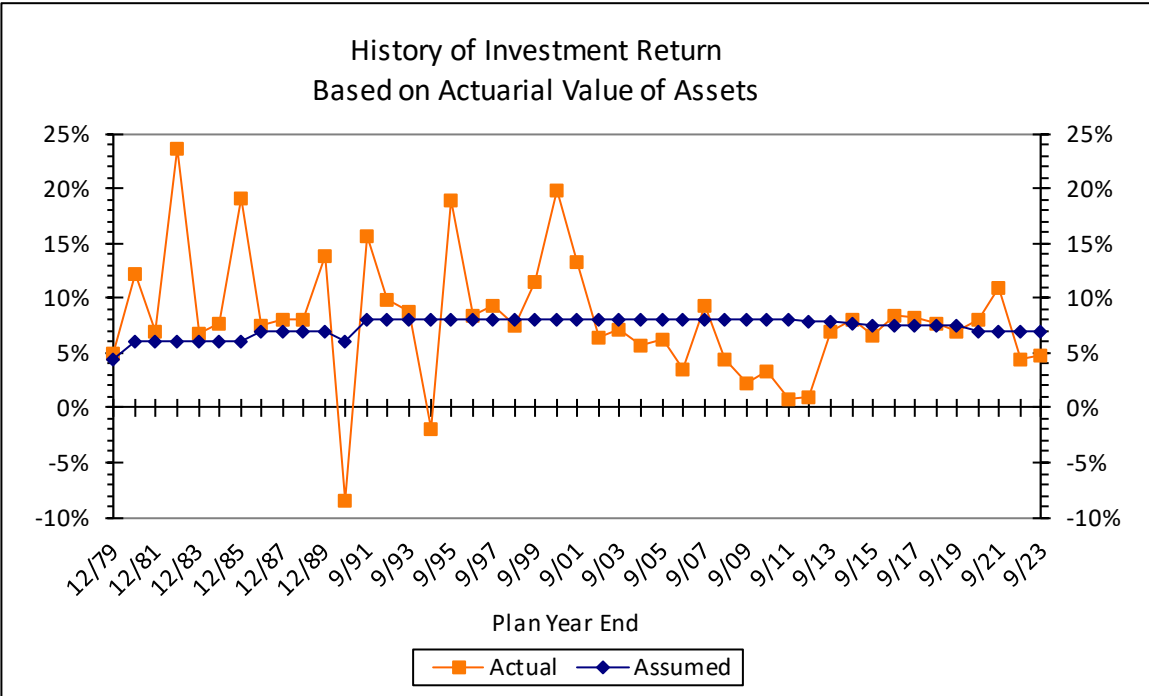
Year Ended	Gain (Loss)*
12/31/1989	\$ 320,290
9/30/1990 (9 mos)	(300,810)
9/30/1991	337,500
9/30/1993	96,624
9/30/1994	(270,275)
9/30/1995	694,176
9/30/1996	12,030
9/30/1997	175,233
9/30/1998	(56,617)
9/30/1999	48,421
9/30/2000	567,040
9/30/2001	(151,298)
9/30/2002	(407,113)
9/30/2003	2,456
9/30/2005	(379,889)
9/30/2006	(455,441)
9/30/2007	328,272
9/30/2009	(484,314)
9/30/2011	(895,034)
9/30/2013	(416,544)
9/30/2015	(208,508)
9/30/2017	1,025,225
9/30/2019	(58,911)
9/30/2021	683,241
9/30/2023	(653,805)

* Based on Entry Age Normal Funding Method after FYE 9/30/11.

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

Year Ending	Investment Return		Salary Increases	
	Actual	Assumed	Actual	Assumed
12/31/1979	4.9 %	4.5 %	NA %	NA %
12/31/1980	12.3	6.0	NA	3.8
12/31/1981	7.0	6.0	NA	3.8
12/31/1982	23.7	6.0	NA	3.8
12/31/1983	6.8	6.0	NA	3.8
12/31/1984	7.7	6.0	6.3	3.8
12/31/1985	19.2	6.0	5.5	3.8
12/31/1986	7.5	7.0	5.8	6.0
12/31/1987	8.1	7.0	8.2	6.0
12/31/1988	8.1	7.0	6.1	6.0
12/31/1989	13.9	7.0	11.9	6.0
9/30/1990 (9 mos.)	(8.4)	6.0	2.6	4.9
9/30/1991	15.7	8.0	7.3	6.5
9/30/1992	9.8	8.0	3.0	6.5
9/30/1993	8.7	8.0	5.1	6.5
9/30/1994	(1.9)	8.0	2.7	6.5
9/30/1995	18.9	8.0	0.2	6.5
9/30/1996	8.4	8.0	3.0	6.5
9/30/1997	9.4	8.0	5.3	6.5
9/30/1998	7.6	8.0	4.5	6.5
9/30/1999	11.6	8.0	7.0	5.5
9/30/2000	19.9	8.0	4.2	5.5
9/30/2001	13.4	8.0	5.4	5.5
9/30/2002	6.5	8.0	6.4	5.5
9/30/2003	7.2	8.0	6.0	5.5
9/30/2004	5.7	8.0	4.4	5.5
9/30/2005	6.2	8.0	4.2	5.5
9/30/2006	3.6	8.0	6.2	5.5
9/30/2007	9.3	8.0	6.2	5.5
9/30/2008	4.4	8.0	4.7	5.5
9/30/2009	2.2	8.0	3.4	5.5
9/30/2010	3.3	8.0	6.4	5.5
9/30/2011	0.8	8.0	(1.4)	5.5
9/30/2012	1.0	7.9	0.5	5.5
9/30/2013	7.0	7.8	2.3	5.5
9/30/2014	8.1	7.7	5.6	5.5
9/30/2015	6.6	7.6	4.8	5.5
9/30/2016	8.4	7.5	2.1	5.5
9/30/2017	8.2	7.5	3.4	5.5
9/30/2018	7.7	7.5	3.7	5.5
9/30/2019	6.9	7.5	4.4	5.5
9/30/2020	8.1	7.0	3.3	5.0
9/30/2021	10.9	7.0	5.9	5.0
9/30/2022	4.4	7.0	3.0	5.0
9/30/2023	4.8	7.0	9.1	5.0
Averages	8.0 %	---	4.7 %	---

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



Actual (A) Compared to Expected (E) Decrements Among Active Employees													
Year Ended	Number Added During Year		Normal & DROP Retirement		Disability Retirement		Death		Terminations				Active Members End of Year
	A	E	A	E	A	E	A	E	Vested	Other	Totals		
											A	E	
9/30/2004	8	16	2	5	0	0	0	0	0	14	14	4	69
9/30/2005	8	9	3	4	0	0	0	0	1	5	6	4	68
9/30/2006	15	4	1	4	0	0	0	0	0	3	3	4	79
9/30/2007	2	15	3	6	0	0	1	0	2	9	11	4	66
9/30/2008	11	9	0	0	0	0	0	0	2	7	9	4	68
9/30/2009	6	3	0	0	0	0	0	0	0	3	3	4	71
9/30/2010	2	9	3	6	0	0	0	0	2	4	6	3	64
9/30/2011	4	5	2	7	0	0	0	0	1	2	3	3	63
9/30/2012	9	2	0	3	0	0	0	0	1	1	2	5	70
9/30/2013	3	8	1	4	0	0	0	0	1	6	7	4	65
9/30/2014	6	8	5	4	0	0	0	0	0	3	3	3	63
9/30/2015	9	7	4	4	0	0	0	0	3	0	3	3	65
9/30/2016	7	8	3	2	0	0	0	0	0	5	5	5	64
9/30/2017	9	7	2	5	0	0	1	0	3	1	4	4	66
9/30/2018	12	8	4	1	0	0	1	0	0	3	3	5	70
9/30/2019	5	7	2	2	0	0	0	0	0	5	5	6	68
9/30/2020	6	5	1	1	0	0	0	0	0	4	4	5	69
9/30/2021	4	5	2	2	0	0	0	0	0	3	3	5	68
9/30/2022	3	15	4	3	0	0	0	0	2	9	11	5	56
9/30/2023	15	9	5	3	0	0	0	0	0	4	4	3	62
9/30/2024				1		0		0				4	
20 Yr Totals *	144	159	47	66	0	0	3	0	18	91	109	83	

* Totals are through current Plan Year only.

