City of Dunedin Firefighters' Retirement System

Actuarial Valuation

As of October 1, 2025
Contributions Applicable to the Plan/
Fiscal Year Ending September 30, 2027

FOSTER & FOSTER
ACTUARIES AND CONSULTANTS

February 17, 2026

Board of Trustees
City of Dunedin Firefighters' Retirement System

Re: City of Dunedin Firefighters' Retirement System

Dear Board,

This report details the annual actuarial valuation of the City of Dunedin Firefighters' Retirement System as of October 1, 2025.

The valuation was performed to measure the plan's liability and funding levels and to determine the actuarially appropriate funding requirements for the plan year ending September 30, 2027. This report was prepared for use by the Board. Use of the results for other purposes may not be applicable and could produce significantly different results.

DATA AND ASSUMPTIONS

In preparing this report, we have relied on personnel and plan design supplied by the City of Dunedin. Assets were determined based on financial reports supplied by the custodian bank. In our opinion, the assumptions used in the valuation, as adopted by the Board of Trustees, represent reasonable expectations of anticipated fund experience. Other sets of assumptions and methods could also be reasonable and could produce materially different results. While we cannot verify the accuracy of all this information, the supplied information was reviewed for consistency and reasonableness. As a result of this review, we have no reason to doubt the substantial accuracy of the information and believe that it has produced appropriate results. This information, along with any adjustments or modifications, is summarized in various sections of this report.

DISCLOSURES AND LIMITATIONS

Future actuarial measurements may differ significantly from the current measurements presented in this report due to factors such as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period); and changes in plan provisions or applicable law. Due to the limited scope of this report, we did not provide an analysis of these potential differences.

The funding percentages and unfunded accrued liability as measured based on the actuarial value of assets will differ from similar measures based on the market value of assets. These measures, as provided, are appropriate for determining the adequacy of future contributions, but may not be appropriate for the purpose of settling a portion or all of its liabilities.

In performing the analysis, we used third-party software to model (calculate) the underlying liabilities and costs. These results are reviewed in the aggregate and for individual sample lives. The output from the software is either used directly or input into internally developed models to generate the costs. All internally developed models are reviewed as part of the process. As a result of this review, we believe that the models have produced reasonable results. We do not believe there are any material inconsistencies among assumptions or unreasonable output produced due to the aggregation of assumptions.

ACTUARIAL CERTIFICATION

The valuation has been conducted in accordance with all applicable laws and regulations, as well as generally accepted actuarial principles and practices, including the applicable Actuarial Standards of Practice as issued by the Actuarial Standards Board; specifically No. 4 Measuring Pension Obligations and Determining Pension Plan Costs or Contributions, No. 23 Data Quality, No. 27 Selection of Assumptions for Measuring Pension Obligations, No. 44 Selection and Use of Asset Valuation Methods for Pension Valuations, and No. 51 Assessment and Disclosure of Risk Associated with Measuring Pension Obligations.

In our opinion, the Minimum Required Contribution set forth in this report constitutes a reasonable actuarially determined contribution under Actuarial Standard of Practice No. 4.

The undersigned are familiar with the immediate and long-term aspects of pension valuations and meet the Qualification Standards of the American Academy of Actuaries necessary to render the actuarial opinions contained herein. All of the sections of this report are considered an integral part of the actuarial opinions.

To our knowledge, no associate of Foster & Foster, Inc. working on this report has any direct financial interest or indirect material interest in the City of Dunedin, nor does anyone at Foster & Foster, Inc. act as a member of the Board of Trustees of the City of Dunedin Firefighters' Retirement System. Thus, there is no relationship existing that might affect our capacity to prepare and certify this actuarial report.

Respectfully submitted,
Foster & Foster, Inc.

Patrick T. Donlan

Patrick T. Donlan, EA, ASA, MAAA

Chih Hung (Kevin) Peng

Kevin H. Peng, ASA, EA, MAAA

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SUMMARY

The regular annual actuarial valuation of the City of Dunedin Firefighters' Retirement System, performed as of October 1, 2025, has been completed and the results are presented in this report. The contribution amounts set forth herein are applicable to the plan/fiscal year ended September 30, 2027.

The contribution requirements, compared with those set forth in the October 1, 2024 actuarial report, are as follows:

Valuation Date	10/1/2025	10/1/2024
Applicable to Fiscal Year Ending	9/30/2027	9/30/2026
FUNDED STATUS		
Total Actuarial Accrued Liability	$ 45,286,319	$ 42,312,132
Actuarial Value of Assets	39,106,241	37,138,452
Unfunded Actuarial Accrued Liability	$ 6,180,078	$ 5,173,680
Funded Ratio	86.4%	87.8%
CONTRIBUTION REQUIREMENTS		
Normal Cost	$ 1,115,337	$ 958,194
Administrative Expenses	114,050	112,745
Amortization Payment	762,110	620,107
Minimum Required Contribution [2]	$ 1,991,497	$ 1,691,046
Member Contributions (Est.)	(246,669)	(221,138)
Expected City and State Contribution	**$ 1,744,828**	**$ 1,469,908**
State Contribution (Est.)[1]	(320,875)	(320,875)
City Required Contribution (Est.)[2]	$ 1,423,953	$ 1,149,033

[1] The City may use up to $283,050.40 plus 25% of any amounts received above $283,050.40 in State Contributions for determining its minimum funding requirements, based on the Mutual Consent Agreement. The amount shown represents what this will be if future State Monies equal the amount received in calendar 2025.

[2] Please note that the City has access to a prepaid contribution of $12,597.32 that is available to offset a portion of the above stated requirements for the fiscal year ending September 30, 2026.

As you can see, the Minimum Required Contribution shows an increase from the October 1, 2024 actuarial valuation report. The increase is attributable to net unfavorable actuarial experience and a mandated change in the mortality rates.

Plan experience was unfavorable overall on the basis of the plan's actuarial assumptions. Sources of actuarial loss included an average salary increase of 16.78% which exceeded the 5.58% assumption, more retirements than expected, and the disablement of 1 active employee. These losses were offset in part by a gain associated with an investment return of 8.91% (Actuarial Asset Basis) which exceeded the 7.25% assumption.

CHANGES SINCE PRIOR VALUATION

PLAN CHANGES

There have been no plan changes since the prior valuation.

ACTUARIAL ASSUMPTION/METHOD CHANGES

Since the previous valuation, as mandated by Chapter 2015-157, Laws of Florida, the mortality rates were updated to align with those outlined in Milliman's July 1, 2024 FRS valuation report for special-risk employees.

There were no method changes since the prior valuation.

VALUATION RESULTS

PRINCIPAL VALUATION RESULTS

Valuation Date	New Assump 10/1/2025	Old Assump 10/1/2025	10/1/2024
PARTICIPANT DATA			
Actives	53	53	52
Service Retirees	52	52	52
DROP Retirees	8	8	5
Beneficiaries	7	7	7
Disability Retirees	8	8	7
Terminated Vested	16	16	12
Total	144	144	135
Projected Annual Payroll	$ 4,232,630	$ 4,232,630	$ 3,662,137
Annual Rate of Payments to:			
Service Retirees	$ 2,034,127	$ 2,034,127	$ 2,092,614
DROP Retirees	533,213	533,213	379,271
Beneficiaries	155,362	155,362	155,362
Disability Retirees	224,867	224,867	194,802
Terminated Vested	87,458	87,458	87,458
ASSETS			
Actuarial Value (AVA)	$ 39,106,241	$ 39,106,241	$ 37,138,452
Market Value (MVA)	41,627,428	41,627,428	39,047,480
LIABILITIES			
Present Value of Benefits			
Actives			
Retirement Benefits	$ 16,793,284	$ 16,562,355	$ 16,031,835
Death Benefits	239,391	309,774	260,440
Disability Benefits	1,257,903	1,224,670	1,060,271
Vested Benefits	323,888	319,673	234,798
Refund of Contributions	146,022	145,923	120,671
Service Retirees	22,844,434	22,695,596	22,293,275
DROP Retirees	7,839,829	7,817,470	5,226,075
Beneficiaries	1,527,353	1,534,872	1,564,521
Disability Retirees	2,130,143	2,105,490	1,764,559
Terminated Vested	1,118,659	1,109,639	1,018,418
Share Plan Balances	619,508	619,508	502,737
Total	$ 54,840,413	$ 54,444,969	$ 50,077,600

