

City of Kissimmee General Employees Retirement Plan

Actuarial Valuation Report as of October 1, 2023
Annual Employer Contribution for the Fiscal Year
Ending September 30, 2025





February 15, 2024

Board of Trustees
City of Kissimmee General Employees Retirement Plan
Kissimmee, Florida

**Re: City of Kissimmee General Employees Retirement Plan
Actuarial Valuation as of October 1, 2023**

Dear Trustees:

The results of the October 1, 2023 Annual Actuarial Valuation of the City of Kissimmee General Employees Retirement Plan are presented in this report.

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

The purposes of the valuation are to measure the Plan's funding progress, to determine the employer contribution rate for the fiscal year ending September 30, 2025, and to determine the actuarial information for Governmental Accounting Standards Board (GASB) Statement No. 67 for the fiscal year ending September 30, 2023. This report also includes estimated GASB Statement No. 67 information for the fiscal year ending September 30, 2024. 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 more robust assessment of the risks of future experience not meeting the actuarial assumptions. Additional assessment of risks was outside the scope of this assignment.

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

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

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

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 City of Kissimmee General Employees Retirement Plan 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.

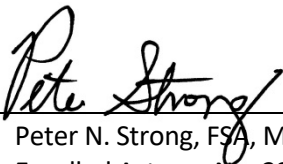
This actuarial valuation and/or cost determination was prepared and completed by us or under our direct supervision, and we acknowledge responsibility for the results. To the best of our knowledge, the results are complete and accurate. In our opinion, the techniques and assumptions used are reasonable, 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 report with the Board of Trustees and to answer any questions pertaining to the valuation.

Respectfully submitted,

GABRIEL, ROEDER, SMITH & COMPANY

By


Peter N. Strong, FSA, MAAA, FCA
Enrolled Actuary No. 23-6975

By

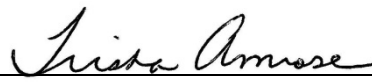

Trisha Amrose, MAAA
Enrolled Actuary No. 23-8010



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SECTION A

DISCUSSION OF VALUATION RESULTS

DISCUSSION OF VALUATION RESULTS

Comparison of Required Employer Contributions

The minimum required employer contribution developed in this year's valuation is compared below with that of the previous valuation:

Required Employer Contribution	For FYE 9/30/2025 Based on 10/1/2023 Valuation	For FYE 9/30/2024 Based on 10/1/2022 Valuation	Increase (Decrease)
City of Kissimmee	\$ 4,620,666	\$ 4,313,634	\$ 307,032
As % of Covered Payroll	22.33 %	21.50 %	0.83 %
Toho Water Authority	\$ 1,768,157	\$ 1,717,719	\$ 50,438
As % of Covered Payroll	40.17 %	35.29 %	4.88 %
Total	\$ 6,388,823	\$ 6,031,353	\$ 357,470
As % of Covered Payroll	25.46 %	24.19 %	1.27 %

The required contributions listed above were calculated as though payment is made on December 31 of each fiscal year.

Note that this Report reflects an employer contribution of \$6,031,353 (\$4,313,634 for the City of Kissimmee and \$1,717,719 for Toho Water Authority) paid in December 2023, as determined by the October 1, 2022 Actuarial Valuation Report.

Revisions in Benefits

There were no revisions in benefits in the current valuation.

Revisions in Actuarial Assumptions or Methods

There were no revisions in actuarial assumptions or methods in the current valuation.

Actuarial Experience

There has been a net actuarial experience loss of \$3,556,221 for the year, which means that overall experience was less favorable than expected. More than half of the loss is due to a recognized investment return on the actuarial value of assets below the assumed rate of 6.8%. The rate of return on the actuarial value of assets (recognized under the asset smoothing method) was



5.3%. The rate of return on the market value of assets was 9.5%. There were also experience losses due to higher salary increases than expected (7.0% actual versus 5.3% expected, on average) and lower mortality experience among retirees than expected (1 death was reported versus 8 expected). The net actuarial loss caused the overall required employer contribution to increase by 1.61% of covered payroll, or approximately \$404,000.

The specific experience for the City of Kissimmee was an actuarial experience loss of \$2,044,637, and the specific experience for Toho Water Authority was an actuarial experience loss of \$1,511,584. The difference in the specific experience between the two groups is due to differences in demographic experience and the different actuarial cost methods used (Entry Age Normal method for the City of Kissimmee versus Aggregate method for Toho Water Authority). The specific experience caused the required employer contribution for the City of Kissimmee to increase by 0.91% of City covered payroll, or approximately \$188,000, and the required employer contribution for Toho Water Authority to increase by 4.90% of Toho covered payroll, or approximately \$216,000.

Funded Ratio

This year’s overall funded ratio is 86.1% compared to 86.8% last year. For the City of Kissimmee, this year’s funded ratio is 86.0% compared to 86.2% last year. For Toho Water Authority, this year’s funded ratio is 86.3% compared to 87.7% last year. The ratio is equal to the actuarial value of assets divided by the actuarial accrued (past service) liability.

Analysis of Change in Employer Contribution

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

	<u>City</u>	<u>Toho</u>	<u>Combined</u>
Contribution Rate Last Year	21.50 %	35.29 %	24.19 %
Change in Plan Provisions	0.00	0.00	0.00
Change in Actuarial Assumptions and Methods	0.00	0.00	0.00
Administrative Expenses	(0.04)	(0.02)	(0.04)
Amortization Payment on UAAL	(0.27)	0.00	0.00
Actuarial Experience	0.91	4.90	1.61
Change in Normal Cost Rate	<u>0.23</u>	<u>0.00</u>	<u>(0.30)</u>
Contribution Rate This Year	22.33 %	40.17 %	25.46 %

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. Over time, if the year-to-year gains and losses offset each other, the contribution rate would be expected to return to the current level, but this does not always happen.



The Actuarial Value of Assets exceeds the Market Value of Assets by \$8,951,422 as of the valuation date (see Section C). This difference will be gradually recognized over the next few years in the absence of offsetting gains. In turn, the computed overall employer contribution rate will increase by approximately 3.93% of covered payroll over the same period (which is approximately \$987,000 based on current covered payroll).

Relationship to Market Value

If Market Value had been the basis for the valuation, the overall employer contribution rate would have been 29.39% (24.87% for the City of Kissimmee; 50.65% for Toho Water Authority), and the overall funded ratio would have been 81.1% (81.0% for the City of Kissimmee; 81.2% for Toho Water Authority). This is an overall increase from 78.6% last year (78.2% for the City of Kissimmee; 79.4% for Toho Water Authority). In the absence of other gains and losses and any other changes, the overall employer contribution rate should increase toward that level over the next few years.

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>City Employees</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>
Ratio of the market value of assets to payroll	4.61	4.38	5.44
Ratio of actuarial accrued liability to payroll	5.70	5.60	5.68
Ratio of actives to retirees and beneficiaries	1.25	1.36	1.36
Ratio of net cash flow to market value of assets	(0.49) %	(0.58) %	(1.00) %

<u>TWA Employees</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>
Ratio of the market value of assets to payroll	11.63	9.91	10.45
Ratio of actuarial accrued liability to payroll	14.33	12.48	10.47
Ratio of actives to retirees and beneficiaries	0.47	0.59	0.75
Ratio of net cash flow to market value of assets	(2.72) %	(2.10) %	(0.89) %

RATIO OF MARKET VALUE OF ASSETS TO PAYROLL

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

RATIO OF ACTUARIAL ACCRUED LIABILITY TO PAYROLL

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

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

RATIO OF ACTIVES TO RETIREES AND BENEFICIARIES

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



RATIO OF NET CASH FLOW TO MARKET VALUE OF ASSETS

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

ADDITIONAL RISK ASSESSMENT

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

LOW-DEFAULT-RISK OBLIGATION MEASURE

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

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

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

A. Low-default-risk Obligation Measure of benefits earned as of the measurement date: \$228,099,157
City of Kissimmee: \$147,557,251
Toho Employees: \$80,541,906

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

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

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

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

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

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



SECTION B

VALUATION RESULTS

PARTICIPANT DATA BOTH GROUPS COMBINED		
	October 1, 2023	October 1, 2022
ACTIVE MEMBERS		
Number	406	421
Covered Annual Payroll	\$ 24,346,698	\$ 24,206,191
Average Annual Payroll	\$ 59,967	\$ 57,497
Average Age	45.2	44.9
Average Past Service	9.8	10.0
Average Age at Hire	35.4	34.9
RETIREES, BENEFICIARIES & DROP		
Number	392	364
Annual Benefits	\$ 9,151,013	\$ 8,336,542
Average Annual Benefit	\$ 23,344	\$ 22,903
Average Age	68.5	68.1
DISABILITY RETIREES		
Number	6	6
Annual Benefits	\$ 139,605	\$ 139,605
Average Annual Benefit	\$ 23,268	\$ 23,268
Average Age	62.6	61.6
TERMINATED VESTED MEMBERS		
Number	108	111
Annual Benefits	\$ 1,348,776	\$ 1,221,944
Average Annual Benefit	\$ 12,489	\$ 11,009
Average Age	50.1	50.5

PARTICIPANT DATA CITY EMPLOYEES		
	October 1, 2023	October 1, 2022
ACTIVE MEMBERS		
Number	350	357
Covered Annual Payroll	\$ 19,944,712	\$ 19,338,230
Average Annual Payroll	\$ 56,985	\$ 54,169
Average Age	44.4	43.9
Average Past Service	8.4	8.4
Average Age at Hire	36.0	35.5
RETIREES, BENEFICIARIES & DROP		
Number	277	259
Annual Benefits	\$ 5,622,924	\$ 5,189,017
Average Annual Benefit	\$ 20,299	\$ 20,035
Average Age	68.8	68.4
DISABILITY RETIREES		
Number	3	3
Annual Benefits	\$ 46,122	\$ 46,122
Average Annual Benefit	\$ 15,374	\$ 15,374
Average Age	63.5	62.5
TERMINATED VESTED MEMBERS		
Number	78	79
Annual Benefits	\$ 812,055	\$ 749,811
Average Annual Benefit	\$ 10,411	\$ 9,491
Average Age	50.2	50.9

PARTICIPANT DATA TOHO EMPLOYEES		
	October 1, 2023	October 1, 2022
ACTIVE MEMBERS		
Number	56	64
Covered Annual Payroll	\$ 4,401,986	\$ 4,867,961
Average Annual Payroll	\$ 78,607	\$ 76,062
Average Age	50.4	50.5
Average Past Service	18.7	19.1
Average Age at Hire	31.7	31.4
RETIREES, BENEFICIARIES & DROP		
Number	115	105
Annual Benefits	\$ 3,528,089	\$ 3,147,525
Average Annual Benefit	\$ 30,679	\$ 29,976
Average Age	67.5	67.5
DISABILITY RETIREES		
Number	3	3
Annual Benefits	\$ 93,483	\$ 93,483
Average Annual Benefit	\$ 31,161	\$ 31,161
Average Age	61.7	60.7
TERMINATED VESTED MEMBERS		
Number	30	32
Annual Benefits	\$ 536,721	\$ 472,133
Average Annual Benefit	\$ 17,891	\$ 14,754
Average Age	49.8	49.6

ACTUARIALLY DETERMINED EMPLOYER CONTRIBUTION (ADEC) BOTH GROUPS COMBINED		
A. Valuation Date	October 1, 2023	October 1, 2022
B. ADEC to Be Paid During Fiscal Year Ending	9/30/2025	9/30/2024
C. Assumed Dates of Employer Contributions	12/31/2024	12/31/2023
D. Annual Payment to Amortize Unfunded Actuarial Liability	\$ 2,165,421	\$ 1,978,154
E. Employer Normal Cost	3,954,921	3,801,064
F. ADEC if Paid on the Valuation Date	6,120,342	5,779,218
G. ADEC Adjusted for Timing of Payments	6,221,836	5,875,054
H. Covered Payroll	24,346,698	24,206,191
I. ADEC as % of Covered Payroll	25.56 %	24.27 %
J. Assumed Rate of Increase in Covered Payroll to Contribution Year	3.75%/0.00 %	3.75%/0.00 %
K. Covered Payroll for Contribution Year	25,094,625	24,931,375
L. ADEC for Contribution Year	6,388,823	6,031,353
M. ADEC as % of Covered Payroll in Contribution Year	25.46 %	24.19 %



ACTUARIALLY DETERMINED EMPLOYER CONTRIBUTION (ADEC) CITY EMPLOYEES		
A. Valuation Date	October 1, 2023	October 1, 2022
B. ADEC to Be Paid During Fiscal Year Ending	9/30/2025	9/30/2024
C. Assumed Dates of Employer Contributions	12/31/2024	12/31/2023
D. Annual Payment to Amortize Unfunded Actuarial Liability	\$ 2,165,421	\$ 1,978,154
E. Employer Normal Cost	2,215,607	2,111,365
F. ADEC if Paid on the Valuation Date: D + E	4,381,028	4,089,519
G. ADEC Adjusted for Timing of Payments	4,453,679	4,157,335
H. Covered Payroll	19,944,712	19,338,230
I. ADEC as % of Covered Payroll: G ÷ H	22.33 %	21.50 %
J. Assumed Rate of Increase in Covered Payroll to Contribution Year	3.75 %	3.75 %
K. Covered Payroll for Contribution Year	20,692,639	20,063,414
L. ADEC for Contribution Year: I x K	4,620,666	4,313,634
M. ADEC as % of Covered Payroll in Contribution Year: L ÷ K	22.33 %	21.50 %

ACTUARIALLY DETERMINED EMPLOYER CONTRIBUTION (ADEC) TOHO EMPLOYEES		
A. Valuation Date	October 1, 2023	October 1, 2022
B. ADEC to Be Paid During Fiscal Year Ending	9/30/2025	9/30/2024
C. Assumed Dates of Employer Contributions	12/31/2024	12/31/2023
D. Annual Payment to Amortize Unfunded Actuarial Liability	\$ 0	\$ 0
E. Employer Normal Cost	1,739,314	1,689,699
F. ADEC if Paid on the Valuation Date: D + E	1,739,314	1,689,699
G. ADEC Adjusted for Timing of Payments	1,768,157	1,717,719
H. Covered Payroll	4,401,986	4,867,961
I. ADEC as % of Covered Payroll: G ÷ H	40.17 %	35.29 %
J. Assumed Rate of Increase in Covered Payroll to Contribution Year	0.00 %	0.00 %
K. Covered Payroll for Contribution Year	4,401,986	4,867,961
L. ADEC for Contribution Year: I x K	1,768,157	1,717,719
M. ADEC as % of Covered Payroll in Contribution Year: L ÷ K	40.17 %	35.29 %