HISTORY OF VALUATION RESULTS							
Valuation Date	Number of		Covered Annual Payroll	Actuarial Value of Assets	UAAL	Employer Normal Cost**	
	Active Members ¹	Inactive Members				Amount	% of Payroll
1/1/1984	98	27	\$ 1,807,367	\$ 3,158,441	\$ 846,812	\$ 220,874	12.22 %
1/1/1985	103	25	2,010,440	3,543,257	1,109,310	184,536	9.18
1/1/1986	98	27	2,175,398	4,341,688	NA	194,089	8.92
1/1/1987	96	30	2,235,827	4,863,014	NA	188,278	8.42
1/1/1988	109	28	2,635,041	5,442,147	NA	222,386	8.44
1/1/1989	118	29	2,756,036	6,157,589	1,017,826	272,688	9.89
1/1/1990	106	33	2,605,006	7,281,622	(504,628)	191,668	7.36
10/1/1990	80	39	2,398,152	6,667,843	151,001	196,064	8.18
10/1/1991	85	41	2,666,872	7,834,089	(440,143)	194,795	7.30
10/1/1992	93	43	3,060,775	8,680,742	(346,854)	244,545	7.99
10/1/1993	91	42	3,111,680	9,539,357	(328,225)	251,447	8.08
10/1/1994	86	45	2,925,881	9,380,878	154,113	225,256	7.70
10/1/1995	84	47	2,900,044	10,193,957	0	226,583	7.81
10/1/1996	96	43	3,333,873	11,043,748	0	230,257	6.91
10/1/1997	93	41	3,382,347	11,990,762	0	198,549	5.87
10/1/1998	83	47	3,078,948	12,753,331	0	191,419	6.22
10/1/1999	86	49	3,343,398	13,971,154	0	172,199	5.15
10/1/2000*	61	35	2,069,505	6,058,274	0	0	0.00
10/1/2001	73	37	2,490,298	6,739,527	0	0	0.00
10/1/2002	81	37	2,871,867	7,038,780	0	0	0.00
10/1/2003	77	36	2,895,480	7,458,449	0	14,392	0.50
10/1/2005	68	44	2,786,865	8,173,688	0	51,508	1.85
10/1/2006	79	45	3,243,186	8,297,232	0	80,494	2.48
10/1/2007	66	49	2,918,493	8,989,754	0	53,587	1.84
10/1/2009	71	48	3,228,192	9,335,036	0	121,400	3.76
10/1/2011	63	54	2,898,603	9,427,893	1,311,238	115,360	3.98
10/1/2013	65	52	2,949,313	9,848,320	2,033,437	144,381	4.90
10/1/2015	65	57	3,214,670	11,212,497	2,531,507	156,671	4.87
10/1/2017	66	60	3,363,931	12,973,801	1,389,922	209,260	6.22
10/1/2019	68	66	3,680,223	14,812,256	1,717,676	223,214	6.07
10/1/2021	68	69	3,917,302	17,320,545	877,310	246,586	6.29
10/1/2023	62	74	4,187,150	18,070,086	1,286,681	261,155	6.24

* After split between General and Police plans.

¹ Excludes employees who transferred to the Police Plan.

** Based on Entry Age Normal funding method after 10/1/2011.



HISTORY OF UAAL AND FUNDED RATIO

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) - Entry Age (b)	Unfunded AAL (UAAL) (b) - (a)	Funded Ratio (a) / (b)	Covered Payroll (c)	UAAL As % of Covered Payroll (b - a) / c
10/1/1991	\$ 7,834,089	\$ 7,393,946	\$ (440,143)	106.0 %	\$ 2,666,872	(16.5) %
10/1/1992	8,656,344	8,333,888	(322,456)	103.9	3,060,775	(10.5)
10/1/1993	9,539,357	9,211,131	(328,226)	103.6	3,111,680	(10.5)
10/1/1994	9,380,878	9,436,798	55,920	99.4	2,925,881	1.9
10/1/1995	10,193,957	10,100,353	(93,604)	100.9	2,900,044	(3.2)
10/1/1996	11,043,748	10,651,327	(392,421)	103.7	3,333,873	(11.8)
10/1/1997	11,990,762	11,411,093	(579,669)	105.1	3,382,347	(17.1)
10/1/1998	12,753,331	12,112,534	(640,797)	105.3	3,078,948	(20.8)
10/1/1999	13,971,154	12,842,028	(1,129,126)	108.8	3,343,398	(33.8)
10/1/2000*	6,058,274	4,273,276	(1,784,998)	141.8	2,069,505	(86.3)
10/1/2001	6,739,527	4,908,521	(1,831,006)	137.3	2,490,298	(73.5)
10/1/2002	7,038,780	5,959,283	(1,079,497)	118.1	2,871,867	(37.6)
10/1/2003	7,458,449	6,533,561	(924,888)	114.2	2,895,480	(31.9)
10/1/2005	8,173,688	7,680,175	(493,513)	106.4	2,786,865	(17.7)
10/1/2006	8,297,232	7,995,304	(301,928)	103.8	3,243,186	(9.3)
10/1/2007	8,989,754	8,474,105	(515,649)	106.1	2,918,493	(17.7)
10/1/2009	9,335,036	9,258,119	(76,917)	100.8	3,228,192	(2.4)
10/1/2011	9,427,893	10,739,131	1,311,238	87.8	2,898,603	45.2
10/1/2013	9,848,320	11,881,757	2,033,437	82.9	2,949,313	68.9
10/1/2015	11,212,497	13,744,004	2,531,507	81.6	3,214,670	78.7
10/1/2017	12,973,801	14,363,723	1,389,922	90.3	3,363,931	41.3
10/1/2019	14,812,256	16,529,932	1,717,676	89.6	3,680,223	46.7
10/1/2021	17,320,545	18,197,855	877,310	95.2	3,917,302	22.4
10/1/2023	18,070,086	19,356,767	1,286,681	93.4	4,187,150	30.7

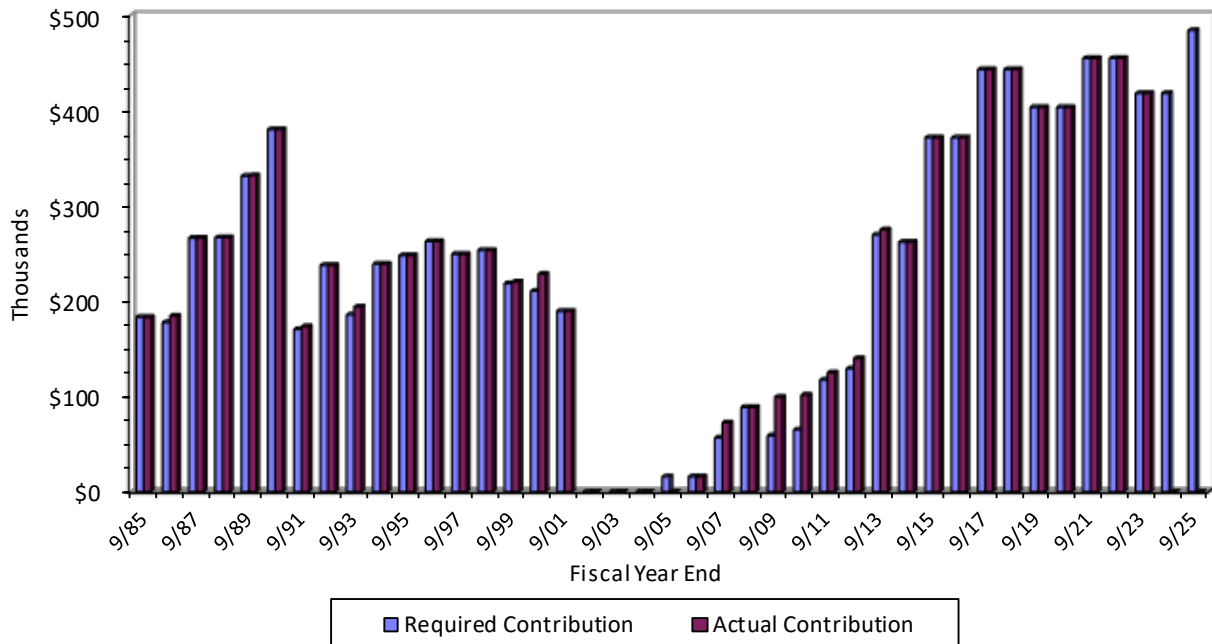
* After split between General and Police plans.

