AGENDA SPECIAL MEETING TOWN OF GOLDEN BEACH EMPLOYEES' PENSION PLAN
100 OCEAN BLVD. GOLDEN BEACH, FL 33160
3RD FLOOR CHAMBERS
May 8th, 2025 3:30 p.m.

Join Zoom Meeting

https://us02web.zoom.us/j/88924401467

CALL TO ORDER:

I. **ROLL CALL:** Chairperson Eric Fishman, Trustee Maria Camacho, Trustee David Block, Trustee Marie Talley, Trustee Gio Diaz and Trustee Isaac Mendal

II. **AUDIT PRESENTATION – Enrique Llerena**

III. **ACTUARY PRESENTATION – Chuck Carr**

IV. **PUBLIC COMMENTS**

V. **NEXT MEETING DATE: TBT**

VI. **ADJOURN:**

Notice is hereby given that two or more members of the Town Council or other Town committees or boards may be in attendance at this meeting, which shall be open to the public at all times. If any person decides to appeal any decision made by the Board with respect to any matter considered at such a meeting, we will need a proceeding of that meeting. And that, for such purpose, he may need to insure a verbatim record of the proceedings, the record is to include the testimony and evidence upon which that appeal is to be based. F.S.S.286.0105. Any individual who believes he or she has a disability which requires a reasonable accommodation in order to participate fully and effectively in a meeting of the Pension Board must so notify the Town Clerk at (305) 932-0744 at least 24 hours prior to the date of the meeting.

Posted: May 2, 2025

RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF GOLDEN BEACH
FINANCIAL STATEMENTS
FOR THE FISCAL YEAR ENDED
SEPTEMBER 30, 2024

RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF GOLDEN BEACH

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SEPTEMBER 30, 2024

INDEPENDENT AUDITORS' REPORT

Accountants
Advisors

INDEPENDENT AUDITORS' REPORT

To the Board of Trustees and Plan Administrator
Retirement Plan for Employees of the Town of Golden Beach

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of the Retirement Plan for Employees of the Town of Golden Beach (the "Plan") which comprise the statement of fiduciary net position as of September 30, 2024, and the related statement of changes in fiduciary net position for the fiscal year then ended, and the related notes to the financial statements, which collectively comprise the Plan's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the fiduciary net position of the Plan, as of September 30, 2024, and the change in fiduciary net position for the fiscal year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Other Matter

Management has omitted the Management Discussion and Analysis (MD&A) that accounting principles generally accepted in the United States of America require to supplement basic financial statements. Such missing information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. Our opinion on the basic financial statements is not affected by the missing information.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

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In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the schedule of changes in the Town's net pension liability (asset) and related ratios, the schedule of Town contributions, and the schedule of investment returns on pages 13–16 be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated May XX, 2025, on our consideration of the Plan's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Plan's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering Plan's internal control over financial reporting and compliance.

Caballero Fierman Llerena & Garcia, LLP

Miami, Florida
May XX, 2025

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FINANCIAL STATEMENTS

RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF GOLDEN BEACH
STATEMENT OF FIDUCIARY NET POSITION
SEPTEMBER 30, 2024

ASSETS		
Cash and cash equivalents	$	956,191
Receivables:		
Interest and dividends		60,003
Employee contribution		27,136
Receivable for securities sold		43,465
Total receivables		130,604
Investments, at fair value:		
Common stock		10,284,514
Government securities		2,512,285
Alternative investments		43,900
Corporate bonds		1,615,360
Mutual funds		860,099
Real estate holdings		1,081,297
Total investments, at fair value		16,397,455
Prepaid expenses		58,037
Total assets		17,542,287
LIABILITIES		
Accounts payable		4,817
Prepaid town contributions		38,606
Due to broker		49,539
Total liabilities		92,962
Net position restricted for pensions	$	17,449,325

RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF GOLDEN BEACH
STATEMENT OF CHANGES IN FIDUCIARY NET POSITION
FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2024

ADDITIONS		
Contributions:		
Employer	$	938,344
Employee		222,275
State		24,652
Total contributions		1,185,271
Investment income:		
Net appreciation in fair value of investments		2,333,959
Interest and dividends		393,721
Other income		1,625
Total investment income		2,729,305
Total additions		3,914,576
DEDUCTIONS		
Benefits paid		675,413
Consulting expenses		113,364
Administrative expenses		56,587
Office expenses		17,864
Custodian fees		1,566
Total deductions		864,794
Net increase		3,049,782
Net position restricted for pensions		
Beginning of year		14,399,543
End of year	$	17,449,325

NOTES TO THE FINANCIAL STATEMENTS

NOTE 1 – DESCRIPTION OF THE PLAN

Organization

The following brief description of the Retirement Plan for the Employees of the Town of Golden Beach (the "Plan") is provided for general information purposes only. Participants should refer to the Plan document for more complete information.

Plan description: The Plan is a defined benefit, single-employer public employee retirement system which provides pension benefits for employees of the Town of Golden Beach (the "Town"). The Plan is included in the Town's financial reporting entity as a fiduciary fund. The most recent actuarial valuation available is as of October 1, 2023.

Benefit provisions: General employees may retire and receive accrued retirement benefits after attaining the normal retirement age of 65 years. Police officers may retire at age 55 with completion of 10 years of service or age 52 with 20 years of service. Upon normal retirement, the monthly benefit for each member who does not contribute to the Plan is two percent (2%) of their average monthly earnings multiplied by the length of their credited service. A participant who contributes to the Plan will receive an amount equal to two and one quarter percent (2.25%) or in the case of police officers who retire after September 30, 2003 at a blended rate, not to exceed three percent (3.00%) of their average monthly earnings multiplied by the length of their credited years of service as of their actual retirement date.

Participants may retire early after completing ten years of credited service and attaining 55 years of age (50 years of age for police officers). Early retirement benefits are calculated and paid in a manner similar to that for normal retirement, but at an actuarially reduced amount. Participants who withdraw from service prior to the normal retirement age and who have accrued 10 years of service to the Town are entitled to monthly retirement benefits to commence on the normal retirement date.

In lieu of the amount and normal form of retirement benefits outlined above, a participant may, subject to the approval of the Board of Trustees, elect to receive an actuarially equivalent value of a lesser monthly amount, whereby a designated beneficiary shall continue to receive benefits after the participant's death. The Plan further provides benefits for pre-retirement employment related death and disability, regardless of the period of service to the Town, and also for non-service incurred disability benefits after 5 years of service to the Town. Benefit payments under the Plan are paid directly out of Plan net position available for benefits.

Membership in the Plan consisted of the following at October 1, 2023, the date of the latest actuarial valuation:

	General Employees	Police Officers
Retirees and beneficiaries currently receiving benefits, including DROP, and terminated employees entitled to benefits but not yet receiving them	14	17
Active participants	31	20
Total	45	37

Funding Requirements

Funding policy: Plan members are required to contribute 3.5% for general employees. Police officers are required to contribute 6.0% of their annual covered salary and the Town is required to contribute the amount in excess of employee contributions to pay the annual pension cost. Contribution requirements of the Plan members and the participating employer are established and may be amended by the Board of Trustees. Administrative costs of the Plan are financed through investment earnings. Annual contributions are actuarially determined as specified by a Town ordinance as of October 1.

Vesting: Plan members become fully vested in the Plan after ten years of full-time continuing employment with the Town.

NOTE 1 – DESCRIPTION OF THE PLAN (CONTINUED)

Termination: Plan members who terminate employment with the Town after ten or more years of credited service may leave their contributions in the Plan and retain the right to a deferred early or normal retirement amount, which commences on the member's early or normal retirement date. Members who terminate with less than ten years of service are refunded their contributions made to the Plan.

Plan administration: The general administration, management and investment decisions of the Plan and the responsibility for carrying out its provisions are vested in the Board of Trustees, consisting of one police officer, one general employee, and three residents of the Town appointed by the Mayor and the Town Council. The Plan may only be amended by an Ordinance of the Town Council.

Ten-year historical trend information designed to provide information about the Plan's progress made in accumulating sufficient assets to pay benefits when due is presented in the required supplementary information section.

Plan termination: In the event that the Plan is terminated by the Town, each Plan member will become fully vested in their appropriate share amount regardless of length of service.

Deferred Retirement Option Plan ("DROP"): Police who continue in employment past normal retirement date may either accrue larger pensions or freeze their accrued benefit and enter the Deferred Retirement Option Plan ("DROP"). A member is eligible to enter the DROP when the normal retirement date is reached. Participation in the DROP is voluntary. Under the provision of the DROP, an employee discontinues their participation in the Plan and an amount equal to their monthly pension payment is escrowed with the proportionate share of earnings until actual retirement, at which time the individual may elect payment in the entirety or payment options. The account is debited or credited each quarter at a rate equal to the actual net rate of investment return realized by the Plan for that quarter for the investment category chosen.

A summary of the change in the DROP balance as of September 30 is as follows:

Beginning balance	$	72,725
Additions		42,918
Distributions		-
Interest		16,480
Ending balance	$	132,123

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements for the Plan are prepared using the accrual basis of accounting. Plan member contributions are recognized in the period in which the contributions are due. Employer contributions are recognized when due and the employer has made a formal commitment to provide the contributions. Benefits and refunds are recognized when due and payable in accordance with the terms of the Plan. The Plan consists of two groups: The General Employees and the Police Officers. Selected information is presented throughout to show each group individually and in the aggregate.

Cash and Cash Equivalents

Cash and short-term investments include money market mutual funds and investments with maturity dates of less than three months when purchased.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Investments

Investments are reported at fair value. Securities traded on a national exchange are valued at the last reported sales price. Investments that do not have an established market are reported at estimated fair value. Net appreciation or depreciation in the fair value of investments includes realized and unrealized gains and losses. Realized gains and losses are determined on the basis of specific cost.

Within certain limitations as specified in the Plan, the investment policy is determined by the Board of Trustees and is implemented by the Plan's investment managers. The investment managers are monitored by the Board of Trustees.

Purchases and sales of securities are recorded on the trade-date basis. Interest and dividends are recorded as earned.

Use of Estimates

The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, the actual results could differ from those estimates.

Income Tax Status

The Internal Revenue Service has determined and informed the Trustees by a letter dated January 31, 2014 that the Plan is designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the Plan administrator and tax counsel believe that the Plan is currently being operated in compliance with the applicable requirements of the IRC.

Risks and Uncertainties

Contributions to the Plan and the actuarial information included in the required supplementary information (RSI) are reported based on certain assumptions pertaining to the interest rates, inflation rates and member compensation and demographics. Due to the changing nature of these assumptions, it is at least reasonably possible that changes in these assumptions may occur in the near term and, due to the uncertainties inherent in settling assumptions, that the effect of such changes could be material to the financial statements.

NOTE 3 – CONTRIBUTIONS

Actual Contributions

The actual Town and State contribution amounted to $962,996 for the year ended September 30, 2024. The actual amount of annual covered payroll for the year ended September 30, 2024 was $3,432,452.

Town and State contributions consisted of the following for the fiscal year ended September 30, 2024:

	Amount	Percent of Actuarial Covered Annual Payroll
Town	$ 938,344	27.34%
State	24,652	0.72%
Total Contributions from Town and State	$ 962,996	28.06%

NOTE 4 – DEPOSITS AND INVESTMENTS RISK DISCLOSURES

Cash and Cash Equivalents

Deposits are carried at cost and are included in cash and cash equivalents in the statement of fiduciary net position. Cash and cash equivalents include money market accounts and short-term investment funds.

Investments

The Plan maintains an agreement whereby the investment securities are held in the Plan's name by a financial institution acting as the Plan's custodian. The custodian also assists Plan management in securing one or more investment managers to invest in securities at the manager's discretion.

The Plan's investment policy is determined by the Board of Trustees. The policy has been identified by the Board to achieve a favorable rate of return using both absolute and relative measures against inflation, preservation of capital and long-term growth, which will keep the Plan actuarially sound. The Trustees are authorized to acquire and retain every kind of investment specifically including, but not by way of limitation, bonds, debentures, and other corporate obligations, and stocks, preferred or common, which persons of prudence, discretion and intelligence acquire or retain for their own account.

Types of Investments

The asset allocation targets were as follows as of September 30, 2024

Large Cap Value Equity	12.50%
Large Cap Growth Equity	12.50%
Mid Cap Value Equity	5.00%
Mid Cap Growth Equity	5.00%
Small Cap Value Equity	5.00%
Small Cap Growth Equity	5.00%
International Value Equity	5.00%
International Growth Equity	5.00%
Emerging Markets Equity	5.00%
Private Real Estate	10.00%
Infrastructure	5.00%
Core Fixed Income	25.00%

Interest Rate Risk

Interest rate risk is the risk that changes in market interest rates will adversely affect the fair value of an investment. Generally, the longer the maturity of an investment the greater the sensitivity of its fair value to changes in market interest rates. As a means of limiting its exposure to interest rate risk, the Plan diversifies its investments by security type and institution, and limits holdings in any one type of investment with any one issuer with various durations of maturities.

