

**City of Miami General Employees'
And Sanitation Employees'
Retirement Trust**



**Actuarial Valuation
Report**

Prepared as of October 1, 2025



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January 30, 2026

Board of Trustees
City of Miami General Employees' and
Sanitation Employees' Retirement Trust
2901 Bridgeport Avenue
Coconut Grove, Florida 33133

Dear Members of the Board:

We have performed an actuarial valuation of the City of Miami General Employees' and Sanitation Employees' Retirement Trust for the plan year beginning October 1, 2025 for the purpose of determining the minimum required contribution for the 2026/2027 fiscal year. This report reflects the benefit and funding provisions in effect as of October 1, 2025.

Our calculations were prepared based on member data and financial information provided by the Retirement Trust office. We found this information to be reasonably consistent and comparable with information provided in prior years. The valuation results depend on the integrity of this information. If any of this information is inaccurate or incomplete, our results may be different and our calculations may need to be revised.

The asset values used to determine unfunded liabilities are not market values but less volatile market related values. A smoothing technique is applied to market values to determine the market related values. The unfunded liability amounts using the market value of assets would be different. The interest rate used for determining liabilities is based on the expected return on assets. Therefore, liability amounts in this report cannot be used to assess a settlement of the obligation.

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

This is to certify that the independent consulting actuary is a member of the American Academy of Actuaries and has experience in performing valuations for public retirement systems, that the valuation was prepared in accordance with principles of practice prescribed by the Actuarial Standards Board, and that the actuarial calculations were performed by qualified actuaries in accordance with accepted actuarial procedures, based on the current provisions of the Retirement Trust and on actuarial assumptions that are internally consistent and reasonably based on the actual experience of the Retirement Trust.



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

In order to prepare the results in this report, we have utilized actuarial models that were developed to measure liabilities and develop actuarial costs. These models include tools that we have produced and tested, along with commercially available valuation software that we have reviewed to confirm the appropriateness and accuracy of the output. In utilizing these models, we develop and use input parameters and assumptions about future contingent events along with recognized actuarial approaches to develop the needed results.

The undersigned are members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

Respectfully submitted,

Todd B. Green, ASA, EA, FCA, MAAA
President
Enrolled Actuary No. 23-8883

Micki R. Taylor, ASA, EA, FCA, MAAA
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Enrolled Actuary No. 23-5975



BOARD SUMMARY

This report presents the results of the actuarial valuation of the City of Miami General Employees' and Sanitation Employees' Retirement Trust for the plan year beginning October 1, 2025. The purpose of this report is to provide a summary of the funded status of the plan as of October 1, 2025, to determine the minimum required contribution for the 2026/2027 fiscal year, and to satisfy State requirements. In addition, this report provides a record of any plan amendments or other plan changes affecting the financial status of the plan. There were no changes for the October 1, 2025 valuation.

Currently, the trust receives contributions from the City of Miami and from active members. The amount of the City contribution varies from year to year, while the member contributions are equal to 10% of payroll. The required contribution from the City, after taking into account expected member contributions, is summarized below with a comparison to the previous valuation.

Valuation Date	October 1, 2025	October 1, 2024
Total Required City Contribution	\$ 63,361,937	\$ 63,239,926
Percent of Covered Payroll	38.47%	43.18%
Date Payable	October 1, 2026	October 1, 2025
Fiscal Year	2027	2026

Actuarial Standard of Practice Number 4 (ASOP 4) requires the disclosure of a reasonable Actuarial Determined Contribution (ADC). Based on the assumptions and methods used in this report, the ADC is reasonable with respect to ASOP 4.

The City Ordinance requires that, as a minimum, all fiscal year contributions made by the City to the Retirement Trust shall be made quarterly, in equal payments, on the first day of each quarter. On this basis, the total required City contribution for the 2026/2027 fiscal year is \$64,978,504, and the City is required to make minimum quarterly contributions of \$16,244,626 beginning on October 1, 2026.

The valuation is based on a series of actuarial assumptions, including an interest (actuarial asset return) rate of 7.00% (beginning October 1, 2024) per year and annual pay increases ranging between 4.00% and 8.75%. Actuarial gains and losses result when the actual experience of the plan (such as asset return, pay increases, turnover, deaths, etc.) is different from that expected by the actuarial assumptions.





BOARD SUMMARY

The plan's unfunded liability was projected to be \$418,441,539 as of October 1, 2025, taking into account actual contributions from the City of \$54,856,035. The actual unfunded liability is \$420,466,117. The increase of \$2,024,578 in the unfunded liability is primarily due to salary increases larger than expected partially offset by favorable investment performance on the actuarial value of assets during the year. A summary of the amortization payments is presented in Table III.

A summary of the results of the valuation and the contribution requirements is presented in Table I. The present value of accrued benefits and other disclosure information can be found in Tables IV, Va, and Vb. The disclosure information required by Chapter 112, Florida Statutes, is presented in Table VI. Tables VIIa through IXb provide information about the fund's assets and historical contributions. In particular, Table VIIa provides an asset reconciliation between October 1, 2024 and October 1, 2025 and calculation of the actuarial value of assets. Table VIIb provides a breakdown of the fund assets by investment type and Tables VIIIa, VIIIb, IXa and IXb provide a historical record of the growth, expenses, revenues, annual returns and contributions of the fund. Tables Xa through Xf provide a variety of useful information concerning the participant population. Table Xg provides information to be included in the Annual Comprehensive Financial Report.

Tables XI and XII provide a description of the actuarial assumptions and plan provisions reflected in the valuation.





SUMMARY OF VALUATION RESULTS

TABLE I

	<u>As of October 1, 2024</u>	<u>As of October 1, 2025</u>
1. Number of Members		
a. Active Members	1,888	1,915
b. Inactive Members (due contribs. refund)	292	297
c. Deferred Vested Members	37	39
d. Retired Members:		
i. Non-disabled	1,538	1,542
ii. Disabled	50	48
iii. Beneficiaries	417	426
iv. Sub-total	<u>2,005</u>	<u>2,016</u>
e. Total Members	<u>4,222</u>	<u>4,267</u>
2. Total Annual Compensation	\$142,206,263	\$159,916,053
3. Total Projected Covered Payroll	\$146,472,451	\$164,713,535
4. Total Annual Benefit Payments	\$87,049,169	\$88,641,858
5. Liabilities, Assets and Normal Cost		
a. Present Value of Future Benefits	\$1,605,743,847	\$1,684,410,908
b. Actuarial Value of Assets	\$979,065,387	\$1,057,082,177
c. Actuarial Accrued Liability	\$1,412,892,862	\$1,477,548,294
d. PV of Future Member Contributions	<u>\$122,806,441</u>	<u>\$137,470,049</u>
e. PV of Future Normal Costs	\$70,044,544	\$69,392,565
f. Present Value of Future Payroll	\$1,228,064,412	\$1,374,700,491
g. Employer Normal Cost Rate (excluding expenses)	7.28%	6.51%
h. Individual Entry Age Employer Normal Cost	\$10,660,136	\$10,725,492
6. Unfunded Liability		
a. Actuarial Accrued Liability	\$1,412,892,862	\$1,477,548,294
b. Actuarial Value of Assets	<u>\$979,065,387</u>	<u>\$1,057,082,177</u>
c. Unfunded Liability	\$433,827,475	\$420,466,117
(item 6.a. minus 6.b., not less than zero)		
7. Total Required Minimum City Contribution	<u>2025/2026 Fiscal Year</u>	<u>2026/2027 Fiscal Year</u>
a. Normal Cost (with custodial expenses)	\$11,022,136	\$11,087,492
b. Amortization of Unfunded Liability	<u>\$52,217,790</u>	<u>\$52,274,445</u>
c. Minimum Required Contribution	\$63,239,926	\$63,361,937
As a percentage of covered payroll	43.18%	38.47%
8. Total Recommended Contribution		
Payable Quarterly	\$64,853,380	\$64,978,504
Quarterly	\$16,213,345	\$16,244,626
On	October 1, 2025	October 1, 2026
Fiscal Year	2026	2027





GAIN AND LOSS ANALYSIS

TABLE II

1. Unfunded Liability as of October 1, 2024	\$433,827,475
2. Plan sponsor normal cost for this plan year	\$10,301,062
3. Interest on 1. and 2.	\$31,088,998
4. Plan sponsor contribution for this plan year (including amounts expected to be paid)	(\$54,856,035)
5. Interest on 4.	(\$1,919,961)
6. Changes due to:	
a. assumption changes	\$0
b. plan changes	\$0
c. funding method	\$0
d. actuarial (gain)/loss	\$2,024,578
	<hr/>
	\$2,024,578
7. Total current Unfunded Liability 1. + 2. + 3. + 4. + 5. + 6.	\$420,466,117
8. Items Affecting Calculation of Actuarial Accrued Liability	
a. Plan provisions reflected in the unfunded liability (see Table XIa)	
b. Plan amendments reflected in item 6.b. above (see Table XIb)	
c. Actuarial assumptions and methods used to determine actuarial accrued liability and normal cost (see Table XIa)	
d. Changes in actuarial assumptions and methods reflected in items 6.a. above (see Table XIb)	





UNFUNDED LIABILITY BASES

TABLE III

Date Established		Original Amount	Outstanding Balance as of October 1, 2024	2024/2025 Amortization Payment	Outstanding Balance as of October 1, 2025	2025/2026 Amortization Payment	Years Remaining as of October 1, 2025
10/1/2002	Assumption Change	(\$8,586,760)	(\$2,371,844)	(\$878,385)	(\$1,659,488)	(\$904,737)	2
10/1/2003	Assumption Change	\$21,280,291	\$7,775,013	\$2,200,142	\$6,119,122	\$2,266,147	3
10/1/2005	Actuarial Loss	\$18,410,024	\$1,947,733	\$2,084,074	\$0	\$0	0
10/1/2006	Actuarial Gain	(\$2,191,548)	(\$464,192)	(\$253,073)	(\$243,612)	(\$260,665)	1
10/1/2006	Assumption and Method Change	(\$35,017,429)	(\$21,518,982)	(\$3,676,944)	(\$19,348,367)	(\$3,787,253)	6
10/1/2007	Actuarial Gain	(\$636,143)	(\$201,289)	(\$74,545)	(\$140,834)	(\$76,781)	2
10/1/2008	Method Change ¹	\$404,497	\$308,702	\$42,537	\$287,774	\$43,813	8
10/1/2008	Method Change ²	(\$31,590,204)	(\$13,221,501)	(\$3,741,368)	(\$10,405,638)	(\$3,853,609)	3
10/1/2008	Actuarial Loss	\$49,292,225	\$20,630,357	\$5,837,897	\$16,236,585	\$6,013,034	3
10/1/2009	Assumption Change	(\$13,505,492)	(\$6,853,623)	(\$1,580,509)	(\$5,752,868)	(\$1,627,924)	4
10/1/2009	Plan Amendment	(\$67,211,205)	(\$34,107,626)	(\$7,865,533)	(\$28,629,627)	(\$8,101,499)	4
10/1/2009	Actuarial Loss	\$105,604,767	\$53,591,180	\$12,358,620	\$44,983,943	\$12,729,379	4
10/1/2010	Actuarial Loss	\$61,039,131	\$35,960,096	\$7,038,835	\$31,438,468	\$7,250,000	5
10/1/2011	Actuarial Loss	\$63,298,488	\$41,999,310	\$7,176,414	\$37,762,848	\$7,391,706	6
10/1/2011	Assumption Changes	\$3,784,141	\$2,510,822	\$429,024	\$2,257,556	\$441,894	6
10/1/2012	Actuarial Loss	\$49,256,529	\$35,476,133	\$5,401,190	\$32,558,272	\$5,563,225	7
10/1/2012	Assumption Changes	\$7,834,245	\$5,642,474	\$859,058	\$5,178,389	\$884,830	7
10/1/2013	Actuarial Loss	\$9,605,158	\$7,395,708	\$1,019,079	\$6,894,329	\$1,049,652	8
10/1/2013	Assumption Changes	\$7,959,102	\$6,128,288	\$844,437	\$5,712,831	\$869,770	8
10/1/2014	Actuarial Gain	(\$11,561,233)	(\$9,403,809)	(\$1,187,271)	(\$8,874,805)	(\$1,222,889)	9
10/1/2014	Assumption Changes	\$7,960,612	\$6,475,095	\$817,508	\$6,110,844	\$842,033	9
10/1/2014	Change EA Span	(\$9,724,655)	(\$7,909,951)	(\$998,665)	(\$7,464,983)	(\$1,028,625)	9
10/1/2015	Actuarial Gain	(\$847,438)	(\$721,243)	(\$84,267)	(\$687,463)	(\$86,795)	10
10/1/2015	Assumption Changes	\$7,732,566	\$6,581,094	\$768,908	\$6,272,863	\$791,976	10
10/1/2016	Actuarial Gain	(\$3,675,043)	(\$3,247,287)	(\$353,981)	(\$3,120,616)	(\$364,600)	11
10/1/2016	Assumption Changes	\$60,055,995	\$53,065,794	\$5,784,603	\$50,995,797	\$5,958,141	11
10/1/2017	Actuarial Loss	\$14,014,971	\$12,769,560	\$1,307,651	\$12,355,777	\$1,346,880	12
10/1/2018	Actuarial Gain	(\$9,961,505)	(\$9,305,177)	(\$900,374)	(\$9,056,165)	(\$927,385)	13
10/1/2018	Plan/Assumption Changes	\$45,587,469	\$42,583,875	\$4,120,439	\$41,444,307	\$4,244,052	13
10/1/2019	Actuarial Loss	\$14,004,299	\$13,345,142	\$1,226,235	\$13,053,067	\$1,263,022	14
10/1/2019	Plan Changes	\$12,106,830	\$11,536,983	\$1,060,090	\$11,284,482	\$1,091,893	14
10/1/2020	Actuarial Gain	(\$13,724,695)	(\$13,284,939)	(\$1,164,247)	(\$13,050,638)	(\$1,199,174)	15
10/1/2020	Assumption Changes	(\$846,242)	(\$819,125)	(\$71,785)	(\$804,679)	(\$73,939)	15
10/1/2021	Actuarial Gain	(\$24,005,094)	(\$23,525,508)	(\$1,973,820)	(\$23,198,474)	(\$2,033,035)	16
10/1/2021	Assumption Changes	(\$13,872,651)	(\$13,595,496)	(\$1,140,680)	(\$13,406,501)	(\$1,174,900)	16
10/1/2021	Plan Changes	\$16,828,857	\$16,492,641	\$1,383,754	\$16,263,372	\$1,425,266	16
10/1/2022	Actuarial Loss	\$16,427,494	\$16,245,883	\$1,309,330	\$16,073,765	\$1,348,609	17
10/1/2022	Plan Changes	\$12,557,814	\$12,418,982	\$1,000,902	\$12,287,409	\$1,030,929	17
10/1/2022	Assumption Changes	\$17,489,294	\$17,295,943	\$1,393,959	\$17,112,700	\$1,435,777	17
10/1/2023	Actuarial Loss	\$40,277,843	\$40,097,205	\$3,113,494	\$39,790,515	\$3,206,899	18
10/1/2023	Assumption Changes	\$18,693,926	\$18,610,088	\$1,445,048	\$18,467,746	\$1,488,400	18
10/1/2024	Actuarial Loss	\$347,422	\$347,422	\$26,060	\$345,682	\$26,842	19
10/1/2024	Plan Changes - Actives	\$65,233,626	\$65,233,626	\$4,893,135	\$64,906,845	\$5,039,929	19
10/1/2024	Plan Changes - Inactives	\$4,555,146	\$4,555,146	\$418,555	\$4,455,451	\$431,112	14
10/1/2024	Assumption Changes	\$37,358,772	\$37,358,772	\$2,802,259	\$37,171,627	\$2,886,327	19
10/1/2025	Actuarial Loss*	\$8,488,509	\$0	\$0	\$8,488,509	\$636,718	20
			\$433,827,475	\$52,217,790	\$420,466,117	\$52,274,445	

Date	Projected Unfunded Liability
October 1, 2025	\$420,466,117
October 1, 2026	\$397,624,300
October 1, 2027	\$371,346,837
October 1, 2028	\$340,565,325
October 1, 2045	\$0

¹Reflects actuarial gain due to correction in development of Actuarial Value of Assets and an actuarial loss due to update in valuation software.