HISTORY OF REQUIRED AND ACTUAL CONTRIBUTIONS										
Valuation	End of Year To Which Valuation Applies	Required Contributions						Actual Contributions		
		Employer & State		Estimated State		Net Employer				
		Amount	% of Payroll	Amount	% of Payroll	Amount	% of Payroll	Employer	State	Total
1/1/1984	9/30/1985	\$ 183,231	10.14 %	\$ 19,000	1.05 %	\$ 164,231	9.09 %	\$ 167,602	\$ 15,629	\$ 183,231
1/1/1985	9/30/1986	177,745	8.84	21,000	1.04	156,745	7.80	166,992	17,465	184,457
1/1/1986	9/30/1987	266,262	12.24	17,465	0.80	248,797	11.44	247,673	18,589	266,262
1/1/1987	9/30/1988	266,780	11.93	18,589	0.83	248,191	11.10	246,397	20,383	266,780
1/1/1988	9/30/1989	331,173	12.57	20,383	0.77	310,790	11.79	309,612	22,079	331,691
1/1/1989	9/30/1990	380,104	13.79	22,079	0.80	358,025	12.99	358,718	21,386	380,104
1/1/1990	9/30/1991	170,470	6.54	20,000	0.77	150,470	5.78	150,470	23,028	173,498
10/1/1990	9/30/1992	237,642	9.91	23,000	0.96	214,642	8.95	217,043	20,599	237,642
10/1/1991	9/30/1993	185,656	6.96	20,000	0.75	165,656	6.21	172,460	21,528	193,988
10/1/1992	9/30/1994	238,913	7.81	21,528	0.70	217,385	7.10	214,712	24,201	238,913
10/1/1993	9/30/1995	248,001	7.97	24,201	0.78	223,800	7.19	225,844	22,157	248,001
10/1/1994	9/30/1996	262,633	8.98	20,379	0.70	242,254	8.28	240,362	22,271	262,633
10/1/1995	9/30/1997	249,327	8.60	22,271	0.77	227,056	7.83	223,938	25,389	249,327
10/1/1996	9/30/1998	253,370	7.60	25,389	0.76	227,981	6.84	224,565	28,806	253,371
10/1/1997	9/30/1999	218,478	6.46	28,806	0.85	189,672	5.61	190,036	30,193	220,229
10/1/1998	9/30/2000	210,634	6.84	30,193	0.98	180,441	5.86	199,535	28,907	228,442
10/1/1999	9/30/2001	189,485	5.67	28,907	0.87	160,578	4.80	161,879	27,606	189,485
10/1/2000*	9/30/2002	0	0.00	NA	NA	0	0.00	0	NA	0
10/1/2001	9/30/2003	0	0.00	NA	NA	0	0.00	0	NA	0
10/1/2002	9/30/2004	0	0.00	NA	NA	0	0.00	0	NA	0
10/1/2003	9/30/2005	15,845	0.55	NA	NA	15,845	0.55	0	NA	0
10/1/2003	9/30/2006	15,845	0.55	NA	NA	15,845	0.55	15,845	NA	15,845
10/1/2005	9/30/2007	56,709	2.03	NA	NA	56,709	2.03	72,554	NA	72,554
10/1/2006	9/30/2008	88,622	2.73	NA	NA	88,622	2.73	88,622	NA	88,622
10/1/2007	9/30/2009	58,998	2.02	NA	NA	58,998	2.02	99,500	NA	99,500
10/1/2007	9/30/2010	65,084	2.02	NA	NA	65,084	2.02	101,644	NA	101,644
10/1/2009	9/30/2011	117,424	4.14	NA	NA	117,424	4.14	125,000	NA	125,000
10/1/2009	9/30/2012	129,281	4.14	NA	NA	129,281	4.14	140,000	NA	140,000
10/1/2011	9/30/2013	269,360	9.29	NA	NA	269,360	9.29	275,000	NA	275,000
10/1/2011	9/30/2014	261,966	9.04	NA	NA	261,966	9.04	261,966	NA	261,966
10/1/2013	9/30/2015	371,453	12.59	NA	NA	371,453	12.59	371,453	NA	371,453
10/1/2013	9/30/2016	371,453	12.59	NA	NA	371,453	12.59	371,453	NA	371,453
10/1/2015	9/30/2017	443,102	13.78	NA	NA	443,102	13.78	443,102	NA	443,102
10/1/2015	9/30/2018	443,102	13.78	NA	NA	443,102	13.78	443,102	NA	443,102
10/1/2017	9/30/2019	403,199	11.99	NA	NA	403,199	11.99	403,200	NA	403,200
10/1/2017	9/30/2020	403,199	11.99	NA	NA	403,199	11.99	403,199	NA	403,199
10/1/2019	9/30/2021	454,695	12.36	NA	NA	454,695	12.36	454,695	NA	454,695
10/1/2019	9/30/2022	454,695	12.36	NA	NA	454,695	12.36	454,695	NA	454,695
10/1/2021	9/30/2023	418,007	10.67	NA	NA	418,007	10.67	418,007	NA	418,007
10/1/2021	9/30/2024	418,007	10.67	NA	NA	418,007	10.67	---	NA	---
10/1/2023	9/30/2025	483,957	11.56	NA	NA	483,957	11.56	---	NA	---

* After split between General and Police Plans.



History of Required and Actual Contributions



ACTUARIAL ASSUMPTIONS AND COST METHOD

Valuation Methods

Actuarial Cost Method - Normal cost and the allocation of benefit values between service rendered before and after the valuation date were determined using an **Individual Entry-Age Actuarial Cost Method** having the following characteristics:

- (i) the annual normal cost for each individual active member, payable from the date of employment to the date of retirement, is sufficient to accumulate the value of the member's benefit at the time of retirement;
- (ii) each annual normal cost is a constant percentage of the member's year by year projected covered pay.

Actuarial gains/(losses), as they occur, reduce (increase) the Unfunded Actuarial Accrued Liability.

Financing of Unfunded Actuarial Accrued Liabilities - Unfunded Actuarial Accrued Liabilities (full funding credit if assets exceed liabilities) were amortized by level (principal & interest combined) dollar contributions over a reasonable period of future years.

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

Valuation Assumptions

The actuarial assumptions used in the valuation are shown in this Section. The covered group is too small to provide statistically significant experience on which to base certain demographic assumptions. Mortality is based on a commonly used fully generational mortality table and projection scale which is prescribed by Florida Statutes. Economic assumptions were most-recently updated in the October 1, 2019 actuarial valuation.

Economic Assumptions

The investment return rate assumed in the valuation is 7.0% per year, compounded annually (net of investment expenses).

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

The assumed **real rate of return** over inflation is defined to be the portion of total investment return that is more than the assumed inflation rate. Considering other economic assumptions, the 7.0% investment return rate translates to an assumed real rate of return over price inflation of 4.75%.



The **rate of salary increase** is assumed to be 5.0% per year. Part of this assumption is for merit and/or seniority increases and productivity increases, and 2.25% recognizes price inflation. This assumption is used to project a member's current salary to the salaries upon which benefits will be based.

Demographic Assumptions

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

	Pre-Retirement PUB-2010 Table	Post-Retirement PUB-2010 Table
Female (General)	Headcount Weighted General Below Median Employee Female Table	Headcount Weighted General Below Median Healthy Retiree Female Table
Male (General)	Headcount Weighted General Below Median Employee Male Table, set back 1 year	Headcount Weighted General Below Median Healthy Retiree Male Table, set back 1 year
Female (Police Transfer)	Headcount Weighted Safety Employee Female Table, set forward 1 year	Headcount Weighted Safety Healthy Retiree Female Table, set forward 1 year
Male (Police Transfer)	Headcount Weighted Safety Below Median Employee Male Table, set forward 1 year	Headcount Weighted Safety Below Median Healthy Retiree Male Table, set forward 1 year

These are the same rates as used by the Florida Retirement System (FRS) in their July 1, 2022 Actuarial Valuation Report for Regular (other than K-12 School Instructional Personnel) and Special Risk class members. Florida Statutes Chapter 112.63(1)(f) mandates the use of the mortality tables from either of the two most recently published actuarial valuation reports of FRS.

