City of St. Augustine
Police Officers' Retirement System

ACTUARIAL VALUATION REPORT AS OF OCTOBER 1, 2024

ANNUAL EMPLOYER CONTRIBUTION FOR THE FISCAL YEAR ENDING SEPTEMBER 30, 2026

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February 25, 2025

Board of Trustees
City of St. Augustine Police Officers' Retirement System
St. Augustine, Florida

Re: City of St. Augustine Police Officers' Retirement System
Actuarial Valuation as of October 1, 2024 and Actuarial Disclosures

Dear Trustees:

The results of the October 1, 2024 Annual Actuarial Valuation of the City of St. Augustine Police Officers' Retirement System (Plan) are presented in this report.

This report was prepared at the request of the Board and is intended for use by the Retirement Plan and those designated or approved by the Board. This report may be provided to parties other than the Plan 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 Plan's funding progress and to determine the employer contribution rate for the fiscal year ending September 30, 2026. 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 computed contribution rates shown on page 1 may be considered as a minimum contribution rate that complies with the Board's funding policy. Users of this report should be aware that contributions made at that rate do not guarantee benefit security. Given the importance of benefit security to any retirement system, we suggest that contributions to the Plan in excess of those presented in this report be considered.

The contribution rate in this report is determined using the actuarial assumptions and methods disclosed in Section B of this report. This report does not include a robust assessment of the risks of future experience not meeting the actuarial assumptions, as the assessment of these risks was outside the scope of this assignment. We encourage a review and assessment of investment and other significant risks that may have a material effect on the Plan's financial condition.

The findings in this report are based on census data and financial information through September 30, 2024. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used

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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.

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

The valuation was based upon information furnished by the Plan Administrator and the City concerning Retirement Plan benefits, financial transactions, plan provisions and active members, terminated members, retirees and beneficiaries. We checked for internal and year-to-year consistency, but did not otherwise audit the data. We are not responsible for the accuracy or completeness of the information provided by the Plan Administrator and the City.

In addition, this report was prepared using certain assumptions and methods approved by the Board and prescribed by the Florida Statutes as described in the section of this report entitled Actuarial Assumptions and Cost Methods. The investment return assumption was prescribed by the Board and the assumed mortality rates detailed in the Actuarial Assumptions and Cost Methods section were prescribed by Chapter 112.63, Florida Statutes. The combined effect of the assumptions, excluding prescribed assumptions or methods set by law, is expected to have no significant bias (i.e. not significantly optimistic or pessimistic). All actuarial assumptions and methods used in the valuation follow the guidance in the applicable Actuarial Standards of Practice. Additional information about the actuarial assumptions is included in the section of this report entitled Actuarial Assumptions and Cost Methods.

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

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

Nicolas Lahaye and Jennifer Cagasan are members of the American Academy of Actuaries. These actuaries meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein. The signing actuaries are independent of the plan sponsor.

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

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

Respectfully submitted,

GABRIEL, ROEDER, SMITH & COMPANY

Nicolas Lahaye, FSA, EA, MAAA, FCA
Consultant & Actuary

Jennifer Cagasan, EA, MAAA, FCA
Consultant & Actuary

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SECTION A

DISCUSSION OF VALUATION RESULTS

DISCUSSION OF VALUATION RESULTS

Comparison of Required Employer Contributions

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

	For FYE 10/30/2026 Based on 10/1/2024 Valuation	For FYE 9/30/2025 Based on 10/1/2023 Valuation*	Increase (Decrease)
Required Employer/State Contribution	$ 1,060,206	$ 935,717	$ 124,489
As % of Covered Payroll	21.57 %	20.08 %	1.49 %
Estimated Credit for State Contribution	$ 255,752	$ 255,752	$ 0
As % of Covered Payroll	5.20 %	5.49 %	(0.29) %
Remainder of Cost to be Paid by Employer	$ 804,454	$ 679,965	$ 124,489
As % of Covered Payroll	16.37 %	14.59 %	1.78 %

**We have updated figures from the October 1, 2023 Actuarial Valuation Report to reflect the amount received from the State during the fiscal year ending September 30, 2024.*

Payment of Required Contribution

The required employer contributions developed in this valuation have been calculated as though the payment is contributed in 12 equal monthly installments as of the end of each month beginning October 31st of the year that begins one year after the valuation date. The required employer contribution has been computed under the assumption that the amount to be received from the State on behalf of Police Officers in 2025 and 2026 will be at least $268,331. If the actual payment from the State falls below this amount, then the City must increase its contribution by the difference.

The actual Employer contributions and State contributions during the year ending September 30, 2024 were $683,965 and $255,752 respectively, for a total of $939,717.

The City had a prepaid contribution reserve of $880,497 as of October 1, 2023. Actual employer contributions for the year ending September 30, 2024 (with interest adjustments to end of year) exceeded the required contribution calculated by the prior actuary of $854,968 by $118,343. This excess was added to the City's prepaid contribution reserve. As a result, the City has a total prepaid contribution reserve of $1,060,915 as of October 1, 2024 which can be used to reduce the contribution requirement in the fiscal year ending September 30, 2025 or future fiscal years.

Revisions in Benefits

There have been no changes in benefits since the previous valuation.

Revisions in Actuarial Assumptions and Methods

A beginning-of-year adjustment was needed to recognize the City's prepaid contribution reserve as a deduction to the available Market Value of Assets. This adjustment reduced the Market Value of Assets by $880,497 as of October 1, 2023. Because the prior actuary held the prepaid balance as the difference between the actual unfunded actuarial accrued liability (UAAL) and the theoretical UAAL based on minimum funding this change had no impact to the valuation results.

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

Actuarial Experience

There was a net actuarial experience gain of $773,758 during the past year, which means that actual experience was more favorable than expected. Gains were primarily driven by a higher than expected investment return on the smoothed Actuarial Value of Assets, 9.11% compared to the assumed annual investment return of 7.05%. The investment return on the Market Value of Assets was 21.50%. Investment gains and losses are spread over a five-year smoothing period, with gains and losses from prior years being smoothed into the current year.

Funded Ratio

The funded ratio is equal to the actuarial value of assets divided by the actuarial accrued (past service) liability. This year's funded ratio is 89.9% compared to 89.9% last year.

Analysis of Change in Employer Contribution

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

Required Employer Contribution for FYE 9/30/2025	**$**	**935,717**
Experience (Gains) or Losses		
Investment Experience		(56,492)
Other Sources Experience		(28,985)
Revision in Assumptions		-
Benefit Changes		-
Amortization Payment on UAAL		26,234
Change in Net Employer Normal Cost		178,248
Administrative Expenses		5,484
Required Employer Contribution for FYE 9/30/2026	**$**	**1,060,206**

Required Contributions in Later Years

It is important to keep in mind that under the asset smoothing method, gains and losses are recognized over five years. As of September 30, 2024, the actuarial value of assets is less than the market value by $1,865,885. This difference will be gradually recognized in the absence of offsetting losses. In turn, the computed City contribution rate is expected to decrease by approximately $206,000 (or 4.19% of covered payroll).

Relationship to Market Value

If Market Value had been the basis for the valuation, the required City/State contribution would have been $854,080 and the funded ratio would have been approximately 96.1%. The market value-based funded ratio was 86.4% last year. In the absence of other gains and losses or other changes, the City contribution is expected to decrease towards this level over the next few years.

Conclusion

To ensure the plan's funding remains on track, it's important that assumptions used in the valuation are reviewed regularly and updated as necessary.