²Reflects method change of amortization of unfunded liability from level dollar to level percent of pay and change in asset smoothing method from 3 to 5-year smoothing.

*The total experience loss (gain) for the 2024/2025 plan year of \$2,024,578 is adjusted for contribution timing differences adjusted for interest equal to \$6,463,931.





1. Schedule of Funding Progress

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded AAL (UAAL) (b) - (a)	Funded Ratio (a)/(b)	Annual Payroll (c)	UAAL as % of Annual Payroll [(b) - (a)]/(c)
10/1/2016	618,446,623	952,072,001	333,625,378	64.96%	94,536,971	352.90%
10/1/2017	645,491,328	981,027,466	335,536,138	65.80%	107,890,759	311.00%
10/1/2018	678,854,470	1,035,827,306	356,972,836	65.54%	107,770,892	331.23%
10/1/2019	715,548,690	1,082,069,231	366,520,541	66.13%	119,071,503	307.82%
10/1/2020	770,592,433	1,103,331,978	332,739,545	69.84%	126,118,458	263.83%
10/1/2021	846,320,353	1,135,791,592	289,471,239	74.51%	127,879,474	226.36%
10/1/2022	887,414,307	1,198,147,855	310,733,548	74.07%	138,127,441	224.96%
10/1/2023	918,381,285	1,265,471,196	347,089,911	72.57%	137,402,855	252.61%
10/1/2024	979,065,387	1,412,892,862	433,827,475	69.30%	142,206,263	305.07%
10/1/2025	1,057,082,177	1,477,548,294	420,466,117	71.54%	159,916,053	262.93%

2. Method and assumptions used in calculations of actuarially determined contributions

Valuation date: October 1, 2025

Actuarial cost method: Entry Age Normal

Amortization method: Level percent, closed

Remaining amortization period: 1 to 20 years

Asset valuation method: 5-Year Smoothed Market

Actuarial assumptions:

- Investment rate of return* 7.00%
- Projected salary increases 4.00% to 8.75%, including 3.50% wage inflation
- Payroll Growth 3.00%
- *Includes inflation at 2.50%
- Cost of living adjustments 4% per year, with \$54 per year minimum and \$400 per year maximum.





PRESENT VALUE OF ACCRUED BENEFITS

TABLE Va

Shown below is the development of the Total Present Value of Accrued Benefits for the Plan. The calculations were performed using the Plan's interest rate of 7.00% which was first adopted for the October 1, 2024 valuation.

1. Actuarial Present Value of Accrued Benefits*

	As of 10/1/2024	As of 10/1/2025
a. Vested Accrued Benefits:		
i. Retired members, beneficiaries, and deferred vested members	\$958,816,848	\$971,401,706
ii. Active and inactive members*	\$308,747,591	\$354,500,976
iii. Sub-total	\$1,267,564,439	\$1,325,902,682
b. Non-vested Accrued Benefits	\$24,126,231	\$23,271,887
c. Total Benefits	\$1,291,690,670	\$1,349,174,569

2. Statement of Changes in Total Actuarial Present Value of All Accrued Benefits

a. Actuarial Present Value as of October 1, 2024	\$1,291,690,670
b. Increase (Decrease) During 2024/2025 Plan Year Attributable to:	
i. Interest	\$87,231,547
ii. Benefits accumulated/experience	\$61,303,787
iii. Benefits paid	(\$91,051,435)
iv. Changes in actuarial assumptions	\$0
v. Changes in plan amendments	\$0
vi. Net increase (decrease)	\$57,483,899
c. Actuarial Present Value as of October 1, 2025	\$1,349,174,569

3. Items Affecting Calculation of Actuarial Present Value of Accrued Benefits

- a. Plan provisions reflected in the accrued benefits (see Table XIIa)
- b. Plan amendments reflected in item 2.b.v. above (see Table XIIb)
- c. Actuarial assumptions and methods used to determine present values (see Table XIa)
- d. Changes in actuarial assumptions and methods reflected in item 2.b.iv. above (see Table XIb)

* The actuarial present value of vested benefits for active and inactive members includes nonforfeitable accumulated member contributions in the amount of \$147,064,400 as of October 1, 2024 and \$158,396,980 as of October 1, 2025.





PROGRESS OF FUNDING

TABLE Vb

Year Ending 9/30	Interest Rate Assumption	Present Value of Accrued Benefits*	Market Value of Assets	Funded Ratio
2008	8.10%	\$714,893,783	\$576,492,500	80.64%
2009	8.10%	\$742,076,105	\$538,012,201	72.50%
2010	8.10%	\$800,285,084	\$553,797,518	69.20%
2011	8.00%	\$805,349,932	\$517,904,877	64.31%
2012	7.90%	\$813,986,821	\$566,197,533	69.56%
2013	7.80%	\$815,905,442	\$590,384,170	72.36%
2014	7.70%	\$819,382,358	\$619,561,295	75.61%
2015	7.60%	\$830,865,832	\$589,051,025	70.90%
2016	7.60%	\$892,062,084	\$617,704,941	69.24%
2017	7.60%	\$916,191,299	\$667,854,473	72.89%
2018	7.60%	\$968,511,385	\$704,529,898	72.74%
2019	7.60%	\$1,015,983,957	\$733,864,555	72.23%
2020	7.45%	\$1,037,166,901	\$774,433,922	74.67%
2021	7.45%	\$1,060,448,277	\$933,467,916	88.03%
2022	7.30%	\$1,116,923,371	\$781,908,949	70.01%
2023	7.15%	\$1,185,293,243	\$875,651,660	73.88%
2024	7.00%	\$1,291,690,670	\$1,067,106,515	82.61%
2025	7.00%	\$1,349,174,569	\$1,138,368,633	84.38%

**The Unit Credit cost method is used for determining the Present Value of Accrued Benefits. Calculations are based on current service and the current salaries as of the valuation date. The Present Value of Accrued Benefits is defined by participants' accumulated plan benefits as those future benefit payments that are attributable under the plan's provisions to employees' service rendered to the benefit information date. Their measurement is primarily based on employees' history of pay and service and other appropriate factors as of that date. Future salary changes are not considered. Future years of service are considered only in determining employees' expected eligibility for particular types of benefits, for example, early retirement, death, and disability benefits. To measure their actuarial present value, assumptions are used to adjust those accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the benefit information date and the expected date of payment. An assumption of an ongoing plan underlies those assumptions.*





	Actuarial Valuation prepared as of:	
	October 1, 2024	October 1, 2025
1. Participant Data		
a. Active members:		
i. Number	1,888	1,915
ii. Total annual payroll	\$142,206,263	\$159,916,053
iii. Estimated covered payroll	\$146,472,451	\$164,713,535
b. Retired members (other than disabled):		
i. Number	1,538	1,542
ii. Total annualized benefit	\$77,300,321	\$78,556,609
c. Beneficiaries receiving benefits:		
i. Number	417	426
ii. Total annualized benefit	\$8,079,092	\$8,462,970
d. Disabled members receiving benefits:		
i. Number	50	48
ii. Total annualized benefit	\$1,669,756	\$1,622,279
e. Terminated vested and inactive members:		
i. Number	329	336
ii. Total annualized benefit	\$1,125,943	\$1,198,161
2. Assets		
a. Actuarial value of assets	\$979,065,387	\$1,057,082,177
b. Market value of assets	\$1,067,106,515	\$1,138,368,633
3. Liabilities		
a. Present value of all future expected benefit payments:		
i. Active and inactive members:		
Retirement benefits	\$594,350,687	\$655,391,754
Vesting benefits	\$33,958,323	\$37,579,592
Disability benefits	\$3,177,145	\$3,580,546
Death benefits	\$3,644,344	\$4,029,893
Return of contributions	\$11,796,500	\$12,427,417
Total	\$646,926,999	\$713,009,202
ii. Terminated vested members	\$10,046,039	\$11,024,332
iii. Retired members and beneficiaries:		
Retired (other than disabled) and beneficiaries	\$934,409,716	\$946,635,897
Disabled members	\$14,361,093	\$13,741,477
Total	\$948,770,809	\$960,377,374
iv. Total present value of all future expected benefit payments	\$1,605,743,847	\$1,684,410,908





	<u>Actuarial Valuation prepared as of:</u>	
	<u>October 1, 2024</u>	<u>October 1, 2025</u>
b. Active actuarial accrued liability	\$449,757,718	\$501,662,830
c. Actuarial accrued liability	\$1,412,892,862	\$1,477,548,294
d. Unfunded actuarial accrued liability (please reference Table III for details concerning the unfunded liability bases and schedule of amortization payments)	\$433,827,475	\$420,466,117
4. Actuarial Present Value of Accrued Benefits (please reference Tables Va and Vb for details concerning the present value of accrued benefits)	\$1,291,690,670	\$1,349,174,569
5. Pension Cost		
a. Normal cost contributed by City	\$11,022,136	\$11,087,492
b. Payment to amortize unfunded liability	\$52,217,790	\$52,274,445
c. Subtotal (not less than zero)	\$63,239,926	\$63,361,937
d. Normal cost contributed by members	\$14,647,245	\$16,471,354
e. Total required contribution	\$77,887,171	\$79,833,291
As a percentage of covered payroll:	53.18%	48.47%
f. Amount to be contributed by members	\$14,647,245	\$16,471,354
As a percentage of covered payroll:	10.00%	10.00%
g. Amount to be contributed by City	\$63,239,926	\$63,361,937
As a percentage of covered payroll:	43.18%	38.47%
6. Past Contributions		
	<u>2023/2024</u>	<u>2024/2025</u>
a. Required contribution	\$69,294,439	\$71,743,302
b. Actual contribution made by:		
i. City	\$53,457,831	\$54,856,035
ii. Members	\$15,836,608	\$16,887,267





<u>Actuarial Valuation prepared as of:</u>	
<u>October 1, 2024</u>	<u>October 1, 2025</u>

7. Other disclosures

a. Present value of active members':

i. Future salaries:

at attained age

\$1,228,064,412

\$1,374,700,491

at entry age

N/A

N/A

ii. Future contributions:

at attained age

\$122,806,441

\$137,470,049

at entry age

N/A

N/A

b. Present value of future normal contributions from City

\$70,044,544

\$69,392,565

c. Present value of future expected benefit payments for active members at entry age

N/A

N/A

d. Amount of active and inactive members' accumulated contributions

\$147,064,400

\$158,396,980





DEVELOPMENT OF ACTUARIAL VALUE OF ASSETS

TABLE VIIa

Valuation date October 1:	2024	2025	2026	2027	2028	2029
A. Actuarial Value Beginning of Year	\$ 918,381,285	\$ 979,065,387				
B. Market Value End of Year	1,067,106,515	1,138,368,633				
C. Market Value Beginning of Year	875,651,660	1,067,106,515				
D. Cash Flow						
D1. Contributions	\$ 69,294,439	\$ 71,743,302				
D2. Benefit Payments	(86,913,481)	(88,996,060)				
D3. Refund Payments	(2,478,428)	(2,055,375)				
D4. Other Expenses	(360,819)	(205,442)				
D5. Investment Expenses	(2,555,059)	(2,541,920)				
D6. Net	(23,013,348)	(22,055,495)				
E. Investment Income						
E1. Market Total: B.-C.-D6.	214,468,203	93,317,613				
E2. Assumed Rate	7.15%	7.00%	7.00%	7.00%	7.00%	7.00%
E3. Amount for Immediate Recognition	64,432,769	76,556,401				
E4. Amount for Phased-In Recognition	150,035,434	16,761,212				
F. Phased-In Recognition of Investment Income						
F1. Current Year: 0.20*E4.	30,007,087	3,352,242	\$ 0	\$ 0	\$ 0	\$ 0
F2. First Prior Year	10,187,604	30,007,087	3,352,242	0	0	0
F3. Second Prior Year	(42,518,978)	10,187,604	30,007,087	3,352,242	0	0
F4. Third Prior Year	22,487,929	(42,518,978)	10,187,604	30,007,087	3,352,242	0
F5. Fourth Prior Year	(898,961)	22,487,929	(42,518,978)	10,187,604	30,007,087	3,352,244
F6. Total Recognized Investment Gain	\$ 19,264,681	\$ 23,515,884	\$ 1,027,955	\$ 43,546,933	\$ 33,359,329	\$ 3,352,244
G. Preliminary Actuarial Value End of Year:						
A.+D6.+E3.+F6.	\$ 979,065,387	\$ 1,057,082,177				
H. Corridor						
H1. 80% of Market Value	\$ 853,685,212	\$ 910,694,906				
H2. 120% of Market Value	\$ 1,280,527,818	\$ 1,366,042,360				
I. Actuarial Value End of Year						
G. Not Less than H1. or Not Greater than H2.	\$ 979,065,387	\$ 1,057,082,177				
J. Difference Between Market & Actuarial Values	\$ 88,041,128	\$ 81,286,456	\$ 80,258,506	\$ 36,711,573	\$ 3,352,244	\$ 0
K. Market Value Rate of Return	24.49%	8.59%				
L. Actuarial Value Rate of Return	8.93%	10.06%				

The Actuarial Valuation of Assets recognizes assumed investment income (line E3) fully each year. Differences between actual and assumed investment income (line E4) are phased in over a closed 4-year period. 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 the assumed rate, Actuarial Value of Assets will tend to be greater than market value. If assumed rates are exactly realized for 4 consecutive years, actuarial value will become equal to market value.