Valuation Date	New Assump 10/1/2025	Old Assump 10/1/2025	10/1/2024
LIABILITIES (CONTINUED)			
Present Value of Future Salaries	$ 40,835,446	$ 40,771,839	$ 33,261,099
Present Value of Member Contributions	$ 2,245,950	$ 2,242,451	$ 1,829,360
Normal Cost			
Retirement	$ 838,150	$ 826,293	$ 715,312
Death	21,299	28,010	25,001
Disability	104,654	102,399	93,002
Vesting	27,585	27,231	19,948
Refunds	24,092	24,089	19,483
Total Normal Cost	$ 1,015,780	$ 1,008,022	$ 872,746
Present Value of Future Normal Costs (EAN)	$ 9,554,094	$ 9,463,920	$ 7,765,468
Actuarial Accrued Liability (EAN AL)			
Actives			
Retirement	$ 8,767,173	$ 8,660,370	$ 9,589,853
Death	36,801	46,239	35,893
Disability	280,267	271,020	230,938
Vesting	110,125	108,810	78,279
Refunds	12,028	12,036	7,584
Inactives[1]	35,460,418	35,263,067	31,866,848
Share Plan Balances[1]	619,508	619,508	502,737
Total Actuarial Accrued Liability	$ 45,286,319	$ 44,981,049	$ 42,312,132
Unfunded Actuarial Accrued Liability (UAAL)	$ 6,180,078	$ 5,874,808	$ 5,173,680
Funded Ratio (AVA / EAN AL)	86.4%	86.9%	87.8%

ACTUARIAL PRESENT VALUE OF ACCRUED BENEFITS

Valuation Date	New Assump 10/1/2025	Old Assump 10/1/2025	10/1/2024
Vested Accrued Benefits			
Inactives + Share Plan Balances[1]	$ 36,079,925	$ 35,882,574	$ 32,369,585
Actives	4,944,203	4,915,852	6,369,695
Member Contributions	1,197,473	1,197,473	1,335,630
Total	$ 42,221,601	$ 41,995,899	$ 40,074,910
Non-vested Accrued Benefits	847,691	834,281	631,641
Total Present Value of Accrued Benefits (PVAB)	$ 43,069,292	$ 42,830,180	$ 40,706,551
Funded Ratio (MVA / PVAB)	96.7%	97.2%	95.9%
Increase (Decrease) in Present Value of Accrued Benefits Attributable to:			
Plan Amendments	$ 0	$ 0	
Assumption Changes	239,112	0	
Plan Experience	0	2,112,094	
Benefits Paid	0	(2,836,854)	
Interest	0	2,848,389	
Other	0	0	
Total	$ 239,112	$ 2,123,629	

CONTRIBUTION REQUIREMENTS

	New Assump	Old Assump	
Valuation Date	10/1/2025	10/1/2025	10/1/2024
Applicable to Fiscal Year Ending	9/30/2027	9/30/2027	9/30/2026
CALCULATION OF CONTRIBUTION REQUIREMENT[2]			
Normal Cost	$ 1,115,337	$ 1,106,819	$ 958,194
% of Total Annual Payroll	24.9%	24.7%	24.7%
Administrative Expenses	114,050	114,050	112,745
% of Total Annual Payroll	2.5%	2.5%	2.9%
UAAL Amortization Payment	762,110	727,252	620,107
% of Projected Annual Payroll	17.0%	16.2%	16.0%
Minimum Required Contribution	$ 1,991,497	$ 1,948,121	$ 1,691,046
% of Projected Annual Payroll	44.4%	43.4%	43.6%
Expected Member Contributions	(246,669)	(246,669)	(221,138)
% of Projected Annual Payroll	(5.5)%	(5.5)%	(5.5)%
Expected City and State Contribution	$ 1,744,828	$ 1,701,452	$ 1,469,908
% of Projected Annual Payroll	38.9%	37.9%	38.1%

PAST CONTRIBUTIONS FOR PLAN YEAR ENDING 9/30/2025	
Total Required Contribution	$ 1,550,675
City and State Requirement	1,308,296
Actual Contributions Made:	
City	987,421
State	320,875
Total	$ 1,308,296

[1] The asset values and liabilities include accumulated DROP Plan Balances and Share Plan Balances as of 9/30/2025 and 9/30/2024.

[2] Contributions developed as of 10/1/2025 and 10/1/2024 displayed above have been adjusted to account for assumed salary increases (5.96% for 2025 and 5.95% for 2024) and interest. Contributions developed as of 10/1/2025 are expressed as a percentage of Projected Annual Payroll at 10/1/2026 of $4,484,895. Contributions developed as of 10/1/2024 are expressed as a percentage of Projected Annual Payroll at 10/1/2025 of $3,880,034.

OTHER INFORMATION

ILLUSTRATION OF AMORTIZATION OF THE TOTAL UNFUNDED ACTUARIAL ACCRUED LIABILITY

Year	Projected Unfunded Actuarial Accrued Liability
2025	6,180,078
2026	5,883,732
2027	5,565,899
2033	3,112,099
2039	376,625
2044	156,550
2050	0

5-YEAR COMPARISON OF ACTUAL AND ASSUMED SALARY INCREASES

Year Ended	Actual	Assumed
9/30/2025	16.78%	5.58%
9/30/2024	6.25%	5.46%
9/30/2023	5.72%	4.84%
9/30/2022	10.17%	4.60%
9/30/2021	5.79%	5.31%

5-YEAR COMPARISON OF INVESTMENT RETURN ON MARKET VALUE AND ACTUARIAL VALUE OF ASSETS

Year Ended	Market Value	Actuarial Value	Assumed
9/30/2025	10.07%	8.91%	7.25%
9/30/2024	22.17%	7.93%	7.25%
9/30/2023	9.96%	3.92%	7.25%
9/30/2022	(14.39)%	5.38%	7.25%
9/30/2021	18.72%	9.89%	7.50%

AVERAGE ANNUAL PAYROLL GROWTH

Valuation Date	Payroll
10/1/2025	4,232,630
10/1/2015	3,263,629
Total Increase	29.69%
Number of Years	10.00
Average Annual Rate	2.63%

STATEMENT BY ENROLLED ACTUARY

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

Patrick T. Donlan

Patrick T. Donlan, EA, ASA, MAAA
Enrolled Actuary #23-6595

Please let us know when the report is approved by the Board and unless otherwise directed, we will provide copies of the report to the following offices to comply with Chapter 112 Florida Statutes:

Mr. Keith Brinkman
Bureau of Local
Retirement Systems
Post Office Box 9000
Tallahassee, FL 32315-9000

Mr. Steve Bardin
Municipal Police and Fire
Pension Trust Funds
Division of Retirement
Post Office Box 3010
Tallahassee, FL 32315-3010

DEVELOPMENT OF ACTUARIAL (GAIN)/LOSS

DEVELOPMENT OF ACTUARIAL (GAIN)/LOSS

	Actuarial Accrued Liability	Actuarial Valuation of Assets	Unfunded Actuarial Accrued Liability
Actual, Beginning of Year	$ 42,312,132	$ 37,138,452	$ 5,173,680
Total Normal Cost	872,746		872,746
Benefit Payments	(2,836,854)	(2,836,854)	0
Administrative Expenses		(113,079)	113,079
Employer Contribution		987,421	(987,421)
Member Contribution	0	242,379	(242,379)
State Contribution	113,474	434,350	(320,876)
Interest	3,029,867	2,634,632	395,235
Expected, End of Year	$ 43,491,365	$ 38,487,301	$ 5,004,064
Actual End of Year (before changes)	44,981,049	39,106,241	5,874,808
Actuarial (Gain)/Loss	$ 1,489,684	$ (618,940)	$ 870,744

