

**TOWN OF GOLDEN BEACH EMPLOYEES' PENSION PLAN
BOARD OF TRUSTEES QUARTERLY MEETING
100 OCEAN BLVD., GOLDEN BEACH, FL 33160
3RD Floor Chambers
AGENDA**

Thursday, March 19, 2026 – 9:00AM

Pursuant to Chapter 286, F.S., if an individual decides to appeal any decision made with respect to any matter considered at a meeting or hearing, that individual will need a record of the proceedings and will need to ensure that a verbatim record of the proceedings is made. In accordance with the Americans with Disabilities Act, persons needing assistance to participate in any of these proceedings should contact the City Clerk at (305) 932-0744 prior to the meeting.

- I. CALL TO ORDER/ROLL CALL/DETERMINATION OF A QUORUM**
- II. PUBLIC COMMENT**
- III. APPROVAL OF MINUTES**
 - a. December 15, 2025, quarterly meeting
 - b. January 22, 2026, special meeting
- IV. OLD BUSINESS**
- V. NEW BUSINESS**
 - a. Discussion of legal services
 - b. DROP statements
 - c. Are you alive letters
 - d. Actual expenses as of September 30, 2025
 - e. Audit update
 - f. Review of proposals for actuarial services
- VI. REPORTS**
 - a. Southern Actuarial Services, Chuck Carr, Board Actuary
 - i. October 1, 2025, actuarial valuation report
 - ii. Annual report update
 - b. Graystone Consulting, Scott Owens, Investment Consultant
 - i. Quarterly report as of December 31, 2025
 - c. Sugarman, Susskind, & Braswell, Board Attorney
 - i. Legislative update
 - ii. Summary Plan Description
 - iii. Update of RFI pension portal
- VII. CONSENT AGENDA**
 - a. Warrants for ratification
 - i. Warrant #15
 - b. New invoices for payment approval
 - i. None
 - c. Fund activity report for the period December 9, 2025 through March 12, 2026
- VIII. STAFF REPORTS, DISCUSSION, & ACTION**
 - a. Foster & Foster, Kandyce Moss, Plan Administrator
 - i. Fiduciary liability policy renewal
 - ii. Educational opportunities

1. FPPTA 42nd Annual Conference, June 28-July 1, 2026, Renaissance Orlando SeaWorld
2. FPPTA Fall Trustee School, September 27-30, 2026, Rosen Shingle Creek, Orlando

IX. TRUSTEE REPORTS, DISCUSSION, & ACTION

X. NEXT MEETING: Monday, June 22, 2026 – 3:30PM

XI. ADJOURNMENT

**Town of Golden Beach
Employees's Pension Plan**

Expenditure Type	Actual Expenses as of September 30, 2025
Actuary	\$14,175.00
Administrator	\$25,963.92
Attorney	\$16,816.89
IME Physician Fees	\$6,000.00
Auditor	\$13,500.00
Custodian of Funds	\$16,127.77
Insurance	\$2,677.51
School, Travel and Dues	\$5,951.25
Investment Consultant	\$69,500.47
Miscellaneous	\$0.00
Totals	\$170,712.81

Town of Golden Beach
Employees Pension Plan

Actuarial Valuation
As of October 1, 2025

Determines the Contribution
For the 2026/27 Fiscal Year



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March 16, 2026

Introduction

This report presents the results of the October 1, 2025 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 primary purpose of this report is to provide a summary of the funded status of the plan as of October 1, 2025 and to determine the minimum required contribution under Chapter 112, Florida Statutes, for the 2026/27 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 2026/27 plan year. The minimum required contribution is \$1,481,786, which equates to 36.56% of covered payroll. The minimum required contribution increased by \$16,678 from the prior valuation.

Table I-C provides a breakdown of the sources of change in the contribution rate. Significantly, the rate decreased by 1.09% of payroll due to investment gains, increased by 0.64% of payroll due to other experience, increased by 1.19% of payroll due to the plan amendments that are described below, and increased by 1.87% of payroll due to the assumption change that is described below. Although the market value of assets earned 7.08% during the 2024/25 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 9.07% during the 2024/25 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 \$32,479,126. As illustrated in Table I-A, current assets are sufficient to cover \$18,683,404 of this amount, the employer's 2025/26 contribution will cover \$1,465,108 of this amount, the employer's 2026/27 contribution will cover \$1,481,786 of this amount, and future employee contributions are expected to cover \$1,641,771 of this amount, leaving \$9,207,057 to be covered by future employer funding beyond the 2026/27 fiscal year. Again, demographic and investment experience that differs from that assumed will either increase or decrease the future employer funding requirement.

Plan Changes

Several plan changes have been adopted since the completion of the previous valuation, as follows:

- (1) The normal retirement age for the Town Clerk was changed from the earliest of age 65, age 55 with at least 25 years of service, or any age with at least 30 years of service to the earliest of age 65, age 55 with at least 25 years of service, or any age with at least 20 years of service. (Ordinance 607.25)
- (2) A special service-connected disability pension was added to the plan for police officers who become disabled due to a catastrophic event (as defined in the plan) in the amount of \$63,000 per year. (Ordinance 609.25)
- (3) Solely with respect to employees hired prior to October 1, 2009, the final average earnings averaging period was reduced from three years to one year and overtime earnings in excess of 300 hours are excluded from pensionable earnings. (Ordinance 610.25)
- (4) Participants who choose to enter the DROP during the period October 1, 2025 through September 30, 2026 will have their pension benefit calculated based on their current or projected one-year average earnings, whichever is higher, and the irrevocability and 45-day advance notice provisions of the DROP are waived with respect to such participants. (Ordinance 614.25)

Assumption Change

Effective October 1, 2025, the mortality rates were changed to the tables described in item 6. of Table IV-A.



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, 2025, 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
Consulting Actuary
Southern Actuarial Services Company, Inc.

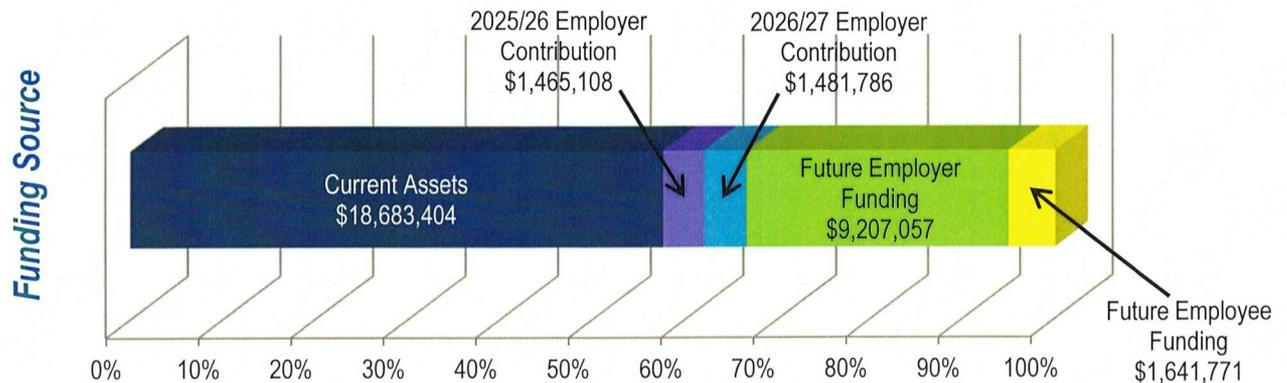
Enrolled Actuary No. 23-04927

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 2026/27 Plan Year

Normal Cost for the 2025/26 Plan Year	\$908,579
Unfunded Liability Amortization Payment for the 2025/26 Plan Year	\$434,020
Expense Allowance for the 2025/26 Plan Year	\$85,084
	<hr/>
	\$1,427,683
Adjustment to Reflect Monthly Employer Contributions	\$53,012
Adjustment to Reflect One-Year Delay in Application of Valuation Results	\$1,091
	<hr/>

Required Employer Contribution for the 2026/27 Plan Year **\$1,481,786**

Expected Payroll for the 2026/27 Plan Year \div \$4,053,517

Minimum Required Contribution Rate 36.56%

Additional Disclosures

Present Value of Future Compensation	\$35,540,226
Present Value of Future Employer Contributions	\$12,153,951
Present Value of Future Employee Contributions	\$1,641,771



Minimum Required Contribution

Table I-A
(continued)

For the 2026/27 Plan Year

Estimated Contribution for General Employees Only

Normal Cost for the 2025/26 Plan Year	\$351,204
Unfunded Liability Amortization Payment for the 2025/26 Plan Year	\$154,608
Expense Allowance for the 2025/26 Plan Year	\$30,309
	<hr/>
	\$536,121
Adjustment to Reflect Monthly Employer Contributions	\$19,907
Adjustment to Reflect One-Year Delay in Application of Valuation Results	(\$4,451)
	<hr/>
Estimated Employer Contribution for the 2026/27 Plan Year	\$551,577
Expected Payroll for the 2026/27 Plan Year	<hr/>
	÷ \$2,162,847
Estimated Minimum Required Contribution Rate	25.50%

Estimated Contribution for Police Officers Only

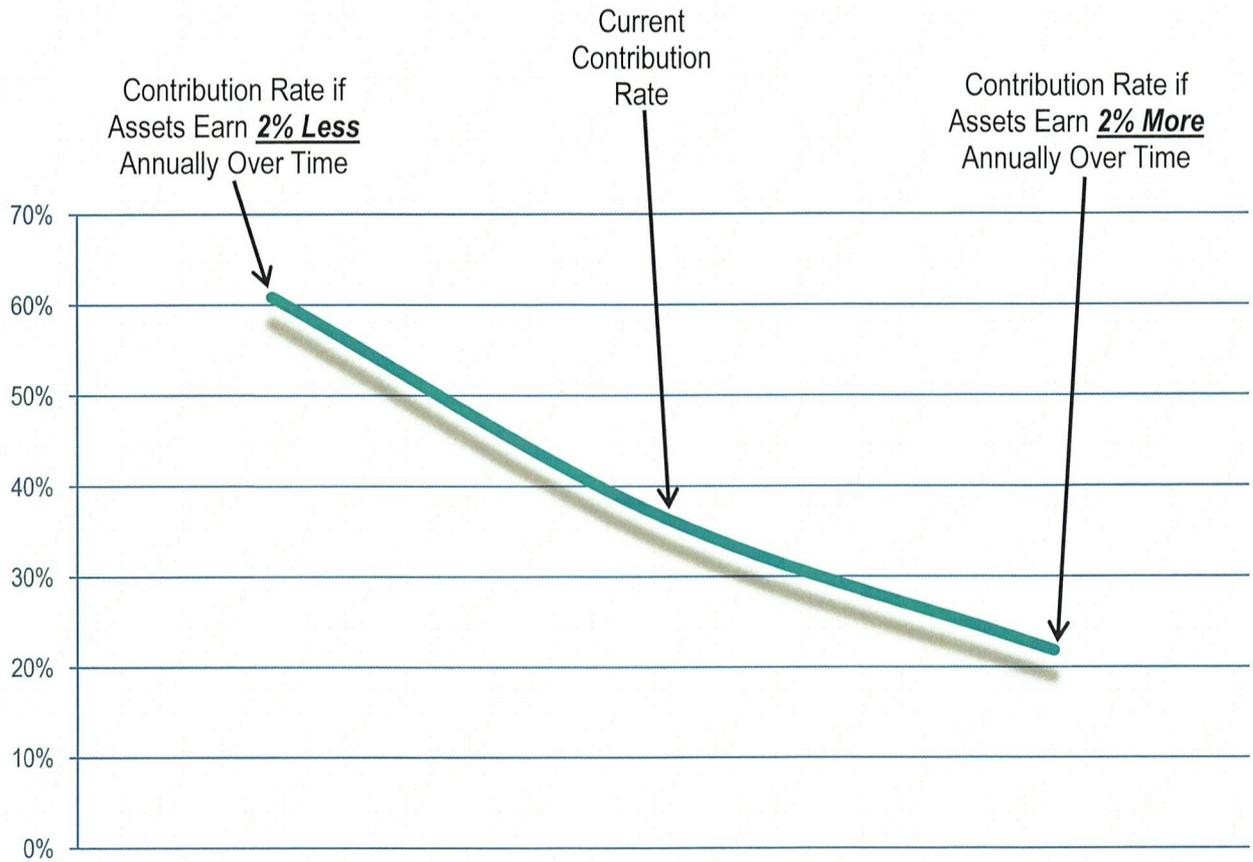
Normal Cost for the 2025/26 Plan Year	\$557,375
Unfunded Liability Amortization Payment for the 2025/26 Plan Year	\$279,412
Expense Allowance for the 2025/26 Plan Year	\$54,775
	<hr/>
	\$891,562
Adjustment to Reflect Monthly Employer Contributions	\$33,105
Adjustment to Reflect One-Year Delay in Application of Valuation Results	\$5,542
	<hr/>
Estimated Employer Contribution for the 2026/27 Plan Year	\$930,209
Expected Payroll for the 2026/27 Plan Year	<hr/>
	÷ \$1,890,670
Estimated Minimum Required Contribution Rate	49.20%