ACTUARIAL VALUE OF BENEFITS AND ASSETS BOTH GROUPS COMBINED		
A. Valuation Date	October 1, 2023	October 1, 2022
B. Actuarial Present Value of All Projected Benefits for		
1. Active Members		
a. Service Retirement Benefits	\$ 84,929,774	\$ 86,661,059
b. Vesting Benefits	6,741,402	6,575,475
c. Disability Benefits	2,000,978	2,014,462
d. Preretirement Death Benefits	1,809,474	1,813,924
e. Return of Member Contributions	199,507	203,357
f. Total	<u>95,681,135</u>	<u>97,268,277</u>
2. Inactive Members		
a. Service Retirees & Beneficiaries	98,338,946	89,616,366
b. Disability Retirees	1,296,120	1,320,062
c. Terminated Vested Members	7,728,481	6,862,370
d. Total	<u>107,363,547</u>	<u>97,798,798</u>
3. Total for All Members	203,044,682	195,067,075
C. Actuarial Accrued (Past Service) Liability (Entry Age Normal)	176,695,369	169,092,313
D. Actuarial Value of Accumulated Plan Benefits per FASB No. 35	157,462,022	150,198,356
E. Plan Assets		
1. Market Value	143,214,408	132,950,799
2. Actuarial Value	152,165,830	146,711,872
F. Unfunded Actuarial Accrued Liability (Entry Age Normal): C - E2	24,529,539	22,380,441
G. Actuarial Present Value of Projected Covered Payroll	184,571,866	182,267,679
H. Actuarial Present Value of Projected Member Contributions	7,019,991	6,991,670
I. Accumulated Contributions of Active Members	6,945,549	7,198,910

ACTUARIAL VALUE OF BENEFITS AND ASSETS CITY EMPLOYEES		
A. Valuation Date	October 1, 2023	October 1, 2022
B. Actuarial Present Value of All Projected Benefits for		
1. Active Members		
a. Service Retirement Benefits	\$ 61,984,371	\$ 61,027,491
b. Vesting Benefits	5,623,957	5,430,806
c. Disability Benefits	1,225,172	1,191,932
d. Preretirement Death Benefits	1,313,635	1,286,417
e. Return of Member Contributions	<u>199,507</u>	<u>203,357</u>
f. Total	70,346,642	69,140,003
2. Inactive Members		
a. Service Retirees & Beneficiaries	59,863,646	55,304,226
b. Disability Retirees	452,481	461,121
c. Terminated Vested Members	<u>4,599,780</u>	<u>4,343,649</u>
d. Total	64,915,907	60,108,996
3. Total for All Members	135,262,549	129,248,999
C. Actuarial Accrued (Past Service) Liability (Entry Age Normal)	113,634,048	108,326,777
D. Actuarial Value of Accumulated Plan Benefits per FASB No. 35	99,866,939	94,910,153
E. Plan Assets		
1. Market Value	92,021,181	84,710,778
2. Actuarial Value	97,738,257 *	93,429,914 *
F. Unfunded Actuarial Accrued Liability (Entry Age Normal): C - E2	15,895,791	14,896,863
G. Actuarial Present Value of Projected Covered Payroll	153,211,192	149,003,897
H. Actuarial Present Value of Projected Member Contributions	5,864,661	5,791,827
I. Accumulated Contributions of Active Members	4,790,138	4,791,277

* Allocated on Market Value of Assets before reduction for DROP balances.



ACTUARIAL VALUE OF BENEFITS AND ASSETS TOHO EMPLOYEES		
A. Valuation Date	October 1, 2023	October 1, 2022
B. Actuarial Present Value of All Projected Benefits for		
1. Active Members		
a. Service Retirement Benefits	\$ 22,945,403	\$ 25,633,568
b. Vesting Benefits	1,117,445	1,144,669
c. Disability Benefits	775,806	822,530
d. Preretirement Death Benefits	495,839	527,507
e. Return of Member Contributions	-	-
f. Total	<u>25,334,493</u>	<u>28,128,274</u>
2. Inactive Members		
a. Service Retirees & Beneficiaries	38,475,300	34,312,140
b. Disability Retirees	843,639	858,941
c. Terminated Vested Members	<u>3,128,701</u>	<u>2,518,721</u>
d. Total	42,447,640	37,689,802
3. Total for All Members	67,782,133	65,818,076
C. Actuarial Accrued (Past Service) Liability (Entry Age Normal)	63,061,321	60,765,536
D. Actuarial Value of Accumulated Plan Benefits per FASB No. 35	57,595,083	55,288,203
E. Plan Assets		
1. Market Value	51,193,227	48,240,021
2. Actuarial Value	54,427,573 *	53,281,958 *
F. Unfunded Actuarial Accrued Liability (Entry Age Normal): C - E2	8,633,748	7,483,578
G. Actuarial Present Value of Projected Covered Payroll	31,360,674	33,263,782
H. Actuarial Present Value of Projected Member Contributions	1,155,330	1,199,843
I. Accumulated Contributions of Active Members	2,155,411	2,407,633

* Allocated on Market Value of Assets before reduction for DROP balances.



**CALCULATION OF EMPLOYER NORMAL COST (ENTRY AGE NORMAL)
CITY EMPLOYEES**

A. Valuation Date	October 1, 2023	October 1, 2022
B. Normal Cost for		
1. Service Retirement Benefits	\$ 2,297,393	\$ 2,191,571
2. Vesting Benefits	402,610	396,008
3. Disability Benefits	86,448	81,708
4. Preretirement Death Benefits	64,259	61,770
5. Return of Member Contributions	76,489	74,703
6. Total for Future Benefits	<u>2,927,199</u>	<u>2,805,760</u>
7. Assumed Amount for Administrative Expenses	<u>46,043</u>	<u>51,908</u>
8. Total Normal Cost	2,973,242	2,857,668
9. Total as a % of Covered Payroll	14.91%	14.78%
C. Expected Member Contribution	757,635	746,303
D. Employer Normal Cost: B8-C	2,215,607	2,111,365
E. Employer Normal Cost as a % of Covered Payroll	11.11%	10.92%

CALCULATION OF EMPLOYER NORMAL COST (AGGREGATE) TOHO EMPLOYEES		
A. Valuation Date	October 1, 2023	October 1, 2022
B. Actuarial Present Value of Projected Benefits	\$ 67,782,133	\$ 65,818,076
C. Actuarial Value of Assets	54,427,573	53,281,958
D. Actuarial Present Value of Projected Member Contributions	1,155,330	1,199,843
E. Actuarial Present Value of Projected Employer Normal Costs: B-C-D	12,199,230	11,336,275
F. Actuarial Present Value of Projected Covered Payroll	31,360,674	33,263,782
G. Employer Normal Cost Rate: E/F	38.90 %	34.08 %
H. Covered Annual Payroll	4,401,986	4,867,961
I. Employer Normal Cost: G x H	1,712,373	1,659,001
J. Assumed Amount of Administrative Expenses	26,941	30,698
K. Total Employer Normal Cost: I+J	1,739,314	1,689,699
L. Employer Normal Cost as % of Covered Payroll	39.51 %	34.71 %

LIQUIDATION OF UNFUNDED ACTUARIAL ACCRUED LIABILITY

CITY EMPLOYEES

A. UAAL Amortization Period and Payments

Original UAAL				Current UAAL		
Date	Source	Amortization Period (Years)	Amount	Years Remaining	Amount	Payment
10/1/2007	Initial UAAL	20	\$ 5,164,141	4	\$ 1,862,729	\$ 512,593
10/1/2008	Exp. Loss	20	1,394,063	5	594,843	135,113
10/1/2009	Exp. Loss	20	1,240,915	6	604,358	117,987
10/1/2010	Exp. Loss	20	391,772	7	213,326	36,805
10/1/2011	Exp. Loss	20	1,021,933	8	610,375	94,969
10/1/2011	Plan Amendment	20	(508,558)	8	(303,747)	(47,261)
10/1/2012	Exp. Gain	20	(249,841)	9	(161,318)	(22,987)
10/1/2013	Exp. Gain	20	(392,363)	10	(270,741)	(35,760)
10/1/2013	Assumption Change	20	2,695,931	10	1,860,277	245,710
10/1/2014	Exp. Gain	20	(592,109)	11	(433,704)	(53,617)
10/1/2015	Exp. Loss	20	1,310,943	12	1,011,432	117,966
10/1/2016	Exp. Loss	20	1,047,678	13	846,114	93,721
10/1/2016	Assumption Change	20	1,133,587	13	915,492	101,405
10/1/2017	Exp. Gain	20	(813,070)	14	(683,824)	(72,338)
10/1/2017	Assumption Change	20	918,733	14	772,690	81,738
10/1/2018	Exp. Loss	20	105,097	15	91,650	9,303
10/1/2018	Plan Amendment	10	1,001,678	5	600,263	136,344
10/1/2018	Plan Amendment	20	(4,667)	15	(4,068)	(413)
10/1/2019	Exp. Loss	20	1,298,571	16	1,169,741	114,410
10/1/2019	Assumption Change	20	1,024,960	16	923,275	90,304
10/1/2020	Exp. Loss	20	214,228	17	198,742	18,797
10/1/2020	Assumption Changes	20	1,379,935	17	1,280,182	121,079
10/1/2021	Exp. Gain	20	(2,525,917)	18	(2,407,614)	(220,884)
10/1/2021	Assumption Changes	20	2,318,652	18	2,210,056	202,759
10/1/2022	Exp. Loss	20	2,020,328	19	1,974,756	176,224
10/1/2022	Plan Amendment	20	384,543	19	375,869	33,542
10/1/2023	Exp. Loss	20	2,044,637	20	2,044,637	177,912
					\$15,895,791	\$ 2,165,421

B. Amortization Schedule

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

Amortization Schedule	
Year	Expected UAAL
2023	\$ 15,895,791
2024	14,664,020
2025	13,348,504
2026	11,943,533
2027	10,443,023
2028	9,387,928
2033	5,358,926
2038	1,970,118
2043	-

ACTUARIAL GAINS AND LOSSES

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

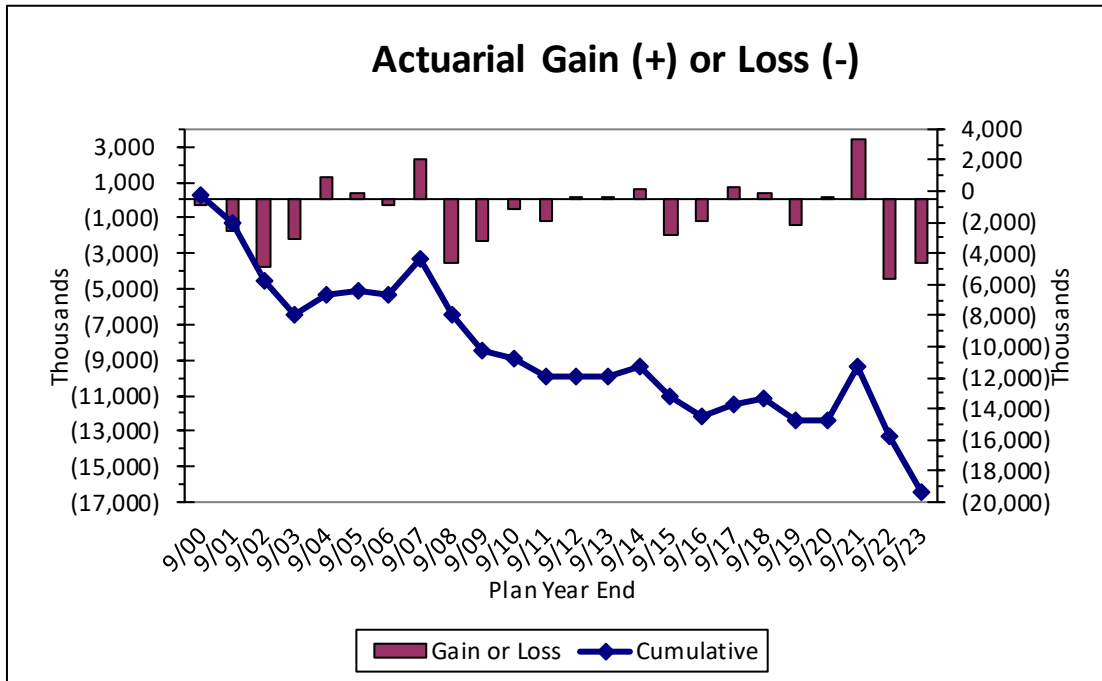
	City Employees
1. Last Year's UAAL	\$ 14,896,863
2. Employer Normal Cost in Contribution Year	2,111,365
3. Last Year's Contributions	4,313,634
4. Interest at the Assumed Rate on:	
a. 1 and 2 for one year	1,156,560
b. 3 from dates paid	<u>0</u>
c. a - b	1,156,560
5. This Year's Expected UAAL Prior to Changes: 1 + 2 - 3 + 4c	13,851,154
6. This Year's Actual UAAL Prior to Changes	15,895,791
7. Net Actuarial Gain (Loss): 5 - 6	(2,044,637)

	Toho Employees
1. Employer Normal Cost as a Percentage of Covered Payroll	
1. Last Valuation	34.08 %
2. Current Valuation Prior to Changes	<u>38.90</u>
3. Difference	(4.82)
2. Actuarial Present Value of Projected Covered Payroll	\$ 31,360,674
3. Net Actuarial Gain (Loss): A3 x B	(1,511,584)

	Both Groups Combined
1. Total Net Actuarial Gain (Loss)	\$ (3,556,221)
2. Gain (Loss) due to Investments	(2,237,855)
3. Gain (Loss) due to Other sources	(1,318,366)

Net actuarial gains (losses) in previous years are as follows:

Year Ended	Gain (Loss)
9/30/2000	\$ (232,263)
9/30/2001	(1,782,740)
9/30/2002	(3,788,166)
9/30/2003	(2,164,540)
9/30/2004	1,261,206
9/30/2005	347,413
9/30/2006	(306,915)
9/30/2007	2,266,061
9/30/2008	(3,491,230)
9/30/2009	(2,339,633)
9/30/2010	(545,186)
9/30/2011	(1,185,866)
9/30/2012	15,619
9/30/2013	37,396
9/30/2014	649,277
9/30/2015	(1,984,668)
9/30/2016	(1,210,782)
9/30/2017	732,555
9/30/2018	406,786
9/30/2019	(1,427,244)
9/30/2020	4,990
9/30/2021	3,430,039
9/30/2022	(4,428,626)
9/30/2023	(3,556,221)



