

# City of Delray Beach Police Officers' Retirement System

ACTUARIAL VALUATION REPORT  
AS OF OCTOBER 1, 2023

ANNUAL EMPLOYER CONTRIBUTION FOR THE FISCAL YEAR  
ENDING SEPTEMBER 30, 2025







May 8, 2024

Board of Trustees  
City of Delray Beach Police Officers'  
Retirement System  
Delray Beach, Florida

**Re: City of Delray Beach Police Officers' Retirement System  
Actuarial Valuation as of October 1, 2023**

Dear Board Members:

The results of the October 1, 2023 Annual Actuarial Valuation of the City of Delray Beach Police Officers' Retirement System are presented in this report.

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

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

The contribution rate in this report is determined using the actuarial assumptions and methods disclosed in Section B of this report. This report includes risk metrics on page 4 but does not include a more robust assessment of the risks of future experience not meeting the actuarial assumptions. Additional assessment of risks was outside the scope of this assignment.

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

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

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

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

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

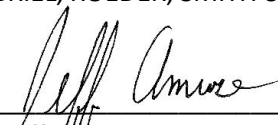
Jeffrey Amrose and Trisha Amrose are members of the American Academy of Actuaries. These actuaries meet the Academy's Qualification Standards to render the actuarial opinions contained herein.


The signing actuaries are independent of the plan sponsor.

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

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

Respectfully submitted,  
GABRIEL, ROEDER, SMITH & COMPANY

By   
Jeffrey Amrose, MAAA  
Enrolled Actuary No. 23-6599  
Senior Consultant and Actuary

  
Trisha Amrose, MAAA  
Enrolled Actuary No. 23-8010  
Consultant and Actuary



## TABLE OF CONTENTS

<u>Section</u>	<u>Title</u>	<u>Page</u>
<b>A</b>	Discussion of Valuation Results	
	1. Discussion of Valuation Results	1
	2. Risks Associated with Measuring the Accrued Liability and Actuarially Determined Contribution	4
	3. Low-Default-Risk Obligation Measure	7
	4. Chapter Revenue	8
<b>B</b>	Valuation Results	
	1. Participant Data	9
	2. Actuarially Determined Contribution (ADC)	10
	3. Actuarial Value of Benefits and Assets	11
	4. Calculation of Employer Normal Cost	12
	5. Unfunded Actuarial Accrued Liability	13
	6. Actuarial Gains and Losses	14
	7. Recent History of Valuation Results	18
	8. Recent History of Required and Actual Contributions	19
	9. Actuarial Assumptions and Cost Method	20
	10. Glossary of Terms	26
<b>C</b>	Pension Fund Information	
	1. Statement of Plan Assets at Market Value	29
	2. Reconciliation of Plan Assets	30
	3. Reconciliation of DROP Accounts	31
	4. Actuarial Value of Assets	32
	5. Investment Rate of Return	33
<b>D</b>	Financial Accounting Information	
	1. FASB No. 35	34
	2. GASB No. 67	35
<b>E</b>	Miscellaneous Information	
	1. Reconciliation of Membership Data	41
	2. Age/Service/Salary Distributions	42
<b>F</b>	Summary of Plan Provisions	44



## SECTION A

---

### DISCUSSION OF VALUATION RESULTS

## DISCUSSION OF VALUATION RESULTS

### Comparison of Required Employer Contributions

The required employer contribution this year compared with the preceding year is as follows:

	For FYE 9/30/2025 Based on 10/1/2023 Valuation	For FYE 9/30/2024 Based on 10/1/2022 Valuation	Increase (Decrease)
Required Contribution	\$ 9,403,359	\$ 9,059,658	\$ 343,701
As % of Contr. Year Payroll	63.01 %	66.14 %	(3.13) %
Estimated State Contribution	606,595	606,595	0
As % of Contr. Year Payroll	4.06 %	4.43 %	(0.37) %
Net Employer Contribution	8,796,764	8,453,063	343,701
As % of Contr. Year Payroll	58.95 %	61.71 %	(2.76) %

### Payment of Required Contribution

The contribution developed in this valuation has been calculated as though payments are made at the end of each biweekly pay period. **If the full contribution for the fiscal year ending September 30, 2025 is paid on October 1, 2024, the net required employer contribution is \$8,487,846 or 56.88% of covered payroll.**

Further, the required Employer contribution has been computed with the assumption that the amount to be received from the State in FYE 2024 and 2025 will be at least equal to the base amount of \$606,595. If the actual payment from the State falls below this amount, then the Employer must increase its contribution by the difference.

Actual contributions for the fiscal year ending September 30, 2023 were \$7,882,933 from the City plus \$606,595 of Chapter 185 money, for a total of \$8,489,528. The total annual required contribution was \$8,489,528 based on the payment schedule. The excess Chapter 185 revenue of \$430,204 was applied to the Unfunded Actuarial Accrued Liability.

### Revisions in Benefits

There were no changes in benefits since the prior valuation.

### Revisions in Actuarial Assumptions and Methods

There were no changes in assumptions or methods since the prior valuation.

Please note that this valuation reflects the benefit provision which limits the annual benefit to \$108,000 without any assumption for future increases to this amount. We recommend that consideration be given to assuming future increases in this benefit limit when determining the liabilities of the Retirement System.



## Actuarial Experience

There was a net actuarial loss of \$2,471,086 since the last valuation which means that actual experience was less favorable than expected. The loss was primarily due to a lower investment rate of return than expected. The investment rate of return on the actuarial (smoothed) value of assets was 5.4% compared to 6.75% assumed. The market value of assets return was 13.1%.

The net loss caused the required employer contribution to increase by 1.44% of covered payroll (or approximately \$214,900).

## Funded Ratio

This year's funded ratio is 70.2% compared to 68.8% last year. The funded ratio is equal to the actuarial value of assets divided by the actuarial accrued (past service) liability.

## Analysis of Change in Employer Contribution

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

Contribution Rate Last Year	61.71 %
Experience (Gains) or Losses	1.44
Amortization Payment on UAAL	(3.90)
Normal Cost Rate	(0.64)
Administrative Expense	(0.03)
Benefit Changes	0.00
Change in State Contribution Rate	0.37
Contribution Rate This Year	58.95 %

## Variability of Future Contribution Rates

The Actuarial Cost Method used to determine the required contribution is intended to produce contribution rates which are generally level as a percent of payroll. Even so, when experience differs from the assumptions, as it often does, the employer's contribution rate can vary significantly from year-to-year. Over time, if the year-to-year gains and losses offset each other, the contribution rate would be expected to return to the current level, but this does not always happen.

The Actuarial Value of Assets exceeds the Market Value of Assets by \$6,753,348 as of the valuation date (see Section C). This difference will be gradually recognized over the next several years. In turn, the computed employer contribution rate will increase by approximately 3.92% of covered payroll over the same period in the absence of offsetting gains.





## Relationship to Market Value

If Market Value had been the basis for the valuation, the Employer contribution rate would have been 62.87% and the funded ratio would have been 66.6%. In the absence of other gains and losses, the employer contribution rate should increase to that level over the next several years.

## Estimated Required City Contribution for FYE 2026

The estimated required employer contribution for FYE 2026 compared to the required employer contribution for FYE 2025 is as follows:

	Estimated Required Employer Contribution for FYE 9/30/2026	For FYE 9/30/2025 Based on 10/1/2023 Valuation	Increase (Decrease)
Required Employer Contribution			
Date of Payment	Biweekly	Biweekly	
Dollar Amount	\$ 9,150,000 <sup>1</sup>	\$ 8,796,764	\$ 353,236
As % of Covered Payroll	58.00 % <sup>1</sup>	58.95 %	(0.95) %

<sup>1</sup> Estimated Required Employer Contribution for FYE 2026 assuming no gains, losses, or assumption changes and a 5.67% increase in total covered payroll.

## Conclusion

It is important to note that system assets are not sufficient to cover the liabilities for current retirees. As of October 1, 2023, the market value of assets is \$123.7 million, and the liability for current pensioners is \$127.1 million.

Steps have been taken to address this issue, such as strengthening the actuarial assumptions, including lowering the investment return assumption. These steps are resulting in higher contributions in the short-term for the City, which will serve to improve the funded position of the Plan over time.

The remainder of this Report includes detailed actuarial valuation results, information relating to the pension fund, financial accounting information, miscellaneous employee data and a summary of plan provisions.

