

# City of Plantation Police Officers' Retirement System

Actuarial Valuation Report as of October 1, 2023

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







April 17, 2024

Board of Trustees  
Plantation Police Officers' Retirement System  
Plantation, Florida

Dear Board Members:

The results of the October 1, 2023 Actuarial Valuation of the Plantation Police Officers' 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 determine the actuarial information for GASB Statement No. 67 for the fiscal year ending September 30, 2023. 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 concerning Retirement System benefits, financial transactions, plan provisions and active members, terminated members, retirees and beneficiaries. We checked for internal 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.

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

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

This report has been prepared by 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 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.

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


The signing actuaries are independent of the plan sponsor.


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

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

Respectfully submitted,

GABRIEL, ROEDER, SMITH AND COMPANY

By   
\_\_\_\_\_  
Jeffrey Amrose, MAAA  
Enrolled Actuary No. 23-6599

  
\_\_\_\_\_  
Trisha Amrose, MAAA, FCA  
Enrolled Actuary No. 23-8010



## TABLE OF CONTENTS

<u>Section</u>	<u>Title</u>	<u>Page</u>
<b>A</b>	Discussion of Valuation Results	
	1. Discussion of Valuation Results	1
	2. Risks Associated with Measuring the Accrued Liability and Actuarially Determined Contribution	4
	3. Low-Default-Risk Obligation Measure	7
	4. State Contribution Reserve	8
<b>B</b>	Valuation Results	
	1. Participant Data	9
	2. Actuarial Determined Contribution	10
	3. Actuarial Value of Benefits and Assets	11
	4. Calculation of Employer Normal Cost	12
	5. Liquidation of the Unfunded Frozen Actuarial Accrued Liability	13
	6. Actuarial Gains and Losses	15
	7. Recent History of Valuation Results	21
	8. Recent History of Required and Actual Contributions	23
	9. Schedule of Funding Progress	25
	10. Actuarial Assumptions and Cost Method	26
	11. Miscellaneous and Technical Assumptions	30
	12. Glossary of Terms	31
<b>C</b>	Pension Fund Information	
	1. Summary of Assets	34
	2. Pension Fund Income and Disbursements	35
	3. Actuarial Value of Assets	36
	4. Reconciliation of DROP Accounts	37
	5. Investment Rate of Return	38
<b>D</b>	Financial Accounting Information	
	1. FASB No. 35	39
	2. GASB No. 67	40
<b>E</b>	Miscellaneous Information	
	1. Reconciliation of Membership Data	46
	2. Active Participant Distribution	47
	3. Inactive Participant Distribution	48
<b>F</b>	Summary of Plan Provisions	49



## **SECTION A**

---

### **DISCUSSION OF VALUATION RESULTS**

## DISCUSSION OF VALUATION RESULTS

### Comparison of Required Employer Contributions

The following is a comparison of this year's required employer contribution to last year:

Based on Valuation as of: For Fiscal Year Ending:	<b>10/1/2023 9/30/2025</b>	<b>10/1/2022 9/30/2024</b>	<b>Increase (Decrease)</b>
Required Employer/State Contribution As % of Covered Payroll	\$ 6,917,795 53.86 %	\$ 7,025,485 56.63 %	\$ (107,690) (2.77) %
Estimated Credit for State Contribution As % of Covered Payroll	\$ 1,158,036 9.02 %	\$ 1,158,036 * 9.33 %	\$ 0 (0.31) %
Required Employer Contribution As % of Covered Payroll	\$ 5,759,759 44.84 %	\$ 5,867,449 47.30 %	\$ (107,690) (2.46) %

\*Updated from the amount shown in the October 1, 2022 report.

### Required Contribution Expressed as a Percentage of Payroll Including DROP Members

The following table shows the required contribution developed in this valuation as a percentage of payroll including the salaries of members who are participating in the DROP as of October 1, 2023. We have also showed last year's requirement on this basis for comparison purposes.

	<b>2023 Valuation</b>	<b>2022 Valuation</b>	<b>Increase (Decrease)</b>
Required Employer/State Contribution	40.87 %	43.55 %	(2.68) %
Estimated Credit for State Contribution	6.84 %	7.18 %	(0.34) %
Required Employer Contribution	34.03 %	36.37 %	(2.34) %

### Payment of Required Contribution

The required contribution has been adjusted for interest such that payments would be made at the end of each quarter during the fiscal year. If the full contribution for the fiscal year ending September 30, 2025 is paid on October 1, 2024, the net required employer contribution is \$5,486,181 or 42.71% of covered non-DROP payroll.



The required employer contribution has been computed under the assumption that the amount to be received from the State in 2024 and 2025 will be at least equal to the amount received in 2023 of \$1,158,036. If the actual payment from the State falls below this amount, then the Employer must increase its contribution by the difference.

The actual contributions during the fiscal year ending September 30, 2023 were \$6,343,572 from the City, and \$1,158,036 from the State for a total of \$7,501,608. The minimum required contribution was \$7,501,608.

### **Revisions in Benefits**

There have been no revisions in benefits since the prior valuation.

### **Revisions in Actuarial Assumptions and Methods**

There have been no changes in actuarial assumptions and methods since the prior valuation.

### **Actuarial Experience**

There was a net actuarial loss of \$4,824,007 for the year which means that actual experience was less favorable than expected. This loss is primarily due to higher than expected salary increases (9.8% actual versus 6.0% expected), and recognized investment earnings below the assumed rate of 6.75%. While the market value return was 8.9%, which is more than the assumed return of 6.75%, the return recognized under the asset smoothing method was 5.7% which is less than the assumed return of 6.75%. The actuarial loss caused the required contribution to increase by 2.01% of covered payroll.

### **Funded Ratio**

The funded ratio this year is 82.2% compared to 82.9% last year. The ratio is equal to the actuarial value of assets divided by the actuarial accrued (past service) liability.

### **Analysis of Change in Employer Contributions**

Components of the change in required contributions are as follows:

Contribution Rate Last Valuation	47.30 %
Benefit Changes	0.00
Assumption Changes	0.00
Normal Cost Rate	(0.95)
Experience (Gain)/Loss	2.01
Payment on Unfunded Liability	(3.78) *
Administrative Expenses	(0.05)
Estimated Credit for State Revenue	0.31
One-time Use of Chapter 185 Reserve	<u>0.00</u>
Contribution Rate This Valuation	44.84

*\*Primarily due to the increase in the ten year payroll from 1.87% last year to 3.65% this year.*





### **Variability of Future Contribution Rates**

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

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

The Actuarial Value of Assets exceeds the Market Value of Assets by \$11,693,342 as of the valuation date (see Section C). This difference will be gradually recognized over the next several years in the absence of offsetting gains. In turn, the computed employer contribution rate will increase by approximately 4.9% of covered payroll over the same period.

Another potential area of variability has to do with the annual payment on the unfunded accrued liability (UAL). This payment is computed as a level percent of covered payroll under the assumption that covered payroll will rise by 4% per year or, if less, the average payroll growth over the most recent ten years. The most recent ten-year average is 3.65% compared to 1.87% last year. If the ten-year average falls below this rate next year, the amortization payments will increase. For example, if the payroll growth assumption was lowered to 0%, the UAL payment would have increased from \$3,316,820 to \$4,094,097.

### **Relationship to Market Value**

If Market Value had been the basis for the valuation, the City contribution rate would have been 49.7% and the funded ratio would have been 76.8%. In the absence of other gains and losses, the City contribution rate should increase to that level over the next several years.

### **Conclusion**

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.

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

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

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

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

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

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

The computed contribution rate shown on page 1 may be considered as a minimum contribution rate that complies with the Board’s funding. 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:

	2023	2022
Ratio of the market value of assets to total payroll	13.6	13.2
Ratio of actuarial accrued liability to payroll	17.7	17.6
Ratio of actives to retirees and beneficiaries	0.6	0.7
Ratio of net cash flow to market value of assets	-2.0%	-1.7%

### 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:

\$279,163,740

B. Discount rate used to calculate the LDROM: 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 LDROM: Individual Entry-Age Actuarial Cost Method

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

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

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



## STATE CONTRIBUTION RESERVE

Increments in Chapter revenue over that received in 1998 must first be used to fund the cost of compliance with minimum benefits. Once minimums are met, any subsequent additional Chapter revenue must be used to provide extra benefits.

As of the valuation date, all minimum benefits of Chapter 185 have been adopted.

<b>Actuarial Confirmation of the Use of State Chapter Money</b>	
1. Base Amount Previous Plan Year	\$ 934,519
2. Amount Received for Previous Plan Year	1,158,036
3. Benefit Improvements Made in Previous Plan Year	0
4. Excess Funds for Previous Plan Year	0
5. Accumulated Excess at Beginning of Previous Year	0
6. Prior Excess Used in Previous Plan Year	0
7. Accumulated Excess as of Valuation Date (Available for Benefit Improvements): (4) + (5) - (6)	0
8. Base Amount This Plan Year	1,158,036

\*\* Per the most recent CBA, the full state contribution is used as an offset to the required contribution starting in FYE 2016.

The Accumulated Excess shown in line 7 is being held in reserve to pay for additional benefits. The reserve is subtracted from Plan assets (see Section C of this Report). The Base Amount in line 8 is the amount the employer may take as a credit against its required contribution; however, in no event may the employer take credit for more than the actual amount of Chapter revenue received.

**SECTION B**

---

**VALUATION RESULTS**

<b>PARTICIPANT DATA</b>		
	<b>10/1/2023</b>	<b>10/1/2022</b>
<b>ACTIVE MEMBERS</b>		
Number	125	127
Covered Annual Payroll	\$ 12,350,030	\$ 11,928,790
Average Annual Payroll	\$ 98,800	\$ 93,927
Average Age	36.2	36.6
Average Past Service	9.6	9.9
Average Age at Hire	26.6	26.7
<b>RETIRES, BENEFICIARIES &amp; DROP</b>		
Number	187	180
Annual Benefits	\$ 12,991,991	\$ 12,080,891
Average Annual Benefit	\$ 69,476	\$ 67,116
Average Age	61.4	61.0
<b>DISABILITY RETIREES</b>		
Number	11	11
Annual Benefits	\$ 475,244	\$ 473,216
Average Annual Benefit	\$ 43,204	\$ 43,020
Average Age	55.1	54.1
<b>TERMINATED VESTED MEMBERS</b>		
Number	1	0
Annual Benefits	\$ 60,473	\$ 0
Average Annual Benefit	\$ 0	\$ 0
Average Age	36.0	0.0



<b>ACTUARIAL DETERMINED CONTRIBUTION (ADC)</b>		
A. Valuation Date	10/1/2023	10/1/2022
B. ADC to Be Paid During Fiscal Year Ending	9/30/2025	9/30/2024
C. Frequency of Employer Contributions	Quarterly	Quarterly
D. Annual Payment to Amortize Unfunded Actuarial Liability	\$3,316,820	\$3,407,270
E. Employer Normal Cost	3,072,468	3,080,581
F. ADC if Paid on the Valuation Date: D + E	6,389,288	6,487,851
G. ADC Adjusted for Frequency of Payments	6,652,207	6,754,826
H. ADC as % of Covered Payroll	53.86 %	56.63 %
I. Assumed Rate of Increase in Payroll to Contribution Year	4.00 %	4.00 %
J. Covered Pay for Contribution Year	12,844,031	12,405,942
K. ADC for Contribution Year: H x J	6,917,795	7,025,485
L. Estimated State Premium Tax Refund	1,158,036	1,158,036
M. Required Employer Contribution (REC) in Contribution Year	5,759,759	5,867,449
N. REC as % of Covered Payroll in Contribution Year: N ÷ J	44.84 %	47.30 %

<b>ACTUARIAL VALUE OF BENEFITS AND ASSETS</b>		
A. Valuation Date	10/1/2023	10/1/2022
B. Actuarial Present Value of Projected Benefits for		
1. Active Members		
a. Service Retirement Benefits	\$ 78,508,401	\$ 78,831,755
b. Vesting Benefits	748,551	679,034
c. Disability Benefits	8,056,341	7,385,063
d. Preretirement Death Benefits	476,076	441,526
e. Return of Member Contributions	379,245	364,628
f. Total	88,168,614	87,702,006
2. Inactive Members		
a. Service Retirees & Beneficiaries	161,761,457	152,098,960
b. Disability Retirees	6,240,655	6,271,063
c. Terminated Vested Members	439,231	-
d. Total	168,441,343	158,370,023
3. Total for All Members	256,609,957	246,072,029
C. Actuarial Accrued (Past Service) Liability (Entry Age Normal)	218,187,925	210,100,566
D. Actuarial Value of Accumulated Plan Benefits per FASB No. 35		
1. Based on Plan's Interest Rate	213,152,869	206,380,099
E. Plan Assets		
1. Market Value	167,628,532	157,470,779
2. Actuarial Value	179,321,874	174,086,484
F. Unfunded Actuarial Accrued Liability (UAAL): C - E2	38,866,051	36,014,082
G. Actuarial Present Value of Projected Covered Payroll	124,508,769	114,842,478
H. Actuarial Present Value of Projected Member Contributions	12,450,877	11,484,247

