

CITY OF TALLAHASSEE PENSION PLANS

ACTUARIAL VALUATION REPORT AS OF
OCTOBER 1, 2020

ANNUAL EMPLOYER CONTRIBUTION FOR THE FISCAL
YEAR ENDING SEPTEMBER 30, 2022





March 19, 2021

Board of Trustees
Pension Plan for the City of Tallahassee
Tallahassee, Florida

Re: City of Tallahassee Pension Plans Actuarial Valuation as of October 1, 2020 and Actuarial Disclosures

Dear Trustees:

The results of the October 1, 2020 Annual Actuarial Valuation of the City of Tallahassee Pension Plans are presented in this report. The City of Tallahassee Pension Plans are treated as three separate Plans: General Employees' Pension Plan, the Police Officers' Pension Plan and the Firefighters' Pension Plan.

The computed contribution rates shown on page 1 may be considered as a minimum contribution rate that complies with the Board of Trustee's funding policy. Users of this report should be aware that contributions made at that rate do not guarantee benefit security. Given the importance of benefit security to any retirement system, we suggest that contributions to the Pension Plans in excess of those presented in this report be considered.

The contribution rates in this report are determined using the actuarial assumptions and methods disclosed in Section B of this report. This report does not include an assessment of the risks of future experience not meeting the actuarial assumptions, as this was outside the scope of this assignment. We encourage a review and assessment of investment and other significant risks (i.e., the impact of differences between actual future experience and the Plans' assumptions on the Plans' financial condition).

We believe the assumptions and methods used in this report for purposes of developing the contribution rates are reasonable. The investment return assumption, which was set by the City, is a prescribed assumption as defined by Actuarial Standard of Practice No. 27 (ASOP 27). This prescribed assumption is near the upper limit of what we believe constitutes a reasonable range for this assumption as defined by ASOP 27.

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

The purposes of the valuation are to measure the Plans' funding progress and to determine the employer contribution rates for the fiscal year ending September 30, 2022. 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. As requested, separate employer contribution rates have been prepared for General Employees, Firefighters and Police Officers.

The findings in this report are based on data or other information through September 30, 2020. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the Plans' funded status); and changes in plan provisions or applicable law. The scope of an actuarial valuation does not include an analysis of the potential range of such future measurements.

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

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

In addition, this report was prepared using certain assumptions approved by the City and prescribed by the Florida Statutes as described in the section of this report entitled Actuarial Assumptions and Cost Methods. The prescribed assumptions are the assumed mortality rates detailed in the Actuarial Assumptions and Cost Methods section in accordance with Florida Statutes, Chapter 112.63.

This report was prepared using ProVal's valuation model, a software product of Winklevoss Technologies. We are relying on the ProVal model. We performed tests of the ProVal model with this assignment and made a reasonable attempt to understand the developer's intended purpose of, general operation of, major sensitivities and dependencies within, and key strengths and limitations of the ProVal model. In our professional judgment, the ProVal valuation model has the capability to provide results that are consistent with the purposes of the valuation.

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. To the best of our knowledge the information contained in this report is accurate and fairly presents the actuarial position of the Retirement 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 Jeffrey Amrose are members of the American Academy of Actuaries. These actuaries meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein. The signing actuaries are independent of the plan sponsor.

This actuarial valuation and/or cost determination was prepared and completed by us or under our direct supervision, and we acknowledge responsibility for the results. To the best of our knowledge, the results are



complete and accurate. In our opinion, the techniques and assumptions used are reasonable, meet the requirements and intent of Part VII, Chapter 112, Florida Statutes, and are based on generally accepted actuarial principles and practices. There is no benefit or expense to be provided by the plan and/or paid from the Plans' 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



Peter N. Strong, FSA, FCA, MAAA
Enrolled Actuary No. 20-6975
Senior Consultant & Actuary



Jeffrey Amrose, FCA, MAAA
Enrolled Actuary No. 20-6599
Senior Consultant & Actuary

TABLE OF CONTENTS

<u>Section</u>	<u>Title</u>	<u>Page</u>
A	Discussion of Valuation Results	
	1. Discussion of Valuation Results	1
	2. Risks Associated with the Measuring the Accrued Liability and Actuarially Determined Contribution	8
B	Valuation Results	
	1. Summary of Valuation Results	11
	2. Participant Data	12
	3. Actuarially Determined Contribution	13
	4. Actuarial Value of Benefits and Assets	15
	5. Calculation of Employer Normal Cost	17
	6. Unfunded Actuarial Accrued Liability	19
	7. Actuarial Gains and Losses	23
	8. Recent History of Valuation Results	29
	9. Recent History of Required and Actual Contributions	31
	10. Actuarial Assumptions and Cost Method	32
	11. Glossary of Terms	41
C	Pension Fund Information	
	1. Statement of Plan Assets at Market Value	44
	2. Reconciliation of Plan Assets	45
	3. Actuarial Value of Assets	46
	4. Investment Rate of Return	47
D	Financial Accounting Information	
	1. ASC 960 (formerly FASB No. 35)	48
E	Miscellaneous Information	
	1. Reconciliation of Membership Data	49
	2. Age/Service/Salary Distributions	51
F	Summary of Plan Provisions	59



SECTION A

DISCUSSION OF VALUATION RESULTS

DISCUSSION OF VALUATION RESULTS

Comparison of Required Employer Contributions

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

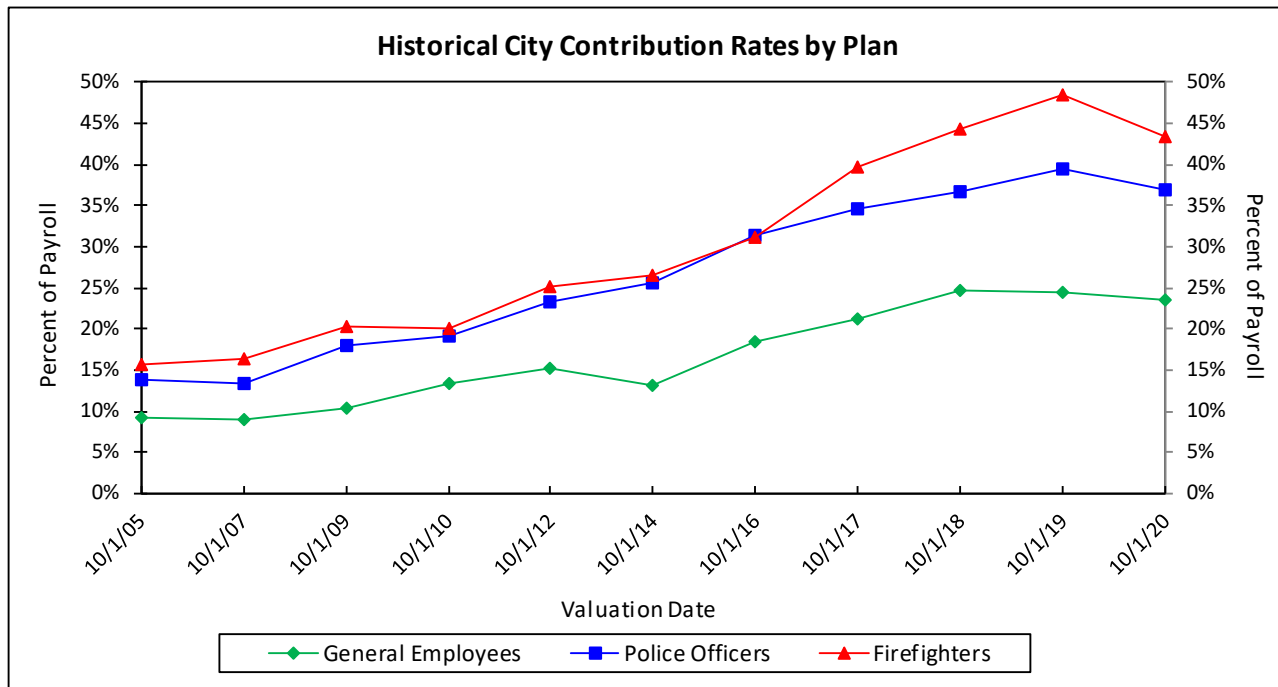
	For FYE 9/30/22 Based on 10/1/2020 Valuation	For FYE 9/30/21 Based on 10/1/2019 Valuation	Increase/ (Decrease)
General Employees			
As % of Contr. Year Payroll (Mid-Year Average Timing)	23.49 %	24.43 %	(0.94) %
If Paid in Full by January 1	\$ 27,127,000	\$ 27,858,000	\$ (731,000)
	23.07 %	23.99 %	(0.92) %
Police Officers			
As % of Contr. Year Payroll (Mid-Year Average Timing)	36.83 %	39.41 %	(2.58) %
If Paid in Full by January 1	\$ 8,864,000	\$ 9,456,000	\$ (592,000)
	36.18 %	38.70 %	(2.52) %
Firefighters			
As % of Contr. Year Payroll (Mid-Year Average Timing)	43.31 %	48.50 %	(5.19) %
If Paid in Full by January 1	\$ 6,338,000	\$ 7,084,000	\$ (746,000)
	42.55 %	47.63 %	(5.08) %

Payment of Required Contribution

The required employer contribution rates (as percentages of pay) developed in this valuation have been calculated as though the payments are evenly distributed throughout the year. The required employer dollar amounts have been calculated as though payments are made in full on January 1st.

The actual total employer contributions for the year ending September 30, 2020 were \$42,041,000, an amount which met the minimum required payment for the year.





Revisions in Benefits

There were no changes in benefits since the last valuation.

Revisions in Actuarial Assumptions and Methods

Florida Statutes Chapter 112.63(1)(f) requires that valuation reports performed after January 1, 2016 for retirement systems sponsored by local governments in Florida employ the same mortality as used by the Florida Retirement System (FRS) in one of its two most recent valuations. The FRS last updated its mortality assumption in the July 1, 2019 Actuarial Valuation. The previous FRS mortality tables were the RP 2000 Combined Healthy Participant Mortality Table (for pre-retirement mortality) and the RP 2000 Mortality Table for Annuitants (for postretirement mortality), with mortality improvements projected to all future years after 2000 using Scale BB. For males, the base mortality rates included a 50% blue collar adjustment and a 50% white collar adjustment for Regular Class members; and a 90% blue collar adjustment and a 10% white collar adjustment for Special Risk members. For females, the base mortality rates included a 100% white collar adjustment. The current FRS mortality table is the Pub-2010 Headcount-Weighted Mortality Tables with mortality improvements projected to all future years after 2010 using scale MP-2018. For Regular Class (other than K-12 School Instructional Personnel) members, the mortality tables are based on the General Below-Median versions of the given table with male ages set-back 1 year. For Special Risk members, the mortality tables for females are based on the Safety versions of the given table with ages set forward 1 year, and for males are based on the Safety Below-Median versions of the given table with ages set forward 1 year.

The impact of this mandated assumption change was a decrease in the employer contribution rates of 2.30% for General Employees, 6.55% for Police Officers, and 8.07% for Firefighters.

The assumed investment return assumption was reduced by 0.10%, from 7.50% to 7.40%. This additional assumption change increased the employer contribution rate by 1.59% for General Employees, 2.24% for Police Officers, and 2.52% for Firefighters.

Lastly, there was a method change to the financing of the unfunded actuarial accrued liabilities. All amortization bases created on or after October 1, 2017 are being amortized as a level dollar amount (this is a change from last year, when new bases established through October 1, 2018 were being amortized as a level percentage of pay). This method change increased the employer contribution rate by 0.99% for General Employees, 0.54% for Police Officers, and 1.93% for Firefighters.

Actuarial Experience

There were net actuarial experience gains during the past year of \$2,004,000 for General Employees (0.15% of the Actuarial Accrued Liability) and \$2,381,000 for Firefighters (0.82% of the Actuarial Accrued Liability), which means that actuarial experience for General Employees and Firefighters were more favorable than expected. At the same time, there was a net actuarial experience loss during the past year of \$1,181,000 for Police Officers (0.30% of the Actuarial Accrued Liability), which means that actuarial experience for Police Officers was less favorable than expected.

Experiences gains for General Employees were primarily due to the following:

- Actual salary increases were lower than expected. Average salary increases since the prior valuation were 2.4% versus expected average increases of 3.7%. This resulted in more than \$5.5 million experience gain.
- Investment experience (on the actuarial value of assets) was slightly higher than expected. This accounted for approximately a \$300,000 experience gain.
- There were some sources of offsetting experience losses, including more retirement and disability experience among younger members than expected (approximately a \$1 million and \$1.3 million experience loss, respectively), mortality experience was lower than expected (approximately a \$500,000 experience loss), and unexpected experience such as rehiring of previously vested terminated members (approximately \$300,000 in experience losses) and new retirees in receipt of higher than expected retirement benefits (approximately \$600,000 in experience losses).

Experience losses for Police Officers were primarily due to the following:

- Investment experience (on the actuarial value of assets) was lower than expected. This accounted for approximately a \$1.1 million experience loss.
- Retirement experience was higher than expected (11 actual retirements versus 9 expected) and termination experience was lower than expected (7 actual terminations versus 9 expected). This accounted for \$700,000 in experience losses.
- Mortality experience was lower than expected (5 deaths reported among retirees, 1 of which had a surviving beneficiary, versus 6 expected deaths). This accounted for approximately \$500,000 in experience losses.
- Unexpected experience, such as rehiring of a previously vested terminated member and new retirees in receipt of higher than expected retirement benefits (approximately \$1.7 million in experience losses).
- Offsetting these experience losses was a gain from salary increase experience (1.5% average salary increases versus 5.7% expected) which accounted for experience gains of nearly \$3 million.

Experience gains for Firefighters were primarily due to the following:

- Actual salary increases were lower than expected. Average salary increase since the prior valuation were 1.6% versus expected average increases of 5.4%. This accounted for \$2 million of this year's experience gain.

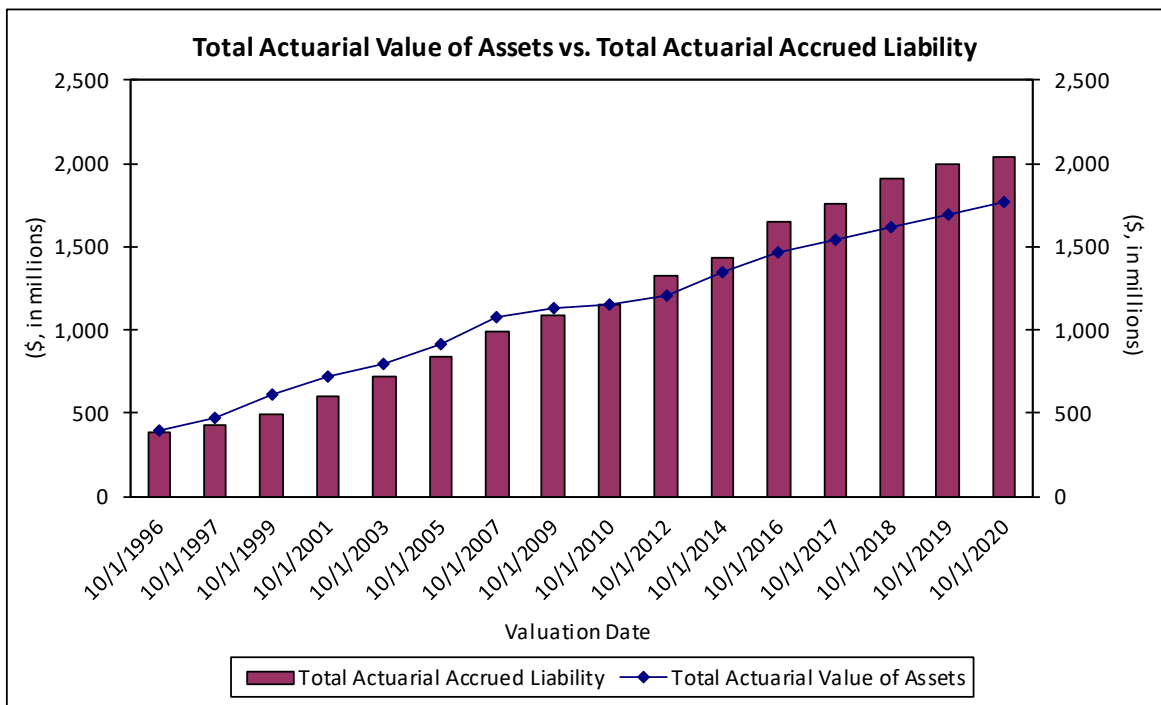


- Mortality experience was higher than expected (9 deaths reported among retirees, 2 of which had surviving beneficiaries, versus 7 expected). This accounted for approximately a \$1.1 million experience gain.
- Investment experience (on the actuarial value of assets) was slightly higher than expected. This accounted for approximately a \$400,000 experience gain.
- There were some sources of offsetting experience losses, including higher retirement experience than expected (approximately a \$300,000 experience loss) and a younger disability experience than expected (approximately a \$700,000 experience loss).

The total investment return based on the actuarial value of assets was 7.5% for 2020 (with 2 decimal points of a percent: 7.47%) compared to the assumed annual investment return of 7.5%. The total investment return on the market value of assets (both in the aggregate and for each Plan) was 6.6% for 2020. The investment returns for each Plan (based on the actuarial value of assets) were 7.5% for General Employees, 7.2% for Police Officers and 7.7% for Firefighters. The investment returns on the actuarial value of assets differ for each Plan due to differences in prior years' returns and a re-allocation of previous years' investment earnings (completed as of October 1, 2019) which has not fully worked its way through the smoothing method used to determine the actuarial value of assets.