* 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	33.95%
Increase (decrease) due to investment gains and losses	-1.09%
Increase (decrease) due to other experience	0.64%
Increase (decrease) due to plan amendments	1.19%
Increase (decrease) due to actuarial assumption changes	1.87%
Increase (decrease) due to actuarial method changes	0.00%
Current minimum required contribution rate	<u>36.56%</u>

Source of Change in the Unfunded Liability

Previous unfunded liability	\$3,089,730
Increase due to employer normal cost and expenses	\$1,061,439
Increase due to interest on normal cost and unfunded liability	\$290,582
Decrease due to employer contributions	(\$1,307,991)
Decrease due to interest on employer contributions	<u>(\$74,302)</u>
Expected unfunded liability	\$3,059,458
Increase (decrease) due to plan amendments	\$224,168
Increase (decrease) due to actuarial assumption changes	\$505,820
Increase (decrease) due to actuarial method changes	\$0
Current unfunded liability	<u>\$3,789,446</u>



Present Value of Future Benefits

Table I-D

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
<i>Actively Employed Participants</i>			
Retirement benefits	\$20,782,211	\$21,169,494	\$21,635,850
Termination benefits	\$371,469	\$378,611	\$394,065
Disability benefits	\$1,260,681	\$1,269,238	\$1,299,216
Death benefits	\$120,810	\$124,977	\$93,823
Refund of employee contributions	\$122,487	\$120,343	\$110,788
Sub-total	\$22,657,658	\$23,062,663	\$23,533,742
<i>Deferred Vested Participants</i>			
Retirement benefits	\$575,073	\$575,073	\$600,575
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$575,073	\$575,073	\$600,575
<i>Due a Refund of Contributions</i>	\$19,409	\$19,409	\$19,409
<i>Deferred Beneficiaries</i>	\$0	\$0	\$0
<i>Retired Participants</i>			
Service retirements	\$5,516,672	\$5,516,672	\$5,651,800
Disability retirements	\$1,543,360	\$1,543,360	\$1,529,269
Beneficiaries receiving	\$657,079	\$657,079	\$668,406
DROP participants	\$449,839	\$449,839	\$475,925
Sub-total	\$8,166,950	\$8,166,950	\$8,325,400
<i>Grand Total</i>	<u>\$31,419,090</u>	<u>\$31,824,095</u>	<u>\$32,479,126</u>
Present Value of Future Payroll	\$35,471,814	\$35,476,428	\$35,540,226
Present Value of Future Employee Contribs.	\$1,638,329	\$1,638,490	\$1,641,771
Present Value of Future Employer Contribs.	\$11,097,357	\$11,502,201	\$12,153,951



Present Value of Accrued Benefits

Table I-E

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
<i>Actively Employed Participants</i>			
Retirement benefits	\$12,150,832	\$12,464,606	\$12,746,902
Termination benefits	\$118,718	\$117,234	\$122,610
Disability benefits	\$732,802	\$762,712	\$778,639
Death benefits	\$37,486	\$39,417	\$28,713
Refund of employee contributions	\$55,586	\$51,809	\$48,421
Sub-total	\$13,095,424	\$13,435,778	\$13,725,285
<i>Deferred Vested Participants</i>			
Retirement benefits	\$575,073	\$575,073	\$600,575
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$575,073	\$575,073	\$600,575
<i>Due a Refund of Contributions</i>	\$19,409	\$19,409	\$19,409
<i>Deferred Beneficiaries</i>	\$0	\$0	\$0
<i>Retired Participants</i>			
Service retirements	\$5,516,672	\$5,516,672	\$5,651,800
Disability retirements	\$1,543,360	\$1,543,360	\$1,529,269
Beneficiaries receiving	\$657,079	\$657,079	\$668,406
DROP participants	\$449,839	\$449,839	\$475,925
Sub-total	\$8,166,950	\$8,166,950	\$8,325,400
<i>Grand Total</i>	<u>\$21,856,856</u>	<u>\$22,197,210</u>	<u>\$22,670,669</u>

Funded Percentage 88.38% 87.02% 85.20%

(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 w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
<i>Actively Employed Participants</i>			
Retirement benefits	\$11,642,738	\$12,011,745	\$12,290,685
Termination benefits	\$90,216	\$86,556	\$90,540
Disability benefits	\$655,806	\$662,706	\$679,172
Death benefits	\$27,799	\$29,119	\$21,405
Refund of employee contributions	\$72,924	\$69,651	\$66,730
Sub-total	\$12,489,483	\$12,859,777	\$13,148,532
<i>Deferred Vested Participants</i>			
Retirement benefits	\$575,073	\$575,073	\$600,575
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$575,073	\$575,073	\$600,575
<i>Due a Refund of Contributions</i>	\$19,409	\$19,409	\$19,409
<i>Deferred Beneficiaries</i>	\$0	\$0	\$0
<i>Retired Participants</i>			
Service retirements	\$5,516,672	\$5,516,672	\$5,651,800
Disability retirements	\$1,543,360	\$1,543,360	\$1,529,269
Beneficiaries receiving	\$657,079	\$657,079	\$668,406
DROP participants	\$449,839	\$449,839	\$475,925
Sub-total	\$8,166,950	\$8,166,950	\$8,325,400
<i>Grand Total</i>	<u>\$21,250,915</u>	<u>\$21,621,209</u>	<u>\$22,093,916</u>



Entry Age Normal Accrued Liability

Table I-G

	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	\$14,161,227	\$14,380,612	\$14,697,587
Termination benefits	\$166,943	\$167,800	\$174,921
Disability benefits	\$636,126	\$639,266	\$655,460
Death benefits	\$52,692	\$54,901	\$40,693
Refund of employee contributions	\$58,221	\$56,798	\$52,584
Sub-total	\$15,075,209	\$15,299,377	\$15,621,245
<i>Deferred Vested Participants</i>			
Retirement benefits	\$575,073	\$575,073	\$600,575
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$575,073	\$575,073	\$600,575
<i>Due a Refund of Contributions</i>	\$19,409	\$19,409	\$19,409
<i>Deferred Beneficiaries</i>	\$0	\$0	\$0
<i>Retired Participants</i>			
Service retirements	\$5,516,672	\$5,516,672	\$5,651,800
Disability retirements	\$1,543,360	\$1,543,360	\$1,529,269
Beneficiaries receiving	\$657,079	\$657,079	\$668,406
DROP participants	\$449,839	\$449,839	\$475,925
Sub-total	\$8,166,950	\$8,166,950	\$8,325,400
<i>Grand Total</i>	<u>\$23,836,641</u>	<u>\$24,060,809</u>	<u>\$24,566,629</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	\$3,789,446	\$434,020	
		↓	↓	
Prior base #1		\$204,010	\$46,501	5
Prior base #2		\$70,657	\$11,059	8
Prior base #3		\$79,152	\$9,313	12
Prior base #4		\$264,546	\$28,271	14
10/1/2017 Assump.Change	\$1,045,814	\$952,861	\$101,827	14
10/1/2017 Amendment	\$105,787	\$99,401	\$10,622	14
10/1/2020 Assump. Change	(\$293,121)	(\$285,029)	(\$30,459)	14
10/1/2021 Amendment	\$365,332	\$363,618	\$38,858	14
10/1/2021 Assump. Change	\$799,599	\$795,845	\$85,048	14
10/1/2022 Amendment		\$13,955	\$1,491	14
10/1/2023 Amendment		\$99,183	\$10,599	14
10/1/2023 Assump. Change		\$401,259	\$42,880	14
10/1/2025 Amendments		\$224,168	\$23,956	14
10/1/2025 Assump. Change		\$505,820	\$54,054	14



Development of the Normal Cost

Table I-1

Normal Cost as of October 1, 2025

Present Value of Future Benefits	\$32,479,126
Unfunded Frozen Liability	(\$3,789,446)
Actuarial Value of Assets	(\$18,683,404)
Present Value of Future Employee Contributions	(\$1,641,771)
Present Value of Future Normal Cost	<u>\$8,364,505</u>
Present Value of Future Compensation	<u>÷ \$35,540,226</u>
Normal Cost Accrual Rate	23.535317%
Expected Payroll for the Current Year	<u>x \$3,860,492</u>
Normal Cost	<u><u>\$908,579</u></u>
Estimated Normal Cost for General Employees	\$351,204 *
Estimated Normal Cost for Police Officers	\$557,375 *

** only for informational purposes*



Actuarial Value of Assets

Table II-A

<u>Unexpected Investment Gain (Loss)</u>		<u>Unrecognized Gain (Loss)</u>	
For the 2021/22 plan year	(\$2,612,164)	x 20%	(\$522,433)
For the 2022/23 plan year	\$316,644	x 40%	\$126,658
For the 2023/24 plan year	\$1,590,343	x 60%	\$954,206
For the 2024/25 plan year	\$14,072	x 80%	\$11,258
			<u>\$569,689</u>

Market Value of Assets as of October 1, 2025	\$19,503,358
Minus DROP account balances	(\$187,008)
Minus advance employer contributions	(\$63,257)
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

(\$569,689)