**ENTRY AGE NORMAL METHOD  
CALCULATION OF EMPLOYER NORMAL COST**

A. Valuation Date	10/1/2023	10/1/2022
B. Normal Cost for		
1. Service Retirement Benefits	\$ 3,221,901	\$ 3,204,315
2. Vesting Benefits	71,859	75,282
3. Disability Benefits	610,289	597,110
4. Preretirement Death Benefits	38,298	37,672
5. Return of Member Contributions	<u>86,191</u>	<u>83,966</u>
6. Total for Future Benefits	4,028,538	3,998,345
7. Assumed Amount for Administrative Expenses	<u>278,933</u>	<u>275,115</u>
8. Total Normal Cost	4,307,471	4,273,460
C. Expected Member Contribution	1,235,003	1,192,879
D. Employer Normal Cost: B8-C	3,072,468	3,080,581
E. Employer Normal Cost as a % of Covered Payroll	24.88%	25.82%

**LIQUIDATION OF THE UNFUNDED ACTUARIAL ACCRUED LIABILITY**

<b>A. UAAL Amortization Period and Payments</b>					
<b>Original UAAL</b>			<b>Current UAAL</b>		
<b>Year Established</b>	<b>Amort. Years</b>	<b>Amount</b>	<b>Years Remaining</b>	<b>Amount</b>	<b>Payment</b>
10/1/1997	30	1,468,138	4	\$ 521,693	\$ 136,244
10/1/1999	30	1,729,355	6	978,173	175,271
10/1/2003	30	3,948,748	10	2,886,727	328,431
10/1/2004	30	529,875	11	394,522	41,380
10/1/2004	30	1,179,409	11	878,137	92,104
10/1/2005	30	532,770	12	413,381	40,301
10/1/2007	30	3,318,112	14	2,758,690	236,977
10/1/2007	30	3,932,439	14	3,269,443	280,851
10/1/2008	30	2,749,862	15	2,926,197	237,842
10/1/2008	30	7,977,992	15	6,519,192	529,881
10/1/2009	30	3,819,933	16	3,174,238	245,193
10/1/2009	30	1,862,919	16	1,548,025	119,577
10/1/2010	30	2,003,574	17	1,665,322	122,722
10/1/2010	30	2,227,854	17	1,851,739	136,459
10/1/2011	30	3,259,157	18	2,695,498	190,147
10/1/2011	30	1,553,273	18	1,284,640	90,622
10/1/2012	30	5,479,601	19	4,541,798	307,623
10/1/2012	30	1,675,580	19	1,388,813	94,066
10/1/2013	30	(1,578,294)	20	(1,313,330)	(85,640)
10/1/2013	30	867,814	20	722,126	47,089
10/1/2013	30	(6,085,139)	20	(5,063,570)	(330,188)
10/1/2014	30	(1,077,204)	21	(925,301)	(58,231)
10/1/2014	30	844,884	21	725,742	45,673
10/1/2015	30	3,192,552	22	2,824,225	171,909
10/1/2016	30	(1,520,901)	23	(1,375,246)	(81,128)
10/1/2016	30	(1,696,207)	23	(1,533,762)	(90,479)
10/1/2017	30	153,045	24	141,847	8,124
10/1/2017	30	930,678	24	862,583	49,405
10/1/2018	30	(773,175)	25	(728,833)	(40,598)
10/1/2018	30	964,433	25	909,124	50,641
10/1/2018	30	9,291,156	25	8,758,308	487,866
10/1/2019	30	492,907	26	466,795	25,327
10/1/2019	30	(2,825,006)	26	(2,675,349)	(145,155)
10/1/2020	30	(3,020,373)	27	(2,910,977)	(154,055)
10/1/2020	30	1,051,441	27	1,013,359	53,629
10/1/2021	30	(5,853,568)	28	(5,731,694)	(296,258)
10/1/2021	30	4,840,690	28	4,739,904	244,994
10/1/2022	30	(4,609,980)	29	(4,560,135)	(230,483)
10/1/2023	30	4,824,007	30	4,824,007	238,687
		<u>47,662,351</u>		<u>38,866,051</u>	<u>3,316,820</u>



**B. Amortization Schedule**

The UAAL is being amortized as a level percent of future covered payroll assuming such payroll will grow each year by the lesser of 4% and the average payroll growth over the last ten years, which is currently at 3.65%. The expected amortization schedule is as follows:

<b>Amortization Schedule</b>	
<b>Year</b>	<b>Expected UAAL</b>
2023	\$ 38,866,051
2024	37,948,802
2025	36,840,405
2026	35,523,239
2027	33,978,321
2028	32,353,078
2033	21,044,677
2038	6,234,467
2043	1,967,142
2048	(547,838)
2053	-

## ACTUARIAL GAINS AND LOSSES

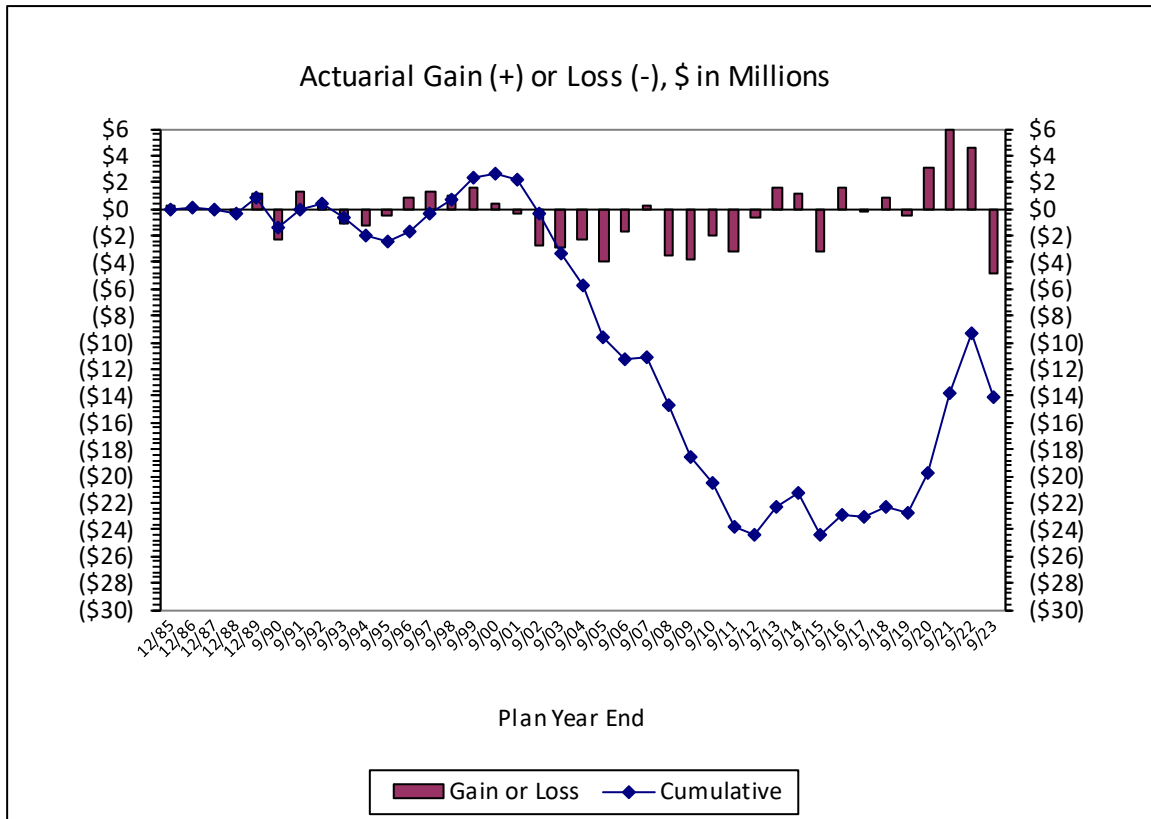
The assumptions used to anticipate mortality, employment turnover, investment income, expenses, salary increases, and other factors have been based on long range trends and expectations. Actual experience can vary from these expectations. The variance is measured by the gain and loss for the period involved.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

<b>DEVELOPMENT OF ACTUARIAL GAIN / (LOSS)</b>	
Plan Year Ending	9/30/2023
A. Derivation of Actuarial Gain / (Loss)	
1. Prior Year Unfunded Actuarial Accrued Liability (UAAL)	\$ 36,014,082
2. Normal Cost (NC) for Contribution Year	3,137,935
3. Employer and State Contributions Previous Year	7,501,608
4. Interest on:	
a. UAAL and NC	2,642,761
b. Contributions	<u>251,126</u>
c. Net Total: (a) - (b)	2,391,635
5. This Year Expected UAAL: (1) + (2) - (3) + (4)	34,042,044
6. This Year Actual UAAL Before Benefit/Assumption Changes	38,866,051
7. Actuarial Gain / (Loss): (5) - (6)	(4,824,007)
B. Approximate Portion of Gain / (Loss) Due to Investments	(2,161,027)
C. Approximate Portion of Gain / (Loss) Due to Liabilities: A7 - B	(2,662,980)

Net actuarial gains in previous years have been as follows:

Year Ended	Gain (Loss)
12/31/1985	\$ 196,352
12/31/1986	46,545
12/31/1987	(128,329)
12/31/1988	(232,831)
12/31/1989	1,204,135
9/30/1990	(2,296,715)
9/30/1991	1,307,721
9/30/1992	541,272
9/30/1993	(1,103,786)
9/30/1994	(1,294,901)
9/30/1995	(490,412)
9/30/1996	803,899
9/30/1997	1,323,317
9/30/1998	1,021,352
9/30/1999	1,550,586
9/30/2000	331,787
9/30/2001	(348,259)
9/30/2002	(2,669,705)
9/30/2003	(2,941,796)
9/30/2004	(2,354,017)
9/30/2005	(3,873,657)
9/30/2006	(1,666,641)
9/30/2007	199,492
9/30/2008	(3,505,281)
9/30/2009	(3,819,933)
9/30/2010	(2,003,574)
9/30/2011	(3,259,157)
9/30/2012	(5,479,601)
9/30/2013	1,578,294
9/30/2014	1,077,204
9/30/2015	(3,192,552)
9/30/2016	1,520,901
9/30/2017	(153,045)
9/30/2018	773,175
9/30/2019	(492,907)
9/30/2020	3,020,373
9/30/2021	5,853,568
9/30/2022	4,609,980
9/30/2023	(4,824,007)

The following figure shows the data from the previous table in graphic form.





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

Year Ending	Investment Return		Salary Increases	
	Actual	Assumed	Actual	Assumed
12/31/1982	11.1 %	6.5 %	11.0 %	6.0 %
12/31/1983	12.1	6.5	4.5	6.0
12/31/1984	12.7	6.5	3.4	6.0
12/31/1985	23.4	6.5	15.0	6.0
12/31/1986	12.1	8.0	9.2	8.0
12/31/1987	11.1	8.0	12.8	8.0
12/31/1988	8.3	8.0	10.2	8.0
12/31/1989	17.1	8.0	4.5	8.0
9/30/1990 (9 mos.)	1.6	6.0	17.4	6.0
9/30/1991	17.1	8.0	7.0	8.0
9/30/1992	10.4	8.0	0.8	8.0
9/30/1993	5.1	8.0	6.1	8.0
9/30/1994	4.9	8.0	7.2	8.0
9/30/1995	8.6	8.0	7.8	8.0
9/30/1996	10.9	8.0	5.8	7.75
9/30/1997	13.8	8.0	5.1	7.75
9/30/1998	12.0	8.0	5.0	6.5
9/30/1999	13.2	8.0	6.1	6.5
9/30/2000	10.8	8.0	5.8	6.5
9/30/2001	7.8	8.0	6.6	6.5
9/30/2002	3.4	8.0	5.9	6.5
9/30/2003	4.4	8.0	6.6	6.5
9/30/2004	4.2	8.0	7.7	6.5
9/30/2005	5.5	8.0	6.9	6.5
9/30/2006	7.6	8.0	6.1	6.5
9/30/2007	10.6	8.0	9.3	6.5
9/30/2008	3.3	7.5	6.8	7.2
9/30/2009	3.5	7.5	5.8	6.9
9/30/2010	3.3	7.5	1.0	6.6
9/30/2011	1.3	7.3	4.3	6.6
9/30/2012	3.0	7.2	6.6	6.3
9/30/2013	7.0	7.1	1.1	5.7
9/30/2014	7.2	7.05	1.7	5.6
9/30/2015	5.7	7.0	9.3	5.7
9/30/2016	8.1	7.0	4.4	5.9
9/30/2017	8.2	6.95	3.5	5.8
9/30/2018	8.3	6.90	5.1	5.8
9/30/2019	7.6	6.85	8.3	5.7
9/30/2020	9.1	6.80	6.0	5.7
9/30/2021	12.1	6.75	5.1	5.8
9/30/2022	5.9	6.75	7.1	5.9
9/30/2023	5.7	6.75	9.8	6.0
Averages	8.5 %	---	6.6 %	---

