

# CITY OF TALLAHASSEE PENSION PLANS

ACTUARIAL VALUATION REPORT AS OF  
OCTOBER 1, 2022

ANNUAL EMPLOYER CONTRIBUTION FOR THE FISCAL  
YEAR ENDING SEPTEMBER 30, 2024





January 31, 2023

Board of Trustees  
Pension Plan for the City of Tallahassee  
Tallahassee, Florida

**Re: City of Tallahassee Pension Plans Actuarial Valuation as of October 1, 2022 and Actuarial Disclosures**

Dear Trustees:

The results of the October 1, 2022 Annual Actuarial Valuation of the City of Tallahassee Pension Plans are presented in this report. The City of Tallahassee Pension Plans are treated as three separate Plans: General Employees' Pension Plan, the Police Officers' Pension Plan and the Firefighters' Pension Plan.

The computed contribution rates shown on page 1 may be considered as a minimum contribution rate that complies with the Board of Trustee's funding policy. Users of this report should be aware that contributions made at that rate do not guarantee benefit security. Given the importance of benefit security to any retirement system, we suggest that contributions to the Pension Plans in excess of those presented in this report be considered.

The contribution rates in this report are determined using the actuarial assumptions and methods disclosed in Section B of this report. This report does not include an assessment of the risks of future experience not meeting the actuarial assumptions, as this was outside the scope of this assignment. We encourage a review and assessment of investment and other significant risks (i.e., the impact of differences between actual future experience and the Plans' assumptions on the Plans' financial condition).

We believe the assumptions and methods used in this report for purposes of developing the contribution rates are reasonable. The investment return assumption, which was set by the City, is a prescribed assumption as defined by Actuarial Standard of Practice No. 27 (ASOP 27). This prescribed assumption falls within what we believe constitutes a reasonable range for this assumption as defined by ASOP 27.

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

The purposes of the valuation are to measure the Plans' funding progress and to determine the employer contribution rates for the fiscal year ending September 30, 2024. This report should not be relied on for any purpose other than the purposes described herein. Determinations of financial results associated with the benefits described in this report, for purposes other than those identified above may be significantly different. As requested, separate employer contribution rates have been prepared for General Employees, Firefighters and Police Officers.

The findings in this report are based on data or other information through September 30, 2022. 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; 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 Plans' 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.

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 valuation was based upon information furnished by the City concerning Retirement Plan 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 otherwise audit the data. We are not responsible for the accuracy or completeness of the information provided by the City.

In addition, this report was prepared using certain assumptions approved by the City and prescribed by the Florida Statutes as described in the section of this report entitled Actuarial Assumptions and Cost Methods. The prescribed assumptions are the assumed mortality rates detailed in the Actuarial Assumptions and Cost Methods section in accordance with Florida Statutes, Chapter 112.63.

This report was prepared using ProVal's valuation model, a software product of Winklevoss Technologies. We are relying on the ProVal model. We performed tests of the ProVal model with this assignment and made a reasonable attempt to understand the developer's intended purpose of, general operation of, major sensitivities and dependencies within, and key strengths and limitations of the ProVal model. In our professional judgment, the ProVal valuation model has the capability to provide results that are consistent with the purposes of the valuation and has no material limitations or known weaknesses.

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. To the best of our knowledge the information contained in this report is accurate and fairly presents the actuarial position of the Retirement Plan 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.

Peter N. Strong and Jeffrey Amrose are members of the American Academy of Actuaries. These actuaries meet the Qualification Standards of the American Academy of Actuaries 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 Plans' assets for which liabilities or current costs have not been established or otherwise taken into account in the valuation. All known events or trends which may require a material increase in plan costs or required contribution rates have been taken into account in the valuation.

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

Respectfully submitted,

GABRIEL, ROEDER, SMITH & COMPANY



Peter N. Strong, FSA, FCA, MAAA  
Enrolled Actuary No. 20-6975  
Senior Consultant & Actuary



Jeffrey Amrose, FCA, MAAA  
Enrolled Actuary No. 20-6599  
Senior Consultant & Actuary



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## **SECTION A**

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### **DISCUSSION OF VALUATION RESULTS**

# DISCUSSION OF VALUATION RESULTS

## Comparison of Required Employer Contributions

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

	For FYE 9/30/24 Based on 10/1/2022 Valuation	For FYE 9/30/22 and FYE 9/30/23 Based on 10/1/2020 <sup>#</sup> Valuation	Increase/ (Decrease)
<b>General Employees</b>			
As % of Contr. Year Payroll (Mid-Year Average Timing)	21.88 %	23.49 %	(1.61) %
If Paid in Full by January 1	\$ 26,938,000	\$ 27,127,000	\$ (189,000)
	21.50 %	23.07 %	(1.57) %
<b>Police Officers</b>			
As % of Contr. Year Payroll (Mid-Year Average Timing)	39.57 %	39.27 %	0.30 %
If Paid in Full by January 1	\$ 9,647,000	\$ 9,452,000	\$ 195,000
	38.88 %	38.58 %	0.30 %
<b>Firefighters</b>			
As % of Contr. Year Payroll (Mid-Year Average Timing)	40.00 %	45.50 %	(5.50) %
If Paid in Full by January 1	\$ 6,579,000	\$ 6,658,000	\$ (79,000)
	39.31 %	44.69 %	(5.38) %

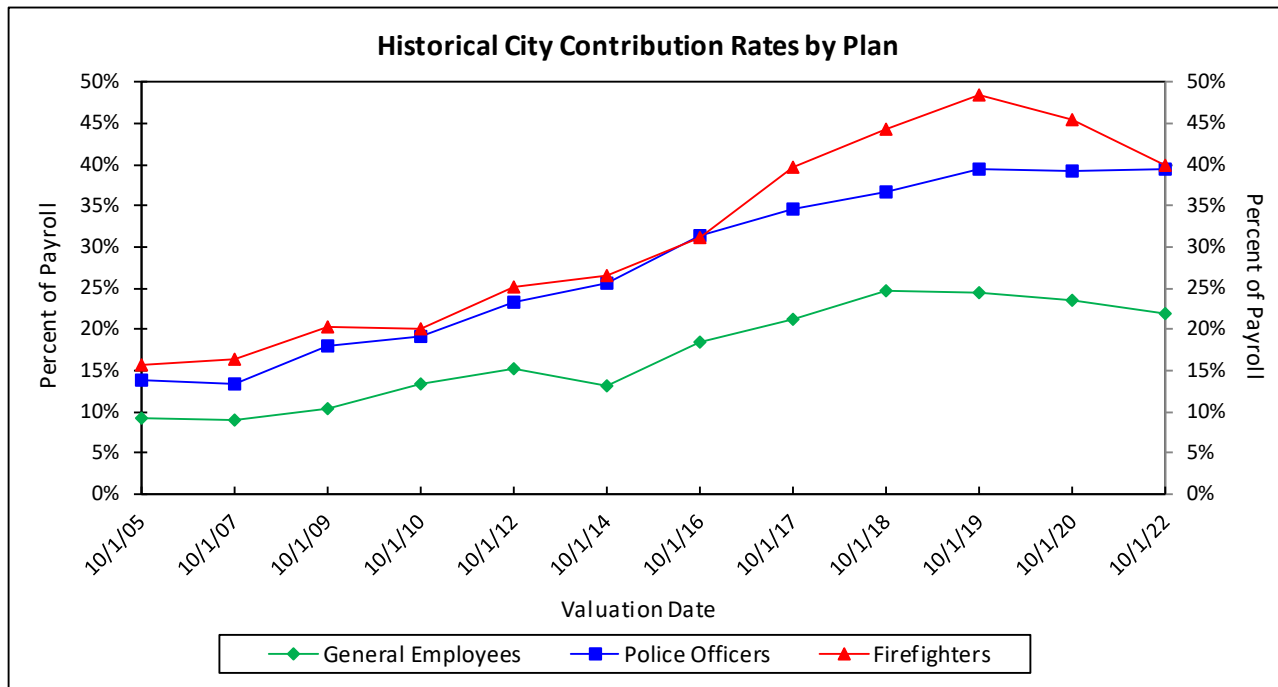
# Reflects all Actuarial Impact Statements through September 2021.

## Payment of Required Contribution

The required employer contribution rates (as percentages of pay) developed in this valuation have been calculated as though the payments are evenly distributed throughout the year. The required employer dollar amounts have been calculated as though payments are made in full on January 1<sup>st</sup>.

The actual total employer contributions for the year ending September 30, 2021 were \$44,398,000, an amount which met the minimum required payment for the year. The actual total employer contributions for the year ending September 30, 2022 were \$43,237,000, an amount which met the minimum required payment for the year.





## Revisions in Benefits

There have been the following revisions in benefits for Police Officers and Firefighters since the previous valuation:

### For Police Officers:

- Effective January 1, 2016, the legal spouse of any sworn officers whose death is determined to be the result of a service-incurred injury is eligible for the following survivor benefits: (a) a single lump sum payment equal to the member's monthly base salary multiplied by 2.0% multiplied by service projected to age 55 multiplied by 100, maximum of \$400,000; or (b) a monthly benefit equal to 81% of the average final compensation at the date of death.
- Police Officers with a pension entry date on or after January 1, 1998 and earlier than January 1, 2004 (revised from January 1, 2001) receive a 3.0% COLA on each October 1<sup>st</sup> starting at the later of normal retirement date, age 55, or the DROP exit date (if the retiree chooses to participate in the DROP).
- Beginning October 1, 2021, all Police Officers contribute at a rate of 10.99%.
- Police Officers hired on or after October 1, 2021 are classified as Part D members. Part D benefit provisions that differ from the current plan provisions (for Police Officers hired before October 1, 2021) include the following:
  - Average Final Compensation – Highest 5 years of Credited Service.
  - Benefit Accrual Rate – 3.0% for all years of Credited Service (up to 27 years).
  - Early Retirement Benefit – If the member is retiring after attainment of age 50 and 5 years of Credited Service eligibility, the Early retirement benefit is equal to the accrued Normal retirement benefit reduced by 6.0% per year for each year by which the Early Retirement date precedes the Normal Retirement date. If the member is retiring after attainment of 20 years of Credited Service, the Early retirement benefit is equal to the accrued Normal retirement benefit



reduced by 6.8% per year for each year by which the Early Retirement date precedes the 25 years of service attainment date.

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

#### Firefighters:

- Beginning April 1, 2021, Firefighters contribute at a rate of 18.69% of Compensation for Part C participants, and 16.69% of Compensation for Part D participants (members hired on or after October 1, 2017).

The above revisions in benefits for Police Officers were measured in the Actuarial Impact Statements dated April 14, 2021, June 29, 2021 and September 13, 2021; and for Firefighters were measured in the Actuarial Impact Statement dated April 14, 2021. There were no changes in benefits for General Employees. The prior valuation results (as of October 1, 2020) shown in this valuation report reflect these changes.

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

The assumed investment return assumption was reduced by 0.15% from 7.40% to 7.25%. This assumption change increased the employer contribution rate by 2.44% for General Employees, 3.53% for Police Officers, and 3.66% for Firefighters.

### **Actuarial Experience**

There were net actuarial experience gains during the past 2-year period of \$40,208,000 for General Employees (2.75% of the Actuarial Accrued Liability), \$12,208,000 for Police Officers (2.72% of the Actuarial Accrued Liability) and \$10,588,000 for Firefighters (3.40% of the Actuarial Accrued Liability), which means that actuarial experience were more favorable than expected.

Experiences gains for General Employees were primarily due to the following:

- Investment experience (on the actuarial value of assets) was higher than expected. This accounted for approximately a \$46.1 million experience gain.
- Experience from demographic sources resulted in a net experience loss of approximately \$5.9 million. Some sources of offsetting experience losses include the following:
  - Actual salary increases were slightly higher than expected among continuing vested active members. This resulted in more than \$2 million experience loss.
  - Retiree mortality experience was lower than expected among older retirees. This accounted for approximately a \$2.4 million experience loss.
  - Unexpected experience such as transfer of vested members (approximately a \$700,000 experience loss) and rehiring of previously vested terminated members (approximately a \$700,000 experience loss).

Experience gains for Police Officers were primarily due to the following:

- Investment experience (on the actuarial value of assets) was higher than expected. This accounted for approximately a \$11.1 million experience gain.
- Actual salary increases were lower than expected. Average salary increases since the prior valuation were 2.9% versus expected average increases of 5.5%. This resulted in more than \$4.7 million experience



gain.

- Termination experience was higher than expected (23 actual terminations versus 15 expected). This accounted for approximately \$300,000 in experience gains.
- There were some sources of offsetting experience losses, including higher retirement experience than expected and higher actual retirement benefits on average than projected for these new retirees (approximately a \$1.5 million experience loss) and retiree mortality experience was lower than expected (approximately a \$2.4 million experience loss).

Experience gains for Firefighters were primarily due to the following:

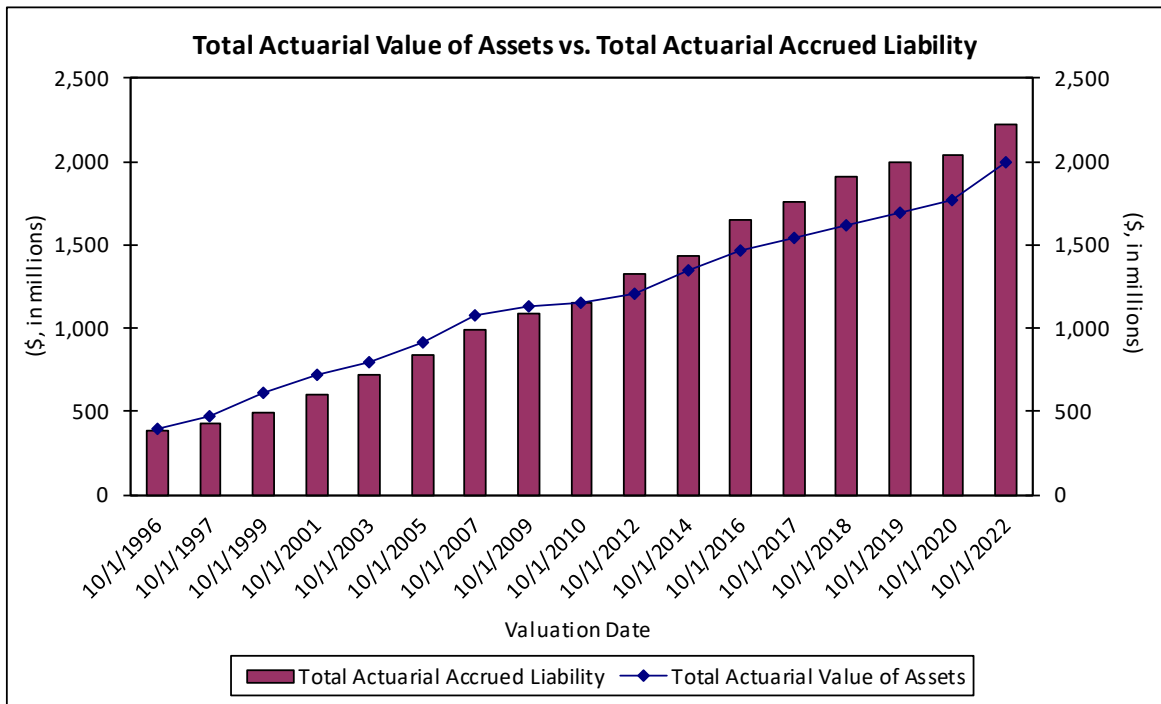
- Investment experience (on the actuarial value of assets) was higher than expected. This accounted for approximately a \$9.3 million experience gain.
- Actual salary increases were lower than expected. Average salary increase since the prior valuation were 3.2% versus expected average increases of 5.2%. This accounted for \$2.1 million of this year's experience gain.
- Termination experience was higher than expected (9 actual terminations versus 5 expected). This accounted for approximately \$200,000 in experience gains.
- There were some sources of offsetting experience losses, including lower retiree mortality experience than expected (approximately a \$1.1 million experience loss).

The total investment return based on the actuarial value of assets was 11.1% for 2021 and 7.5% for 2022 compared to the assumed annual investment return of 7.4%. The investment returns for each Plan (based on the actuarial value of assets) were 11.2% for General Employees, 10.8% for Police Officers and 11.3% for Firefighters for 2021 and 7.5% for General Employees, 7.3% for Police Officers and 7.6% for Firefighters for 2022. The total investment return on the market value of assets was 26.0% for 2021 in the aggregate, and 26.1% for General Employees, 25.8% for Police Officers and 26.0% for Firefighters; and -5.2% for 2022 in the aggregate, and -5.2% for General Employees, -5.1% for Police Officers and -5.2% for Firefighters. The investment returns on the actuarial value of assets differ for each Plan due to differences in prior years' returns and a re-allocation of previous years' investment earnings (completed as of October 1, 2019) which has not fully worked its way through the smoothing method used to determine the actuarial value of assets.

## **Funded Ratio**

This year's combined overall funded ratio for the City of Tallahassee Pension Plans is 89.7% compared to 86.9% in the last valuation. The funded ratios for each Plan are 91.6% for General Employees, 87.6% for Police Officers, and 83.4% for Firefighters. Before reflecting the assumption changes, the combined funded ratio would have been 91.2% and the funded ratio for each Plan would have been 93.2% for General Employees, 89.2% for Police Officers, and 84.8% for Firefighters. In the prior valuation the funded ratios for each Plan were 89.1% for General Employees, 85.0% for Police Officers, and 79.7% for Firefighters. The funded ratio is equal to the actuarial value of assets divided by the actuarial accrued (past service) liability. Below is a historical comparison of the total actuarial value of assets versus the total actuarial accrued liability:





## Analysis of Employer Contribution

The components of change in the required contribution as a percent of payroll are as follows:

	General Employees	Police Officers	Firefighters
Contribution Rate Last Year	23.49 %	39.27 %	45.50 %
Experience (Gains) or Losses	(3.08)	(4.27)	(5.59)
Plan Changes	0.00	0.00	0.00
Assumption/Method Changes			
Investment Return Assumption Change	2.44	3.53	3.66
Change in Payroll Growth Assumption for UAAL Amortization	0.03	2.16	0.23
Other Changes in Amortization Payments on UAAL	(0.61)	0.17	(2.32)
Employer Normal Cost Rate	(0.18)	(0.66)	(0.78)
Administrative Expense	(0.21)	(0.63)	(0.70)
Contribution Rate This Year	21.88 %	39.57 %	40.00 %

The other changes in amortization payments on the UAAL include causes due to differences in expected total covered payroll growth (amortization payments grew by the assumed payroll growth rate, which was higher than the actual payroll growth for Police Officers and lower than the actual payroll growth rate for General Employees and Firefighters) and the contribution lag (the contribution rate determined in the October 1, 2019 actuarial valuation was contributed during the fiscal year ending September 30, 2021, and this contribution rate was higher than the contribution rate calculated as of October 1, 2020).

According to the Florida Administrative Code (Statute 112), the payroll growth assumption used to determine amortization amounts may not exceed the average payroll growth over the last ten years. The long-term payroll growth assumption is 3.5%, but the ten-year average payroll growth rates as of October 1, 2020 and October 1, 2022 were as follows:

	10-year average payroll growth rate as of	
	<u>10/1/2020</u>	<u>10/1/2022</u>
General Employees	2.31 %	2.21 %
Police Officers	2.49 %	1.01 %
Firefighters	3.05 %	2.93 %

Since the actual 10-year average payroll growth rates as of October 1, 2022 for all groups are less than 3.5%, the ten-year average payroll growth rates shown above are used for the payroll growth assumption for amortizing bases created before October 1, 2017.

**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, particularly when actual investment return do not match assumed returns.

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 total Actuarial Value of Assets is \$6,461,000 less than the total Market Value of Assets as of the valuation date (see Section C). This difference will be gradually recognized in the absence of other gains and losses or other changes. In turn, the computed employer contribution rate is expected to gradually decrease by approximately 0.50% of covered payroll for General Employees and 1.07% of covered payroll for Firefighters and gradually increase by approximately 0.73% of covered payroll for Police Officers, assuming the same methods and assumptions used in the October 1, 2022 actuarial valuation remained in place for future valuations.