ASSETS OF THE FUND

TABLE VIIb

	As of October 1, 2024	As of October 1, 2025
Market Value of Assets*		
1. Cash equivalents (3.45%)	\$41,061,269	\$39,217,182
2. U.S. government & agency securities (17.43%)	\$183,620,131	\$198,459,703
3. Corporate bonds (5.25%)	\$57,793,048	\$59,823,961
4. Corporate stock (73.49%)	\$780,001,897	\$836,590,086
5. Real estate fund (0%)	\$0	\$0
6. Total invested assets (99.62%)	\$1,062,476,345	\$1,134,090,932
7. Cash (0.04%)	\$1,595,254	\$412,132
8. Receivable securities sold (1.61%)	\$1,490,604	\$18,310,051
9. Receivable member contributions (0.04%)	\$359,111	\$462,802
10. Accrued interest and other receivable (0.39%)	\$4,123,766	\$4,570,873
11. Accounts payable (-0.08%)	(\$892,991)	(\$940,281)
12. Other payables (-1.63%)	(\$2,045,574)	(\$18,537,876)
13. Market value of assets (100%)	\$1,067,106,515	\$1,138,368,633

* The percentages in parentheses indicate the proportion of assets committed to each type of investment as of October 1, 2025.

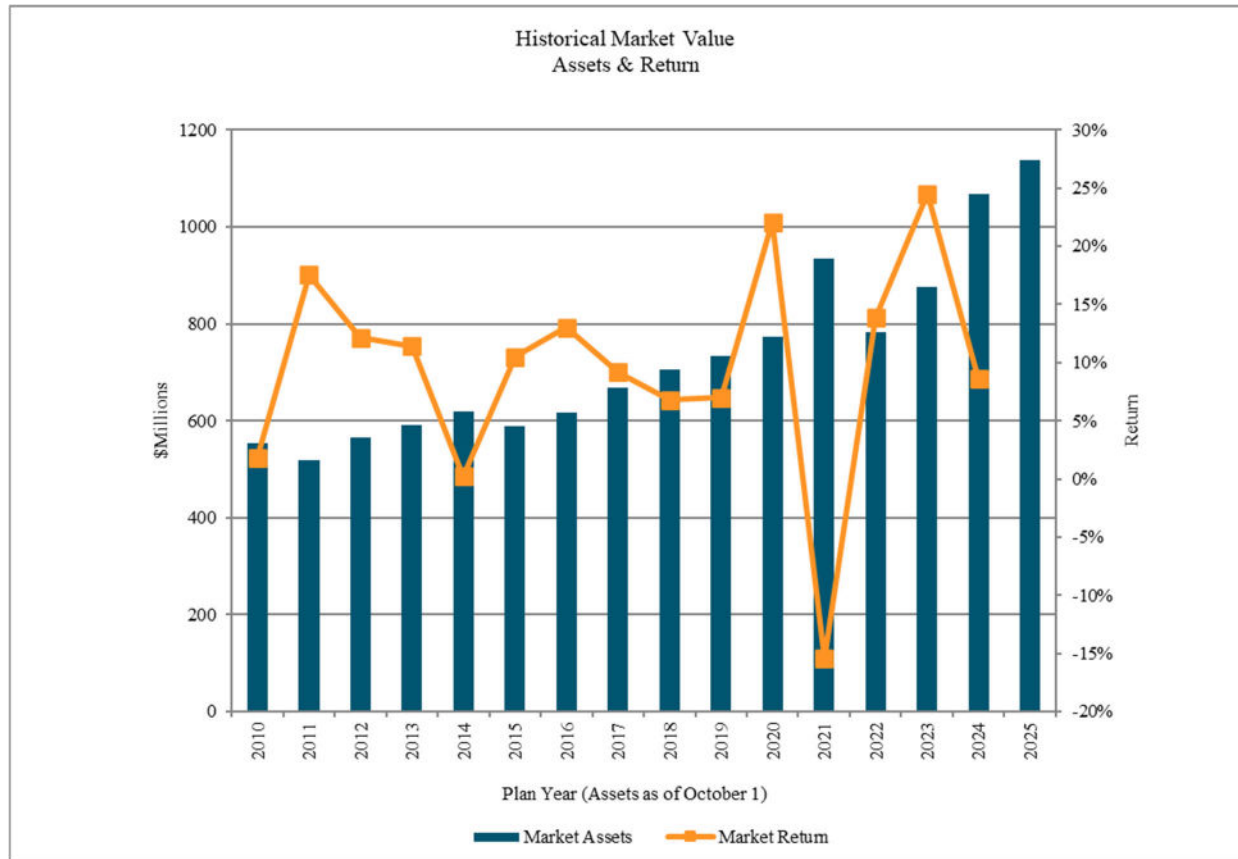
	Year Ending October 1, 2024	Year Ending October 1, 2025
Realized gains and (losses)	\$ 23,269,783	\$ 65,002,558
Unrealized gains and (losses)	\$ 171,568,700	\$ 5,468,554





HISTORICAL ASSET INFORMATION

TABLE VIIIa



Plan Year	Market Value as of October 1	Actuarial Value as of October 1	Benefit Payments*	Other Expenses	City and Member Contributions	Market Value Return	Actuarial Value Return
2010/2011	\$553,797,518	\$652,999,926	\$74,666,559	\$94,187	\$29,415,586	1.78%	(1.11)%
2011/2012	\$517,904,877	\$600,678,610	\$73,572,275	\$73,998	\$34,560,894	17.53%	(0.11)%
2012/2013	\$566,197,533	\$560,966,742	\$74,211,130	\$252,895	\$32,302,052	12.17%	7.00%
2013/2014	\$590,384,170	\$556,570,561	\$73,771,095	\$265,995	\$37,941,331	11.40%	10.46%
2014/2015	\$619,561,295	\$576,796,227	\$73,029,933	\$176,693	\$41,199,961	0.25%	8.75%
2015/2016	\$589,051,025	\$593,839,115	\$73,827,066	\$233,337	\$42,476,965	10.51%	9.72%
2016/2017	\$617,704,941	\$618,446,623	\$73,580,735	\$352,230	\$45,436,953	13.03%	9.19%
2017/2018	\$667,854,473	\$645,491,328	\$75,040,709	\$287,451	\$51,726,758	9.19%	8.99%
2018/2019	\$704,529,898	\$678,854,470	\$74,608,564	\$60,586	\$56,621,877	6.81%	8.17%
2019/2020	\$733,864,555	\$715,548,690	\$74,794,162	(\$95,992)	\$64,380,701	6.98%	9.20%
2020/2021	\$774,433,922	\$770,592,433	\$78,369,982	\$317,969	\$67,985,635	22.07%	11.29%
2021/2022	\$933,467,916	\$846,320,353	\$79,526,897	\$162,782	\$71,487,766	(15.43)%	5.85%
2022/2023	\$781,908,949	\$887,414,307	\$84,092,395	\$318,225	\$70,638,637	13.87%	5.08%
2023/2024	\$875,651,660	\$918,381,285	\$89,391,909	\$360,819	\$69,294,439	24.49%	8.93%
2024/2025	\$1,067,106,515	\$979,065,387	\$91,051,435	\$205,442	\$71,743,302	8.59%	10.06%
2025/2026	\$1,138,368,633	\$1,057,082,177					

*Including contribution refunds





REVENUES BY SOURCE AND EXPENSES BY TYPE

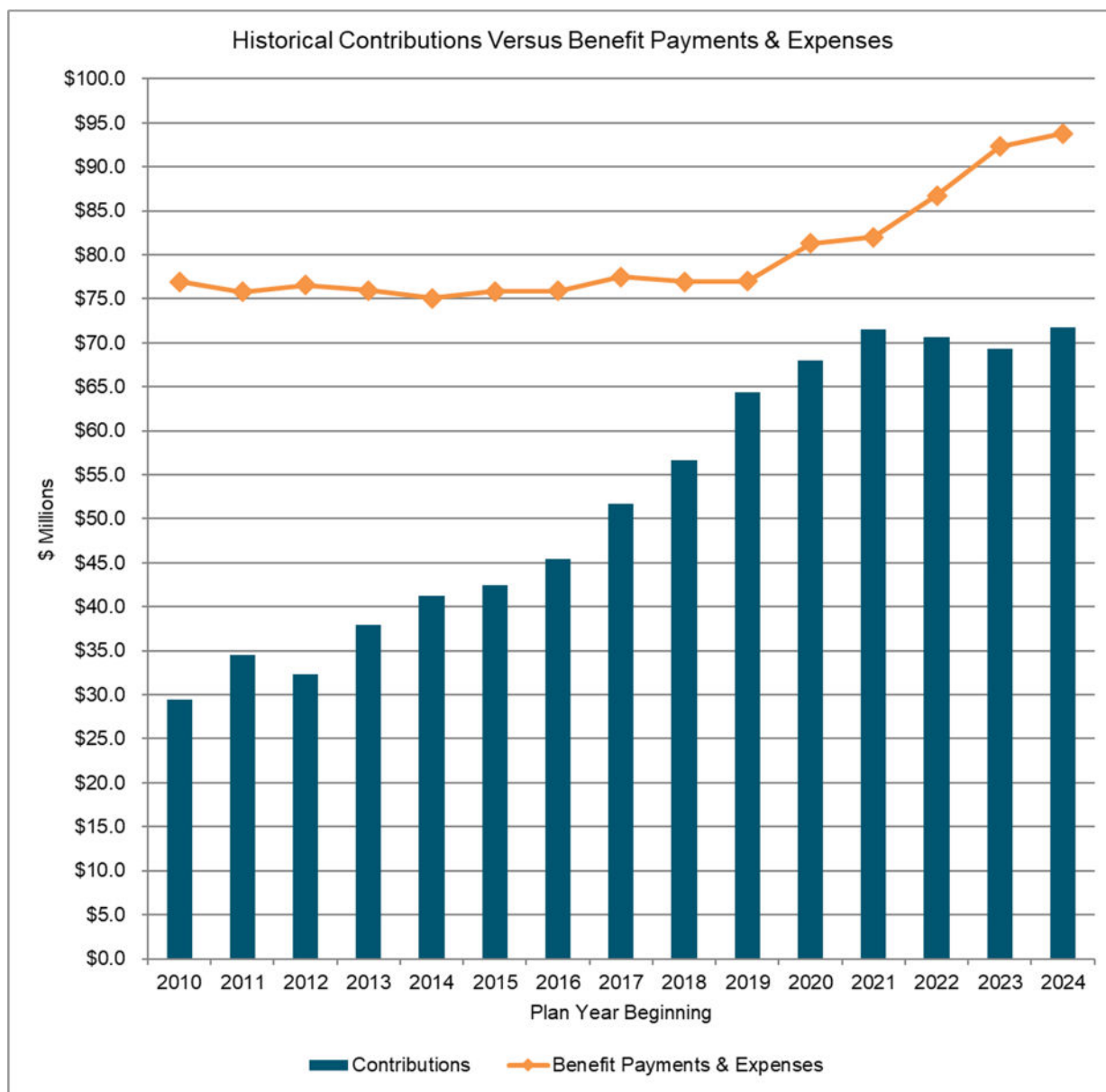
TABLE VIIIb

REVENUES					
Fiscal Year	City Contributions	Member Contributions	Total Contributions	Investment Return	Total
2010/2011	\$20,232,513	\$9,183,073	\$29,415,586	\$11,660,396	\$41,075,982
2011/2012	\$25,973,331	\$8,587,563	\$34,560,894	\$89,507,450	\$124,068,344
2012/2013	\$25,568,193	\$6,733,859	\$32,302,052	\$68,425,900	\$100,727,952
2013/2014	\$30,710,096	\$7,231,235	\$37,941,331	\$67,186,584	\$105,127,915
2014/2015	\$33,036,318	\$8,163,643	\$41,199,961	\$3,351,737	\$44,551,698
2015/2016	\$32,881,500	\$9,595,465	\$42,476,965	\$62,031,436	\$104,508,401
2016/2017	\$34,355,719	\$11,081,234	\$45,436,953	\$80,606,098	\$126,043,051
2017/2018	\$40,879,285	\$10,847,473	\$51,726,758	\$62,456,508	\$114,183,266
2018/2019	\$43,526,929	\$13,094,948	\$56,621,877	\$49,678,057	\$106,299,934
2019/2020	\$49,923,146	\$14,457,555	\$64,380,701	\$53,205,024	\$117,585,725
2020/2021	\$54,121,724	\$13,863,911	\$67,985,635	\$172,324,400	\$240,310,035
2021/2022	\$55,807,861	\$15,679,905	\$71,487,766	(\$141,047,680)	(\$69,559,914)
2022/2023	\$55,325,610	\$15,313,027	\$70,638,637	\$109,847,860	\$180,486,497
2023/2024	\$53,457,831	\$15,836,608	\$69,294,439	\$214,468,203	\$283,762,642
2024/2025	\$54,856,035	\$16,887,267	\$71,743,302	\$93,317,613	\$165,060,915

EXPENSES					
Fiscal Year	Benefits Paid	Member Refunds	Other Expenses	Investment Expenses	Total
2010/2011	\$72,737,854	\$1,928,705	\$94,187	\$2,207,877	\$76,968,623
2011/2012	\$72,186,394	\$1,385,881	\$73,998	\$2,129,415	\$75,775,688
2012/2013	\$72,431,710	\$1,779,420	\$252,895	\$2,077,290	\$76,541,315
2013/2014	\$71,903,481	\$1,867,614	\$265,995	\$1,913,700	\$75,950,790
2014/2015	\$71,940,377	\$1,089,556	\$176,693	\$1,855,342	\$75,061,968
2015/2016	\$71,859,673	\$1,967,393	\$233,337	\$1,794,082	\$75,854,485
2016/2017	\$72,514,134	\$1,066,601	\$352,230	\$1,960,554	\$75,893,519
2017/2018	\$72,722,490	\$2,318,219	\$287,451	\$2,179,681	\$77,507,841
2018/2019	\$72,810,575	\$1,797,989	\$60,586	\$2,296,127	\$76,965,277
2019/2020	\$73,337,446	\$1,456,716	(\$95,992)	\$2,318,188	\$77,016,358
2020/2021	\$75,798,787	\$2,571,195	\$317,969	\$2,588,090	\$81,276,041
2021/2022	\$77,241,571	\$2,285,326	\$162,782	\$2,309,374	\$81,999,053
2022/2023	\$81,875,080	\$2,217,315	\$318,225	\$2,333,166	\$86,743,786
2023/2024	\$86,913,481	\$2,478,428	\$360,819	\$2,555,059	\$92,307,787
2024/2025	\$88,996,060	\$2,055,375	\$205,442	\$2,541,920	\$93,798,797

The city contributions for fiscal year 2010/2011 include contributions of \$4,712,259 (paid 10/1/2010), \$13,779,647 (paid 12/3/2010) and receivable contributions of \$1,740,607 (paid 11/1/2011).