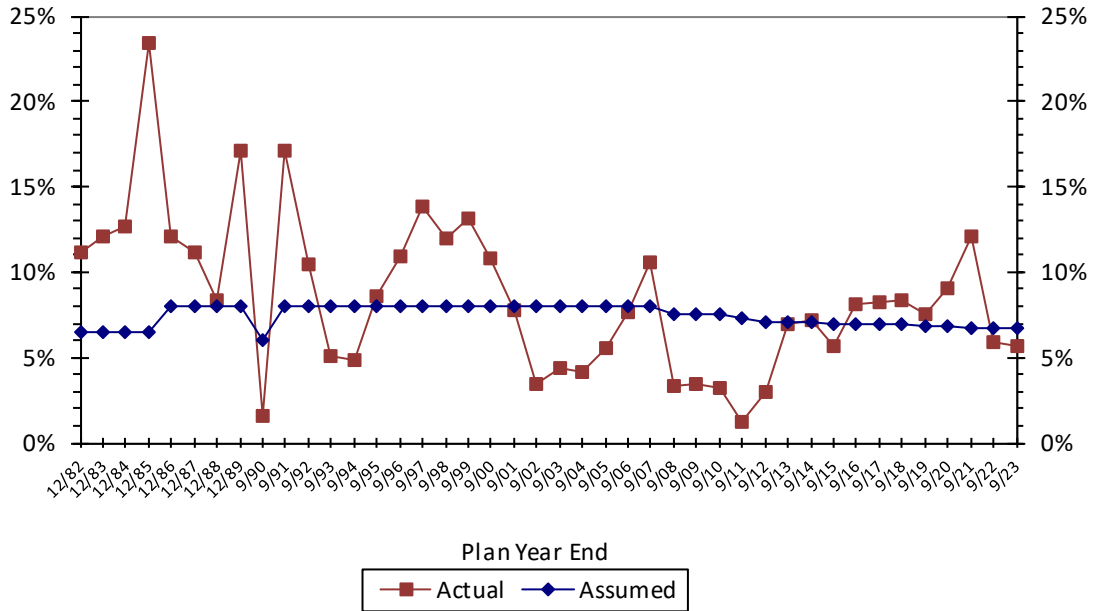
Total Fund results up to 1987 are prior to separation of Fund into General and Police.

The actual investment return rates shown above are based on the actuarial value of assets. The actual

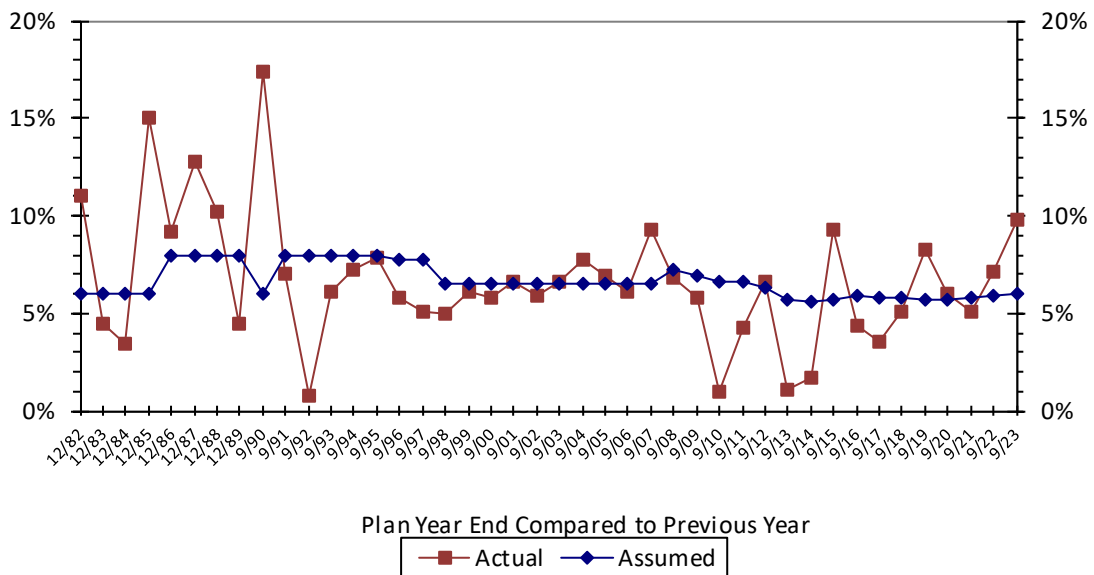


salary increase rates shown above are the increases received by those active members who were included in the actuarial valuations both at the beginning and end of each year.

History of Investment Return Based on Actuarial Value of Assets



History of Salary Increases



Actual (A) Compared to Expected (E) Decrements Among Active Employees													
Year Ended	Added During Year		Normal & DROP Retirement		Disability Retirement		Death		Terminations			No. Active End of Year	
	A	E	A	E	A	E	A	E	Vested	Other	Totals		
									A	A	A		E
9/30/02	13	6	1	8	1	0	0	0	2	2	4	6	179
9/30/03	13	8	1	7	4	0	0	0	0	3	3	6	184
9/30/04	5	9	5	11	1	0	0	0	1	2	3	6	180
9/30/05	7	8	4	12	1	0	0	0	0	3	3	5	179
9/30/06	3	15	5	14	3	0	1	0	1	5	6	5	167
9/30/07	12	21	17	16	0	0	0	0	1	3	4	4	158
9/30/08	3	13	11	10	0	1	0	0	1	1	2	4	148
9/30/09	2	7	5	7	1	1	0	0	0	1	1	3	143
9/30/10	4	10	7	10	2	1	0	0	1	0	1	3	137
9/30/11	6	12	9	12	0	1	0	0	1	2	3	2	131
9/30/12	3	20	19	10	0	1	0	0	0	1	1	2	114
9/30/13	3	9	4	2	2	1	0	0	1	2	3	2	108
9/30/14	10	5	3	4	0	1	0	0	2	0	2	2	113
9/30/15	21	13	11	6	1	1	0	0	0	1	1	2	121
9/30/16	4	10	7	6	0	1	0	0	0	3	3	3	115
9/30/17	11	5	4	8	0	1	0	0	0	1	1	3	121
9/30/18	11	9	4	10	0	1	0	0	0	5	5	3	123
9/30/19	10	10	3	11	0	1	0	0	0	7	7	4	123
9/30/20	13	4	1	12	0	1	0	0	0	3	3	3	132
9/30/21	11	14	9	15	0	1	0	0	0	5	5	4	129
9/30/22	10	12	10	14	0	1	0	0	0	2	2	4	127
9/30/23	9	11	8	10	0	1	0	0	1	2	3	4	125
9/30/24				7		1		0				4	
Totals*	184	231	148	215	16	16	1	0	12	54	66	80	

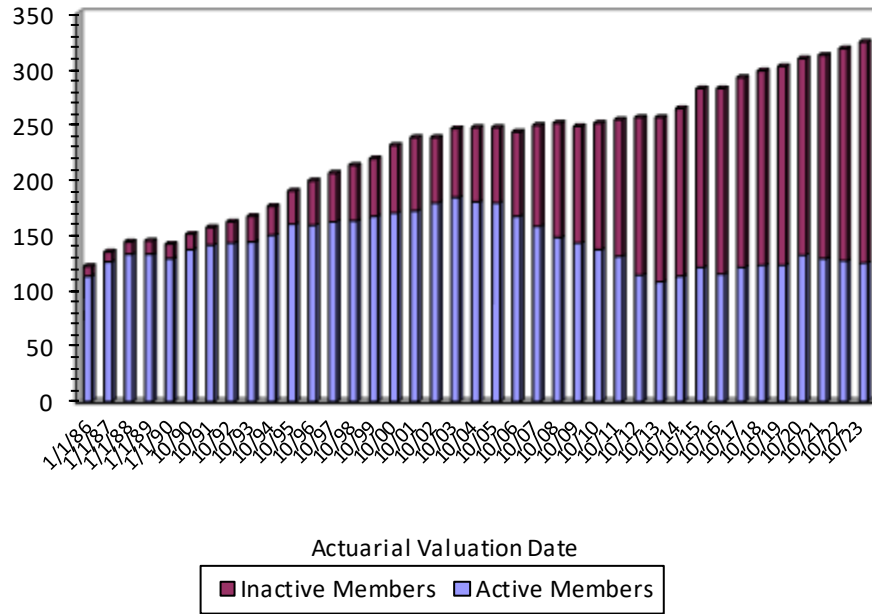
\* Totals are through current Plan Year only.



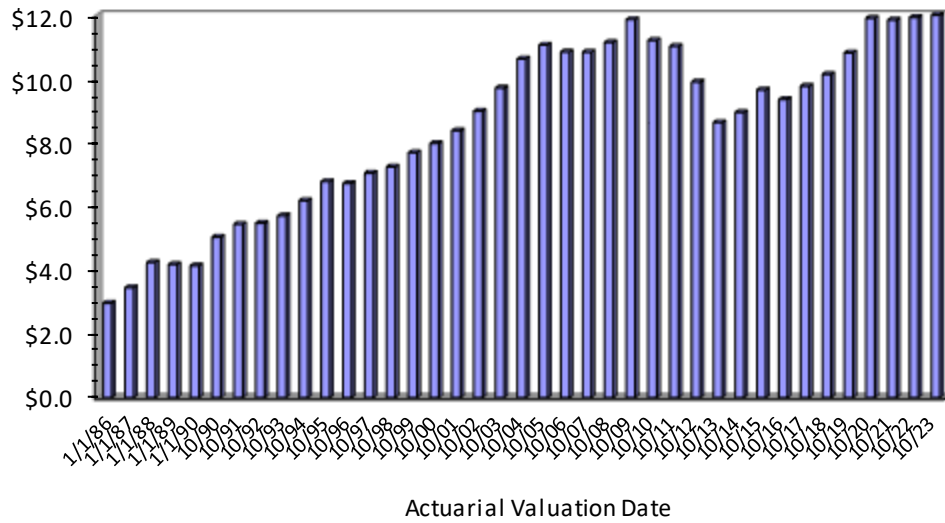
RECENT HISTORY OF VALUATION RESULTS							
Val'n Date	Number of Members		Covered Annual Payroll	Actuarial Value of Assets	UFAAL	Employer Normal Cost	
	Active	Inactive				Amount	% of Pay
1/1/86	113	9	\$ 2,969,541	\$ 6,194,495	\$ 737,634	\$ 173,006	5.83 %
1/1/87	126	9	3,456,711	7,374,623	636,389	194,618	5.63
1/1/88	133	11	4,247,045	8,657,903	1,547,805	276,492	6.51
1/1/89	133	12	4,182,577	10,274,612	716,133	318,496	7.61
1/1/90	129	13	4,144,326	12,620,273	605,001	190,816	4.60
10/1/90	137	14	5,039,506	13,285,874	407,145	464,075	9.21
10/1/91	141	16	5,441,903	16,054,534	628,058	371,295	6.82
10/1/92	143	19	5,474,522	18,214,856	1,640,431	385,038	7.03
10/1/93	144	23	5,709,721	19,553,650	1,653,267	650,162	11.39
10/1/94	150	26	6,183,551	21,116,111	1,829,078	805,909	13.03
10/1/95	160	30	6,781,572	23,783,621	1,588,089	965,921	14.24
10/1/96	159	40	6,720,617	27,070,379	1,938,521	923,652	13.74
10/1/97	162	44	7,046,201	31,394,062	3,173,522	730,675	10.37
10/1/98	163	50	7,241,504	35,800,958	2,887,604	632,220	8.73
10/1/99	167	52	7,684,278	40,620,651	4,426,939	538,347	7.01
10/1/00	170	61	7,975,837	44,878,806	4,402,914	518,574	6.50
10/1/01	172	66	8,376,862	48,099,256	4,363,190	595,024	7.10
10/1/02	179	59	8,989,495	46,275,764	4,414,402	990,310	11.02
10/1/03	184	62	9,715,192	47,576,263	8,747,864	1,568,887	16.15
10/1/04	180	67	10,628,185	49,607,889	10,761,156	2,156,961	20.29
10/1/05	179	68	11,061,190	51,514,839	11,237,070	2,540,087	22.96
10/1/06	167	76	10,844,015	56,626,455	11,169,443	2,755,751	25.41
10/1/07	158	91	10,839,903	74,673,929	18,332,495	2,692,497	24.84
10/1/08	148	103	11,142,524	78,019,469	30,069,358	3,199,849	28.72
10/1/09	143	105	11,861,026	79,569,049	36,629,814	3,428,532	28.91
10/1/10	137	114	11,208,624	82,227,810	41,555,673	3,108,334	27.73
10/1/11	131	123	11,022,576	85,114,083	47,238,434	3,141,335	28.50
10/1/12	114	142	9,907,061	87,750,325	54,838,208	2,897,115	29.24
10/1/13	108	148	8,631,667	93,565,497	48,372,033	2,297,991	26.62
10/1/14	113	151	8,949,617	101,065,358	46,757,234	2,396,717	26.78
10/1/15	121	161	9,656,131	107,778,371	48,531,436	2,422,153	25.08
10/1/16	115	167	9,355,012	114,145,783	44,094,094	2,260,541	24.16
10/1/17	121	171	9,770,304	121,276,319	43,692,836	2,331,302	23.86
10/1/18	123	175	10,139,420	128,774,344	51,936,454	2,695,329	26.58
10/1/19	123	179	10,816,963	137,038,935	48,870,176	2,856,013	26.40
10/1/20	132	177	11,905,120	147,182,261	45,187,027	3,145,733	26.42
10/1/21	129	183	11,851,930	160,748,636	42,312,582	3,137,935	26.48
10/1/22	127	191	11,928,790	174,086,484	36,014,082	3,080,581	25.82
10/1/23	125	199	12,350,030	179,321,874	38,866,051	3,072,468	24.88



