



TOWN OF GOLDEN BEACH
Request for Proposals for Actuarial Services
Bid No. 2026-003
ADDENDUM No. 1

DATE OF ADDENDUM: 02-20-2026

TO ALL PROSPECTIVE BIDDERS:

Bidders for the above-referenced project shall take note of the following changes, additions, deletions, clarifications, response to RFI's, etc. to the Bid Documents, which in accordance with the Contract Documents shall become a part of and have precedence over anything shown or described otherwise.

PLEASE NOTE THE FOLLOWING RESPONSES TO REQUESTS FOR INFORMATION:

RFI #1

1. How long has the incumbent provided these services?
Answer: August 2017
2. Why is the Town going out to bid at this time?
Answer: The board is exercising their fiduciary responsibility to review the market for services and pricing.
3. Any concerns with the current provider, or service areas, that you would like the prospective new provider to focus and improve upon.
Answer: see #2
4. Is the ongoing actuary eligible to bid on this assignment? If not, why?
Answer: Yes.
5. When does the actuary typically receive census and financial data?
Answer: This information is not available. However, once the data request is received, the typical turnaround may be 60 to 90 days.
6. Does the current actuary serve as a fiduciary?
Answer: Yes.
7. What is meant by the statement: "bidder's willingness to accept fiduciary status with respect to the Pension Fund and its participants and beneficiaries"?
Answer: The Board of Trustees requires as a term of its engagement that its actuary acknowledge it is a fiduciary to the retirement system pursuant to F.S. 112.
8. Are the DROP accounts administered by the Pension Fund administrator, or would that administration fall under this scope of services?
Answer: DROP accounts are not administered by the Pension Fund administrator and would fall under this scope of services (per page 3 of the RFP). As of 2/1/2026, there are 2 DROP participants.
9. How many benefit calculations were performed by the actuary the last 2 years?
Answer: For the last fiscal year, there was 1 disability calculation and 1 DROP statement completed each quarter.
10. What were the fees charged for the pension valuation the last 3 years?
Answer: \$11,500 and effective 10/1/2025, new rate is \$15,000. This fee is for annual funding valuation report as of 10/1 with disclosures as required by Chapter 112, Florida Statutes, GASB 67/68, any work necessary to obtain State acceptance and preparation of individual employee benefit statements.

11. Provide the current fees with the incumbent provider, if available.
Answer: See answer to #10, #15, and #16.
12. What were the fees charged for the annual GASB 67/68 disclosure the last 3 years?
Answer: See answer to #10.
13. Are separate GASB 67 and GASB 68 reports prepared? Could you please provide a copy of the most recent GASB reports?
Answer: See GASB 67/68 report provided.
14. What were the fees charged for the annual benefit statements the last 3 years?
Answer: See answer to #10.
15. What are the most recent fees charged per benefit calculation?
Answer: Based on hourly rates. The fee has been at least \$275.
16. What have been the total fees charged each of the last 3 years?
Answer: Estimated: 2023 = \$11,950, 2024 = \$9,050, 2025 = \$11,125
17. What are the most recent hourly rates charges for supplemental services?
Answer: We do not have an updated listing of hourly rates.
18. When was the last experience study completed?
Answer: There has not been an experience study completed.
19. The plan contains both general employees and police officers. Will any results or reporting need to be split by these employee groups? (Contributions, unfunded liability, GASB expense, etc.)
Answer: See the 10/1/2024 valuation provided.
20. Our firm prefers to contract for actuarial services with a limit on liability for ordinary mistakes or errors (i.e., negligence). However, we can accept unlimited liability for direct damages for (i) willful, fraudulent, or criminal misconduct; (ii) bodily injury, including death, or damage to tangible personal or real property incurred while performing the services and to the extent caused by the negligent or willful acts or omissions of our personnel; or (iii) the infringement of the proprietary rights of a third party by use of the deliverables provided. Please confirm that the Town is willing to negotiate a mutually agreeable liability cap to cover the services being bid.
Answer: The Retirement System generally does not accept liability limitations, however, would be amenable to the terms outlined here.

Proposers must acknowledge receipt of this addendum in your Bid submittals via the Addendum Acknowledgement Form available on the Town's website (www.goldenbeach.us) and on DemandStar.



TOWN OF GOLDEN BEACH

February 6, 2026

**ADDENDUM NO. 1
FOR
REQUEST FOR PROPOSALS
(RFP) FOR
ACTUARIAL SERVICES
BID NO. 2026-003**

ADDENDUM RECEIPT ACKNOWLEDGMENT

I hereby acknowledge receipt of Addendum No. 1 to the RFP named above and further state that I am authorized to execute this Acknowledgment on behalf of the company listed below.

Signature of Authorized Individual

Title

Name of Authorized Individual (Type or Print)

Company Name

Business Telephone Number

**Respondent must acknowledge receipt of Addendum No. 1 and attach the
Acknowledgement to its Proposal submission**

Bid No. 2026-003

Town of Golden Beach
Employees Pension Plan
(REVISED)

Actuarial Valuation
As of October 1, 2023

GASB 67/68 Supplement
As of September 30, 2024



DISCLOSURES RELATED TO THE PENSION PLAN

This report was issued on April 24, 2025 as a supplement to the October 1, 2023 actuarial valuation report, which report provides important information related to the assumptions, participant data, and assets used to prepare the following disclosures under Governmental Accounting Standards Board Statements Nos. 67 and 68 (GASB 67/68).

NET PENSION LIABILITY AS OF SEPTEMBER 30, 2024

Total pension liability	\$21,724,063 *
Less fiduciary net position	(17,487,931)
Net pension liability	<u>\$4,236,132</u>**

* This amount has been rolled forward from October 1, 2023.

** This amount is recognized on the employer's balance sheet.

PENSION EXPENSE FOR THE 2023/24 FISCAL YEAR

Service cost	\$926,855
Other recognized changes in net pension liability:	
Expected interest growth	278,319
Investment gain/loss	(151,930)
Demographic gain/loss	227,503
Employee contributions	(222,275)
Administrative expenses	76,017
Changes in benefit terms	123,671
Assumption changes	<u>260,486</u>
Pension expense	<u>\$1,518,646</u> *

* This amount is recognized on the employer's income statement, along with the employer contribution for the 2023/24 fiscal year.

DEFERRED INFLOW AND OUTFLOW OF RESOURCES

	Deferred Outflows Of Resources	Deferred Inflows Of Resources
Balance as of September 30, 2023	\$2,631,479	\$1,378,330
Change due to:		
Amortization payments	\$(1,174,948)	\$(838,889)
Investment gain/loss	\$0	\$1,643,076
Demographic gain/loss	\$1,148,446	\$0
Assumption changes	<u>\$410,615</u>	<u>\$0</u>
Total change	\$384,113	\$804,187
Balance as of September 30, 2024	\$3,015,592 *	\$2,182,517 *

* These amounts are recognized on the employer's balance sheet.

BALANCE EQUATION

Net pension liability as of September 30, 2023	\$4,100,556
Plus pension expense for the 2023/24 fiscal year	\$1,518,646
Minus employer contribution for the 2023/24 fiscal year	\$(962,996)
Plus change in balance of deferred outflows of resources	\$384,113
Minus change in balance of deferred inflows of resources	\$(804,187)
Net pension liability as of September 30, 2024	\$4,236,132

DISCLOSURES RELATED TO THE PENSION PLAN (continued)

DEFERRED INFLOW AND OUTFLOW OF RESOURCES (continued)

Amortization schedule for deferred outflows and inflows of resources:

	Deferred Outflows Of Resources	Deferred Inflows Of Resources
Balance as of September 30, 2024	\$3,015,592	\$2,182,517
Amount recognized in the 2024/25 pension expense:		
<i>Investment gain/loss</i>	\$512,161	\$706,453
<i>Demographic gain/loss</i>	\$282,867	\$68,212
<i>Assumption changes</i>	<u>\$277,802</u>	<u>\$58,013</u>
<i>Total</i>	\$1,072,830	\$832,678
Balance as of September 30, 2025	\$1,942,762	\$1,349,839
Amount recognized in the 2025/26 pension expense:		
<i>Investment gain/loss</i>	\$512,163	\$401,288
<i>Demographic gain/loss</i>	\$262,680	\$64,715
<i>Assumption changes</i>	<u>\$64,159</u>	<u>\$58,013</u>
<i>Total</i>	\$839,002	\$524,016
Balance as of September 30, 2026	\$1,103,760	\$825,823
Amount recognized in the 2026/27 pension expense:		
<i>Investment gain/loss</i>	\$0	\$401,288
<i>Demographic gain/loss</i>	\$262,680	\$49,424
<i>Assumption changes</i>	<u>\$64,159</u>	<u>\$40,031</u>
<i>Total</i>	\$326,839	\$490,743
Balance as of September 30, 2027	\$776,921	\$335,080
Amount recognized in the 2027/28 pension expense:		
<i>Investment gain/loss</i>	\$0	\$328,616
<i>Demographic gain/loss</i>	\$262,680	\$6,464
<i>Assumption changes</i>	<u>\$64,159</u>	<u>\$0</u>
<i>Total</i>	\$326,839	\$335,080
Balance as of September 30, 2028	\$450,082	\$0
Amount recognized in the 2028/29 pension expense:		
<i>Investment gain/loss</i>	\$0	\$0
<i>Demographic gain/loss</i>	\$262,680	\$0
<i>Assumption changes</i>	<u>\$64,159</u>	<u>\$0</u>
<i>Total</i>	\$326,839	\$0
Balance as of September 30, 2029	\$123,243	\$0

DISCLOSURES RELATED TO THE PENSION PLAN (continued)

CHANGES IN THE NET PENSION LIABILITY

	Total Pension Liability	Fiduciary Net Position	Net Pension Liability
Balance as of September 30, 2023	\$18,538,705	\$(14,438,149)	\$4,100,556
Change due to:			
<i>Service cost</i>	\$926,855	\$0	\$926,855
<i>Expected interest growth</i>	\$1,251,184	\$(972,865)	\$278,319
<i>Unexpected investment income</i>	\$0	\$(1,643,076)	\$(1,643,076)
<i>Demographic experience</i>	\$1,148,446	\$0	\$1,148,446
<i>Employer contributions</i>	\$0	\$(962,996)	\$(962,996)
<i>Employee contributions</i>	\$0	\$(222,275)	\$(222,275)
<i>Benefit payments & refunds</i>	\$(675,413)	\$675,413	\$0
<i>Administrative expenses</i>	\$0	\$76,017	76,017
<i>Changes in benefit terms</i>	\$123,671	\$0	\$123,671
<i>Assumption changes</i>	\$410,615	\$0	\$410,615
Balance as of September 30, 2024	\$21,724,063	\$(17,487,931)	\$4,236,132

COMPARISON OF NET PENSION LIABILITY USING ALTERNATIVE DISCOUNT RATES

	Discount Rate Minus 1.00%	6.64% Discount Rate	Discount Rate Plus 1.00%
Total pension liability	\$24,360,543	\$21,724,063	\$19,536,972
Less fiduciary net position	(17,487,931)	(17,487,931)	(17,487,931)
Net pension liability	\$6,872,612	\$4,236,132	\$2,049,041

HISTORICAL TREND INFORMATION

Measurement Date	Total Pension Liability	Fiduciary Net Position	Net Pension Liability	Funded Percentage	Covered Payroll	Net Pension Liability as a % of Covered Payroll
September 30, 2024	\$21,724,063	\$17,487,931	\$4,236,132	80.50%	\$3,432,452	123.41%
September 30, 2023	\$18,538,705	\$14,438,149	\$4,100,556	77.88%	\$2,731,513	150.12%
September 30, 2022	\$16,639,673	\$12,757,648	\$3,882,025	76.67%	\$2,382,031	162.97%
September 30, 2021	\$15,171,097	\$14,167,197	\$1,003,900	93.38%	\$2,453,333	40.92%
September 30, 2020	\$14,792,917	\$11,665,839	\$3,127,078	78.86%	\$2,391,820	130.74%
September 30, 2019	\$13,689,258	\$10,753,331	\$2,935,927	78.55%	\$2,474,969	118.62%
September 30, 2018	\$10,577,451	\$10,129,529	\$447,922	95.77%	\$2,080,445	21.53%
September 30, 2017	\$9,648,020	\$8,993,254	\$654,766	93.21%	\$1,911,580	34.25%
September 30, 2016	\$8,816,778	\$7,825,704	\$991,074	88.76%	\$2,258,192	43.89%
September 30, 2015	\$8,087,495	\$7,188,350	\$899,145	88.88%	\$2,159,806	41.63%

DISCLOSURES RELATED TO THE PENSION PLAN (continued)

HISTORICAL TREND INFORMATION (continued)

Changes in the net pension liability by source

Fiscal Year	Service Cost	Expected Interest Growth	Unexpected Investment Income	Demographic Experience	Employer Contributions	Employee Contributions	Benefit Payments & Refunds	Administrative Expenses	Changes In Benefit Terms	Assumption Changes
2023/24	\$926,855	\$278,319	\$(1,643,076)	\$1,148,446	\$(962,996)	\$(222,275)	\$0	\$76,017	\$123,671	\$410,615
2022/23	\$774,853	\$259,800	\$(363,365)	\$608,451	\$(804,330)	\$(356,665)	\$0	\$80,963	\$18,824	\$0
2021/22	\$625,872	\$73,569	\$2,560,807	\$(98,840)	\$(680,369)	\$(153,458)	\$0	\$73,260	\$477,284	\$0
2020/21	\$604,947	\$216,066	\$(1,525,821)	\$(329,942)	\$(708,853)	\$(159,195)	\$0	\$167,729	\$0	\$(388,109)
2019/20	\$626,710	\$201,482	\$211,797	\$(52,042)	\$(700,022)	\$(153,944)	\$0	\$57,170	\$0	\$0
2018/19	\$646,789	\$40,769	\$420,472	\$164,367	\$(637,382)	\$(156,672)	\$0	\$60,517	\$209,462	\$1,739,683
2017/18	\$372,701	\$47,862	\$(57,584)	\$113,395	\$(588,601)	\$(152,113)	\$0	\$57,496	\$0	\$0
2016/17	\$355,307	\$106,979	\$(328,919)	\$537,419	\$(513,696)	\$(120,499)	\$0	\$61,904	\$0	\$(434,803)
2015/16	\$409,645	\$(397,184)	\$608,000	\$(13,000)	\$(457,855)	\$(110,543)	\$0	\$61,092	\$0	\$0
2014/15	\$412,422	\$664,322	\$(29,000)	\$(132,000)	\$(427,817)	\$(101,778)	\$0	\$40,111	\$0	\$0

Note: The amortization period for demographic experience and assumption changes was 5.00 years for the 2014/15 fiscal year, 4.00 years for the 2015/16 fiscal year, 6.13 years for the 2016/17 fiscal year, 6.93 years for the 2017/18 fiscal year, 6.84 years for the 2018/19 fiscal year, 5.36 years for the 2019/20 fiscal year, 6.69 years for the 2020/21 fiscal year, 6.42 years for the 2021/22 fiscal year, 7.31 years for the 2022/23 fiscal year, and 6.40 years for the 2023/24 fiscal year.