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

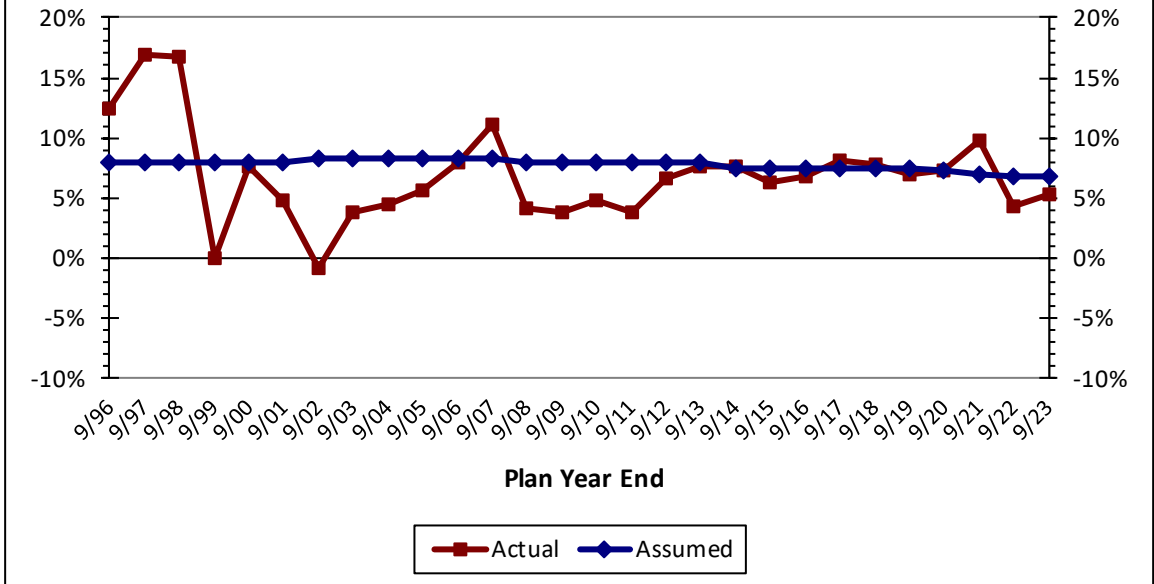
Year Ending	Investment Return		Salary Increases	
	Actual	Assumed	Actual	Assumed
9/30/1996	12.5%	8.0%	5.4%	6.0%
9/30/1997	16.9	8.0	5.6	6.0
9/30/1998	16.7	8.0	5.6	6.0
9/30/1999	N/A*	8.0	5.5	6.0
9/30/2000	7.7	8.0	5.9	6.0
9/30/2001	4.8	8.0	8.9	6.0
9/30/2002	(0.8)	8.25	7.8	6.0
9/30/2003	3.8	8.25	8.8	6.0
9/30/2004	4.4	8.25	(1.2)	6.0
9/30/2005	5.6	8.25	4.2	6.0
9/30/2006	8.0	8.25	7.0	6.0
9/30/2007	11.1	8.25	7.0	6.0
9/30/2008	4.1	8.00	6.5	6.6
9/30/2009	3.8	8.00	2.7	6.7
9/30/2010	4.8	8.00	0.7	6.6
9/30/2011	3.8	8.00	1.2	6.5
9/30/2012	6.6	8.00	1.4	6.3
9/30/2013	7.7	8.00	3.6	6.2
9/30/2014	7.7	7.50	4.0	4.9
9/30/2015	6.3	7.50	4.5	4.9
9/30/2016	6.9	7.50	5.6	5.0
9/30/2017	8.1	7.50	5.4	5.0
9/30/2018	7.8	7.40	4.5	5.0
9/30/2019	6.9	7.40	5.4	5.0
9/30/2020	7.2	7.30	7.3	5.0
9/30/2021	9.8	7.00	4.3	5.3
9/30/2022	4.4	6.80	5.1	5.3
9/30/2023	5.3	6.80	7.0	5.3
Averages	7.0%	---	5.0%	---

* An accurate rate of return could not be calculated due to the transfer of assets to KUA during year.

Year Ending	Salary Increases by Group			
	City Employees		Toho Employees	
	Actual	Assumed	Actual	Assumed
9/30/2013	2.1%	6.2%	6.0%	6.1%
9/30/2014	4.2	5.0	3.7	4.7
9/30/2015	4.8	5.1	4.1	4.7
9/30/2016	6.8	5.1	3.5	4.7
9/30/2017	5.8	5.1	4.8	4.6
9/30/2018	5.2	5.2	3.1	4.7
9/30/2019	5.9	5.2	4.4	4.7
9/30/2020	8.5	5.2	4.1	4.6
9/30/2021	4.1	5.5	4.9	4.6
9/30/2022	4.1	5.4	8.6	4.6
9/30/2023	7.1	5.5	6.3	4.6
Averages	5.3%	---	4.9%	---

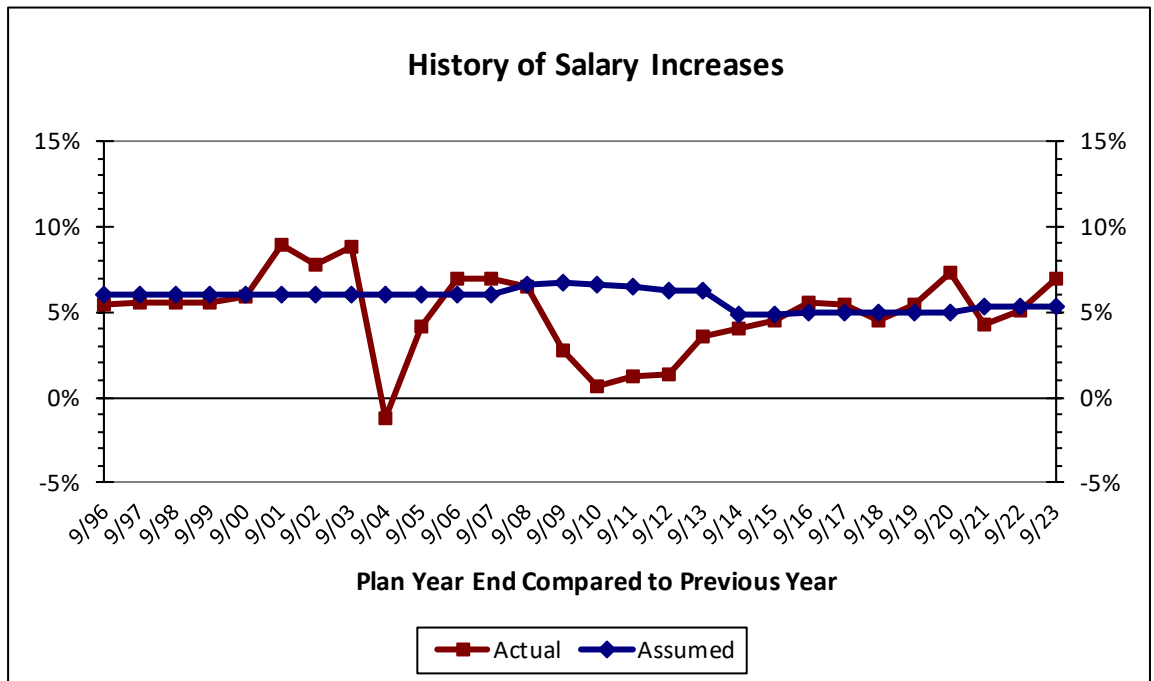
The actual investment return rates shown above are based on the actuarial value of assets. The actual salary increase rates shown above are the increases received by those active members who were included in the actuarial valuations both at the beginning and the end of each year.

History of Investment Return Based on Actuarial Value of Assets



Actual Assumed

History of Salary Increases



Actual Assumed

Actual (A) Compared to Expected (E) Decrements Among Active Employees BOTH GROUPS COMBINED													
Year Ended	Number Added During Year		Service & DROP 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	
9/30/2001	57	47	5	4	0	0	1	1	13	28	41	29	386
9/30/2002	52	41	11	9	1	0	0	1	12	17	29	29	397
9/30/2003	52	30	6	6	0	1	0	1	3	21	24	28	419
9/30/2004	71	45	9	7	1	1	1	1	8	26	34	28	445
9/30/2005	63	46	2	5	1	1	0	1	6	37	43	30	462
9/30/2006	80	65	4	5	1	1	1	1	24	35	59	30	477
9/30/2007	58	43	10	8	0	1	1	1	13	19	32	31	492
9/30/2008	55	50	9	11	0	1	1	1	8	32	40	50	497
9/30/2009	23	31	12	9	0	1	1	1	4	14	18	48	489
9/30/2010	24	37	10	13	0	1	2	1	4	21	25	43	476
9/30/2011	14	40	8	14	0	1	0	1	11	21	32	37	450
9/30/2012	27	35	16	15	1	1	2	1	11	5	16	29	442
9/30/2013	27	28	13	9	1	1	0	1	10	9	19	28	436
9/30/2014	43	35	18	16	1	1	2	1	22	7	29	25	429
9/30/2015	44	28	20	17	2	1	0	1	6	9	15	29	436
9/30/2016	41	41	17	16	1	1	0	0	9	21	30	32	429
9/30/2017	51	44	18	20	0	1	0	1	12	18	30	32	432
9/30/2018	52	42	12	17	0	1	1	1	15	24	39	35	432
9/30/2019	51	40	12	17	0	1	0	1	10	25	35	36	436
9/30/2020	37	28	10	16	1	1	0	1	7	16	23	38	439
9/30/2021	44	50	15	14	0	1	1	1	15	28	43	35	424
9/30/2022	57	49	13	16	0	1	0	1	15	32	47	34	421
9/30/2023	43	50	16	16	0	1	0	1	13	29	42	34	406
9/30/2024				20		1		1				32	
23 Yr Totals *	1066	945	266	280	11	21	14	22	251	494	745	770	

* Totals are through current Play Year only.



Actual (A) Compared to Expected (E) Decrements Among Active Employees CITY EMPLOYEES													
Year Ended	Number Added During Year		Service & DROP 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	
9/30/2013	26	28	11	8	0	1	0	1	8	9	17	20	295
9/30/2014	41	35	12	10	1	1	2	1	14	6	20	20	301
9/30/2015	44	28	13	12	1	1	0	1	5	9	14	24	317
9/30/2016	41	41	13	11	0	1	0	0	7	21	28	28	317
9/30/2017	51	44	15	13	0	1	0	1	11	18	29	29	325
9/30/2018	52	42	8	8	0	1	0	1	10	24	34	32	335
9/30/2019	51	40	8	7	0	1	0	1	7	25	32	34	346
9/30/2020	37	28	5	9	1	1	0	1	6	16	22	35	355
9/30/2021	44	50	8	8	0	0	1	0	13	28	41	34	349
9/30/2022	57	49	4	7	0	0	0	0	13	32	45	32	357
9/30/2023	43	50	9	10	0	1	0	0	12	29	41	33	350
9/30/2024				15		1		1				31	
11 Yr Totals *	487	435	106	103	3	9	3	7	106	217	323	321	

Actual (A) Compared to Expected (E) Decrements Among Active Employees TOHO EMPLOYEES													
Year Ended	Number Added During Year		Service & DROP 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	
9/30/2013	1	0	2	1	1	0	0	0	2	0	2	8	141
9/30/2014	2	0	6	6	0	0	0	0	8	1	9	5	128
9/30/2015	0	0	7	5	1	0	0	0	1	0	1	5	119
9/30/2016	0	0	4	5	1	0	0	0	2	0	2	4	112
9/30/2017	0	0	3	7	0	0		0	1	0	1	3	107
9/30/2018	0	0	4	9	0	0	1	0	5	0	5	3	97
9/30/2019	0	0	4	10	0	0	0	0	3	0	3	2	90
9/30/2020	0	0	5	7	0	0	0	0	1	0	1	3	84
9/30/2021	0	0	7	6	0	1	0	1	2	0	2	1	75
9/30/2022	0	0	9	9	0	1	0	1	2	0	2	2	64
9/30/2023	0	0	7	6	0	0	0	1	1	0	1	1	56
9/30/2024				5		0		0				1	
11 Yr Totals *	3	0	58	71	3	2	1	3	28	1	29	37	

* Totals are through current Plan Year only.

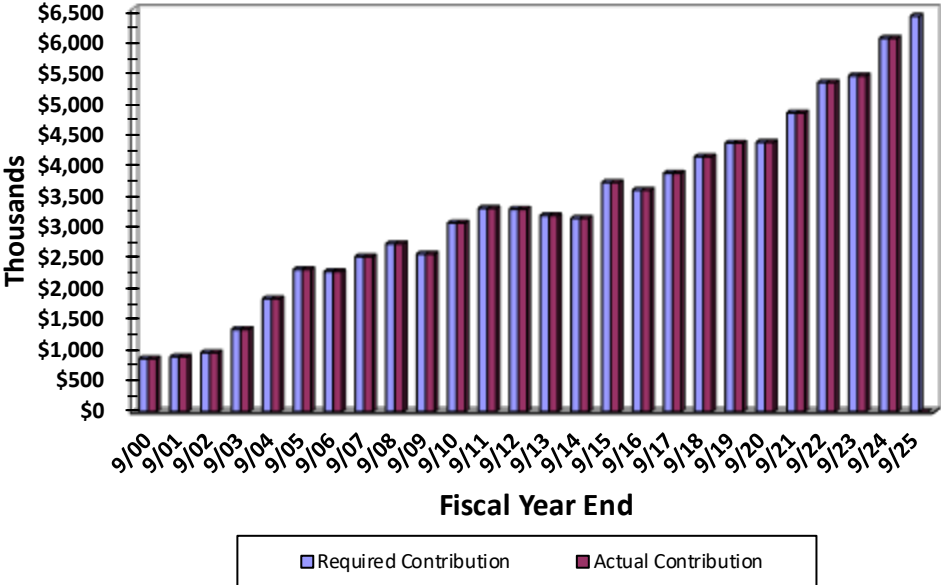


RECENT HISTORY OF VALUATION RESULTS									
Valuation Date	Number of		Covered Annual Payroll	Actuarial Value of Assets	Actuarial Accrued Liability (AAL) (Entry Age)	UAAL (Entry Age)	Funded Ratio	Employer Normal Cost	
	Active Members	Inactive Members						Amount	% of Payroll
10/1/1999	365	142	\$ 11,681,652	\$ 27,437,371	\$ 25,218,827	\$ (2,218,544)	108.8 %	\$ 808,370	6.92 %
10/1/2000	376	162	12,338,591	29,925,434	29,397,069	(528,365)	101.8	868,637	7.04
10/1/2001	386	176	13,426,626	31,564,419	33,977,601	2,413,182	92.9	1,205,711	8.98
10/1/2002	397	190	14,477,017	31,973,232	38,103,329	6,130,097	83.9	1,731,451	11.96
10/1/2003	419	194	16,115,137	34,337,903	43,126,410	8,788,507	79.6	2,175,544	13.50
10/1/2004	445	201	16,750,054	37,797,338	45,594,199	7,796,861	82.9	2,145,682	12.81
10/1/2005	462	211	18,046,360	41,572,353	50,105,846	8,533,493	83.0	2,371,838	13.14
10/1/2006	477	230	19,294,934	46,602,599	55,648,588	9,045,989	83.7	2,571,709	13.33
10/1/2007	492	253	20,777,257	57,125,124	64,742,262	7,617,138	88.2	1,686,159	8.12
10/1/2008	497	263	22,301,238	60,916,394	71,960,061	11,043,667	84.7	1,816,904	8.15
10/1/2009	489	270	22,337,848	64,887,249	78,119,830	13,232,581	83.1	1,811,698	8.11
10/1/2010	476	275	21,742,063	69,343,964	82,850,364	13,506,400	83.7	1,786,389	8.22
10/1/2011	450	285	20,467,542	73,099,341	86,539,475	13,440,134	84.5	1,656,398	8.09
10/1/2012	442	307	19,962,395	78,447,968	91,568,090	13,120,122	85.7	1,606,705	8.05
10/1/2013	436	320	19,955,790	84,508,502	101,732,923	17,224,421	83.1	2,539,296 *	12.72
10/1/2014	429	351	19,681,068	91,334,549	106,939,516	15,604,967	85.4	2,469,833	12.55
10/1/2015	436	373	20,320,195	96,799,453	113,716,550	16,917,097	85.1	2,604,484	12.82
10/1/2016	429	390	20,477,381	102,687,396	121,367,749	18,680,353	84.6	2,655,071	12.97
10/1/2017	432	407	21,266,663	109,972,441	128,653,626	18,681,185	85.5	2,859,455	13.45
10/1/2018	432	428	21,643,273	117,493,490	135,361,449	17,867,959	86.8	2,714,686	12.54
10/1/2019	436	441	22,471,951	123,924,769	143,874,361	19,949,592	86.1	2,957,184	13.16
10/1/2020	439	450	24,032,597	131,357,973	151,447,427	20,089,454	86.7	3,304,857	13.75
10/1/2021	424	468	23,788,736	142,612,397	161,488,675	18,876,278	88.3	3,436,429	14.45
10/1/2022	421	481	24,206,191	146,711,872	169,092,313	22,380,441	86.8	3,801,064	15.70
10/1/2023	406	506	24,346,698	152,165,830	176,695,369	24,529,539	86.1	3,954,921	16.24

* Reflects change to the Aggregate Funding Method for Toho Water Authority.