Recent History of Number of Members



Recent History of Covered Annual Payroll (\$Mill)

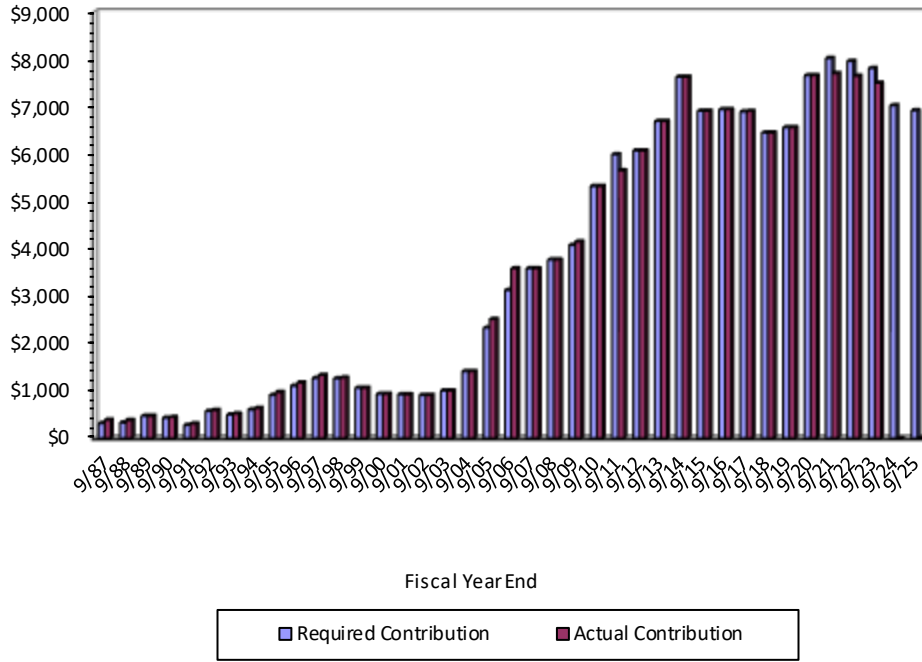


**RECENT HISTORY OF REQUIRED AND ACTUAL CONTRIBUTIONS**

Val'n Date	For Fiscal Year End	Required Contributions						Actual Contributions		
		Employer & State		Estimated State		Net Employer		Employer	State	Total
		Amount	% of Payroll	Amount	% of Payroll	Amount	% of Payroll			
1/1/86	9/30/87	\$316,003	10.64 %	\$146,096	4.92 %	\$169,907	5.72 %	\$169,907	\$217,119	\$387,026
1/1/87	9/30/88	330,619	9.56	183,809	5.32	146,810	4.25	146,810	238,269	385,079
1/1/88	9/30/89	472,553	11.13	217,119	5.11	255,434	6.01	233,534	239,019	472,553
1/1/89	9/30/90	432,066	10.33	238,269	5.70	193,797	4.63	193,797	250,448	444,245
1/1/90	9/30/91	279,974	6.76	239,019	5.77	40,955	0.99	40,955	265,969	306,924
10/1/90	9/30/92	573,762	11.39	250,448	4.97	323,314	6.42	323,314	273,045	596,359
10/1/91	9/30/93	497,402	9.14	265,969	4.89	231,433	4.25	231,433	286,290	517,723
10/1/92	9/30/94	604,257	11.04	273,045	4.99	331,212	6.05	331,212	306,041	637,253
10/1/93	9/30/95	908,999	15.92	286,290	5.01	622,709	10.91	652,709	321,558	974,267
10/1/94	9/30/96	1,108,311	17.92	295,268	4.78	813,043	13.15	813,043	360,013	1,173,056
10/1/95	9/30/97	1,271,184	18.74	321,558	4.74	949,626	14.00	949,626	384,149	1,333,775
10/1/96	9/30/98	1,262,206	18.78	360,013	5.36	902,193	13.42	902,193	375,674	1,277,867
10/1/97	9/30/99	1,064,697	15.11	384,149	5.45	680,548	9.66	696,168	368,529	1,064,697
10/1/98	9/30/00	934,879	12.91	375,674	5.19	559,205	7.72	601,800	333,079	934,879
10/1/99	9/30/01	927,753	12.08	368,529	4.80	559,224	7.28	570,931	356,822	927,753
10/1/00	9/30/02	912,561	11.44	333,079	4.18	579,482	7.26	536,887	375,674	912,561
10/1/01	9/30/03	1,005,925	12.01	356,822	4.26	649,103	7.75	599,000	406,925	1,005,925
10/1/02	9/30/04	1,413,580	15.12	375,674	4.02	1,037,906	11.10	964,584	448,996	1,413,580
10/1/03	9/30/05	2,333,978	23.10	406,925	4.03	1,927,053	19.07	1,927,053	586,747	2,513,800
10/1/04	9/30/06	3,129,193	28.31	586,747	5.31	2,542,446	23.00	2,591,080	586,747	3,177,827
10/1/05	9/30/07	3,583,383	31.15	586,747	5.10	2,996,636	26.05	2,996,636	586,747	3,583,383
10/1/06	9/30/08	3,767,905	33.41	586,747	5.20	3,181,158	28.21	3,181,158	586,747	3,767,905
10/1/07	9/30/09	4,077,625	36.17	586,747	5.20	3,490,878	30.97	3,490,878	657,827	4,148,705
10/1/08	9/30/10	5,323,631	45.94	657,827	5.68	4,665,804	40.26	4,670,276	653,355	5,323,631
10/1/09	9/30/11	5,993,803	48.59	653,355	5.30	5,340,448	43.29	5,035,884	617,577	5,653,461
10/1/10	9/30/12	6,072,115	52.09	617,577	5.30	5,454,538	46.79	5,430,457	641,658	6,072,115
10/1/11	9/30/13	6,692,379	58.38	641,658	5.60	6,050,721	52.78	6,034,552	657,827	6,692,379
10/1/12	9/30/14	7,627,566	74.03	657,827	6.38	6,969,739	67.65	6,969,739	657,827	7,627,566
10/1/13	9/30/15	6,910,444	76.98	657,827	7.33	6,252,617	69.65	6,252,617	657,827	6,910,444
10/1/14	9/30/16	6,939,748	74.56	916,442	9.85 *	6,023,306	64.71	5,956,105	983,643 *	6,939,748
10/1/15	9/30/17	6,894,091	68.65	735,535	7.32	6,083,228	60.58	6,091,355	810,863	6,902,218
10/1/16	9/30/18	6,449,495	66.29	802,736	8.25	5,646,759	58.04	5,589,768	859,727	6,449,495
10/1/17	9/30/19	6,560,016	64.56	859,727	7.98	5,700,289	56.58	5,633,835	926,181	6,560,016
10/1/18	9/30/20	7,657,777	72.62	923,117	8.75	6,734,660	63.87	6,734,660	923,117	7,657,777
10/1/19	9/30/21	8,022,120	71.31	895,509	7.96	7,126,611	63.35	6,807,121	895,509	7,702,630
10/1/20	9/30/22	7,961,192	64.30	895,509	7.23	7,065,683	57.07	6,712,187	934,519	7,646,706
10/1/21	9/30/23	7,809,758	63.36	934,519	7.58	6,875,239	55.78	6,343,572	1,158,036	7,501,608
10/1/22	9/30/24	7,025,485	56.63	1,158,036	9.33	5,867,449	47.30	NA	NA	NA
10/1/23	9/30/25	6,917,795	53.86	1,158,036	9.02	5,759,759	44.84	NA	NA	NA



Recent History of Required and Actual Contributions (\$'000)



**SCHEDULE OF FUNDING PROGRESS**  
**(Recent 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)
10/1/91	\$16,054,534	\$14,488,858	\$ (1,565,676)	110.8 %	\$5,441,903	(28.8) %
10/1/92	18,214,856	16,061,975	(2,152,881)	113.4	5,474,522	(39.3)
10/1/93	19,553,650	19,642,486	88,836	99.5	5,709,721	1.6
10/1/94	21,116,111	22,625,436	1,509,325	93.3	6,183,551	24.4
10/1/95	23,783,621	25,411,896	1,628,275	93.6	6,781,572	24.0
10/1/96	27,070,379	28,244,204	1,173,825	95.8	6,720,617	17.5
10/1/97	31,394,062	32,431,502	1,037,440	96.8	7,046,201	14.7
10/1/98	35,800,958	35,548,278	(252,680)	100.7	7,241,504	(3.5)
10/1/99	40,620,651	38,555,432	(2,065,219)	105.4	7,684,278	(26.9)
10/1/00	44,878,806	43,923,604	(955,202)	102.2	7,975,837	(12.0)
10/1/01	48,099,256	49,826,905	1,727,649	96.5	8,376,862	20.6
10/1/02	46,275,764	50,014,447	3,738,683	92.5	8,989,495	41.6
10/1/03	47,576,263	58,630,796	11,054,533	81.1	9,715,192	113.8
10/1/04	49,607,889	65,950,148	16,342,259	75.2	10,628,185	153.8
10/1/05	51,514,839	70,477,167	18,962,328	73.1	11,061,190	171.4
10/1/06	56,626,455	76,933,923	20,307,468	73.6	10,844,015	187.3
10/1/07	74,673,929	93,006,424	18,332,495	80.3	10,839,903	169.1
10/1/08	78,019,469	108,088,827	30,069,358	72.2	11,142,524	269.9
10/1/09	79,569,049	116,198,863	36,629,814	68.5	11,861,026	308.8
10/1/10	82,227,810	123,783,483	41,555,673	66.4	11,208,624	370.7
10/1/11	85,114,083	132,352,517	47,238,434	64.3	11,022,576	428.6
10/1/12	87,750,325	142,588,533	54,838,208	61.5	9,907,061	553.5
10/1/13	93,565,497	141,937,530	48,372,033	65.9	8,631,667	560.4
10/1/14	101,065,358	147,822,592	46,757,234	68.4	8,949,617	522.4
10/1/15	107,778,371	156,309,807	48,531,436	69.0	9,656,131	502.6
10/1/16	114,145,783	158,239,877	44,094,094	72.1	9,355,012	471.3
10/1/17	121,276,319	164,969,155	43,692,836	73.5	9,770,304	447.2
10/1/18	128,774,344	180,710,798	51,936,454	71.3	10,139,420	512.2
10/1/19	137,038,935	185,909,111	48,870,176	73.7	10,816,963	451.8
10/1/20	147,182,261	192,369,288	45,187,027	76.5	11,905,120	379.6
10/1/21	160,748,636	203,061,218	42,312,582	79.2	11,851,930	357.0
10/1/22	174,086,484	210,100,566	36,014,082	82.9	11,928,790	301.9
10/1/23	179,321,874	218,187,925	38,866,051	82.2	12,350,030	314.7



## ACTUARIAL ASSUMPTIONS AND COST METHOD

**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) percent-of-payroll contributions over a reasonable period of future years.

**Actuarial Value of Assets** - The Actuarial Value of Assets phases in the difference between the expected return on the actuarial value of assets and the actual return on the market of assets at the rate of 20% per year. The Actuarial Value of Assets is further adjusted 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.

### Economic Assumptions

**The investment return rate** assumed in the valuation is 6.75% per year, compounded annually (net after investment expenses).

The **Wage Inflation Rate** assumed in this valuation was 2.5% per year. The Wage Inflation Rate is defined to be the portion of total pay increases for an individual that are due to macro-economic forces including productivity, price inflation, and labor market conditions. The wage inflation rate does not include pay changes related to individual merit and seniority effects.

The assumed **real rate of return** over wage inflation is defined to be the portion of total investment return that is more than the assumed wage inflation rate. Considering other economic assumptions, the 6.75% investment return rate translates to an assumed real rate of return over wage inflation of 4.25%.

The active member population is assumed to remain constant. For purposes of financing the unfunded liabilities, total payroll is assumed to grow at 4% per year. This assumption is limited to the most recent ten year average which is currently 3.65%.



**Pay increase assumptions** for individual active members are shown below. Part of the assumption for each age for merit and/or seniority increase, and the other 2.5% recognizes wage inflation, including price inflation, productivity increases, and other macro-economic forces.

**The rates of salary increase** used are in accordance with the following table. This assumption is used to project a member’s current salary to the salaries upon which benefits will be based.