Funded Ratio

This year's combined overall funded ratio for the City of Tallahassee Pension Plans is 87.1% compared to 85.1% in the last valuation. The funded ratios for each Plan are 89.1% for General Employees, 85.6% for Police Officers, and 79.7% for Firefighters. Before reflecting the assumption changes, the combined funded ratio would have been 85.9% and the funded ratio for each Plan would have been 88.5% for General Employees, 83.3% for Police Officers, and 77.3% for Firefighters. In the prior valuation the funded ratios for each Plan were 87.8% for General Employees, 83.0% for Police Officers, and 76.0% for Firefighters. The funded ratio is equal to the actuarial value of assets divided by the actuarial accrued (past service) liability. Below is a historical comparison of the total actuarial value of assets versus the total actuarial accrued liability:



Analysis of Employer Contribution

The components of change in the required contribution as a percent of payroll are as follows:

	General <u>Employees</u>	Police <u>Officers</u>	<u>Firefighters</u>
Contribution Rate Last Year	24.43 %	39.41 %	48.50 %
Experience (Gains) or Losses	(0.17)	0.43	(1.43)
Plan Changes	0.00	0.00	0.00
Assumption/Method Changes			
Investment Return Assumption Change	1.59	2.24	2.52
FRS Mortality Assumption Change	(2.30)	(6.55)	(8.07)
Method Changes	0.99	0.54	1.93
Change in Payroll Growth Assumption for UAAL Amortization	(1.12)	0.31	(1.30)
Other Changes in Amortization Payments on UAAL	0.14	0.56	1.26
Employer Normal Cost Rate	(0.12)	(0.14)	(0.18)
Administrative Expense	0.05	0.03	0.08
Contribution Rate This Year	23.49 %	36.83 %	43.31 %

For Police Officers and Firefighters, the other changes in amortization payments on the UAAL include causes due to lower than expected total covered payroll growth (amortization payments grew by the assumed payroll growth rate, which was higher than the actual payroll growth) and the contribution lag (the contribution rate determined in the October 1, 2018 actuarial valuation was contributed during the fiscal year ending September 30, 2020, and this contribution rate was lower than the contribution rate calculated as of October 1, 2019).

According to the Florida Administrative Code (Statute 112), the payroll growth assumption used to determine amortization amounts may not exceed the average payroll growth over the last ten years. The long-term payroll growth assumption is 3.5%, but the ten-year average payroll growth rates as of October 1, 2019 and October 1, 2020 were as follows:

	10-year average payroll growth rate as of	
	<u>10/1/2019</u>	<u>10/1/2020</u>
General Employees	0.94 %	2.31 %
Police Officers	2.67 %	2.49 %
Firefighters	2.61 %	3.05 %

Since the actual 10-year average payroll growth rates as of October 1, 2020 for all groups are less than 3.5%, the ten-year average payroll growth rates shown above are used for the payroll growth assumption for amortizing bases created before October 1, 2017.

Variability of Future Contribution Rates

The Actuarial Cost Method used to determine the required contribution is intended to produce contribution rates which are generally level as a percent of payroll. Even so, when experience differs from the



assumptions, as it often does, the employer’s contribution rate can vary significantly from year-to-year, particularly when actual investment return do not match assumed returns.

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.

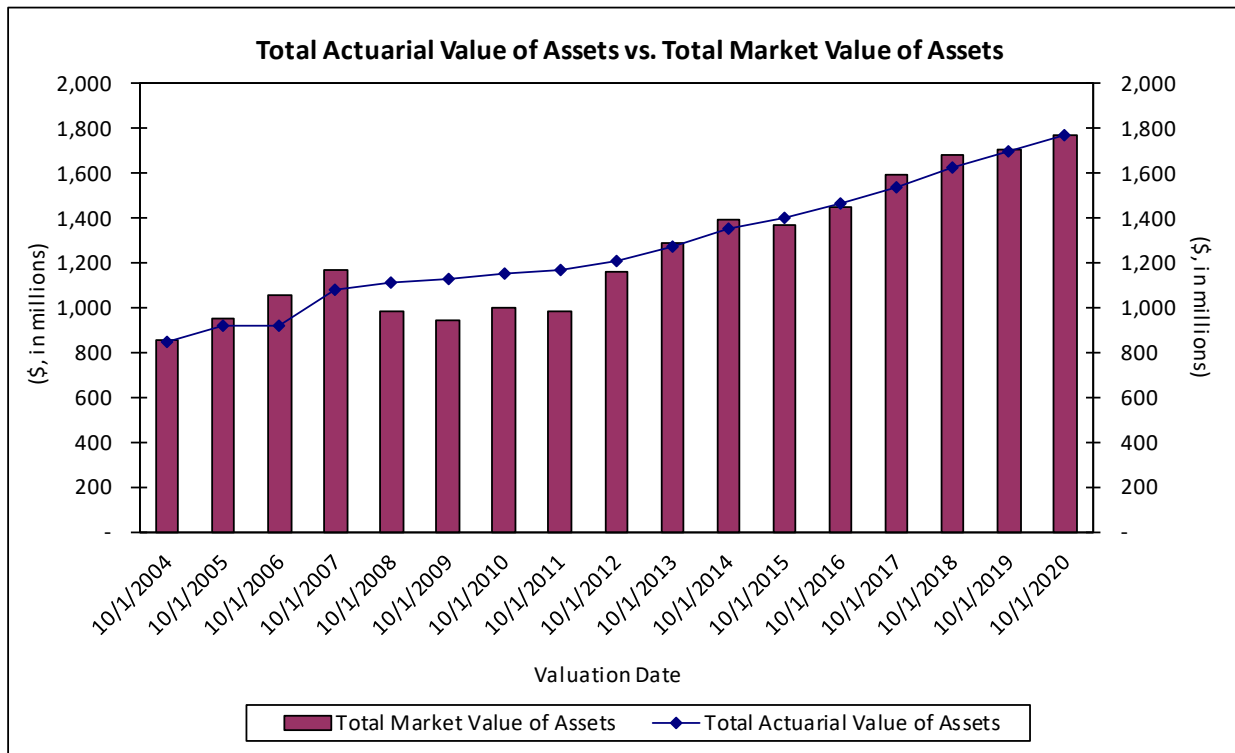
The total Actuarial Value of Assets is \$1,697,000 less than the total Market Value of Assets as of the valuation date (see Section C). This difference will be gradually recognized in the absence of other gains and losses or other changes. In turn, the computed employer contribution rate is expected to gradually decrease by approximately 0.09% of covered payroll for General Employees and 0.86% of covered payroll for Firefighters, and increase by approximately 1.57% of covered payroll for Police Officers, assuming the same methods and assumptions used in the October 1, 2020 actuarial valuation remained in place for future valuations.

Relationship to Market Value

If the Market Value of Assets had been the basis for the valuation, the contribution rate and funded ratio would have been:

	<u>General Employees</u>	<u>Police Officers</u>	<u>Firefighters</u>
Contribution Rate:	23.40 %	38.40 %	42.45 %
Funded Ratio:	89.17	84.55	80.17

In the absence of other experience gains and losses and disregarding the effects of any plan or assumption changes, the Employer contribution rates should decrease for General Employees and Firefighters and increase for Police Officers towards these levels over the next few years.



Conclusion

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

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

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

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

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

1. Investment risk – actual investment returns may differ from the expected returns;
2. 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; and
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>2020</u>	<u>2019</u>
Ratio of the market value of assets to payroll	11.54	11.13
Ratio of actuarial accrued liability to payroll	13.27	12.99
Ratio of actives to retirees and beneficiaries	1.01	1.06
Ratio of net cash flow to market value of assets	(2.8%)	(3.0%)
Duration of the actuarial accrued liability	13.02	13.44

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. We note that this ratio for the City of Tallahassee (11.54) is higher than it is for most other plans we work with, which means the required contributions as a percentage of payroll are more volatile than most other plans.

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. We note that this ratio for the City of Tallahassee (13.27) is higher than it is for most of the plans we work with, which means the changes in liability and required contributions are more volatile than most other plans.

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.



Duration of Actuarial Accrued Liability

The duration of the actuarial accrued liability may be used to approximate the sensitivity to a 1% change in the assumed rate of return. For example, duration of 10 indicates that the liability would increase approximately 10% if the assumed rate of return were lowered 1%.

Additional Risk Assessment

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

SECTION B

VALUATION RESULTS

SUMMARY OF VALUATION RESULTS		
	October 1, 2020	October 1, 2019
GENERAL EMPLOYEES		
Active Members	1,894	1,917
Terminated Vested Members	247	248
Retired Members	<u>1,858</u>	<u>1,773</u>
Total Members	3,999	3,938
Covered Annual Payroll (expected)	\$ 114,910,000	\$ 115,032,000
Retired Member Annual Benefits	\$ 69,753,000	\$ 64,926,000
Market Value of Assets	\$ 1,194,769,000	\$ 1,153,900,000
Actuarial Value of Assets	\$ 1,193,569,000	\$ 1,143,449,000
Unfunded Actuarial Liability	\$ 146,271,000	\$ 159,267,000
City Contribution Rate	23.49%	24.43%
POLICE OFFICERS		
Active Members	330	326
Terminated Vested Members	31	31
Retired Members	<u>303</u>	<u>295</u>
Total Members	664	652
Covered Annual Payroll (expected)	\$ 23,907,000	\$ 23,798,000
Retired Member Annual Benefits	\$ 20,681,000	\$ 19,546,000
Market Value of Assets	\$ 343,664,000	\$ 329,736,000
Actuarial Value of Assets	\$ 348,007,000	\$ 332,168,000
Unfunded Actuarial Liability	\$ 58,449,000	\$ 68,105,000
City Contribution Rate	36.83%	39.41%
FIREFIGHTERS		
Active Members	229	228
Terminated Vested Members	8	8
Retired Members	<u>258</u>	<u>257</u>
Total Members	495	493
Covered Annual Payroll (expected)	\$ 14,456,000	\$ 14,494,000
Retired Member Annual Benefits	\$ 16,361,000	\$ 15,873,000
Market Value of Assets	\$ 230,737,000	\$ 222,487,000
Actuarial Value of Assets	\$ 229,291,000	\$ 219,026,000
Unfunded Actuarial Liability	\$ 58,516,000	\$ 69,156,000
City Contribution Rate	43.31%	48.50%



PARTICIPANT DATA					
	October 1, 2020				October 1, 2019
	Total	General Employees	Police Officers	Firefighters	Total
ACTIVE MEMBERS					
Number	2,453	1,894	330	229	2,471
Covered Annual Payroll (expected)	\$ 153,273,000	\$ 114,910,000	\$ 23,907,000	\$ 14,456,000	\$ 153,324,000
Average Annual Salary	\$ 62,484	\$ 60,671	\$ 72,445	\$ 63,127	\$ 62,049
Average Age	44.7	46.4	39.4	38.4	44.5
Average Past Service	11.0	11.0	11.5	10.1	11.1
Average Age at Hire	33.7	35.4	27.9	28.3	33.4
RETIREES, BENEFICIARIES & DROP					
Number	2,368	1,813	300	255	2,277
Annual Benefits	\$ 105,309,327	\$ 68,539,017	\$ 20,547,401	\$ 16,222,909	\$ 99,009,882
Average Annual Benefit	\$ 44,472	\$ 37,804	\$ 68,491	\$ 63,619	\$ 43,483
Average Age	67.4	68.4	63.4	64.4	67.2
DISABILITY RETIREES					
Number	51	45	3	3	48
Annual Benefits	\$ 1,484,704	\$ 1,213,504	\$ 133,405	\$ 137,795	\$ 1,335,058
Average Annual Benefit	\$ 29,112	\$ 26,967	\$ 44,468	\$ 45,932	\$ 27,814
Average Age	61.0	62.2	54.0	50.3	61.2
TERMINATED VESTED MEMBERS					
Number	286	247	31	8	287
Annual Benefits	\$ 4,885,834	\$ 4,326,562	\$ 458,927	\$ 100,345	\$ 4,864,432
Average Annual Benefit	\$ 17,083	\$ 17,516	\$ 14,804	\$ 12,543	\$ 16,949
Average Age	49.5	50.3	45.2	40.0	49.4



ACTUARIALLY DETERMINED CONTRIBUTION (ADC)						
A. Valuation Date	October 1, 2020			October 1, 2019		
	<i>General Employees</i>	<i>Police Officers</i>	<i>Firefighters</i>	<i>General Employees</i>	<i>Police Officers</i>	<i>Firefighters</i>
B. ADC to Be Paid During Fiscal Year Ending	9/30/2022	9/30/2022	9/30/2022	9/30/2021	9/30/2021	9/30/2021
C. Covered Annual Payroll	\$ 114,910,000	\$ 23,907,000	\$ 14,456,000	\$ 115,032,000	\$ 23,798,000	\$ 14,494,000
D. Annual Payment to Amortize Unfunded Actuarial Liability	13,060,000	4,174,000	4,130,000	14,093,000	4,708,000	4,837,000
As % of Covered Payroll	11.37 %	17.46 %	28.57 %	12.25 %	19.78 %	33.37 %
E. Total Employer Normal Cost	12,789,000	4,228,000	1,809,000	12,817,000	4,241,000	1,838,000
As % of Covered Payroll	11.13 %	17.68 %	12.51 %	11.14 %	17.82 %	12.68 %
F. Total Contribution Rate						
Employer Normal Cost	11.13 %	17.68 %	12.51 %	11.14 %	17.82 %	12.68 %
Amortization	11.37	17.46	28.57	12.25	19.78	33.37
Interest (half-year on Total Normal Cost and Amortization)	0.99	1.69	2.23	1.04	1.81	2.45
Total	23.49	36.83	43.31	24.43	39.41	48.50
G. ADC as % of Covered Payroll (Assuming Mid-Year Average Timing)	23.49 %	36.83 %	43.31 %	24.43 %	39.41 %	48.50 %
H. Assumed Rate of Increase in Covered Payroll to Contribution Year	2.31 %	2.49 %	3.05 %	0.94 %	2.67 %	2.61 %
I. Covered Payroll for Contribution Year	\$ 117,564,000	\$ 24,502,000	\$ 14,897,000	\$ 116,113,000	\$ 24,433,000	\$ 14,872,000
J. ADC for Contribution Year: G x I (If Paid in Full by April 1)	\$ 27,616,000	\$ 9,024,000	\$ 6,452,000	\$ 28,366,000	\$ 9,629,000	\$ 7,213,000
K. ADC for Contribution Year if Paid in Full by January 1	\$ 27,127,000	\$ 8,864,000	\$ 6,338,000	\$ 27,858,000	\$ 9,456,000	\$ 7,084,000
L. ADC as % of Covered Payroll if Paid in Full by January 1	23.07 %	36.18 %	42.55 %	23.99 %	38.70 %	47.63 %



ACTUARIALLY DETERMINED CONTRIBUTION (ADC) - BEFORE CHANGES

A. Valuation Date	October 1, 2020			October 1, 2019		
	<i>General Employees</i>	<i>Police Officers</i>	<i>Firefighters</i>	<i>General Employees</i>	<i>Police Officers</i>	<i>Firefighters</i>
B. ADC to Be Paid During Fiscal Year Ending	9/30/2022	9/30/2022	9/30/2022	9/30/2021	9/30/2021	9/30/2021
C. Covered Annual Payroll	\$ 114,910,000	\$ 23,907,000	\$ 14,456,000	\$ 115,032,000	\$ 23,798,000	\$ 14,494,000
D. Annual Payment to Amortize Unfunded Actuarial Liability	12,812,000	5,031,000	4,618,000	14,093,000	4,708,000	4,837,000
As % of Covered Payroll	11.15 %	21.04 %	31.95 %	12.25 %	19.78 %	33.37 %
E. Total Employer Normal Cost	12,720,000	4,234,000	1,820,000	12,817,000	4,241,000	1,838,000
As % of Covered Payroll	11.07 %	17.71 %	12.59 %	11.14 %	17.82 %	12.68 %
F. Total Contribution Rate						
Employer Normal Cost	11.07 %	17.71 %	12.59 %	11.14 %	17.82 %	12.68 %
Amortization	11.15	21.04	31.95	12.25	19.78	33.37
Interest (half-year on Total Normal Cost and Amortization)	0.99	1.85	2.39	1.04	1.81	2.45
Total	23.21	40.60	46.93	24.43	39.41	48.50
G. ADC as % of Covered Payroll (Assuming Mid-Year Average Timing)	23.21 %	40.60 %	46.93 %	24.43 %	39.41 %	48.50 %
H. Assumed Rate of Increase in Covered Payroll to Contribution Year	2.31 %	2.49 %	3.05 %	0.94 %	2.67 %	2.61 %
I. Covered Payroll for Contribution Year	\$ 117,564,000	\$ 24,502,000	\$ 14,897,000	\$ 116,113,000	\$ 24,433,000	\$ 14,872,000
J. ADC for Contribution Year: G x I	\$ 27,287,000	\$ 9,948,000	\$ 6,991,000	\$ 28,366,000	\$ 9,629,000	\$ 7,213,000



ACTUARIAL VALUE OF BENEFITS AND ASSETS

A. Valuation Date	October 1, 2020				October 1, 2019
	<i>Total</i>	<i>General Employees</i>	<i>Police Officers</i>	<i>Firefighters</i>	<i>Total</i>
B. Actuarial Present Value of All Projected Benefits for					
1. Active Members					
a. Service Retirement Benefits	\$ 746,160,000	\$ 474,226,000	\$ 166,374,000	\$ 105,560,000	\$ 754,031,000
b. Vesting Benefits	22,865,000	18,807,000	3,320,000	738,000	23,214,000
c. Disability Benefits	17,887,000	13,488,000	2,528,000	1,871,000	17,574,000
d. Preretirement Death Benefits	11,614,000	9,451,000	1,208,000	955,000	14,850,000
e. Return of Member Contributions	2,702,000	1,517,000	571,000	614,000	2,596,000
f. Total	801,228,000	517,489,000	174,001,000	109,738,000	812,265,000
2. Inactive Members					
a. Service Retirees & Beneficiaries	1,413,488,000	906,069,000	285,813,000	221,606,000	1,360,994,000
b. Disability Retirees	19,195,000	15,378,000	1,807,000	2,010,000	17,443,000
c. Terminated Vested Members	40,259,000	36,187,000	3,430,000	642,000	40,501,000
d. Total	1,472,942,000	957,634,000	291,050,000	224,258,000	1,418,938,000
3. Total for All Members	2,274,170,000	1,475,123,000	465,051,000	333,996,000	2,231,203,000
C. Actuarial Accrued (Past Service) Liability	2,034,103,000	1,339,840,000	406,456,000	287,807,000	1,991,171,000
D. Actuarial Value of Accumulated Plan Benefits per ASC 960 (Formerly FASB No. 35)	1,878,869,000	1,241,644,000	371,458,000	265,767,000	1,833,982,000
E. Plan Assets					
1. Market Value	1,769,170,000	1,194,769,000	343,664,000	230,737,000	1,706,123,000
2. Actuarial Value	1,770,867,000	1,193,569,000	348,007,000	229,291,000	1,694,643,000
F. Unfunded Actuarial Accrued Liability	263,236,000	146,271,000	58,449,000	58,516,000	296,528,000
G. Actuarial Present Value of Projected Covered Payroll	1,188,595,000	852,369,000	196,771,000	139,455,000	1,178,050,000
H. Actuarial Present Value of Projected Member Contributions	95,888,000	42,618,000	24,417,000	28,853,000	95,321,000
I. Accumulated Value of Active Member Contributions	108,392,000	58,692,000	27,288,000	22,412,000	105,658,000
J. Funded Ratio	87.1%	89.1%	85.6%	79.7%	85.1%