RECENT HISTORY OF REQUIRED AND ACTUAL CONTRIBUTIONS				
Valuation	End of Year To Which Valuation Applies	Required Contributions		Actual Contributions
		Amount	% of Payroll	
10/1/1998	9/30/2000	\$ 858,222	8.18 %	\$ 858,222
10/1/1999	9/30/2001	889,207	7.61	889,207
10/1/2000	9/30/2002	955,501	7.74	955,501
10/1/2001	9/30/2003	1,331,307	9.92	1,331,307
10/1/2002	9/30/2004	1,828,013	12.20	1,828,013
10/1/2003	9/30/2005	2,296,721	13.77	2,296,721
10/1/2004	9/30/2006	2,265,855	13.07	2,265,855
10/1/2005	9/30/2007	2,504,100	13.41	2,504,100
10/1/2006	9/30/2008	2,714,367	13.59	2,714,367
10/1/2007	9/30/2009	2,549,411	11.80	2,549,411
10/1/2008	9/30/2010	3,047,457	13.14	3,047,457
10/1/2009	9/30/2011	3,286,608	14.15	3,286,608
10/1/2010	9/30/2012	3,272,178	14.69	3,272,178
10/1/2011	9/30/2013	3,168,514	15.10	3,168,514
10/1/2012	9/30/2014	3,126,851	15.28	3,126,851
10/1/2013	9/30/2015	3,703,412	18.11	3,703,412
10/1/2014	9/30/2016	3,579,564	17.74	3,579,564
10/1/2015	9/30/2017	3,851,221	18.46	3,851,221
10/1/2016	9/30/2018	4,119,246	19.59	4,119,246
10/1/2017	9/30/2019	4,338,077	19.86	4,338,077
10/1/2018	9/30/2020	4,351,647	19.55	4,351,647
10/1/2019	9/30/2021	4,825,366	20.86	4,825,366
10/1/2020	9/30/2022	5,315,354	21.51	5,315,354
10/1/2021	9/30/2023	5,426,562	22.17	5,426,562
10/1/2022	9/30/2024	6,031,353	24.19	6,031,353
10/1/2023	9/30/2025	6,388,823	25.46	---

Recent History of Required and Actual Contributions



ACTUARIAL ASSUMPTIONS AND COST METHOD

Valuation Methods

Actuarial Cost Method

City of Kissimmee Employees:

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.

Toho Employees:

Normal cost and the allocation of benefit values between service rendered before and after the valuation date were determined using the **Aggregate Method**. The excess of the Actuarial Present Value of Projected Benefits of the group included in the valuation, over the sum of the Actuarial Value of Assets and the Actuarial Present Value of Future Member Contributions (if any) is allocated as a level percentage of earnings of the group between the valuation date and the assumed retirement age. This allocation is performed for the group as a whole, not as a sum of individual allocations. The portion of this Actuarial Present Value allocated to a specific year is called the Employer Normal Cost.

Under this method, actuarial gains and losses, plan amendments, and changes in actuarial assumptions and methods reduce or increase future Normal Costs.

Financing of Unfunded Actuarial Accrued Liabilities

City of Kissimmee Employees:

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

Toho Employees:

Not applicable. All funding under the Aggregate Funding Method is included in the Normal Cost.

Actuarial Value of Assets - The Actuarial Value of Assets phase in the difference between the expected actuarial value and actual market value of assets at the rate of 20% per year. The Actuarial Value of Assets will be further adjusted to the extent necessary to fall within the corridor whose lower limit is 80% of the Market Value of plan assets and whose upper limit is 120% of the



Market Value of plan assets. During periods when investment performance exceeds the assumed rate, Actuarial Value of Assets will tend to be less than Market Value. During periods when investment performance is less than assumed rate, Actuarial Value of Assets will tend to be greater than Market Value.

Valuation Assumptions

The actuarial assumptions used in the valuation are shown in this Section. Both the economic and decrement assumptions were established following the Experience Investigation for the Seven Years Ended September 30, 2019, dated November 17, 2020. The mortality assumption is mandated by Chapter 112.63, Florida Statutes. The investment return rate assumption was changed effective October 1, 2021.

Economic Assumptions

The investment return rate assumed in the valuation is 6.8% per year compounded annually (net after investment expenses).

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 6.8% investment return rate translates to an assumed real rate of return over inflation of 4.55%.

The rates 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.

City Employees	
Years of Service	Rates of Salary Increase
Under 3	6.50%
3 - 4	5.80%
5 - 15	5.60%
16 - 22	4.60%
23 - 29	4.10%
30 & Over	3.40%

Toho Employees	
Years of Service	Rates of Salary Increase
Under 9	5.75%
9 - 13	5.10%
14 - 18	4.80%
19 - 23	4.10%
24 - 29	3.95%
30 & Over	3.70%

The payroll growth assumption for projecting covered payroll to the next fiscal year to the next fiscal year (not for amortizing the unfunded liability) is 3.75% per year for City employees and 0% per year for Toho employees.

Demographic Assumptions

The mortality table is the PUB-2010 Headcount Weighted General Below Median Employee Male Table (pre-retirement), the PUB-2010 Headcount Weighted General Below Median Employee Female Table (pre-retirement), the PUB-2010 Headcount Weighted General Below Median Healthy Retiree Male Table (post-retirement) and the PUB-2010 Headcount Weighted General Below Median Retiree Female Table (post-retirement). These tables use ages set back one year for males and future improvements in mortality projected to all future years after 2010 using scale MP-2018. These are the same rates used for Regular Class members of the Florida Retirement System (FRS) in their actuarial valuation as of July 1, 2022, as required under Florida Statutes, Chapter 112.63.

FRS Healthy Post-Retirement Mortality for Regular Class Members

Sample Attained Ages (in 2023)	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
50	0.19 %	0.57 %	33.34	37.13
55	0.95	0.57	28.97	32.68
60	1.12	0.59	24.86	28.13
65	1.28	0.68	20.78	23.53
70	1.78	1.08	16.75	19.05
75	2.83	1.85	13.03	14.86
80	4.74	3.34	9.74	11.09

For disabled retirees, the mortality table used was the PUB-2010 Headcount-Weighted General Disabled Retiree Tables with ages set forward 3 years for males and females.

FRS Healthy Disabled Mortality for Regular 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:

City Employees		
Years of Service	Age	Rates of Retirement
10 - 14	55	15.0%
	56 - 59	10.0%
	60	85.0%
	61 - 64	75.0%
	65 +	100.0%
15 - 29	55	15.0%
	56 - 59	10.0%
	60	80.0%
	61 - 64	75.0%
	65 +	100.0%
30 +	55 - 56	20.0%
	57 - 59	25.0%
	60 +	100.0%

Toho Employees		
Years of Service	Age	Rates of Retirement
10 - 14	55 - 59	5.0%
	60 - 64	50.0%
	65	70.0%
	66 +	100.0%
15 - 29	55	15.0%
	56 - 59	5.0%
	60	75.0%
	61 - 64	50.0%
	65 +	100.0%
30 +	55 - 59	15.0%
	60 +	100.0%

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

City Employees		
Years of Service	Age	Rates of Separation
0 - 2	All	17.0%
3 - 4		13.0%
5 - 7		7.0%
8 - 9		5.0%
10 and over	Under 40	7.0%
	40 - 41	4.2%
	42 - 43	3.9%
	44 - 45	3.6%
	46 - 53	3.2%
	54 & Over	0.0%

Toho Employees		
Years of Service	Sample Age	Rates of Separation
All	Under 24	12.0%
	24	11.6%
	25	11.2%
	30	9.2%
	35	6.2%
	40	4.0%
	45	2.6%
	50	2.0%
	55 & Over	1.5%

Rates of disability among active members (50% of disabilities are assumed to be service-connected).

City Employees	
Sample Age	Rate of Disability
25	0.020%
30	0.027%
35	0.033%
40	0.047%
45	0.067%
50	0.120%
55	0.240%
60	0.600%
65	1.480%

Toho Employees	
Sample Age	Rate of Disability
25	0.040%
30	0.053%
35	0.067%
40	0.093%
45	0.133%
50	0.240%
55	0.480%
60	1.200%
65	2.960%

Changes since previous valuation: None.

Miscellaneous and Technical Assumptions

<i>Administrative & Investment Expenses</i>	The investment return assumption is intended to be the return net of investment expenses. Annual administrative expenses are assumed to be equal to the average of the prior two years' expenses. 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>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>	The full Employer contribution is assumed to be made at the end of December. 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.
<i>Liability Load</i>	To allow for the inclusion of the lump sum payment of unused vacation pay in average final compensation, projected benefits for active members hired before July 1, 2011 are increased by the calculated percentage based on each member's accrued unused leave hours as of July 1, 2011 divided by 10,400 hours (equal to 2,080 hours for each year in 5-year averaging period).
<i>Marriage Assumption</i>	100% of males and 100% of females are assumed to be married for purposes of death-in-service benefits. Male spouses are assumed to be three years older than female spouses for active member valuation purposes.
<i>Normal Form of Benefit</i>	A life annuity is the normal form of benefit.
<i>Pay Increase Timing</i>	Beginning of fiscal year. This is equivalent to assuming that reported pays represent amounts paid to members during the year ended on the valuation date.
<i>Service Credit Accruals</i>	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 the Funded Ratio and the Actuarially Determined Employer Contribution (ADEC).
<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 Employer contribution (ADEC).

Actuarially Determined Employer Contribution (ADEC)

The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation. The ADEC consists of the Employer Normal Cost and Amortization Payment.

Amortization Method

A method for determining the Amortization Payment. The most common methods used are level dollar and level percentage of payroll. Under the Level Dollar method, the Amortization Payment is one of a stream of payments, all equal, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the Amortization Payment is one of a stream of increasing payments, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the stream of payments increases at the rate at which total covered payroll of all active members is assumed to increase.

Amortization Payment

That portion of the plan contribution or ADEC which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.

Amortization Period

The period used in calculating the Amortization Payment.

Closed Amortization Period

A specific number of years that is reduced by one each year, and declines to zero with the passage of time. For example if the amortization period is initially set at 30 years, it is 29 years at the end of one year, 28 years at the end of two years, etc.

Employer Normal Cost

The portion of the Normal Cost to be paid by the employer. This is equal to the Normal Cost less expected member contributions.

Equivalent Single Amortization Period

For plans that do not establish separate amortization bases (separate components of the UAAL), this is the same as the Amortization Period. For plans that do establish separate amortization bases, this is the period over which the UAAL would be amortized if all amortization bases were combined upon the current UAAL payment.

Experience Gain/Loss

A measure of the difference between actual experience and that expected based upon a set of Actuarial Assumptions, during the period between two actuarial valuations. To the extent that actual experience differs from that assumed, Unfunded Actuarial Accrued Liabilities emerge which may be larger or smaller than projected. Gains are due to favorable experience, e.g., the assets earn more than projected, salaries do not increase as fast as assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as projected by the actuarial assumptions. On the other hand, losses are the result of unfavorable experience, i.e., actual results that produce Unfunded Actuarial Accrued Liabilities which are larger than projected.

<i>Funded Ratio</i>	The ratio of the Actuarial Value of Assets to the Actuarial Accrued Liability.
<i>GASB</i>	Governmental Accounting Standards Board.
<i>GASB No. 67 and GASB No. 68</i>	These are the governmental accounting standards that set the accounting rules for public retirement systems and the employers that sponsor or contribute to them. Statement No. 68 sets the accounting rules for the employers that sponsor or contribute to public retirement systems, while Statement No. 67 sets the rules for the systems themselves.
<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	September 30	
	2023	2022
A. Cash and Cash Equivalents (Operating Cash)	\$ -	\$ -
B. Receivables		
1. Member Contributions	\$ -	\$ -
2. Employer Contributions	6,031,353	5,426,562
3. Investment Income and Other Receivables	213,709	127,211
4. Total Receivables	<u>\$ 6,245,062</u>	<u>\$ 5,553,773</u>
C. Investments		
1. Short Term Investments	\$ 1,463,673	\$ 1,860,938
2. Domestic Equities	66,943,528	56,102,205
3. International Equities	22,444,753	19,186,395
4. Domestic Fixed Income	26,610,005	31,760,262
5. International Fixed Income	2,834,808	3,577,778
6. Real Estate	19,350,017	16,915,535
7. Debt Investments	421,162	824,075
8. Total Investments	<u>\$ 140,067,946</u>	<u>\$ 130,227,188</u>
D. Liabilities		
1. Benefits Payable	\$ -	\$ -
2. Accrued Expenses and Other Payables	-	-
3. Prepaid Employer Contribution	-	(8,938)
4. Total Liabilities	<u>\$ -</u>	<u>\$ (8,938)</u>
E. Total Market Value of Assets Available for Benefits	\$ 146,313,008	\$ 135,772,023
F. DROP Accounts	\$ (3,098,600)	\$ (2,821,224)
G. Market Value Net of Reserves	\$ 143,214,408	\$ 132,950,799
H. Allocation of Investments		
1. Short Term Investments	1.0%	1.4%
2. Domestic Equities	47.8%	43.1%
3. International Equities	16.0%	14.7%
4. Domestic Fixed Income	19.0%	24.4%
5. International Fixed Income	2.0%	2.7%
6. Real Estate	13.8%	13.0%
7. Debt Investments	0.4%	0.7%
8. Total Investments	<u>100.0%</u>	<u>100.0%</u>



