



March 5, 2026

Mr. Greg Abend  
Pension Administrator  
Foster & Foster  
2503 Del Prado Blvd. S  
Suite 502  
Cape Coral, Florida 33904

**Re: Retirement Plan for Employees of the Town of Surfside  
October 1, 2024 Actuarial Valuation Report**

Dear Greg:

As requested, we are pleased to enclose twenty (20) copies of the October 1, 2024 Actuarial Valuation Report for the Retirement Plan for Employees of the Town of Surfside.

Upon Board approval of the Actuarial Valuation Report, we will upload an electronic copy of the Actuarial Valuation Report along with the required disclosure information to the State portal as required by the State.

If you should have any questions concerning the above, please do not hesitate to contact us.

Sincerest regards,  
Gabriel, Roeder, Smith & Company

A handwritten signature in black ink that reads 'Michelle Jones'. The signature is written in a cursive, flowing style.

Shelly L. Jones, A.S.A., E.A.  
Consultant and Actuary

Enclosures

cc: Ms. Sandra Siefken

# RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF SURFSIDE

Actuarial Valuation as of October 1, 2024

This Valuation Determines the Annual Contribution for the Plan and Fiscal Year October 1, 2025 through September 30, 2026 to Be Paid in Fiscal Year October 1, 2025 through September 30, 2026

March 5, 2026





**Retirement Plan for Employees of  
the Town of Surfside**

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March 5, 2026

Pension Board  
Retirement Plan for Employees  
of the Town of Surfside  
c/o Mr. Greg Abend  
Pension Administrator  
Foster & Foster  
2503 Del Prado Blvd. S  
Suite 502  
Cape Coral, Florida 33904

Dear Board Members:

We are pleased to present our October 1, 2024 Actuarial Valuation for the Retirement Plan for Employees of the Town of Surfside (Plan). The purpose of this report is to indicate appropriate contribution levels, comment on the actuarial soundness of the Plan and to satisfy State requirements. Gabriel, Roeder, Smith & Company, as Plan actuary, is authorized by the Pension Board to prepare an annual actuarial valuation under Section 2–185(i)(11)(c) of the Plan. This report is prepared for and at the request of the Pension Board.

This report consists of this cover letter, executive summary, risk assessment and Low-Default-Risk Obligation Measure followed by detailed Tables I through XVI, the State Required Exhibit on Table XVII and Glossary on Table XVIII. The Tables contain basic Plan cost figures plus significant details on the benefits, liabilities and experience of the Plan. We suggest that you thoroughly review the report at your convenience and contact us with any questions that may arise.

The findings in this report are based on the data or other information through September 30, 2024. The valuation was based upon information furnished by the Pension Board concerning Retirement Plan benefits, plan provisions and active members, vested members, retirees and beneficiaries. We were supplied with information on the assets of the Plan as of September 30, 2024 by the Auditor and Pension Board.

We do not audit the member census data and asset information provided to us; however, we perform certain reasonableness checks. The Plan is responsible for the accuracy of the data.

In our opinion the benefits provided for under the current Plan will be sufficiently funded through the payment of the amount as indicated in this and future Actuarial Valuation reports. This valuation assumed the continuing ability of the plan sponsor to make the contributions necessary to fund this plan. A determination regarding whether or not the plan sponsor is actually able to do so

is outside our scope of expertise and was not performed. We will continue to update you on the future payment requirements for the Plan through our Actuarial Valuation reports. These reports will also continue to monitor emerging experience of the Plan.

We have assessed that the contribution rate calculated under the current funding policy is a reasonable Actuarially Determined Employer Contribution (ADEC) and it is consistent with the plan accumulating adequate assets to make benefit payments when due.

The actuarial assumptions used in this Actuarial Valuation are as adopted by the Board. The economic and demographic actuarial assumptions were last updated based on the results of Experience Study for the period October 1, 2018 – September 30, 2023. The mortality assumptions are as prescribed by statute. Each assumption represents an estimate of future Plan experience. All actuarial assumptions used in this report are reasonable for the purposes of this valuation. The combined effect of the assumptions is expected to have no significant bias (i.e. not significantly optimistic or pessimistic). All actuarial assumptions and methods used in the valuation follow the guidance in the applicable Actuarial Standards of Practice.

If all actuarial assumptions are met and if all future minimum required contributions are paid, Plan assets will be sufficient to pay all Plan benefits, future contributions are expected to remain relatively stable as a percent of payroll and the funded status is expected to improve. Plan minimum required contributions are determined in compliance with the requirements of the Florida Protection of Public Employee Retirement Benefits Act with normal cost determined as a level percent of covered payroll and a level dollar amortization payment using an initial amortization period of 25 years.

The Unfunded Actuarial Accrued Liability (UAAL) may not be appropriate for assessing the sufficiency of Plan assets to meet the estimated cost of settling benefit obligations but may be appropriate for assessing the need for or the amount of future contributions. The UAAL would be different if it reflected the market value of assets rather than the smoothed actuarial value of assets.

The Funded Ratios shown in Table II are for informational purposes and may not be appropriate for assessing the sufficiency of Plan assets to meet the estimated cost of settling benefit obligations but may be appropriate for assessing the need for or the amount of future contributions.

The Government Accounting Standards Board Net Pension Liability and Plan Fiduciary Net Position as a Percentage of Total Pension Liability may not be appropriate for assessing the sufficiency of Plan assets to meet the estimated cost of settling benefit obligations but may be appropriate for assessing the need for or the amount of future contributions.



This report should not be relied upon for any purpose other than the purpose described in the primary communication. Determinations of the financial results associated with the benefits described in this report in a manner other than the intended purpose may produce significantly different results.

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

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

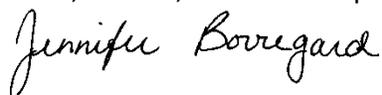
This report was prepared at the request of the Board and is intended for use by the Board and those designated or approved by the Board. This report may be provided to parties other than the Board only in its entirety and only with the permission of the Board. GRS is not responsible for unauthorized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

The signing actuaries are independent of the Plan sponsor.

The undersigned are Members of the American Academy of Actuaries and meet the qualification standards of the American Academy of Actuaries to render the actuarial opinions contained in this report. We are available to respond to any questions with regards to matters covered in this report.

Sincerely,

Gabriel, Roeder, Smith & Company



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Jennifer M. Borregard, E.A.  
Consultant and Actuary



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Shelly L. Jones, E.A., A.S.A., C.F.A.  
Consultant and Actuary



# EXECUTIVE SUMMARY

## Pension Plan Costs

Our Actuarial Valuation develops the required minimum Pension Plan payment under the Florida Protection of Public Employee Retirement Benefits Act and Police Officers Retirement Chapter 185. The minimum payment consists of payment of annual normal costs and amortization of the components of the unfunded actuarial accrued liability over various periods as prescribed by law. The minimum payment for the Plan year ending September 30, 2026 is **\$3,056,257 (40.2%)**. The figure in parentheses is the Plan cost expressed as a percentage of projected covered annual payroll (\$7,608,668) as of October 1, 2025.

This total cost is to be met by Member, State and Town contributions. We anticipate Member contributions will be **\$608,693 (8.0%)**. The resulting minimum required Town and State contribution to be paid in **fiscal year ending September 30, 2026 is \$2,447,564 (32.2%)**. This Actuarial Valuation assumes Town contributions will be made on the first day of the Plan Year. The Plan is holding a funding standard account credit balance in the amount of \$250,000 available to reduce the Town contribution requirement. State contributions are anticipated to be \$69,844 as provided under mutual consent to offset the Town contribution.

## Changes in Actuarial Assumptions, Methods and Plan Benefits

The maximum period of participation in the DROP was extended from five (5) years to six (6) years for non-collectively bargained general and senior management employees. The remaining Plan provisions are unchanged from the October 1, 2023 Actuarial Valuation. Plan provisions are summarized on Table X.

The investment return assumption has been updated to 7.00% from 7.25%. The salary increase rates, withdrawal rates, rates of retirement and amortization period for new bases were updated based on the five-year experience study for the period ending September 30, 2023. The remaining actuarial assumptions and methods remain unchanged from the October 1, 2023 Actuarial Valuation and are outlined on Table XI.

## Comparison of October 1, 2023 and October 1, 2024 Valuation Results

Table II of our report provides information of a comparative nature. The left columns of the Table indicate the costs as calculated for the October 1, 2023 Actuarial Valuation. The center columns indicate the costs as calculated for October 1, 2024, prior to the update in actuarial assumptions. The right columns indicate the costs as calculated for October 1, 2024, after the update in actuarial assumptions.

Comparing the left and center columns of Table II shows the effect of Plan experience during the year. The number of active participants decreased by approximately 8% while covered payroll decreased by approximately 5%. The total normal cost, the unfunded actuarial accrued liability and Town minimum funding requirement all increased as a dollar amount and as a percentage of covered payroll.



Comparing the center and right columns of Table II shows the effect of the update of actuarial assumptions. The total normal cost, the unfunded actuarial accrued liability and Town minimum funding requirement all increased as a dollar amount and as a percentage of covered payroll.

The value of vested accrued benefits exceed assets resulting in a Vested Benefit Security Ratio (VBSR) of 98.0% (102.3% prior to update in actuarial assumptions). This is an increase from 91.3% as of the October 1, 2023 Actuarial Valuation. The Vested Benefit Security Ratio is based upon the market value of assets.

The funded ratio, one measure of the Plan's financial health, is equal to the actuarial value of assets divided by the actuarial accrued (past service) liability. The funded ratio on an actuarial value basis was 74.3% (78.2% prior to update in actuarial assumptions) this year. This is a decrease from 79.5% as of the October 1, 2023 Actuarial Valuation. If the market value of assets had been used, the funded ratio would have been 77.5% (81.6% prior to update in actuarial assumptions) which is an increase from 73.6% as of the October 1, 2023 Actuarial Valuation.

### Actuarial Gains / (Losses)

The Plan experienced an actuarial loss of **\$1,474,053** during the year. Our Actuarial Valuation report tracks the actual experience in areas that are very significant in determining whether a gain or loss occurs. Table XV presents investment return, salary experience and termination experience.

Table XV provides the investment experience under the Plan in comparison to the actuarial assumption. During 2023-2024, the fund experienced a smoothed actuarial value net return of approximately 7.32%. This return is slightly more than the assumed 7.25% rate of return (prior assumption). Investment return was an offsetting source of actuarial gain this year. The average smoothed actuarial value return over the last three, five and ten-years is 5.42%, 6.61% and 6.9%, respectively. The one, three, five and ten-year average market value returns are 20.81%, 3.67%, 7.66% and 7.0%, respectively.

Table XV also provides salary increase experience for the Plan in comparison to assumed salary increases. Salary increases averaged 10.8% and 13.4%, respectively for General / Senior Management Employees and Police Officers this year. The average salary increase assumption was 5.3% for General / Senior Management Employees and 4.4% for Police Officers (prior assumption). Salary increases were a source of actuarial loss for General / Senior Management Employees and Police Officers. General / Senior Management Employee average annual salary increases for the three, five and ten-year periods are 9.6%, 8.5% and 6.8%, respectively. Police Officer average annual salary increases for the three, five and ten-year periods are 8.9%, 8.1% and 6.0%, respectively.

Employee turnover this year was 220% and 510%, respectively of the assumed turnover for General / Senior Management Employees and Police Officers (prior assumption). General / Senior Management Employee turnover for the three, five and ten-year periods are 200%, 170% and 130%, respectively of expected turnover. Police Officer turnover for the three, five and ten-year periods are 190%, 120% and 80%, respectively of expected turnover. Employee turnover was



generally an offsetting source of actuarial gain for both General / Senior Management Employees and Police Officers.

### Conclusion and Recommendations

As required per Florida Statute Chapter 112.63, the mortality assumption will be updated to the mortality assumption used in the recently published actuarial valuation report of the Florida Retirement System next year. This update will likely increase the accrued liabilities of the Fund and Town's minimum required contribution.

The Market Value of Assets is greater than the Actuarial Value of Assets by \$1,621,742 as of the valuation date. This difference will be gradually recognized in the absence of future offsetting losses. In turn, the actuarially determined contribution rate will decrease.

The remainder of this report includes detailed actuarial valuation results, information relating to the pension fund, financial accounting information, miscellaneous employee data and a summary of plan provisions and actuarial assumptions and methods.

## RISKS ASSOCIATED WITH MEASURING THE ACCRUED LIABILITIES AND ACTUARIALLY DETERMINED CONTRIBUTIONS

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

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

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

1. Investment risk – actual investment returns may differ from expected returns;
2. Asset / Liability mismatch – changes in asset values may not match changes in liabilities, thereby altering the gap between the accrued liability and assets and consequently altering the funded status and the actuarially determined contribution requirements;
3. Contribution risk – actual contributions may differ from expected future contributions. For example, actual contributions may not be made in accordance with the Plan's funding policy or material changes may occur in the anticipated number of covered employees, covered payroll or other relevant contribution base;
4. Salary and Payroll risk – actual salaries and total payroll may differ from expected, resulting in actual future accrued liability and the actuarially determined contributions differing from expected;
5. Longevity risk – members may live longer or shorter than expected and receive pensions for a period of time other than assumed;
6. Other demographic risks – members may terminate, retire or become disabled at times or with benefits other than assumed resulting in actual future accrued liability and the actuarially determined contributions differing from expected.

The effects of certain trends in experience can generally be anticipated. For example if the investment return since the most recent actuarial valuation is less (or more) than the assumed rate, the actuarially determined contribution can be expected to increase (or decrease). Likewise if



longevity is improving (or worsening), increases (or decreases) in the actuarially determined contribution can be anticipated.

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

### Plan Maturity Measures

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

	<u>2023</u>	<u>2024</u>
Ratio of market value of assets to payroll	4.13	5.35
Ratio of actuarial accrued liability to payroll	5.61	6.90
Ratio of actives to retirees and beneficiaries	1.67	1.44
Ratio of net cash flow to market value of assets	1.2%	2.0%
Duration of the actuarial accrued liability	14.29	14.15

### Ratio of Market Value of Assets to Payroll

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

### Ratio of Actuarial Accrued Liability to Payroll

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

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

(decreasing) volatility in actuarial accrued liability (and also the actuarially determined contribution) as a percentage of payroll.

### **Ratio of Actives to Retirees and Beneficiaries**

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

### **Ratio of Net Cash Flow to Market Value of Assets**

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

### **Duration of Actuarial Accrued Liability**

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

### **Additional Risk Assessment**

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

## LOW-DEFAULT-RISK OBLIGATION MEASURE

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

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

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

- A. Low-default-risk Obligation Measure of benefits earned as of the measurement date: \$79,235,420
- B. Discount rate used to calculate the LDRM: 3.81% based on Bond Buyer “20-Bond GO Index” as of September 26, 2024\*
- C. Other significant assumptions that differ from those used for the funding valuation: None
- D. Actuarial cost method used to calculate the LDRM: Entry Age Normal
- E. Valuation procedures to value any significant plan provisions that are difficult to measure using traditional valuation procedures, and that differ from the procedures used in the funding valuation: None
- F. Commentary to help the intended user understand the significance of the LDRM with respect to the funded status of the plan, plan contributions, and the security of participant benefits: The LDRM is a market-based measurement of the pension obligation. It estimates the amount the plan would need to invest in low default risk securities. This measure may not be appropriate for assessing the need for or amount of future contributions. This measure may not be appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan’s benefit obligation.

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

\* The “20-Bond GO Index” is based on 20 general obligation municipal bonds maturing in 20 years with mixed quality. In describing this index, the Bond Buyer website notes that the bonds’ average credit quality is roughly equivalent to Moody’s Investors Service’s Aa2 rating and Standard & Poor’s Corp.’s AA.