ACTUARIAL VALUE OF BENEFITS AND ASSETS - BEFORE CHANGES

A. Valuation Date	October 1, 2020				October 1, 2019
	<i>Total</i>	<i>General Employees</i>	<i>Police Officers</i>	<i>Firefighters</i>	<i>Total</i>
B. Actuarial Present Value of All Projected Benefits for					
1. Active Members					
a. Service Retirement Benefits	\$ 743,928,000	\$ 471,214,000	\$ 166,947,000	\$ 105,767,000	\$ 754,031,000
b. Vesting Benefits	23,022,000	19,015,000	3,280,000	727,000	23,214,000
c. Disability Benefits	17,485,000	13,214,000	2,459,000	1,812,000	17,574,000
d. Preretirement Death Benefits	14,826,000	11,944,000	1,611,000	1,271,000	14,850,000
e. Return of Member Contributions	2,724,000	1,520,000	585,000	619,000	2,596,000
f. Total	801,985,000	516,907,000	174,882,000	110,196,000	812,265,000
2. Inactive Members					
a. Service Retirees & Beneficiaries	1,438,443,000	912,919,000	295,869,000	229,655,000	1,360,994,000
b. Disability Retirees	19,163,000	15,410,000	1,779,000	1,974,000	17,443,000
c. Terminated Vested Members	40,610,000	36,497,000	3,469,000	644,000	40,501,000
d. Total	1,498,216,000	964,826,000	301,117,000	232,273,000	1,418,938,000
3. Total for All Members	2,300,201,000	1,481,733,000	475,999,000	342,469,000	2,231,203,000
C. Actuarial Accrued (Past Service) Liability	2,062,522,000	1,348,161,000	417,814,000	296,547,000	1,991,171,000
D. Actuarial Value of Accumulated Plan Benefits per ASC 960 (Formerly FASB No. 35)	1,906,828,000	1,250,243,000	382,350,000	274,235,000	1,833,982,000
E. Plan Assets					
1. Market Value	1,769,170,000	1,194,769,000	343,664,000	230,737,000	1,706,123,000
2. Actuarial Value	1,770,867,000	1,193,569,000	348,007,000	229,291,000	1,694,643,000
F. Unfunded Actuarial Accrued Liability	291,655,000	154,592,000	69,807,000	67,256,000	296,528,000
G. Actuarial Present Value of Projected Covered Payroll	1,178,808,000	845,248,000	195,259,000	138,301,000	1,178,050,000
H. Actuarial Present Value of Projected Member Contributions	95,102,000	42,262,000	24,226,000	28,614,000	95,321,000
I. Accumulated Value of Active Member Contributions	108,392,000	58,692,000	27,288,000	22,412,000	105,658,000
J. Funded Ratio	85.9%	88.5%	83.3%	77.3%	85.1%



CALCULATION OF EMPLOYER NORMAL COST

A. Valuation Date	October 1, 2020								October 1, 2019
	<i>Total</i>	<i>General Employees</i>		<i>Police Officers</i>		<i>Firefighters</i>		<i>Total</i>	
B. Normal Cost for									
1. Service Retirement Benefits	\$ 24,437,000	\$ 14,128,000	12.29%	\$ 6,043,000	25.28%	\$ 4,266,000	29.51%	\$ 24,369,000	
2. Vesting Benefits	2,142,000	1,722,000	1.50%	351,000	1.47%	69,000	0.48%	2,197,000	
3. Disability Benefits	1,068,000	790,000	0.69%	163,000	0.68%	115,000	0.80%	1,044,000	
4. Preretirement Death Benefits	852,000	683,000	0.59%	98,000	0.41%	71,000	0.49%	1,037,000	
5. Return of Member Contributions	525,000	353,000	0.31%	106,000	0.44%	66,000	0.46%	513,000	
6. Total for Future Benefits	29,024,000	17,676,000	15.38%	6,761,000	28.28%	4,587,000	31.73%	29,160,000	
7. Assumed Amount for Administrative Expenses	1,408,000	859,000	0.75%	336,000	1.40%	213,000	1.47%	1,330,000	
8. Total Normal Cost	30,432,000	18,535,000	16.13%	7,097,000	29.68%	4,800,000	33.20%	30,490,000	
C. Expected Member Contribution	11,606,000	5,746,000	5.00%	2,869,000	12.00%	2,991,000	20.69%	11,594,000	
D. Employer Normal Cost: B8-C	18,826,000	12,789,000	11.13%	4,228,000	17.68%	1,809,000	12.51%	18,896,000	
E. Employer Normal Cost as a % of Covered Payroll	12.28%	11.13%		17.68%		12.51%		12.32%	



CALCULATION OF EMPLOYER NORMAL COST - BEFORE CHANGES

A. Valuation Date	October 1, 2020								October 1, 2019
	<i>Total</i>	<i>General Employees</i>		<i>Police Officers</i>		<i>Firefighters</i>		<i>Total</i>	
B. Normal Cost for									
1. Service Retirement Benefits	\$ 24,205,000	\$ 13,910,000	12.11%	\$ 6,033,000	25.23%	\$ 4,262,000	29.48%	\$ 24,369,000	
2. Vesting Benefits	2,154,000	1,740,000	1.51%	346,000	1.45%	68,000	0.47%	2,197,000	
3. Disability Benefits	1,042,000	773,000	0.67%	158,000	0.66%	111,000	0.77%	1,044,000	
4. Preretirement Death Benefits	1,038,000	827,000	0.72%	121,000	0.51%	90,000	0.62%	1,037,000	
5. Return of Member Contributions	533,000	357,000	0.31%	109,000	0.46%	67,000	0.47%	513,000	
6. Total for Future Benefits	<u>28,972,000</u>	<u>17,607,000</u>	15.32%	<u>6,767,000</u>	28.31%	<u>4,598,000</u>	31.81%	<u>29,160,000</u>	
7. Assumed Amount for Administrative Expenses	<u>1,408,000</u>	<u>859,000</u>	0.75%	<u>336,000</u>	1.40%	<u>213,000</u>	1.47%	<u>1,330,000</u>	
8. Total Normal Cost	<u>30,380,000</u>	<u>18,466,000</u>	16.07%	<u>7,103,000</u>	29.71%	<u>4,811,000</u>	33.28%	<u>30,490,000</u>	
C. Expected Member Contribution	11,606,000	5,746,000	5.00%	2,869,000	12.00%	2,991,000	20.69%	11,594,000	
D. Employer Normal Cost: B8-C	18,774,000	12,720,000	11.07%	4,234,000	17.71%	1,820,000	12.59%	18,896,000	
E. Employer Normal Cost as a % of Covered Payroll	12.25%	11.07%		17.71%		12.59%		12.32%	



LIQUIDATION OF THE UNFUNDED ACTUARIAL ACCRUED LIABILITY

UAAL AMORTIZATION PERIOD AND PAYMENTS - GENERAL EMPLOYEES									
Original UAAL				Current UAAL (Before Changes)			Current UAAL (After Assumption and Method Changes)		
Date Established	Type of Amortization Base	Amortization Period (Years)	Amount	Years Remaining	Amount	Payment	Years Remaining	Amount	Payment
10/1/2014	Combined Bases	13	\$ 10,158,000	7	\$ 6,592,000	\$ 1,087,000	7	\$ 6,592,000	\$ 1,084,000
10/1/2016	(Gain)/Loss	20	23,045,000	16	24,267,000	2,142,000	16	24,267,000	2,129,000
10/1/2016	Assumption Change	20	49,832,000	16	52,475,000	4,632,000	16	52,475,000	4,604,000
10/1/2016	Plan Change	20	94,000	16	99,000	9,000	16	99,000	9,000
10/1/2017	(Gain)/Loss	20	2,919,000	17	2,898,000	246,000	17	2,898,000	284,000
10/1/2017	Assumption Change	20	13,892,000	17	13,790,000	1,170,000	17	13,790,000	1,352,000
10/1/2018	(Gain)/Loss	30	33,471,000	28	34,123,000	2,197,000	28	34,123,000	2,720,000
10/1/2018	Assumption Change	30	19,451,000	28	19,829,000	1,277,000	28	19,829,000	1,580,000
10/1/2019	(Gain)/Loss	20	7,103,000	19	6,964,000	650,000	19	6,964,000	646,000
10/1/2019	Plan Change	20	(4,530,000)	19	(4,441,000)	(415,000)	19	(4,441,000)	(412,000)
10/1/2020	(Gain)/Loss	20	(2,004,000)	20	(2,004,000)	(183,000)	20	(2,004,000)	(182,000)
10/1/2020	Assumption Change	20	<u>(8,321,000)</u>	N/A	N/A	N/A	20	<u>(8,321,000)</u>	<u>(754,000)</u>
			145,110,000		154,592,000	12,812,000		146,271,000	13,060,000



UAAL AMORTIZATION PERIOD AND PAYMENTS - POLICE OFFICERS

Original UAAL			Current UAAL (Before Changes)			Current UAAL (After Assumption and Method Changes)			
Date Established	Type of Amortization Base	Amortization Period (Years)	Amount	Years Remaining	Amount	Payment	Years Remaining	Amount	Payment
10/1/2007	Combined Bases	30	\$ (8,620,000)	17	\$ (10,290,000)	\$ (863,000)	17	\$ (10,290,000)	\$ (857,000)
10/1/2009	(Gain)/Loss	30	13,859,000	19	20,064,000	1,568,000	19	20,064,000	1,557,000
10/1/2010	(Gain)/Loss	30	3,815,000	20	4,433,000	336,000	20	4,433,000	333,000
10/1/2012	(Gain)/Loss	30	14,549,000	22	16,620,000	1,192,000	22	16,620,000	1,182,000
10/1/2012	Plan Change	30	2,995,000	22	3,421,000	245,000	22	3,421,000	243,000
10/1/2012	Assumption Change	30	7,877,000	22	8,997,000	645,000	22	8,997,000	640,000
10/1/2013	Plan Change	30	1,654,000	22	1,786,000	128,000	22	1,786,000	127,000
10/1/2014	(Gain)/Loss	30	(5,579,000)	22	(5,931,000)	(425,000)	22	(5,931,000)	(422,000)
10/1/2014	Plan Change	30	2,558,000	22	2,718,000	195,000	22	2,718,000	193,000
10/1/2016	(Gain)/Loss	28	5,884,000	22	6,122,000	439,000	22	6,122,000	435,000
10/1/2016	Assumption Change	28	10,071,000	22	10,478,000	751,000	22	10,478,000	745,000
10/1/2017	(Gain)/Loss	28	(4,261,000)	22	(4,261,000)	(305,000)	22	(4,261,000)	(371,000)
10/1/2017	Assumption Change	25	4,220,000	22	4,219,000	302,000	22	4,219,000	367,000
10/1/2017	Plan Change	25	2,088,000	22	2,086,000	150,000	22	2,086,000	181,000
10/1/2018	(Gain)/Loss	30	714,000	28	735,000	46,000	28	735,000	59,000
10/1/2018	Assumption Change	30	4,549,000	28	4,685,000	296,000	28	4,685,000	373,000
10/1/2019	(Gain)/Loss	25	2,761,000	24	2,744,000	232,000	24	2,744,000	231,000
10/1/2020	(Gain)/Loss	25	1,181,000	25	1,181,000	99,000	25	1,181,000	98,000
10/1/2020	Assumption Change	25	<u>(11,358,000)</u>	N/A	<u>N/A</u>	<u>N/A</u>	25	<u>(11,358,000)</u>	<u>(940,000)</u>
			48,957,000		69,807,000	5,031,000		58,449,000	4,174,000



UAAL AMORTIZATION PERIOD AND PAYMENTS - FIREFIGHTERS									
Original UAAL				Current UAAL (Before Changes)			Current UAAL (After Assumption and Method Changes)		
Date Established	Type of Amortization Base	Amortization Period (Years)	Amount	Years Remaining	Amount	Payment	Years Remaining	Amount	Payment
10/1/2007	Combined Bases	30	\$ 1,482,000	17	\$ 3,435,000	\$ 277,000	17	\$ 3,435,000	\$ 276,000
10/1/2009	(Gain)/Loss	30	3,225,000	19	4,210,000	316,000	19	4,210,000	313,000
10/1/2010	Assumption Change	30	(1,151,000)	20	(1,331,000)	(97,000)	20	(1,331,000)	(96,000)
10/1/2010	(Gain)/Loss	30	8,141,000	20	9,404,000	682,000	20	9,404,000	677,000
10/1/2012	(Gain)/Loss	30	12,290,000	22	14,098,000	964,000	22	14,098,000	956,000
10/1/2012	Assumption Change	30	7,106,000	22	8,151,000	557,000	22	8,151,000	553,000
10/1/2014	(Gain)/Loss	30	(126,000)	22	(135,000)	(9,000)	22	(135,000)	(9,000)
10/1/2016	(Gain)/Loss	28	8,381,000	22	8,871,000	606,000	22	8,871,000	602,000
10/1/2016	Assumption Change	28	9,004,000	22	9,529,000	651,000	22	9,529,000	646,000
10/1/2016	Plan Change	28	(1,373,000)	22	(1,453,000)	(99,000)	22	(1,453,000)	(98,000)
10/1/2017	(Gain)/Loss	28	1,244,000	22	1,277,000	87,000	22	1,277,000	111,000
10/1/2017	Assumption Change	25	4,206,000	22	4,320,000	295,000	22	4,320,000	376,000
10/1/2018	(Gain)/Loss	30	3,061,000	28	3,175,000	189,000	28	3,175,000	253,000
10/1/2018	Assumption Change	30	4,535,000	28	4,704,000	281,000	28	4,704,000	375,000
10/1/2019	(Gain)/Loss	25	1,391,000	24	1,382,000	117,000	24	1,382,000	116,000
10/1/2020	(Gain)/Loss	25	(2,381,000)	25	(2,381,000)	(199,000)	25	(2,381,000)	(197,000)
10/1/2020	Assumption Change	25	<u>(8,740,000)</u>	N/A	<u>N/A</u>	<u>N/A</u>	25	<u>(8,740,000)</u>	<u>(724,000)</u>
			50,295,000		67,256,000	4,618,000		58,516,000	4,130,000



Amortization Schedule

The UAAL is being amortized as a level percent of pay for bases created before October 1, 2017 and as a level dollar for bases created on and after October 1, 2017 over the number of years remaining in each amortization period. The following schedule illustrates the expected amortization of the UAAL:

Amortization Schedule			
Year	Expected UAAL		
	General Employees	Police Officers	Firefighters
2020	\$ 146,271,000	\$ 58,449,000	\$ 58,516,000
2021	143,067,000	58,269,000	58,426,000
2022	139,429,000	57,986,000	58,190,000
2023	135,330,000	57,567,000	57,806,000
2024	130,722,000	57,003,000	57,260,000
2025	125,564,000	56,274,000	56,538,000
2030	94,335,000	49,632,000	49,614,000
2035	47,159,000	36,110,000	34,974,000
2040	27,155,000	10,281,000	10,782,000
2045	12,032,000	1,209,000	1,757,000
2049	-	-	-

10- Year Growth in Covered Payroll (Annualized: in 000's)*

	<u>General Employees</u>		<u>Police Officers</u>		<u>Firefighters</u>	
	<u>Payroll</u>	<u>Growth</u>	<u>Payroll</u>	<u>Growth</u>	<u>Payroll</u>	<u>Growth</u>
10/1/2010	97,574		23,336		14,181	
10/1/2020	122,593	2.31%	29,857	2.49%	19,159	3.05%

*Note: Includes payroll for all employees receiving pay (including DROP participants), because the DROP was first implemented in 2007 and there were relatively few participants in the DROP as of October 1, 2010 (compared to October 1, 2020). This is consistent with past practice for these pension plans.