DISCLOSURES RELATED TO THE PENSION PLAN (continued)**HISTORICAL TREND INFORMATION (continued)**

Fiscal Year End	(1) Actuarially Determined Contribution	(2) Contributions Recognized By the Plan	(3) Difference Between (1) and (2)	Covered Payroll	Column (2) as a % of Covered Payroll
September 30, 2024	\$942,466	\$962,996	\$20,530	\$3,432,452	28.06%
September 30, 2023	\$804,330	\$804,330	\$0	\$2,731,513	29.45%
September 30, 2022	\$641,763	\$680,369	\$(38,606)	\$2,382,031	28.56%
September 30, 2021	\$708,853	\$708,853	\$0	\$2,453,333	28.89%
September 30, 2020	\$700,022	\$700,022	\$0	\$2,391,820	29.27%
September 30, 2019	\$637,382	\$637,382	\$0	\$2,474,969	25.75%
September 30, 2018	\$588,601	\$588,601	\$0	\$2,080,445	28.29%
September 30, 2017	\$513,696	\$513,696	\$0	\$1,911,580	26.87%
September 30, 2016	\$457,855	\$457,855	\$0	\$2,258,192	20.28%
September 30, 2015	\$427,817	\$427,817	\$0	\$2,159,806	19.81%

INFORMATION USED TO DETERMINE THE NET PENSION LIABILITY

Employer's reporting date: *September 30, 2024*
Measurement date: *September 30, 2024*
Actuarial valuation date: *October 1, 2023*

Actuarial assumptions

Discount rate: *6.64% per annum (1.90% per annum is attributable to long-term inflation); this rate was used to discount all future benefit payments.*

Salary increases: *5.00% per annum*

Cost-of-living increases: *None assumed*

Mortality basis: *For general employees prior to retirement, sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Below Median Employee Mortality Table for general employees, with full generational improvements in mortality using Scale MP-2018 and with male ages set back one year; for general employees after retirement, sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Below Median Healthy Retiree Mortality Table for general employees, with full generational improvements in mortality using Scale MP-2018 and with male ages set back one year; for police officers prior to retirement, sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Employee Mortality Table for public safety employees (Below Median table for males), with full generational improvements in mortality using Scale MP-2018 and with ages set forward one year; for non-disabled police officers after retirement, sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Healthy Retiree Mortality Table for public safety employees (Below Median table for males), with full generational improvements in mortality using Scale MP-2018 and with ages set forward one year; and for disabled police officers after retirement, sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Disabled Retiree Mortality Table (80% general employee rates plus 20% public safety employee rates), with full generational improvements in mortality using Scale MP-2018; 75% of pre-retirement deaths for police officers and 25% of pre-retirement deaths for general employees are assumed to occur in the line of duty.*

Retirement: *With respect to eligible general employees, retirement is assumed to occur at the rate of 5% at each of ages 55 through 61, 60% at age 62, 40% at each of ages 63 and 64, and 100% at age 65 or at the attainment of normal retirement age; with respect to police officers who have earned less than 20 years of service, retirement is assumed to occur at the rate of 5% at each of ages 50 through 54, 70% at age 55, 40% at each of ages 56 through 59, and 100% at age 60 or at the attainment of normal retirement age; with respect to police officers who have earned at least 20 years of service, retirement is assumed to occur at the rate of 5% at each of ages 50 and 51, 70% at age 52, 40% at each of ages 53 through 56, and 100% at age 57 or at the attainment of normal retirement age; with respect to the Town Manager, 100% retirement is assumed to occur at normal retirement age.*

Other decrements: *Assumed employment termination is based on the Scale 155 Table; assumed disability is based on the Wyatt 1985 Disability Study (Class 2), with 75% of disabilities for police officers and 25% of disabilities for general employees assumed to occur in the line of duty.*

DISCLOSURES RELATED TO THE PENSION PLAN (continued)

INFORMATION USED TO DETERMINE THE NET PENSION LIABILITY (continued)

Actuarial assumptions (continued)

Form of payment:	<i>All future retirees are assumed to select the 10-year certain and life annuity.</i>
Marriage assumption:	<i>All non-retired participants are assumed to be married, with husbands assumed to be three years older than wives.</i>
Non-investment expenses:	<i>Assumed to equal the actual prior year expenses</i>
Future contributions:	<i>Contributions from the employer and employees are assumed to be made as legally required.</i>
Changes:	<i>Since the prior measurement date, 100% retirement has been assumed at normal retirement age and the retirement rates prior to normal retirement for general employees have been increased.</i>

DETERMINATION OF THE LONG-TERM EXPECTED RATE OF RETURN ON PLAN ASSETS

Investment Category	Target Allocation	Expected Long-Term Real Return
Large cap value equity	12.50%	6.12% per annum
Large cap growth equity	12.50%	5.81% per annum
Mid cap value equity	5.00%	6.90% per annum
Mid cap growth equity	5.00%	6.90% per annum
Small cap value equity	5.00%	6.85% per annum
Small cap growth equity	5.00%	5.58% per annum
International value equity	5.00%	5.80% per annum
International growth equity	5.00%	5.80% per annum
Emerging markets	5.00%	5.95% per annum
Infrastructure	5.00%	5.95% per annum
Private real estate	10.00%	4.68% per annum
Core fixed income	25.00%	1.17% per annum
Total or weighted arithmetic average	100.00%	4.74% per annum

PENSION PLAN DESCRIPTION

Name of the pension plan:	<i>Town of Golden Beach Employees Pension Plan</i>
Legal plan administrator:	<i>Board of Trustees of the Town of Golden Beach Employees Pension Plan</i>
Plan type:	<i>Single-employer defined benefit pension plan</i>
Number of covered individuals:	<i>82 (29 inactive employees and beneficiaries currently receiving benefits; one inactive employees entitled to but not yet receiving benefits; 52 active employees)</i>
Contribution requirement:	<i>Employer contributions are actuarially determined; employer contribution requirement is equal to an unfunded accrued liability payment plus normal cost and expenses (all adjusted for interest and subject to State minimums), where the amortization payment is based on a closed 32-year funding period beginning in 2007.</i>
Pension plan reporting:	<i>The plan issues a stand-alone financial report each year, which contains information about the plan's fiduciary net position. The plan's fiduciary net position has been determined on the same basis used by the pension plan and is equal to the market value of assets calculated under the accrual basis of accounting. This report is available to the public at the plan's administrative office: Finance Department, Town of Golden Beach, 1 Golden Beach Drive, Golden Beach, FL 33160, (305) 932-0744.</i>

Description of the benefit terms

Employees covered:	<i>Employees of the Town of Golden Beach, Florida</i>
Types of benefits offered:	<i>Retirement, disability, and pre-retirement death benefits</i>
Basic pension formula:	<i>2.00% of average earnings x service (with respect to non-contributing employees) 2.50% of average earnings x service earned in excess of 10 years after September 30, 2021 + 2.25% of average earnings x all other service (with respect to contributing general employees) 2.75% of average earnings x service earned prior to October 1, 2006 + 3.00% of average earnings x service earned after September 30, 2006 (with respect to contributing police officers) 15.00% of average earnings x first two years of service + 3.00% of average earnings x service in excess of two years + 3.00% of average earnings x service earned during the fifth and sixth year of plan participation (with respect to the Town Manager; employment prior to plan participation is not considered with respect to the Town Manager)</i>

DISCLOSURES RELATED TO THE PENSION PLAN (continued)

PENSION PLAN DESCRIPTION (continued)

Description of the benefit terms (continued)

Early retirement adjustment:	<i>Retirement benefit is reduced by 3% for each year by which the participant's early retirement age precedes his normal retirement age.</i>
Disability pension:	<i>Larger of basic pension formula or 42% (for general employees) or 70% (for police officers and the Town Manager) of pay (for service-connected disabilities) Larger of basic pension formula or 25% of pay (for non-service-connected disabilities if the participant has earned at least 10 years of service)</i>
Pre-retirement death benefit:	<i>Larger of basic pension formula or 12% of pay (payable for life to the spouse or, if no spouse, until age 18 to the participant's dependent children if the participant dies prior to normal retirement age in the line of duty) Basic pension formula, reduced as if the deceased participant were eligible for early retirement on his date of death and further reduced actuarially to reflect the 100% joint and contingent annuity optional form of payment (payable for 10 years on behalf of active employees to the participant's beneficiary for deaths prior to retirement that do not occur in the line of duty)</i>
Normal retirement age:	<i>Age 65 (general employees), or Age 55 with at least 10 years of service (police officers), or Age 55 with at least 25 years of service (general employees), or Age 52 with at least 20 years of service (police officers), or Any age with at least 30 years of service (general employees), or Any age with at least 20 years of service (Town Manager)</i>
Early retirement age:	<i>Age 55 with at least 10 years of service (general employees), or Age 50 with at least 10 years of service (police officers and the Town Manager)</i>
Vesting requirement:	<i>100% vesting after 10 years of service</i>
Form of payment:	<i>Actuarially increased single life annuity 10-year certain and life annuity Actuarially equivalent 50%, 75%, or 100% joint and contingent annuity Any other actuarially equivalent form of payment approved by the Board of Trustees</i>
Average earnings:	<i>Average of the highest 36 consecutive months of pensionable earnings within the last 10 years</i>
Employee contributions:	<i>3.50% of pensionable earnings (general employees) or 6.00% of pensionable earnings (police officers and the Town Manager); employee contributions are accumulated with interest at the rate of 5.00% per annum.</i>
Cost-of-living adjustment:	<i>None provided</i>
DROP:	<i>A deferred retirement option plan (DROP) is available to general employees for up to three years and to police officers for up to five years.</i>
Legal authority:	<i>The plan was established effective October 1, 1978 pursuant to Town ordinance and has been amended numerous times since that date.</i>
Changes:	<i>Since the prior measurement date, several new alternative requirements for normal retirement were added to the plan, including normal retirement at either 30 years of service regardless of age or normal retirement at age 55 with at least 25 years of service, both for general employees, or normal retirement at 20 years of service regardless of age for the Town Manager. Also, a DROP was added for general employees for up to three years and the DROP for police officers was extended to five years.</i>