Years of Service	% Increase in Salary		
	Merit and Seniority	Base (Economic)	Total Increase
1	21.5%	2.5%	24.0%
5	4.3%	2.5%	6.8%
10	3.8%	2.5%	6.3%
15	3.3%	2.5%	5.8%
20 +	1.9%	2.5%	4.4%

#### Demographic Assumptions

**The mortality tables** are the PUB-2010 Headcount Weighted Safety Below Median Employee Male Table (pre-retirement), the PUB-2010 Headcount Weighted Safety Employee Female Table (pre-retirement), the PUB-2010 Headcount Weighted Safety Below Median Healthy Retiree Male Table (post-retirement) and the PUB-2010 Safety Healthy Retiree Female Table (post-retirement). These tables use ages set forward one year and mortality improvements to all future years after 2010 using scale MP-2018. These are the same rates used for Special Risk Class members in the July 1, 2022 Actuarial Valuation of the Florida Retirement System (FRS).

#### FRS Healthy Post-Retirement Mortality for Special Risk Class Members

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

This assumption is used to measure the probabilities of each benefit payment being made after retirement.

**FRS Healthy Pre-Retirement Mortality for Special Risk Class Members**

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

This assumption is used to measure the probabilities of active members dying prior to retirement (75% of deaths are assumed to be service-connected).

For disabled retirees, the mortality tables used were 80% of the PUB-2010 Headcount Weighted General Disabled Retiree Male Table and 20% of the Headcount Weighted Safety Disabled Retiree Male Table, and 80% of the PUB-2010 Headcount Weighted General Disabled Retiree Female Table and 20% Headcount Weighted Safety Disabled Retiree Female Table, both with no provision being made for future mortality improvements. These are the same rates used for Special Risk Class members in the July 1, 2019 Actuarial Valuation of the Florida Retirement System (FRS).

**FRS Disabled Mortality for Special Risk Class Members**

Sample Attained Ages (in 2023)	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
50	1.45 %	1.25 %	24.04	26.84
55	1.91	1.50	20.88	23.54
60	2.37	1.81	17.92	20.32
65	3.00	2.22	15.07	17.17
70	3.91	2.90	12.39	14.10
75	5.30	4.13	9.87	11.22
80	7.66	6.21	7.60	8.67

**The rates of retirement** used to measure the probability of eligible members retiring during the next year were as follows:

10 or more years of service on October 1, 2014		Tier 1 Employees with Less than 10 years of service on 10/1/2014		Tier 2 Employees	
Years of Service	Probability of Retirement	Year of Eligibility	Probability of Retirement	Age	Probability of Retirement
20	30 %	1	30 %	55	30 %
21	20	2	20	56	20
22	20	3	20	57	20
23+	100	4+	100	58+	100
<b>Age 55</b>	100% if first eligible			<b>25 Years of Svc</b>	100% if first eligible

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

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

Years of Service	Turnover
0-1	10.0%
1-2	8.0%
2-3	6.0%
3-4	5.5%
4-5	5.0%
5-6	4.5%
6-7	4.0%
7-8	3.5%
8-9	3.0%
9-10	2.5%
10-11	2.0%
11-12	1.5%
12-13	1.0%
13-19	0.5%
20+	0.1%

**Rates of disability** among active members (75% of disabilities are assumed to be service-connected).

Attained Ages	Rate of Disability
20	0.21%
30	0.33%
40	0.57%
50	1.50%
60	1.50%

## Miscellaneous and Technical Assumptions

<b><i>Administrative &amp; Investment Expenses</i></b>	The investment return assumption is intended to be the return net of investment expenses. Annual administrative expenses are assumed to be equal to the average of the prior two years' expenses. Assumed administrative expenses are added to the Normal Cost.
<b><i>Benefit Service</i></b>	Service calculated based on completed months is used to determine the amount of benefit payable.
<b><i>Decrement Operation</i></b>	Disability and mortality decrements operate during retirement eligibility.
<b><i>Decrement Timing</i></b>	Decrement of all types are assumed to occur at the beginning of the year.
<b><i>Eligibility Testing</i></b>	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.
<b><i>Forfeitures</i></b>	For vested separations from service, it is assumed that 0% of members separating will withdraw their contributions and forfeit an employer financed benefit. It was further assumed that the liability at termination is the greater of the vested deferred benefit (if any) or the member's accumulated contributions.
<b><i>Incidence of Contributions</i></b>	Employer contributions are assumed to be made at the end of each 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.
<b><i>Marriage Assumption</i></b>	100% of males and 100% of females are assumed to be married for purposes of death-in-service benefits. Male spouses are assumed to be three years older than female spouses for active member valuation purposes.
<b><i>Normal Form of Benefit</i></b>	A life annuity with ten years certain is the normal form of benefit.
<b><i>Pay Increase Timing</i></b>	Middle of fiscal year. This is equivalent to assuming that reported pays represent amounts paid to members during the year following the valuation date.
<b><i>Service Credit Accruals</i></b>	It is assumed that members accrue one year of service credit per year.

## GLOSSARY OF TERMS

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

<b><i>Amortization Method</i></b>	A method for determining the Amortization Payment. The most common methods used are level dollar and level percentage of payroll. Under the Level Dollar method, the Amortization Payment is one of a stream of payments, all equal, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the Amortization Payment is one of a stream of increasing payments, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the stream of payments increases at the rate at which total covered payroll of all active members is assumed to increase.
<b><i>Amortization Payment</i></b>	That portion of the plan contribution or ADC which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.
<b><i>Amortization Period</i></b>	The period used in calculating the Amortization Payment.
<b><i>Actuarially Determined Contribution (ADC)</i></b>	The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation. The ADC consists of the Employer Normal Cost and Amortization Payment.
<b><i>Closed Amortization Period</i></b>	A specific number of years that is reduced by one each year, and declines to zero with the passage of time. For example if the amortization period is initially set at 30 years, it is 29 years at the end of one year, 28 years at the end of two years, etc.
<b><i>Employer Normal Cost</i></b>	The portion of the Normal Cost to be paid by the employer. This is equal to the Normal Cost less expected member contributions.
<b><i>Equivalent Single Amortization Period</i></b>	For plans that do not establish separate amortization bases (separate components of the UAAL), this is the same as the Amortization Period. For plans that do establish separate amortization bases, this is the period over which the UAAL would be amortized if all amortization bases were combined upon the current UAAL payment.
<b><i>Experience Gain/Loss</i></b>	A measure of the difference between the normal cost rate from last year and the normal cost rate from this year.
<b><i>Funded Ratio</i></b>	The ratio of the Actuarial Value of Assets to the Actuarial Accrued Liability.
<b><i>GASB</i></b>	Governmental Accounting Standards Board.

***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. 67 sets the accounting rules for the employers that sponsor or contribute to public retirement systems, while Statement No. 68 sets the rules for the systems themselves.

***Normal Cost***

The annual cost assigned, under the Actuarial Cost Method, to the current plan year.

***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

Item	September 30	
	2023	2022
A. Cash and Cash Equivalents (Operating Cash)	\$ 14,766,793	\$ 2,632,469
B. Receivables		
1. Member Contributions	\$ 44,074	\$ -
2. Employer Contributions	-	-
3. State Contributions	-	-
4. Investment Income & Other Receivables	<u>777,901</u>	<u>1,195,257</u>
5. Total Receivables	\$ 821,975	\$ 1,195,257
C. Investments		
1. Short-Term Investments	\$ -	\$ -
2. Domestic Equities*	116,776,340	89,548,530
3. International Equities*	-	20,844,910
4. Private Equities	2,153,214	1,138,631
5. Domestic Fixed Income	29,459,175	39,411,552
6. Alternative Funds	6,609,363	-
7. Real Estate	<u>26,846,255</u>	<u>30,150,365</u>
8. Total Investments	\$181,844,347	\$ 181,093,988
D. Liabilities		
1. Benefits Payable	\$ -	\$ -
2. Prepaid City Contributions	-	-
3. Accrued Expenses and Other Payables	<u>(535,948)</u>	<u>(220,646)</u>
4. Total Liabilities	\$ (535,948)	\$ (220,646)
E. Market Value of Assets Available for Benefits	\$196,897,167	\$ 184,701,068
F. Reserves		
1. State Contribution Reserve	\$ -	\$ -
2. DROP Accounts	<u>(29,268,635)</u>	<u>(27,230,289)</u>
3. Total Reserves	\$ (29,268,635)	\$ (27,230,289)
G. Total Market Value Net of Reserves	\$167,628,532	\$ 157,470,779
H. Allocation of Investments		
1. Short-Term Investments	0.0%	0.0%
2. Domestic Equities*	64.2%	49.4%
3. International Equity*	0.0%	11.5%
4. Private Equities	1.2%	0.6%
5. Domestic Fixed Income	16.2%	21.8%
6. Alternative Funds	3.6%	0.0%
7. Real Estate	<u>14.8%</u>	<u>16.7%</u>
8. Total Investments	100.0%	100.0%

\* The breakdown between domestic and international equities was not available.



## Reconciliation of Plan Assets

Item	September 30	
	2023	2022
A. Market Value of Assets at Beginning of Year	\$ 184,701,068	\$ 221,393,399
B. Revenues and Expenditures		
1. Contributions		
a. Employee Contributions	\$ 1,247,839	\$ 1,185,756
b. Employer Contributions	6,343,572	6,712,187
c. State Contributions	1,158,036	934,519
d. Other Revenue/Purchased Service Credit	-	-
e. Total	<u>\$ 8,749,447</u>	<u>\$ 8,832,462</u>
2. Investment Income		
a. Interest, Dividends, and Other Income	\$ 4,739,322	\$ 4,646,571
b. Net Realized Gains/(Losses)	N/A *	N/A *
c. Net Unrealized Gains/(Losses)	12,955,701 *	(36,653,156) *
d. Investment Expenses	<u>(1,480,429)</u>	<u>(1,534,304)</u>
e. Net Investment Income	<u>\$ 16,214,594</u>	<u>\$ (33,540,889)</u>
3. Benefits and Refunds		
a. Refunds	\$ (68,556)	\$ (70,378)
b. Regular Monthly Benefits	(9,338,330)	(8,565,925)
c. DROP Distributions	(3,070,423)	(3,080,368)
d. Lump-Sum Benefits Paid	-	-
e. Total	<u>\$ (12,477,309)</u>	<u>\$ (11,716,671)</u>
4. Administrative and Miscellaneous Expenses	\$ (290,633)	\$ (267,233)
C. Market Value of Assets at End of Year		
1. Market Value at End of Year	\$ 196,897,167	\$ 184,701,068
2. Less DROP Account Balances	29,268,635	27,230,289
3. Less State Contribution Reserve	-	-
4. Final Market Value at End of Year	<u>\$ 167,628,532</u>	<u>\$ 157,470,779</u>

\*The breakdown between the net realized gains and losses and the net unrealized gains and losses was not available.

**ACTUARIAL VALUE OF ASSETS**

<b>Year Ended September 30:</b>	<b>2023</b>	<b>2022</b>
A. Funding Value Beginning of Year*	\$201,316,773	\$193,189,406
B. Market Value End of Year*	196,897,167	184,701,068
C. Market Value Beginning of Year*	184,701,068	221,393,399
D. Non-Investment Net Cash Flow	(4,018,495)	(3,151,442)
E. Investment Income		
E1. Market Total: B - C - D	16,214,594	(33,540,889)
E2. Amount for Immediate Recognition	13,453,258	12,933,924
E3. Amount for Phased-In Recognition: E1-E2	2,761,336	(46,474,813)
F. Phased-In Recognition of Investment Income		
F1. Current Year: 0.20 x E3	552,267	(9,294,963)
F2. First Prior Year	(9,294,963)	6,751,597
F3. Second Prior Year	6,751,597	479,279
F4. Third Prior Year	479,279	(649,207)
F5. Fourth Prior Year	(649,207)	1,058,179
F6. Total Recognized Investment Gain/(loss)	(2,161,027)	(1,655,115)
G. Funding Value End of Year		
G1. Preliminary Funding Value: A + D + E2 + F6	208,590,509	201,316,773
G2. Upper Corridor Limit: 120% x B	236,276,600	221,641,282
G3. Lower Corridor Limit: 80% x B	157,517,734	147,760,854
G4. Funding Value	208,590,509	201,316,773
G5. Reserved for DROP Balances	29,268,635	27,230,289
G6. State Reserve	0	0
G7. Adjusted Funding Value	179,321,874	174,086,484
H. Difference between Market & Funding Value	11,693,342	16,615,705
I. Recognized Net Rate of Return	5.67%	5.89%
J. Net Market Value Rate of Return	8.88%	(15.26)%
K. Ratio of Funding Value to Market Value	105.94%	109.00%