SUMMARY OF COMPONENTS OF (GAIN)/LOSS

Investment Return (Actuarial Asset Basis)	$ (618,940)
Salary Increases	691,566
Active Decrements	748,662
Inactive Mortality	146,334
Interest Crediting on Share Plan Balances	12,965
Other	(109,843)
Change due to Actuarial (Gain)/Loss	$ 870,744

UNFUNDED ACTUARIAL ACCRUED LIABILITY

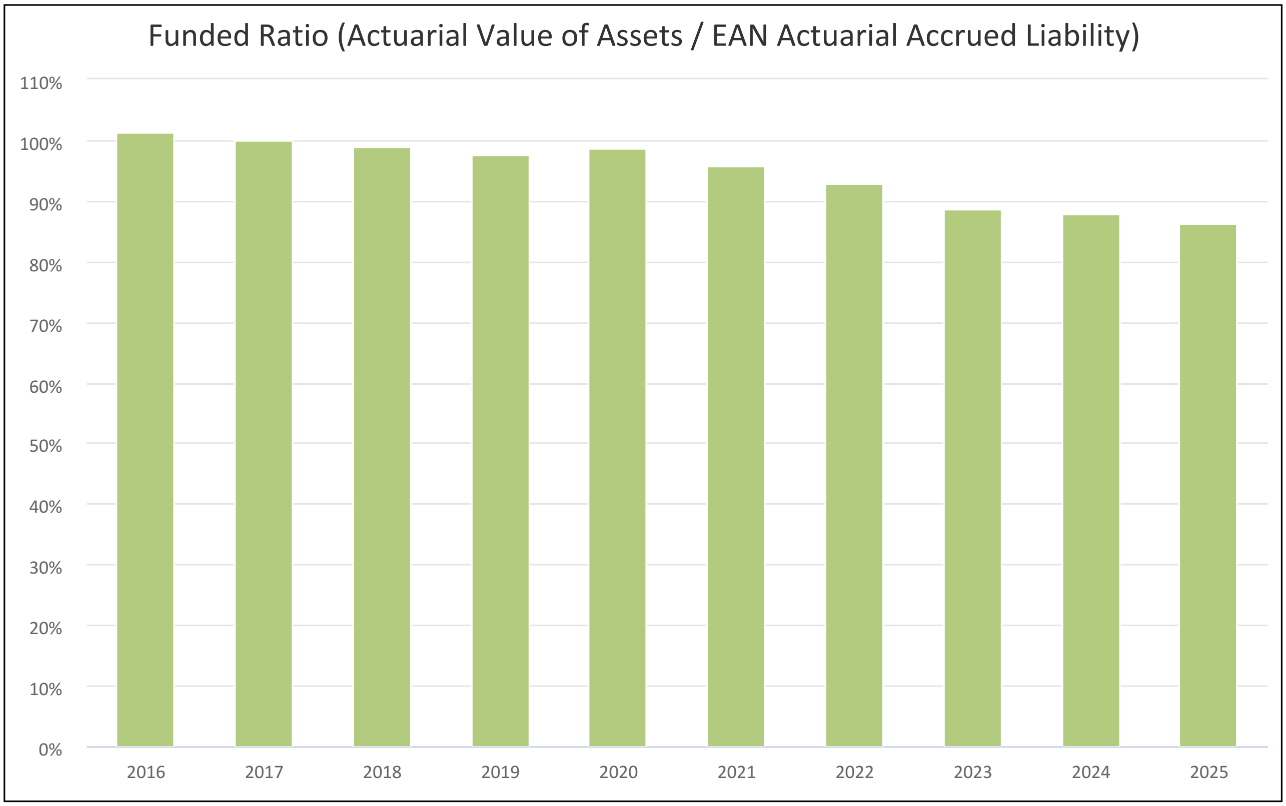
DEVELOPMENT OF UNFUNDED ACTUARIAL ACCRUED LIABILITY

Unfunded Actuarial Accrued Liability as of October 1, 2024	$	5,173,680
Expected Unfunded Actuarial Accrued Liability as of October 1, 2025	$	5,004,064
Change to UAAL due to Actuarial (Gain)/Loss		870,744
Change to UAAL due to Assumption Change		305,270
Unfunded Actuarial Accrued Liability as of October 1, 2025	$	6,180,078

SCHEDULE OF AMORTIZATION PAYMENTS

Unfunded Liability Base	Date Established	Years Remaining	Current Balance	Payment
UAAL Fresh Start	10/1/2015	20	(797,420)	(71,552)
Benefit Change	10/1/2015	20	504,928	45,307
Assumption Changes	10/1/2016	21	197,597	17,346
Actuarial Gain	10/1/2016	21	(185,672)	(16,300)
Actuarial Loss	10/1/2017	22	315,321	27,133
Reconciliation	10/1/2018	23	(32,588)	(2,753)
Actuarial Loss	10/1/2018	23	145,921	12,329
Benefit Change	10/1/2018	23	181,654	15,348
Benefit Change	10/1/2018	23	(14,214)	(1,201)
Actuarial Loss	10/1/2019	24	308,362	25,621
Actuarial Gain	10/1/2020	25	(80,200)	(6,562)
Assump Change	10/1/2020	25	(143,589)	(11,748)
Actuarial Gain	10/1/2021	11	(109,026)	(13,726)
Asmp/Mthd Change	10/1/2021	11	1,192,346	150,110
Actuarial Loss	10/1/2022	12	1,157,775	137,729
Actuarial Loss	10/1/2023	13	1,690,719	191,303
Benefits Change	10/1/2023	13	133,781	15,137
Actuarial Loss	10/1/2024	14	538,369	58,262
Actuarial Loss	10/1/2025	15	870,744	90,553
Assumption Change	10/1/2025	15	305,270	31,747
Total Unfunded Liability			6,180,078	694,083

HISTORY OF FUNDING PROGRESS



ASSET INFORMATION

STATEMENT OF FIDUCIARY NET POSITION

	Market Value 9/30/2025
ASSETS	
Cash and Cash Equivalents:	
Short Term Investments	$ 590,803.96
Prepaid Expenses	1,333.67
Cash	(249.51)
Total Cash and Equivalents	$ 591,888.12
RECEIVABLES	
State Contributions	49,814.83
Investment Income	105,189.35
Total Receivable	$ 155,004.18
INVESTMENTS	
U. S. Bonds and Bills/U.S. Gov't and Agency Obligations	$ 6,410,714.60
Federal Agency Guaranteed Securities	1,810,602.37
Corporate Bonds/Fixed Income	2,333,069.30
Mutual Funds:	
Equity	27,796,158.24
Pooled/Common/Commingled Funds:	
Real Estate	2,587,584.21
Total Investments	$ 40,938,128.72
TOTAL ASSETS	$ 41,685,021.02
LIABILITIES	
Payables:	
Refunds of Member Contributions	$ 5,519.27
Investment Expenses/Unpaid Investment Expenses	25,840.60
Administrative Expenses/Unpaid Administrative Expenses	6,704.50
Prepaid Municipality Contribution	12,597.32
Miscellaneous	6,931.08
Total Liabilities	$ 57,592.77
NET POSITION RESTRICTED FOR PENSIONS	$ 41,627,428.25

STATEMENT OF CHANGES IN FIDUCIARY NET POSITION

		Year Ended 9/30/2025
ADDITIONS		
Contributions:		
Member	$	242,379.00
Employer		987,420.78
State		434,349.65
Total Contributions	$	1,664,149.43
Investment Income:		
Net Realized Gain (Loss)	$	1,919,499.60
Unrealized Gain (Loss)		1,144,648.61
Net Increase in Fair Value of Investments	$	3,064,148.21
Interest & Dividends		922,235.99
Less Investment Expense[1]		(120,652.95)
Net Investment Income	$	3,865,731.25
Total Additions	$	5,529,880.68
DEDUCTIONS		
Distributions To Members:		
Benefit Payments	$	2,352,463.53
Lump Sum DROP Distributions		436,958.19
Lump Sum Share Distributions		37,768.52
Refunds of Member Contributions		9,663.47
Total Distributions	$	2,836,853.71
Administrative Expense	$	113,078.95
Total Deductions	$	2,949,932.66
NET INCREASE IN NET POSITION	$	2,579,948.02
NET POSITION RESTRICTED FOR PENSIONS		
Beginning of the Year	$	39,047,480.23
End of the Year	$	41,627,428.25

[1] Investment related expenses include investment advisory, custodial and performance monitoring fees.

