

City of Clearwater Employees' Pension Plan

Actuarial Valuation Report as of January 1, 2022
Annual Employer Contribution for the Fiscal Year
Ending September 30, 2023





April 26, 2022

Board of Trustees
City of Clearwater Employees' Pension Plan
Clearwater, Florida

Dear Board Members:

The results of the January 1, 2022 Annual Actuarial Valuation of the City of Clearwater Employees' Pension Plan are presented in this report.

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

The purposes of the valuation are to measure the System's funding progress and to determine the employer contribution rate for the fiscal year ending September 30, 2023. This report should not be relied on for any purpose other than the purposes described herein. Determinations of financial results, associated with the benefits described in this report, for purposes other than those identified above may be significantly different.

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

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

The findings in this report are based on data or other information through December 31, 2021. The valuation was based upon information furnished by the City concerning Retirement System benefits, financial transactions, plan provisions and active members, terminated members, retirees and beneficiaries. We checked for internal and year-to-year consistency, but did not audit the data. We are not responsible for the accuracy or completeness of the information provided by the City.

In addition, this report was prepared using certain assumptions approved by the Board as authorized under the Florida and prescribed by the Florida Statutes as described in the section of this report entitled Actuarial Assumptions and Methods. The prescribed assumptions are the assumed mortality rates detailed in the Actuarial Assumptions and Methods section in accordance with Florida Statutes, Chapter 112.63. All actuarial assumptions used in this report are reasonable for purposes of this valuation.

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

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

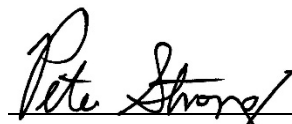
Peter N. Strong and Trisha Amrose are members of the American Academy of Actuaries. These actuaries meet the Academy's Qualification Standards to render the actuarial opinions contained herein. The signing actuaries are independent of the plan sponsor.

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

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

Respectfully submitted,

GABRIEL, ROEDER, SMITH & COMPANY



Peter N. Strong, FSA, MAAA
Enrolled Actuary No. 20-6975



Trisha Amrose, MAAA
Enrolled Actuary No. 20-8010



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SECTION A

DISCUSSION OF VALUATION RESULTS

DISCUSSION OF VALUATION RESULTS

Comparison of Required Employer Contributions

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

	For FYE 9/30/2023 Based on 1/1/2022 Valuation	For FYE 9/30/2022 Based on 1/1/2021 Valuation	Increase (Decrease)
Required Employer/State Contribution	\$ 11,710,617	\$ 11,412,994	\$ 297,623
As % of Covered Payroll	12.45 %	12.31 %	0.14 %
Estimated State Contribution	12,000	12,000	0
As % of Covered Payroll	0.01 %	0.01 %	0.00 %
Required Employer Contribution	11,698,617	11,400,994	297,623
As % of Covered Payroll	12.44 %	12.30 %	0.14 %
Credit Balance	33,820,230	31,554,611	2,265,619

Required Employer Contribution by Group

The required employer contribution for each group developed in this year's valuation is shown below:

Required Employer Contribution by Group	For FYE 9/30/2023 Based on 1/1/2022 Valuation	For FYE 9/30/2022 Based on 1/1/2021 Valuation	Increase (Decrease)
Non-Hazardous	\$ 3,541,249	\$ 3,489,438	\$ 51,811
As % of Covered Payroll	6.46 %	6.46 %	0.00 %
Hazardous Police	4,776,753	4,681,293	95,460
As % of Covered Payroll	22.27 %	21.84 %	0.43 %
Hazardous Fire	3,380,615	3,230,263	150,352
As % of Covered Payroll	18.97 %	18.68 %	0.29 %
Total	11,698,617	11,400,994	297,623
As % of Covered Payroll	12.44 %	12.30 %	0.14 %



The contribution has been adjusted for interest on the basis that payments are made uniformly during the first two quarters of the City's fiscal year. The required employer contribution has been computed under the assumption that the amount to be received from the State on behalf of police officers and firefighters in 2022 and 2023 will be \$12,000. If the actual payment from the State falls below this amount, then the City must increase its contribution by the difference.

The actual Employer and State contributions during the year ending December 31, 2021 were \$11,599,786 and \$12,000, respectively, for a total of \$11,611,786, compared to the required contribution of \$11,412,994. The excess contribution of \$198,792 was used to increase the credit balance.

The minimum required City contribution is 7% of covered payroll.

Revisions in Benefits

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

Revisions in Actuarial Assumptions or Methods

The investment return assumption has been reduced by 0.05% from 6.55% to 6.50%. This assumption change caused the required City contribution to increase by \$224,890, or 0.24% of covered pensionable payroll.

For informational purposes, if this year's valuation had been completed using the mortality rates assumed prior to January 1, 2016 (the RP-2000 Combined Healthy Participant Mortality Table for males and females with mortality improvements projected with Scale BB) rather than the mortality rates used by the FRS as mandated by the Florida Statutes, the required City contribution for FY 2023 would have been \$12,422,914, or 13.21% of covered payroll, and the funded ratio (excluding the credit balance) as of January 1, 2022 would have been 108.04%.

Actuarial Experience

There was a net actuarial experience gain of \$65,543,127 during the year, which means that actual experience was more favorable than expected. The gain is predominantly due to a recognized investment return (on the smoothed actuarial value of assets) above the assumed rate of 6.55%. The investment return on the market value of assets was 12.90%, and the investment return was 12.46% based on the actuarial value of assets. Additionally, there were very minor net liability-related experience gains, as liability-related gains and losses essentially offset each other. Actual withdrawal and disability experience were the primary sources of liability gains, as there were more terminations than expected (141 actual versus 92 expected) and fewer disabilities than expected (1 actual versus 4 expected). There were offsetting liability-related experience losses resulting from salary increase experience (salaries increased by 6.37% on average versus an expected average increase of 4.24%) and mortality experience (an actual decrease in annual retirement benefits of \$781,255 versus an expected decrease of \$1,073,271).



Under Chapter 112.66 of the Florida Statutes, the annual payment to amortize the UAL may not reduce the contribution required to fund the Normal Cost. As a result, since the annual payment to amortize the UAL is below \$0 as of January 1, 2022, the actuarial experience gain had no effect on the required employer contribution. The actuarial experience gain did cause the Plan's funded ratio to increase by approximately 6.2%.

Analysis of Change in Employer Contribution

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

Contribution Rate Last Year	12.30 %
Change in Benefits	0.00
Change in Assumptions and Methods	0.24
Amortization Payment on UAAL	0.00
Normal Cost	(0.20)
Experience Gain/Loss	0.00
Change in Administrative Expenses	0.10
Change in State Revenue	<u>0.00</u>
Contribution Rate This Year	12.44

Funded Ratio

One measure of the Plan's funding progress is the ratio of the actuarial value of assets to the actuarial accrued liability. Including the credit balance in the actuarial value of assets, the funded ratio is 114.57% this year (115.22% before the changes in assumptions) compared to 108.70% last year. Not including the credit balance in the actuarial value of assets, the funded ratio is 111.40% this year (112.04% before the changes in assumptions) compared to 105.65% last year.

Variability of Future Contribution Rates

The Actuarial Cost Method used to determine the contribution rate is intended to produce contribution rates which are generally level as a percent of payroll. Even so, when experience differs from the assumptions, as it often does, the employer's contribution rate can vary significantly from year-to-year.

The Market Value of Assets exceeds the Actuarial Value of Assets by \$151,075,655 as of the valuation date (see Section C). This difference will be gradually recognized in the absence of offsetting losses.



Relationship to Market Value

If Market Value had been the basis for the valuation, the City contribution rate would have remained at 12.44% of covered payroll (since the annual payment to amortize the UAL would have remained at \$0 due to Chapter 112.66 of the Florida Statutes), and the funded ratio (excluding the credit balance) would have been 125.54%. The funded ratio based on the market value of assets (excluding the credit balance) last year was 118.17%.

Conclusion

The remainder of this Report includes detailed actuarial valuation results, financial information, miscellaneous information and statistics, and a summary of plan provisions.

RISKS ASSOCIATED WITH MEASURING THE ACCRUED LIABILITY AND ACTUARIALLY DETERMINED CONTRIBUTION

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

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

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

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

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

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



Plan Maturity Measures

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

	<u>1/1/2022</u>	<u>1/1/2021</u>
Ratio of the market value of assets to total payroll	14.62	13.53
Ratio of actuarial accrued liability to payroll	11.36	11.16
Ratio of actives to retirees and beneficiaries	1.09	1.14
Ratio of net cash flow to market value of assets	(2.80) %	(2.68) %

Ratio of Market Value of Assets to Payroll

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

Ratio of Actuarial Accrued Liability to Payroll

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

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

Ratio of Actives to Retirees and Beneficiaries

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

Ratio of Net Cash Flow to Market Value of Assets

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



Additional Risk Assessment

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

SECTION B

VALUATION RESULTS

PARTICIPANT DATA				
January 1, 2022				
	<i>Total</i>	<i>Non-Hazardous</i>	<i>Hazardous Police</i>	<i>Hazardous Fire</i>
ACTIVE MEMBERS				
Number	1,510	1,083	232	195
Covered Annual Payroll	\$ 94,070,686	\$ 54,799,503	\$ 21,449,955	\$ 17,821,228
Average Annual Payroll	\$ 62,298	\$ 50,600	\$ 92,457	\$ 91,391
Average Age	44.1	45.6	39.4	41.0
Average Past Service	10.6	10.3	10.9	11.6
Average Age at Hire	33.5	35.3	28.5	29.4
RETIREES & BENEFICIARIES				
Number	1,263	805	273	185
Annual Benefits	\$ 50,117,248	\$ 27,967,892	\$ 13,384,612	\$ 8,764,744
Average Annual Benefit	\$ 39,681	\$ 34,743	\$ 49,028	\$ 47,377
Average Age	68.1	69.9	64.0	66.5
DISABILITY RETIREES				
Number	127	34	51	42
Annual Benefits	\$ 4,317,063	\$ 750,101	\$ 2,064,856	\$ 1,502,106
Average Annual Benefit	\$ 33,993	\$ 22,062	\$ 40,487	\$ 35,764
Average Age	65.5	71.1	61.9	65.4
TERMINATED VESTED MEMBERS				
Number	79	58	13	8
Annual Benefits	\$ 1,669,968	\$ 1,091,817	\$ 382,769	\$ 195,382
Average Annual Benefit	\$ 21,139	\$ 18,824	\$ 29,444	\$ 24,423
Average Age	49.0	50.9	44.7	42.7



PARTICIPANT DATA - PRIOR YEAR				
January 1, 2021				
	<i>Total</i>	<i>Non-Hazardous</i>	<i>Hazardous Police</i>	<i>Hazardous Fire</i>
ACTIVE MEMBERS				
Number	1,541	1,114	236	191
Covered Annual Payroll	\$ 92,726,419	\$ 54,005,534	\$ 21,431,416	\$ 17,289,469
Average Annual Payroll	\$ 60,173	\$ 48,479	\$ 90,811	\$ 90,521
Average Age	44.2	45.6	39.9	41.2
Average Past Service	10.7	10.4	11.5	11.5
Average Age at Hire	33.5	35.2	28.4	29.7
RETIREES & BENEFICIARIES				
Number	1,219	773	270	176
Annual Benefits	\$ 47,643,970	\$ 26,611,279	\$ 12,722,711	\$ 8,309,980
Average Annual Benefit	\$ 39,084	\$ 34,426	\$ 47,121	\$ 47,216
Average Age	67.7	69.4	63.8	66.1
DISABILITY RETIREES				
Number	129	36	50	43
Annual Benefits	\$ 4,219,162	\$ 787,025	\$ 1,911,064	\$ 1,521,073
Average Annual Benefit	\$ 32,707	\$ 21,862	\$ 38,221	\$ 35,374
Average Age	65.4	70.3	62.7	64.6
TERMINATED VESTED MEMBERS				
Number	74	53	10	11
Annual Benefits	\$ 1,475,373	\$ 949,571	\$ 266,611	\$ 259,191
Average Annual Benefit	\$ 19,937	\$ 17,916	\$ 26,661	\$ 23,563
Average Age	48.9	50.7	43.9	44.9



ACTUARIALLY DETERMINED CONTRIBUTION (ADC) - AFTER ASSUMPTION CHANGES

A. Valuation Date	January 1, 2022 <i>Total</i>	January 1, 2022 <i>Non-Hazardous</i>	January 1, 2022 <i>Hazardous Police</i>	January 1, 2022 <i>Hazardous Fire</i>
B. ADC to Be Paid During Fiscal Year Ending	9/30/2023	9/30/2023	9/30/2023	9/30/2023
C. Assumed Date of Employer Contrib.	Evenly during first two quarters of fiscal year	Evenly during first two quarters of fiscal year	Evenly during first two quarters of fiscal year	Evenly during first two quarters of fiscal year
D. Annual Payment to Amortize Unfunded Actuarial Liability	\$ 0 *	\$ 0 *	\$ 0 *	\$ 0 *
E. Employer Normal Cost	10,995,884	3,325,116	4,491,787	3,178,981
F. ADC if Paid on the Valuation Date: D+E	10,995,884	3,325,116	4,491,787	3,178,981
G. ADC Adjusted for Frequency of Payments	11,710,617	3,541,249	4,783,753	3,385,615
H. ADC as % of Covered Payroll	12.45 %	6.46 %	22.30 %	19.00 %
I. Assumed Rate of Increase in Covered Payroll to Contribution Year	0.00 %	0.00 %	0.00 %	0.00 %
J. Covered Payroll for Contribution Year	94,070,686	54,799,503	21,449,955	17,821,228
K. ADC for Contribution Year: H x J	11,710,617	3,541,249	4,783,753	3,385,615
L. Estimate of State Revenue in Contribution Year	12,000	0	7,000	5,000
M. Required Employer Contribution (REC) in Contribution Year	11,698,617	3,541,249	4,776,753	3,380,615
N. REC as % of Covered Payroll in Contribution Year: M ÷ J	12.44 %	6.46 %	22.27 %	18.97 %
O. Credit Balance	33,820,230	16,984,270	9,956,043	6,879,917

** The annual payment to amortize the UAL is less than \$0; however, under Chapter 112.66 of the Florida Statutes, the annual payment to amortize the UAL may not reduce the contribution below the amount required to fund the Normal Cost.*