DISCLOSURES RELATED TO THE PENSION PLAN (continued)**PROJECTION OF THE FIDUCIARY NET POSITION**

Date	BOY Balance	Contributions	Benefit Payments	Administrative Expenses	Investment Earnings	EOY Balance
October 1, 2023	\$14,438,149	\$1,185,271	\$675,413	\$76,017	\$2,615,941	\$17,487,931
October 1, 2024	\$17,487,931	\$1,476,897	\$1,174,501	\$132,189	\$1,166,759	\$18,824,897
October 1, 2025	\$18,824,897	\$1,550,742	\$1,188,860	\$133,805	\$1,257,424	\$20,310,398
October 1, 2026	\$20,310,398	\$1,628,279	\$1,304,955	\$146,871	\$1,354,375	\$21,841,226
October 1, 2027	\$21,841,226	\$1,709,693	\$1,503,862	\$169,258	\$1,451,452	\$23,329,251
October 1, 2028	\$23,329,251	\$1,795,178	\$1,574,104	\$177,164	\$1,550,497	\$24,923,658
October 1, 2029	\$24,923,658	\$1,884,937	\$1,711,749	\$192,655	\$1,654,295	\$26,558,486
October 1, 2030	\$26,558,486	\$1,979,184	\$1,773,580	\$199,615	\$1,763,679	\$28,328,154
October 1, 2031	\$28,328,154	\$2,078,143	\$1,756,894	\$197,737	\$1,885,024	\$30,336,690
October 1, 2032	\$30,336,690	\$2,182,050	\$1,776,713	\$199,967	\$2,021,065	\$32,563,125
October 1, 2033	\$32,563,125	\$2,291,153	\$1,727,602	\$194,440	\$2,174,249	\$35,106,485
October 1, 2034	\$35,106,485	\$1,429,211	\$1,709,090	\$192,356	\$2,315,644	\$36,949,894
October 1, 2035	\$36,949,894	\$0	\$1,764,603	\$198,604	\$2,389,342	\$37,376,029
October 1, 2036	\$37,376,029	\$0	\$1,746,971	\$196,620	\$2,418,278	\$37,850,716
October 1, 2037	\$37,850,716	\$0	\$1,786,835	\$201,106	\$2,448,349	\$38,311,124
October 1, 2038	\$38,311,124	\$0	\$1,772,053	\$199,443	\$2,479,457	\$38,819,085
October 1, 2039	\$38,819,085	\$0	\$1,814,452	\$204,215	\$2,511,645	\$39,312,063
October 1, 2040	\$39,312,063	\$0	\$1,827,138	\$205,642	\$2,543,917	\$39,823,200
October 1, 2041	\$39,823,200	\$0	\$2,019,965	\$227,345	\$2,570,849	\$40,146,739
October 1, 2042	\$40,146,739	\$0	\$2,207,014	\$248,397	\$2,585,534	\$40,276,862
October 1, 2043	\$40,276,862	\$0	\$2,265,830	\$255,017	\$2,592,037	\$40,348,052
October 1, 2044	\$40,348,052	\$0	\$2,601,414	\$292,786	\$2,584,567	\$40,038,419
October 1, 2045	\$40,038,419	\$0	\$2,672,466	\$300,783	\$2,561,426	\$39,626,596
October 1, 2046	\$39,626,596	\$0	\$2,813,535	\$316,660	\$2,528,954	\$39,025,355
October 1, 2047	\$39,025,355	\$0	\$2,824,961	\$317,946	\$2,488,616	\$38,371,064
October 1, 2048	\$38,371,064	\$0	\$2,820,522	\$317,447	\$2,445,332	\$37,678,427
October 1, 2049	\$37,678,427	\$0	\$2,920,794	\$328,732	\$2,395,697	\$36,824,598
October 1, 2050	\$36,824,598	\$0	\$2,870,940	\$323,121	\$2,340,815	\$35,971,352
October 1, 2051	\$35,971,352	\$0	\$2,811,158	\$316,393	\$2,286,332	\$35,130,133
October 1, 2052	\$35,130,133	\$0	\$2,809,383	\$316,193	\$2,230,539	\$34,235,096
October 1, 2053	\$34,235,096	\$0	\$2,811,493	\$316,430	\$2,171,032	\$33,278,205
October 1, 2054	\$33,278,205	\$0	\$2,799,020	\$315,027	\$2,107,948	\$32,272,106
October 1, 2055	\$32,272,106	\$0	\$2,796,386	\$314,730	\$2,041,239	\$31,202,229
October 1, 2056	\$31,202,229	\$0	\$2,730,761	\$307,344	\$1,972,584	\$30,136,708
October 1, 2057	\$30,136,708	\$0	\$2,683,469	\$302,022	\$1,903,552	\$29,054,769
October 1, 2058	\$29,054,769	\$0	\$2,618,771	\$294,740	\$1,834,063	\$27,975,321
October 1, 2059	\$27,975,321	\$0	\$2,554,816	\$287,542	\$1,764,712	\$26,897,675
October 1, 2060	\$26,897,675	\$0	\$2,489,331	\$280,172	\$1,695,536	\$25,823,708
October 1, 2061	\$25,823,708	\$0	\$2,423,255	\$272,735	\$1,626,626	\$24,754,344
October 1, 2062	\$24,754,344	\$0	\$2,364,096	\$266,076	\$1,557,770	\$23,681,942
October 1, 2063	\$23,681,942	\$0	\$2,292,912	\$258,065	\$1,489,150	\$22,620,115
October 1, 2064	\$22,620,115	\$0	\$2,224,728	\$250,391	\$1,421,122	\$21,566,118
October 1, 2065	\$21,566,118	\$0	\$2,160,736	\$243,188	\$1,353,463	\$20,515,657
October 1, 2066	\$20,515,657	\$0	\$2,100,145	\$236,369	\$1,285,914	\$19,465,057
October 1, 2067	\$19,465,057	\$0	\$2,032,009	\$228,700	\$1,218,630	\$18,422,978
October 1, 2068	\$18,422,978	\$0	\$1,963,646	\$221,006	\$1,151,921	\$17,390,247
October 1, 2069	\$17,390,247	\$0	\$1,894,939	\$213,273	\$1,085,845	\$16,367,880
October 1, 2070	\$16,367,880	\$0	\$1,825,867	\$205,499	\$1,020,470	\$15,356,984
October 1, 2071	\$15,356,984	\$0	\$1,756,112	\$197,648	\$955,881	\$14,359,105
October 1, 2072	\$14,359,105	\$0	\$1,685,622	\$189,715	\$892,184	\$13,375,952
October 1, 2073	\$13,375,952	\$0	\$1,614,374	\$181,696	\$829,492	\$12,409,374
October 1, 2074	\$12,409,374	\$0	\$1,542,418	\$173,597	\$767,926	\$11,461,285
October 1, 2075	\$11,461,285	\$0	\$1,469,340	\$165,373	\$707,629	\$10,534,201

DISCLOSURES RELATED TO THE PENSION PLAN (continued)**PROJECTION OF THE FIDUCIARY NET POSITION (continued)**

Date	BOY Balance	Contributions	Benefit Payments	Administrative Expenses	Investment Earnings	EOY Balance
October 1, 2076	\$10,534,201	\$0	\$1,395,258	\$157,035	\$648,763	\$9,630,671
October 1, 2077	\$9,630,671	\$0	\$1,320,094	\$148,575	\$591,500	\$8,753,502
October 1, 2078	\$8,753,502	\$0	\$1,212,175	\$136,429	\$537,178	\$7,942,076
October 1, 2079	\$7,942,076	\$0	\$1,135,971	\$127,852	\$486,069	\$7,164,322
October 1, 2080	\$7,164,322	\$0	\$1,059,471	\$119,242	\$437,207	\$6,422,816
October 1, 2081	\$6,422,816	\$0	\$982,203	\$110,546	\$390,779	\$5,720,846
October 1, 2082	\$5,720,846	\$0	\$905,543	\$101,918	\$346,954	\$5,060,339
October 1, 2083	\$5,060,339	\$0	\$828,922	\$93,294	\$305,881	\$4,444,004
October 1, 2084	\$4,444,004	\$0	\$753,663	\$84,824	\$267,691	\$3,873,208
October 1, 2085	\$3,873,208	\$0	\$679,757	\$76,506	\$232,477	\$3,349,422
October 1, 2086	\$3,349,422	\$0	\$608,687	\$68,507	\$200,280	\$2,872,508
October 1, 2087	\$2,872,508	\$0	\$538,791	\$60,640	\$171,153	\$2,444,230
October 1, 2088	\$2,444,230	\$0	\$474,387	\$53,392	\$145,056	\$2,061,507
October 1, 2089	\$2,061,507	\$0	\$413,706	\$46,562	\$121,849	\$1,723,088
October 1, 2090	\$1,723,088	\$0	\$357,095	\$40,191	\$101,435	\$1,427,237
October 1, 2091	\$1,427,237	\$0	\$305,848	\$34,423	\$83,653	\$1,170,619
October 1, 2092	\$1,170,619	\$0	\$258,725	\$29,119	\$68,326	\$951,101
October 1, 2093	\$951,101	\$0	\$217,068	\$24,431	\$55,264	\$764,866
October 1, 2094	\$764,866	\$0	\$180,680	\$20,335	\$44,221	\$608,072
October 1, 2095	\$608,072	\$0	\$149,025	\$16,773	\$34,960	\$477,234
October 1, 2096	\$477,234	\$0	\$121,201	\$13,641	\$27,284	\$369,676
October 1, 2097	\$369,676	\$0	\$98,193	\$11,052	\$20,978	\$281,409
October 1, 2098	\$281,409	\$0	\$79,013	\$8,893	\$15,814	\$209,317
October 1, 2099	\$209,317	\$0	\$61,392	\$6,910	\$11,667	\$152,682
October 1, 2100	\$152,682	\$0	\$46,067	\$5,185	\$8,464	\$109,894
October 1, 2101	\$109,894	\$0	\$35,005	\$3,940	\$6,025	\$76,974
October 1, 2102	\$76,974	\$0	\$24,505	\$2,758	\$4,220	\$53,931
October 1, 2103	\$53,931	\$0	\$18,480	\$2,080	\$2,909	\$36,280
October 1, 2104	\$36,280	\$0	\$12,611	\$1,419	\$1,951	\$24,201
October 1, 2105	\$24,201	\$0	\$9,295	\$1,046	\$1,269	\$15,129
October 1, 2106	\$15,129	\$0	\$6,807	\$766	\$757	\$8,313
October 1, 2107	\$8,313	\$0	\$3,532	\$398	\$424	\$4,807
October 1, 2108	\$4,807	\$0	\$2,490	\$280	\$229	\$2,266
October 1, 2109	\$2,266	\$0	\$1,360	\$153	\$101	\$854
October 1, 2110	\$854	\$0	\$730	\$82	\$30	\$72
October 1, 2111	\$72	\$0	\$0	\$0	\$5	\$77

NOTES: *The fiduciary net position is projected to be sufficient to cover all future benefit payments when due.
The plan requires only a 6.64% average investment return per year to avoid a crossover date.
The projection shown above does not reflect future new entrants into the pension plan.*

DISCLOSURES RELATED TO THE PENSION PLAN (continued)

AMORTIZATION BASES ATTRIBUTABLE TO UNEXPECTED INVESTMENT INCOME

	YEAR DURING WHICH THE GAIN OR LOSS AROSE					TOTAL
	2019/20	2020/21	2021/22	2022/23	2023/24	
<u>Payment Year</u>						
2023/24	\$42,361	-\$305,164	\$512,161	-\$72,673	-\$328,615	-\$151,930
2024/25		-\$305,165	\$512,161	-\$72,673	-\$328,615	-\$194,292
2025/26			\$512,163	-\$72,673	-\$328,615	\$110,875
2026/27				-\$72,673	-\$328,615	-\$401,288
2027/28					-\$328,616	-\$328,616
Remaining Balance	\$42,361	-\$610,329	\$1,536,485	-\$290,692	-\$1,643,076	-\$965,251

AMORTIZATION BASES ATTRIBUTABLE TO DEMOGRAPHIC EXPERIENCE

	YEAR DURING WHICH THE GAIN OR LOSS AROSE							TOTAL
	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	
<u>Payment Year</u>								
2023/24	\$15,217	\$24,030	-\$9,709	-\$49,319	-\$15,396	\$83,235	\$179,445	\$227,503
2024/25		\$20,187	-\$3,497	-\$49,319	-\$15,396	\$83,235	\$179,445	\$214,655
2025/26				-\$49,319	-\$15,396	\$83,235	\$179,445	\$197,965
2026/27				-\$34,028	-\$15,396	\$83,235	\$179,445	\$213,256
2027/28					-\$6,464	\$83,235	\$179,445	\$256,216
2028/29						\$83,235	\$179,445	\$262,680
2029/30						\$25,806	\$71,776	\$97,582
Remaining Balance	\$15,217	\$44,217	-\$13,206	-\$181,985	-\$68,048	\$525,216	\$1,148,446	\$1,469,857

AMORTIZATION BASES ATTRIBUTABLE TO ASSUMPTION CHANGES

	YEAR DURING WHICH THE GAIN OR LOSS AROSE				TOTAL
	2018/19	2020/21	2023/24		
<u>Payment Year</u>					
2023/24	\$254,340	-\$58,013	\$64,159		\$260,486
2024/25	\$213,643	-\$58,013	\$64,159		\$219,789
2025/26		-\$58,013	\$64,159		\$6,146
2026/27		-\$40,031	\$64,159		\$24,128
2027/28			\$64,159		\$64,159
2028/29			\$64,159		\$64,159
2029/30			\$25,661		\$25,661
Remaining Balance	\$467,983	-\$214,070	\$410,615		\$664,528

DISCLOSURES RELATED TO THE PENSION PLAN (continued)

SUMMARY OF DEFERRED OUTFLOWS AND INFLOWS AS OF SEPTEMBER 30, 2024

	Deferred Outflows	Deferred Inflows
Unexpected investment income	\$1,024,324	\$1,837,645
Demographic experience	\$1,431,169	\$188,815
Assumption changes	\$560,099	\$156,057
Total	\$3,015,592	\$2,182,517

Town of Golden Beach
Employees Pension Plan

REVISED
Actuarial Valuation
As of October 1, 2024

Determines the Contribution
For the 2025/26 Fiscal Year



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April 24, 2025

Introduction

This report presents the revised results of the October 1, 2024 actuarial valuation for the Town of Golden Beach Employees Pension Plan. The report is based on the participant data and asset information provided by the pension plan administrator and, except for a cursory review for reasonableness including a comparison to the data provided for the previous valuation, we have not attempted to verify the accuracy of this information. The revision is due to a change in the market value of assets provided by the auditors.

The primary purpose of this report is to provide a summary of the funded status of the plan as of October 1, 2024 and to determine the minimum required contribution under Chapter 112, Florida Statutes, for the 2025/26 plan year. In addition, this report provides a projection of the long-term funding requirements of the plan, statistical information concerning the assets held in the trust, statistical information concerning the participant population, and a summary of any recent plan changes.