RECONCILIATION OF PLAN ASSETS

Item	September 30	
	2023	2022
A. Market Value of Assets at Beginning of Year		
1. Beginning of Year Market Value	\$ 135,772,023	\$ 159,446,639
2. Adjustment to Match City Financial Statements	-	-
3. Adjusted Beginning of Year Market Value	\$ 135,772,023	\$ 159,446,639
B. Revenues and Expenditures		
1. Contributions		
a. Employee Contributions	\$ 928,633	\$ 945,686
b. Employer Contributions	6,031,353	5,426,562
c. Purchased Service Credit	-	-
d. Total	\$ 6,959,986	\$ 6,372,248
2. Investment Income		
a. Interest, Dividends, and Other Income	\$ 3,698,887	\$ 5,003,835
b. Net Realized Gains/(Losses)	(1,084,383)	1,410,451
c. Net Unrealized Gains/(Losses)	10,251,475	(27,748,090)
d. Investment Expenses	(485,783)	(836,736)
e. Net Investment Income	\$ 12,380,196	\$ (22,170,540)
3. Benefits and Refunds		
a. Regular Monthly Benefits	\$ (7,466,078)	\$ (6,810,730)
b. Refunds	(79,446)	(174,988)
c. Lump Sum Benefits Paid	-	-
d. DROP Distributions	(1,185,335)	(812,976)
e. Total	\$ (8,730,859)	\$ (7,798,694)
4. Administrative and Miscellaneous Expenses	\$ (68,338)	\$ (77,630)
C. Market Value of Assets at End of Year	\$ 146,313,008	\$ 135,772,023
D. DROP Accounts	\$ (3,098,600)	\$ (2,821,224)
E. Market Value Net of Reserves	\$ 143,214,408	\$ 132,950,799

RECONCILIATION OF PLAN ASSETS BY GROUP

Item	September 30, 2023		
	City Employees	Toho Employees	Total
A. Market Value of Assets at Beginning of Year			
1. Beginning of Year Market Value	\$ 85,980,174	\$ 49,791,849	\$ 135,772,023
2. Adjustment to Match City Financial Statements	-	-	-
3. Adjusted Beginning of Year Market Value	\$ 85,980,174	\$ 49,791,849	\$ 135,772,023
B. Revenues and Expenditures			
1. Contributions			
a. Employee Contributions	\$ 740,799	\$ 187,834	\$ 928,633
b. Employer Contributions	4,313,634	1,717,719	6,031,353
c. Purchased Service Credit	-	-	-
d. Total	\$ 5,054,433	\$ 1,905,553	\$ 6,959,986
2. Investment Income			
a. Interest, Dividends, and Other Income	\$ 2,342,136	\$ 1,356,751	\$ 3,698,887
b. Net Realized Gains/(Losses)	(686,631)	(397,752)	(1,084,383)
c. Net Unrealized Gains/(Losses)	6,491,234	3,760,241	10,251,475
d. Investment Expenses	(307,598)	(178,185)	(485,783)
e. Net Investment Income	\$ 7,839,141	\$ 4,541,055	\$ 12,380,196
3. Benefits and Refunds			
a. Regular Monthly Benefits	\$ (4,918,640)	\$ (2,547,438)	\$ (7,466,078)
b. Refunds	(79,446)	-	(79,446)
c. Lump Sum Benefits Paid	-	-	-
d. DROP Distributions	(459,707)	(725,628)	(1,185,335)
e. Total	\$ (5,457,793)	\$ (3,273,066)	\$ (8,730,859)
4. Administrative and Miscellaneous Expenses	\$ (43,272)	\$ (25,066)	\$ (68,338)
C. Market Value of Assets at End of Year	\$ 93,372,683	\$ 52,940,325	\$ 146,313,008
<i>Percentage of Total Market Value</i>	<i>63.82%</i>	<i>36.18%</i>	<i>100.00%</i>
D. DROP Accounts	\$ (1,351,502)	\$ (1,747,098)	\$ (3,098,600)
E. Market Value Net of Reserves	\$ 92,021,181	\$ 51,193,227	\$ 143,214,408

- Note: 1. This allocation has been performed on an approximate basis in order to derive costs by group. These figures should not be considered to be an exact accounting by group.
2. The Actuarial Value of Assets is allocated in the same ratio as the ending balance shown above.



RECONCILIATION OF DROP ACCOUNTS
BOTH GROUPS COMBINED

Year Ended 9/30	Balance at Beginning of Year	Credits	Interest	Distributions	Balance at End of Year
2001	\$ -	\$ 52,553	\$ 1,378	\$ -	\$ 53,931
2002	53,931	96,655	5,474	(44,149)	111,911
2003	111,911	140,701	11,456	-	264,068
2004	264,068	192,696	23,520	-	480,284
2005	480,284	231,835	38,044	(38,676)	711,487
2006	711,487	205,377	39,184	(49,781)	906,267
2007	906,267	170,067	31,298	(590,566)	517,066
2008	517,066	128,636	7,718	(416,060)	237,360
2009	237,360	237,755	10,346	(114,797)	370,664
2010	370,664	345,556	32,744	(266,871)	482,093
2011	482,093	431,075	32,700	(211,807)	734,061
2012	734,061	562,192	57,314	(357,681)	995,886
2013	995,886	633,865	79,251	(344,053)	1,364,949
2014	1,364,949	730,377	108,560	(250,984)	1,952,902
2015	1,952,902	804,978	89,339	(1,195,413)	1,651,806
2016	1,651,806	944,112	88,725	(604,726)	2,079,917
2017	2,079,917	1,068,085	98,750	(962,154)	2,284,598
2018	2,284,598	1,030,268	94,697	(836,726)	2,572,837
2019	2,572,837	1,088,462	80,908	(1,277,711)	2,464,496
2020	2,464,496	1,061,330	84,307	(1,182,895)	2,427,238
2021	2,427,238	1,116,810	78,888	(1,288,288)	2,334,648
2022	2,334,648	1,209,145	90,407	(812,976)	2,821,224
2023	2,821,224	1,362,451	100,260	(1,185,335)	3,098,600

CITY EMPLOYEES

Year Ended 9/30	Balance at Beginning of Year	Credits	Interest	Distributions	Balance at End of Year
2013	\$ 554,455	\$ 376,606	\$ 47,764	\$ (166,488)	\$ 812,337
2014	812,337	448,229	63,508	(250,984)	1,073,090
2015	1,073,090	515,992	53,378	(602,349)	1,040,111
2016	1,040,111	661,784	63,636	(346,102)	1,419,429
2017	1,419,429	783,382	74,578	(516,605)	1,760,784
2018	1,760,784	755,736	75,255	(639,267)	1,952,508
2019	1,952,508	640,240	56,285	(1,036,496)	1,612,537
2020	1,612,537	607,112	50,344	(785,129)	1,484,864
2021	1,484,864	578,259	43,589	(1,070,742)	1,035,970
2022	1,035,970	490,774	40,654	(298,002)	1,269,396
2023	1,269,396	500,510	41,303	(459,707)	1,351,502

TOHO EMPLOYEES

Year Ended 9/30	Balance at Beginning of Year	Credits	Interest	Distributions	Balance at End of Year
2013	\$ 441,431	\$ 257,259	\$ 31,487	\$ (177,565)	\$ 552,612
2014	552,612	282,148	45,052	-	879,812
2015	879,812	288,986	35,961	(593,064)	611,695
2016	611,695	282,328	25,089	(258,624)	660,488
2017	660,488	284,703	24,172	(445,549)	523,814
2018	523,814	274,532	19,442	(197,459)	620,329
2019	620,329	448,222	24,623	(241,215)	851,959
2020	851,959	454,218	33,963	(397,766)	942,374
2021	942,374	538,551	35,299	(217,546)	1,298,678
2022	1,298,678	718,371	49,753	(514,974)	1,551,828
2023	1,551,828	861,941	58,957	(725,628)	1,747,098



CALCULATION OF ACTUARIAL VALUE OF ASSETS

Item	September 30	
	2023	2022
A. Beginning of Year Assets*		
1. Market Value	\$ 135,772,023	\$ 159,446,639
2. Actuarial Value	149,533,096	144,947,045
B. End of Year Market Value of Assets*	146,313,008	135,772,023
C. Net of Contributions		
Less Disbursements	(1,839,211)	(1,504,076)
D. Actual Net Investment		
Earnings	12,380,196	(22,170,540)
E. Expected Investment		
Earnings ⁽¹⁾	9,808,400	9,530,395
F. Expected Actuarial Value		
End of Year: A2 + C + E	157,502,285	152,973,364
G. End of Year Market Value Less		
Expected Actuarial Value: B - F	(11,189,277)	(17,201,341)
H. 20% of Difference	(2,237,855)	(3,440,268)
I. End of Year Assets		
1. Actuarial Value:		
F + H	155,264,430	149,533,096
2. Final Actuarial Value		
Within 80% to 120%		
of Market Value	155,264,430	149,533,096
J. DROP Balances	(3,098,600)	(2,821,224)
K. Final Actuarial Value of Assets	152,165,830	146,711,872
L. Recognized Investment		
Earnings	7,570,545	6,090,127
M. Recognized Rate of Return	5.25%	4.35%

* Before adjustment and offset of DROP Balances.

⁽¹⁾ Takes into account the full employer contribution made in December.

ACTUARIAL VALUE OF ASSETS BY GROUP

Item	September 30, 2023		
	City Employees	Toho Employees	Total
A. Actuarial Value of Assets*	\$ 99,089,759	\$ 56,174,671	\$ 155,264,430
<i>Percentage of Total Actuarial Value</i>	<i>63.82%</i>	<i>36.18%</i>	<i>100.00%</i>
B. DROP Accounts	\$ (1,351,502)	\$ (1,747,098)	\$ (3,098,600)
C. Final Actuarial Value of Assets	\$ 97,738,257	\$ 54,427,573	\$ 152,165,830

* Allocated on Market Value of Assets before reduction for DROP balances.

INVESTMENT RATE OF RETURN

Year Ending	Market Value Basis	Actuarial Value Basis
9/30/1996	12.5 %	12.5 %
9/30/1997	16.9	16.9
9/30/1998	16.7	16.7
9/30/1999	N/A*	N/A*
9/30/2000	6.4	7.7
9/30/2001	(6.8)	4.8
9/30/2002	(6.4)	(0.8)
9/30/2003	17.6	3.8
9/30/2004	9.9	4.4
9/30/2005	11.3	5.6
9/30/2006	8.2	8.0
9/30/2007	13.9	11.1
9/30/2008	(11.5)	4.1
9/30/2009	1.8	3.8
9/30/2010	9.6	4.8
9/30/2011	(1.3)	3.8
9/30/2012	20.0	6.6
9/30/2013	12.3	7.7
9/30/2014	9.6	7.7
9/30/2015	1.1	6.3
9/30/2016	9.0	6.9
9/30/2017	13.0	8.1
9/30/2018	7.1	7.8
9/30/2019	3.6	6.9
9/30/2020	8.8	7.2
9/30/2021	21.5	9.8
9/30/2022	(14.3)	4.4
9/30/2023	9.5	5.3
Average Returns:		
Last 5 Years	5.1 %	6.7 %
Last 10 Years	6.5 %	7.0 %
All Years	7.0 %	7.0 %

* We were not able to calculate the rates of return for this year.

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



SECTION D

FINANCIAL ACCOUNTING INFORMATION

FASB NO. 35 INFORMATION

A. Valuation Date	October 1, 2023	October 1, 2022
B. Actuarial Present Value of Accumulated Plan Benefits		
1. Vested Benefits		
a. Members Currently Receiving Payments	\$ 99,635,066	\$ 90,936,428
b. Terminated Vested Members	7,728,481	6,862,370
c. Other Members	<u>46,439,958</u>	<u>48,971,376</u>
d. Total	153,803,505	146,770,174
2. Non-Vested Benefits	3,658,517	3,428,182
3. Total Actuarial Present Value of Accumulated Plan Benefits: 1d + 2	157,462,022	150,198,356
4. Accumulated Contributions of Active Members	6,945,549	7,198,910
C. Changes in the Actuarial Present Value of Accumulated Plan Benefits		
1. Total Value at Beginning of Year	150,198,356	142,852,859
2. Increase (Decrease) During the Period Attributable to:		
a. Plan Amendment	0	462,175
b. Change in Actuarial Assumptions	0	0
c. Latest Member Data, Benefits Accumulated and Decrease in the Discount Period	16,171,641	15,078,185
d. Benefits Paid (Net Basis)	<u>(8,907,975)</u>	<u>(8,194,863)</u>
e. Net Increase	7,263,666	7,345,497
3. Total Value at End of Period	157,462,022	150,198,356
D. Market Value of Assets	143,214,408	132,950,799
E. Actuarial Assumptions - See page entitled Actuarial Assumptions and Methods		