ACTUARIALLY DETERMINED CONTRIBUTION (ADC) - BEFORE ASSUMPTION CHANGES

A. Valuation Date	January 1, 2022 <i>Total</i>	January 1, 2022 <i>Non-Hazardous</i>	January 1, 2022 <i>Hazardous Police</i>	January 1, 2022 <i>Hazardous Fire</i>
B. ADC to Be Paid During Fiscal Year Ending	9/30/2023	9/30/2023	9/30/2023	9/30/2023
C. Assumed Date of Employer Contrib.	Evenly during first two quarters of fiscal year	Evenly during first two quarters of fiscal year	Evenly during first two quarters of fiscal year	Evenly during first two quarters of fiscal year
D. Annual Payment to Amortize Unfunded Actuarial Liability	\$ 0 *	\$ 0 *	\$ 0 *	\$ 0 *
E. Employer Normal Cost	10,779,660	3,237,986	4,416,217	3,125,457
F. ADC if Paid on the Valuation Date: D+E	10,779,660	3,237,986	4,416,217	3,125,457
G. ADC Adjusted for Frequency of Payments	11,485,727	3,450,074	4,705,479	3,330,174
H. ADC as % of Covered Payroll	12.21 %	6.30 %	21.94 %	18.69 %
I. Assumed Rate of Increase in Covered Payroll to Contribution Year	0.00 %	0.00 %	0.00 %	0.00 %
J. Covered Payroll for Contribution Year	94,070,686	54,799,503	21,449,955	17,821,228
K. ADC for Contribution Year: H x J	11,485,727	3,450,074	4,705,479	3,330,174
L. Estimate of State Revenue in Contribution Year	12,000	0	7,000	5,000
M. Required Employer Contribution (REC) in Contribution Year	11,473,727	3,450,074	4,698,479	3,325,174
N. REC as % of Covered Payroll in Contribution Year: M ÷ J	12.20 %	6.30 %	21.90 %	18.66 %
O. Credit Balance	33,820,230	16,984,270	9,956,043	6,879,917

** The annual payment to amortize the UAL is less than \$0; however, under Chapter 112.66 of the Florida Statutes, the annual payment to amortize the UAL may not reduce the contribution below the amount required to fund the Normal Cost.*



ACTUARIALLY DETERMINED CONTRIBUTION (ADC) - PRIOR YEAR

A. Valuation Date	January 1, 2021 <i>Total</i>	January 1, 2021 <i>Non-Hazardous</i>	January 1, 2021 <i>Hazardous Police</i>	January 1, 2021 <i>Hazardous Fire</i>
B. ADC to Be Paid During Fiscal Year Ending	9/30/2022	9/30/2022	9/30/2022	9/30/2022
C. Assumed Date of Employer Contrib.	Evenly during first two quarters of fiscal year	Evenly during first two quarters of fiscal year	Evenly during first two quarters of fiscal year	Evenly during first two quarters of fiscal year
D. Annual Payment to Amortize Unfunded Actuarial Liability	\$ 0 *	\$ 0 *	\$ 0 *	\$ 0 *
E. Employer Normal Cost	10,711,397	3,274,930	4,400,087	3,036,380
F. ADC if Paid on the Valuation Date: D+E	10,711,397	3,274,930	4,400,087	3,036,380
G. ADC Adjusted for Frequency of Payments	11,412,994	3,489,438	4,688,293	3,235,263
H. ADC as % of Covered Payroll	12.31 %	6.46 %	21.88 %	18.71 %
I. Assumed Rate of Increase in Covered Payroll to Contribution Year	0.00 %	0.00 %	0.00 %	0.00 %
J. Covered Payroll for Contribution Year	92,726,419	54,005,534	21,431,416	17,289,469
K. ADC for Contribution Year: H x J	11,412,994	3,489,438	4,688,293	3,235,263
L. Estimate of State Revenue in Contribution Year	12,000	0	7,000	5,000
M. Required Employer Contribution (REC) in Contribution Year	11,400,994	3,489,438	4,681,293	3,230,263
N. REC as % of Covered Payroll in Contribution Year: M ÷ J	12.30 %	6.46 %	21.84 %	18.68 %
O. Credit Balance	31,554,611	15,970,879	9,252,205	6,331,527

* The annual payment to amortize the UAL is less than \$0; however, under Chapter 112.66 of the Florida Statutes, the annual payment to amortize the UAL may not reduce the contribution below the amount required to fund the Normal Cost.



ACTUARIAL VALUE OF BENEFITS AND ASSETS - AFTER ASSUMPTION CHANGES

A. Valuation Date	January 1, 2022	January 1, 2022	January 1, 2022	January 1, 2022
	<i>Total</i>	<i>Non-Hazardous</i>	<i>Hazardous Police</i>	<i>Hazardous Fire</i>
B. Actuarial Present Value of All Projected Benefits for				
1. Active Members				
a. Service Retirement Benefits	\$ 424,241,170	\$ 190,273,541	\$ 132,183,013	\$ 101,784,616
b. Vesting Benefits	38,067,297	27,460,940	6,508,958	4,097,399
c. Disability Benefits	22,402,897	3,966,053	11,265,294	7,171,550
d. Preretirement Death Benefits	5,377,675	3,362,050	1,104,571	911,054
e. Return of Member Contributions	4,099,684	2,950,653	660,464	488,567
f. Total	494,188,723	228,013,237	151,722,300	114,453,186
2. Inactive Members				
a. Service Retirees & Beneficiaries	658,612,846	350,400,869	191,505,262	116,706,715
b. Disability Retirees	56,500,520	7,991,817	28,967,229	19,541,474
c. Terminated Vested Members	18,806,373	11,230,679	5,149,000	2,426,694
d. Total	733,919,739	369,623,365	225,621,491	138,674,883
3. Total for All Members	1,228,108,462	597,636,602	377,343,791	253,128,069
C. Actuarial Accrued (Past Service) Liability	1,068,348,048	541,189,899	316,534,086	210,624,063
D. Actuarial Value of Accumulated Plan Benefits per FASB No. 35	1,003,226,826	503,811,878	300,722,551	198,692,397
E. Plan Assets				
1. Market Value	1,375,042,294	700,679,655	401,162,327	273,200,312
2. Actuarial Value	1,223,966,639	623,696,104	357,086,693	243,183,842
3. Actuarial Value Excluding Credit Balance	1,190,146,409	606,711,834	347,130,650	236,303,925
F. Actuarial Present Value of Projected Covered Payroll	795,615,409	435,945,720	201,307,080	158,362,609
G. Actuarial Present Value of Projected Member Contributions	70,786,350	34,875,657	20,081,329	15,829,364
H. Accumulated Value of Active Member Contributions	66,538,014	35,807,548	16,617,258	14,113,208
I. Unfunded Actuarial Accrued Liability (UAAL) Based on EAN Method = C. - E.3.	(121,798,361)	(65,521,935)	(30,596,564)	(25,679,862)
J. Funded Ratio = E.2. / C.	114.57%	115.25%	112.81%	115.46%
K. Funded Ratio Excluding Credit Balance = E.3. / C.	111.40%	112.11%	109.67%	112.19%



ACTUARIAL VALUE OF BENEFITS AND ASSETS - BEFORE ASSUMPTION CHANGES

A. Valuation Date	January 1, 2022	January 1, 2022	January 1, 2022	January 1, 2022
	<i>Total</i>	<i>Non-Hazardous</i>	<i>Hazardous Police</i>	<i>Hazardous Fire</i>
B. Actuarial Present Value of All Projected Benefits for				
1. Active Members				
a. Service Retirement Benefits	\$ 420,146,283	\$ 188,584,526	\$ 130,775,730	\$ 100,786,027
b. Vesting Benefits	37,606,120	27,124,425	6,429,624	4,052,071
c. Disability Benefits	22,198,778	3,935,463	11,155,668	7,107,647
d. Preretirement Death Benefits	5,326,033	3,330,325	1,093,235	902,473
e. Return of Member Contributions	4,093,396	2,946,183	659,415	487,798
f. Total	489,370,610	225,920,922	150,113,672	113,336,016
2. Inactive Members				
a. Service Retirees & Beneficiaries	655,457,929	348,813,820	190,502,875	116,141,234
b. Disability Retirees	56,218,410	7,959,809	28,812,030	19,446,571
c. Terminated Vested Members	18,658,320	11,142,995	5,108,716	2,406,609
d. Total	730,334,659	367,916,624	224,423,621	137,994,414
3. Total for All Members	1,219,705,269	593,837,546	374,537,293	251,330,430
C. Actuarial Accrued (Past Service) Liability	1,062,263,441	538,217,897	314,624,207	209,421,337
D. Actuarial Value of Accumulated Plan Benefits per FASB No. 35	997,580,499	501,142,367	298,897,068	197,541,064
E. Plan Assets				
1. Market Value	1,375,042,294	700,679,655	401,162,327	273,200,312
2. Actuarial Value	1,223,966,639	623,696,104	357,086,693	243,183,842
3. Actuarial Value Excluding Credit Balance	1,190,146,409	606,711,834	347,130,650	236,303,925
F. Actuarial Present Value of Projected Covered Payroll	793,142,599	434,598,972	200,667,483	157,876,144
G. Actuarial Present Value of Projected Member Contributions	70,566,062	34,767,919	20,017,420	15,780,723
H. Accumulated Value of Active Member Contributions	66,538,014	35,807,548	16,617,258	14,113,208
I. Unfunded Actuarial Accrued Liability (UAAL) Based on EAN Method = C. - E.3.	(127,882,968)	(68,493,937)	(32,506,443)	(26,882,588)
J. Funded Ratio = E.2. / C.	115.22%	115.88%	113.50%	116.12%
K. Funded Ratio Excluding Credit Balance = E.3. / C.	112.04%	112.73%	110.33%	112.84%



ACTUARIAL VALUE OF BENEFITS AND ASSETS - PRIOR YEAR

A. Valuation Date	January 1, 2021	January 1, 2021	January 1, 2021	January 1, 2021
	<i>Total</i>	<i>Non-Hazardous</i>	<i>Hazardous Police</i>	<i>Hazardous Fire</i>
B. Actuarial Present Value of All Projected Benefits for				
1. Active Members				
a. Service Retirement Benefits	\$ 419,687,968	\$ 189,145,015	\$ 134,278,375	\$ 96,264,578
b. Vesting Benefits	37,170,897	27,026,080	6,163,846	3,980,971
c. Disability Benefits	21,723,016	3,900,242	10,934,743	6,888,031
d. Preretirement Death Benefits	5,350,494	3,355,659	1,116,093	878,742
e. Return of Member Contributions	4,005,332	2,925,556	615,861	463,915
f. Total	<u>487,937,707</u>	<u>226,352,552</u>	<u>153,108,918</u>	<u>108,476,237</u>
2. Inactive Members				
a. Service Retirees & Beneficiaries	630,420,379	336,896,421	181,939,193	111,584,765
b. Disability Retirees	54,896,963	8,569,863	26,357,137	19,969,963
c. Terminated Vested Members	16,396,732	9,531,725	3,537,891	3,327,116
d. Total	<u>701,714,074</u>	<u>354,998,009</u>	<u>211,834,221</u>	<u>134,881,844</u>
3. Total for All Members	1,189,651,781	581,350,561	364,943,139	243,358,081
C. Actuarial Accrued (Past Service) Liability	1,034,718,990	525,599,102	306,555,615	202,564,273
D. Actuarial Value of Accumulated Plan Benefits per FASB No. 35	970,493,309	489,411,798	290,331,609	190,749,902
E. Plan Assets				
1. Market Value	1,254,293,845	641,315,529	364,947,164	248,031,152
2. Actuarial Value	1,124,737,021	575,073,632	327,251,535	222,411,854
3. Actuarial Value Excluding Credit Balance	1,093,182,410	559,102,753	317,999,330	216,080,327
F. Actuarial Present Value of Projected Covered Payroll	776,476,285	428,012,330	195,344,184	153,119,771
G. Actuarial Present Value of Projected Member Contributions	69,009,378	34,240,988	19,462,742	15,305,648
H. Accumulated Value of Active Member Contributions	66,757,705	36,139,486	17,210,741	13,407,478
I. Unfunded Actuarial Accrued Liability (UAAL) Based on EAN Method = C. - E.3.	(58,463,420)	(33,503,651)	(11,443,715)	(13,516,054)
J. Funded Ratio = E.2. / C.	108.70%	109.41%	106.75%	109.80%
K. Funded Ratio Excluding Credit Balance = E.3. / C.	105.65%	106.37%	103.73%	106.67%



**CALCULATION OF EMPLOYER NORMAL COST
ENTRY AGE NORMAL METHOD - AFTER ASSUMPTION CHANGES**

A. Valuation Date	January 1, 2022	January 1, 2022	January 1, 2022	January 1, 2022
	<i>Total</i>	<i>Non-Hazardous</i>	<i>Hazardous Police</i>	<i>Hazardous Fire</i>
B. Normal Cost for				
1. Service Retirement Benefits	\$ 13,365,746	\$ 4,799,362	\$ 4,841,561	\$ 3,724,823
2. Vesting	2,466,809	1,626,005	502,014	338,790
3. Disability Benefits	2,002,367	314,540	1,008,502	679,325
4. Death Benefits	227,601	129,724	49,375	48,502
5. Refund of Contributions	<u>895,586</u>	<u>669,575</u>	<u>124,682</u>	<u>101,329</u>
6. Total for Future Benefits	18,958,109	7,539,206	6,526,134	4,892,769
7. Assumed Amount for Administrative Expenses	<u>332,822</u>	<u>169,870</u>	<u>96,974</u>	<u>65,978</u>
8. Total Normal Cost	19,290,931	7,709,076	6,623,108	4,958,747
C. Expected Member Contributions	8,295,047	4,383,960	2,131,321	1,779,766
D. Employer Normal Cost: B8 - C	10,995,884	3,325,116	4,491,787	3,178,981
E. Employer Normal Cost as % of Covered Payroll	11.69%	6.07%	20.94%	17.84%

**CALCULATION OF EMPLOYER NORMAL COST
ENTRY AGE NORMAL METHOD - BEFORE ASSUMPTION CHANGES**

A. Valuation Date	January 1, 2022	January 1, 2022	January 1, 2022	January 1, 2022
	<i>Total</i>	<i>Non-Hazardous</i>	<i>Hazardous Police</i>	<i>Hazardous Fire</i>
B. Normal Cost for				
1. Service Retirement Benefits	\$ 13,196,182	\$ 4,736,571	\$ 4,779,701	\$ 3,679,910
2. Vesting	2,435,569	1,604,248	496,228	335,093
3. Disability Benefits	1,988,099	312,549	1,000,873	674,677
4. Death Benefits	225,131	128,261	48,834	48,036
5. Refund of Contributions	<u>896,904</u>	<u>670,447</u>	<u>124,928</u>	<u>101,529</u>
6. Total for Future Benefits	18,741,885	7,452,076	6,450,564	4,839,245
7. Assumed Amount for Administrative Expenses	<u>332,822</u>	<u>169,870</u>	<u>96,974</u>	<u>65,978</u>
8. Total Normal Cost	19,074,707	7,621,946	6,547,538	4,905,223
C. Expected Member Contributions	8,295,047	4,383,960	2,131,321	1,779,766
D. Employer Normal Cost: B8 - C	10,779,660	3,237,986	4,416,217	3,125,457
E. Employer Normal Cost as % of Covered Payroll	11.46%	5.91%	20.59%	17.54%