The following tables present post-retirement mortality rates and life expectancies at illustrative ages. These assumptions are used to measure the probabilities of each benefit payment being made after retirement.

Post-Retirement Mortality Used for General members (FRS Regular Class Healthy Tables)

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



Post-Retirement Mortality Used for Police Transfers (FRS Special Risk Class Healthy Tables)

Sample Attained Ages (in 2023)	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
50	0.42	% 0.20 %	32.69	36.52
55	0.55	0.35	27.91	31.48
60	0.91	0.60	23.31	26.68
65	1.31	0.92	19.03	22.15
70	2.07	1.43	14.99	17.88
75	3.49	2.38	11.38	13.95
80	6.19	4.08	8.29	10.46

The following tables present pre-retirement mortality rates and life expectancies at illustrative ages. These assumptions are used to measure the probabilities of active members dying prior to retirement.

Pre-Retirement Mortality Used for General members (FRS Regular Class Healthy Tables)

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

Pre-Retirement Mortality Used for Police Transfers (FRS Special Risk Class Healthy Tables)

Sample Attained Ages (in 2023)	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
50	0.16	% 0.10 %	35.82	39.73
55	0.25	0.16	30.74	34.59
60	0.42	0.22	25.78	29.51
65	0.68	0.30	21.00	24.49
70	1.17	0.54	16.46	19.58
75	2.05	1.05	12.21	14.87
80	6.19	4.08	8.29	10.46

Rates of Retirement: The assumed rates used to measure the probability of eligible members retiring during the next year were as follows:

Normal Retirement				
Age Based			Service Based	
Retirement			Service	
Ages	Percent		Years	Percent
62	80 %		30	100 %
63	20			
64	20			
65	20			
66	20			
67	100			

Early Retirement	
# of Years Eligible for Early Retirement	Percent
0	3.50 %
1	3.30
2	3.00
3	2.80
4	2.60
5	2.40
6	2.20
7	2.00
8	1.80
9	1.60
10	1.40

Rates of separation from active membership were as shown below (rates do not apply to members eligible to retire and do not include separation on account of death or disability). This assumption measures the probabilities of members terminating employment.

Sample Ages	% of Active Members Separating Within Next Year	
	Male	Female
20	33.6 %	56.1 %
25	22.4	33.6
30	15.6	22.4
35	11.1	15.6
40	6.5	11.1
45	4.1	6.5
50	1.4	4.1

Changes from the Previous Valuation: There have been no assumption or method changes since the prior valuation.



Miscellaneous and Technical Assumptions

Administrative & Investment Expenses	The investment return assumption is intended to be the return net of investment expenses. Annual administrative expenses are assumed to be equal to the average of the expenses over the previous 2 years. Assumed administrative expenses are added to the Normal Cost.
Benefit Service	Exact fractional service is used to determine the amount of benefit payable.
Decrement Operation	Mortality decrements operate during retirement eligibility.
Decrement Timing	Decrement of all types are assumed to occur at the beginning of the year, except that active members who are eligible for Normal Retirement on the valuation date are assumed to retire at the end of the year.
Eligibility Testing	Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.
Forfeitures	For vested separations from service, it is assumed that 0% of members separating will withdraw their contributions and forfeit an employer financed benefit. It was further assumed that the liability at termination is the greater of the vested deferred benefit (if any) or the member's accumulated contributions.
Incidence of Contributions	Employer contributions are assumed to be received by the end of the first fiscal quarter. Member contributions are assumed to be received continuously throughout the year based upon the computed percent of payroll shown in this report, and the actual payroll payable at the time contributions are made.
Marriage Assumption	100% of males and 100% of females are assumed to be married for purposes of death-in-service benefits. Male spouses are assumed to be three years older than female spouses for active member valuation purposes.
Normal Form of Benefit	A life annuity is the normal form of benefit.
Pay Increase Timing	Beginning of fiscal year. This is equivalent to assuming that reported pay represents the actual pay for the fiscal year ending on the valuation date.
Service Credit Accruals	It is assumed that members accrue one year of service credit per year.



GLOSSARY OF TERMS

Actuarial Accrued Liability (AAL)	The difference between the Actuarial Present Value of Future Benefits, and the Actuarial Present Value of Future Normal Costs.
Actuarial Assumptions	Assumptions about future plan experience that affect costs or liabilities, such as: mortality, withdrawal, disablement, and retirement; future increases in salary; future rates of investment earnings; future investment and administrative expenses; characteristics of members not specified in the data, such as marital status; characteristics of future members; future elections made by members; and other items.
Actuarial Cost Method	A procedure for allocating the Actuarial Present Value of Future Benefits between the Actuarial Present Value of Future Normal Costs and the Actuarial Accrued Liability.
Actuarial Equivalent	Of equal Actuarial Present Value, determined as of a given date and based on a given set of Actuarial Assumptions.
Actuarial Present Value (APV)	The amount of funds required to provide a payment or series of payments in the future. It is determined by discounting the future payments with an assumed interest rate and with the assumed probability each payment will be made.
Actuarial Present Value of Future Benefits (APVFB)	The Actuarial Present Value of amounts which are expected to be paid at various future times to active members, retired members, beneficiaries receiving benefits, and inactive, nonretired members entitled to either a refund or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.
Actuarial Valuation	The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a plan. An Actuarial Valuation for a governmental retirement system typically also includes calculations of items needed for compliance with GASB.
Actuarial Value of Assets	The value of the assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets or a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the actuarially determined employer contribution (ADEC).
Actuarially Determined Employer Contribution (ADEC)	The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation, determined under GASB. The ADEC consists of the Employer Normal Cost and Amortization Payment.



Amortization Method	A method for determining the Amortization Payment. The most common methods used are level dollar and level percentage of payroll. Under the Level Dollar method, the Amortization Payment is one of a stream of payments, all equal, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the Amortization Payment is one of a stream of increasing payments, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the stream of payments increases at the rate at which total covered payroll of all active members is assumed to increase.
Amortization Payment	That portion of the plan contribution or ADEC which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.
Amortization Period	The period used in calculating the Amortization Payment.
Closed Amortization Period	A specific number of years that is reduced by one each year, and declines to zero with the passage of time. For example if the amortization period is initially set at 30 years, it is 29 years at the end of one year, 28 years at the end of two years, etc.
Employer Normal Cost	The portion of the Normal Cost to be paid by the employer. This is equal to the Normal Cost less expected member contributions.
Equivalent Single Amortization Period	For plans that do not establish separate amortization bases (separate components of the UAAL), this is the same as the Amortization Period. For plans that do establish separate amortization bases, this is the period over which the UAAL would be amortized if all amortization bases were combined upon the current UAAL payment.
Experience Gain/Loss	A measure of the difference between actual experience and that expected based upon a set of Actuarial Assumptions, during the period between two actuarial valuations. To the extent that actual experience differs from that assumed, Unfunded Actuarial Accrued Liabilities emerge which may be larger or smaller than projected. Gains are due to favorable experience, e.g., the assets earn more than projected, salaries do not increase as fast as assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as projected by the actuarial assumptions. On the other hand, losses are the result of unfavorable experience, i.e., actual results that produce Unfunded Actuarial Accrued Liabilities which are larger than projected.
Funded Ratio	The ratio of the Actuarial Value of Assets to the Actuarial Accrued Liability.
GASB	Governmental Accounting Standards Board.



GASB No. 67 and GASB No. 68	These are the governmental accounting standards that set the accounting rules for public retirement systems and the employers that sponsor or contribute to them. Statement No. 68 sets the accounting rules for the employers that sponsor or contribute to public retirement systems, while Statement No. 67 sets the rules for the systems themselves.
Normal Cost	The annual cost assigned, under the Actuarial Cost Method, to the current plan year.
Open Amortization Period	An open amortization period is one which is used to determine the Amortization Payment but which does not change over time. In other words, if the initial period is set as 30 years, the same 30-year period is used in determining the Amortization Period each year. In theory, if an Open Amortization Period is used to amortize the Unfunded Actuarial Accrued Liability, the UAAL will never completely disappear, but will become smaller each year, either as a dollar amount or in relation to covered payroll.
Unfunded Actuarial Accrued Liability	The difference between the Actuarial Accrued Liability and Actuarial Value of Assets.
Valuation Date	The date as of which the Actuarial Present Value of Future Benefits are determined. The benefits expected to be paid in the future are discounted to this date.