Actuarial Value of Assets as of October 1, 2025 **\$18,683,404**

<u>Historical Actuarial Value of Assets</u>	
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
October 1, 2025	\$18,683,404

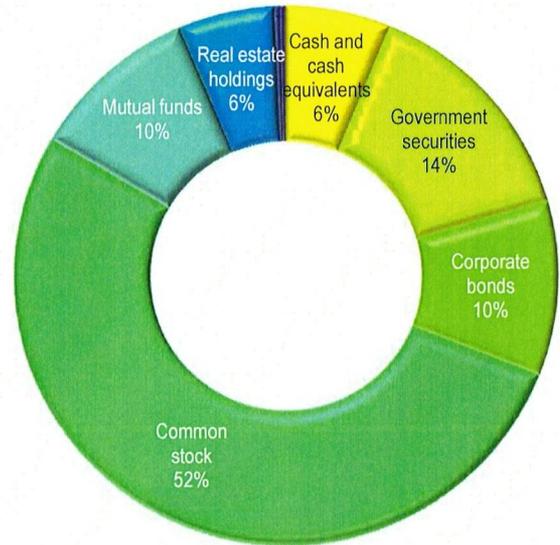


Market Value of Assets

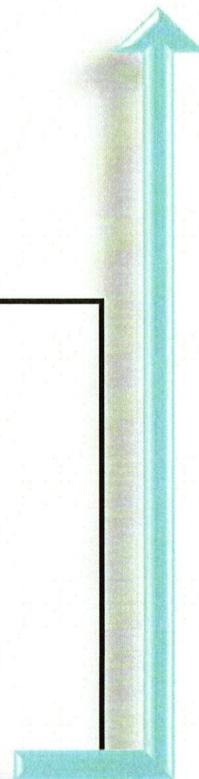
Table II-B

As of October 1, 2025

Market Value of Assets	<u>\$19,503,358</u>
Cash and cash equivalents	\$1,221,264
Government securities	\$2,793,122
Corporate bonds	\$2,045,969
Common stock	\$10,257,303
Mutual funds	\$1,968,724
Real estate holdings	\$1,117,086
Alternative investments	\$8,996
Prepaid expenses	\$59,708
Income receivable	\$49,248
Accounts payable	(\$18,062)

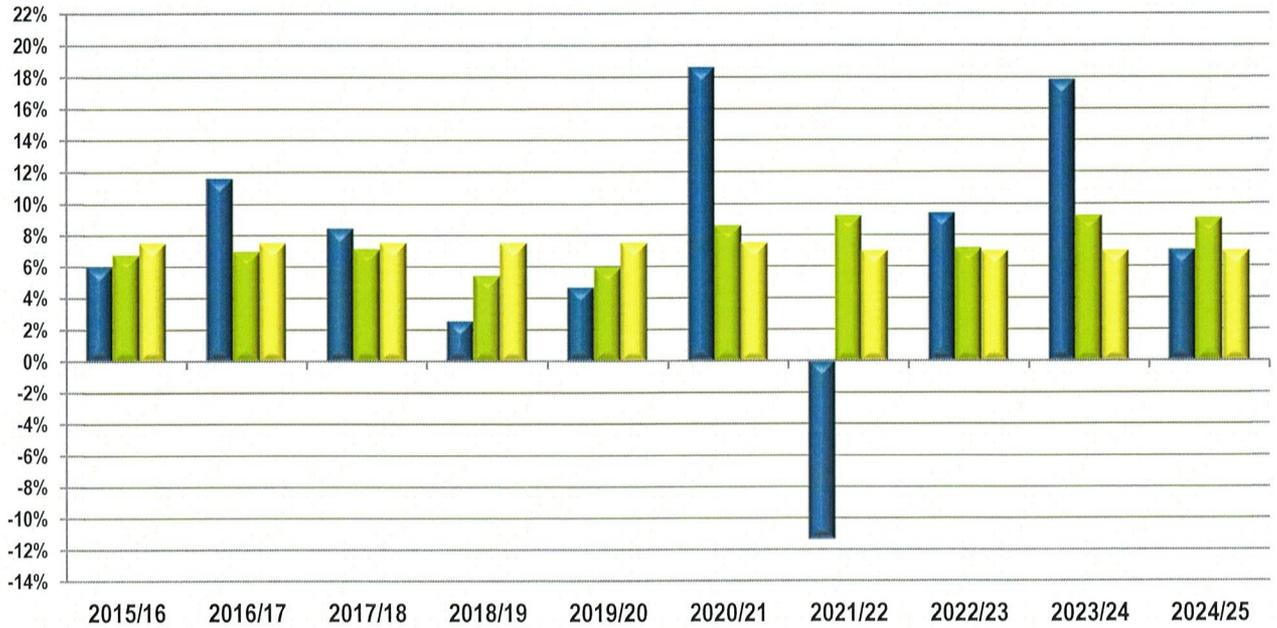


Historical Market Value of Assets	
October 1, 2016	\$7,825,704
October 1, 2017	\$8,993,254
October 1, 2018	\$10,129,529
October 1, 2019	\$10,753,331
October 1, 2020	\$11,665,839
October 1, 2021	\$14,167,197
October 1, 2022	\$12,757,648
October 1, 2023	\$14,438,149
October 1, 2024	\$17,487,931
October 1, 2025	\$19,503,358



Investment Return

Table II-C



Annual Investment Returns

- Market Value Return
- Actuarial Value Return
- Assumed Return

Plan Year	Market Value Return	Actuarial Value Return	Assumed Return
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%
2024/25	7.08%	9.07%	7.00%
10yr. Avg.	7.19%	7.54%	7.30%



Asset Reconciliation

Table II-D

	<u>Market Value</u>	<u>Actuarial Value</u>
As of October 1, 2024	\$17,487,931	\$16,465,663
<i>Increases Due To:</i>		
Employer Contributions	\$1,279,759	\$1,279,759
Chapter 175/185 Contributions	\$32,353	\$32,353
Employee Contributions	\$221,186	\$221,186
Service Purchase Contributions	\$0	\$0
Total Contributions	<u>\$1,533,298</u>	<u>\$1,533,298</u>
Interest and Dividends	\$444,808	
Realized Gains (Losses)	\$967,383	
Unrealized Gains (Losses)	(\$23,513)	
Total Investment Income	<u>\$1,388,678</u>	\$1,525,399
Other Income	\$0	
Total Income	<u>\$2,921,976</u>	<u>\$3,058,697</u>
<i>Decreases Due To:</i>		
Monthly Benefit Payments	(\$693,396)	(\$693,396)
Refund of Employee Contributions	(\$3,471)	(\$3,471)
DROP Credits		(\$54,884)
Total Benefit Payments	<u>(\$696,867)</u>	<u>(\$751,751)</u>
Investment Expenses	(\$124,598)	
Administrative Expenses	(\$85,084)	(\$85,084)
Advance Employer Contribution		(\$4,121)
Excess Chapter 175/185 Contribution		\$0
Total Expenses	<u>(\$906,549)</u>	<u>(\$840,956)</u>
As of October 1, 2025	<u><u>\$19,503,358</u></u>	<u><u>\$18,683,404</u></u>



Historical Trust Fund Detail

Table II-E

Income

Plan Year	Employer Contribs.	Chapter Contribs.	Employee Contribs.	Service		Realized	Unrealized	Other Income
				Purchase Contribs.	Interest / Dividends	Gains / Losses	Gains / Losses	
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
2024/25	\$1,279,759	\$32,353	\$221,186	\$0	\$444,808	\$967,383	-\$23,513	\$0

Expenses

Plan Year	Monthly Benefit Payments	Contrib. Refunds	Admin. Expenses	Invest. Expenses	Other Actuarial Adjustments
					Advance Employer Contribs.
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
2024/25	\$693,396	\$3,471	\$85,084	\$124,598	\$4,121

Note: Information was not available to separate the refund of employee contributions from the monthly benefit payments nor to separate the realized gains and losses from the unrealized gains and losses for certain periods.



Other Reconciliations

Table II-F

Advance Employer Contribution

Advance Employer Contribution as of October 1, 2024	\$59,136
Additional Employer Contribution	\$1,312,112
Minimum Required Contribution	(\$1,307,991)
Net Increase in Advance Employer Contribution	<u>\$4,121</u>
Advance Employer Contribution as of October 1, 2025	<u><u>\$63,257</u></u>

DROP Reconciliation

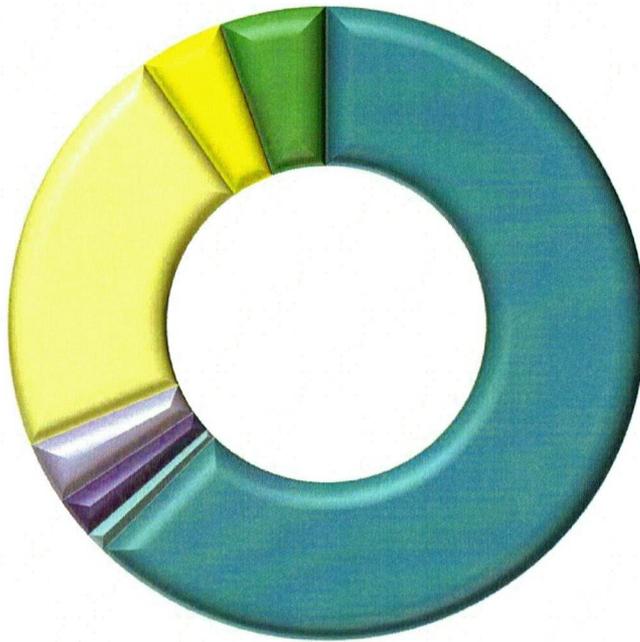
DROP Balance as of October 1, 2024	\$132,124
Benefit Credits	\$42,918
Investment Credits	\$11,966
Benefits Paid Out	<u>\$0</u>
Net Change in DROP Balance	<u>\$54,884</u>
DROP Balance as of October 1, 2025	<u><u>\$187,008</u></u>



Summary of Participant Data

Table III-A

As of October 1, 2025

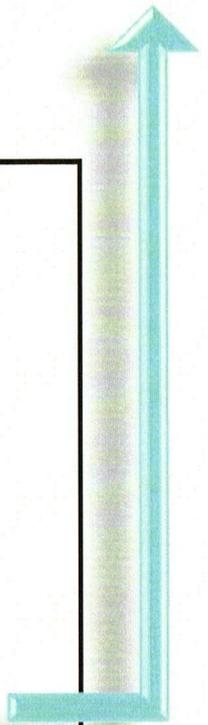


Participant Distribution by Status

<u>Actively Employed Participants</u>		
◆	Active Participants	58
◆	DROP Participants	1
<u>Inactive Participants</u>		
◆	Deferred Vested Participants	2
◆	Due a Refund of Contributions	3
◆	Deferred Beneficiaries	0
<u>Participants Receiving a Benefit</u>		
◆	Service Retirements	20
◆	Disability Retirements	4
◆	Beneficiaries Receiving	5
Total Participants		93

Number of Participants Included in Prior Valuations

	<i>Active</i>	<i>DROP</i>	<i>Inactive</i>	<i>Retired</i>	<i>Total</i>
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
October 1, 2025	58	1	5	29	93