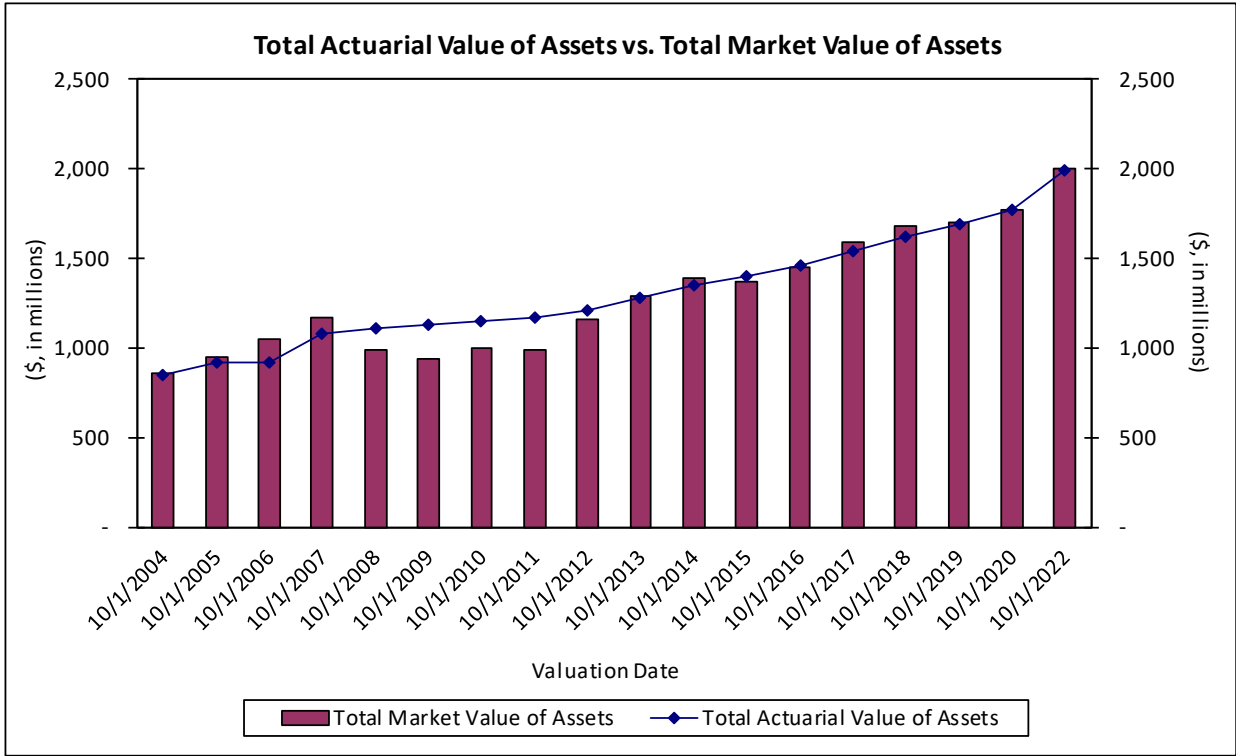
**Relationship to Market Value**

If the Market Value of Assets had been the basis for the valuation, the contribution rate and funded ratio would have been:

	<u>General Employees</u>	<u>Police Officers</u>	<u>Firefighters</u>
Contribution Rate:	21.38 %	40.30 %	38.93 %
Funded Ratio:	92.08	87.14	84.00

In the absence of other experience gains and losses and disregarding the effects of any plan or assumption changes, the Employer contribution rates should decrease towards these levels over the next few 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 summaries of Plan provisions.

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

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

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

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

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

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

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

### **Plan Maturity Measures**

Risks facing a pension plan evolve over time. A young plan with virtually no investments and paying few benefits may experience little investment risk. An older plan with a large number of members in pay status



and a significant trust may be much more exposed to investment risk. Generally accepted plan maturity measures include the following:

	<u>2022</u>	<u>2020</u>
Ratio of the market value of assets to payroll	12.23	11.54
Ratio of actuarial accrued liability to payroll	13.60	13.29
Ratio of actives to retirees and beneficiaries	1.00	1.01
Ratio of net cash flow to market value of assets	(3.0%)	(2.8%)
Duration of the actuarial accrued liability	12.90	13.03

### **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. We note that this ratio for the City of Tallahassee (12.23) is higher than it is for most other plans we work with, which means the required contributions as a percentage of payroll are more volatile than most other plans.

### **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. We note that this ratio for the City of Tallahassee (13.60) is higher than it is for most of the plans we work with, which means the changes in liability and required contributions are more volatile than most other plans.

### **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.



## **Duration of Actuarial Accrued Liability**

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

## **Additional Risk Assessment**

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



## **SECTION B**

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### **VALUATION RESULTS**

<b>SUMMARY OF VALUATION RESULTS</b>		
	<b>October 1, 2022</b>	<b>October 1, 2020<sup>#</sup></b>
<b>GENERAL EMPLOYEES</b>		
Active Members	1,966	1,894
Terminated Vested Members	273	247
Retired Members	<u>1,983</u>	<u>1,858</u>
Total Members	4,222	3,999
Covered Annual Payroll (expected)	\$ 122,579,000	\$ 114,910,000
Retired Member Annual Benefits	\$ 78,103,000	\$ 69,753,000
Market Value of Assets	\$ 1,346,451,000	\$ 1,194,769,000
Actuarial Value of Assets	\$ 1,339,901,000	\$ 1,193,569,000
Unfunded Actuarial Liability	\$ 122,393,000	\$ 146,271,000
City Contribution Rate	21.88%	23.49%
<b>POLICE OFFICERS</b>		
Active Members	343	330
Terminated Vested Members	36	31
Retired Members	<u>329</u>	<u>303</u>
Total Members	708	664
Covered Annual Payroll (expected)	\$ 24,563,000	\$ 23,907,000
Retired Member Annual Benefits	\$ 23,494,000	\$ 20,711,000
Market Value of Assets	\$ 390,916,000	\$ 343,664,000
Actuarial Value of Assets	\$ 393,021,000	\$ 348,007,000
Unfunded Actuarial Liability	\$ 55,597,000	\$ 61,220,000
City Contribution Rate	39.57%	39.27%
<b>FIREFIIGHTERS</b>		
Active Members	261	229
Terminated Vested Members	10	8
Retired Members	<u>261</u>	<u>258</u>
Total Members	532	495
Covered Annual Payroll (expected)	\$ 16,262,000	\$ 14,456,000
Retired Member Annual Benefits	\$ 17,607,000	\$ 16,361,000
Market Value of Assets	\$ 261,596,000	\$ 230,737,000
Actuarial Value of Assets	\$ 259,580,000	\$ 229,291,000
Unfunded Actuarial Liability	\$ 51,839,000	\$ 58,511,000
City Contribution Rate	40.00%	45.50%

# Reflects all Actuarial Impact Statements through September 2021.



PARTICIPANT DATA					
	October 1, 2022				October 1, 2020 <sup>#</sup>
	Total	General Employees	Police Officers	Firefighters	Total
<b>ACTIVE MEMBERS</b>					
Number	2,570	1,966	343	261	2,453
Covered Annual Payroll (expected)	\$ 163,404,000	\$ 122,579,000	\$ 24,563,000	\$ 16,262,000	\$ 153,273,000
Average Annual Salary	\$ 63,581	\$ 62,349	\$ 71,612	\$ 62,307	\$ 62,484
Average Age	44.3	46.2	38.5	37.9	44.7
Average Past Service	10.4	10.4	10.8	9.6	11.0
Average Age at Hire	33.9	35.8	27.7	28.3	33.7
<b>RETIRES, BENEFICIARIES &amp; DROP</b>					
Number	2,525	1,941	326	258	2,368
Annual Benefits	\$ 117,727,524	\$ 76,911,305	\$ 23,352,779	\$ 17,463,440	\$ 105,339,417
Average Annual Benefit	\$ 46,625	\$ 39,625	\$ 71,634	\$ 67,688	\$ 44,485
Average Age	68.3	69.3	64.1	65.9	67.4
<b>DISABILITY RETIRES</b>					
Number	48	42	3	3	51
Annual Benefits	\$ 1,477,114	\$ 1,191,806	\$ 141,308	\$ 144,000	\$ 1,484,704
Average Annual Benefit	\$ 30,773	\$ 28,376	\$ 47,103	\$ 48,000	\$ 29,112
Average Age	62.4	63.6	56.0	52.3	61.0
<b>TERMINATED VESTED MEMBERS</b>					
Number	319	273	36	10	286
Annual Benefits	\$ 5,235,334	\$ 4,615,076	\$ 476,639	\$ 143,619	\$ 4,885,834
Average Annual Benefit	\$ 16,412	\$ 16,905	\$ 13,240	\$ 14,362	\$ 17,083
Average Age	49.0	50.0	43.7	40.9	49.5

# Reflects all Actuarial Impact Statements through September 2021.



ACTUARIALLY DETERMINED CONTRIBUTION (ADC)						
A. Valuation Date	October 1, 2022			October 1, 2020 <sup>#</sup>		
	<i>General Employees</i>	<i>Police Officers</i>	<i>Firefighters</i>	<i>General Employees</i>	<i>Police Officers</i>	<i>Firefighters</i>
B. ADC to Be Paid During Fiscal Year Ending	9/30/2024	9/30/2024	9/30/2024	9/30/2022	9/30/2022	9/30/2022
C. Covered Annual Payroll	\$ 122,579,000	\$ 24,563,000	\$ 16,262,000	\$ 114,910,000	\$ 23,907,000	\$ 14,456,000
D. Annual Payment to Amortize Unfunded Actuarial Liability As % of Covered Payroll	11,796,000 9.62 %	4,659,000 18.97 %	3,841,000 23.62 %	13,060,000 11.37 %	4,403,000 18.42 %	4,130,000 28.57 %
E. Total Employer Normal Cost As % of Covered Payroll	13,897,000 11.34 %	4,632,000 18.86 %	2,337,000 14.37 %	12,789,000 11.13 %	4,569,000 19.11 %	2,126,000 14.70 %
F. Total Contribution Rate						
Employer Normal Cost	11.34 %	18.86 %	14.37 %	11.13 %	19.11 %	14.70 %
Amortization	9.62	18.97	23.62	11.37	18.42	28.57
Interest (half-year on Total Normal Cost and Amortization)	0.92	1.74	2.01	0.99	1.74	2.23
Total	21.88	39.57	40.00	23.49	39.27	45.50
G. ADC as % of Covered Payroll (Assuming Mid-Year Average Timing)	21.88 %	39.57 %	40.00 %	23.49 %	39.27 %	45.50 %
H. Assumed Rate of Increase in Covered Payroll to Contribution Year	2.21 %	1.01 %	2.93 %	2.31 %	2.49 %	3.05 %
I. Covered Payroll for Contribution Year	\$ 125,288,000	\$ 24,811,000	\$ 16,738,000	\$ 117,564,000	\$ 24,502,000	\$ 14,897,000
J. ADC for Contribution Year: G x I (If Paid in Full by April 1)	\$ 27,413,000	\$ 9,818,000	\$ 6,695,000	\$ 27,616,000	\$ 9,622,000	\$ 6,778,000
K. ADC for Contribution Year if Paid in Full by January 1	\$ 26,938,000	\$ 9,647,000	\$ 6,579,000	\$ 27,127,000	\$ 9,452,000	\$ 6,658,000
L. ADC as % of Covered Payroll if Paid in Full by January 1	21.50 %	38.88 %	39.31 %	23.07 %	38.58 %	44.69 %

# Reflects all Actuarial Impact Statements through September 2021.



ACTUARIALLY DETERMINED CONTRIBUTION (ADC) - BEFORE CHANGES						
A. Valuation Date	October 1, 2022			October 1, 2020 <sup>#</sup>		
	<i>General Employees</i>	<i>Police Officers</i>	<i>Firefighters</i>	<i>General Employees</i>	<i>Police Officers</i>	<i>Firefighters</i>
B. ADC to Be Paid During Fiscal Year Ending	9/30/2024	9/30/2024	9/30/2024	9/30/2022	9/30/2022	9/30/2022
C. Covered Annual Payroll	\$ 122,579,000	\$ 24,563,000	\$ 16,262,000	\$ 114,910,000	\$ 23,907,000	\$ 14,456,000
D. Annual Payment to Amortize Unfunded Actuarial Liability	9,613,000	4,066,000	3,441,000	13,060,000	4,403,000	4,130,000
As % of Covered Payroll	7.84 %	16.55 %	21.16 %	11.37 %	18.42 %	28.57 %
E. Total Employer Normal Cost	13,179,000	4,381,000	2,157,000	12,789,000	4,569,000	2,126,000
As % of Covered Payroll	10.75 %	17.84 %	13.26 %	11.13 %	19.11 %	14.70 %
F. Total Contribution Rate						
Employer Normal Cost	10.75 %	17.84 %	13.26 %	11.13 %	19.11 %	14.70 %
Amortization	7.84	16.55	21.16	11.37	18.42	28.57
Interest (half-year on Total Normal Cost and Amortization)	0.85	1.65	1.92	0.99	1.74	2.23
Total	19.44	36.04	36.34	23.49	39.27	45.50
G. ADC as % of Covered Payroll (Assuming Mid-Year Average Timing)	19.44 %	36.04 %	36.34 %	23.49 %	39.27 %	45.50 %
H. Assumed Rate of Increase in Covered Payroll to Contribution Year	2.21 %	1.01 %	2.93 %	2.31 %	2.49 %	3.05 %
I. Covered Payroll for Contribution Year	\$ 125,288,000	\$ 24,811,000	\$ 16,738,000	\$ 117,564,000	\$ 24,502,000	\$ 14,897,000
J. ADC for Contribution Year: G x I	\$ 24,356,000	\$ 8,942,000	\$ 6,083,000	\$ 27,616,000	\$ 9,622,000	\$ 6,778,000

# Reflects all Actuarial Impact Statements through September 2021.



**ACTUARIAL VALUE OF BENEFITS AND ASSETS**

A. Valuation Date	October 1, 2022				October 1, 2020 <sup>#</sup>
	<i>Total</i>	<i>General Employees</i>	<i>Police Officers</i>	<i>Firefighters</i>	<i>Total</i>
B. Actuarial Present Value of All Projected Benefits for					
1. Active Members					
a. Service Retirement Benefits	\$ 798,336,000	\$ 504,190,000	\$ 174,481,000	\$ 119,665,000	\$ 748,848,000
b. Vesting Benefits	24,863,000	20,357,000	3,611,000	895,000	23,028,000
c. Disability Benefits	19,411,000	14,785,000	2,558,000	2,068,000	17,927,000
d. Preretirement Death Benefits	12,608,000	10,269,000	1,282,000	1,057,000	11,687,000
e. Return of Member Contributions	2,908,000	1,808,000	490,000	610,000	2,480,000
f. Total	858,126,000	551,409,000	182,422,000	124,295,000	803,970,000
2. Inactive Members					
a. Service Retirees & Beneficiaries	1,567,814,000	1,008,011,000	322,784,000	237,019,000	1,414,061,000
b. Disability Retirees	18,795,000	14,781,000	1,867,000	2,147,000	19,195,000
c. Terminated Vested Members	43,585,000	39,247,000	3,381,000	957,000	40,259,000
d. Total	1,630,194,000	1,062,039,000	328,032,000	240,123,000	1,473,515,000
3. Total for All Members	2,488,320,000	1,613,448,000	510,454,000	364,418,000	2,277,485,000
C. Actuarial Accrued (Past Service) Liability	2,222,331,000	1,462,294,000	448,618,000	311,419,000	2,036,869,000
D. Actuarial Value of Accumulated Plan Benefits per ASC 960 (Formerly FASB No. 35)	2,063,396,000	1,360,632,000	414,623,000	288,141,000	1,880,969,000
E. Plan Assets					
1. Market Value	1,998,963,000	1,346,451,000	390,916,000	261,596,000	1,769,170,000
2. Actuarial Value	1,992,502,000	1,339,901,000	393,021,000	259,580,000	1,770,867,000
F. Unfunded Actuarial Accrued Liability	229,829,000	122,393,000	55,597,000	51,839,000	266,002,000
G. Actuarial Present Value of Projected Covered Payroll	1,289,275,000	927,407,000	202,291,000	159,577,000	1,188,595,000
H. Actuarial Present Value of Projected Member Contributions	97,261,000	46,370,000	22,232,000	28,659,000	90,070,000
I. Accumulated Value of Active Member Contributions	115,375,000	61,264,000	28,358,000	25,753,000	108,392,000
J. Funded Ratio	89.7%	91.6%	87.6%	83.4%	86.9%

# Reflects all Actuarial Impact Statements through September 2021.



**ACTUARIAL VALUE OF BENEFITS AND ASSETS - BEFORE CHANGES**

A. Valuation Date	October 1, 2022				October 1, 2020 <sup>#</sup>
	<i>Total</i>	<i>General Employees</i>	<i>Police Officers</i>	<i>Firefighters</i>	<i>Total</i>
B. Actuarial Present Value of All Projected Benefits for					
1. Active Members					
a. Service Retirement Benefits	\$ 773,982,000	\$ 488,970,000	\$ 169,268,000	\$ 115,744,000	\$ 748,848,000
b. Vesting Benefits	23,569,000	19,318,000	3,419,000	832,000	23,028,000
c. Disability Benefits	18,863,000	14,359,000	2,493,000	2,011,000	17,927,000
d. Preretirement Death Benefits	12,299,000	10,001,000	1,260,000	1,038,000	11,687,000
e. Return of Member Contributions	3,092,000	1,931,000	527,000	634,000	2,480,000
f. Total	831,805,000	534,579,000	176,967,000	120,259,000	803,970,000
2. Inactive Members					
a. Service Retirees & Beneficiaries	1,545,073,000	993,795,000	317,826,000	233,452,000	1,414,061,000
b. Disability Retirees	18,531,000	14,577,000	1,841,000	2,113,000	19,195,000
c. Terminated Vested Members	42,445,000	38,230,000	3,288,000	927,000	40,259,000
d. Total	1,606,049,000	1,046,602,000	322,955,000	236,492,000	1,473,515,000
3. Total for All Members	2,437,854,000	1,581,181,000	499,922,000	356,751,000	2,277,485,000
C. Actuarial Accrued (Past Service) Liability	2,183,981,000	1,437,084,000	440,810,000	306,087,000	2,036,869,000
D. Actuarial Value of Accumulated Plan Benefits per ASC 960 (Formerly FASB No. 35)	2,028,419,000	1,337,688,000	407,459,000	283,272,000	1,880,969,000
E. Plan Assets					
1. Market Value	1,998,963,000	1,346,451,000	390,916,000	261,596,000	1,769,170,000
2. Actuarial Value	1,992,502,000	1,339,901,000	393,021,000	259,580,000	1,770,867,000
F. Unfunded Actuarial Accrued Liability	191,479,000	97,183,000	47,789,000	46,507,000	266,002,000
G. Actuarial Present Value of Projected Covered Payroll	1,276,573,000	918,343,000	200,313,000	157,917,000	1,188,595,000
H. Actuarial Present Value of Projected Member Contributions	96,296,000	45,917,000	22,014,000	28,365,000	90,070,000
I. Accumulated Value of Active Member Contributions	115,375,000	61,264,000	28,358,000	25,753,000	108,392,000
J. Funded Ratio	91.2%	93.2%	89.2%	84.8%	86.9%