DEVELOPMENT OF ACTUARIAL VALUE OF ASSETS

		9/30/2025
ACTUARIAL VALUE OF ASSETS		
Market Value of Assets	$	41,627,428
Total Deferred Investment (Gains)/Losses		(2,521,187)
Preliminary Actuarial Value of Assets	$	39,106,241
Limited Actuarial Value of Assets	$	39,106,241
DEVELOPMENT OF ACTUARIAL (GAIN)/LOSS		
Market Value of Assets, Prior Year	$	39,086,267
Contributions		1,637,960
Benefit Payments		(2,836,854)
Administrative Expenses		(113,079)
Expected Investment Earnings	$	2,787,027
Actual Net Investment Earnings		(3,865,731)
2025 Actuarial Investment (Gain)/Loss	$	(1,078,704)

DEFERRED INVESTMENT (GAIN)/LOSS

Year Ended	(Gain)/Loss	Percentage Deferred	Deferred (Gain)/Loss
9/30/2025	(1,078,704)	80%	(862,963)
9/30/2024	(4,868,102)	60%	(2,920,862)
9/30/2023	(837,857)	40%	(335,144)
9/30/2022	7,988,906	20%	1,597,782
9/30/2021	(3,536,974)	0%	0
Total Deferred Investment (Gains)/Losses			(2,521,187)

APPROXIMATE RATES OF RETURN

Basis	Rate of Return
Actuarial Valuation of Assets (approx.)	8.91%
Market Value of Assets	10.07%

CHANGES IN ASSETS AVAILABLE FOR BENEFITS – ACTUARIAL ASSET BASIS

		Year Ended 9/30/2025
ADDITIONS		
Contributions:		
Member	$	242,379.00
Employer		987,420.78
State		434,349.65
Total Contributions	$	1,664,149.43
Earnings from Investments:		
Interest & Dividends	$	922,235.99
Miscellaneous Income		0.00
Net Realized Gain (Loss)		1,919,499.60
Unrealized Gain (Loss)		1,144,648.61
Change in Actuarial Value		(612,159.25)
Total Earnings and Investment Gains	$	3,374,224.95
DEDUCTIONS		
Distributions To Members:		
Benefit Payments	$	2,352,463.53
Lump Sum DROP Distributions		436,958.19
Lump Sum Share Distributions		37,768.52
Refunds of Member Contributions		9,663.47
Total Distributions	$	2,836,853.71
Expenses:		
Investment Related[1]	$	120,652.95
Administrative		113,078.95
Total Expenses	$	233,731.90
CHANGE IN NET ASSETS FOR THE YEAR	$	1,967,788.77
NET ASSETS		
Beginning of the Year	$	37,138,452.23
End of the Year	$	39,106,241.00

[1] Investment related expenses include investment advisory, custodial and performance monitoring fees.