Information about the sensitivity of the fair values of the Plan's investments to market interest rate fluctuations is provided by the following table that shows the distribution of the Plan's investments by maturity at September 30, 2024:

	Investment Maturities (in years)			
	Fair Value	Less than 1	1 to 5	6 to 10
Corporate Bonds	$ 1,615,360	$ 90,539	$ 1,273,693	$ 251,128
U.S. Government Securities	2,512,285	397,530	1,488,279	626,476
	$ 4,127,645	$ 488,069	$ 2,761,972	$ 877,604

NOTE 4 – DEPOSITS AND INVESTMENTS RISK DISCLOSURES (CONTINUED)

Credit Risk

Credit risk is the risk that a security or a portfolio will lose some or all of its value due to a real or perceived change in the ability of the issuer to repay its debt. This risk is generally measured by the assignment of a rating by a nationally recognized statistical rating organization. The Plan has no investment policy that would further limit its investment choices. The following table provides credit quality ratings on the Plan's securities which are exposed to credit risk:

U.S. government guaranteed*	$ 2,512,285	60.86%
Quality rating of credit risk debt securities		
AA	34,144	0.83%
A+	116,114	2.81%
A	311,392	7.54%
BBB+ or Not Rated	1,153,710	27.95%
Total credit risk debt securities	1,615,360	39.14%
Total fixed income securities	$ 4,127,645	100.00%

*Obligations of the U.S. government or obligations explicitly or implicitly guaranteed by

* Obligations of the U.S. government or obligations explicitly guaranteed by the U.S. government are not considered to have credit risk and do not have purchase limitations.

Concentration of Credit Risk

GASB Statement No. 40 requires disclosure when the percent is 5% or more in any one issuer. As of September 30, 2024, there were no individual investments that exceeded this concentration limit.

Rate of Return

For the year ended September 30, 2024, the annual money-weighted rate of return on pension plan investments, net of pension investment expense, was 17.72%. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

Custodial Credit Risk

This is the risk that, upon failure of a counterparty or collateral securities held by the Plan, it would not be able to recover the value thereof. The Plan assets are held by their custodial bank and registered in the Plan's name.

Fair Value Measurements

Various inputs are used in determining the fair value of investments reported in the accompanying statement of Plan Net Position. These inputs to valuation techniques are categorized into a fair value hierarchy consisting of three broad levels for financial statement purposes as follows:

Level 1 Inputs - are quoted (unadjusted) prices in active markets for identical assets or liabilities that the government can access at the measurement date. Observable markets include exchange markets, dealer markets, brokered markets, and principal-to-principal markets.

NOTE 4 – DEPOSITS AND INVESTMENTS RISK DISCLOSURES (CONTINUED)

Fair Value Measurements (Continued)

Level 2 Inputs - are inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly. Level 2 inputs include quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; interest rates and yield curves observable at commonly quoted intervals; implied volatilities; credit spreads, and market-corroborated inputs.

Level 3 Inputs - are unobservable inputs and contain the assumptions of the party fair valuing the asset or liability. Unobservable inputs should only be used when relevant Level 1 and Level 2 inputs are unavailable. Governments may use their own data to develop unobservable inputs if there is no information available without undue cost and effort.

The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priorities to unobservable inputs (Level 3 measurements). Accordingly, the degree of judgment exercised in determining fair value is greatest for instruments categorized in Level 3. The inputs used to measure fair value may fall into different levels of the fair value hierarchy. In such cases, for disclosure purposes, the fair value hierarchy classification is determined based on the lowest level input that is significant to the fair value measurement in its entirety. The categorization of a value determined for investments is based on the pricing transparency of the investments and is not necessarily an indication of the risks associated with investing in those securities.

The Plan categorizes its fair value measurement within the fair value hierarchy established by generally accepted accounting principles. Investments are recorded at fair value, and primarily uses the market approach to valuing each security. Security pricing is provided by a third-party and is reported daily to the Plan by its custodians.

The following table sets forth, by level within the fair value hierarchy, the Plan investments at fair value as of September 30, 2024:

		Fair Value Measurements Using		
	9/30/2024	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Investments by fair value level:				
Debt securities:				
U.S. government obligations	$ 2,512,285	$ -	$ 2,512,285	$ -
Corporate bonds	1,615,360	-	1,615,360	-
Total debt securities	4,127,645	-	4,127,645	-
Equity securities:				
Common stock	10,284,514	10,284,514	-	-
Alternate investments	43,900	-	-	43,900
Mutual fund equities	860,099	860,099	-	-
Total equity securities	11,188,513	11,144,613	-	43,900
Total investments at fair value	15,316,158			
Investment Measured at Net Asset Value (NAV)*				
Core real estate fund	1,081,297			
Total investments	$ 16,397,455			

NOTE 4 – DEPOSITS AND INVESTMENTS RISK DISCLOSOURES (CONTINUED)

Fair Value Measurements (Continued)

The Plans valuation methods for investments measured at the net asset value ("NAV") per share (or its equivalent) as of September 30, 2024, are as follows:

Investments Measured at the NAV

	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Real Estate Fund	$ 1,081,297	$ -	Quarterly	10 business days
Total investments measured at the NAV	$ 1,081,297	$ -		

The real estate fund invests primarily in core institutional-quality office, retail, industrial, and multi- family properties in the United States. The fair value of the investment in the fund is valued at the net asset value of units held at the end of the period based upon the fair value of the underlying investments.

NOTE 5 – NET PENSION LIABILITY OF THE TOWN

The components of the net pension liability of the Town were as follows:

		2024
Total pension liability	$	21,724,063
Plan fiduciary net position		(17,449,325)
Town's net pension liability	$	4,274,738
Plan fiduciary net position as a percentage of total liability		80.32%

Actuarial Assumptions

The total pension liability at September 30, 2024, was determined using an actuarial valuation as of September 30, 2023, with update procedures used to roll forward the total pension liability to September 30, 2024. These actuarial valuations used the following actuarial assumptions:

Inflation	1.90%
Salary increases	5.00%, including inflatior
Cost-of-living increases	None
Investment rate of return	6.64%, including inflatior

Mortality rates under the PUB-2010 Mortality Table with the following variations were used:

General Employees: Sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Below Median Employee Mortality Table, with full generational improvements in mortality using Scale MP-2018 and with male ages set back one year.

Retired General Employees: Sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Below Median Healthy Retiree Mortality Table, with full generational improvements in mortality using Scale MP-2018 and with male ages set back one year.

Police Officers: Sex-distinct rates set forth in the PUB-2010 Headcount- Weighted Employee Mortality Table for public safety employees (Below Medium table for males), with full generational improvements in mortality using Scale MP-2018 and with ages set forward one year.

Non-Disabled Retired Police Officers: Sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Healthy Retiree Mortality Table for public safety employees (Below Medium table for males), with full generational improvements in mortality using Scale MP-2018 and with ages set forward one year.

NOTE 5 – NET PENSION LIABILITY OF THE TOWN (CONTINUED)

Actuarial Assumptions (Continued)

Disabled Retired Police Officers: Sex-distinct rates set forth in the PUB- 2010 Headcount-Weighted Disabled Retiree Mortality Table (80% general employee rates plus 20% public safety employee rates), with full generational improvements in mortality using Scale MP-2018

75% of pre-retirement deaths for polices officers and 25% of pre- retirement deaths for general employees are assumed to occur in the line of duty.

Best estimates of geometric real rates of return for each major asset class included in the Plan's target asset allocation as of the valuation dates of September 30, 2024, are summarized in the following table:

Long-Term Expected Real Rate of Return

Asset Class	2024
Large Cap Value Equity	5.80%
Large Cap Growth Equity	6.10%
Mid Cap Value Equity	6.20%
Mid Cap Growth Equity	6.10%
Small Cap Value Equity	6.00%
Small Cap Growth Equity	4.70%
International Value Equity	4.90%
International Growth Equity	4.90%
Emerging Markets Equity	5.90%
Private Real Estate	4.60%
Infrastructure	3.20%
Core Fixed Income	1.30%

• Real rate of return are net of the long-term inflation assumption of 2.4% for 2024.

Discount Rate

The discount rate used to measure the total pension liability was 6.64%. The projection of cash flows used to determine the discount rate assumed that Plan member contributions will be made at the current contribution rates and that contributions from the Town will be made at statutorily required rates, actuarially determined. Based on those assumptions, the Plan's fiduciary net position was projected to be available to make all projected future benefit payments of current Plan members. Therefore, the long term expected rate on pension Plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of the Net Pension Asset to Changes in the Discount Rate

The following presents the net pension asset of the Town using the discount rate of 6.64% for 2024, as well as what the employer net pension (asset) liability would be if it were calculated using a discount rate that is 1-percentage-point lower or 1-percentage-point higher than the current rate:

Town Net Pension Liability		
1% Decrease	Current Single Discount Rate Assumption	1% Increase
5.64%	Rate 6.64%	7.64%
$ 6,911,218	$ 4,274,738	$ 2,087,647

REQUIRED SUPPLEMENTARY INFORMATION
(Other Than MD&A)

RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF GOLDEN BEACH
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULE OF CHANGES IN THE TOWN'S
NET PENSION (ASSET) LIABILITY AND RELATED RATIOS

September 30,	2024	2023	2022	2021	2020
Total pension liability					
Service cost	$ 926,855	$ 774,853	$ 625,872	$ 604,947	$ 626,710
Expected interest growth	1,251,184	1,121,776	1,020,931	997,034	928,482
Differences between expected and actual experience	1,148,446	634,716	(125,105)	(329,942)	(52,042)
Changes in assumptions	410,615	-	-	(388,109)	-
Changes in benefit terms	123,671	18,824	477,284	-	-
Benefit payments, including refunds of member contributions	(675,413)	(624,872)	(556,671)	(505,750)	(399,491)
Net change in total pension liability	3,185,358	1,925,297	1,442,311	378,180	1,103,659
Total pension liability- Beginning	18,538,705	16,613,408	15,171,097	14,792,917	13,689,258
Total pension liability- Ending (a)	$ 21,724,063	$ 18,538,705	$ 16,613,408	$ 15,171,097	$ 14,792,917
Plan fiduciary net position					
Employer and State Contributions	962,996	804,330	641,763	708,853	700,022
Employee Contributions	222,275	356,665	153,458	159,195	153,944
Expected interest growth	970,444	861,976	942,508	780,968	723,717
Net investment income	1,645,497	363,365	(2,445,967)	1,525,821	(108,023)
Benefit payments, including refunds of member contributions	(675,413)	(624,872)	(556,671)	(505,750)	(398,771)
Pension Plan Administrative Expense	(76,017)	(80,963)	(183,246)	(167,729)	(158,381)
Other	-	-	-	-	-
Net change in plan fiduciary net position	3,049,782	1,680,501	(1,446,155)	2,501,358	912,508
Plan fiduciary net position - Beginning	14,399,543	12,719,042	14,167,197	11,665,839	10,753,331
Plan fiduciary net position - Ending	$ 17,449,325	$ 14,399,543	$ 12,719,042	$ 14,167,197	$ 11,665,839
Net pension (asset) liability - ending (a) - (b)	$ 4,274,738	$ 4,139,162	$ 3,894,366	$ 1,003,900	$ 3,127,078
Plan fiduciary net position as a percentage of the total pension liability	80.32%	77.67%	76.56%	93.38%	78.86%
Covered payroll	$ 3,432,452	$ 2,731,513	$ 2,382,031	$ 2,453,333	$ 2,391,820
Net pension liability as a percentage of covered payroll	124.54% *	151.53% *	163.49% *	40.92% *	130.74% *

September 30,	2019	2018	2017	2016	2015
Total pension liability					
Service cost	$ 646,789	$ 372,701	$ 355,307	$ 410,000	$ 412,000
Expected interest growth	725,127	767,653	702,846	649,000	540,000
Differences between expected and actual experience	164,367	113,395	537,419	(21,000)	(13,000)
Changes in assumptions	1,739,683	-	(434,803)	48,778	-
Changes in benefit terms	209,462	-	-	-	-
Benefit payments, including refunds of member contributions	(373,621)	(324,318)	(329,527)	(308,000)	(347,000)
Net change in total pension liability	3,111,807	929,431	831,242	778,778	592,000
Total pension liability- Beginning	10,577,451	9,648,020	8,816,778	8,038,000	7,446,000
Total pension liability- Ending (a)	$ 13,689,258	$ 10,577,451	$ 9,648,020	$ 8,816,778	$ 8,038,000
Plan fiduciary net position					
Employer and State Contributions	637,382	588,601	513,696	457,855	428,000
Employee Contributions	156,672	152,113	120,499	110,543	102,000
Expected interest growth	809,028	719,791	618,943	-	-
Net investment income	(545,142)	57,584	373,099	438,000	(50,000)
Benefit payments, including refunds of member contributions	(373,621)	(324,318)	(329,527)	(308,000)	(347,000)
Pension Plan Administrative Expense	(60,517)	(57,496)	(129,160)	(60,694)	(40,000)
Other	-	-	-	-	-
Net change in plan fiduciary net position	623,802	1,136,275	1,167,550	637,704	93,000
Plan fiduciary net position - Beginning	10,129,529	8,993,254	7,825,704	7,188,000	7,095,000
Plan fiduciary net position - Ending	$ 10,753,331	$ 10,129,529	$ 8,993,254	$ 7,825,704	$ 7,188,000
Net pension (asset) liability - ending (a) - (b)	$ 2,935,927	$ 447,922	$ 654,766	$ 991,074	$ 850,000
Plan fiduciary net position as a percentage of the total pension liability	78.55%	95.77%	93.21%	88.76%	89.43%
Covered payroll	$ 2,474,969	$ 2,080,445	$ 1,911,850	$ 2,258,192	$ 2,159,806
Net pension liability as a percentage of covered payroll	118.62% *	21.53% *	34.25% *	43.89% *	39.36% *

Notes to Schedule:

* TPL and NPL include DROP Accounts.