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:

	General Employees 2019-2020	Police Officers 2019-2020	Firefighters 2019-2020
1. UAAL at 10/1/2019	159,267,000	68,105,000	69,156,000
2. 2019-20 Employer Normal Cost (MOY) plus Expected Administrative Expenses	13,087,000	4,645,000	2,023,000
3. 2019-20 Employer Contributions	26,693,000	8,905,000	6,443,000
4. Interest at the Assumed Rate on:			
a. 1 for one year and 2 for half-year	12,436,000	5,282,000	5,263,000
b. 3 from dates paid	1,501,000	501,000	362,000
c. a - b	10,935,000	4,781,000	4,901,000
5. This Year's Expected UAAL Prior to Revision:	156,596,000	68,626,000	69,637,000
6. Change in UAAL Due to Plan Amendments and/or Changes in Actuarial Assumptions	(8,321,000)	(11,358,000)	(8,740,000)
7. This Year's Expected UAAL (after changes):	148,275,000	57,268,000	60,897,000
8. This Year's Actual UAAL (after changes):	146,271,000	58,449,000	58,516,000
9. Net Actuarial Gain/(Loss):	2,004,000	(1,181,000)	2,381,000
10. Gain/(Loss) Due to Investments:	300,000	(1,086,000)	361,000
11. Gain/(Loss) Due to Other Sources:	1,704,000	(95,000)	2,020,000

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

Year Ending	Experience (Gain) / Loss		
	General Employees	Police Officers	Firefighters
9/30/2009	\$ 34,053,000	\$ 13,859,000	\$ 3,225,000
9/30/2010	37,353,000	3,815,000	8,141,000
9/30/2012	43,870,000	14,549,000	12,290,000
9/30/2014	(36,333,000)	(5,579,000)	(126,000)
9/30/2016	23,045,000	5,884,000	8,381,000
9/30/2017	2,919,000	(4,261,000)	1,244,000
9/30/2018	33,471,000	714,000	3,061,000
9/30/2019	7,103,000	2,761,000	1,391,000
9/30/2020	(2,004,000)	1,181,000	(2,381,000)

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	
	Actual Actuarial Rate of Return	Assumed
9/30/2003	7.2 %	7.75 %
9/30/2004	8.2	7.75
9/30/2005	8.8	7.75
9/30/2006	9.4	7.75
9/30/2007	10.0	7.75
9/30/2008	4.8	7.75
9/30/2009	3.4	7.75
9/30/2010	4.5	7.75
9/30/2011	3.8	7.75
9/30/2012	6.6	7.75
9/30/2013	8.1	7.75
9/30/2014	8.6	7.75
9/30/2015	7.0	7.75
9/30/2016	7.5	7.75
9/30/2017	8.6	7.70
9/30/2018	8.6	7.60
9/30/2019	7.7	7.50
9/30/2020	7.5	7.50
Average	7.2 %	

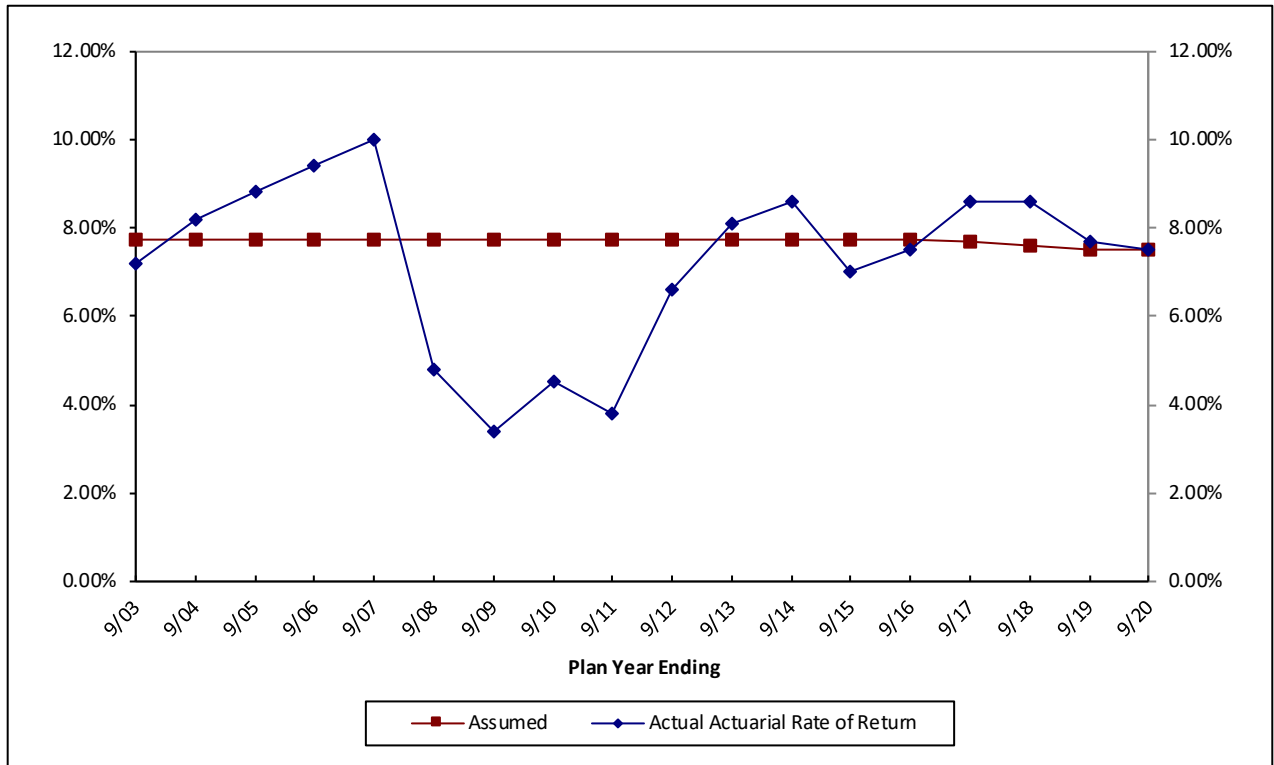
Period Ending	Salary Increases					
	General Employees		Police Officers		Firefighters	
	Actual*	Assumed*	Actual*	Assumed*	Actual*	Assumed*
10/1/2001	5.7 %	6.50 %	9.2 %	6.50 %	5.0 %	6.50 %
10/1/2003	2.7	6.25	4.0	6.25	5.5	6.25
10/1/2005	0.3	6.00	1.3	6.00	0.5	6.00
10/1/2007	3.9	6.00	3.4	6.00	5.0	6.00
10/1/2009	3.3	6.00	6.5	6.00	2.3	6.00
10/1/2010	(0.7)	5.00	1.1	6.00	0.9	6.00
10/1/2012	1.7	4.00	2.6	6.00	0.3	5.00
10/1/2014	2.5	3.50	4.8	5.00	6.8	4.00
10/1/2016	4.6	3.50	6.3	5.00	8.8	4.00
10/1/2017	5.5	3.58	4.8	5.27	6.5	4.43
10/1/2018	9.2	3.65	2.2	5.53	2.7	4.91
10/1/2019	6.3	3.73	3.6	5.77	4.6	5.36
10/1/2020	2.4	3.75	1.5	5.71	1.6	5.35
Average	3.3 %	4.8 %	4.0 %	5.8 %	3.9 %	5.3 %

*Actual and assumed rates are based on average compound increases for the period since the prior valuation.

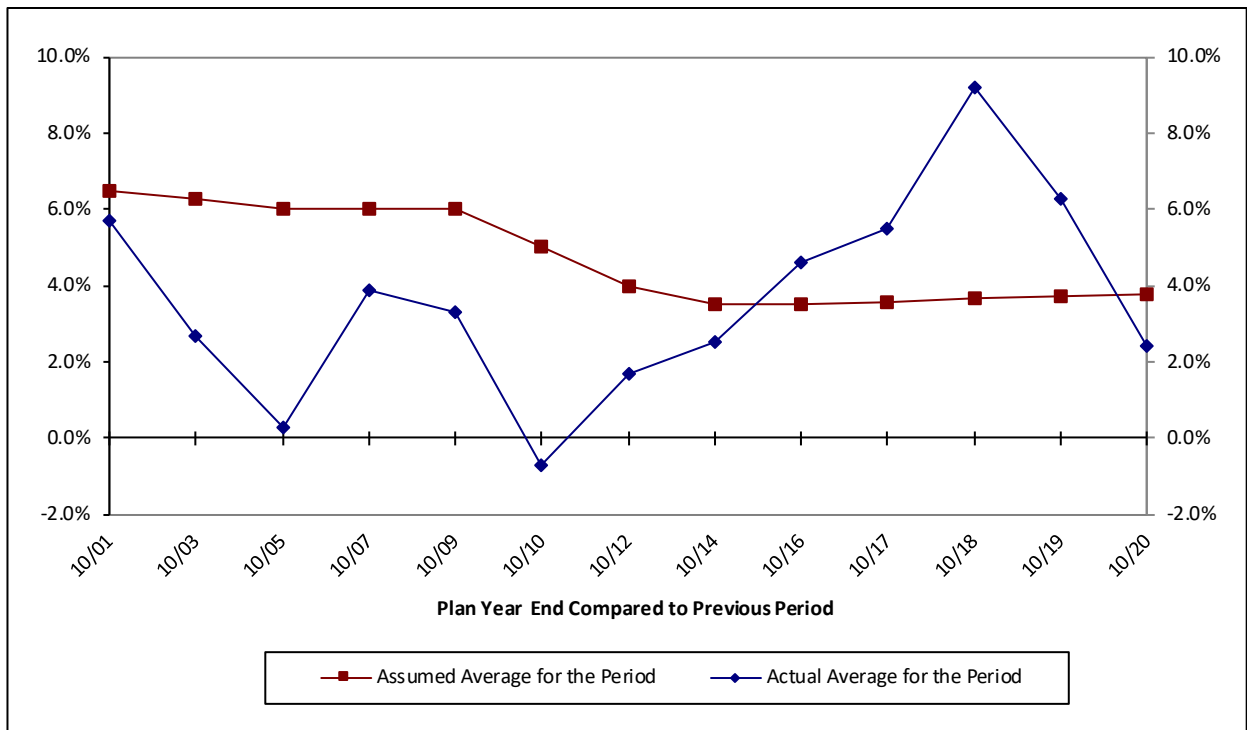
The actual investment return rates shown above are based on the actuarial value of assets. The actual salary increase rates shown above are the increases received by those active members who were included in the actuarial valuations both at the beginning and end of each period.



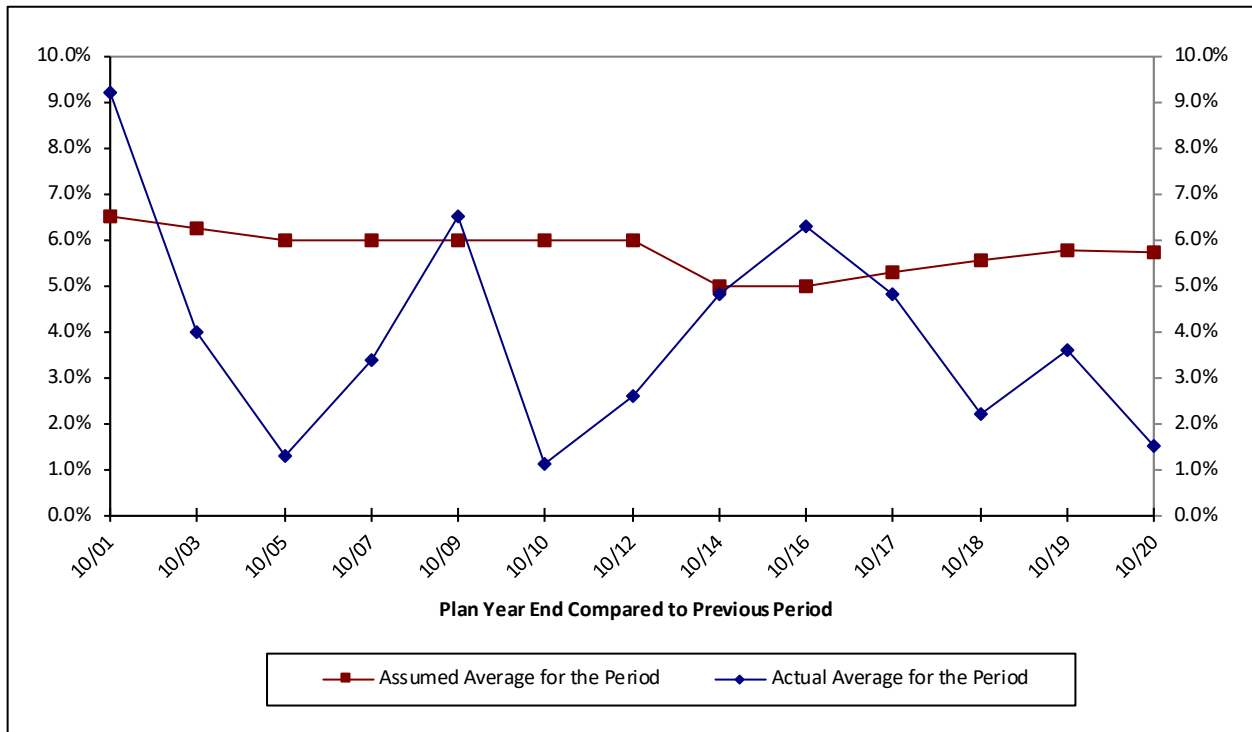
History of Investment Return Based on Total Actuarial Value of Assets



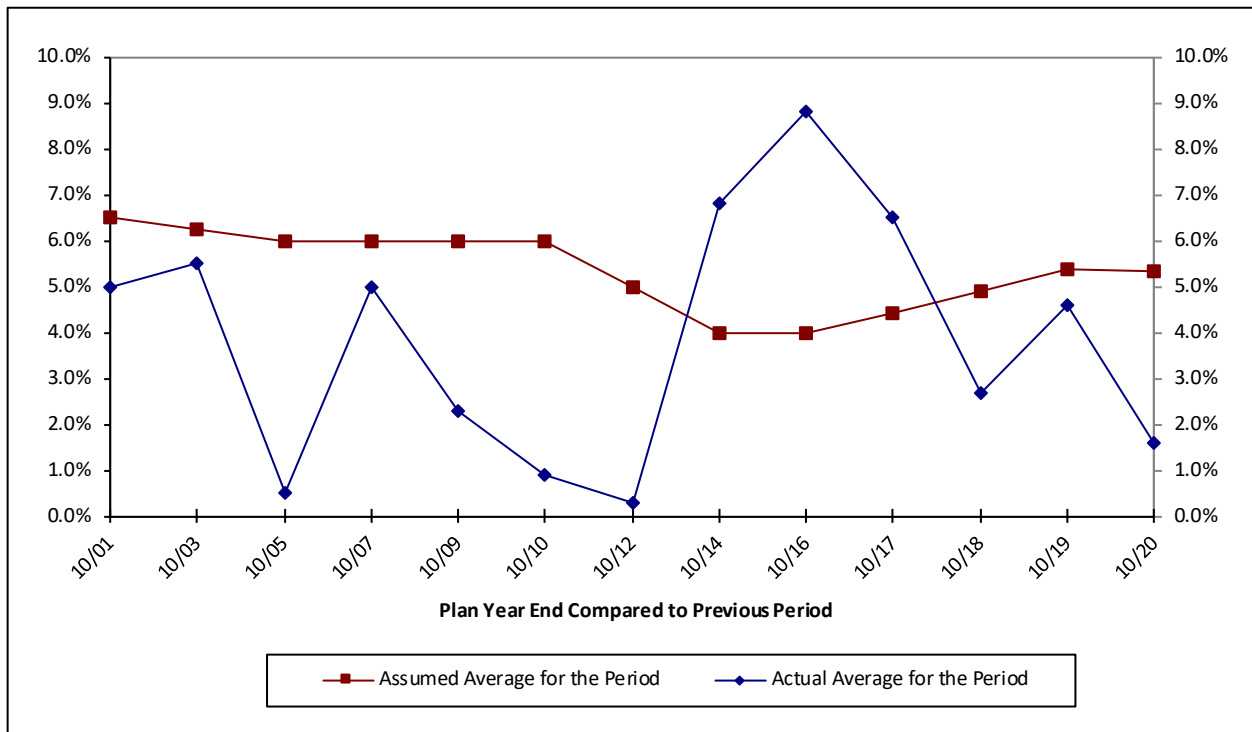
History of Salary Increases – General Employees



History of Salary Increases – Police Officers



History of Salary Increases – Firefighters



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

General Employees

One Year Ended	Number Added During Year		Service & DROP Retirement		Disability Retirement		Died In Service		Terminations				Active Members End of Year
	A	E	A	E	A	E	A	E	Vested	Other	Totals		
									A	A	A	E	
9/30/2014*	323	314	159	112	9	21	0	6	26	120	146	148	2,028
9/30/2016*	290	302	139	130	3	22	5	6	58	97	155	154	2,016
9/30/2017	135	199	66	65	5	9	3	4	50	75	125	78	1,952
9/30/2018	139	196	93	83	5	6	2	4	38	58	96	74	1,895
9/30/2019	182	160	79	82	0	3	2	4	24	55	79	74	1,917
9/30/2020	165	188	77	80	3	3	5	4	35	68	103	78	1,894
8-Yr Total	1,234	1,359	613	552	25	64	17	28	231	473	704	606	

*Two-Years Ended for 9/30/2014 and 9/30/2016.

Police Officers

One Year Ended	Number Added During Year		Service & DROP Retirement		Disability Retirement		Died In Service		Terminations				Active Members End of Year
	A	E	A	E	A	E	A	E	Vested	Other	Totals		
									A	A	A	E	
9/30/2014*	39	50	36	33	2	2	0	1	2	10	12	27	319
9/30/2016*	62	51	34	26	0	2	1	1	7	9	16	28	330
9/30/2017	17	16	9	6	0	1	0	0	1	6	7	18	331
9/30/2018	21	21	6	6	0	1	0	0	3	12	15	14	331
9/30/2019	20	25	15	8	0	0	0	0	1	9	10	10	326
9/30/2020	22	18	11	9	0	0	0	0	2	5	7	9	330
8-Yr Total	181	181	111	88	2	6	1	2	16	51	67	106	

*Two-Years Ended for 9/30/2014 and 9/30/2016.

Firefighters

One Year Ended	Number Added During Year		Service & DROP Retirement		Disability Retirement		Died In Service		Terminations				Active Members End of Year
	A	E	A	E	A	E	A	E	Vested	Other	Totals		
									A	A	A	E	
9/30/2014*	31	29	25	12	0	1	0	0	0	4	4	5	229
9/30/2016*	39	22	16	15	0	1	0	0	2	4	6	5	246
9/30/2017	8	24	21	13	0	1	1	0	2	0	2	3	230
9/30/2018	9	11	5	5	1	0	1	0	2	2	4	3	228
9/30/2019	15	15	8	4	0	0	0	0	2	5	7	3	228
9/30/2020	15	14	7	5	1	0	0	0	2	4	6	3	229
8-Yr Total	117	115	82	54	2	3	2	0	10	19	29	22	

*Two-Years Ended for 9/30/2014 and 9/30/2016.



RECENT HISTORY OF VALUATION RESULTS							
TOTAL							
Valuation Date	Number of		Covered Annual Payroll	Actuarial Accrued Liability (AAL)	Actuarial Value of Assets	Funded Ratio	Unfunded AAL (UAAL)
	Active Members	Inactive Members					
10/1/2003	2,768	1,068	\$113,698	\$ 719,211	\$ 796,597	110.8 %	\$ (77,386)
10/1/2005	2,783	1,217	118,637	842,124	916,306	108.8	(74,182)
10/1/2007	2,789	1,454	129,565	994,170	1,076,700	108.3	(82,530)
10/1/2009	2,587	1,638	129,375	1,088,093	1,127,828	103.7	(39,735)
10/1/2010	2,544	1,754	126,835	1,150,210	1,150,335	100.0	(125)
10/1/2012	2,576	1,919	132,903	1,326,608	1,210,969	91.3	115,639
10/1/2014	2,576	2,075	132,610	1,435,593	1,349,401	94.0	86,027
10/1/2016	2,592	2,293	140,179	1,652,733	1,464,024	88.6	188,709
10/1/2017	2,513	2,398	141,616	1,759,107	1,539,682	87.5	219,425
10/1/2018	2,454	2,502	146,924	1,909,690	1,622,584	85.0	287,106
10/1/2019	2,471	2,612	153,324	1,991,171	1,694,643	85.1	296,528
10/1/2020	2,453	2,705	153,273	2,034,103	1,770,867	87.1	263,236

Note: Dollar amounts are in thousands.