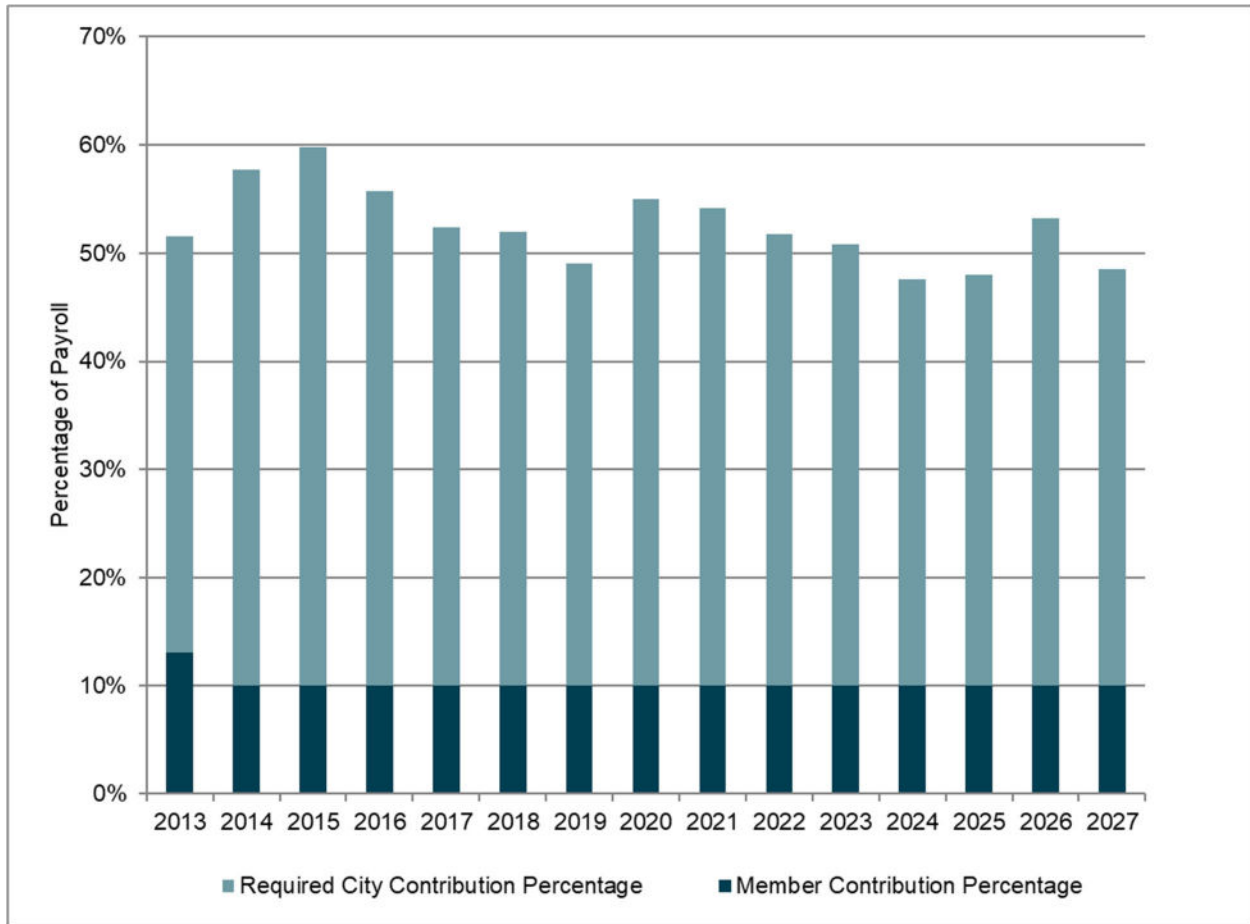






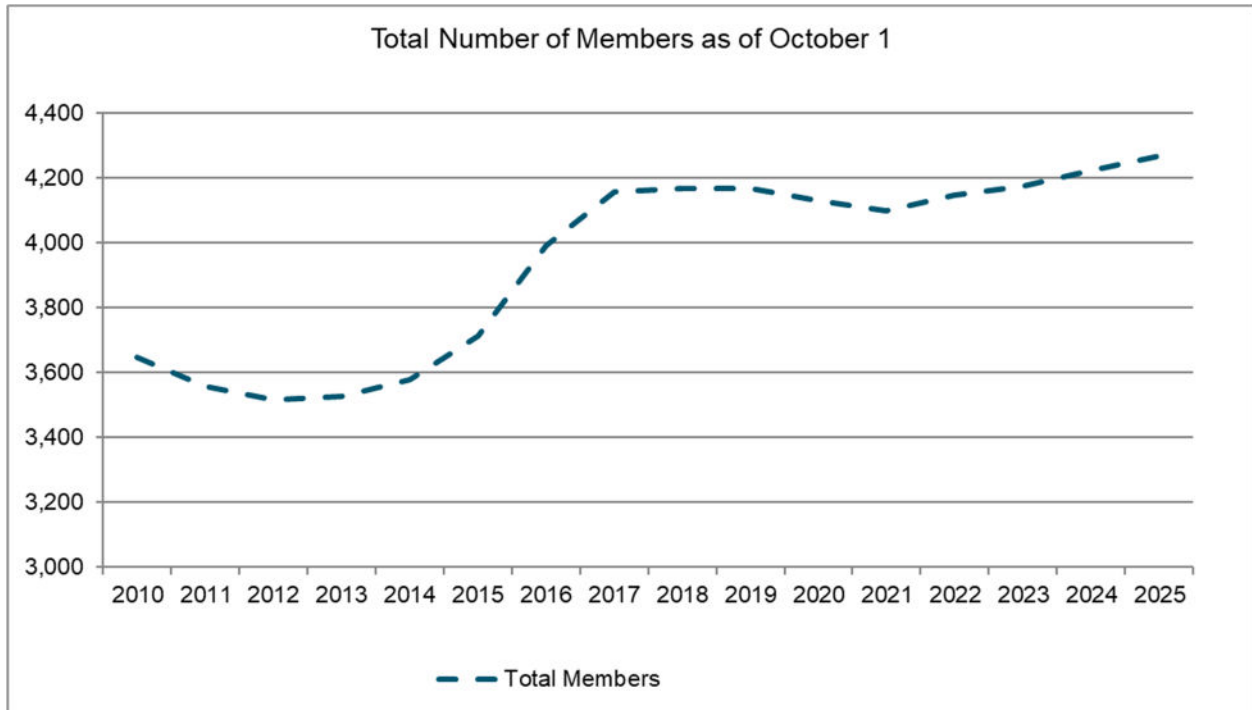
HISTORICAL CONTRIBUTION RATE

TABLE IXb



Fiscal Year	Member Contribution Percentage	Required City Contribution Percentage	Fiscal Year	Member Contribution Percentage	Required City Contribution Percentage
2018	10%	41.98%	2023	10%	40.82%
2019	10%	39.03%	2024	10%	37.57%
2020	10%	44.97%	2025	10%	38.00%
2021	10%	44.13%	2026	10%	43.18%
2022	10%	41.76%	2027	10%	38.47%





	As of 10/1/2024	As of 10/1/2025
1. Active Members	1,888	1,915
2. Non-active, Non-Retired Members		
a. Fully vested	37	39
b. Non-vested	292	297
c. Sub-total	329	336
3. Retired Members		
a. Non-disabled	1,538	1,542
b. Disabled	50	48
c. Beneficiaries	417	426
d. Sub-total	2,005	2,016
4. Total Members	4,222	4,267





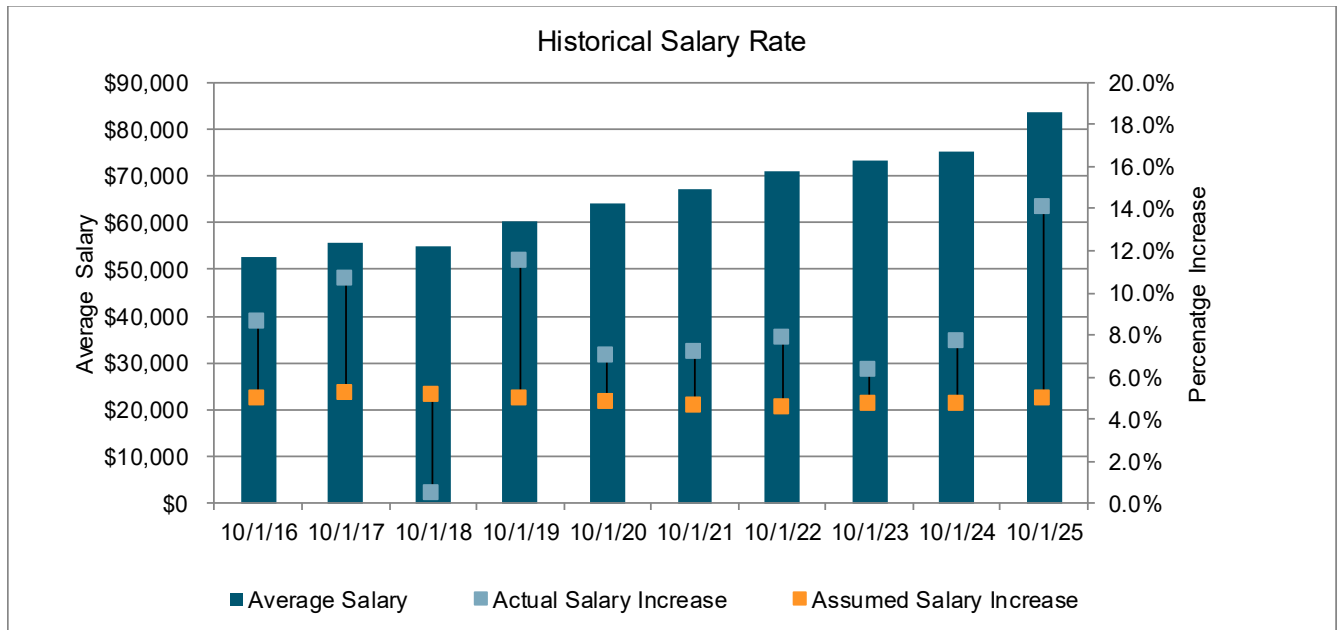
DATA RECONCILIATION

TABLE Xb

	<u>Active</u>	<u>Non-Active Non-Retired</u>	<u>Retired</u>	<u>Total</u>
1. Number of members as of October 1, 2024	1,888	329	2,005	4,222
<hr/>				
2. Change in Status during the plan year:				
a. Actives who became inactive	(35)	35		0
b. Actives/Inactive who retired	(56)		56	0
c. Active/Inactive who became disabled	(1)		1	0
d. Inactive who became active	6	(6)		0
e. Retired but returned to work				
3. No longer members due to:				
a. Death	(5)	(1)	(73)	(79)
b. Refund of contributions	(48)	(21)		(69)
c. Correction in status				0
4. New members due to:				
a. Initial membership	166			166
b. Death of another member			27	27
c. Omitted last year				
<hr/>				
5. Number of members as of October 1, 2025	1,915	336	2,016	4,267

Retired group includes 175 and 186 DROP members as of October 1, 2024 and October 1, 2025 respectively.





Date	Average Salary	Actual Salary Increase	Assumed Salary Increase	Date	Average Salary	Actual Salary Increase	Assumed Salary Increase
10/1/16	52,726	8.64%	4.95%	10/1/21	67,270	7.19%	4.64%
10/1/17	55,528	10.63%	5.18%	10/1/22	71,126	7.83%	4.57%
10/1/18	55,013	0.45%	5.09%	10/1/23	73,282	6.32%	4.69%
10/1/19	60,381	11.47%	4.92%	10/1/24	75,321	7.69%	4.70%
10/1/20	64,117	6.97%	4.78%	10/1/25	83,507	14.00%	4.92%

Active Members as of 10/1/2025

	<u>Number</u>	<u>Annual Compensation</u>
Males	1,035	\$86,609,277
Females	880	\$73,306,776
Total	<u>1,915</u>	<u>\$159,916,053</u>
Average Annual Compensation		\$83,507
Average Entry Age		36.80
Average Years of Service		10.28

The average pay shown is the average of the annual rate of pay excluding any overtime pay or other special compensation.