The Town's net pension liability is increased by $38,606 in 2024, 2023, and 2022 for prepaid Town contributions. This amount isconsidered to be a liability of the Plan for financial statement reporting purposes. These prepaid contributions are deducted from the net pension liability for actuarial purposes.

RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF GOLDEN BEACH
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULE OF TOWN CONTRIBUTIONS
LAST TEN FISCAL YEARS

Fiscal Year Ending September 30,	Actuarilly Determined Contribution	Actual Contribution	Contribution Deficiency (Excess)	Covered Payroll #	Actual Contributions as a % of Covered Payroll
2015	427,817	427,817	-	2,159,806	19.81%
2016	457,855	457,855	-	2,258,192	20.28%
2017	513,696	513,696	-	1,911,580	26.87%
2018	588,601	588,601	-	2,080,445	28.29%
2019	637,382	637,382	-	2,474,969	25.75%
2020	700,022	700,022	-	2,391,820	29.27%
2021	708,853	708,853	-	2,453,333	28.89%
2022	641,763	680,369	(38,606)	2,382,031	28.56%
2023	804,330	804,330	-	2,731,513	29.45%
2024	942,466	962,996	(20,530)	3,432,452	28.06%

 # Based on payroll figures from the corresponding Setember 30 valuation.

Notes to Schedule of Contributions

Valuation date:	October 1, 2023
Note	Actuarially determined contribution rates are calculated as of September 30, which is 12 months prior to the beginning of the fiscal year in which contributions are reported.

Methods and Assumptions Used to Determine Contribution Rates for the Fiscal Year Ending September 30, 2024:

Discount rate	6.64% per annum (1.90% attributable to long-term inflation); this rate was used to discount all future benefit payments.
Salary Increases	5.00% per annum
Cost of living increases	None assumed
Mortality basis	For general employees prior to retirement, sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Below Median Employee Mortality Table for general employees, with full generational improvements in mortality using Scale MP-2018 and with male ages set back one year; for general employees after retirement, sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Below Median Healthy Retiree Mortality Table for general employees, with full generational improvements in mortality using Scale MP-2018 and with male ages set back one year; for police officers prior to retirement, sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Employee Mortality Table for public safety employees (Below Median table for males), with full generational improvements in mortality using Scale MP-2018 and with ages set forward one year; for non-disabled police officers after retirement, sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Healthy Retiree Mortality Table for public safety employees (Below Median table for males), with full generational improvements in mortality using Scale MP-2018 and with ages set forward one year; and for disabled police officers after retirement, sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Disabled Retiree Mortality Table (80% general employee rates plus 20% public safety employee rates), with full generational improvements in mortality using Scale MP-2018; 75% of pre-retirement deaths for police officers and 25% of pre-retirement deaths for general employees are assumed to occur in the line of duty.

RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF GOLDEN BEACH
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULE OF TOWN CONTRIBUTIONS
LAST TEN FISCAL YEARS

Retirement	With respect to eligible general employees, retirement is assumed to occur at the rate of 5% at each of ages 55 through 61, 60% at age 62, 40% at each of ages 63 and 64, and 100% at age 65 or at the attainment of normal retirement age; with respect to police officers who have earned less than 20 years of service, retirement is assumed to occur at the rate of 5% at each of ages 50 through 54, 70% at age 55, 40% at each of ages 56 through 59, and 100% at age 60 or at the attainment of normal retirement age; with respect to police officers who have earned at least 20 years of service, retirement is assumed to occur at the rate of 5% at each of ages 50 and 51, 70% at age 52, 40% at each of ages 53 through 56, and 100% at age 57 or at the attainment of normal retirement age; with respect to the Town Manager, 100% retirement is assumed to occur at normal retirement age.
Other decrements	Assumed employment termination is based on the Scale 155 Table; assumed disability is based on the Wyatt 1985 Disability Study (Class 2), with 75% of disabilities for police officers and 25% of disabilities for general employees assumed to occur in the line of duty.
Form of payment	All future retirees are assumed to select the 10-year certain and life annuity.
Marriage assumption	All non-retired participants are assumed to be married, with husbands assumed to be three years older than wives.
Non-investment expenses	Assumed to equal the actual prior year expenses.
Future contributions	Contributions from the employer and employees are assumed to be made as legally required.
Changes	Since the prior measurement date, 100% retirement has been assumed at normal retirement age and the retirement rates prior to normal retirement for general employees have been increased.

RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF GOLDEN BEACH
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULE OF INVESTMENT RETURNS

September 30,	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Annual money-weighted rate of return, net of investment expense	17.72%	9.50%	-11.42%	18.73%	4.75%	2.62%	8.42%	11.78%	6.19%	-0.67%

COMPLIANCE SECTION

CFLG Accountants Advisors

INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS*

To the Board of Trustees and Plan Administrator
Retirement Plan for Employees of the Town of Golden Beach

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the Retirement Plan for Employees of the Town of Golden Beach (the Plan), as of and for the fiscal year ended September 30, 2024, and the related notes to the financial statements, which collectively comprise the Plan's basic financial statements, and have issued our report thereon dated May XX, 2025.

Report on Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered the Plan's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, we do not express an opinion on the effectiveness of the Plan's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements, on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or, significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Plan's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed an instance of noncompliance or other matters that is required to be reported under *Government Auditing Standards* and which is described in the accompanying schedule of findings and responses as item 2024-01.

Plan's Response to Finding

Government Auditing Standards require the auditor to perform limited procedures on the Plan's response to the findings identified in our audit and described in the accompanying schedule of findings and responses. The Town's response was not subjected to other auditing procedures applied in the audit of the financial statements and, accordingly, we express no opinion on the response.

8950 SW 74th Court I Suite 1210 I Miami, FL 33156
T: 305.662.7272 I F: 305.662.4266 I CFLGCPA.COM

Purpose of This Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Plan's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Plan's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Caballero Fierman Llerena & Garcia, LLP

Miami, Florida
May XX, 2025

8950 SW 74th Court I Suite 1210 I Miami, FL 33156
T: 305.662.7272 I **F:** 305.662.4266 I **CFLGCPA.COM**

MATERIAL NONCOMPLIANCE

2024-01 Annual Financial Audit Requirement

Criteria:

Florida Statutes section 185.221 states local law plans shall have an annual financial audit of its accounts and records completed each year, on or before March 15. The trustees of the retirement plan shall submit an independent audit by a certified public accountant if the fund has $250,000 or more in assets, or a certified statement of accounting if the fund has less than $250,000 in assets, for the most recent plan year, showing a detailed listing of assets and a statement of all income and disbursements during the year. Such income and disbursements must be reconciled with the assets at the beginning and end of the year to the division of retirement in order for the retirement plan of such municipality to receive a share of the state funds for the then-current calendar year.

Condition:

The Plan did not complete its annual financial audit for the fiscal year ended September 30, 2024 by March 15 of the subsequent year.

Cause:

The Plan did not have its annual financial audit for the fiscal year ended September 30, 2024 completed by March 15 of the subsequent year.

Effect:

The Plan is not in compliance with Florida Statutes section 185.221

Recommendation:

We recommend that, in the future, the Plan completes its annual financial audit by March 15 of the subsequent year to ensure compliance with Florida Statues Section 185.221.

Management's response:

The Plan will strive to complete future audits by February to meet the March 15 deadlines going forward.

Town of Golden Beach
Employees Pension Plan

REVISED

Actuarial Valuation
As of October 1, 2024

Determines the Contribution
For the 2025/26 Fiscal Year

SOUTHERN
ACTUARIAL
SERVICES

April 24, 2025

Introduction

This report presents the revised results of the October 1, 2024 actuarial valuation for the Town of Golden Beach Employees Pension Plan. The report is based on the participant data and asset information provided by the pension plan administrator and, except for a cursory review for reasonableness including a comparison to the data provided for the previous valuation, we have not attempted to verify the accuracy of this information. The revision is due to a change in the market value of assets provided by the auditors.

The primary purpose of this report is to provide a summary of the funded status of the plan as of October 1, 2024 and to determine the minimum required contribution under Chapter 112, Florida Statutes, for the 2025/26 plan year. In addition, this report provides a projection of the long-term funding requirements of the plan, statistical information concerning the assets held in the trust, statistical information concerning the participant population, and a summary of any recent plan changes.

The liabilities and cost presented in this report are based on numerous assumptions concerning the cost of benefits to be provided in the future, long-term investment returns, and the future demographic experience of the current participants. Anyone referring to this report should remember that the cost developed herein is only an *estimate* of the true cost of providing post-employment pension benefits. No one can predict with certainty whether the true cost will be higher or lower than the cost presented in this report. The calculated cost is entirely dependent upon the assumptions that are described in Table IV-A. If any of the assumptions is changed, then the cost shown in this report will change accordingly. Likewise, if any of the assumptions is not completely realized, then the cost shown in this report will change in the future.

Certain assumptions play a bigger role than others in determining the cost of the post-employment pension benefits. In some cases, relatively small changes in a particular assumption can have a dramatic impact on the anticipated cost of benefits. Although a thorough analysis of the impact of such changes is beyond the scope of this report, Table I-B illustrates the impact that alternative long-term investment returns would have on the contribution rate.

Minimum Required Contribution

Table I-A shows the development of the minimum required contribution for the 2025/26 plan year. The minimum required contribution is $1,465,108, which equates to 33.95% of covered payroll. The minimum required contribution increased by $157,117 from the prior valuation.

Table I-C provides a breakdown of the sources of change in the contribution rate. Significantly, the rate decreased by 0.97% of payroll due to investment gains and decreased by another 1.37% of payroll due to other experience. Although the market value of assets earned 17.85% during the 2023/24 plan year, the actuarial value of assets is based on the market value adjusted to reflect a five-year phase-in of the unexpected investment appreciation. On this basis, the actuarial value of assets earned 9.23% during the 2023/24 plan year, whereas a 7.00% annual investment return was required to maintain a stable contribution rate.

Chapter 112, Florida Statutes, sets forth the rules concerning the minimum required contribution for public pension plans within the state. Essentially, the Town must contribute an amount equal to the annual normal cost of the plan plus an amortization payment towards the unfunded accrued liability and an adjustment as necessary to reflect interest on any delayed payment of the contribution beyond the valuation date.

Based on the current assets, participant data, and actuarial assumptions and methods that are used to value the plan, the present-day value of the total long-term funding requirement is $30,347,328. As illustrated in Table I-A, current assets are sufficient to cover $16,465,663 of this amount, the employer's 2024/25 contribution will cover $1,307,991 of this amount, the employer's 2025/26 contribution will cover $1,465,108 of this amount, and future employee contributions are expected to cover $1,716,640 of this amount, leaving $9,391,926 to be covered by future employer funding beyond the 2025/26 fiscal year. Again, demographic and investment experience that differs from that assumed will either increase or decrease the future employer funding requirement.

Identification and Assessment of Risk

The liabilities and cost presented in this report are based on numerous assumptions concerning the cost of benefits to be provided in the future, long-term investment returns, and the future demographic experience of the current participants. Anyone referring to this report should remember that the cost developed herein is only an *estimate* of the true cost of providing post-employment pension benefits. No one can predict with certainty whether the true cost will be higher or lower than the cost presented in this report. The calculated cost is entirely dependent upon the assumptions that are described in Table IV-A. If any of the assumptions is changed, then the cost shown in this report will change accordingly. Likewise, there is always a risk that, should these assumptions not be realized, the liabilities of the plan, the contributions required to fund the plan, and the funded status of the plan may be significantly different than the amounts shown in this report.