RECENT HISTORY OF VALUATION RESULTS							
GENERAL EMPLOYEES							
Valuation Date	Number of		Covered Annual Payroll	Actuarial Accrued Liability (AAL)	Actuarial Value of Assets	Funded Ratio	Unfunded AAL (UAAL)
	Active Members	Inactive Members					
10/1/2003	2,180	842	\$ 85,682	\$ 500,687	\$ 559,896	111.8 %	\$ (59,209)
10/1/2005	2,190	958	89,409	581,686	640,763	110.2	(59,077)
10/1/2007	2,196	1,158	97,702	673,821	749,213	111.2	(75,392)
10/1/2009	2,025	1,293	96,220	729,103	781,265	107.2	(52,162)
10/1/2010	1,994	1,381	94,107	768,705	794,685	103.4	(25,980)
10/1/2012	2,019	1,488	98,491	874,076	831,528	95.1	42,548
10/1/2014	2,028	1,591	98,430	932,982	922,824	98.9	10,158
10/1/2016	2,016	1,757	102,332	1,076,156	995,919	92.5	80,237
10/1/2017	1,952	1,838	103,700	1,144,966	1,043,040	91.1	101,926
10/1/2018	1,895	1,934	108,766	1,251,039	1,095,722	87.6	155,317
10/1/2019	1,917	2,021	115,032	1,302,716	1,143,449	87.8	159,267
10/1/2020	1,894	2,105	114,910	1,339,840	1,193,569	89.1	146,271

Note: Dollar amounts are in thousands.



RECENT HISTORY OF VALUATION RESULTS POLICE OFFICERS							
Valuation Date	Number of		Covered Annual Payroll	Actuarial Accrued Liability (AAL)	Actuarial Value of Assets	Funded Ratio	Unfunded AAL (UAAL)
	Active Members	Inactive Members					
10/1/2003	340	123	\$ 16,848	\$ 119,819	\$ 132,365	110.5 %	\$ (12,546)
10/1/2005	350	147	17,911	143,671	155,217	108.0	(11,546)
10/1/2007	356	158	19,879	177,741	186,361	104.8	(8,620)
10/1/2009	330	192	20,885	204,687	198,204	96.8	6,483
10/1/2010	317	204	20,292	215,882	203,836	94.4	12,046
10/1/2012	330	232	22,224	259,341	219,840	84.8	39,501
10/1/2014	319	263	21,461	290,761	250,832	86.3	39,764
10/1/2016	330	299	22,969	334,090	277,773	83.1	56,317
10/1/2017	331	306	23,705	355,718	296,299	83.3	59,419
10/1/2018	331	309	23,888	382,035	317,083	83.0	64,952
10/1/2019	326	326	23,798	400,273	332,168	83.0	68,105
10/1/2020	330	334	23,907	406,456	348,007	85.6	58,449

Note: Dollar amounts are in thousands.

RECENT HISTORY OF VALUATION RESULTS FIREFIGHTERS							
Valuation Date	Number of		Covered Annual Payroll	Actuarial Accrued Liability (AAL)	Actuarial Value of Assets	Funded Ratio	Unfunded AAL (UAAL)
	Active Members	Inactive Members					
10/1/2003	248	103	\$ 11,168	\$ 98,705	\$ 104,336	105.7 %	\$ (5,631)
10/1/2005	243	112	11,317	116,766	120,326	103.0	(3,560)
10/1/2007	237	138	11,984	142,608	141,126	99.0	1,482
10/1/2009	232	153	12,270	154,303	148,359	96.1	5,944
10/1/2010	233	169	12,436	165,623	151,814	91.7	13,809
10/1/2012	227	199	12,188	193,191	159,601	82.6	33,590
10/1/2014	229	221	12,719	211,850	175,745	83.0	36,105
10/1/2016	246	237	14,878	242,487	190,332	78.5	52,155
10/1/2017	230	254	14,211	258,423	200,343	77.5	58,080
10/1/2018	228	259	14,270	276,616	209,779	75.8	66,837
10/1/2019	228	265	14,494	288,182	219,026	76.0	69,156
10/1/2020	229	266	14,456	287,807	229,291	79.7	58,516

Note: Dollar amounts are in thousands.



RECENT HISTORY OF REQUIRED AND ACTUAL CONTRIBUTIONS

Valuation Date	End of Year To Which Valuation Applies	Required Contributions							Actual Contributions			
		General Employees		Police Officers		Firefighters		Total	General Employees	Police Officers	Firefighters	Total
		Amount	% of Payroll	Amount	% of Payroll	Amount	% of Payroll	Amount				
9/30/2005	9/30/2008	\$ 9,609	9.33 %	\$ 3,014	13.90 %	\$ 2,072	15.65 %	\$ 14,695	\$ 9,609	\$ 3,014	\$ 2,072	\$ 14,695
9/30/2007	9/30/2009	9,547	9.08	3,064	13.48	2,376	16.35	14,987	9,547	3,064	2,376	14,987
9/30/2007	9/30/2010	8,862	9.08	3,071	13.48	2,447	16.35	14,380	8,862	3,071	2,447	14,380
10/1/2009	9/30/2011	10,408	10.37	4,228	17.96	3,022	20.30	17,658	10,408	4,228	3,022	17,658
10/1/2010	9/30/2012	10,523	13.40	4,251	19.22	3,024	20.11	17,798	10,523	4,251	3,024	17,798
10/1/2010	9/30/2013	14,335	13.40	4,787	19.22	3,154	20.11	22,276	14,335	4,787	3,154	22,276
10/1/2012	9/30/2014	16,110	15.19	5,779	23.24	3,894	25.21	25,783	16,110	5,779	3,894	25,783
10/1/2012	9/30/2015	16,537	15.19	5,940	23.24	4,104	25.21	26,581	16,537	5,940	4,104	26,581
10/1/2014	9/30/2016	14,591	13.07	6,585	25.75	4,671	26.47	25,847	14,591	6,585	4,671	25,847
10/1/2014	9/30/2017	14,486	13.07	6,996	25.75	4,970	26.47	26,452	14,486	6,996	4,970	26,452
10/1/2016	9/30/2018	18,713	18.53	8,238	31.40	4,700	31.13	31,651	18,801	8,326	5,001	32,128
10/1/2017	9/30/2019	21,927	21.27	8,304	34.73	5,735	39.81	35,966	21,927	8,304	5,735	35,966
10/1/2018	9/30/2020	26,693	24.72	8,905	36.69	6,443	44.42	42,041	26,693	8,905	6,443	42,041
10/1/2019	9/30/2021	27,858	24.43	9,456	39.41	7,084	48.50	44,398	---	---	---	---
10/1/2020	9/30/2022	27,127	23.49	8,864	36.83	6,338	43.31	42,329	---	---	---	---

Note: Dollar amounts are in thousands.



ACTUARIAL ASSUMPTIONS AND COST METHOD

Valuation Methods

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

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

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

Financing of Unfunded Actuarial Accrued Liabilities - Unfunded Actuarial Accrued Liabilities were amortized as a level (principal & interest combined) percent of payroll over a prescribed period of future years. For bases created on and after October 1, 2017, the unfunded actuarial accrued liabilities are amortized as a level dollar amount over a prescribed period of future years. For the amortization of bases as a level percent of payroll, the actual payroll growth average over the last 10 years was for General Employees: 2.31%; for Police Officers: 2.49%; and for Firefighters: 3.05%. This is compared to the assumed rate of 3.5%. Florida administrative code requires using the lesser of the two rates for purposes of amortizing unfunded liabilities as a level percent of pay, but not less than zero. *In the previous valuation, bases created on and after October 1, 2017 and before October 1, 2019 were amortized as a level percent of payroll.*

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

Valuation Assumptions

The actuarial assumptions used in the valuation are shown in this Section.

Economic Assumptions

The investment return rate assumed in the valuation is 7.40% per year, compounded annually (net after investment expenses). The current 7.40% investment return assumption is a prescribed assumption as defined by the Actuarial Standard of Practice No. 27 (ASOP 27), as it was set by the City. The prescribed assumption is near the upper limit of what we believe constitutes a reasonable range for this assumption as defined by ASOP 27. *In the previous valuation, the investment return assumption was 7.50% per year.*



The **Inflation Rate** assumed in this valuation was 2.50% per year.

The assumed **real rate of return** over inflation is defined to be the portion of total investment return that is more than the assumed inflation rate. Considering other economic assumptions, the 7.40% investment return rate translates to an assumed real rate of return over inflation of 4.90%.

The rates of salary increase used are shown in the following tables below and are based on the Experience Study dated June 24, 2016. This assumption is used to project a member's current salary to the salaries upon which benefits will be based.

% Increase in Salary - General Employees

Years of Service	Merit and Seniority	Inflation	Total Increase
Under 4	2.50%	2.50%	5.00%
4 - 7	1.30%	2.50%	3.80%
8 - 11	1.10%	2.50%	3.60%
12 - 15	0.80%	2.50%	3.30%
16 - 19	0.60%	2.50%	3.10%
20 & Over	0.45%	2.50%	2.95%

% Increase in Salary - Police Officers

Years of Service	Merit and Seniority	Inflation	Total Increase
Under 8	3.90%	2.50%	6.40%
8 - 11	3.60%	2.50%	6.10%
12 - 15	3.40%	2.50%	5.90%
16 - 19	2.70%	2.50%	5.20%
20 & Over	2.00%	2.50%	4.50%

% Increase in Salary - Firefighters

Years of Service	Merit and Seniority	Inflation	Total Increase
Under 12	3.25%	2.50%	5.75%
12 - 15	2.60%	2.50%	5.10%
16 - 19	2.25%	2.50%	4.75%
20 & Over	1.90%	2.50%	4.40%

Demographic Assumptions

The mortality table is the PUB-2010 Headcount Weighted Employee Mortality Table (for pre-retirement mortality) and the PUB-2010 Headcount Weighted Healthy Retiree Mortality Table (for postretirement mortality), with separate rates for males and females and mortality improvements projected to all future years after 2010 using Scale MP-2018. These are the same rates in use for members of the Florida Retirement System (FRS) for the July 1, 2020 FRS Actuarial Valuation. Florida Statutes Chapter 112.63(1)(f) mandates the use of the mortality tables used in either of the two most recently published actuarial valuation reports of FRS.

For General Employees: For males, the mortality tables are based on the General Below-Median versions of the given table with ages set back one year. For females, the mortality tables are based on the General Below-Median versions of the given table. These are the same rates in use for Regular (other than K-12 School Instructional Personnel) class members of FRS in the July 1, 2020 FRS Actuarial Valuation.

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

Sample Attained Ages	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
20	0.04 %	0.01 %	65.04	69.09
30	0.07	0.03	54.20	58.23
40	0.11	0.06	43.55	47.47
50	0.19	0.58	33.04	36.86
55	0.97	0.58	28.67	32.42
60	1.15	0.60	24.59	27.89
65	1.29	0.69	20.55	23.32
70	1.80	1.10	16.55	18.85
75	2.88	1.90	12.85	14.66
80	4.87	3.44	9.58	10.92

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

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

Sample Attained Ages	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
20	0.04 %	0.01 %	68.86	71.82
30	0.07	0.03	58.26	61.15
40	0.11	0.06	47.87	50.60
50	0.19	0.11	37.64	40.19
55	0.30	0.17	32.63	35.06
60	0.46	0.26	27.78	30.04
65	0.65	0.37	23.10	25.13
70	0.90	0.57	18.56	20.31
75	1.36	0.94	14.13	15.62
80	2.15	1.59	9.83	11.12

This assumption is used to measure the probabilities of active members dying prior to retirement (10% of deaths are assumed to be service-connected).



For disabled retirees, the mortality table is based on the PUB-2010 Headcount Weighted General Disabled Retiree Table with ages set forward 3 years for males and females, with no provision being made for future mortality improvements. These are the same rates in use for Regular (other than K-12 School Instructional Personnel) class members of FRS in the July 1, 2020 FRS Actuarial Valuation.

For Police Officers and Firefighters: For males, the mortality tables are based on the Safety Below-Median versions of the given table with ages set forward 1 year. For females, the mortality tables are based on the Safety versions of the given table with ages set forward 1 year. These are the same rates in use for Special Risk class members of FRS in the July 1, 2020 FRS Actuarial Valuation.

FRS Healthy Post-Retirement Mortality for Special Risk Class Members

Sample Attained Ages	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
20	0.05 %	0.02 %	63.76	68.24
30	0.08	0.04	53.02	57.42
40	0.10	0.06	42.42	46.72
50	0.42	0.20	32.40	36.24
55	0.56	0.36	27.63	31.21
60	0.93	0.61	23.05	26.43
65	1.32	0.92	18.80	21.93
70	2.09	1.45	14.80	17.68
75	3.56	2.44	11.21	13.75
80	6.35	4.19	8.14	10.30

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

FRS Healthy Pre-Retirement Mortality for Special Risk Class Members

Sample Attained Ages	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
20	0.05 %	0.02 %	66.84	71.04
30	0.08	0.04	56.30	60.41
40	0.10	0.06	45.90	49.91
50	0.17	0.11	35.58	39.50
55	0.26	0.16	30.50	34.36
60	0.43	0.22	25.55	29.30
65	0.69	0.30	20.80	24.29
70	1.18	0.55	16.28	19.39
75	2.09	1.08	12.05	14.69
80	6.35	4.19	8.14	10.30

This assumption is used to measure the probabilities of active members dying prior to retirement (10% of deaths are assumed to be service-connected).

For disabled retirees, the mortality table is 80% of the PUB-2010 Headcount Weighted General Disabled Retiree Mortality Table, and 20% of the PUB-2010 Headcount Weighted Safety Disabled Retiree Mortality Table, both



with separate rates for males and females, with no provision being made for future mortality improvements. These are the same rates in use for Special Risk class members of FRS in the July 1, 2020 FRS Actuarial Valuation.

In the previous valuation, this assumption was the RP-2000 Combined Healthy Participant Mortality Table (for pre-retirement mortality) and the RP- 2000 Mortality Table for Annuitants (for postretirement mortality), with mortality improvements projected to all future years after 2000 using Scale BB. For males, the base mortality rates included a 50% blue collar adjustment and a 50% white collar adjustment for Regular class members and a 90% blue collar adjustment and a 10% white collar adjustment for Special Risk class members. For females, the base mortality rates included a 100% white collar adjustment. For disabled Regular class retirees, the mortality table was the RP-2000 Combined Mortality Table for Disabled Annuitants with ages set back 4 years for males and set forward 2 years for females, with no provision being made for future mortality improvements. For disabled Special Risk class retirees, the mortality table was 60% of the RP-2000 Combined Mortality Table for Disabled Annuitants with ages set back 4 years for males and set forward 2 years for females, and 40% of the RP-2000 Annuitant Mortality Table with a white collar adjustment with no age setback, both with no provision being made for future mortality improvements.

The active member population is assumed to remain constant.

The rates of retirement used to measure the probability of eligible members retiring during the next year are shown in the tables below and are based on the Experience Study dated June 24, 2016.

For General Employees in Plan B & C:

Age	Years of Service	Normal Retirement	Age	Years of Service	Early Retirement
Under 56	30 & Over	45.00%	Under 50	25 - 29	4.50%
56 - 59	30 & Over	60.00	50 - 54	25 - 29	7.50
60	5 - 29	50.00	55 - 59	5	7.50
	30 & Over	60.00		6 - 19	2.50
61	5 - 29	20.00		20 - 24	7.50
	30 & Over	60.00		25 - 29	10.00
62	5 - 19	45.00	60	5 - 29	9.00
	20 & Over	60.00	61	5 - 29	15.00
63 - 64	5 - 19	30.00			
	20 & Over	34.00			
65 - 69	5 - 19	40.00			
	20 & Over	70.00			
70 & Over	5 & Over	100.00			



For General Employees in Plan D:

Age	Years of Service	Normal Retirement
Under 59	33 & Over	45.00%
59 - 64	33 & Over	60.00
65	5 - 19	45.00
	20 & Over	60.00
66 - 67	5 - 19	30.00
	20 & Over	34.00
68 - 69	5 - 19	40.00
	20 & Over	70.00
70 & Over	5 & Over	100.00

Age	Years of Service	Early Retirement
Under 53	28 - 32	4.50%
53 - 57	28 - 32	7.50
58 - 62	5	7.50
	6 - 19	2.50
	20 - 27	7.50
63	28 - 32	10.00
	5 - 32	9.00
64	5 - 32	15.00

For Police Officers:

Age	Years of Service	Normal Retirement
Under 50	25	52.50%
	26 & Over	55.00
50 - 54	25	62.50
	26 & Over	55.00
55	5 - 24	15.00
	25	62.50
	26 & Over	55.00
56 - 61	5 - 24	25.00
	25	62.50
	26 & Over	55.00
62 & Over	5 & Over	100.00

Age	Years of Service	Early Retirement
Under 50	20 - 24	2.75%
50 - 54	5 - 19	0.75
	20 - 24	7.50



For Firefighters:

<u>Age</u>	<u>Years of Service</u>	<u>Normal Retirement</u>	<u>Age</u>	<u>Years of Service</u>	<u>Early Retirement</u>
Under 50	25	62.50%	Under 50	20 - 24	2.50%
	26 & Over	67.50		50 - 54	5 - 19
50 - 54	25	67.50	20 - 24		20 - 24
	26 & Over	67.50			
55	5 - 24	20.00			
	25	67.50			
	26 & Over	67.50			
56 - 61	5 - 19	20.00			
	20 - 24	40.00			
	25	67.50			
	26 & Over	67.50			
62 & Over	5 & Over	100.00			

Rates of separation from active membership are shown in the tables below (rates do not apply to members eligible to retire and do not include separation on account of death or disability) and are based on the Experience Study dated June 24, 2016. This assumption measures the probabilities of members separating from employment for reasons other than retirement, death, or disability.