# Reflects all Actuarial Impact Statements through September 2021.



CALCULATION OF EMPLOYER NORMAL COST									
A. Valuation Date	October 1, 2022								October 1, 2020 <sup>#</sup>
	<i>Total</i>	<i>General Employees</i>			<i>Police Officers</i>		<i>Firefighters</i>		<i>Total</i>
B. Normal Cost for									
1. Service Retirement Benefits	\$ 26,655,000	\$ 15,462,000	12.61%	\$ 6,379,000	25.97%	\$ 4,814,000	29.60%	\$ 24,521,000	
2. Vesting Benefits	2,359,000	1,893,000	1.55%	385,000	1.56%	81,000	0.50%	2,158,000	
3. Disability Benefits	1,174,000	876,000	0.72%	169,000	0.69%	129,000	0.79%	1,070,000	
4. Preretirement Death Benefits	926,000	740,000	0.60%	107,000	0.44%	79,000	0.49%	859,000	
5. Return of Member Contributions	572,000	397,000	0.32%	103,000	0.42%	72,000	0.44%	513,000	
6. Total for Future Benefits	<u>31,686,000</u>	<u>19,368,000</u>	15.80%	<u>7,143,000</u>	29.08%	<u>5,175,000</u>	31.82%	<u>29,121,000</u>	
7. Assumed Amount for Administrative Expenses	971,000	658,000	0.54%	188,000	0.77%	125,000	0.77%	1,408,000	
8. Total Normal Cost	<u>32,657,000</u>	<u>20,026,000</u>	16.34%	<u>7,331,000</u>	29.85%	<u>5,300,000</u>	32.59%	<u>30,529,000</u>	
C. Expected Member Contribution	11,791,000	6,129,000	5.00%	2,699,000	10.99%	2,963,000	18.22%	11,045,000	
D. Employer Normal Cost: B8-C	20,866,000	13,897,000	11.34%	4,632,000	18.86%	2,337,000	14.37%	19,484,000	
E. Employer Normal Cost as a % of Covered Payroll	12.77%	11.34%		18.86%		14.37%		12.71%	

# Reflects all Actuarial Impact Statements through September 2021.





**CALCULATION OF EMPLOYER NORMAL COST - BEFORE CHANGES**

A. Valuation Date	October 1, 2022								October 1, 2020 <sup>#</sup>
	<i>Total</i>	<i>General Employees</i>		<i>Police Officers</i>		<i>Firefighters</i>		<i>Total</i>	
B. Normal Cost for									
1. Service Retirement Benefits	\$ 25,651,000	\$ 14,865,000	12.13%	\$ 6,146,000	25.02%	\$ 4,640,000	28.53%	\$ 24,521,000	
2. Vesting Benefits	2,242,000	1,799,000	1.47%	367,000	1.50%	76,000	0.47%	2,158,000	
3. Disability Benefits	1,142,000	851,000	0.69%	165,000	0.67%	126,000	0.77%	1,070,000	
4. Preretirement Death Benefits	907,000	723,000	0.59%	106,000	0.43%	78,000	0.48%	859,000	
5. Return of Member Contributions	595,000	412,000	0.33%	108,000	0.44%	75,000	0.46%	513,000	
6. Total for Future Benefits	<u>30,537,000</u>	<u>18,650,000</u>	15.21%	<u>6,892,000</u>	28.06%	<u>4,995,000</u>	30.71%	<u>29,121,000</u>	
7. Assumed Amount for Administrative Expenses	<u>971,000</u>	<u>658,000</u>	0.54%	<u>188,000</u>	0.77%	<u>125,000</u>	0.77%	<u>1,408,000</u>	
8. Total Normal Cost	<u>31,508,000</u>	<u>19,308,000</u>	15.75%	<u>7,080,000</u>	28.83%	<u>5,120,000</u>	31.48%	<u>30,529,000</u>	
C. Expected Member Contribution	11,791,000	6,129,000	5.00%	2,699,000	10.99%	2,963,000	18.22%	11,045,000	
D. Employer Normal Cost: B8-C	19,717,000	13,179,000	10.75%	4,381,000	17.84%	2,157,000	13.26%	19,484,000	
E. Employer Normal Cost as a % of Covered Payroll	12.07%	10.75%		17.84%		13.26%		12.71%	

# Reflects all Actuarial Impact Statements through September 2021.



## LIQUIDATION OF THE UNFUNDED ACTUARIAL ACCRUED LIABILITY

UAAL AMORTIZATION PERIOD AND PAYMENTS - GENERAL EMPLOYEES									
Original UAAL				Current UAAL (Before Changes)			Current UAAL (After Assumption Changes)		
Date Established	Type of Amortization Base	Amortization Period (Years)	Amount	Years Remaining	Amount	Payment	Years Remaining	Amount	Payment
10/1/2014	Combined Bases	13	\$ 10,158,000	5	\$ 5,004,000	\$ 1,102,000	5	\$ 5,004,000	\$ 1,099,000
10/1/2016	(Gain)/Loss	20	23,045,000	14	22,860,000	2,209,000	14	22,860,000	2,191,000
10/1/2016	Assumption Change	20	49,832,000	14	49,434,000	4,776,000	14	49,434,000	4,738,000
10/1/2016	Plan Change	20	94,000	14	93,000	9,000	14	93,000	9,000
10/1/2017	(Gain)/Loss	20	2,919,000	15	2,665,000	279,000	15	2,665,000	277,000
10/1/2017	Assumption Change	20	13,892,000	15	12,685,000	1,330,000	15	12,685,000	1,319,000
10/1/2018	(Gain)/Loss	30	33,471,000	26	32,872,000	2,684,000	26	32,872,000	2,652,000
10/1/2018	Assumption Change	30	19,451,000	26	19,103,000	1,560,000	26	19,103,000	1,541,000
10/1/2019	(Gain)/Loss	20	7,103,000	17	6,493,000	636,000	17	6,493,000	631,000
10/1/2019	Plan Change	20	(4,530,000)	17	(4,140,000)	(406,000)	17	(4,140,000)	(402,000)
10/1/2020	(Gain)/Loss	20	(2,004,000)	18	(1,877,000)	(179,000)	18	(1,877,000)	(177,000)
10/1/2020	Assumption Change	20	(8,321,000)	18	(7,801,000)	(743,000)	18	(7,801,000)	(736,000)
10/1/2022	(Gain)/Loss	20	(40,208,000)	20	(40,208,000)	(3,644,000)	20	(40,208,000)	(3,608,000)
10/1/2022	Assumption Change	20	<u>25,210,000</u>	N/A	N/A	N/A	20	<u>25,210,000</u>	<u>2,262,000</u>
			130,112,000		97,183,000	9,613,000		122,393,000	11,796,000



**UAAL AMORTIZATION PERIOD AND PAYMENTS - POLICE OFFICERS**

Original UAAL			Current UAAL (Before Changes)			Current UAAL (After Assumption Changes)			
Date Established	Type of Amortization Base	Amortization Period (Years)	Amount	Years Remaining	Amount	Payment	Years Remaining	Amount	Payment
10/1/2007	Combined Bases	30	\$ (8,620,000)	15	\$ (9,805,000)	\$ (970,000)	15	\$ (9,805,000)	\$ (962,000)
10/1/2009	(Gain)/Loss	30	13,859,000	17	19,389,000	1,782,000	17	19,389,000	1,765,000
10/1/2010	(Gain)/Loss	30	3,815,000	18	4,309,000	384,000	18	4,309,000	380,000
10/1/2012	(Gain)/Loss	30	14,549,000	20	16,319,000	1,374,000	20	16,319,000	1,359,000
10/1/2012	Plan Change	30	2,995,000	20	3,359,000	283,000	20	3,359,000	280,000
10/1/2012	Assumption Change	30	7,877,000	20	8,835,000	744,000	20	8,835,000	736,000
10/1/2013	Plan Change	30	1,654,000	20	1,754,000	148,000	20	1,754,000	146,000
10/1/2014	(Gain)/Loss	30	(5,579,000)	20	(5,824,000)	(490,000)	20	(5,824,000)	(485,000)
10/1/2014	Plan Change	30	2,558,000	20	2,669,000	225,000	20	2,669,000	222,000
10/1/2016	(Gain)/Loss	28	5,884,000	20	6,012,000	506,000	20	6,012,000	501,000
10/1/2016	Assumption Change	28	10,071,000	20	10,289,000	866,000	20	10,289,000	857,000
10/1/2017	(Gain)/Loss	28	(4,261,000)	20	(4,032,000)	(365,000)	20	(4,032,000)	(362,000)
10/1/2017	Assumption Change	25	4,220,000	20	3,992,000	362,000	20	3,992,000	358,000
10/1/2017	Plan Change	25	2,088,000	20	1,975,000	179,000	20	1,975,000	177,000
10/1/2018	(Gain)/Loss	30	714,000	26	708,000	58,000	26	708,000	57,000
10/1/2018	Assumption Change	30	4,549,000	26	4,514,000	369,000	26	4,514,000	364,000
10/1/2019	(Gain)/Loss	25	2,761,000	22	2,616,000	228,000	22	2,616,000	225,000
10/1/2020	(Gain)/Loss	25	1,181,000	23	1,129,000	96,000	23	1,129,000	95,000
10/1/2020	Assumption Change	25	(11,358,000)	23	(10,861,000)	(928,000)	23	(10,861,000)	(918,000)
10/1/2020	Plan Change	25	2,771,000	23	2,650,000	226,000	23	2,650,000	224,000
10/1/2022	(Gain)/Loss	25	(12,208,000)	25	(12,208,000)	(1,011,000)	25	(12,208,000)	(999,000)
10/1/2022	Assumption Change	25	<u>7,808,000</u>	25	<u>N/A</u>	<u>N/A</u>	25	<u>7,808,000</u>	<u>639,000</u>
			47,328,000		47,789,000	4,066,000		55,597,000	4,659,000



UAAL AMORTIZATION PERIOD AND PAYMENTS - FIREFIGHTERS									
Original UAAL				Current UAAL (Before Changes)			Current UAAL (After Assumption Changes)		
Date Established	Type of Amortization Base	Amortization Period (Years)	Amount	Years Remaining	Amount	Payment	Years Remaining	Amount	Payment
10/1/2007	Combined Bases	30	\$ 1,482,000	15	\$ 3,267,000	\$ 288,000	15	\$ 3,267,000	\$ 286,000
10/1/2009	(Gain)/Loss	30	3,225,000	17	4,068,000	329,000	17	4,068,000	326,000
10/1/2010	Assumption Change	30	(1,151,000)	18	(1,293,000)	(101,000)	18	(1,293,000)	(100,000)
10/1/2010	(Gain)/Loss	30	8,141,000	18	9,141,000	711,000	18	9,141,000	704,000
10/1/2012	(Gain)/Loss	30	12,290,000	20	13,851,000	1,007,000	20	13,851,000	995,000
10/1/2012	Assumption Change	30	7,106,000	20	8,008,000	582,000	20	8,008,000	575,000
10/1/2014	(Gain)/Loss	30	(126,000)	20	(133,000)	(10,000)	20	(133,000)	(10,000)
10/1/2016	(Gain)/Loss	28	8,381,000	20	8,716,000	633,000	20	8,716,000	626,000
10/1/2016	Assumption Change	28	9,004,000	20	9,363,000	680,000	20	9,363,000	673,000
10/1/2016	Plan Change	28	(1,373,000)	20	(1,428,000)	(104,000)	20	(1,428,000)	(103,000)
10/1/2017	(Gain)/Loss	28	1,244,000	20	1,197,000	108,000	20	1,197,000	107,000
10/1/2017	Assumption Change	25	4,206,000	20	4,050,000	367,000	20	4,050,000	363,000
10/1/2018	(Gain)/Loss	30	3,061,000	26	3,034,000	248,000	26	3,034,000	245,000
10/1/2018	Assumption Change	30	4,535,000	26	4,495,000	367,000	26	4,495,000	363,000
10/1/2019	(Gain)/Loss	25	1,391,000	22	1,306,000	114,000	22	1,306,000	112,000
10/1/2020	(Gain)/Loss	25	(2,381,000)	23	(2,258,000)	(193,000)	23	(2,258,000)	(191,000)
10/1/2020	Assumption Change	25	(8,740,000)	23	(8,284,000)	(708,000)	23	(8,284,000)	(700,000)
10/1/2020	Plan Change	25	(5,000)	23	(5,000)	0	23	(5,000)	0
10/1/2022	(Gain)/Loss	25	(10,588,000)	25	(10,588,000)	(877,000)	25	(10,588,000)	(866,000)
10/1/2022	Assumption Change	25	<u>5,332,000</u>	25	<u>N/A</u>	<u>N/A</u>	25	<u>5,332,000</u>	<u>436,000</u>
			45,034,000		46,507,000	3,441,000		51,839,000	3,841,000



## Amortization Schedule

The UAAL is being amortized as a level percent of pay for bases created before October 1, 2017 and as a level dollar for bases created on and after October 1, 2017 over the number of years remaining in each amortization period. The following schedule illustrates the expected amortization of the UAAL:

<b>Amortization Schedule</b>			
<b>Year</b>	<b>Expected UAAL</b>		
	<b>General Employees</b>	<b>Police Officers</b>	<b>Firefighters</b>
2022	\$ 122,393,000	\$ 55,597,000	\$ 51,839,000
2023	118,610,000	54,606,000	51,443,000
2024	114,368,000	53,516,000	50,929,000
2025	109,625,000	52,293,000	50,252,000
2026	104,334,000	50,930,000	49,388,000
2027	98,462,000	49,415,000	48,329,000
2032	66,431,000	39,116,000	39,351,000
2037	25,310,000	22,858,000	21,947,000
2042	21,270,000	-	-
2047	4,193,000	-	-
2048	-	-	-

### 10- Year Growth in Covered Payroll (Annualized: in 000's)\*

	<u>General Employees</u>		<u>Police Officers</u>		<u>Firefighters</u>	
	<u>Payroll</u>	<u>Growth</u>	<u>Payroll</u>	<u>Growth</u>	<u>Payroll</u>	<u>Growth</u>
10/1/2012	98,491		22,224		12,188	
10/1/2022	122,579	2.21%	24,563	1.01%	16,262	2.93%

\*Note: Beginning with the 10/1/2022 valuation, the covered payroll used in developing the 10-year growth rate excludes DROP participants, because while the DROP was first implemented in 2007, by October 1, 2012 there was a proportionate number of participants in the DROP compared to October 1, 2022.

## ACTUARIAL GAINS AND LOSSES

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

	<b>General Employees</b>	<b>Police Officers</b>	<b>Firefighters</b>
	<b>2020-2021</b>	<b>2020-2021</b>	<b>2020-2021</b>
1. UAAL at 10/1/2020	\$ 146,271,000	\$ 61,220,000	\$ 58,511,000
2. 2020-21 Employer Normal Cost (MOY) plus Expected Administrative Expenses	13,353,000	4,528,000	2,024,000
3. 2020-21 Employer Contributions	27,858,000	9,456,000	7,084,000
4. Interest at the Assumed Rate on:			
a. 1 for one year and 2 for half-year	11,318,000	4,698,000	4,405,000
b. 3 from dates paid	1,546,000	525,000	393,000
c. a - b	<u>9,772,000</u>	<u>4,173,000</u>	<u>4,012,000</u>
5. 10/1/2021 Expected UAAL Prior to Revision: 1 + 2 - 3 + 4c	141,538,000	60,465,000	57,463,000
	<b>2021-2022</b>	<b>2021-2022</b>	<b>2021-2022</b>
6. 10/1/2021 Expected UAAL	141,538,000	60,465,000	57,463,000
7. 2021-22 Employer Normal Cost (MOY) plus Expected Administrative Expenses	13,512,000	4,855,000	2,322,000
8. 2021-22 Employer Contributions	27,127,000	9,452,000	6,658,000
9. Interest at the Assumed Rate on:			
a. 6 for one year and 7 for half-year	10,974,000	4,654,000	4,338,000
b. 8 from dates paid	1,506,000	525,000	370,000
c. a - b	<u>9,468,000</u>	<u>4,129,000</u>	<u>3,968,000</u>
10. This Year's Expected UAAL Prior to Revision: 6 + 7 - 8 + 9c	137,391,000	59,997,000	57,095,000
11. Change in UAAL Due to Plan Amendments and/or Changes in Actuarial Assumptions	25,210,000	7,808,000	5,332,000
12. This Year's Expected UAAL (after changes):	162,601,000	67,805,000	62,427,000
13. This Year's Actual UAAL (after changes):	122,393,000	55,597,000	51,839,000
14. Net Actuarial Gain/(Loss):	40,208,000	12,208,000	10,588,000
15. Gain/(Loss) Due to Investments:	46,135,000	11,126,000	9,341,000
16. Gain/(Loss) Due to Other Sources:	(5,927,000)	1,082,000	1,247,000



The annual experience (gains)/losses in previous years have been as follows:

Year Ending	Experience (Gain) / Loss		
	General Employees	Police Officers	Firefighters
9/30/2009	\$ 34,053,000	\$ 13,859,000	\$ 3,225,000
9/30/2010	37,353,000	3,815,000	8,141,000
9/30/2012	43,870,000	14,549,000	12,290,000
9/30/2014	(36,333,000)	(5,579,000)	(126,000)
9/30/2016	23,045,000	5,884,000	8,381,000
9/30/2017	2,919,000	(4,261,000)	1,244,000
9/30/2018	33,471,000	714,000	3,061,000
9/30/2019	7,103,000	2,761,000	1,391,000
9/30/2020	(2,004,000)	1,181,000	(2,381,000)
9/30/2022	(40,208,000)	(12,208,000)	(10,588,000)

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	
	Actual Actuarial Rate of Return	Assumed
9/30/2003	7.2 %	7.75 %
9/30/2004	8.2	7.75
9/30/2005	8.8	7.75
9/30/2006	9.4	7.75
9/30/2007	10.0	7.75
9/30/2008	4.8	7.75
9/30/2009	3.4	7.75
9/30/2010	4.5	7.75
9/30/2011	3.8	7.75
9/30/2012	6.6	7.75
9/30/2013	8.1	7.75
9/30/2014	8.6	7.75
9/30/2015	7.0	7.75
9/30/2016	7.5	7.75
9/30/2017	8.6	7.70
9/30/2018	8.6	7.60
9/30/2019	7.7	7.50
9/30/2020	7.5	7.50
9/30/2021	11.1	7.40
9/30/2022	7.5	7.40
Average	7.4 %	

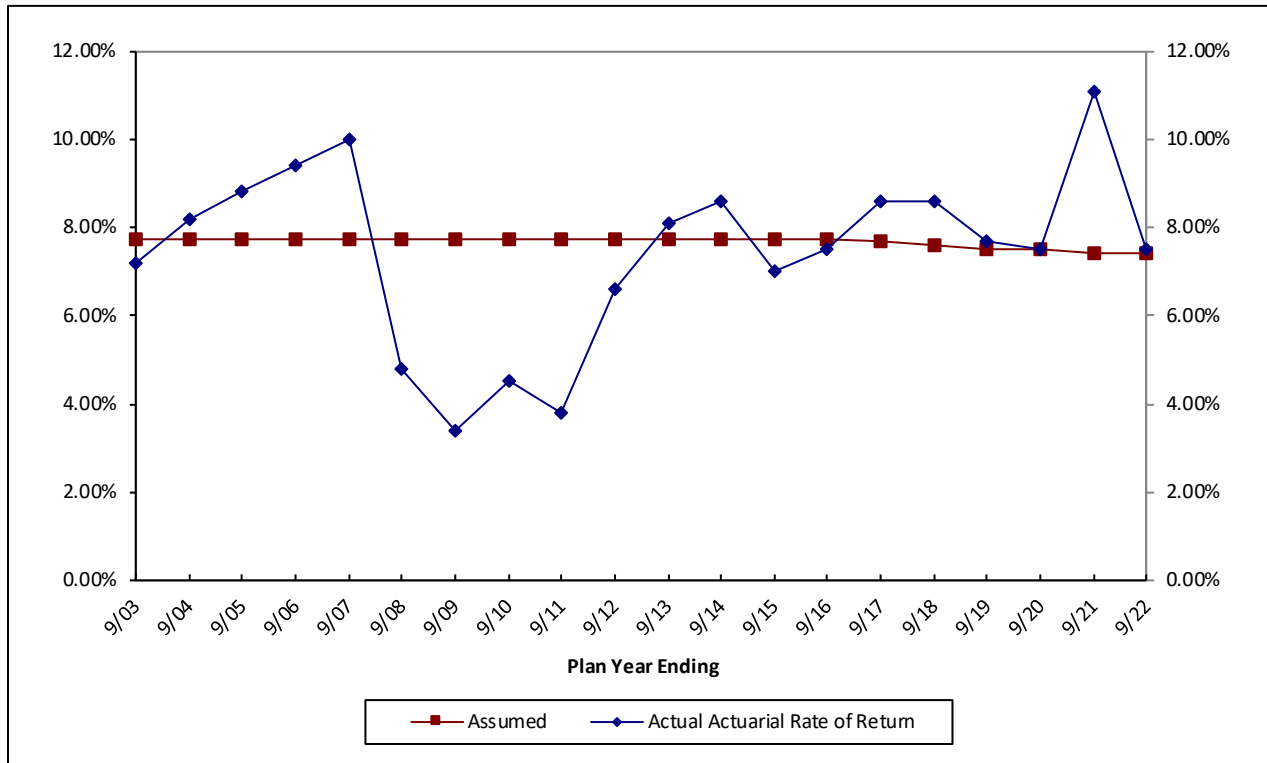
Period Ending	Salary Increases					
	General Employees		Police Officers		Firefighters	
	Actual*	Assumed*	Actual*	Assumed*	Actual*	Assumed*
10/1/2001	5.7 %	6.50 %	9.2 %	6.50 %	5.0 %	6.50 %
10/1/2003	2.7	6.25	4.0	6.25	5.5	6.25
10/1/2005	0.3	6.00	1.3	6.00	0.5	6.00
10/1/2007	3.9	6.00	3.4	6.00	5.0	6.00
10/1/2009	3.3	6.00	6.5	6.00	2.3	6.00
10/1/2010	(0.7)	5.00	1.1	6.00	0.9	6.00
10/1/2012	1.7	4.00	2.6	6.00	0.3	5.00
10/1/2014	2.5	3.50	4.8	5.00	6.8	4.00
10/1/2016	4.6	3.50	6.3	5.00	8.8	4.00
10/1/2017	5.5	3.58	4.8	5.27	6.5	4.43
10/1/2018	9.2	3.65	2.2	5.53	2.7	4.91
10/1/2019	6.3	3.73	3.6	5.77	4.6	5.36
10/1/2020	2.4	3.75	1.5	5.71	1.6	5.35
10/1/2022	3.6	3.64	2.9	5.54	3.2	5.25
Average	3.3 %	4.7 %	3.9 %	5.7 %	3.9 %	5.3 %

\*Actual and assumed rates are based on average compound increases for the period since the prior valuation.