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

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

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

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

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

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

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

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

	2024	2023
Ratio of the market value of assets to payroll	6.13	5.66
Ratio of actuarial accrued liability to payroll	6.38	6.56
Ratio of actives to retirees and beneficiaries	1.27	1.20
Ratio of net cash flow to market value of assets (net of DROP accounts)	(2.3%)	(2.4%)

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: $46,946,897

B. Discount rate used to calculate the LDROM: 3.81% based on Bond Buyer "20-Bond GO Index" as of September 26,2024

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

D. Actuarial cost method used to calculate the LDROM: Entry Age Normal

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 default risk securities. 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

Actuarial Confirmation of the Use of State Chapter Money	
1. Base Amount (2002 Premium Tax Revenue (PTR))	$ 243,172
2. PTR Received for Previous Plan Year	268,331
3. Gap Amount: (2) - (1)	25,159
4. Accumulated Excess at Beginning of Previous Year	0
5. Amount Used to Fund Share Plan Accounts: 50% of (3)	12,579
6. Amount Used to Fund Plan: (3) - (5)	12,580
7. Accumulated Excess as of Valuation Date	0
8. Base Amount This Plan Year: (2), not more than (1)	243,172

The Base Amount is the amount of Premium Tax Revenue (PTR) received for calendar year 2002. This amount must be used to fund Chapter minimum benefits. The Gap Amount is the difference between the amounts of PTR received for calendar year 2002 and Chapter revenue received at the beginning of the valuation year. This amount must be shared 50% - 50% between Share Plan accounts and the cost to fund the Plan.

SECTION B

VALUATION RESULTS

PARTICIPANT DATA		
	October 1, 2024	**October 1, 2023**
ACTIVE MEMBERS		
Number	56	53
Annual Payroll	$ 4,748,670	$ 4,502,949
Average Annual Payroll	$ 84,798	$ 84,961
Average Age	38.7	Not Provided
Average Service	8.7	Not Provided
Average Age at Hire	30.0	Not Provided
RETIREES, BENEFICIARIES & DROP		
Number	41	41
Annual Benefits	$ 1,518,236	$ 1,503,119
Average Annual Benefit	$ 37,030	$ 36,661
Average Age	64.7	Not Provided
DISABILITY RETIREES		
Number	3	3
Annual Benefits	$ 84,920	$ 84,920
Average Annual Benefit	$ 28,307	$ 28,307
Average Age	55.7	Not Provided
TERMINATED VESTED MEMBERS		
Number	4	3
Annual Benefits	$ 79,466	$ 52,886
Average Annual Benefit	$ 19,867	$ 17,629
Average Age	47.7	Not Provided
PENDING REFUNDS		
Number	1	2
Annual Benefits	$ 12,375	$ 10,643
Average Annual Benefit	$ 12,375	$ 5,322
Average Age	N/A	N/A

ACTUARIALLY DETERMINED EMPLOYER CONTRIBUTION (ADEC)		
A. Valuation Date	October 1, 2024	October 1, 2023
B. ADEC to Be Paid During Fiscal Year Ending	9/30/2026	9/30/2025
C. Assumed Date of Employer Contributions*	Monthly	Monthly
D. Expected Covered Payroll for the Year Beginning on the Valuation Date	$ 4,748,670	$ 4,502,949
E. Annual Payment to Amortize Unfunded Actuarial Liability	380,604	453,427 **
F. Employer Normal Cost	606,828	453,351 **
G. Employer Contribution (ADEC) if Paid on the Valuation Date: E + F	987,432	906,778 **
H. ADEC Adjusted for Frequency of Payments	1,024,354	906,778 **
I. ADEC as % of Covered Payroll	21.57 %	N/A
J. Assumed Rate of Increase in Covered Payroll to Contribution Year	3.50 %	3.50 %
K. Covered Payroll for Contribution Year	4,914,873	4,660,552
L. ADEC for Contribution Year: I x K	1,060,206	935,717 ***
as % of Covered Payroll	21.57 %	20.08 %

**Assumed payable in 12 equal installments beginning October 31 of the year following the valuation date.*

***Amounts for October 1, 2023 reflect an adjustment for frequency of payments as shown in the October 1, 2023 actuarial valuation report prepared by the prior actuary.*

****Amounts for October 1, 2023 reflect interest adjustments at the valuation interest rate on amounts to end of year.*

ACTUARIAL VALUE OF BENEFITS AND ASSETS		
A. Valuation Date	October 1, 2024	October 1, 2023
B. Actuarial Present Value of All Projected Benefits for		
1. Active Members		
a. Service Retirement Benefits	$ 14,163,005	$ 12,440,337
b. Vesting Benefits	3,171,790	3,629,147
c. Disability Benefits	672,611	953,974
d. Preretirement Death Benefits	205,086	222,239
e. Return of Member Contributions	195,138	137,336
f. Total	18,407,630	17,383,033
2. Inactive Members		
a. Service Retirees	12,480,306	13,277,738
b. DROP Retirees	4,189,918	3,757,287
c. Disability Retirees	803,804	849,061
d. Beneficiaries	220,949	Included
e. Terminated Vested Members	542,113	447,562
f. Pending Refunds	12,375	10,643
g. Total	18,249,465	18,342,291
3. Total for All Members	36,657,095	35,725,324
C. Actuarial Accrued (Past Service) Liability		
1. Active Members	12,065,060	11,177,679
2. Inactive Members	18,249,465	18,342,291
3. Total for All Members	30,314,525	29,519,970
D. Actuarial Value of Accumulated Plan Benefits per FASB No. 35	26,111,238	23,264,258
E. Plan Assets		
1. Market Value of Assets	29,128,534	25,506,907
2. Actuarial Value of Assets	27,262,649	26,552,130
F. Unfunded Actuarial Accrued Liability: C3 - E2	3,051,876	2,967,840
G. Actuarial Present Value of Projected Covered Payroll	39,072,522	37,809,426
H. Funded Ratio: E2 / C3	89.9%	89.9%

CALCULATION OF EMPLOYER NORMAL COST		
A. Valuation Date	October 1, 2024	October 1, 2023*
B. Normal Cost (Individual Entry Age) for		
1. Service Retirement Benefits	$ 504,898	$ 361,895
2. Vesting Benefits	162,166	178,737
3. Disability Benefits	58,809	63,926
4. Preretirement Death Benefits	10,724	12,840
5. Return of Member Contributions	57,994	21,211
6. Total for Future Benefits	794,591	638,609
7. Assumed Amount for Expenses	73,414	71,072
8. Total Normal Cost	868,005	709,681
C. Expected Member Contribution	261,177	256,330
D. Employer Normal Cost: B8 - C	606,828	453,351
E. Employer Normal Cost as a % of Covered Payroll	12.78%	10.07%

**Amounts for October 1, 2023 reflect an adjustment for frequency of payments to the amount to be paid during the fiscal year ending September 30, 2025, as shown in the October 1, 2023 actuarial valuation report prepared by the prior actuary.*

LIQUIDATION OF THE UNFUNDED ACTUARIAL ACCRUED LIABILITY

UAAL AMORTIZATION PERIOD AND PAYMENTS						
Original UAAL				Current UAAL		
Date Established	Type of Amortization Base	Amortization Period (Years)	Amount	Years Remaining	Amount	Payment
10/1/2013	(Gain)/Loss	15	$ 126,267	4	$ 63,451	$ 17,519
10/1/2014	(Gain)/Loss and Assumption Update	15	(190,701)	5	(112,507)	(25,667)
10/1/2015	(Gain)/Loss and Mortality Update	15	(11,302)	6	(7,590)	(1,490)
10/1/2016	(Gain)/Loss and Mortality Update	15	332,317	7	248,487	43,146
10/1/2017	(Gain)/Loss and Assumption Update	15	656,814	8	537,814	84,298
10/1/2018	(Gain)/Loss and Assumption Update	15	(382,087)	9	(338,209)	(48,595)
10/1/2019	(Gain)/Loss and Assumption Update	15	249,794	10	236,573	31,537
10/1/2020	(Gain)/Loss and Assumption Update	15	620,199	11	623,210	77,829
10/1/2021	(Gain)/Loss and Assumption Update	15	(37,049)	12	(39,227)	(4,626)
10/1/2022	(Gain)/Loss and Assumption Update	15	1,138,135	13	1,262,315	141,490
10/1/2023	(Gain)/Loss and Assumption Update	15	1,308,697	14	1,351,317	144,773
10/1/2024	(Gain)/Loss	15	(773,758)	15	(773,758)	(79,610)
			3,037,326		3,051,876	380,604