**CALCULATION OF EMPLOYER NORMAL COST - PRIOR YEAR
ENTRY AGE NORMAL METHOD**

A. Valuation Date	January 1, 2021	January 1, 2021	January 1, 2021	January 1, 2021
	<i>Total</i>	<i>Non-Hazardous</i>	<i>Hazardous Police</i>	<i>Hazardous Fire</i>
B. Normal Cost for				
1. Service Retirement Benefits	\$ 13,144,753	\$ 4,778,517	\$ 4,778,940	\$ 3,587,296
2. Vesting	2,421,305	1,596,210	504,608	320,487
3. Disability Benefits	1,967,473	309,813	996,671	660,989
4. Death Benefits	226,345	129,550	49,421	47,374
5. Refund of Contributions	<u>878,771</u>	<u>655,826</u>	<u>124,204</u>	<u>98,741</u>
6. Total for Future Benefits	18,638,647	7,469,916	6,453,844	4,714,887
7. Assumed Amount for Administrative Expenses	<u>244,753</u>	<u>125,457</u>	<u>70,978</u>	<u>48,318</u>
8. Total Normal Cost	18,883,400	7,595,373	6,524,822	4,763,205
C. Expected Member Contributions	8,172,003	4,320,443	2,124,735	1,726,825
D. Employer Normal Cost: B8 - C	10,711,397	3,274,930	4,400,087	3,036,380
E. Employer Normal Cost as % of Covered Payroll	11.55%	6.06%	20.53%	17.56%

Reconciliation of Credit Balance

	Total	Non-Hazardous	Hazardous Police	Hazardous Fire
Credit Balance at Beginning of Year	\$ 31,554,611	\$ 15,970,879	\$ 9,252,205	\$ 6,331,527
Required Employer Contribution	- 11,400,994	- 3,489,438	- 4,681,293	- 3,230,263
Employer Contribution Made	+ 11,599,786	+ 3,456,736	+ 4,779,112	+ 3,363,938
Interest on Credit Balance	+ 2,066,827	+ 1,046,093	+ 606,019	+ 414,715
Credit Balance at End of Year	33,820,230	16,984,270	9,956,043	6,879,917

LIQUIDATION OF THE UNFUNDED ACTUARIAL ACCRUED LIABILITY (UAAL)

UAAL Amortization Period and Payments - Non-Hazardous						
Original UAAL			Current UAAL			
Date Established	Source	Amount	Years Remaining	Amount	Payment	
					After Assumption Changes	Before Assumption Changes
1/1/2015	Fresh Start	\$ (2,679,461)	16	\$ (4,332,147)	\$ (416,446)	\$ (417,655)
1/1/2016	(Gain)/Loss	244,325	9	367,596	51,856	51,943
1/1/2016	Assumption Change	(2,200,261)	19	(3,299,791)	(288,633)	(289,603)
1/1/2017	(Gain)/Loss	(9,301,995)	10	(13,010,598)	(1,699,376)	(1,702,555)
1/1/2017	Assumption Change	156,236	20	218,121	18,588	18,653
1/1/2018	(Gain)/Loss	(5,692,965)	11	(7,429,565)	(907,280)	(909,145)
1/1/2019	(Gain)/Loss	2,983,422	12	3,634,754	418,315	419,249
1/1/2019	Assumption Change	12,955,157	22	15,767,322	1,283,463	1,288,312
1/1/2020	(Gain)/Loss	(611,097)	13	(695,955)	(75,988)	(76,171)
1/1/2020	Assumption Change	5,818,657	23	6,623,301	528,376	530,442
1/1/2021	(Gain)/Loss	(26,810,531)	14	(28,576,340)	(2,976,782)	(2,984,457)
1/1/2021	Assumption Change	(4,671,812)	24	(4,979,123)	(389,904)	(391,477)
1/1/2022	(Gain)/Loss	(32,781,512)	15	(32,781,512)	(3,273,620)	(3,282,602)
1/1/2022	Assumption Change	2,972,002	25	2,972,002	228,779	N/A
		(59,619,835)		(65,521,935)	(7,498,652)	(7,745,066)

UAAL Amortization Period and Payments - Hazardous Police

Original UAAL			Current UAAL			
Date Established	Source	Amount	Years Remaining	Amount	Payment	
					After Assumption Changes	Before Assumption Changes
1/1/2015	Fresh Start	\$ (1,506,064)	16	\$ (2,200,503)	\$ (211,533)	\$ (212,147)
1/1/2016	(Gain)/Loss	137,330	9	179,728	25,354	25,397
1/1/2016	Assumption Change	(1,236,717)	19	(1,689,381)	(147,770)	(148,267)
1/1/2017	(Gain)/Loss	(5,228,439)	10	(6,415,467)	(837,955)	(839,522)
1/1/2017	Assumption Change	87,817	20	111,903	9,536	9,569
1/1/2018	(Gain)/Loss	(3,199,886)	11	(3,689,462)	(450,548)	(451,474)
1/1/2019	(Gain)/Loss	1,676,914	12	1,815,786	208,974	209,441
1/1/2019	Assumption Change	7,281,798	22	8,117,902	660,799	663,295
1/1/2020	(Gain)/Loss	(343,483)	13	(349,448)	(38,155)	(38,247)
1/1/2020	Plan Amendment	5,717,584	8	5,609,671	865,087	866,375
1/1/2020	Assumption Change	3,552,608	23	3,709,789	295,950	297,107
1/1/2021	(Gain)/Loss	(10,424,892)	14	(11,125,278)	(1,158,914)	(1,161,902)
1/1/2021	Assumption Change	(5,894,181)	24	(6,287,912)	(492,392)	(494,379)
1/1/2022	(Gain)/Loss	(20,293,771)	15	(20,293,771)	(2,026,572)	(2,032,132)
1/1/2022	Assumption Change	<u>1,909,879</u>	25	<u>1,909,879</u>	<u>147,019</u>	<u>N/A</u>
		(27,763,503)		(30,596,564)	(3,151,120)	(3,306,886)

UAAL Amortization Period and Payments - Hazardous Fire

Original UAAL			Current UAAL			
Date Established	Source	Amount	Years Remaining	Amount	Payment	
					After Assumption Changes	Before Assumption Changes
1/1/2015	Fresh Start	\$ (1,027,124)	16	\$ (1,665,318)	\$ (160,086)	\$ (160,551)
1/1/2016	(Gain)/Loss	93,658	9	141,450	19,954	19,988
1/1/2016	Assumption Change	(843,431)	19	(1,268,204)	(110,930)	(111,303)
1/1/2017	(Gain)/Loss	(3,565,754)	10	(5,005,339)	(653,771)	(654,994)
1/1/2017	Assumption Change	59,890	20	83,825	7,143	7,168
1/1/2018	(Gain)/Loss	(2,182,297)	11	(2,857,716)	(348,977)	(349,694)
1/1/2019	(Gain)/Loss	1,143,642	12	1,397,855	160,876	161,235
1/1/2019	Assumption Change	4,966,128	22	6,058,909	493,196	495,060
1/1/2020	(Gain)/Loss	(234,253)	13	(267,614)	(29,220)	(29,290)
1/1/2020	Plan Amendment	4,071	8	4,658	718	719
1/1/2020	Assumption Change	2,356,236	23	2,688,525	214,478	215,317
1/1/2021	(Gain)/Loss	(8,511,064)	14	(9,076,024)	(945,445)	(947,882)
1/1/2021	Assumption Change	(4,361,137)	24	(4,649,751)	(364,111)	(365,581)
1/1/2022	(Gain)/Loss	(12,467,844)	15	(12,467,844)	(1,245,061)	(1,248,477)
1/1/2022	Assumption Change	<u>1,202,726</u>	25	<u>1,202,726</u>	<u>92,583</u>	<u>N/A</u>
		(23,366,553)		(25,679,862)	(2,868,653)	(2,968,285)

Amortization Schedule

The UAAL is being liquidated as a level dollar amount over the number of years remaining in the amortization period. The expected amortization schedules are as follows:

Amortization Schedule - Non-Hazardous	
Year	Expected UAAL
2022	\$ (65,521,935)
2023	(61,794,792)
2024	(57,825,389)
2025	(53,597,975)
2026	(49,095,779)
2027	(44,300,940)
2032	(15,171,117)
2037	-

Amortization Schedule - Hazardous Police	
Year	Expected UAAL
2022	\$ (30,596,564)
2023	(29,229,392)
2024	(27,773,359)
2025	(26,222,685)
2026	(24,571,217)
2027	(22,812,403)
2032	(10,217,912)
2037	-

Amortization Schedule - Hazardous Fire	
Year	Expected UAAL
2022	\$ (25,679,862)
2023	(24,293,958)
2024	(22,817,950)
2025	(21,246,001)
2026	(19,571,876)
2027	(17,788,932)
2032	(6,954,818)
2037	-

ACTUARIAL GAINS AND LOSSES

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

A. Derivation of the Current UAAL	Total	Non-Hazardous	Hazardous Police	Hazardous Fire
1. Last Year's UAAL	\$ (58,463,420)	\$ (33,503,651)	\$ (11,443,715)	\$ (13,516,054)
2. Employer Normal Cost for Contribution Year	10,711,397	3,274,930	4,400,087	3,036,380
3. Last Year's Contributions	11,412,994 *	3,489,438 *	4,688,293 *	3,235,263 *
4. Interest at the Assumed Rate on:				
a. 1 and 2 for one year	(3,127,758)	(1,979,981)	(461,358)	(686,419)
b. 3 from dates paid	<u>47,066</u>	<u>14,285</u>	<u>19,393</u>	<u>13,388</u>
c. a - b	(3,174,824)	(1,994,266)	(480,751)	(699,807)
5. This Year's Expected UAAL: 1 + 2 - 3 + 4c	(62,339,841)	(35,712,425)	(12,212,672)	(14,414,744)
6. This Year's Actual UAAL (Before any changes in benefits and assumptions)	(127,882,968)	(68,493,937)	(32,506,443)	(26,882,588)
7. Net Actuarial Gain (Loss): (5) - (6)	65,543,127	32,781,512	20,293,771	12,467,844
8. Gain (Loss) Due to Investments	65,521,092			
9. Gain (Loss) Due to other sources	22,035			

** Excludes the portion of the actual contribution above the required contribution that was used to increase the credit balance.*

Gains (losses) in previous years have been as follows:

Year Ending 12/31	Gain (Loss)	Change in Employer Cost Rate*
2009	\$32,358,262	(4.89) %
2010	2,311,412	(0.37)
2011	(13,721,771)	2.28
2012	(7,015,253)	1.15
2013	62,452,347	(11.02)
2014	34,213,347	(6.01)
2015	(475,313)	0.07 **
2016	18,096,188	(2.51) **
2017	11,075,148	(1.48) **
2018	(5,803,978)	0.75 **
2019	1,188,833	(0.14) **
2020	45,746,487	(5.30) **
2021	65,543,127	(7.43) **

* Before 2015, Change in Normal Cost Rate.

** Before reflecting Chapter 112.66 of the Florida Statutes. Since the annual payment to amortize the UAAL is less than \$0, the net effect of these gains and losses on the required employer contribution is \$0 or limited after reflecting Chapter 112.66 of the Florida Statutes (the requirement to fund at least the normal cost).

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

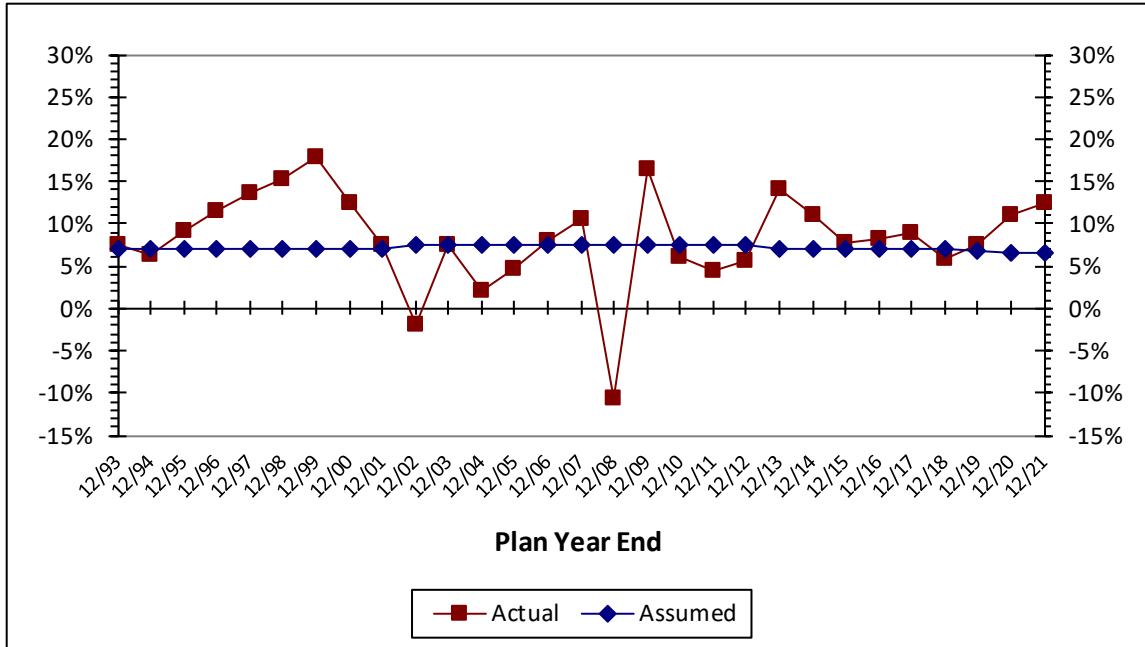
Year Ending	Investment Return		Salary Increases	
	Actual	Assumed	Actual	Assumed
12/31/1986	N/A	7.00 %	7.40 %	5.00 %
12/31/1987	N/A	7.00	5.90	5.00
12/31/1988	N/A	7.00	9.10	5.00
12/31/1989	N/A	7.00	8.70	5.00
12/31/1990	N/A	7.00	5.30	5.00
12/31/1991	N/A	7.00	6.10	5.00
12/31/1992	N/A	7.00	6.80	5.00
12/31/1993	7.42 %	7.00	1.20	5.00
12/31/1994	6.28	7.00	4.40	5.00
12/31/1995	9.14	7.00	6.40	5.00
12/31/1996	11.54	7.00	6.70	5.00
12/31/1997	13.74	7.00	5.60	5.00
12/31/1998	15.28	7.00	7.40	5.00
12/31/1999	17.96	7.00	4.20	5.00
12/31/2000	12.42	7.00	5.80	5.00
12/31/2001	7.40	7.00	5.90	5.00
12/31/2002	(1.85)	7.50	5.80	6.00
12/31/2003	7.45	7.50	6.40	6.00
12/31/2004	2.18	7.50	6.38	6.00
12/31/2005	4.58	7.50	5.49	6.00
12/31/2006	7.87	7.50	5.15	6.00
12/31/2007	10.68	7.50	6.62	6.00
12/31/2008	(10.61)	7.50	4.25	6.00
12/31/2009	16.53	7.50	3.29	6.00
12/31/2010	5.98	7.50	1.27	6.00
12/31/2011	4.46	7.50	2.56	6.00
12/31/2012	5.50	7.50	4.48	6.00
12/31/2013	14.04	7.00	3.16	4.07
12/31/2014	11.04	7.00	3.38	4.04
12/31/2015	7.64	7.00	8.65 *	4.09
12/31/2016	8.22	7.00	1.23 *	4.13
12/31/2017	8.89	7.00	7.35	4.16
12/31/2018	5.76	7.00	4.08	4.18
12/31/2019	7.39	6.75	8.84	4.35
12/31/2020	11.10	6.65	6.05	4.30
12/31/2021	12.46	6.55	6.37	4.24
Averages	8.14 %	---	5.47 %	---

* Salary for the year ending 12/31/2015 included 27 pay periods rather than 26.