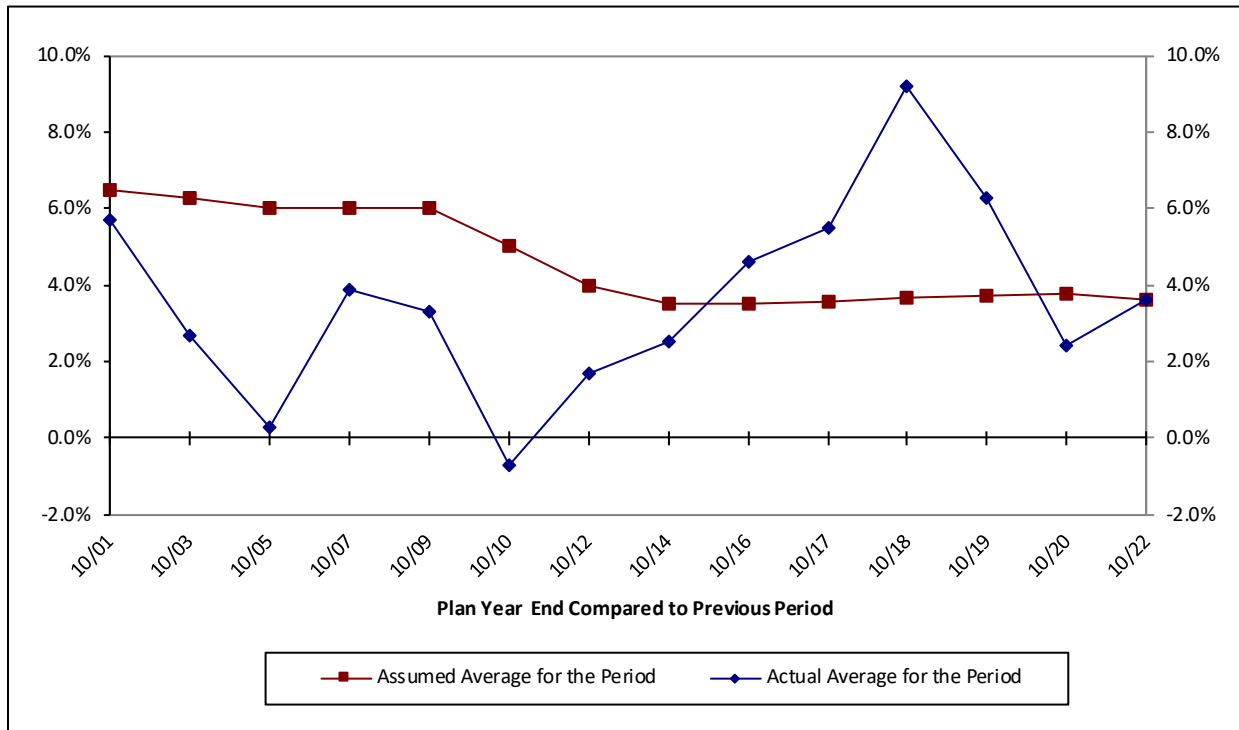
The actual investment return rates shown above are based on the actuarial value of assets. The actual salary increase rates shown above are the increases received by those active members who were included in the actuarial valuations both at the beginning and end of each period.



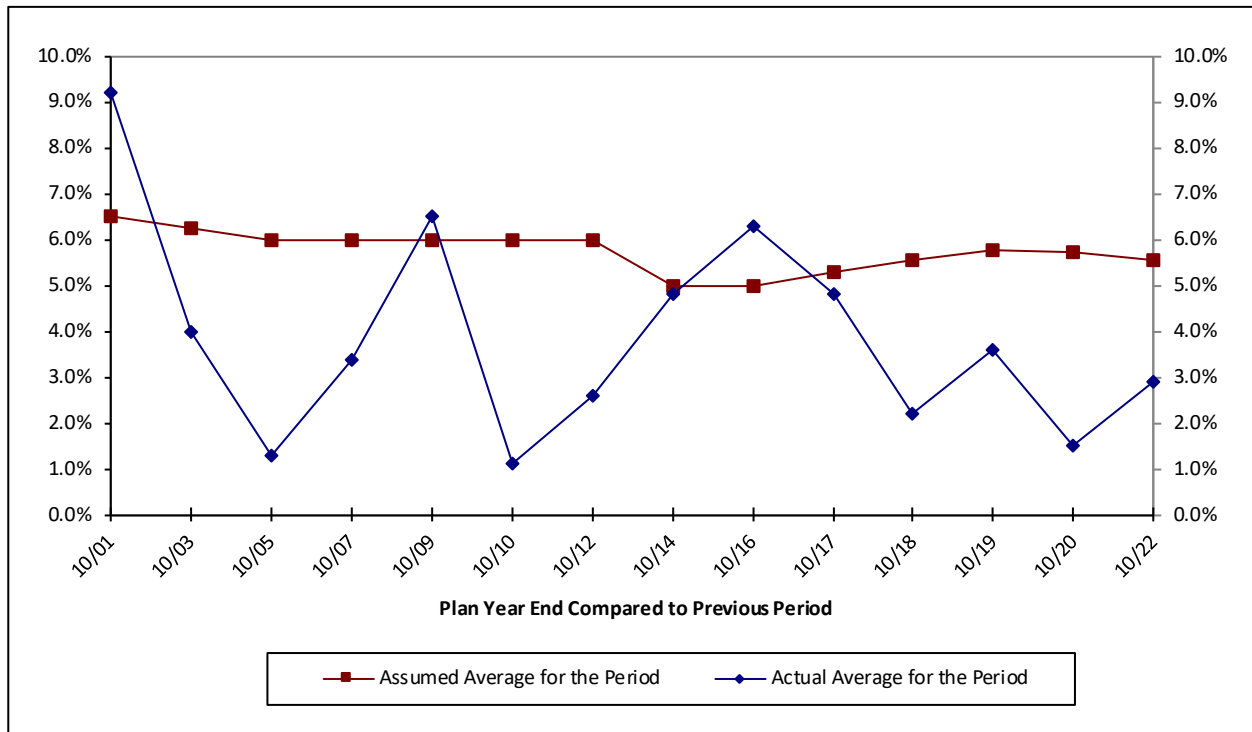
## History of Investment Return Based on Total Actuarial Value of Assets



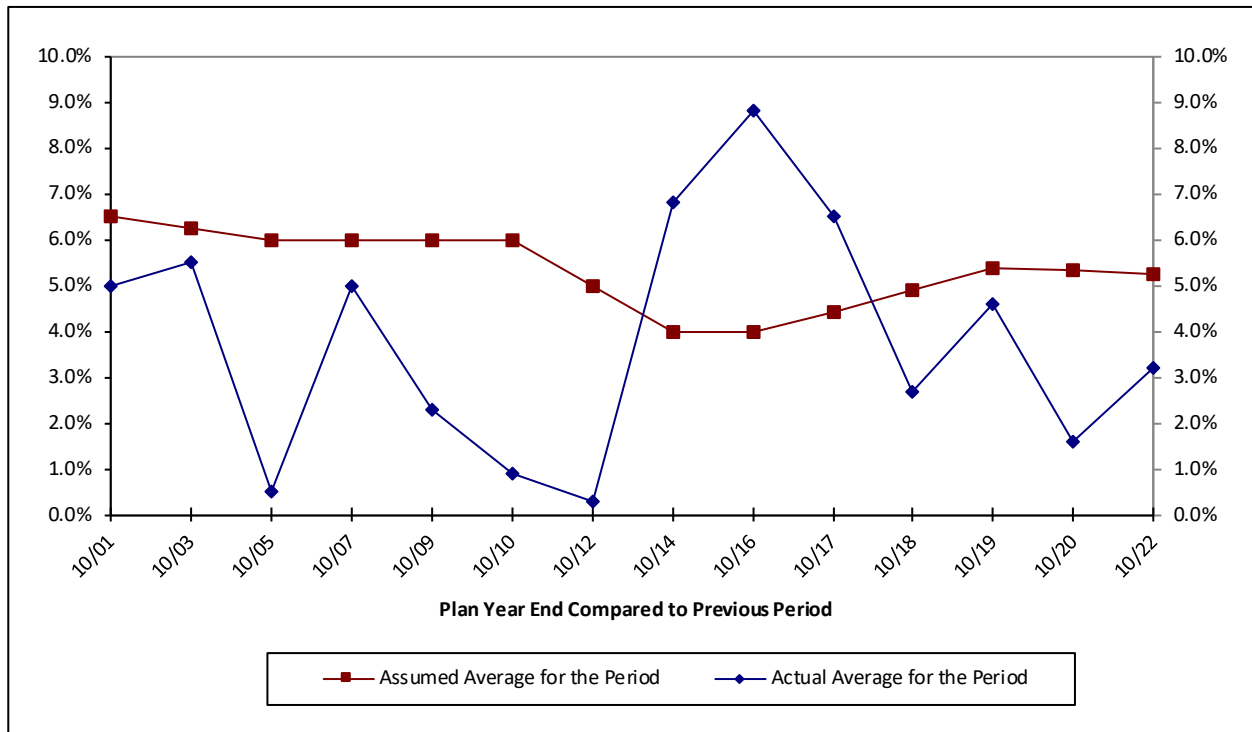
## History of Salary Increases – General Employees



## History of Salary Increases – Police Officers



## History of Salary Increases – Firefighters



## Number Added To and Removed from Active Participation Actual (A) Compared to Expected (E)

### General Employees

One Year Ended	Number Added During Year		Service & DROP Retirement		Disability Retirement		Died In Service		Terminations				Active Members End of Year
	A	E	A	E	A	E	A	E	Vested	Other	Totals		
	A	E	A	E	A	E	A	E	A	A	A	E	
9/30/2014*	323	314	159	112	9	21	0	6	26	120	146	148	2,028
9/30/2016*	290	302	139	130	3	22	5	6	58	97	155	154	2,016
9/30/2017	135	199	66	65	5	9	3	4	50	75	125	78	1,952
9/30/2018	139	196	93	83	5	6	2	4	38	58	96	74	1,895
9/30/2019	182	160	79	82	0	3	2	4	24	55	79	74	1,917
9/30/2020	165	188	77	80	3	3	5	4	35	68	103	78	1,894
9/30/2022*	417	345	138	166	1	6	8	6	85	113	198	133	1,966
10-Yr Total	1,651	1,704	751	718	26	70	25	34	316	586	902	739	

\*Two-Years Ended for 9/30/2014, 9/30/2016 and 9/30/2022.

### Police Officers

One Year Ended	Number Added During Year		Service & DROP Retirement		Disability Retirement		Died In Service		Terminations				Active Members End of Year
	A	E	A	E	A	E	A	E	Vested	Other	Totals		
	A	E	A	E	A	E	A	E	A	A	A	E	
9/30/2014*	39	50	36	33	2	2	0	1	2	10	12	27	319
9/30/2016*	62	51	34	26	0	2	1	1	7	9	16	28	330
9/30/2017	17	16	9	6	0	1	0	0	1	6	7	18	331
9/30/2018	21	21	6	6	0	1	0	0	3	12	15	14	331
9/30/2019	20	25	15	8	0	0	0	0	1	9	10	10	326
9/30/2020	22	18	11	9	0	0	0	0	2	5	7	9	330
9/30/2022*	62	49	24	22	0	1	2	1	13	10	23	15	343
10-Yr Total	243	230	135	110	2	7	3	3	29	61	90	121	

\*Two-Years Ended for 9/30/2014, 9/30/2016 and 9/30/2022.

### Firefighters

One Year Ended	Number Added During Year		Service & DROP Retirement		Disability Retirement		Died In Service		Terminations				Active Members End of Year
	A	E	A	E	A	E	A	E	Vested	Other	Totals		
	A	E	A	E	A	E	A	E	A	A	A	E	
9/30/2014*	31	29	25	12	0	1	0	0	0	4	4	5	229
9/30/2016*	39	22	16	15	0	1	0	0	2	4	6	5	246
9/30/2017	8	24	21	13	0	1	1	0	2	0	2	3	230
9/30/2018	9	11	5	5	1	0	1	0	2	2	4	3	228
9/30/2019	15	15	8	4	0	0	0	0	2	5	7	3	228
9/30/2020	15	14	7	5	1	0	0	0	2	4	6	3	229
9/30/2022*	52	20	9	10	0	1	2	0	4	5	9	5	261
10-Yr Total	169	135	91	64	2	4	4	0	14	24	38	27	

\*Two-Years Ended for 9/30/2014, 9/30/2016 and 9/30/2022.

RECENT HISTORY OF VALUATION RESULTS							
TOTAL							
Valuation Date	Number of		Covered Annual Payroll	Actuarial Accrued Liability (AAL)	Actuarial Value of Assets	Funded Ratio	Unfunded AAL (UAAL)
	Active Members	Inactive Members					
10/1/2003	2,768	1,068	\$113,698	\$ 719,211	\$ 796,597	110.8 %	\$ (77,386)
10/1/2005	2,783	1,217	118,637	842,124	916,306	108.8	(74,182)
10/1/2007	2,789	1,454	129,565	994,170	1,076,700	108.3	(82,530)
10/1/2009	2,587	1,638	129,375	1,088,093	1,127,828	103.7	(39,735)
10/1/2010	2,544	1,754	126,835	1,150,210	1,150,335	100.0	(125)
10/1/2012	2,576	1,919	132,903	1,326,608	1,210,969	91.3	115,639
10/1/2014	2,576	2,075	132,610	1,435,593	1,349,401	94.0	86,027
10/1/2016	2,592	2,293	140,179	1,652,733	1,464,024	88.6	188,709
10/1/2017	2,513	2,398	141,616	1,759,107	1,539,682	87.5	219,425
10/1/2018	2,454	2,502	146,924	1,909,690	1,622,584	85.0	287,106
10/1/2019	2,471	2,612	153,324	1,991,171	1,694,643	85.1	296,528
10/1/2020	2,453	2,705	153,273	2,036,869	1,770,867	86.9	266,002
10/1/2022	2,570	2,892	163,404	2,222,331	1,992,502	89.7	229,829

Note: Dollar amounts are in thousands.

RECENT HISTORY OF VALUATION RESULTS							
GENERAL EMPLOYEES							
Valuation Date	Number of		Covered Annual Payroll	Actuarial Accrued Liability (AAL)	Actuarial Value of Assets	Funded Ratio	Unfunded AAL (UAAL)
	Active Members	Inactive Members					
10/1/2003	2,180	842	\$ 85,682	\$ 500,687	\$ 559,896	111.8 %	\$ (59,209)
10/1/2005	2,190	958	89,409	581,686	640,763	110.2	(59,077)
10/1/2007	2,196	1,158	97,702	673,821	749,213	111.2	(75,392)
10/1/2009	2,025	1,293	96,220	729,103	781,265	107.2	(52,162)
10/1/2010	1,994	1,381	94,107	768,705	794,685	103.4	(25,980)
10/1/2012	2,019	1,488	98,491	874,076	831,528	95.1	42,548
10/1/2014	2,028	1,591	98,430	932,982	922,824	98.9	10,158
10/1/2016	2,016	1,757	102,332	1,076,156	995,919	92.5	80,237
10/1/2017	1,952	1,838	103,700	1,144,966	1,043,040	91.1	101,926
10/1/2018	1,895	1,934	108,766	1,251,039	1,095,722	87.6	155,317
10/1/2019	1,917	2,021	115,032	1,302,716	1,143,449	87.8	159,267
10/1/2020	1,894	2,105	114,910	1,339,840	1,193,569	89.1	146,271
10/1/2022	1,966	2,256	122,579	1,462,294	1,339,901	91.6	122,393

Note: Dollar amounts are in thousands.



RECENT HISTORY OF VALUATION RESULTS							
POLICE OFFICERS							
Valuation Date	Number of		Covered Annual Payroll	Actuarial Accrued Liability (AAL)	Actuarial Value of Assets	Funded Ratio	Unfunded AAL (UAAL)
	Active Members	Inactive Members					
10/1/2003	340	123	\$ 16,848	\$ 119,819	\$ 132,365	110.5 %	\$ (12,546)
10/1/2005	350	147	17,911	143,671	155,217	108.0	(11,546)
10/1/2007	356	158	19,879	177,741	186,361	104.8	(8,620)
10/1/2009	330	192	20,885	204,687	198,204	96.8	6,483
10/1/2010	317	204	20,292	215,882	203,836	94.4	12,046
10/1/2012	330	232	22,224	259,341	219,840	84.8	39,501
10/1/2014	319	263	21,461	290,761	250,832	86.3	39,764
10/1/2016	330	299	22,969	334,090	277,773	83.1	56,317
10/1/2017	331	306	23,705	355,718	296,299	83.3	59,419
10/1/2018	331	309	23,888	382,035	317,083	83.0	64,952
10/1/2019	326	326	23,798	400,273	332,168	83.0	68,105
10/1/2020	330	334	23,907	409,227	348,007	85.0	61,220
10/1/2022	343	365	24,563	448,618	393,021	87.6	55,597

Note: Dollar amounts are in thousands.

RECENT HISTORY OF VALUATION RESULTS							
FIREFIGHTERS							
Valuation Date	Number of		Covered Annual Payroll	Actuarial Accrued Liability (AAL)	Actuarial Value of Assets	Funded Ratio	Unfunded AAL (UAAL)
	Active Members	Inactive Members					
10/1/2003	248	103	\$ 11,168	\$ 98,705	\$ 104,336	105.7 %	\$ (5,631)
10/1/2005	243	112	11,317	116,766	120,326	103.0	(3,560)
10/1/2007	237	138	11,984	142,608	141,126	99.0	1,482
10/1/2009	232	153	12,270	154,303	148,359	96.1	5,944
10/1/2010	233	169	12,436	165,623	151,814	91.7	13,809
10/1/2012	227	199	12,188	193,191	159,601	82.6	33,590
10/1/2014	229	221	12,719	211,850	175,745	83.0	36,105
10/1/2016	246	237	14,878	242,487	190,332	78.5	52,155
10/1/2017	230	254	14,211	258,423	200,343	77.5	58,080
10/1/2018	228	259	14,270	276,616	209,779	75.8	66,837
10/1/2019	228	265	14,494	288,182	219,026	76.0	69,156
10/1/2020	229	266	14,456	287,802	229,291	79.7	58,511
10/1/2022	261	271	16,262	311,419	259,580	83.4	51,839

Note: Dollar amounts are in thousands.