Amortization Schedule

The UAAL is being amortized as a level dollar over the number of years remaining in each amortization period. The following schedule illustrates the expected amortization of the UAAL:

Amortization Schedule	
Year	**Expected UAAL**
2024	$ 3,051,876
2025	2,859,584
2026	2,653,748
2027	2,433,400
2028	2,197,520
2029	1,963,763
2034	641,405
2039	-

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. UAAL at 10/1/2023	$ 2,967,840
2. One-time Adjustment to Recognize Prepaid Contribution Reserve	880,497
3. 2023-24 Total Normal Cost for Benefits (BOY)	615,591
4. 2023-24 Contributions (net of Administrative Expenses)	922,450
5. Interest at the Assumed Rate on:	
a. 1, 2 and 3 for one year	314,707
b. 4 from dates paid	30,551
c. a - b	284,156
6. Expected UAAL at 10/1/2024 (before changes): 1 + 2 + 3 - 4 + 5c	3,825,634
7. Change in UAAL Due to:	
a. Change in Actuarial Assumptions	0
b. Plan Changes	0
c. Total	0
8. This Year's Expected UAAL: 6 + 7c	3,825,634
9. Actual UAAL at 10/1/2024	3,051,876
10. Net Actuarial Gain/(Loss): 8 - 9	773,758
11. Gain/(Loss) Due to Investments	511,377
12. Gain/(Loss) Due to Other Sources	262,381

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

Year Ending	Experience Gain / (Loss)
9/30/1991	$ (20,000)
9/30/1992	161,000
9/30/1993	196,000
9/30/1994	161,000
9/30/1995	151,000
9/30/1996	2,400
9/30/1997	839,000
9/30/1998	166,000
9/30/1999	441,000
9/30/2000	161,965
9/30/2001	(310,452)
9/30/2002	274,387
9/30/2003	(465,231)
9/30/2004	(362,750)
9/30/2005	(738,235)
9/30/2006	20,211
9/30/2007	97,338
9/30/2008	(108,200)
9/30/2009	(628,134)
9/30/2010	(374,174)
9/30/2011	(526,124)
9/30/2012	(558,335)
9/30/2013	(82,221)
9/30/2014	190,701
9/30/2015	99,201
9/30/2016	81,557
9/30/2017	(548,685)
9/30/2018	584,548
9/30/2019	(204,844)
9/30/2020	(75,662)
9/30/2021	571,839
9/30/2022	(977,180)
9/30/2023	(1,118,438)
9/30/2024	773,758

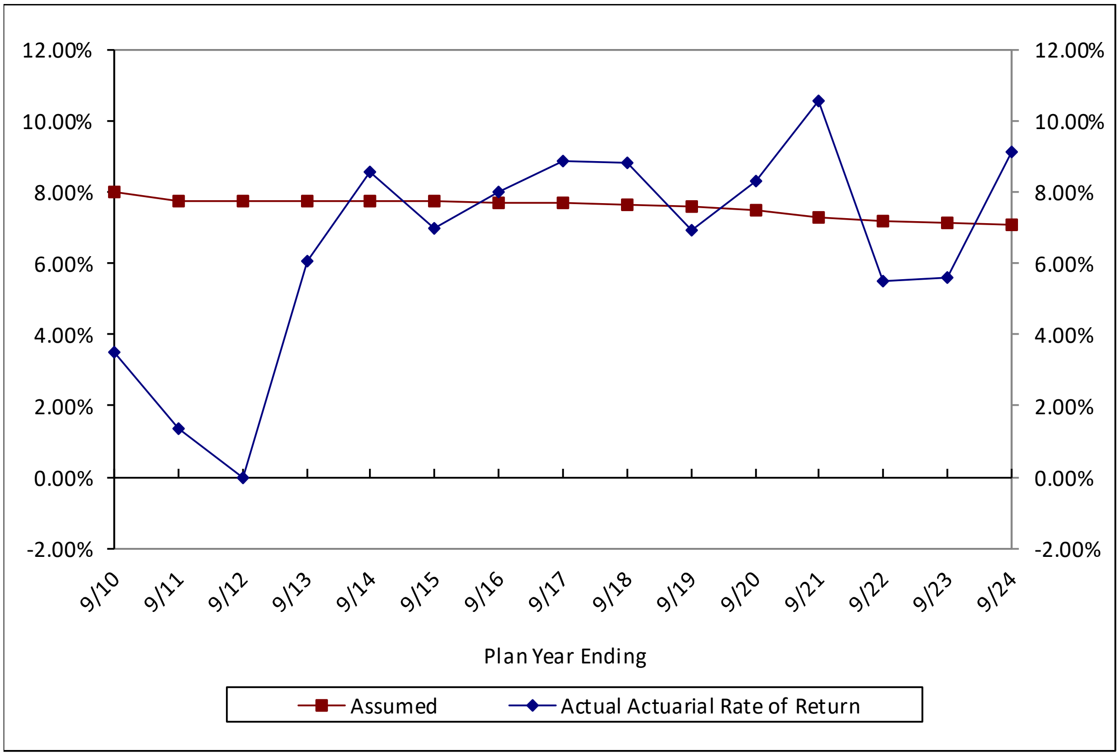
The fund earnings and salary increase assumptions have considerable impact on the cost of the plan so it is important that they are in line with the actual experience. The following table shows the actual fund earnings and salary increase rates compared to the assumed rates for the last few years:

Period Ending	Investment Return		Salary Increases	
	Actual	Assumed	Actual*	Assumed*
9/30/2010	3.52 %	8.00 %	-2.00 %	5.78 %
9/30/2011	1.36	7.75	4.02	0.00
9/30/2012	-0.04	7.75	-0.01	0.00
9/30/2013	6.03	7.75	5.71	5.44
9/30/2014	8.56	7.75	4.28	5.48
9/30/2015	6.98	7.75	10.83	5.44
9/30/2016	7.98	7.70	9.99	5.53
9/30/2017	8.86	7.70	18.55	5.46
9/30/2018	8.79	7.65	-3.86	5.51
9/30/2019	6.94	7.60	11.07	5.43
9/30/2020	8.29	7.50	3.14	5.37
9/30/2021	10.54	7.30	4.50	5.33
9/30/2022	5.50	7.20	8.49	5.55
9/30/2023	5.62	7.15	15.02	5.49
9/30/2024	9.11	7.05	8.17	5.43
Average	6.50 %	7.57 %	6.36 %	4.73 %