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, 2024</u>	61	1	1	2	0	21	3	5	94
<u>Change in Status</u>									
Re-employed									
Terminated	(3)		1	2					
Retired	(3)					2	1		
<u>Participation Ended</u>									
Transferred Out									
Cashed Out				(1)					(1)
Died						(3)			(3)
<u>Participation Began</u>									
Newly Hired	3								3
Transferred In									
New Beneficiary									
<u>Other Adjustment</u>									
<u>October 1, 2025</u>	58	1	2	3	0	20	4	5	93

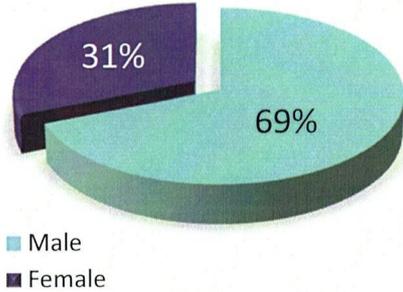


Active Participant Data

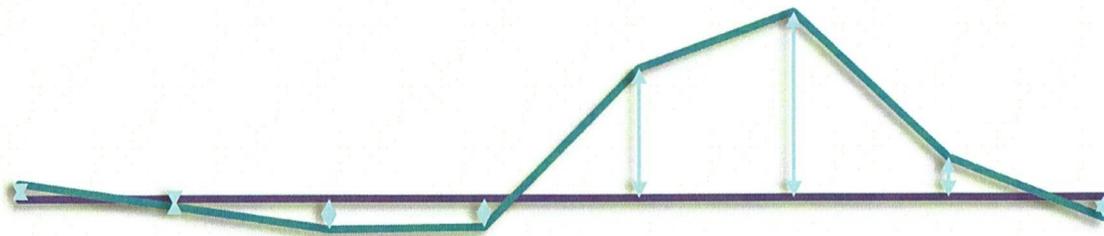
Table III-C

As of October 1, 2025

Gender Mix



Average Age	43.7 years
Average Service	8.1 years
Total Annualized Compensation for the Prior Year	\$4,804,321
Total Expected Compensation for the Current Year	\$3,860,492
Average Increase in Compensation for the Prior Year	3.10%
Expected Increase in Compensation for the Current Year	5.00%
Accumulated Contributions for Active Employees	\$1,376,438



Actual vs. Expected Salary Increases

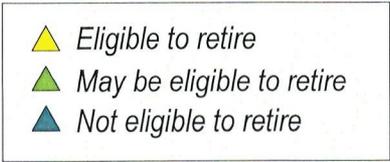
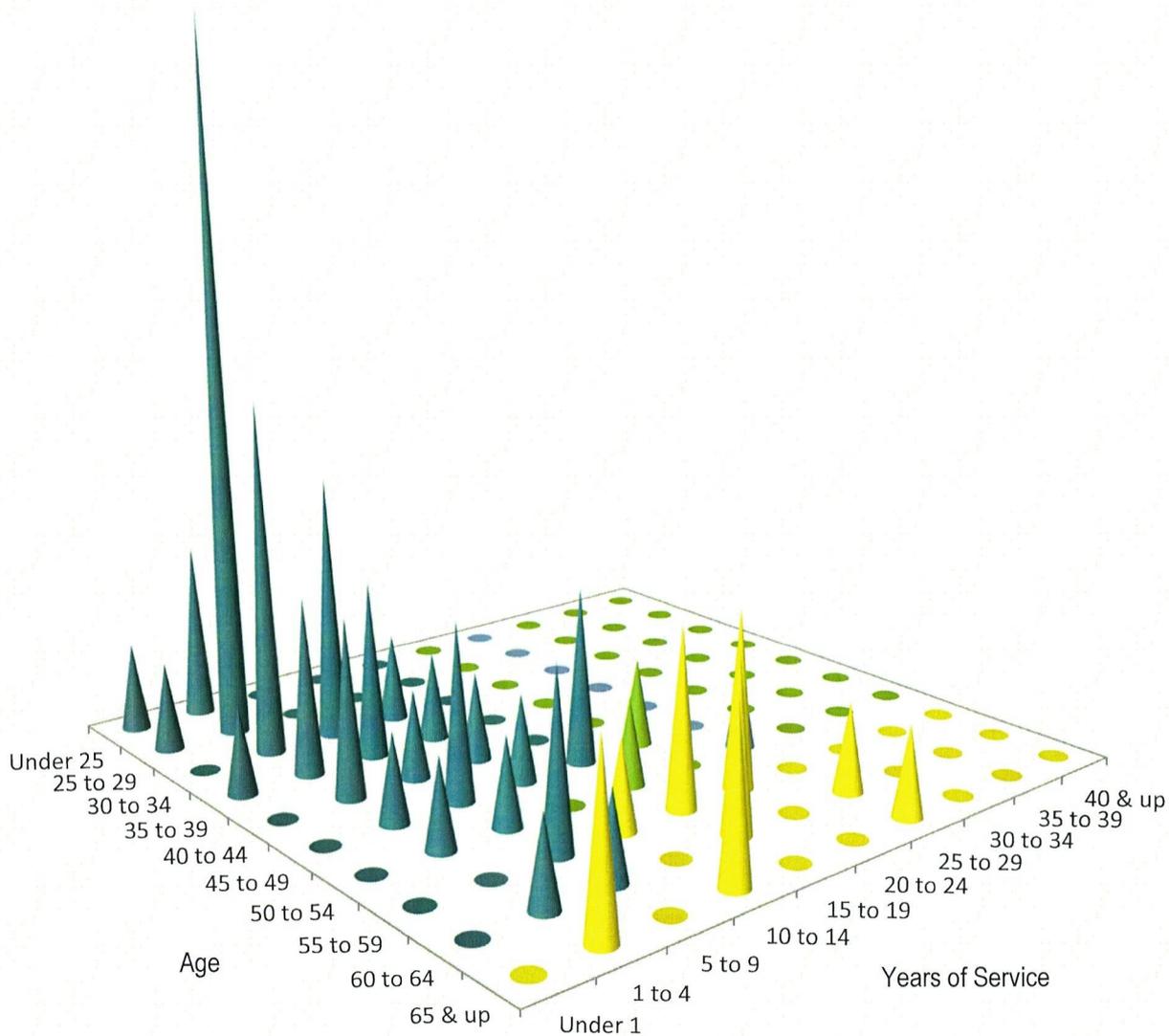
Active Participant Statistics From Prior Valuations

	Average Age	Average Service	Average Salary	Average Expected Salary Increase	Average Actual Salary Increase
October 1, 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%
October 1, 2025	43.7	8.1	\$82,833	5.00%	3.10%



Active Age-Service Distribution

Table III-D



Active Age-Service-Salary Table

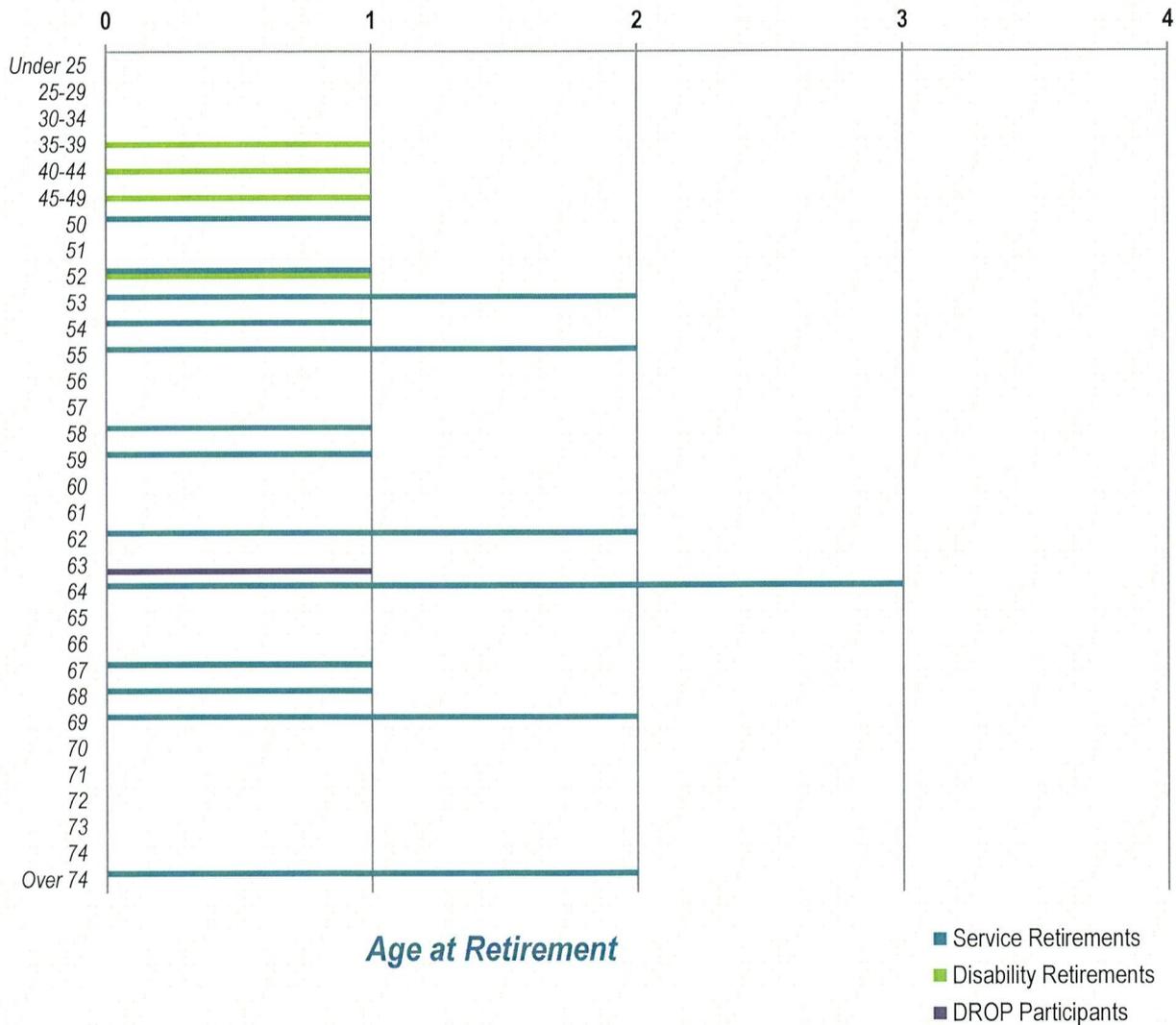
Table III-E

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	1	2	0	0	0	0	0	0	0	0	3
Avg.Pay	44,284	70,192	0	0	0	0	0	0	0	0	61,556
25 to 29	1	8	0	0	0	0	0	0	0	0	9
Avg.Pay	131,462	54,793	0	0	0	0	0	0	0	0	63,312
30 to 34	0	4	3	1	0	0	0	0	0	0	8
Avg.Pay	0	72,865	67,622	62,299	0	0	0	0	0	0	69,578
35 to 39	1	2	2	1	0	0	0	0	0	0	6
Avg.Pay	43,224	48,523	70,054	143,291	0	0	0	0	0	0	70,611
40 to 44	0	2	1	1	0	0	0	0	0	0	4
Avg.Pay	0	88,135	67,329	61,302	0	0	0	0	0	0	76,225
45 to 49	0	1	2	1	2	1	0	0	0	0	7
Avg.Pay	0	55,216	206,147	86,972	142,324	65,210	0	0	0	0	129,191
50 to 54	0	1	1	0	1	0	1	0	0	0	4
Avg.Pay	0	65,451	98,587	0	120,667	0	116,564	0	0	0	100,317
55 to 59	0	0	2	1	2	2	0	0	0	0	7
Avg.Pay	0	0	68,127	61,914	124,239	121,412	0	0	0	0	98,495
60 to 64	0	1	1	0	2	0	1	0	0	0	5
Avg.Pay	0	80,241	56,239	0	87,879	0	103,992	0	0	0	83,246
65 & up	0	2	0	2	0	0	1	0	0	0	5
Avg.Pay	0	50,260	0	54,452	0	0	143,923	0	0	0	70,669
Total	3	23	12	7	7	3	3	0	0	0	58
Avg.Pay	72,990	62,823	92,806	74,955	118,507	102,678	121,493	0	0	0	82,833