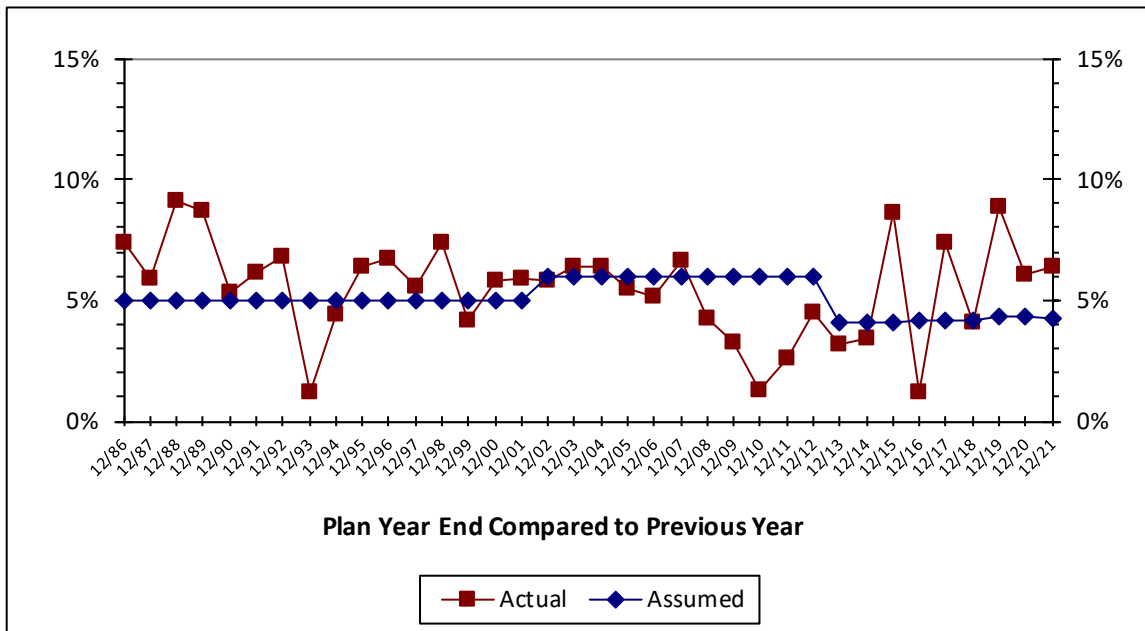
The actual investment return rates shown above are based on the actuarial value of assets. The actual salary increase rates shown above are the increases received by those active members who were included in the actuarial valuations both at the beginning and the end of each year.



History of Investment Return Based on Actuarial Value of Assets



History of Salary Increases



**Actual (A) Compared to Expected (E) Decrements
Among Active Employees**

Year Ended	Number Added During Year		Service Retirement		Disability Retirement		Death		Terminations				Active Members End of Year
	A	E	A	E	A	E	A	E	Vested	Other	Totals		
									A	A	A	E	
12/31/2009	49	110	54	57	0	6	0	2	10	46	56	93	1,567
12/31/2010	78	137	68	51	2	6	3	2	15	49	64	85	1,508
12/31/2011	84	124	43	49	6	6	0	2	11	64	75	84	1,468
12/31/2012	119	113	51	52	3	6	1	2	18	40	58	81	1,474
12/31/2013	102	98	27	42	2	3	4	2	11	54	65	79	1,478
12/31/2014	135	131	45	51	5	3	2	2	21	58	79	78	1,482
12/31/2015	145	122	43	52	7	3	1	2	18	53	71	82	1,505
12/31/2016	159	144	49	60	4	3	2	3	18	71	89	89	1,520
12/31/2017	164	161	47	59	2	3	2	2	25	85	110	91	1,523
12/31/2018	207	175	45	65	1	3	0	2	27	102	129	92	1,555
12/31/2019	164	148	38	52	3	4	1	2	13	93	106	99	1,571
12/31/2020	105	135	43	52	0	4	0	2	8	84	92	100	1,541
12/31/2021	168	199	55	56	1	4	2	1	18	123	141	92	1,510
12/31/2022				54		4		1				90	
13 Yr Totals *	1679	1797	608	698	36	54	18	26	213	922	1135	1145	

* Totals are through current Plan Year only.



**Actual (A) Compared to Expected (E) Deaths
Among Retirees and Beneficiaries**

Year Ended	Actual During Year		Expected During Year	
	Number	Annual Pensions	Number	Annual Pensions
12/31/2009	12	\$ 142,606	16	\$ 313,189
12/31/2010	12	139,508	18	363,242
12/31/2011	13	220,877	19	416,467
12/31/2012	12	232,755	20	466,010
12/31/2013	20	401,192	20	480,787
12/31/2014	16	275,728	21	510,892
12/31/2015	19	385,405	22	558,603
12/31/2016	20	498,746	25	708,907
12/31/2017	15	288,110	26	753,482
12/31/2018	25	762,324	28	831,241
12/31/2019	20	566,781	28	885,857
12/31/2020	27	921,472	29	949,503
12/31/2021	25	781,255	32	1,073,271
12/31/2022			34	1,160,759

RECENT HISTORY OF VALUATION RESULTS									
Valuation Date	Number of		Covered Annual Payroll	Actuarial Value of Assets	Actuarial Accrued Liability (Entry Age)	Unfunded Actuarial Liability (Entry Age)*	Funded Ratio	Employer Normal Cost*	
	Active Members	Inactive Members						Amount	% of Payroll
1/1/07	1,692	819	\$ 79,385,090	\$ 559,830,590	N/A	N/A	N/A	\$ 9,192,407	11.58 %
1/1/08	1,641	878	80,371,617	610,979,087	N/A	N/A	N/A	6,920,400	8.61
1/1/09	1,628	903	82,104,837	536,834,473	N/A	N/A	N/A	20,005,238	24.37
1/1/10	1,567	955	80,443,199	618,444,906	\$ 647,167,565	\$ 28,722,659	95.6 %	15,879,628	19.74
1/1/11	1,508	1,024	76,505,599	646,956,800	672,786,812	25,830,012	96.2	15,461,725	20.21
1/1/12	1,468	1,072	74,765,020	664,087,199	702,438,432	38,351,233	94.5	17,064,100	22.82
1/1/13	1,474	1,127	74,422,344	688,731,221	774,749,811	86,018,590	88.9	12,845,501	17.26
1/1/14	1,478	1,144	74,254,159	772,411,068	795,927,127	23,516,059	97.0	4,626,039	6.23
1/1/15	1,482	1,194	75,078,542	829,486,793	824,274,144	(5,212,649)	100.6	8,194,115	10.91
1/1/16	1,505	1,237	80,250,993	866,598,975	857,177,619	(9,421,356)	101.1	8,358,975	10.42
1/1/17	1,520	1,278	79,276,100	908,229,246	880,316,652	(27,912,594)	103.2	8,092,922	10.21
1/1/18	1,523	1,334	82,317,307	957,314,542	916,334,666	(40,979,876)	104.5	8,236,726	10.01
1/1/19	1,555	1,374	84,608,940	978,492,240	965,611,907	(12,880,333)	101.3	9,106,282	10.76
1/1/20	1,571	1,401	90,594,113	1,015,277,332	1,017,746,535	2,469,203	99.8	10,463,285	11.55
1/1/21	1,541	1,422	92,726,419	1,093,182,410	1,034,718,990	(58,463,420)	105.7	10,711,397	11.55
1/1/22	1,510	1,469	94,070,686	1,190,146,409	1,068,348,048	(121,798,361)	111.4	10,995,884	11.69

* Starting with the January 1, 2015 valuation, the Employer Normal Cost is calculated under the Entry Age Normal Method and the Credit Balance is excluded from the Actuarial Value of Assets.

Results before January 1, 2010 are from the January 1, 2009 Report prepared by PricewaterhouseCoopers.



RECENT HISTORY OF REQUIRED AND ACTUAL CONTRIBUTIONS

Valuation Date	End of Year To Which Valuation Applies	Required Contributions						Actual Contributions		
		Employer & State		Estimated State		Net Employer		Employer	State	Total
		Amount	% of Payroll	Amount	% of Payroll	Amount	% of Payroll			
1/1/07	9/30/08	\$ 12,532,399	15.79 %	\$ 12,000	0.02 %	\$ 12,520,399	15.77 %	\$ 12,520,399	\$ 12,000	\$ 12,532,399
1/1/08	9/30/09	10,086,978	12.55	12,000	0.01	10,074,978	12.54	10,074,978	12,000	10,086,978
1/1/09	9/30/10	23,960,586	29.18	12,000	0.01	23,948,586	29.17	23,948,586	12,000	23,960,586
1/1/10	9/30/11	19,373,992	24.08	12,000	0.01	19,361,992	24.07	19,361,992	12,000	19,373,992
1/1/11	9/30/12	18,898,567	24.70	12,000	0.01	18,886,567	24.69	18,886,567	12,000	18,898,567
1/1/12	9/30/13	20,925,720	27.99	12,000	0.02	20,913,720	27.97	20,913,720	12,000	20,925,720
1/1/13	9/30/14	19,608,078	26.35	12,000	0.02	19,596,078	26.33	19,596,078	12,000	19,608,078
1/1/14	9/30/15	10,803,098	14.55	12,000	0.02	10,791,098	14.53	10,791,098	12,000	10,803,098
1/1/15	9/30/16	8,767,703	11.68	12,000	0.02	8,755,703	11.66	8,755,703	12,000	8,767,703
1/1/16	9/30/17	8,944,103	11.15	12,000	0.02	8,932,103	11.13	8,932,103	12,000	8,944,103
1/1/17	9/30/18	8,659,427	10.92	12,000	0.01	8,647,427	10.91	8,647,427	12,000	8,659,427
1/1/18	9/30/19	8,813,297	10.71	12,000	0.02	8,801,297	10.69	8,801,297	12,000	8,813,297
1/1/19	9/30/20	9,720,956	11.49	12,000	0.01	9,708,956	11.48	9,708,956	12,000	9,720,956
1/1/20	9/30/21	11,534,013	12.73	12,000	0.01	11,522,013	12.72	11,522,013	12,000	11,534,013
1/1/21	9/30/22	11,412,994	12.31	12,000	0.01	11,400,994	12.30	11,400,994	12,000	11,412,994
1/1/22	9/30/23	11,710,617	12.45	12,000	0.01	11,698,617	12.44	---	---	---

Results before January 1, 2010 are from the January 1, 2009 Report prepared by PricewaterhouseCoopers.



ACTUARIAL ASSUMPTIONS AND COST METHOD

Valuation Methods

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

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

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

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

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

Valuation Assumptions

The actuarial assumptions used in the valuation are shown in this Section. Both the economic and decrement assumptions were established following the Experience Investigation for the Five Years Ended December 31, 2017, dated December 6, 2018. The mortality assumption is mandated by Chapter 112.63, Florida Statutes.

Economic Assumptions

The investment return rate assumed in the valuation is 6.5% per year, compounded annually (net rate after investment expenses). This assumption was changed this year (based on the results of a 5-year experience study) from 6.55%.

The **Inflation Rate** assumed in this valuation is 2.25% per year. The Inflation Rate is defined to be the expected long-term rate of increases in the prices of goods and services.

The assumed **real rate of return** over inflation is defined to be the portion of total investment return that is more than the assumed inflation rate. Considering other economic assumptions, the 6.5% investment return rate translates to an assumed real rate of return over inflation of 4.25%.

The rate of salary increase used for individual members can be seen in the tables below. Part of the assumption is for merit and/or seniority increases and productivity increases, and 2.25% recognizes inflation. This assumption is used to project a member’s current salary to the salaries upon which benefits will be based.

% Increase in Salary - Hazardous Duty

Years of Service	Merit and Seniority	Inflation	Total Increase
1 - 2	5.35%	2.25%	7.60%
3 - 4	4.00%	2.25%	6.25%
5 - 9	3.25%	2.25%	5.50%
10 - 14	3.00%	2.25%	5.25%
15 and Higher	2.25%	2.25%	4.50%

% Increase in Salary - Non-Hazardous Duty

Years of Service	Merit and Seniority	Inflation	Total Increase
1	4.25%	2.25%	6.50%
2	3.35%	2.25%	5.60%
3	2.25%	2.25%	4.50%
4 - 9	1.50%	2.25%	3.75%
10 - 14	1.30%	2.25%	3.55%
15 - 19	0.80%	2.25%	3.05%
20 and Higher	0.50%	2.25%	2.75%

Demographic Assumptions

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

	Pre-Retirement PUB-2010 Table	Post-Retirement PUB-2010 Table
Female Healthy	Headcount Weighted Safety Employee Female Table, set forward 1 year	Headcount Weighted Safety Healthy Retiree Female Table, set forward 1 year
Male Healthy	Headcount Weighted Safety Below Median Employee Male Table, set forward 1 year	Headcount Weighted Safety Below Median Healthy Retiree Male Table, set forward 1 year
Female Disabled	N/A	80% Headcount Weighted General Disabled Retiree Female Table; 20% Headcount Weighted Safety Disabled Retiree Female Table
Male Disabled	N/A	80% Headcount Weighted General Disabled Retiree Male Table; 20% Headcount Weighted Safety Disabled Retiree Male Table

These are the same rates used for Special Risk Class members of the Florida Retirement System (FRS) in the July 1, 2021 FRS Actuarial Valuation Report. Florida Statutes Chapter 112.63(1)(f) mandates the use of the same mortality tables used by the FRS in either of its two most recently published actuarial valuation reports.