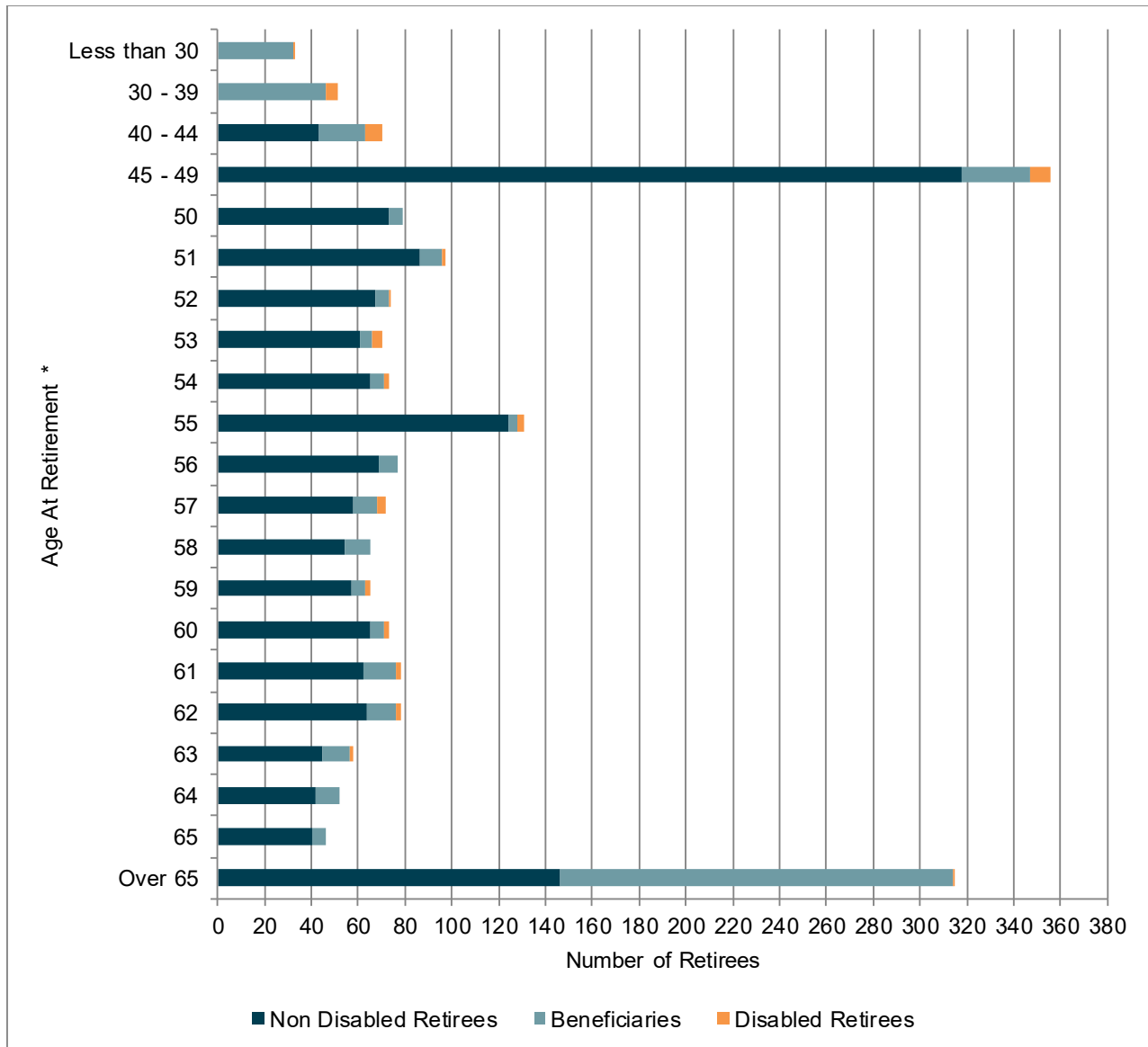
AGE-SERVICE-SALARY TABLE

TABLE Xd

Attained Age	Completed Years of Service										Total	
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & Up		
Under 25	17	27	1	0	0	0	0	0	0	0	0	45
Avg. Pay*	45,174	51,851	47,135	0	0	0	0	0	0	0	0	49,224
25 to 29	25	62	17	1	0	0	0	0	0	0	0	105
Avg. Pay*	57,317	57,567	61,438	85,708	0	0	0	0	0	0	0	58,402
30 to 34	21	59	73	14	0	0	0	0	0	0	0	167
Avg. Pay*	56,490	63,184	72,266	84,443	0	0	0	0	0	0	0	68,094
35 to 39	20	62	104	49	13	0	0	0	0	0	0	248
Avg. Pay*	58,074	73,316	79,247	87,575	79,332	0	0	0	0	0	0	77,706
40 to 44	20	49	87	66	46	25	1	0	0	0	0	294
Avg. Pay*	56,329	73,371	79,746	93,920	98,940	91,457	138,410	0	0	0	0	84,471
45 to 49	19	46	52	40	50	51	16	0	0	0	0	274
Avg. Pay*	65,739	70,072	92,216	92,889	104,231	103,823	120,507	0	0	0	0	92,765
50 to 54	14	45	56	47	49	30	24	5	0	0	0	270
Avg. Pay*	52,713	66,374	73,904	92,524	103,981	117,910	126,524	144,075	0	0	0	91,116
55 to 59	4	39	45	62	24	38	13	5	0	0	0	230
Avg. Pay*	46,307	82,171	79,086	95,424	93,624	108,596	124,659	179,622	0	0	0	94,597
60 to 64	7	17	54	36	20	19	12	4	1	1	1	171
Avg. Pay*	58,443	65,037	78,039	88,517	92,190	113,653	137,674	119,333	145,301	174,180	174,180	89,869
65 & Up	4	14	34	39	9	6	3	2	0	0	0	111
Avg. Pay*	71,506	85,634	75,066	77,247	92,545	103,868	83,061	96,083	0	0	0	80,606
Total	151	420	523	354	211	169	69	16	1	1	1	1,915
Avg. Pay*	56,574	67,993	78,022	90,219	98,639	106,674	124,999	142,999	145,301	174,180	174,180	83,507

*The average pay shown is the average of the annual rate of pay excluding any overtime pay or other special compensation.





Average benefit being paid to non-disabled retirees is \$4,245.39 per month.

Average benefit being paid to beneficiaries is \$1,655.51 per month.

Average benefit being paid to disabled retirees is \$2,816.46 per month.

**Data to compute Age at Retirement for deceased retirees with benefit continuing to a survivor was not available.*





PROJECTED BENEFIT PAYMENTS

TABLE Xf

<u>Fiscal Year</u>	<u>Projected Payments</u>
2026	\$92,588,668
2027	\$95,812,868
2028	\$98,992,483
2029	\$102,325,906
2030	\$105,514,060
2031	\$109,265,396
2032	\$112,503,251
2033	\$115,661,560
2034	\$118,923,213
2035	\$121,658,446

Note: the projected payments are the expected future non-discounted payments to current members. These numbers exclude refund payouts to current nonvested inactives and assume future retirees elect the normal form of payment and future withdrawals elect refunds according to valuation assumptions.





Schedule of Active Member Valuation Data

Valuation Date	Number	Annual Payroll	Annual Average Pay	% Increase In Average Pay
October 1, 2021	1,901	\$127,879,474	\$67,270	4.92%
October 1, 2022	1,942	\$138,127,441	\$71,126	5.73%
October 1, 2023	1,875	\$137,402,855	\$73,282	3.03%
October 1, 2024	1,888	\$142,206,263	\$75,321	2.78%
October 1, 2025	1,915	\$159,916,053	\$83,507	10.87%

Schedule of Retirants and Beneficiaries Added to and Removed from Rolls

Year Ended	Added to Rolls		Removed from Rolls		Rolls – End of Year		% Increase In Annual Allowances	Average Annual Allowances
	Number	Annual Allowances	Number	Annual Allowances	Number	Annual Allowances		
September 30, 2021	114	\$5,688,650	101	\$2,880,740	1,904	\$76,090,674	3.83%	\$39,964
September 30, 2022	70	\$3,506,262	85	\$2,639,034	1,889	\$76,957,902	1.14%	\$40,740
September 30, 2023	151	\$8,255,864	73	\$2,091,187	1,967	\$83,122,579	8.01%	\$42,259
September 30, 2024	104	\$6,388,520	66	\$2,461,930	2,005	\$87,049,169	4.72%	\$43,416
September 30, 2025	84	\$4,017,597	73	\$2,424,908	2,016	\$88,641,858	1.83%	\$43,969





ANNUAL COMPREHENSIVE FINANCIAL REPORT INFORMATION

TABLE Xg (CONTINUED)

Solvency Test

Valuation Date	Aggregate Actuarial Accrued Liabilities for			Reported Assets Actuarial Value	Portion of Actuarial Accrued Liabilities Covered by Reported Assets		
	(1)	(2)	(3)		(1)	(2)	(3)
	Active Member Contributions	Retirants and Beneficiaries	Active Member (Employer Financed Portion)				
September 30, 2016	\$91,512,215	\$773,892,248	\$86,667,538	\$618,446,623	100%	68%	0%
September 30, 2017	\$100,581,074	\$778,034,035	\$102,412,357	\$645,491,328	100%	70%	0%
September 30, 2018	\$110,392,059	\$771,318,434	\$154,116,813	\$678,854,470	100%	74%	0%
September 30, 2019	\$122,948,157	\$765,344,472	\$193,776,602	\$715,548,690	100%	77%	0%
September 30, 2020	\$135,379,038	\$758,845,361	\$209,107,579	\$770,592,433	100%	84%	0%
September 30, 2021	\$137,761,212	\$790,358,991	\$207,671,389	\$846,320,353	100%	90%	0%
September 30, 2022	\$149,686,749	\$809,290,719	\$239,170,387	\$887,414,307	100%	91%	0%
September 30, 2023	\$145,024,903	\$894,476,311	\$225,969,982	\$918,381,285	100%	86%	0%
September 30, 2024	\$147,064,400	\$958,816,848	\$307,011,614	\$979,065,387	100%	87%	0%
September 30, 2025	\$158,396,980	\$971,401,706	\$347,749,608	\$1,057,082,177	100%	93%	0%





Analysis of Financial Experience
Gains & Losses in Accrued Liabilities During Year Ending September 30
Resulting from Differences Between Assumed Experience & Actual Experience

\$ Gain (or Loss) For Year Ending September 30	2025
Age & Service Retirements If members retire at older ages or with lower final average pay than assumed, there is a gain. If younger ages or higher average pay, a loss.	(624,511)
Disability Retirements If disability claims are less than assumed, there is a gain. If more claims, a loss.	(73,615)
Death-In-Service Retirements If survivor claims are less than assumed, there is a gain. If more claims, a loss.	(418,138)
Withdrawal From Employment If more liabilities are released by withdrawals than assumed, there is a gain. If smaller releases, a loss.	(1,031,728)
Pay Increases and Data Adjustments If there are smaller pay increases than assumed, there is a gain. If greater increases, a loss.	(32,407,289)
Contribution Income If more contributions are received than expected, there is a gain. If less, a loss.	(6,143,869)
Investment Income If there is greater investment income than assumed, there is a gain. If less income, a loss.	29,678,763
Death After Retirement If retirants live longer than assumed, there is a loss. If not as long, a gain.	2,017,686
New Members/Rehires	(851,457)
Other Miscellaneous gains and losses resulting from timing of financial transactions, valuation methods, increase in maximum benefit limits, etc.	\$1,365,649
Gain (or Loss) During Year From Financial Experience	<u>(\$8,488,509)</u>
Non-Recurring Items Adjustments for plan amendments, assumption changes, etc.	<u>\$0</u>
Composite Gain (or Loss) During Year	(\$8,488,509)





RISK CONSIDERATIONS

A typical retirement plan faces many different risks, but the greatest risk is the inability to make benefit payments when due. If plan assets are depleted, benefits may not be paid which could create legal and litigation risk or the plan could become “pay as you go.” The term “risk” is most commonly associated with an outcome with undesirable results. However, in the actuarial world, risk can be translated as uncertainty. The actuarial valuation process uses many actuarial assumptions to project how future contributions and investment returns will meet the cash flow needs for future benefit payments. Of course, we know that actual experience will not unfold exactly as anticipated by the assumptions and that uncertainty, whether favorable or unfavorable, creates risk. ASOP 51 defines risk as the potential of actual future measurements to deviate from expected results due to actual experience that is different than the actuarial assumptions.

The various risk factors for a given plan can have a significant impact – positive or negative – on the actuarial projection of liability and contribution rates.

There are a number of risks inherent in the funding of a defined benefit plan. These include:

- economic risks, such as investment return and price inflation;
- demographic risks such as mortality, payroll growth, aging population including impact of baby boomers, and retirement ages;
- contribution risk, i.e., the potential for contribution rates to be too high for the plan sponsor/employer to pay and
- external risks such as the regulatory and political environment.

There is a direct correlation between healthy, well-funded retirement plans and consistent contributions equal to the full actuarial contribution rate each year. The Plan is primarily funded by member and employer contributions to the trust fund, together with the earnings on these accumulated contributions. These contributions fund benefit accruals for current active members and administrative expenses. The remainder of the contributions amortizes the unfunded actuarial accrued liability. The required contribution rate is the sum of the rates for the normal cost for the plan and the amortization of the unfunded actuarial accrued liability. The required contribution rate is sensitive to increases in the UAAL and periods of lower-than-expected returns would lead to much higher contribution rates as a percentage of payroll.





RISK CONSIDERATIONS

The other significant risk factor for the Plan is investment return because of the volatility of returns and the size of plan assets compared to payroll. A perusal of historical returns over 10-20 years reveals that the actual return each year is rarely close to the average return for the same period. This is to be expected, given the underlying capital market assumptions and the Plan's asset allocation. To the extent market rates of interest affect the expected return on assets, there is a risk of change to the discount rate which determines the present value of liabilities and actuarial valuation results.

A key demographic risk for the Plan is improvements in mortality (longevity) greater than anticipated. While the actuarial assumptions reflect a margin for improvement in mortality experience, these assumptions are refined every experience study. The risk arises because there is a possibility of some sudden shift, perhaps from a significant medical breakthrough that could quickly increase liabilities. Likewise, as we have recently seen with COVID-19, a public health crisis can result in a significant number of additional deaths in a short period of time, which can influence plan liabilities and future funding needs. While either of these events could happen, it represents a small probability and thus represents much less risk than the volatility associated with investment returns.

Under the revised Actuarial Standards of Practice (ASOP) No. 4 effective for valuations after February 15, 2023, we must now include a low-default-risk obligation measure of the Plan's liability in our funding valuation report. This is an informational disclosure as described below and would not be appropriate for assessing the funding progress or health of this plan. This measure uses the unit credit cost method and reflects all the assumptions and provisions of the funding valuation except that the discount rate is derived from considering low-default-risk fixed income securities. We considered the FTSE Pension Discount Curve based on market bond rates published by the Society of Actuaries as of June 30, 2025 and with the 30-year spot rate used for all durations beyond 30. Using these assumptions, we calculate a liability of approximately \$1,637 million. This amount approximates the termination liability if the plan (or all covered employment) ended on the valuation date and all of the accrued benefits had to be paid with cash-flow matched bonds. This assurance of funded status and benefit security is typically more relevant for corporate plans than for governmental plans since governments rarely have the need or option to completely terminate a plan.





1. Actuarial Cost Method

The modified individual entry age normal cost method. Under this method, normal costs are determined on the individual entry age normal method. However, if the actuarial value of assets exceeds the entry age accrued liability, the individual entry age normal cost rate for the Plan shall be adjusted by the excess actuarial value of assets divided by the present value of future payroll, in order for the unfunded accrued liability to not be less than zero.

As of October 1, 1997, the unfunded actuarial accrued liability is zero. Currently, changes in actuarial assumptions and methods, plan amendments for actives and actuarial gains and losses are amortized as a level percent of pay over 20 years. Plan amendments for retirees are amortized over 15 years.

2. Decrements

- Pre-Retirement Mortality
 - Female: PUB-2010 Headcount Weighted General Employee Female Table
 - Male: PUB-2010 Headcount Weighted General Employee Male Table, set back 1 year
 - Projection Scale: MP-2021 (fully generational)
- Post-Retirement Healthy Mortality
 - Female: PUB-2010 Headcount Weighted General Healthy Retiree Female Table
 - Male: PUB-2010 Headcount Weighted General Healthy Retiree Male Table, set back 1 year
 - Projection Scale: MP-2021 (fully generational)
- Post-Retirement Disabled Mortality
 - Female: PUB-2010 Headcount Weighted General Disabled Retiree Female Table, set forward 4 years
 - Male: PUB-2010 Headcount Weighted General Disabled Retiree Male Table, set forward 4 years
 - Projection Scale: MP-2021 (fully generational)
- Disability

Representative values of the assumed annual rates of disability among members in active service are set forth in the following table. 90% of disabilities are assumed to be ordinary (non-occupational), and 10% are service incurred. Of the service incurred disabilities, 50% are assumed to be accidental.

Age	Rate	Age	Rate	Age	Rate	Age	Rate
20	0.01%	30	0.02%	40	0.06%	50	0.15%
25	0.01%	35	0.04%	45	0.09%	55	0.22%





• **Permanent Withdrawal from Active Status**

Representative values of the assumed annual rates of withdrawal among members in active service are set forth in the following table.

Age	Completed Years of Service					
	0	1	2	3	4	5 or more
20	13.5%	13.0%	10.8%	8.5%	7.0%	6.0%
25	13.5%	13.0%	10.8%	8.5%	7.0%	5.3%
30	13.5%	13.0%	10.8%	8.5%	7.0%	4.8%
35	13.0%	12.5%	10.3%	8.2%	7.0%	4.4%
40	12.4%	11.9%	9.7%	7.6%	6.5%	3.4%
45	11.8%	11.3%	9.0%	7.0%	5.7%	2.9%
50	11.2%	10.7%	8.5%	6.4%	4.7%	2.4%
55	10.9%	10.4%	8.2%	6.1%	4.4%	2.0%

• **Retirement**

Representative values of the assumed annual rates of retirement among members in active service are set forth in the following table. The rates for ages 45 through 54 are the assumed rates before the age of 55 under the rule of 70.