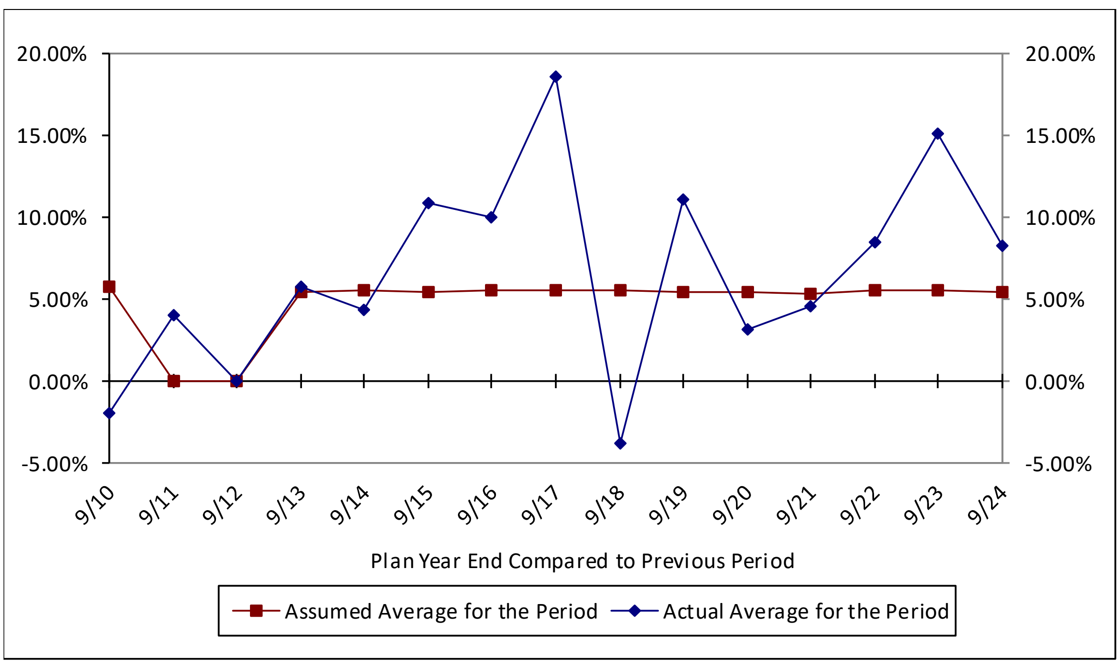
*Actual and assumed rates are based on average compound increases for the period

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

History of Investment Return Based on Actuarial Value of Assets



History of Salary Increases



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

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	
9/30/2024	6	3	1	0	0	0	0	0	1	1	2	4	56
1-Yr Total	6	3	1	0	0	0	0	0	1	1	2	4	

Cumulative Actuarial Gains (Losses)

Ad hoc benefit increases for current retirees of up to 3.0% may be granted by the Board if "sufficient" funds are available. For purposes of this determination, the present value of the ad hoc increase that would otherwise be applicable based on experience for the fiscal year ending on the valuation date for retirees in payment status was compared to the accumulated actuarial gains that have been experienced since the adoption of this procedure (October 1, 1990) net of prior ad hoc cost-of-living increases granted, accumulated to the valuation date. If the net accumulated gains exceed the present value, the assets are judged "sufficient" for this purpose.

Cumulative Actuarial Gains (Losses)

		Gains/(Losses)			Ad hoc Increases		
Year Ending 9/30	Interest	Balance at Beginning of Year	Gain/(Loss) Accrued	Balance at End of Year	Balance at Beginning of Year	Ad hoc Increases Accrued	Balance at End of Year
1991	9.00%	0	(20,000)	(20,000)	0	23,405	23,405
1992	9.00%	(20,000)	161,000	139,200	23,405	45,245	70,756
1993	9.00%	139,200	196,000	347,728	70,756	42,542	119,666
1994	9.00%	347,728	161,000	540,024	119,666	44,349	173,589
1995	8.00%	540,024	151,000	734,225	173,589	40,548	228,024
1996	8.00%	734,225	2,400	795,363	228,024	48,396	294,662
1997	8.00%	795,363	839,000	1,697,992	294,662	40,665	358,899
1998	8.00%	1,697,992	166,000	1,999,831	358,899	27,837	415,449
1999	8.00%	1,999,831	441,000	2,600,817	415,449	46,563	495,248
2000	8.00%	2,600,817	161,965	2,970,847	495,248	34,887	569,755
2001	8.00%	2,970,847	(310,452)	2,898,063	569,755	20,622	635,957
2002	8.00%	2,898,063	274,387	3,404,295	635,957	23,633	710,467
2003	8.00%	3,404,295	(465,231)	3,211,407	710,467	10,087	777,391
2004	8.00%	3,211,407	(362,750)	3,105,570	777,391	36,544	876,126
2005	8.00%	3,105,570	(738,235)	2,615,781	876,126	34,011	980,227
2006	8.00%	2,615,781	20,211	2,845,254	980,227	39,801	1,098,446
2007	8.00%	2,845,254	97,338	3,170,212	1,098,446	106,505	1,292,827
2008	8.00%	3,170,212	(108,200)	3,315,629	1,292,827	136,471	1,532,724
2009	8.00%	3,315,629	(628,134)	2,952,745	1,532,724	0	1,655,342
2010	8.00%	2,952,745	(374,174)	2,814,791	1,655,342	51,617	1,839,387
2011	7.75%	2,814,791	(526,124)	2,513,850	1,839,387	156,651	2,138,590
2012	7.75%	2,513,850	(558,335)	2,150,338	2,138,590	0	2,304,331
2013	7.75%	2,150,338	(82,221)	2,234,768	2,304,331	0	2,482,917
2014	7.75%	2,234,768	190,701	2,598,664	2,482,917	0	2,675,343
2015	7.70%	2,598,664	99,201	2,899,261	2,675,343	0	2,882,682
2016	7.70%	2,899,261	81,557	3,204,061	2,882,682	16,227	3,120,875
2017	7.65%	3,204,061	(548,685)	2,900,487	3,120,875	0	3,359,622
2018	7.65%	2,900,487	584,548	3,706,922	3,359,622	87,298	3,703,931
2019	7.60%	3,706,922	(204,844)	3,783,804	3,703,931	0	3,985,430
2020	7.50%	3,783,804	(75,662)	3,991,927	3,985,430	0	4,284,337
2021	7.30%	3,991,927	571,839	4,855,177	4,284,337	238,532	4,835,625
2022	7.20%	4,855,177	(977,180)	4,227,570	4,835,625	0	5,183,790
2023	7.15%	4,227,570	(1,118,438)	3,411,403	5,183,790	0	5,554,431
2024	7.05%	3,411,403	773,758	4,425,665	5,554,431	0	5,946,018

RECENT HISTORY OF VALUATION RESULTS								
Valuation Date	Number of Active Members	Number of Inactive Members	Covered Annual Payroll	Actuarial Accrued Liability (AAL)	Actuarial Value of Assets	Funded Ratio	Unfunded AAL (UAAL)	UAAL as a % of Covered Payroll
10/1/2022	55	45	$ 4,015,631	$ 27,644,218	$ 25,744,816	93.1 %	$ 1,899,402	47.3 %
10/1/2023	53	47	4,502,949	29,519,970	26,552,130	89.9	2,967,840	65.9
10/1/2024	56	48	4,748,670	30,314,525	27,262,649	89.9	3,051,876	64.3

RECENT HISTORY OF REQUIRED AND ACTUAL CITY CONTRIBUTIONS						
Valuation Date	End of Year To Which Valuation Applies	Required Employer Contribution*		Actual Contribution*		
		Amount	% of Payroll	Employer	State	Total
10/1/2022	9/30/2024	$ 854,968 **	19.93 %	$ 683,965	$ 255,752	$ 939,717
10/1/2023	9/30/2025	935,717 **	20.08	---	---	---
10/1/2024	9/30/2026	1,060,206	21.57	---	---	---

**Required contribution is assumed payable in 12 equal installments beginning October 31 of the year following the valuation date. Actual contribution is the actual amount paid for the year ended and includes amounts paid/(received) from the Prepaid Reserve.*

*** Required Contribution from Prior Actuary Report includes Interest EOY Adjusted.*

ACTUARIAL ASSUMPTIONS AND COST METHOD

Valuation Methods

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

(i) the annual normal cost for each individual active member, payable from the date of employment to the dates of expected retirement, is sufficient to accumulate the value of the member's benefit at the time of retirement;

(ii) each annual normal cost is a constant percentage of the member's year by year projected covered pay.