## Both Groups Combined

## Summary of Retirement Plan Costs as of October 1, 2024

	Prior Assumptions		Current Assumptions	
	Cost Data	% of Payroll	Cost Data	% of Payroll
A. Participant Data Summary (Table III)				
1. Active Employees	89	N/A	89	N/A
2. Terminated Vested	12	N/A	12	N/A
3. Receiving Benefits (including DROPs)	62	N/A	62	N/A
4. Annual Payroll of Active Employees	\$ 7,316,027	100.0%	\$ 7,316,027	100.0%
B. Total Normal Cost				
1. Age Retirement Benefits	\$ 1,148,578	15.7%	\$ 1,394,544	19.1%
2. Deferred Vesting Benefits	153,230	2.1%	187,613	2.6%
3. Disability Benefits	143,991	2.0%	146,859	2.0%
4. Return of Employee Contributions	24,358	0.3%	26,778	0.4%
5. Administrative Expenses	175,918	2.4%	175,918	2.4%
6. Total Annual Normal Cost	\$ 1,646,075	22.5%	\$ 1,931,712	26.4%
C. Total Actuarial Accrued Liability				
1. Active Employees	\$ 26,457,767	361.6%	\$ 28,485,176	389.4%
2. Service Retirees and Beneficiaries (including DROPs)	18,947,862	259.0%	19,354,882	264.6%
3. Disabilities	1,300,415	17.8%	1,327,565	18.1%
4. Terminated Vested Members	1,221,941	16.7%	1,283,215	17.5%
5. Miscellaneous Liability	44,705	0.6%	44,705	0.6%
6. Total Actuarial Accrued Liability	\$ 47,972,690	655.7%	\$ 50,495,543	690.2%
D. Plan Assets				
1. Net Smoothed Actuarial Value	\$ 37,512,000	512.7%	\$ 37,512,000	512.7%
2. Net Market Value	\$ 39,133,742	534.9%	\$ 39,133,742	534.9%
E. Unfunded Actuarial Accrued Liability (C - D.1.)	\$ 10,460,690	143.0%	\$ 12,983,543	177.5%
F. Preliminary Minimum Required Contribution				
1. Total Normal Cost	\$ 1,646,075	22.5%	\$ 1,931,712	26.4%
2. Amortization of Unfunded Liability	799,555	10.9%	984,852	13.5%
3. Interest Adjustment	20,572	0.3%	19,910	0.3%
4. Total Contribution	\$ 2,466,202	33.7%	\$ 2,936,474	40.1%

Both Groups Combined

Summary of Retirement Plan Costs as of October 1, 2024

	Prior Assumptions		Current Assumptions	
	Cost Data	% of Payroll	Cost Data	% of Payroll
G. Expected Payroll of Active Employees for 2025 - 2026 Plan Year (\$7,316,027 x 1.040)	\$ 7,608,668	104.0%	\$ 7,608,668	104.0%
H. Expected Contribution Sources (percent of expected 2025 - 2026 payroll)				
1. Town and State	\$ 1,954,740	25.7%	\$ 2,447,564	32.2%
2. Employees	608,693	8.0%	608,693	8.0%
3. Total	\$ 2,563,433	33.7%	\$ 3,056,257	40.2%
I. Years to Which Contribution Applies:				
1. Plan Year Ending			September 30, 2026	
2. Town Fiscal Year Ending			September 30, 2026	
3. Assumed Dates of Town Contribution			October 1, 2025	
J. Actuarial Gain / (Loss) (Table VII)	\$ (1,474,053)	(20.1%)	\$ (1,474,053)	(20.1%)
K. Actuarial Present Value of Vested Accrued Benefits				
1. Members Currently Receiving Benefits (including DROPs)	\$ 20,248,277	276.8%	\$ 20,682,447	282.7%
2. Terminated Vested Members Entitled to Future Benefits and Miscellaneous	1,266,646	17.3%	1,327,920	18.2%
3. Active Employees	16,738,375	228.8%	17,921,809	245.0%
4. Total Actuarial Present Value of Vested Accrued Benefits	\$ 38,253,298	522.9%	\$ 39,932,176	545.8%
L. Unfunded Actuarial Present Value of Vested Accrued Benefits (K. - D.2., not less than zero)	\$ 0	0.0%	\$ 798,434	10.9%
M. Vested Benefit Security Ratio (D.2. ÷ K.)	102.3%	N/A	98.0%	N/A

## General Employees / Senior Management Employees

## Summary of Retirement Plan Costs as of October 1, 2024

	Prior Assumptions		Current Assumptions	
	Cost Data	% of Payroll	Cost Data	% of Payroll
A. Participant Data Summary (Table III)				
1. Active Employees	62	N/A	62	N/A
2. Terminated Vested	9	N/A	9	N/A
3. Receiving Benefits (including DROPs)	38	N/A	38	N/A
4. Annual Payroll of Active Employees	\$ 4,034,654	100.0%	\$ 4,034,654	100.0%
B. Total Normal Cost				
1. Age Retirement Benefits	\$ 389,661	9.7%	\$ 428,404	10.6%
2. Deferred Vesting Benefits	92,676	2.3%	110,687	2.7%
3. Disability Benefits	45,880	1.1%	41,139	1.0%
4. Return of Employee Contributions	16,581	0.4%	20,885	0.5%
5. Administrative Expenses	64,135	1.6%	64,135	1.6%
6. Total Annual Normal Cost	\$ 608,933	15.1%	\$ 665,250	16.5%
C. Total Actuarial Accrued Liability				
1. Active Employees	\$ 8,162,922	202.3%	\$ 9,366,370	232.1%
2. Service Retirees and Beneficiaries (including DROPs)	9,434,407	233.8%	9,634,850	238.8%
3. Disabilities	0	0.0%	0	0.0%
4. Terminated Vested Members	628,138	15.6%	666,844	16.5%
5. Miscellaneous Liability	44,705	1.1%	44,705	1.1%
6. Total Actuarial Accrued Liability	\$ 18,270,172	452.8%	\$ 19,712,769	488.6%
D. Plan Assets				
1. Net Smoothed Actuarial Value	\$ 13,656,088	338.5%	\$ 13,656,088	338.5%
2. Net Market Value	\$ 14,246,476	353.1%	\$ 14,246,476	353.1%
E. Unfunded Actuarial Accrued Liability (C - D.1.)	\$ 4,614,084	114.4%	\$ 6,056,681	150.1%
F. Preliminary Minimum Required Contribution				
1. Total Normal Cost	\$ 608,933	15.1%	\$ 665,250	16.5%
2. Amortization of Unfunded Liability	384,732	9.5%	492,996	12.2%
3. Interest Adjustment	11,345	0.3%	10,980	0.3%
4. Total Contribution	\$ 1,005,010	24.9%	\$ 1,169,226	29.0%

General Employees / Senior Management Employees

Summary of Retirement Plan Costs as of October 1, 2024

	Prior Assumptions		Current Assumptions	
	Cost Data	% of Payroll	Cost Data	% of Payroll
G. Expected Payroll of Active Employees for 2025 - 2026 Plan Year (\$4,034,654 x 1.040)	\$ 4,196,040	104.0%	\$ 4,196,040	104.0%
H. Expected Contribution Sources (percent of expected 2025 - 2026 payroll)				
1. Town	\$ 709,131	16.9%	\$ 881,168	21.0%
2. Employees	335,683	8.0%	335,683	8.0%
3. Total	\$ 1,044,814	24.9%	\$ 1,216,851	29.0%
I. Years to Which Contribution Applies:				
1. Plan Year Ending			September 30, 2026	
2. Town Fiscal Year Ending			September 30, 2026	
3. Assumed Date of Town Contribution			October 1, 2025	
J. Actuarial Gain / (Loss) (Table VII)	\$ 178,196	4.4%	\$ 178,196	4.4%
K. Actuarial Present Value of Vested Accrued Benefits				
1. Members Currently Receiving Benefits (including DROPs)	\$ 9,434,407	233.8%	\$ 9,634,850	238.8%
2. Terminated Vested Members Entitled to Future Benefits and Miscellaneous	672,843	16.7%	711,549	17.6%
3. Active Employees	4,285,590	106.2%	4,997,895	123.9%
4. Total Actuarial Present Value of Vested Accrued Benefits	\$ 14,392,840	356.7%	\$ 15,344,294	380.3%
L. Unfunded Actuarial Present Value of Vested Accrued Benefits (K. - D.2., not less than zero)	\$ 146,364	3.6%	\$ 1,097,818	27.2%
M. Vested Benefit Security Ratio (D.2. ÷ K.)	99.0%	N/A	92.8%	N/A

Police Officers

Summary of Retirement Plan Costs as of October 1, 2024

	Prior Assumptions		Current Assumptions	
	Cost Data	% of Payroll	Cost Data	% of Payroll
A. Participant Data Summary (Table III)				
1. Active Employees	27	N/A	27	N/A
2. Terminated Vested	3	N/A	3	N/A
3. Receiving Benefits (including DROPs)	24	N/A	24	N/A
4. Annual Payroll of Active Employees	\$ 3,281,373	100.0%	\$ 3,281,373	100.0%
B. Total Normal Cost				
1. Age Retirement Benefits	\$ 758,917	23.1%	\$ 966,140	29.4%
2. Deferred Vesting Benefits	60,554	1.8%	76,926	2.3%
3. Disability Benefits	98,111	3.0%	105,720	3.2%
4. Return of Employee Contributions	7,777	0.2%	5,893	0.2%
5. Administrative Expenses	111,783	3.4%	111,783	3.4%
6. Total Annual Normal Cost	\$ 1,037,142	31.6%	\$ 1,266,462	38.6%
C. Total Actuarial Accrued Liability				
1. Active Employees	\$ 18,294,845	557.5%	\$ 19,118,806	582.6%
2. Service Retirees and Beneficiaries (including DROPs)	9,513,455	289.9%	9,720,032	296.2%
3. Disabilities	1,300,415	39.6%	1,327,565	40.5%
4. Terminated Vested Members	593,803	18.1%	616,371	18.8%
5. Miscellaneous Liability	0	0.0%	0	0.0%
6. Total Actuarial Accrued Liability	\$ 29,702,518	905.2%	\$ 30,782,774	938.1%
D. Plan Assets				
1. Net Smoothed Actuarial Value	\$ 23,855,912	727.0%	\$ 23,855,912	727.0%
2. Net Market Value	\$ 24,887,266	758.4%	\$ 24,887,266	758.4%
E. Unfunded Actuarial Accrued Liability (C - D.1.)	\$ 5,846,606	178.2%	\$ 6,926,862	211.1%
F. Preliminary Minimum Required Contribution				
1. Total Normal Cost	\$ 1,037,142	31.6%	\$ 1,266,462	38.6%
2. Amortization of Unfunded Liability	414,823	12.6%	491,856	15.0%
3. Interest Adjustment	9,227	0.3%	8,930	0.3%
4. Total Contribution	\$ 1,461,192	44.5%	\$ 1,767,248	53.9%

Police Officers

Summary of Retirement Plan Costs as of October 1, 2024

	Prior Assumptions		Current Assumptions	
	<u>Cost Data</u>	<u>% of Payroll</u>	<u>Cost Data</u>	<u>% of Payroll</u>
G. Expected Payroll of Active Employees for 2025 - 2026 Plan Year (\$3,281,373 x 1.040)	\$ 3,412,628	104.0%	\$ 3,412,628	104.0%
H. Expected Contribution Sources (percent of expected 2025 - 2026 payroll)				
1. Town and State	\$ 1,245,609	36.5%	\$ 1,566,396	45.9%
2. Employees	273,010	8.0%	273,010	8.0%
3. Total	<u>\$ 1,518,619</u>	44.5%	<u>\$ 1,839,406</u>	53.9%
I. Years to Which Contribution Applies:				
1. Plan Year Ending			September 30, 2026	
2. Town Fiscal Year Ending			September 30, 2026	
3. Assumed Date of Town Contribution			October 1, 2025	
J. Actuarial Gain / (Loss) (Table VII)	\$ (1,652,249)	(50.4%)	\$ (1,652,249)	(50.4%)
K. Actuarial Present Value of Vested Accrued Benefits				
1. Members Currently Receiving Benefits (including DROPs)	\$ 10,813,870	329.6%	\$ 11,047,597	336.7%
2. Terminated Vested Members Entitled to Future Benefits and Miscellaneous	593,803	18.1%	616,371	18.8%
3. Active Employees	<u>12,452,785</u>	379.5%	<u>12,923,914</u>	393.9%
4. Total Actuarial Present Value of Vested Accrued Benefits	\$ 23,860,458	727.1%	\$ 24,587,882	749.3%
L. Unfunded Actuarial Present Value of Vested Accrued Benefits (K. - D.2., not less than zero)	\$ 0	0.0%	\$ 0	0.0%
M. Vested Benefit Security Ratio (D.2. ÷ K.)	104.3%	N/A	101.2%	N/A

## Both Groups Combined

## Comparison of Cost Data of October 1, 2023 and October 1, 2024 Valuations

	October 1, 2023		Prior Assumptions October 1, 2024		Current Assumptions October 1, 2024	
	Cost Data	% of Annual Compensation	Cost Data	% of Annual Compensation	Cost Data	% of Annual Compensation
A. Participants						
1. Active Employees	97	N/A	89	N/A	89	N/A
2. Terminated Vested	6	N/A	12	N/A	12	N/A
3. Receiving Benefits (including DROPs)	58	N/A	62	N/A	62	N/A
4. Annual Payroll of Active Employees	\$ 7,709,801	100.0%	\$ 7,316,027	100.0%	\$ 7,316,027	100.0%
B. Total Normal Costs	\$ 1,643,606	21.3%	\$ 1,646,075	22.5%	\$ 1,931,712	26.4%
C. Total Actuarial Accrued Liability	\$ 43,229,154	560.7%	\$ 47,972,690	655.7%	\$ 50,495,543	690.2%
D. Net Smoothed Actuarial Value of Assets	\$ 34,359,023	445.7%	\$ 37,512,000	512.7%	\$ 37,512,000	512.7%
E. Net Market Value of Assets	\$ 31,808,726	412.6%	\$ 39,133,742	534.9%	\$ 39,133,742	534.9%
F. Unfunded Actuarial Accrued Liability	\$ 8,870,131	115.1%	\$ 10,460,690	143.0%	\$ 12,983,543	177.5%
G. Town and State Minimum Funding Payment	\$ 1,788,975	22.3% <sup>1</sup>	\$ 1,954,740	25.7% <sup>2</sup>	\$ 2,447,564	32.2% <sup>2</sup>
H. Actuarial Gain / (Loss)	\$ (2,725,035)	(35.3%)	\$ (1,474,053)	(20.1%)	\$ (1,474,053)	(20.1%)
I. Unfunded Actuarial Present Value of Vested Accrued Benefits	\$ 3,022,530	39.2%	\$ 0	0.0%	\$ 798,434	10.9%
J. Ratios						
1. Vested Benefit Security Ratio	91.3%	N/A	102.3%	N/A	98.0%	N/A
2. Funded Ratio (Market Basis) (E. / C.)	73.6%	N/A	81.6%	N/A	77.5%	N/A
3. Funded Ratio (Actuarial Basis) (D. / C.)	79.5%	N/A	78.2%	N/A	74.3%	N/A

<sup>1</sup> Percent of projected 2024-2025 covered payroll (\$8,018,193)<sup>2</sup> Percent of projected 2025-2026 covered payroll (\$7,608,668)

General Employees / Senior Management Employees

Comparison of Cost Data of October 1, 2023 and October 1, 2024 Valuations

	October 1, 2023		Prior Assumptions October 1, 2024		Current Assumptions October 1, 2024	
	Cost	% of Annual	Cost	% of Annual	Cost	% of Annual
	Data	Compensation	Data	Compensation	Data	Compensation
A. Participants						
1. Active Employees	68	N/A	62	N/A	62	N/A
2. Terminated Vested	5	N/A	9	N/A	9	N/A
3. Receiving Benefits (including DROPs)	37	N/A	38	N/A	38	N/A
4. Annual Payroll of Active Employees	\$ 4,582,626	100.0%	\$ 4,034,654	100.0%	\$ 4,034,654	100.0%
B. Total Normal Costs	\$ 674,781	14.7%	\$ 608,933	15.1%	\$ 665,250	16.5%
C. Total Actuarial Accrued Liability	\$ 17,369,704	379.0%	\$ 18,270,172	452.8%	\$ 19,712,769	488.6%
D. Net Smoothed Actuarial Value of Assets	\$ 12,536,985	273.6%	\$ 13,656,088	338.5%	\$ 13,656,088	338.5%
E. Net Market Value of Assets	\$ 11,606,428	253.3%	\$ 14,246,476	353.1%	\$ 14,246,476	353.1%
F. Unfunded Actuarial Accrued Liability	\$ 4,832,719	105.5%	\$ 4,614,084	114.4%	\$ 6,056,681	150.1%
G. Town Minimum Funding Payment	\$ 748,251	15.7% <sup>1</sup>	\$ 709,131	16.9% <sup>2</sup>	\$ 881,168	21.0% <sup>2</sup>
H. Actuarial Gain / (Loss)	\$ (1,225,725)	(26.7%)	\$ 178,196	4.4%	\$ 178,196	4.4%
I. Unfunded Actuarial Present Value of Vested Accrued Benefits	\$ 1,782,460	38.9%	\$ 146,364	3.6%	\$ 1,097,818	27.2%
J. Ratios						
1. Vested Benefit Security Ratio	86.7%	N/A	99.0%	N/A	92.8%	N/A
2. Funded Ratio (Market Basis) (E. / C.)	66.8%	N/A	78.0%	N/A	72.3%	N/A
3. Funded Ratio (Actuarial Basis) (D. / C.)	72.2%	N/A	74.7%	N/A	69.3%	N/A