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

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

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

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

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

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

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

## PLAN MATURITY MEASURES

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

	<u>2023</u>	<u>2022</u>
Ratio of the market value of assets to total payroll	8.8	8.4
Ratio of actuarial accrued liability to payroll	13.2	13.9
Ratio of actives to retirees and beneficiaries	0.9	0.8
Ratio of net cash flow to market value of assets	0.0%	0.3%

### RATIO OF MARKET VALUE OF ASSETS TO PAYROLL

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

### RATIO OF ACTUARIAL ACCRUED LIABILITY TO PAYROLL

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

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

### RATIO OF ACTIVES TO RETIREES AND BENEFICIARIES

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

### RATIO OF NET CASH FLOW TO MARKET VALUE OF ASSETS

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



## **ADDITIONAL RISK ASSESSMENT**

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

## LOW-DEFAULT-RISK OBLIGATION MEASURE

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

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

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

A. Low-default-risk Obligation Measure of benefits earned as of the measurement date: \$243,721,371

B. Discount rate used to calculate the LDROM: 4.63% based on Fidelity’s “20-Year Municipal GO AA Index” as of September 29,2023

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

D. Actuarial cost method used to calculate the LDROM: Individual Entry-Age Actuarial Cost Method

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

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

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

## CHAPTER REVENUE

<b>Actuarial Confirmation of the Use of State Chapter Money</b>	
1. Base Amount Previous Plan Year	\$ 606,595
2. Amount Received for Previous Plan Year	1,036,799
3. Benefit Improvements	0
4. Excess Funds for Previous Plan Year	430,204
5. Accumulated Excess at Beginning of Previous Year	0
6. Prior Excess Used in Previous Plan Year	430,204
7. Accumulated Excess as of Valuation Date (Available for Benefit Improvements): (4) + (5) - (6)	0
8. Base Amount This Plan Year	\$ 606,595

The Accumulated Excess shown in line 7 is being held in reserve and is subtracted from Plan assets. The Base Amount in line 8 is the amount the employer may take as a credit against its required contribution; however, in no event may the employer take credit for more than the actual amount of Chapter revenue received.

Under the mutual agreement between the City and the Union, \$606,595 of annual Chapter 185 revenue will be used as a credit toward the required contribution. Any excess Chapter 185 revenue above this amount will be applied toward the Unfunded Actuarial Accrued Liability.

**SECTION B**

---

**VALUATION RESULTS**

<b>PARTICIPANT DATA</b>		
	<b>October 1, 2023</b>	<b>October 1, 2022</b>
<b>ACTIVE MEMBERS</b>		
Number	148	135
Covered Annual Payroll	\$ 14,122,833	\$ 12,962,713
Average Annual Payroll	\$ 95,425	\$ 96,020
Average Age	36.3	37.0
Average Past Service	9.4	10.0
Average Age at Hire	26.9	27.0
<b>RETIREES, BENEFICIARIES &amp; DROP</b>		
Number	147	146
Annual Benefits	\$ 9,401,289	\$ 9,060,947
Average Annual Benefit	\$ 63,954	\$ 62,061
Average Age	61.8	61.1
<b>DISABILITY RETIREES</b>		
Number	15	16
Annual Benefits	\$ 580,929	\$ 604,620
Average Annual Benefit	\$ 38,729	\$ 37,789
Average Age	64.7	64.9
<b>TERMINATED VESTED MEMBERS (EXCLUDING NON-VESTED REFUNDS PAYABLE)</b>		
Number	11	10
Annual Benefits	\$ 283,896	\$ 258,816
Average Annual Benefit	\$ 25,809	\$ 25,882
Average Age	44.4	44.4



<b>ACTUARIALLY DETERMINED CONTRIBUTION (ADC)</b>		
	October 1, 2023	October 1, 2022
A. Valuation Date	October 1, 2023	October 1, 2022
B. ADC to Be Paid During Fiscal Year Ending	9/30/2025	9/30/2024
C. Assumed Dates of Employer Contributions	Biweekly	Biweekly
D. Annual Payment to Amortize Unfunded Actuarial Liability	\$ 6,146,554	\$ 5,950,233
E. Employer Normal Cost	2,459,529	2,341,835
F. ADC if Paid on the Valuation Date: D+E	8,606,083	8,292,068
G. ADC Adjusted for Frequency of Payments	8,898,260	8,573,584
H. ADC as % of Covered Payroll	63.01 %	66.14 %
I. Assumed Rate of Increase in Covered Payroll to Contribution Year	5.67 %	5.67 %
J. Covered Payroll for Contribution Year	14,923,598	13,697,699
K. ADC for Contribution Year: H x J	9,403,359	9,059,658
L. Estimated Credit for State Revenue in Contribution Year	606,595	606,595
M. Required Employer Contribution (REC) in Contribution Year	8,796,764	8,453,063
N. REC as % of Covered Payroll in Contribution Year: M/J	58.95 %	61.71 %

**ACTUARIAL VALUE OF BENEFITS AND ASSETS**

A. Valuation Date	October 1, 2023	October 1, 2022
B. Actuarial Present Value of All Projected Benefits for		
1. Active Members		
a. Service Retirement Benefits	\$ 79,431,432	\$ 75,797,597
b. Vesting Benefits	5,579,852	5,138,934
c. Disability Benefits	2,042,231	1,882,904
d. Preretirement Death Benefits	710,059	659,749
e. Return of Member Contributions	608,360	510,565
f. Total	88,371,934	83,989,749
2. Inactive Members		
a. Service Retirees & Beneficiaries	121,105,244	117,147,671
b. Disability Retirees	5,949,834	6,231,687
c. Terminated Vested Members*	2,100,835	1,914,514
d. Total	129,155,913	125,293,872
3. Total for All Members	217,527,847	209,283,621
C. Actuarial Accrued (Past Service) Liability under Entry Age Normal	185,851,557	179,856,823
D. Actuarial Value of Accumulated Plan Benefits per FASB No. 35	173,695,910	166,816,685
E. Plan Assets		
1. Market Value	123,729,648	109,396,630
2. Actuarial Value	130,482,996	123,786,587
F. Unfunded Actuarial Accrued Liability	55,368,561	56,070,236
G. Actuarial Present Value of Projected Covered Payroll	131,013,750	118,747,962
H. Actuarial Present Value of Projected Member Contributions	12,301,308	11,041,593
I. Accumulated Contributions of Active Members	8,660,247	8,243,446

\* Terminated Vested liability includes refunds payable for terminated non-vested members.



CALCULATION OF EMPLOYER NORMAL COST		
A. Valuation Date	October 1, 2023	October 1, 2022
B. Normal Cost for		
1. Service Retirement Benefits	\$ 2,904,799	\$ 2,739,043
2. Vesting Benefits	350,617	319,972
3. Disability Benefits	144,805	132,746
4. Preretirement Death Benefits	57,460	53,418
5. Return of Member Contributions	<u>142,939</u>	<u>131,070</u>
6. Total for Future Benefits	3,600,620	3,376,249
7. Assumed Amount for Administrative Expenses	<u>182,489</u>	<u>171,447</u>
8. Total Normal Cost	3,783,109	3,547,696
C. Expected Member Contribution	1,323,580	1,205,861
D. Employer Normal Cost: B8-C	2,459,529	2,341,835
E. Employer Normal Cost as a % of Covered Payroll	17.42%	18.07%

A. UAAL AMORTIZATION PERIOD AND PAYMENTS					
Original UAAL			Current UAAL		
Date Established	Base Established	Amortization Period (Years)	Years Remaining	Amount	Amortization Payment
10/1/2015	Initial Unfunded Liability	18	10	\$ 30,786,285	\$ 3,873,725
10/1/2015	Police Reserve	20	12	(1,886,444)	(207,620)
10/1/2016	Excess State Revenue	20	13	(336,522)	(35,014)
10/1/2016	Assumption Change	20	13	3,122,462	324,880
10/1/2016	Actuarial Loss	20	13	362,618	37,729
10/1/2017	Actuarial Gain	20	14	(529,948)	(52,425)
10/1/2017	Assumption Change	20	14	10,017,976	991,023
10/1/2017	Method Change	20	14	(1,728,588)	(171,000)
10/1/2018	Actuarial Loss	20	15	1,907,574	180,295
10/1/2018	Assumption Change	20	15	3,884,986	367,190
10/1/2019	Actuarial Loss	20	16	4,007,191	363,389
10/1/2019	Assumption Change	20	16	593,215	53,795
10/1/2020	Actuarial Loss	20	17	1,784,278	155,820
10/1/2021	Actuarial Gain	20	18	(2,302,194)	(194,240)
10/1/2022	Actuarial Loss	20	19	3,211,780	262,556
10/1/2022	Plan Change	20	19	2,806	229
10/1/2023	Actuarial Loss	20	20	2,471,086	196,222
				\$ 55,368,561	\$ 6,146,554