**RECENT HISTORY OF REQUIRED AND ACTUAL CONTRIBUTIONS**

Valuation Date	End of Year To Which Valuation Applies	Required Contributions							Actual Contributions			
		General Employees		Police Officers		Firefighters		Total	General Employees	Police Officers	Firefighters	Total
		Amount	% of Payroll	Amount	% of Payroll	Amount	% of Payroll	Amount				
9/30/2005	9/30/2008	\$ 9,609	9.33 %	\$ 3,014	13.90 %	\$ 2,072	15.65 %	\$ 14,695	\$ 9,609	\$ 3,014	\$ 2,072	\$ 14,695
9/30/2007	9/30/2009	9,547	9.08	3,064	13.48	2,376	16.35	14,987	9,547	3,064	2,376	14,987
9/30/2007	9/30/2010	8,862	9.08	3,071	13.48	2,447	16.35	14,380	8,862	3,071	2,447	14,380
10/1/2009	9/30/2011	10,408	10.37	4,228	17.96	3,022	20.30	17,658	10,408	4,228	3,022	17,658
10/1/2010	9/30/2012	10,523	13.40	4,251	19.22	3,024	20.11	17,798	10,523	4,251	3,024	17,798
10/1/2010	9/30/2013	14,335	13.40	4,787	19.22	3,154	20.11	22,276	14,335	4,787	3,154	22,276
10/1/2012	9/30/2014	16,110	15.19	5,779	23.24	3,894	25.21	25,783	16,110	5,779	3,894	25,783
10/1/2012	9/30/2015	16,537	15.19	5,940	23.24	4,104	25.21	26,581	16,537	5,940	4,104	26,581
10/1/2014	9/30/2016	14,591	13.07	6,585	25.75	4,671	26.47	25,847	14,591	6,585	4,671	25,847
10/1/2014	9/30/2017	14,486	13.07	6,996	25.75	4,970	26.47	26,452	14,486	6,996	4,970	26,452
10/1/2016	9/30/2018	18,713	18.53	8,238	31.40	4,700	31.13	31,651	18,801	8,326	5,001	32,128
10/1/2017	9/30/2019	21,927	21.27	8,304	34.73	5,735	39.81	35,966	21,927	8,304	5,735	35,966
10/1/2018	9/30/2020	26,693	24.72	8,905	36.69	6,443	44.42	42,041	26,693	8,905	6,443	42,041
10/1/2019	9/30/2021	27,858	24.43	9,456	39.41	7,084	48.50	44,398	27,858	9,456	7,084	44,398
10/1/2020	9/30/2022	27,127	23.49	9,452	39.27	6,658	45.50	43,237	27,127	9,452	6,658	43,237
10/1/2020	9/30/2023	27,127	23.49	9,452	39.27	6,658	45.50	43,237	---	---	---	---
10/1/2022	9/30/2024	26,938	21.88	9,647	39.57	6,579	40.00	43,164	---	---	---	---

Note: Dollar amounts are in thousands.



# ACTUARIAL ASSUMPTIONS AND COST METHOD

## Valuation Methods

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

- (i) the annual normal cost for each individual active member, payable from the date of employment to the dates of expected 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 were amortized as a level (principal & interest combined) percent of payroll over a prescribed period of future years. For bases created on and after October 1, 2017, the unfunded actuarial accrued liabilities are amortized as a level dollar amount over a prescribed period of future years. For the amortization of bases as a level percent of payroll, the actual payroll growth average over the last 10 years was for General Employees: 2.21%; for Police Officers: 1.01%; and for Firefighters: 2.93%. This is compared to the assumed rate of 3.5%. Florida administrative code requires using the lesser of the two rates for purposes of amortizing unfunded liabilities as a level percent of pay, but not less than zero.

**Actuarial Value of Assets** - The Actuarial Value of Assets recognizes each year 20% of the difference between the expected actuarial value (based on assumed return) and the market value of assets. 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 7.25% per year, compounded annually (net after investment expenses). The current 7.25% investment return assumption is a prescribed assumption as defined by the Actuarial Standard of Practice No. 27 (ASOP 27), as it was set by the City. The prescribed assumption is near the upper limit of what we believe constitutes a reasonable range for this assumption as defined by ASOP 27. *In the previous valuation, the investment return assumption was 7.40% per year.*

The **Inflation Rate** assumed in this valuation was 2.50% per year.



The assumed **real rate of return** over inflation is defined to be the portion of total investment return that is more than the assumed inflation rate. Considering other economic assumptions, the 7.25% investment return rate translates to an assumed real rate of return over inflation of 4.75%.

**The rates of salary increase** used are shown in the following tables below and are based on the Experience Study dated June 24, 2016. This assumption is used to project a member's current salary to the salaries upon which benefits will be based.

**% Increase in Salary - General Employees**

<b>Years of Service</b>	<b>Merit and Seniority</b>	<b>Inflation</b>	<b>Total Increase</b>
Under 4	2.50%	2.50%	5.00%
4 - 7	1.30%	2.50%	3.80%
8 - 11	1.10%	2.50%	3.60%
12 - 15	0.80%	2.50%	3.30%
16 - 19	0.60%	2.50%	3.10%
20 & Over	0.45%	2.50%	2.95%

**% Increase in Salary - Police Officers**

<b>Years of Service</b>	<b>Merit and Seniority</b>	<b>Inflation</b>	<b>Total Increase</b>
Under 8	3.90%	2.50%	6.40%
8 - 11	3.60%	2.50%	6.10%
12 - 15	3.40%	2.50%	5.90%
16 - 19	2.70%	2.50%	5.20%
20 & Over	2.00%	2.50%	4.50%

**% Increase in Salary - Firefighters**

<b>Years of Service</b>	<b>Merit and Seniority</b>	<b>Inflation</b>	<b>Total Increase</b>
Under 12	3.25%	2.50%	5.75%
12 - 15	2.60%	2.50%	5.10%
16 - 19	2.25%	2.50%	4.75%
20 & Over	1.90%	2.50%	4.40%



## Demographic Assumptions

**The mortality table** is the PUB-2010 Headcount Weighted Employee Mortality Table (for pre-retirement mortality) and the PUB-2010 Headcount Weighted Healthy Retiree Mortality Table (for postretirement mortality), with separate rates for males and females and mortality improvements projected to all future years after 2010 using Scale MP-2018. These are the same rates in use for members of the Florida Retirement System (FRS) for the July 1, 2022 FRS Actuarial Valuation. Florida Statutes Chapter 112.63(1)(f) mandates the use of the mortality tables used in either of the two most recently published actuarial valuation reports of FRS.

**For General Employees:** For males, the mortality tables are based on the General Below-Median versions of the given table with ages set back one year. For females, the mortality tables are based on the General Below-Median versions of the given table. These are the same rates in use for Regular (other than K-12 School Instructional Personnel) class members of FRS in the July 1, 2022 FRS Actuarial Valuation.

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

Sample Attained Ages	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
20	0.04 %	0.01 %	65.27	69.28
30	0.07	0.03	54.42	58.42
40	0.11	0.06	43.76	47.67
50	0.19	0.58	33.24	37.04
55	0.95	0.57	28.87	32.59
60	1.13	0.59	24.77	28.04
65	1.29	0.68	20.70	23.46
70	1.79	1.08	16.68	18.98
75	2.84	1.87	12.97	14.79
80	4.78	3.38	9.68	11.03

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

### FRS Healthy Pre-Retirement Mortality for Non-Special Risk Class Members

Sample Attained Ages	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
20	0.04 %	0.01 %	69.05	71.98
30	0.07	0.03	58.44	61.31
40	0.11	0.06	48.04	50.76
50	0.19	0.11	37.80	40.34
55	0.30	0.17	32.79	35.21
60	0.46	0.26	27.93	30.18
65	0.65	0.37	23.24	25.25
70	0.90	0.56	18.68	20.43
75	1.34	0.93	14.24	15.74
80	2.11	1.56	9.94	11.23

This assumption is used to measure the probabilities of active members dying prior to retirement (10% of deaths are assumed to be service-connected).



For disabled retirees, the mortality table is based on the PUB-2010 Headcount Weighted General Disabled Retiree Table with ages set forward 3 years for males and females, with no provision being made for future mortality improvements. These are the same rates in use for Regular (other than K-12 School Instructional Personnel) class members of FRS in the July 1, 2022 FRS Actuarial Valuation.

For Police Officers and Firefighters: For males, the mortality tables are based on the Safety Below-Median versions of the given table with ages set forward 1 year. For females, the mortality tables are based on the Safety versions of the given table with ages set forward 1 year. These are the same rates in use for Special Risk class members of FRS in the July 1, 2022 FRS Actuarial Valuation.

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

Sample Attained Ages	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
20	0.05 %	0.02 %	63.98	68.43
30	0.08	0.04	53.24	57.61
40	0.11	0.07	42.62	46.91
50	0.42	0.20	32.59	36.43
55	0.55	0.36	27.82	31.39
60	0.92	0.60	23.23	26.59
65	1.31	0.92	18.95	22.07
70	2.08	1.44	14.93	17.81
75	3.51	2.40	11.32	13.88
80	6.24	4.12	8.24	10.41

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	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
20	0.05 %	0.02 %	67.03	71.20
30	0.08	0.04	56.48	60.56
40	0.11	0.07	46.07	50.06
50	0.16	0.10	35.74	39.66
55	0.25	0.16	30.66	34.51
60	0.42	0.22	25.70	29.44
65	0.69	0.30	20.93	24.42
70	1.17	0.54	16.40	19.51
75	2.06	1.06	12.16	14.81
80	6.24	4.12	8.24	10.41

This assumption is used to measure the probabilities of active members dying prior to retirement (10% of deaths are assumed to be service-connected).

For disabled retirees, the mortality table is 80% of the PUB-2010 Headcount Weighted General Disabled Retiree Mortality Table, and 20% of the PUB-2010 Headcount Weighted Safety Disabled Retiree Mortality Table, both



with separate rates for males and females, with no provision being made for future mortality improvements. These are the same rates in use for Special Risk class members of FRS in the July 1, 2022 FRS Actuarial Valuation.

**The active member population** is assumed to remain constant.

**The rates of retirement** used to measure the probability of eligible members retiring during the next year are shown in the tables below and are based on the Experience Study dated June 24, 2016.

For General Employees in Plan B & C:

<b>Age</b>	<b>Years of Service</b>	<b>Normal Retirement</b>	<b>Age</b>	<b>Years of Service</b>	<b>Early Retirement</b>
Under 56	30 & Over	45.00%	Under 50	25 - 29	4.50%
56 - 59	30 & Over	60.00	50 - 54	25 - 29	7.50
60	5 - 29	50.00	55 - 59	5	7.50
	30 & Over	60.00		6 - 19	2.50
61	5 - 29	20.00		20 - 24	7.50
	30 & Over	60.00		25 - 29	10.00
62	5 - 19	45.00	60	5 - 29	9.00
	20 & Over	60.00	61	5 - 29	15.00
63 - 64	5 - 19	30.00			
	20 & Over	34.00			
65 - 69	5 - 19	40.00			
	20 & Over	70.00			
70 & Over	5 & Over	100.00			

For General Employees in Plan D:

<b>Age</b>	<b>Years of Service</b>	<b>Normal Retirement</b>	<b>Age</b>	<b>Years of Service</b>	<b>Early Retirement</b>
Under 59	33 & Over	45.00%	Under 53	28 - 32	4.50%
59 - 64	33 & Over	60.00	53 - 57	28 - 32	7.50
65	5 - 19	45.00	58 - 62	5	7.50
	20 & Over	60.00		6 - 19	2.50
66 - 67	5 - 19	30.00		20 - 27	7.50
	20 & Over	34.00		28 - 32	10.00
68 - 69	5 - 19	40.00	63	5 - 32	9.00
	20 & Over	70.00	64	5 - 32	15.00
70 & Over	5 & Over	100.00			



For Police Officers:

<u>Age</u>	<u>Years of Service</u>	<u>Normal Retirement</u>
Under 50	25	52.50%
	26 & Over	55.00
50 - 54	25	62.50
	26 & Over	55.00
55	5 - 24	15.00
	25	62.50
	26 & Over	55.00
56 - 61	5 - 24	25.00
	25	62.50
	26 & Over	55.00
62 & Over	5 & Over	100.00

<u>Age</u>	<u>Years of Service</u>	<u>Early Retirement</u>
Under 50	20 - 24	2.75%
50 - 54	5 - 19	0.75
	20 - 24	7.50

For Firefighters:

<u>Age</u>	<u>Years of Service</u>	<u>Normal Retirement</u>
Under 50	25	62.50%
	26 & Over	67.50
50 - 54	25	67.50
	26 & Over	67.50
55	5 - 24	20.00
	25	67.50
	26 & Over	67.50
56 - 61	5 - 19	20.00
	20 - 24	40.00
	25	67.50
	26 & Over	67.50
62 & Over	5 & Over	100.00

<u>Age</u>	<u>Years of Service</u>	<u>Early Retirement</u>
Under 50	20 - 24	2.50%
50 - 54	5 - 19	0.50
	20 - 24	4.50



**Rates of separation from active membership** are shown in the tables below (rates do not apply to members eligible to retire and do not include separation on account of death or disability) and are based on the Experience Study dated June 24, 2016. This assumption measures the probabilities of members separating from employment for reasons other than retirement, death, or disability.

**% of Active Members Separating Within Next Year**

Years of Service	General Employees	
	Males	Females
Under 1	14.00%	15.50%
1	10.40	14.00
2	7.50	7.50
3	5.50	7.50
4	5.50	5.80
5 - 6	5.50	5.30
7 - 9	3.00	5.30
10 - 14	2.70	3.20
15 & Over	1.40	2.80

**% of Active Members Separating Within Next Year**

Age	Years of Service	Police Officers
ALL	0	13.00%
	1	13.00
	2	8.00
	3	4.50
Under 35	4 & Over	3.50
35 - 39		2.00
40 & Over		1.50

**% of Active Members Separating Within Next Year**

Age	Service	Firefighters
Under 35	ALL	2.40%
35 - 39		0.90
40 & Over		0.40

***Rates of disability*** among active members are shown in the tables below and are based on the Experience Study dated June 24, 2016. Table rates are equal to 150% of the current disability rates assumed by FRS in the July 1, 2015 FRS Actuarial Valuation (the latest FRS actuarial valuation report available when the Experience Study was performed). For General Employees 10% of disabilities are assumed to be service-connected, and for Police Officers and Firefighters 50% of disabilities are assumed to be service-connected.

**% Becoming Disabled Within Next Year**

Sample Ages	General Employees				Police Officers and Firefighters			
	Non Service-Connected		Service Connected		Non Service-Connected		Service Connected	
	Male	Female	Male	Female	Male	Female	Male	Female
20	0.000%	0.000%	0.000%	0.000%	0.030%	0.000%	0.015%	0.000%
25	0.015%	0.015%	0.001%	0.001%	0.030%	0.030%	0.015%	0.006%
30	0.015%	0.015%	0.001%	0.001%	0.045%	0.030%	0.015%	0.006%
35	0.030%	0.015%	0.001%	0.001%	0.045%	0.045%	0.015%	0.006%
40	0.030%	0.030%	0.001%	0.001%	0.045%	0.045%	0.030%	0.060%
45	0.120%	0.090%	0.006%	0.001%	0.045%	0.090%	0.090%	0.060%
50	0.240%	0.150%	0.009%	0.009%	0.120%	0.165%	0.210%	0.075%
55	0.375%	0.240%	0.009%	0.009%	0.075%	0.165%	0.150%	0.120%
60	0.450%	0.390%	0.015%	0.019%	0.075%	0.165%	0.210%	0.225%
64	0.150%	0.120%	0.015%	0.015%	0.075%	0.165%	0.450%	0.225%



## 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>	Decrements of all types are assumed to occur at the middle of the year.
<b><i>DROP Retirement</i></b>	General Employees entering the DROP on or after March 1, 2020 are assumed to elect to enter the DROP 70% of the time (versus separating from employment) and are assumed to remain in the DROP for a period of three years. Police Officers entering the DROP who have a pension entry date on or after January 1, 1998, and earlier than January 1, 2001 are assumed to remain in the DROP for a period of four years. Firefighters entering the DROP on or after October 1, 2017 are assumed to remain in the DROP for a period of three years.
<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 members separating will only withdraw their contributions and forfeit an employer financed benefit if the value of their accumulated contributions exceeds the present value of their deferred monthly 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 and Member contributions are assumed to be received continuously throughout the year based upon the computed percentages of payroll shown in this report, and the actual payroll payable at the time contributions are made.
<b><i>Marriage Assumption</i></b>	85% of males and 85% of females are assumed to be married for purposes of death-in-service benefits. Males are assumed to be three years older than their spouses for active member valuation purposes.
<b><i>Normal Form of Benefit</i></b>	A 10-year certain and life annuity is the normal form of benefit for Police and Fire. A 66.67% joint and contingent life annuity is the normal form of benefit for General Employees.
<b><i>Pay Increase Timing</i></b>	End of the year. Annual rates of pay as of the valuation date are assumed to be the full-year pays for the year beginning on the valuation date.
<b><i>Service Credit Accruals</i></b>	It is assumed that members accrue one year of service credit per year.



# GLOSSARY

<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.
<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>Actuarially Determined Contribution (ADC)</i></b>	The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation, determined under GASB. The ADC consists of the Employer Normal Cost and Amortization Payment.