\* Before Offset of State Contribution Reserve and DROP Accounts



**Reconciliation of DROP Accounts**

<b>Year Ended 9/30</b>	<b>Balance at Beginning of Year</b>	<b>Credits</b>	<b>Interest</b>	<b>Distributions</b>	<b>Balance at End of Year</b>
2011	\$ 6,366,867	\$ 2,221,197	\$ (272,901)	\$ (22,000)	\$ 8,293,163
2012	8,293,200 *	2,668,925	1,367,528	(907,550)	11,422,103
2013	11,422,103	3,203,114	1,118,424	(838,261)	14,905,380
2014	14,905,380	2,792,351	1,090,593	(3,441,785)	15,346,539
2015	15,346,539	2,648,270	(336,421)	(1,004,405)	16,653,983
2016	16,653,983	2,910,681	2,124,528	(1,775,717)	19,913,475
2017	19,942,000 *	3,105,050	2,818,776	(1,812,206)	24,053,620
2018	24,053,620	3,081,832	2,584,011	(1,716,333)	28,003,130
2019	28,003,130	2,924,545	1,255,461	(3,155,108)	29,028,028
2020	29,028,028	2,247,157	2,094,308	(4,423,207)	28,946,286
2021	28,946,286	2,054,714	5,833,289	(4,393,519)	32,440,770
2022	32,440,770	2,571,968	(4,702,081)	(3,080,368)	27,230,289
2023	27,230,289	2,682,297	2,426,472	(3,070,423)	29,268,635

<u>Year Ending</u>	<u>Investment Rate of Return</u>	
	<u>Market Value</u>	<u>Actuarial Value</u>
12/31/1974	(2.4) %	NA
12/31/1975	12.5	NA
12/31/1976	18.0	NA
12/31/1977	0.7	7.7 %
12/31/1978	2.4	6.5
12/31/1979	8.7	8.5
12/31/1980	4.8	9.9
12/31/1981	10.4	10.2
12/31/1982	24.1	11.1
12/31/1983	12.2	12.1
12/31/1984	12.2	12.7
12/31/1985	25.4	23.4
12/31/1986	18.5	12.1
12/31/1987	6.5	11.1
12/31/1988	9.3	8.3
12/31/1989	18.0	17.1
9/30/1990 (9 mos.)	0.9	1.6
9/30/1991	19.9	17.1
9/30/1992	11.8	10.4
9/30/1993	12.2	5.1
9/30/1994	2.2	4.9
9/30/1995	18.2	8.6
9/30/1996	13.4	10.9
9/30/1997	22.6	13.8
9/30/1998	8.9	12.0
9/30/1999	11.0	13.2
9/30/2000	5.2	10.8
9/30/2001	(2.0)	7.8
9/30/2002	(3.2)	3.4
9/30/2003	12.5	4.4
9/30/2004	9.5	4.2
9/30/2005	9.9	5.5
9/30/2006	8.2	7.6
9/30/2007	13.0	10.6
9/30/2008	(13.6)	3.3
9/30/2009	8.9	3.5
9/30/2010	6.2	3.3
9/30/2011	(3.1)	1.3
9/30/2012	16.4	3.0
9/30/2013	10.6	7.0
9/30/2014	8.4	7.2
9/30/2015	(2.0)	5.7
9/30/2016	11.8	8.1
9/30/2017	13.6	8.2
9/30/2018	10.1	8.3
9/30/2019	4.5	7.6
9/30/2020	8.0	9.1
9/30/2021	25.6	12.1
9/30/2022	(15.3)	5.9
9/30/2023	8.9	5.7
<b>Average Returns:</b>		
Last 5 Years	5.5 %	8.1 %
Last 10 Years	6.9 %	7.8 %
All Years	8.8 %	8.5 %

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. Results up to 1987 are prior to separation of Fund into General and Police Funds. Market Value is net of investment expenses starting in 2006.



## **SECTION D**

---

### **FINANCIAL ACCOUNTING INFORMATION**

**FASB NO. 35 INFORMATION**

A. Valuation Date	October 1, 2023	October 1, 2022
<b>B. Actuarial Present Value of Accumulated Plan Benefits</b>		
1. Vested Benefits		
a. Members Currently Receiving Payments	\$ 168,002,112	\$ 158,370,023
b. Terminated Vested Members	439,231	0
c. Other Members	<u>37,062,639</u>	<u>41,124,516</u>
d. Total	205,503,982	199,494,539
2. Non-Vested Benefits	7,648,887	6,885,560
3. Total Actuarial Present Value of Accumulated Plan Benefits: 1d + 2	213,152,869	206,380,099
4. Accumulated Contributions of Active Members	7,751,176	7,879,063
<b>C. Changes in the Actuarial Present Value of Accumulated Plan Benefits</b>		
1. Total Value at Beginning of Year	206,380,099	199,991,955
2. Changes During the Period Attributable to:		
a. Plan Amendments	0	0
b. Change in Actuarial Assumptions	0	0
c. Latest Member Data, Benefits Accumulated and Decrease in the Discount Period	18,861,953	17,596,415
d. Benefits Paid	<u>(12,089,183)</u>	<u>(11,208,271)</u>
e. Net Increase	6,772,770	6,388,144
3. Total Value at End of Period	213,152,869	206,380,099
<b>D. Market Value of Assets</b>	167,628,532	157,470,779



**SCHEDULE OF CHANGES IN THE EMPLOYER'S NET PENSION LIABILITY AND RELATED RATIOS**  
**GASB Statement No. 67**

Fiscal year ending September 30,	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
<b>Total Pension Liability</b>										
Service Cost	\$ 3,998,345	\$ 3,864,933	\$ 3,923,904	\$ 3,568,663	\$ 3,074,273	\$ 2,973,682	\$ 2,953,358	\$ 3,084,847	\$ 2,981,771	\$ 3,450,673
Interest	16,294,233	15,224,497	14,780,574	14,625,698	13,486,029	12,864,078	12,556,108	11,952,044	11,963,143	11,440,209
Benefit Changes	-	5,391,716	-	-	10,238,899	-	-	-	(6,934,786)	-
Difference between actual & expected experience	(6,731,126)	3,330,373	603,418	1,280,381	1,294,308	2,235,073	(267,929)	1,587,630	(935,569)	62,656
Assumption Changes	-	-	1,057,785	(3,102,099)	967,074	935,084	(1,978,523)	-	864,537	-
Benefit Payments	(12,408,753)	(11,646,293)	(12,482,076)	(13,140,570)	(9,687,286)	(7,697,900)	(7,360,707)	(7,959,121)	(6,092,881)	(8,212,520)
Refunds	(68,556)	(70,378)	(41,229)	(96,785)	(57,024)	(64,710)	-	(45,464)	(35,258)	-
Other (Increase in State Reserve)	-	-	-	-	-	-	-	(180,907)	77,708	66,707
<b>Net Change in Total Pension Liability</b>	<b>1,084,143</b>	<b>16,094,848</b>	<b>7,842,376</b>	<b>3,135,288</b>	<b>19,316,273</b>	<b>11,245,307</b>	<b>5,902,307</b>	<b>8,439,029</b>	<b>1,888,665</b>	<b>6,807,725</b>
<b>Total Pension Liability - Beginning</b>	<b>243,636,359</b>	<b>227,541,511</b>	<b>219,699,135</b>	<b>216,563,847</b>	<b>197,247,574</b>	<b>186,002,267</b>	<b>180,099,960</b>	<b>171,660,931</b>	<b>169,772,266</b>	<b>162,964,541</b>
<b>Total Pension Liability - Ending (a)</b>	<b>\$ 244,720,502</b>	<b>\$ 243,636,359</b>	<b>\$ 227,541,511</b>	<b>\$ 219,699,135</b>	<b>\$ 216,563,847</b>	<b>\$ 197,247,574</b>	<b>\$ 186,002,267</b>	<b>\$ 180,099,960</b>	<b>\$ 171,660,931</b>	<b>\$ 169,772,266</b>
<b>Plan Fiduciary Net Position</b>										
Contributions - Employer	\$ 6,343,572	\$ 6,712,187	\$ 6,807,121	\$ 6,734,660	\$ 5,633,835	*** \$ 5,589,768	** \$ 6,091,355	\$ 5,956,105	\$ 6,252,617	\$ 6,969,739
Contributions - Employer (from state)	1,158,036	934,519	895,509	923,117	926,181	859,727	810,863	802,736	735,535	724,534
Contributions - Non-Employer Contributing Entity	-	-	-	-	-	-	-	-	-	-
Contributions - Member	1,247,839	1,185,756	1,020,972	1,009,742	934,674	871,611	861,371	875,249	833,532	874,712
Net Investment Income	16,214,594	(33,540,889)	45,508,872	13,526,326	7,408,413	15,296,284	18,088,961	14,081,428	(2,413,158)	9,306,160
Benefit Payments	(12,408,753)	(11,646,293)	(12,482,076)	(13,140,570)	(9,687,286)	(7,697,900)	(7,360,707)	(7,959,121)	(6,092,881)	(8,212,520)
Refunds	(68,556)	(70,378)	(41,229)	(96,785)	(57,024)	(64,710)	-	(45,464)	(35,258)	-
Administrative Expense	(290,633)	(267,233)	(282,996)	(213,197)	(226,616)	(207,062)	(180,750)	(227,065)	(224,150)	(207,024)
Other	-	-	-	-	-	-	-	-	-	-
<b>Net Change in Plan Fiduciary Net Position</b>	<b>12,196,099</b>	<b>(36,692,331)</b>	<b>41,426,173</b>	<b>8,743,293</b>	<b>4,932,177</b>	<b>14,647,718</b>	<b>18,311,092</b>	<b>13,483,868</b>	<b>(943,763)</b>	<b>9,455,601</b>
<b>Plan Fiduciary Net Position - Beginning</b>	<b>184,701,068</b>	<b>221,393,399</b>	<b>179,967,226</b>	<b>171,223,933</b>	<b>166,291,756</b>	<b>151,644,038</b>	<b>133,332,946</b>	<b>119,849,078</b>	<b>120,792,841</b>	<b>111,337,240</b>
<b>Plan Fiduciary Net Position - Ending (b)</b>	<b>\$ 196,897,167</b>	<b>\$ 184,701,068</b>	<b>\$ 221,393,399</b>	<b>\$ 179,967,226</b>	<b>\$ 171,223,933</b>	<b>\$ 166,291,756</b>	<b>\$ 151,644,038</b>	<b>\$ 133,332,946</b>	<b>\$ 119,849,078</b>	<b>\$ 120,792,841</b>
<b>Net Pension Liability - Ending (a) - (b)</b>	<b>47,823,335</b>	<b>58,935,291</b>	<b>6,148,112</b>	<b>39,731,909</b>	<b>45,339,914</b>	<b>30,955,818</b>	<b>34,358,229</b>	<b>46,767,014</b>	<b>51,811,853</b>	<b>48,979,425</b>
<b>Plan Fiduciary Net Position as a Percentage</b>										
<b>of Total Pension Liability</b>	80.46 %	75.81 %	97.30 %	81.92 %	79.06 %	84.31 %	81.53 %	74.03 %	69.82 %	71.15 %
<b>Covered Payroll*</b>	\$ 11,928,790	\$ 11,851,930	\$ 11,905,120	\$ 10,816,963	\$ 10,139,420	\$ 9,770,304	\$ 9,355,012	\$ 9,656,131	\$ 8,949,617	\$ 9,339,051
<b>Net Pension Liability as a Percentage</b>										
<b>of Covered Payroll</b>	400.91 %	497.26 %	51.64 %	367.31 %	447.16 %	316.84 %	367.27 %	484.32 %	578.93 %	524.46 %

\* Expected Covered Payroll.

\*\* Excludes \$56,911 prepaid contribution as directed by the auditor.

\*\*\* Excludes \$115,328 prepaid contribution as directed by the auditor.



**SCHEDULE OF THE EMPLOYER'S NET PENSION LIABILITY**  
**GASB Statement No. 67**

FY Ending September 30,	Total Pension Liability	Plan Net Position	Net Pension Liability	Plan Net Position as a % of Total Pension Liability	Covered Payroll*	Net Pension Liability as a % of Covered Payroll
2014	\$ 169,772,266	\$ 120,792,841	\$ 48,979,425	71.15%	\$ 9,339,051	524.46%
2015	171,660,931	119,849,078	51,811,853	69.82%	8,949,617	578.93%
2016	180,099,960	133,332,946	46,767,014	74.03%	9,656,131	484.32%
2017	186,002,267	151,644,038	34,358,229	81.53%	9,355,012	367.27%
2018	197,247,574	166,291,756	30,955,818	84.31%	9,770,304	316.84%
2019	216,563,847	171,223,933	45,339,914	79.06%	10,139,420	447.16%
2020	219,699,135	179,967,226	39,731,909	81.92%	10,816,963	367.31%
2021	227,541,511	221,393,399	6,148,112	97.30%	11,905,120	51.64%
2022	243,636,359	184,701,068	58,935,291	75.81%	11,851,930	497.26%
2023	244,720,502	196,897,167	47,823,335	80.46%	11,928,790	400.91%

\* Expected Covered Payroll.

**NOTES TO SCHEDULE OF THE EMPLOYER'S NET PENSION LIABILITY**  
**GASB Statement No. 67**

**Valuation Date:** October 1, 2022  
**Measurement Date:** September 30, 2023

**Methods and Assumptions Used to Determine Net Pension Liability:**

Actuarial Cost Method	Entry Age Normal
Inflation	2.50%
Salary Increases	4.4% to 24.0%, including inflation, based on service
Investment Rate of Return	6.75%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition
Mortality	The same versions of Pub-2010 Headcount-Weighted Mortality Tables as used by the Florida Retirement System (FRS) in their July 1, 2021 actuarial valuation (with mortality improvements projected to all future years after 2010 using Scale MP-2018). Florida Statutes Chapter 112.63(1)(f) mandates the use of mortality tables from one of the two most recently published FRS actuarial valuation reports.