The liabilities and cost presented in this report are based on numerous assumptions concerning the cost of benefits to be provided in the future, long-term investment returns, and the future demographic experience of the current participants. Anyone referring to this report should remember that the cost developed herein is only an *estimate* of the true cost of providing post-employment pension benefits. No one can predict with certainty whether the true cost will be higher or lower than the cost presented in this report. The calculated cost is entirely dependent upon the assumptions that are described in Table IV-A. If any of the assumptions is changed, then the cost shown in this report will change accordingly. Likewise, if any of the assumptions is not completely realized, then the cost shown in this report will change in the future.

Certain assumptions play a bigger role than others in determining the cost of the post-employment pension benefits. In some cases, relatively small changes in a particular assumption can have a dramatic impact on the anticipated cost of benefits. Although a thorough analysis of the impact of such changes is beyond the scope of this report, Table I-B illustrates the impact that alternative long-term investment returns would have on the contribution rate.

Minimum Required Contribution

Table I-A shows the development of the minimum required contribution for the 2025/26 plan year. The minimum required contribution is \$1,465,108, which equates to 33.95% of covered payroll. The minimum required contribution increased by \$157,117 from the prior valuation.

Table I-C provides a breakdown of the sources of change in the contribution rate. Significantly, the rate decreased by 0.97% of payroll due to investment gains and decreased by another 1.37% of payroll due to other experience. Although the market value of assets earned 17.85% during the 2023/24 plan year, the actuarial value of assets is based on the market value adjusted to reflect a five-year phase-in of the unexpected investment appreciation. On this basis, the



actuarial value of assets earned 9.23% during the 2023/24 plan year, whereas a 7.00% annual investment return was required to maintain a stable contribution rate.

Chapter 112, Florida Statutes, sets forth the rules concerning the minimum required contribution for public pension plans within the state. Essentially, the Town must contribute an amount equal to the annual normal cost of the plan plus an amortization payment towards the unfunded accrued liability and an adjustment as necessary to reflect interest on any delayed payment of the contribution beyond the valuation date.

Based on the current assets, participant data, and actuarial assumptions and methods that are used to value the plan, the present-day value of the total long-term funding requirement is \$30,347,328. As illustrated in Table I-A, current assets are sufficient to cover \$16,465,663 of this amount, the employer's 2024/25 contribution will cover \$1,307,991 of this amount, the employer's 2025/26 contribution will cover \$1,465,108 of this amount, and future employee contributions are expected to cover \$1,716,640 of this amount, leaving \$9,391,926 to be covered by future employer funding beyond the 2025/26 fiscal year. Again, demographic and investment experience that differs from that assumed will either increase or decrease the future employer funding requirement.

Identification and Assessment of Risk

The liabilities and cost presented in this report are based on numerous assumptions concerning the cost of benefits to be provided in the future, long-term investment returns, and the future demographic experience of the current participants. Anyone referring to this report should remember that the cost developed herein is only an *estimate* of the true cost of providing post-employment pension benefits. No one can predict with certainty whether the true cost will be higher or lower than the cost presented in this report. The calculated cost is entirely dependent upon the assumptions that are described in Table IV-A. If any of the assumptions is changed, then the cost shown in this report will change accordingly. Likewise, there is always a risk that, should these assumptions not be realized, the liabilities of the plan, the contributions required to fund the plan, and the funded status of the plan may be significantly different than the amounts shown in this report.

Although a thorough analysis of the risk of not meeting the assumptions is beyond the scope of this report, this discussion is intended to identify the significant risks faced by the plan. In some cases, a more detailed review of the risks, including numerical analysis, may be appropriate to help the plan sponsor and other interested parties assess the specific impact of not realizing certain assumptions. For example, Table I-B illustrates the impact that alternative long-term investment returns would have on the contribution rate. Note that this report is not intended to provide advice on the management or reduction of the identified risks nor is this report intended to provide investment advice.

The most significant risk faced by most defined benefit pension plans is investment risk, i.e. the risk that long-term investment returns will be less than assumed. Other related risks include a risk that, if the investments of the plan decline dramatically over a short period of time (such as occurred with many pension plans in 2008), the plan's assets may not have sufficient time to recover before benefits become due. Even if the assets of the plan grow in accordance with the assumed investment return over time, if benefit payments are expected to be large in the short-term (for example, if the plan provides an actuarial equivalent lump sum payment option and a large number of participants are expected to become entitled to such a lump sum in the near future), the plan's assets may not be sufficient to support such a high



level of benefit payments. We have provided a 10-year projection of the expected benefit payments in Table III-G to help the Trustees in formulating an investment policy that is expected to provide an investment return that meets both the short- and long-term cash flow needs of the pension plan.

Another source of risk is demographic experience. This is the risk that participants will receive salary increases that are different than the amount assumed, that participants will retire, become disabled, or terminate their employment at a rate that is different than assumed, and that participants will live longer than assumed, just to cite a few examples of the demographic risk faced by the plan. Although for most pension plans, the demographic risk is not as significant as the investment risk, particularly in light of the fact that the mortality assumption includes a component for future life expectancy increases, the demographic risk can nevertheless be a significant contributing factor to liabilities and contribution rates that become higher than anticipated.

A third source of risk is the risk that the plan sponsor (or other contributing entities) will not make, or will not have the ability to make, the contributions that are required to keep the plan funded at a sufficient level. Material changes in the number of covered employees, covered payroll, and, in some cases, hours worked by active participants can also significantly impact the plan's liabilities and the level of contributions received by the plan.

Finally, an actuarial funding method has been used to allocate the gap between projected liabilities and assets to each year in the future. The contribution rate under some funding methods is higher during the early years of the plan and then is lower during the later years of the plan. Other funding methods provide for lower contribution rates initially, with increasing contribution rates over time.

The Trustees have adopted the frozen initial liability funding method for this plan, which is expected to result in a contribution rate that decreases over time as a percentage of payroll. A brief description of the actuarial funding method is provided in Table IV-A.

Contents of the Report

Tables I-D through I-I provide a detailed breakdown of various liability amounts by type of benefit and by participant group. Tables II-A through II-F provide information concerning the assets of the trust fund. Specifically, Table II-A shows the development of the actuarial value of assets. Tables III-A through III-G provide statistical information concerning the plan's participant population. In particular, Table III-G gives a 10-year projection of the cash that is expected to be required from the trust fund in order to pay benefits to the current group of participants. Finally, Tables IV-A through V-B provide a summary of the actuarial assumptions and methods that are used to value the plan's benefits and of the relevant plan provisions as of October 1, 2024, as well as a summary of the changes that have occurred since the previous valuation report was prepared.

Certification

This actuarial valuation was prepared by me or under my direct supervision and I acknowledge responsibility for the results. To the best of my knowledge, the results are complete and accurate and, in my opinion, the techniques and



assumptions used are reasonable and meet the requirements and intent of Chapter 112, Florida Statutes. There is no benefit or expense to be provided by the plan and/or paid from the plan's assets for which liabilities or current costs have not been established or otherwise taken into account in the valuation. All known events or trends which may require a material change in plan costs or required contribution rates have been taken into account in the valuation.

For the firm,

Charles T. Carr

Charles T. Carr
Consulting Actuary
Southern Actuarial Services Company, Inc.

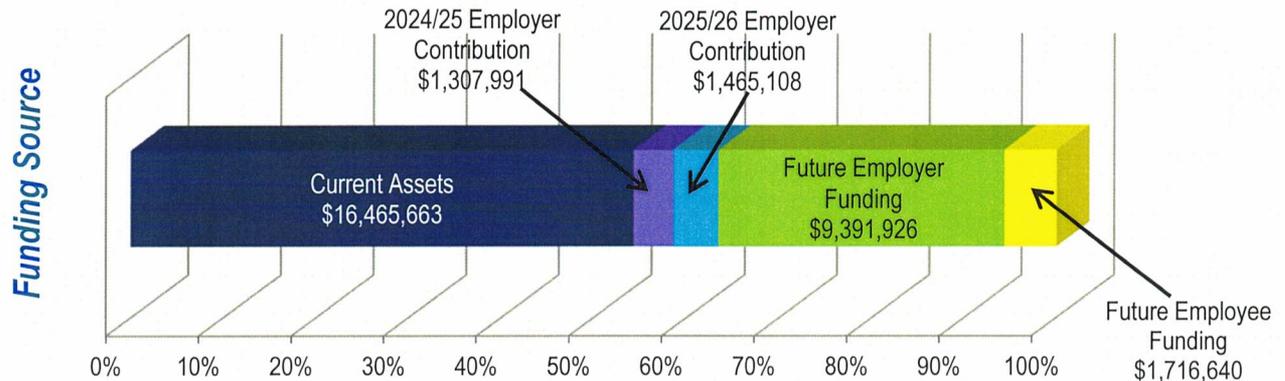
Enrolled Actuary No. 23-04927

The individual above is a member of the American Academy of Actuaries and meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.



Minimum Required Contribution

Table I-A



For the 2025/26 Plan Year

Normal Cost for the 2024/25 Plan Year	\$985,422
Unfunded Liability Amortization Payment for the 2024/25 Plan Year	\$341,304
Expense Allowance for the 2024/25 Plan Year	\$76,017
	<hr/>
	\$1,402,743
Adjustment to Reflect Monthly Employer Contributions	\$52,086
Adjustment to Reflect One-Year Delay in Application of Valuation Results	\$10,279
	<hr/>

Required Employer Contribution for the 2025/26 Plan Year **\$1,465,108**

Expected Payroll for the 2025/26 Plan Year ÷ \$4,315,442

Minimum Required Contribution Rate 33.95%

Additional Disclosures

Present Value of Future Compensation	\$37,850,745
Present Value of Future Employer Contributions	\$12,165,025
Present Value of Future Employee Contributions	\$1,716,640



Minimum Required Contribution

Table I-A
(continued)

For the 2025/26 Plan Year

Estimated Contribution for General Employees Only

Normal Cost for the 2024/25 Plan Year	\$427,558
Unfunded Liability Amortization Payment for the 2024/25 Plan Year	\$130,053
Expense Allowance for the 2024/25 Plan Year	\$28,966
	<hr/>
	\$586,577
Adjustment to Reflect Monthly Employer Contributions	\$21,780
Adjustment to Reflect One-Year Delay in Application of Valuation Results	\$11,258
	<hr/>
Estimated Employer Contribution for the 2025/26 Plan Year	\$619,615
Expected Payroll for the 2025/26 Plan Year	÷ \$2,414,059
	<hr/>
Estimated Minimum Required Contribution Rate	25.67%

Estimated Contribution for Police Officers Only

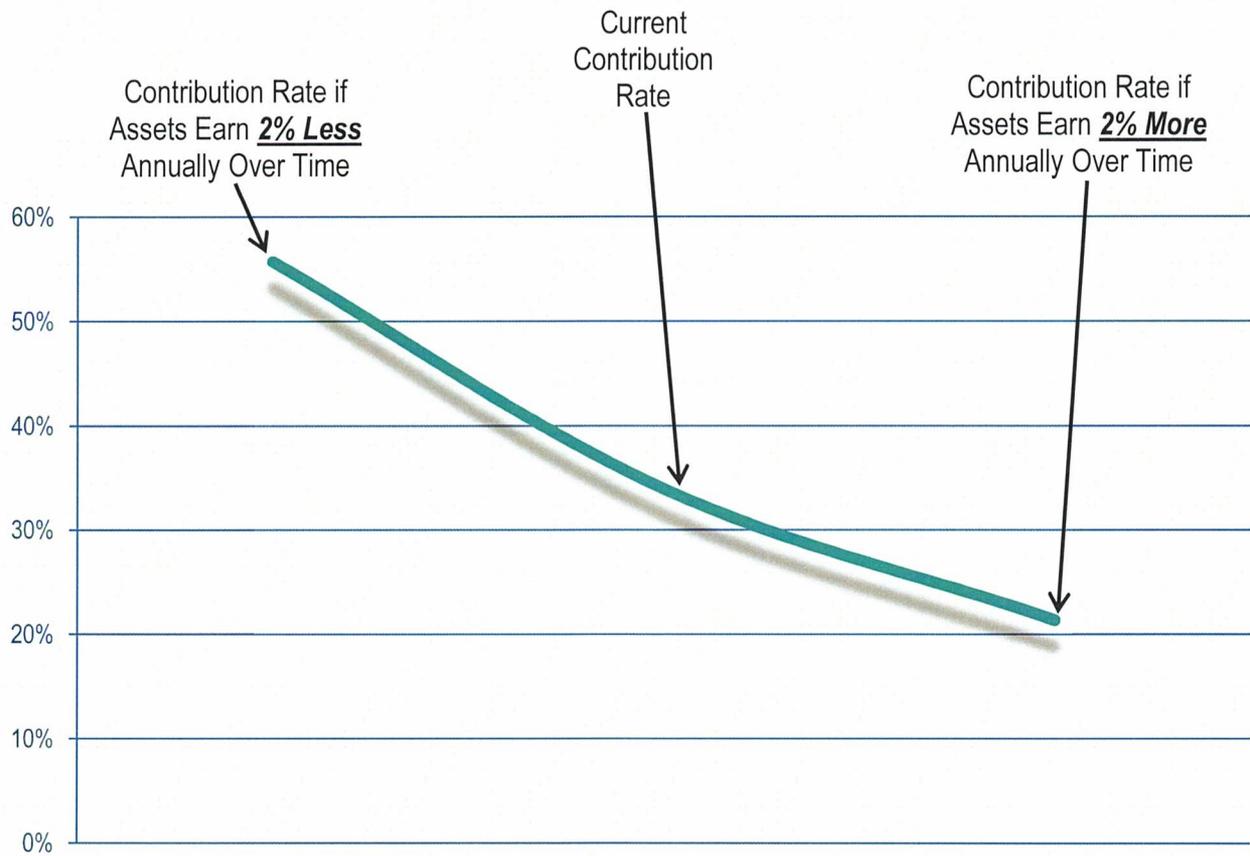
Normal Cost for the 2024/25 Plan Year	\$557,864
Unfunded Liability Amortization Payment for the 2024/25 Plan Year	\$211,251
Expense Allowance for the 2024/25 Plan Year	\$47,051
	<hr/>
	\$816,166
Adjustment to Reflect Monthly Employer Contributions	\$30,306
Adjustment to Reflect One-Year Delay in Application of Valuation Results	(\$979)
	<hr/>
Estimated Employer Contribution for the 2025/26 Plan Year	\$845,493
Expected Payroll for the 2025/26 Plan Year	÷ \$1,901,383
	<hr/>
Estimated Minimum Required Contribution Rate	44.47%

* Note: The amounts shown above are only for informational purposes.