Inactive Participant Data

Table III-F



Age at Retirement

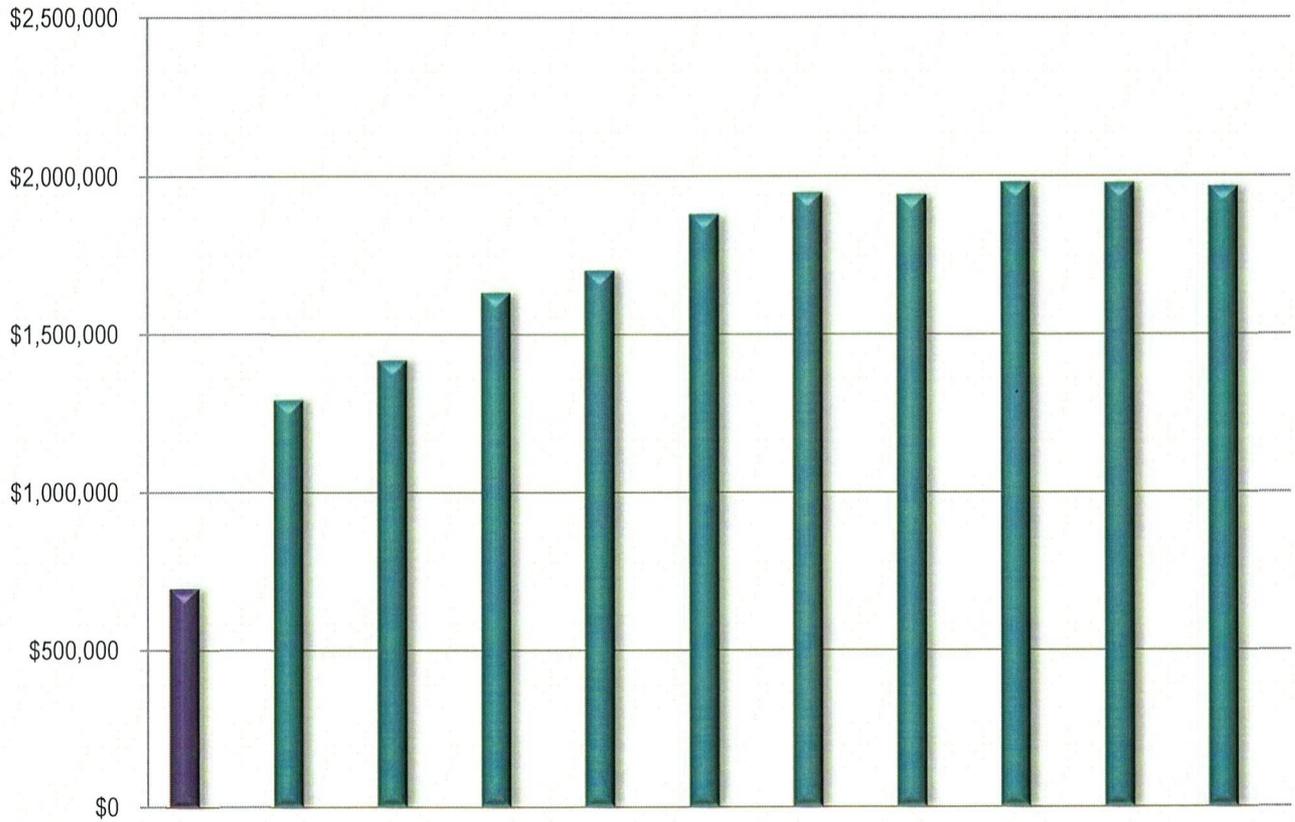
Average Monthly Benefit

Service Retirements	\$2,122.99
Disability Retirements	\$2,571.25
Beneficiaries Receiving	\$1,392.70
DROP Participants	\$3,576.46
Deferred Vested Participants	\$2,910.57
Deferred Beneficiaries	Not applicable



Projected Benefit Payments

Table III-G



Actual

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

\$696,867

Projected

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

\$1,292,874

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

\$1,418,203

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

\$1,632,109

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

\$1,701,748

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

\$1,879,549

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

\$1,949,104

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

\$1,943,386

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

\$1,980,655

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

\$1,978,457

For the period October 1, 2034 through September 30, 2035

\$1,968,153



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 14 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 Mortality Table for general employees, with full generational improvements in mortality using Scale MP-2021 and with male ages set back one year (general employees), or

Sex-distinct rates set forth in the PUB-2010 Benefits-Weighted Mortality Table for public safety employees, with full generational improvements in mortality using Scale MP-2021 and with male ages set forward one year (police officers)
- Post-retirement healthy mortality: Sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Healthy Retiree Mortality Table for general employees, with full generational improvements in mortality using Scale MP-2021 and with male ages set back one year (general employees), or

Sex-distinct rates set forth in the PUB-2010 Benefits-Weighted Healthy Retiree Mortality Table for public safety employees, with full generational improvements in mortality using Scale MP-2021 and with male ages set forward one year (police officers)
- Post-retirement disabled mortality: Sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Disabled Retiree Mortality Table for general employees, with full generational improvements in mortality using Scale MP-2021 and with both male and female ages set forward four years (general employees), or

Sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Disabled Retiree Mortality Table for general employees, with full generational improvements in mortality using Scale MP-2021 and with female ages set forward one year (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, the mortality rates were changed to the rates used by the FRS as required by State law.

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 and Town Clerk 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); or

(d) \$63,000 per year (only for police officers who become disabled due to a catastrophic event as defined in the plan)

- **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.



Summary of Plan Provisions

Table V-A

(continued)

9. Average Final Compensation

Average of the highest consecutive 36 months of Compensation out of the last 10 years (one-year average for employees hired prior to October 1, 2009)

10. Compensation

Total cash remuneration, including annual lump sum wage payments but excluding any other extraordinary compensation; excludes overtime earnings in excess of 300 hours; 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.

17. Early Retirement Window

Participants who choose to enter the DROP during the period October 1, 2025 through September 30, 2026 will have their pension benefit calculated based on their current or projected one-year average earnings, whichever is higher, and the irrevocability and 45-day advance notice provisions of the DROP are waived with respect to such participants.



Summary of Plan Amendments

Table V-B

Several plan changes have been adopted since the completion of the previous valuation, as follows:

- (1) The normal retirement age for the Town Clerk was changed from the earliest of age 65, age 55 with at least 25 years of service, or any age with at least 30 years of service to the earliest of age 65, age 55 with at least 25 years of service, or any age with at least 20 years of service. (Ordinance 607.25)
- (2) A special service-connected disability pension was added to the plan for police officers who become disabled due to a catastrophic event (as defined in the plan) in the amount of \$63,000 per year. (Ordinance 609.25)
- (3) Solely with respect to employees hired prior to October 1, 2009, the final average earnings averaging period was reduced from three years to one year and overtime earnings in excess of 300 hours are excluded from pensionable earnings. (Ordinance 610.25)
- (4) Participants who choose to enter the DROP during the period October 1, 2025 through September 30, 2026 will have their pension benefit calculated based on their current or projected one-year average earnings, whichever is higher, and the irrevocability and 45-day advance notice provisions of the DROP are waived with respect to such participants. (Ordinance 614.25)

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)*



Summary of Plan Amendments

Table V-B

(continued)

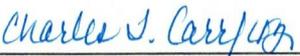
- (6) *Effective September 27, 2021, the benefit formula multiplier for service earned in excess of 10 years after September 30, 2021 was increased from 2.25% to 2.50%. (Ordinance 598.21)*
- (7) *Effective September 27, 2021, the benefit formula multiplier for the Town Manager was increased from 3.00% 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)*



DISCLOSURES REQUIRED PURSUANT TO CHAPTER 2013-100, FLORIDA STATUTES

(a) City/District	Golden Beach
(b) Plan Name	Town of Golden Beach Ees. Pension Plan
(c) Plan Type	Defined Benefit
(d) Valuation Date	10/1/2025
(e) Interest Rate:	
(1) Discount Rate, net of investment fees	6.64%
(2) Long-Term Expected Rate of Return, net of investment fees	6.64%

With respect to the reporting standards for defined benefit retirement plans or systems contained in Section 112.664(1), F.S., the actuarial disclosures required under this section were prepared and completed 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, meet the requirements of Section 112.664(1), F.S., and Section 60T-1.0035, F.A.C.

(f) Certification Statement:	
(1) Signature	
(2) Actuary's Name	Charles T. Carr
(3) Enrollment Number	23-04927
(4) Signature Date	3/16/2026
(5) Cover letter attached (pdf)?	N

Section 112.664(1)(a), F.S.

(g) Total pension liability:	
(1) Service cost	\$1,046,076
(2) Interest	\$1,572,544
(3) Benefit changes	\$235,713
(4) Difference between expected and actual experience	(\$108,314)
(5) Changes in assumptions	\$548,768
(6) Benefit payments	(\$693,396)
(7) Contribution refunds	(\$3,471)
(8) Net change in total pension liability	\$2,597,920
(9) Total pension liability - beginning of year	\$22,979,650
(10) Total pension liability - ending of year	\$25,577,570
(h) Plan fiduciary net position:	
(1) Contributions - Employer	\$1,279,759
(2) Contributions - State	\$32,353
(3) Contributions - Member	\$221,186
(4) Net investment income	\$1,209,196
(5) Benefit payments	(\$693,396)
(6) Contribution refunds	(\$3,471)
(7) Administrative expenses	(\$85,084)
(8) Other	\$0
(9) Net change in plan fiduciary net position	\$1,960,543
(10) Plan fiduciary net position - beginning of year	\$17,355,807
(11) Plan fiduciary net position - ending of year	\$19,316,350
(i) Net pension liability/(asset) [(g)(10) minus (h)(11)]	\$6,261,220

Section 112.664(1)(b), F.S.