<sup>1</sup> Percent of projected 2024-2025 covered payroll (\$4,765,931)

<sup>2</sup> Percent of projected 2025-2026 covered payroll (\$4,196,040)



Police Officers

Comparison of Cost Data of October 1, 2023 and October 1, 2024 Valuations

	October 1, 2023		Prior Assumptions October 1, 2024		Current Assumptions October 1, 2024	
	Cost Data	% of Annual Compensation	Cost Data	% of Annual Compensation	Cost Data	% of Annual Compensation
A. Participants						
1. Active Employees	29	N/A	27	N/A	27	N/A
2. Terminated Vested	1	N/A	3	N/A	3	N/A
3. Receiving Benefits (including DROPs)	21	N/A	24	N/A	24	N/A
4. Annual Payroll of Active Employees	\$ 3,127,175	100.0%	\$ 3,281,373	100.0%	\$ 3,281,373	100.0%
B. Total Normal Costs	\$ 968,825	31.0%	\$ 1,037,142	31.6%	\$ 1,266,462	38.6%
C. Total Actuarial Accrued Liability	\$ 25,859,450	826.9%	\$ 29,702,518	905.2%	\$ 30,782,774	938.1%
D. Net Smoothed Actuarial Value of Assets	\$ 21,822,038	697.8%	\$ 23,855,912	727.0%	\$ 23,855,912	727.0%
E. Net Market Value of Assets	\$ 20,202,298	646.0%	\$ 24,887,266	758.4%	\$ 24,887,266	758.4%
F. Unfunded Actuarial Accrued Liability	\$ 4,037,412	129.1%	\$ 5,846,606	178.2%	\$ 6,926,862	211.1%
G. Town and State Minimum Funding Payment	\$ 1,040,724	32.0% <sup>1</sup>	\$ 1,245,609	36.5% <sup>2</sup>	\$ 1,566,396	45.9% <sup>2</sup>
H. Actuarial Gain / (Loss)	\$ (1,499,310)	(47.9%)	\$ (1,652,249)	(50.4%)	\$ (1,652,249)	(50.4%)
I. Unfunded Actuarial Present Value of Vested Accrued Benefits	\$ 1,240,070	39.7%	\$ 0	0.0%	\$ 0	0.0%
J. Ratios						
1. Vested Benefit Security Ratio	94.2%	N/A	104.3%	N/A	101.2%	N/A
2. Funded Ratio (Market Basis) (E. / C.)	78.1%	N/A	83.8%	N/A	80.8%	N/A
3. Funded Ratio (Actuarial Basis) (D. / C.)	84.4%	N/A	80.3%	N/A	77.5%	N/A

<sup>1</sup> Percent of projected 2024-2025 covered payroll (\$3,252,262)

<sup>2</sup> Percent of projected 2025-2026 covered payroll (\$3,412,628)

**Characteristics of Participants in Actuarial  
Valuation as of October 1, 2024**

	<b>General/ Senior Management Employees</b>	<b>Police Officers</b>	<b>Total</b>
<b>A. <u>Active Plan Participants Summary</u></b>			
1. Active Participants Vested	18	20	38
2. Active Participants Partially Vested	11	0	11
3. Active Participants Non-Vested	33	7	40
4. Total Active Participants	<u>62</u>	<u>27</u>	<u>89</u>
5. Annual Payroll of Active Participants	\$ 4,034,654	\$ 3,281,373	\$ 7,316,027
<b>B. <u>Retired and Terminated Vested Participant Summary</u></b>			
1. Service Retirees Receiving Benefits (including DROPs)	31	18	49
2. Beneficiaries Receiving Benefits	7	4	11
3. Disabled Participants Receiving Benefits	0	2	2
4. Terminated Vested Participants Entitled to Future Benefits	9	3	12

## Statement of Assets as of October 1, 2024

	<u>Market Value</u>
<u>Investments</u>	
Money market funds	\$ 363,278
Certificates of deposit	0
U.S. Treasury securities	2,615,620
U.S. Government agency bonds	1,646,167
Municipal obligations	266,647
Corporate bonds	4,555,933
Mortgage backed securities	0
Equity securities	
- Common stock, American depositary receipts and ETFs	8,391,299
- Mutual funds	15,102,482
- Real estate investment, management and development	149,999
Collective investment trust	2,634,614
Core real estate fund	3,650,197
Total Investments	<u>\$ 39,376,236</u>
<u>Receivables</u>	
Accrued Interest	\$ 60,130
Other receivables	61,828
Employee contributions	44,208
Due from broker	0
Prepaid expenses	0
Total Receivables	<u>\$ 166,166</u>
<u>Liabilities</u>	
Refunds payable	\$ 31,780
Accounts payable	126,880
Due to broker	0
Total Liabilities	<u>\$ 158,660</u>
<u>Assets Available For Benefits</u>	<u>\$ 39,383,742</u>
<u>Credit Balance</u>	<u>\$ 250,000</u>
<u>Net Assets Available For Benefits</u>	<u>\$ 39,133,742</u>

Table V

## Reconciliation of Plan Assets

		<u>Market Value</u>
A. <u>Value of Assets as of October 1, 2023</u>		\$ 32,008,726
B. <u>Receipts during Period</u>		
1. Employee Contributions		\$ 605,446
2. Service Purchase Contributions		135,598
3. Town & Net State Contributions		
i. Town	\$ 1,533,538	
ii. Net State	61,828	
iii. Total Town & Net State	<u>1,595,366</u>	1,595,366
4. Net Investment Return		
i. Interest, Dividends and Other Income	\$ 678,824	
ii. Realized Gains / (Losses)	113,437	
iii. Unrealized Gains / (Losses)	6,054,732	
iv. Investment Expenses	(120,032)	
v. Net Investment Return	<u>6,726,961</u>	6,726,961
5. Total Receipts during Period		\$ 9,063,371
C. <u>Disbursements during Period</u>		
1. Benefit Payments		\$ 1,149,740
2. DROP Distributions		136,132
3. Contribution Refunds		226,565
4. Administrative Expenses		<u>175,918</u>
5. Total Disbursements during Period		\$ 1,688,355
D. <u>Value of Assets as of September 30, 2024</u>		\$ 39,383,742
E. <u>Credit Balance</u>		\$ 250,000
F. <u>Net Value of Assets as of September 30, 2024</u>		\$ 39,133,742
G. <u>Reconciliation of DROP Account Balances</u>		
1. DROP Accounts Balance as of October 1, 2023		\$ 692,866
2. Adjustments		5,288
3. Benefit Payments into DROP Accounts during Year		386,020
4. Investment Gains / (Losses) during Year		165,480
5. Distributions from DROP Accounts during Year		<u>(136,132)</u>
6. DROP Accounts Balance as of September 30, 2024		\$ 1,113,522

Development of Smoothed Actuarial Value of Assets as of September 30

	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>
A. Preliminary smoothed actuarial value from prior year	32,901,398	34,559,023	37,762,000			
B. Market value end of year	32,008,726	39,383,742				
C. Market beginning of year	29,028,198	32,008,726	39,383,742			
D. Non-investment net cash flow	345,438	648,055				
E. Investment return						
1. Total market value return: B. - C. - D.	2,635,090	6,726,961				
2. Amount for immediate recognition (7.25%)	2,117,066	2,344,125				
3. Amount for phased-in recognition: E.1. - E.2.	518,024	4,382,836				
F. Phased-in recognition of investment return						
1. Current year: 20% of E.3.	103,605	876,567				
2. First prior year	(1,528,997)	103,605	876,567			
3. Second prior year	862,651	(1,528,997)	103,605	876,567		
4. Third prior year	(103,031)	862,651	(1,528,997)	103,605	876,567	
5. Fourth prior year	(139,107)	(103,029)	862,652	(1,528,996)	103,604	876,568
6. Total phased-in recognition of investment return	(804,879)	210,797	313,827	(548,824)	980,171	876,568
G. Smoothed actuarial value end of year						
1. Preliminary smoothed actuarial value end of year:						
A. + D. + E.2. + F.6.	34,559,023	37,762,000				
2. Upper corridor limit: 120% of B.	38,410,471	47,260,490				
3. Lower corridor limit: 80% of B.	25,606,981	31,506,994				
4. Smoothed actuarial value end of year:						
G.1., not more than G.2., nor less than G.3.	34,559,023	37,762,000				
H. Difference between market value and smoothed actuarial value	(2,550,297)	1,621,742				
I. Smoothed actuarial value rate of return	3.97%	7.32%				
J. Market value rate of return	9.02%	20.81%				
K. Credit Balance	200,000	250,000				
L. Net smoothed actuarial value: G.4. - K.	34,359,023	37,512,000				

Allocation of Smoothed Actuarial Value of Assets for Budgeting Purposes

	<b>General / Senior Management Employees</b>	<b>Police Officers</b>	<b>Total</b>
A. <u>Value of Smoothed Assets as of October 1, 2023</u>	\$ 12,612,535	\$ 21,946,488	\$ 34,559,023
B. <u>Receipts During Period</u>			
1. Employee Contributions	\$ 359,880	\$ 245,566	\$ 605,446
2. Service Purchases	0	135,598	135,598
3. Town/State Contributions*	702,964	892,402	1,595,366
4. Net Investment Return	931,453	1,623,469	2,554,922
5. Total Receipts During Period	<u>\$ 1,994,297</u>	<u>\$ 2,897,035</u>	<u>\$ 4,891,332</u>
C. <u>Disbursements During Period</u>			
1. Pension Benefit Payments	\$ 473,453	\$ 676,287	\$ 1,149,740
2. DROP Distributions	136,132	0	136,132
3. Contribution Refunds	179,424	47,141	226,565
4. Administrative Expenses	64,135	111,783	175,918
5. Total Disbursements During Period	<u>\$ 853,144</u>	<u>\$ 835,211</u>	<u>\$ 1,688,355</u>
D. <u>Value of Smoothed Assets as of September 30, 2024</u>	\$ 13,753,688	\$ 24,008,312	\$ 37,762,000
E. <u>Credit Balance*</u>	\$ 97,600	\$ 152,400	\$ 250,000
F. <u>Net Value of Smoothed Assets as of September 30, 2024</u>	\$ 13,656,088	\$ 23,855,912	\$ 37,512,000

\* Any additional contributions/increases in credit balances are allocated between General/Senior Management Employees and Police Officer groups based on the respective Group's budgeted required minimum contribution in relation to the total minimum contribution due for the year.

### Funding Standard Account for Plan Year Ended September 30, 2024

#### A. Charges to the Funding Standard Account

1. Prior year funding deficiency	\$ 0
2. Net minimum charges for the year	1,446,473
3. Additional applicable charges for the year	98,893
4. Total employer charges	\$ 1,545,366

#### B. Credits to the Funding Standard Account

1. Prior year credit balance	\$ 200,000
2. Town/State contributions	1,595,366
3. Total credits	\$ 1,795,366

C. <u>Credit Balance / (Funding Deficiency)</u> (B.4. - A.3.)	\$ 250,000
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## Actuarial Gain / (Loss) for Plan Year Ended September 30, 2024

	General / Senior Management Employees	Police Officers	Total
<b>A. <u>Derivation of Actuarial Gain / (Loss)</u></b>			
1. Town normal cost previous Actuarial Valuation	\$ 293,507	\$ 708,644	\$ 1,002,151
2. Net unfunded actuarial accrued liability (UAAL) previous Actuarial Valuation	\$ 4,832,719	\$ 4,037,412	\$ 8,870,131
3. Net employer contributions previous year	\$ 680,914	\$ 864,452	\$ 1,545,366
4. Interest on:			
(a) Employer normal cost	\$ 21,279	\$ 51,377	\$ 72,656
(b) Net unfunded actuarial accrued liability	350,372	292,712	643,084
(c) Net contribution	24,683	31,336	56,019
(d) Net total: (a) + (b) - (c)	\$ 346,968	\$ 312,753	\$ 659,721
5. Increase (decrease) in net unfunded actuarial accrued liability due to assumption changes	\$ 1,442,597	\$ 1,080,256	\$ 2,522,853
6. Expected net unfunded actuarial accrued liability current year (1. + 2. - 3. + 4. + 5.)	\$ 6,234,877	\$ 5,274,613	\$ 11,509,490
7. Actual net unfunded actuarial accrued liability current year	\$ 6,056,681	\$ 6,926,862	\$ 12,983,543
8. Actuarial gain / (loss): (6. - 7.)	\$ 178,196	\$ (1,652,249)	\$ (1,474,053)
<b>B. <u>Approximate Portion of Gain / (Loss) due to Investments</u></b>			
1. Net smoothed actuarial value of assets previous year	\$ 12,536,985	\$ 21,822,038	\$ 34,359,023
2. Contributions during period	1,040,794	1,245,616	2,286,410
3. Benefits and administrative expenses during period	853,144	835,211	1,688,355
4. Expected appreciation for period	915,734	1,596,975	2,512,709
5. Expected net smoothed actuarial value of assets current year (1. + 2. - 3. + 4.)	\$ 13,640,369	\$ 23,829,418	\$ 37,469,787
6. Actual net smoothed actuarial value of assets current year	13,656,088	23,855,912	37,512,000
7. Approximate gain / (loss) due to investments: (6. - 5.)	\$ 15,719	\$ 26,494	\$ 42,213
<b>C. <u>Approximate Portion of Gain / (Loss) due to Liabilities: A.8. - B.7.</u></b>	\$ 162,477	\$ (1,678,743)	\$ (1,516,266)

## Amortization of Unfunded Actuarial Accrued Liability

<b>Valuation Date</b>	<b>Unfunded Liability</b>	<b>Amortization Payment</b>
10/01/2024	\$ 12,983,543	\$ 984,852
10/01/2025	\$ 12,838,599	\$ 984,852
10/01/2026	\$ 12,683,509	\$ 984,852
10/01/2027	\$ 12,517,563	\$ 984,852
10/01/2028	\$ 12,340,001	\$ 984,852
...	...	...
10/01/2053	\$ 0	\$ 0

Both Groups Combined

Accounting Disclosure Exhibit

	<u>10/01/2023</u>	<u>Prior Assumptions 10/01/2024</u>	<u>Current Assumptions 10/01/2024</u>
I. <u>Financial Accounting Standards Board Allocation as of</u>			
A. <u>Statement of Accumulated Plan Benefits</u>			
1. Actuarial present value of accumulated vested plan benefits			
a. Participants currently receiving benefits	\$ 16,889,801	\$ 20,248,277	\$ 20,682,447
b. Other participants	17,941,455	18,005,021	19,249,729
c. Total	<u>\$ 34,831,256</u>	<u>\$ 38,253,298</u>	<u>\$ 39,932,176</u>
2. Actuarial present value of accumulated non-vested plan benefits	<u>1,019,488</u>	<u>1,100,399</u>	<u>1,134,780</u>
3. Total actuarial present value of accumulated plan benefits	\$ 35,850,744	\$ 39,353,697	\$ 41,066,956
B. <u>Statement of Change in Accumulated Plan Benefits</u>			
1. Actuarial present value of accumulated plan benefits as of October 1, 2023			\$ 35,850,744
2. Increase / (decrease) during year attributable to:			
a. Plan amendment			\$ 0
b. Change in actuarial assumptions			1,713,259
c. Benefits paid (includes refunds and DROP distributions)			(1,512,437)
d. Other, including benefits accumulated, increase for interest due to decrease in the discount period			<u>5,015,390</u>
e. Net increase			\$ 5,216,212
3. Actuarial present value of accumulated plan benefits as of October 1, 2024			\$ 41,066,956
C. <u>Significant Matters Affecting Calculations</u>			
1. Assumed rate of return used in determining actuarial present values			7.00%
2. Change in Plan provisions			None affecting calculations
3. Change in actuarial assumptions			See Table XI., Item M.