Sensitivity Analysis

Table I-B



The line above illustrates the sensitivity of the contribution rate to changes in the long-term investment return.



Gain and Loss Analysis

Table I-C

Source of Change in the Contribution Rate

Previous minimum required contribution rate	36.29%
Increase (decrease) due to investment gains and losses	-0.97%
Increase (decrease) due to other experience	-1.37%
Increase (decrease) due to plan amendments	0.00%
Increase (decrease) due to actuarial assumption changes	0.00%
Increase (decrease) due to actuarial method changes	0.00%
Current minimum required contribution rate	<u>33.95%</u>

Source of Change in the Unfunded Liability

Previous unfunded liability	\$3,130,814
Increase due to employer normal cost and expenses	\$667,901
Increase due to interest on normal cost and unfunded liability	\$265,910
Decrease due to employer contributions	(\$942,466)
Decrease due to interest on employer contributions	(\$32,429)
Expected unfunded liability	<u>\$3,089,730</u>
Increase (decrease) due to plan amendments	\$0
Increase (decrease) due to actuarial assumption changes	\$0
Increase (decrease) due to actuarial method changes	\$0
Current unfunded liability	<u>\$3,089,730</u>



Present Value of Future Benefits

Table I-D

	Old Assumptions <u>w/o Amendment</u>	Old Assumptions <u>w/ Amendment</u>	New Assumptions <u>w/ Amendment</u>
<i>Actively Employed Participants</i>			
Retirement benefits	\$21,078,420	\$21,078,420	\$21,078,420
Termination benefits	\$394,952	\$394,952	\$394,952
Disability benefits	\$1,341,391	\$1,341,391	\$1,341,391
Death benefits	\$133,176	\$133,176	\$133,176
Refund of employee contributions	\$118,004	\$118,004	\$118,004
Sub-total	\$23,065,943	\$23,065,943	\$23,065,943
<i>Deferred Vested Participants</i>			
Retirement benefits	\$61,536	\$61,536	\$61,536
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$61,536	\$61,536	\$61,536
<i>Due a Refund of Contributions</i>	\$11,009	\$11,009	\$11,009
<i>Deferred Beneficiaries</i>	\$0	\$0	\$0
<i>Retired Participants</i>			
Service retirements	\$5,412,280	\$5,412,280	\$5,412,280
Disability retirements	\$671,319	\$671,319	\$671,319
Beneficiaries receiving	\$668,169	\$668,169	\$668,169
DROP participants	\$457,072	\$457,072	\$457,072
Sub-total	\$7,208,840	\$7,208,840	\$7,208,840
<i>Grand Total</i>	<u>\$30,347,328</u>	<u>\$30,347,328</u>	<u>\$30,347,328</u>
Present Value of Future Payroll	\$37,850,745	\$37,850,745	\$37,850,745
Present Value of Future Employee Contribs.	\$1,716,640	\$1,716,640	\$1,716,640
Present Value of Future Employer Contribs.	\$12,165,025	\$12,165,025	\$12,165,025



Present Value of Accrued Benefits

Table I-E

	Old Assumptions <u>w/o Amendment</u>	Old Assumptions <u>w/ Amendment</u>	New Assumptions <u>w/ Amendment</u>
<i>Actively Employed Participants</i>			
Retirement benefits	\$11,636,418	\$11,636,418	\$11,636,418
Termination benefits	\$126,998	\$126,998	\$126,998
Disability benefits	\$769,051	\$769,051	\$769,051
Death benefits	\$42,977	\$42,977	\$42,977
Refund of employee contributions	\$43,778	\$43,778	\$43,778
Sub-total	\$12,619,222	\$12,619,222	\$12,619,222
<i>Deferred Vested Participants</i>			
Retirement benefits	\$61,536	\$61,536	\$61,536
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$61,536	\$61,536	\$61,536
<i>Due a Refund of Contributions</i>	\$11,009	\$11,009	\$11,009
<i>Deferred Beneficiaries</i>	\$0	\$0	\$0
<i>Retired Participants</i>			
Service retirements	\$5,412,280	\$5,412,280	\$5,412,280
Disability retirements	\$671,319	\$671,319	\$671,319
Beneficiaries receiving	\$668,169	\$668,169	\$668,169
DROP participants	\$457,072	\$457,072	\$457,072
Sub-total	\$7,208,840	\$7,208,840	\$7,208,840
<i>Grand Total</i>	<u>\$19,900,607</u>	<u>\$19,900,607</u>	<u>\$19,900,607</u>
<i>Funded Percentage</i>	87.21%	87.21%	87.21%

(Note: Funded percentage is equal to the ratio of the usable portion of the market value of assets divided by the present value of accrued benefits.)



Present Value of Vested Benefits

Table I-F

	Old Assumptions <u>w/o Amendment</u>	Old Assumptions <u>w/ Amendment</u>	New Assumptions <u>w/ Amendment</u>
<i>Actively Employed Participants</i>			
Retirement benefits	\$11,251,883	\$11,251,883	\$11,251,883
Termination benefits	\$66,361	\$66,361	\$66,361
Disability benefits	\$704,120	\$704,120	\$704,120
Death benefits	\$28,612	\$28,612	\$28,612
Refund of employee contributions	\$72,456	\$72,456	\$72,456
Sub-total	\$12,123,432	\$12,123,432	\$12,123,432
<i>Deferred Vested Participants</i>			
Retirement benefits	\$61,536	\$61,536	\$61,536
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$61,536	\$61,536	\$61,536
<i>Due a Refund of Contributions</i>	\$11,009	\$11,009	\$11,009
<i>Deferred Beneficiaries</i>	\$0	\$0	\$0
<i>Retired Participants</i>			
Service retirements	\$5,412,280	\$5,412,280	\$5,412,280
Disability retirements	\$671,319	\$671,319	\$671,319
Beneficiaries receiving	\$668,169	\$668,169	\$668,169
DROP participants	\$457,072	\$457,072	\$457,072
Sub-total	\$7,208,840	\$7,208,840	\$7,208,840
<i>Grand Total</i>	<u>\$19,404,817</u>	<u>\$19,404,817</u>	<u>\$19,404,817</u>



Entry Age Normal Accrued Liability

Table I-G

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
<i>Actively Employed Participants</i>			
Retirement benefits	\$13,871,515	\$13,871,515	\$13,871,515
Termination benefits	\$179,107	\$179,107	\$179,107
Disability benefits	\$662,466	\$662,466	\$662,466
Death benefits	\$59,652	\$59,652	\$59,652
Refund of employee contributions	\$48,913	\$48,913	\$48,913
Sub-total	\$14,821,653	\$14,821,653	\$14,821,653
<i>Deferred Vested Participants</i>			
Retirement benefits	\$61,536	\$61,536	\$61,536
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$61,536	\$61,536	\$61,536
<i>Due a Refund of Contributions</i>	\$11,009	\$11,009	\$11,009
<i>Deferred Beneficiaries</i>	\$0	\$0	\$0
<i>Retired Participants</i>			
Service retirements	\$5,412,280	\$5,412,280	\$5,412,280
Disability retirements	\$671,319	\$671,319	\$671,319
Beneficiaries receiving	\$668,169	\$668,169	\$668,169
DROP participants	\$457,072	\$457,072	\$457,072
Sub-total	\$7,208,840	\$7,208,840	\$7,208,840
<i>Grand Total</i>	<u>\$22,103,038</u>	<u>\$22,103,038</u>	<u>\$22,103,038</u>



Unfunded Liability Bases

Table I-H

<u>Description</u>	<u>Original Amount</u>	<u>Outstanding Balance</u>	<u>Amortization Payment</u>	<u>Years Rem.</u>
	Total	\$3,089,730	\$341,304	
		↓	↓	
Prior base #1		\$219,753	\$43,087	6
Prior base #2		\$73,115	\$10,488	9
Prior base #3		\$80,015	\$8,948	13
Prior base #4		\$265,642	\$27,258	15
10/1/2017 Assump.Change	\$1,045,814	\$956,808	\$98,180	15
10/1/2017 Amendment	\$105,787	\$99,813	\$10,242	15
10/1/2020 Assump. Change	(\$293,121)	(\$286,209)	(\$29,368)	15
10/1/2021 Amendment	\$365,332	\$365,124	\$37,466	15
10/1/2021 Assump. Change	\$799,599	\$799,141	\$82,001	15
10/1/2022 Amendment		\$14,013	\$1,438	15
10/1/2023 Amendment		\$99,594	\$10,220	15
10/1/2023 Assump. Change		\$402,921	\$41,344	15



Development of the Normal Cost

Table I-I

Normal Cost as of October 1, 2024

Present Value of Future Benefits	\$30,347,328
Unfunded Frozen Liability	(\$3,089,730)
Actuarial Value of Assets	(\$16,465,663)
Present Value of Future Employee Contributions	(\$1,716,640)
Present Value of Future Normal Cost	\$9,075,295
Present Value of Future Compensation	÷ \$37,850,745
Normal Cost Accrual Rate	23.976529%
Expected Payroll for the Current Year	x \$4,109,945
Normal Cost	<u>\$985,422</u>
Estimated Normal Cost for General Employees	\$427,558 *
Estimated Normal Cost for Police Officers	\$557,864 *

** only for informational purposes*



Actuarial Value of Assets

Table II-A

	<u>Unexpected Investment Gain (Loss)</u>		<u>Unrecognized Gain (Loss)</u>
For the 2020/21 plan year	\$2,068,069	x 20%	\$413,614
For the 2021/22 plan year	(\$2,612,164)	x 40%	(\$1,044,866)
For the 2022/23 plan year	\$316,644	x 60%	\$189,986
For the 2023/24 plan year	\$1,590,343	x 80%	\$1,272,274
			\$831,008

Market Value of Assets as of October 1, 2024 \$17,487,931

Minus DROP account balances (\$132,124)

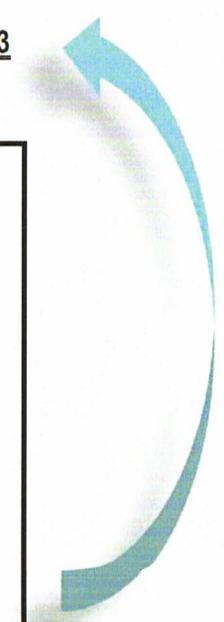
Minus advance employer contributions (\$59,136)

Minus excess Chapter 175/185 contributions \$0

Adjustment for unrecognized gain or loss as shown above,
but restricted to an amount that keeps the actuarial value
of assets within an 80%-120% corridor of the market value (\$831,008)

Actuarial Value of Assets as of October 1, 2024 \$16,465,663

<u>Historical Actuarial Value of Assets</u>	
October 1, 2015	\$6,636,386
October 1, 2016	\$7,290,716
October 1, 2017	\$8,049,582
October 1, 2018	\$8,993,996
October 1, 2019	\$9,850,843
October 1, 2020	\$10,845,226
October 1, 2021	\$12,093,270
October 1, 2022	\$13,355,778
October 1, 2023	\$14,734,872
October 1, 2024	\$16,465,663

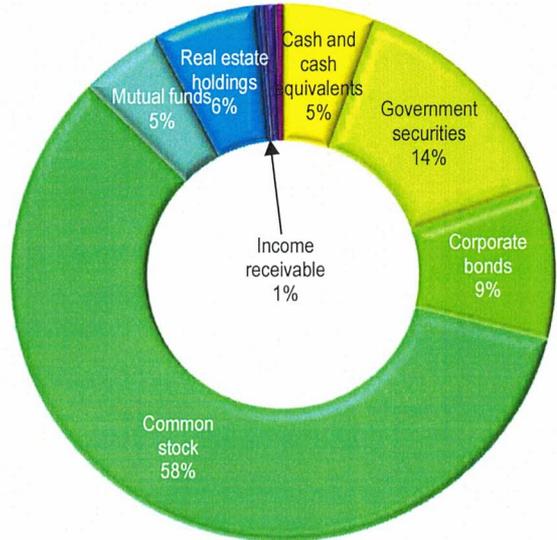


Market Value of Assets

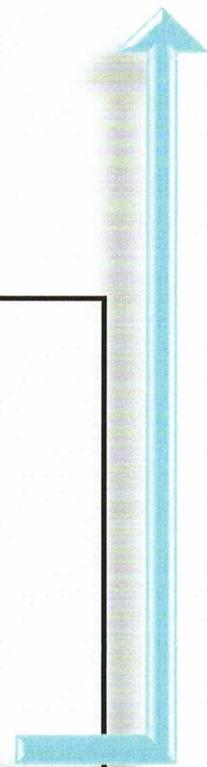
Table II-B

As of October 1, 2024

Market Value of Assets	<u>\$17,487,931</u>
Cash and cash equivalents	\$956,191
Government securities	\$2,512,285
Corporate bonds	\$1,615,360
Common stock	\$10,284,514
Mutual funds	\$860,099
Real estate holdings	\$1,081,297
Alternative investments	\$43,900
Prepaid expenses	\$58,037
Income receivable	\$103,468
Employee contribution receivable	\$27,136
Accounts payable	(\$54,356)