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

Financing of Unfunded Actuarial Accrued Liabilities **–** Unfunded Actuarial Accrued Liabilities (full funding credit if assets exceed liabilities) were amortized by level (principal & interest combined) dollar contributions over a prescribed period of up to 15 years.

Actuarial Value of Assets **-** The Actuarial Value of Assets phase in the difference between the expected actuarial value and actual 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.

Economic Assumptions

The ***investment return rate*** assumed in the valuation is 7.05% per year, compounded annually (net after investment expenses).

The ***inflation rate*** assumed in this valuation was 2.75% per year.

The assumed ***real rate of return*** over inflation is defined to be the portion of total investment return that is more than the assumed inflation rate. Considering other economic assumptions, the 7.05% investment return rate translates to an assumed real rate of return over inflation of 4.30%.

The ***rates of salary increase*** used are in accordance with the following tables below. Part of the assumption is for merit and/or seniority service increase, and 2.75% recognizes inflation. This assumption is used to project a member's current salary to the salaries upon which benefits will be based.

Years of Service	% Increase in Salary
6 & Under	7.00%
6 - 8	6.00%
9 - 12	5.00%
13 - 19	4.00%
20 & Over	3.50%

Demographic Assumptions

The ***mortality tables used in the valuation*** are based on the PUB-2010 Headcount Weighted Mortality Tables described below, with mortality improvements projected for healthy lives to all future years after 2010 using Scale MP-2018. No mortality improvement is projected for disabled lives.

	Pre-Retirement PUB-2010 Table	Post-Retirement PUB-2010 Table
Female Healthy	Headcount Weighted Safety Employee Female Table, set forward 1 year	Headcount Weighted Safety Healthy Retiree Female Table, set forward 1 year
Male Healthy	Headcount Weighted Safety Below Median Employee Male Table, set forward 1 year	Headcount Weighted Safety Below Median Healthy Retiree Male Table, set forward 1 year

	Pre-Retirement PUB-2010 Table	Post-Retirement PUB-2010 Table
Female Disabled	N/A	80% Headcount Weighted General Disabled Retiree Female Table; 20% Headcount Weighted Safety Disabled Retiree Female Table
Male Disabled	N/A	80% Headcount Weighted General Disabled Retiree Male Table; 20% Headcount Weighted Safety Disabled Retiree Male Table

These are the same rates as used by the Florida Retirement System (FRS) in their July 1, 2023 Actuarial Valuation Report for Special Risk class members. Florida Statutes Chapter 112.63(1)(f) mandates the use of the mortality tables used in either of the two most recently published actuarial valuation reports of FRS.

The following table presents post-retirement mortality rates and life expectancies at illustrative ages. These assumptions are used to measure the probabilities of each benefit payment being made after retirement.

FRS Healthy Post-Retirement Mortality for Special Risk Class Members

Sample Attained Ages (in 2024)	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
50	0.42 %	0.19 %	32.78	36.61
55	0.54	0.35	28.01	31.57
60	0.90	0.59	23.40	26.77
65	1.30	0.91	19.10	22.22
70	2.06	1.42	15.06	17.95
75	3.47	2.36	11.44	14.01
80	6.13	4.04	8.34	10.52

The following table presents pre-retirement mortality rates and life expectancies at illustrative ages. These assumptions are used to measure the probabilities of active members dying prior to retirement (100% of pre-retirement deaths are assumed to be service-connected).

FRS Healthy Pre-Retirement Mortality for Special Risk Class Members

Sample Attained Ages (in 2024)	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
50	0.16 %	0.10 %	35.91	39.81
55	0.25	0.16	30.82	34.66
60	0.42	0.22	25.86	29.58
65	0.68	0.30	21.08	24.56
70	1.16	0.54	16.53	19.64
75	2.04	1.04	12.27	14.93
80	6.13	4.04	8.34	10.52

The following table presents disabled post-retirement mortality rates and life expectancies at illustrative ages.

FRS Disabled Mortality for Special Risk Class Members

Sample Attained Ages (in 2024)	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 ***active member population*** is assumed to remain constant.

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

Retirement Age	Years of Service	
	10 - 24	25 & Over
46 - 51	0%	10%
52 - 54	0%	20%
55 - 56	25%	50%
57 - 59	50%	50%
60 & Over	100%	100%

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 separating from employment for reasons other than death, disability or retirement.

Percent Separating Within Next Year

	Service					
	Male			Female		
Age	**0 - 3**	**3 - 5**	**5+**	**0 - 3**	**3 - 5**	**5+**
< 25	20.0%	20.0%	3.0%	33.0%	2.0%	2.0%
25 - 29	20.0%	20.0%	3.0%	33.0%	2.0%	2.0%
30 - 34	20.0%	20.0%	3.0%	33.0%	2.0%	2.0%
35 -39	20.0%	20.0%	3.0%	33.0%	2.0%	10.0%
40 - 44	5.0%	5.0%	5.0%	15.0%	2.0%	2.0%
45 - 49	5.0%	5.0%	5.0%	15.0%	2.0%	10.0%
50 - 54	5.0%	5.0%	5.0%	15.0%	2.0%	2.0%
55 & Over	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Rates of disability among active members are shown below (100% of disabilities are assumed to be service-connected).

% Becoming Disabled Within Next Year

Sample Ages	Male	Female
25	0.07%	0.04%
35	0.15%	0.12%
45	0.36%	0.28%
55	1.18%	0.83%

Changes from the previous valuation **–** None.

Miscellaneous and Technical Assumptions

Administrative & Investment Expenses	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 administrative expenses. Assumed administrative expenses are added to the Normal Cost.
Benefit Service	Exact fractional service is used to determine the amount of benefit payable.
Cost of Living Increases	Benefits are assumed to increase by 2% per year on January 1 for members who retired on or before March 1, 2000. No future "ad hoc" cost of living increases were assumed for current and future members who retire after March 1, 2000.
Decrement Operation	Mortality decrement operate during retirement eligibility.
Decrement Relativity	Decrement rates are used without adjustment for multiple decrement table effects.
Decrement Timing	Decrements of all types are assumed to occur at the middle of the year.
Early Retirement	Early retirement is assumed to be infrequent and no early retirement was assumed in the valuation.
Eligibility Testing	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.
Forfeitures	No vested terminated refunds or disability recoveries are assumed to occur.
Incidence of Contributions	Member contributions are assumed to be received continuously throughout the year based upon the member contribution rate. Employer contributions are assumed to be paid in 12 equal installments at the end of each month with total equal to the dollar amount shown.
Internal Revenue Code (IRC) Section 415 Limitation	Projected retirement benefits were limited to IRC Section 415 benefit limits applicable to the current plan year (for fiscal year 2023-2024, $275,000), payable as a life annuity, beginning at or after age 62, reduced as applicable for earlier benefit commencement with assumed increases equal to the assumed long-term rate of inflation.

Internal Revenue Code (IRC) Section 401(a)(17) Limitation	Projected earnings were limited to IRC Section 401(a)(17) compensation limits applicable to the current plan year (for fiscal year 2024-2025, $345,000) with assumed increases equal to the assumed long-term rate of inflation.
Marriage Assumption	100% of males and 100% of females are assumed to be married for purposes of death-in-service benefits. Males are assumed to be three years older than their spouses for active member valuation purposes.
Normal Form of Benefit	A 10-year certain and life annuity (normal form) is the assumed form of benefit.
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

Actuarial Accrued Liability (AAL)	The difference between the Actuarial Present Value of Future Benefits, and the Actuarial Present Value of Future Normal Costs.
Actuarial Assumptions	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.
Actuarial Cost Method	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.
Actuarial Equivalent	Of equal Actuarial Present Value, determined as of a given date and based on a given set of Actuarial Assumptions.
Actuarial Present Value (APV)	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.
Actuarial Present Value of Future Benefits (APVFB)	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.
Actuarial Valuation	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.
Actuarial Value of Assets	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 employer contribution (ADEC).