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

FRS Healthy Post-Retirement Mortality for Special Risk Class Members

Sample Attained Ages (in 2022)	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
	50	0.42 %	0.20 %	32.59
55	0.55	0.36	27.82	31.39
60	0.92	0.60	23.23	26.59
65	1.31	0.92	18.95	22.07
70	2.08	1.44	14.93	17.81
75	3.51	2.40	11.32	13.88
80	6.24	4.12	8.24	10.41

The following tables present pre-retirement mortality rates and life expectancies at illustrative ages. These assumptions are used to measure the probabilities of active members dying prior to retirement. All Police and 90% of Firefighters' deaths before retirement are assumed to be non-service connected.

FRS Healthy Pre-Retirement Mortality for Special Risk Class Members

Sample Attained Ages (in 2022)	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
	50	0.16 %	0.10 %	35.74
55	0.25	0.16	30.66	34.51
60	0.42	0.22	25.70	29.44
65	0.69	0.30	20.93	24.42
70	1.17	0.54	16.40	19.51
75	2.06	1.06	12.16	14.81
80	6.24	4.12	8.24	10.41

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

FRS Disabled Mortality for Special Risk Class Members

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



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

	Pre-Retirement PUB-2010 Table	Post-Retirement PUB-2010 Table
Female Healthy	Headcount Weighted General Below Median Employee Female Table	Headcount Weighted General Below Median Healthy Retiree Female Table
Male Healthy	Headcount Weighted General Below Median Employee Male Table, set back 1 year	Headcount Weighted General Below Median Healthy Retiree Male Table, set back 1 year
Female Disabled	N/A	PUB-2010 Headcount Weighted General Disabled Retiree Female, set forward 3 years
Male Disabled	N/A	PUB-2010 Headcount Weighted General Disabled Retiree Male, set forward 3 years

These are the same rates used for Regular Class members (other than K-12 School Instructional Personnel) of the Florida Retirement System (FRS) in the July 1, 2021 FRS Actuarial Valuation Report. Florida Statutes Chapter 112.63(1)(f) mandates the use of the mortality tables from either of the two most recently published actuarial valuation reports of FRS.

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

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

Sample Attained Ages (in 2022)	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
50	0.19 %	0.58 %	33.24	37.04
55	0.95	0.57	28.87	32.59
60	1.13	0.59	24.77	28.04
65	1.29	0.68	20.70	23.46
70	1.79	1.08	16.68	18.98
75	2.84	1.87	12.97	14.79
80	4.78	3.38	9.68	11.03

The following tables present pre-retirement mortality rates and life expectancies at illustrative ages. These assumptions are used to measure the probabilities of active members dying prior to retirement. All deaths before retirement are assumed to be non-service connected.

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

Sample Attained Ages (in 2022)	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
50	0.19 %	0.11 %	37.80	40.34
55	0.30	0.17	32.79	35.21
60	0.46	0.26	27.93	30.18
65	0.65	0.37	23.24	25.25
70	0.90	0.56	18.68	20.43
75	1.34	0.93	14.24	15.74
80	2.11	1.56	9.94	11.23

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

FRS Disabled Mortality for Non-Special Risk Class Members

Sample Attained Ages	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
50	2.02 %	1.64 %	20.99	23.92
55	2.53	1.91	18.18	20.88
60	3.08	2.27	15.50	17.88
65	3.93	2.83	12.94	14.91
70	5.08	3.79	10.53	12.07
75	6.98	5.46	8.29	9.45
80	10.12	8.31	6.33	7.19

The rates of retirement used to measure the probability of eligible members retiring under normal and early retirement eligibility during the next year were as follows:

Hazardous Duty Retirement

Years of Service	Age	Probability of Retirement
10 - 19	50 - 54	5 %
	55 - 59	15
	60 - 64	40
	65 & Over	100
20 & Over	Under 55	15
	55 - 59	30
	60 - 64	40
	65 & Over	100

Non-Hazardous Duty Retirement

Years of Service	Age	Probability of Retirement
10 - 19	65 - 74	30 %
	75 & Over	100
20 - 29	55 - 64	20
	65 - 69	30
	70 & Over	100
30 & Over	Under 55	45
	55 - 59	20
	60 - 64	30
	65 - 69	50
	70 & Over	100

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

Hazardous Duty Withdrawal - Males			Hazardous Duty Withdrawal - Females					
Years of Service	Age	% of Active Members Separating Within Next Year	Years of Service	Age	% of Active Members Separating Within Next Year			
Under 1	All Ages	8.5 %	Under 1	All Ages	20.0 %			
1	All Ages	7.5	1 & Over	All Ages	4.0			
2 - 5	Under 40	4.5						
	40 & Over	2.5						
6 & Over	Under 40	2.0						
	40 & Over	1.5						
Non-Hazardous Duty Withdrawal - Males			Non-Hazardous Duty Withdrawal - Females					
Years of Service	Age	% of Active Members Separating Within Next Year	Years of Service	Age	% of Active Members Separating Within Next Year			
Under 1	Under 35	25.0 %	Under 3	Under 30	22.0 %			
	35 & Over	11.0		30 - 34	15.0			
1 - 2	All Ages	16.0		35 - 44	5.0			
				45 - 49	14.0			
3 - 4	Under 40	11.0	50 - 59	18.0				
	40 & Over	5.0	60 & Over	25.0				
5 - 9	Under 40	11.0	3 - 4	Under 30	18.0			
			30 - 39	14.0				
			40 - 59	5.0				
			60 & Over	20.0				
10 & Over	Under 30	12.5	5 - 9	Under 35	5.0			
			35 - 44	6.0				
			45 - 59	4.5				
			60 & Over	3.0				
			10 & Over	Under 35	7.5	10 & Over	Under 40	6.0
						35 - 39	4.0	
40 - 49	3.5							
50 - 54	2.0							
55 - 59	3.0	4.5	40 - 44	5.0				
			45 - 49	3.75				
60 & Over	3.0	4.5	50 - 54	3.25				
			55 - 59	2.75				
			60 & Over	6.0				



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

Hazardous Duty Disability			
Sample	% of Active Members Becoming Disabled Within Next Year		
	Ages	Males	Females
	20	0.25 %	0.50 %
	25	0.25	0.50
	30	0.25	0.75
	35	0.30	1.00
	40	0.45	1.25
	45	0.60	1.50
	50	0.60	1.50
	55	0.60	1.50
	60	0.75	1.50
	65	1.00	1.50
	70	1.50	1.50

Non-Hazardous Duty Disability			
Sample	% of Active Members Becoming Disabled Within Next Year		
	Ages	Males	Females
	20	0.03 %	0.03 %
	25	0.03	0.03
	30	0.03	0.03
	35	0.04	0.04
	40	0.07	0.07
	45	0.10	0.10
	50	0.14	0.14
	55	0.24	0.24
	60	0.29	0.29
	65	0.34	0.34
	70	0.44	0.44

Miscellaneous and Technical Assumptions

<i>Administrative & Investment Expenses</i>	The investment return assumption is intended to be the net return after investment expenses. Annual administrative expenses are assumed to be equal to the administrative expenses of the previous year. Assumed administrative expenses are added to the Normal Cost.
<i>Benefit Service</i>	Exact fractional service is used to determine the amount of benefit payable.
<i>Cost of Living Increases</i>	The adjustment is 1.5% annually commencing on each April 1 for all retirees and beneficiaries who have received at least 6 monthly benefit payments. There is a five-year delay in the COLA for non-grandfathered non-hazardous duty members and hazardous duty police officers employed on or after January 1, 2020 for benefits accrued after January 1, 2013. There is no COLA for non-grandfathered hazardous duty firefighters for benefits accrued after January 1, 2013.
<i>Decrement Operation</i>	Disability and mortality decrements operate during retirement eligibility.
<i>Decrement Timing</i>	Decrements of all types are assumed to occur at the beginning of the year.
<i>Eligibility Testing</i>	Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.
<i>Forfeitures</i>	For vested separations from service, it is assumed that 0% of members separating will withdraw their contributions and forfeit an employer financed benefit. It was further assumed that the liability at termination is the greater of the vested deferred benefit (if any) or the member's accumulated contributions.
<i>Incidence of Contributions</i>	Employer contributions are assumed to be made in equal installments during the first two quarters of the fiscal year. Member contributions are assumed to be received continuously throughout the year based upon the computed percent of payroll shown in this report, and the actual payroll payable at the time contributions are made.

Marriage Assumption

75% of males and 75% of females are assumed to be married for purposes of death-in-service benefits and to determine the normal form of benefit when applicable. Male spouses are assumed to be three years older than female spouses for all active members and for members who became inactive before January 1, 2015. For members who became inactive on or after January 1, 2015, spouses ages are based on the beneficiary dates of birth provided by the Plan Administrator.

Normal Form of Benefit

The normal form of benefit is a life annuity for non-grandfathered non-hazardous duty members. For all other members, the normal form of benefit is a life annuity that includes a survivor benefit where after the participant's death, 100% is payable to the spouse for five years, after which the benefit is reduced to 50%.

Pay Increase Timing

End of fiscal year. This is equivalent to assuming that reported pays represent the annual rate of pay on the valuation date. The pay used for the valuation is equal to the greater of the actual pay for the plan year increased by the salary scale assumption rate (which varies by years of service) and the annual rate of pay on the valuation date.

Service Credit Accruals

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

GLOSSARY

<i>Actuarial Accrued Liability (AAL)</i>	The difference between the Actuarial Present Value of Future Benefits, and the Actuarial Present Value of Future Normal Costs.
<i>Actuarial Assumptions</i>	Assumptions about future plan experience that affect costs or liabilities, such as: mortality, withdrawal, disablement, and retirement; future increases in salary; future rates of investment earnings; future investment and administrative expenses; characteristics of members not specified in the data, such as marital status; characteristics of future members; future elections made by members; and other items.
<i>Actuarial Cost Method</i>	A procedure for allocating the Actuarial Present Value of Future Benefits between the Actuarial Present Value of Future Normal Costs and the Actuarial Accrued Liability.
<i>Actuarial Equivalent</i>	Of equal Actuarial Present Value, determined as of a given date and based on a given set of Actuarial Assumptions.
<i>Actuarial Present Value (APV)</i>	The amount of funds required to provide a payment or series of payments in the future. It is determined by discounting the future payments with an assumed interest rate and with the assumed probability each payment will be made.
<i>Actuarial Present Value of Future Benefits (APVFB)</i>	The Actuarial Present Value of amounts which are expected to be paid at various future times to active members, retired members, beneficiaries receiving benefits, and inactive, nonretired members entitled to either a refund or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.
<i>Actuarial Valuation</i>	The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a plan. An Actuarial Valuation for a governmental retirement system typically also includes calculations of the Funded Ratio and the Actuarially Determined Contribution (ADC).
<i>Actuarial Value of Assets</i>	The value of the assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets or a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the Actuarially Determined Contribution (ADC).

<i>Actuarially Determined Contribution (ADC)</i>	The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation. The ADC consists of the Employer Normal Cost and Amortization Payment.
<i>Amortization Method</i>	A method for determining the Amortization Payment. The most common methods used are level dollar and level percentage of payroll. Under the Level Dollar method, the Amortization Payment is one of a stream of payments, all equal, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the Amortization Payment is one of a stream of increasing payments, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the stream of payments increases at the rate at which total covered payroll of all active members is assumed to increase.
<i>Amortization Payment</i>	That portion of the plan contribution or ADC which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.
<i>Amortization Period</i>	The period used in calculating the Amortization Payment.
<i>Closed Amortization Period</i>	A specific number of years that is reduced by one each year, and declines to zero with the passage of time. For example if the amortization period is initially set at 30 years, it is 29 years at the end of one year, 28 years at the end of two years, etc.
<i>Employer Normal Cost</i>	The portion of the Normal Cost to be paid by the employer. This is equal to the Normal Cost less expected member contributions.
<i>Equivalent Single Amortization Period</i>	For plans that do not establish separate amortization bases (separate components of the UAAL), this is the same as the Amortization Period. For plans that do establish separate amortization bases, this is the period over which the UAAL would be amortized if all amortization bases were combined upon the current UAAL payment.
<i>Experience Gain/Loss</i>	A measure of the difference between the normal cost rate from last year and the normal cost rate from this year.
<i>Funded Ratio</i>	The ratio of the Actuarial Value of Assets to the Actuarial Accrued Liability.
<i>Normal Cost</i>	The annual cost assigned, under the Actuarial Cost Method, to the current plan year.

<i>Open Amortization Period</i>	An open amortization period is one which is used to determine the Amortization Payment but which does not change over time. In other words, if the initial period is set as 30 years, the same 30-year period is used in determining the Amortization Period each year. In theory, if an Open Amortization Period is used to amortize the Unfunded Actuarial Accrued Liability, the UAAL will never completely disappear, but will become smaller each year, either as a dollar amount or in relation to covered payroll.
<i>Unfunded Actuarial Accrued Liability</i>	The difference between the Actuarial Accrued Liability and Actuarial Value of Assets.
<i>Valuation Date</i>	The date as of which the Actuarial Present Value of Future Benefits are determined. The benefits expected to be paid in the future are discounted to this date.