Historical Market Value of Assets	
October 1, 2015	\$7,188,350
October 1, 2016	\$7,825,704
October 1, 2017	\$8,993,254
October 1, 2018	\$10,129,529
October 1, 2019	\$10,753,331
October 1, 2020	\$11,665,839
October 1, 2021	\$14,167,197
October 1, 2022	\$12,757,648
October 1, 2023	\$14,438,149
October 1, 2024	\$17,487,931



Investment Return

Table II-C



Annual Investment Returns

Plan Year	Market Value Return	Actuarial Value Return	Assumed Return
2014/15	-0.69%	5.69%	7.50%
2015/16	6.01%	6.75%	7.50%
2016/17	11.64%	6.96%	7.50%
2017/18	8.47%	7.12%	7.50%
2018/19	2.56%	5.42%	7.50%
2019/20	4.70%	5.94%	7.50%
2020/21	18.62%	8.61%	7.50%
2021/22	-11.31%	9.24%	7.00%
2022/23	9.44%	7.16%	7.00%
2023/24	17.85%	9.23%	7.00%
10yr. Avg.	6.39%	7.20%	7.35%



Asset Reconciliation

Table II-D

	<u>Market Value</u>	<u>Actuarial Value</u>
As of October 1, 2023	\$14,438,149	\$14,734,872
<i>Increases Due To:</i>		
Employer Contributions	\$938,344	\$938,344
Chapter 175/185 Contributions	\$24,652	\$24,652
Employee Contributions	\$222,275	\$222,275
Service Purchase Contributions	\$0	\$0
Total Contributions	\$1,185,271	\$1,185,271
Interest and Dividends	\$393,721	
Realized Gains (Losses)	\$0	
Unrealized Gains (Losses)	\$2,333,959	
Total Investment Income	\$2,727,680	\$1,376,878
Other Income	\$1,625	
Total Income	\$3,914,576	\$2,562,149
<i>Decreases Due To:</i>		
Monthly Benefit Payments	(\$675,413)	(\$675,413)
Refund of Employee Contributions	\$0	\$0
DROP Credits		(\$59,398)
Total Benefit Payments	(\$675,413)	(\$734,811)
Investment Expenses	(\$113,364)	
Administrative Expenses	(\$76,017)	(\$76,017)
Advance Employer Contribution		(\$20,530)
Excess Chapter 175/185 Contribution		\$0
Total Expenses	(\$864,794)	(\$831,358)
As of October 1, 2024	\$17,487,931	\$16,465,663



Historical Trust Fund Detail

Table II-E

Income

<u>Plan Year</u>	<u>Employer Contribs.</u>	<u>Chapter Contribs.</u>	<u>Employee Contribs.</u>	<u>Service</u>		<u>Realized Gains / Losses</u>	<u>Unrealized Gains / Losses</u>	<u>Other Income</u>
				<u>Purchase Contribs.</u>	<u>Interest / Dividends</u>			
2014/15	\$427,817	\$0	\$101,778	\$0	\$121,052	\$0	-\$105,912	\$0
2015/16	\$457,855	\$0	\$110,543	\$0	\$134,038	\$0	\$371,166	\$0
2016/17	\$513,696	\$0	\$120,499	\$0	\$154,252	\$0	\$837,790	\$0
2017/18	\$588,601	\$0	\$152,113	\$0	\$224,331	\$0	\$631,969	\$0
2018/19	\$637,382	\$0	\$156,672	\$0	\$215,347	\$0	\$142,448	\$0
2019/20	\$700,022	\$0	\$153,944	\$0	\$222,196	\$0	\$393,498	\$0
2020/21	\$708,853	\$0	\$159,195	\$0	\$238,720	\$0	\$2,068,069	\$0
2021/22	\$680,369	\$0	\$144,087	\$9,371	\$329,141	\$0	-\$1,832,600	\$0
2022/23	\$804,330	\$0	\$217,573	\$139,092	\$368,832	\$0	\$953,624	\$833
2023/24	\$938,344	\$24,652	\$222,275	\$0	\$393,721	\$0	\$2,333,959	\$1,625

Expenses

<u>Plan Year</u>	<u>Monthly Benefit Payments</u>	<u>Contrib. Refunds</u>	<u>Admin. Expenses</u>	<u>Invest. Expenses</u>	<u>Other Actuarial Adjustments</u>
					<u>Advance Employer Contribs.</u>
2014/15	\$302,974	\$44,361	\$40,111	\$64,356	\$0
2015/16	\$306,358	\$1,613	\$61,092	\$67,185	\$0
2016/17	\$320,173	\$9,354	\$61,904	\$67,256	\$0
2017/18	\$320,175	\$4,143	\$57,496	\$78,925	\$0
2018/19	\$350,908	\$22,713	\$60,517	\$93,909	\$0
2019/20	\$398,771	\$720	\$57,170	\$100,491	\$0
2020/21	\$472,335	\$33,415	\$60,919	\$106,810	\$0
2021/22	\$556,671	\$0	\$73,260	\$109,986	\$38,606
2022/23	\$617,844	\$7,028	\$80,963	\$97,948	\$0
2023/24	\$675,413	\$0	\$76,017	\$113,364	\$20,530

Note: Information was not available to separate the refund of employee contributions from the monthly benefit payments after September 30, 2021 nor to separate the realized gains and losses from the unrealized gains and losses.



Other Reconciliations

Table II-F

Advance Employer Contribution

Advance Employer Contribution as of October 1, 2023	\$38,606
Additional Employer Contribution	\$962,996
Minimum Required Contribution	(\$942,466)
Net Increase in Advance Employer Contribution	\$20,530
Advance Employer Contribution as of October 1, 2024	\$59,136

DROP Reconciliation

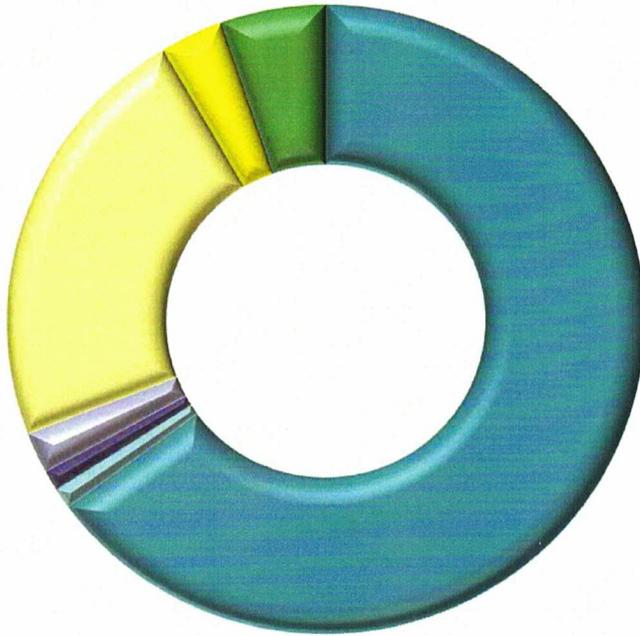
DROP Balance as of October 1, 2023	\$72,726
Benefit Credits	\$42,918
Investment Credits	\$16,480
Benefits Paid Out	\$0
Net Change in DROP Balance	\$59,398
DROP Balance as of October 1, 2024	\$132,124



Summary of Participant Data

Table III-A

As of October 1, 2024

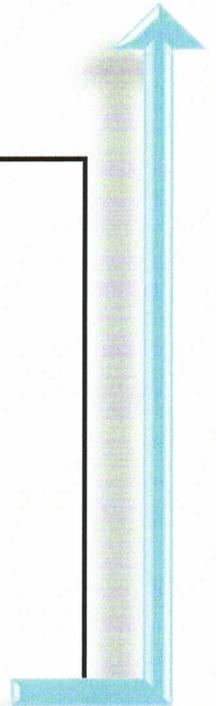


Participant Distribution by Status

<u>Actively Employed Participants</u>		
◆	Active Participants	61
◆	DROP Participants	1
<u>Inactive Participants</u>		
◆	Deferred Vested Participants	1
◆	Due a Refund of Contributions	2
◆	Deferred Beneficiaries	0
<u>Participants Receiving a Benefit</u>		
◆	Service Retirements	21
◆	Disability Retirements	3
◆	Beneficiaries Receiving	5
Total Participants		94

Number of Participants Included in Prior Valuations

	<i>Active</i>	<i>DROP</i>	<i>Inactive</i>	<i>Retired</i>	<i>Total</i>
October 1, 2015	40	0	3	19	62
October 1, 2016	41	0	3	21	65
October 1, 2017	46	0	3	21	70
October 1, 2018	49	0	3	21	73
October 1, 2019	47	0	2	24	73
October 1, 2020	48	0	2	25	75
October 1, 2021	46	0	3	26	75
October 1, 2022	49	1	3	27	80
October 1, 2023	51	1	1	29	82
October 1, 2024	61	1	3	29	94



Data Reconciliation

Table III-B

	<u>Active</u>	<u>DROP</u>	<u>Deferred Vested</u>	<u>Due a Refund</u>	<u>Def. Benef.</u>	<u>Service Retiree</u>	<u>Disabled Retiree</u>	<u>Benef. Rec'v.</u>	<u>Total</u>
<u>October 1, 2023</u>	51	1	1	0	0	21	3	5	82
<u>Change in Status</u>									
Re-employed									
Terminated	(2)			2					
Retired									
<u>Participation Ended</u>									
Transferred Out									
Cashed Out									
Died									
<u>Participation Began</u>									
Newly Hired	12								12
Transferred In									
New Beneficiary									
<u>Other Adjustment</u>									
<u>October 1, 2024</u>	61	1	1	2	0	21	3	5	94

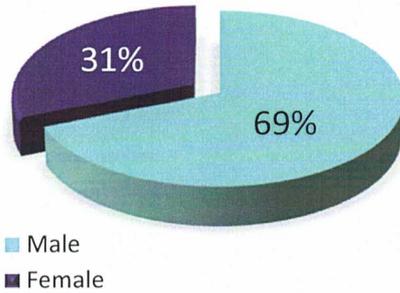


Active Participant Data

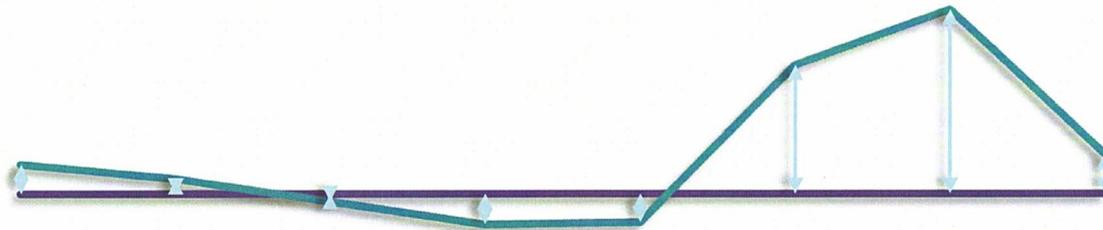
Table III-C

As of October 1, 2024

Gender Mix



Average Age	44.0 years
Average Service	7.6 years
Total Annualized Compensation for the Prior Year	\$5,138,479
Total Expected Compensation for the Current Year	\$4,109,945
Average Increase in Compensation for the Prior Year	8.59%
Expected Increase in Compensation for the Current Year	5.00%
Accumulated Contributions for Active Employees	\$1,304,092