% of Active Members Separating Within Next Year

<u>Years of Service</u>	<u>General Employees</u>	
	<u>Males</u>	<u>Females</u>
Under 1	14.00%	15.50%
1	10.40	14.00
2	7.50	7.50
3	5.50	7.50
4	5.50	5.80
5 - 6	5.50	5.30
7 - 9	3.00	5.30
10 - 14	2.70	3.20
15 & Over	1.40	2.80

% of Active Members Separating Within Next Year

Age	Years of Service	Police Officers
ALL	0	13.00%
	1	13.00
	2	8.00
	3	4.50
Under 35	4 & Over	3.50
35 - 39		2.00
40 & Over		1.50

% of Active Members Separating Within Next Year

Age	Service	Firefighters
Under 35	ALL	2.40%
35 - 39		0.90
40 & Over		0.40

Rates of disability among active members are shown in the tables below and are based on the Experience Study dated June 24, 2016. Table rates are equal to 150% of the current disability rates assumed by FRS in the July 1, 2015 FRS Actuarial Valuation (the latest FRS actuarial valuation report available when the Experience Study was performed). For General Employees 10% of disabilities are assumed to be service-connected, and for Police Officers and Firefighters 50% of disabilities are assumed to be service-connected.

% Becoming Disabled Within Next Year

Sample Ages	General Employees				Police Officers and Firefighters			
	Non Service-Connected		Service Connected		Non Service-Connected		Service Connected	
	Male	Female	Male	Female	Male	Female	Male	Female
20	0.000%	0.000%	0.000%	0.000%	0.030%	0.000%	0.015%	0.000%
25	0.015%	0.015%	0.001%	0.001%	0.030%	0.030%	0.015%	0.006%
30	0.015%	0.015%	0.001%	0.001%	0.045%	0.030%	0.015%	0.006%
35	0.030%	0.015%	0.001%	0.001%	0.045%	0.045%	0.015%	0.006%
40	0.030%	0.030%	0.001%	0.001%	0.045%	0.045%	0.030%	0.060%
45	0.120%	0.090%	0.006%	0.001%	0.045%	0.090%	0.090%	0.060%
50	0.240%	0.150%	0.009%	0.009%	0.120%	0.165%	0.210%	0.075%
55	0.375%	0.240%	0.009%	0.009%	0.075%	0.165%	0.150%	0.120%
60	0.450%	0.390%	0.015%	0.019%	0.075%	0.165%	0.210%	0.225%
64	0.150%	0.120%	0.015%	0.015%	0.075%	0.165%	0.450%	0.225%



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>	Service calculated based on completed months 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 middle of the year.
<i>DROP Retirement</i>	General Employees entering the DROP on or after March 1, 2020 are assumed to elect to enter the DROP 70% of the time (versus separating from employment) and are assumed to remain in the DROP for a period of three years. Police Officers entering the DROP who have a pension entry date on or after January 1, 1998, and earlier than January 1, 2001 are assumed to remain in the DROP for a period of four years. Firefighters entering the DROP on or after October 1, 2017 are assumed to remain in the DROP for a period of three years.
<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 members separating will only withdraw their contributions and forfeit an employer financed benefit if the value of their accumulated contributions exceeds the present value of their deferred monthly benefit. It was further assumed that the liability at termination is the greater of the vested deferred benefit (if any) or the member's accumulated contributions.
<i>Incidence of Contributions</i>	Employer contributions and Member contributions are assumed to be received continuously throughout the year based upon the computed percentages of payroll shown in this report, and the actual payroll payable at the time contributions are made.
<i>Marriage Assumption</i>	85% of males and 85% of females are assumed to be married for purposes of death-in-service benefits. Males are assumed to be three years older than their spouses for active member valuation purposes.
<i>Normal Form of Benefit</i>	A 10-year certain and life annuity is the normal form of benefit for Police and Fire. A 66.67% joint and contingent life annuity is the normal form of benefit for General Employees.
<i>Pay Increase Timing</i>	End of the year. Annual rates of pay as of the valuation date are assumed to be the full-year pays for the year beginning 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.
<i>Actuarial Value of Assets</i>	The value of the assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets or a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the actuarially determined contribution (ADC).
<i>Actuarially Determined Contribution (ADC)</i>	The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation, determined under GASB. The ADC consists of the Employer Normal Cost and Amortization Payment.

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

Unfunded Actuarial Accrued Liability

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

Valuation Date

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

SECTION C

PENSION FUND INFORMATION

Statement of Total Plan Assets at Market Value

Item	September 30	
	2020	2019
A. Cash and Cash Equivalents (Operating Cash)	\$ 19,076,554	\$ 16,361,117
B. Receivables:		
1. Accounts Receivable	\$ 2,891,868	\$ 2,607,378
2. Securities Lending Collateral	100,978,000	94,457,000
3. Investment Income and Other Receivables	-	799,018
4. Open Security Sales (Pending)	-	-
5. Total Receivables	\$ 103,869,868	\$ 97,863,396
C. Investments	\$ 1,747,201,776	\$ 1,686,356,406
D. Liabilities		
1. Open Security Purchases (Pending)	\$ -	\$ -
2. Securities Lending Collateral	(100,978,000)	(94,457,000)
3. Total Liabilities	\$ (100,978,000)	\$ (94,457,000)
E. Total Market Value of Assets	\$ 1,769,170,198	\$ 1,706,123,919

Reconciliation of Plan Assets by Plan

September 30, 2020

Item	General Employees	Police Officers	Firefighters	Total
A. Market Value of Assets at Beginning of Year	\$ 1,153,899,882	\$ 329,736,263	\$ 222,487,774	\$ 1,706,123,919
B. Revenues and Expenditures				
1. Contributions				
a. Member Contributions	\$ 6,170,749	\$ 3,368,989	\$ 3,384,054	\$ 12,923,792
b. Employer Contributions	26,693,000	8,905,000	6,443,000	42,041,000
c. Miscellaneous	3,353	962	541	4,856
d. Total	\$ 32,867,102	\$ 12,274,951	\$ 9,827,595	\$ 54,969,648
2. Investment Income				
a. Interest, Dividends, and Other Income	\$ 18,790,818	\$ 5,367,972	\$ 3,626,232	\$ 27,785,022
b. Realized Gains/(Losses)	35,466,005	10,131,646	6,843,581	52,441,232
c. Unrealized Gains/(Losses)	26,093,507	7,533,840	5,024,977	38,652,324
d. Investment Expenses	(4,359,096)	(1,245,245)	(841,357)	(6,445,698)
e. Net Investment Income	\$ 75,991,234	\$ 21,788,213	\$ 14,653,433	\$ 112,432,880
3. Benefits and Refunds				
a. Regular Monthly Benefits	\$ (66,804,122)	\$ (19,872,637)	\$ (15,959,778)	\$ (102,636,537)
b. Refunds	(578,369)	(89,815)	(154,935)	(823,119)
c. Total	\$ (67,382,491)	\$ (19,962,452)	\$ (16,114,713)	\$ (103,459,656)
4. Administrative and Miscellaneous Expenses	\$ (606,366)	\$ (173,222)	\$ (117,005)	\$ (896,593)
5. Transfers	\$ -	\$ -	\$ -	\$ -
C. Market Value of Assets at End of Year	\$ 1,194,769,361	\$ 343,663,753	\$ 230,737,084	\$ 1,769,170,198



Actuarial Value of Assets by Plan

Valuation Date – September 30, 2020	General Employees	Police Officers	Firefighters	Total
A. Actuarial Value of Assets Beginning of Year	\$1,143,449,000	\$ 332,168,000	\$ 219,026,000	\$1,694,643,000
B. Market Value End of Year	1,194,769,000	343,664,000	230,737,000	1,769,170,000
C. Market Value Beginning of Year	1,153,900,000	329,736,000	222,487,000	1,706,123,000
D. Non-Investment/Administrative Net Cash Flow	(35,122,000)	(7,860,000)	(6,404,000)	(49,386,000)
E. Investment Income				
E1. Actual Market Total: B-C-D	75,991,000	21,788,000	14,654,000	112,433,000
E2. Assumed Rate of Return	7.50%	7.50%	7.50%	7.50%
E3. Assumed Amount of Return	84,942,000	24,785,000	16,308,000	126,035,000
F. Actuarial Value of Assets End of Year				
F1. Expected Actuarial Value of Assets End of Year:				
A+D+E3	1,193,269,000	349,093,000	228,930,000	1,771,292,000
F2. Excess: B - F1	1,500,000	(5,429,000)	1,807,000	(2,122,000)
F3. Adjustment to Market: 20% x F2	300,000	(1,086,000)	361,000	(425,000)
F4. Preliminary Actuarial Value of Assets End of Year:				
F1 + F3	1,193,569,000	348,007,000	229,291,000	1,770,867,000
F5. Upper Corridor Limit: 120%*B	1,433,723,000	412,397,000	276,884,000	2,123,004,000
F6. Lower Corridor Limit: 80%*B	955,815,000	274,931,000	184,590,000	1,415,336,000
F7. Actuarial Value of Assets End of Year	1,193,569,000	348,007,000	229,291,000	1,770,867,000
G. Difference between Market & Actuarial Value of Assets	1,200,000	(4,343,000)	1,446,000	(1,697,000)
H. Actuarial Rate of Return	7.5%	7.2%	7.7%	7.5%
I. Market Value Rate of Return	6.6%	6.6%	6.6%	6.6%
J. Ratio of Actuarial Value of Assets to Market Value	99.9%	101.3%	99.4%	100.1%

Period Ending	Investment Rate of Return	
	Total Market Value	Total Actuarial Value
9/30/2004	11.0 %	8.2 %
9/30/2005	12.3	8.8
9/30/2006	11.9	9.4
9/30/2007	12.1	10.0
9/30/2008	(14.1)	4.8
9/30/2009	(2.4)	3.4
9/30/2010	9.6	4.5
9/30/2011	0.9	3.8
9/30/2012	21.1	6.6
9/30/2013	14.5	8.1
9/30/2014	10.4	8.6
9/30/2015	1.0	7.0
9/30/2016	9.5	7.5
9/30/2017	13.3	8.6
9/30/2018	9.1	8.6
9/30/2019	4.3	7.7
9/30/2020	6.6	7.5
Average Returns:		
Last 5 Years	8.5 %	8.0 %
Last 10 Years	8.9 %	7.4 %
All Years Shown Above	7.4 %	7.2 %

The above rates are based on the Pension Plans' 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

ASC 960 INFORMATION

A. Valuation Date	October 1, 2020				October 1, 2019
	<i>Total</i>	<i>General Employees</i>	<i>Police Officers</i>	<i>Firefighters</i>	<i>Total</i>
B. Actuarial Present Value of Accumulated Plan Benefits					
1. Vested Benefits					
a. Members Currently Receiving Payments	\$ 1,432,683,000	\$ 921,447,000	\$ 287,620,000	\$ 223,616,000	\$ 1,378,437,000
b. Terminated Vested Members	40,259,000	36,187,000	3,430,000	642,000	40,501,000
c. Other Members	373,013,000	262,592,000	72,668,000	37,753,000	382,106,000
d. Total	1,845,955,000	1,220,226,000	363,718,000	262,011,000	1,801,044,000
2. Non-Vested Benefits	32,914,000	21,418,000	7,740,000	3,756,000	32,938,000
3. Total Actuarial Present Value of Accumulated Plan Benefits: 1d + 2	1,878,869,000	1,241,644,000	371,458,000	265,767,000	1,833,982,000
4. Accumulated Contributions of Active Members	108,392,000	58,692,000	27,288,000	22,412,000	105,658,000
C. Changes in the Actuarial Present Value of Accumulated Plan Benefits					
1. Total Value at October 1, 2019	1,833,982,000	1,203,406,000	364,208,000	266,368,000	1,751,899,000
2. Increase (Decrease) During the Period Attributable to:					
a. Plan Amendments	0	0	0	0	(2,297,000)
b. Change in Actuarial Assumptions	(27,959,000)	(8,599,000)	(10,892,000)	(8,468,000)	0
c. Latest Member Data, Benefits Accumulated and Decrease in the Discount Period	176,306,000	114,220,000	38,104,000	23,982,000	181,996,000
d. Benefits Paid	(103,460,000)	(67,383,000)	(19,962,000)	(16,115,000)	(97,616,000)
e. Net Increase	44,887,000	38,238,000	7,250,000	(601,000)	82,083,000
3. Total Value at October 1, 2020	1,878,869,000	1,241,644,000	371,458,000	265,767,000	1,833,982,000
D. Market Value of Assets	1,769,170,000	1,194,769,000	343,664,000	230,737,000	1,706,123,000
E. Funded Ratio Using Market Value	94.2%	96.2%	92.5%	86.8%	93.0%
F. Actuarial Assumptions - See page entitled Actuarial Assumptions and Methods					



SECTION E

MISCELLANEOUS INFORMATION

RECONCILIATION OF TOTAL MEMBERSHIP DATA		
	From 10/1/19 To 10/1/20	From 10/1/18 To 10/1/19
A. Active Members		
1. Number Included in Last Valuation	2,471	2,454
2. New Members Included in Current Valuation	197	214
3. Non-Vested Employment Terminations	(77)	(69)
4. Vested Employment Terminations	(39)	(27)
5. DROP Retirement	(69)	(61)
6. Service Retirements	(26)	(41)
7. Disability Retirements	(4)	0
8. Deaths	(5)	(2)
9. Transfer	0	0
10. Rehire	5	3
11. Number Included in This Valuation	<u>2,453</u>	<u>2,471</u>
B. Terminated Vested Members		
1. Number Included in Last Valuation	287	283
2. Additions from Active Members	39	27
3. Lump Sum Payments/Refund of Contributions	(25)	(20)
4. Payments Commenced	(13)	(16)
5. Deaths	(1)	0
6. Rehire	(5)	(3)
7. Other - Data Corrections	4	16
8. Number Included in This Valuation	<u>286</u>	<u>287</u>
C. DROP Retirees, Service Retirees, Disability Retirees and Beneficiaries		
1. Number Included in Last Valuation	2,325	2,219
2. Additions from Active Members	99	102
3. Additions from Terminated Vested Members	13	16
4. Deaths	(60)	(57)
5. Additions from New Survivor Benefits	45	27
6. End of Certain Period - No Further Payments	(3)	(3)
7. Other	0	21
8. Number Included in This Valuation	<u>2,419</u>	<u>2,325</u>

RECONCILIATION OF MEMBERSHIP DATA BY PLAN FROM 10/1/19 TO 10/1/20				
	General Employees	Police Officers	Firefighters	Total
A. Active Members				
1. Number Included in Last Valuation	1,917	326	228	2,471
2. New Members Included in Current Valuation	169	13	15	197
3. Non-Vested Employment Terminations	(68)	(5)	(4)	(77)
4. Vested Employment Terminations	(35)	(2)	(2)	(39)
5. DROP Retirement	(56)	(6)	(7)	(69)
6. Service Retirements	(21)	(5)	0	(26)
7. Disability Retirements	(3)	0	(1)	(4)
8. Deaths	(5)	0	0	(5)
9. Transfer	(8)	8	0	0
10. Rehire	4	1	0	5
11. Number Included in This Valuation	<u>1,894</u>	<u>330</u>	<u>229</u>	<u>2,453</u>
B. Terminated Vested Members				
1. Number Included in Last Valuation	248	31	8	287
2. Additions from Active Members	35	2	2	39
3. Lump Sum Payments/Refund of Contributions	(22)	(1)	(2)	(25)
4. Payments Commenced	(12)	(1)	0	(13)
5. Deaths	(1)	0	0	(1)
6. Rehire	(4)	(1)	0	(5)
7. Other	3	1	0	4
8. Number Included in This Valuation	<u>247</u>	<u>31</u>	<u>8</u>	<u>286</u>
C. DROP Retirees, Service Retirees, Disability Retirees and Beneficiaries				
1. Number Included in Last Valuation	1,773	295	257	2,325
2. Additions from Active Members	80	11	8	99
3. Additions from Terminated Vested Members	12	1	0	13
4. Deaths	(46)	(5)	(9)	(60)
5. Additions from New Survivor Benefits	42	1	2	45
6. End of Certain Period - No Further Payments	(3)	0	0	(3)
7. Other	0	0	0	0
8. Number Included in This Valuation	<u>1,858</u>	<u>303</u>	<u>258</u>	<u>2,419</u>

**ACTIVE MEMBERS AS OF OCTOBER 1, 2020
GENERAL EMPLOYEES**

Age Group	Years of Service to Valuation Date									Earnings	
	0-1	1-4	5-9	10-14	15-19	20-24	25-29	30+	Total	Total	Average
< 25	25	16	-	-	-	-	-	-	41	\$ 1,521,542	\$ 37,111
25-29	36	55	20	-	-	-	-	-	111	5,013,906	45,170
30-34	23	85	57	13	1	-	-	-	179	9,669,199	54,018
35-39	21	66	79	48	35	1	-	-	250	14,351,642	57,407
40-44	20	60	58	49	49	14	-	-	250	15,355,913	61,424
45-49	9	46	74	37	66	26	24	-	282	17,173,979	60,901
50-54	16	42	54	51	45	46	32	6	292	19,914,816	68,201
55-59	6	35	50	51	58	43	50	9	302	19,296,966	63,897
60-64	4	9	26	22	29	27	31	1	149	10,054,125	67,477
65-69	1	6	8	4	2	2	3	1	27	1,829,031	67,742
70+	1	2	3	-	2	1	1	1	11	728,961	66,269
Total	162	422	429	275	287	160	141	18	1,894	114,910,080	60,671

Average Age: 46.4

Average Service: 11.0



**ACTIVE MEMBERS AS OF OCTOBER 1, 2020
POLICE OFFICERS**

Age Group	Years of Service to Valuation Date									Earnings	
	0-1	1-4	5-9	10-14	15-19	20-24	25-29	30+	Total	Total	Average
<25	4	5	-	-	-	-	-	-	9	\$ 432,472	\$ 48,052
25-29	11	37	8	-	-	-	-	-	56	2,880,897	51,445
30-34	2	14	24	3	-	-	-	-	43	2,529,770	58,832
35-39	1	10	21	24	9	-	-	-	65	4,490,519	69,085
40-44	-	5	7	12	22	7	-	-	53	4,248,138	80,154
45-49	2	2	2	5	21	31	1	-	64	5,718,052	89,345
50-54	1	1	1	6	10	13	-	-	32	2,952,403	92,263
55-59	-	-	3	1	3	-	-	-	7	555,364	79,338
60-64	-	-	-	-	1	-	-	-	1	99,063	99,063
65-69	-	-	-	-	-	-	-	-	-	-	-
70+	-	-	-	-	-	-	-	-	-	-	-
Total	21	74	66	51	66	51	1	-	330	23,906,678	72,444