**B. Amortization Schedule**

The UAAL is being amortized as a level percentage of covered annual payroll over the number of years remaining in the amortization period. The following schedule illustrates the expected amortization of the UAAL:

Amortization Schedule	
Year	Expected UAAL
2023	\$ 55,368,561
2024	52,544,482
2025	49,453,019
2026	46,075,215
2027	42,390,834
2028	38,378,262
2033	12,527,442
2038	2,408,891
2043	-



## ACTUARIAL GAINS AND LOSSES

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

1. Last Year's UAAL	56,070,236
2. Last Year's Employer Normal Cost	2,341,835
3. Last Year's Contributions	
a. Employer Contribution	7,882,933
b. State Contribution Used to Offset Required Contribution	606,595
c. State Contribution Above \$606,595 Base Amount Used Toward UAAL	430,204
d. Total Contributions	<u>8,919,732</u>
4. Interest at the Assumed Rate on:	
a. 1 and 2 for one year	3,942,815
b. 3 from dates paid	<u>537,679</u>
c. a - b	3,405,136
5. This Year's Expected UAAL: 1 + 2 - 3d + 4c	52,897,475
6. Change in UAAL Due to Plan Amendment	0
7. This Year's Expected UAAL: 5 + 6	52,897,475
8. This Year's Actual UAAL	55,368,561
9. Net Actuarial Gain/(Loss): 7 - 8	(2,471,086)
10. Gain/(Loss) Due to Investments	(1,701,762)
11. Gain/(Loss) Due to Other Sources	(769,324)

Net actuarial gains/(losses) since October 1, 2016 have been as follows:

<b>Year Ending</b>	<b>Actuarial Gain / (Loss)</b>
9/16	\$ (441,033)
9/17	622,411
9/18	(2,188,278)
9/19	(4,482,956)
9/20	(1,955,811)
9/21	2,444,551
9/22	(3,295,313)
9/23	(2,471,086)

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

Year Ending	Investment Return		Salary Increases	
	Actual*	Assumed	Actual**	Assumed
9/30/2014	9.4 %	8.0 %	0.8 %	5.7 %
9/30/2015	8.8	8.0	9.8	5.6
9/30/2016	7.1	8.0	3.2	5.7
9/30/2017	7.1 ***	8.0	4.7	5.5
9/30/2018	7.4	7.25	6.1	5.5
9/30/2019	6.6	7.00	13.4	5.5
9/30/2020	6.8	6.75	5.2	6.0
9/30/2021	10.0	6.75	6.5	6.0
9/30/2022	4.4	6.75	10.2	5.9
9/30/2023	5.4	6.75	5.5	5.9
Average	7.3 %	---	6.5 %	---

\* Prior to 9/30/2017, the investment return was based on the combined Police and Firefighter Retirement System.

\*\* Prior to 9/30/2016, the salary increase was based on the combined Police and Firefighter Retirement System.

\*\*\* Before reflecting fresh start of assets as of 10/1/2017.

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

**Number Added To and Removed from Active Participation**

**Actual (A) Versus Expected (E) Decrements**

Year Ended	Number Added During Year		Service & DROP Retirement		Disability Retirement		Died In Service		Terminations				Active Members End of Year
									Vested	Other	Totals		
	A	E	A	E	A	E	A	E	A	A	A	E	
9/30/2017	14	9	3	2	0	0	1	0	2	3	5	8	147
9/30/2018	13	14	5	3	1	0	0	0	0	8	8	8	146
9/30/2019	10	7	4	3	0	0	0	0	1	2	3	8	149
9/30/2020	6	13	9	6	1	0	0	0	2	1	3	7	142
9/30/2021	4	10	5	3	2	0	0	0	0	3	3	7	136
9/30/2022	11	12	3	3	0	0	0	0	2	7	9	6	135
9/30/2023	21	8	4	3	0	0	0	0	1	3	4	6	148
9/30/2024				4		0		0				7	



**RECENT HISTORY OF VALUATION RESULTS**

Valuation Date	Number of		Covered Annual Payroll	Actuarial Value of Assets	Accrued Liability	Unfunded Accrued Liability	Funded Ratio	Employer Normal Cost	
	Active Members	Inactive Members						Amount	% of Payroll
10/1/2015	138	133	\$10,388,706	\$74,821,265	\$114,949,865	\$40,128,600	65.1 %	\$1,333,846	12.84 %
10/1/2016	142	136	10,744,421	80,505,959	123,290,864	42,784,905	65.3	1,432,624	13.33
10/1/2017	147	142	11,191,340	87,750,269	138,781,762	51,031,493	63.2	1,803,364	16.11
10/1/2018	146	148	11,449,174	93,680,304	150,628,377	56,948,073	62.2	1,897,283	16.57
10/1/2019	149	153	12,821,121	100,057,422	160,864,884	60,807,462	62.2	2,528,022	19.72
10/1/2020	142	165	12,275,252	107,075,237	168,389,329	61,314,092	63.6	2,341,999	19.08
10/1/2021	136	170	12,245,085	118,245,526	174,339,930	56,094,404	67.8	2,303,936	18.82
10/1/2022	135	172	12,962,713	123,786,587	179,856,823	56,070,236	68.8	2,341,835	18.07
10/1/2023	148	173	14,122,833	130,482,996	185,851,557	55,368,561	70.2	2,459,529	17.42

Results before October 1, 2017 were determined by the Retirement System's prior actuary.



RECENT HISTORY OF REQUIRED AND ACTUAL CONTRIBUTIONS										
Valuation Date	End of Year To Which Valuation Applies	Required Contributions						Actual Contributions		
		Employer & State		Estimated State		Net Employer		Employer	State	Total
		Amount	% of Payroll	Amount	% of Payroll	Amount	% of Payroll			
10/1/2015	9/30/2017	\$5,503,513	50.13 %	\$606,595	5.52 %	\$4,896,918	44.61 %	\$4,896,918	\$742,419	\$5,639,337
10/1/2016	9/30/2018	5,985,879	52.72	606,595	5.34	5,379,284	47.38	5,379,284	786,320	6,165,604
10/1/2017	9/30/2019	6,854,111	57.96	606,595	5.13	6,247,516	52.83	6,247,516	835,929	7,083,445
10/1/2018	9/30/2020	7,523,959	62.19	606,595	5.01	6,917,364	57.18	6,917,364	868,062	7,785,426
10/1/2019	9/30/2021	8,639,610	63.77	606,595	4.48	8,033,015	59.29	8,033,015	834,187	8,867,202
10/1/2020	9/30/2022	8,725,766	67.27	606,595	4.68	8,119,171	62.59	8,119,171	896,146	9,015,317
10/1/2021	9/30/2023	8,489,528	65.61	606,595	4.69	7,882,933	60.92	7,882,933	1,036,799	8,919,732
10/1/2022	9/30/2024	9,059,658	66.14	606,595	4.43	8,453,063	61.71	---	---	---
10/1/2023	9/30/2025	9,403,359	63.01	606,595	4.06	8,796,764	58.95	---	---	---

Results before October 1, 2017 were determined by the Retirement System's prior actuary.



## ACTUARIAL ASSUMPTIONS AND COST METHOD

### Valuation Methods

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

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

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

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

**Actuarial Value of Assets** – The Actuarial Value of Assets phase in the difference between the expected return on actuarial value and actual return on market value of assets at the rate of 20% per year. The Actuarial Value of Assets will be further adjusted to the extent necessary to fall within the corridor whose lower limit is 80% of the Market Value of plan assets and whose upper limit is 120% of the Market Value of plan assets. During periods when investment performance exceeds the assumed rate, Actuarial Value of Assets will tend to be less than Market Value. During periods when investment performance is less than assumed rate, Actuarial Value of Assets will tend to be greater than Market Value.

### Valuation Assumptions

**The actuarial assumptions used** in the valuation are shown in this Section. Both the economic and decrement assumptions were established following an Experience Investigation for the seven years ended September 30, 2019. For detailed information, refer to the Experience Investigation for the 7 Years Ended September 30, 2019, dated May 19, 2020. The covered group is too small to provide statistically significant experience on which to base the mortality assumption. Mortality is based on a commonly used mortality table and projection scale.