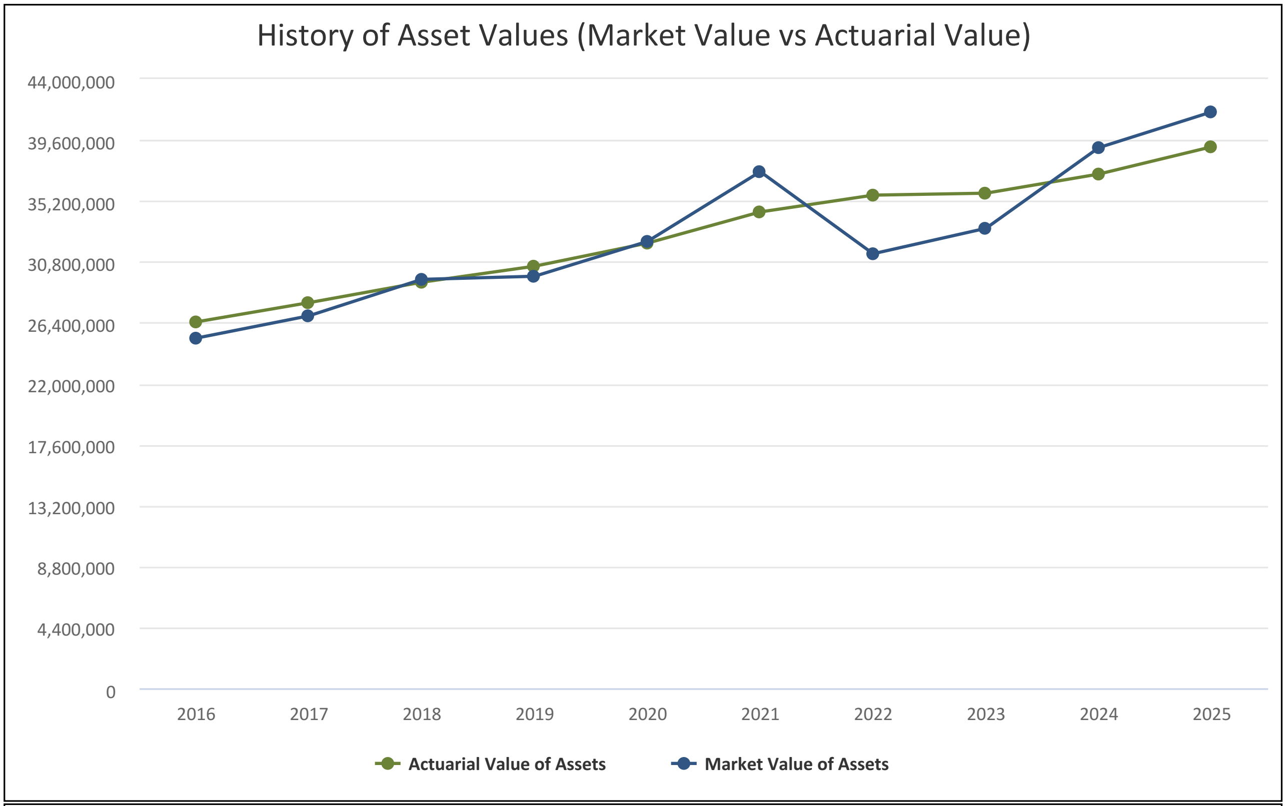
SUPPLEMENTAL ASSET INFORMATION

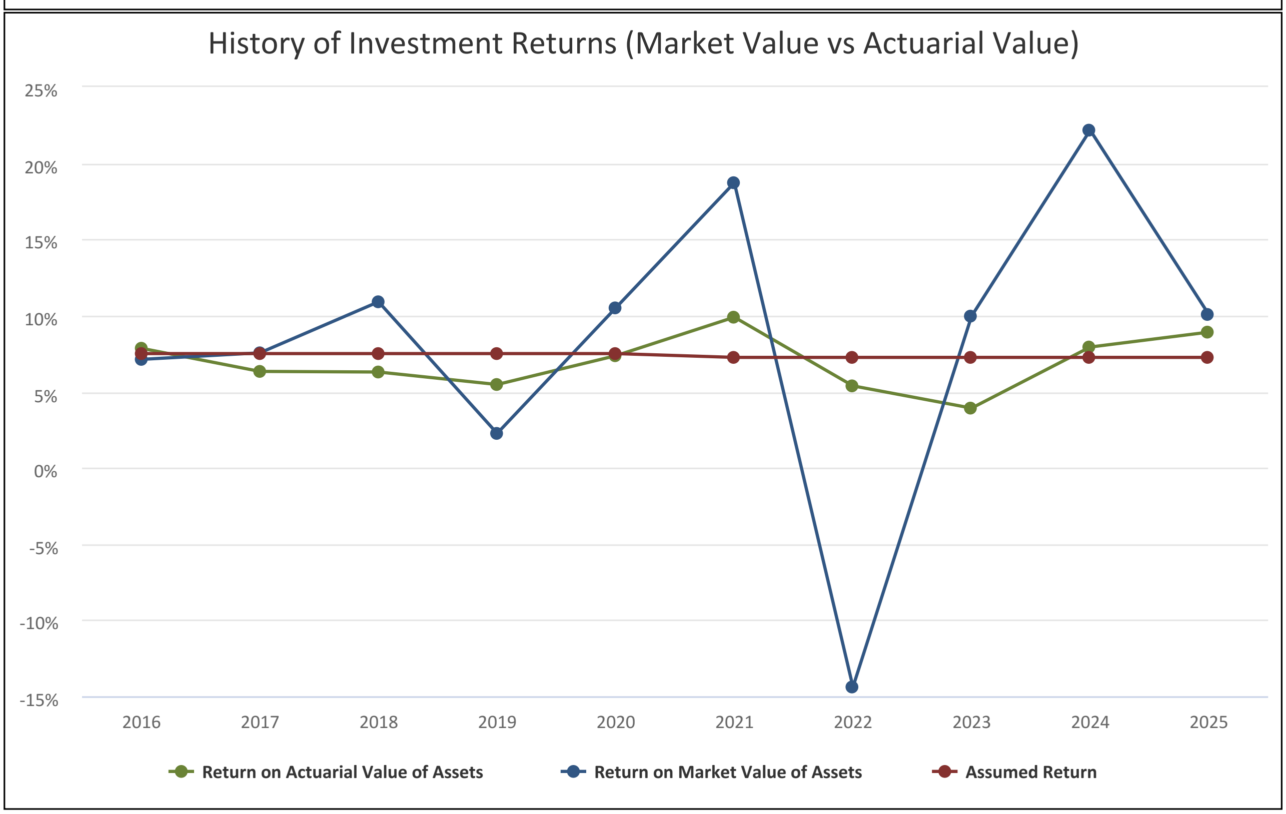
Year Beginning		10/1/2024
Year Ending		9/30/2025
DEFERRED RETIREMENT OPTION PLAN ACTIVITY		
Beginning of Year Balance	$	962,469.18
Plus Additions		351,762.77
Investment Return Earned		80,284.81
Less Distributions		(436,958.19)
End of the Year Balance	$	957,558.57
SUPPLEMENTAL CHAPTER 175 SHARE PLAN ACTIVITY		
Beginning of Year Balance	$	502,736.72
Prior Year Adjustment		(5,230.73)
Plus Additions		113,474.43
Investment Return Earned (Est.)		46,296.00
Administrative Fees (Est.)		0.00
Less Distributions		(37,768.52)
End of Year Balance (Est.)	$	619,507.90
RECONCILIATION OF CITY SHORTFALL/(PREPAID) CONTRIBUTION		
Required City and State Contributions	$	1,308,296.00
Less Allowable State Contribution		(320,875.22)
Required City Contribution for Fiscal 2025	$	987,420.78
Less 2024 Prepaid Contribution		(38,787.10)
Less Actual City Contributions		(961,231.00)
Equals City's Shortfall/(Prepaid) Contribution as of September 30, 2025	$	(12,597.32)

PARTIAL HISTORY OF PREMIUM TAX REFUNDS

Received During Fiscal Year	Amount	Increase From Previous Year
2000	99,153.84	N/A
2001	105,318.48	6.2%
2002	115,277.87	9.5%
2003	140,390.49	21.8%
2004	185,679.70	32.3%
2005	179,624.52	-3.3%
2006	203,474.98	13.3%
2007	291,578.32	43.3%
2008	232,457.90	-20.3%
2009	303,971.21	30.8%
2010	291,660.79	-4.0%
2011	289,418.10	-0.8%
2012	309,954.21	7.1%
2013	314,996.10	1.6%
2014	322,029.56	2.2%
2015	303,897.66	-5.6%
2016	286,293.33	-5.8%
2017	298,121.66	4.1%
2018	301,955.98	1.3%
2019	312,939.13	3.6%
2020	326,578.04	4.4%
2021	355,478.74	8.8%
2022	349,243.28	-1.8%
2023	437,033.57	25.1%
2024	432,784.92	-1.0%
2025	434,349.65	0.4%

HISTORY OF ASSET VALUES AND INVESTMENT RETURNS





PARTICIPANT STATISTICS

STATISTICAL DATA

	10/1/2025	10/1/2024	10/1/2023	10/1/2022
ACTIVES				
Number	53	52	50	44
Average Current Age	36.2	37.8	38.2	40.1
Average Age at Employment	30.6	31.2	30.2	29.7
Average Past Service	5.6	6.6	8.0	10.4
Average Annual Salary	$84,561	$77,340	$74,696	$77,625
SERVICE RETIREES				
Number	52	52	48	42
Average Current Age	65.2	64.6	64.5	66.6
Average Annual Benefit	$39,118	$40,243	$36,838	$33,756
DROP RETIREES				
Number	8	5	4	6
Average Current Age	53.5	55.0	55.9	54.7
Average Annual Benefit	$66,652	$75,854	$71,055	$63,598
BENEFICIARIES				
Number	7	7	7	7
Average Current Age	69.5	68.5	67.5	66.5
Average Annual Benefit	$22,195	$22,195	$22,195	$22,195
DISABILITY RETIREES				
Number	8	7	7	6
Average Current Age	59.9	62.8	61.8	64.4
Average Annual Benefit	$28,108	$27,829	$27,829	$25,786
TERMINATED VESTEDS				
Number	16	12	10	9
Average Current Age [1]	42.9	41.9	40.9	44.9
Average Annual Benefit [1]	$29,153	$29,153	$29,153	$30,198

[1] The Average Current Age and Average Annual Benefit exclude participants awaiting a refund of contributions.

AGE AND SERVICE DISTRIBUTION

	Past Service										
Age	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30+	Total
15 - 19												0
20 - 24	3											3
25 - 29	3	3	4	2		1						13
30 - 34	2	1	3	1		3						10
35 - 39	2	1	1	2	2	1	1	1				11
40 - 44		1	1			1	1	2	1			7
45 - 49				1		1		1				3
50 - 54		1				1	1					3
55 - 59			1									1
60 - 64								2				2
65+												0
Total	10	7	10	6	2	8	3	6	1	0	0	53

PARTICIPANT RECONCILIATION

	Actives	Members Receiving Benefits	DROP Benefits	Receiving Death Benefits	Receiving Disability Benefits	Vested (Deferred Annuity)	Vested (Due Refund)	Total
Number, prior valuation	52	52	5	7	7	3	9	135
New Entrants / Rehires	10							10
Vested (Deferred Annuity)								0
Non-Vested / Vested (Due Refund)	(3)						3	0
Refund of Contributions or Terminated Non-Vested	(1)						(1)	(2)
Hired/Termed Same Year							2	2
Retired		1	(1)					0
DROP	(4)		4					0
Disabled	(1)				1			0
Death, With Survivor								0
Death, No Survivor		(1)						(1)
Expired Annuities								0
Data Corrections								0
Other								0
Number, current valuation	53	52	8	7	8	3	13	144

ACTUARIAL ASSUMPTIONS AND METHODS

Mortality Rate

Healthy Active Lives*:*

Female: PubS-2010 for Employees
Male: PubS-2010 for Employees, set forward 1 year

Healthy Retiree Lives*:*

Female: PubS-2010 for Healthy Retirees
Male: PubS-2010 for Healthy Retirees, set forward 1 year

Beneficiary Lives*:*

Female: PubG.H-2010 for Healthy Retirees
Male: PubG.H-2010 for Healthy Retirees, set back 1 year

Disabled Lives*:*

Female: PubG.H-2010 for Disabled Retirees, set forward 1 years
Male: PubG.H-2010 for Disabled Retirees

All rates are projected generationally with Mortality Improvement Scale MP-2021. We feel this assumption sufficiently accommodates future mortality improvements.