Average Age: 39.4

Average Service: 11.5



**ACTIVE MEMBERS AS OF OCTOBER 1, 2020
FIREFIGHTERS**

Age Group	Years of Service to Valuation Date									Earnings	
	0-1	1-4	5-9	10-14	15-19	20-24	25-29	30+	Total	Total	Average
< 25	-	8	-	-	-	-	-	-	8	\$ 351,663	\$ 43,958
25-29	-	20	5	-	-	-	-	-	25	1,141,136	45,645
30-34	-	20	29	4	-	-	-	-	53	2,751,771	51,920
35-39	-	9	19	17	3	-	-	-	48	2,887,171	60,149
40-44	-	2	9	22	7	4	-	-	44	2,952,299	67,098
45-49	-	-	4	7	11	12	-	-	34	2,775,501	81,632
50-54	-	1	-	-	6	6	1	-	14	1,266,755	90,483
55-59	-	-	-	-	1	1	-	-	2	149,012	74,506
60-64	-	-	1	-	-	-	-	-	1	180,382	180,382
65-69	-	-	-	-	-	-	-	-	-	-	-
70+	-	-	-	-	-	-	-	-	-	-	-
Total	-	60	67	50	28	23	1	-	229	14,455,690	63,125

Average Age: 38.4

Average Service: 10.1



ACTIVE MEMBERS AS OF OCTOBER 1, 2020
ALL MEMBERS

Age Group	Years of Service to Valuation Date									Earnings	
	0-1	1-4	5-9	10-14	15-19	20-24	25-29	30+	Total	Total	Average
< 25	29	29	-	-	-	-	-	-	58	\$ 2,305,677	\$ 39,753
25-29	47	112	33	-	-	-	-	-	192	9,035,939	47,062
30-34	25	119	110	20	1	-	-	-	275	14,950,740	54,366
35-39	22	85	119	89	47	1	-	-	363	21,729,332	59,860
40-44	20	67	74	83	78	25	-	-	347	22,556,350	65,004
45-49	11	48	80	49	98	69	25	-	380	25,667,532	67,546
50-54	17	44	55	57	61	65	33	6	338	24,133,974	71,402
55-59	6	35	53	52	62	44	50	9	311	20,001,342	64,313
60-64	4	9	27	22	30	27	31	1	151	10,333,570	68,434
65-69	1	6	8	4	2	2	3	1	27	1,829,031	67,742
70+	1	2	3	-	2	1	1	1	11	728,961	66,269
Total	183	556	562	376	381	234	143	18	2,453	153,272,448	62,484

Average Age: 44.7

Average Service: 11.0



**INACTIVE MEMBERS AS OF OCTOBER 1, 2020
GENERAL EMPLOYEES**

Age	<u>Terminated Vested</u>		<u>Disabled</u>		<u>Retired</u>		<u>Survivor Beneficiaries</u>		<u>Grand Total</u>	
	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits
Under 25	0	0	0	0	0	0	18	116,721	18	116,721
25 - 29	1	6,300	0	0	0	0	2	25,116	3	31,416
30 - 34	9	113,284	1	21,437	0	0	0	0	10	134,721
35 - 39	25	318,564	0	0	0	0	4	43,993	29	362,557
40 - 44	38	565,691	2	65,060	0	0	2	28,266	42	659,017
45 - 49	33	561,862	2	58,310	0	0	5	69,860	40	690,032
50 - 54	47	877,447	4	155,341	39	1,632,916	7	87,869	97	2,753,573
55 - 59	73	1,479,458	5	108,318	139	5,786,970	17	344,860	234	7,719,606
60 - 64	21	403,956	14	374,111	320	12,102,179	37	873,116	392	13,753,362
65 - 69	0	0	9	217,107	434	17,612,218	52	1,506,476	495	19,335,801
70 - 74	0	0	5	137,472	322	13,934,081	38	982,106	365	15,053,659
75 - 79	0	0	3	76,348	158	6,673,279	37	868,256	198	7,617,883
80 - 84	0	0	0	0	75	2,699,023	24	675,301	99	3,374,324
85 - 89	0	0	0	0	40	1,377,363	19	500,160	59	1,877,523
90 - 94	0	0	0	0	14	375,696	6	156,549	20	532,245
95 - 99	0	0	0	0	0	0	4	66,643	4	66,643
100 & Over	0	0	0	0	0	0	0	0	0	0
Total	247	4,326,562	45	1,213,504	1,541	62,193,725	272	6,345,292	2,105	74,079,083
 Average Age:		50.3		62.2		68.7		66.8		66.2



**INACTIVE MEMBERS AS OF OCTOBER 1, 2020
POLICE OFFICERS**

Age	<u>Terminated Vested</u>		<u>Disabled</u>		<u>Retired</u>		<u>Survivor Beneficiaries</u>		<u>Grand Total</u>	
	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits
Under 25	0	0	0	0	0	0	0	0	0	0
25 - 29	0	0	0	0	0	0	0	0	0	0
30 - 34	0	0	0	0	0	0	0	0	0	0
35 - 39	7	84,636	0	0	0	0	0	0	7	84,636
40 - 44	8	125,951	0	0	0	0	0	0	8	125,951
45 - 49	8	124,390	0	0	4	283,076	1	52,431	13	459,897
50 - 54	8	123,950	2	61,990	47	3,411,936	1	108,934	58	3,706,810
55 - 59	0	0	1	71,415	78	5,350,331	1	76,082	80	5,497,828
60 - 64	0	0	0	0	51	3,734,621	3	106,974	54	3,841,595
65 - 69	0	0	0	0	35	2,576,809	6	324,561	41	2,901,370
70 - 74	0	0	0	0	33	2,068,769	1	95,050	34	2,163,819
75 - 79	0	0	0	0	17	1,029,135	6	322,720	23	1,351,855
80 - 84	0	0	0	0	11	744,075	0	0	11	744,075
85 - 89	0	0	0	0	3	174,502	1	26,864	4	201,366
90 - 94	0	0	0	0	0	0	0	0	0	0
95 - 99	0	0	0	0	0	0	1	60,531	1	60,531
100 & Over	0	0	0	0	0	0	0	0	0	0
Total	31	458,927	3	133,405	279	19,373,254	21	1,174,147	334	21,139,733
 Average Age:		45.2		54.0		62.9		70.0		61.7



**INACTIVE MEMBERS AS OF OCTOBER 1, 2020
FIREFIGHTERS**

Age	<u>Terminated Vested</u>		<u>Disabled</u>		<u>Retired</u>		<u>Survivor Beneficiaries</u>		<u>Grand Total</u>	
	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits
Under 25	0	0	0	0	0	0	0	0	0	0
25 - 29	0	0	0	0	0	0	0	0	0	0
30 - 34	3	30,865	0	0	0	0	0	0	3	30,865
35 - 39	2	29,952	1	35,756	0	0	1	23,970	4	89,678
40 - 44	0	0	0	0	0	0	2	59,049	2	59,049
45 - 49	2	15,270	1	63,872	7	519,823	0	0	10	598,965
50 - 54	1	24,258	0	0	23	1,652,489	1	58,096	25	1,734,843
55 - 59	0	0	0	0	55	3,486,206	1	31,799	56	3,518,005
60 - 64	0	0	0	0	61	3,997,993	1	72,848	62	4,070,841
65 - 69	0	0	1	38,167	40	2,702,980	1	52,240	42	2,793,387
70 - 74	0	0	0	0	19	1,200,059	2	43,510	21	1,243,569
75 - 79	0	0	0	0	13	673,679	4	258,360	17	932,039
80 - 84	0	0	0	0	7	411,031	5	181,505	12	592,536
85 - 89	0	0	0	0	5	436,871	4	213,097	9	649,968
90 - 94	0	0	0	0	2	120,964	1	26,340	3	147,304
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	8	100,345	3	137,795	232	15,202,095	23	1,020,814	266	16,461,049
 Average Age:		40.0		50.3		63.6		72.0		63.5



INACTIVE MEMBERS AS OF OCTOBER 1, 2020
ALL MEMBERS

Age	<u>Terminated Vested</u>		<u>Disabled</u>		<u>Retired</u>		<u>Survivor Beneficiaries</u>		<u>Grand Total</u>	
	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits
Under 25	0	0	0	0	0	0	18	116,721	18	116,721
25 - 29	1	6,300	0	0	0	0	2	25,116	3	31,416
30 - 34	12	144,149	1	21,437	0	0	0	0	13	165,586
35 - 39	34	433,152	1	35,756	0	0	5	67,963	40	536,871
40 - 44	46	691,642	2	65,060	0	0	4	87,315	52	844,017
45 - 49	43	701,522	3	122,182	11	802,899	6	122,291	63	1,748,894
50 - 54	56	1,025,655	6	217,331	109	6,697,341	9	254,899	180	8,195,226
55 - 59	73	1,479,458	6	179,733	272	14,623,507	19	452,741	370	16,735,439
60 - 64	21	403,956	14	374,111	432	19,834,793	41	1,052,938	508	21,665,798
65 - 69	0	0	10	255,274	509	22,892,007	59	1,883,277	578	25,030,558
70 - 74	0	0	5	137,472	374	17,202,909	41	1,120,666	420	18,461,047
75 - 79	0	0	3	76,348	188	8,376,093	47	1,449,336	238	9,901,777
80 - 84	0	0	0	0	93	3,854,129	29	856,806	122	4,710,935
85 - 89	0	0	0	0	48	1,988,736	24	740,121	72	2,728,857
90 - 94	0	0	0	0	16	496,660	7	182,889	23	679,549
95 - 99	0	0	0	0	0	0	5	127,174	5	127,174
100 & Over	0	0	0	0	0	0	0	0	0	0
Total	286	4,885,834	51	1,484,704	2,052	96,769,074	316	8,540,253	2,705	111,679,865
 Average Age:		49.5		61.0		67.4		67.4		65.3



SECTION F

SUMMARY OF PLAN PROVISIONS

SUMMARY OF PLAN PROVISIONS

GENERAL EMPLOYEES

A. Ordinances

The Plan was established under the Code of Ordinances for the City of Tallahassee, Florida, Chapter 14, Article II. The Plan is also governed by certain provisions of Part VII, Chapter 112, Florida Statutes and the Internal Revenue Code.

B. Effective Date

Not Available.

C. Plan Year

October 1 through September 30

D. Type of Plan

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

E. Eligibility Requirements

All regular full-time or part-time municipal employees in an approved budgeted position as well as elected officials.

F. Credited Service

Credited Service is measured as the total number of days (considered as 1/365 of a year, ignoring the impact of a leap year) of full-time service with the City during which time prescribed employee contributions are made. Members may purchase up to 5 years of military service or service with another public employer. No service is credited for any periods of employment for which the member received a refund of their contributions.

G. Compensation

Amounts actually paid to participants, including overtime, standby and call-back pay, tool allowance, worker's compensation salary differential, holiday pay, vacation pay up 240 hours, National Institute of Automotive Service Excellence Certification Supplement, differential pay for 'acting' status, leadworker differential, longevity/merit bonuses, and severance pay paid as a continuation of salary.

H. Average Final Compensation (AFC)

For Part C participants (hired prior to 4/1/2013): The average of Compensation shall be the higher of:
(1) The final 3 years of Credited Service;



- (2) Any consecutive 3 years during the period January 1987 through December 2005 escalated by three percent from the end of the 3-year period to December 2005; or
- (3) Any consecutive 3 years during the period January 1987 to the point of retirement.

For Part D participants (hired on or after 4/1/2013): The average of Compensation shall be the highest consecutive five years of Credited Service.

I. Normal Retirement

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

For Part C participants:

- (1) Age 62 and 5 years of Credited Service; or
- (2) 30 years of Credited Service, regardless of age.

For Part D participants:

- (1) Age 65 and 5 years of Credited Service; or
- (2) 33 years of Credited Service, regardless of age.

Part C participants who were previously participants in Part B are also eligible for Normal Retirement at age 60 and 7 years of Credited Service.

Benefit: 2.25% of AFC multiplied by years of Credited Service, 3.0% for each year of pension participation as an Elected Official, and 2.0% for each year of purchased Military and out-of-city public service.

Part C participants who were previously participants in Part B may receive the greater of the above benefit or AFC multiplied by the accrual percentage rate of:

- (1) 1.5% for each year of Credited Service through age 34,
- (2) 2.0% for each year of Credited Service from age 35 through age 49, and
- (3) 2.5% for each year of participation for age 50 and beyond.
- (4) Maximum accrual percentage is 75%.

The maximum benefit is 81% of AFC for all General Employees.

Normal Form

of Benefit: 66-2/3% Joint and Survivor option; other options are also available.

Health Care

Supplement: Monthly benefit of \$5.00 multiplied by years of Credited Service (not in excess of 30) commencing at retirement but not before age 55 (not before age 50 if retiring after completion of 30 or 33 years of service).

COLA:

Each retiree will receive a 3.0% increase in benefits on each October 1st starting:

- (1) at the later of normal retirement date, or age 55 (if retiring under age and service eligibility) or age 50 (if retiring under service eligibility) for Part C participants, or
- (2) at the later of normal retirement date or age 65 for Part D participants.



For retirees who enter the DROP on or after March 1, 2020, the COLA will be delayed until the October 1st following the DROP Exit date.

J. Early Retirement

Eligibility: A member may elect to retire earlier than the Normal Retirement Eligibility after attainment of:

For Part C participants:

- (1) Age 55 and 5 years of Credited Service; or
- (2) 25 years of Credited Service, regardless of age.

For Part D participants:

- (1) Age 58 and 5 years of Credited Service; or
- (2) 28 years of Credited Service, regardless of age.

Benefit: If member is retiring under the age and service eligibility, the Normal Retirement Benefit is reduced by 4.8% per year for each year by which the Early Retirement date precedes the Normal Retirement date. If member is retiring under the service eligibility, the Normal Retirement Benefit is reduced by 5.0% per year for each year by which the Early Retirement date precedes the Normal Retirement date.

Part C participants who were previously participants in Part B may have their Normal Retirement benefit reduced by 2.4% per year for each year by which the Early Retirement date precedes the Part B Normal Retirement date.

Normal Form of Benefit: 66-2/3% Joint and Survivor option; other options are also available.

Health Care Supplement: Same as Normal Retirement.

COLA: Same as Normal Retirement.

K. Delayed Retirement

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

L. Service Connected Disability

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

Benefit: The greater of:

- (1) the member's accrued benefit to date of disability, and
- (2) the member's benefit with service projected to normal retirement date not to exceed 50% of AFC in effect on the date of disability.



Normal Form
of Benefit: 66-2/3% Joint and Survivor option; other options are also available.

Health Care
Supplement: Monthly benefit of \$5.00 multiplied by years of Credited Service (not in excess of 30).

COLA: Each disabled retiree will receive a 3.0% increase in benefits on October 1st of each year.

M. Non-Service Connected Disability

Eligibility: Any member with 5 years of Credited Service who becomes totally and permanently disabled (non-service related) is immediately eligible for a disability benefit.

Benefit: The greater of:
(1) the member's accrued benefit to date of disability, and
(2) the member's benefit with service projected to normal retirement date not to exceed 50% of AFC in effect on the date of disability.

Normal Form
of Benefit: 66-2/3% Joint and Survivor option; other options are also available.

Health Care
Supplement: Monthly benefit of \$5.00 multiplied by years of Credited Service (not in excess of 30).

COLA: Each disabled retiree will receive a 3.0% increase in benefits on October 1st of each year.

N. Service Connected Pre-Retirement Death

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

Benefit: Single lump sum payment of the greater of 50% of the member's base salary in effect on the date of death, \$50,000, or a refund of accumulated contributions.

In addition to the above, if the member has a legal spouse, the spouse may elect to receive either:

- (1) a monthly annuity of 25% of the member's monthly base salary, and a monthly payment of 10% of the member's monthly base salary to each dependent child until they reach age 22. The maximum payment to the member's children shall not exceed 50% of monthly base salary, or
- (2) a monthly annuity of 50% of the member's monthly base salary.

If the member had attained retirement eligibility at the time of his death, the spouse may elect the above or the member's accrued benefit under the joint and contingent full option.

Normal Form
of Benefit: Payable for the life of the beneficiary.



Health Care

Supplement: Monthly benefit of \$5.00 multiplied by years of Credited Service (not in excess of 30).

COLA: Each beneficiary will receive a 3.0% increase in benefits on October 1st of each year.

O. Other Pre-Retirement Death

Eligibility: All members whose death is not service related and which occurs on or prior to Normal or actual retirement date while in service.

Benefit: Single lump sum payment of the greater of 50% of the member's base salary in effect on the date of death, \$50,000, or a refund of accumulated contributions.

In addition to the above, if the member has 5 years of service with the City and a legal spouse, the spouse will receive a monthly annuity of 25% of the member's monthly base salary, and a monthly payment of 10% of the member's monthly base salary to each dependent child until they reach age 22. The maximum payment to the member's children shall not exceed 50% of monthly base salary.

If the member had attained retirement eligibility at the time of death, the spouse may elect the above or the member's accrued benefit under the joint and contingent full option.

Normal Form

of Benefit: Payable for the life of the beneficiary.

Health Care

Supplement: Monthly benefit of \$5.00 multiplied by years of Credited Service (not in excess of 30).

COLA: Each beneficiary will receive a 3.0% increase in benefits on October 1st of each year.

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 a Life Annuity, 10 Year Certain and Life Annuity, 15 Year Certain and Life Annuity, 20 Year Certain and Life Annuity, and 50%, 75% and 100% Joint and Survivor options.

R. Vested Termination

Eligibility: A member has earned a non-forfeitable right to Plan benefits after the completion of 5 years of Credited Service.