SECTION C

PENSION FUND INFORMATION

Statement of Plan Assets at Market Value

Item	September 30	
	2023	2022
A. Cash and Cash Equivalents (Operating Cash)	\$ -	\$ -
B. Receivables:		
1. Member Contributions	\$ -	\$ -
2. Employer Contributions	-	-
3. State Contributions	-	-
4. Investment Income and Other Receivables	59,436	65,389
5. Total Receivables	\$ 59,436	\$ 65,389
C. Investments		
1. Short Term Investments	\$ 308,113	\$ 221,160
2. Domestic and International Equities	11,065,269	9,487,540
3. Domestic and International Fixed Income	5,698,631	5,777,615
4. Real Estate	-	-
5. Private Equity	-	-
6. Total Investments	\$ 17,072,013	\$ 15,486,315
D. Liabilities		
1. Benefits Payable	\$ -	\$ -
2. Supplemental Benefits Payable	-	-
3. Accrued Expenses and Other Payables	-	-
4. Total Liabilities	\$ -	\$ -
E. Total Market Value of Assets Available for Benefits	\$ 17,131,449	\$ 15,551,704
F. DROP Accounts	\$ (328,977)	\$ (304,086)
G. Market Value Net of Reserves	\$ 16,802,472	\$ 15,247,618
H. Allocation of Investments		
1. Short Term Investments	1.8%	1.4%
2. Domestic and International Equities	64.8%	61.3%
3. Domestic and International Fixed Income	33.4%	37.3%
4. Real Estate	0.0%	0.0%
5. Private Equity	0.0%	0.0%
6. Total Investments	100.0%	100.0%

Reconciliation of Plan Assets

Item	September 30	
	2023	2022
A. Market Value of Assets at Beginning of Year	\$ 15,551,704	\$ 19,811,108
B. Revenues and Expenditures		
1. Contributions		
a. Member Contributions	\$ 226,747	\$ 206,640
b. Employer Contributions	418,007	454,695
c. State Contributions	-	-
d. Miscellaneous	-	-
e. Total	\$ 644,754	\$ 661,335
2. Investment Income		
a. Interest, Dividends, and Other Income	\$ 608,532	\$ 1,112,857
b. Realized Gains (Losses)*	1,455,484	(4,677,854)
c. Unrealized Gains (Losses)*	-	-
d. Investment Expenses	(89,815)	(90,085)
e. Net Investment Income	\$ 1,974,201	\$ (3,655,082)
3. Benefits and Refunds		
a. Regular Monthly Benefits**	\$ (868,845)	\$ (976,429)
b. Refunds**	-	-
c. DROP Distributions	(132,972)	(226,871)
d. Total	\$ (1,001,817)	\$ (1,203,300)
4. Administrative and Miscellaneous Expenses	\$ (37,393)	\$ (62,357)
5. Transfers	\$ -	\$ -
C. Market Value of Assets at End of Year	\$ 17,131,449	\$ 15,551,704
D. DROP Accounts	\$ (328,977)	\$ (304,086)
E. Market Value Net of Reserves	\$ 16,802,472	\$ 15,247,618

*Split between realized and unrealized gains (losses) was not provided.

**Split between monthly benefits and refunds was not provided.



RECONCILIATION OF DROP ACCOUNTS From October 1, 2022 to September 30, 2023	
Value at beginning of year	\$ 304,086
Payments credited to accounts	+ 126,631
Investment Earnings credited	+ 31,232
Withdrawals from accounts	- <u>132,972</u>
Value at end of year	328,977

RECONCILIATION OF DROP ACCOUNTS From October 1, 2021 to September 30, 2022	
Value at beginning of year	\$ 450,927
Payments credited to accounts	+ 138,689
Investment Earnings credited	+ (58,659)
Withdrawals from accounts	- <u>226,871</u>
Value at end of year	304,086

Development of Actuarial Value of Assets

Valuation Date – September 30	2021	2022	2023	2024	2025	2026	2027
A. Actuarial Value of Assets Beginning of Year	\$ 16,685,380	\$ 17,771,472	\$ 17,940,609				
B. Market Value End of Year	19,811,108	15,551,704	17,131,449				
C. Market Value Beginning of Year	16,827,923	19,811,108	15,551,704				
D. Non-Investment/Administrative Net Cash Flow	(700,747)	(604,322)	(394,456)				
E. Investment Income							
E1. Actual Market Total: B-C-D	3,683,932	(3,655,082)	1,974,201				
E2. Assumed Rate of Return	7.00%	7.00%	7.00%				
E3. Assumed Amount of Return	1,143,450	1,222,852	1,242,037				
E4. Amount Subject to Phase-In: E1–E3	2,540,482	(4,877,934)	732,164				
F. Phased-In Recognition of Investment Income							
F1. Current Year: 0.2 x E4	508,096	(975,587)	146,433				
F2. First Prior Year	57,222	508,096	(975,587)	146,433			
F3. Second Prior Year	(125,290)	57,222	508,096	(975,587)	146,433		
F4. Third Prior Year	86,165	(125,290)	57,222	508,096	(975,587)	146,433	
F5. Fourth Prior Year	117,196	86,166	(125,291)	57,221	508,098	(975,586)	146,432
F6. Total Phase-Ins	643,389	(449,393)	(389,127)	(263,837)	(321,056)	(829,153)	146,432
G. Actuarial Value of Assets End of Year							
G1. Preliminary Actuarial Value of Assets End of Year:							
A+D+E3+F6	\$ 17,771,472	\$ 17,940,609	\$ 18,399,063				
G2. Upper Corridor Limit: 120% x B	23,773,330	18,662,045	20,557,739				
G3. Lower Corridor Limit: 80% x B	15,848,886	12,441,363	13,705,159				
G4. Actuarial Value of Assets End of Year	17,771,472	17,940,609	18,399,063				
G5. DROP Accounts	(450,927)	(304,086)	(328,977)				
G6. State Contribution Reserve	-	-	-				
G7. Supplemental Benefit Reserve	-	-	-				
G8. Final Actuarial Value of Assets End of Year	17,320,545	17,636,523	18,070,086				
H. Difference between Market & Actuarial Value of Assets	2,039,636	(2,388,905)	(1,267,614)				
I. Actuarial Rate of Return	10.94%	4.43%	4.81%				
J. Market Value Rate of Return	22.36%	-18.74%	12.86%				
K. Ratio of Actuarial Value of Assets to Market Value	89.70%	115.36%	107.40%				



INVESTMENT RATE OF RETURN

Year Ended	Investment Rate of Return	
	Market Value*	Actuarial Value
12/31/1979	4.9 %	4.9 %
12/31/1980	12.3	12.3
12/31/1981	7.0	7.0
12/31/1982	23.7	23.7
12/31/1983	6.8	6.8
12/31/1984	7.7	7.7
12/31/1985	19.2	19.2
12/31/1986	15.4	7.5
12/31/1987	(1.8)	8.1
12/31/1988	10.9	8.1
12/31/1989	13.9	13.9
9/30/1990 (9 mos.)	(8.4)	(8.4)
9/30/1991	15.7	15.7
9/30/1992	9.8	9.8
9/30/1993	9.7	8.7
9/30/1994	(1.2)	(1.9)
9/30/1995	19.7	18.9
9/30/1996	13.0	8.4
9/30/1997	22.0	9.4
9/30/1998	8.4	7.6
9/30/1999	11.9	11.6
9/30/2000	6.8	19.9
9/30/2001	18.0	13.4
9/30/2002	(14.9)	6.5
9/30/2003	14.6	7.2
9/30/2004	7.3	5.7
9/30/2005	12.1	6.2
9/30/2006	6.6	3.6
9/30/2007	14.5	9.3
9/30/2008	(15.5)	4.4
9/30/2009	0.7	2.2
9/30/2010	6.5	3.3
9/30/2011	(1.6)	0.8
9/30/2012	18.3	1.0
9/30/2013	15.6	7.0
9/30/2014	6.6	8.1
9/30/2015	(1.4)	6.6
9/30/2016	9.5	8.4
9/30/2017	12.5	8.2
9/30/2018	10.5	7.7
9/30/2019	3.1	6.9
9/30/2020	8.8	8.1
9/30/2021	22.4	10.9
9/30/2022	(18.7)	4.4
9/30/2023	12.9	4.8
Average Returns:		
Last Five Years	4.7 %	7.0 %
Last Ten Years	6.1 %	7.4 %
All Years	7.9 %	8.0 %

*Net of investment expenses starting 9/30/06.