<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>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 actual experience and that expected based upon a set of Actuarial Assumptions, during the period between two actuarial valuations. To the extent that actual experience differs from that assumed, Unfunded Actuarial Accrued Liabilities emerge which may be larger or smaller than projected. Gains are due to favorable experience, e.g., the assets earn more than projected, salaries do not increase as fast as assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as projected by the actuarial assumptions. On the other hand, losses are the result of unfavorable experience, i.e., actual results that produce Unfunded Actuarial Accrued Liabilities which are larger than projected.
<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.
<b><i>Normal Cost</i></b>	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**

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### **PENSION FUND INFORMATION**

**Statement of Total Plan Assets at Market Value**

Item	September 30		
	2022	2021	2020
A. Cash and Cash Equivalents (Operating Cash)	\$ 19,036,421	\$ 32,973,495	\$ 19,076,554
B. Receivables:			
1. Accrued Interest Receivable	\$ 3,609,085	\$ 2,893,426	
2. Securities Lending Collateral	79,139,001	119,470,000	2,891,868
3. Employer Contribution	908,000	-	100,978,000
4. Investment Income and Other Receivables	-	-	-
5. Open Security Sales (Pending)	-	-	-
6. Total Receivables	\$ 83,656,086	\$ 122,363,426	\$ 103,869,868
C. Investments	\$ 1,975,409,619	\$ 2,135,601,272	\$ 1,747,201,776
D. Liabilities			
1. Open Security Purchases (Pending)	\$ -	\$ -	\$ -
2. Securities Lending Collateral	(79,139,001)	(119,470,000)	(100,978,000)
3. Total Liabilities	\$ (79,139,001)	\$ (119,470,000)	\$ (100,978,000)
E. Total Market Value of Assets	\$ 1,998,963,125	\$ 2,171,468,193	\$ 1,769,170,198



## Reconciliation of Plan Assets by Plan

Item	September 30, 2022			
	General Employees	Police Officers	Firefighters	Total
A. Market Value of Assets at Beginning of Year	\$ 1,464,947,935	\$ 422,805,088	\$ 283,715,170	\$ 2,171,468,193
B. Revenues and Expenditures				
1. Contributions				
a. Member Contributions	\$ 6,680,371	\$ 3,092,341	\$ 3,466,818	\$ 13,239,530
b. Employer Contributions	27,127,000	9,452,000	6,658,000	43,237,000
c. Miscellaneous	46	13	9	68
d. Total	<u>\$ 33,807,417</u>	<u>\$ 12,544,354</u>	<u>\$ 10,124,827</u>	<u>\$ 56,476,598</u>
2. Investment Income				
a. Interest, Dividends, and Other Income	\$ 26,901,282	\$ 7,686,273	\$ 5,191,773	\$ 39,779,328
b. Realized Gains/(Losses)	30,135,069	8,608,565	5,816,424	44,560,058
c. Unrealized Gains/(Losses)	(127,888,879)	(36,533,506)	(24,684,063)	(189,106,448)
d. Investment Expenses	(4,797,369)	(1,370,474)	(925,708)	(7,093,551)
e. Net Investment Income	<u>\$ (75,649,897)</u>	<u>\$ (21,609,142)</u>	<u>\$ (14,601,574)</u>	<u>\$ (111,860,613)</u>
3. Benefits and Refunds				
a. Regular Monthly Benefits	\$ (75,207,311)	\$ (22,478,500)	\$ (17,470,826)	\$ (115,156,637)
b. Refunds	(814,536)	(164,837)	(53,632)	(1,033,005)
c. Total	<u>\$ (76,021,847)</u>	<u>\$ (22,643,337)</u>	<u>\$ (17,524,458)</u>	<u>\$ (116,189,642)</u>
4. Administrative and Miscellaneous Expenses	\$ (632,555)	\$ (180,812)	\$ (118,044)	\$ (931,411)
C. Market Value of Assets at End of Year	\$ 1,346,451,053	\$ 390,916,151	\$ 261,595,921	\$ 1,998,963,125



## Reconciliation of Plan Assets by Plan

Item	September 30, 2021			
	General Employees	Police Officers	Firefighters	Total
A. Market Value of Assets at Beginning of Year	\$ 1,194,769,361	\$ 343,663,753	\$ 230,737,084	\$ 1,769,170,198
B. Revenues and Expenditures				
1. Contributions				
a. Member Contributions	\$ 6,211,861	\$ 3,324,385	\$ 3,235,348	\$ 12,771,594
b. Employer Contributions	27,858,000	9,456,000	7,084,000	44,398,000
c. Miscellaneous	99,051	28,296	19,113	146,460
d. Total	<u>\$ 34,168,912</u>	<u>\$ 12,808,681</u>	<u>\$ 10,338,461</u>	<u>\$ 57,316,054</u>
2. Investment Income				
a. Interest, Dividends, and Other Income	\$ 23,941,295	\$ 6,852,679	\$ 4,628,601	\$ 35,422,575
b. Realized Gains/(Losses)	106,197,316	30,336,963	20,497,336	157,031,615
c. Unrealized Gains/(Losses)	183,555,454	52,435,554	35,428,370	271,419,378
d. Investment Expenses	(4,994,297)	(1,426,740)	(963,714)	(7,384,751)
e. Net Investment Income	<u>\$ 308,699,768</u>	<u>\$ 88,198,456</u>	<u>\$ 59,590,593</u>	<u>\$ 456,488,817</u>
3. Benefits and Refunds				
a. Regular Monthly Benefits	\$ (71,369,122)	\$ (21,347,041)	\$ (16,605,643)	\$ (109,321,806)
b. Refunds	(636,616)	(323,256)	(213,268)	(1,173,140)
c. Total	<u>\$ (72,005,738)</u>	<u>\$ (21,670,297)</u>	<u>\$ (16,818,911)</u>	<u>\$ (110,494,946)</u>
4. Administrative and Miscellaneous Expenses	\$ (684,368)	\$ (195,505)	\$ (132,057)	\$ (1,011,930)
C. Market Value of Assets at End of Year	\$ 1,464,947,935	\$ 422,805,088	\$ 283,715,170	\$ 2,171,468,193



### Actuarial Value of Assets by Plan

<b>Valuation Date – September 30, 2022</b>	<b>General Employees</b>	<b>Police Officers</b>	<b>Firefighters</b>	<b>Total</b>
A. Actuarial Value of Assets Beginning of Year	\$1,286,959,000	\$ 376,195,000	\$ 248,369,000	\$1,911,523,000
B. Market Value End of Year	1,346,451,000	390,916,000	261,596,000	1,998,963,000
C. Market Value Beginning of Year	1,464,948,000	422,805,000	283,715,000	2,171,468,000
D. Non-Investment/Administrative Net Cash Flow	(42,847,000)	(10,280,000)	(7,517,000)	(60,644,000)
E. Investment Income				
E1. Actual Market Total: B-C-D	(75,650,000)	(21,609,000)	(14,602,000)	(111,861,000)
E2. Assumed Rate of Return	7.40%	7.40%	7.40%	7.40%
E3. Assumed Amount of Return	94,151,000	27,633,000	18,224,000	140,008,000
<b>F. Actuarial Value of Assets End of Year</b>				
F1. Expected Actuarial Value of Assets End of Year:				
A+D+E3	1,338,263,000	393,548,000	259,076,000	1,990,887,000
F2. Excess: B - F1	8,188,000	(2,632,000)	2,520,000	8,076,000
F3. Adjustment to Market: 20% x F2	1,638,000	(527,000)	504,000	1,615,000
F4. Preliminary Actuarial Value of Assets End of Year:				
F1 + F3	1,339,901,000	393,021,000	259,580,000	1,992,502,000
F5. Upper Corridor Limit: 120%*B	1,615,741,000	469,099,000	313,915,000	2,398,755,000
F6. Lower Corridor Limit: 80%*B	1,077,161,000	312,733,000	209,277,000	1,599,171,000
F7. Actuarial Value of Assets End of Year	1,339,901,000	393,021,000	259,580,000	1,992,502,000
G. Difference between Market & Actuarial Value of Assets	6,550,000	(2,105,000)	2,016,000	6,461,000
<b>H. Actuarial Rate of Return</b>	7.5%	7.3%	7.6%	7.5%
<b>I. Market Value Rate of Return</b>	-5.2%	-5.1%	-5.2%	-5.2%
<b>J. Ratio of Actuarial Value of Assets to Market Value</b>	99.5%	100.5%	99.2%	99.7%

### Actuarial Value of Assets by Plan

<b>Valuation Date – September 30, 2021</b>	<b>General Employees</b>	<b>Police Officers</b>	<b>Firefighters</b>	<b>Total</b>
A. Actuarial Value of Assets Beginning of Year	\$1,193,569,000	\$ 348,007,000	\$ 229,291,000	\$1,770,867,000
B. Market Value End of Year	1,464,948,000	422,805,000	283,715,000	2,171,468,000
C. Market Value Beginning of Year	1,194,769,000	343,664,000	230,737,000	1,769,170,000
D. Non-Investment/Administrative Net Cash Flow	(38,521,000)	(9,057,000)	(6,613,000)	(54,191,000)
E. Investment Income				
E1. Actual Market Total: B-C-D	308,700,000	88,198,000	59,591,000	456,489,000
E2. Assumed Rate of Return	7.40%	7.40%	7.40%	7.40%
E3. Assumed Amount of Return	87,414,000	25,592,000	16,854,000	129,860,000
<b>F. Actuarial Value of Assets End of Year</b>				
F1. Expected Actuarial Value of Assets End of Year:				
A+D+E3	1,242,462,000	364,542,000	239,532,000	1,846,536,000
F2. Excess: B - F1	222,486,000	58,263,000	44,183,000	324,932,000
F3. Adjustment to Market: 20% x F2	44,497,000	11,653,000	8,837,000	64,987,000
F4. Preliminary Actuarial Value of Assets End of Year:				
F1 + F3	1,286,959,000	376,195,000	248,369,000	1,911,523,000
F5. Upper Corridor Limit: 120%*B	1,757,938,000	507,366,000	340,458,000	2,605,762,000
F6. Lower Corridor Limit: 80%*B	1,171,958,000	338,244,000	226,972,000	1,737,174,000
F7. Actuarial Value of Assets End of Year	1,286,959,000	376,195,000	248,369,000	1,911,523,000
G. Difference between Market & Actuarial Value of Assets	177,989,000	46,610,000	35,346,000	259,945,000
<b>H. Actuarial Rate of Return</b>	11.2%	10.8%	11.3%	11.1%
<b>I. Market Value Rate of Return</b>	26.1%	25.8%	26.0%	26.0%
<b>J. Ratio of Actuarial Value of Assets to Market Value</b>	87.9%	89.0%	87.5%	88.0%



Period Ending	Investment Rate of Return	
	Total Market Value	Total Actuarial Value
9/30/2004	11.0 %	8.2 %
9/30/2005	12.3	8.8
9/30/2006	11.9	9.4
9/30/2007	12.1	10.0
9/30/2008	(14.1)	4.8
9/30/2009	(2.4)	3.4
9/30/2010	9.6	4.5
9/30/2011	0.9	3.8
9/30/2012	21.1	6.6
9/30/2013	14.5	8.1
9/30/2014	10.4	8.6
9/30/2015	1.0	7.0
9/30/2016	9.5	7.5
9/30/2017	13.3	8.6
9/30/2018	9.1	8.6
9/30/2019	4.3	7.7
9/30/2020	6.6	7.5
9/30/2021	26.0	11.1
9/30/2022	(5.2)	7.5
<b>Average Returns:</b>		
Last 5 Years	7.7 %	8.5 %
Last 10 Years	8.7 %	8.2 %
All Years Shown Above	7.6 %	7.4 %

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

## **SECTION D**

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### **FINANCIAL ACCOUNTING INFORMATION**

<b>ASC 960 INFORMATION</b>					
A. Valuation Date	October 1, 2022				October 1, 2020 <sup>#</sup>
B. Actuarial Present Value of Accumulated Plan Benefits	<i>Total</i>	<i>General Employees</i>	<i>Police Officers</i>	<i>Firefighters</i>	<i>Total</i>
1. Vested Benefits					
a. Members Currently Receiving Payments	\$ 1,586,609,000	\$ 1,022,792,000	\$ 324,651,000	\$ 239,166,000	\$ 1,433,256,000
b. Terminated Vested Members	43,585,000	39,247,000	3,381,000	957,000	40,259,000
c. Other Members	398,757,000	274,980,000	79,536,000	44,241,000	374,879,000
d. Total	<u>2,028,951,000</u>	<u>1,337,019,000</u>	<u>407,568,000</u>	<u>284,364,000</u>	<u>1,848,394,000</u>
2. Non-Vested Benefits	34,445,000	23,613,000	7,055,000	3,777,000	32,575,000
3. Total Actuarial Present Value of Accumulated Plan Benefits: 1d + 2	2,063,396,000	1,360,632,000	414,623,000	288,141,000	1,880,969,000
4. Accumulated Contributions of Active Members	115,375,000	61,264,000	28,358,000	25,753,000	108,392,000
C. Changes in the Actuarial Present Value of Accumulated Plan Benefits					
1. Total Value at October 1, 2020	1,880,969,000	1,241,644,000	373,558,000	265,767,000	1,833,982,000
2. Increase (Decrease) During the Period Attributable to:					
a. Plan Amendments	0	0	0	0	2,100,000
b. Change in Actuarial Assumptions	34,977,000	22,944,000	7,164,000	4,869,000	(27,959,000)
c. Latest Member Data, Benefits Accumulated and Decrease in the Discount Period	374,135,000	244,072,000	78,215,000	51,848,000	176,306,000
d. Benefits Paid	<u>(226,685,000)</u>	<u>(148,028,000)</u>	<u>(44,314,000)</u>	<u>(34,343,000)</u>	<u>(103,460,000)</u>
e. Net Increase	182,427,000	118,988,000	41,065,000	22,374,000	46,987,000
3. Total Value at October 1, 2022	2,063,396,000	1,360,632,000	414,623,000	288,141,000	1,880,969,000
D. Market Value of Assets	1,998,963,000	1,346,451,000	390,916,000	261,596,000	1,769,170,000
E. Funded Ratio Using Market Value	96.9%	99.0%	94.3%	90.8%	94.1%
F. Actuarial Assumptions - See page entitled Actuarial Assumptions and Methods					

# Reflects all Actuarial Impact Statements through September 2021.



## **SECTION E**

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### **MISCELLANEOUS INFORMATION**

<b>RECONCILIATION OF TOTAL MEMBERSHIP DATA</b>		
	<b>From 10/1/20 To 10/1/22</b>	<b>From 10/1/19 To 10/1/20</b>
<b>A. Active Members</b>		
1. Number Included in Last Valuation	2,453	2,471
2. New Members Included in Current Valuation	524	197
3. Non-Vested Employment Terminations	(128)	(77)
4. Vested Employment Terminations	(102)	(39)
5. DROP Retirement	(79)	(69)
6. Service Retirements	(92)	(26)
7. Disability Retirements	(1)	(4)
8. Deaths	(12)	(5)
9. Transfer	0	0
10. Rehire	7	5
11. Number Included in This Valuation	<u>2,570</u>	<u>2,453</u>
<b>B. Terminated Vested Members</b>		
1. Number Included in Last Valuation	286	287
2. Additions from Active Members	102	39
3. Lump Sum Payments/Refund of Contributions	(40)	(25)
4. Payments Commenced	(24)	(13)
5. Deaths	0	(1)
6. Rehire	(7)	(5)
7. Other - Data Corrections	2	4
8. Number Included in This Valuation	<u>319</u>	<u>286</u>
<b>C. DROP Retirees, Service Retirees, Disability Retirees and Beneficiaries</b>		
1. Number Included in Last Valuation	2,419	2,325
2. Additions from Active Members	172	99
3. Additions from Terminated Vested Members	24	13
4. Deaths	(95)	(60)
5. Additions from New Survivor Benefits	59	45
6. End of Certain Period - No Further Payments	(6)	(3)
7. Other	0	0
8. Number Included in This Valuation	<u>2,573</u>	<u>2,419</u>

<b>RECONCILIATION OF MEMBERSHIP DATA BY PLAN FROM 10/1/20 TO 10/1/22</b>				
	<b>General Employees</b>	<b>Police Officers</b>	<b>Firefighters</b>	<b>Total</b>
<b>A. Active Members</b>				
1. Number Included in Last Valuation	1,894	330	229	2,453
2. New Members Included in Current Valuation	415	57	52	524
3. Non-Vested Employment Terminations	(113)	(10)	(5)	(128)
4. Vested Employment Terminations	(85)	(13)	(4)	(102)
5. DROP Retirement	(56)	(17)	(6)	(79)
6. Service Retirements	(82)	(7)	(3)	(92)
7. Disability Retirements	(1)	0	0	(1)
8. Deaths	(8)	(2)	(2)	(12)
9. Transfer	(4)	4	0	0
10. Rehire	6	1	0	7
11. Number Included in This Valuation	<u>1,966</u>	<u>343</u>	<u>261</u>	<u>2,570</u>
<b>B. Terminated Vested Members</b>				
1. Number Included in Last Valuation	247	31	8	286
2. Additions from Active Members	85	13	4	102
3. Lump Sum Payments/Refund of Contributions	(34)	(4)	(2)	(40)
4. Payments Commenced	(21)	(3)	0	(24)
5. Deaths	0	0	0	0
6. Rehire	(6)	(1)	0	(7)
7. Other - Data Corrections	2	0	0	2
8. Number Included in This Valuation	<u>273</u>	<u>36</u>	<u>10</u>	<u>319</u>
<b>C. DROP Retirees, Service Retirees, Disability Retirees and Beneficiaries</b>				
1. Number Included in Last Valuation	1,858	303	258	2,419
2. Additions from Active Members	139	24	9	172
3. Additions from Terminated Vested Members	21	3	0	24
4. Deaths	(81)	(6)	(8)	(95)
5. Additions from New Survivor Benefits	50	5	4	59
6. End of Certain Period - No Further Payments	(4)	0	(2)	(6)
7. Other	0	0	0	0
8. Number Included in This Valuation	<u>1,983</u>	<u>329</u>	<u>261</u>	<u>2,573</u>

**ACTIVE MEMBERS AS OF OCTOBER 1, 2022  
GENERAL EMPLOYEES**

Age Group	Years of Service to Valuation Date									Earnings	
	0-1	1-4	5-9	10-14	15-19	20-24	25-29	30+	Total	Total	Average
<25	32	23	-	-	-	-	-	-	55	\$ 2,091,688	\$ 38,031
25-29	25	75	12	1	-	-	-	-	113	5,149,603	45,572
30-34	33	103	45	8	1	-	-	-	190	10,115,962	53,242
35-39	22	73	69	37	23	1	-	-	225	13,515,511	60,069
40-44	25	80	73	37	64	26	2	-	307	18,885,604	61,517
45-49	11	68	47	39	55	43	18	-	281	17,562,129	62,499
50-54	11	50	58	47	51	55	35	6	313	21,896,035	69,955
55-59	6	40	47	36	50	53	37	9	278	19,345,990	69,590
60-64	3	23	26	23	34	33	12	9	163	11,360,086	69,694
65-69	1	8	11	3	5	4	3	-	35	2,228,097	63,660
70+	-	-	1	-	1	2	-	2	6	427,980	71,330
<b>Total</b>	<b>169</b>	<b>543</b>	<b>389</b>	<b>231</b>	<b>284</b>	<b>217</b>	<b>107</b>	<b>26</b>	<b>1,966</b>	<b>122,578,685</b>	<b>62,349</b>

Average Age: 46.2

Average Service: 10.4



**ACTIVE MEMBERS AS OF OCTOBER 1, 2022  
POLICE OFFICERS**

Age Group	Years of Service to Valuation Date									Earnings	
	0-1	1-4	5-9	10-14	15-19	20-24	25-29	30+	Total	Total	Average
<25	20	5	-	-	-	-	-	-	25	\$ 1,203,162	\$ 48,126
25-29	15	37	7	1	-	-	-	-	60	2,999,207	49,987
30-34	3	14	23	4	-	-	-	-	44	2,477,901	56,316
35-39	1	5	22	22	12	-	-	-	62	4,300,757	69,367
40-44	-	1	11	6	25	10	-	-	53	4,267,904	80,526
45-49	-	1	3	3	16	33	1	-	57	5,365,808	94,137
50-54	-	1	1	4	8	15	2	-	31	2,869,699	92,571
55-59	-	1	2	2	2	2	-	-	9	885,537	98,393
60-64	-	-	-	-	1	1	-	-	2	193,265	96,633
65-69	-	-	-	-	-	-	-	-	-	-	-
70+	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>39</b>	<b>65</b>	<b>69</b>	<b>42</b>	<b>64</b>	<b>61</b>	<b>3</b>	<b>-</b>	<b>343</b>	<b>24,563,240</b>	<b>71,613</b>

Average Age: 38.5

Average Service: 10.8





**ACTIVE MEMBERS AS OF OCTOBER 1, 2022  
FIREFIGHTERS**

Age Group	Years of Service to Valuation Date									Earnings	
	0-1	1-4	5-9	10-14	15-19	20-24	25-29	30+	Total	Total	Average
<25	8	3	-	-	-	-	-	-	11	\$ 499,252	\$ 45,387
25-29	17	26	3	1	-	-	-	-	47	2,179,122	46,364
30-34	6	7	21	4	-	-	-	-	38	1,955,640	51,464
35-39	2	12	23	24	6	-	-	-	67	3,935,207	58,734
40-44	1	-	8	17	17	-	-	-	43	2,961,670	68,876
45-49	-	1	3	7	5	15	1	-	32	2,597,537	81,173
50-54	-	-	1	1	8	9	1	-	20	1,671,975	83,599
55-59	-	-	1	-	1	-	-	-	2	273,214	136,607
60-64	-	-	1	-	-	-	-	-	1	188,499	188,499
65-69	-	-	-	-	-	-	-	-	-	-	-
70+	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>34</b>	<b>49</b>	<b>61</b>	<b>54</b>	<b>37</b>	<b>24</b>	<b>2</b>	<b>-</b>	<b>261</b>	<b>16,262,116</b>	<b>62,307</b>