Actual vs. Expected Salary Increases



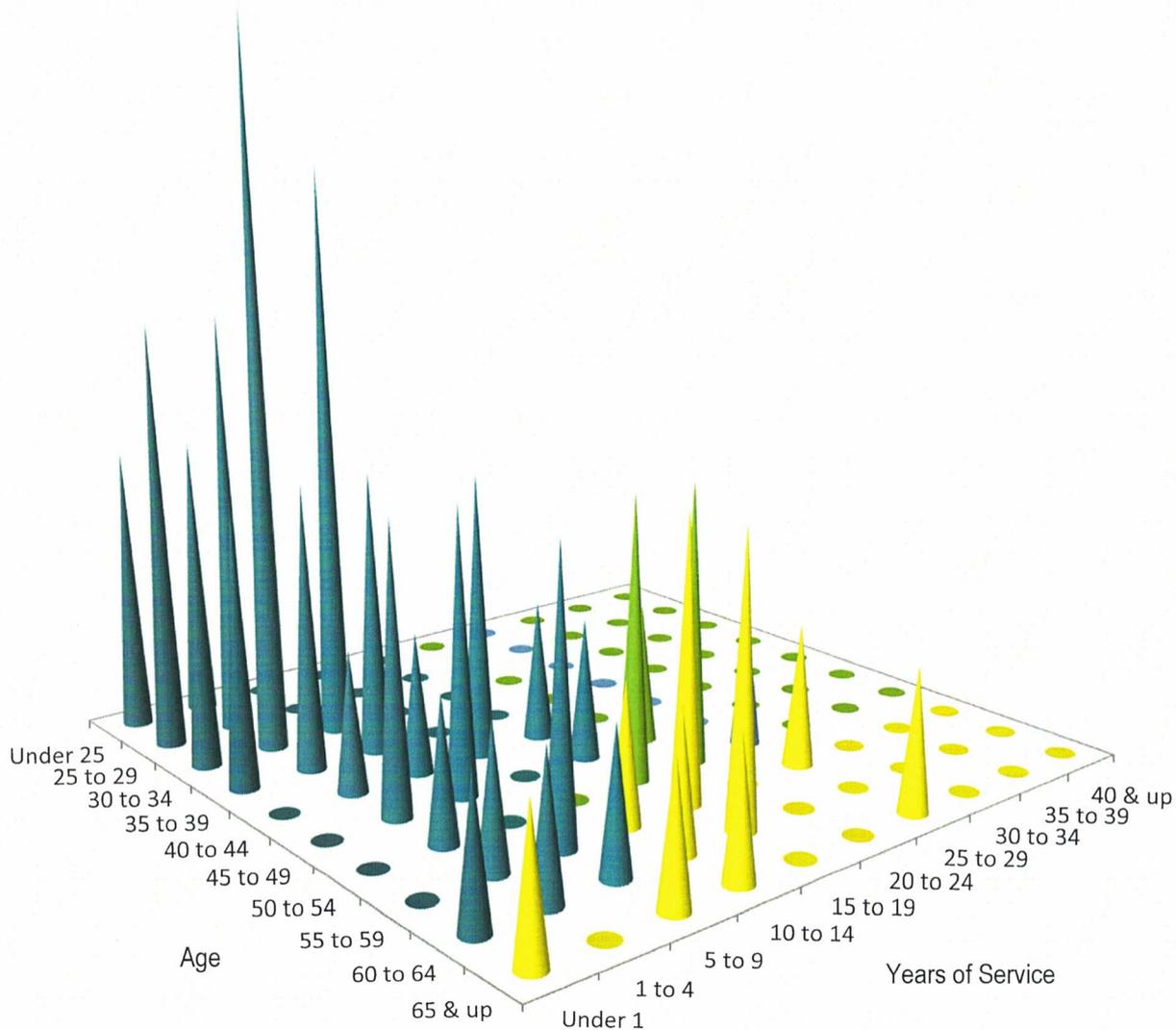
Active Participant Statistics From Prior Valuations

	Average Age	Average Service	Average Salary	Average Expected Salary Increase	Average Actual Salary Increase
October 1, 2015	47.0	8.0	\$53,766	N/A	N/A
October 1, 2016	49.0	9.0	\$52,055	5.00%	0.77%
October 1, 2017	47.2	8.3	\$56,028	5.00%	7.69%
October 1, 2018	48.1	8.8	\$62,399	5.00%	6.38%
October 1, 2019	47.6	9.0	\$64,717	5.00%	4.30%
October 1, 2020	47.8	9.1	\$64,434	5.00%	2.23%
October 1, 2021	49.2	10.0	\$65,804	5.00%	2.42%
October 1, 2022	45.8	8.9	\$71,969	5.00%	16.71%
October 1, 2023	44.5	8.1	\$83,973	5.00%	21.75%
October 1, 2024	44.0	7.6	\$84,237	5.00%	8.59%



Active Age-Service Distribution

Table III-D



▲ Eligible to retire
▲ May be eligible to retire
▲ Not eligible to retire



Active Age-Service-Salary Table

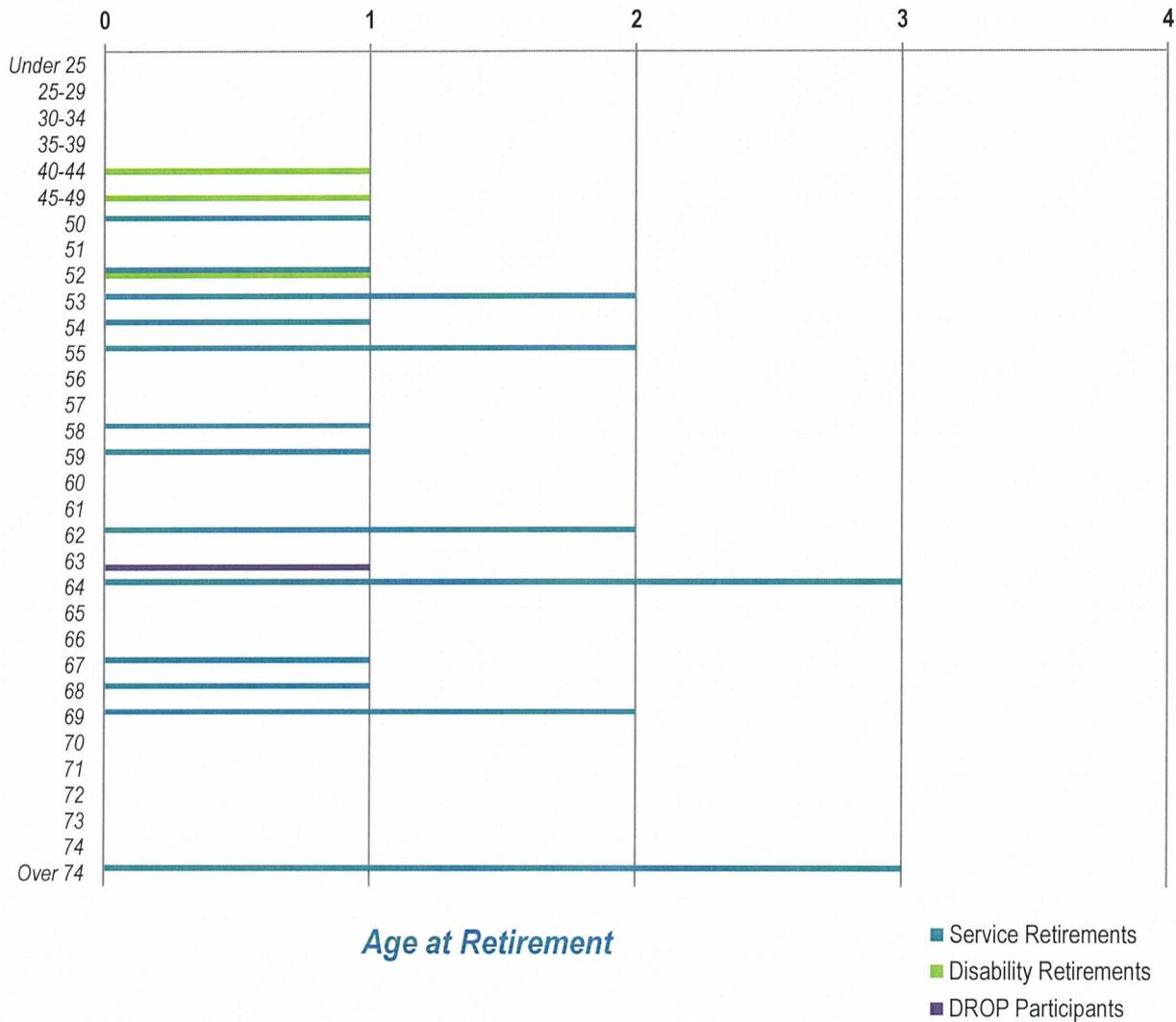
Table III-E

Attained Age	Completed Years of Service										Total	
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & up		
Under 25	2	2	0	0	0	0	0	0	0	0	0	4
Avg.Pay	81,492	55,378	0	0	0	0	0	0	0	0	0	68,435
25 to 29	3	3	0	0	0	0	0	0	0	0	0	6
Avg.Pay	63,185	56,393	0	0	0	0	0	0	0	0	0	59,789
30 to 34	2	5	4	0	0	0	0	0	0	0	0	11
Avg.Pay	66,361	67,625	86,668	0	0	0	0	0	0	0	0	74,319
35 to 39	2	2	2	0	0	0	0	0	0	0	0	6
Avg.Pay	65,583	52,049	84,455	0	0	0	0	0	0	0	0	67,362
40 to 44	0	1	1	2	1	0	0	0	0	0	0	5
Avg.Pay	0	98,629	64,819	74,010	139,243	0	0	0	0	0	0	90,142
45 to 49	0	2	2	0	1	1	0	0	0	0	0	6
Avg.Pay	0	72,567	204,737	0	136,127	63,077	0	0	0	0	0	125,635
50 to 54	0	1	0	0	2	2	1	0	0	0	0	6
Avg.Pay	0	63,000	0	0	124,279	130,742	106,771	0	0	0	0	113,302
55 to 59	0	1	2	1	2	0	1	0	0	0	0	7
Avg.Pay	0	57,513	64,293	60,397	121,511	0	104,643	0	0	0	0	84,880
60 to 64	1	1	1	1	2	0	0	0	0	0	0	6
Avg.Pay	47,669	77,095	43,922	101,490	87,203	0	0	0	0	0	0	74,097
65 & up	1	0	1	1	0	0	1	0	0	0	0	4
Avg.Pay	49,396	0	112,422	51,560	0	0	147,872	0	0	0	0	90,313
Total	11	18	13	5	8	3	3	0	0	0	0	61
Avg.Pay	64,863	64,640	98,062	72,293	117,669	108,187	119,762	0	0	0	0	84,237



Inactive Participant Data

Table III-F



Age at Retirement

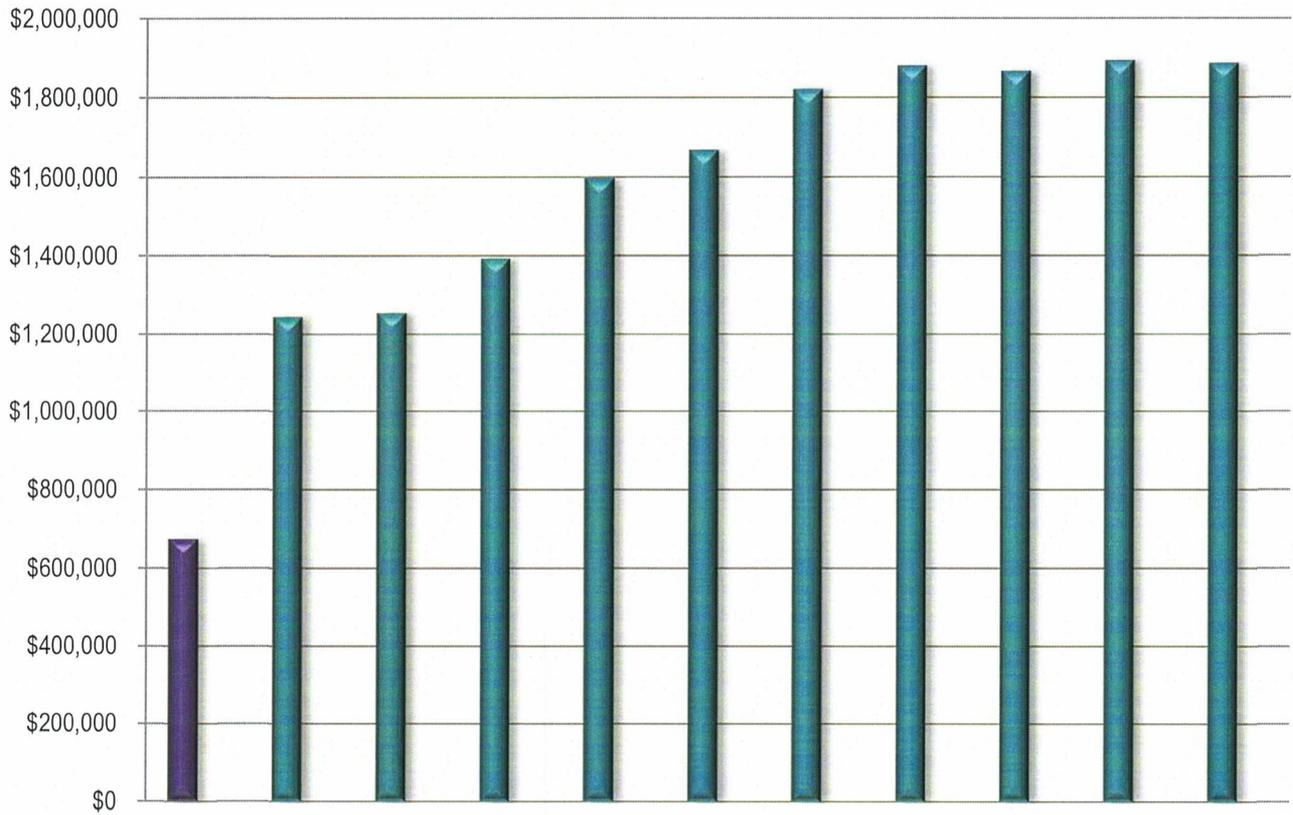
Average Monthly Benefit

Service Retirements	\$2,135.88
Disability Retirements	\$1,751.31
Beneficiaries Receiving	\$1,392.70
DROP Participants	\$3,576.46
Deferred Vested Participants	\$1,575.41
Deferred Beneficiaries	Not applicable



Projected Benefit Payments

Table III-G



Actual

For the period October 1, 2023 through September 30, 2024

\$675,413

Projected

For the period October 1, 2024 through September 30, 2025

\$1,244,686

For the period October 1, 2025 through September 30, 2026

\$1,254,831

For the period October 1, 2026 through September 30, 2027

\$1,393,937

For the period October 1, 2027 through September 30, 2028

\$1,597,237

For the period October 1, 2028 through September 30, 2029

\$1,667,310

For the period October 1, 2029 through September 30, 2030

\$1,821,607

For the period October 1, 2030 through September 30, 2031

\$1,880,379

For the period October 1, 2031 through September 30, 2032

\$1,866,932

For the period October 1, 2032 through September 30, 2033

\$1,893,971

For the period October 1, 2033 through September 30, 2034

\$1,887,296



Summary of Actuarial Methods and Assumptions

Table IV-A

NOTE: The following assumptions and methods have been selected and approved by the Board of Trustees based in part on the advice of the plan's enrolled actuary in accordance with the authority granted to the Board under the pension ordinances and State law.