Actuarially Determined Employer Contribution (ADEC)	The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation, determined under GASB. The ADEC consists of the Employer Normal Cost and Amortization Payment.
Amortization Method	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.
Amortization Payment	That portion of the plan contribution or ADEC which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.
Amortization Period	The period used in calculating the Amortization Payment.
Closed Amortization Period	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.
Employer Normal Cost	The portion of the Normal Cost to be paid by the employer. This is equal to the Normal Cost less expected member contributions.
Equivalent Single Amortization Period	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.
Experience Gain/Loss	A measure of the difference between actual experience and that expected based upon a set of Actuarial Assumptions, during the period between two actuarial valuations. To the extent that actual experience differs from that assumed, Unfunded Actuarial Accrued Liabilities emerge which may be larger or smaller than projected. Gains are due to favorable experience, e.g., the assets earn more than projected, salaries do not increase as fast as assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as projected by the actuarial assumptions. On the other hand, losses are the result of unfavorable experience, i.e., actual results that produce Unfunded Actuarial Accrued Liabilities which are larger than projected.

Funded Ratio	The ratio of the Actuarial Value of Assets to the Actuarial Accrued Liability.
GASB	Governmental Accounting Standards Board.
Normal Cost	The annual cost assigned, under the Actuarial Cost Method, to the current plan year.
Unfunded Actuarial Accrued Liability	The difference between the Actuarial Accrued Liability and Actuarial Value of Assets.
Valuation Date	The date as of which the Actuarial Present Value of Future Benefits are determined. The benefits expected to be paid in the future are discounted to this date.

SECTION C

PENSION FUND INFORMATION

Statement of Total Plan Assets at Market Value

Item	September 30 2024	September 30 2023
A. Receivables:		
1. Member Contributions	$ -	$ -
2. Employer Contributions	-	-
3. Contributions from General Plan	-	-
4. Prepaid Expenses	-	-
5. Investment Income and Other Receivables	-	31,478
6. Total Receivables	$ -	$ 31,478
B. Investments		
1. Cash and Cash Equivalents	$ 1,004,125	$ 1,683,503
2. Domestic Equities	20,029,230	14,107,420
3. International Equities	951,883	1,533,903
4. Fixed Income Securities	3,618,651	3,402,505
5. Real Estate	5,403,511	5,177,531
6. Alternative	-	-
7. Total Investments	$ 31,007,400	$ 25,904,862
C. Liabilities		
1. Accounts Payable	$ (10,540)	$ (7,920)
2. DROP Account Balance	(680,681)	(326,938)
3. Prepaid City Contribution	(1,060,915)	-
4. Accrued Expenses and Other Payables	(126,730)	(94,575)
5. Total Liabilities	$ (1,878,866)	$ (429,433)
D. Total Market Value of Assets	$ 29,128,534	$ 25,506,907
E. Allocation of Investments		
1. Cash and Cash Equivalents	3.2%	6.5%
2. Domestic Equities	64.6%	54.5%
3. International Equities	3.1%	5.9%
4. Fixed Income Securities	11.7%	13.1%
5. Real Estate	17.4%	20.0%
6. Alternative	0.0%	0.0%
7. Total Investments	100.0%	100.0%

Reconciliation of Plan Assets

Item	September 30 2024	September 30 2023	
A. Market Value of Assets at Beginning of Year	$ 25,833,846	$ 23,808,247	
Adjustment for Beginning of Year Prepaid Balance	(880,497)	-	
Adjusted Market Value of Assets at Beginning of Year	$ 24,953,349	$ 23,808,247	
B. Revenues and Expenditures			
1. Contributions			
a. Member Contributions	$ 256,141	$ 246,205	
b. Employer Contributions	683,965	472,895	
c. State Contributions	268,331	268,634	*
d. Utilized Prepaid/(Increase in Prepaid Reserve)	(180,418)	-	
e. Other Income	-	-	
f. Total	$ 1,028,019	$ 987,734	
2. Investment Income			
a. Interest, Dividends and Other Income	$ 714,536	$ 701,230	
b. Realized Gains (Losses)	524,009	369,405	
c. Unrealized Gains/(Losses)	4,055,029	1,408,638	
d. Investment Expenses	(75,950)	(64,777)	
e. Net Investment Income	$ 5,217,624	$ 2,414,496	
3. Benefits and Refunds			
a. Regular Monthly Benefits & Refunds	$ (1,284,208)	$ (1,308,202)	
b. DROP Payments	-	-	
c. Share Plan Allocation	(32,155)	-	*
d. Total	$ (1,316,363)	$ (1,308,202)	
4. Administrative and Miscellaneous Expenses	$ (73,414)	$ (68,430)	
C. Market Value of Assets at End of Year	$ 29,809,215	$ 25,833,845	
D. Less: DROP Account Balance	$ (680,681)	$ (326,938)	
E. Final Market Value of Assets at End of Year	$ 29,128,534	$ 25,506,907	

*Prior actuary's actuarial valuation reported State Contributions net of amounts paid to the Share Plan.

Development of (Receivable)/Prepaid City Contributions					
Year Ended 9/30	Balance at Beginning of Year	Plus: Interest at Valuation Rate	Plus: City Contributions Received During Fiscal Year*	Less: Required City Contribution for Fiscal Year	Balance at End of Year
2024	$ 880,497	$ 62,075	$ 973,311	$ (854,968)	$ 1,060,915

* Actual contributions of $939,717 with interest adjustments to end of year.

RECONCILIATION OF DROP ACCOUNT	
Account Value, 9/30/2023	$ 326,938
Beginning of the year adjustment	+ 7
Payments credited to accounts	+ 320,635
Investment Earnings credited (6.5%)	+ 33,101
Withdrawals	- 0
Account Value, 9/30/2024	680,681

RECONCILIATION OF SHARE PLAN ACCOUNTS	
Account Value, 9/30/2023 (adjusted)	$ 94,574
Allocation During The Year	+ 12,579
Investment Earnings credited (20.70%)	+ 19,577
Distributions	- 0
Account Value, 9/30/2024	$ 126,730

DERIVATION OF ACTUARIAL VALUE OF ASSETS AS OF OCTOBER 1, 2024			
		2024	**2023**
A.	Preliminary Market Value Beginning of Year	$ 25,506,907	$ 23,714,908
	Post-Valuation Adjustment	(880,497)	-
	Market Value of Assets at Beginning of Year	$ 24,626,410	$ 23,714,908
B.	Contributions with interest & Misc. Income	1,061,158	1,013,443
C.	Benefit Payments with interest	1,715,367	1,596,919
C2.	Administrative Expense with interest	76,002	70,876
D.	Investment Return Assumption	7.05%	7.15%
D2.	Expected Investment Income on BOY MV: i% * A	1,736,162	1,695,616
E.	Expected Assets End of Year: A+B-C-C2+D2	25,632,361	24,756,172
F.	Actual Market Value End of Year	29,128,534	25,506,907
G.	Excess/(Shortfall) of Actual over Expected Assets: F-E		
	1. From This Year	3,496,173	750,735
	2. From One Year Ago (interest-adjusted)	803,662	(5,182,185)
	3. From Two Years Ago (interest-adjusted)	(5,547,528)	3,763,478
	4. From Three Years Ago (interest-adjusted)	4,028,803	(209,458)
	5. From Four Years Ago (interest-adjusted)	(224,225)	(1,018,013)
H.	Decreasing Fractions of Excess/(Shortfall)		
	1. 80% From This Year	2,796,938	600,588
	2. 60% From One Year Ago	482,197	(3,109,311)
	3. 40% From Two Years Ago	(2,219,011)	1,505,391
	4. 20% From Three Years Ago	805,761	(41,891)
	5. Total	1,865,885	(1,045,223)
I.	Preliminary Actuarial Value of Assets: F-H5	27,262,649	26,552,130
J.	Final Actuarial Value of Assets must be within the range of 80% to 120% of Market Value		
	1. 80% of Market Value	23,302,827	20,405,526
	2. 120% of Market Value	34,954,241	30,608,288
	3. Final Actuarial Value of Assets	27,262,649	26,552,130
K.	1. Difference between Market & Actuarial Value of Assets	1,865,885	(1,045,223)
	2. Actuarial Rate of Return	9.11%	5.62%
	3. Market Value Rate of Return	21.50%	10.32%
	4. Ratio of Actuarial Value of Assets to Market Value	93.59%	104.10%