### Economic Assumptions

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

The **Inflation Rate** assumed in this valuation is 2.5% per year. The Inflation Rate is defined to be the expected long-term rate of increases in the prices of goods and services.

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



The active member population is assumed to remain constant. For purposes of financing the unfunded liabilities, total payroll is assumed to grow at 1.17% per year (the average growth over the last ten years as determined in 2014).

**The rates of salary increase** used are based on the member’s service and are shown in the table below. This assumption is used to project a member’s current salary to the salaries upon which benefits will be based. Part of the assumption for each age is for merit and/or seniority increase, and the other 2.5% recognizes wage inflation, including price inflation, productivity increases, and other macroeconomic forces.

Years of Service	% Increase in Salary		
	Merit and Seniority	Base (Economic)	Total Increase
0 - 4	4.25%	2.5%	6.75%
5 - 9	4.00%	2.5%	6.50%
10 - 14	3.25%	2.5%	5.75%
15 - 19	3.00%	2.5%	5.50%
20+	2.75%	2.5%	5.25%

### Demographic Assumptions

**The mortality table** is the PUB-2010 Headcount Weighted Safety Below Median Employee Male Table (pre-retirement), the PUB-2010 Headcount Weighted Safety Employee Female Table (pre-retirement), the PUB-2010 Headcount Weighted Safety Below Median Healthy Retiree Male Table (post-retirement) and the PUB-2010 Safety Healthy Retiree Female Table (post-retirement). These tables use ages set forward one year and mortality improvements to all future years after 2010 using scale MP-2018. These are the same rates used for the Special Risk Class members in the July 1, 2023 Actuarial Valuation of the Florida Retirement System (FRS).

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

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

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



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

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

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

For disabled retirees, the male mortality tables are 80% of the PUB-2010 Headcount Weighted General Disabled Retiree Male Table and 20% of the Headcount Weighted Safety Disabled Retiree Male Table, and the female mortality tables are 80% of the PUB-2010 Headcount Weighted General Disabled Retiree Female Table and 20% Headcount Weighted Safety Disabled Retiree Female Table, both with no provision being made for future mortality improvements. These are the same rates used for the Special Risk Class members in the July 1, 2023 Actuarial Valuation of the Florida Retirement System (FRS).

### FRS Disabled Mortality for Special Risk Class Members

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

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

Normal Retirement for Members Hired Before July 7, 2015			Normal Retirement for Members Hired After July 7, 2015		
Sample Ages	Years of Service	Probability of Normal Retirement	Sample Ages	Years of Service	Probability of Normal Retirement
55+	10 - 19	25%	55+	10 - 24	25%
All	20	35%	All	25	100%
	21	10%			
	22	10%			
	23	25%			
	24	25%			
	25	100%			

No early retirement rates were assumed.

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

Years of Service	Sample Ages	% of Active Members Separating Within Next Year
0 - 1	All Ages	9.0 %
2 - 3		8.5
4 - 5		8.0
6 - 7		6.0
8 - 9		3.0
10+	0 - 34	3.0
	35 - 39	2.5
	40 - 44	2.0
	45+	1.0

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

Sample Ages	% Becoming Disabled Within Next Year
20	0.07 %
25	0.08
30	0.09
35	0.12
40	0.15
45	0.26
50	0.50
55	0.78

## Miscellaneous and Technical Assumptions

<b><i>Administrative &amp; Investment Expenses</i></b>	The investment return assumption is intended to be the return net of investment expenses. Annual administrative expenses are assumed to be equal to the prior year's expenses. Assumed administrative expenses are added to the Normal Cost.
<b><i>Benefit Service</i></b>	Service calculated based on completed months is used to determine the amount of benefit payable.
<b><i>Cost of Living Adjustment</i></b>	The cost of living adjustment for members who receive future normal retirement benefits is 1.0% starting on the 25 <sup>th</sup> anniversary of the retirees' hire date.
<b><i>Decrement Operation</i></b>	Disability and mortality decrements operate during retirement eligibility.
<b><i>Decrement Timing</i></b>	Decrements of all types are assumed to occur at the beginning of the year.
<b><i>Eligibility Testing</i></b>	Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.
<b><i>Forfeitures</i></b>	For vested separations from service, it is assumed that 0% of members separating will withdraw their contributions and forfeit an employer financed benefit. It was further assumed that the liability at termination is the greater of the vested deferred benefit (if any) or the member's accumulated contributions.
<b><i>Incidence of Contributions</i></b>	Employer contributions are assumed to be made at the end of each biweekly pay period. Member contributions are assumed to be received continuously throughout the year based upon the computed percent of payroll shown in this report, and the actual payroll payable at the time contributions are made.
<b><i>Marriage Assumption</i></b>	85% of males and 85% of females are assumed to be married for purposes of death-in-service benefits. Male spouses are assumed to be three years older than female spouses for active member valuation purposes.
<b><i>Normal Form of Benefit</i></b>	10-year certain and life annuity for unmarried participants. For married participants, a monthly income payable for life of the member; upon death of member, 100% of member's benefit payable to spouse for one year and 60% thereafter until death or remarriage of spouse.

***Pay Increase Timing***

Beginning of fiscal year. This is equivalent to assuming that reported pays represent amounts paid to members during the year ended on the valuation date.

***Service Credit Accruals***

It is assumed that members accrue one year of service credit per year.



## GLOSSARY

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

<b><i>Amortization Method</i></b>	A method for determining the Amortization Payment. The most common methods used are level dollar and level percentage of payroll. Under the Level Dollar method, the Amortization Payment is one of a stream of payments, all equal, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the Amortization Payment is one of a stream of increasing payments, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the stream of payments increases at the rate at which total covered payroll of all active members is assumed to increase.
<b><i>Amortization Payment</i></b>	That portion of the plan contribution or ADC which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.
<b><i>Amortization Period</i></b>	The period used in calculating the Amortization Payment.
<b><i>Actuarially Determined Contribution (ADC)</i></b>	The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation, determined under GASB No. 67. The ADC consists of the Employer Normal Cost and Amortization Payment.
<b><i>Closed Amortization Period</i></b>	A specific number of years that is reduced by one each year, and declines to zero with the passage of time. For example if the amortization period is initially set at 30 years, it is 29 years at the end of one year, 28 years at the end of two years, etc.
<b><i>Employer Normal Cost</i></b>	The portion of the Normal Cost to be paid by the employer. This is equal to the Normal Cost less expected member contributions.
<b><i>Equivalent Single Amortization Period</i></b>	For plans that do not establish separate amortization bases (separate components of the UAAL), this is the same as the Amortization Period. For plans that do establish separate amortization bases, this is the period over which the UAAL would be amortized if all amortization bases were combined upon the current UAAL payment.
<b><i>Experience Gain/Loss</i></b>	A measure of the difference between the normal cost rate from last year and the normal cost rate from this year.
<b><i>Funded Ratio</i></b>	The ratio of the Actuarial Value of Assets to the Actuarial Accrued Liability.
<b><i>GASB</i></b>	Governmental Accounting Standards Board.

***GASB No. 67 and  
GASB No. 68***

These are the governmental accounting standards that set the accounting rules for public retirement systems and the employers that sponsor or contribute to them. Statement No. 68 sets the accounting rules for the employers that sponsor or contribute to public retirement systems, while Statement No. 67 sets the rules for the systems themselves.

***Normal Cost***

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

***Open Amortization Period***

An open amortization period is one which is used to determine the Amortization Payment but which does not change over time. In other words, if the initial period is set as 30 years, the same 30-year period is used in determining the Amortization Period each year. In theory, if an Open Amortization Period is used to amortize the Unfunded Actuarial Accrued Liability, the UAAL will never completely disappear, but will become smaller each year, either as a dollar amount or in relation to covered payroll.

***Unfunded Actuarial Accrued Liability***

The difference between the Actuarial Accrued Liability and Actuarial Value of Assets.

***Valuation Date***

The date as of which the Actuarial Present Value of Future Benefits are determined. The benefits expected to be paid in the future are discounted to this date.