SCHEDULE OF CHANGES IN THE EMPLOYER'S NET PENSION LIABILITY AND RELATED RATIOS

GASB Statement No. 67

BOTH GROUPS COMBINED

Fiscal year ending September 30,	2024*	2023	2022	2021	2020	2019	2018	2017	2016	2015
Total Pension Liability										
Service Cost	\$ 3,657,302	\$ 3,596,180	\$ 3,396,967	\$ 3,022,758	\$ 2,764,668	\$ 2,650,602	\$ 2,535,486	\$ 2,440,225	\$ 2,436,662	\$ 2,362,103
Interest	12,037,770	11,554,818	11,190,804	11,085,997	10,587,774	10,107,783	9,687,004	9,093,442	8,589,099	8,226,687
Benefit Changes	-	420,243	-	-	-	1,064,581	-	-	-	-
Difference between actual & expected experience	1,460,734	892,818	(89,805)	(154,185)	938,020	(459,869)	(54,278)	595,384	919,577	(951,982)
Assumption Changes	-	-	3,622,756	1,413,654	1,632,139	-	1,492,066	1,397,237	-	-
Benefit Payments	(10,043,931)	(8,651,413)	(7,623,706)	(7,508,054)	(7,027,840)	(6,728,393)	(5,738,249)	(5,500,585)	(4,765,856)	(4,825,584)
Refunds	(71,100)	(79,446)	(174,988)	(166,789)	(88,817)	(136,533)	(84,416)	(91,517)	(90,700)	(76,271)
Net Change in Total Pension Liability	7,040,775	7,733,200	10,322,028	7,693,381	8,805,944	6,498,171	7,837,613	7,934,186	7,088,782	4,734,953
Total Pension Liability - Beginning	178,426,241	170,693,041	160,371,013	152,677,632	143,871,688	137,373,517	129,535,904	121,601,718	114,512,936	109,777,983
Total Pension Liability - Ending (a)	\$ 185,467,016	\$ 178,426,241	\$ 170,693,041	\$ 160,371,013	\$ 152,677,632	\$ 143,871,688	\$ 137,373,517	\$ 129,535,904	\$ 121,601,718	\$ 114,512,936
Plan Fiduciary Net Position										
Contributions - Employer	\$ 6,031,353	\$ 5,417,624	\$ 5,315,354	\$ 4,825,366	\$ 4,360,585	\$ 4,338,077	\$ 4,119,246	\$ 3,851,221	\$ 3,579,564	\$ 3,587,473
Contributions - Member	934,794	928,633	945,686	942,192	939,333	874,635	880,424	848,776	855,750	841,210
Net Investment Income	9,532,142	12,380,196	(22,170,540)	27,622,531	10,508,510	4,225,102	7,865,867	12,905,697	8,256,527	1,129,441
Benefit Payments	(10,043,931)	(8,651,413)	(7,623,706)	(7,508,054)	(7,027,840)	(6,728,393)	(5,738,249)	(5,500,585)	(4,765,856)	(4,825,584)
Refunds	(71,100)	(79,446)	(174,988)	(166,789)	(88,817)	(136,533)	(84,416)	(91,517)	(90,700)	(76,271)
Administrative Expense	(72,984)	(68,338)	(77,630)	(87,581)	(57,469)	(78,680)	(46,721)	(54,153)	(76,290)	(76,529)
Other	-	-	-	-	-	-	-	-	-	-
Net Change in Plan Fiduciary Net Position	6,310,274	9,927,256	(23,785,824)	25,627,665	8,634,302	2,494,208	6,996,151	11,959,439	7,758,995	579,740
Plan Fiduciary Net Position - Beginning	140,281,655	130,354,399	154,140,223	128,512,558	119,878,256	117,384,048	110,387,897	98,428,458	90,669,463	90,089,723
Plan Fiduciary Net Position - Ending (b)	\$ 146,591,929	\$ 140,281,655	\$ 130,354,399	\$ 154,140,223	\$ 128,512,558	\$ 119,878,256	\$ 117,384,048	\$ 110,387,897	\$ 98,428,458	\$ 90,669,463
Net Pension Liability - Ending (a) - (b)	38,875,087	38,144,586	40,338,642	6,230,790	24,165,074	23,993,432	19,989,469	19,148,007	23,173,260	23,843,473
Plan Fiduciary Net Position as a Percentage										
of Total Pension Liability	79.04 %	78.62 %	76.37 %	96.11 %	84.17 %	83.32 %	85.45 %	85.22 %	80.94 %	79.18 %
Covered Payroll	\$ 24,346,698	\$ 24,069,587	\$ 23,734,022	\$ 23,739,007	\$ 23,521,147	\$ 22,188,272	\$ 21,265,911	\$ 20,671,253	\$ 20,342,498	\$ 19,872,181
Net Pension Liability as a Percentage										
of Covered Payroll	159.67 %	158.48 %	169.96 %	26.25 %	102.74 %	108.14 %	94.00 %	92.63 %	113.92 %	119.98 %

* These figures are estimates only. Actual figures will be provided after the end of the fiscal year.



SCHEDULE OF CHANGES IN THE EMPLOYER'S NET PENSION LIABILITY AND RELATED RATIOS

GASB Statement No. 67

CITY EMPLOYEES

Fiscal year ending September 30,	2024*	2023	2022	2021	2020	2019	2018	2017	2016	2015
Total Pension Liability										
Total Pension Liability - Beginning	\$ 129,234,126	\$ 122,369,841	\$ 110,030,552	\$ 102,706,243	\$ 89,790,320	\$ 86,366,730	\$ 78,835,551	\$ 71,976,057	\$ 66,783,944	\$ 64,022,520
Total Pension Liability - Ending (a)	\$ 132,646,010	\$ 129,234,126	\$ 122,369,841	\$ 110,030,552	\$ 102,706,243	\$ 89,790,320	\$ 86,366,730	\$ 78,835,551	\$ 71,976,057	\$ 66,783,944
Plan Fiduciary Net Position										
Plan Fiduciary Net Position - Beginning	\$ 101,606,003	\$ 93,451,069	\$ 105,755,607	\$ 86,450,398	\$ 74,816,020	\$ 73,799,351	\$ 67,182,074	\$ 58,259,804	\$ 52,878,430	\$ 52,540,327
Plan Fiduciary Net Position - Ending (b)	\$ 104,842,548	\$ 101,606,003	\$ 93,451,069	\$ 105,755,607	\$ 86,450,398	\$ 74,816,020	\$ 73,799,351	\$ 67,182,074	\$ 58,259,804	\$ 52,878,430
Net Pension Liability - Ending (a) - (b)	\$ 27,803,462	\$ 27,628,123	\$ 28,918,772	\$ 4,274,945	\$ 16,255,845	\$ 14,974,300	\$ 12,567,379	\$ 11,653,477	\$ 13,716,253	\$ 13,905,514
Plan Fiduciary Net Position as a Percentage of Total Pension Liability	79.04 %	78.62 %	76.37 %	96.11 %	84.17 %	83.32 %	85.45 %	85.22 %	80.94 %	79.18 %
Covered Payroll	\$ 19,944,712	\$ 19,497,130	\$ 18,402,449	\$ 18,001,929	\$ 17,505,977	\$ 16,032,472	\$ 14,740,252	\$ 13,946,929	\$ 13,653,004	\$ 12,852,164
Net Pension Liability as a Percentage of Covered Payroll	139.40 %	141.70 %	157.15 %	23.75 %	92.86 %	93.40 %	85.26 %	83.56 %	100.46 %	108.20 %
Allocation Determination:										
Actuarial Determined Employer Contribution (City)	\$ 4,313,634	\$ 3,930,258	\$ 3,810,806	\$ 3,310,592	\$ 2,927,178	\$ 2,707,415	\$ 2,589,910	\$ 2,343,937	\$ 2,118,586	\$ 2,159,834
Total Actuarially Determined Employer Contribution	\$ 6,031,353	\$ 5,426,562	\$ 5,315,354	\$ 4,825,366	\$ 4,351,647	\$ 4,338,077	\$ 4,119,246	\$ 3,851,221	\$ 3,579,564	\$ 3,703,412
Allocation Percentage - City Employees	71.52 %	72.43 %	71.69 %	68.61 %	67.27 %	62.41 %	62.87 %	60.86 %	59.19 %	58.32 %

Note: The Total Pension Liability, the Plan Fiduciary Net Position, and the Net Pension Liability are allocated by group based on the actuarially determined employer contributions for each group.

*** These figures are estimates only and assume that allocations continue to be performed on a cost-sharing multiple-employer plan basis. Actual figures will be provided after the end of the fiscal year.**



SCHEDULE OF CHANGES IN THE EMPLOYER'S NET PENSION LIABILITY AND RELATED RATIOS

GASB Statement No. 67

TOHO EMPLOYEES

Fiscal year ending September 30,	2024*	2023	2022	2021	2020	2019	2018	2017	2016	2015
Total Pension Liability										
Total Pension Liability - Beginning	\$ 49,192,115	\$ 48,323,200	\$ 50,340,461	\$ 49,971,389	\$ 54,081,368	\$ 51,006,787	\$ 50,700,353	\$ 49,625,661	\$ 47,728,992	\$ 45,755,463
Total Pension Liability - Ending (a)	\$ 52,821,006	\$ 49,192,115	\$ 48,323,200	\$ 50,340,461	\$ 49,971,389	\$ 54,081,368	\$ 51,006,787	\$ 50,700,353	\$ 49,625,661	\$ 47,728,992
Plan Fiduciary Net Position										
Plan Fiduciary Net Position - Beginning	\$ 38,675,652	\$ 36,903,330	\$ 48,384,616	\$ 42,062,160	\$ 45,062,236	\$ 43,584,697	\$ 43,205,823	\$ 40,168,654	\$ 37,791,033	\$ 37,549,396
Plan Fiduciary Net Position - Ending (b)	\$ 41,749,381	\$ 38,675,652	\$ 36,903,330	\$ 48,384,616	\$ 42,062,160	\$ 45,062,236	\$ 43,584,697	\$ 43,205,823	\$ 40,168,654	\$ 37,791,033
Net Pension Liability - Ending (a) - (b)	\$ 11,071,625	\$ 10,516,463	\$ 11,419,870	\$ 1,955,845	\$ 7,909,229	\$ 9,019,132	\$ 7,422,090	\$ 7,494,530	\$ 9,457,007	\$ 9,937,959
Plan Fiduciary Net Position as a Percentage of Total Pension Liability	79.04 %	78.62 %	76.37 %	96.11 %	84.17 %	83.32 %	85.45 %	85.22 %	80.94 %	79.18 %
Covered Payroll	\$ 4,401,986	\$ 4,572,457	\$ 5,331,573	\$ 5,737,078	\$ 6,015,170	\$ 6,155,800	\$ 6,525,659	\$ 6,724,324	\$ 6,689,494	\$ 7,020,017
Net Pension Liability as a Percentage of Covered Payroll	251.51 %	230.00 %	214.19 %	34.09 %	131.49 %	146.51 %	113.74 %	111.45 %	141.37 %	141.57 %
<u>Allocation Determination:</u>										
Actuarial Determined Employer Contribution (Toho)	\$ 1,717,719	\$ 1,496,304	\$ 1,504,548	\$ 1,514,774	\$ 1,424,469	\$ 1,630,662	\$ 1,529,336	\$ 1,507,284	\$ 1,460,978	\$ 1,543,578
Total Actuarially Determined Employer Contribution	\$ 6,031,353	\$ 5,426,562	\$ 5,315,354	\$ 4,825,366	\$ 4,351,647	\$ 4,338,077	\$ 4,119,246	\$ 3,851,221	\$ 3,579,564	\$ 3,703,412
Allocation Percentage - Toho Employees	28.48 %	27.57 %	28.31 %	31.39 %	32.73 %	37.59 %	37.13 %	39.14 %	40.81 %	41.68 %

Note: The Total Pension Liability, the Plan Fiduciary Net Position, and the Net Pension Liability are allocated by group based on the actuarially determined employer contributions for each group.

*** These figures are estimates only and assume that allocations continue to be performed on a cost-sharing multiple-employer plan basis. Actual figures will be provided after the end of the fiscal year.**



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

BOTH GROUPS COMBINED

FY Ending September 30,	Total Pension Liability	Plan Net Position	Net Pension Liability	Plan Net Position as a % of Total Pension Liability	Covered Payroll	Net Pension Liability as a % of Covered Payroll
2015	\$ 114,512,936	\$ 90,669,463	\$ 23,843,473	79.18%	\$ 19,872,181	119.98%
2016	121,601,718	98,428,458	23,173,260	80.94%	20,342,498	113.92%
2017	129,535,904	110,387,897	19,148,007	85.22%	20,671,253	92.63%
2018	137,373,517	117,384,048	19,989,469	85.45%	21,265,911	94.00%
2019	143,871,688	119,878,256	23,993,432	83.32%	22,188,272	108.14%
2020	152,677,632	128,512,558	24,165,074	84.17%	23,521,147	102.74%
2021	160,371,013	154,140,223	6,230,790	96.11%	23,739,007	26.25%
2022	170,693,041	130,354,399	40,338,642	76.37%	23,734,022	169.96%
2023	178,426,241	140,281,655	38,144,586	78.62%	24,069,587	158.48%
2024*	185,467,016	146,591,929	38,875,087	79.04%	24,346,698	159.67%

* These figures are estimates only. Actual figures will be provided after the end of the fiscal year.

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

CITY EMPLOYEES

FY Ending September 30,	Total Pension Liability	Plan Net Position	Net Pension Liability	Plan Net Position as a % of Total Pension Liability	Covered Payroll	Net Pension Liability as a % of Covered Payroll
2015	\$ 66,783,944	\$ 52,878,430	\$ 13,905,514	79.18%	\$ 12,852,164	108.20%
2016	71,976,057	58,259,804	13,716,253	80.94%	13,653,004	100.46%
2017	78,835,551	67,182,074	11,653,477	85.22%	13,946,929	83.56%
2018	86,366,730	73,799,351	12,567,379	85.45%	14,740,252	85.26%
2019	89,790,320	74,816,020	14,974,300	83.32%	16,032,472	93.40%
2020	102,706,243	86,450,398	16,255,845	84.17%	17,505,977	92.86%
2021	110,030,552	105,755,607	4,274,945	96.11%	18,001,929	23.75%
2022	122,369,841	93,451,069	28,918,772	76.37%	18,402,449	157.15%
2023	129,234,126	101,606,003	27,628,123	78.62%	19,497,130	141.70%
2024*	132,646,010	104,842,548	27,803,462	79.04%	19,944,712	139.40%

Note: The Total Pension Liability, the Plan Fiduciary Net Position, and the Net Pension Liability are allocated by group based on the actuarially determined employer contributions for each group.

*** These figures are estimates only and assume that allocations continue to be performed on a cost-sharing multiple-employer plan basis. Actual figures will be provided after the end of the fiscal year.**

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

TOHO EMPLOYEES

FY Ending September 30,	Total Pension Liability	Plan Net Position	Net Pension Liability	Plan Net Position as a % of Total Pension Liability	Covered Payroll	Net Pension Liability as a % of Covered Payroll
2015	\$ 47,728,992	\$ 37,791,033	\$ 9,937,959	79.18%	\$ 7,020,017	141.57%
2016	49,625,661	40,168,654	9,457,007	80.94%	6,689,494	141.37%
2017	50,700,353	43,205,823	7,494,530	85.22%	6,724,324	111.45%
2018	51,006,787	43,584,697	7,422,090	85.45%	6,525,659	113.74%
2019	54,081,368	45,062,236	9,019,132	83.32%	6,155,800	146.51%
2020	49,971,389	42,062,160	7,909,229	84.17%	6,015,170	131.49%
2021	50,340,461	48,384,616	1,955,845	96.11%	5,737,078	34.09%
2022	48,323,200	36,903,330	11,419,870	76.37%	5,331,573	214.19%
2023	49,192,115	38,675,652	10,516,463	78.62%	4,572,457	230.00%
2024*	52,821,006	41,749,381	11,071,625	79.04%	4,401,986	251.51%

Note: The Total Pension Liability, the Plan Fiduciary Net Position, and the Net Pension Liability are allocated by group based on the actuarially determined employer contributions for each group.

*** These figures are estimates only and assume that allocations continue to be performed on a cost-sharing multiple-employer plan basis. Actual figures will be provided after the end of the fiscal year.**

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

BOTH GROUPS COMBINED

Valuation Date: October 1, 2023
Measurement Date: (Will be) September 30, 2024

Methods and Assumptions Used to Determine Net Pension Liability:

Actuarial Cost Method	Entry Age Normal
Roll Forward Procedures	The Total Pension Liability was developed by using standard actuarial techniques to roll forward amounts from the October 1, 2023 actuarial valuation one year to the measurement date.
Inflation	2.25%
Salary Increases	3.40% to 6.50% depending on service, including inflation
Investment Rate of Return	6.80%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition.
Mortality	PUB-2010 Headcount Weighted General Below Median Employee Male Table (pre-retirement), the PUB-2010 Headcount Weighted General Below Median Employee Female Table (pre-retirement), the PUB-2010 Headcount Weighted General Below Median Healthy Retiree Male Table (post-retirement) and the PUB-2010 Headcount Weighted General Below Median Retiree Female Table (post-retirement). These tables use ages set back one year for males and future improvements in mortality projected to all future years after 2010 using scale MP-2018. These are the same rates used for Regular Class members of the Florida Retirement System (FRS) in their actuarial valuation as of July 1, 2022.