(j) Total pension liability:	
(1) Service cost	\$1,662,161
(2) Interest	\$1,412,664
(3) Benefit changes	\$318,928
(4) Difference between expected and actual experience	\$24,565
(5) Changes in assumptions	\$889,392
(6) Benefit payments	(\$693,396)
(7) Contribution refunds	(\$3,471)
(8) Net change in total pension liability	\$3,610,843
(9) Total pension liability - beginning of year	\$29,127,674
(10) Total pension liability - ending of year	\$32,738,517
(k) Plan fiduciary net position:	
(1) Contributions - Employer	\$1,279,759
(2) Contributions - State	\$32,353
(3) Contributions - Member	\$221,186
(4) Net investment income	\$1,209,196
(5) Benefit payments	(\$693,396)
(6) Contribution refunds	(\$3,471)
(7) Administrative expenses	(\$85,084)
(8) Other	\$0
(9) Net change in plan fiduciary net position	\$1,960,543
(10) Plan fiduciary net position - beginning of year	\$17,355,807
(11) Plan fiduciary net position - ending of year	\$19,316,350
(l) Net pension liability/(asset) [(j)(10) minus (k)(11)]	\$13,422,167

Section 112.664(1)(c), F.S. (on last valuation basis)

(m) Number of Years, and fractional parts of Years, for which the Market Value of Assets are adequate to sustain expected retirement benefits	18.20
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Section 112.664(1)(c), F.S. (on Section 112.664(1)(a), F.S. basis)

(n) Number of Years, and fractional parts of Years, for which the Market Value of Assets are adequate to sustain expected retirement benefits	17.49
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Section 112.664(1)(c), F.S. (on Section 112.664(1)(b), F.S. basis)

(o) Number of Years, and fractional parts of Years, for which the Market Value of Assets are adequate to sustain expected retirement benefits	14.52
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Section 112.664(1)(d), F.S. (on last valuation basis)

(p) Recommended Plan contributions in Annual Dollar Value	\$1,660,120
(q) Recommended Plan contributions as a Percentage of Valuation Payroll	43.00%

Section 112.664(1)(d), F.S. (on Section 112.664(1)(a), F.S. basis)

(r) Recommended Plan contributions in Annual Dollar Value	\$1,851,147
(s) Recommended Plan contributions as a Percentage of Valuation Payroll	47.95%

Section 112.664(1)(d), F.S. (on Section 112.664(1)(b), F.S. basis)

(t) Recommended Plan contributions in Annual Dollar Value	\$3,088,111
(u) Recommended Plan contributions as a Percentage of Valuation Payroll	79.99%

**TOWN OF GOLDEN BEACH
EMPLOYEES' PENSION PLAN**

SUMMARY PLAN DESCRIPTION

ADOPTED ~~August 3, 2025~~ March 19, 2026

GENERAL INFORMATION ABOUT YOUR PLAN

There is certain general information you may need to know about your Plan. This general information is summarized below.

Name of Plan

The name of the Plan is *Town of Golden Beach Employees' Pension Plan* ("the Plan").

Plan Sponsor

The Plan Sponsor is the *Town of Golden Beach* ("the Town").

Plan Administrator

The Board of Trustees is the Plan Administrator.

Fund Administrator

The Fund Administrator is a person or company engaged by the Board of Trustees to administer the day-to-day business of the Plan. The Fund Administrator is *Foster & Foster, Inc.*

Designated Agent for Service of Legal Process

The Chairman of the Board of Trustees is the designated agent for service of legal process.

Type of Administration

The Plan Administrator, which is the Board of Trustees, is responsible for the overall administration of the Plan. It has discretionary authority to construe the terms of the Plan and make determinations on questions that may affect your eligibility for benefits. The Board of Trustees consists of six members: two residents of the Town appointed by the Town Council, one Police Officer elected by Police Officers who are members of the Plan, one General Employee elected by General Employees who are members of the Plan, one resident of the Town appointed by the Mayor and approved by the Town Council and one retiree of the Plan appointed by the Town Manager. The terms of office of each Trustee shall be two years. The Board of Trustees may retain the services of attorneys, accountants, actuaries, administrators, investment advisors, and other professional consultants. Pension Fund assets are maintained and invested separately from the Town assets and cannot be used for any purpose other than that specified in the Pension Ordinance. Members of the Board are listed in Exhibit A.

Plan Year

Each 12-month period beginning on October 1st and ending on September 30th is the Plan Year. The Plan's fiscal records are maintained on this basis.

Relevant Provisions of Local and State Laws

The Plan is set forth in Chapter 24 of the Town of Golden Beach Code of Ordinances. The Plan is also governed by certain provisions of Chapter 185, Chapter 112, Part VII, Chapter 119 and Chapter 286, Florida Statutes, and various federal laws including the Internal Revenue Code and amendments thereto as well as the Operating Rules and Procedures adopted by the Board of Trustees.

Financial and Actuarial Information

A report of financial and actuarial information is included as Exhibit B.

Investment Managers and Consultant

The Board of Trustees has entered into an arrangement with *Morgan Stanley Smith Barney LLC* through its *Graystone Consulting* business unit. This arrangement includes oversight of the investment of plan assets in accordance with guidelines established by the Board of Trustees, safekeeping of the securities owned by the Pension Fund and independent consulting services required by Florida law. At the direction of the Trustees, First State Trust Company also pays benefits to eligible persons and pays the expenses incurred by the Plan.

Graystone advises the Board of Trustees on its investment guidelines, the performance of its managers compared to applicable indices and recommends asset allocation of the Fund.

Member; Participant

Member or participant means General Employees and Police Officers who are employed by the Town at least forty hours per week and at least six months per year, and whose salary or wages are subject to withholding for purposes of federal income taxes and Federal Insurance Contributions Act. General Employee means an employee of the Town, including the Town Manager and Town Clerk if he/she elects to participate in the Plan, who is not a Police Officer. Police Officer means an employee who is classified by the Town as a regular full-time Police Officer, and excludes civilian members of the Police Department.

Beneficiary

Your beneficiary is each person that you designate to the Plan Administrator to receive a benefit payable, if available based on the form of benefit you elected, by the Plan should you die. You should designate a beneficiary when you become a member of the Plan. You may change your designation at any time upon written notification to the Fund Administrator. It is in your best interest to update your beneficiary designation whenever your desires or life circumstances change. If you fail to file a beneficiary designation with the Plan Administrator, or if your beneficiary is not living at the time of your death, your beneficiary will be your estate.

Contributions

General Employees are required to contribute 3.5% of covered salary and Police Officers are required to contribute 6% of covered salary. Contributions are deducted from each paycheck and credited to the participant's Pension Fund account. The Town is required to contribute an amount determined by the Plan's actuary to be sufficient, along with your contribution, to fund the benefits under the Plan.

Creditable Service; Credited Service

"Creditable Service" or "Credited Service" is generally your period of employment measured in years and completed months. A year is any twelve consecutive months. Credited Service may also be recognized for certain qualifying military service in the Armed Forces of the United States pursuant to the Uniformed Services Employment and Reemployment Rights Act ("USERRA"). A Member who left Town employment to perform military service in the Armed Forces of the United States and who is reemployed pursuant to USERRA shall receive Credited Service if he or she redeposits any distribution received from the Fund and pays contributions for the period of such military service without interest. Police Officers may purchase Credited Service for years or fractional parts of years that the Police Officer worked as a police officer for another employer or for military service in the Armed Forces of the United States. To purchase Credited Service, the Member must not be receiving a benefit from another governmental pension plan for such service, must pay the full actuarial cost of such Credited Service, and may purchase no more than five years. Police Officers may also purchase certain Permissive Service Credit for Part-Time police work for the Town, which shall count towards Credited Service. If a Police Officer Member's employment is terminated for any reason and he is not entitled to any benefit other than the return of his contributions, the amount which the Member paid to purchase prior service shall be returned to him including interest.

Average Monthly Earnings

"Average monthly earnings" for a Member hired on or after October 1, 2009, is the average salary of your three best consecutive contributing years within the last ten years

of your employment. Average monthly earnings for a Member hired prior to October 1, 2009, and who had not retired as of June 17, 2025, is the average salary during your highest contributing year within the last ten years of your employment. If a member retired prior to October 1, 2021, the average salary is calculated based on your five best consecutive contributing years within the last ten years of your employment. A year is any twelve consecutive months. Salary includes your total cash compensation. It excludes lump sum payments for unused sick or vacation time, allowances for education, food or uniforms and any other extraordinary compensation. It does not include private detail pay. For a vested Member who elects to enter DROP between October 1, 2025 through September 30, 2026, Average Monthly Earnings means one twelfth of Earnings of a Member during the highest year of employment or their projected current-year earnings, whichever calculation is greater. Projected current-year-earnings means projected Earnings for the entirety of the current fiscal year.

Earnings

"Earnings" for Members hired on and after October 1, 2009, is your total cash compensation, which includes annual lump sum wage payments, from the Town exclusive of any lump sum payments for unused sick or vacation time, allowances for education, food or uniforms, and any other extraordinary compensation. Earnings for Members hired prior to October 1, 2009, and who have not yet retired as of June 17, 2025, is a Member's total cash compensation, which includes annual lump sum wage payments and up to three hundred (300) hours of overtime per calendar year. However, from the Town exclusive of any lump sum payments for unused accrued sick or vacation leave time, allowances for education, food and uniforms, as well as any other extraordinary compensation are excluded for purposes of final pension benefit calculations.

Vesting; Vested Benefit

You are vested for a present or future benefit upon completion of ten years of full-time contributing employment with the *Town of Golden Beach*.

Collective Bargaining Agreement

The current Collective Bargaining Agreement between the Town Police and the Fraternal Order of Police contains provisions that deal directly with pension benefits. Pension benefits are a mandatory subject of bargaining.

RETIREMENT BENEFITS

1. ELIGIBILITY FOR NORMAL RETIREMENT

A General Employee is eligible for normal retirement at age 65, or, effective October 1, 2023, age 55 with 25 or more years of Credited Service, or the attainment of 30 years of Credited Service regardless of your age. A Police Officer is eligible for normal retirement at age 55 with ten or more years of Credited Service, or effective October 1, 2006, age 52 with 20 years of Credited Service. The Town Manager is eligible for normal retirement at age 52 and 20 or more years of Credited Service, or effective January 17, 2023, the attainment of 20 years of Credited Service regardless of your age. Effective February 25, 2025, the Town Clerk Member is eligible for normal retirement upon the attainment of 20 years of Credited Service regardless of your age. An application for normal retirement must be filed with the Fund Administrator in order to be considered by the Board of Trustees.

2. AMOUNT OF A NORMAL RETIREMENT PENSION

The amount of a normal retirement pension is based a percentage of Average Monthly Earnings multiplied by the length of Credited Service. Completed months of partial years of service are included in the benefit calculation. Average Monthly Earnings are computed on the average salary of the three best consecutive contributing years out of the last ten or the five best consecutive years out of the last ten if the Member retired prior to October 1, 2021.