**SECTION C**

---

**PENSION FUND INFORMATION**

**Statement of Plan Assets at Market Value (Net of DROP Balances)**

Item	September 30	
	2023	2022
A. Cash and Cash Equivalents (Operating Cash)	\$ 121,715	\$ 85,996
B. Receivables		
1. Member Contributions	\$ -	\$ 22,247
2. Interest and Dividends	21,158	13,003
3. Due from Broker	328,936	-
4. State Contribution	-	-
5. Employer Contribution	-	-
6. Prepaid Expenses and Other	-	6,995
7. Total Receivables	\$ 350,094	\$ 42,245
C. Investments		
1. Short Term Investments	\$ 1,651,931	\$ 2,502,238
2. Domestic Equities	70,975,673	52,626,336
3. International Equities	27,214,643	35,503,930
4. Domestic Fixed Income	10,835,400	-
5. International Fixed Income	-	10,373,348
6. Real Estate	9,846,938	6,214,504
7. Other	2,935,496	2,411,713
8. Total Investments	\$ 123,460,081	\$ 109,632,069
D. Liabilities		
1. Prepaid City Contribution	\$ -	\$ -
2. Accounts Payable and Other	(88,941)	(77,352)
3. Due to Broker	(113,301)	(286,328)
4. Total Liabilities	\$ (202,242)	\$ (363,680)
E. Market Value of Assets at End of Year	\$ 123,729,648	\$ 109,396,630
F. Allocation of Investments		
1. Short Term Investments	1.3%	2.3%
2. Domestic Equities	57.5%	48.0%
3. International Equities	22.0%	32.4%
4. Domestic Fixed Income	8.8%	0.0%
5. International Fixed Income	0.0%	9.4%
6. Real Estate	8.0%	5.7%
7. Other	2.4%	2.2%
8. Total Investments	100.0%	100.0%



## Reconciliation of Plan Assets (Net of DROP Balances)

Item	September 30	
	2023	2022
A. Market Value of Assets at Beginning of Year	\$ 109,396,630	\$ 132,279,683
B. Revenues and Expenditures		
1. Contributions		
a. Member Contributions	\$ 1,252,569	\$ 1,159,973
b. Employer Contributions	7,882,933	8,119,171
c. State Contributions	1,036,799	896,146
d. Total	\$ 10,172,301	\$ 10,175,290
2. Investment Income		
a. Interest, Dividends, and Other Income	\$ 5,034,331	\$ 1,746,944
b. Net Realized/Unrealized Gains/(Losses)*	10,030,468	(24,363,462)
c. Investment Expenses	(772,967)	(596,177)
d. Net Investment Income	\$ 14,291,832	\$ (23,212,695)
3. Benefits and Refunds		
a. Regular Monthly Benefits	\$ (9,915,657)	\$ (9,497,411)
b. Refunds	(32,969)	(176,790)
c. Lump Sum Benefits Paid	-	-
d. Total	\$ (9,948,626)	\$ (9,674,201)
4. Administrative and Miscellaneous Expenses	\$ (182,489)	\$ (171,447)
C. Market Value of Assets at End of Year	\$ 123,729,648	\$ 109,396,630

\* The breakdown between realized and unrealized gain/losses was not provided.



**Reconciliation of DROP Accounts**

<b>Year Ended 9/30</b>	<b>Balance at Beginning of Year</b>	<b>Credits</b>	<b>Interest</b>	<b>Distributions</b>	<b>Balance at End of Year</b>
2017	\$8,869,325	\$968,127	\$594,985	(\$1,589,091)	\$8,843,346
2018	8,843,346	1,276,707	544,655	(2,211,770)	8,452,938
2019	8,452,938	1,304,842	238,799	(1,701,359)	8,295,220
2020	8,295,220	1,479,425	669,578	(943,651)	9,500,572
2021	9,500,572	1,704,797	1,204,394	(1,530,382)	10,879,381
2022	10,879,381	1,534,524	(1,304,679)	(880,421)	10,228,805
2023	10,228,805	1,361,828	816,341	(1,044,168)	11,362,806

**Actuarial Value of Assets (Net of DROP Balances)**

<b>Valuation Date – September 30</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>
A. Actuarial Value of Assets Beginning of Year	\$ 118,245,526	\$ 123,786,587				
B. Market Value End of Year	109,396,630	123,729,648				
C. Market Value Beginning of Year	132,279,683	109,396,630				
D. Non-Investment/Administrative Net Cash Flow	329,642	41,186				
E. Investment Income						
E1. Actual Market Total: B-C-D	(23,212,695)	14,291,832				
E2. Assumed Rate of Return	6.75%	6.75%	6.75%	6.75%	6.75%	6.75%
E3. Assumed Amount of Return	7,992,698	8,356,985				
E4. Amount Subject to Phase-In: E1–E3	(31,205,393)	5,934,847				
F. Phased-In Recognition of Investment Income						
F1. Current Year: 0.2 x E4	(6,241,079)	1,186,969				
F2. First Prior Year	3,416,354	(6,241,079)	1,186,969			
F3. Second Prior Year	389,301	3,416,354	(6,241,079)	1,186,969		
F4. Third Prior Year	(453,307)	389,301	3,416,354	(6,241,079)	1,186,969	
F5. Fourth Prior Year	107,452	(453,307)	389,301	3,416,354	(6,241,077)	1,186,971
F6. Total Phase-Ins	(2,781,279)	(1,701,762)	(1,248,455)	(1,637,756)	(5,054,108)	1,186,971
<b>G. Actuarial Value of Assets End of Year</b>						
G1. Preliminary Actuarial Value of Assets End of Year: A+D+E3+F6	123,786,587	130,482,996				
G2. Upper Corridor Limit: 120%*B	131,275,956	148,475,578				
G3. Lower Corridor Limit: 80%*B	87,517,304	98,983,718				
G4. Final Actuarial Value of Assets End of Year	123,786,587	130,482,996				
H. Difference between Market & Actuarial Value of Assets	(14,389,957)	(6,753,348)				
<b>I. Actuarial Rate of Return</b>	4.4%	5.4%				
<b>J. Market Value Rate of Return</b>	-17.5%	13.1%				
<b>K. Ratio of Actuarial Value of Assets to Market Value</b>	113.2%	105.5%				





Year Ending September 30th	Investment Rate of Return*	
	Market Value	Actuarial Value
2014	10.0 %	9.4 %
2015	(1.2)	8.8
2016	8.9	7.1
2017	11.3	7.1 **
2018	7.9	7.4
2019	4.6	6.6
2020	8.8	6.8
2021	22.6	10.0
2022	(17.5)	4.4
2023	13.1	5.4
<b>Average Returns:</b>		
Last 5 Years	5.4 %	6.6 %
Last 10 Years	6.3 %	7.3 %
All Years	6.3 %	7.3 %

\* Prior to 9/30/2017, the investment return was based on the combined Police and Firefighter Retirement System.

\*\* Before reflecting fresh start of assets as of 10/1/2017.

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

## SECTION D

---

### FINANCIAL ACCOUNTING INFORMATION

**FASB NO. 35 INFORMATION**

A. Valuation Date	October 1, 2023	October 1, 2022
B. Actuarial Present Value of Accumulated Plan Benefits		
1. Vested Benefits		
a. Members Currently Receiving Payments	\$ 127,055,078	\$ 123,379,358
b. Terminated Vested Members	2,100,835	1,914,514
c. Other Members	41,938,767	38,867,650
d. Total	<u>171,094,680</u>	<u>164,161,522</u>
2. Non-Vested Benefits	2,601,230	2,655,163
3. Total Actuarial Present Value of Accumulated Plan Benefits: 1d + 2	173,695,910	166,816,685
4. Accumulated Contributions of Active Members	8,660,247	8,243,446
C. Changes in the Actuarial Present Value of Accumulated Plan Benefits		
1. Total Value at Beginning of Year	166,816,685	161,170,922
2. Increase (Decrease) During the Period Attributable to:		
a. Plan Amendment	0	0
b. Change in Actuarial Assumptions	0	0
c. Latest Member Data, Benefits Accumulated and Decrease in the Discount Period	16,827,851	15,319,964
d. Benefits Paid	<u>(9,948,626)</u>	<u>(9,674,201)</u>
e. Net Increase	6,879,225	5,645,763
3. Total Value at End of Period	173,695,910	166,816,685
D. Market Value of Assets	123,729,648	109,396,630
E. Actuarial Assumptions - See page entitled Actuarial Assumptions and Methods		