Age	Rate	Age	Rate	Age	Rate	Age	Rate	Age	Rate
45	5%	50	10%	55	18%	60	18%	65	18%
46	5%	51	10%	56	18%	61	18%	66	18%
47	5%	52	10%	57	18%	62	18%	67	18%
48	5%	53	10%	58	18%	63	18%	68	18%
49	5%	54	10%	59	18%	64	18%	69	18%
								70	100%

All retirees are assumed to elect DROP if eligible for normal retirement.

3. **Interest Rate**

7.00% per annum, compounded annually, including inflation.





4. Salary Increases

Salaries are assumed to increase at a rate that varies based on years of credited service. Rates include 3.5% wage inflation.

Years of Credited Service	Rate of Increase
Less Than 1	8.75%
1	8.00%
2	6.50%
3	5.50%
4	5.00%
5	5.00%
6	4.50%
7	4.50%
8	4.50%
9	4.50%
10 or more	4.00%

5. Inflation

2.5% per annum.

6. Spouses

80% of active members are assumed to be married with the husband 3 years older than his wife.

7. Expenses

The City shall provide for the non-investment expenses of the Retirement Trust. However, there may be some non-investment expenses during the Plan year which will be reimbursed by the City after the end of the year. An allowance for other expenses is made in that the interest rate assumption is net of investment expenses. The City's normal cost includes an allowance of \$362,000 per year for the payment of custodial/trustee expenses.

8. Assets

Actuarial value, as developed in Table VIIa. The actuarial value of assets recognizes a portion of the difference between the market value of assets and the expected market value of assets, based on the assumed valuation rate of return. The amount recognized each year is 20% of the difference between market value and expected market value. The actuarial value of assets cannot be less than 80% or more than 120% of market value.





9. Funding Period (Pursuant to Chapter 112, Florida Statutes)

Prior to October 1, 1997, the Gates Agreement amortization payments were paid in accordance with Schedule B of Attachment E of the Gates Agreement. As of October 1, 1997, the payment schedule was replaced. The unfunded actuarial accrued liability as of October 1, 1997 was zero. Beginning October 1, 2011, the following amortization periods apply all as level percent of pay amounts:

Benefit changes for actives	20 years
Benefit changes for retirees	15 years
Actuarial gain/loss	20 years
Change in assumptions and methods	20 years

10. Maximum Benefit

The valuation reflects the maximum benefit limits under Internal Revenue Code Section 415, indexed in future years at the 2.5% per year assumed rate of inflation.





ASSUMPTION AND METHOD CHANGES

TABLE XIb

The following assumptions have been changed during the last few plan years:

1. Effective October 1, 1990: Change in interest rate from 7.50% to 8.00%.
2. Effective October 1, 1991: Salary increase assumption was changed from graduated rates to a flat 6.50% per year.
3. Effective October 1, 1993: Change in mortality rates.
4. Effective October 1, 1995:
 - Change in interest rate from 8.00% to 8.10% per year.
 - Change in salary increase assumption from 6.50% to 6.00% per year.
 - Change in mortality rates.
 - Addition of rates of retirement before the age of 55 under the rule of 70.
5. Effective October 1, 1997: Change in employee turnover rates.

Age	Assumed Annual Termination Rates for	
	Prior Rates	Revised Rates
20	4.8%	5.3%
25	4.2%	4.6%
30	3.6%	4.0%
35	3.0%	3.4%
40	2.4%	2.6%
45	1.8%	2.0%
50	1.2%	1.3%
55	0.9%	1.0%





ASSUMPTION AND METHOD CHANGES

TABLE Xib

6. Effective October 1, 1997: Changes in funding and asset methods.

Gates Settlement Schedule B Amortization Payments

Prior to October 1, 1997, the Gates Agreement amortization payments were paid in accordance with Schedule B of Attachment E of the Gates Agreement. As of October 1, 1997, the payment schedule will be replaced. The unfunded actuarial accrued liability as of October 1, 1997 is zero. Beginning October 1, 1998, the following amortization periods will apply all as level dollar amounts:

Benefit improvements for actives	30 years
Benefit improvements for retirees	15 years
Actuarial gain/loss	15 years
Change in assumptions	20 years

Asset Valuation Method

As of October 1, 1997, the actuarial value of assets shall be changed to moving market value averaged over three years. Each year, the actuarial asset value will be projected forward at the valuation date based on actual contributions and benefit payments at the assumed interest assumption. One third of the difference between the projected actuarial value and the market value plus prior deferrals is added to the projected actuarial value. The remaining two thirds is deferred to each of the next two years as future adjustments to the actuarial value. The result cannot be greater than 120% of market value or less than 80% of market value.

As of October 1, 1997 the actuarial value is equal to the market value.

Valuation Cost Method

The modified aggregate entry age normal cost method will be applied for costs for the fiscal year beginning October 1, 1998. (The City contribution for the fiscal year beginning October 1, 1998 is based on the October 1, 1997 actuarial valuation.)





ASSUMPTION AND METHOD CHANGES

TABLE Xib

7. Effective October 1, 1998: Change in employee retirement rates.

Ages	Assumed Annual Retirement Rates	
	Prior Rates	Revised Rates
45-49	5%	15%
50-54	5%	20%
55	20%	30%
56-61	10%	20%
62	20%	20%
63-64	15%	20%
65-69	20%	20%
70	100%	100%

8. Effective October 1, 1999 changes made to reflect Revenue Code Section 415(L)(1)(A) limitations on the maximum annual benefits payable from the Plan.

9. Effective October 1, 2000:

- Change in salary increase assumption from 6.00% to 5.75% per year.
- Revised turnover rates for employees with less than 5 years of service as follows:

Ages	Completed Years of Service				
	0	1	2	3	4
20	12.5%	11.0%	9.0%	7.5%	6.5%
25	12.5%	11.0%	9.0%	7.5%	6.5%
30	12.5%	11.0%	9.0%	7.5%	6.5%
35	12.5%	11.0%	9.0%	7.5%	6.5%
40	11.4%	10.4%	8.4%	6.6%	6.0%
45	10.8%	9.8%	7.8%	6.0%	5.2%
50	10.2%	9.2%	7.2%	5.4%	4.2%
55	9.9%	8.9%	6.9%	5.1%	3.9%





- Change in employee retirement rates

Ages	Assumed Annual Retirement Rates	
	Prior Rates	Revised Rates
45-49	15%	10%
50-54	20%	15%
55	30%	30%
56-61	20%	20%
62	20%	20%
63-64	20%	20%
65-69	20%	20%
70	100%	100%

- Change in employee disability rates

Ages	Assumed Annual Disability Rates	
	Prior Rates	Revised Rates
20	0.03%	0.05%
25	0.03%	0.05%
30	0.04%	0.08%
35	0.05%	0.10%
40	0.07%	0.12%
45	0.10%	0.15%
50	0.18%	0.20%
55	0.26%	0.28%

- Change in mortality rates for active members by setting back ages 2 years in the 1983 Group Annuity Mortality Table for males and females.

10. Effective October 1, 2002 change in salary increase assumption from 5.75% to 5.00% per year.

11. Effective October 1, 2003:

- Change in mortality rates for retired members by setting back ages 2 years in the 1983 Group Annuity Mortality Table for males and females.
- Change in mortality rates for retired disabled members by setting forward ages 7 years in the 1983 Group Annuity Mortality Table for males and females.





- Revised turnover rates for employees with less than 5 years of service as follows:

Ages	Completed Years of Service				
	0	1	2	3	4
20	12.5%	11.5%	9.5%	7.5%	6.5%
25	12.5%	11.5%	9.5%	7.5%	6.5%
30	12.5%	11.5%	9.5%	7.5%	6.5%
35	12.0%	11.0%	9.0%	7.2%	6.5%
40	11.4%	10.4%	8.4%	6.6%	6.0%
45	10.8%	9.8%	7.8%	6.0%	5.2%
50	10.2%	9.2%	7.2%	5.4%	4.2%
55	9.9%	8.9%	6.9%	5.1%	3.9%

- Change in employee retirement rates

Ages	Assumed Annual Retirement Rates	
	Prior Rates	Revised Rates
45-49	10%	10%
50-54	15%	15%
55	30%	26%
56-61	20%	18%
62	20%	18%
63-64	20%	18%
65-69	20%	16%
70	100%	100%

12. Effective October 1, 2006:

- Upgrade in actuarial valuation software.
- Change in salary increase assumption from 5.00% to 5.25% per year.
- Change in mortality rates for retired members by setting back ages 1 year in the 1983 Group Annuity Mortality Table for males and females.





Revised turnover rates for employees with 5 or more years of service as follows:

Ages	Assumed Annual Termination Rates for	
	Prior Rates	Revised Rates
20	5.3%	5.8%
25	4.6%	5.1%
30	4.0%	4.5%
35	3.4%	3.9%
40	2.6%	3.1%
45	2.0%	2.5%
50	1.3%	2.0%
55	1.0%	1.5%

13. Effective October 1, 2008: Changes in asset methods and amortization of Unfunded Actuarial Liability.

Asset Valuation Method

The new actuarial asset valuation method spreads asset gains and losses over five years, instead of the three years under the prior method.

Under the new asset method, the expected return is determined each year based on the beginning of year market value and actual cash flows during the year and an expected asset return of 8.1%. Any difference between the expected market value return and the actual market value return is recognized evenly over a period of five years. The resulting actuarial value of assets cannot be less than 80% or more than 120% of the market value of assets.

The new actuarial asset method will phase-in over a five-year period. The phase-in approach assumes 1-year smoothing (20% recognition) of the asset loss for the year ended September 30, 2008. Next year the asset method will include 2-year smoothing, followed by 3-year smoothing and so on, until the full 5-year smoothing is completely phased-in.

Amortization of the Unfunded Actuarial Liability

The method to amortize the unfunded actuarial liability has been changed from level dollar to level percent of pay. Under the level percentage of projected payroll amortization method, amortization payments are calculated so that they are a constant percentage of the projected payroll of active plan members. The dollar amount of the payments increases over time as payroll increases due to inflation. The dollar amount of the payments, adjusted with inflation, can be expected to remain level as a percent of pay. For example, if the amortization payment increases 3% per year and the payroll also increases 3% per year, then the amortization payment is level as a percentage of pay.





ASSUMPTION AND METHOD CHANGES

TABLE Xib

The periods to amortize benefit changes for actives and changes in assumptions were changed to 15 years.

14. Effective October 1, 2009:

- Change in death-in-service rates for active members to utilize the UP-1994 Group Annuity Mortality Table, projected to 2018 (using scale AA), set forward 1 year.
- Change in mortality rates for retired members to utilize the UP-1994 Group Annuity Mortality Table, projected to 2018 (using scale AA), set forward 2 years.
- Change in mortality rates for disabled retirees to utilize the UP-1994 Group Annuity Mortality Table, projected to 2018 (using scale AA), set forward 8 years.
- Revised turnover rates for employees with less than 5 years of service as follows:

Ages	Completed Years of Service				
	0	1	2	3	4
20	13.0%	12.0%	10.0%	8.0%	7.0%
25	13.0%	12.0%	10.0%	8.0%	7.0%
30	13.0%	12.0%	10.0%	8.0%	7.0%
35	12.5%	11.5%	9.5%	7.7%	7.0%
40	11.9%	10.9%	8.9%	7.1%	6.5%
45	11.3%	10.3%	8.3%	6.5%	5.7%
50	10.7%	9.7%	7.7%	5.9%	4.7%
55	10.4%	9.4%	7.4%	5.6%	4.4%

- Revised turnover rates for disabled retirements as follows:

Age	Rate	Age	Rate	Age	Rate	Age	Rate
20	0.03%	30	0.06%	40	0.10%	50	0.18%
25	0.03%	35	0.08%	45	0.13%	55	0.26%

- Change in the age 55 retirement rate assumption from 26% to 18%.





ASSUMPTION AND METHOD CHANGES

TABLE XIb

- Salary Assumption modifications in accordance with table below, applicable to Fiscal Year 2010/2011. Salary increase rates remain unchanged from current assumption of 5.25% for future years after Fiscal Year 2011.

Salary Range	Percent Reduction
Less than \$39,999.99	0%
\$40,000.00 - \$54,999.99	5%
\$55,000.00 - \$74,999.99	7%
\$75,000.00 - \$119,999.99	9%
\$120,000 +	12%

15. Effective October 1, 2011:

- Change in the assumed interest rate from 8.10% to 8.00% per year. A phased-in interest rate assumption will be utilized in accordance with the following table:

Valuation Year	Interest Rate Assumption
2011	8.00%
2012	7.90%
2013	7.80%
2014	7.70%
2015	7.60%

- Change in the assumed salary increase rates from 5.25% to rates varying by years of credited service as shown below:

Years of Credited Service	Rate of Increase
Less Than 1	8.75%
1	8.00%
2	6.50%
3	5.50%
4	5.00%
5	5.00%
6	4.50%
7	4.50%
8	4.50%
9	4.50%
10 or more	4.00%

The assumed pay increase for the year beginning October 1, 2011 is 0%.





ASSUMPTION AND METHOD CHANGES

TABLE Xib

- To reflect the new Backdrop, rates of retirement have been decreased at earlier ages and increased at later ages when the member is eligible to Backdrop. We have assumed members will elect a five-year Backdrop.
- The City's normal cost includes an allowance of \$250,000 per year for the payment of custodial/trustee expenses.
- Funding Period (Pursuant to Chapter 112, Florida Statutes). The following amortization periods apply all as level percent of pay amounts:

Benefit changes for actives	20 years
Benefit changes for retirees	15 years
Actuarial gain/loss*	20 years
Change in assumptions and methods	20 years

*Unfunded liability bases established prior to October 1, 2011 were amortized using the remaining periods as of October 1, 2011, with an additional 5 years applied to each period. The original amortization period plus the five additional years do not exceed 30 years.