Average Age: 37.9

Average Service: 9.6



**ACTIVE MEMBERS AS OF OCTOBER 1, 2022**  
**ALL MEMBERS**

Age Group	Years of Service to Valuation Date									Earnings	
	0-1	1-4	5-9	10-14	15-19	20-24	25-29	30+	Total	Total	Average
<25	60	31	-	-	-	-	-	-	91	\$ 3,794,102	\$ 41,693
25-29	57	138	22	3	-	-	-	-	220	10,327,932	46,945
30-34	42	124	89	16	1	-	-	-	272	14,549,503	53,491
35-39	25	90	114	83	41	1	-	-	354	21,751,475	61,445
40-44	26	81	92	60	106	36	2	-	403	26,115,178	64,802
45-49	11	70	53	49	76	91	20	-	370	25,525,474	68,988
50-54	11	51	60	52	67	79	38	6	364	26,437,709	72,631
55-59	6	41	50	38	53	55	37	9	289	20,504,741	70,951
60-64	3	23	27	23	35	34	12	9	166	11,741,850	70,734
65-69	1	8	11	3	5	4	3	-	35	2,228,097	63,660
70+	-	-	1	-	1	2	-	2	6	427,980	71,330
<b>Total</b>	<b>242</b>	<b>657</b>	<b>519</b>	<b>327</b>	<b>385</b>	<b>302</b>	<b>112</b>	<b>26</b>	<b>2,570</b>	<b>163,404,041</b>	<b>63,581</b>

Average Age: 44.3

Average Service: 10.4



**INACTIVE MEMBERS AS OF OCTOBER 1, 2022  
GENERAL EMPLOYEES**

Age	<u>Terminated Vested</u>		<u>Disabled</u>		<u>Retired</u>		<u>Survivor Beneficiaries</u>		<u>Grand Total</u>	
	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits
Under 25	0	0	0	0	0	0	20	145,415	20	145,415
25 - 29	4	33,920	0	0	0	0	2	19,086	6	53,006
30 - 34	10	138,592	1	22,633	0	0	2	32,337	13	193,562
35 - 39	30	498,953	0	0	0	0	2	24,568	32	523,521
40 - 44	46	679,487	2	46,767	0	0	4	53,225	52	779,479
45 - 49	38	655,526	3	109,070	3	189,065	6	98,608	50	1,052,269
50 - 54	41	603,112	2	74,465	22	1,115,066	7	169,398	72	1,962,041
55 - 59	66	1,313,446	3	75,687	138	6,016,331	13	324,468	220	7,729,932
60 - 64	36	652,012	7	170,260	312	12,716,019	42	980,617	397	14,518,908
65 - 69	2	40,028	13	365,642	430	17,400,146	48	1,512,396	493	19,318,212
70 - 74	0	0	5	163,156	366	16,089,545	51	1,393,904	422	17,646,605
75 - 79	0	0	5	137,363	202	9,249,503	43	1,121,899	250	10,508,765
80 - 84	0	0	1	26,763	91	3,649,667	42	1,333,118	134	5,009,548
85 - 89	0	0	0	0	44	1,885,046	18	433,032	62	2,318,078
90 - 94	0	0	0	0	17	500,069	11	352,464	28	852,533
95 - 99	0	0	0	0	2	35,688	3	70,625	5	106,313
100 & Over	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>273</b>	<b>4,615,076</b>	<b>42</b>	<b>1,191,806</b>	<b>1,627</b>	<b>68,846,145</b>	<b>314</b>	<b>8,065,160</b>	<b>2,256</b>	<b>82,718,187</b>
 Average Age:	 50.0		 63.6		 69.5		 68.2		 66.9	



**INACTIVE MEMBERS AS OF OCTOBER 1, 2022  
POLICE OFFICERS**

Age	<u>Terminated Vested</u>		<u>Disabled</u>		<u>Retired</u>		<u>Survivor Beneficiaries</u>		<u>Grand Total</u>	
	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits
Under 25	0	0	0	0	0	0	0	0	0	0
25 - 29	3	29,298	0	0	0	0	0	0	3	29,298
30 - 34	2	19,247	0	0	0	0	0	0	2	19,247
35 - 39	6	71,889	0	0	0	0	1	49,934	7	121,823
40 - 44	8	116,605	0	0	0	0	0	0	8	116,605
45 - 49	8	127,411	0	0	8	617,275	0	0	16	744,686
50 - 54	9	112,189	2	65,633	40	2,938,523	2	168,530	53	3,284,875
55 - 59	0	0	0	0	77	5,602,538	1	56,085	78	5,658,623
60 - 64	0	0	1	75,675	64	4,778,146	3	204,719	68	5,058,540
65 - 69	0	0	0	0	39	2,970,011	6	326,966	45	3,296,977
70 - 74	0	0	0	0	30	2,134,320	3	186,723	33	2,321,043
75 - 79	0	0	0	0	29	1,854,947	4	220,625	33	2,075,572
80 - 84	0	0	0	0	8	536,397	3	217,958	11	754,355
85 - 89	0	0	0	0	4	306,825	2	74,814	6	381,639
90 - 94	0	0	0	0	1	43,320	0	0	1	43,320
95 - 99	0	0	0	0	0	0	1	64,123	1	64,123
100 & Over	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>36</b>	<b>476,639</b>	<b>3</b>	<b>141,308</b>	<b>300</b>	<b>21,782,302</b>	<b>26</b>	<b>1,570,477</b>	<b>365</b>	<b>23,970,726</b>
 Average Age:	 43.7		 56.0		 63.5		 70.8		 62.0	



**INACTIVE MEMBERS AS OF OCTOBER 1, 2022  
FIREFIGHTERS**

Age	<u>Terminated Vested</u>		<u>Disabled</u>		<u>Retired</u>		<u>Survivor Beneficiaries</u>		<u>Grand Total</u>	
	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits
Under 25	0	0	0	0	0	0	0	0	0	0
25 - 29	0	0	0	0	0	0	0	0	0	0
30 - 34	2	23,282	0	0	0	0	0	0	2	23,282
35 - 39	3	50,857	1	37,842	0	0	0	0	4	88,699
40 - 44	2	29,952	0	0	0	0	1	37,215	3	67,167
45 - 49	2	15,270	0	0	4	261,849	0	0	6	277,119
50 - 54	1	24,258	1	65,743	17	1,379,325	1	58,096	20	1,527,422
55 - 59	0	0	0	0	54	3,768,447	2	62,155	56	3,830,602
60 - 64	0	0	0	0	62	4,220,639	1	77,195	63	4,297,834
65 - 69	0	0	1	40,415	45	3,278,366	1	55,422	47	3,374,203
70 - 74	0	0	0	0	22	1,518,389	2	72,608	24	1,590,997
75 - 79	0	0	0	0	14	782,951	4	201,070	18	984,021
80 - 84	0	0	0	0	8	471,498	7	285,087	15	756,585
85 - 89	0	0	0	0	5	417,244	5	284,141	10	701,385
90 - 94	0	0	0	0	2	147,530	0	0	2	147,530
95 - 99	0	0	0	0	1	84,213	0	0	1	84,213
100 & Over	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>10</b>	<b>143,619</b>	<b>3</b>	<b>144,000</b>	<b>234</b>	<b>16,330,451</b>	<b>24</b>	<b>1,132,989</b>	<b>271</b>	<b>17,751,059</b>
 Average Age:		40.9		52.3		64.9		75.8		64.8



**INACTIVE MEMBERS AS OF OCTOBER 1, 2022  
ALL MEMBERS**

Age	<u>Terminated Vested</u>		<u>Disabled</u>		<u>Retired</u>		<u>Survivor Beneficiaries</u>		<u>Grand Total</u>	
	<u>Number</u>	<u>Benefits</u>	<u>Number</u>	<u>Benefits</u>	<u>Number</u>	<u>Benefits</u>	<u>Number</u>	<u>Benefits</u>	<u>Number</u>	<u>Benefits</u>
Under 25	0	0	0	0	0	0	20	145,415	20	145,415
25 - 29	7	63,218	0	0	0	0	2	19,086	9	82,304
30 - 34	14	181,121	1	22,633	0	0	2	32,337	17	236,091
35 - 39	39	621,699	1	37,842	0	0	3	74,502	43	734,043
40 - 44	56	826,044	2	46,767	0	0	5	90,440	63	963,251
45 - 49	48	798,207	3	109,070	15	1,068,189	6	98,608	72	2,074,074
50 - 54	51	739,559	5	205,841	79	5,432,914	10	396,024	145	6,774,338
55 - 59	66	1,313,446	3	75,687	269	15,387,316	16	442,708	354	17,219,157
60 - 64	36	652,012	8	245,935	438	21,714,804	46	1,262,531	528	23,875,282
65 - 69	2	40,028	14	406,057	514	23,648,523	55	1,894,784	585	25,989,392
70 - 74	0	0	5	163,156	418	19,742,254	56	1,653,235	479	21,558,645
75 - 79	0	0	5	137,363	245	11,887,401	51	1,543,594	301	13,568,358
80 - 84	0	0	1	26,763	107	4,657,562	52	1,836,163	160	6,520,488
85 - 89	0	0	0	0	53	2,609,115	25	791,987	78	3,401,102
90 - 94	0	0	0	0	20	690,919	11	352,464	31	1,043,383
95 - 99	0	0	0	0	3	119,901	4	134,748	7	254,649
100 & Over	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>319</b>	<b>5,235,334</b>	<b>48</b>	<b>1,477,114</b>	<b>2,161</b>	<b>106,958,898</b>	<b>364</b>	<b>10,768,626</b>	<b>2,892</b>	<b>124,439,972</b>
 Average Age:	 49.0		 62.4		 68.2		 68.9		 66.0	



## **SECTION F**

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### **SUMMARY OF PLAN PROVISIONS**

# SUMMARY OF PLAN PROVISIONS

## GENERAL EMPLOYEES

### A. Ordinances

The Plan was established under the Code of Ordinances for the City of Tallahassee, Florida, Chapter 14, Article II. The Plan is also governed by certain provisions of Part VII, Chapter 112, Florida Statutes and the Internal Revenue Code.

### B. Effective Date

Not Available.

### C. Plan Year

October 1 through September 30

### D. Type of Plan

Qualified, governmental defined benefit retirement plan; for GASB purposes it is a multiple employer cost-sharing plan.

### E. Eligibility Requirements

All regular full-time or part-time municipal employees in an approved budgeted position as well as elected officials.

### F. Credited Service

Credited Service is measured as the total number of days (considered as 1/365 of a year, ignoring the impact of a leap year) of full-time service with the City during which time prescribed employee contributions are made. Members may purchase up to 5 years of military service or service with another public employer. No service is credited for any periods of employment for which the member received a refund of their contributions.

### G. Compensation

Amounts actually paid to participants, including overtime, standby and call-back pay, tool allowance, worker's compensation salary differential, holiday pay, vacation pay up 240 hours, National Institute of Automotive Service Excellence Certification Supplement, differential pay for 'acting' status, leadworker differential, longevity/merit bonuses, and severance pay paid as a continuation of salary.

### H. Average Final Compensation (AFC)

For Part C participants (hired prior to 4/1/2013): The average of Compensation shall be the higher of:  
(1) The final 3 years of Credited Service;





- (2) Any consecutive 3 years during the period January 1987 through December 2005 escalated by three percent from the end of the 3-year period to December 2005; or
- (3) Any consecutive 3 years during the period January 1987 to the point of retirement.

For Part D participants (hired on or after 4/1/2013): The average of Compensation shall be the highest consecutive five years of Credited Service.

**I. Normal Retirement**

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

For Part C participants:

- (1) Age 62 and 5 years of Credited Service; or
- (2) 30 years of Credited Service, regardless of age.

For Part D participants:

- (1) Age 65 and 5 years of Credited Service; or
- (2) 33 years of Credited Service, regardless of age.

Part C participants who were previously participants in Part B are also eligible for Normal Retirement at age 60 and 7 years of Credited Service.

**Benefit:** 2.25% of AFC multiplied by years of Credited Service, 3.0% for each year of pension participation as an Elected Official, and 2.0% for each year of purchased Military and out-of-city public service.

Part C participants who were previously participants in Part B may receive the greater of the above benefit or AFC multiplied by the accrual percentage rate of:

- (1) 1.5% for each year of Credited Service through age 34,
- (2) 2.0% for each year of Credited Service from age 35 through age 49, and
- (3) 2.5% for each year of participation for age 50 and beyond.
- (4) Maximum accrual percentage is 75%.

The maximum benefit is 81% of AFC for all General Employees.

**Normal Form**

**of Benefit:** 66-2/3% Joint and Survivor option; other options are also available.

**Health Care**

**Supplement:** Monthly benefit of \$5.00 multiplied by years of Credited Service (not in excess of 30) commencing at retirement but not before age 55 (not before age 50 if retiring after completion of 30 or 33 years of service).

**COLA:**

Each retiree will receive a 3.0% increase in benefits on each October 1<sup>st</sup> starting:

- (1) at the later of normal retirement date, or age 55 (if retiring under age and service eligibility) or age 50 (if retiring under service eligibility) for Part C participants, or
- (2) at the later of normal retirement date or age 65 for Part D participants.



For retirees who enter the DROP on or after March 1, 2020, the COLA will be delayed until the October 1<sup>st</sup> following the DROP Exit date.

## **J. Early Retirement**

**Eligibility:** A member may elect to retire earlier than the Normal Retirement Eligibility after attainment of:

For Part C participants:

- (1) Age 55 and 5 years of Credited Service; or
- (2) 25 years of Credited Service, regardless of age.

For Part D participants:

- (1) Age 58 and 5 years of Credited Service; or
- (2) 28 years of Credited Service, regardless of age.

**Benefit:** If member is retiring under the age and service eligibility, the Normal Retirement Benefit is reduced by 4.8% per year for each year by which the Early Retirement date precedes the Normal Retirement date. If member is retiring under the service eligibility, the Normal Retirement Benefit is reduced by 5.0% per year for each year by which the Early Retirement date precedes the Normal Retirement date.

Part C participants who were previously participants in Part B may have their Normal Retirement benefit reduced by 2.4% per year for each year by which the Early Retirement date precedes the Part B Normal Retirement date.

**Normal Form of Benefit:** 66-2/3% Joint and Survivor option; other options are also available.

**Health Care Supplement:** Same as Normal Retirement.

**COLA:** Same as Normal Retirement.

## **K. Delayed Retirement**

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

## **L. Service Connected Disability**

**Eligibility:** Any member who becomes totally and permanently disabled as a result of an act occurring in the performance of service for the City is immediately eligible for a disability benefit.

**Benefit:** The greater of:  

- (1) the member's accrued benefit to date of disability, and
- (2) the member's benefit with service projected to normal retirement date not to exceed 50% of AFC in effect on the date of disability.



Normal Form

of Benefit: 66-2/3% Joint and Survivor option; other options are also available.

Health Care

Supplement: Monthly benefit of \$5.00 multiplied by years of Credited Service (not in excess of 30).

COLA: Each disabled retiree will receive a 3.0% increase in benefits on October 1<sup>st</sup> of each year.

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

Eligibility: Any member with 5 years of Credited Service who becomes totally and permanently disabled (non-service related) is immediately eligible for a disability benefit.

Benefit: The greater of:  
(1) the member's accrued benefit to date of disability, and  
(2) the member's benefit with service projected to normal retirement date not to exceed 50% of AFC in effect on the date of disability.

Normal Form

of Benefit: 66-2/3% Joint and Survivor option; other options are also available.

Health Care

Supplement: Monthly benefit of \$5.00 multiplied by years of Credited Service (not in excess of 30).

COLA: Each disabled retiree will receive a 3.0% increase in benefits on October 1<sup>st</sup> of each year.

#### **N. Service Connected Pre-Retirement Death**

Eligibility: Any member whose death is determined to be the result of a service incurred injury is eligible for survivor benefits regardless of Credited Service.

Benefit: Single lump sum payment of the greater of 50% of the member's base salary in effect on the date of death, \$50,000, or a refund of accumulated contributions.

In addition to the above, if the member has a legal spouse, the spouse may elect to receive either:

- (1) a monthly annuity of 25% of the member's monthly base salary, and a monthly payment of 10% of the member's monthly base salary to each dependent child until they reach age 22. The maximum payment to the member's children shall not exceed 50% of monthly base salary, or
- (2) a monthly annuity of 50% of the member's monthly base salary.

If the member had attained retirement eligibility at the time of his death, the spouse may elect the above or the member's accrued benefit under the joint and contingent full option.

Normal Form

of Benefit: Payable for the life of the beneficiary.



Health Care

Supplement: Monthly benefit of \$5.00 multiplied by years of Credited Service (not in excess of 30).

COLA: Each beneficiary will receive a 3.0% increase in benefits on October 1<sup>st</sup> of each year.

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

Eligibility: All members whose death is not service related and which occurs on or prior to Normal or actual retirement date while in service.

Benefit: Single lump sum payment of the greater of 50% of the member's base salary in effect on the date of death, \$50,000, or a refund of accumulated contributions.

In addition to the above, if the member has 5 years of service with the City and a legal spouse, the spouse will receive a monthly annuity of 25% of the member's monthly base salary, and a monthly payment of 10% of the member's monthly base salary to each dependent child until they reach age 22. The maximum payment to the member's children shall not exceed 50% of monthly base salary.

If the member had attained retirement eligibility at the time of death, the spouse may elect the above or the member's accrued benefit under the joint and contingent full option.

Normal Form

of Benefit: Payable for the life of the beneficiary.

Health Care

Supplement: Monthly benefit of \$5.00 multiplied by years of Credited Service (not in excess of 30).

COLA: Each beneficiary will receive a 3.0% increase in benefits on October 1<sup>st</sup> of each year.

#### **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 a Life Annuity, 10 Year Certain and Life Annuity, 15 Year Certain and Life Annuity, 20 Year Certain and Life Annuity, and 50%, 75% and 100% Joint and Survivor options.

#### **R. Vested Termination**

Eligibility: A member has earned a non-forfeitable right to Plan benefits after the completion of 5 years of Credited Service.

Benefit: The benefit is the member's accrued Normal Retirement Benefit. The benefit begins on the date that would have been the member's Normal Retirement date based on years of Credited Service at the termination date.



For Part C participants: If a member has 10 years of Credited Service and was hired prior to June 1, 2005, the member's accrued Normal Retirement benefit shall be increased by 3% each year from the date of separation until age 62.

Normal Form  
of Benefit: 66-2/3% Joint and Survivor option; other options are also available.

Health Care  
Supplement: Same as Normal Retirement.

COLA: Same as Normal Retirement.

#### **S. Refunds**

Members terminating employment with less than 5 years of Credited Service will receive a refund of the member's contributions with interest at a rate of 6.0% per annum.

Effective March 1, 2020, interest is at a rate of 3.0% per annum.

#### **T. Member Contributions**

5.00% of Compensation; picked up by the employer. Prior to October 28, 2017, the member contribution rate was 3.75% of Compensation.

Effective June 1, 2017, all General Employees participating in the Deferred Retirement Option Program shall not contribute to the Plan.

#### **U. Employer Contributions**

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

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

Each retiree and vested/deferred retiree who retires or enters the DROP will receive a 3.0% increase in benefits on each October 1<sup>st</sup> starting:

- (1) at the later of normal retirement date, or age 55 (if retiring under age and service eligibility) or age 50 (if retiring under service eligibility) for Part C participants, or
- (2) at the later of normal retirement date or age 65 for Part D participants.

Each disability retiree and beneficiary will receive a 3.0% increase in benefits on each October 1st of each year. For members who enter the DROP on or after March 1, 2020, no COLA will be paid until after the member exits the DROP.

#### **W. Deferred Retirement Option Plan**

Eligibility: Same as Normal Retirement.



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

**Maximum  
DROP Period:** 60 months.

**Interest  
Credited:** The actual rate of return earned on the assets in each individual DROP account.

**Normal Form  
of Benefit:** Lump Sum, Direct Rollover, or Partial Lump Sum with a Direct Rollover of the remaining balance.

**COLA:** Same as Normal Retirement if the member entered the DROP before March 1, 2020. None while the member is in the DROP if entered the DROP on or after March 1, 2020.

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

There are no ancillary retirement type benefits not required by statutes but which might be deemed a City of Tallahassee Pension Plans liability if continued beyond the availability of funding by the current funding source.