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

Fiscal year ending September 30,	2023	2022	2021	2020	2019	2018	2017
<b>Total Pension Liability</b>							
Service Cost	\$ 3,362,525	\$ 3,254,371	\$ 3,302,977	\$ 3,026,742	\$ 2,660,367	\$ 2,250,201	\$ 2,257,858
Interest	12,853,227	12,333,708	11,791,348	11,453,773	10,940,196	10,828,233	10,166,078
Benefit Changes	17,725	-	-	-	-	-	-
Difference between actual & expected experience	(1,909,097)	1,325,865	2,068,151	4,122,894	2,398,201	(1,601,389)	3,864,146
Assumption Changes	-	-	-	795,219	4,555,304	12,048,119	-
Benefit Payments	(9,597,997)	(8,843,308)	(9,114,763)	(8,056,133)	(8,196,161)	(8,361,173)	(7,528,330)
Refunds	(32,969)	(176,790)	(22,953)	(33,258)	(103,178)	(117,462)	-
Other	-	-	-	-	-	-	-
<b>Net Change in Total Pension Liability</b>	4,693,414	7,893,846	8,024,760	11,309,237	12,254,729	15,046,529	8,759,752
<b>Total Pension Liability - Beginning</b>	191,871,129	183,977,283	175,952,523	164,643,286	152,388,557	137,342,028	128,582,276
<b>Total Pension Liability - Ending (a)</b>	<u>\$ 196,564,543</u>	<u>\$ 191,871,129</u>	<u>\$ 183,977,283</u>	<u>\$ 175,952,523</u>	<u>\$ 164,643,286</u>	<u>\$ 152,388,557</u>	<u>\$ 137,342,028</u>
<b>Plan Fiduciary Net Position</b>							
Contributions - Employer	\$ 7,882,933	\$ 8,119,171	\$ 8,033,015	\$ 6,917,364	\$ 6,247,516	\$ 5,113,912	\$ 5,162,290
Contributions - Employer (from State)	1,036,799	896,146	834,187	868,062	835,929	786,320	742,419
Contributions - Non-Employer Contributing Entity	-	-	-	-	-	-	-
Contributions - Member	1,252,569	1,159,973	1,063,696	1,196,828	1,160,807	1,126,780	924,337
Net Investment Income	15,108,173	(24,517,373)	25,529,508	9,377,158	4,535,475	7,424,945	9,538,904
Benefit Payments	(9,597,997)	(8,843,308)	(9,114,763)	(8,056,133)	(8,196,161)	(8,361,173)	(7,528,330)
Refunds	(32,969)	(176,790)	(22,953)	(33,258)	(103,178)	(117,462)	-
Administrative Expense	(182,489)	(171,447)	(151,623)	(143,795)	(181,670)	(108,929)	(156,400)
Other	-	-	-	-	-	(160,328) *	-
<b>Net Change in Plan Fiduciary Net Position</b>	15,467,019	(23,533,628)	26,171,067	10,126,226	4,298,718	5,704,065	8,683,220
<b>Plan Fiduciary Net Position - Beginning</b>	119,625,435	143,159,063	116,987,996	106,861,770	102,563,052	96,858,987	88,175,767
<b>Plan Fiduciary Net Position - Ending (b)</b>	<u>\$ 135,092,454</u>	<u>\$ 119,625,435</u>	<u>\$ 143,159,063</u>	<u>\$ 116,987,996</u>	<u>\$ 106,861,770</u>	<u>\$ 102,563,052</u>	<u>\$ 96,858,987</u>
<b>Net Pension Liability - Ending (a) - (b)</b>	61,472,089	72,245,694	40,818,220	58,964,527	57,781,516	49,825,505	40,483,041
<b>Plan Fiduciary Net Position as a Percentage of Total Pension Liability</b>	68.73 %	62.35 %	77.81 %	66.49 %	64.91 %	67.30 %	70.52 %
<b>Covered Payroll</b>	\$ 12,962,713	\$ 12,245,085	\$ 11,523,962	\$ 12,084,406	\$ 12,078,834	\$ 11,125,424	\$ 10,738,126
<b>Net Pension Liability as a Percentage of Covered Payroll</b>	474.22 %	590.00 %	354.20 %	487.94 %	478.37 %	447.85 %	377.00 %

\* Due to Fire Pension fund for final settlement of the Legacy Fund split.



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

FY Ending September 30,	Total Pension Liability	Plan Net Position	Net Pension Liability	Plan Net Position as a % of Total Pension Liability	Covered Payroll	Net Pension Liability as a % of Covered Payroll
2017	\$ 137,342,028	\$ 96,858,987	\$ 40,483,041	70.52%	\$ 10,738,126	377.00%
2018	152,388,557	102,563,052	49,825,505	67.30%	11,125,424	447.85%
2019	164,643,286	106,861,770	57,781,516	64.91%	12,078,834	478.37%
2020	175,952,523	116,987,996	58,964,527	66.49%	12,084,406	487.94%
2021	183,977,283	143,159,063	40,818,220	77.81%	11,523,962	354.20%
2022	191,871,129	119,625,435	72,245,694	62.35%	12,245,085	590.00%
2023	196,564,543	135,092,454	61,472,089	68.73%	12,962,713	474.22%



## NOTES TO SCHEDULE OF THE EMPLOYER'S NET PENSION LIABILITY

### GASB Statement No. 67

Valuation Date:	October 1, 2022
Measurement Date:	September 30, 2023
Roll Forward Procedures:	The Total Pension Liability was developed by using standard actuarial techniques to roll forward amounts from the October 1, 2022 actuarial valuation one year to the measurement date.

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

Actuarial Cost Method	Entry Age Normal
Inflation	2.5%
Salary Increases	5.25% to 6.75% depending on service
Investment Rate of Return	6.75%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition.
Mortality	PUB-2010 Headcount Weighted Safety Below Median Employee Male Table (pre-retirement), the PUB-2010 Headcount Weighted Safety Employee Female Table (pre-retirement), the PUB-2010 Headcount Weighted Safety Below Median Healthy Retiree Male Table (post-retirement) and the PUB-2010 Safety Healthy Retiree Female Table (post-retirement). These tables use ages set forward one year and mortality improvements to all future years after 2010 using scale MP-2018. These are the same rates used for Special Risk Class members in the July 1, 2022 Actuarial Valuation of the Florida Retirement System (FRS).

#### **Other Information:**

Notes See Section A in the October 1, 2022 Actuarial Valuation Report.

Per Ordinance No. 24-22, for members hired after July 7, 2015, the benefit accrual rate will increase from 2.75% of final average monthly earnings to 3.00% of final average monthly earnings, prospectively, for each year of continuous service, commencing on and after October 25, 2022. In addition, the member contribution rate, for members hired after July 7, 2015, will increase from 9% to 10% of annual earnings.

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

FY Ending September 30,	Actuarially Determined Contribution	Actual Contribution	Contribution Deficiency (Excess)	Covered Payroll	Actual Contribution as a % of Covered Payroll
2017	\$ 5,503,513	\$ 5,904,709	\$ (401,196)	\$ 10,738,126	54.99%
2018	5,985,879	5,720,507	265,372	11,125,424	51.42%
2019	6,854,111	6,854,111	-	12,078,834	56.74%
2020	7,523,959	7,523,959	-	12,084,406	62.26%
2021	8,639,610	8,639,610	-	11,523,962	74.97%
2022	8,725,766	8,725,766	-	12,245,085	71.26%
2023	8,489,528	8,489,528	-	12,962,713	65.49%



## NOTES TO SCHEDULE OF CONTRIBUTIONS

### GASB Statement No. 67

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

**Methods and Assumptions Used to Determine Contribution Rates:**

Actuarial Cost Method	Entry Age Normal
Amortization Method	Level Percentage of Pay, Closed
Remaining Amortization Period	20 years
Asset Valuation Method	5-year smoothed market
Inflation	2.5%
Salary Increases	5.25% to 6.75% based on service
Investment Rate of Return	6.75%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition.
Mortality	PUB-2010 Headcount Weighted Safety Below Median Employee Male Table (pre-retirement), the PUB-2010 Headcount Weighted Safety Employee Female Table (pre-retirement), the PUB-2010 Headcount Weighted Safety Below Median Healthy Retiree Male Table (post-retirement) and the PUB-2010 Safety Healthy Retiree Female Table (post-retirement). These tables use ages set forward one year and mortality improvements to all future years after 2010 using scale MP-2018. These are the same rates used for Special Risk Class members in the July 1, 2021 Actuarial Valuation of the Florida Retirement System (FRS).