General Employees / Senior Management Employees

Accounting Disclosure Exhibit

	<u>10/01/2023</u>	<u>Prior Assumptions 10/01/2024</u>	<u>Current Assumptions 10/01/2024</u>
I. <u>Financial Accounting Standards Board Allocation as of</u>			
A. <u>Statement of Accumulated Plan Benefits</u>			
1. Actuarial present value of accumulated vested plan benefits			
a. Participants currently receiving benefits	\$ 8,685,395	\$ 9,434,407	\$ 9,634,850
b. Other participants	4,703,493	4,958,433	5,709,444
c. Total	<u>\$ 13,388,888</u>	<u>\$ 14,392,840</u>	<u>\$ 15,344,294</u>
2. Actuarial present value of accumulated non-vested plan benefits	<u>915,151</u>	<u>787,739</u>	<u>780,154</u>
3. Total actuarial present value of accumulated plan benefits	\$ 14,304,039	\$ 15,180,579	\$ 16,124,448
B. <u>Statement of Change in Accumulated Plan Benefits</u>			
1. Actuarial present value of accumulated plan benefits as of October 1, 2023			\$ 14,304,039
2. Increase / (decrease) during year attributable to:			
a. Plan amendment			\$ 0
b. Change in actuarial assumptions			943,869
c. Benefits paid (includes refunds and DROP distributions)			(789,009)
d. Other, including benefits accumulated, increase for interest due to decrease in the discount period			<u>1,665,549</u>
e. Net increase			\$ 1,820,409
3. Actuarial present value of accumulated plan benefits as of October 1, 2024			\$ 16,124,448
C. <u>Significant Matters Affecting Calculations</u>			
1. Assumed rate of return used in determining actuarial present values			7.00%
2. Change in Plan provisions			None affecting calculations
3. Change in actuarial assumptions			See Table XI., Item M.

Police Officers

Accounting Disclosure Exhibit

		Prior Assumptions	Current Assumptions
I. <u>Financial Accounting Standards Board Allocation as of</u>	<u>10/01/2023</u>	<u>10/01/2024</u>	<u>10/01/2024</u>
A. <u>Statement of Accumulated Plan Benefits</u>			
1. Actuarial present value of accumulated vested plan benefits			
a. Participants currently receiving benefits	\$ 8,204,406	\$ 10,813,870	\$ 11,047,597
b. Other participants	13,237,962	13,046,588	13,540,285
c. Total	<u>\$ 21,442,368</u>	<u>\$ 23,860,458</u>	<u>\$ 24,587,882</u>
2. Actuarial present value of accumulated non-vested plan benefits	<u>104,337</u>	<u>312,660</u>	<u>354,626</u>
3. Total actuarial present value of accumulated plan benefits	\$ 21,546,705	\$ 24,173,118	\$ 24,942,508
B. <u>Statement of Change in Accumulated Plan Benefits</u>			
1. Actuarial present value of accumulated plan benefits as of October 1, 2023			\$ 21,546,705
2. Increase / (decrease) during year attributable to:			
a. Plan amendment			\$ 0
b. Change in actuarial assumptions			769,390
c. Benefits paid (includes refunds and DROP distributions)			(723,428)
d. Other, including benefits accumulated, increase for interest due to decrease in the discount period			<u>3,349,841</u>
e. Net increase			\$ 3,395,803
3. Actuarial present value of accumulated plan benefits as of October 1, 2024			\$ 24,942,508
C. <u>Significant Matters Affecting Calculations</u>			
1. Assumed rate of return used in determining actuarial present values			7.00%
2. Change in Plan provisions			None affecting calculations
3. Change in actuarial assumptions			See Table XI., Item M.

Accounting Disclosure Exhibit

II. Net Pension Liability and Related Ratios (GASB No. 67 & No. 68)

Measurement date	9/30/2015	9/30/2016	9/30/2017	9/30/2018	9/30/2019	9/30/2020	9/30/2021 *	9/30/2022 *	9/30/2023	9/30/2024	Projected 9/30/2025 **
<b>A. Total Pension Liability (TPL)</b>											
Service Cost	\$ 901,998	\$ 932,365	\$ 1,052,014	\$ 1,002,537	\$ 1,113,128	\$ 1,317,790	\$ 1,313,601	\$ 1,337,655	\$ 1,364,748	\$ 1,505,850	\$ 1,755,794
Interest	1,336,817	1,458,652	1,646,114	1,745,881	1,870,676	2,186,887	2,433,741	2,517,336	2,803,653	3,299,939	3,594,730
Benefit Changes	0	0	282,066	0	0	2,630,481	0	0	0	888,534	0
Difference Between Actual and Expected Experience Assumption Changes	100,031	(35,527)	297,252	(348,726)	388,826	(293,683)	525,596	255,935	(107,688)	1,650,844	1,450,184
Benefit Payments, including Refunds of Member Contributions	0	402,655	93,312	0	0	(617,989)	0	0	0	0	2,522,853
	(665,021)	(602,692)	(651,287)	(819,116)	(1,308,821)	(877,926)	(991,925)	(1,032,365)	(1,607,589)	(1,512,437)	(1,796,116)
<b>Net Change in Total Pension Liability</b>	\$ 1,673,825	\$ 2,155,453	\$ 2,719,471	\$ 1,580,576	\$ 2,063,809	\$ 4,345,560	\$ 3,281,013	\$ 3,078,561	\$ 2,453,124	\$ 5,832,730	\$ 7,527,445
<b>Total Pension Liability (TPL) - (beginning of year)</b>	17,338,384	19,012,209	21,167,662	23,887,133	25,467,709	27,531,518	31,877,078	35,158,091	38,236,652	40,689,776	46,522,506
<b>Total Pension Liability (TPL) - (end of year)</b>	\$ 19,012,209	\$ 21,167,662	\$ 23,887,133	\$ 25,467,709	\$ 27,531,518	\$ 31,877,078	\$ 35,158,091	\$ 38,236,652	\$ 40,689,776	\$ 46,522,506	\$ 54,049,951
<b>B. Plan Fiduciary Net Position</b>											
Contributions - Town and State	\$ 727,022	\$ 757,304	\$ 797,359	\$ 917,274	\$ 817,472	\$ 1,141,115	\$ 1,420,078	\$ 1,480,712	\$ 1,508,275	\$ 1,595,366	\$ 1,788,975
Contributions - Member	391,213	383,619	462,846	459,190	498,404	696,439	489,986	624,222	587,808	741,044	585,282
Net Investment Income	(132,329)	1,850,417	2,017,750	1,579,816	990,373	1,267,297	6,273,528	(5,203,486)	2,588,885	6,726,961	2,770,940
Benefit Payments, including Refunds of Member Contributions	(665,021)	(602,692)	(651,287)	(819,116)	(1,308,821)	(877,926)	(991,925)	(1,032,365)	(1,607,589)	(1,512,437)	(1,796,116)
Administrative Expenses	(85,426)	(130,686)	(85,518)	(120,389)	(118,212)	(108,171)	(161,767)	(128,010)	(137,756)	(175,918)	(175,918)
Other	0	0	0	0	0	(57,617)	0	1,847	5,649	40,905	0
<b>Net Change in Plan Fiduciary Net Position</b>	\$ 235,459	\$ 2,257,962	\$ 2,541,150	\$ 2,016,775	\$ 879,216	\$ 2,061,137	\$ 7,029,900	\$ (4,257,080)	\$ 2,945,272	\$ 7,415,921	\$ 3,173,163
<b>Plan Fiduciary Net Position - (beginning of year)</b>	16,258,030	16,493,489	18,751,451	21,292,601	23,309,376	24,188,592	26,249,729	33,279,629	29,022,549	31,967,821	39,383,742
<b>Plan Fiduciary Net Position - (end of year)</b>	\$ 16,493,489	\$ 18,751,451	\$ 21,292,601	\$ 23,309,376	\$ 24,188,592	\$ 26,249,729	\$ 33,279,629	\$ 29,022,549	\$ 31,967,821	\$ 39,383,742	\$ 42,556,905
<b>C. Net Pension Liability (NPL) - (end of year): (A) - (B)</b>	\$ 2,518,720	\$ 2,416,211	\$ 2,594,532	\$ 2,158,333	\$ 3,342,926	\$ 5,627,349	\$ 1,878,462	\$ 9,214,103	\$ 8,721,955	\$ 7,138,764	\$ 11,493,046
<b>D. Plan Fiduciary Net Position as a Percentage of TPL: (B) / (A)</b>	86.75 %	88.59 %	89.14 %	91.53 %	87.86 %	82.35 %	94.66 %	75.90 %	78.56 %	84.66 %	78.74 %
<b>E. Covered Payroll ***</b>	\$ 5,321,296	\$ 5,710,172	\$ 5,766,823	\$ 5,849,505	\$ 6,239,285	\$ 6,702,791	\$ 6,360,884	\$ 6,206,128	\$ 7,180,412	\$ 7,568,075	\$ 7,316,027
<b>F. NPL as a Percentage of Covered Payroll: (C) / (E)</b>	47.33 %	42.31 %	44.99 %	36.90 %	53.58 %	83.96 %	29.53 %	148.47 %	121.47 %	94.33 %	157.09 %
<b>G. Notes to Schedule:</b>											
Valuation Date	10/1/2014	10/1/2015	10/1/2016	10/1/2017	10/1/2018	10/1/2019	10/1/2020	10/1/2021	10/1/2022	10/1/2023	10/1/2024
Reporting Date (GASB No. 68)	9/30/2016	9/30/2017	9/30/2018	9/30/2019	9/30/2020	9/30/2021	9/30/2022	9/30/2023	9/30/2024	9/30/2025	9/30/2026

Update procedures used to roll forward TPL excluding DROP account balances to the measurement dates - actual DROP account balances as of measurement dates included in TPL.

See Table IX, Item IV. for a history of benefit and assumption changes prior to September 30, 2024 measurement date. For measurement period ending September 30, 2024: For members of the Fraternal Order of Police, the definition of Pensionable Compensation, maximum period of DROP participation and usage of Chapter 185 premium tax revenues were updated; No assumption changes. For measurement period ending September 30, 2025: No plan change; Interest rate, salary increase rates, retirement rates, withdrawal rates and amortization period were updated.

\* As reported in the Plan's financial statement

\*\* Projected - actual amounts will be available after fiscal year end.

\*\*\* Reported payroll used to determine contribution as provided under GASB No. 82.

Accounting Disclosure Exhibit

III. Schedule of Employer Contributions (GASB No. 67 & No. 68)

Fiscal Year End 9/30	Actuarially Determined Contribution	Actual Contribution	Contribution Deficiency (Excess)	Covered Payroll <sup>1</sup>	Actual Contribution as a % of Covered Payroll
2015	\$ 727,022	\$ 727,022	\$ 0	\$ 5,321,296	13.66%
2016	757,304	757,304	0	5,710,172	13.26%
2017	797,359	797,359	0	5,766,823	13.83%
2018	917,274	917,274	0	5,849,505	15.68%
2019	817,472	817,472	0	6,239,285	13.10%
2020	945,871	1,141,115	(195,244)	6,702,791	17.02%
2021	1,264,960	1,420,078	(155,118)	6,360,884	22.33%
2022	1,326,786	1,480,712	(153,926)	6,206,128	23.86%
2023	1,333,275	1,508,275	(175,000)	7,180,412	21.01%
2024	1,446,473	1,595,366	(148,893)	7,568,075	21.08%
2025 <sup>2</sup>	1,788,975	1,788,975	0	7,316,027	24.45%

<sup>1</sup> Reported payroll on which contributions to the Plan are based as provided under GASB No. 82

<sup>2</sup> Projected - actual amounts will be available after fiscal year end

Accounting Disclosure Exhibit

IV. Notes to Schedule of Contributions (GASB No. 67 & No. 68)

**Valuation Date:** Actuarially determined contributions are calculated as of October 1st - two years prior the fiscal year end in which contributions are reported.

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

Actuarial Cost Method	Entry Age
Amortization Method	Level dollar amount, Closed
Amortization Period	30 years
Asset Valuation Method	5-year smoothed market
Inflation	2.5%
Salary Increases	4.0% - 8.0%
Investment Rate of Return	7.25%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition
Mortality	<p>For healthy participants during employment, PUB-2010 Headcount Weighted Safety Employee Female Mortality Table and Safety Below Median Employee Male Mortality Table, both set forward 1 year, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018. For healthy participants post employment, PUB-2010 Headcount Weighted Safety Healthy Retiree Female Mortality Table and Safety Below Median Healthy Retiree Male Mortality Table, both set forward 1 year, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018.</p> <p>For healthy participants during employment, PUB-2010 Headcount Weighted General Below Median Employee Mortality Table, separate rates for males and females, set back 1 year for males, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018. For healthy participants post employment, PUB-2010 Headcount Weighted General Below Median Healthy Retiree Mortality Table, separate rates for males and females, set back 1 year for males, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018.</p> <p>For disabled Police Officers, 80% PUB-2010 Headcount Weighted General Disabled Retiree Mortality Table / 20% PUB-2010 Headcount Weighted Safety Disabled Retiree Mortality Table, separate rates for males and females, without mortality improvements projected.</p> <p>For disabled General Employees, PUB-2010 Headcount Weighted General Disabled Retiree Mortality Table, separate rates for males and females, both set forward 3 years, without mortality improvements projected.</p>

**Cost of Living Adjustment** 1.5% / 2.0%

**Other Information:**

Benefit Changes

2019: Normal and early retirement eligibility was updated for Police Officers, General and Senior Management members, maximum benefit was updated to 80% for General members and the COLA was updated from 1.5% to 2.0% for retirements after January 14, 2020 for Police Officers and January 1, 2020 for General and Senior Management members; 2016: Created a senior management member class, changed retirement eligibility and vesting for Town Attorney along with increased benefit accrual rates, benefit cap and employee contributions for general employees and senior management. 2013: Police Officers - normal retirement eligibility updated to include completion of 15 years and 4 months of service if hired on a full time basis in March 2003; General Employees - may enter DROP upon attainment of normal retirement.



Accounting Disclosure Exhibit

IV. Notes to Schedule of Contributions (GASB No. 67 & No. 68) (cont'd)

Assumption Changes

2019: Mortality assumptions and retirement rates for General and Senior Management members updated. 2016: Mortality rates updated for healthy participants per State statute. 2015: Investment return updated from 7.5% to 7.25%; mortality, withdrawal rates, salary increase factors and retirement rates updated.

V. Discount Rate (GASB No. 67 & No. 68)

Discount rates of 7.25% and 7.00% were used to measure the TPL as of September 30, 2024 and September 30, 2025, respectively. These discount rates were based on the expected rate of return on Plan investments of 7.25% and 7.00%. The projection of cash flows used to determine these discount rates assumed member contributions will be made at the current member contribution rate and employer contributions will be made at rates equal to the difference between actuarially determined current contribution rates and the member contribution rate. Based on these assumptions, the pension Plan's fiduciary net position was projected to be available to make all projected future expected benefit payments of current Plan members. Therefore, the long-term expected rate of return on Plan investments was applied to all periods of projected benefit payments to determine the TPL.

VI. Sensitivity of the NPL to the Discount Rate Assumption (GASB No. 67 & No. 68)

Measurement date: September 30, 2024

	<u>1% Decrease</u>	<u>Current Discount Rate</u>	<u>1% Increase</u>
Discount Rate	6.25%	7.25%	8.25%
NPL	\$ 13,560,411	\$ 7,138,764	\$ 1,898,488

Measurement date: September 30, 2025 \*

	<u>1% Decrease</u>	<u>Current Discount Rate</u>	<u>1% Increase</u>
Discount Rate	6.00%	7.00%	8.00%
NPL	\$ 18,854,964	\$ 11,493,046	\$ 5,489,060

\* Projected - actual amounts will be available after fiscal year end

Accounting Disclosure Exhibit

VII. Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions - Reporting Date (GASB No. 68)

Pension Expense for Fiscal Year Ending September 30, 2025 \$ 2,957,611

Summary of Outstanding Deferred Inflows and Outflows of Resources as of September 30, 2025

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Differences between actual and expected experience on liabilities	\$ 1,458,647	\$ 95,894
Changes of assumptions or other inputs	0	75,894
Net difference between projected and actual earnings on pension Plan investments	<u>0</u>	<u>1,597,593</u>
Total	<u>\$ 1,458,647</u>	<u>\$ 1,769,381</u>

Projected Deferred Outflows for Town/State Contributions after the Measurement Date \$ 1,788,975

Summary of Deferred Outflows and Inflows of Resources that will be Recognized in Pension Expense in Future Years.