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

None.

# SUMMARY OF PLAN PROVISIONS

## POLICE OFFICERS

### A. Ordinances

The Plan was established under the Code of Ordinances for the City of Tallahassee, Florida, Chapter 14, Article III, The Plan is also governed by certain provisions of Chapter 185, Florida Statutes, Part VII, Chapter 112, Florida Statutes and the Internal Revenue Code.

### B. Effective Date

Not Available.

### 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

Any police officer employed by the city on a regular full-time basis in an approved budgeted position.

### F. Credited Service

Service is measured as the total number of days (considered as 1/365 of a year, ignoring the impact of a leap year) of full-time service with the City during which time prescribed employee contributions are made. Members may purchase up to 5 years of military service or service with another public employer. No service is credited for any periods of employment for which the member received a refund of their contributions.

### G. Compensation

Amounts actually paid to participants, including standby and call-back pay, holiday pay, vacation pay up to six weeks based on the average workweek, police educational incentive supplements, differential pay for 'acting' status, differential pay for staff position, longevity/merit bonuses, and severance pay paid as a continuation of salary.

### H. Average Final Compensation (AFC)

For Part C Participants (hired prior to 10/1/2021): The average of Compensation shall be the

- (1) The final 3 years of Credited Service;
- (2) Any consecutive 3 years during the period January 1987 through December 2005 escalated by three percent from the end of the 3-year period to December 2005; or
- (3) Any consecutive 3 years during the period January 1987 to the point of retirement.



For Part D participants (hired on or after 10/1/2021): The average of Compensation shall be the highest consecutive five years of Credited Service.

## I. Normal Retirement

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

- (1) Age 55 and 5 years of Credited Service; or
- (2) 25 years of Credited Service regardless of age.

**Benefit:** AFC multiplied by the accrual percentage rate. Accrual rates for each year of service are:

For Part C participants:

- (1) 2.0% for purchased military and out-of-city public service,
- (2) 3.0% for the first 20 years of Credited Service, and
- (3) 4.0% after 20 years of Credited Service (up to an additional five years and three months).

For Part D participants:

- (1) 2.0% for purchased military and out-of-city public service, and
- (2) 3.0% for each year of Credited Service.

The maximum benefit is 81% of AFC for all Police Officers.

**Normal Form**

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

**Health Care**

**Supplement:** Monthly benefit of \$5.00 multiplied by years of Credited Service (not in excess of 30).

**COLA:** Each retiree will receive a 3.0% increase in benefits on each October 1<sup>st</sup> starting:

- (1) at the later of normal retirement date or age 52 for current active participants with a pension entry date earlier than January 1, 1998; or
- (2) at the later of normal retirement date, age 55, or the Deferred Retirement Option Program (DROP) exit date (if the retiree chooses to participate in the DROP) for current active participants with a pension entry date on or after January 1, 1998 and earlier than January 1, 2004; or
- (3) at the later of normal retirement date or age 62 for current active participants with a pension entry date on or after January 1, 2004.

## J. Early Retirement

**Eligibility:** A member may elect to retire earlier than the Normal Retirement Eligibility after attainment of age 50 with 5 years of Credited Service, or after completion of 20 years of Credited Service.

**Benefit:** For Part C participants: If member is retiring after attainment of age 50 and 5 years of Credited Service eligibility, the Normal Retirement Benefit is reduced by 3.0% per year for each year by which the Early Retirement date precedes the Normal Retirement date. If





the member is retiring after attainment of 20 years of Credited Service, the Normal Retirement Benefit is reduced by 7.2% per year for each year by which the Early Retirement date precedes the 25 years of service attainment date.

For Part D participants: If member is retiring after attainment of age 50 and 5 years of Credited Service eligibility, the Normal Retirement Benefit is reduced by 6.0% per year for each year by which the Early Retirement date precedes the Normal Retirement date. If the member is retiring after attainment of 20 years of Credited Service, the Normal Retirement Benefit is reduced by 6.8% per year for each year by which the Early Retirement date precedes the 25 years of service attainment date.

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

Health Care  
Supplement: Same as Normal Retirement.

COLA: Same as Normal Retirement.

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

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

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

Eligibility: Any member who becomes totally and permanently disabled as a result of an act occurring in the performance of service for the City is immediately eligible for a disability benefit.

Benefit: The greater of:  
(1) the member's accrued benefit to the date of disability, or  
(2) the member's benefit with service projected to the normal retirement date not to exceed 50% of AFC in effect on the date of disability.

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

Health Care  
Supplement: Monthly benefit of \$5.00 multiplied by years of Credited Service projected to normal retirement date (not in excess of 30).

COLA: Same as Normal Retirement.

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

Eligibility: Any member with 2 years of Credited Service who becomes totally and permanently disabled is immediately eligible for a disability benefit.



Benefit: The greater of:  
(1) the member's accrued benefit to the date of disability, or  
(2) the member's benefit with service projected to the normal retirement date not to exceed 50% of AFC in effect on the date of disability.

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

Health Care Supplement: Monthly benefit of \$5.00 multiplied by years of Credited Service projected to normal retirement date (not in excess of 30).

COLA: Same as Normal Retirement.

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

Eligibility: Any member whose death is determined to be the result of a service incurred injury is eligible for survivor benefits regardless of Credited Service.

Benefit: Single lump sum payment equal to the member's monthly base salary multiplied by 2.0% multiplied by service projected to age 55 multiplied by 100, maximum \$400,000.

If the member has a legal spouse, the spouse receives an option of electing:

- (1) lump sum death benefit as described above;
- (2) member's benefit calculated as the amount the member would have received had the member remained in service until the earlier of 25 years of Credited Service or age 60, received future salary increases of 3.0% each year and elected the joint and contingent full option; and
- (3) monthly benefit equal to 81% of AFC at the date of death.

If the member had attained retirement eligibility at the time of death, the spouse may elect the member's accrued benefit under the joint and contingent full option.

Normal Form of Benefit: Payable for the life of the beneficiary.

Health Care Supplement: Same as Normal Retirement.

COLA: Same as Normal Retirement.

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

Eligibility: All members whose death is not service related and which occurs on or prior to Normal or actual retirement date while in service.

Benefit: Single lump sum payment equal to the member's monthly base salary multiplied by 2.0% multiplied by service projected to age 55 multiplied by 100, maximum \$400,000.



If the member had attained retirement eligibility at the time of death, the spouse may elect the member's accrued benefit under the joint and contingent full option.

Normal Form

of Benefit: Lump Sum (or life annuity if member had attained retirement eligibility at the time of death and spouse elects to receive the member's accrued benefit).

Health Care

Supplement: None.

COLA:

None.

#### **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 a Life Annuity, 15 Year Certain and Life Annuity, 20 Year Certain and Life Annuity, and 50%, 66 2/3%, 75% and 100% Joint and Survivor options.

#### **R. Vested Termination**

Eligibility: A member has earned a non-forfeitable right to Plan benefits after the completion of 5 years of Credited Service for Part C participants, or after the completion of 10 years of Credited Service for Part D participants.

Benefit: The benefit is the member's accrued Normal Retirement Benefit. The benefit begins on the date that would have been the member's Normal Retirement date based on years of Credited Service at the termination date.

Normal Form

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

Health Care

Supplement: Same as Normal Retirement.

COLA:

Same as Normal Retirement.

#### **S. Refunds**

Members terminating employment with less than 5 years of Credited Service will receive a refund of the member's contributions without interest.



**T. Member Contributions**

<u>Effective Date</u>	<u>Contribution Rate</u>
October 1, 2007	5.95% of Compensation
October 1, 2008	6.60
October 1, 2009	7.25
October 1, 2010	7.90
October 1, 2011	8.55
October 1, 2012*	9.20
October 1, 2013*	10.45
October 1, 2014*	11.25
October 1, 2021	10.99

\*From October 1, 2012 to September 30, 2021, employees hired on or after 10/1/2012 contributed 2.44% of Compensation more than the above rates (11.64% of Compensation effective October 1, 2012, 12.89% of Compensation effective October 1, 2013, and 13.69% of Compensation effective October 1, 2014).

Effective April 11, 2018, all Police Officers participating in the DROP shall not contribute to the Plan.

**U. Employer Contributions**

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

**V. Cost of Living Increases**

Each retiree, beneficiary, vested/deferred and disability retiree who retires or enters the DROP will receive a 3.0% increase in benefits on each October 1<sup>st</sup> starting:

- (1) at the later of normal retirement date or age 52 for current active participants with a pension entry date earlier than January 1, 1998; or
- (2) at the later of normal retirement date, age 55, or the DROP exit date (if the retiree chooses to participate in the DROP) for current active participants with a pension entry date on or after January 1, 1998 and earlier than January 1, 2004; or
- (3) at the later of normal retirement date or age 62 for current active participants with a pension entry date on or after January 1, 2004.

**W. Deferred Retirement Option Plan**

Eligibility: Same as Normal Retirement.

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

Maximum

DROP Period: 36 months for members entering the DROP before October 1, 2013; 60 months for members entering the DROP on or after October 1, 2013.



Interest

Credited: The actual rate of return earned on the assets in each individual DROP account.

Normal Form

of Benefit: Lump Sum, Direct Rollover, or Partial Lump Sum with a Direct Rollover of the remaining balance.

COLA: Same as Normal Retirement.

## X. Other Ancillary Benefits

There are no ancillary retirement type benefits not required by statutes but which might be deemed a City of Tallahassee Pension Plans liability if continued beyond the availability of funding by the current funding source.

## Y. Changes from Previous Valuation

### The following changes were reflected in an Actuarial Impact Statement:

Effective January 1, 2016, the legal spouse of any sworn officers whose death is determined to be the result of a service-incurred injury is eligible for the following survivor benefits: (a) a single lump sum payment equal to the member's monthly base salary multiplied by 2.0% multiplied by service projected to age 55 multiplied by 100, maximum of \$400,000; or (b) a monthly benefit equal to 81% of the average final compensation at the date of death.

Police Officers with a pension entry date on or after January 1, 1998 and earlier than January 1, 2004 (revised from January 1, 2001) receive a 3.0% COLA on each October 1<sup>st</sup> starting at the later of normal retirement date, age 55, or the DROP exit date (if the retiree chooses to participate in the DROP).

Beginning October 1, 2021, all Police Officers contribute at a rate of 10.99%.

Police Officers hired on or after October 1, 2021 are classified as Part D members. Part D benefit provisions that differ from the current plan provisions (for Police Officers hired before October 1, 2021) include the following:

- Average Final Compensation – Highest 5 years of Credited Service.
- Benefit Accrual Rate – 3.0% for all years of Credited Service (up to 27 years).
- Early Retirement Benefit – If the member is retiring after attainment of age 50 and 5 years of Credited Service eligibility, the Early retirement benefit is equal to the accrued Normal retirement benefit reduced by 6.0% per year for each year by which the Early Retirement date precedes the Normal Retirement date. If the member is retiring after attainment of 20 years of Credited Service, the Early retirement benefit is equal to the accrued Normal retirement benefit reduced by 6.8% per year for each year by which the Early Retirement date precedes the 25 years of service attainment date.
- Vested Termination – A member has earned a non-forfeitable right to Plan benefits after the completion of 10 years of Credited Service.

# SUMMARY OF PLAN PROVISIONS

## FIREFIGHTERS

### A. Ordinances

The Plan was established under the Code of Ordinances for the City of Tallahassee, Florida, Chapter 50, Article IV. The Plan is also governed by certain provisions of Chapter 175, Florida Statutes, Part VII, Chapter 112, Florida Statutes and the Internal Revenue Code.

### B. Effective Date

Not Available.

### 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

Any firefighter employed by the city on a regular full-time basis in an approved budgeted position.

### F. Credited Service

Service is measured as the total number of days (considered as 1/365 of a year, ignoring the impact of a leap year) of full-time service with the City during which time prescribed employee contributions are made. Members may purchase up to 5 years of military service or service with another public employer. No service is credited for any periods of employment for which the member received a refund of their contributions.

### G. Compensation

Amounts actually paid to participants, including standby and call-back pay, holiday pay, vacation pay up to six weeks based on the average workweek, differential pay for 'acting' status, differential pay for staff position, longevity/merit bonuses, and severance pay paid as a continuation of salary.

### H. Average Final Compensation (AFC)

For Part C Participants (hired prior to 10/1/2017): The average of Compensation shall be the

- (1) The final 3 years of Credited Service;
- (2) Any consecutive 3 years during the period January 1987 through December 2005 escalated by three percent from the end of the 3-year period to December 2005; or
- (3) Any consecutive 3 years during the period January 1987 to the point of retirement.



For Part D participants (hired on or after 10/1/2017): The average of Compensation shall be the highest consecutive five years of Credited Service.

## I. Normal Retirement

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

- (1) Age 55 and 5 years of Credited Service; or
- (2) 25 years of Credited Service regardless of age.

**Benefit:** AFC multiplied by accrual percentage rate. Accrual rates for each year of service are:

For Part C participants:

- (1) 2.0% for purchased military and out-of-city public service,
- (2) 3.0% for the first 20 years of Credited Service, and
- (3) 4.0% after 20 years of Credited Service (up to an additional five years and three months).

For Part D participants:

- (3) 2.0% for purchased military and out-of-city public service, and
- (4) 3.0% for each year of Credited Service.

The maximum benefit is 81% of AFC for all firefighters.

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

**Health Care Supplement:** Monthly benefit of \$5.00 multiplied by years of Credited Service (not in excess of 30).

**COLA:** Each member will receive a 3.0% increase in benefits on October 1<sup>st</sup> of each year starting:  

- (1) at the later of normal retirement date, or age 52 for Part C participants, or
- (2) at the later of normal retirement date, or age 62 for Part D participants.

## J. Early Retirement

**Eligibility:** A member may elect to retire earlier than the Normal Retirement Eligibility after attainment of age 50 with 5 years of Credited Service, or after completion of 20 years of Credited Service.

**Benefit:** If member is retiring after attainment of age 50 with 5 years of Credited Service eligibility, the Normal Retirement Benefit is reduced by 3.0% per year for each year by which the Early Retirement date precedes the Normal Retirement date. If the member is retiring after attainment of 20 years of Credited Service, the Normal Retirement Benefit is reduced by 6.8% per year for each year by which the Early Retirement date precedes the 25 years of service attainment date.

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



Health Care  
Supplement: Same as Normal Retirement.

COLA: Same as Normal Retirement.

**K. Delayed Retirement**

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

**L. Service Connected Disability**

Eligibility: Any member who becomes totally and permanently disabled as a result of an act occurring in the performance of service for the City is immediately eligible for a disability benefit.

Benefit: The greater of:  
(1) the member's accrued benefit to the date of disability, or  
(2) the member's benefit with service projected to the normal retirement date not to exceed 50% of AFC on the date of disability.

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

Health Care  
Supplement: Monthly benefit of \$5.00 multiplied by years of Credited Service projected to normal retirement date (not in excess of 30).

COLA: Same as Normal Retirement.

**M. Non-Service Connected Disability**

Eligibility: Any member with 2 years of Credited Service who becomes totally and permanently disabled is immediately eligible for a disability benefit.

Benefit: The greater of:  
(1) the member's accrued benefit to the date of disability, or  
(2) the member's benefit with service projected to the normal retirement date not to exceed 50% of AFC in effect on the date of disability.

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

Health Care  
Supplement: Monthly benefit of \$5.00 multiplied by years of Credited Service projected to normal retirement date (not in excess of 30).

COLA: Same as Normal Retirement.





## N. Death in the Line of Duty

**Eligibility:** Any member whose death is determined to be the result of a service incurred injury is eligible for survivor benefits regardless of Credited Service.

**Benefit:** Single lump sum payment equal to the member's monthly base salary multiplied by 2.0% multiplied by service projected to age 55 multiplied by 100, maximum \$400,000.

If the member has a legal spouse, the spouse receives an option of electing:

- (1) lump sum death benefit as described above;
- (2) member's benefit calculated as the amount the member would have received had the member remained in service until the earlier of 25 years of Credited Service or age 60, received future salary increases of 3.0% each year and elected the joint and contingent full option; and
- (3) monthly benefit equal to 50% of AFC at the date of death.

If the member had attained retirement eligibility at the time of his death, the spouse may elect the member's accrued benefit under the joint and contingent full option.

**Normal Form of Benefit:** Payable for the life of the beneficiary.

**Health Care Supplement:** Same as Normal Retirement.

**COLA:** Same as Normal Retirement.

## O. Other Pre-Retirement Death

**Eligibility:** All members whose death is not service related and which occurs on or prior to Normal or actual retirement date while in service.

**Benefit:** Single lump sum payment equal to the member's monthly base salary multiplied by 2.0% multiplied by service projected to age 55 multiplied by 100, maximum \$400,000.

If the member had attained retirement eligibility at the time of death, the spouse may elect the member's accrued benefit under the joint and contingent full option.

**Normal Form of Benefit:** Lump Sum (or life annuity if member had attained retirement eligibility at the time of death and spouse elects to receive the member's accrued benefit).

**Health Care Supplement:** None.

**COLA:** None.



**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 a Life Annuity, 15 Year Certain and Life Annuity, 20 Year Certain and Life Annuity, and 50%, 66-2/3%, 75% and 100% Joint and Survivor options.

**R. Vested Termination**

Eligibility: A member has earned a non-forfeitable right to Plan benefits after the completion of 5 years of Credited Service for Part C participants, or after the completion of 10 years of Credited Service for Part D participants.

Benefit: The benefit is the member’s accrued Normal Retirement Benefit. The benefit begins on the date that would have been the member’s Normal Retirement date based on years of Credited Service at the termination date.

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

Health Care Supplement: Same as Normal Retirement.

COLA: Same as Normal Retirement.

**S. Refunds**

Members terminating employment with less than 5 years of Credited Service will receive a refund of the member’s contributions without interest.

**T. Member Contributions**

<u>From</u>	<u>Until</u>	<u>Contribution Rate</u>
October 1, 2008	September 30, 2009	10.12% of Compensation
October 1, 2009	September 30, 2010	10.91
October 1, 2010	September 30, 2011	11.95
October 1, 2011	September 30, 2012	12.99
October 1, 2012	September 30, 2013	14.16
October 1, 2013	September 30, 2014	15.33
October 1, 2014	September 30, 2015	16.50
October 1, 2015	September 30, 2016	17.67
October 1, 2016	September 30, 2017	17.34
October 1, 2017	September 30, 2018	17.47
October 1, 2018	September 30, 2019	19.08
October 1, 2019	March 31, 2021	20.69
April 1, 2021	Thereafter	18.69% for Part C; 16.69% for Part D



Effective October 1, 2017, all Firefighters participating in the Deferred Retirement Option Program shall not contribute to the Plan.

#### **U. Employer Contributions**

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

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

Each retiree, beneficiary, vested/deferred and disability retiree who retires will receive a 3.0% increase in benefits on October 1<sup>st</sup> starting:

- (1) at the later of normal retirement date or age 52 for Part C participants, or
- (2) at the later of normal retirement date or age 62 for Part D participants.

For members who enter the DROP on or after October 1, 2017, no COLA will be paid until after the member exits the DROP.

#### **W. Deferred Retirement Option Plan**

Eligibility: Same as Normal Retirement.

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

Maximum  
DROP Period: 60 months.

Interest  
Credited: The actual rate of return earned on the assets in each individual DROP account.

Normal Form  
of Benefit: Lump Sum, Direct Rollover, or Partial Lump Sum with a Direct Rollover of the remaining balance.

COLA: Same as Normal Retirement if the member entered the DROP before October 1, 2017. None while the member is in the DROP if entered the DROP on or after October 1, 2017.

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

There are no ancillary retirement type benefits not required by statutes but which might be deemed a City of Tallahassee Pension Plans liability if continued beyond the availability of funding by the current funding source.

## Y. Changes from Previous Valuation

### The following change was reflected in an Actuarial Impact Statement:

Beginning April 1, 2021, Firefighters contribute at a rate of 18.69% of Compensation for Part C participants, and 16.69% of Compensation for Part D participants (members hired on or after October 1, 2017).