1. **Actuarial Cost Method**

Frozen initial liability cost method. Under this actuarial cost method, an unfunded liability is developed at the inception of the plan using the individual entry age normal cost method. Over time, this unfunded liability is adjusted to reflect changes in the entry age normal accrued liability due to plan amendments and changes in actuarial assumptions and methods. The employer makes a periodic contribution towards the unfunded liability which is intended to eliminate the unfunded liability over a pre-determined period. In addition, each year the total projected liability in excess of the unfunded liability, accumulated assets, and future employee contributions is divided by the present value of future compensation to develop a level funding percentage for the plan as a whole. The level funding percentage is then multiplied by the covered payroll for the year immediately following the valuation date to determine the normal cost for that year.

2. **Amortization Method**

The unfunded actuarial accrued liability is amortized as a level dollar amount over a period of up to 15 years.

3. **Asset Method**

The actuarial value of assets is equal to the market value of assets, adjusted to reflect a five-year phase-in of the net investment appreciation (or depreciation).

4. **Interest (or Discount) Rate**

7.00% per annum

5. **Salary Increases**

Plan compensation is assumed to increase at the rate of 5.00% per annum, unless actual plan compensation is known for a prior plan year.



Summary of Actuarial Methods and Assumptions

Table IV-A

(continued)

6. Decrements

- Pre-retirement mortality: Sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Below Median Employee Mortality Table for general employees, with full generational improvements in mortality using Scale MP-2018 and with male ages set back one year (general employees), or

Sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Employee Mortality Table for public safety employees (Below Median table for males), with full generational improvements in mortality using Scale MP-2018 and with ages set forward one year (police officers)
- Post-retirement mortality: Sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Below Median Healthy Retiree Mortality Table for general employees, with full generational improvements in mortality using Scale MP-2018 and with male ages set back one year (general employees), or

For non-disabled retirees, sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Healthy Retiree Mortality Table for public safety employees (Below Median table for males), with full generational improvements in mortality using Scale MP-2018 and with ages set forward one year; for disabled retirees, sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Disabled Retiree Mortality Table (80% general employee rates plus 20% public safety employee rates), with full generational improvements in mortality using Scale MP-2018 (police officers)
- Disability: Sex-distinct rates set forth in the Wyatt 1985 Disability Study (Class 2); 25% of disabilities for general employees and 75% of disabilities for police officers are assumed to occur in the line of duty.
- Termination: Sex-distinct rates set forth in the Scale 155 Table



Summary of Actuarial Methods and Assumptions

Table IV-A

(continued)

• Retirement:

With respect to general employees, retirement is assumed to occur at the rate of 5% at each of ages 55 through 61, 60% at age 62, 40% at each of ages 63 and 64, and 100% at age 65; alternatively, 100% retirement is assumed to occur upon the attainment of normal retirement age.

With respect to police officers who have earned less than 20 years of service, retirement is assumed to occur at the rate of 5% at each of ages 50 through 54, 70% at age 55, 40% at each of ages 56 through 59, and 100% at age 60; alternatively, 100% retirement is assumed to occur upon the attainment of normal retirement age.

With respect to police officers who have earned at least 20 years of service, retirement is assumed to occur at the rate of 5% at each of ages 50 and 51, 70% at age 52, 40% at each of ages 53 through 56, and 100% at age 57; alternatively, 100% retirement is assumed to occur upon the attainment of normal retirement age.

With respect to the Town Manager, 100% retirement is assumed to occur at normal retirement age.

7. Marriage Assumption

All non-retired participants are assumed to be married, with husbands assumed to be three years older than wives.

8. Form of Payment

Future retirees have been assumed to select the 10-year certain and life annuity.

9. Expenses

Administrative expenses are assumed to be equal to the actual prior year's expenses. In addition, the interest rate set forth in item 4. above is assumed to be net of investment expenses and commissions.



Changes in Actuarial Methods and Assumptions

Table IV-B

Since the completion of the previous valuation, 100% retirement has been assumed to occur at normal retirement age and the retirement rates prior to normal retirement age for general employees have been increased.

The following additional assumption and method changes were made during the past several years:

- (1) *Effective October 1, 2023, 100% retirement has been assumed to occur at normal retirement age and the retirement rates prior to normal retirement age for general employees have been increased.*
- (2) *Effective October 1, 2021, the assumed interest (or discount) rate was decreased from 7.50% per annum to 7.00% per annum.*
- (3) *Effective October 1, 2020, the mortality basis was changed from the RP-2000 Combined and Blue Collar Mortality Tables with generational improvements in mortality using Scale BB to selected PUB-2010 Mortality Tables with generational improvements in mortality using Scale MP-2018.*
- (4) *Effective October 1, 2017, the mortality basis was changed from a 2009 projection of the RP-2000 White Collar Mortality Table to the RP-2000 Combined Mortality Table with full generational improvements in mortality using Scale BB.*
- (5) *Effective October 1, 2017, the assumed withdrawal and disability rates were changed to the tables described in Table IV-A.*
- (6) *Effective October 1, 2017, the amortization payment towards the unfunded accrued liability was changed from an increasing payment based on 4.00% annual compounded increases in total covered payroll to a level-dollar payment.*



Summary of Plan Provisions

Table V-A

1. Monthly Accrued Benefit

- 2.25% of Average Final Compensation multiplied by Credited Service earned prior to October 1, 2021 or earned prior to the attainment of 10 years of Credited Service plus 2.50% of Average Final Compensation multiplied by Credited Service in excess of 10 years earned after September 30, 2021 (with respect to contributing general employees); or
- 2.75% of Average Final Compensation multiplied by Credited Service earned prior to October 1, 2006 plus 3.00% of Average Final Compensation multiplied by Credited Service earned after September 30, 2006 (with respect to contributing police officers); or
- 15.00% of Average Final Compensation multiplied by the first two years of Credited Service plus 3.00% of Average Final Compensation multiplied by Credited Service in excess of two years plus an additional 3.00% of Average Final Compensation multiplied by Credited Service earned during the fifth and sixth year of plan participation (with respect to the Town Manager); or
- 2.00% of Average Final Compensation multiplied by Credited Service (with respect to non-contributing employees)

2. Normal Retirement Age and Benefit

- **Age**

- Age 65 (general employees only); or
- Age 55 with at least 10 years of Credited Service (police officers only); or
- Age 55 with at least 25 years of Credited Service (general employees only); or
- Age 52 with at least 20 years of Credited Service (police officers only); or
- Any age with at least 30 years of Credited Service (general employees only); or
- Any age with at least 20 years of Credited Service (Town Manager only)

- **Amount**

- Monthly Accrued Benefit

- **Form of Payment**

- Actuarially increased single life annuity (optional);
- 10-year certain and life annuity (normal form of payment);
- Actuarially equivalent 50% joint and contingent annuity (optional);
- Actuarially equivalent 75% joint and contingent annuity (optional);
- Actuarially equivalent 100% joint and contingent annuity (optional); or
- Any other actuarially equivalent form of payment approved by the Board of Trustees

(All forms of payment guarantee the return of the employee's contributions to the plan.)



Summary of Plan Provisions

Table V-A

(continued)

3. Early Retirement Age and Benefit

- **Age**
Age 55 with at least 10 years of Credited Service (general employees only), or
Age 50 with at least 10 years of Credited Service (police officers and Town Manager only)
- **Amount**
Monthly Accrued Benefit (payable at Normal Retirement Age); or
Monthly Accrued Benefit reduced by 3% for each year by which the participant's Early Retirement Age precedes normal retirement age (payable at Early Retirement Age)
- **Form of Payment**
Same as for Normal Retirement

4. Delayed Retirement Age and Benefit

- **Age**
After Normal Retirement Age
- **Amount**
Monthly Accrued Benefit
- **Form of Payment**
Same as for Normal Retirement

5. Deferred Vested Benefit

- **Age**
Any age with at least 10 years of Credited Service
- **Amount**
Monthly Accrued Benefit (payable at Normal Retirement Age); or
Monthly Accrued Benefit reduced by 3% for each year by which the participant's Early Retirement Age precedes normal retirement age (payable at Early Retirement Age)
- **Form of Payment**
Same as for Normal Retirement



Summary of Plan Provisions

Table V-A

(continued)

6. Service Incurred Disability Retirement Eligibility and Benefit

- **Eligibility**
All participants who become disabled in the line-of-duty are eligible.
- **Amount**
A monthly benefit equal to the largest of (a), (b), or (c), as follows:
 - (a) Monthly Accrued Benefit; or
 - (b) 42% of salary in effect at the time of disability (for general employees only); or
 - (c) 70% of salary in effect at the time of disability (for police officers and Town Manager only)
- **Form of Payment**
Same as for Normal Retirement

7. Non-Service Incurred Disability Retirement Eligibility and Benefit

- **Eligibility**
10 years of Credited Service
- **Amount**
A monthly benefit equal to the larger of (a) or (b), as follows:
 - (a) Monthly Accrued Benefit; or
 - (b) 25% of salary in effect at the time of disability
- **Form of Payment**
Same as for Normal Retirement

8. Pre-Retirement Death Benefit

In the case of the death of a participant in the line-of-duty prior to his Normal Retirement Date, the participant's spouse will receive a monthly single life annuity equal to the larger of the participant's Monthly Accrued Benefit or 12% of salary in effect at the time of death. If there is no surviving spouse, the benefit is payable to the participant's dependent children until age 18.

In the case of the death of a participant other than in the line-of-duty prior to his Normal Retirement Date, the participant's beneficiary will receive an immediate 10-year certain annuity equal to the participant's Monthly Accrued Benefit, reduced as if the participant were eligible for early retirement on his date of death and further reduced actuarially to reflect the 100% joint and contingent annuity optional form of payment.

9. Average Final Compensation

Average of the highest consecutive 36 months of Compensation out of the last 10 years



Summary of Plan Provisions

Table V-A

(continued)

10. Compensation

Total cash remuneration, including annual lump sum wage payments but excluding any other extraordinary compensation; annual compensation in excess of \$200,000 (as indexed) is excluded in accordance with Internal Revenue Code (IRC) §401(a)(17).

11. Credited Service

The completed years and months of service from the participant's date of hire until his date of termination, retirement, or death; service earned prior to participation is not considered for purposes of determining the amount of the Town Manager's benefit.

12. Participation Requirement

All full-time employees of the Town of Golden Beach, Florida

13. Participant Contributions

Participating employees must contribute 3.50% (general employees) or 6.00% (police officers and Town Manager) of their pensionable earnings in order to receive the higher benefit formula multiplier; employee contributions are accumulated with interest at the rate of 5.00% per annum.

14. Definition of Actuarially Equivalent

- **Interest Rate**

7.00% per annum

- **Mortality Table**

1983 Group Annuity Mortality Table for males, with the participant's age set forward five years in the case of a disabled participant

15. Plan Effective Date

October 1, 1978



Summary of Plan Provisions

Table V-A

(continued)

16. Deferred Retirement Option Plan (DROP)

With respect to general employees, in order to participate in the DROP, a participant must be employed other than as a police officer and must be otherwise eligible for a normal or early retirement benefit. A participant may irrevocably elect to enter the DROP for a period of up to 36 months after the participant's normal retirement date. The DROP accounts earn interest compounded quarterly based on the actual earnings of the pension trust fund net of investment fees as of the end of each quarter as determined by the plan's investment consultant.

With respect to police officers, in order to participate in the DROP, a participant must be employed as a police officer and must be otherwise eligible for a normal retirement benefit. A participant may irrevocably elect to enter the DROP for a period of up to 60 months after the participant's normal retirement date. The DROP accounts earn interest compounded quarterly based on the actual earnings of the pension trust fund net of investment fees as of the end of each quarter as determined by the plan's investment consultant.



Summary of Plan Amendments

Table V-B

There were no plan changes adopted since the completion of the previous valuation.

The following additional plan amendments were adopted during the past 10 years and were reflected in prior valuation reports:

- (1) *Effective September 26, 2023, several new alternative requirements for normal retirement were added to the plan, including normal retirement at either 30 years of service regardless of age or normal retirement at age 55 with at least 25 years of service, both for general employees, or normal retirement at 20 years of service regardless of age for the Town Manager. (Ordinance 604.23)*
- (2) *Effective September 26, 2023, a Deferred Retirement Option Plan (DROP) was added to the plan for general employees with a maximum DROP participation period of three years and the maximum DROP participation period for police officers was extended to five years. (Ordinance 604.23)*
- (3) *Effective March 15, 2022, a pre-retirement death benefit for active employees who die other than in the line-of-duty was added to the plan. (Ordinance 599.22)*
- (4) *Effective September 27, 2021, the averaging period for final average earnings was reduced from five years to three years. (Ordinance 598.21)*
- (5) *Effective September 27, 2021, total cash compensation includes annual lump sum wage payments. (Ordinance 598.21)*
- (6) *Effective September 27, 2021, the benefit formula multiplier for service earned in excess of 10 years after September 30, 2021 was increased from 2.25% to 2.50%. (Ordinance 598.21)*
- (7) *Effective September 27, 2021, the benefit formula multiplier for the Town Manager was increased from 3.00% to 6.00% with respect to service earned during the fifth and sixth year of employment. (Ordinance 598.21)*
- (8) *Effective October 17, 2017, the Town Manager (and future Town Managers) was allowed to participate in the plan as a police officer after earning 10 years of service. (Ordinance 576.17)*