SECTION C

PENSION FUND INFORMATION

Statement of Plan Assets at Market Value

Item	December 31	
	2021	2020
A. Cash and Cash Equivalents (Operating Cash)	\$ -	\$ -
B. Receivables		
1. Member Contributions	\$ -	\$ -
2. Employer Contributions	6,335,459	6,573,873
3. Investment Income and Other Receivables	19,098,072	7,531,666
4. Total Receivables	\$ 25,433,531	\$ 14,105,539
C. Investments		
1. Short-Term Investments	\$ 58,242,171	\$ 36,656,865
2. Domestic Equities	562,405,910	518,911,746
3. International Equities	237,897,795	221,655,402
4. Domestic Fixed Income	370,602,808	340,222,143
5. International Fixed Income	-	-
6. Real Estate	104,285,403	95,691,009
7. Infrastructure	52,426,102	44,524,919
8. Private Equity	-	-
9. Total Investments	\$ 1,385,860,189	\$ 1,257,662,084
D. Liabilities		
1. Benefits Payable	\$ -	\$ -
2. Accrued Expenses and Other Payables	(36,251,426)	(17,473,778)
3. Total Liabilities	\$ (36,251,426)	\$ (17,473,778)
E. Total Market Value of Assets Available for Benefits	\$ 1,375,042,294	\$ 1,254,293,845
F. Allocation of Investments		
1. Short-Term Investments	4.20%	2.91%
2. Domestic Equities	40.58%	41.26%
3. International Equities	17.17%	17.62%
4. Domestic Fixed Income	26.74%	27.06%
5. International Fixed Income	0.00%	0.00%
6. Real Estate	7.53%	7.61%
7. Infrastructure	3.78%	3.54%
8. Private Equity	0.00%	0.00%
9. Total Investments	100.00%	100.00%



Reconciliation of Plan Assets

Item	December 31	
	2021	2020
A. Market Value of Assets at Beginning of Year	\$ 1,254,293,845	\$ 1,120,895,937
B. Revenues and Expenditures		
1. Contributions		
a. Employee Contributions	\$ 8,067,296	\$ 7,971,499
b. Employer Contributions	11,599,786	12,187,284
c. State Contributions	12,000	12,000
d. Total	<u>\$ 19,679,082</u>	<u>\$ 20,170,783</u>
2. Investment Income		
a. Interest, Dividends, and Other Income	\$ 17,688,176	\$ 18,588,138
b. Net Realized Gains/(Losses)	127,408,438	82,411,206
c. Net Unrealized Gains/(Losses)	21,806,250	72,374,011
d. Investment Expenses	<u>(7,628,843)</u>	<u>(6,395,926)</u>
e. Net Investment Income	\$ 159,274,021	\$ 166,977,429
3. Benefits and Refunds		
a. Refunds	\$ (1,419,565)	\$ (916,875)
b. Regular Monthly Benefits	(53,544,256)	(51,027,801)
c. Partial Lump-Sum Benefits Paid	<u>(2,908,011)</u>	<u>(1,560,875)</u>
d. Total	\$ (57,871,832)	\$ (53,505,551)
4. Administrative and Miscellaneous Expenses	\$ (332,822)	\$ (244,753)
5. Transfers	\$ -	\$ -
C. Market Value of Assets at End of Year	\$ 1,375,042,294	\$ 1,254,293,845

Development of Actuarial Value of Assets

Valuation Date - December 31	2020	2021	2022	2023	2024	2025
A. Actuarial Value of Assets Beginning of Year	\$ 1,044,240,614	\$ 1,124,737,021				
B. Market Value End of Year	1,254,293,845	1,375,042,294				
C. Market Value Beginning of Year	1,120,895,937	1,254,293,845				
D. Non-Investment/Administrative Net Cash Flow	(33,579,521)	(38,525,572)				
E. Investment Income						
E1. Actual Market Total: B-C-D	166,977,429	159,274,021				
E2. Assumed Rate of Return	6.65%	6.55%	6.50%	6.50%	6.50%	6.50%
E3. Assumed Amount of Return	73,216,742	80,720,070				
E4. Amount Subject to Phase-In: E1-E3	93,760,687	78,553,951				
F. Phase-In Recognition of Investment Income						
F1. Current Year: 0.2 x E4	18,752,137	15,710,790				
F2. First Prior Year	25,489,010	18,752,137	15,710,790			
F3. Second Prior Year	(19,001,935)	25,489,010	18,752,137	15,710,790		
F4. Third Prior Year	16,085,119	(19,001,935)	25,489,010	18,752,137	15,710,790	
F5. Fourth Prior Year	(465,145)	16,085,118	(19,001,937)	25,489,008	18,752,139	15,710,791
F6. Total Phase-Ins	40,859,186	57,035,120	40,950,000	59,951,935	34,462,929	15,710,791
G. Actuarial Value of Assets End of Year						
G1. Preliminary Actuarial Value of Assets	\$ 1,124,737,021	\$ 1,223,966,639				
G2. Upper Corridor Limit: 120%*B	\$ 1,505,152,614	\$ 1,650,050,753				
G3. Lower Corridor Limit: 80%*B	\$ 1,003,435,076	\$ 1,100,033,835				
G4. Funding Value End of Year	\$ 1,124,737,021	\$ 1,223,966,639				
G5. Credit Balance	\$ 31,554,611	\$ 33,820,230				
G6. Final Actuarial Value of Assets	\$ 1,093,182,410	\$ 1,190,146,409				
H. Recognized Investment Earnings	\$ 114,075,928	\$ 137,755,190				
I. Difference between Market & Actuarial Value	\$ 129,556,824	\$ 151,075,655				
J. Actuarial Rate of Return	11.10%	12.46%				
K. Market Value Rate of Return	15.12%	12.90%				
L. Ratio of Actuarial Value of Assets to Market Value	89.67%	89.01%				

The Actuarial Value of Assets recognizes assumed investment return (line E3) fully each year. Differences between actual and assumed investment income (Line E4) are phased-in over a closed 5-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 5 consecutive years, Actuarial Value of Assets will become equal to Market Value.



Allocation of Plan Assets by Group

<u>Item</u>	<u>Total</u>	<u>Non-Hazardous</u>	<u>Hazardous Police</u>	<u>Hazardous Fire</u>
A. Market Value of Assets as of January 1, 2021	\$ 1,254,293,845	\$ 641,315,529	\$ 364,947,164	\$ 248,031,152
B. Contributions (All)	19,679,082	7,736,944	6,869,233	5,072,905
C. Net Investment Return	159,274,021	81,292,370	46,407,661	31,573,990
D. Benefit Payments (All)	57,871,832	29,495,318	16,964,757	11,411,757
E. Administrative Expenses	332,822	169,870	96,974	65,978
F. Market Value of Assets as of January 1, 2022	1,375,042,294	700,679,655	401,162,327	273,200,312
G. Actuarial Value of Assets as of January 1, 2022	1,223,966,639	623,696,104	357,086,693	243,183,842
H Actuarial Value of Assets less Credit Balance	1,190,146,409	606,711,834	347,130,650	236,303,925

Investment Rate of Return

Plan Year Ending December 31	Market*	Actuarial*
1986	13.21 %	N/A
1987	10.78	N/A
1988	9.12	N/A
1989	20.84	N/A
1990	6.21	N/A
1991	28.52	N/A
1992	6.49	N/A
1993	9.29	7.42 %
1994	0.89	6.28
1995	23.36	9.14
1996	14.80	11.54
1997	17.49	13.74
1998	16.74	15.28
1999	18.61	17.96
2000	(3.43)	12.42
2001	(5.16)	7.40
2002	(8.83)	(1.85)
2003	20.08	7.45
2004	9.73	2.18
2005	6.67	4.58
2006	11.80	7.87
2007	7.29	10.68
2008	(27.01)	(10.61)
2009	30.93	16.53
2010	17.50	5.98
2011	(0.32)	4.46
2012	13.92	5.50
2013	16.90	14.04
2014	7.99	11.04
2015	(0.28)	7.64
2016	6.70	8.22
2017	16.01	8.89
2018	(2.48)	5.76
2019	20.20	7.39
2020	15.12	11.10
2021	12.90	12.46
Average returns:		
Last five years:	12.06 %	9.09 %
Last ten years:	10.46 %	9.17 %
All years:	9.48 %	8.14 %

**Before investment expenses prior to 2013.*

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



SECTION D

FINANCIAL ACCOUNTING INFORMATION

FASB NO. 35 INFORMATION

A. Valuation Date	January 1, 2022	January 1, 2021
B. Actuarial Present Value of Accumulated Plan Benefits		
1. Vested Benefits		
a. Members Currently Receiving Payments	\$ 715,113,366	\$ 685,317,342
b. Terminated Vested Members	18,806,373	16,396,732
c. Other Members	249,915,460	250,641,102
d. Total	<u>983,835,199</u>	<u>952,355,176</u>
2. Non-Vested Benefits	19,391,627	18,138,133
3. Total Actuarial Present Value of Accumulated Plan Benefits: 1d + 2	1,003,226,826	970,493,309
4. Accumulated Contributions of Active Members	66,538,014	66,757,705
C. Changes in the Actuarial Present Value of Accumulated Plan Benefits		
1. Total Value at Beginning of Year	970,493,309	955,480,325
2. Increase (Decrease) During the Period Attributable to:		
a. Plan Amendment	0	0
b. Change in Actuarial Assumptions	5,646,327	(13,512,345)
c. Latest Member Data, Benefits Accumulated and Decrease in the Discount Period	84,959,022	82,030,880
d. Benefits Paid	<u>(57,871,832)</u>	<u>(53,505,551)</u>
e. Net Increase	32,733,517	15,012,984
3. Total Value at End of Period	1,003,226,826	970,493,309
D. Market Value of Assets	1,375,042,294	1,254,293,845
E. Actuarial Assumptions - See page entitled Actuarial Assumptions and Methods		

SECTION E

MISCELLANEOUS INFORMATION

RECONCILIATION OF MEMBERSHIP DATA		
	From 1/1/2021 To 1/1/2022	From 1/1/2020 To 1/1/2021
A. Active Members		
1. Number Included in Last Valuation	1,541	1,571
2. New Members Included in Current Valuation	168	104
3. Non-Vested Employment Terminations	(123)	(84)
4. Vested Employment Terminations	(18)	(8)
5. Service Retirements	(55)	(43)
6. Disability Retirements	(1)	0
7. Deaths	(2)	0
8. Rehired Members/Data Corrections	<u>0</u>	<u>1</u>
9. Number Included in This Valuation	1,510	1,541
B. Terminated Vested Members		
1. Number Included in Last Valuation	74	80
2. Additions from Active Members	18	8
3. Lump Sum Payments/Refund of Contributions	(1)	(3)
4. Payments Commenced	(9)	(11)
5. Deaths	(1)	0
6. Conversion to Disability/Rehired Members	(2)	0
7. Data Corrections	<u>0</u>	<u>0</u>
8. Number Included in This Valuation	79	74
C. Service Retirees, Disability Retirees and Beneficiaries		
1. Number Included in Last Valuation	1,348	1,321
2. Additions from Active Members	56	43
3. Additions from Terminated Vested Members	10	11
4. Deaths Resulting in No Further Payments	(25)	(27)
5. Deaths Resulting in New Survivor Benefits	2	0
6. End of Certain Period - No Further Payments	(1)	0
7. Data Correction/Waiver of Benefits	<u>0</u>	<u>0</u>
8. Number Included in This Valuation	1,390	1,348

ACTIVE PARTICIPANT DISTRIBUTION ALL ACTIVE MEMBERS

Age Group	Years of Service to Valuation Date												Totals	
	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35+		
15-19 NO.	2	0	0	0	0	0	0	0	0	0	0	0	0	2
TOT PAY	69,254	0	0	0	0	0	0	0	0	0	0	0	0	69,254
AVG PAY	34,627	0	0	0	0	0	0	0	0	0	0	0	0	34,627
20-24 NO.	26	7	3	2	1	0	0	0	0	0	0	0	0	39
TOT PAY	1,053,010	272,837	107,215	71,018	40,183	0	0	0	0	0	0	0	0	1,544,263
AVG PAY	40,500	38,977	35,738	35,509	40,183	0	0	0	0	0	0	0	0	39,596
25-29 NO.	47	19	19	23	20	31	0	0	0	0	0	0	0	159
TOT PAY	2,039,969	1,014,796	907,397	1,232,661	1,074,265	1,808,840	0	0	0	0	0	0	0	8,077,928
AVG PAY	43,404	53,410	47,758	53,594	53,713	58,350	0	0	0	0	0	0	0	50,805
30-34 NO.	26	19	25	21	23	66	15	0	0	0	0	0	0	195
TOT PAY	1,120,050	856,077	1,329,855	1,409,246	1,278,069	3,918,562	1,060,816	0	0	0	0	0	0	10,972,675
AVG PAY	43,079	45,057	53,194	67,107	55,568	59,372	70,721	0	0	0	0	0	0	56,270
35-39 NO.	17	6	12	18	20	62	36	35	0	0	0	0	0	206
TOT PAY	762,971	274,887	601,013	995,495	1,175,529	3,941,223	2,846,307	2,497,372	0	0	0	0	0	13,094,797
AVG PAY	44,881	45,814	50,084	55,305	58,776	63,568	79,064	71,353	0	0	0	0	0	63,567
40-44 NO.	11	12	7	16	11	32	29	42	10	0	0	0	0	170
TOT PAY	412,237	515,459	354,766	754,961	579,042	2,117,072	2,097,169	3,413,255	649,794	0	0	0	0	10,893,755
AVG PAY	37,476	42,955	50,681	47,185	52,640	66,158	72,316	81,268	64,979	0	0	0	0	64,081
45-49 NO.	10	2	11	17	5	31	30	41	48	8	0	0	0	203
TOT PAY	380,229	69,774	539,189	793,766	280,386	1,737,608	2,154,675	3,384,764	4,337,060	623,094	0	0	0	14,300,545
AVG PAY	38,023	34,887	49,017	46,692	56,077	56,052	71,822	82,555	90,355	77,887	0	0	0	70,446
50-54 NO.	6	11	8	9	6	22	19	43	32	30	4	0	0	190
TOT PAY	280,336	554,385	365,765	515,900	341,653	1,367,806	1,353,410	3,672,922	2,791,930	2,815,427	320,005	0	0	14,379,539
AVG PAY	46,723	50,399	45,721	57,322	56,942	62,173	71,232	85,417	87,248	93,848	80,001	0	0	75,682
55-59 NO.	16	4	6	9	2	21	19	28	31	19	11	2	2	168
TOT PAY	622,622	193,234	241,665	470,295	88,602	1,114,193	1,038,044	1,783,793	2,227,866	1,543,894	893,515	162,271	10,379,994	10,379,994
AVG PAY	38,914	48,308	40,278	52,255	44,301	53,057	54,634	63,707	71,867	81,258	81,229	81,136	61,786	61,786
60-64 NO.	5	2	5	5	4	15	12	38	18	17	6	3	3	130
TOT PAY	211,340	97,015	261,783	243,103	191,544	883,739	574,700	2,260,145	1,022,738	1,163,212	384,193	180,375	7,473,887	7,473,887
AVG PAY	42,268	48,508	52,357	48,621	47,886	58,916	47,892	59,478	56,819	68,424	64,032	60,125	57,491	57,491
65+ NO.	2	3	0	1	0	5	8	11	6	8	4	0	0	48
TOT PAY	66,330	212,462	0	33,215	0	265,765	430,682	614,965	314,014	586,287	360,329	0	2,884,049	2,884,049
AVG PAY	33,165	70,821	0	33,215	0	53,153	53,835	55,906	52,336	73,286	90,082	0	60,084	60,084
TOT NO.	168	85	96	121	92	285	168	238	145	82	25	5	1,510	1,510
TOT AMT	7,018,348	4,060,926	4,708,648	6,519,660	5,049,273	17,154,808	11,555,803	17,627,216	11,343,402	6,731,914	1,958,042	342,646	94,070,686	94,070,686
AVG AMT	41,776	47,776	49,048	53,881	54,883	60,192	68,785	74,064	78,230	82,097	78,322	68,529	62,298	62,298