**Other Information:**  
**Notes** See Section A in the October 1, 2021 Actuarial Valuation Report.





## SINGLE DISCOUNT RATE GASB Statement No. 67

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

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

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

1% Decrease	Current Single Discount Rate Assumption	1% Increase
5.75%	6.75%	7.75%
\$85,287,104	\$61,472,089	\$41,918,035

## SECTION E

---

### MISCELLANEOUS INFORMATION

<b>RECONCILIATION OF MEMBERSHIP DATA</b>		
	<b>From 10/1/22 To 10/1/23</b>	<b>From 10/1/21 To 10/1/22</b>
<b>A. Active Members</b>		
1. Number Included in Last Valuation	135	136
2. New Members Included in Current Valuation	21	11
3. Non-Vested Employment Terminations	(2)	(7)
4. Vested Employment Terminations	(1)	(2)
5. DROP Retirement	(3)	(3)
6. Service Retirements	(1)	0
7. Disability Retirements	0	0
8. Deaths	0	0
9. Other - Transfer/Rehire	<u>(1)</u>	<u>0</u>
10. Number Included in This Valuation	148	135
<b>B. Terminated Vested Members</b>		
1. Number Included in Last Valuation	10	9
2. Additions from Active Members	1	2
3. Lump Sum Payments/Refund of Contributions	0	0
4. Payments Commenced	0	(1)
5. Deaths	0	0
6. Other	<u>0</u>	<u>0</u>
7. Number Included in This Valuation	11	10
<b>C. DROP Plan Members</b>		
1. Number Included in Last Valuation	16	20
2. Addition from Active Members	3	3
3. Retirements	(4)	(7)
4. Deaths Resulting in No Further Payments	0	0
5. Other	<u>0</u>	<u>0</u>
6. Number Included in This Valuation	15	16
<b>D. Service Retirees, Disability Retirees and Beneficiaries</b>		
1. Number Included in Last Valuation	146	141
2. Additions from Active Members	1	0
3. Additions from DROP	4	7
4. Additions from Terminated Vested Members	0	1
5. Deaths Resulting in No Further Payments	(3)	(3)
6. Deaths Resulting in New Survivor Benefits	0	0
7. End of Certain Period - No Further Payments	(1)	0
8. Other	<u>0</u>	<u>0</u>
9. Number Included in This Valuation	147	146

## ACTIVE MEMBERS AS OF OCTOBER 1, 2023

Age Group	Years of Service to Valuation Date										Totals
	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25 & Up	
20-24 NO	5	1	1	-	-	-	-	-	-	-	7
TOT PAY	247,144	60,350	64,815	-	-	-	-	-	-	-	372,309
AVG PAY	49,429	60,350	64,815	-	-	-	-	-	-	-	53,187
25-29 NO	11	5	-	2	1	5	-	-	-	-	24
TOT PAY	587,909	310,282	-	134,942	72,262	388,083	-	-	-	-	1,493,478
AVG PAY	53,446	62,056	-	67,471	72,262	77,617	-	-	-	-	62,228
30-34 NO	4	3	1	1	3	26	-	-	-	-	38
TOT PAY	250,494	188,063	70,762	48,807	204,352	2,168,552	-	-	-	-	2,931,030
AVG PAY	62,624	62,688	70,762	48,807	68,117	83,406	-	-	-	-	77,132
35-39 NO	-	-	1	1	3	9	13	5	-	-	32
TOT PAY	-	-	67,083	72,062	219,955	776,235	1,305,122	608,528	-	-	3,048,985
AVG PAY	-	-	67,083	72,062	73,318	86,248	100,394	121,706	-	-	95,281
40-44 NO	-	-	-	1	-	3	5	11	2	-	22
TOT PAY	-	-	-	68,778	-	275,208	537,356	1,333,268	286,354	-	2,500,964
AVG PAY	-	-	-	68,778	-	91,736	107,471	121,206	143,177	-	113,680
45-49 NO	-	-	-	-	-	1	3	7	3	-	14
TOT PAY	-	-	-	-	-	89,327	302,628	815,019	378,934	-	1,585,908
AVG PAY	-	-	-	-	-	89,327	100,876	116,431	126,311	-	113,279
50-54 NO	-	-	-	-	-	-	1	4	5	-	10
TOT PAY	-	-	-	-	-	-	94,070	542,545	670,589	-	1,307,204
AVG PAY	-	-	-	-	-	-	94,070	135,636	134,118	-	130,720
55-59 NO	-	-	-	-	-	-	-	-	-	-	-
TOT PAY	-	-	-	-	-	-	-	-	-	-	-
AVG PAY	-	-	-	-	-	-	-	-	-	-	-
60-64 NO	-	-	-	-	-	-	-	-	-	-	-
TOT PAY	-	-	-	-	-	-	-	-	-	-	-
AVG PAY	-	-	-	-	-	-	-	-	-	-	-
65 & Up NO	-	-	-	-	-	-	-	1	-	-	1
TOT PAY	-	-	-	-	-	-	-	89,983	-	-	89,983
AVG PAY	-	-	-	-	-	-	-	89,983	-	-	89,983
TOT NO	20	9	3	5	7	44	22	28	10	-	148
TOT AMT	1,085,547	558,695	202,660	324,589	496,569	3,697,405	2,239,176	3,389,343	1,335,877	-	13,329,861
AVG AMT	54,277	62,077	67,553	64,918	70,938	84,032	101,781	121,048	133,588	-	90,067



## INACTIVE MEMBERS AS OF OCTOBER 1, 2023

Age	<u>Terminated Vested</u>		<u>Disabled</u>		<u>Retired</u>		<u>Beneficiaries</u>		<u>Grand Total</u>	
	Number	Total Benefits	Number	Total Benefits	Number	Total Benefits	Number	Total Benefits	Number	Total Benefits
Under 20	-	-	-	-	-	-	2	4,588	2	4,588
20 - 24	-	-	-	-	-	-	-	-	-	-
25 - 29	-	-	-	-	-	-	-	-	-	-
30 - 34	1	25,080	-	-	-	-	1	6,680	2	31,760
35 - 39	3	50,688	-	-	-	-	-	-	3	50,688
	-	-	-	-	-	-	-	-	-	-
40 - 44	2	67,308	1	54,663	1	70,825	-	-	4	192,796
45 - 49	2	81,600	2	105,202	7	526,463	1	45,883	12	759,148
50 - 54	3	59,220	2	71,635	21	1,776,349	1	24,417	27	1,931,621
55 - 59	-	-	-	-	26	1,858,939	1	6,000	27	1,864,939
	-	-	-	-	-	-	-	-	-	-
60 - 64	-	-	2	76,774	32	2,157,908	2	32,663	36	2,267,345
65 - 69	-	-	4	161,980	27	1,934,025	2	59,214	33	2,155,219
70 - 74	-	-	1	40,193	10	547,223	-	-	11	587,416
75 - 79	-	-	1	10,569	1	60,149	4	108,068	6	178,786
	-	-	-	-	-	-	-	-	-	-
80 - 84	-	-	1	35,012	5	153,377	2	14,340	8	202,729
85 - 89	-	-	-	-	-	-	-	-	-	-
90 - 94	-	-	1	24,901	-	-	1	14,178	2	39,079
95 - 99	-	-	-	-	-	-	-	-	-	-
100 & Over	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>11</b>	<b>283,896</b>	<b>15</b>	<b>580,929</b>	<b>130</b>	<b>9,085,258</b>	<b>17</b>	<b>316,031</b>	<b>173</b>	<b>10,266,114</b>
Average Age		44		65		62		62		61



## **SECTION F**

---

### **SUMMARY OF PLAN PROVISIONS**

## SUMMARY OF PLAN PROVISIONS

### A. Ordinances

The Plan was established under the Code of Ordinances for the City of Delray Beach, Florida, Chapter 33, and was most recently amended under Ordinance No. 24-22 passed and adopted on its second reading on October 25, 2022. The Plan is also governed by certain provisions of Chapter 185, Florida Statutes, Part VII, Chapter 112, Florida Statutes and the Internal Revenue Code.

### B. Effective Date

April 22, 1974

### C. Plan Year

October 1 through September 30

### D. Type of Plan

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

### E. Eligibility Requirements

All full-time police officers participate as a condition of employment. The police chief may elect not to participate.

### F. Credited Service

Years and completed months of full-time service with the City during which time prescribed employee contributions are made. No service is credited for any periods of employment for which the member received a refund of their contributions.

### G. Compensation

#### **For Members hired prior to July 7, 2015 with 10 or more years of service as of that date:**

Compensation is the total actual fixed cash compensation, excluding commissions, overtime and bonuses. Lump sum payment of unused leave is also excluded. Effective October 1, 2006, base earnings include up to 25 hours of overtime per fiscal year.

#### **For Members hired prior to July 7, 2015 with less than 10 years of service as of that date:**

Compensation is the total actual fixed cash compensation including state education compensation, police basic education, police career education compensation and up to 25 hours of overtime per fiscal year earned through July 7, 2015 but excluding overtime earned after July 7, 2015, bonuses and other payments.