Benefit: The benefit is the member's accrued Normal Retirement Benefit. The benefit begins on the date that would have been the member's Normal Retirement date based on years of Credited Service at the termination date.



For Part C participants: If a member has 10 years of Credited Service and was hired prior to June 1, 2005, the member's accrued Normal Retirement benefit shall be increased by 3% each year from the date of separation until age 62.

Normal Form
of Benefit: 66-2/3% Joint and Survivor option; other options are also available.

Health Care
Supplement: Same as Normal Retirement.

COLA: Same as Normal Retirement.

S. Refunds

Members terminating employment with less than 5 years of Credited Service will receive a refund of the member's contributions with interest at a rate of 6.0% per annum.

Effective March 1, 2020, interest is at a rate of 3.0% per annum.

T. Member Contributions

5.00% of Compensation; picked up by the employer. Prior to October 28, 2017, the member contribution rate was 3.75% of Compensation.

Effective June 1, 2017, all General Employees participating in the Deferred Retirement Option Program shall not contribute to the Plan.

U. Employer Contributions

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

V. Cost of Living Increases

Each retiree and vested/deferred retiree who retires or enters the DROP will receive a 3.0% increase in benefits on each October 1st starting:

- (1) at the later of normal retirement date, or age 55 (if retiring under age and service eligibility) or age 50 (if retiring under service eligibility) for Part C participants, or
- (2) at the later of normal retirement date or age 65 for Part D participants.

Each disability retiree and beneficiary will receive a 3.0% increase in benefits on each October 1st of each year. For members who enter the DROP on or after March 1, 2020, no COLA will be paid until after the member exits the DROP.



W. Deferred Retirement Option Plan

Eligibility: Same as Normal Retirement.

Benefit: The member's Credited Service and AFC 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 AFC.

Maximum
DROP Period: 60 months.

Interest
Credited: The actual rate of return earned on the assets in each individual DROP account.

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

COLA: Same as Normal Retirement if the member entered the DROP before March 1, 2020.
None while the member is in the DROP if entered the DROP on or after March 1, 2020.

X. Other Ancillary Benefits

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

Y. Changes from Previous Valuation

None.

SUMMARY OF PLAN PROVISIONS

POLICE OFFICERS

A. Ordinances

The Plan was established under the Code of Ordinances for the City of Tallahassee, Florida, Chapter 14, Article III, The Plan is also governed by certain provisions of Chapter 185, Florida Statutes, Part VII, Chapter 112, Florida Statutes and the Internal Revenue Code.

B. Effective Date

Not Available.

C. Plan Year

October 1 through September 30

D. Type of Plan

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

E. Eligibility Requirements

Any police officer employed by the city on a regular full-time basis in an approved budgeted position.

F. Credited Service

Service is measured as the total number of days (considered as 1/365 of a year, ignoring the impact of a leap year) of full-time service with the City during which time prescribed employee contributions are made. Members may purchase up to 5 years of military service or service with another public employer. No service is credited for any periods of employment for which the member received a refund of their contributions.

G. Compensation

Amounts actually paid to participants, including standby and call-back pay, holiday pay, vacation pay up to six weeks based on the average workweek, police educational incentive supplements, differential pay for 'acting' status, differential pay for staff position, longevity/merit bonuses, and severance pay paid as a continuation of salary.

H. Average Final Compensation (AFC)

The average of Compensation shall be the

- (1) The final 3 years of Credited Service;
- (2) Any consecutive 3 years during the period January 1987 through December 2005 escalated by three percent from the end of the 3-year period to December 2005; or
- (3) Any consecutive 3 years during the period January 1987 to the point of retirement.



I. Normal Retirement

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

- (1) Age 55 and 5 years of Credited Service; or
- (2) 25 years of Credited Service regardless of age.

Benefit: AFC multiplied by the accrual percentage rate. Accrual rates for each year of service are:

- (1) 2.0% for purchased military and out-of-city public service,
- (2) 3.0% for the first 20 years of Credited Service, and
- (3) 4.0% after 20 years of Credited Service (up to an additional five years and three months).

The maximum benefit is 81% of AFC for all Police Officers.

Normal Form

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

Health Care

Supplement: Monthly benefit of \$5.00 multiplied by years of Credited Service (not in excess of 30).

COLA: Each retiree will receive a 3.0% increase in benefits on each October 1st starting:

- (1) at the later of normal retirement date or age 52 for current active participants with a pension entry date earlier than January 1, 1998; or
- (2) at the later of normal retirement date, age 55, or the Deferred Retirement Option Program (DROP) exit date (if the retiree chooses to participate in the DROP) for current active participants with a pension entry date on or after January 1, 1998 and earlier than January 1, 2001; or
- (3) at the later of normal retirement date or age 62 for current active participants with a pension entry date on or after January 1, 2001.

J. Early Retirement

Eligibility: A member may elect to retire earlier than the Normal Retirement Eligibility after attainment of age 50 with 5 years of Credited Service, or after completion of 20 years of Credited Service.

Benefit: If member is retiring after attainment of age 50 and 5 years of Credited Service eligibility, the Normal Retirement Benefit is reduced by 3.0% per year for each year by which the Early Retirement date precedes the Normal Retirement date. If the member is retiring after attainment of 20 years of Credited Service, the Normal Retirement Benefit is reduced by 7.2% per year for each year by which the Early Retirement date precedes the 25 years of service attainment date.

Normal Form

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

Health Care

Supplement: Same as Normal Retirement.



COLA: Same as Normal Retirement.

K. Delayed Retirement

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

L. Service Connected Disability

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

Benefit: The greater of:
(1) the member's accrued benefit to the date of disability, or
(2) the member's benefit with service projected to the normal retirement date not to exceed 50% of AFC in effect on the date of disability.

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

Health Care
Supplement: Monthly benefit of \$5.00 multiplied by years of Credited Service projected to normal retirement date (not in excess of 30).

COLA: Same as Normal Retirement.

M. Non-Service Connected Disability

Eligibility: Any member with 2 years of Credited Service who becomes totally and permanently disabled is immediately eligible for a disability benefit.

Benefit: The greater of:
(1) the member's accrued benefit to the date of disability, or
(2) the member's benefit with service projected to the normal retirement date not to exceed 50% of AFC in effect on the date of disability.

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

Health Care
Supplement: Monthly benefit of \$5.00 multiplied by years of Credited Service projected to normal retirement date (not in excess of 30).

COLA: Same as Normal Retirement.



N. Death in the Line of Duty

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

Benefit: Single lump sum payment equal to the member's monthly base salary multiplied by 2.0% multiplied by service projected to age 55 multiplied by 100, maximum \$400,000.

If the member has a legal spouse, the spouse receives an option of electing:

- (1) lump sum death benefit as described above;
- (2) member's benefit calculated as the amount the member would have received had the member remained in service until the earlier of 25 years of Credited Service or age 60, received future salary increases of 3.0% each year and elected the joint and contingent full option; and
- (3) monthly benefit equal to 50% of AFC at the date of death.

If the member had attained retirement eligibility at the time of death, the spouse may elect the member's accrued benefit under the joint and contingent full option.

Normal Form
of Benefit: Payable for the life of the beneficiary.

Health Care
Supplement: Same as Normal Retirement.

COLA: Same as Normal Retirement.

O. Other Pre-Retirement Death

Eligibility: All members whose death is not service related and which occurs on or prior to Normal or actual retirement date while in service.

Benefit: Single lump sum payment equal to the member's monthly base salary multiplied by 2.0% multiplied by service projected to age 55 multiplied by 100, maximum \$400,000.

If the member had attained retirement eligibility at the time of death, the spouse may elect the member's accrued benefit under the joint and contingent full option.

Normal Form
of Benefit: Lump Sum (or life annuity if member had attained retirement eligibility at the time of death and spouse elects to receive the member's accrued benefit).

Health Care
Supplement: None.

COLA: None.



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 a Life Annuity, 15 Year Certain and Life Annuity, 20 Year Certain and Life Annuity, and 50%, 66 2/3%, 75% and 100% Joint and Survivor options.

R. Vested Termination

Eligibility: A member has earned a non-forfeitable right to Plan benefits after the completion of 5 years of Credited Service.

Benefit: The benefit is the member’s accrued Normal Retirement Benefit. The benefit begins on the date that would have been the member’s Normal Retirement date based on years of Credited Service at the termination date.

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

Health Care Supplement: Same as Normal Retirement.

COLA: Same as Normal Retirement.

S. Refunds

Members terminating employment with less than 5 years of Credited Service will receive a refund of the member’s contributions without interest.

T. Member Contributions

<u>Effective Date</u>	<u>Contribution Rate</u>
October 1, 2007	5.95% of Compensation
October 1, 2008	6.60
October 1, 2009	7.25
October 1, 2010	7.90
October 1, 2011	8.55
October 1, 2012*	9.20
October 1, 2013*	10.45
October 1, 2014*	11.25

*Employees hired on or after 10/1/2012 contribute 2.44% of Compensation more than the above rates (11.64% of Compensation effective October 1, 2012, 12.89% of Compensation effective October 1, 2013, and 13.69% of Compensation effective October 1, 2014).

Effective April 11, 2018, all Police Officers participating in the DROP shall not contribute to the Plan.



U. Employer Contributions

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

V. Cost of Living Increases

Each retiree, beneficiary, vested/deferred and disability retiree who retires or enters the DROP will receive a 3.0% increase in benefits on each October 1st starting:

- (1) at the later of normal retirement date or age 52 for current active participants with a pension entry date earlier than January 1, 1998; or
- (2) at the later of normal retirement date, age 55, or the DROP exit date (if the retiree chooses to participate in the DROP) for current active participants with a pension entry date on or after January 1, 1998 and earlier than January 1, 2001; or
- (3) at the later of normal retirement date or age 62 for current active participants with a pension entry date on or after January 1, 2001.

W. Deferred Retirement Option Plan

Eligibility: Same as Normal Retirement.

Benefit: The member's Credited Service and AFC 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 AFC.

Maximum

DROP Period: 36 months for members entering the DROP before October 1, 2013; 60 months for members entering the DROP on or after October 1, 2013.

Interest

Credited: The actual rate of return earned on the assets in each individual DROP account.

Normal Form

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

COLA: Same as Normal Retirement.

X. Other Ancillary Benefits

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

Y. Changes from Previous Valuation

None.



SUMMARY OF PLAN PROVISIONS

FIREFIGHTERS

A. Ordinances

The Plan was established under the Code of Ordinances for the City of Tallahassee, Florida, Chapter 50, Article IV. The Plan is also governed by certain provisions of Chapter 175, Florida Statutes, Part VII, Chapter 112, Florida Statutes and the Internal Revenue Code.

B. Effective Date

Not Available.

C. Plan Year

October 1 through September 30

D. Type of Plan

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

E. Eligibility Requirements

Any firefighter employed by the city on a regular full-time basis in an approved budgeted position.

F. Credited Service

Service is measured as the total number of days (considered as 1/365 of a year, ignoring the impact of a leap year) of full-time service with the City during which time prescribed employee contributions are made. Members may purchase up to 5 years of military service or service with another public employer. No service is credited for any periods of employment for which the member received a refund of their contributions.

G. Compensation

Amounts actually paid to participants, including standby and call-back pay, holiday pay, vacation pay up to six weeks based on the average workweek, differential pay for 'acting' status, differential pay for staff position, longevity/merit bonuses, and severance pay paid as a continuation of salary.

H. Average Final Compensation (AFC)

For Part C Participants (hired prior to 10/1/2017): The average of Compensation shall be the

- (1) The final 3 years of Credited Service;
- (2) Any consecutive 3 years during the period January 1987 through December 2005 escalated by three percent from the end of the 3-year period to December 2005; or
- (3) Any consecutive 3 years during the period January 1987 to the point of retirement.



For Part D participants (hired on or after 10/1/2017): The average of Compensation shall be the highest consecutive five years of Credited Service.

I. Normal Retirement

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

- (1) Age 55 and 5 years of Credited Service; or
- (2) 25 years of Credited Service regardless of age.

Benefit: AFC multiplied by accrual percentage rate. Accrual rates for each year of service are:

For Part C participants:

- (1) 2.0% for purchased military and out-of-city public service,
- (2) 3.0% for the first 20 years of Credited Service, and
- (3) 4.0% after 20 years of Credited Service (up to an additional five years and three months).

For Part D participants:

- (1) 2.0% for purchased military and out-of-city public service, and
- (2) 3.0% for each year of Credited Service.

The maximum benefit is 81% of AFC for all firefighters.

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

Health Care Supplement: Monthly benefit of \$5.00 multiplied by years of Credited Service (not in excess of 30).

COLA: Each member will receive a 3.0% increase in benefits on October 1st of each year starting:

- (1) at the later of normal retirement date, or age 52 for Part C participants, or
- (2) at the later of normal retirement date, or age 62 for Part D participants.

J. Early Retirement

Eligibility: A member may elect to retire earlier than the Normal Retirement Eligibility after attainment of age 50 with 5 years of Credited Service, or after completion of 20 years of Credited Service.

Benefit: If member is retiring after attainment of age 50 with 5 years of Credited Service eligibility, the Normal Retirement Benefit is reduced by 3.0% per year for each year by which the Early Retirement date precedes the Normal Retirement date. If the member is retiring after attainment of 20 years of Credited Service, the Normal Retirement Benefit is reduced by 6.8% per year for each year by which the Early Retirement date precedes the 25 years of service attainment date.

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



Health Care
Supplement: Same as Normal Retirement.

COLA: Same as Normal Retirement.

K. Delayed Retirement

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

L. Service Connected Disability

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

Benefit: The greater of:
(1) the member's accrued benefit to the date of disability, or
(2) the member's benefit with service projected to the normal retirement date not to exceed 50% of AFC on the date of disability.

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

Health Care
Supplement: Monthly benefit of \$5.00 multiplied by years of Credited Service projected to normal retirement date (not in excess of 30).

COLA: Same as Normal Retirement.

M. Non-Service Connected Disability

Eligibility: Any member with 2 years of Credited Service who becomes totally and permanently disabled is immediately eligible for a disability benefit.

Benefit: The greater of:
(1) the member's accrued benefit to the date of disability, or
(2) the member's benefit with service projected to the normal retirement date not to exceed 50% of AFC in effect on the date of disability.

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

Health Care
Supplement: Monthly benefit of \$5.00 multiplied by years of Credited Service projected to normal retirement date (not in excess of 30).

COLA: Same as Normal Retirement.



N. Death in the Line of Duty

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

Benefit: Single lump sum payment equal to the member's monthly base salary multiplied by 2.0% multiplied by service projected to age 55 multiplied by 100, maximum \$400,000.

If the member has a legal spouse, the spouse receives an option of electing:

- (1) lump sum death benefit as described above;
- (2) member's benefit calculated as the amount the member would have received had the member remained in service until the earlier of 25 years of Credited Service or age 60, received future salary increases of 3.0% each year and elected the joint and contingent full option; and
- (3) monthly benefit equal to 50% of AFC at the date of death.

If the member had attained retirement eligibility at the time of his death, the spouse may elect the member's accrued benefit under the joint and contingent full option.

Normal Form of Benefit: Payable for the life of the beneficiary.

Health Care Supplement: Same as Normal Retirement.

COLA: Same as Normal Retirement.

O. Other Pre-Retirement Death

Eligibility: All members whose death is not service related and which occurs on or prior to Normal or actual retirement date while in service.

Benefit: Single lump sum payment equal to the member's monthly base salary multiplied by 2.0% multiplied by service projected to age 55 multiplied by 100, maximum \$400,000.

If the member had attained retirement eligibility at the time of death, the spouse may elect the member's accrued benefit under the joint and contingent full option.

Normal Form of Benefit: Lump Sum (or life annuity if member had attained retirement eligibility at the time of death and spouse elects to receive the member's accrued benefit).

Health Care Supplement: None.

COLA: None.



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 a Life Annuity, 15 Year Certain and Life Annuity, 20 Year Certain and Life Annuity, and 50%, 66-2/3%, 75% and 100% Joint and Survivor options.

R. Vested Termination

Eligibility: A member has earned a non-forfeitable right to Plan benefits after the completion of 5 years of Credited Service for Part C participants, or after the completion of 10 years of Credited Service for Part D participants.

Benefit: The benefit is the member’s accrued Normal Retirement Benefit. The benefit begins on the date that would have been the member’s Normal Retirement date based on years of Credited Service at the termination date.

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

Health Care Supplement: Same as Normal Retirement.

COLA: Same as Normal Retirement.

S. Refunds

Members terminating employment with less than 5 years of Credited Service will receive a refund of the member’s contributions without interest.

T. Member Contributions

<u>From</u>	<u>Until</u>	<u>Contribution Rate</u>
October 1, 2007	September 30, 2008	10.08% of Compensation
October 1, 2008	September 30, 2009	10.12
October 1, 2009	September 30, 2010	10.91
October 1, 2010	September 30, 2011	11.95
October 1, 2011	September 30, 2012	12.99
October 1, 2012	September 30, 2013	14.16
October 1, 2013	September 30, 2014	15.33
October 1, 2014	September 30, 2015	16.50
October 1, 2015	September 30, 2016	17.67
October 1, 2016	September 30, 2017	17.34
October 1, 2017	September 30, 2018	17.47
October 1, 2018	September 30, 2019	19.08
October 1, 2019	Thereafter	20.69



Effective October 1, 2017, all Firefighters participating in the Deferred Retirement Option Program shall not contribute to the Plan.

U. Employer Contributions

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

V. Cost of Living Increases

Each retiree, beneficiary, vested/deferred and disability retiree who retires will receive a 3.0% increase in benefits on October 1st starting:

- (1) at the later of normal retirement date or age 52 for Part C participants, or
- (2) at the later of normal retirement date or age 62 for Part D participants.

For members who enter the DROP on or after October 1, 2017, no COLA will be paid until after the member exits the DROP.

W. Deferred Retirement Option Plan

Eligibility: Same as Normal Retirement.

Benefit: The member's Credited Service and AFC 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 AFC.

Maximum
DROP Period: 60 months.

Interest
Credited: The actual rate of return earned on the assets in each individual DROP account.

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

COLA: Same as Normal Retirement if the member entered the DROP before October 1, 2017. None while the member is in the DROP if entered the DROP on or after October 1, 2017.

X. Other Ancillary Benefits

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

Y. Changes from Previous Valuation

None.