Although a thorough analysis of the risk of not meeting the assumptions is beyond the scope of this report, this discussion is intended to identify the significant risks faced by the plan. In some cases, a more detailed review of the risks, including numerical analysis, may be appropriate to help the plan sponsor and other interested parties assess the specific impact of not realizing certain assumptions. For example, Table I-B illustrates the impact that alternative long-term investment returns would have on the contribution rate. Note that this report is not intended to provide advice on the management or reduction of the identified risks nor is this report intended to provide investment advice.

The most significant risk faced by most defined benefit pension plans is investment risk, i.e. the risk that long-term investment returns will be less than assumed. Other related risks include a risk that, if the investments of the plan decline dramatically over a short period of time (such as occurred with many pension plans in 2008), the plan's assets may not have sufficient time to recover before benefits become due. Even if the assets of the plan grow in accordance with the assumed investment return over time, if benefit payments are expected to be large in the short-term (for example, if the plan provides an actuarial equivalent lump sum payment option and a large number of participants are expected to become entitled to such a lump sum in the near future), the plan's assets may not be sufficient to support such a high level of benefit payments. We have provided a 10-year projection of the expected benefit payments in Table III-G to help the Trustees in formulating an investment policy that is expected to provide an investment return that meets both the short- and long-term cash flow needs of the pension plan.

Another source of risk is demographic experience. This is the risk that participants will receive salary increases that are different than the amount assumed, that participants will retire, become disabled, or terminate their employment at a rate that is different than assumed, and that participants will live longer than assumed, just to cite a few examples of the demographic risk faced by the plan. Although for most pension plans, the demographic risk is not as significant as the investment risk, particularly in light of the fact that the mortality assumption includes a component for future life expectancy increases, the demographic risk can nevertheless be a significant contributing factor to liabilities and contribution rates that become higher than anticipated.

A third source of risk is the risk that the plan sponsor (or other contributing entities) will not make, or will not have the ability to make, the contributions that are required to keep the plan funded at a sufficient level. Material changes in the number of covered employees, covered payroll, and, in some cases, hours worked by active participants can also significantly impact the plan's liabilities and the level of contributions received by the plan.

Finally, an actuarial funding method has been used to allocate the gap between projected liablities and assets to each year in the future. The contribution rate under some funding methods is higher during the early years of the plan and then is lower during the later years of the plan. Other funding methods provide for lower contribution rates initially, with increasing contribution rates over time.

The Trustees have adopted the frozen initial liability funding method for this plan, which is expected to result in a contribution rate that decreases over time as a percentage of payroll. A brief description of the actuarial funding method is provided in Table IV-A.

Contents of the Report

Tables I-D through I-I provide a detailed breakdown of various liability amounts by type of benefit and by participant group. Tables II-A through II-F provide information concerning the assets of the trust fund. Specifically, Table II-A shows the development of the actuarial value of assets. Tables III-A through III-G provide statistical information concerning the plan's participant population. In particular, Table III-G gives a 10-year projection of the cash that is expected to be required from the trust fund in order to pay benefits to the current group of participants. Finally, Tables IV-A through V-B provide a summary of the actuarial assumptions and methods that are used to value the plan's benefits and of the relevant plan provisions as of October 1, 2024, as well as a summary of the changes that have occurred since the previous valuation report was prepared.

Certification

This actuarial valuation was prepared by me or under my direct supervision and I acknowledge responsibility for the results. To the best of my knowledge, the results are complete and accurate and, in my opinion, the techniques and assumptions used are reasonable and meet the requirements and intent of Chapter 112, Florida Statutes. There is no benefit or expense to be provided by the plan and/or paid from the plan's assets for which liabilities or current costs have not been established or otherwise taken into account in the valuation. All known events or trends which may require a material change in plan costs or required contribution rates have been taken into account in the valuation.

For the firm,

Charles J. Carr/cjz,

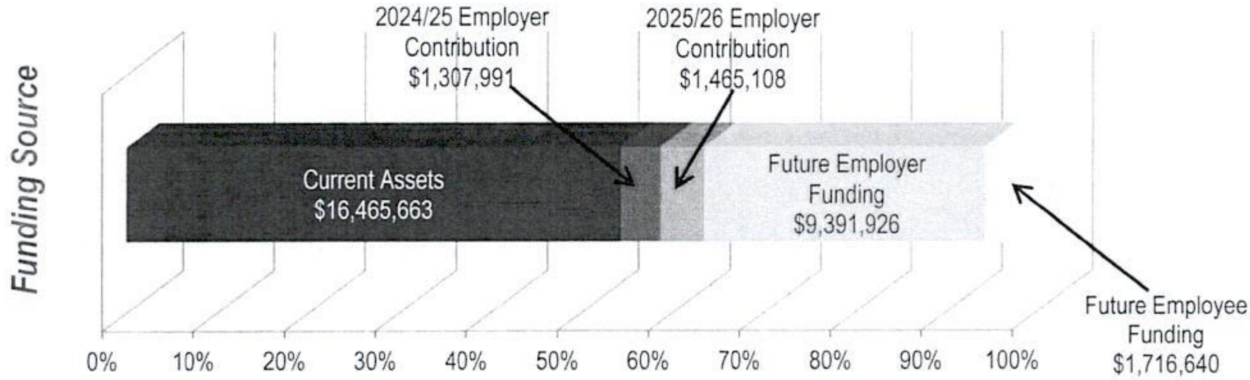
Charles T. Carr
Consulting Actuary
Southern Actuarial Services Company, Inc.

Enrolled Actuary No. 23-04927

The individual above is a member of the American Academy of Actuaries and meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

Minimum Required Contribution

Table I-A



	For the 2025/26 Plan Year
Normal Cost for the 2024/25 Plan Year	$985,422
Unfunded Liability Amortization Payment for the 2024/25 Plan Year	$341,304
Expense Allowance for the 2024/25 Plan Year	$76,017
	$1,402,743
Adjustment to Reflect Monthly Employer Contributions	$52,086
Adjustment to Reflect One-Year Delay in Application of Valuation Results	$10,279
Required Employer Contribution for the 2025/26 Plan Year	**$1,465,108**
Expected Payroll for the 2025/26 Plan Year	*÷ $4,315,442*
Minimum Required Contribution Rate	33.95%

Additional Disclosures	
Present Value of Future Compensation	$37,850,745
Present Value of Future Employer Contributions	$12,165,025
Present Value of Future Employee Contributions	$1,716,640

Minimum Required Contribution

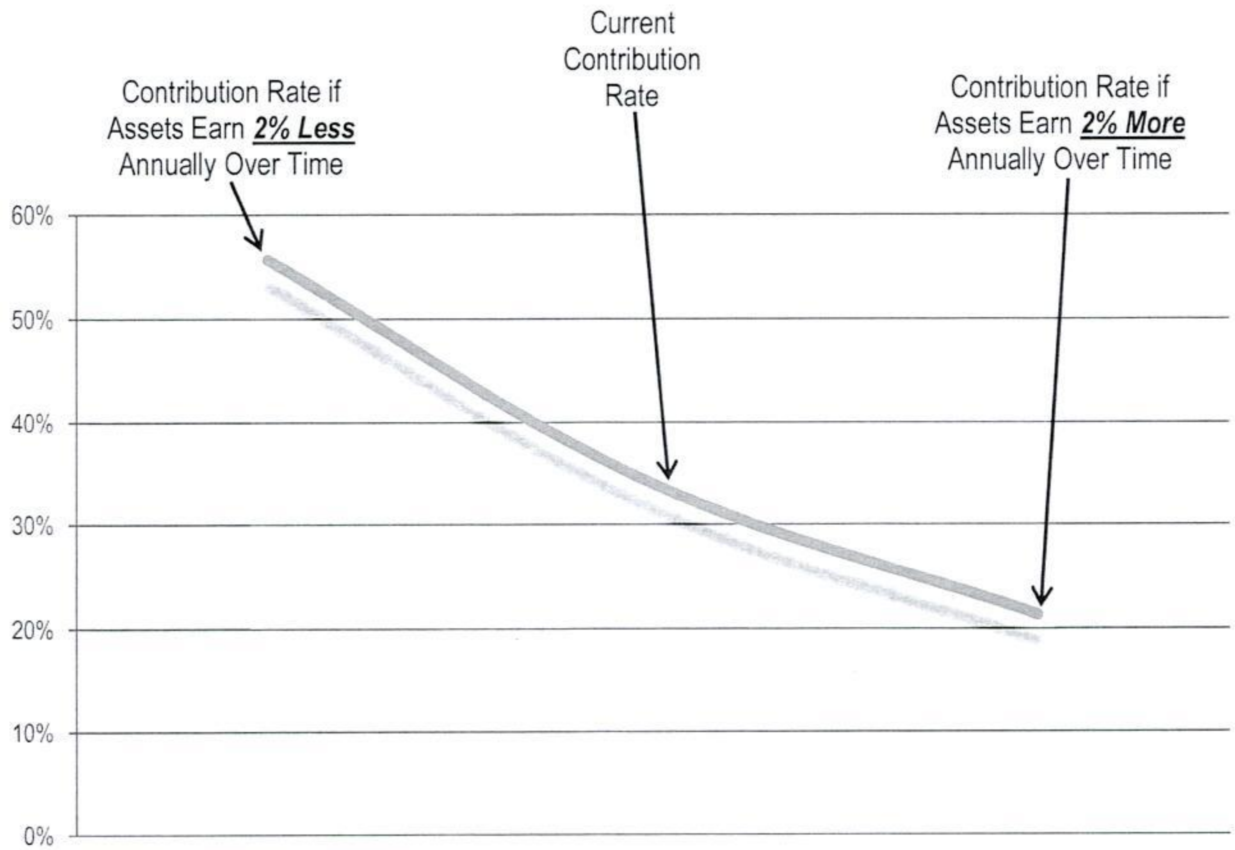
Table I-A
(continued)

	For the 2025/26 Plan Year
Estimated Contribution for General Employees Only	
Normal Cost for the 2024/25 Plan Year	$427,558
Unfunded Liability Amortization Payment for the 2024/25 Plan Year	$130,053
Expense Allowance for the 2024/25 Plan Year	$28,966
	$586,577
Adjustment to Reflect Monthly Employer Contributions	$21,780
Adjustment to Reflect One-Year Delay in Application of Valuation Results	$11,258
Estimated Employer Contribution for the 2025/26 Plan Year	**$619,615**
Expected Payroll for the 2025/26 Plan Year	*÷ $2,414,059*
Estimated Minimum Required Contribution Rate	25.67%
Estimated Contribution for Police Officers Only	
Normal Cost for the 2024/25 Plan Year	$557,864
Unfunded Liability Amortization Payment for the 2024/25 Plan Year	$211,251
Expense Allowance for the 2024/25 Plan Year	$47,051
	$816,166
Adjustment to Reflect Monthly Employer Contributions	$30,306
Adjustment to Reflect One-Year Delay in Application of Valuation Results	($979)
Estimated Employer Contribution for the 2025/26 Plan Year	**$845,493**
Expected Payroll for the 2025/26 Plan Year	*÷ $1,901,383*
Estimated Minimum Required Contribution Rate	44.47%

** Note: The amounts shown above are only for informational purposes.*

Sensitivity Analysis

Table I-B



The line above illustrates the sensitivity of the contribution rate to changes in the long-term investment return.