- For any member who does not contribute to the Plan, normal retirement benefits shall equal 2.0% of Average Monthly Earnings multiplied by the length of Credited Service.
- For a General Employee who is vested as of October 1, 2021, and who contributes to the Plan, normal retirement benefits shall equal 2.25% of Average Monthly Earnings multiplied by the length of Credited Service. For Credited Service earned on or after October 1, 2021, normal retirement benefits shall equal 2.5% of Average Monthly Earnings multiplied by the length of earned Credited Service.
- For a General Employee who is not vested as of October 1, 2021, and who contributes to the Plan, normal retirement benefits shall equal 2.25% of Average Monthly Earnings multiplied by the length of Credited Service for the first ten years of Credited Service. For Credited Service earned after the first ten years, normal retirement benefits shall equal 2.5% of Average Monthly Earnings multiplied by the length of earned Credited Service.
- For a General Employee hired after October 1, 2021, normal retirement benefits shall equal 2.25% of Average Monthly Earnings multiplied by the

length of Credited Service for the first ten years of Credited Service. For Credited Service earned after the first ten years, normal retirement benefits shall equal 2.5% of Average Monthly Earnings multiplied by the length of earned Credited Service.

- Normal retirement benefits for a Police Officer who contributes to the Plan and retires after September 30, 2003, shall be equal to the sum of (A) and (B), where:
 - (A) is equal to 2.75% of Average Monthly Earnings multiplied by the length of Credited Service rendered prior to October 1, 2006, and
 - (B) is equal to 3.00% of Average Monthly Earnings multiplied by the length of Credited Service rendered on or after October 1, 2006.
- Normal retirement benefits for a Town Manager member, which requires at least ten preceding years of Credited Service, who contributes to the Plan shall be an amount equal to a percentage of Average Monthly Earnings as follows:

Completed Years of Credited Service After Becoming a Plan Member	Normal Retirement Benefit as a Percentage of Average Monthly Earnings
0 - 2	15% x Credited Service
3 - 4	3% x Credited Service
5 - 6	6% x Credited Service
After 7	3% x Credited Service

Required Beginning Date: If a member reaches age 70 and ½ before January 1, 2020, distributions will begin April 1 of the calendar year following the year in which the member attains age 70 and ½, or April 1 of the calendar year following the year in which the member retires, whichever is later. If the member reaches age 70 and ½ on or after January 1, 2020, distributions will begin April 1 of the calendar year following the year in which the member attains age 72, or April 1 of the calendar year following the year in which the member retires, whichever is later. If the member reaches age seventy-two (72) on or after January 1, 2023, distributions will begin in accordance with the SECURE 2.0 Act, or April 1 of the calendar year following the year in which the member retires, whichever is later.

3. ELIGIBILITY FOR EARLY RETIREMENT

A General Employee who is age 55 and has 10 or more years of Credited Service is eligible for early retirement. Police Officers are eligible for early retirement at

age 50 with 10 or more years of Credited Service. An application for early retirement must be filed with the Fund Administrator.

4. **AMOUNT OF AN EARLY RETIREMENT PENSION**

An early retirement benefit is computed on the same basis as a normal retirement but is reduced by five-twelfths of one percent for each month by which early retirement precedes normal retirement, provided that the reduction shall not exceed 3% per year.

5. **STANDARD FORM OF RETIREMENT**

The standard form of retirement is a 10-Year Certain and Life Annuity, payable to you for your life. If your death occurs before you have received 120 monthly payments, your beneficiary will receive the balance of your monthly payments up to 120.

6. **BENEFIT OPTIONS**

Benefit options should be elected at the time of hire and can be changed at any time prior to the receipt of your first pension benefit check. Any of the benefit options available to you has the same actuarial value as the standard form of retirement.

- **Single Life Annuity** – The Single Life Annuity pays a benefit for your lifetime only. This option will be somewhat larger than the Standard Form of Retirement since it is paid for one lifetime only.
- **Joint and 100% Survivor** – The Joint and 100% Survivor form of payment pays the retired participant a reduced monthly pension for life. Upon the retired participant's death, the beneficiary designated when the form of payment was elected will be paid 100% of the reduced monthly pension for life.
- **Joint and 75% Survivor** – The Joint and 75% Survivor form of payment pays the retired participant a reduced monthly pension for life. The reduction is not as great as under the Joint and 100% Survivor option. Upon the retired participant's death, the designated beneficiary will be paid 75% of the reduced monthly pension for life.
- **Joint and 66 2/3% Survivor** – The Joint and 66 2/3% Survivor form of payment pays the retired participant a reduced monthly pension for life. The reduction is not as great as under the Joint and 100% Survivor and the Joint and 75% Survivor options. Upon the retired participant's death, the beneficiary will be paid 66 2/3% of the reduced monthly pension for life.

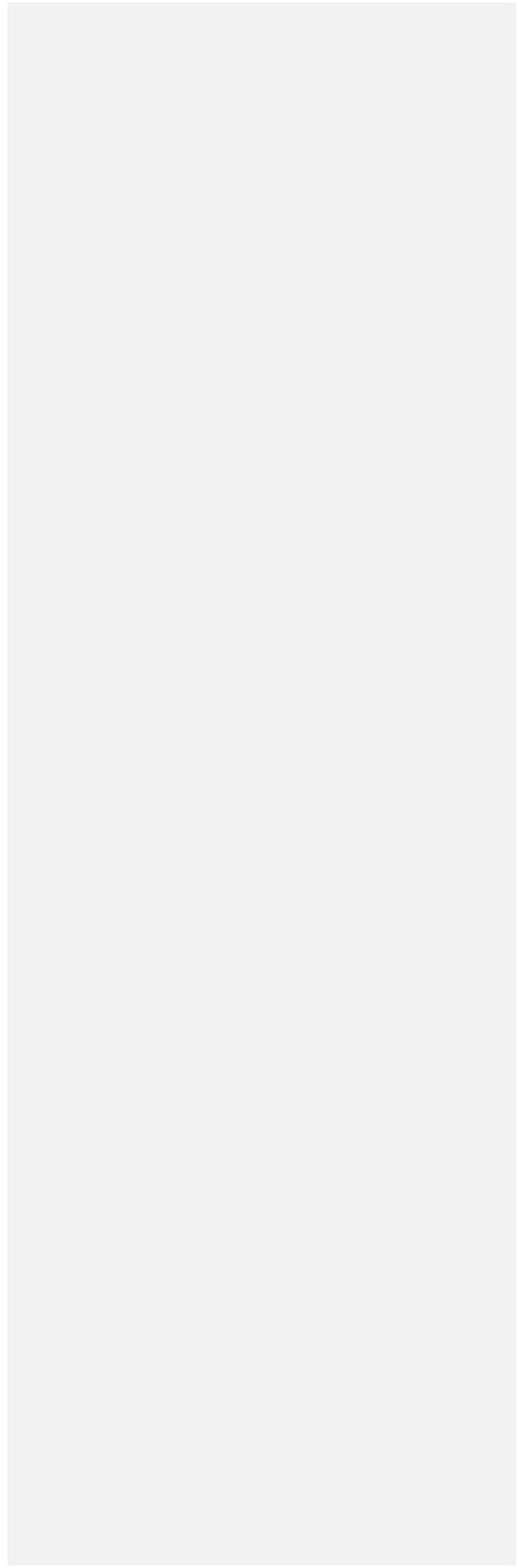
- **Joint and 50% Survivor** – The Joint and 50% Survivor form of payment pays the retired participant a reduced monthly pension for life. The reduction is less than the survivor options described above. Upon the retired participant's death, the beneficiary will be paid 50% of the reduced monthly pension for life.
- **DROP (Deferred Retirement Option Plan)** – Effective October 1, 2023 there shall be a DROP plan for Members who reach Normal or Early Retirement while actively employed by the Town. A Member who reaches Normal Retirement Date may, for a period of time not to exceed thirty-six (36) months for General Employees and the Town Clerk, and sixty (60) months for Police Officers and an eligible Town Manager, as may otherwise be provided, from the date the Member reaches Normal Retirement Date, "retire" for all purposes under the Plan but remains employed for the duration of DROP participation. In order to enter DROP, the Member must submit an irrevocable post-dated letter of resignation at least 45 days prior to entering the DROP, except that the 45-day requirement shall not apply to a Member who elects to participate in the DROP between October 1, 2025 and September 30, 2026. During this time, benefits shall be paid into a separate DROP account for the Member. No Member Contributions shall be required after the Member enters DROP. Pensionable compensation and Credited Service shall be fixed at the time of DROP entry and the Member will not be eligible for disability or death benefits. DROP accounts shall be calculated based upon the account's gains or losses, which will be the same return as the overall net return on Pension Fund investments. Within sixty (60) days following the Member's termination of employment or death, the entire DROP account balance shall be distributed to the Member or Beneficiary either in the form of a lump sum or a rollover. DROP participants may not serve as a Pension Board Trustee.

NOTE: The percentage of reduction in the amount of your pension benefit under the survivor options is based on your age and your beneficiary's age at the time of your retirement. The precise payment cannot be determined until after you have received your final paycheck. A request for an optional form of payment must be submitted in writing to the Board of Trustees. Joint and Survivor optional forms of payment cannot be elected or changed after the actual beginning of payments for GE Members. Police Officer Members are eligible to change their respective joint annuitant up to two times after benefits have commenced.

7. **DISABILITY RETIREMENT**

You are considered disabled when you become permanently and totally incapacitated from performing the duties associated with your position with the Town. A written application is made to the Board of Trustees for a disability pension and the Board of Trustees gathers evidence of the disability and decides

whether or not the pension is to be granted. If the pension is granted, the following shall apply:



|

◆ Service Incurred

For General Employees, if the injury, disease or condition arises directly from the performance of service as an employee, the benefit shall be the greater of your accrued benefit, or 42% of your monthly Earnings in effect on the date of disability or your accrued pension. For Police Officer's, the benefit shall be the greater of your accrued benefit, or 70% of your monthly Earnings in effect on the date of disability or your accrued pension. You are eligible for a Service Incurred Disability regardless of your length of service.

◆ Non-Service Incurred

For Police Officers and General Employees, if the injury, disease or condition is not service connected, the benefit shall be the greater of your accrued benefit, or 25% of your monthly Earnings in effect on the date of disability or your accrued pension. You must have completed five years of Credited Service to become eligible for a Non-Service Incurred Disability.

◆ Exclusions

To receive disability benefits, you must establish to the satisfaction of the Board of Trustees that your disability was not caused by:

- a) Excessive and habitual use of drugs, intoxicants or narcotics;
- b) Injury or disease sustained while willfully and illegally participating in fights, riots, civil insurrections or while committing a crime;
- c) Injury or disease sustained while serving in any of the armed forces;
- d) Injury or disease sustained after your employment with the Town has terminated;
- e) For a Service-Incurred Disability, injury or disease sustained while working (either as an employee or through some other contractual arrangement) for anyone other than the Town and arising out of such other employment or contractual arrangement.
- f) A condition which gave rise to the permanent and total disability that existed prior to your employment and/or which was evidenced during your pre-employment physical.

Other information you should know about Disability Retirement:

- ◆ If you are eligible for Normal Retirement, your benefit will be the greater of the normal retirement benefit or the percentages listed above for service incurred or non-service incurred disability.
- ◆ The Standard Form of Retirement is the Ten Year Certain and Life. The same survivor options are available to Police Officers who retire on a service

incurred or non-service incurred disability as for members retiring on a Normal or Early Retirement.