ACTUARIAL VALUE OF ASSETS AS OF OCTOBER 1 GAINS/(LOSSES) SMOOTHED INTO THE FUTURE					
	2028	2027	2026	2025	2024
A. Preliminary Funding value prior year					$25,671,633
B. Market value end of year					29,128,534
C. Market value beginning of year					24,626,410
D. Non-investment net cash flow					(715,500)
E. Investment return					
1. Total market value return: B - C - D					5,217,624
2. Expected Return on BOY Market Value					1,736,162
3. Interest on non-investment net cash flow					(14,711)
4. Total Expected Return: E2 + E3					1,721,451
5. Amount for phased-in recognition: E1 - E4					3,496,173
F. Phased-in recognition of investment return					
1. Current year: 20% of E3	-	-	-	-	699,235
2. First prior year	-	-	-	699,235	160,732
3. Second prior year	-	-	699,235	160,732	(1,109,506)
4. Third prior year	-	699,235	160,732	(1,109,506)	805,761
5. Fourth prior year	699,233	160,733	(1,109,505)	805,761	(44,845)
6. Total phased-in recognition of investment return	699,233	859,968	(249,538)	556,222	511,377
G. Funding value end of year: A x (1+ i%) + D + E3 + F6					27,262,649

Period Ending	Net Investment Rate of Return Total Market Value	 Total Actuarial Value
9/30/2023	10.32	5.62
9/30/2024	21.50	9.11
Average Returns:		
All Years Shown Above	15.78 %	7.35 %

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, 2024	October 1, 2023*
B. Actuarial Present Value of Accumulated Plan Benefits		
1. Vested Benefits		
a. Members Currently Receiving Payments	$ 17,694,977	$ 16,812,414
b. Terminated Vested Members & Pending Refunds	554,488	416,209
c. Other Members	6,744,911	5,149,834
d. Total	24,994,376	22,378,457
2. Non-Vested Benefits	1,116,862	885,801
3. Total Actuarial Present Value of Accumulated Plan Benefits: 1d + 2	26,111,238	23,264,258
4. Accumulated Contributions of Active Members	1,668,146	1,528,549
C. Changes in the Actuarial Present Value of Accumulated Plan Benefits		
1. Total Value at Beginning of Year	23,264,258	22,713,505
2. Increase (Decrease) During the Period Attributable to:		
a. Plan Amendments	0	0
b. Change in Actuarial Assumptions	0	190,034
c. Latest Member Data, Benefits Accumulated and Decrease in the Discount Period**	4,451,823	1,888,386
d. Benefits Paid (Net of DROP Accounts)	(1,604,843)	(1,527,667)
e. Net Increase	2,846,980	550,753
3. Total Value at End of Period	26,111,238	23,264,258
D. Assumed Rate of Return	7.05%	7.75%
E. Market Value of Assets	29,128,534	25,506,907
F. Funded Ratio Using Market Value: E / C3	111.6%	109.6%
G. Actuarial Assumptions - See page entitled Actuarial Assumptions and Methods		

** From the prior actuary's actuarial valuation report dated December 22, 2023, net of DROP account balances.*

*** Includes a reduction in the interest rate for FASB No. 35 purposes from 7.75% to 7.05% as of October 1, 2024.*

SECTION F

MISCELLANEOUS INFORMATION

RECONCILIATION OF TOTAL MEMBERSHIP DATA		
	From 10/1/23 To 10/1/24	**From 10/1/22 To 10/1/23**
A. Active Members		
1. Number Included in Last Valuation	53	55
2. New Members Included in Current Valuation	6	6
3. Non-Vested Employment Terminations	0	(5)
4. Vested Employment Terminations	(1)	0
5. DROP Retirement	(1)	(1)
6. Service Retirements	0	(1)
7. Disability Retirements	0	(1)
8. Deaths	0	0
9. Transferred to General Plan	(1)	0
10. Other - Rehires	0	0
11. Number Included in This Valuation	56	53
B. Pending Refunds		
1. Number Included in Last Valuation	2	2
2. Additions from Active Members	1	5
3. Lump Sum Payment	(2)	(5)
4. Number Included in This Valuation	1	2
C. Terminated Vested Members		
1. Number Included in Last Valuation	3	6
2. Additions from Active Members	1	0
3. Lump Sum Payments/Refund of Contributions	0	0
4. Payments Commenced	0	(3)
5. Deaths	0	0
6. Rehire	0	0
7. Other - Data Corrections	0	0
8. Number Included in This Valuation	4	3
D. DROP Retirees, Service Retirees, Disability Retirees and Beneficiaries		
1. Number Included in Last Valuation	44	39
2. Additions from Active Members	1	3
3. Additions from Terminated Vested Members	0	3
4. Deaths	(1)	(1)
5. Additions from New Survivor Benefits	0	0
6. End of Certain Period - No Further Payments	0	0
7. Other - Data Corrections/Adjustments/QDROs	0	0
8. Number Included in This Valuation	44	44

ACTIVE MEMBERS AS OF OCTOBER 1, 2024

Age Group	Years of Service to Valuation Date 0-1	1-4	5-9	10-14	15-19	20-24	25-29	30+	Total	Earnings Total	Earnings Average
< 25	3	1	-	-	-	-	-	-	4	$ 244,913	$ 61,228
25-29	2	2	3	-	-	-	-	-	7	479,960	68,566
30-34	-	5	5	1	-	-	-	-	11	874,360	79,487
35-39	-	1	5	2	1	-	-	-	9	729,008	81,001
40-44	-	4	1	-	4	-	-	-	9	745,157	82,795
45-49	1	-	1	-	2	3	-	-	7	614,451	87,779
50-54	-	2	1	-	3	2	-	-	8	740,073	92,509
55-59	-	-	-	1	-	-	-	-	1	69,104	69,104
60-64	-	-	-	-	-	-	-	-	-	-	-
65-69	-	-	-	-	-	-	-	-	-	-	-
70+	-	-	-	-	-	-	-	-	-	-	-
Total	6	15	16	4	10	5	-	-	56	4,497,026	80,304
Earnings											
Total	$ 210,732	$1,063,996	$1,264,711	$ 349,106	$ 994,050	$ 480,813	$ -	$ -	$ 4,363,408		
Average	35,122	70,933	79,044	87,277	99,405	96,163	-	-	77,918		