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



SECTION D

FINANCIAL ACCOUNTING INFORMATION

FASB NO. 35 INFORMATION

A. Valuation Date	October 1, 2023	October 1, 2021
B. Actuarial Present Value of Accumulated Plan Benefits		
1. Vested Benefits		
a. Members Currently Receiving Payments	\$ 10,391,739	\$ 9,926,673
b. Terminated Vested Members	406,215	239,634
c. Other Members	5,756,434	5,215,881
d. Total	<u>16,554,388</u>	<u>15,382,188</u>
2. Non-Vested Benefits	316,644	314,976
3. Total Actuarial Present Value of Accumulated Plan Benefits: 1d + 2	16,871,032	15,697,164
4. Accumulated Contributions of Active Members	2,216,710	2,167,344
C. Changes in the Actuarial Present Value of Accumulated Plan Benefits		
1. Total Value at Beginning of Period	15,697,164	14,257,572
2. Increase (Decrease) During the Period Attributable to:		
a. Plan Amendment	NA	NA
b. Change in Actuarial Assumptions	NA	NA
c. Latest Member Data, Benefits Accumulated and Decrease in the Discount Period	3,284,462	3,088,974
d. Benefits Paid (including DROP credits)	<u>(2,110,594)</u>	<u>(1,649,382)</u>
e. Net Increase	<u>1,173,868</u>	<u>1,439,592</u>
3. Total Value at End of Period	16,871,032	15,697,164
D. Market Value of Assets	16,802,472	19,360,181
E. Actuarial Assumptions - See page entitled Actuarial Assumptions and Methods		

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

GASB Statement No. 67

Fiscal year ending September 30,	2024*	2023	2022	2021	2020	2019	2018	2017	2016	2015
Total pension liability										
Service Cost	\$ 462,509	\$ 451,947	\$ 430,426	\$ 425,088	\$ 393,715	\$ 374,153	\$ 355,620	\$ 345,113	\$ 315,449	\$ 325,868
Interest	1,393,147	1,338,426	1,285,795	1,256,791	1,263,867	1,197,271	1,199,747	1,134,060	1,070,820	1,018,010
Benefit Changes	-	-	-	-	-	-	-	-	-	-
Difference between actual & expected experience	(291,199)	-	116,691	-	38,093	-	(1,001,623)	-	115,151	-
Assumption Changes	-	-	-	-	442,573	-	645	-	317,996	-
Benefit Payments	(1,003,834)	(1,001,817)	(1,203,300)	(1,342,454)	(791,587)	(614,486)	(597,378)	(630,350)	(639,713)	(655,520)
Refunds	(32,766)	-	-	-	-	-	-	-	-	-
Net Change in Total Pension Liability	527,857	788,556	629,612	339,425	1,346,661	956,938	(42,989)	848,823	1,179,703	688,358
Total Pension Liability - Beginning	19,957,893	19,169,337	18,539,725	18,200,300	16,853,639	15,896,701	15,939,690	15,090,867	13,911,164	13,222,806
Total Pension Liability - Ending (a)	\$ 20,485,750	\$ 19,957,893	\$ 19,169,337	\$ 18,539,725	\$ 18,200,300	\$ 16,853,639	\$ 15,896,701	\$ 15,939,690	\$ 15,090,867	\$ 13,911,164
Plan Fiduciary Net Position										
Contributions - Employer (from Village)	\$ 418,007	\$ 418,007	\$ 454,695	\$ 454,695	\$ 403,199	\$ 403,200	\$ 443,102	\$ 443,102	\$ 371,453	\$ 371,453
Contributions - Employer (from State)	-	-	-	-	-	-	-	-	-	-
Contributions - Member	251,229	226,747	206,640	231,206	217,098	212,987	201,687	186,555	188,786	188,793
Net Investment Income	1,184,598	1,974,201	(3,655,082)	3,683,932	1,373,773	472,706	1,452,542	1,531,913	1,074,730	(160,205)
Benefit Payments	(1,003,834)	(1,001,817)	(1,203,300)	(1,342,454)	(791,587)	(614,486)	(597,378)	(630,350)	(639,713)	(655,520)
Refunds	(32,766)	-	-	-	-	-	-	-	-	-
Administrative Expense	(49,875)	(37,393)	(62,357)	(44,194)	(58,202)	(37,520)	(40,842)	(42,936)	(69,962)	(15,448)
Other	-	-	-	-	-	-	-	-	-	-
Net Change in Plan Fiduciary Net Position	767,359	1,579,745	(4,259,404)	2,983,185	1,144,281	436,887	1,459,111	1,488,284	925,294	(270,927)
Plan Fiduciary Net Position - Beginning	17,131,449	15,551,704	19,811,108	16,827,923	15,683,642	15,246,755	13,787,644	12,299,360	11,374,066	11,644,993
Plan Fiduciary Net Position - Ending (b)	\$ 17,898,808	\$ 17,131,449	\$ 15,551,704	\$ 19,811,108	\$ 16,827,923	\$ 15,683,642	\$ 15,246,755	\$ 13,787,644	\$ 12,299,360	\$ 11,374,066
Net Pension Liability - Ending (a) - (b)	2,586,942	2,826,444	3,617,633	(1,271,383)	1,372,377	1,169,997	649,946	2,152,046	2,791,507	2,537,098
Plan Fiduciary Net Position as a Percentage of Total Pension Liability	87.37 %	85.84 %	81.13 %	106.86 %	92.46 %	93.06 %	95.91 %	86.50 %	81.50 %	81.76 %
Covered Payroll**	\$ 4,187,150	\$ 3,779,117	\$ 3,444,000	\$ 3,853,433	\$ 3,618,300	\$ 3,549,783	\$ 3,361,450	\$ 3,109,250	\$ 3,146,433	\$ 3,146,550
Net Pension Liability as a Percentage of Covered Payroll	61.78 %	74.79 %	105.04 %	(32.99)%	37.93 %	32.96 %	19.34 %	69.21 %	88.72 %	80.63 %

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

** Covered Payroll was calculated by dividing the total member contributions for the fiscal year by the member contribution rate of 6%.



SCHEDULE OF THE EMPLOYER'S NET PENSION LIABILITY

GASB Statement No. 67

FY Ending September 30,	Total Pension Liability	Plan Net Position	Net Pension Liability	Plan Net Position as a % of Total Pension Liability	Covered Payroll*	Net Pension Liability as a % of Covered Payroll
2015	\$ 13,911,164	\$ 11,374,066	\$ 2,537,098	81.76%	\$ 3,146,550	80.63%
2016	15,090,867	12,299,360	2,791,507	81.50%	3,146,433	88.72%
2017	15,939,690	13,787,644	2,152,046	86.50%	3,109,250	69.21%
2018	15,896,701	15,246,755	649,946	95.91%	3,361,450	19.34%
2019	16,853,639	15,683,642	1,169,997	93.06%	3,549,783	32.96%
2020	18,200,300	16,827,923	1,372,377	92.46%	3,618,300	37.93%
2021	18,539,725	19,811,108	(1,271,383)	106.86%	3,853,433	(32.99)%
2022	19,169,337	15,551,704	3,617,633	81.13%	3,444,000	105.04%
2023	19,957,893	17,131,449	2,826,444	85.84%	3,779,117	74.79 %
2024**	20,485,750	17,898,808	2,586,942	87.37%	4,187,150	61.78 %

* Covered Payroll was calculated by dividing the total member contributions for the fiscal year by the member contribution rate of 6%.

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



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

Valuation Date: October 1, 2023
Measurement Date: September 30, 2024
Roll Forward Procedures: The Total Pension Liability was rolled forward from the Valuation Date to the Measurement Date using standard actuarial techniques.

Methods and Assumptions Used to Determine Net Pension Liability:

Actuarial Cost Method	Entry Age Normal
Inflation	2.25%
Salary Increases	5.00%, including inflation
Investment Rate of Return	7.00%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition
Mortality	The same versions of Pub-2010 Headcount-Weighted Mortality Tables as used by the Florida Retirement System (FRS) in their July 1, 2022 actuarial valuation (with mortality improvements projected to all future years after 2010 using Scale MP-2018). Florida Statutes Chapter 112.63(1)(f) mandates the use of mortality tables from one of the two most recently published FRS actuarial valuation reports.