16. Effective October 1, 2012:

- Change in the assumed interest rate from 8.00% to 7.90% per year. A phased-in interest rate assumption will be utilized in accordance with the following table:

Valuation Year	Interest Rate Assumption
2011	8.00%
2012	7.90%
2013	7.80%
2014	7.70%
2015	7.60%

- Change in employee disability rates

Ages	Assumed Annual Disability Rates	
	Prior Rates	Revised Rates
20	0.03%	0.02%
25	0.03%	0.02%
30	0.06%	0.05%
35	0.08%	0.07%
40	0.10%	0.09%
45	0.13%	0.12%
50	0.18%	0.18%
55	0.26%	0.26%





ASSUMPTION AND METHOD CHANGES

TABLE Xib

17. Effective October 1, 2013:

- Change in the assumed interest rate from 7.90% to 7.80% per year. A phased-in interest rate assumption will be utilized in accordance with the following table:

Valuation Year	Interest Rate Assumption
2011	8.00%
2012	7.90%
2013	7.80%
2014	7.70%
2015	7.60%

18. Effective October 1, 2014:

- Change in the assumed interest rate from 7.80% to 7.70% per year. A phased-in interest rate assumption will be utilized in accordance with the following table:

Valuation Year	Interest Rate Assumption
2011	8.00%
2012	7.90%
2013	7.80%
2014	7.70%
2015	7.60%

19. Effective October 1, 2015:

- Change in the assumed interest rate from 7.70% to 7.60% per year.
- Change in mortality rates for disabled retirees to utilize the UP-1994 Group Annuity Mortality Table, projected to 2018 (using scale AA), set forward 7 years.
- Revised turnover rates for employees with 5 or more years of service as follows:

Ages	Assumed Annual Termination Rates for	
	Prior Rates	Revised Rates
20	5.8%	6.0%
25	5.1%	5.3%
30	4.5%	4.8%
35	3.9%	4.4%
40	3.1%	3.4%
45	2.5%	2.9%
50	2.0%	2.4%
55	1.5%	2.0%





- Change in employee retirement rates

Ages	Assumed Annual Retirement Rates	
	Prior Rates	Revised Rates
45-49	10%	8%
50-54	15%	12%
55	18%	23%
56-64	18%	18%
65-69	16%	16%
70	100%	100%

20. Effective October 1, 2016:

The mortality assumptions used by the Florida Retirement System were adopted as required by HB 1309. The updated assumptions are as follows:

- Pre-Retirement Mortality
 Female: RP2000 Generational, 100% Combined Healthy White Collar, Scale BB
 Male: RP2000 Generational, 50% Combined Healthy White Collar / 50% Combined Healthy Blue Collar, Scale BB
- Post-Retirement Healthy Mortality
 Female: RP2000 Generational, 100% Annuitant White Collar, Scale BB
 Male: RP2000 Generational, 50% Annuitant White Collar / 50% Annuitant Blue Collar, Scale BB
- Post-Retirement Disabled Mortality
 Female: RP2000, 100% Disabled Female set forward two years, no projection scale
 Male: RP2000, 100% Disabled Male setback four years, no projection scale





21. Effective October 1, 2018:

- Revised turnover rates for employees with less than 5 years of service as follows:

Ages	Completed Years of Service				
	0	1	2	3	4
20	13.5%	13.0%	10.8%	8.5%	7.0%
25	13.5%	13.0%	10.8%	8.5%	7.0%
30	13.5%	13.0%	10.8%	8.5%	7.0%
35	13.0%	12.5%	10.3%	8.2%	7.0%
40	12.4%	11.9%	9.7%	7.6%	6.5%
45	11.8%	11.3%	9.0%	7.0%	5.7%
50	11.2%	10.7%	8.5%	6.4%	4.7%
55	10.9%	10.4%	8.2%	6.1%	4.4%

- Change in employee retirement rates

Ages	Assumed Annual Retirement Rates	
	Prior Rates	Revised Rates
45-49	8%	7%
50-54	12%	10%
55	23%	18%

22. Effective October 1, 2020:

Change in interest rate from 7.60% to 7.45% per year.

Updated mortality to comply with Florida Statute 112.63(1)(f). The mortality tables adopted are listed below:

- Pre-Retirement Mortality
 - Female: PUB-2010 Headcount Weighted General Below Median Employee Female Table
 - Male: PUB-2010 Headcount Weighted General Below Median Employee Male Table, set back 1 year
 - Projection Scale: MP-2018





- Post-Retirement Healthy Mortality
 Female: PUB-2010 Headcount Weighted General Below Median Healthy Retiree Female Table
 Male: PUB-2010 Headcount Weighted General Below Median Healthy Retiree Male Table, set back 1 year
 Projection Scale: MP-2018
- Post-Retirement Disabled Mortality
 Female: PUB-2010 Headcount Weighted General Disabled Retiree Female Table, set forward 3 years
 Male: PUB-2010 Headcount Weighted General Disabled Retiree Male Table, set forward 3 years
 Projection Scale: MP-2018

23. Effective October 1, 2021

- Reduced retirement rates for younger employees (non-Backdrop)

Age	Rate	Age	Rate	Age	Rate	Age	Rate	Age	Rate
45	5%	50	8%	55	15%	60	16%	65	16%
46	5%	51	8%	56	15%	61	16%	66	16%
47	5%	52	8%	57	15%	62	16%	67	16%
48	5%	53	8%	58	15%	63	16%	68	16%
49	5%	54	8%	59	15%	64	16%	69	16%
								70	100%

- Reduced the disability rates for all employees

Age	Rate	Age	Rate	Age	Rate	Age	Rate
20	0.01%	30	0.03%	40	0.07%	50	0.15%
25	0.01%	35	0.05%	45	0.10%	55	0.22%

24. Effective October 1, 2022:

Change in interest rate from 7.45% to 7.30% per year.

25. Effective October 1, 2023:

Change in interest rate from 7.30% to 7.15% per year.





26. Effective October 1, 2024:

- Change in interest rate from 7.15% to 7.00% per year.
- Updated mortality to comply with Florida Statute 112.63(1)(f). The mortality tables adopted are listed below:

Pre-Retirement Mortality

Female: PUB-2010 Headcount Weighted General Employee Female Table

Male: PUB-2010 Headcount Weighted General Employee Male Table, set back 1 year

Projection Scale: MP-2021 (fully generational)

Post-Retirement Healthy Mortality

Female: PUB-2010 Headcount Weighted General Healthy Retiree Female Table

Male: PUB-2010 Headcount Weighted General Healthy Retiree Male Table, set back 1 year

Projection Scale: MP-2021 (fully generational)

Post-Retirement Disabled Mortality

Female: PUB-2010 Headcount Weighted General Disabled Retiree Female Table, set forward 4 years

Male: PUB-2010 Headcount Weighted General Disabled Retiree Male Table, set forward 4 years

Projection Scale: MP-2021 (fully generational)

- Increased retirement rates at ages 50 and older and assume employees will not elect a Backdrop.

Age	Rate	Age	Rate	Age	Rate	Age	Rate	Age	Rate
45	5%	50	10%	55	18%	60	18%	65	18%
46	5%	51	10%	56	18%	61	18%	66	18%
47	5%	52	10%	57	18%	62	18%	67	18%
48	5%	53	10%	58	18%	63	18%	68	18%
49	5%	54	10%	59	18%	64	18%	69	18%
								70	100%





ASSUMPTION AND METHOD CHANGES

TABLE Xib

- Reduced the disability rates for all employees

Age	Rate	Age	Rate	Age	Rate	Age	Rate
20	0.01%	30	0.02%	40	0.06%	50	0.15%
25	0.01%	35	0.04%	45	0.09%	55	0.22%

Note: Assumption changes that have first been reflected in this valuation are shown in bold print.





1. Plan Effective Date

The original plan effective date is July 1, 1956, including all amendments through November 22, 2024.

2. Membership

An employee becomes a member upon employment unless he is a member of any other pension or retirement system supported wholly or in part by the City. An employee ceases to be a member if (i) he is absent from service for more than three years of any five consecutive year period, (ii) he withdraws his contributions, (iii) he becomes a member of any other City sponsored retirement plan, or (iv) he becomes a beneficiary or dies. Effective October 1, 2018 the following positions shall be eligible for participation in the Plan or the Trust Fund: City Attorney, Chief Deputy City Attorney, Deputy City Attorney, and Assistant City Attorney; and persons employed in these positions on or after June 1, 2019 may elect to participate in either plan.

Effective October 1, 2021, the following positions shall be eligible for participation in the Plan or the Trust Fund: City Manager, Deputy City Manager, Assistant City Managers, City Clerk, Assistant City Clerk, Department Directors, Assistant Directors and those employees identified by the City's Administration as employed in the Executive Service of the City on or after October 1, 2021. These employees and persons employed in these positions on or after October 1, 2021 may elect to participate in either plan.

3. Membership Service

Service as an employee for which contributions were made.

4. Creditable Service

Sum of Membership Service, Prior Service, and Military Service.

5. Compensation

Employee's base salary, including pick-up contributions. Compensation for pension purposes does not include the cash payment at retirement for accumulated unused leaves, such as, vacation and sick leave. For members who retire on or after October 1, 2018, except members of AFSCME Local 871 bargaining unit, compensation shall include a retroactive 5% salary increase for the member's highest one-year salary. For members of AFSCME Local 871 bargaining unit, compensation shall include a retroactive 5% salary increase for the member's highest one year salary.

6. Member Contributions

10% of compensation.





7. Average Final Compensation

Members Eligible for Retirement (meet Rule of 70 or age 55 and 10 years of service) as of September 30, 2010

Average annual compensation during highest two years of membership service. For members employed before May 24, 1984, Average Final Compensation is average annual compensation during highest one year of membership service.

Members of the AFSCME Local 1907 bargaining unit and non-bargaining members hired before September 30, 2010

Average annual compensation during the highest one year of membership service.

All Other Members

Average annual compensation during the highest five years of the last 10 years of service. Members retiring between October 1, 2010 and on or before September 30, 2011 will be based on the average of the highest three years of membership service; for members who retire on or after October 1, 2011 and on or before September 20, 2012, it will be based on the average highest four years of membership service; and for members who retire on or after October 1, 2012, the average of the highest five years of the last 10 years of service. In no event shall the average final compensation of any member who is employed on September 20, 2010 and retires on or after October 1, 2010 be less than the members final average compensation as of September 30, 2010.

8. Service Retirement Benefit

Members Eligible for Retirement as of September 30, 2010

3% of Average Final Compensation multiplied by Creditable Service.

All Other Members

3% of Average Final Compensation multiplied by Creditable Service as of September 30, 2010. For service after September 30, 2010, 2.25% (2.50% for members of the AFSCME Local 871 and 1907 bargaining units) of Average Final Compensation multiplied by Creditable Service up to 15 years; for Creditable Service in excess of 15 years but less than 20 years, 2.50% of Average Final Compensation multiplied by Creditable Service; for Creditable Service in excess of 20, 2.75% (3.00% for members of the AFSCME Local 1907 bargaining unit) of Average Final Compensation multiplied by Creditable Service. For members of the Sanitation and the AFSCME 1907 bargaining units, the 2.50% multiplier applies to each year of Creditable Service up to 20 years. The service retirement benefit shall be based on a member's total Creditable Service and the benefit multiplier in effect at the time the service is earned, multiplied by average final compensation in effect at the time of retirement or separation from employment. For members of





the AFSCME Local 1907 bargaining unit and non-bargaining members hired before September 30, 2010 who retire on or after September 30, 2020, 3% of Average Final Compensation multiplied by all years of Creditable Service. For members of the AFSCME Local 871 bargaining unit hired before September 30, 2010, 3% of Average Final Compensation multiplied by all years of Creditable Service.

9. Normal Retirement

Members Eligible for Retirement as of September 30, 2010 and members of the AFSCME Local 1907 bargaining unit, AFSCME Local 871 bargaining unit, and non-bargaining members hired before September 30, 2010

• **Age and Service**

Age 55 and 10 years of continuous Creditable Service.

• **Rule of 70**

Age plus Service equaling 70 points, with at least 10 years of service

• **Benefit Amount**

The basic retirement benefit.

• **Forms of Payment**

Normal Forms of Payment

Option 6a: Lump-sum payment of member’s accumulated contributions plus a monthly service retirement benefit equal to 50% of the amount to which he would have been otherwise entitled;

Option 6b: Monthly service retirement benefit for member’s lifetime equal to 105% of the amount to which he would have been otherwise entitled;

Option 6c: Monthly service retirement benefit for member’s lifetime equal to the amount to which he was entitled, provided that, upon his death, 40% of that amount would continue to be paid to his surviving spouse for the lifetime of such spouse.

Actuarially Reduced Forms of Payment

Option 2 – Equal Payment Survivor Annuity: Reduced joint and 100% survivor annuity;

Option 3 – One-Half Payment Survivor Annuity: Reduced joint and 50% survivor annuity

All Other Members

• **Age and Service**

Age 55 and 30 years of continuous Creditable Service, or
Age 60 and 10 years of continuous Creditable Service

• **Rule of 80**

Age plus Service equaling 80 points

• **Benefit Amount**

The basic retirement benefit payable as a life annuity.





- **Forms of Payment**

- Actuarially Reduced Forms of Payment

- Option 2 – Equal Payment Survivor Annuity: Reduced joint and 100% survivor annuity;

- Option 3 – One-Half Payment Survivor Annuity: Reduced joint and 50% survivor annuity;

- Option 6a: Lump sum payment of member’s accumulated contributions plus a monthly service retirement benefit equal to 50% of the amount to which he would have been otherwise entitled;

- Option 6c: Monthly service retirement benefit for member’s lifetime equal to the amount to which he was entitled, provided that, upon his death, 40% of that amount would continue to be paid to his surviving spouse for the lifetime of such spouse.

10. Early Retirement

- **Age**

- Any age with at least 20 years of Creditable Service.

- **Amount**

- Actuarial equivalent of the basic service retirement benefit that otherwise would have commenced at age 55. For members not eligible for retirement on October 1, 2010 the amount is the actuarial equivalent of the basic service retirement benefit payable at the earliest of the retirement eligibility dates under 9. above.

- **Form of Payment**

- Same as for Normal Retirement.

11. Deferred Vested Retirement

- **Eligibility**

- Completion of 10 years of Creditable Service and provided the member does not withdraw his accumulated contributions.

- **Amount**

- The basic retirement benefit.

- **Form of Payment**

- Same as for Normal Retirement.

12. Ordinary Disability Retirement

- **Eligibility**

- Completion of 10 years of Creditable Service.

- **Condition**

- The member must have become totally incapacitated from the further performance of duty not as a result of an accident in the performance of duty.

- **Amount**

- The greater of 90 percent of the product of the benefit multiplier in effect at the time the service is earned multiplied by the number of years of credited service; or 30 percent of the member’s final average compensation.





- **Form of Payment**
Life annuity.

13. Accidental Service Incurred Disability Retirement

- **Eligibility**
Any member.
- **Condition**
The Member must have become totally and permanently incapacitated for duty as a result of an accident occurring while in the performance of his duty.
- **Amount**
66 2/3% of the greater of Average Final Compensation or final compensation.
- **Form of Payment**
Life annuity provided that, upon the member's death, 40% of the benefit would continue to be paid to surviving spouse for the lifetime of such spouse.

14. Service Incurred Disability Retirement

- **Eligibility**
Any member.
- **Condition**
The member must have become totally and permanently incapacitated for duty as a result of tuberculosis, hypertension, or heart disease (which was not an existing condition at the time of employment).
- **Amount**
 - The greater of 90 percent of the product of the benefit multiplier in effect at the time the service is earned multiplied by the number of years of credited service; or 40 percent of the member's final average compensation.
- **Form of Payment**
Life annuity.

15. Ordinary Death Benefit

- **Eligibility**
Completion of 3 years of Creditable Service.
- **Condition**
The member must have died for a reason other than while in the actual performance of duty.
- **Amount**
Lump sum payment of accumulated contributions plus 50% of compensation during the year immediately preceding death.