Other Information:

Notes See Discussion of Valuation Results in Section A of this report.

SCHEDULE OF CONTRIBUTIONS GASB Statement No. 67

BOTH GROUPS COMBINED

FY Ending September 30,	Actuarially Determined Contribution	Actual Contribution	Contribution Deficiency (Excess)	Covered Payroll	Actual Contribution as a % of Covered Payroll
2015*	\$ 3,703,412	\$ 3,587,473	\$ 115,939	\$ 19,872,181	18.05%
2016	3,579,564	3,579,564	-	20,342,498	17.60%
2017	3,851,221	3,851,221	-	20,671,253	18.63%
2018	4,119,246	4,119,246	-	21,265,911	19.37%
2019	4,338,077	4,338,077	-	22,188,272	19.55%
2020	4,351,647	4,360,585	(8,938)	23,521,147	18.54%
2021	4,825,366	4,825,366	-	23,739,007	20.33%
2022	5,315,354	5,315,354	-	23,734,022	22.40%
2023**	5,426,562	5,417,624	8,938	24,069,587	22.51%
2024***	6,031,353	6,031,353	-	24,346,698	24.77%

* The prepaid contributions from the fiscal years ended September 30, 2013 and September 30, 2014 (which totaled \$115,939) were applied to meet the remainder of the actuarially determined contribution for the fiscal year ended September 30, 2015.

** The prepaid contributions from the fiscal year ended September 30, 2020 (which totaled \$8,938) were applied to meet the remainder of the actuarially determined contribution for the fiscal year ended September 30, 2023.

*** These figures are estimates only. Actual figures will be provided after the end of the fiscal year.

SCHEDULE OF CONTRIBUTIONS GASB Statement No. 67

CITY EMPLOYEES

FY Ending September 30,	Actuarially Determined Contribution	Actual Contribution	Contribution Deficiency (Excess)	Covered Payroll	Actual Contribution as a % of Covered Payroll
2015*	\$ 2,159,834	\$ 2,087,687	\$ 72,147	\$ 12,852,164	16.24%
2016	2,118,586	2,118,586	-	13,653,004	15.52%
2017	2,343,937	2,343,937	-	13,946,929	16.81%
2018	2,589,910	2,589,910	-	14,740,252	17.57%
2019	2,707,415	2,707,415	-	16,032,472	16.89%
2020	2,927,178	2,930,377	(3,199)	17,505,977	16.74%
2021	3,310,592	3,310,592	-	18,001,929	18.39%
2022	3,810,806	3,810,806	-	18,402,449	20.71%
2023**	3,930,258	3,927,059	3,199	19,497,130	20.14%
2024***	4,313,634	4,313,634	-	19,944,712	21.63%

* The prepaid contributions from the fiscal years ended September 30, 2013 and September 30, 2014 (which totaled \$72,147) were applied to meet the remainder of the actuarially determined contribution for the fiscal year ended September 30, 2015.

** The prepaid contributions from the fiscal year ended September 30, 2020 (which totaled \$3,199) were applied to meet the remainder of the actuarially determined contribution for the fiscal year ended September 30, 2023.

*** These figures are estimates only. Actual figures will be provided after the end of the fiscal year.

SCHEDULE OF CONTRIBUTIONS GASB Statement No. 67

TOHO EMPLOYEES

FY Ending September 30,	Actuarially Determined Contribution	Actual Contribution	Contribution Deficiency (Excess)	Covered Payroll	Actual Contribution as a % of Covered Payroll
2015*	\$ 1,543,578	\$ 1,499,786	\$ 43,792	\$ 7,020,017	21.36%
2016	1,460,978	1,460,978	-	6,689,494	21.84%
2017	1,507,284	1,507,284	-	6,724,324	22.42%
2018	1,529,336	1,529,336	-	6,525,659	23.44%
2019	1,630,662	1,630,662	-	6,155,800	26.49%
2020	1,424,469	1,430,208	(5,739)	6,015,170	23.78%
2021	1,514,774	1,514,774	-	5,737,078	26.40%
2022	1,504,548	1,504,548	-	5,331,573	28.22%
2023**	1,496,304	1,490,565	5,739	4,572,457	32.60%
2024***	1,717,719	1,717,719	-	4,401,986	39.02%

* The prepaid contributions from the fiscal years ended September 30, 2013 and September 30, 2014 were (which totaled \$43,792) applied to meet the remainder of the actuarially determined contribution for the fiscal year ended September 30, 2015.

** The prepaid contributions from the fiscal year ended September 30, 2020 (which totaled \$5,739) were applied to meet the remainder of the actuarially determined contribution for the fiscal year ended September 30, 2023.

*** These figures are estimates only. Actual figures will be provided after the end of the fiscal year.

NOTES TO SCHEDULE OF CONTRIBUTIONS

GASB Statement No. 67

BOTH GROUPS COMBINED

Valuation Date:	October 1, 2022
Notes	Actuarially determined contributions are calculated as of October 1, which is 15 months prior to the expected contribution date. Contributions are recognized in the fiscal year in which they are received.
Methods and Assumptions Used to Determine Contribution Rates:	
Actuarial Cost Method	City of Kissimmee Employees: Entry Age Normal Toho Employees: Aggregate
Amortization Method	City of Kissimmee Employees: Level Dollar, Closed Toho Employees: Not applicable
Remaining Amortization Period	City of Kissimmee Employees: 10 years (single equivalent period) Toho Employees: Not applicable
Asset Valuation Method	The asset valuation method recognizes 20% of the difference between the market value of assets and the expected actuarial asset value.
Inflation	2.25%
Salary Increases	3.40% to 6.50% depending on service, including inflation
Investment Rate of Return	6.80%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition.
Mortality	PUB-2010 Headcount Weighted General Below Median Employee Male Table (pre-retirement), the PUB-2010 Headcount Weighted General Below Median Employee Female Table (pre-retirement), the PUB-2010 Headcount Weighted General Below Median Healthy Retiree Male Table (post-retirement) and the PUB-2010 Headcount Weighted General Below Median Retiree Female Table (post-retirement). These tables use ages set back one year for males and future improvements in mortality projected to all future years after 2010 using scale MP-2018. These are the same rates used for Regular Class members of the Florida Retirement System (FRS) in their actuarial valuation as of July 1, 2021.
Other Information:	
Notes	See Discussion of Valuation Results from October 1, 2022 Actuarial Valuation Report.

NOTES TO SCHEDULE OF CONTRIBUTIONS

GASB Statement No. 67

CITY EMPLOYEES

Valuation Date: October 1, 2022
Notes Actuarially determined contributions are calculated as of October 1, which is 15 months prior to the expected contribution date. Contributions are recognized in the fiscal year in which they are received.

Methods and Assumptions Used to Determine Contribution Rates:

Actuarial Cost Method	Entry Age Normal
Amortization Method	Level Dollar, Closed
Remaining Amortization Period	10 years (single equivalent period)
Asset Valuation Method	The asset valuation method recognizes 20% of the difference between the market value of assets and the expected actuarial asset value.
Inflation	2.25%
Salary Increases	3.40% to 6.50% depending on service, including inflation
Investment Rate of Return	6.80%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition.
Mortality	PUB-2010 Headcount Weighted General Below Median Employee Male Table (pre-retirement), the PUB-2010 Headcount Weighted General Below Median Employee Female Table (pre-retirement), the PUB-2010 Headcount Weighted General Below Median Healthy Retiree Male Table (post-retirement) and the PUB-2010 Headcount Weighted General Below Median Retiree Female Table (post-retirement). These tables use ages set back one year for males and future improvements in mortality projected to all future years after 2010 using scale MP-2018. These are the same rates used for Regular Class members of the Florida Retirement System (FRS) in their actuarial valuation as of July 1, 2021.

Other Information:
Notes See Discussion of Valuation Results from October 1, 2022 Actuarial Valuation Report.



NOTES TO SCHEDULE OF CONTRIBUTIONS

GASB Statement No. 67

TOHO EMPLOYEES

Valuation Date:	October 1, 2022
Notes	Actuarially determined contributions are calculated as of October 1, which is 15 months prior to the expected contribution date. Contributions are recognized in the fiscal year in which they are received.
Methods and Assumptions Used to Determine Contribution Rates:	
Actuarial Cost Method	Aggregate
Amortization Method	Not applicable
Remaining Amortization Period	Not applicable
Asset Valuation Method	The asset valuation method recognizes 20% of the difference between the market value of assets and the expected actuarial asset value.
Inflation	2.25%
Salary Increases	3.70% to 5.75% depending on service, including inflation
Investment Rate of Return	6.80%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition.
Mortality	PUB-2010 Headcount Weighted General Below Median Employee Male Table (pre-retirement), the PUB-2010 Headcount Weighted General Below Median Employee Female Table (pre-retirement), the PUB-2010 Headcount Weighted General Below Median Healthy Retiree Male Table (post-retirement) and the PUB-2010 Headcount Weighted General Below Median Retiree Female Table (post-retirement). These tables use ages set back one year for males and future improvements in mortality projected to all future years after 2010 using scale MP-2018. These are the same rates used for Regular Class members of the Florida Retirement System (FRS) in their actuarial valuation as of July 1, 2021.
Other Information:	
Notes	See Discussion of Valuation Results from October 1, 2022 Actuarial Valuation Report.

SINGLE DISCOUNT RATE

GASB Statement No. 67

BOTH GROUPS COMBINED

A single discount rate of 6.80% was used to measure the total pension liability. This single discount rate was based on the expected rate of return on pension plan investments of 6.80%. The projection of cash flows used to determine this single discount rate assumed that plan member contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the difference between the total actuarially determined contribution rates and the member rate. Based on these assumptions, the pension plan’s fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments (6.80%) was applied to all periods of projected benefit payments to determine the total pension liability.

Regarding the sensitivity of the net pension liability to changes in the single discount rate, the following presents the plan’s net pension liability, calculated using a single discount rate of 6.80%, as well as what the plan’s net pension liability would be if it were calculated using a single discount rate that is 1-percentage-point lower or 1-percentage-point higher:

Sensitivity of the Net Pension Liability to the Single Discount Rate Assumption*
BOTH GROUPS COMBINED

	Current Single Discount Rate Assumption	
1% Decrease 5.80%	6.80%	1% Increase 7.80%
\$ 60,469,649	\$ 38,875,087	\$ 20,765,503

*** These figures are estimates projected to September 30, 2024. Actual figures will be provided after the end of the fiscal year.**

SINGLE DISCOUNT RATE

GASB Statement No. 67

CITY EMPLOYEES

A single discount rate of 6.80% was used to measure the total pension liability. This single discount rate was based on the expected rate of return on pension plan investments of 6.80%. The projection of cash flows used to determine this single discount rate assumed that plan member contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the difference between the total actuarially determined contribution rates and the member rate. Based on these assumptions, the pension plan’s fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments (6.80%) was applied to all periods of projected benefit payments to determine the total pension liability.

Regarding the sensitivity of the net pension liability to changes in the single discount rate, the following presents the plan’s net pension liability, calculated using a single discount rate of 6.80%, as well as what the plan’s net pension liability would be if it were calculated using a single discount rate that is 1-percentage-point lower or 1-percentage-point higher:

Sensitivity of the Net Pension Liability to the Single Discount Rate Assumption*
CITY EMPLOYEES

	Current Single Discount Rate Assumption	
1% Decrease 5.80%	6.80%	1% Increase 7.80%
\$ 43,247,893	\$ 27,803,462	\$ 14,851,488

*** These figures are estimates projected to September 30, 2024 and assume that allocations continue to be performed on a cost-sharing multiple-employer plan basis. Actual figures will be provided after the end of the fiscal year.**

SINGLE DISCOUNT RATE

GASB Statement No. 67

TOHO EMPLOYEES

A single discount rate of 6.80% was used to measure the total pension liability. This single discount rate was based on the expected rate of return on pension plan investments of 6.80%. The projection of cash flows used to determine this single discount rate assumed that plan member contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the difference between the total actuarially determined contribution rates and the member rate. Based on these assumptions, the pension plan’s fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments (6.80%) was applied to all periods of projected benefit payments to determine the total pension liability.

Regarding the sensitivity of the net pension liability to changes in the single discount rate, the following presents the plan’s net pension liability, calculated using a single discount rate of 6.80%, as well as what the plan’s net pension liability would be if it were calculated using a single discount rate that is 1-percentage-point lower or 1-percentage-point higher:

Sensitivity of the Net Pension Liability to the Single Discount Rate Assumption*
TOHO EMPLOYEES

	Current Single Discount Rate Assumption	
1% Decrease 5.80%	6.80%	1% Increase 7.80%
\$ 17,221,756	\$ 11,071,625	\$ 5,914,015

*** These figures are estimates projected to September 30, 2024 and assume that allocations continue to be performed on a cost-sharing multiple-employer plan basis. Actual figures will be provided after the end of the fiscal year.**

SECTION E

MISCELLANEOUS INFORMATION

RECONCILIATION OF MEMBERSHIP DATA		
	From 10/1/22 To 10/1/23	From 10/1/21 To 10/1/22
A. Active Members		
1. Number Included in Last Valuation	421	424
2. New Members Included in Current Valuation	43	53
3. Non-Vested Employment Terminations	(29)	(32)
4. Vested Employment Terminations	(13)	(15)
5. Service Retirements	(6)	(5)
6. Disability Retirements	0	0
7. Deaths	0	0
8. Rehired Members	0	2
9. DROP Retirement	(10)	(8)
10. Toho Transfers to 401(a) Plan	0	0
11. Other -- Data Corrections/Reinstatement	0	2
12. Number Included in This Valuation	<u>406</u>	<u>421</u>
B. Terminated Vested Members		
1. Number Included in Last Valuation	111	112
2. Additions from Active Members	13	15
3. Lump Sum Payments/Refunds	(3)	(6)
4. Payments Commenced	(12)	(10)
5. Deaths	(1)	0
6. Other -- Data Corrections	0	0
7. Number Included in This Valuation	<u>108</u>	<u>111</u>
C. DROP Participation		
1. Number Included in Last Valuation	34	33
2. Additions from Active Members	10	8
3. Payments Commenced	(11)	(7)
4. Deaths	0	0
5. Other	0	0
6. Number Included in This Valuation	<u>33</u>	<u>34</u>
D. Service Retirees, Disability Retirees and Beneficiaries		
1. Number Included in Last Valuation	336	323
2. Additions from Active Members	6	5
3. Additions from Terminated Vested Members	12	10
4. Additions from DROP	11	7
5. Deaths Resulting in No Further Payments	(1)	(9)
6. Deaths Resulting in New Survivor Benefits	1	0
7. End of Certain Period - No Further Payments	0	0
8. Lump Sum Payments	0	0
9. Other -- Survivors of retiree deaths	0	0
10. Number Included in This Valuation	<u>365</u>	<u>336</u>