Gain and Loss Analysis

Table I-C

Source of Change in the Contribution Rate

Previous minimum required contribution rate	36.29%
Increase (decrease) due to investment gains and losses	-0.97%
Increase (decrease) due to other experience	-1.37%
Increase (decrease) due to plan amendments	0.00%
Increase (decrease) due to actuarial assumption changes	0.00%
Increase (decrease) due to actuarial method changes	0.00%
Current minimum required contribution rate	33.95%

Source of Change in the Unfunded Liability

Previous unfunded liability	$3,130,814
Increase due to employer normal cost and expenses	$667,901
Increase due to interest on normal cost and unfunded liability	$265,910
Decrease due to employer contributions	($942,466)
Decrease due to interest on employer contributions	($32,429)
Expected unfunded liability	$3,089,730
Increase (decrease) due to plan amendments	$0
Increase (decrease) due to actuarial assumption changes	$0
Increase (decrease) due to actuarial method changes	$0
Current unfunded liability	$3,089,730

Present Value of Future Benefits

Table I-D

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
Actively Employed Participants			
Retirement benefits	$21,078,420	$21,078,420	$21,078,420
Termination benefits	$394,952	$394,952	$394,952
Disability benefits	$1,341,391	$1,341,391	$1,341,391
Death benefits	$133,176	$133,176	$133,176
Refund of employee contributions	$118,004	$118,004	$118,004
Sub-total	**$23,065,943**	**$23,065,943**	**$23,065,943**
Deferred Vested Participants			
Retirement benefits	$61,536	$61,536	$61,536
Termination benefits	$0	$0	$0
Disability benefits	$0	$0	$0
Death benefits	$0	$0	$0
Refund of employee contributions	$0	$0	$0
Sub-total	**$61,536**	**$61,536**	**$61,536**
Due a Refund of Contributions	**$11,009**	**$11,009**	**$11,009**
Deferred Beneficiaries	**$0**	**$0**	**$0**
Retired Participants			
Service retirements	$5,412,280	$5,412,280	$5,412,280
Disability retirements	$671,319	$671,319	$671,319
Beneficiaries receiving	$668,169	$668,169	$668,169
DROP participants	$457,072	$457,072	$457,072
Sub-total	**$7,208,840**	**$7,208,840**	**$7,208,840**
Grand Total	**$30,347,328**	**$30,347,328**	**$30,347,328**
Present Value of Future Payroll	$37,850,745	$37,850,745	$37,850,745
Present Value of Future Employee Contribs.	$1,716,640	$1,716,640	$1,716,640
Present Value of Future Employer Contribs.	$12,165,025	$12,165,025	$12,165,025

Present Value of Accrued Benefits

Table I-E

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
Actively Employed Participants			
Retirement benefits	$11,636,418	$11,636,418	$11,636,418
Termination benefits	$126,998	$126,998	$126,998
Disability benefits	$769,051	$769,051	$769,051
Death benefits	$42,977	$42,977	$42,977
Refund of employee contributions	$43,778	$43,778	$43,778
Sub-total	**$12,619,222**	**$12,619,222**	**$12,619,222**
Deferred Vested Participants			
Retirement benefits	$61,536	$61,536	$61,536
Termination benefits	$0	$0	$0
Disability benefits	$0	$0	$0
Death benefits	$0	$0	$0
Refund of employee contributions	$0	$0	$0
Sub-total	**$61,536**	**$61,536**	**$61,536**
Due a Refund of Contributions	**$11,009**	**$11,009**	**$11,009**
Deferred Beneficiaries	**$0**	**$0**	**$0**
Retired Participants			
Service retirements	$5,412,280	$5,412,280	$5,412,280
Disability retirements	$671,319	$671,319	$671,319
Beneficiaries receiving	$668,169	$668,169	$668,169
DROP participants	$457,072	$457,072	$457,072
Sub-total	**$7,208,840**	**$7,208,840**	**$7,208,840**
Grand Total	**$19,900,607**	**$19,900,607**	**$19,900,607**
Funded Percentage	87.21%	87.21%	87.21%

(Note: Funded percentage is equal to the ratio of the usable portion of the market value of assets divided by the present value of accrued benefits.)

Present Value of Vested Benefits

Table I-F

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
Actively Employed Participants			
Retirement benefits	$11,251,883	$11,251,883	$11,251,883
Termination benefits	$66,361	$66,361	$66,361
Disability benefits	$704,120	$704,120	$704,120
Death benefits	$28,612	$28,612	$28,612
Refund of employee contributions	$72,456	$72,456	$72,456
Sub-total	**$12,123,432**	**$12,123,432**	**$12,123,432**
Deferred Vested Participants			
Retirement benefits	$61,536	$61,536	$61,536
Termination benefits	$0	$0	$0
Disability benefits	$0	$0	$0
Death benefits	$0	$0	$0
Refund of employee contributions	$0	$0	$0
Sub-total	**$61,536**	**$61,536**	**$61,536**
Due a Refund of Contributions	**$11,009**	**$11,009**	**$11,009**
Deferred Beneficiaries	**$0**	**$0**	**$0**
Retired Participants			
Service retirements	$5,412,280	$5,412,280	$5,412,280
Disability retirements	$671,319	$671,319	$671,319
Beneficiaries receiving	$668,169	$668,169	$668,169
DROP participants	$457,072	$457,072	$457,072
Sub-total	**$7,208,840**	**$7,208,840**	**$7,208,840**
Grand Total	**$19,404,817**	**$19,404,817**	**$19,404,817**

Entry Age Normal Accrued Liability

Table I-G

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
Actively Employed Participants			
Retirement benefits	$13,871,515	$13,871,515	$13,871,515
Termination benefits	$179,107	$179,107	$179,107
Disability benefits	$662,466	$662,466	$662,466
Death benefits	$59,652	$59,652	$59,652
Refund of employee contributions	$48,913	$48,913	$48,913
Sub-total	**$14,821,653**	**$14,821,653**	**$14,821,653**
Deferred Vested Participants			
Retirement benefits	$61,536	$61,536	$61,536
Termination benefits	$0	$0	$0
Disability benefits	$0	$0	$0
Death benefits	$0	$0	$0
Refund of employee contributions	$0	$0	$0
Sub-total	**$61,536**	**$61,536**	**$61,536**
Due a Refund of Contributions	**$11,009**	**$11,009**	**$11,009**
Deferred Beneficiaries	**$0**	**$0**	**$0**
Retired Participants			
Service retirements	$5,412,280	$5,412,280	$5,412,280
Disability retirements	$671,319	$671,319	$671,319
Beneficiaries receiving	$668,169	$668,169	$668,169
DROP participants	$457,072	$457,072	$457,072
Sub-total	**$7,208,840**	**$7,208,840**	**$7,208,840**
Grand Total	**$22,103,038**	**$22,103,038**	**$22,103,038**

Unfunded Liability Bases

Table I-H

Description	Original Amount	Outstanding Balance	Amortization Payment	Years Rem.
	Total	***$3,089,730***	***$341,304***	
Prior base #1		$219,753	$43,087	6
Prior base #2		$73,115	$10,488	9
Prior base #3		$80,015	$8,948	13
Prior base #4		$265,642	$27,258	15
10/1/2017 Assump.Change	$1,045,814	$956,808	$98,180	15
10/1/2017 Amendment	$105,787	$99,813	$10,242	15
10/1/2020 Assump. Change	($293,121)	($286,209)	($29,368)	15
10/1/2021 Amendment	$365,332	$365,124	$37,466	15
10/1/2021 Assump. Change	$799,599	$799,141	$82,001	15
10/1/2022 Amendment		$14,013	$1,438	15
10/1/2023 Amendment		$99,594	$10,220	15
10/1/2023 Assump. Change		$402,921	$41,344	15

Development of the Normal Cost

Table I-I

Normal Cost as of October 1, 2024

Present Value of Future Benefits	$30,347,328
Unfunded Frozen Liability	($3,089,730)
Actuarial Value of Assets	($16,465,663)
Present Value of Future Employee Contributions	($1,716,640)
Present Value of Future Normal Cost	$9,075,295
Present Value of Future Compensation	÷ $37,850,745
Normal Cost Accrual Rate	23.976529%
Expected Payroll for the Current Year	x $4,109,945
Normal Cost	$985,422
Estimated Normal Cost for General Employees	$427,558 *
Estimated Normal Cost for Police Officers	$557,864 *

** only for informational purposes*

Actuarial Value of Assets

Table II-A

	Unexpected Investment Gain (Loss)		Unrecognized Gain (Loss)
For the 2020/21 plan year	*$2,068,069*	*x 20%*	*$413,614*
For the 2021/22 plan year	*($2,612,164)*	*x 40%*	*($1,044,866)*
For the 2022/23 plan year	*$316,644*	*x 60%*	*$189,986*
For the 2023/24 plan year	*$1,590,343*	*x 80%*	*$1,272,274*
			$831,008

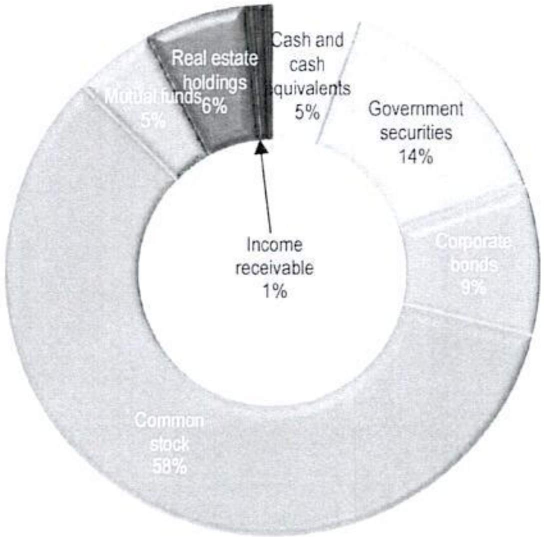
Market Value of Assets as of October 1, 2024	$17,487,931
Minus DROP account balances	($132,124)
Minus advance employer contributions	($59,136)
Minus excess Chapter 175/185 contributions	$0
Adjustment for unrecognized gain or loss as shown above, but restricted to an amount that keeps the actuarial value of assets within an 80%-120% corridor of the market value	($831,008)
Actuarial Value of Assets as of October 1, 2024	**$16,465,663**

Historical Actuarial Value of Assets	
October 1, 2015	$6,636,386
October 1, 2016	$7,290,716
October 1, 2017	$8,049,582
October 1, 2018	$8,993,996
October 1, 2019	$9,850,843
October 1, 2020	$10,845,226
October 1, 2021	$12,093,270
October 1, 2022	$13,355,778
October 1, 2023	$14,734,872
October 1, 2024	$16,465,663

Market Value of Assets

Table II-B

	As of October 1, 2024
Market Value of Assets	**$17,487,931**
Cash and cash equivalents	$956,191
Government securities	$2,512,285
Corporate bonds	$1,615,360
Common stock	$10,284,514
Mutual funds	$860,099
Real estate holdings	$1,081,297
Alternative investments	$43,900
Prepaid expenses	$58,037
Income receivable	$103,468
Employee contribution receivable	$27,136
Accounts payable	($54,356)

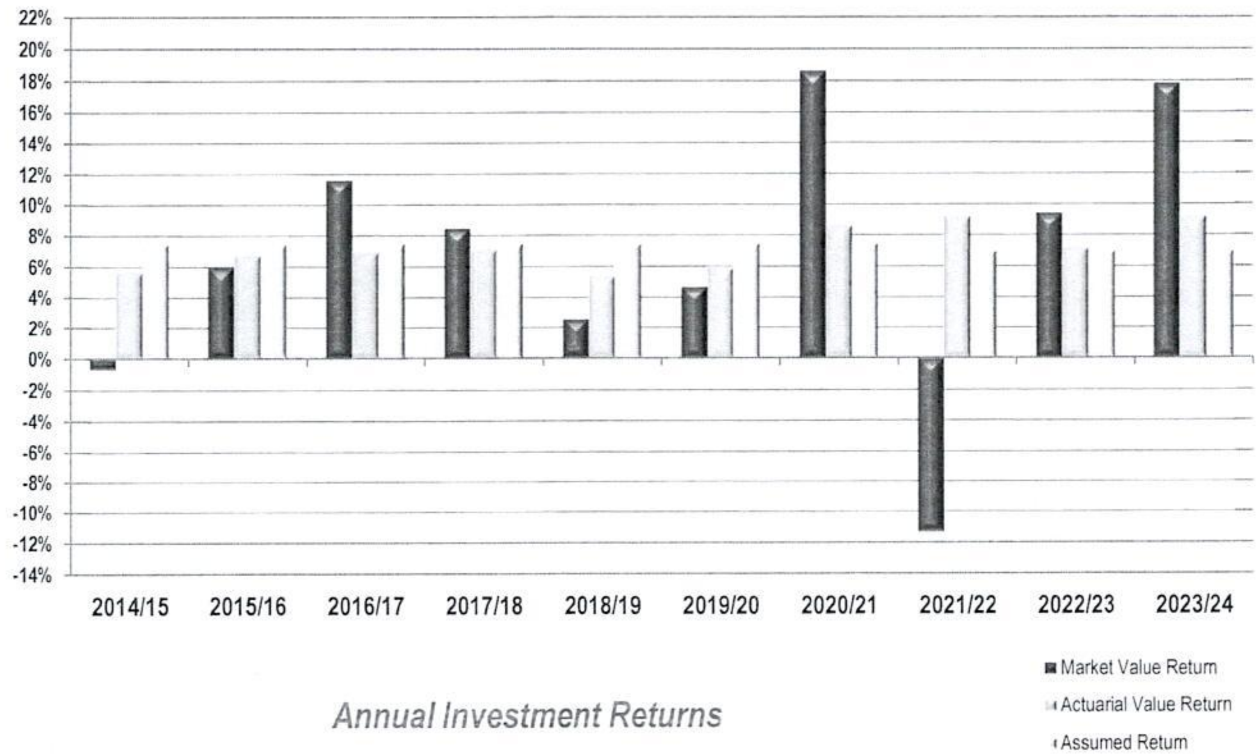


Historical Market Value of Assets

October 1, 2015	$7,188,350
October 1, 2016	$7,825,704
October 1, 2017	$8,993,254
October 1, 2018	$10,129,529
October 1, 2019	$10,753,331
October 1, 2020	$11,665,839
October 1, 2021	$14,167,197
October 1, 2022	$12,757,648
October 1, 2023	$14,438,149
October 1, 2024	$17,487,931