The previously described mortality assumption rates were mandated by Chapter 2015-157, Laws of Florida. This law mandates the use of the assumptions used in either of the two most recent valuations of the Florida Retirement System (FRS). The above rates are those outlined in Milliman's July 1, 2024 FRS valuation report for non-special-risk employees.

90% of active deaths are assumed to be service-incurred.

Previously, the following rates were used:

Healthy Active Lives:

Female: PubS.H-2010 (Below Median) for Employees, set forward 1 year.
Male: PubS.H-2010 (Below Median) for Employees, set forward 1 year.

Healthy Retiree Lives:

Female: PubS.H-2010 for Healthy Retirees, set forward 1 year.
Male: PubS.H-2010 for Healthy Retirees, set forward 1 year.
Beneficiary Lives:

Female: PubG.H-2010 for Healthy Retirees.
Male: PubG.H-2010 for Healthy Retirees, set back 1 year.

Disabled Lives:

80% PubG.H-2010 for Disabled Retirees / 20% PubS.H-2010 for Disabled Retirees.

All rates for healthy lives were projected generationally with Mortality Improvement Scale MP-2018. We feel this assumption sufficiently accommodates future mortality improvements.

Interest Rate

7.25% per year compounded annually, net of investment related expenses. This is supported by the target asset allocation of the trust and the expected long-term return by asset class.

Salary Increases

Salary Scale	
Service	Rate
0-1	8.00%
2-13	4.50%
14+	4.00%

This assumption was adopted by the Board as the result of an Experience Study dated August 16, 2021.

Payroll Growth

0.00% for purposes of amortizing the Unfunded Actuarial Accrued Liability. This assumption cannot exceed the ten-year average payroll growth, in compliance with Part VII of Chapter 112, Florida Statutes.

Administrative Expenses

Average of actual expenses incurred in the prior two fiscal years.

Amortization Method

New UAAL amortization bases are amortized over 15 years.

The amortization payment is subject to a minimum based on a 30-year amortization of the UAAL, if the UAAL is positive, in order to comply with Actuarial Standard of Practice No. 4.

Bases established prior to the valuation date are adjusted proportionally to match the Expected Unfunded Actuarial Accrued Liability as of the valuation date, in order to align prior year bases with the portion of the current year UAAL associated with prior year sources.

Termination Rates

% Terminating During the Year	
Service	Rate
< 6	8.0%
6-9	1.0%
10-14	2.0%
15+	0.0%

This assumption was adopted by the Board as the result of an Experience Study dated August 16, 2021.

Disability Rates

% Becoming Disabled During the Year	
Age	Rate
25	0.15%
30	0.18%
35	0.23%
40	0.30%
45	0.51%
50	1.00%
55	1.55%
60+	2.09%

We feel these rates are consistent with those utilized for plans containing other Florida municipal firefighters. This assumption was confirmed as part of an Experience Study dated August 16, 2021. It is assumed that 90% of disablements are service related.

Retirement Rates

Normal Retirement Probability	
Number of Years after First Eligibility for Normal Retirement	Rate
0	30%
1-4	20%
5+	100%

Additionally, the assumed rate of retirement is 2.0% for each year of eligibility for early retirement. This assumption was adopted by the Board as the result of an Experience Study dated October 3, 2016 and confirmed as part of an Experience Study dated August 16, 2021. Based on the October 13, 2024 Actuarial Impact Statement, the Normal Retirement Rates were updated.

Funding Method

Entry Age Normal Cost Method. The following loads are applied for determining the minimum required contribution:

Interest - A half year, based on current 7.25% assumption.
Salary - A full year, based on current 5.96% assumption.

Under this method, the normal cost is the sum of the individual normal costs for all active participants. For an active participant, the normal cost is the participant's normal cost accrual rate, multiplied by the participant's current compensation.
The normal cost accrual rate equals:

(i) the present value of future benefits for the participant, determined as of the participant's entry age, divided by

(ii) the present value of the compensation expected to be paid to the participant for each year of the participant's anticipated future service, determined as of the participant's entry age.

In calculating the present value of future compensation, the salary scale is applied both retrospectively and prospectively to estimate compensation in years prior to and subsequent to the valuation year based on the compensation used for the valuation.

The accrued liability is the sum of the individual accrued liabilities for all participants and beneficiaries. A participant's accrued liability equals the present value, at the participant's attained age, of future benefits less the present value at the participant's attained age of the individual normal costs payable in the future.

Under this method, the entry age used for each active participant is the participant's age at the time he or she would have commenced participation if the plan had always been in existence under current terms, or the age as of which he or she first earns service credits for purposes of benefit accrual under the current terms of the plan.

Actuarial Asset Method	All assets are valued at market value with an adjustment made to uniformly spread actuarial investment gains and losses (as measured by actual market value investment return against expected market value investment return) over a five-year period.

PLAN PROVISIONS

Most Recent Plan Amendment	Ordinance 24-26
Eligibility	All actively employed full-time firefighters participate in the plan as a condition of employment.
Credited Service	Service is measured as the total number of years and fractional parts of years of service as a firefighter with member contributions. No service is credited for any periods of employment for which the member received a refund of their contributions.
Salary	The fixed monthly compensation for services rendered to the City as a firefighter including holiday pay, plus all tax deferred, tax sheltered and tax exempt items of income otherwise includable as fixed monthly compensation.
Final Average Compensation	One twelfth of the average Compensation for the highest 3 years out of the last 10 years of Credited Service prior to termination or retirement.
Member Contributions	5.5% of Compensation.
Employer Contributions	Chapter 175 Premium Tax Refunds and any additional amount determined by the actuary needed to fund the plan properly according to State laws.
Normal Retirement	
Eligibility	A member may retire on the first day of the month coincident with or next following the earlier of: (1) age 52 and 25 years of Credited Service, or (2) age 55 and 10 years of Credited Service, or (3) 20 years of Credited Service regardless of age.
Benefit	3% of AFC multiplied by Credited Service up to 25 years plus 2% of AFC multiplied by Credited Service in excess of 37.5 years. For firefighters who terminated on or after October 1, 2024, the accrual rate is 3% up to 33 years plus 2% in excess of 33 years. Total benefit is limited to 100% of AFC. In addition, a supplemental benefit of $16

	per year of Credited Service up to a maximum of $400 is payable monthly to members who meet the requirements for Normal Retirement and retire on or after October 1, 2018 or enter the DROP on or after October 1, 2014 and are still employed on October 1, 2018.
Form of Benefit	Ten Year Certain and Life thereafter; other options available.

Early Retirement

Date	A member may retire on the first day of the month coincident with or next following age 45 and 10 years of Credited Service.
Benefit	The Normal Retirement Benefit is actuarially reduced by 3.00% for each year to age 50 and 3.33% for each year from age 50 to age 45 by which the commencement of benefits precedes the member's Normal Retirement date had the member continued employment as a firefighter.
Form of Benefit	Ten Year Certain and Life thereafter; other options available.