<u>Year Ending 30-Sep</u>	<u>Amount</u>
2026	\$ 79,546
2027	943,877
2028	(607,665)
2029	(726,492)
2030	0
Thereafter	0

Accounting Disclosure Exhibit

The following information is not required to be disclosed but is provided for informational purposes.

VIII. Components of Pension Expense (GASB No. 68)

Measurement Date	9/30/2015	9/30/2016	9/30/2017	9/30/2018	9/30/2019	9/30/2020	9/30/2021	9/30/2022	9/30/2023	9/30/2024	Projected 9/30/2025 *
Service Cost	\$ 901,998	\$ 932,365	\$ 1,052,014	\$ 1,002,537	\$ 1,113,128	\$ 1,317,790	\$ 1,313,601	\$ 1,337,655	\$ 1,364,748	\$ 1,505,850	\$ 1,755,794
Interest on Total Pension Liability	1,336,817	1,458,652	1,646,114	1,745,881	1,870,676	2,186,887	2,433,741	2,517,336	2,803,653	3,299,939	3,594,730
Current-Period Benefit Changes	0	0	282,066	0	0	2,630,481	0	0	0	888,534	0
Contributions - Member	(391,213)	(383,619)	(462,846)	(459,190)	(498,404)	(696,439)	(489,986)	(624,222)	(587,808)	(741,044)	(585,282)
Projected Earnings on Plan Investments	(1,233,144)	(1,210,551)	(1,378,453)	(1,559,553)	(1,685,900)	(1,780,361)	(1,930,524)	(2,447,147)	(2,117,259)	(2,344,125)	(2,770,940)
Administrative Expenses	85,426	130,686	85,518	120,389	118,212	108,171	161,767	128,010	137,756	175,918	175,918
Other Changes in Plan Fiduciary Net Position	0	0	0	0	0	57,617	0	(1,847)	(5,649)	(40,905)	0
Recognition of Beginning Deferred Outflows / (Inflows) due to Liabilities	38,691	96,965	159,959	101,838	165,580	5,638	90,614	91,294	(515)	420,198	1,592,862
Recognition of Beginning Deferred Outflows / (Inflows) due to Assets	214,068	86,095	(41,764)	(45,815)	152,313	(18,168)	(758,797)	899,193	808,921	(206,754)	(309,365)
Total Pension Expense	<u>\$ 952,643</u>	<u>\$ 1,110,593</u>	<u>\$ 1,342,608</u>	<u>\$ 906,087</u>	<u>\$ 1,235,605</u>	<u>\$ 3,811,616</u>	<u>\$ 820,416</u>	<u>\$ 1,900,272</u>	<u>\$ 2,403,847</u>	<u>\$ 2,957,611</u>	<u>\$ 3,453,717</u>

\* Projected - actual amounts will be available after measurement date

Accounting Disclosure Exhibit

The following information is not required to be disclosed but is provided for informational purposes.

IX. Recognition of Deferred Outflows and (Inflows) due to Liabilities - Measurement Date (GASB No. 68)

Recognition of Deferred Outflows due to Differences Between Actual and Expected Experience on Liabilities

Established	Initial Balance	Initial Recognition Period	Remaining Recognition Period as of 9/30/2024	Recognition Amount for 2023 / 2024	Balance as of 9/30/2024
2018 / 2019	\$ 388,826	6.1	0.1	\$ 63,742	\$ 6,374
2019 / 2020	0	5.7	0.7	0	0
2020 / 2021	525,596	4.8	0.8	109,499	87,600
2021 / 2022	255,935	4.6	1.6	55,638	89,021
2022 / 2023	0	4.5	2.5	0	0
2023 / 2024	1,650,844	4.4	3.4	375,192	1,275,652
TOTAL				\$ 604,071	\$ 1,458,647

Recognition of Deferred (Inflows) due to Differences Between Actual and Expected Experience on Liabilities

Established	Initial Balance	Initial Recognition Period	Remaining Recognition Period as of 9/30/2024	Recognition Amount for 2023 / 2024	Balance as of 9/30/2024
2018 / 2019	\$ 0	6.1	0.1	\$ 0	\$ 0
2019 / 2020	(293,683)	5.7	0.7	(51,523)	(36,068)
2020 / 2021	0	4.8	0.8	0	0
2021 / 2022	0	4.6	1.6	0	0
2022 / 2023	(107,688)	4.5	2.5	(23,931)	(59,826)
2023 / 2024	0	4.4	3.4	0	0
TOTAL				\$ (75,454)	\$ (95,894)

Recognition of Deferred Outflows due to Changes of Assumptions or Other Inputs

Established	Initial Balance	Initial Recognition Period	Remaining Recognition Period as of 9/30/2024	Recognition Amount for 2023 / 2024	Balance as of 9/30/2024
2018 / 2019	\$ 0	6.1	0.1	\$ 0	\$ 0
2019 / 2020	0	5.7	0.7	0	0
2020 / 2021	0	4.8	0.8	0	0
2021 / 2022	0	4.6	1.6	0	0
2022 / 2023	0	4.5	2.5	0	0
2023 / 2024	0	4.4	3.4	0	0
TOTAL				\$ 0	\$ 0

Accounting Disclosure Exhibit

The following information is not required to be disclosed but is provided for informational purposes.

IX. Recognition of Deferred Outflows and (Inflows) due to Liabilities - Measurement Date (GASB No. 68) (cont'd)

Recognition of Deferred (Inflows) due to Changes of Assumptions or Other Inputs

Established	Initial Balance	Initial Recognition Period	Remaining Recognition Period as of 9/30/2024	Recognition Amount for 2023 / 2024	Balance as of 9/30/2024
2018 / 2019	\$ 0	6.1	0.1	\$ 0	\$ 0
2019 / 2020	(617,989)	5.7	0.7	(108,419)	(75,894)
2020 / 2021	0	4.8	0.8	0	0
2021 / 2022	0	4.6	1.6	0	0
2022 / 2023	0	4.5	2.5	0	0
2023 / 2024	0	4.4	3.4	0	0
TOTAL				\$ (108,419)	\$ (75,894)

X. Recognition of Deferred Outflows and (Inflows) Due to Assets - Measurement Date (GASB No. 68)

Recognition of Deferred Outflows / (Inflows) due to Difference Between Projected and Actual Earnings on Pension Plan Investments

Established	Initial Balance	Initial Recognition Period	Remaining Recognition Period as of 9/30/2024	Recognition Amount for 2023 / 2024	Balance as of 9/30/2024
2019 / 2020	\$ 513,064	5	0	\$ 102,612	\$ 0
2020 / 2021	(4,343,004)	5	1	(868,601)	(868,600)
2021 / 2022	7,650,633	5	2	1,530,127	3,060,252
2022 / 2023	(471,626)	5	3	(94,325)	(282,976)
2023 / 2024	(4,382,836)	5	4	(876,567)	(3,506,269)
TOTAL				\$ (206,754)	\$ (1,597,593)

**Outline of Principal Provisions of the Retirement Plan**

**A. Effective Date:**

January 1, 1962. Most recent amendatory Ordinance considered: 2023-1757.

**B. Eligibility Requirements:**

All regular, full-time employees are eligible upon employment. The Town Manager and Town Attorney have the right to opt out of the Plan.

**C. Creditable Service:**

All service of a member measured in years and completed calendar months since latest date of hire with the Town.

**D. Average Final Compensation (AFC):**

The average of basic compensation during the highest three years (five years for General Employees) of the ten years preceding termination of employment; includes shift differential and first 75 hours of overtime for sworn law enforcement officers and communication operators; does not include bonuses, lump sum payments of unused leave or other nonregular payments.

**E. Normal Retirement:**

**1. Eligibility:**

For sworn Police Officers retired prior to February 1, 2020, the earliest of (1) age 52 with 20 years of Creditable Service, (2) age 62 with 5 years of Creditable Service, (3) completion of 25 years of Creditable Service or (4) the completion of 15 years and 4 months of service if hired on a full time basis in March 2003. For sworn Police Officers retired on or after February 1, 2020, the earliest of (1) age 50 with 20 years of Creditable Service, (2) age 59 with 5 years of Creditable Service, (3) completion of 25 years of Creditable Service or (4) the completion of 15 years and 4 months of service if hired on a full time basis in March 2003.

For a participating Town Manager and the Town Attorney, the earlier of (1) age 62 with 15 years of Creditable Service or (2) age 64 with 7 years of Creditable Service.

For all other employees who retire prior to January 1, 2020, the earliest of (1) age 62 with 15 years of Creditable Service or (2) age 65 with 10 years of Creditable Service. For all other employees who retire on or after January 1, 2020, the earliest of (1) age 50 with 20 years of Creditable Service or (2) age 52 with 15 years of Creditable Service or (3) age 55 with 10 years of Creditable Service.

**2. Benefit:**

Period of Service	Benefit Accrual Rate per Year of Service Based on Employee Contribution Rate of			
	5%	6%	7%	8%
Before 10/1/1979	1 2/3%	N/A	N/A	N/A
10/1/1979 - 6/30/1996	1 2/3%	N/A	2.0%	N/A
7/1/1996 - 1/31/2003	1 2/3%	N/A	2.0%	2.5%
2/1/2003 - 9/30/2005	2.0%	2.5%	N/A	N/A
10/1/2005 - 9/30/2006	2.0%	2.5%	N/A	3.0% <sup>1</sup>
10/1/2006 - 9/30/2016	2.0%	2.5%	N/A	3.5% <sup>1</sup>
10/1/2016 forward	N/A	N/A	2.65% <sup>2</sup>	2.8% <sup>2</sup> / 3.0% <sup>3</sup> / 3.5% <sup>1</sup>

Maximum benefit is 90% (75% prior to October 1, 2006) of AFC for Police Officers, 80% (68% prior to January 1, 2020, 60% prior to October 1, 2016) of AFC for General Employees and 80% (60% prior to October 1, 2016) of AFC for Senior Management Employees.

<sup>1</sup> For Police Officers only.

<sup>2</sup> For General Employees only.

<sup>3</sup> For Senior Management Employees only.



### Outline of Principal Provisions of the Retirement Plan

3. Form of Payment:

Straight life annuity with guaranteed refund of Accumulated Contributions (with options available).

F. Early Retirement:

1. Eligibility:

For sworn Police Officers, Town Manager and Attorney, the earlier of (a) age 55 with 15 years of Creditable Service, or (b) 20 years of Creditable Service regardless of age. For all other employees effective January 1, 2020, 20 years of Creditable Service regardless of age (prior to January 1, 2020 eligibility was the earlier of (a) age 55 with 15 years of Creditable Service, or (b) 20 years of Creditable Service regardless of age).

2. Benefit:

Same as Normal Retirement Benefit using AFC and Creditable Service as of Early Retirement Date but payable at Normal Retirement Date assuming continued employment. Alternatively, benefits may commence immediately after reduction of 0.5% for each month early.

G. Delayed Retirement:

1. Eligibility:

Retirement after Normal Retirement Date.

2. Benefit:

Calculated in the same manner as Normal Retirement Benefit using AFC and Creditable Service as of delayed retirement date.

H. Disability Retirement:

1. Service Connected:

a) Eligibility:

Total and permanent disability incurred prior to normal retirement date as a direct result of performance of service to the Town and eligible for Social Security disability benefits.

b) Benefit:

75% (if injury) or 45% (if disease) of the rate of pay in effect on date of disability payable for life or until recovery. For General Employees, less Social Security disability benefits; there is an offset for Workers' Compensation to the extent that the disability benefit plus the Workers' Compensation benefit exceed 100% of preretirement salary.

2. Non-Service Connected:

a) Eligibility:

Total and permanent disability not incurred as a direct result of performance of service to the Town.

**Outline of Principal Provisions of the Retirement Plan**

b) Benefit:

Accrued pension benefit.

I. Death Benefit:

1. Pre-Retirement:

Refund of Accumulated Contributions

2. After Normal Retirement Date but before Actual Retirement:

Survivor benefit payable in accordance with optional form of benefit chosen by member.

3. After Retirement:

Refund of any remaining Accumulated Contributions or optional survivor's benefits if elected.

J. Accumulated Contributions:

The sum of all amounts contributed by members including 4% interest on contributions made after January 1, 1979. Effective January 1, 2009, member contributions are *picked-up* by the Town.

K. Termination Benefit:

Upon termination prior to normal or early retirement date a member shall be entitled to choose (1) or (2) below, where:

1. A refund of Accumulated Contributions.
2. The benefit as for normal retirement using AFC and Creditable Service as of date of termination multiplied by the applicable percentage on the table below, commencing upon the earliest date a member would have attained normal retirement had he remained in service (age 65 for General Employees).

<u>Years of Creditable Service</u>	<u>Percentage</u>	
	<u>General Employees</u>	<u>Police Officers</u>
Less than 5	0%	0%
5	50%	100%
6	60%	100%
7	70%	100%
8	80%	100%
9	90%	100%
10 or more	100%	100%

3. A participating Town Manager and the Town Attorney 100% vested upon completion of 7 years of Creditable Service.



## Outline of Principal Provisions of the Retirement Plan

### L. Cost of Living Increase

For Police Officers who retire on or before January 14, 2020, a 1.5% automatic annual cost of living increase is provided for retirees, disableds, beneficiaries and vested terminated members. For Police Officers who retire after January 14, 2020, a 2.0% automatic annual cost of living increase is provided for retirees, disableds, beneficiaries and vested terminated members.

For General and Senior Management retirees, disableds, beneficiaries and vested terminated members who retire before January 1, 2020, a 1.5% automatic annual cost of living increase is provided. For General and Senior Management retirees, disableds, beneficiaries and vested terminated members who retire on or after January 1, 2020, a 2.0% automatic annual cost of living increase is provided.

### M. Deferred Retirement Option Program (DROP)

1. Eligibility: Attainment of normal retirement date.
2. The maximum period of participation in the DROP is six (6) years for sworn law enforcement officers, and communication operators. The maximum period of participation in the DROP is six (6) years for non-collectively bargained general and senior management employees. The maximum period of participation in the DROP is five (5) years for all other members.
3. An employee's account in the DROP program shall be credited with interest based upon actual Fund investment return.
4. No payment may be made from DROP until the employee actually separates from service with the Town.

### N. Changes Since Previous Actuarial Valuation

The maximum period of participation in the DROP was five (5) years for non-collectively bargained general and senior management employees.

**Actuarial Assumptions and Actuarial Cost Methods  
Used in the Valuation**

A. Mortality

General Mortality Assumptions:

For healthy participants during employment, PUB-2010 Headcount Weighted General Below Median Employee Mortality Table, separate rates for males and females, set back 1 year for males, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018.

For healthy participants post employment, PUB-2010 Headcount Weighted General Below Median Healthy Retiree Mortality Table, separate rates for males and females, set back 1 year for males, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018.

For disabled participants, PUB-2010 Headcount Weighted General Disabled Retiree Mortality Table, separate rates for males and females, both set forward 3 years, without mortality improvements projected.

Sample Ages (2024)	Pre-retirement Future Life Expectancy (Years)		Post-retirement Future Life Expectancy (Years)	
	Male	Female	Male	Female
	55	32.91	35.32	29.03
60	28.05	30.28	24.91	28.17
62	26.15	28.30	23.28	26.33

Sample Ages (2044)	Pre-retirement Future Life Expectancy (Years)		Post-retirement Future Life Expectancy (Years)	
	Male	Female	Male	Female
	55	34.55	36.80	31.05
60	29.61	31.72	26.78	29.84
62	27.68	29.71	25.08	27.96

Police Mortality Assumptions:

For healthy participants during employment, PUB-2010 Headcount Weighted Safety Employee Female Mortality Table and Safety Below Median Employee Male Mortality Table, both set forward 1 year, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018.

For healthy participants post employment, PUB-2010 Headcount Weighted Safety Healthy Retiree Female Mortality Table and Safety Below Median Healthy Retiree Male Mortality Table, both set forward 1 year, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018.

For disabled participants, 80% PUB-2010 Headcount Weighted General Disabled Retiree Mortality Table / 20% PUB-2010 Headcount Weighted Safety Disabled Retiree Mortality Table, separate rates for males and females, without mortality improvements projected.