Investment Return

Table II-C



Annual Investment Returns

Plan Year	Market Value Return	Actuarial Value Return	Assumed Return
2014/15	-0.69%	5.69%	7.50%
2015/16	6.01%	6.75%	7.50%
2016/17	11.64%	6.96%	7.50%
2017/18	8.47%	7.12%	7.50%
2018/19	2.56%	5.42%	7.50%
2019/20	4.70%	5.94%	7.50%
2020/21	18.62%	8.61%	7.50%
2021/22	-11.31%	9.24%	7.00%
2022/23	9.44%	7.16%	7.00%
2023/24	17.85%	9.23%	7.00%
10yr. Avg.	6.39%	7.20%	7.35%

Asset Reconciliation

Table II-D

	Market Value	Actuarial Value
As of October 1, 2023	**$14,438,149**	**$14,734,872**
Increases Due To:		
Employer Contributions	$938,344	$938,344
Chapter 175/185 Contributions	$24,652	$24,652
Employee Contributions	$222,275	$222,275
Service Purchase Contributions	$0	$0
Total Contributions	$1,185,271	$1,185,271
Interest and Dividends	$393,721	
Realized Gains (Losses)	$0	
Unrealized Gains (Losses)	$2,333,959	
Total Investment Income	$2,727,680	$1,376,878
Other Income	$1,625	
Total Income	**$3,914,576**	**$2,562,149**
Decreases Due To:		
Monthly Benefit Payments	($675,413)	($675,413)
Refund of Employee Contributions	$0	$0
DROP Credits		($59,398)
Total Benefit Payments	($675,413)	($734,811)
Investment Expenses	($113,364)	
Administrative Expenses	($76,017)	($76,017)
Advance Employer Contribution		($20,530)
Excess Chapter 175/185 Contribution		$0
Total Expenses	**($864,794)**	**($831,358)**
As of October 1, 2024	**$17,487,931**	**$16,465,663**

Historical Trust Fund Detail

Table II-E

Income

Plan Year	Employer Contribs.	Chapter Contribs.	Employee Contribs.	Service Purchase Contribs.	Interest / Dividends	Realized Gains / Losses	Unrealized Gains / Losses	Other Income
2014/15	$427,817	$0	$101,778	$0	$121,052	$0	-$105,912	$0
2015/16	$457,855	$0	$110,543	$0	$134,038	$0	$371,166	$0
2016/17	$513,696	$0	$120,499	$0	$154,252	$0	$837,790	$0
2017/18	$588,601	$0	$152,113	$0	$224,331	$0	$631,969	$0
2018/19	$637,382	$0	$156,672	$0	$215,347	$0	$142,448	$0
2019/20	$700,022	$0	$153,944	$0	$222,196	$0	$393,498	$0
2020/21	$708,853	$0	$159,195	$0	$238,720	$0	$2,068,069	$0
2021/22	$680,369	$0	$144,087	$9,371	$329,141	$0	-$1,832,600	$0
2022/23	$804,330	$0	$217,573	$139,092	$368,832	$0	$953,624	$833
2023/24	$938,344	$24,652	$222,275	$0	$393,721	$0	$2,333,959	$1,625

Expenses

Plan Year	Monthly Benefit Payments	Contrib. Refunds	Admin. Expenses	Invest. Expenses
2014/15	$302,974	$44,361	$40,111	$64,356
2015/16	$306,358	$1,613	$61,092	$67,185
2016/17	$320,173	$9,354	$61,904	$67,256
2017/18	$320,175	$4,143	$57,496	$78,925
2018/19	$350,908	$22,713	$60,517	$93,909
2019/20	$398,771	$720	$57,170	$100,491
2020/21	$472,335	$33,415	$60,919	$106,810
2021/22	$556,671	$0	$73,260	$109,986
2022/23	$617,844	$7,028	$80,963	$97,948
2023/24	$675,413	$0	$76,017	$113,364

Other Actuarial Adjustments

Plan Year	Advance Employer Contribs.
2014/15	$0
2015/16	$0
2016/17	$0
2017/18	$0
2018/19	$0
2019/20	$0
2020/21	$0
2021/22	$38,606
2022/23	$0
2023/24	$20,530

Note: Information was not available to separate the refund of employee contributions from the monthly benefit payments after September 30, 2021 nor to separate the realized gains and losses from the unrealized gains and losses.

Other Reconciliations

Table II-F

Advance Employer Contribution

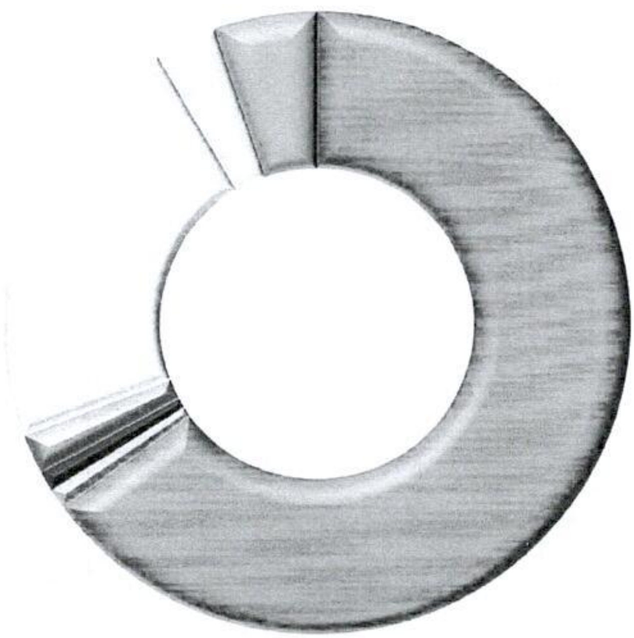
Advance Employer Contribution as of October 1, 2023	$38,606
Additional Employer Contribution	$962,996
Minimum Required Contribution	($942,466)
Net Increase in Advance Employer Contribution	$20,530
Advance Employer Contribution as of October 1, 2024	$59,136

DROP Reconciliation

DROP Balance as of October 1, 2023	$72,726
Benefit Credits	$42,918
Investment Credits	$16,480
Benefits Paid Out	$0
Net Change in DROP Balance	$59,398
DROP Balance as of October 1, 2024	$132,124

Summary of Participant Data

Table III-A



Participant Distribution by Status

As of October 1, 2024

Actively Employed Participants

Active Participants	61
DROP Participants	1
Inactive Participants	
Deferred Vested Participants	1
Due a Refund of Contributions	2
Deferred Beneficiaries	0
Participants Receiving a Benefit	
Service Retirements	21
Disability Retirements	3
Beneficiaries Receiving	5
Total Participants	**94**

Number of Participants Included in Prior Valuations

	Active	*DROP*	*Inactive*	*Retired*	*Total*
October 1, 2015	40	0	3	19	62
October 1, 2016	41	0	3	21	65
October 1, 2017	46	0	3	21	70
October 1, 2018	49	0	3	21	73
October 1, 2019	47	0	2	24	73
October 1, 2020	48	0	2	25	75
October 1, 2021	46	0	3	26	75
October 1, 2022	49	1	3	27	80
October 1, 2023	51	1	1	29	82
October 1, 2024	61	1	3	29	94

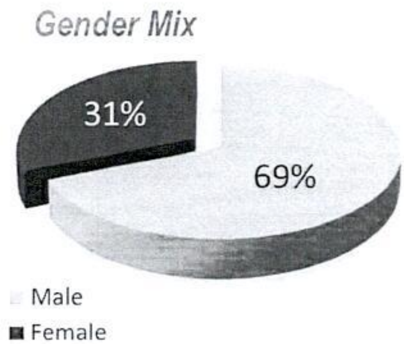
Data Reconciliation

Table III-B

	Active	DROP	Deferred Vested	Due a Refund	Def. Benef.	Service Retiree	Disabled Retiree	Benef. Rec'v.	Total
October 1, 2023	51	1	1	0	0	21	3	5	**82**
Change in Status									
Re-employed									
Terminated	(2)			2					
Retired									
Participation Ended									
Transferred Out									
Cashed Out									
Died									
Participation Began									
Newly Hired	12								**12**
Transferred In									
New Beneficiary									
Other Adjustment									
October 1, 2024	61	1	1	2	0	21	3	5	**94**

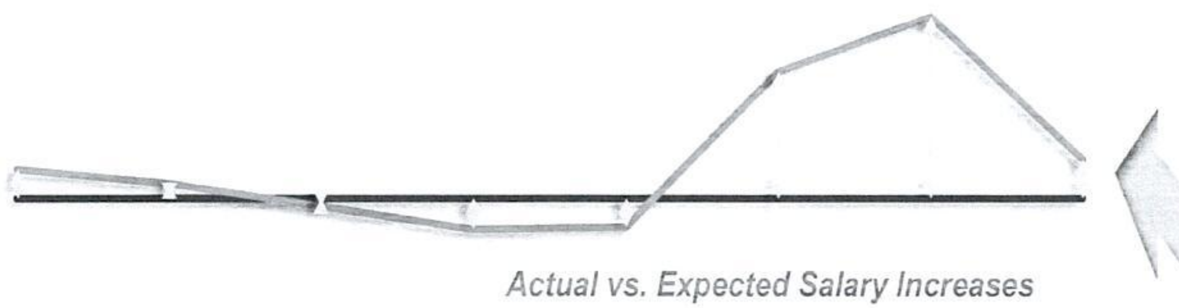
Active Participant Data

Table III-C



As of October 1, 2024

Average Age	44.0 years
Average Service	7.6 years
Total Annualized Compensation for the Prior Year	$5,138,479
Total Expected Compensation for the Current Year	$4,109,945
Average Increase in Compensation for the Prior Year	8.59%
Expected Increase in Compensation for the Current Year	5.00%
Accumulated Contributions for Active Employees	$1,304,092

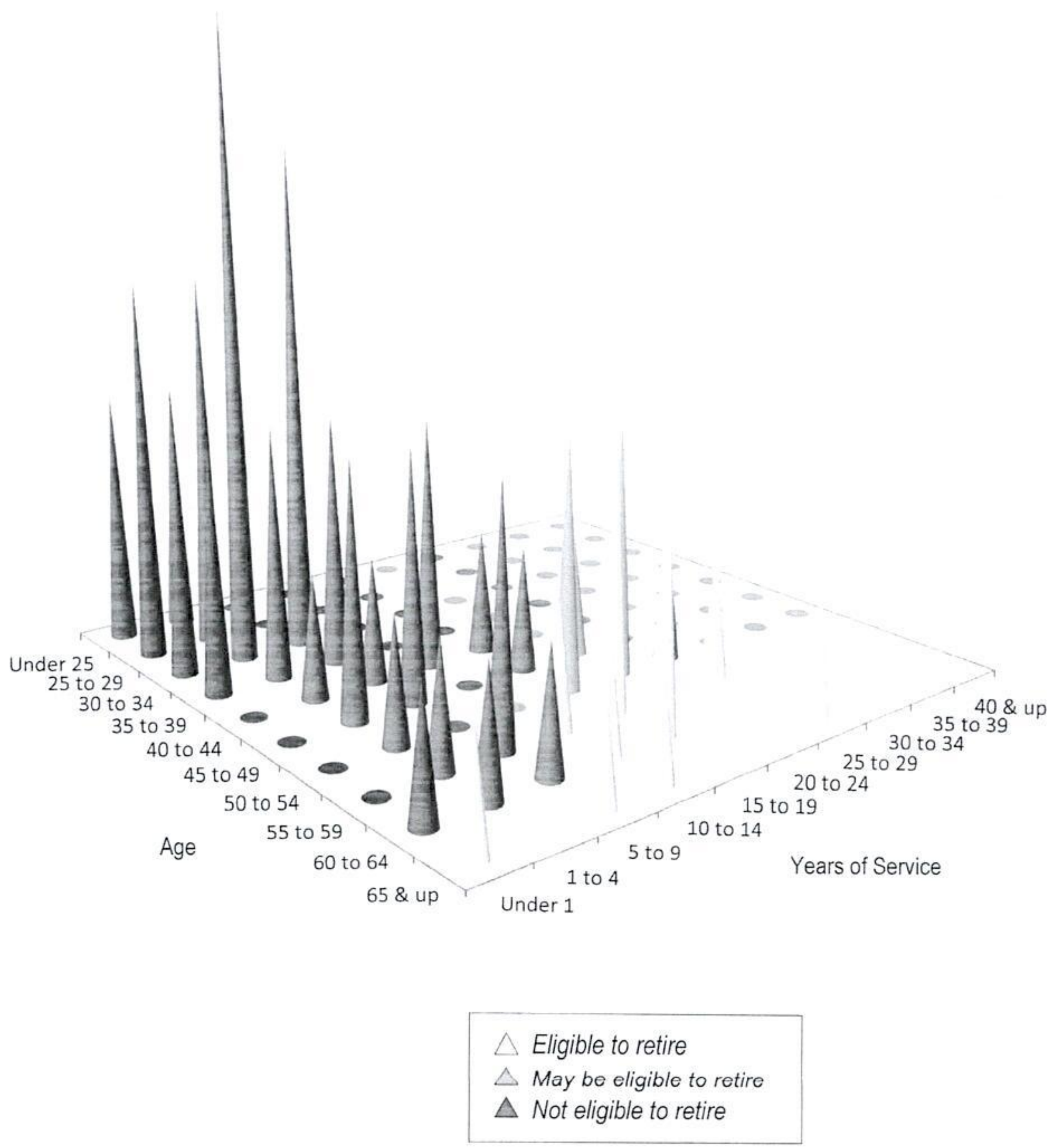


Active Participant Statistics From Prior Valuations

	Average Age	*Average Service*	*Average Salary*	*Average Expected Salary Increase*	*Average Actual Salary Increase*
October 1, 2015	47.0	8.0	$53,766	N/A	N/A
October 1, 2016	49.0	9.0	$52,055	5.00%	0.77%
October 1, 2017	47.2	8.3	$56,028	5.00%	7.69%
October 1, 2018	48.1	8.8	$62,399	5.00%	6.38%
October 1, 2019	47.6	9.0	$64,717	5.00%	4.30%
October 1, 2020	47.8	9.1	$64,434	5.00%	2.23%
October 1, 2021	49.2	10.0	$65,804	5.00%	2.42%
October 1, 2022	45.8	8.9	$71,969	5.00%	16.71%
October 1, 2023	44.5	8.1	$83,973	5.00%	21.75%
October 1, 2024	44.0	7.6	$84,237	5.00%	8.59%