- ◆ Your disability benefit will be discontinued upon your recovery. As a disabled pensioner, you are subject to periodic medical examinations as directed by the Board to determine whether a disability continues.
- ◆ Your benefits may be reduced or suspended if you receive benefits from Workers Compensation.

8. SURVIVOR BENEFITS - DEATH BEFORE RETIREMENT

If you die before your Normal Retirement date as a result of the performance of your duties as an employee, your spouse will receive a benefit equal to your Accrued Benefit. The benefit may not be less than 12% of your monthly earnings nor more than your accrued benefit in effect at the time of your death. The benefit is payable until your spouse's death. If you do not have a spouse, the benefit is payable to your children in equal amounts until each reaches age 18. If you die on or after your Normal Retirement date but before you have actually retired, your beneficiary will be paid a 100% Joint and Survivor benefit. If your death before retirement is not related to the performance of your duties as an employee and you are not vested, your beneficiary will receive a refund of your contributions with interest.

9. TERMINATION OF EMPLOYMENT PRIOR TO RETIREMENT

Vested Members - Participants who terminate employment with the Town after ten or more years of credited service may leave their contributions in the Plan and retain the right to a deferred early or normal retirement. The commencement date of the deferred pension is the member's early or normal retirement date. The benefit shall be the benefit in effect on the member's termination date and is calculated using Average Monthly Salary and credited service at the time of termination of employment. Vested members who elect a refund of their contributions are required to sign a release indicating they are aware they have waived future retirement benefits available under the Plan.

Non-vested Members - If a participant with less than ten years of service terminates employment with the Town, the participant's contributions will be refunded and future rights to a pension are forfeited.

Refund of Contributions – Members who have paid their contribution on a post-tax basis will not be taxed again on their refunded contributions. The Internal Revenue Service requires 20% withholding on untaxed contributions distributed as a lump sum. As an alternative, terminating employees may roll over their contributions to an individual retirement account or to another eligible plan that will accept the

contributions. Upon termination, employees will be provided a tax notice that sets forth their alternatives.

10. **DOMESTIC RELATONS ORDERS**

In the event that a member is divorced, the member's retirement benefit may be subject to distribution between the member and the former spouse under Florida's dissolution of marriage law. No share of the retirement benefit which is payable to a former spouse may be released until the member is actually retired and in receipt of benefits from the Fund. In the case of alimony and child support, the Fund may make payments pursuant to a lawful Income Deduction Order directly to the former spouse or to the registry of the court. In the case of marital property settlement, the Fund will not make payments directly to the Member's former spouse, but payments may be made to a joint account in the name of the Member and the former spouse. The bank may act as a trustee of the account and divide the pension payment between the Member and the former spouse in accordance with the dictates of the divorce order. No survivorship benefit may be paid to a former spouse after the death of a retired member unless the Member filed a new beneficiary designation expressly designating the former spouse. Members are required to submit proposed orders affecting the Fund prior to their entry by the court. In the event that a divorce order requires correction for failure to comply with the terms of the Plan, the cost of the correction is chargeable to the Member's account.

11. **FORFEITURE OF PENSION**

If you are convicted of certain crimes listed in Section 112.3173, Florida Statutes, committed prior to retirement, or if your employment is terminated by reason of your admitted commission, aid, or abetment of these crimes, you shall forfeit all rights and benefits under the Plan, except for the return of your contributions as of the date of your termination.

12. **FILING FOR RETIREMENT**

You should file your retirement application at least thirty (30) days before your planned retirement date. The precise payment cannot be determined until after you have received your final paycheck. The application and all related forms can be obtained from the Fund Administrator at the following address:

Foster & Foster
2503 Del Prado Blvd. South,
Suite 502
Cape Coral, FL 33904
Telephone: (239) 333-4872

13. **APPEARANCES BEFORE THE BOARD**

All meetings of the Board of Trustees are open to the public and are governed by the provisions of the Florida Government in the Sunshine Law. Any member wishing to present a request for action by the Board must do so by making a request in writing to the Fund Administrator in advance of the meeting. All decisions of the Board are final. Members who disagree with a decision of the Board of Trustees may seek judicial review in accordance with any and all applicable laws.

EXHIBIT A

BOARD OF TRUSTEES

Commented [JADITV1]: Please advise if Trustee list needs updating

Eric Fishman, Chairperson
One Golden Beach Dr.
Golden Beach, FL 33160

David Block
One Golden Beach Dr
Golden Beach, FL 33160

Yovany Diaz
One Golden Beach Dr.
Golden Beach, FL 33160

Maria Camacho
One Golden Beach Dr
Golden Beach, FL 33160

Marie Talley
One Golden Beach Dr.
Golden Beach, FL 33160

Isaac Mendal
One Golden Beach Dr.
Golden Beach, FL 33160

Administrator

Kandyce Moss
Foster & Foster

2503 Del Prado Blvd., S., Suite 502
Cape Coral, FL 33904

Attorney

~~Pedro Herrera~~
Sugarman, Susskind & Braswell & Herrera,
P.A.

150 Alhambra Circle, Suite 725
Coral Gables, FL 33134

Consultant

~~Scott Owens~~
~~Graystone Consulting~~
~~100 North Tampa Street, Suite 3000~~
~~Fort Lauderdale, FL 33308~~
~~Scott Owens~~
~~Graystone Consulting~~
~~100 North Tampa Street, Suite 3000~~
~~Fort Lauderdale, FL 33308~~

Auditor

~~Kenneth G. Smith~~
~~Enrique Llerena~~
~~Caballero Fierman Llerena & Garcia, LLP~~
~~8950 SW 74th Court, Suite 1210~~
~~Miami, FL 33156~~
~~Keefe, McCullough & Co.~~
~~6550 N. Federal Highway~~
~~Suite 410~~
~~Tampa, FL 33602~~

Actuary

Charles Carr
Southern Actuarial Services Company, Inc.
PO Box 888343
Atlanta, GA 30356

EXHIBIT B
Financial and Actuarial Information

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Adopted ~~_____ August 3, 2025~~ March 19, 2026

**TOWN OF GOLDEN BEACH
EMPLOYEES' PENSION PLAN**

**REQUEST FOR INFORMATION
FOR
PENSION ADMINISTRATION
SOFTWARE SYSTEM**

REQUEST FOR INFORMATION FOR PENSION ADMINISTRATION SOFTWARE SYSTEM

Purpose

The Town of Golden Beach Employees' Pension Plan is seeking information from qualified vendors regarding pension administration software solutions. The purpose of this Request for Information (RFI) is to better understand available systems, features, implementation strategies, and vendor qualifications. This RFI is not a commitment to purchase but will inform a potential future Request for Proposal (RFP[JADITV1]).

Objective

As of March 1, 2026, the Pension Plan[JADITV2] administers retirement benefits for approximately _____ active members ____ DROP members, _____ Retirees, _____ Disabilities, and _____ Beneficiaries. Our objective is to modernize our pension administration system to improve operational efficiency, enhance member service, ensure compliance with regulations, and support future scalability.

The desired pension administration system should:

- Automate calculations for all benefit types (normal retirement, DROP, disability, beneficiary, etc.).
- Provide secure self-service portals for members and retirees.
- Integrate seamlessly with payroll and HR systems.
- Support compliance and audit requirements.
- Deliver robust reporting and data analytics.
- Improve data accuracy, integrity, and security.

Vendor Information Requested

Vendors are asked to provide the following:

1. Company profile (history, ownership, headquarters, financial stability).
2. Experience with public pension plans, particularly police/fire or municipal systems.
3. Number of active pension plan clients and references.
4. Implementation approach, including typical timeline and project management methodology.
5. Ongoing support, training, and system upgrade policies.
6. Data security standards and compliance certifications (SOC 2, HIPAA, NIST, etc.).

7. Disaster recovery and business continuity practices.

1. Software Capabilities

Please describe whether your system includes the following functionality:

- **Core Pension Administration**
 - Benefit calculations (all benefit types).
 - DROP program tracking and payouts.
 - Service credit purchase/buybacks.
 - Contribution tracking and reconciliation.
- **Member & Employer Services**
 - Secure member and retiree self-service portals.
 - Online estimate generation and statement access.
 - Electronic form submission.
 - Employer payroll file submission and validation.
- **Administrative Tools**
 - Trustee/administrator dashboards.
 - Workflow automation.
 - Document imaging and management.
 - Custom reporting and export options.
 - Audit trail and compliance tracking.
- **Actuarial & Reporting Support**
 - Data extracts for actuarial valuations.
 - GASB/financial reporting support.
 - Ad hoc reporting tools.

2. Technical Requirements

Please provide information on the following:

- Hosting options (on-premise, cloud, SaaS).
- Integration with payroll, HR, and financial systems.
- Data migration process and tools.
- Mobile access and responsive design.
- Security measures (encryption, access controls, MFA).

QUESTIONS FOR VENDORS

To assist in our evaluation, please address the following questions in your response:

1. What differentiates your pension administration system from others in the marketplace?
2. What is your average implementation timeline for a plan of our size, and what challenges should we anticipate?
3. How do you ensure data accuracy during migration from a legacy system?
4. What level of configurability/customization is available without requiring custom coding?
5. How does your system handle complex pension calculations (e.g., DROP, disability, buybacks)?
6. What support and training resources do you provide during and after implementation?
7. How frequently do you release updates or enhancements, and how are they deployed?
8. What safeguards are in place to ensure cybersecurity, disaster recovery, and business continuity?
9. Do you provide client references from similar-sized police or municipal pension plans?
10. What is your pricing structure (licensing, implementation, ongoing support)?

SUBMISSION INSTRUCTIONS

Requested Response Format

Electronic Media – All respondents shall submit their responses via email in PDF format, including Price information [JADITV3] based on the information in the Criteria section. Include responses to all questions

To allow consistent comparison, please structure your response in the following format:

1. Cover letter with vendor contact information.
2. Responses to Section 4 (Vendor Information).

3. Responses to Section 5 (Software Capabilities).
4. Responses to Section 6 (Technical Requirements).
5. Additional materials (brochures, presentation, reference list).

Vendors are encouraged to use a matrix or checklist format when responding to capability questions, indicating:

- **Available Out-of-the-Box**
- **Available with Configuration**
- **Not Available**

Responses must be submitted electronically in PDF format to:

All questions regarding this RFI should be directed to:

Kandyce Moss, Plan Administrator
Foster & Foster, Inc.
2503 Del Prado Blvd., South
Suite 502
Cape Coral, FL
Email: Kandyce.Moss@Foster-Foster.com

Deadline for submission: _____ **by 5:00 pm EST**

Disclaimer: This RFI is issued solely for information and planning purposes. It does not constitute a solicitation or an obligation to issue a future RFP or contract. The Town of Golden Beach Employees' Pension Plan reserves the right to review, accept, or reject any and all information received. **Confidential Documents as Noted by Respondent: Any response submitted under this RFI are subject to the State of Florida Sunshine Law.**