**Actuarial Assumptions and Actuarial Cost Methods  
Used in the Valuation**

A. Mortality (cont'd)

Sample Ages (2024)	Pre-retirement Future Life Expectancy (Years)		Post-retirement Future Life Expectancy (Years)	
	Male	Female	Male	Female
	55	30.78	34.62	27.96
60	25.82	29.54	23.36	26.73
62	23.88	27.53	21.61	24.88

Sample Ages (2044)	Pre-retirement Future Life Expectancy (Years)		Post-retirement Future Life Expectancy (Years)	
	Male	Female	Male	Female
	55	32.42	36.10	29.86
60	27.39	30.99	25.15	28.48
62	25.43	28.96	23.35	26.59

B. Investment Return

7.00%, compounded annually - net of investment expenses includes inflation at 2.50%.

C. Allowances for Expenses or Contingencies

Estimated expenses for upcoming year, not including investment related expenses.

D. Employee Withdrawal Rates

Withdrawal rates for males and females were used in accordance with the following illustrative examples:

<u>General Employees</u>	
<u>Service</u>	<u>Withdrawal</u>
0 - 4	14.5%
5 - 8	10.0%
9 & over	9.5%

<u>Senior Management</u>	
<u>Service</u>	<u>Withdrawal</u>
0 - 4	18.0%
5 - 8	10.0%
9 & over	9.5%

**Actuarial Assumptions and Actuarial Cost Methods  
Used in the Valuation**

D. Employee Withdrawal Rates (cont'd)

<u>Police Officers</u>	
<u>Service</u>	<u>Withdrawal Rate</u>
0 - 4	7.5%
5 - 8	6.5%
9 & over	1.0%

E. Salary Increase Factors

Current salary is assumed to increase at a rate based on the tables below - includes assumed wage inflation of 3.0%.

<u>General Employees</u>	
<u>Age</u>	<u>Salary Increase</u>
< 30	7.5%
30 - 39	7.0%
40 - 49	6.0%
50 - 59	5.5%
60 & over	5.0%

<u>Police Officers</u>	
<u>Age</u>	<u>Salary Increase</u>
< 30	7.5%
30 - 39	6.5%
40 & over	5.5%

F. Assumed Rate of Increase in Covered Payroll to Contribution Year

4.0%, per annum.

G. Disability Benefits

1. Rates: See table below
2. Percent Service Connected: 25% for General, 80% for Police.
3. Assume 50% of Service Connected Disabilities are due to injury and 50% are due to disease.

<u>Age</u>	<u>Annual Rate of Disability</u>	
	<u>General Employees</u>	<u>Police Department</u>
20	0.07%	0.14%
30	0.11%	0.18%
40	0.19%	0.30%
50	0.51%	1.00%
60	1.66%	0.00%

**Actuarial Assumptions and Actuarial Cost Methods  
Used in the Valuation**

H. Smoothed Actuarial Value of Assets

The method used for determining the smoothed actuarial value of assets phases in the deviation between the expected and actual return on assets at the rate of 20% per year. The smoothed actuarial value of assets will be further adjusted to the extent necessary to fall within the corridor whose lower limit is 80% of the fair market value of Plan assets and whose upper limit is 120% of the fair market value of Plan assets.

I. Assumed Retirement Age

Retirement Rates*	
Age	General Employees
Rates when the maximum benefit cap is not applicable	
< 50	2%
50-54	8%
55-59	15%
60-64	25%
65-69	50%
70	100%
Rates when the maximum benefit cap is applicable	
All Ages	100%

Retirement Rates*	
All Ages	Police Officers
Before NRA	1%
NRA	50%
Past NRA	50%

100% of members are assumed to retire upon reaching age 65 for Police Officers.

\* For Employees who meet the age and service eligibility requirements for normal or early retirement

J. Marriage Assumption

100% of all members are assumed to be married. Wives are assumed to be three years younger than their husbands.

K. Actuarial Funding Method

Normal Retirement, Termination, Disability, and Death Benefits: Entry-Age-Actuarial Cost Method

Under this method the normal cost for each active employee is the amount which is calculated to be a level percentage of pay that would be required annually from his age at hire to his assumed retirement age to fund his estimated benefits, assuming the Plan has always been in effect. The normal cost for the Plan is the sum of such amounts for all employees. The actuarial accrued liability as of any valuation date for each active employee or inactive employee who is eligible to receive benefits under the Plan is the excess of the actuarial present value of estimated future benefits over the actuarial present value of current and future normal costs. The unfunded actuarial accrued liability as of any valuation date is the excess of the actuarial accrued liability over the smoothed actuarial value of assets of the Plan.

**Actuarial Assumptions and Actuarial Cost Methods  
Used in the Valuation**

K. Actuarial Funding Method (cont'd)

Vested Normal Retirement, Termination, Disability, and Death Benefits: Unit Credit Cost Method

Under this method, the actuarial present value of vested accrued benefits is an amount calculated to be the sum of the present values of each individual's vested accrued or earned benefit under the Plan as of the valuation date. Each individual's calculation is based on pay and service as of the valuation date.

L. Disclosure of Assumptions

The investment return, salary increases, withdrawal and retirement rates were updated based on the most recent experience study performed for the five years ending September 30, 2023. The mortality rates are based upon the July 1, 2023 FRS Actuarial Valuation, as required under F.S., Chapter 2015-157.

M. Changes Since Previous Actuarial Valuation

1. Investment Return was 7.25%, compounded annually - net of investment expenses includes inflation at 2.50%.
2. Employee Withdrawal Rates were:

<u>General Employees</u>	
<u>Age</u>	<u>Withdrawal Rate</u>
Under 25	30.0%
25 - 29	20.0%
30 - 34	15.0%
35 - 39	10.0%
40 - 44	9.0%
45 - 49	8.0%
50 - 54	7.0%
55 - 60	6.0%
60 & over	5.0%

<u>Police Officers</u>	
<u>Service</u>	<u>Withdrawal Rate</u>
0 - 4	12.0%
5 - 6	10.0%
7	5.0%
8	2.0%
9 & over	1.0%

**Actuarial Assumptions and Actuarial Cost Methods  
Used in the Valuation**

M. Changes Since Previous Actuarial Valuation (continued)

3. Salary Increase Factors were:

Current salary was assumed to increase at a rate based on the tables below - includes assumed wage inflation of 3.0%.

General Employees	
Service	Salary Increase
0 - 3	6.5%
4 - 5	6.0%
6	5.0%
7 - 9	4.5%
10 & over	4.0%

Police Officers	
Service	Salary Increase
0 - 2	8.0%
3	7.0%
4 - 5	6.0%
6	5.0%
7 & over	4.0%

4. Assumed Retirement Age was:

Annual Rate of Retirement				
Age	General Employees	Senior Management	Age	Police Officers
Rates when the maximum benefit cap is not applicable				
40	N/A	N/A	40	3%
41-45	4%	4%	41-45	2%
46-47	3%	3%	46-47	1%
48-49	2%	2%	48-50	1%
50-64	5%	5%	51 & over	1%
65-69	50%	50%	NRA	50%
70	100%	100%	Past NRA	50%
Rates when the maximum benefit cap is applicable				
50-64	100%	35%		
65-69	100%	50%		
70	100%	100%		

5. Amortization period was 30 years for newly created bases.

**Distribution of Plan Participants by Attained Age Groups  
and Service Groups as of October 1, 2024**

**General Employees / Senior Management Employees**

Attained Age Group	<u>Completed Years of Service Since Hire</u>									<u>Total</u>
	<u>0 - 4</u>	<u>5 - 9</u>	<u>10 - 14</u>	<u>15 - 19</u>	<u>20 - 24</u>	<u>25 - 29</u>	<u>30 - 34</u>	<u>35 - 39</u>	<u>40 +</u>	
0 - 24	4	-	-	-	-	-	-	-	-	4
25 - 29	3	-	-	-	-	-	-	-	-	3
30 - 34	5	2	-	-	-	-	-	-	-	7
35 - 39	5	1	3	-	-	-	-	-	-	9
40 - 44	1	-	1	1	-	-	-	-	-	3
45 - 49	6	2	1	-	1	1	-	-	-	11
50 - 54	4	1	2	1	-	1	-	-	-	9
55 - 59	3	4	-	1	1	-	-	-	-	9
60 - 64	1	2	1	1	1	-	-	-	-	6
65 - 69	-	-	-	-	-	-	-	-	-	0
70 +	1	-	-	-	-	-	-	-	-	1
<b>TOTAL</b>	<b>33</b>	<b>12</b>	<b>8</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>62</b>

	<u>Prior Year</u>	<u>Current Year</u>
Average Pay	\$ 67,392	\$ 65,075
Average Service	6.79 years	7.04 years
Percent Female	32.4%	30.6%

Distribution of Plan Participants by Attained Age Groups  
and Service Groups as of October 1, 2024

Police Officers

Completed Years of Service Since Hire

Attained Age Group	<u>0 - 4</u>	<u>5 - 9</u>	<u>10 - 14</u>	<u>15 - 19</u>	<u>20 - 24</u>	<u>25 - 29</u>	<u>30 - 34</u>	<u>35 - 39</u>	<u>40 +</u>	<u>Total</u>
0 - 24	-	-	-	-	-	-	-	-	-	0
25 - 29	3	-	-	-	-	-	-	-	-	3
30 - 34	1	1	1	-	-	-	-	-	-	3
35 - 39	-	1	1	1	-	-	-	-	-	3
40 - 44	-	-	1	2	1	-	-	-	-	4
45 - 49	-	-	-	3	3	-	-	-	-	6
50 - 54	-	-	-	3	-	-	-	-	-	3
55 - 59	2	-	1	1	-	-	-	-	-	4
60 - 64	1	-	-	-	-	-	-	-	-	1
65 - 69	-	-	-	-	-	-	-	-	-	0
70 +	-	-	-	-	-	-	-	-	-	0
<b>TOTAL</b>	<b>7</b>	<b>2</b>	<b>4</b>	<b>10</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>27</b>

	<u>Prior Year</u>	<u>Current Year</u>
Average Pay	\$ 107,834	\$ 121,532
Average Service	13.07 years	12.58 years
Percent Female	17.2%	18.5%



## Both Groups Combined

## Summary of Participant Data

	<u>10/01/2023</u>	<u>10/01/2024</u>
<b>Active Participants</b>		
Number: Fully Vested	45	38
Partially Vested	11	11
Non-Vested	41	40
Total	<u>97</u>	<u>89</u>
Average Attained Age	44.30 years	44.73 years
Average Years of Service	8.67 years	8.72 years
Average Compensation	\$ 79,482	\$ 82,203
 <b>Inactive Participants Receiving Benefits (including DROPs)</b>		
Number	58	62
Average Age at Retirement	60.08 years	59.83 years
Average Annual Benefit	\$ 24,312	\$ 26,500
 <b>Inactive Participants Due Deferred Benefits</b>		
Number	6	12
Average Age at Commencement	62.09 years	62.55 years
Average Annual Benefit	\$ 14,635	\$ 20,422

**General Employees / Senior Management Employees**

**Summary of Participant Data**

	<u>10/01/2023</u>	<u>10/01/2024</u>
<b>Active Participants</b>		
Number: Fully Vested	19	18
Partially Vested	11	11
Non-Vested	38	33
Total	<u>68</u>	<u>62</u>
Average Attained Age	44.82 years	45.17 years
Average Years of Service	6.79 years	7.04 years
Average Compensation	\$ 67,392	\$ 65,075
 <b>Inactive Participants Receiving Benefits (including DROPs)</b>		
Number	37	38
Average Age at Retirement	60.86 years	60.80 years
Average Annual Benefit	\$ 18,610	\$ 19,411
 <b>Inactive Participants Due Deferred Benefits</b>		
Number	5	9
Average Age at Commencement	65.00 years	65.00 years
Average Annual Benefit	\$ 14,920	\$ 20,121

**Police Officers**

**Summary of Participant Data**

	<u>10/01/2023</u>	<u>10/01/2024</u>
<b>Active Participants</b>		
Number: Fully Vested	26	20
Partially Vested	0	0
Non-Vested	3	7
Total	<u>29</u>	<u>27</u>
Average Attained Age	43.07 years	43.73 years
Average Years of Service	13.07 years	12.58 years
Average Compensation	\$ 107,834	\$ 121,532
 <b>Inactive Participants Receiving Benefits (including DROPs)</b>		
Number	21	24
Average Age at Retirement	58.70 years	58.29 years
Average Annual Benefit	\$ 34,358	\$ 37,725
 <b>Inactive Participants Due Deferred Benefits</b>		
Number	1	3
Average Age at Commencement	47.55 years	55.18 years
Average Annual Benefit	\$ 13,211	\$ 21,326

**Both Groups Combined**  
**Reconciliation of Employee Data**

<b>A. <u>Active Participants</u></b>	
1. Active participants previous year	97
2. Retired during year	(2)
3. Entered DROP	(2)
4. Died during year	0
5. Disabled during year	0
6. Non-vested employment terminations	(12)
7. Vested employment terminations	(7)
8. Terminated vested paid lump sum	0
9. Leave of absence	0
10. Transfers	0
11. New active participants	15
12. Rehired participant	0
13. Part time employees transferred to full time participants	0
14. Active participants current year	89
<b>B. <u>Participants Receiving Benefits</u></b>	
1. Participants receiving benefits previous year	47
2. New retired participants	2
3. New terminated vested receiving benefits	0
4. New disabled receiving benefits	0
5. New beneficiaries receiving benefits	1
6. Former DROPs now receiving benefits	2
7. Died or ceased payment during year	(1)
8. Retired or terminated vested receiving benefits current year	51
<b>C. <u>DROP Participants</u></b>	
1. DROP participants previous year	11
2. Died during year	0
3. Became disabled during year	0
4. Employment terminated and retired during year	(2)
5. Entered DROP during year	2
6. DROP participants current year	11
<b>D. <u>Terminated Vested Participants Entitled to Future Benefits</u></b>	
1. Terminated vested entitled previous year	6
2. Died during year	0
3. Commenced receiving benefits during year	0
4. New terminated vested	7
5. Rehired	0
6. Terminated vested paid lump sum	(2)
7. Adjustments	1
8. Terminated vested entitled current year	12

General Employees / Senior Management Employees

Reconciliation of Employee Data

A. <u>Active Participants</u>	
1. Active participants previous year	68
2. Retired during year	(1)
3. Entered DROP	0
4. Died during year	0
5. Disabled during year	0
6. Non-vested employment terminations	(11)
7. Vested employment terminations	(4)
8. Terminated vested paid lump sum	0
9. Leave of absence	0
10. Transfers	0
11. New active participants	10
12. Rehired participant	0
13. Part time employees transferred to full time participants	0
14. Active participants current year	<u>62</u>
B. <u>Participants Receiving Benefits</u>	
1. Participants receiving benefits previous year	27
2. New retired participants	1
3. New terminated vested receiving benefits	0
4. New disabled receiving benefits	0
5. New beneficiaries receiving benefits	1
6. Former DROPs now receiving benefits	2
7. Died or ceased payment during year	(1)
8. Retired or terminated vested receiving benefits current year	<u>30</u>
C. <u>DROP Participants</u>	
1. DROP participants previous year	10
2. Died during year	0
3. Became disabled during year	0
4. Employment terminated and retired during year	(2)
5. Entered DROP during year	0
6. DROP participants current year	<u>8</u>
D. <u>Terminated Vested Participants Entitled to Future Benefits</u>	
1. Terminated vested entitled previous year	5
2. Died during year	0
3. Commenced receiving benefits during year	0
4. New terminated vested	4
5. Rehired	0
6. Terminated vested paid lump sum	(1)
7. Adjustments	1
8. Terminated vested entitled current year	<u>9</u>

Police Officers

Reconciliation of Employee Data

A. <u>Active Participants</u>	
1. Active participants previous year	29
2. Retired during year	(1)
3. Entered DROP	(2)
4. Died during year	0
5. Disabled during year	0
6. Non-vested employment terminations	(1)
7. Vested employment terminations	(3)
8. Terminated vested paid lump sum	0
9. Leave of absence	0
10. Transfers	0
11. New active participants	5
12. Rehired participant	0
13. Part time employees transferred to full time participants	0
14. Active participants current year	27
B. <u>Participants Receiving Benefits</u>	
1. Participants receiving benefits previous year	20
2. New retired participants	1
3. New terminated vested receiving benefits	0
4. New disabled receiving benefits	0
5. New beneficiaries receiving benefits	0
6. Former DROPs now receiving benefits	0
7. Died or ceased payment during year	0
8. Retired or terminated vested receiving benefits current year	21
C. <u>DROP Participants</u>	
1. DROP participants previous year	1
2. Died during year	0
3. Became disabled during year	0
4. Employment terminated and retired during year	0
5. Entered DROP during year	2
6. DROP participants current year	3
D. <u>Terminated Vested Participants Entitled to Future Benefits</u>	
1. Terminated vested entitled previous year	1
2. Died during year	0
3. Commenced receiving benefits during year	0
4. New terminated vested	3
5. Rehired	0
6. Terminated vested paid lump sum	(1)
7. Adjustments	0
8. Terminated vested entitled current year	3