ACTIVE PARTICIPANT DISTRIBUTION NON-HAZARDOUS DUTY MEMBERS

Age Group	Years of Service to Valuation Date												Totals
	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35+	
15-19 NO.	2	0	0	0	0	0	0	0	0	0	0	0	2
TOT PAY	69,254	0	0	0	0	0	0	0	0	0	0	0	69,254
AVG PAY	34,627	0	0	0	0	0	0	0	0	0	0	0	34,627
20-24 NO.	19	6	3	2	1	0	0	0	0	0	0	0	31
TOT PAY	662,000	210,749	107,215	71,018	40,183	0	0	0	0	0	0	0	1,091,165
AVG PAY	34,842	35,125	35,738	35,509	40,183	0	0	0	0	0	0	0	35,199
25-29 NO.	32	9	13	17	13	17	0	0	0	0	0	0	101
TOT PAY	1,166,853	349,192	464,098	740,119	534,135	680,980	0	0	0	0	0	0	3,935,377
AVG PAY	36,464	38,799	35,700	43,536	41,087	40,058	0	0	0	0	0	0	38,964
30-34 NO.	19	16	15	7	15	40	8	0	0	0	0	0	120
TOT PAY	711,085	644,205	614,207	283,728	652,889	1,837,699	418,056	0	0	0	0	0	5,161,869
AVG PAY	37,426	40,263	40,947	40,533	43,526	45,942	52,257	0	0	0	0	0	43,016
35-39 NO.	13	5	9	11	13	35	18	25	0	0	0	0	129
TOT PAY	508,471	199,409	375,431	464,502	631,624	1,740,026	999,373	1,395,700	0	0	0	0	6,314,536
AVG PAY	39,113	39,882	41,715	42,227	48,586	49,715	55,521	55,828	0	0	0	0	48,950
40-44 NO.	11	11	6	15	10	18	18	19	8	0	0	0	116
TOT PAY	412,237	445,198	281,610	659,313	500,447	922,505	1,025,517	1,020,588	412,585	0	0	0	5,680,000
AVG PAY	37,476	40,473	46,935	43,954	50,045	51,250	56,973	53,715	51,573	0	0	0	48,966
45-49 NO.	10	2	11	16	5	28	19	21	21	6	0	0	139
TOT PAY	380,229	69,774	539,189	714,289	280,386	1,471,090	1,072,057	1,251,580	1,203,820	350,895	0	0	7,333,309
AVG PAY	38,023	34,887	49,017	44,643	56,077	52,539	56,424	59,599	57,325	58,483	0	0	52,758
50-54 NO.	5	10	7	7	4	19	14	21	17	17	3	0	124
TOT PAY	190,196	460,124	287,306	352,049	173,590	1,078,392	840,108	1,296,898	1,136,449	1,194,708	195,074	0	7,204,894
AVG PAY	38,039	46,012	41,044	50,293	43,398	56,757	60,008	61,757	66,850	70,277	65,025	0	58,104
55-59 NO.	16	4	6	7	2	20	18	23	27	13	10	2	148
TOT PAY	622,622	193,234	241,665	305,710	88,602	1,000,348	942,146	1,315,750	1,739,110	881,941	734,742	162,271	8,228,141
AVG PAY	38,914	48,309	40,278	43,673	44,301	50,017	52,341	57,207	64,411	67,842	73,474	81,136	55,596
60-64 NO.	5	2	5	5	4	14	12	36	18	16	6	3	126
TOT PAY	211,340	97,015	261,783	243,103	191,544	733,546	574,700	2,045,249	1,022,738	1,055,676	384,193	180,375	7,001,262
AVG PAY	42,268	48,508	52,357	48,621	47,886	52,396	47,892	56,812	56,819	65,980	64,032	60,125	55,566
65+ NO.	2	3	0	1	0	5	8	10	6	8	4	0	47
TOT PAY	66,330	212,462	0	33,215	0	265,765	430,682	510,612	314,014	586,287	360,329	0	2,779,696
AVG PAY	33,165	70,821	0	33,215	0	53,153	53,835	51,061	52,336	73,286	90,082	0	59,142
TOT NO.	134	68	75	88	67	196	115	155	97	60	23	5	1,083
TOT AMT	5,000,617	2,881,362	3,172,504	3,867,046	3,093,400	9,730,351	6,302,639	8,836,377	5,828,716	4,069,507	1,674,338	342,646	54,799,503
AVG AMT	37,318	42,373	42,300	43,944	46,170	49,645	54,806	57,009	60,090	67,825	72,797	68,529	50,600



ACTIVE PARTICIPANT DISTRIBUTION HAZARDOUS POLICE MEMBERS

Age Group	Years of Service to Valuation Date												Totals	
	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35+		
15-19 NO.	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOT PAY	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVG PAY	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24 NO.	3	1	0	0	0	0	0	0	0	0	0	0	0	4
TOT PAY	173,130	62,088	0	0	0	0	0	0	0	0	0	0	0	235,218
AVG PAY	57,710	62,088	0	0	0	0	0	0	0	0	0	0	0	58,805
25-29 NO.	10	5	4	4	4	12	0	0	0	0	0	0	0	39
TOT PAY	600,766	320,651	302,121	337,151	305,868	971,133	0	0	0	0	0	0	0	2,837,690
AVG PAY	60,077	64,130	75,530	84,288	76,467	80,928	0	0	0	0	0	0	0	72,761
30-34 NO.	4	2	4	5	5	15	2	0	0	0	0	0	0	37
TOT PAY	245,555	148,195	310,643	387,265	387,636	1,204,043	171,073	0	0	0	0	0	0	2,854,410
AVG PAY	61,389	74,098	77,661	77,453	77,527	80,270	85,537	0	0	0	0	0	0	77,146
35-39 NO.	4	1	3	2	4	13	12	3	0	0	0	0	0	42
TOT PAY	254,500	75,478	225,582	158,278	322,995	1,118,103	1,218,496	316,327	0	0	0	0	0	3,689,759
AVG PAY	63,625	75,478	75,194	79,139	80,749	86,008	101,541	105,442	0	0	0	0	0	87,851
40-44 NO.	0	1	1	1	1	10	2	10	2	0	0	0	0	28
TOT PAY	0	70,261	73,156	95,648	78,595	865,347	211,729	1,129,678	237,209	0	0	0	0	2,761,623
AVG PAY	0	70,261	73,156	95,648	78,595	86,535	105,865	112,968	118,605	0	0	0	0	98,629
45-49 NO.	0	0	0	1	0	2	9	8	16	2	0	0	0	38
TOT PAY	0	0	0	79,477	0	164,648	870,186	847,680	1,870,355	272,199	0	0	0	4,104,545
AVG PAY	0	0	0	79,477	0	82,324	96,687	105,960	116,897	136,100	0	0	0	108,014
50-54 NO.	0	0	0	2	1	2	4	11	6	9	1	0	0	36
TOT PAY	0	0	0	163,851	79,826	203,032	401,609	1,211,594	702,666	1,185,297	124,931	0	0	4,072,806
AVG PAY	0	0	0	81,926	79,826	101,516	100,402	110,145	117,111	131,700	124,931	0	0	113,134
55-59 NO.	0	0	0	0	0	0	1	2	1	2	1	0	0	7
TOT PAY	0	0	0	0	0	0	95,898	204,524	120,531	196,322	158,773	0	0	776,048
AVG PAY	0	0	0	0	0	0	95,898	102,262	120,531	98,161	158,773	0	0	110,864
60-64 NO.	0	0	0	0	0	0	0	1	0	0	0	0	0	1
TOT PAY	0	0	0	0	0	0	0	117,856	0	0	0	0	0	117,856
AVG PAY	0	0	0	0	0	0	0	117,856	0	0	0	0	0	117,856
65+ NO.	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOT PAY	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVG PAY	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOT NO.	21	10	12	15	15	54	30	35	25	13	2	0	0	232
TOT AMT	1,273,951	676,673	911,502	1,221,670	1,174,920	4,526,306	2,968,991	3,827,659	2,930,761	1,653,818	283,704	0	0	21,449,955
AVG AMT	60,664	67,667	75,959	81,445	78,328	83,820	98,966	109,362	117,230	127,217	141,852	0	0	92,457



ACTIVE PARTICIPANT DISTRIBUTION HAZARDOUS FIRE MEMBERS

Age Group	Years of Service to Valuation Date												Totals	
	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35+		
15-19 NO.	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOT PAY	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVG PAY	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24 NO.	4	0	0	0	0	0	0	0	0	0	0	0	0	4
TOT PAY	217,880	0	0	0	0	0	0	0	0	0	0	0	0	217,880
AVG PAY	54,470	0	0	0	0	0	0	0	0	0	0	0	0	54,470
25-29 NO.	5	5	2	2	3	2	0	0	0	0	0	0	0	19
TOT PAY	272,350	344,953	141,178	155,391	234,262	156,727	0	0	0	0	0	0	0	1,304,861
AVG PAY	54,470	68,991	70,589	77,696	78,087	78,364	0	0	0	0	0	0	0	68,677
30-34 NO.	3	1	6	9	3	11	5	0	0	0	0	0	0	38
TOT PAY	163,410	63,677	405,005	738,253	237,544	876,820	471,687	0	0	0	0	0	0	2,956,396
AVG PAY	54,470	63,677	67,501	82,028	79,181	79,711	94,337	0	0	0	0	0	0	77,800
35-39 NO.	0	0	0	5	3	14	6	7	0	0	0	0	0	35
TOT PAY	0	0	0	372,715	220,910	1,083,094	628,438	785,345	0	0	0	0	0	3,090,502
AVG PAY	0	0	0	74,543	73,637	77,364	104,740	112,192	0	0	0	0	0	88,300
40-44 NO.	0	0	0	0	0	4	9	13	0	0	0	0	0	26
TOT PAY	0	0	0	0	0	329,220	859,923	1,262,989	0	0	0	0	0	2,452,132
AVG PAY	0	0	0	0	0	82,305	95,547	97,153	0	0	0	0	0	94,313
45-49 NO.	0	0	0	0	0	1	2	12	11	0	0	0	0	26
TOT PAY	0	0	0	0	0	101,870	212,432	1,285,504	1,262,885	0	0	0	0	2,862,691
AVG PAY	0	0	0	0	0	101,870	106,216	107,125	114,808	0	0	0	0	110,104
50-54 NO.	1	1	1	0	1	1	1	11	9	4	0	0	0	30
TOT PAY	90,140	94,261	78,459	0	88,237	86,382	111,693	1,164,430	952,815	435,422	0	0	0	3,101,839
AVG PAY	90,140	94,261	78,459	0	88,237	86,382	111,693	105,857	105,868	108,856	0	0	0	103,395
55-59 NO.	0	0	0	2	0	1	0	3	3	4	0	0	0	13
TOT PAY	0	0	0	164,585	0	113,845	0	263,519	368,225	465,631	0	0	0	1,375,805
AVG PAY	0	0	0	82,293	0	113,845	0	87,840	122,742	116,408	0	0	0	105,831
60-64 NO.	0	0	0	0	0	1	0	1	0	1	0	0	0	3
TOT PAY	0	0	0	0	0	150,193	0	97,040	0	107,536	0	0	0	354,769
AVG PAY	0	0	0	0	0	150,193	0	97,040	0	107,536	0	0	0	118,256
65+ NO.	0	0	0	0	0	0	0	1	0	0	0	0	0	1
TOT PAY	0	0	0	0	0	0	0	104,353	0	0	0	0	0	104,353
AVG PAY	0	0	0	0	0	0	0	104,353	0	0	0	0	0	104,353
TOT NO.	13	7	9	18	10	35	23	48	23	9	0	0	0	195
TOT AMT	743,780	502,891	624,642	1,430,944	780,953	2,898,151	2,284,173	4,963,180	2,583,925	1,008,589	0	0	0	17,821,228
AVG AMT	57,214	71,842	69,405	79,497	78,095	82,804	99,312	103,400	112,345	112,065	0	0	0	91,391



INACTIVE PARTICIPANT DISTRIBUTION

Age Group	Terminated Vested		Disabled		Retired		Deceased with Beneficiary	
	Number	Total Benefits	Number	Total Benefits	Number	Total Benefits	Number	Total Benefits
Under 20	-	-	-	-	-	-	1	9,516
20-24	-	-	-	-	-	-	2	52,417
25-29	-	-	-	-	-	-	-	-
30-34	-	-	-	-	-	-	2	31,640
35-39	8	136,721	3	126,358	-	-	3	99,599
40-44	19	467,983	3	168,563	2	65,943	2	55,291
45-49	17	404,667	7	333,077	15	590,189	2	40,802
50-54	20	444,343	15	630,034	59	2,892,461	4	84,793
55-59	4	56,840	8	372,538	148	6,622,399	7	245,881
60-64	11	159,414	20	680,063	165	7,443,668	19	603,912
65-69	-	-	25	746,898	284	12,147,594	26	600,818
70-74	-	-	21	641,729	232	9,306,136	19	481,053
75-79	-	-	12	271,760	125	4,782,947	22	597,779
80-84	-	-	7	185,493	50	1,795,457	19	425,196
85-89	-	-	6	160,550	21	655,243	19	249,294
90-94	-	-	-	-	7	174,779	4	34,363
95-99	-	-	-	-	-	-	3	25,580
100 & Over	-	-	-	-	-	-	1	2,498
Total	79	1,669,968	127	4,317,063	1,108	46,476,816	155	3,640,432
Average Age		49		66		68		71

SECTION F

SUMMARY OF PLAN PROVISIONS

SUMMARY OF PLAN PROVISIONS

A. Ordinances

The Plan was established under the Code of Ordinances for the City of Clearwater, Florida, Chapter 2, Article V, Division 3 and was most recently amended under Ordinance No. 9380-20 passed and adopted on March 5, 2020. The Plan is also governed by certain provisions of Part VII, Chapter 112, Florida Statutes (F.S.) and the Internal Revenue Code.

B. Effective Date

Restated Plan Effective Date: January 1, 2013 (previous restated Plan Effective Date was January 1, 1996).

C. Plan Year

January 1 through December 31.

D. Type of Plan

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

E. Eligibility Requirements

All full-time permanent employees of the City are required to participate and become participants on their date of hire.

F. Grandfathered Members

Members who are eligible for normal retirement as of January 1, 2013 are grandfathered in the plan provisions in effect before Ordinance No. 8333-12.

G. Credited Service

Credited Service is measured as the total number of years and fractional parts of years from the date of employment to the date of termination or retirement. No service is credited for any periods of employment for which a participant received a refund of their contributions.

H. Compensation

The total compensation for services rendered to the City reportable on the participant's W-2 form, plus all tax deferred, tax sheltered or tax exempt items of income derived from elective employee payroll deductions or salary reductions, but excluding any lump sum payments of unused vacation and sick leave, pay for off-duty employment, and clothing, car or meal allowances.

Effective January 1, 2013: For non-grandfathered hazardous duty members, the amount of overtime included in Compensation is limited to 300 hours per year; For non-grandfathered non-hazardous duty members, Compensation excludes overtime and additional pay above the base rate of pay.

I. Average Monthly Compensation (AMC)

One-twelfth of the average of Compensation during the highest 5 years out of the last 10 years preceding termination or retirement.

J. Normal Retirement

Eligibility: For Non-Hazardous Duty

A participant hired before January 1, 2013 may retire on the first day of the month coincident with or next following the earliest of:

- (1) age 55 with 20 years of Credited Service, or
- (2) 30 years of Credited Service regardless of age, or
- (3) age 65 with 10 years of Credited Service.