Active Age-Service Distribution

Table III-D



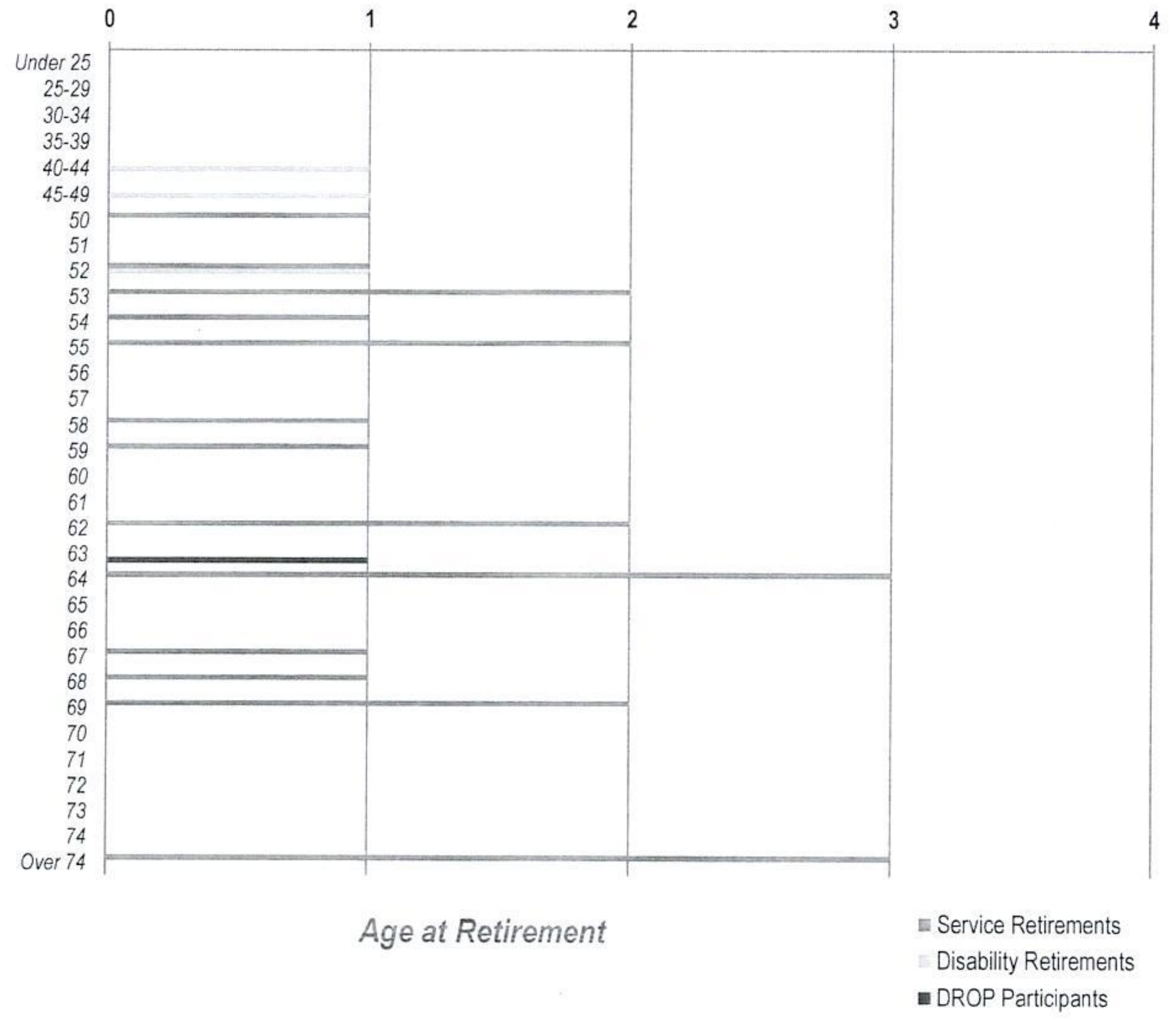
Active Age-Service-Salary Table

Table III-E

Attained Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & up	Total
	Completed Years of Service										
Under 25	2	2	0	0	0	0	0	0	0	0	4
Avg.Pay	81,492	55,378	0	0	0	0	0	0	0	0	68,435
25 to 29	3	3	0	0	0	0	0	0	0	0	6
Avg.Pay	63,185	56,393	0	0	0	0	0	0	0	0	59,789
30 to 34	2	5	4	0	0	0	0	0	0	0	11
Avg.Pay	66,361	67,625	86,668	0	0	0	0	0	0	0	74,319
35 to 39	2	2	2	0	0	0	0	0	0	0	6
Avg.Pay	65,583	52,049	84,455	0	0	0	0	0	0	0	67,362
40 to 44	0	1	1	2	1	0	0	0	0	0	5
Avg.Pay	0	98,629	64,819	74,010	139,243	0	0	0	0	0	90,142
45 to 49	0	2	2	0	1	1	0	0	0	0	6
Avg.Pay	0	72,567	204,737	0	136,127	63,077	0	0	0	0	125,635
50 to 54	0	1	0	0	2	2	1	0	0	0	6
Avg.Pay	0	63,000	0	0	124,279	130,742	106,771	0	0	0	113,302
55 to 59	0	1	2	1	2	0	1	0	0	0	7
Avg.Pay	0	57,513	64,293	60,397	121,511	0	104,643	0	0	0	84,880
60 to 64	1	1	1	1	2	0	0	0	0	0	6
Avg.Pay	47,669	77,095	43,922	101,490	87,203	0	0	0	0	0	74,097
65 & up	1	0	1	1	0	0	1	0	0	0	4
Avg.Pay	49,396	0	112,422	51,560	0	0	147,872	0	0	0	90,313
Total	11	18	13	5	8	3	3	0	0	0	61
Avg.Pay	64,863	64,640	98,062	72,293	117,669	108,187	119,762	0	0	0	84,237

Inactive Participant Data

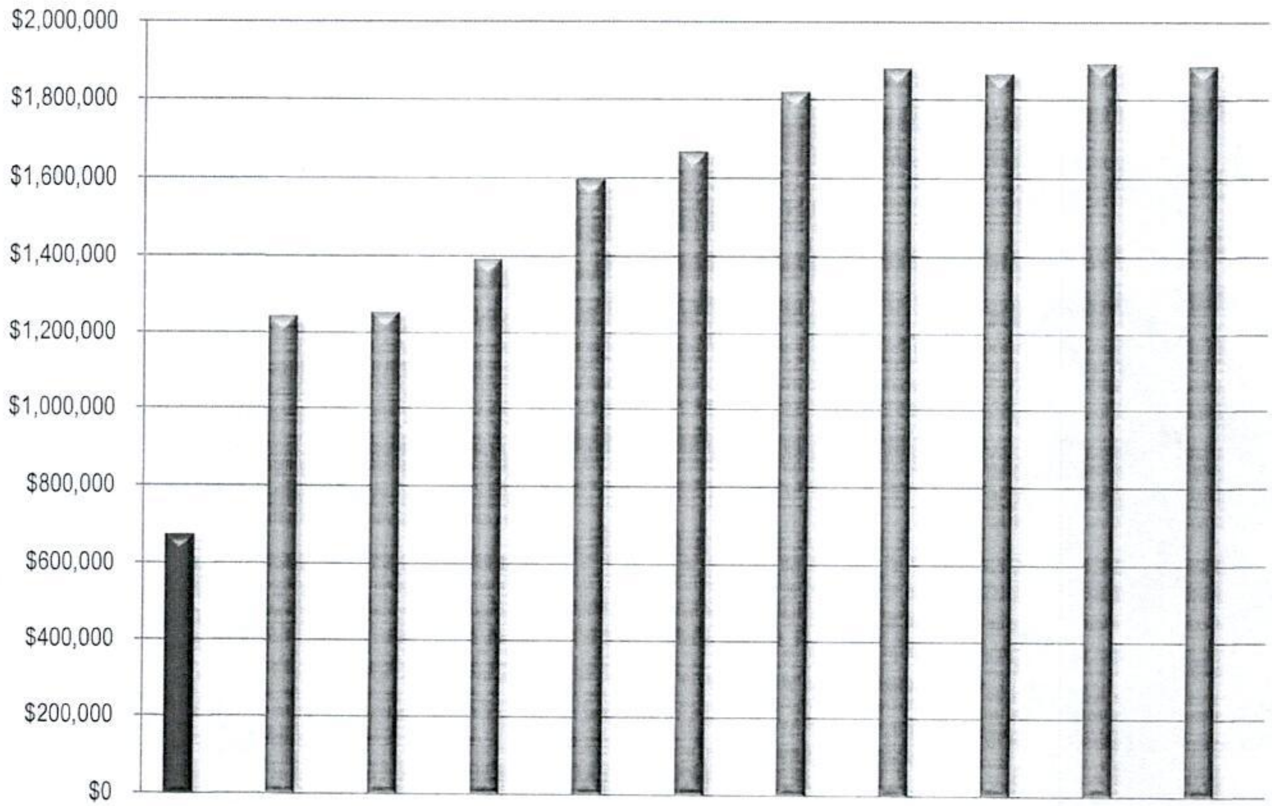
Table III-F



	Average Monthly Benefit
Service Retirements	*$2,135.88*
Disability Retirements	*$1,751.31*
Beneficiaries Receiving	*$1,392.70*
DROP Participants	*$3,576.46*
Deferred Vested Participants	*$1,575.41*
Deferred Beneficiaries	*Not applicable*

Projected Benefit Payments

Table III-G



Actual	
For the period October 1, 2023 through September 30, 2024	$675,413
Projected	
For the period October 1, 2024 through September 30, 2025	$1,244,686
For the period October 1, 2025 through September 30, 2026	$1,254,831
For the period October 1, 2026 through September 30, 2027	$1,393,937
For the period October 1, 2027 through September 30, 2028	$1,597,237
For the period October 1, 2028 through September 30, 2029	$1,667,310
For the period October 1, 2029 through September 30, 2030	$1,821,607
For the period October 1, 2030 through September 30, 2031	$1,880,379
For the period October 1, 2031 through September 30, 2032	$1,866,932
For the period October 1, 2032 through September 30, 2033	$1,893,971
For the period October 1, 2033 through September 30, 2034	$1,887,296

Summary of Actuarial Methods and Assumptions — Table IV-A

NOTE: The following assumptions and methods have been selected and approved by the Board of Trustees based in part on the advice of the plan's enrolled actuary in accordance with the authority granted to the Board under the pension ordinances and State law.

1. **Actuarial Cost Method**

   Frozen initial liability cost method. Under this actuarial cost method, an unfunded liability is developed at the inception of the plan using the individual entry age normal cost method. Over time, this unfunded liability is adjusted to reflect changes in the entry age normal accrued liability due to plan amendments and changes in actuarial assumptions and methods. The employer makes a periodic contribution towards the unfunded liability which is intended to eliminate the unfunded liability over a pre-determined period. In addition, each year the total projected liability in excess of the unfunded liability, accumulated assets, and future employee contributions is divided by the present value of future compensation to develop a level funding percentage for the plan as a whole. The level funding percentage is then multiplied by the covered payroll for the year immediately following the valuation date to determine the normal cost for that year.