Other Information:

Notes See Discussion of Valuation Results on Page 1.



SCHEDULE OF CONTRIBUTIONS

GASB Statement No. 67

<u>FY Ending September 30,</u>	<u>Actuarially Determined Contribution</u>	<u>Actual Contribution</u>	<u>Contribution Deficiency (Excess)</u>	<u>Covered Payroll*</u>	<u>Actual Contribution as a % of Covered Payroll</u>
2015	\$ 371,453	\$ 371,453	\$ -	\$ 3,146,550	11.81%
2016	371,453	371,453	-	3,146,433	11.81%
2017	443,102	443,102	-	3,109,250	14.25%
2018	443,102	443,102	-	3,361,450	13.18%
2019	403,199	403,200	(1)	3,549,783	11.36%
2020	403,199	403,199	-	3,618,300	11.14%
2021	454,695	454,695	-	3,853,433	11.80%
2022	454,695	454,695	-	3,444,000	13.20%
2023	418,007	418,007	-	3,779,117	11.06%
2024**	418,007	418,007	-	4,187,150	9.98%

* Covered Payroll was calculated by dividing the total member contributions for the fiscal year by the member contribution rate of 6%.

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



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

Valuation Date: October 1, 2021
Notes Actuarially determined contribution rates are calculated as of October 1, which is three years prior to the end of the fiscal year in which contributions are reported.

Methods and Assumptions Used to Determine Contribution Rates:

Actuarial Cost Method	Entry Age Normal
Amortization Method	Level Dollar, Closed
Remaining Amortization Period	20 years
Asset Valuation Method	5-year smoothed market
Inflation	2.25%
Salary Increases	5.00%, including inflation
Investment Rate of Return	7.00%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition
Mortality	The same versions of Pub-2010 Headcount-Weighted Mortality Tables as used by the Florida Retirement System (FRS) in their July 1, 2020 actuarial valuation (with mortality improvements projected to all future years after 2010 using Scale MP-2018). Florida Statutes Chapter 112.63(1)(f) mandates the use of mortality tables from one of the two most recently published FRS actuarial valuation reports.

Other Information:

Notes See Discussion of Valuation Results on Page 1 of the October 1, 2021 Actuarial Valuation Report dated April 19, 2022.



SINGLE DISCOUNT RATE GASB Statement No. 67

A single discount rate of 7.00% was used to measure the total pension liability. This single discount rate was based on the expected rate of return on pension plan investments of 7.00%. The projection of cash flows used to determine this single discount rate assumed that plan member contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the difference between the total actuarially determined contribution rates and the member rate. Based on these assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments (7.00%) was applied to all periods of projected benefit payments to determine the total pension liability.

Regarding the sensitivity of the net pension liability to changes in the single discount rate, the following presents the plan's net pension liability, calculated using a single discount rate of 7.00%, as well as what the plan's net pension liability would be if it were calculated using a single discount rate that is 1-percentage-point lower or 1-percentage-point higher:

**Sensitivity of the Net Pension Liability to the Single Discount Rate Assumption
for Fiscal Year Ending September 30, 2024***

1% Decrease	Current Single Discount Rate Assumption	1% Increase
6.00%	7.00%	8.00%
\$4,922,337	\$2,586,942	\$627,174

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

SECTION E

MISCELLANEOUS INFORMATION

RECONCILIATION OF MEMBERSHIP DATA			
	From 10/1/22 To 10/1/23	From 10/1/21 To 10/1/22	From 10/1/20 To 10/1/21
A. Active Members			
1. Number Included in Last Valuation	56	68	69
2. New Members Included in Current Valuation	15	3	4
3. Non-Vested Employment Terminations	(3)	(9)	(3)
4. Vested Employment Terminations	0	(2)	0
5. DROP Participation	(1)	(2)	(1)
6. Service Retirements	(4)	(2)	(1)
7. Disability Retirements	0	0	0
8. Deaths	0	0	0
9. Other - Police Transfer	<u>(1)</u>	<u>0</u>	<u>0</u>
10. Number Included in This Valuation	62	56	68
B. Transfers to Police Plan			
1. Number Included in Last Valuation	3	4	4
2. Additions	1	0	0
3. Payments Commenced/DROP Participation	(1)	0	0
4. Deaths	0	0	0
5. Vested Termination	0	(1)	0
6. Lump Sum Payments/Refund of Contributions	<u>0</u>	<u>0</u>	<u>0</u>
7. Number Included in This Valuation	3	3	4
C. Terminated Vested Members			
1. Number Included in Last Valuation	6	4	6
2. Additions from Active Members	0	3	0
3. Lump Sum Payments/Refund of Contributions	0	(1)	(1)
4. Payments Commenced	0	0	(1)
5. Deaths	0	0	0
6. Other - Return to Full Time Service	<u>0</u>	<u>0</u>	<u>0</u>
7. Number Included in This Valuation	6	6	4
D. DROP Plan Members			
1. Number Included in Last Valuation	7	6	7
2. Additions from Active Members	2	2	1
3. Retirements	(2)	(1)	(2)
4. Deaths Resulting in No Further Payments	0	0	0
5. Other	<u>0</u>	<u>0</u>	<u>0</u>
6. Number Included in This Valuation	7	7	6
E. Service Retirees, Disability Retirees and Beneficiaries			
1. Number Included in Last Valuation	56	59	55
2. Additions from Active Members	4	2	1
3. Additions from Terminated Vested Members	0	0	1
4. Additions from DROP Plan	2	1	2
5. Deaths Resulting in No Further Payments	(1)	(1)	0
6. Deaths Resulting in New Survivor Benefits	0	0	0
7. End of Certain Period - No Further Payments	0	0	0
8. Other - Prior Year's Deaths	<u>0</u>	<u>(5)</u>	<u>0</u>
9. Number Included in This Valuation	61	56	59

ACTIVE PARTICIPANT AGE & SALARY DISTRIBUTION*

Age Group	Years of Service to Valuation Date												Totals
	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35 & Up	
20-24 NO.	0	0	2	0	0	0	0	0	0	0	0	0	2
TOT PAY	0	0	75,919	0	0	0	0	0	0	0	0	0	75,919
AVG PAY	0	0	37,960	0	0	0	0	0	0	0	0	0	37,960
25-29 NO.	0	1	0	0	0	1	0	0	0	0	0	0	2
TOT PAY	0	45,760	0	0	0	40,947	0	0	0	0	0	0	86,707
AVG PAY	0	45,760	0	0	0	40,947	0	0	0	0	0	0	43,354
30-34 NO.	0	2	0	1	1	2	0	0	0	0	0	0	6
TOT PAY	0	93,766	0	37,646	56,729	95,858	0	0	0	0	0	0	283,999
AVG PAY	0	46,883	0	37,646	56,729	47,929	0	0	0	0	0	0	47,333
35-39 NO.	0	1	0	0	0	2	1	0	0	0	0	0	4
TOT PAY	0	44,096	0	0	0	108,893	66,699	0	0	0	0	0	219,688
AVG PAY	0	44,096	0	0	0	54,446	66,699	0	0	0	0	0	54,922
40-44 NO.	0	2	0	0	1	3	0	2	1	0	0	0	9
TOT PAY	0	226,207	0	0	84,364	236,576	0	110,394	109,532	0	0	0	767,073
AVG PAY	0	113,104	0	0	84,364	78,859	0	55,197	109,532	0	0	0	85,230
45-49 NO.	0	3	0	0	0	1	2	0	0	0	0	0	6
TOT PAY	0	232,148	0	0	0	51,804	102,075	0	0	0	0	0	386,027
AVG PAY	0	77,383	0	0	0	51,804	51,038	0	0	0	0	0	64,338
50-54 NO.	0	1	1	0	0	2	0	2	3	1	0	0	10
TOT PAY	0	46,301	37,378	0	0	90,903	0	84,901	236,900	109,118	0	0	605,501
AVG PAY	0	46,301	37,378	0	0	45,452	0	42,450	78,967	109,118	0	0	60,550
55-59 NO.	0	2	0	0	0	3	2	2	3	1	0	0	13
TOT PAY	0	88,049	0	0	0	213,892	196,554	128,522	185,633	113,997	0	0	926,647
AVG PAY	0	44,024	0	0	0	71,297	98,277	64,261	61,878	113,997	0	0	71,281
60-64 NO.	0	1	0	0	0	2	2	2	0	1	0	0	8
TOT PAY	0	41,642	0	0	0	90,178	85,847	129,553	0	38,401	0	0	385,621
AVG PAY	0	41,642	0	0	0	45,089	42,924	64,776	0	38,401	0	0	48,203
65+ NO.	0	1	0	0	0	0	1	0	0	0	0	0	2
TOT PAY	0	108,149	0	0	0	0	142,431	0	0	0	0	0	250,580
AVG PAY	0	108,149	0	0	0	0	142,431	0	0	0	0	0	125,290
TOT NO.	0	14	3	1	2	16	8	8	7	3	0	0	62
TOT AMT	0	926,118	113,297	37,646	141,093	929,051	593,606	453,370	532,065	261,516	0	0	3,987,762
AVG AMT	0	66,151	37,766	37,646	70,547	58,066	74,201	56,671	76,009	87,172	0	0	64,319

*Does not include transferred employees.