**For Members hired after July 7, 2015:**

Compensation is the total actual fixed cash compensation including state education compensation, police basic education, police career education compensation, but excluding overtime compensation, bonuses and other payments.

**H. Final Average Compensation (FAC)**

**For Members hired prior to July 7, 2015:**

The average of Compensation over the highest 3 years of Credited Service.

**For Members hired on or after July 7, 2015:**

The average of Compensation over the highest 5 years out of the last 10 years of Credited Service.

**I. Normal Retirement**

**For Members hired prior to July 7, 2015 with 20 or more years of service as of that date:**

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

- (1) age 55 and 10 years of Credited Service, or
- (2) 20 years of Credited Service regardless of age.

Benefit: 3.00% (or 3.50% of FAC for those electing the enhanced multiplier) for each year of Credited Service; subject to a maximum benefit equal to 87.50% of FAC.

Normal Form of Benefit: 10 Years Certain and Life thereafter. For married participants, a monthly income payable for life of member; upon death of member, 100% of member's benefit payable to spouse for one year and 60% thereafter until death or remarriage of spouse.

COLA: Cost of living increases of 1.00% apply for those retiring after October 1, 1993, commencing on the 25<sup>th</sup> anniversary of the retiree's hire date.

**For Members hired prior to July 7, 2015 with less than 20 years of service as of that date:**

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

- (1) age 55 and 10 years of Credited Service, or
- (2) 20 years of Credited Service regardless of age.





Benefit: **For those retiring with more than 20 years of service:** 3.00% of FAC (or 3.50% of FAC for those electing the enhanced multiplier) for each year of Credited Service prior to July 7, 2015. For Credited Service earned after July 7, 2015, 3.00% of FAC for each year of Credited Service after July 7, 2015. Members hired after April 9, 2013 are not eligible to elect the enhanced multiplier.

**For those retiring with less than 20 years of service:** 2.50% of FAC for each year of Credited Service prior to July 7, 2015. For Credited Service earned after July 7, 2015, 3.00% of FAC for each year of Credited Service after July 7, 2015.

The maximum annual starting benefit is \$108,000, but not less than 2.00% of FAC for each year of continuous service.

Normal Form of Benefit: 10 Years Certain and Life thereafter. For married participants, a monthly income payable for life of member; upon death of member, 100% of member's benefit payable to spouse for one year and 60% thereafter until death or remarriage of spouse.

COLA: Cost of living increases of 1.00% apply for those retiring after October 1, 1993, commencing on the 25<sup>th</sup> anniversary of the retiree's hire date.

**For Members hired after July 7, 2015:**

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

- (1) age 55 and 10 years of Credited Service, or
- (2) 25 years of Credited Service regardless of age.

Benefit: 2.75% of FAC for each year of Credited Service prior to October 25, 2022. For Credited Service earned on and after October 25, 2022, 3.00% of FAC for each year of Credited Service on and after October 25, 2022. The total benefit is subject to a maximum annual starting benefit of \$108,000 (but not less than 2.00% of FAC for each year of continuous service). The maximum benefit is equal to 75.00% of FAC.

Normal Form of Benefit: 10 Years Certain and Life thereafter. For married participants, a monthly income payable for life of member; upon death of member, 100% of member's benefit payable to spouse for one year and 60% thereafter until death or remarriage of spouse.

COLA: Cost of living increases of 1.00% apply for those retiring after October 1, 1993, commencing on the 25<sup>th</sup> anniversary of the retiree's hire date.

## J. Early Retirement

### For Members hired prior to July 7, 2015:

Eligibility: A member may elect to retire earlier than the Normal Retirement Eligibility upon attainment of age 50 and 10 years of Credited Service.

Benefit: The Normal Retirement Benefit is reduced by 3.0% for each year by which the Early Retirement date precedes the Normal Retirement date.

Normal Form of Benefit: 10 Years Certain and Life thereafter. For married participants, a monthly income payable for life of member; upon death of member, 100% of member's benefit payable to spouse for one year and 60% thereafter until death or remarriage of spouse.

COLA: Cost of living increases of 1.00% apply for those retiring after October 1, 1993, commencing on the 25<sup>th</sup> anniversary of the retiree's hire date.

### For Members hired on or after July 7, 2015:

Early retirement is not available.

## K. Delayed Retirement

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

## L. Service Connected Disability

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

Benefit: The disability benefit is equal to the accrued benefit, but not less than 60% of FAC.

Normal Form of Benefit: Payable until death or recovery from disability. 10 Years Certain and Life thereafter. For married participants, a monthly income payable for life of member; upon death of member, 100% of member's benefit payable to spouse for one year and 60% thereafter until death or remarriage of spouse.

COLA: None



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

**Eligibility:** Any member with at least 10 years of Credited Service who becomes totally and permanently disabled is immediately eligible for a disability benefit.

**Benefit:** 2.00% of FAC for each year of Credited Service, with a minimum of 25% of FAC.

**Normal Form of Benefit:** Payable until death or recovery from disability. 10 Years Certain and Life thereafter. For married participants, a monthly income payable for life of member; upon death of member, 100% of member's benefit payable to spouse for one year and 60% thereafter until death or remarriage of spouse.

**COLA:** None

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

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

**Benefit:** Spouse will receive 50% of FAC, plus 5% to each unmarried child under 18 (age 22 if full-time student), subjected to an overall maximum of 60% of FAC.

**Normal Form of Benefit:** Payable for the life of spouse, or until age 18 (age 22 if full-time student) for children.

**COLA:** Cost of living increases of 1.00% apply for those retiring after October 1, 1993, commencing on the 25<sup>th</sup> anniversary of the retiree's hire date.

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

**Eligibility:** All members are eligible for survivor benefits.

**Benefit:** \$2,500 lump sum is payable if the member has less than one year of service. A \$5,000 lump sum is payable if the member has more than one year of service but less than five.

If the member has five or more years of service, a \$5,000 lump sum is payable, plus a month benefit of 65% of the accrued benefit to the spouse (as of the date of death), subject to a minimum of 20% of AFC. In addition, to eligible children, a monthly benefit is determined in the same manner. The total monthly benefit is subject to a maximum of 50% of AFC and 35% after death or remarriage of spouse.

Normal Form  
of Benefit: Payable for the life of spouse, or until age 18 (age 22 if full-time student) for children.

COLA: Cost of living increases of 1.00% apply for those retiring after October 1, 1993, commencing on the 25<sup>th</sup> anniversary of the retiree's hire date.

#### **P. Post Retirement Death**

Benefit determined by the form of benefit elected upon retirement.

#### **Q. Optional Forms**

In lieu of electing the Normal Form of benefit, the optional forms of benefits available to all retirees are the life annuity and the 50%, 66 2/3%, 75% and 100% Joint and Survivor options with or without the pop-up feature.

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

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

Benefit: The benefit is the member's accrued Normal Retirement Benefit. Benefit begins on the date that would have been the member's Normal Retirement date based on Credited Service at termination. Members can also elect a reduced Early Retirement Benefit any time after age 50 (for members hired prior to July 7, 2015).

Normal Form  
of Benefit: 10 Years Certain and Life thereafter. For married participants, a monthly income payable for life of member; upon death of member, 100% of member's benefit payable to spouse for one year and 60% thereafter until death or remarriage of spouse.

COLA: Cost of living increases of 1.00% apply for those retiring after October 1, 1993, commencing on the 25<sup>th</sup> anniversary of the retiree's hire date.

#### **S. Refunds**

Eligibility: All members terminating employment with less than 10 years of Credited Service are eligible.

Benefit: Refund of the member's contributions with simple interest of 3%.

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

9.00% of Compensation until the member has earned the maximum normal retirement benefit;  
10.00% of Compensation for members hired after July 7, 2015.



## **U. State Contributions**

Chapter 185 Premium Tax Refunds.

## **V. Employer Contributions**

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

## **W. Cost of Living Increases**

Members who retire after October 1, 1993 receive a 1.00% COLA commencing on the 25<sup>th</sup> anniversary of the retiree's hire date.

## **X. Deferred Retirement Option Plan**

Eligibility: Plan members who have met the eligibility requirements for Normal Retirement.

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

Maximum  
DROP Period: 60 months

Interest  
Credited: For members who enter the DROP, the member's DROP account is credited at the net rate of return on retirement fund assets during the period the employee participates in the DROP.

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

## **Y. Other Ancillary Benefits**

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

## **Z. Changes from Previous Valuation**

None.