**Other Information:**

Notes See Discussion of Valuation Results from the October 1, 2022 Actuarial Valuation Report.

**SCHEDULE OF CONTRIBUTIONS**  
**GASB Statement No. 67**

FY Ending September 30,	Actuarially Determined Contribution	Actual Contribution	Contribution Deficiency (Excess)	Covered Payroll*	Actual Contribution as a % of Covered Payroll
2011	\$ 5,993,803	\$ 5,653,461	\$ 340,342	\$ 11,208,624	50.44%
2012	6,072,115	6,072,115	-	11,022,576	55.09%
2013	6,692,379	6,692,379	-	9,907,061	67.55%
2014	7,627,566	7,627,566	-	9,339,051	81.67%
2015	6,910,444	6,910,444	-	8,949,617	77.21%
2016	6,939,748	6,939,748	-	9,656,131	71.87%
2017	6,894,091	6,902,218	(8,127)	9,355,012	73.78%
2018	6,449,495	6,449,495	-	9,770,304	66.01%
2019	6,560,016	6,560,016	-	10,139,420	64.70%
2020	7,657,777	7,657,777	-	10,816,963	70.79%
2021	7,702,630	7,702,630	-	11,905,120	64.70%
2022	7,646,706	7,646,706	-	11,851,930	64.52%
2023	7,501,608	7,501,608	-	11,928,790	62.89%

\* Expected Covered Payroll.

\*\* Excludes \$56,911 prepaid contribution as directed by the auditor.

\*\*\* Excludes \$115,328 prepaid contribution as directed by the auditor.



**NOTES TO SCHEDULE OF CONTRIBUTIONS**  
**GASB Statement No. 67**

**Valuation Date:** October 1, 2021  
**Notes** Actuarially determined contributions are calculated as of October 1, which is two year(s) 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 Percentage of Payroll, Closed
Remaining Amortization Period	30 years
Asset Valuation Method	5-year smoothed market
Inflation	2.5%
Salary Increases	4.4% to 24.0%, including inflation, based on service
Investment Rate of Return	6.75%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition
Mortality	The same versions of Pub-2010 Headcount-Weighted Mortality Tables as used by the Florida Retirement System (FRS) in their July 1, 2021 actuarial valuation (with mortality improvements projected to all future years after 2010 using Scale MP-2018). Florida Statutes Chapter 112.63(1)(f) mandates the use of mortality tables from one of the two most recently published FRS actuarial valuation reports.

**Other Information:**  
**Notes** See Discussion of Valuation Results in the October 1, 2021 Actuarial Valuation Report.

**SINGLE DISCOUNT RATE  
GASB Statement No. 67**

A single discount rate of 6.75% was used to measure the total pension liability. This single discount rate was based on the expected rate of return on pension plan investments of 6.75%. The projection of cash flows used to determine this single discount rate assumed that plan member contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the difference between the total actuarially determined contribution rates and the member rate. Based on these assumptions, the pension plan’s fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments (6.75%) was applied to all periods of projected benefit payments to determine the total pension liability.

Regarding the sensitivity of the net pension liability to changes in the single discount rate, the following presents the plan’s net pension liability, calculated using a single discount rate of 6.75%, as well as what the plan’s net pension liability would be if it were calculated using a single discount rate that is 1-percentage-point lower or 1-percentage-point higher:

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

1% Decrease 5.75%	Current Single Discount Rate Assumption 6.75%	1% Increase 7.75%
\$72,690,479	\$47,823,335	\$27,097,422

## **SECTION E**

---

### **MISCELLANEOUS INFORMATION**

RECONCILIATION OF MEMBERSHIP DATA		
	From 10/1/22 To 10/1/23	From 10/1/21 To 10/1/22
<b>A. Active Members</b>		
1. Number Included in Last Valuation	127	129
2. New Members Included in Current Valuation	7	1
3. Transfer from General Employees	2	9
4. Non-Vested Employment Terminations	(2)	(2)
5. Vested Employment Terminations	(1)	0
6. DROP Retirement	(8)	(10)
7. Service Retirements	0	0
8. Disability Retirements	0	0
9. Deaths	0	0
10. Rehires	0	0
11. Number Included in This Valuation	125	127
<b>B. Terminated Vested Members</b>		
1. Number Included in Last Valuation	0	1
2. Additions from Active Members	1	0
3. Lump Sum Payments/Refund of Contributions	0	0
4. Payments Commenced	0	(1)
5. Deaths	0	0
6. Other (Data Correction)	0	0
7. Number Included in This Valuation	1	0
<b>C. DROP Plan Members</b>		
1. Number Included in Last Valuation	33	30
2. Additions from Active Members	8	10
3. Retirements	(6)	(7)
4. Deaths Resulting in No Further Payments	0	0
5. Other: Data Correction	0	0
6. Number Included in This Valuation	35	33
<b>D. Service Retirees, Disability Retirees and Beneficiaries</b>		
1. Number Included in Last Valuation	158	152
2. Additions from Active Members	0	0
3. Additions from Terminated Vested Members	0	1
4. Additions from DROP Plan	6	7
5. Deaths Resulting in No Further Payments	(1)	(2)
6. Deaths Resulting in New Survivor Benefits	0	0
7. End of Certain Period - No Further Payments	0	0
8. Other: Lump Sum	0	0
9. Number Included in This Valuation	163	158



### ACTIVE PARTICIPANT DISTRIBUTION

Ages	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.	1	0	1	0	0	0	0	0	0	0	0	0	2
Tot Pay	62,822	0	74,491	0	0	0	0	0	0	0	0	0	137,313
Avg Pay	62,822	0	74,491	0	0	0	0	0	0	0	0	0	68,657
25-29 No.	0	6	4	1	3	5	0	0	0	0	0	0	19
Tot Pay	0	380,449	280,667	74,455	229,277	417,395	0	0	0	0	0	0	1,382,243
Avg Pay	0	63,408	70,167	74,455	76,426	83,479	0	0	0	0	0	0	72,750
30-34 No.	0	1	4	4	8	21	2	0	0	0	0	0	40
Tot Pay	0	62,822	276,892	297,781	638,766	1,963,076	229,029	0	0	0	0	0	3,468,366
Avg Pay	0	62,822	69,223	74,445	79,846	93,480	114,515	0	0	0	0	0	86,709
35-39 No.	0	0	3	1	0	12	8	3	0	0	0	0	27
Tot Pay	0	0	221,546	73,839	0	1,125,495	905,341	350,636	0	0	0	0	2,676,857
Avg Pay	0	0	73,849	73,839	0	93,791	113,168	116,879	0	0	0	0	99,143
40-44 No.	0	0	2	0	0	3	1	13	1	0	0	0	20
Tot Pay	0	0	142,698	0	0	295,766	99,382	1,615,628	123,826	0	0	0	2,277,300
Avg Pay	0	0	71,349	0	0	98,589	99,382	124,279	123,826	0	0	0	113,865
45-49 No.	0	0	0	1	0	0	0	5	6	1	0	0	13
Tot Pay	0	0	0	79,367	0	0	0	596,742	775,756	115,384	0	0	1,567,249
Avg Pay	0	0	0	79,367	0	0	0	119,348	129,293	115,384	0	0	120,558
50-54 No.	0	0	0	0	0	0	0	1	1	0	0	0	2
Tot Pay	0	0	0	0	0	0	0	122,313	118,737	0	0	0	241,050
Avg Pay	0	0	0	0	0	0	0	122,313	118,737	0	0	0	120,525
55-59 No.	0	0	0	0	0	0	0	1	1	0	0	0	2
Tot Pay	0	0	0	0	0	0	0	121,864	124,887	0	0	0	246,751
Avg Pay	0	0	0	0	0	0	0	121,864	124,887	0	0	0	123,376
60-64 No.	0	0	0	0	0	0	0	0	0	0	0	0	0
Tot Pay	0	0	0	0	0	0	0	0	0	0	0	0	0
Avg Pay	0	0	0	0	0	0	0	0	0	0	0	0	0
TOT No.	1	7	14	7	11	41	11	23	9	1	0	0	125
TOT AMT	62,822	443,271	996,294	525,442	868,043	3,801,732	1,233,752	2,807,183	1,143,206	115,384	0	0	11,997,129
AVG AMT	62,822	63,324	71,164	75,063	78,913	92,725	112,159	122,051	127,023	115,384	0	0	95,977



### INACTIVE PARTICIPANT DISTRIBUTION

Age Group	Terminated Vested		Disabled		Retired		Deceased with Beneficiary	
	No.	Benefits*	No.	Benefits*	No.	Benefits*	No.	Benefits*
Under 20	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	1	40523	0	0	0	0	0	0
35-39								
	0	0	1	39521	1	81293	0	0
40-44	0	0	0	0	15	1013803	0	0
45-49	0	0	5	235101	37	2551130	0	0
50-54	0	0	2	83944	40	2528374	1	53318
55-59								
	0	0	2	76088	37	2335256	1	10838
60-64	0	0	1	11700	25	1337152	0	0
65-69	0	0	0	0	9	316982	1	23138
70-74	0	0	0	0	7	180706	4	86772
75-79								
	0	0	0	0	4	79051	3	56208
80-84	0	0	0	0	1	20233	1	13269
85-89	0	0	0	0	0	0	0	0
90-94	0	0	0	0	0	0	0	0
95-99	0	0	0	0	0	0	0	0
100 & Over	-	-	-	-	-	-	-	-
<b>Total</b>	<b>1</b>	<b>40,523</b>	<b>11</b>	<b>446,354</b>	<b>176</b>	<b>10,443,980</b>	<b>11</b>	<b>243,543</b>
<b>Average Age</b>		<b>35</b>		<b>55</b>		<b>60</b>		<b>77</b>

*\*Does Not Reflect Supplemental Payments*

## **SECTION F**

---

### **SUMMARY OF PLAN PROVISIONS**

**CITY OF PLANTATION POLICE OFFICERS' RETIREMENT SYSTEM  
SUMMARY OF PLAN PROVISIONS**

**A. Ordinances**

Plan established under the Code of Ordinances for the City of Plantation, Florida, Part II, Chapter 18, and was most recently amended under Ordinance No. 2605 adopted on December 8, 2021. The Plan is also governed by certain provisions of Part VII, Chapter 112, Florida Statutes (F.S.) and the Internal Revenue Code.

**B. Effective Date**

July 1, 1967

**C. Plan Year**

October 1 through September 30

**D. Type of Plan**

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

**E. Eligibility Requirements**

All full-time police officers of the City with one year of continuous employment prior to 9/1/73, and after 9/1/73 all full-time police officers of the City, are eligible for membership in the system.

Tier One members are those members hired prior to January 1, 2010.

Tier Two members are those members hired on or after January 1, 2010.

**F. Credited Service**

For Benefit Computation      Service for all years for which an employee contributed to this Plan. If contributions have been made for service back to 7/1/67, all service prior to 7/1/67 is credited (Benefit Service).

For Vesting & Eligibility      Service for all years for which an employee contributed to this Plan or the General Employees Plan (Vesting Service)

**G. Compensation**

For pay through 9/30/09: Base pay including the first 43 hours of overtime pay, longevity pay, educational incentive pay, assignment pay, shift differential pay, and pay for annual leave accumulation. Excluded from compensation is pay for unused sick leave, clothing allowances, officer of the year and month awards, and payment for extra duty or special detail work on behalf of a party other than the City.



For pay after 9/30/09: Total cash remuneration including the first 300 hours of overtime pay, longevity pay, educational incentive pay, assignment pay, shift differential pay, and pay for annual leave accumulation. Excluded from compensation is payment for extra duty or special detail work on behalf of a party other than the City.

For pay after 9/30/14: Base Pay plus up to 50 hours of overtime plus shift differential plus assignment pay.

#### H. Average Final Compensation (AFC)

Compensation during the highest five years preceding retirement, except employees who met the normal retirement conditions on October 1, 2014 will use the highest three years of compensation. The highest three years of compensation as of October 1, 2014 will serve as a minimum for all Tier 1 employees.

#### I. Normal Retirement

##### **Tier 1 with 20 or more years of service or age 55 with 10 years of service as of October 1, 2014.**

**Eligibility:** A member may retire on the first day of the month coincident with or next following the earlier of age 55 and 10 years of Vesting Service or 20 years of Vesting Service regardless of age.

**Benefit:**

**Tier 1:** 3.0% of AFC times Benefit Service if member has less than 20 years of Benefit Service.  
3.5% of AFC times Benefit Service if member has 20 or more years of Benefit Service.  
Maximum benefit is 80% of AFC.

Members will receive a monthly payment of \$25 multiplied by Benefit Service with the Employer as a Police Officer if they separate from service after June 1, 2019 but on or before October 1, 2019, \$40 if they separate from service after October 1, 2019 but on or before October 1, 2020, and \$50 if they separate from service after October 1, 2020. The service used for this calculation will include years of service while participating in the DROP Plan. The supplemental benefit is payable for the life of the retiree only.