ACTIVE PARTICIPANT SCATTER

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.	-	-	-	-	-	-	-	-	-	-	-	-	-
TOT PAY	-	-	-	-	-	-	-	-	-	-	-	-	-
AVG PAY	-	-	-	-	-	-	-	-	-	-	-	-	-
20-24 NO.	4	7	2	1	-	-	-	-	-	-	-	-	14
TOT PAY	132,632	285,627	107,332	47,513	-	-	-	-	-	-	-	-	573,104
AVG PAY	33,158	40,804	53,666	47,513	-	-	-	-	-	-	-	-	40,936
25-29 NO.	3	4	3	3	2	6	-	-	-	-	-	-	21
TOT PAY	104,254	175,033	116,906	124,252	74,658	244,315	-	-	-	-	-	-	839,418
AVG PAY	34,751	43,758	38,969	41,417	37,329	40,719	-	-	-	-	-	-	39,972
30-34 NO.	13	10	5	3	4	12	5	-	-	-	-	-	52
TOT PAY	502,872	398,798	406,871	140,166	144,896	546,280	281,601	-	-	-	-	-	2,421,484
AVG PAY	38,682	39,880	81,374	46,722	36,224	45,523	56,320	-	-	-	-	-	46,567
35-39 NO.	7	6	2	3	2	16	5	6	-	-	-	-	47
TOT PAY	297,421	334,547	103,853	133,334	92,706	739,277	309,189	446,305	-	-	-	-	2,456,632
AVG PAY	42,489	55,758	51,927	44,445	46,353	46,205	61,838	74,384	-	-	-	-	52,269
40-44 NO.	5	8	5	1	3	7	4	15	1	-	-	-	49
TOT PAY	305,848	361,085	291,513	55,318	112,528	283,661	189,430	923,700	62,214	-	-	-	2,585,297
AVG PAY	61,170	45,136	58,303	55,318	37,509	40,523	47,358	61,580	62,214	-	-	-	52,761
45-49 NO.	2	3	4	2	4	13	8	20	4	1	-	-	61
TOT PAY	61,521	110,348	184,820	217,381	240,468	732,671	504,660	1,453,396	391,345	81,243	-	-	3,977,853
AVG PAY	30,761	36,783	46,205	108,691	60,117	56,359	63,083	72,670	97,836	81,243	-	-	65,211
50-54 NO.	2	2	2	5	4	8	6	17	7	3	2	-	58
TOT PAY	146,674	67,560	99,687	301,911	166,762	558,611	351,239	1,066,518	565,118	264,149	131,444	-	3,719,673
AVG PAY	73,337	33,780	49,844	60,382	41,691	69,826	58,540	62,736	80,731	88,050	65,722	-	64,132
55-59 NO.	3	4	3	3	4	10	7	16	8	7	4	2	71
TOT PAY	128,687	156,348	156,716	125,045	203,550	455,881	310,305	1,155,064	565,594	620,751	381,897	191,423	4,451,261
AVG PAY	42,896	39,087	52,239	41,682	50,888	45,588	44,329	72,192	70,699	88,679	95,474	95,712	62,694
60-64 NO.	1	1	-	-	2	10	2	4	5	2	-	-	27
TOT PAY	33,827	32,006	-	-	80,202	729,678	128,663	281,102	330,025	154,148	-	-	1,769,651
AVG PAY	33,827	32,006	-	-	40,101	72,968	64,332	70,276	66,005	77,074	-	-	65,543
65+ NO.	-	-	-	1	-	2	-	2	1	-	-	-	6
TOT PAY	-	-	-	31,298	-	88,469	-	139,247	69,558	-	-	-	328,572
AVG PAY	-	-	-	31,298	-	44,235	-	69,624	69,558	-	-	-	54,762
TOT NO.	40	45	26	22	25	84	37	80	26	13	6	2	406
TOT AMT	1,713,736	1,921,352	1,467,698	1,176,218	1,115,770	4,378,843	2,075,087	5,465,332	1,983,854	1,120,291	513,341	191,423	23,122,945
AVG AMT	42,843	42,697	56,450	53,464	44,631	52,129	56,083	68,317	76,302	86,176	85,557	95,712	56,953



INACTIVE PARTICIPANT SCATTER

Age	<u>Terminated Vested</u>		<u>Disabled</u>		<u>Retired</u>		<u>Beneficiaries</u>		<u>Grand Total</u>	
	Total		Total		Total		Total		Total	
	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits
Under 20	0	0	0	0	0	0	0	0	0	0
20 - 24	0	0	0	0	0	0	0	0	0	0
25 - 29	0	0	0	0	0	0	1	28,204	1	28,204
30 - 34	3	6,877	0	0	0	0	1	4,607	4	11,484
35 - 39	6	44,715	0	0	0	0	1	7,054	7	51,769
40 - 44	24	350,399	0	0	0	0	1	16,918	25	367,317
45 - 49	15	265,070	0	0	0	0	1	15,673	16	280,743
50 - 54	30	549,966	1	18,602	0	0	2	13,976	33	582,544
55 - 59	16	77,266	1	19,681	34	904,535	2	23,453	53	1,024,935
60 - 64	11	47,344	2	52,933	98	3,008,542	8	103,460	119	3,212,279
65 - 69	2	5,159	1	27,917	84	2,284,463	10	169,618	97	2,487,157
70 - 74	1	1,980	1	20,472	67	1,300,882	3	28,794	72	1,352,128
75 - 79	0	0	0	0	38	596,077	5	70,280	43	666,357
80 - 84	0	0	0	0	12	231,690	3	28,491	15	260,181
85 - 89	0	0	0	0	11	223,022	1	10,969	12	233,991
90 - 94	0	0	0	0	6	49,148	3	31,157	9	80,305
95 - 99	0	0	0	0	0	0	0	0	0	0
100 & Over	0	0	0	0	0	0	0	0	0	0
Total	108	1,348,776	6	139,605	350	8,598,359	42	552,654	506	10,639,394
Average Age		50		63		69		67		64

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 Kissimmee, Florida, Title II, Chapter 2-6 and was most recently amended under Ordinance No. 3066 passed and adopted on its second reading on November 1, 2022. 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

Not provided

C. Plan Year

October 1 through September 30

D. Type of Plan

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

E. Eligibility Requirements

All regular full-time general employees become members as a condition of employment. Effective October 1, 2010, employees of the Toho Water Authority hired on or after that date are not eligible to join this Plan. Effective December 31, 2011, employees of the Toho Water Authority as of October 1, 2010 were eligible to elect to remain in this Plan or transfer to the 401(a) Plan.

F. Credited Service

Service is measured as the total number of years and fractional parts of years of continuous employment as a general employee. No service is credited for any periods of employment for which the member received a refund of employee contributions.

In the event that a member of this plan also has credited service in another pension plan maintained by the City, then such other credited service shall be used in determining vesting and eligibility for early or normal retirement. Such other credited service will not be considered in determining benefits under this system.

G. Compensation

Base compensation including vacation pay, longevity pay, lump sum salary adjustment bonuses and holiday pay, but excluding overtime pay, education reimbursement, and other bonuses, commissions, expense allowances and all other extraordinary compensation. Compensation excludes accrued unused annual leave payments attributable to service earned after July 1, 2011. The amount of accrued unused annual leave included in Compensation is based on the accrued unused leave time as of July 1, 2011 and the rate of pay at termination of employment.

H. Final Average Compensation (FAC)

The average of Compensation over the highest 5 years out of the last 10 years of Credited Service prior to termination or retirement; lump sum payment for unused vacation pay is included, but lump sum payment of unused sick leave is not.

I. Normal Retirement

Eligibility: A member may retire on the first day of the month coincident with or next following age 60 with 10 years of Credited Service.

Benefit: Tier 1 Members: 2.8% of FAC multiplied by years of Credited Service up to a maximum of 30 years.

Tier 2 Members: 3.0% of FAC multiplied by years of Credited Service up to a maximum of 30 years.

In addition, \$100 per month is payable until age 65 and \$25 per month thereafter.

Normal Form

of Benefit: Single life annuity; other options are also available.

COLA: None

J. Early Retirement

Eligibility: A member may elect to retire earlier than the Normal Retirement Eligibility upon attainment of age 55 with 10 years of Credited Service.

Benefit: The Normal Retirement Benefit is reduced by 0.17% for each month (2.0% annually) by which the Early Retirement date precedes age 60.

In addition, \$100 per month is payable until age 65 and \$25 per month thereafter.

Normal Form
of Benefit: Single life annuity; other options are also available.

COLA: None

K. Delayed Retirement

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

L. Service Connected Disability

Eligibility: Any member who has 2 or more years of Credited Service and becomes totally and permanently disabled and unable to engage in any reasonable occupation as a result of an act occurring in the performance of service for the City is immediately eligible for a disability benefit.

Benefit: Accrued Normal Retirement Benefit taking into account compensation earned and service credited until the date of disability with a minimum equal to 42% of FAC. There will be no actuarial reduction for the period of time that the date of disability precedes the Normal Retirement date. Disability benefits, when combined with Social Security, Worker's Compensation or any other local, state or federal government benefits, cannot exceed and will be limited to the FAC on the date of disability.

Normal Form
of Benefit: Single life annuity; other options are also available.

COLA: None

M. Non-Service Connected Disability

Eligibility: Any member who has 2 or more years of Credited Service and becomes totally and permanently disabled and unable to engage in any reasonable occupation is immediately eligible for a disability benefit.

Benefit: Accrued Normal Retirement Benefit taking into account compensation earned and service credited until the date of disability with a minimum equal to 25% of FAC. There will be no actuarial reduction for the period of time that the date of disability precedes the Normal Retirement date. Disability benefits, when combined with Social Security, Worker's Compensation or any other local, state or federal government benefits, cannot exceed and will be limited to the FAC on the date of disability.

Normal Form
of Benefit: Single life annuity; other options are also available.

COLA: None

N. Death in the Line of Duty

Eligibility: Members are eligible for survivor benefits after the completion of 5 years of Credited Service.

Benefit: The survivor benefit payable as a monthly annuity to the designated beneficiary is the greater of (a) or (b) below.

(a) is the single-sum value of the member's accrued pension,

(b) is the smaller of:

(i) 24 times Average Compensation

(ii) 100 times the anticipated monthly normal retirement benefit.

Normal Form

of Benefit: 10 Years Certain and Life thereafter; other options are also available.

COLA: None

The designated beneficiary of a plan member with less than 5 years of Credited Service will receive a refund of the member's accumulated contributions, including interest when applicable.

O. Other Pre-Retirement Death

Eligibility: Members are eligible for survivor benefits after the completion of 5 years of Credited Service.

Benefit: The survivor benefit payable as a monthly annuity to the designated beneficiary is the greater of (a) or (b) below.

(a) is the single-sum value of the member's accrued pension,

(b) is the smaller of:

(i) 24 times Average Compensation

(ii) 100 times the anticipated monthly normal retirement benefit.

Normal Form

of Benefit: 10 Years Certain and Life thereafter; other options are also available.

COLA: None



The designated beneficiary of a plan member with less than 5 years of Credited Service will receive a refund of the member's accumulated contributions, including interest when applicable.

P. Post Retirement Death

Benefit determined by the form of benefit elected upon retirement.

Q. Optional Forms

In lieu of electing the Normal Form of benefit, the optional forms of benefits available to all retirees are the 10 Year Certain and Life option or the 50%, 75%, 66 2/3% and 100% Joint and Survivor options. A Social Security option is available for those retiring prior to the time that Social Security benefits are payable.

R. Vested Termination

Eligibility: A member has earned a non-forfeitable right to Plan benefits after the completion of 5 years of Credited Service (See vesting table below).

Benefit: The benefit is the member's accrued Normal Retirement Benefit as of the date of termination. Benefit begins at the date that would have been the member's Normal Retirement date had the member's employment continued. Members with 10 or more years of Credited Service can elect to receive an Early Retirement benefit beginning at age 55 or later. If so elected, the benefit will be reduced for Early Retirement.

Normal Form of Benefit: Single life annuity; other options are also available.

COLA: None

Vesting is determined in accordance with the following table.

Service	Vested %
Less than 5 years	0 %
5	25
6	40
7	55
8	70
9	85
10	100

Members terminating employment with less than 5 years of credited service will receive a refund of their own accumulated contributions, including interest when applicable.

S. Refunds

Eligibility: All members terminating employment with less than 5 years of credited service are eligible. Optionally, vested members (those with 5 or more years of credited service) may elect a refund in lieu of the vested benefits otherwise due.

Benefit: A refund of the member's contributions, including interest when applicable. Interest is currently credited at 3.5%, but only on contributions made prior to January 1, 2000.

T. Member Contributions

Tier 1 Members: 3.69% of Compensation.

Tier 2 Members: 7.50% of Compensation effective October 1, 2022. The contribution rate for Tier 2 members shall be reevaluated every three years and increased or decreased if the current contribution rate is less than or greater than the required funding for the 3% multiplier being received by Tier 2 members. The maximum contribution rate is 7.50% of Compensation.

Toho Water Authority: Members are not required to make member contributions to the Plan upon the completion of 30 years of credited service.

U. Employer Contributions

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

V. Cost of Living Increases

There are currently no annual cost of living increases, but ad hoc increases shall be considered every 3 years.

W. Deferred Retirement Option Plan (DROP)

Eligibility: **Toho Employees:** A member may enter the DROP on the first day of the month coincident with or next following age 60 with 10 years of Credited Service.

City Employees: A member may enter the DROP on the first day of the month coincident with or next following age 60 with 10 years of Credited Service. Additionally, a member may enter the DROP on the first day of the month coincident with or next following age 55 with 30 years of Credited Service with the early reduction factor applied to the benefit. Members who enter the

DROP under this eligibility will continue to make member contributions for either tier until they reach age 60 or end DROP participation and terminate employment.

Members who meet eligibility must submit a written election to participate in the DROP and to elect the option in which interest will be credited to the DROP account.

Benefit: The member's Credited Service and FAC are frozen upon entry into the DROP. The monthly retirement benefit as described under Normal Retirement is calculated based upon the frozen Credited Service and FAC. For City of Kissimmee members who enter the DROP under the age 55 with 30 years of Credited Service eligibility, the early reduction factor is applied to the benefit.

Maximum

DROP Period: 60 months, but not more than 5 years from the date on which the member first becomes eligible for normal retirement.

Interest

Credited: Depending on the option elected by the DROP participant, the member's DROP account is credited with interest using one of the following:

- (a) a rate equal to 6.5% per annum for members who entered the DROP before March 4, 2014 and 3.5% per annum for members who enter the DROP on or after March 4, 2014, compounded monthly on the prior month's ending balance, or
- (b) a rate equal to the actual net rate of investment return realized by the system for that quarter.

Normal Form

of Benefit: Lump Sum; member may also elect that the DROP distribution be used to purchase a fixed annuity.

COLA: None

X. Other Ancillary Benefits

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

Y. Changes from Previous Valuation

None.