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

Vested Termination

Eligibility	A member has earned a non-forfeitable right to Plan benefits after the completion of 10 years of Credited Service.
Benefit	The benefit is the member's accrued Normal Retirement Benefit as of the date of termination. The benefit is payable at the member's Normal Retirement age determined as if the member continued employment as a firefighter. Alternatively, members can elect a reduced Early Retirement Benefit anytime after age 45. Members with less than 10 years of Credited Service will receive a refund of their own accumulated contributions.
Form of Benefit	Ten Year Certain and Life thereafter; other options available.

Service Connected Disability

Eligibility	Any member who becomes totally and permanently disabled and unable to render useful and efficient service as a firefighter as a

	result from an act occurring in the performance of service for the City is immediately eligible for a disability benefit.
Benefit	The greater of: (1) The accrued Normal Retirement Benefit taking into account compensation earned and service credited until the date of disability, or (2) 60% of average salary over the 5 highest years of Credited Service.
Duration	Payable until death or recovery from disability with 120 payments guaranteed.

Non-Service Connected Disability

Eligibility	Any member who has 10 years of Credited Service and becomes totally and permanently disabled and unable to render useful and efficient service as a firefighter is immediately eligible for a disability benefit.
Benefit	The greater of: (1) The accrued Normal Retirement Benefit taking into account compensation earned and service credited until the date of disability, or (2) 30% of average salary over the 5 highest years of Credited Service.
Duration	Payable until death or recovery from disability with 120 payments guaranteed.

Death Benefits

In the Line of Duty	**Eligibility:** Any member whose death is determined to be the result of a service incurred injury is eligible for survivor benefits regardless of Credited Service. **Benefit:** 50% of base rate of pay in effect on date of death is payable to the spouse. If there is no spouse, or upon death or remarriage of the spouse, 15% of the member's salary is payable to each unmarried child under age 18 (age 22 if a full-time student); 50% total maximum for all such children. **Duration:** Spouse benefits payable until death or remarriage. Children's benefits are payable until death, marriage or the attainment of age 18 (age 22 if a full-time student).
Other Pre-Retirement	**Eligibility:** Any member who dies, and whose death is not attributable to active duty or service, while employed as a firefighter by the City is eligible for survivor benefits regardless of

	Credited Service.
	Benefit: 25% of base rate of pay in effect on date of death is payable to the spouse. If there is no spouse, or upon death or remarriage of the spouse, 7.5% of the member's salary is payable to each unmarried child under age 18 (age 22 if a full-time student)
	Duration: Spouse benefits payable until death or remarriage. Children's benefits are payable until death, marriage or the attainment of age 18 (age 22 if a full-time student).
Post-Retirement	Benefit determined by the form of benefit elected upon retirement.

Deferred Retirement Option Plan

Eligibility	A member may retire on the first day of the month coincident with or next following the earlier of: (1) age 52 and 25 years of Credited Service, or (2) age 55 and 10 years of Credited Service, or (3) 20 years of Credited Service regardless of age. Members who meet eligibility must submit a written election to participate in the DROP.
Benefit	The member's Credited Service and FAC are frozen upon entry into the DROP. The monthly retirement benefit as described under Normal Retirement is calculated based upon the frozen Credited Service and FAC.
	In addition, a supplemental benefit of $13 per year of Credited Service up to a maximum of $325 is payable monthly to members who meet the requirements for Normal Retirement and retire. DROP participants do not receive the supplement until actual termination of employment.
Maximum DROP Period	The earlier of 8 years of participation in the DROP or when the member has completed 33 years of Credited Service. For member
Interest Credited	The member's average daily balance of the DROP account is debited or credited with interest on a quarterly basis at a rate equal to the Trust Fund's net investment return for the quarter.
Form of Benefit	Lump Sum, or the member may elect that the DROP distribution be used to purchase an annuity.

Optional Forms	In lieu of electing the Normal Form of benefit, the optional forms of benefits available to all retirees are a Single Life Annuity of the 50%, 66 2/3%, 75% and 100% Joint and Survivor options. A Social

	Security option is also available for members retiring prior to the time they are eligible for Social Security retirement benefits.
Share Plan	75% of the Excess State Monies received each fiscal year (amounts above $283,050.40) are allocated equally among Eligible Members.
Board of Trustees	Two Council appointees, two Members of the Plan elected by the membership, and a fifth Member elected by other 4 and appointed by Council as a ministerial duty.

SUPPLEMENTARY INFORMATION

GLOSSARY

Accrued Benefit	The benefit earned as of a specific date based on the provisions of the plan and the member's age, service, and salary as of that date.
Actuarial Accrued Liability	The portion of the anticipated future benefits allocated to years prior to the valuation date determined according to the plan's Actuarial Cost Method.
Actuarial Value of Assets	The asset value used in the valuation to determine contribution requirements. It represents the plan's Market Value of Assets (see below), with adjustments according to the plan's Actuarial Asset Method. These adjustments produce a "smoothed" value that is likely to be less volatile from year to year than the Market Value of Assets.
Actuarial Assumptions	Assumptions regarding the occurrence of future events affecting plan costs. These assumptions include rates of investment earnings, changes in compensation, rates of mortality, withdrawal, disablement, and retirement as well as statistics related to marriage and family composition.
Actuarial Cost Method	A method of determining the portion of the cost of a plan to be allocated to each year; sometimes referred to as the "actuarial funding method." Each cost method allocates a certain portion of the actuarial present value of benefits between the Actuarial Accrued Liability and future normal costs to ensure the plan is adequately and systematically funded.
Actuarial Gain or Loss	The change in Unfunded Actuarial Accrued Liability resulting from experience different from Actuarial Assumptions. Gains decrease the Unfunded Actuarial Accrued Liability and losses increase the Unfunded Actuarial Accrued Liability.
Actuarial Present Value	The estimated amount of funds required as of a specified date to provide a payment or series of payments in the future. It is

	determined by discounting future payments at predetermined rates of interest, and by probabilities of payments between the specified date and the expected date of payment.
Amortization Payment	The portion of the plan contribution designated to pay interest and reduce the outstanding principal balance of Unfunded Actuarial Accrued Liability. If the amortization payment is less than the accrued interest on the Unfunded Actuarial Accrued Liability the outstanding principal balance will increase.
Decrements	Events which result in the termination of membership in the system such as retirement, disability, withdrawal, or death.
Funded Ratio	A measure of the ratio of the plan assets to liabilities of the system. Typically, the assets used in the measure are the Actuarial Value of Assets as determined by the asset valuation method. The Funded Ratio depends not only on the financial strength of the plan but also on the asset valuation method used to determine the assets and on the Actuarial Cost Method used to determine the liabilities.
Interest Rate	The assumed long-term rate of return on plan assets.
Market Value of Assets	The fair market value of plan assets as of the valuation date.
Normal Cost	The portion of the Actuarial Present Value of Benefits allocated to the current year determined according to the plan's Actuarial Cost Method.
Present Value of Benefits	The single sum value on the valuation date of all future benefits to be paid to current plan participants.
Projected Annual Payroll	The salary expected for the year after the valuation date, excluding members over the 100% assumed retirement age.
Projected Benefits	The benefits expected to be paid in the future based on the provisions of the plan and the Actuarial Assumptions. The projected values are based on anticipated future advancement in age and accrual of service as well as increases in salary paid to the participant.

Total Annual Payroll	The salary expected for the year after the valuation date.
Ultimate Cost	The total cost to the plan once the last benefit has been paid. The Ultimate Cost equals Benefit Payments Plus: Expenses Less: Investment Income The Ultimate Cost is independent of the Actuarial Cost Method selected.
Unfunded Actuarial Accrued Liability	The excess of the Actuarial Accrued Liability over the Actuarial Value of Assets.
Vested Benefit	Benefits members are entitled to regardless of employment status.

DISCUSSION OF RISK

ASOP No. 51, Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions, states that the actuary should identify risks that, in the actuary's professional judgment, may reasonably be anticipated to significantly affect the plan's future financial condition.