Miami Shores General Employees Retirement Plan Inactive Participant Data										
Age	Terminated Vested		Disabled		Retired		Other		Total	
	Number	Total Benefits	Number	Total Benefits	Number	Total Benefits	Number	Total Benefits	Number	Total Benefits
Under 20	-	-	-	-	-	-	-	-	-	-
20 - 24	-	-	-	-	-	-	-	-	-	-
25 - 29	-	-	-	-	-	-	-	-	-	-
30 - 34	-	-	-	-	-	-	-	-	-	-
35 - 39	-	-	-	-	-	-	-	-	-	-
40 - 44	1	6,048	-	-	-	-	1	7,396	2	13,444
45 - 49	1	11,856	-	-	1	3,617	-	-	2	15,473
50 - 54	3	37,560	-	-	2	36,215	1	12,512	6	86,287
55 - 59	1	13,538	-	-	2	78,462	1	6,791	4	98,791
60 - 64	-	-	-	-	7	77,121	1	6,364	8	83,485
65 - 69	-	-	-	-	12	289,392	3	20,964	15	310,356
70 - 74	-	-	-	-	15	243,879	-	-	15	243,879
75 - 79	-	-	-	-	9	98,752	-	-	9	98,752
80 - 84	-	-	-	-	5	65,619	1	2,635	6	68,254
85 - 89	-	-	-	-	1	14,549	1	16,414	2	30,963
90 - 94	-	-	-	-	2	14,287	2	8,600	4	22,887
95 - 99	-	-	-	-	-	-	1	2,131	1	2,131
100 & Over	-	-	-	-	-	-	-	-	-	-
Total	6	69,002	-	-	56	921,893	12	83,807	74	1,074,702

SECTION F

SUMMARY OF PLAN PROVISIONS

Miami Shores Village General Employees' Pension Plan

SUMMARY OF PLAN PROVISIONS

A. Ordinances

Plan established under the Code of Ordinances for the Village of Miami Shores, Florida, Chapter 18, Article III, and was most recently amended under Ordinance No. 2019-02 passed and adopted on February 19, 2019. The Plan is also governed by certain provisions of Part VII, Chapter 112, Florida Statutes and the Internal Revenue Code.

B. Effective Date

January 1, 1957; December 5, 2006 (Restatement)

C. Plan Year

October 1 through September 30

D. Type of Plan

Qualified, governmental defined benefit retirement plan; for GASB purposes it is a single employer plan.

E. Eligibility Requirements

All full-time general employees become members as a condition of employment upon completion of one year of service.

F. Credited Service

Service is measured as the total number years and fractional parts of years of membership in the plan. Vacations and other paid leaves of absence are included. After completion of 10 years of Credited Service in the plan, the initial year of employment will be added to the Credited Service. No service is credited for any periods of employment for which the member received a refund of their contributions.

G. Compensation

Wages paid by the Village on regular payroll for services performed including holiday and vacation pay. Lump sum payment of unused leave pay is not included.



H. Average Final Compensation (AFC)

The average of Compensation over the last 3 consecutive years of Credited Service prior to termination or retirement.

I. Normal Retirement

Eligibility: A member may retire on the first day of the month coincident with or next following the earlier of:

(1) age 62, or

(2) 30 years of Credited Service regardless of age.

Benefit: 2.0% of AFC multiplied by Credited Service with a maximum of 60% of AFC.

Normal Form
of Benefit: Single life Annuity; other options are also available.

COLA: None

J. Early Retirement

Eligibility: A member may elect to retire earlier than the Normal Retirement Eligibility upon attainment of age 55 and 15 years of Credited Service.

Benefit: The Normal Retirement Benefit is actuarially reduced for the number of months by which the Early Retirement date precedes age 62.

Normal Form
of Benefit: Single life Annuity; other options are also available.

COLA: None

K. Delayed Retirement

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

L. Service Connected Disability

Not Applicable

M. Non-Service Connected Disability

Not Applicable



N. Death in the Line of Duty

Eligibility:	Members are eligible for survivor benefits after meeting the eligibility requirements for Early or Normal Retirement.
Benefit:	The beneficiary will receive the member's accrued Normal Retirement Benefit taking into account compensation earned and service credited as of the date of death. The benefit is payable on the member's Early or Normal Retirement date and will be reduced for Early Retirement if applicable.
Normal Form of Benefit:	Payable as though the member had retired the day before the date of death and elected the 100% Joint & Survivor option.
COLA:	None

The beneficiary of a plan member who dies prior to being eligible for Early or Normal Retirement will receive a refund of the member's accumulated contributions with interest.

O. Other Pre-Retirement Death

Eligibility:	Members are eligible for survivor benefits after meeting the eligibility requirements for Early or Normal Retirement.
Benefit:	The beneficiary will receive the member's accrued Normal Retirement Benefit taking into account compensation earned and service credited as of the date of death. The benefit is payable on the member's Early or Normal Retirement date and will be reduced for Early Retirement if applicable.
Normal Form of Benefit:	Payable as though the member had retired the day before the date of death and elected the 100% Joint & Survivor option.
COLA:	None

The beneficiary of a plan member who dies prior to being eligible for Early or Normal Retirement will receive a refund of the member's accumulated contributions with interest.

P. Post Retirement Death

Benefit determined by the form of benefit elected upon retirement.

Q. Optional Forms

In lieu of electing the Normal Form of benefit, the optional forms of benefits available to all retirees are the 50% and 100% Joint and Last Survivor options.



R. Vested Termination

Eligibility: A member has earned a non-forfeitable right to Plan benefits after the completion of 10 years of Credited Service.

Benefit: The benefit is the member's accrued Normal Retirement Benefit as of the date of termination. Benefit begins on the member's Normal Retirement date. Alternatively, members with 15 or more years of Credited Service can elect a reduced Early Retirement benefit any time after age 55.

Normal Form of Benefit: Single life Annuity; other options are also available.

COLA: None

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

S. Refunds

Eligibility: All members terminating employment with less than 10 years of Credited Service are eligible. Optionally, vested members (those with 10 or more years of Credited Service) may elect a refund in lieu of the vested benefits otherwise due.

Benefit: Refund of the member's contributions with interest. Interest is currently credited at a rate of 3% compounded annually.

T. Member Contributions

6.0% of Compensation

U. Employer Contributions

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

V. Cost of Living Increases

Not Applicable

W. Changes from Previous Valuation

There are no changes from the previous valuation.

X. 13th Check

Not Applicable



Y. Deferred Retirement Option Plan

Eligibility: Plan members are eligible for the DROP upon the attainment of the earlier of:

(1) age 62, or

(2) 30 years of Credited Service regardless of age.

Members must make a written election to participate in the DROP.

Benefit: The member's Credited Service and AFC are frozen upon entry into the DROP. The monthly retirement benefit as described under Normal Retirement is calculated based upon the frozen Credited Service and AFC.

**Maximum
DROP Period:** 60 months

**Interest
Credited:** The member's DROP account is credited quarterly at the same interest rate earned by the Plan.

**Normal Form
of Benefit:** The plan member may elect from 1 of the 2 following options:

(1) Lump Sum, or

(2) Direct rollover to another qualified retirement plan.

COLA: None

Z. Other Ancillary Benefits

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