2. **Amortization Method**

   The unfunded actuarial accrued liability is amortized as a level dollar amount over a period of up to 15 years.

3. **Asset Method**

   The actuarial value of assets is equal to the market value of assets, adjusted to reflect a five-year phase-in of the net investment appreciation (or depreciation).

4. **Interest (or Discount) Rate**

   7.00% per annum

5. **Salary Increases**

   Plan compensation is assumed to increase at the rate of 5.00% per annum, unless actual plan compensation is known for a prior plan year.

Summary of Actuarial Methods and Assumptions — Table IV-A

(continued)

6. Decrements

• Pre-retirement mortality:	Sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Below Median Employee Mortality Table for general employees, with full generational improvements in mortality using Scale MP-2018 and with male ages set back one year (general employees), or Sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Employee Mortality Table for public safety employees (Below Median table for males), with full generational improvements in mortality using Scale MP-2018 and with ages set forward one year (police officers)
• Post-retirement mortality:	Sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Below Median Healthy Retiree Mortality Table for general employees, with full generational improvements in mortality using Scale MP-2018 and with male ages set back one year (general employees), or For non-disabled retirees, sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Healthy Retiree Mortality Table for public safety employees (Below Median table for males), with full generational improvements in mortality using Scale MP-2018 and with ages set forward one year; for disabled retirees, sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Disabled Retiree Mortality Table (80% general employee rates plus 20% public safety employee rates), with full generational improvements in mortality using Scale MP-2018 (police officers)
• Disability:	Sex-distinct rates set forth in the Wyatt 1985 Disability Study (Class 2); 25% of disabilities for general employees and 75% of disabilities for police officers are assumed to occur in the line of duty.
• Termination:	Sex-distinct rates set forth in the Scale 155 Table

Summary of Actuarial Methods and Assumptions — Table IV-A

(continued)

- Retirement:

With respect to general employees, retirement is assumed to occur at the rate of 5% at each of ages 55 through 61, 60% at age 62, 40% at each of ages 63 and 64, and 100% at age 65; alternatively, 100% retirement is assumed to occur upon the attainment of normal retirement age.

With respect to police officers who have earned less than 20 years of service, retirement is assumed to occur at the rate of 5% at each of ages 50 through 54, 70% at age 55, 40% at each of ages 56 through 59, and 100% at age 60; alternatively, 100% retirement is assumed to occur upon the attainment of normal retirement age.

With respect to police officers who have earned at least 20 years of service, retirement is assumed to occur at the rate of 5% at each of ages 50 and 51, 70% at age 52, 40% at each of ages 53 through 56, and 100% at age 57; alternatively, 100% retirement is assumed to occur upon the attainment of normal retirement age.

With respect to the Town Manager, 100% retirement is assumed to occur at normal retirement age.

7. Marriage Assumption

All non-retired participants are assumed to be married, with husbands assumed to be three years older than wives.

8. Form of Payment

Future retirees have been assumed to select the 10-year certain and life annuity.

9. Expenses

Administrative expenses are assumed to be equal to the actual prior year's expenses. In addition, the interest rate set forth in item 4. above is assumed to be net of investment expenses and commissions.

Changes in Actuarial Methods and Assumptions

Table IV-B

Since the completion of the previous valuation, 100% retirement has been assumed to occur at normal retirement age and the retirement rates prior to normal retirement age for general employees have been increased.

The following additional assumption and method changes were made during the past several years:

(1) Effective October 1, 2023, 100% retirement has been assumed to occur at normal retirement age and the retirement rates prior to normal retirement age for general employees have been increased.

(2) Effective October 1, 2021, the assumed interest (or discount) rate was decreased from 7.50% per annum to 7.00% per annum.

(3) Effective October 1, 2020, the mortality basis was changed from the RP-2000 Combined and Blue Collar Mortality Tables with generational improvements in mortality using Scale BB to selected PUB-2010 Mortality Tables with generational improvements in mortality using Scale MP-2018.

(4) Effective October 1, 2017, the mortality basis was changed from a 2009 projection of the RP-2000 White Collar Mortality Table to the RP-2000 Combined Mortality Table with full generational improvements in mortality using Scale BB.

(5) Effective October 1, 2017, the assumed withdrawal and disability rates were changed to the tables described in Table IV-A.

(6) Effective October 1, 2017, the amortization payment towards the unfunded accrued liability was changed from an increasing payment based on 4.00% annual compounded increases in total covered payroll to a level-dollar payment.

Summary of Plan Provisions

Table V-A

1. **Monthly Accrued Benefit**

2.25% of Average Final Compensation multiplied by Credited Service earned prior to October 1, 2021 or earned prior to the attainment of 10 years of Credited Service plus 2.50% of Average Final Compensation multiplied by Credited Service in excess of 10 years earned after September 30, 2021 (with respect to contributing general employees); or

2.75% of Average Final Compensation multiplied by Credited Service earned prior to October 1, 2006 plus 3.00% of Average Final Compensation multiplied by Credited Service earned after September 30, 2006 (with respect to contributing police officers); or

15.00% of Average Final Compensation multiplied by the first two years of Credited Service plus 3.00% of Average Final Compensation multiplied by Credited Service in excess of two years plus an additional 3.00% of Average Final Compensation multiplied by Credited Service earned during the fifth and sixth year of plan participation (with respect to the Town Manager); or

2.00% of Average Final Compensation multiplied by Credited Service (with respect to non-contributing employees)

2. **Normal Retirement Age and Benefit**

- **Age**

  Age 65 (general employees only); or
  Age 55 with at least 10 years of Credited Service (police officers only); or
  Age 55 with at least 25 years of Credited Service (general employees only); or
  Age 52 with at least 20 years of Credited Service (police officers only); or
  Any age with at least 30 years of Credited Service (general employees only); or
  Any age with at least 20 years of Credited Service (Town Manager only)

- **Amount**

  Monthly Accrued Benefit

- **Form of Payment**

  Actuarially increased single life annuity (optional);
  10-year certain and life annuity (normal form of payment);
  Actuarially equivalent 50% joint and contingent annuity (optional);
  Actuarially equivalent 75% joint and contingent annuity (optional);
  Actuarially equivalent 100% joint and contingent annuity (optional); or
  Any other actuarially equivalent form of payment approved by the Board of Trustees

  (All forms of payment guarantee the return of the employee's contributions to the plan.)

Summary of Plan Provisions

Table V-A

(continued)

3. Early Retirement Age and Benefit

- **Age**
  Age 55 with at least 10 years of Credited Service (general employees only), or
  Age 50 with at least 10 years of Credited Service (police officers and Town Manager only)
- **Amount**
  Monthly Accrued Benefit (payable at Normal Retirement Age); or
  Monthly Accrued Benefit reduced by 3% for each year by which the participant's Early Retirement Age precedes normal retirement age (payable at Early Retirement Age)
- **Form of Payment**
  Same as for Normal Retirement

4. Delayed Retirement Age and Benefit

- **Age**
  After Normal Retirement Age
- **Amount**
  Monthly Accrued Benefit
- **Form of Payment**
  Same as for Normal Retirement

5. Deferred Vested Benefit

- **Age**
  Any age with at least 10 years of Credited Service
- **Amount**
  Monthly Accrued Benefit (payable at Normal Retirement Age); or
  Monthly Accrued Benefit reduced by 3% for each year by which the participant's Early Retirement Age precedes normal retirement age (payable at Early Retirement Age)
- **Form of Payment**
  Same as for Normal Retirement

Summary of Plan Provisions

Table V-A

(continued)

6. Service Incurred Disability Retirement Eligibility and Benefit

- **Eligibility**
  All participants who become disabled in the line-of-duty are eligible.
- **Amount**
  A monthly benefit equal to the largest of (a), (b), or (c), as follows:
  (a) Monthly Accrued Benefit; or
  (b) 42% of salary in effect at the time of disability (for general employees only); or
  (c) 70% of salary in effect at the time of disability (for police officers and Town Manager only)
- **Form of Payment**
  Same as for Normal Retirement

7. Non-Service Incurred Disability Retirement Eligibility and Benefit

- **Eligibility**
  10 years of Credited Service
- **Amount**
  A monthly benefit equal to the larger of (a) or (b), as follows:
  (a) Monthly Accrued Benefit; or
  (b) 25% of salary in effect at the time of disability
- **Form of Payment**
  Same as for Normal Retirement

8. Pre-Retirement Death Benefit

In the case of the death of a participant in the line-of-duty prior to his Normal Retirement Date, the participant's spouse will receive a monthly single life annuity equal to the larger of the participant's Monthly Accrued Benefit or 12% of salary in effect at the time of death. If there is no surviving spouse, the benefit is payable to the participant's dependent children until age 18.

In the case of the death of a participant other than in the line-of-duty prior to his Normal Retirement Date, the participant's beneficiary will receive an immediate 10-year certain annuity equal to the participant's Monthly Accrued Benefit, reduced as if the participant were eligible for early retirement on his date of death and further reduced actuarially to reflect the 100% joint and contingent annuity optional form of payment.

9. Average Final Compensation

Average of the highest consecutive 36 months of Compensation out of the last 10 years

Summary of Plan Provisions

Table V-A

(continued)

10. Compensation

Total cash remuneration, including annual lump sum wage payments but excluding any other extraordinary compensation; annual compensation in excess of $200,000 (as indexed) is excluded in accordance with Internal Revenue Code (IRC) §401(a)(17).

11. Credited Service

The completed years and months of service from the participant's date of hire until his date of termination, retirement, or death; service earned prior to participation is not considered for purposes of determining the amount of the Town Manager's benefit.

12. Participation Requirement

All full-time employees of the Town of Golden Beach, Florida

13. Participant Contributions

Participating employees must contribute 3.50% (general employees) or 6.00% (police officers and Town Manager) of their pensionable earnings in order to receive the higher benefit formula multiplier; employee contributions are accumulated with interest at the rate of 5.00% per annum.

14. Definition of Actuarially Equivalent

- **Interest Rate**
  7.00% per annum
- **Mortality Table**
  1983 Group Annuity Mortality Table for males, with the participant's age set forward five years in the case of a disabled participant

15. Plan Effective Date

October 1, 1978

Summary of Plan Provisions

Table V-A

(continued)

16. Deferred Retirement Option Plan (DROP)

With respect to general employees, in order to participate in the DROP, a participant must be employed other than as a police officer and must be otherwise eligible for a normal or early retirement benefit. A participant may irrevocably elect to enter the DROP for a period of up to 36 months after the participant's normal retirement date. The DROP accounts earn interest compounded quarterly based on the actual earnings of the pension trust fund net of investment fees as of the end of each quarter as determined by the plan's investment consultant.

With respect to police officers, in order to participate in the DROP, a participant must be employed as a police officer and must be otherwise eligible for a normal retirement benefit. A participant may irrevocably elect to enter the DROP for a period of up to 60 months after the participant's normal retirement date. The DROP accounts earn interest compounded quarterly based on the actual earnings of the pension trust fund net of investment fees as of the end of each quarter as determined by the plan's investment consultant.

Summary of Plan Amendments

Table V-B

There were no plan changes adopted since the completion of the previous valuation.

The following additional plan amendments were adopted during the past 10 years and were reflected in prior valuation reports:

(1) Effective September 26, 2023, several new alternative requirements for normal retirement were added to the plan, including normal retirement at either 30 years of service regardless of age or normal retirement at age 55 with at least 25 years of service, both for general employees, or normal retirement at 20 years of service regardless of age for the Town Manager. (Ordinance 604.23)

(2) Effective September 26, 2023, a Deferred Retirement Option Plan (DROP) was added to the plan for general employees with a maximum DROP participation period of three years and the maximum DROP participation period for police officers was extended to five years. (Ordinance 604.23)

(3) Effective March 15, 2022, a pre-retirement death benefit for active employees who die other than in the line-of-duty was added to the plan. (Ordinance 599.22)

(4) Effective September 27, 2021, the averaging period for final average earnings was reduced from five years to three years. (Ordinance 598.21)

(5) Effective September 27, 2021, total cash compensation includes annual lump sum wage payments. (Ordinance 598.21)

(6) Effective September 27, 2021, the benefit formula multiplier for service earned in excess of 10 years after September 30, 2021 was increased from 2.25% to 2.50%. (Ordinance 598.21)

(7) Effective September 27, 2021, the benefit formula multiplier for the Town Manager was increased from 3.00% to 6.00% with respect to service earned during the fifth and sixth year of employment. (Ordinance 598.21)

(8) Effective October 17, 2017, the Town Manager (and future Town Managers) was allowed to participate in the plan as a police officer after earning 10 years of service. (Ordinance 576.17)