A participant hired on or after January 1, 2013 may retire on the first day of the month coincident with or next following the earliest of:

- (1) age 60 with 25 years of Credited Service, or
- (2) age 65 with 10 years of Credited Service

For Hazardous Duty Police Officers and Firefighters

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

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



Benefit: 2.75% of AMC multiplied by years of Credited Service.
For Non-Hazardous Duty participants hired on or after January 1, 2013, 2.00% of AMC multiplied by years of Credited Service.

Normal Form of Benefit: For Non-Hazardous Duty (Non-Grandfathered)

A monthly annuity is paid for the life of the participant.

For Hazardous Duty Police Officers and Firefighters (and Grandfathered Non-Hazardous Duty)

A monthly annuity is paid for the life of the participant. After the participant's death, 100% of the Normal Retirement Benefit shall be paid as a survivor annuity to the spouse for 5 years. After 5 years, such survivor annuity is reduced to 50% of the original amount. The survivor annuity ceases upon death or remarriage of the spouse. 120 monthly payments are guaranteed for police officers and firefighters. Optional forms of benefits are available.

COLA: For Non-Hazardous Duty and Hazardous Duty Police Officers

1.5% annually commencing on each April 1 for all retirees and beneficiaries who have received at least 6 monthly benefit payments. For non-grandfathered members (not eligible for normal retirement on January 1, 2013), there is a five-year delay (after the retirement date) until this COLA is applied to benefits accrued after January 1, 2013. For Police Officers, the COLA with a 5-year delay (applicable to post-January 1, 2013 benefit accruals) only applies to Police Officers employed by the City on or after January 1, 2020.

For Hazardous Duty Firefighters

1.5% annually commencing on each April 1 for all retirees and beneficiaries who have received at least 6 monthly benefit payments. For non-grandfathered members (not eligible for normal retirement on January 1, 2013), there is no COLA for benefits accrued after January 1, 2013.

K. Early Retirement

Eligibility: Police Officers and Firefighters may elect to retire earlier than the Normal Retirement Eligibility upon the attainment of age 50 with 10 years of Credited Service.

Benefit: The Normal Retirement Benefit is reduced by 3.0% for each year by which the Early Retirement date precedes age 55.



Normal Form

of Benefit: A monthly annuity is paid for the life of the participant. After the participant's death, 100% of the Normal Retirement Benefit shall be paid as a survivor annuity to the spouse for 5 years. After 5 years, such survivor annuity is reduced to 50% of the original amount. The survivor annuity ceases upon death or remarriage of the spouse. 120 monthly payments are guaranteed for police officers and firefighters. Optional forms of benefits are available.

COLA: For Hazardous Duty Police Officers

1.5% annually commencing on each April 1 for all retirees and beneficiaries who have received at least 6 monthly benefit payments. For non-grandfathered members (not eligible for normal retirement on January 1, 2013), there is a five-year delay (after the retirement date) until this COLA is applied to benefits accrued after January 1, 2013. For Police Officers, the COLA with a 5-year delay (applicable to post-January 1, 2013 benefit accruals) only applies to Police Officers employed by the City on or after January 1, 2020.

For Hazardous Duty Firefighters

1.5% annually commencing on each April 1 for all retirees and beneficiaries who have received at least 6 monthly benefit payments. For non-grandfathered members (not eligible for normal retirement on January 1, 2013), there is no COLA for benefits accrued after January 1, 2013.

L. Delayed Retirement

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

M. Service Connected Disability

Eligibility: Any participant who becomes totally and permanently disabled due to an illness or injury contracted in the line of duty and is deemed to be unable to perform useful and efficient service to the City is immediately eligible for a disability benefit.

Benefit: For Non-Hazardous Duty

Participant's accrued Normal Retirement Benefit taking into account Compensation earned and service credited until the date of disability. Benefit is guaranteed to be no less than 42% of the participant's AMC (66 2/3% of the participant's AMC if grandfathered). Disability benefits, when combined with Worker's Compensation benefits, cannot exceed and will be limited to 100% of the participant's AMC on the date of disability.

For Hazardous Duty Police Officers and Firefighters

Participant's accrued Normal Retirement Benefit taking into account Compensation earned and service credited until the date of disability. Benefit is guaranteed to be no less than 66 2/3% of the participant's AMC. Disability benefits, when combined with Worker's Compensation benefits, cannot exceed and will be limited to 100% of the participant's AMC on the date of disability.

Normal Form
of Benefit:

For Non-Hazardous Duty (Non-Grandfathered)

A monthly annuity is paid for the life of the participant.

For Hazardous Duty Police Officers and Firefighters (and Grandfathered Non-Hazardous Duty)

A monthly annuity is paid for the life of the participant. After the participant's death, 100% of the Normal Retirement Benefit shall be paid as a survivor annuity to the spouse for 5 years. After 5 years, such survivor annuity is reduced to 50% of the original amount. The survivor annuity ceases upon death or remarriage of the spouse. 120 monthly payments are guaranteed for police officers and firefighters. Optional forms of benefits are available.

COLA:

For Non-Hazardous Duty and Hazardous Duty Police Officers

1.5% annually commencing on each April 1 for all retirees and beneficiaries who have received at least 6 monthly benefit payments. For non-grandfathered members (not eligible for normal retirement on January 1, 2013), there is a five-year delay (after the retirement date) until this COLA is applied to benefits accrued after January 1, 2013. For Police Officers, the COLA with a 5-year delay (applicable to post-January 1, 2013 benefit accruals) only applies to Police Officers employed by the City on or after January 1, 2020.

For Hazardous Duty Firefighters

1.5% annually commencing on each April 1 for all retirees and beneficiaries who have received at least 6 monthly benefit payments. For non-grandfathered members (not eligible for normal retirement on January 1, 2013), there is no COLA for benefits accrued after January 1, 2013.

N. Non-Service Connected Disability

Eligibility:

Any participant who has 10 or more years of Credited Service and becomes totally and permanently disabled and is deemed to be unable to perform useful and efficient service to the City is immediately eligible for a disability benefit.

Benefit: Participant's accrued Normal Retirement Benefit taking into account Compensation earned and service credited until the date of disability. Disability benefits, when combined with Worker's Compensation benefits, cannot exceed and will be limited to 100% of the participant's AMC on the date of disability.

Normal Form of Benefit: For Non-Hazardous Duty (Non-Grandfathered)

A monthly annuity is paid for the life of the participant.

For Hazardous Duty Police Officers and Firefighters (and Grandfathered Non-Hazardous Duty)

A monthly annuity is paid for the life of the participant. After the participant's death, 100% of the Normal Retirement Benefit shall be paid as a survivor annuity to the spouse for 5 years. After 5 years, such survivor annuity is reduced to 50% of the original amount. The survivor annuity ceases upon death or remarriage of the spouse. 120 monthly payments are guaranteed for police officers and firefighters. Optional forms of benefits are available.

COLA: For Non-Hazardous Duty and Hazardous Duty Police Officers

1.5% annually commencing on each April 1 for all retirees and beneficiaries who have received at least 6 monthly benefit payments. For non-grandfathered members (not eligible for normal retirement on January 1, 2013), there is a five-year delay (after the retirement date) until this COLA is applied to benefits accrued after January 1, 2013. For Police Officers, the COLA with a 5-year delay (applicable to post-January 1, 2013 benefit accruals) only applies to Police Officers employed by the City on or after January 1, 2020.

For Hazardous Duty Firefighters

1.5% annually commencing on each April 1 for all retirees and beneficiaries who have received at least 6 monthly benefit payments. For non-grandfathered members (not eligible for normal retirement on January 1, 2013), there is no COLA for benefits accrued after January 1, 2013.

O. Death in the Line of Duty

Eligibility: Any participant whose employment is terminated by reason of death in the line of duty is eligible for survivor benefits.

Benefit: Beneficiary will be paid the participant's accrued benefit based upon Credited Service and AMC as of the date of death. Benefit is guaranteed to be no less than 66 2/3% of the participant's AMC.

Normal Form
of Benefit: 100% of the participant's accrued benefit shall be paid as a survivor annuity to the spouse for 5 years. After 5 years, such survivor annuity is reduced to 50% of the original amount. The survivor annuity ceases upon death or remarriage of the spouse. 120 monthly payments are guaranteed for police officers and firefighters.

COLA: For Non-Hazardous Duty and Hazardous Duty Police Officers

1.5% annually commencing on each April 1 for all retirees and beneficiaries who have received at least 6 monthly benefit payments. For non-grandfathered members (not eligible for normal retirement on January 1, 2013), there is a five-year delay (after the retirement date) until this COLA is applied to benefits accrued after January 1, 2013. For Police Officers, the COLA with a 5-year delay (applicable to post-January 1, 2013 benefit accruals) only applies to Police Officers employed by the City on or after January 1, 2020.

For Hazardous Duty Firefighters

1.5% annually commencing on each April 1 for all retirees and beneficiaries who have received at least 6 monthly benefit payments. For non-grandfathered members (not eligible for normal retirement on January 1, 2013), there is no COLA for benefits accrued after January 1, 2013.

In lieu of the benefits described above, the participant's beneficiary can elect to receive a refund of participant's accumulated contributions with interest.

P. Other Pre-Retirement Death

Eligibility: Any participant who dies with 10 or more years of Credited Service is eligible for survivor benefits.

Benefit: Beneficiary will be paid the participant's accrued benefit based upon Credited Service and AMC as of the date of death.

Normal Form
of Benefit: 100% of the participant's accrued benefit shall be paid as a survivor annuity to the spouse for 5 years. After 5 years, such survivor annuity is reduced to 50% of the original amount. The survivor annuity ceases upon death or remarriage of the spouse. 120 monthly payments are guaranteed for police officers and firefighters.

COLA: For Non-Hazardous Duty and Hazardous Duty Police Officers

1.5% annually commencing on each April 1 for all retirees and beneficiaries who have received at least 6 monthly benefit payments. For non-grandfathered members (not eligible for normal retirement on January 1, 2013), there is a five-year delay (after the retirement date) until this COLA is applied to benefits accrued after January 1, 2013. For Police Officers, the COLA with a 5-year delay (applicable to post-January 1, 2013 benefit accruals) only applies to Police Officers employed by the City on or after January 1, 2020.

For Hazardous Duty Firefighters

1.5% annually commencing on each April 1 for all retirees and beneficiaries who have received at least 6 monthly benefit payments. For non-grandfathered members (not eligible for normal retirement on January 1, 2013), there is no COLA for benefits accrued after January 1, 2013.

In lieu of the benefits described above, a participant's beneficiary can elect to receive a refund of the participant's accumulated contributions with interest. Accumulated contributions, plus interest, will be refunded for all participants with less than 10 years of Credited Service.

Q. Post Retirement Death

Benefit determined by the form of benefit elected upon retirement.

R. Optional Forms

In lieu of electing the Normal Form of benefit, the optional forms of benefits available to all retirees are a Single Life Annuity, a 10 Year Certain and Life Annuity, or the 50%, 66 2/3% (for police officers and firefighters), 75% or 100% Joint and Survivor options. Members may also elect a partial lump sum equal to 10%, 20%, or 30% of the value of the normal retirement benefit with the remaining monthly retirement benefit reduced accordingly.

S. Vested Termination

Eligibility: A participant has earned a non-forfeitable right to Plan benefits after the completion of 10 years of Credited Service provided employee contributions are not refunded.

Vesting is determined in accordance with the following table.

Years of Credited Service	% of Normal Retirement Benefits
Less Than 10	0%
10 or more	100%

Benefit: The participant's accrued Normal Retirement Benefit as of the date of termination. Benefit begins on the member's Normal Retirement date. Alternatively, police officers and firefighters may elect to receive an actuarially reduced Early Retirement Benefit any time after age 50.

Normal Form of Benefit: For Non-Hazardous Duty (Non-Grandfathered)

A monthly annuity is paid for the life of the participant.

For Hazardous Duty Police Officers and Firefighters (and Grandfathered Non-Hazardous Duty)

A monthly annuity is paid for the life of the participant. After the participant's death, 100% of the Normal Retirement Benefit shall be paid as a survivor annuity to the spouse for 5 years. After 5 years, such survivor annuity is reduced to 50% of the original amount. The survivor annuity ceases upon death or remarriage of the spouse. 120 monthly payments are guaranteed for police officers and firefighters. Optional forms of benefits are available.

COLA: For Non-Hazardous Duty and Hazardous Duty Police Officers

1.5% annually commencing on each April 1 for all retirees and beneficiaries who have received at least 6 monthly benefit payments. For non-grandfathered members (not eligible for normal retirement on January 1, 2013), there is a five-year delay (after the retirement date) until this COLA is applied to benefits accrued after January 1, 2013. For Police Officers, the COLA with a 5-year delay (applicable to post-January 1, 2013 benefit accruals) only applies to Police Officers employed by the City on or after January 1, 2020.

For Hazardous Duty Firefighters

1.5% annually commencing on each April 1 for all retirees and beneficiaries who have received at least 6 monthly benefit payments. For non-grandfathered members (not eligible for normal retirement on January 1, 2013), there is no COLA for benefits accrued after January 1, 2013.

Plan participants with less than 10 years of Credited Service will receive a refund of their own accumulated contributions with interest.

T. Refunds

Eligibility: All participants terminating employment with less than 10 years of Credited Service are eligible. Optionally, vested members (those with 10 or more years of credited service) may elect a refund in lieu of the vested benefits otherwise due.



Benefit: Refund of the member's contributions with 5% simple interest paid in a single lump sum.

U. Member Contributions

8% of Compensation for Non-Hazardous Duty participants.
10% of Compensation for Hazardous Duty participants (8% of Compensation if grandfathered).

V. Employer Contributions

Each plan year, the Employer must contribute a minimum of 7% of the Compensation of all employees participating in the plan, plus any additional amount determined by the actuary needed to fund the plan properly according to State laws.

W. Cost of Living Increases

For Non-Hazardous Duty and Hazardous Duty Police Officers

1.5% annually commencing on each April 1 for all retirees and beneficiaries who have received at least 6 monthly benefit payments. For non-grandfathered members (not eligible for normal retirement on January 1, 2013), there is a five-year delay (after the retirement date) until this COLA is applied to benefits accrued after January 1, 2013. For Police Officers, the COLA with a 5-year delay (applicable to post-January 1, 2013 benefit accruals) only applies to Police Officers employed by the City on or after January 1, 2020.

For Hazardous Duty Firefighters

1.5% annually commencing on each April 1 for all retirees and beneficiaries who have received at least 6 monthly benefit payments. For non-grandfathered members (not eligible for normal retirement on January 1, 2013), there is no COLA for benefits accrued after January 1, 2013.

X. 13th Check

Not Applicable

Y. Deferred Retirement Option Plan

Not Applicable

Z. Other Ancillary Benefits

There are no ancillary retirement type benefits not required by statutes but which might be deemed a City of Clearwater Employees' Pension Plan liability if continued beyond the availability of funding by the current funding source.

AA. Changes from Previous Valuation

None.