Throughout this report, actuarial results are determined using various actuarial assumptions. These results are based on the premise that all future plan experience will align with the plan's actuarial assumptions; however, there is no guarantee that actual plan experience will align with the plan's assumptions. It is possible that actual plan experience will differ from anticipated experience in an unfavorable manner that will negatively impact the plan's funded position.

Below are examples of ways in which plan experience can deviate from assumptions and the potential impact of that deviation. Typically, this results in an actuarial gain or loss representing the current-year financial impact on the plan's unfunded liability of the experience differing from assumptions; this gain or loss is amortized over a period of time determined by the plan's amortization method. When assumptions are selected that adequately reflect plan experience, gains and losses typically offset one another in the long term, resulting in a relatively low impact on the plan's contribution requirements associated with plan experience. When assumptions are too optimistic, losses can accumulate over time and the plan's amortization payment could potentially grow to an unmanageable level.

- Investment Return: When the rate of return on the Actuarial Value of Assets falls short of the assumption, this produces a loss representing assumed investment earnings that were not realized. Further, it is unlikely that the plan will experience a scenario that matches the assumed return in each year as capital markets can be volatile from year to year. Therefore, contribution amounts can vary in the future.
- Salary Increases: When a plan participant experiences a salary increase that was greater than assumed, this produces a loss representing the cost of an increase in anticipated plan benefits for the participant as compared to the previous year. The total gain or loss associated with salary increases for the plan is the sum of salary gains and losses for all active participants.
- Demographic Assumptions: Actuarial results take into account various potential events that could happen to a plan participant, such as retirement, termination, disability, and death. Each of these potential events is assigned a liability based on the likelihood of the event and the financial consequence of the event for the plan. Accordingly, actuarial liabilities reflect a blend of financial consequences associated with various possible outcomes (such as retirement at one of various possible ages). Once the outcome is known (e.g., the participant retires) the liability is adjusted to reflect the known outcome. This adjustment produces a gain or loss depending on whether the outcome was more or less favorable than other outcomes that could have occurred.

IMPACT OF PLAN MATURITY ON RISK

For newer pension plans, most of the participants and associated liabilities are related to active members who have not yet reached retirement age. As pension plans continue in operation and active members reach retirement ages, liabilities begin to shift from being primarily related to active members to being shared amongst active and retired members. Plan maturity is a measure of the extent to which this shift has occurred. It is important to understand that plan maturity can have an impact on risk tolerance and the overall risk characteristics of the plan. For example, closed plans with a large amount of retired liability do not have as long of a time horizon to recover from losses (such as losses on investments due to lower than expected investment returns) as plans where the majority of the liability is attributable to active members. For this reason, less tolerance for investment risk may be warranted for highly mature closed plans with a substantial inactive liability. Similarly, mature closed plans paying substantial retirement benefits resulting in a small positive or net negative cash flow can be more sensitive to near term investment volatility, particularly if the size of the fund is shrinking, which can result in less assets being available for investment in the market.

To assist with determining the maturity of the plan, we have provided some relevant metrics in the table following titled "Plan Maturity Measures and Other Risk Metrics". Highlights of this information are discussed below:

- The Support Ratio, determined as the ratio of active to inactive members, has decreased from 113.6% on October 1, 2015 to 67.9% on October 1, 2025, indicating that the plan has been maturing during the period.
- The Accrued Liability Ratio, determined as the ratio of the Inactive Accrued Liability, which is the liability associated with members who are no longer employed but are due a benefit from the plan, to the Total Accrued Liability, is 78.3%. With a plan of this maturity, losses due to lower than expected investment returns or demographic factors may result in larger increases in contribution requirements than would be needed for a less mature plan. Please note Chapter 112, Florida Statutes, requires that the plan sponsor contributes the minimum required contribution; thus, there is minimal solvency risk to the plan.
- The Funded Ratio, determined as the ratio of the Actuarial Value of Assets to the Total Accrued Liability, has decreased from 103.3% on October 1, 2015 to 86.4% on October 1, 2025.
- The Net Cash Flow Ratio, determined as the ratio of the Net Cash Flow (contributions minus benefit payments and administrative expenses) to the Market Value of Assets, decreased from -0.6% on October 1, 2015 to -3.1% on October 1, 2025. The current Net Cash Flow Ratio of -3.1% indicates contributions are not currently covering the plan's benefit payments and administrative expenses.

It is important to note that the actuary has identified the risks in this section as the most significant risks based on the characteristics of the plan and the nature of the project, however, it is not an exhaustive list of potential risks that could be considered. Additional advanced modeling, as well as the identification of additional risks, can be provided at the request of the audience addressed on page 2 of this report.

LOW DEFAULT RISK OBLIGATION MEASURE

ASOP No. 4, Measuring Pension Obligations and Determining Pension Plan Costs or Contributions, was revised as of December 2021 to include a "low-default-risk obligation measure" (LDROM). This liability measure is consistent with the determination of the actuarial accrued liability shown in the principal valuation results in terms of member data, plan provisions, and assumptions/methods, including the use of the Entry Age Normal Cost Method, except that the interest rate is tied to low-default-risk fixed income securities. The S&P Municipal Bond 20 Year High Grade Rate Index (daily rate closest to, but not later than, the measurement date) was selected to represent a current market rate of low risk but longer-term investments that could be included in a low-risk asset portfolio. The interest rate used in this valuation was 4.50%, resulting in an LDROM of $61,538,085. The LDROM should not be considered the "correct" liability measurement; it simply shows a possible outcome if the Board elected to hold a very low risk asset portfolio. The Board actually invests the pension plan's contributions in a diversified portfolio of stocks and bonds and other investments with the objective of maximizing investment returns at a reasonable level of risk. Consequently, the difference between the plan's Actuarial Accrued Liability disclosed earlier in this section and the LDROM can be thought of as representing the expected taxpayer savings from investing in the plan's diversified portfolio compared to investing only in high quality bonds.

The actuarial valuation reports the funded status and develops contributions based on the expected return of the plan's investment portfolio. If instead, the plan switched to investing exclusively in high quality bonds, the LDROM illustrates that reported funded status would be lower (which also implies that the Actuarially Determined Contributions would be higher), perhaps significantly. Unnecessarily high contribution requirements in the near term may not be affordable and could imperil plan sustainability and benefit security.

PLAN MATURITY MEASURES AND OTHER RISK METRICS

	10/1/2025	10/1/2024	10/1/2020	10/1/2015
SUPPORT RATIO				
Total Actives	53	52	44	50
Total Inactives [1]	78	74	55	44
Actives / Inactives [1]	67.9%	70.3%	80.0%	113.6%
ASSET VOLATILITY RATIO				
Market Value of Assets (MVA)	41,627,428	39,047,480	32,273,617	23,742,276
Total Annual Payroll	4,481,738	4,021,656	3,285,101	3,438,147
MVA / Total Annual Payroll	928.8%	970.9%	982.4%	690.6%
ACCRUED LIABILITY (AL) RATIO				
Inactive Accrued Liability	35,460,418	31,866,848	18,443,654	11,056,648
Total Accrued Liability (EAN)	45,286,319	42,312,132	32,611,980	23,877,588
Inactive AL / Total AL	78.3%	75.3%	56.6%	46.3%
FUNDED RATIO				
Actuarial Value of Assets (AVA)	39,106,241	37,138,452	32,152,320	24,660,434
Total Accrued Liability (EAN)	45,286,319	42,312,132	32,611,980	23,877,588
AVA / Total Accrued Liability (EAN)	86.4%	87.8%	98.6%	103.3%
NET CASH FLOW RATIO				
Net Cash Flow [2]	(1,285,783)	(1,401,121)	(554,260)	(151,454)
Market Value of Assets (MVA)	41,627,428	39,047,480	32,273,617	23,742,276
Ratio	(3.1)%	(3.6)%	(1.7)%	(0.6)%

[1] Excludes terminated participants awaiting a refund of member contributions.

[2] Determined as total contributions minus benefit payments and administrative expenses.