Non-Vested Active: 37 Vested Active: 19 Average Age: 38.7 Average Service: 8.7

INACTIVE MEMBERS AS OF OCTOBER 1, 2024

	Terminated Vested		Disabled		Retired		DROP		Beneficiaries		Grand Total	
	Current Total		Current Total		Current Total		Current Total		Current Total		Current Total	
Age	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits
Under 25	0	0	0	0	0	0	0	0	0	0	0	0
25 - 29	0	0	0	0	0	0	0	0	0	0	0	0
30 - 34	0	0	0	0	0	0	0	0	0	0	0	0
35 - 39	0	0	0	0	0	0	0	0	0	0	0	0
40 - 44	1	26,580	1	32,987	0	0	0	0	0	0	2	59,567
45 - 49	2	30,564	1	17,606	1	20,150	0	0	0	0	4	68,320
50 - 54	1	22,322	0	0	0	0	2	110,746	0	0	3	133,068
55 - 59	0	0	0	0	7	329,910	4	223,764	0	0	11	553,674
60 - 64	0	0	0	0	9	290,659	0	0	1	24,006	10	314,665
65 - 69	0	0	0	0	6	201,018	0	0	0	0	6	201,018
70 - 74	0	0	0	0	5	157,311	0	0	1	20,294	6	177,605
75 - 79	0	0	1	34,327	3	90,509	0	0	0	0	4	124,836
80 - 84	0	0	0	0	1	41,571	0	0	0	0	1	41,571
85 - 89	0	0	0	0	1	8,298	0	0	0	0	1	8,298
90 - 94	0	0	0	0	0	0	0	0	0	0	0	0
95 - 99	0	0	0	0	0	0	0	0	0	0	0	0
100 & Over	0	0	0	0	0	0	0	0	0	0	0	0
Total	4	79,466	3	84,920	33	1,139,426	6	334,510	2	44,300	48	1,682,622
Average Age:		47.7		55.7		66.1		55.4		68.5		62.7
Avg. Annual Benefit:		19,867		28,307		34,528		55,752		22,150		35,055

SECTION G

SUMMARY OF PLAN PROVISIONS

SUMMARY OF PLAN PROVISIONS

A. Ordinances

The Plan was established under the Code of Ordinances for the City of St. Augustine, Florida, Chapter 20, Article VI, Sections 20.220-20.236. The Plan is also governed by certain provisions of Chapter 185, Florida Statutes, Part VII, Chapter 112, Florida Statutes and the Internal Revenue Code.

B. Effective Date

Not Available.

C. Plan Year

October 1 through September 30

D. Type of Plan

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

E. Eligibility Requirements

All full-time police officers employed by the City are eligible for membership in the Plan upon date of hire.

F. Credited Service

The number of full and fractional years worked as a Member from date of hire to date of termination or retirement. For members who retire or terminate city employment on or after October 1, 2004, "creditable service" shall include the purchase up to 3 years of certain military or prior law enforcement service.

G. Compensation

The member's base salary for services rendered during a particular year, including overtime limited to 300 hours, special incentive pay and sick leave or vacation leave taken during the year. Salary shall not include lump-sum payments for accrued leave not taken.

H. Average Final Compensation (AFC)

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

I. Normal Retirement

<u>For Members hired prior to October 1, 2005:</u>

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: <u>For members with 20 or more years of service as of October 1, 2005:</u>
2.5% of AFC for each year of Credited Service prior to October 1, 2005. For the first 2 years of service earned after October 1, 2005, an upgrade from 2.5% to 3.0% of AFC will be applied to *4 years* of service earned before October 1, 2005.

For each additional year of service earned after October 1, 2005, an upgrade from 2.5% to 3.0% of AFC will be applied to *2 years* of service earned before October 1, 2005.

This continues until the member's total years of service have been upgraded or until the plan's maximum allowed service years is reached.

<u>For members with less than 20 years of service as of October 1, 2005:</u>
2.5% of AFC for each year of Credited Service prior to October 1, 2005. For the first 2 years of service earned after October 1, 2005, an upgrade from 2.5% to 3.0% of AFC will be applied to *2 years* of service earned before October 1, 2005.

This upgrade continues until the member's total years of service have been upgraded or until the plan's maximum allowed service years is reached.

Normal Form of Benefit: 10 Years Certain and Life Thereafter; Other optional forms are also available.

COLA: Increase on January 1 of each year for current retirees, if approved by the Pension Board, provided the increase does not exceed 3%.

Members who retired on or before March 1, 2000, are guaranteed an annual increase of actual Consumer Price Index increases up to 2%.

<u>For Members hired after October 1, 2005:</u>

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: 3.0% of AFC multiplied by Credited Service.

Normal Form of Benefit: 10 Years Certain and Life Thereafter; Other optional forms are also available.

COLA: Increase on January 1 of each year for current retirees, if approved by the Pension Board, provided the increase does not exceed 3%.

J. Early Retirement

Eligibility: A member may elect early retirement on the first day of the month coincident with or next following age 50 and 10 years of Credited Service.

Benefit: 2.0% of AFC multiplied by Credited Service, 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; Other optional forms are also available.

COLA: Increase on January 1 of each year for current retirees, if approved by the Pension Board, provided the increase does not exceed 3%.

K. Delayed Retirement

Same as Normal Retirement taking into account Compensation earned and Benefit 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: Accrued Benefit payable as of the Disability Retirement Date, with a minimum of 42% of AFC.

Normal Form of Benefit: 10 Years Certain and Life Thereafter, or until recovery.

COLA: Increase on January 1 of each year for current retirees, if approved by the Pension Board, provided the increase does not exceed 3%.

M. Non-Service Connected Disability

Eligibility:	Any member who becomes totally and permanently disabled is eligible for a disability benefit.
Benefit:	Accrued Benefit payable as of the Disability Retirement Date, with a minimum of 25% of AFC.
Normal Form of Benefit:	10 Years Certain and Life Thereafter, or until recovery.
COLA:	Increase on January 1 of each year for current retirees, if approved by the Pension Board, provided the increase does not exceed 3%.

N. Pre-Retirement Death

Eligibility:	All members are eligible for survivor benefits.
Benefit:	Beneficiary will receive the member's accrued benefit based upon Credited Service and AFC as of the date of death.
Normal Form of Benefit:	The lesser of 10 years or the life expectancy of the beneficiary.
COLA:	Increase on January 1 of each year for current retirees, if approved by the Pension Board, provided the increase does not exceed 3%.

O. Post Retirement Death

Benefit determined by the form of benefit elected upon retirement.

P. Optional Forms

In lieu of electing the Normal Form of benefit, the optional forms of benefits available to all retirees are a Life Annuity or the 50%, 66 2/3%, and 100% Joint and Last Survivor options.

Q. 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 benefit based upon Credited Service and AFC as of the date of termination. The benefit is payable on the early (reduced) or normal retirement date.

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

COLA: Increase on January 1 of each year for current retirees, if approved by the Pension Board, provided the increase does not exceed 3%.

R. Refunds

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

Benefit: Refund of the member's contributions.

S. Member Contributions

5.5% of Compensation.

T. State Contributions

Chapter 185 Premium Tax Refunds.

U. Employer Contributions

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

V. Cost of Living Increases

Increase of January 1 on each year for current retirees, if approved by the Pension Board, provided the increase does not exceed 3%.

Members who retired on or before March 1, 2000, are guaranteed an annual increase of actual Consumer Price Index increases up to 2%.

W. 13th Check

Not Applicable

X. Deferred Retirement Option Program

Eligibility: A police officer who is actively employed by the City and reaches the Normal Retirement Date. Members who have completed 25 years of Credited Service before attaining age 52 may defer entry into the DROP until attainment of age 52, with no reduction to the 5-year DROP period.

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. Benefits that would have been payable are accumulated at interest to date of termination and paid or rolled over in a single sum, and payments are made directly to Member thereafter.

Maximum Drop Period: 60 Months

Interest Credited: 6.5% annually, compounded monthly.

Y. Other Ancillary Benefits

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

Z. Changes from Previous Valuation

None.