## Recent Plan Experience

A. Investment Return Experience

<u>Year Ended</u>	<u>Market Value</u>	<u>Smoothed Actuarial Value</u>	<u>Assumed</u>
09/30/2024	20.81%	7.32%	7.25%
09/30/2023	9.02%	3.97%	7.25%
09/30/2022	(15.40%)	4.99%	7.25%
09/30/2021	23.44%	9.82%	7.25%
09/30/2020	5.15%	7.05%	7.25%
09/30/2019	4.26%	6.45%	7.25%
09/30/2018	7.34%	7.31%	7.25%
09/30/2017	10.61%	7.61%	7.25%
09/30/2016	11.08%	8.05%	7.25%
09/30/2015	(0.8%)	7.0%	7.5%
Average			
Last 3 Years	3.67%	5.42%	7.25%
Last 5 Years	7.66%	6.61%	7.25%
Last 10 Years	7.0%	6.9%	7.3%

B. Review of Recent Salary Experience \*

<u>Year Ended</u>	<u>General / Senior Management Employees</u>		<u>Police Officers</u>	
	<u>Actual</u>	<u>Assumed</u>	<u>Actual</u>	<u>Assumed</u>
09/30/2024	10.8%	5.3%	13.4%	4.4%
09/30/2023	17.1%	5.3%	15.4%	4.8%
09/30/2022	1.4%	5.1%	(1.2%)	5.0%
09/30/2021	7.1%	5.1%	8.2%	5.0%
09/30/2020	6.5%	5.3%	5.6%	5.1%
09/30/2019	4.3%	5.1%	5.3%	4.8%
09/30/2018	7.2%	5.2%	6.7%	4.9%
09/30/2017	0.1%	5.1%	(2.5%)	4.8%
09/30/2016	8.7%	5.4%	7.6%	4.8%
09/30/2015	6.1%	5.1%	2.4%	5.7%
Average				
Last 3 Years	9.6%	5.2%	8.9%	4.7%
Last 5 Years	8.5%	5.2%	8.1%	4.9%
Last 10 Years	6.8%	5.2%	6.0%	4.9%

\* Participants who have full years of pay for both years considered.

Recent Plan Experience

C. Recent Termination Experience

<u>General Employees / Senior Management Employees</u>				
<u>Year Ended</u>	<u>Number of Employees Previous Valuation</u>	<u>Expected Terminations</u>	<u>Actual Terminations</u>	<u>Ratio of Actual To Expected</u>
09/30/2024	68	6.8	15	2.2
09/30/2023	65	5.6	13	2.3
09/30/2022	59	4.9	7	1.4
09/30/2021	59	5.3	7	1.3
09/30/2020	69	5.7	5	0.9
09/30/2019	64	6.0	4	0.7
09/30/2018	59	5.7	2	0.4
09/30/2017	61	6.3	8	1.3
09/30/2016	59	6.2	5	0.8
09/30/2015	57	4.2	5	1.2
Last 3 Years	192	17.3	35	2.0
Last 5 Years	320	28.3	47	1.7
Last 10 Years	620	56.7	71	1.3

<u>Police Officers</u>				
<u>Year Ended</u>	<u>Number of Employees Previous Valuation</u>	<u>Expected Terminations</u>	<u>Actual Terminations</u>	<u>Ratio of Actual To Expected</u>
09/30/2024	29	0.8	4	5.1
09/30/2023	28	0.8	1	1.2
09/30/2022	31	1.0	0	0.0
09/30/2021	32	1.3	1	0.8
09/30/2020	30	1.2	0	0.0
09/30/2019	31	1.2	1	0.8
09/30/2018	28	0.9	0	0.0
09/30/2017	28	0.9	0	0.0
09/30/2016	28	1.0	0	0.0
09/30/2015	27	1.3	1	0.8
Last 3 Years	88	2.6	5	1.9
Last 5 Years	150	5.1	6	1.2
Last 10 Years	292	10.4	8	0.8

## Employer Contribution Information

Valuation Date	Contribution Fiscal Year End	Minimum Required Employer Contributions	Actual Employer Contributions Made
10/01/2024	09/30/2026	\$ 2,447,564	N/A
10/01/2023	09/30/2025	\$ 1,788,975	N/A
10/01/2022	09/30/2024	<sup>1</sup> \$ 1,446,473	\$ 1,595,366
10/01/2021	09/30/2023	\$ 1,333,275	\$ 1,508,275
10/01/2020	09/30/2022	\$ 1,326,786	\$ 1,480,712
10/01/2019	09/30/2021	<sup>2</sup> \$ 1,264,960	\$ 1,420,078
10/01/2018	09/30/2020	\$ 945,871	\$ 1,141,115
10/01/2017	09/30/2019	\$ 817,472	\$ 817,472
10/01/2016	09/30/2018	<sup>3</sup> \$ 917,274	\$ 917,274
10/01/2015	09/30/2017	<sup>4</sup> \$ 797,359	\$ 797,359
10/01/2014	09/30/2016	\$ 757,304	\$ 757,304
10/01/2013	09/30/2015	<sup>5</sup> \$ 727,022	\$ 727,022
10/01/2012	09/30/2014	<sup>6</sup> \$ 631,584	\$ 631,584
10/01/2011	09/30/2013	\$ 534,209	\$ 534,209
10/01/2010	09/30/2012	<sup>7</sup> \$ 515,440	\$ 515,440
10/01/2009	09/30/2011	\$ 625,963	\$ 625,963
10/01/2008	09/30/2010	\$ 553,919	\$ 553,919
10/01/2007	09/30/2009	<sup>8</sup> \$ 423,747	\$ 423,747
10/01/2006	09/30/2008	<sup>9</sup> \$ 384,905	\$ 384,416
10/01/2005	09/30/2007	\$ 264,370	\$ 264,370
10/01/2004	09/30/2006	<sup>10</sup> \$ 203,274	\$ 230,812
10/01/2003	09/30/2005	\$ 0	\$ 102,410
10/01/2002	09/30/2004	\$ 0	\$ 102,410
10/01/2001	09/30/2003	\$ 0	\$ 0
10/01/2000	09/30/2002	\$ 0	\$ 0
10/01/1999	09/30/2001	\$ 0	\$ 0
10/01/1998	09/30/2000	\$ 14,417	\$ 14,417
10/01/1997	09/30/1999	\$ 0	\$ 0

<sup>1</sup> Reflects benefit changes effective October 1, 2023

<sup>2</sup> Reflects assumption and benefit changes effective October 1, 2019

<sup>3</sup> Reflects assumption changes effective October 1, 2016

<sup>4</sup> Reflects assumption changes effective October 1, 2015 and benefit changes effective October 1, 2016

<sup>5</sup> Reflects benefit changes effective October 1, 2013

<sup>6</sup> Reflects assumption and benefit changes effective October 1, 2012

<sup>7</sup> Reflects assumption changes effective October 1, 2010

<sup>8</sup> Reflects assumption changes effective October 1, 2007

<sup>9</sup> Reflects benefit improvement effective October 1, 2007

<sup>10</sup> Reflects benefit improvement effective October 1, 2005

## Actuarial Valuation as of October 1, 2024

## State Required Exhibit

## All Members

	<u>10/01/2023</u>	<b>Prior Assumptions</b> <u>10/01/2024</u>	<b>Current Assumptions</b> <u>10/01/2024</u>
<b>A. Participant Data</b>			
1. Active participants	97	89	89
2. Retired, disabled and beneficiaries receiving benefits (including DROPs)	58	62	62
3. Terminated vested participants	6	12	12
4. Annual payroll of active participants	\$ 7,709,801	\$ 7,316,027	\$ 7,316,027
5. Expected payroll of active employees for the following year	\$ 8,018,193	\$ 7,608,668	\$ 7,608,668
6. Annual benefits payable to those currently receiving benefits (including DROPs)	\$ 1,410,080	\$ 1,643,010	\$ 1,643,010
<b>B. Assets</b>			
1. Net smoothed actuarial value	\$ 34,359,023	\$ 37,512,000	\$ 37,512,000
2. Net market value	\$ 31,808,726	\$ 39,133,742	\$ 39,133,742
<b>C. Liabilities</b>			
1. Actuarial present value of future expected benefit payments for active members			
a. Retirement benefits	\$ 32,594,164	\$ 32,934,632	\$ 36,958,060
b. Vesting benefits	1,597,470	1,321,180	1,641,713
c. Disability benefits	1,942,109	1,761,167	1,716,811
d. Return of member contributions	201,535	216,145	218,346
e. Total	<u>\$ 36,335,278</u>	<u>\$ 36,233,124</u>	<u>\$ 40,534,930</u>
2. Actuarial present value of future expected benefit payments for terminated vested members and miscellaneous	\$ 402,286	\$ 1,266,646	\$ 1,327,920
3. Actuarial present value of future expected benefit payments for members currently receiving benefits (including DROPs)	<u>\$ 16,889,801</u>	<u>\$ 20,248,277</u>	<u>\$ 20,682,447</u>
4. Total actuarial present value of future expected benefit payments	\$ 53,627,365	\$ 57,748,047	\$ 62,545,297
5. Actuarial accrued liabilities	\$ 43,229,154	\$ 47,972,690	\$ 50,495,543
6. Unfunded actuarial accrued liabilities	\$ 8,870,131	\$ 10,460,690	\$ 12,983,543

Actuarial Valuation as of October 1, 2024

State Required Exhibit

General Employees / Senior Management Employees

	<u>10/01/2023</u>	<u>Prior Assumptions</u> <u>10/01/2024</u>	<u>Current Assumptions</u> <u>10/01/2024</u>
<b>A. Participant Data</b>			
1. Active participants	68	62	62
2. Retired, disabled and beneficiaries receiving benefits (including DROPs)	37	38	38
3. Terminated vested participants	5	9	9
4. Annual payroll of active participants	\$ 4,582,626	\$ 4,034,654	\$ 4,034,654
5. Expected payroll of active employees for the following year	\$ 4,765,931	\$ 4,196,040	\$ 4,196,040
6. Annual benefits payable to those currently receiving benefits	\$ 688,567	\$ 737,620	\$ 737,620
<b>B. Assets</b>			
1. Net smoothed actuarial value	\$ 12,536,985	\$ 13,656,088	\$ 13,656,088
2. Net market value	\$ 11,606,428	\$ 14,246,476	\$ 14,246,476
<b>C. Liabilities</b>			
1. Actuarial present value of future expected benefit payments for active members			
a. Retirement benefits	\$ 10,886,067	\$ 10,371,980	\$ 11,495,306
b. Vesting benefits	1,087,149	878,800	1,101,392
c. Disability benefits	863,678	753,477	589,356
d. Return of member contributions	155,076	150,769	161,481
e. Total	<u>\$ 12,991,970</u>	<u>\$ 12,155,026</u>	<u>\$ 13,347,535</u>
2. Actuarial present value of future expected benefit payments for terminated vested members and miscellaneous	\$ 258,592	\$ 672,843	\$ 711,549
3. Actuarial present value of future expected benefit payments for members currently receiving benefits (including DROPs)	<u>\$ 8,685,395</u>	<u>\$ 9,434,407</u>	<u>\$ 9,634,850</u>
4. Total actuarial present value of future expected benefit payments	\$ 21,935,957	\$ 22,262,276	\$ 23,693,934
5. Actuarial accrued liabilities	\$ 17,369,704	\$ 18,270,172	\$ 19,712,769
6. Unfunded actuarial accrued liabilities	\$ 4,832,719	\$ 4,614,084	\$ 6,056,681

Actuarial Valuation as of October 1, 2024

State Required Exhibit

Police Officers

	<u>10/01/2023</u>	<u>Prior Assumptions</u> <u>10/01/2024</u>	<u>Current Assumptions</u> <u>10/01/2024</u>
<b>A. Participant Data</b>			
1. Active participants	29	27	27
2. Retired, disabled and beneficiaries receiving benefits (including DROPs)	21	24	24
3. Terminated vested participants	1	3	3
4. Annual payroll of active participants	\$ 3,127,175	\$ 3,281,373	\$ 3,281,373
5. Expected payroll of active employees for the following year	\$ 3,252,262	\$ 3,412,628	\$ 3,412,628
6. Annual benefits payable to those currently receiving benefits	\$ 721,513	\$ 905,390	\$ 905,390
<b>B. Assets</b>			
1. Net smoothed actuarial value	\$ 21,822,038	\$ 23,855,912	\$ 23,855,912
2. Net market value	\$ 20,202,298	\$ 24,887,266	\$ 24,887,266
<b>C. Liabilities</b>			
1. Actuarial present value of future expected benefit payments for active members			
a. Retirement benefits	\$ 21,708,097	\$ 22,562,652	\$ 25,462,754
b. Vesting benefits	510,321	442,380	540,321
c. Disability benefits	1,078,431	1,007,690	1,127,455
d. Return of member contributions	46,459	65,376	56,865
e. Total	<u>\$ 23,343,308</u>	<u>\$ 24,078,098</u>	<u>\$ 27,187,395</u>
2. Actuarial present value of future expected benefit payments for terminated vested members and miscellaneous	\$ 143,694	\$ 593,803	\$ 616,371
3. Actuarial present value of future expected benefit payments for members currently receiving benefits (including DROPs)	<u>\$ 8,204,406</u>	<u>\$ 10,813,870</u>	<u>\$ 11,047,597</u>
4. Total actuarial present value of future expected benefit payments	\$ 31,691,408	\$ 35,485,771	\$ 38,851,363
5. Actuarial accrued liabilities	\$ 25,859,450	\$ 29,702,518	\$ 30,782,774
6. Unfunded actuarial accrued liabilities	\$ 4,037,412	\$ 5,846,606	\$ 6,926,862

Actuarial Valuation as of October 1, 2024

State Required Exhibit - All Members

	<u>10/01/2023</u>	<u>Prior Assumptions 10/01/2024</u>	<u>Current Assumptions 10/01/2024</u>
<b>D. Statement of Accumulated Plan Benefits</b>			
1. Actuarial present value of accumulated vested benefits			
a. Participants currently receiving benefits	\$ 16,889,801	\$ 20,248,277	\$ 20,682,447
b. Terminated vested members and miscellaneous	401,910	1,266,646	1,327,920
c. Other participants	17,539,545	16,738,375	17,921,809
d. Total	<u>\$ 34,831,256</u>	<u>\$ 38,253,298</u>	<u>\$ 39,932,176</u>
2. Actuarial present value of accumulated non-vested plan benefits	<u>1,019,488</u>	<u>1,100,399</u>	<u>1,134,780</u>
3. Total actuarial present value of accumulated plan benefits	\$ 35,850,744	\$ 39,353,697	\$ 41,066,956
<b>E. Statement of Change in Accumulated Plan Benefits</b>			
1. Actuarial present value of accumulated plan benefits as of October 1, 2023			\$ 35,850,744
2. Increase / (decrease) during year attributable to:			
a. Plan amendment			\$ 0
b. Change in actuarial assumptions			1,713,259
c. Benefits paid (includes refunds and DROP distributions)			(1,512,437)
d. Other, including benefits accumulated, increase for interest due to decrease in the discount period			<u>5,015,390</u>
e. Net increase			\$ 5,216,212
3. Actuarial present value of accumulated plan benefits as of October 1, 2024			\$ 41,066,956
<b>F. Pension Cost</b>			
1. Total normal cost	\$ 1,643,606	\$ 1,646,075	\$ 1,931,712
2. Payment required to amortize unfunded liability	670,453	799,555	984,852
3. Interest	21,681	20,572	19,910
4. Total required contributions	<u>\$ 2,335,740</u>	<u>\$ 2,466,202</u>	<u>\$ 2,936,474</u>
5. Item 4 as a percentage of payroll	30.3%	33.7%	40.1%
6. Estimated employee contributions	\$ 641,455	\$ 608,693	\$ 608,693
7. Item 6 as a percentage of payroll	8.0% <sup>1</sup>	8.0% <sup>2</sup>	8.0% <sup>2</sup>
8. Net amount payable by Town and State	\$ 1,788,975	\$ 1,954,740	\$ 2,447,564
9. Item 8 as a percentage of payroll	22.3% <sup>1</sup>	25.7% <sup>2</sup>	32.2% <sup>2</sup>