Additionally, a supplemental monthly benefit of \$1,000 per month for a period of 10 years from the date of retirement. If the member has prior General Employees Plan service, a supplemental monthly benefit is payable only from this plan.

##### **Tier 1 with 17 to 19.99 years of service as of October 1, 2014.**

**Eligibility:** For accruals based on first 20 years of service, a member may retire on the first day of the month coincident with or next following the earlier of age 55 and 10 years of Vesting Service or 20 years of Vesting Service regardless of age. For accruals based on service greater than 20 years a member may retire on the first day of the month coincident with or next following the earlier of age 52 and 10 years of Vesting Service



or 25 years of Vesting Service regardless of age.

**Benefit:**

**Tier 1:** If member has 20 or more years of Vesting Service, the benefit is 3.5% of AFC times Benefit Service up to 20 years, plus 3.0% of AFC times Vesting Service for all service after. If member has less than 20 years of Benefit Service, the benefit is 3.0% of AFC times Benefit Service through October 1, 2014, plus 2.75% of AFC times Benefit Service for all service after. Maximum benefit is 75% of AFC.

Members will receive a monthly payment of \$25 multiplied by Benefit Service with the Employer as a Police Officer if they separate from service after June 1, 2019 but on or before October 1, 2019, \$40 if they separate from service after October 1, 2019 but on or before October 1, 2020 and \$50 if they separate from service after October 1, 2020. The service used for this calculation will include years of service while participating in the DROP Plan. The supplemental benefit is payable for the life of the retiree only.

Additionally, a supplemental monthly benefit of \$1,000 per month for a period of 10 years from the date of retirement.

**Tier 1 with 10 to 16.99 years of service as of October 1, 2014.**

**Eligibility:** For accruals based on service before October 1, 2014, a member may retire on the first day of the month coincident with or next following the earlier of age 55 and 10 years of Vesting Service or 20 years of Vesting Service regardless of age. For accruals based on service after October 1, 2014 a member may retire on the first day of the month coincident with or next following the earlier of age 52 and 10 years of Vesting Service or 25 years of Vesting Service regardless of age.

**Benefit:**

**Tier 1:** If member has 20 or more years of Vesting Service, the benefit is 3.5% of AFC times Benefit Service up to 17 years, and 3.0% of AFC times Benefit Service for all service after. If member has less than 20 years of Vesting Service, the benefit is 3.0% of AFC times Benefit Service through October 1, 2014, and 2.75% of AFC times Benefit Service for all service after. Maximum benefit is 75% of AFC.

Members will receive a monthly payment of \$25 multiplied by Benefit Service with the Employer as a Police Officer if they separate from service after June 1, 2019 but on or before October 1, 2019, \$40 if they separate from service after October 1, 2019 but on or before October 1, 2020 and \$50 if they separate from service after October 1, 2020. The service used for this calculation will include years of service while participating in the DROP Plan. The supplemental benefit is payable for the life of the retiree only.

Additionally, a supplemental monthly benefit of \$1,000 per month for a period of 10 years from the date of retirement.

**Tier 1 with less than 10 years of service as of October 1, 2014.**

**Eligibility:** A member may retire on the first day of the month coincident with or next following the earlier of age 55 and 10 years of Vesting Service or 20 years of Vesting Service regardless of age.

**Benefit:**

**Tier 1:** If member has 20 or more years of Vesting Service, the benefit is 3.5% of AFC times Benefit Service up to 17 years, and 3.0% of AFC times Benefit Service for all service after. If member has less than 20 years of Vesting Service, the benefit is 3.0% of AFC times Benefit Service through October 1, 2014, and 2.75% of AFC times Benefit Service for all service after. Any members whose Vesting Service is less than 25 and whose age is less than 52 will have any benefits accrued after October 1 2014 reduced by 3% for each year their retirement/DROP entry precedes the earlier of age 52 or 25 years of credited Vesting Service regardless of age. Maximum benefit is 75% of AFC.

Members will receive a monthly payment of \$25 multiplied by Benefit Service with the Employer as a Police Officer if they separate from service after June 1, 2019 but on or before October 1, 2019, \$40 if they separate from service after October 1, 2019 but on or before October 1, 2020 and \$50 if they separate from service after October 1, 2020. The service used for this calculation will include years of service while participating in the DROP Plan. The supplemental benefit is payable for the life of the retiree only.

Additionally, a supplemental monthly benefit of \$1,000 per month for a period of 10 years from the date of retirement.

**Tier 2 with less than 10 years of service as of October 1, 2014.**

**Eligibility:** A member may retire on the first day of the month coincident with or next following the earlier of age 55 and 10 years of Vesting Service or 25 years of Vesting Service regardless of age.

**Benefit:**

**Tier 2:** If a member meets normal retirement eligibility the benefit is 3.0% of AFC times Benefit Service. If member does not meet normal retirement eligibility the benefit is 3.0% of AFC times Benefit Service for all service through October 1, 2014, and 2.75% of AFC times Benefit Service for all service after. Maximum benefit is 75% of AFC.

Members will receive a monthly payment of \$25 multiplied by Benefit Service with the Employer as a Police Officer if they separate from service after June 1, 2019 but on or before October 1, 2019, \$40 if they separate from service after October 1, 2019 but on or before October 1, 2020 and \$50 if they separate from service after October 1, 2020. The service used for this calculation will include years of service while participating in the DROP Plan. The supplemental benefit is payable for the life of the retiree only.

Additionally, a supplemental monthly benefit of \$1,000 per month for a period of 10 years from the date of retirement.



Normal Form  
of Benefit: Ten year certain and life annuity, with other options available. Supplemental benefits are payable for life only.

COLA:  
Tier 1: 1.5% per year commencing five years after retirement or DROP, or October 1, 2015 if later, up to 20 annual increases. The COLA does not apply to supplemental benefits. Members who were already participating in the DROP under the provision for a five year delay, and who did not extend DROP participation, retain the provision for COLA to begin five years after DROP, or October 1, 2013 if later. The COLA for eligible members would be eliminated for benefits accrued on or after October 1, 2014.

Tier 2: No COLA

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

Eligibility: A member may elect to retire earlier than the Normal Retirement Eligibility upon attainment of Age 50 and 10 years of Vesting Service, or age 45 with 15 years of Vesting Service.

Benefit: Same as the Normal Retirement Benefit, and then reduced by 3% for each year early.

Normal Form  
of Benefit: Ten year certain and life annuity, with other options available. Supplemental benefits are payable for life only.

COLA:  
Tier 1: 1.5% per year commencing five years after retirement or DROP, or October 1, 2015 if later, up to 20 annual increases. The COLA does not apply to supplemental benefits. Members who were already participating in the DROP under the provision for a five year delay, and who did not extend DROP participation, retain the provision for COLA to begin five years after DROP, or October 1, 2013 if later. The COLA for eligible members would be eliminated for benefits accrued on or after October 1, 2014.

Tier 2: No COLA

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

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

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

Eligibility: A total and permanent disability incurred in the performance of service to the City.

Benefit: 70% of compensation at time of disability, offset by Social Security benefits and earnings from other sources such as salaries and self-employment income.





Normal Form

of Benefit: Ten year certain and life annuity, with other options available.

COLA:

Tier 1: 1.5% per year commencing five years after retirement or DROP, or October 1, 2015 if later, up to 20 annual increases. The COLA does not apply to supplemental benefits. Members who were already participating in the DROP under the provision for a five year delay, and who did not extend DROP participation, retain the provision for COLA to begin five years after DROP, or October 1, 2013 if later. The COLA for eligible members would be eliminated for benefits accrued on or after October 1, 2014.

Tier 2: No COLA

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

Eligibility: Five (5) years of Vesting Service and a total and permanent disability not incurred in the performance of service to the City.

Benefit: 70% of compensation at time of disability, offset by Social Security benefits and earnings from other sources such as salaries and self-employment income.

Normal Form

of Benefit: Ten year certain and life annuity, with other options available.

COLA:

Tier 1: 1.5% per year commencing five years after retirement or DROP, or October 1, 2015 if later, up to 20 annual increases. The COLA does not apply to supplemental benefits. Members who were already participating in the DROP under the provision for a five year delay, and who did not extend DROP participation, retain the provision for COLA to begin five years after DROP, or October 1, 2013 if later. The COLA for eligible members would be eliminated for benefits accrued on or after October 1, 2014.

Tier 2: No COLA

#### **N. Pre Retirement Death in the Line of Duty**

Eligible for Early or Normal Retirement

If option already selected, according to that Option, or if Option not selected, benefit payable as though retirement occurred on date of death under the 10 year certain and life thereafter option.

Not Eligible for Early or Normal Retirement

30% of compensation at time of death payable to spouse until spouse's death or remarriage.

Not Vested Return of Accumulated Contributions.



COLA:

Tier 1: 1.5% per year commencing five years after retirement or DROP, or October 1, 2015 if later, up to 20 annual increases. The COLA does not apply to supplemental benefits. Members who were already participating in the DROP under the provision for a five year delay, and who did not extend DROP participation, retain the provision for COLA to begin five years after DROP, or October 1, 2013 if later. The COLA for eligible members would be eliminated for benefits accrued on or after October 1, 2014.

Tier 2: No COLA

The designated beneficiary of a plan member with less than 10 years of Vesting Service will receive a refund of the member's accumulated contributions.

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

Eligible for Early or Normal Retirement

If option already selected, according to that Option, or if Option not selected, benefit payable as though retirement occurred on date of death under the 10 year certain and life thereafter option.

Not Eligible for Early or Normal Retirement but Vested

If a Member dies while still actively employed by the City or while receiving a Disability Benefit from the System, and if he has at least 10 years of Vesting Service, a monthly death benefit equal to the Member's accrued benefit is payable to the Beneficiary beginning at what would have been the Member's 55th birthday. In lieu of this deferred benefit, a beneficiary may elect an immediate benefit equal to 1.5 to 2.0 times the Member's Accumulated Contributions, depending on length of service. These same benefits also apply to terminated vested Members.

Not Vested Return of Accumulated Contributions.

COLA:

Tier 1: 1.5% per year commencing five years after retirement or DROP, or October 1, 2015 if later, up to 20 annual increases. The COLA does not apply to supplemental benefits. Members who were already participating in the DROP under the provision for a five year delay, and who did not extend DROP participation, retain the provision for COLA to begin five years after DROP, or October 1, 2013 if later. The COLA for eligible members would be eliminated for benefits accrued on or after October 1, 2014.

Tier 2: No COLA

The designated beneficiary of a plan member with less than 10 years of Vested Service will receive a refund of the member's accumulated contributions.



**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%, 75%, 66 2/3% and 100% Joint and Survivor options, without the pop-up feature. A lump sum option is available for members whose benefit does not exceed five thousand (\$5,000.00) are to be granted in the discretion of the board. The value of optional retirement benefits shall be actuarially equivalent to the value of benefits otherwise payable. The member shall make such an election by written request to the board and such an election shall be subject to the approval of the board.

**R. Vested Termination**

Eligibility: A member earns a non-forfeitable right to 100% of Plan benefits after the completion of ten (10) years of Vesting Service upon termination.

Benefit: The benefit is the member’s accrued Normal Retirement Benefit as of the date of termination. Benefit begins at the member’s Early or Normal Retirement age and will be reduced to reflect the schedule above Normal Form.

Normal Form of Benefit: Ten year certain and life annuity, with other options available.

COLA:  
Tier 1: 1.5% per year commencing five years after retirement, or October 1, 2015 if later, up to 20 annual increases. The COLA does not apply to supplemental benefits. The COLA for eligible members would be eliminated for benefits accrued on or after October 1, 2014.

Tier 2: No COLA

**S. Refunds**

Members who terminate employment and are not vested receive a return of Accumulated Contributions with interest.

**T. Member Contributions**

10.0% of pensionable compensation.

**U. Employer Contributions**

From the State Premium tax refunds

From the City The remaining amount necessary to pay the annual normal cost of the plan plus the



additional amount needed to amortize the unfunded accrued (past service) liability.

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

Eligibility For members who separate from service on or after October 1, 2008, and for members in the DROP as of October 1, 2008

Benefit: Normal Retirement Eligible on 10/1/2014  
1.5% per year commencing five years after retirement or DROP, or October 1, 2015 if later, up to 20 annual increases. The COLA does not apply to supplemental benefits. Members who were already participating in the DROP under the provision for a five year delay, and who did not extend DROP participation, retain the provision for COLA to begin five years after DROP, or October 1, 2013 if later.

Not Normal Retirement Eligible on 10/1/2014  
1.5% per year commencing seven years after retirement or DROP, up to 20 annual increases applied to the benefit accrued before October 1, 2014 only.

Tier 2: No COLA

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

Members who continue in employment past normal retirement date may either accrue larger pensions or freeze their accrued benefit and enter the DROP. Each participant in the DROP has an account credited with benefits not received and investment earnings.

#### **X. Other Ancillary Benefits**

There are no ancillary retirement type benefits not required by statutes but which might be deemed a City of Plantation Police Officers' Retirement System liability if continued beyond the availability of funding by the current funding source.

#### **Y. Changes from Previous Valuation**

None