16. Surviving Spouse Benefit

- **Eligibility**

Any member who is eligible for Normal, Early, or Rule of 70 Retirement who dies prior to actual retirement and whose spouse elects not to receive a payment of the member's accumulated contributions.

- **Amount**

If the member is eligible for retirement on September 30, 2010, 40% of the sum of the member's basic retirement benefit calculated as if the member had attained age 55 and retired on date of death. In addition, the surviving spouse will receive 50% of the member's compensation during the year immediately preceding death. If the member is not eligible for retirement on September 30, 2010, the spousal benefit will be based on the optional form of payment elected by the member. If the member has not elected an optional allowance, the spouse will receive the 40% survivor benefit actuarially reduced.

- **Form of Payment**

Life annuity.

17. Accidental Death Benefit

- **Eligibility**

Membership in the Plan.

- **Condition**

The member must have died accidentally while in the actual performance of duty.

- **Amount**

50% of Average Final Compensation plus a lump sum payment equal to accumulated contributions.

- **Form of Payment**

Life annuity.

18. Minimum Retired Death Benefit

A retired member who dies prior to having received 12 monthly retirement payments and prior to having an optional allowance becoming effective will have a lump sum equal to the excess, if any, of 12 times the monthly payments over the actual payments received paid to his designated beneficiary.

19. Return of Contributions

A member who terminates employment and is not eligible for any other benefit shall receive a refund of his accumulated contributions. If a member dies in active service, his beneficiary shall receive a refund of his accumulated contributions except as otherwise noted in this section.

20. Cost-of-Living Adjustment

Effective October 1, 1998, the annual cost-of-living benefit will be 4% of the total benefit with minimum increases of \$54 per year and maximum increases of \$400 per year.





21. Limitation on Benefits

Effective September 30, 2012, for members not eligible to retire on that date, member retirement allowances shall not exceed the lesser of 100 percent of the member’s average final compensation or an annual retirement allowance of \$80,000 as of the retirement or DROP entry based on the normal form of benefit in effect on the date of retirement. In no event shall the benefit limitation be less than the member’s accrued benefit on September 30, 2012 based on the normal form of benefit in effect on that date.

The following applies to members of the AFSCME Local 1907 bargaining unit effective October 1, 2020 and to non-bargaining members effective October 1, 2021:

- For members who are eligible to retire or enter the DROP on October 1, 2012, member retirement allowances shall not exceed the lesser of 100 percent of the member’s average final compensation or an annual retirement allowance of \$120,000 as of the retirement or DROP entry based on the normal form benefit option.
- For members who are not eligible to retire as of October 1, 2012, member retirement allowances shall not exceed the lesser of 100 percent of the member’s average final compensation or an annual retirement allowance of \$100,000 as of the retirement or DROP entry based on the normal form benefit option.

For members of the AFSCME Local 871 bargaining unit, the maximum retirement benefit will increase from \$80,000 to \$120,000; effective October 1, 2022, the maximum retirement benefit will reduce to \$100,000.

For members hired on or before August 1, 2010, the maximum retirement benefit is 100 percent of the member’s average final compensation at retirement.





22. Deferred retirement option program ("DROP")

Any employee who is eligible for normal retirement is eligible to participate in the DROP. Upon election of participation, a member's creditable service, accrued benefits, and compensation calculation are frozen and the DROP payment is based on the member's average final compensation. The member's contribution and the City contribution to the retirement plan for that member ceases as no further service credit is earned. The member does not acquire additional pension credit for the purposes of the pension plan but may continue City employment for up to a maximum of 48 months (84 months for members of AFSCME Local 1907 and AFSCME Local 871 bargaining unit members). Once the maximum participation has been achieved, the participant must terminate employment.

There are two DROP programs, the Forward Drop and the Backdrop. A member can participate in both programs simultaneously. The Forward DROP is a DROP benefit equal to the regular retirement benefit the member would have received had the member separated from service and commenced the receipt of benefits from the plan. The Backdrop is a DROP benefit actuarially calculated. A member may elect to Backdrop to a date, no further back than the date of the member's retirement eligibility date. The Backdrop period must be in 12-month increments, beginning at the start of a pay period, not to exceed 48 months. The benefits for the Backdrop will then be actuarially calculated to be the equivalent to the benefit earned at the date of retirement.

An individual account is created for each participant. The Board of Trustees of the retirement plan has established, by administrative rule, a series of investment vehicles which may be chosen by the participant. Any losses incurred on account of the option selected by the participant will not be made up by the City or the GESE Trust and will be borne by the participant only. All interest will be credited to the member's account.

23. Backdrop option

A Backdrop benefit option shall be implemented on January 1, 2013. The Backdrop option does not replace the DROP program for members of AFSCME Local 1907 and AFSCME Local 871. Bargaining unit members who do not participate in the DROP can participate in the Backdrop. Anyone eligible for the forward DROP as of January 1, 2013 remains eligible for the forward DROP as it presently exists and anyone eligible for the forward DROP as of January 1, 2013 or vested prior to October 1, 2010, who chooses not to enter the forward DROP, remains eligible for the Backdrop.





Under the Backdrop option a member can receive a lump sum payment in addition to a monthly pension annuity. The employee chooses to take a Backdrop at the end of his employment with the City as long as he or she Backdrops to any date after he/she reaches the Normal Retirement date. If the member elects the Backdrop option, the monthly benefit payable on the member's actual retirement date (when the member leaves City employment) is based on the benefit the member would have received had he or she left employment and retired on an earlier Normal Retirement (NR) date, referred to as the Backdrop date. In addition, the member will receive a lump sum payment equal to the accumulation of annuity payments he or she would have received during the Backdrop period had he or she elected to receive immediate pension annuity payments starting as of the Backdrop date. Annuity payments would be accumulated at the rate of 3% per year, compounded annually. The member's Backdrop date can be any date after his or her Normal Retirement Date and the Backdrop period can be as little as one year and as long as 7 years (see below for the eligibility rules). If the member does not elect a Backdrop benefit option, his or her monthly retirement benefit will be calculated using his or her final average final compensation and creditable service as of the member's actual employment termination date.

Eligibility

All members are eligible to elect Backdrop after completing one year of service after eligibility for Normal Retirement. A Backdrop election must be made within 10 years after becoming eligible for Normal Retirement. The maximum Backdrop period is 7 years. Members who wish to elect the Backdrop option must provide at least 8 months' notice to separate, or a lesser period could apply if approved by the City Manager (due to special circumstances).

Distribution Options

The lump sum portion of this Backdrop benefit option is payable as follows:

- Cash Option
- Rollover to another tax deferred account (e.g. IRA) Option
- Combination Cash and Rollover Option

The annuity portion (as well as the Backdrop annuity accumulation) of this Backdrop benefit option is payable according to the annuity form elected (e.g. Joint and 100% Survivor annuity).





The following plan amendments have been adopted within the past few years:

1. Effective October 1, 1991:
 - a) Basic retirement benefit increased from 2.00% to 2.25%.
 - b) Rule of 75 retirement was changed to Rule of 70.
 - c) Cost of COLA was added.
2. Effective October 1, 1995: Early Retirement Incentive Program was implemented.
3. Effective October 1, 1997: No Changes
4. Effective October 1, 1998:
 - a) Basic retirement benefit multiplier is increased from 2.25% to 3.00%.
 - b) The Longevity Supplement ceases to be available.
 - c) The COLA percentage increased from 2% to 4% and the maximum COLA benefit increase of \$200 per year is increased to \$400 per year. In addition, the maximum cumulative COLA benefit on a quarterly basis is eliminated.
5. Effective October 1, 2007: Benefit reduction factors used for optional forms of benefit payment were updated.
6. Effective October 1, 2008:
 - a) The AFSCME bargaining unit members contribute 13% of payroll for fiscal year 2009/2010.
7. Effective September 30, 2010. The benefit changes do not apply to members eligible to retire (that is, meet Rule of 70 or age 55 and 10 years of creditable service) on that date:
 - a) Normal Retirement Date: Earlier of age 60 with 10 years of service, age 55 with 30 years of service or Rule of 80.
 - b) Benefit Formula: 2.25% per year – first 15 years; 2.5% per year -- 16 to 20 years; and 2.75% per year – over 20 years. The new benefit formula applies to all future service. Members as of September 30, 2010 retain the 3% benefit percentage earned up to that date and earn the new percentage (based on years of service) for each year of service after that date.
Example: current member with 20 years of service (but not eligible for normal retirement) would retain 60% multiplier earned prior to plan change and earn 2.75% for each year of service after the plan change.





- c) Maximum Benefit: Maximum annual benefit at retirement is lesser of 100% of average final compensation benefit and \$100,000 per year. Any member who has accrued a benefit in excess of the maximum benefit as of September 30, 2010 will retain that benefit but will not accrue any additional benefit.
- d) Normal Benefit Form: Life annuity. Members may elect actuarially reduced survivor options.
- e) Average final compensation: average of highest five consecutive years of the last 10 years of service, to be phased in over three years as follows: average final compensation for members who retire between October 1, 2010 and September 30, 2011 will be based on highest 3 consecutive year average; average final compensation for members who retire between October 1, 2011 and September 30, 2012 will be based on highest 4 consecutive year average; and average final compensation for members who retire after September 30, 2012 will be based on the highest 5 consecutive year average of the last 10 years of service. Provided, in no event will the average final compensation of any member be less than the member's average final compensation as of the date of the plan change.
- f) Contribution rate of 13% of pay for all members effective October 1, 2010. The 13% contribution rate applies to all members whether or not eligible to retire on September 30, 2010.

8. Effective October 1, 2011:

- a) Maximum Benefit: Effective September 30, 2012, the maximum annual benefit at retirement is \$80,000 per year. Any member who has accrued a benefit in excess of the maximum benefit as of September 30, 2012 will retain that benefit but will not accrue any additional benefit.
- b) Contribution rate of 10% of pay for all members effective October 1, 2012. The 10% contribution rate applies to all members whether or not eligible to retire on September 30, 2010.
- c) Backdrop option. A Backdrop benefit option shall be implemented on January 1, 2013. The Backdrop option shall replace the existing DROP program. Employees who have not attained normal retirement eligibility as of January 1, 2013 or were not vested by October 1, 2010, and all employees hired on or after January 1, 2013, will be eligible for the Backdrop option but will not be eligible for the DROP. Anyone eligible for the forward DROP as of January 1, 2013 remains eligible for the forward DROP as it presently exists and anyone eligible for the forward DROP as of January 1, 2013 or vested prior to October 1, 2010, who chooses not to enter the forward DROP, remains eligible for the Backdrop.





9. Effective October 1, 2018:

- a) For members of the AFSCME Local 871 bargaining unit, the benefit multiplier is increased from 2.25% to 2.50% for the first 15 years of service.
- b) For members of the AFSCME Local 1907 bargaining unit hired before October 1, 2010, retirement eligibility at age 55 with 10 years of service or Rule of 70 is restored. The benefit multiplier is restored to 3% per year of service. The average final compensation is the highest 1 year of salary increased by 5%.

10. Effective October 1, 2019:

- a) Effective October 1, 2018 the following positions shall be eligible for participation in the Plan or the Trust Fund: City Attorney, Chief Deputy City Attorney, Deputy City Attorney, and Assistant City Attorney; and persons employed in these positions on or after June 1, 2019 may elect to participate in either plan.
- b) For members who retire on or after October 1, 2018, except members of AFSCME Local 871 bargaining unit, compensation shall include a retroactive 5% salary increase for the member's highest one year salary.
- c) For non-bargaining members hired before October 1, 2010 who retire on or after September 30, 2020, retirement eligibility at age 55 with 10 years of service or Rule of 70 is restored. The benefit multiplier is restored to 3% per year of service effective October 1, 2018. For members who retire on or after October 1, 2018, the average final compensation is the highest 1 year of salary.

11. Effective October 1, 2020, the following applies to members of the AFSCME Local 1907 bargaining unit:

- a) For members who are eligible to retire or enter the DROP on October 1, 2012, member retirement allowances shall not exceed the lesser of 100 percent of the member's average final compensation or an annual retirement allowance of \$120,000 as of the retirement or DROP entry based on the normal form benefit option.
- b) For members who are not eligible to retire as of October 1, 2012, member retirement allowances shall not exceed the lesser of 100 percent of the member's average final compensation or an annual retirement allowance of \$100,000 as of the retirement or DROP entry based on the normal form benefit option.

12. Effective October 1, 2022:

- a) Effective October 1, 2021, the following positions shall be eligible for participation in the Plan or the Trust Fund: City Manager, Deputy City Manager, Assistant City Managers, City Clerk, Assistant City Clerk, Department Directors, Assistant Directors and those employees identified by the City's Administration as employed in the Executive Service of the City on or after October 1, 2021. These employees and persons employed in these positions on or after October 1, 2021 may elect to participate in either plan.





- b) Effective October 1, 2022, the following changes have been made to the AFSCME Local 871 Bargaining Unit employees:
 - i. Active members hired prior to October 1, 2010:
 - a. Normal Retirement defined as the earlier of the following:
 - a. Age 55 and 10 years of service or
 - b. Rule of 70 upon the completion of 10 years of service
 - b. Service retirement benefit shall be 3% of the member’s highest one year compensation multiplied by the number of years of creditable service.
 - c. Upon retirement, all active members will receive a retroactive 5% salary increase for the member’s highest one year salary.
 - d. The maximum retirement benefit will increase from \$80,000 to \$120,000; effective October 1, 2022, the maximum retirement benefit will reduce to \$100,000 for all active members.
 - ii. Active members hired on or after October 1, 2010:
 - a) Upon retirement, all active members will receive a retroactive 5% salary increase for the member’s highest one year salary.
 - b) The maximum retirement benefit will increase from \$80,000 to \$120,000; effective October 1, 2022, the maximum retirement benefit will reduce to \$100,000 for all active members.
- c) The maximum benefit changed for non-bargaining employees as follows:
 - i. Effective October 1, 2021, member retirement allowance shall not exceed the lesser of 100% of the Member’s average final compensation or an annual allowance of \$120,000 as of retirement or DROP entry based on the normal form of benefit in effect on the date of retirement for members eligible to retire as of October 1, 2012.
 - ii. Effective October 1, 2022, member retirement allowance shall not exceed the lesser of 100% of the Member’s average final compensation or \$100,000 as of retirement or DROP entry based on the normal form of benefit in effect on the date of retirement for members who were not eligible to retire as of October 1, 2012.
- d) Upon the attainment of normal retirement age, any member of AFSCME Local 1907 and AFSCME Local 871 can participate in the DROP for a maximum of 84 months. Any bargaining unit employee who chooses not to participate in the DROP may participate in the Backdrop.





13. Effective October 1, 2023:

- a) For the AFSCME Local 1907 Bargaining Unit active employees hired on or after October 1, 2010, the benefit multiplier was increased to 2.50% for the first 20 years of creditable service and 3.00% for years in excess of 20.

14. Effective November 22, 2024:

- a) The maximum benefit was increased to 100% of the average final compensation for all GESE employees hired on or before August 1, 2010.

Note: Amendments that have first been reflected in this valuation are indicated in bold print.