<sup>1</sup> Percent of projected 2024 - 2025 covered payroll (\$8,018,193)

<sup>2</sup> Percent of projected 2025 - 2026 covered payroll (\$7,608,668)

Actuarial Valuation as of October 1, 2024

State Required Exhibit - General Employees / Senior Management Employees

	<u>10/01/2023</u>	<u>Prior Assumptions 10/01/2024</u>	<u>Current Assumptions 10/01/2024</u>
<b>D. Statement of Accumulated Plan Benefits</b>			
1. Actuarial present value of accumulated vested benefits			
a. Participants currently receiving benefits	\$ 8,685,395	\$ 9,434,407	\$ 9,634,850
b. Terminated vested members and miscellaneous	258,216	672,843	711,549
c. Other participants	4,445,277	4,285,590	4,997,895
d. Total	<u>\$ 13,388,888</u>	<u>\$ 14,392,840</u>	<u>\$ 15,344,294</u>
2. Actuarial present value of accumulated non-vested plan benefits	<u>915,151</u>	<u>787,739</u>	<u>780,154</u>
3. Total actuarial present value of accumulated plan benefits	\$ 14,304,039	\$ 15,180,579	\$ 16,124,448
<b>E. Statement of Change in Accumulated Plan Benefits</b>			
1. Actuarial present value of accumulated plan benefits as of October 1, 2023			\$ 14,304,039
2. Increase / (decrease) during year attributable to:			
a. Plan amendment			\$ 0
b. Change in actuarial assumptions			943,869
c. Benefits paid (includes refunds and DROP distributions)			(789,009)
d. Other, including benefits accumulated, increase for interest due to decrease in the discount period			<u>1,665,549</u>
e. Net increase			\$ 1,820,409
3. Actuarial present value of accumulated plan benefits as of October 1, 2024			\$ 16,124,448
<b>F. Pension Cost</b>			
1. Total normal cost	\$ 674,781	\$ 608,933	\$ 665,250
2. Payment required to amortize unfunded liability	396,434	384,732	492,996
3. Interest	12,887	11,345	10,980
4. Total required contributions	<u>\$ 1,084,102</u>	<u>\$ 1,005,010</u>	<u>\$ 1,169,226</u>
5. Item 4 as a percentage of payroll	23.7%	24.9%	29.0%
6. Estimated employee contributions	\$ 381,274	\$ 335,683	\$ 335,683
7. Item 6 as a percentage of payroll	8.0% <sup>1</sup>	8.0% <sup>2</sup>	8.0% <sup>2</sup>
8. Net amount payable by Town	\$ 748,251	\$ 709,131	\$ 881,168
9. Item 8 as a percentage of payroll	15.7% <sup>1</sup>	16.9% <sup>2</sup>	21.0% <sup>2</sup>
<sup>1</sup> Percent of projected 2024 - 2025 covered payroll (\$4,765,931)			
<sup>2</sup> Percent of projected 2025 - 2026 covered payroll (\$4,196,040)			

Actuarial Valuation as of October 1, 2024

State Required Exhibit - Police Officers

	<u>10/01/2023</u>	<u>Prior Assumptions 10/01/2024</u>	<u>Current Assumptions 10/01/2024</u>
<b>D. <u>Statement of Accumulated Plan Benefits</u></b>			
1. Actuarial present value of accumulated vested benefits			
a. Participants currently receiving benefits	\$ 8,204,406	\$ 10,813,870	\$ 11,047,597
b. Terminated vested members and miscellaneous	143,694	593,803	616,371
c. Other participants	13,094,268	12,452,785	12,923,914
d. Total	<u>\$ 21,442,368</u>	<u>\$ 23,860,458</u>	<u>\$ 24,587,882</u>
2. Actuarial present value of accumulated non-vested plan benefits	<u>104,337</u>	<u>312,660</u>	<u>354,626</u>
3. Total actuarial present value of accumulated plan benefits	\$ 21,546,705	\$ 24,173,118	\$ 24,942,508
<b>E. <u>Statement of Change in Accumulated Plan Benefits</u></b>			
1. Actuarial present value of accumulated plan benefits as of October 1, 2023			\$ 21,546,705
2. Increase / (decrease) during year attributable to:			
a. Plan amendment			\$ 0
b. Change in actuarial assumptions			769,390
c. Benefits paid (includes refunds and DROP distributions)			(723,428)
d. Other, including benefits accumulated, increase for interest due to decrease in the discount period			<u>3,349,841</u>
e. Net increase			\$ 3,395,803
3. Actuarial present value of accumulated plan benefits as of October 1, 2024			\$ 24,942,508
<b>F. <u>Pension Cost</u></b>			
1. Total normal cost	\$ 968,825	\$ 1,037,142	\$ 1,266,462
2. Payment required to amortize unfunded liability	274,019	414,823	491,856
3. Interest	8,794	9,227	8,930
4. Total required contributions	<u>\$ 1,251,638</u>	<u>\$ 1,461,192</u>	<u>\$ 1,767,248</u>
5. Item 4 as a percentage of payroll	40.0%	44.5%	53.9%
6. Estimated employee contributions	\$ 260,181	\$ 273,010	\$ 273,010
7. Item 6 as a percentage of payroll	8.0% <sup>1</sup>	8.0% <sup>2</sup>	8.0% <sup>2</sup>
8. Net amount payable by Town and State	\$ 1,040,724	\$ 1,245,609	\$ 1,566,396
9. Item 8 as a percentage of payroll	32.0% <sup>1</sup>	36.5% <sup>2</sup>	45.9% <sup>2</sup>
<sup>1</sup> Percent of projected 2024 - 2025 covered payroll (\$3,252,262)			
<sup>2</sup> Percent of projected 2025 - 2026 covered payroll (\$3,412,628)			

Actuarial Valuation as of October 1, 2024

State Required Exhibit - All Members

	<u>10/01/2023</u>	<u>Prior Assumptions 10/01/2024</u>	<u>Current Assumptions 10/01/2024</u>
<b>G. Past Contributions</b>			
1. Total contribution required (Prior Year)	\$ 2,051,919	\$ 2,430,430	\$ 2,430,430
2. Actual contributions made:			
a. Member	\$ 605,446	N/A	N/A
b. Town and State	1,595,366	N/A	N/A
c. Total	<u>\$ 2,200,812</u>	<u>N/A</u>	<u>N/A</u>
<b>H. Net Actuarial Gain / (Loss)</b>			
1. General Employees	\$ (1,225,725)	\$ 178,196	\$ 178,196
2. Police Officers	(1,499,310)	(1,652,249)	(1,652,249)
3. Total	<u>\$ (2,725,035)</u>	<u>\$ (1,474,053)</u>	<u>\$ (1,474,053)</u>
<b>I. Disclosure of Following Items:</b>			
1. Actuarial present value of future salaries - attained age			
a. General Employees	\$ 33,389,134	\$ 29,125,731	\$ 27,041,196
b. Police Officers	20,766,946	20,458,206	22,509,702
c. Total	<u>\$ 54,156,080</u>	<u>\$ 49,583,937</u>	<u>\$ 49,550,898</u>
2. Actuarial present value of future employee contributions - attained age			
a. General Employees	\$ 2,671,131	\$ 2,330,059	\$ 2,163,296
b. Police Officers	1,661,356	1,636,656	1,800,776
c. Total	<u>\$ 4,332,487</u>	<u>\$ 3,966,715</u>	<u>\$ 3,964,072</u>
3. Actuarial present value of future contributions from other sources	N/A	N/A	N/A
4. Amount of active members' accumulated contributions			
a. General Employees	\$ 2,039,170	\$ 1,899,160	\$ 1,899,160
b. Police Officers	3,204,451	2,879,974	2,879,974
c. Total	<u>\$ 5,243,621</u>	<u>\$ 4,779,134</u>	<u>\$ 4,779,134</u>
5. Actuarial present value of future salaries and future benefits at entry age	N/A	N/A	N/A
6. Actuarial present value of future employee contributions at entry age	N/A	N/A	N/A

Actuarial Valuation as of October 1, 2024

State Required Exhibit

<u>Date</u>	<u>Unfunded Actuarial Accrued Liabilities</u>	<u>Current Unfunded Liabilities</u>	<u>Current Assumptions Amortization Payment</u>	<u>Prior Assumptions Amortization Payment</u>	<u>Remaining Funding Period</u>
General Employees					
10/01/2009	Combined Bases *	\$ 1,530	\$ 219	\$ 221	9 years
10/01/2010	Actuarial (Gain) / Loss	205,762	20,357	20,647	16 years
10/01/2010	Assumption Changes	(110,543)	(10,936)	(11,092)	16 years
10/01/2011	Actuarial (Gain) / Loss	75,999	7,275	7,384	17 years
10/01/2012	Actuarial (Gain) / Loss	149,236	13,865	14,084	18 years
10/01/2012	Assumption Changes	112,756	10,476	10,641	18 years
10/01/2013	Actuarial (Gain) / Loss	82	7	8	19 years
10/01/2014	Actuarial (Gain) / Loss	83,220	7,341	7,467	20 years
10/01/2015	Actuarial (Gain) / Loss	147,564	12,728	12,954	21 years
10/01/2015	Assumption Changes	136,987	11,815	12,026	21 years
10/01/2015	Plan Amendment	287,114	24,764	25,205	21 years
10/01/2016	Actuarial (Gain) / Loss	300,300	25,373	25,841	22 years
10/01/2016	Assumption Changes	36,441	3,079	3,136	22 years
10/01/2017	Actuarial (Gain) / Loss	(227,763)	(18,884)	(19,244)	23 years
10/01/2018	Actuarial (Gain) / Loss	133,380	10,868	11,082	24 years
10/01/2018	Plan Amendment	1,539,020	125,407	127,873	24 years
10/01/2018	Plan Amendment - CBA	31,310	2,551	2,601	24 years
10/01/2019	Actuarial (Gain) / Loss	169,673	13,607	13,883	25 years
10/01/2019	Assumption Changes	(196,742)	(15,778)	(16,097)	25 years
10/01/2020	Actuarial (Gain) / Loss	510,611	40,353	41,192	26 years
10/01/2021	Actuarial (Gain) / Loss	(109,904)	(8,569)	(8,752)	27 years
10/01/2022	Actuarial (Gain) / Loss	271,172	20,881	21,337	28 years
10/01/2022	Plan Amendment - CBA	23,569	1,815	1,855	28 years
10/01/2023	Actuarial (Gain) / Loss	1,221,506	92,981	95,060	29 years
10/01/2024	Actuarial (Gain) / Loss	(178,196)	(14,291)	(14,580)	25 years
10/01/2024	Assumption Changes	1,442,597	115,692	N/A	25 years
	Total	\$ 6,056,681	\$ 492,996	\$ 384,732	

\* Combined per Internal Revenue Code Regulation 1.412(b)-1

Actuarial Valuation as of October 1, 2024

State Required Exhibit

Date	Unfunded Actuarial Accrued Liabilities	Current Unfunded Liabilities	Current Assumptions Amortization Payment	Prior Assumptions Amortization Payment	Remaining Funding Period
Police Officers					
10/01/2011	Combined Credit Bases *	\$ (4,124,389)	\$ (591,624)	\$ (596,538)	9 years
10/01/2011	Combined Charge Bases *	5,288,855	622,315	629,163	12 years
10/01/2012	Actuarial (Gain) / Loss	539,072	50,085	50,873	18 years
10/01/2012	Assumption Changes	40,721	3,783	3,843	18 years
10/01/2013	Actuarial (Gain) / Loss	(31,779)	(2,874)	(2,921)	19 years
10/01/2013	Plan Amendment	37,803	3,418	3,475	19 years
10/01/2014	Actuarial (Gain) / Loss	(156,490)	(13,805)	(14,042)	20 years
10/01/2015	Actuarial (Gain) / Loss	(159,775)	(13,781)	(14,026)	21 years
10/01/2015	Assumption Changes	276,190	23,822	24,246	21 years
10/01/2016	Actuarial (Gain) / Loss	(79,755)	(6,739)	(6,863)	22 years
10/01/2016	Assumption Changes	57,251	4,837	4,926	22 years
10/01/2017	Actuarial (Gain) / Loss	(193,477)	(16,041)	(16,347)	23 years
10/01/2018	Actuarial (Gain) / Loss	281,174	22,911	23,362	24 years
10/01/2018	Plan Amendment - CBA	842,289	68,634	69,983	24 years
10/01/2019	Actuarial (Gain) / Loss	(269,908)	(21,646)	(22,084)	25 years
10/01/2019	Assumption Changes	(371,013)	(29,754)	(30,356)	25 years
10/01/2020	Actuarial (Gain) / Loss	(13,014)	(1,028)	(1,050)	26 years
10/01/2021	Actuarial (Gain) / Loss	(194,480)	(15,163)	(15,487)	27 years
10/01/2022	Actuarial (Gain) / Loss	102,767	7,913	8,086	28 years
10/01/2022	Plan Amendment - CBA	771,531	59,409	60,708	28 years
10/01/2023	Actuarial (Gain) / Loss	1,550,784	118,046	120,685	29 years
10/01/2024	Actuarial (Gain) / Loss	1,652,249	132,505	135,187	25 years
10/01/2024	Assumption Changes	1,080,256	86,633	N/A	25 years
	Total	\$ 6,926,862	\$ 491,856	\$ 414,823	

\* Combined per Internal Revenue Code Regulation 1.412(b)-1

This Actuarial Valuation and/or cost determination was prepared and completed by us or under our direct supervision, and we acknowledge responsibility for the results. To the best of our knowledge, the results are complete and accurate, and in our 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 provided for in the valuation. All known events or trends which may require material increase in Plan costs or required contribution rates have been taken into account in the valuation.

*Jennifer Borregard*

Jennifer M. Borregard, E.A.  
Enrollment Number: 23-07624  
Date: March 5, 2026

*Michelle Jones*

Shelly L. Jones, A.S.A.  
Enrollment Number: 23-08684



## Glossary

**Actuarial Accrued Liability.** The difference between the Actuarial Present Value of Future Benefits, and the Actuarial Present Value of Future Normal Costs.

**Actuarial Assumptions.** Assumptions about future plan experience that affect costs or liabilities, such as: mortality, withdrawal, disablement, and retirement; future increases in salary; future rates of investment earnings; future investment and administrative expenses; characteristics of members not specified in the data, such as marital status; characteristics of future members; future elections made by members and other items.

**Actuarial Cost Method.** A procedure for allocating the Actuarial Present Value of Future Benefits between the Actuarial Present Value of Future Normal Costs and the Actuarial Accrued Liability.

**Actuarial Equivalent.** Of equal Actuarial Present Value, determined as of a given date and based on a given set of Actuarial Assumptions.

**Actuarial Present Value of Future Benefits.** The Actuarial Present Value of amounts which are expected to be paid at various future times to active members, retired members, beneficiaries receiving benefits and inactive, non-retired members entitled to either a refund or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.

**Actuarial Valuation.** The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a plan. An Actuarial Valuation for a governmental retirement system typically also includes calculations of items needed for compliance with GASB No. 67.

**Actuarial Value of Assets.** The value of the assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets or a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the actuarially required contribution.

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

## Glossary

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

**Amortization Period.** The period used in calculating the Amortization Payment.

**Annual Required Contribution.** The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation. The annual required contribution consists of the Employer Normal Cost and Amortization Payment plus interest adjustment.

**Closed Amortization Period.** A specific number of years that is reduced by one each year, and declines to zero with the passage of time. For example if the amortization period is initially set at 25 years, it is 24 years at the end of one year, 23 years at the end of two years, etc.

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

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

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

**GASB.** Governmental Accounting Standards Board.

## Glossary

**GASB No. 67 and GASB No. 68.** These are the governmental accounting standards that set the accounting rules for public retirement plans and the employers that sponsor or contribute to them. Statement No. 67 sets the accounting rules for the plans themselves, while Statement No. 68 sets the accounting rules for the employers that sponsor or contribute to public retirement plans.

**Normal Cost.** The annual cost assigned, under the Actuarial Cost Method, to the current plan year.

**Open Amortization Period.** An open amortization period is one which is used to determine the Amortization Payment but which does not change over time. In other words, if the initial period is set as 25 years, the same 25-year period is used in determining the Amortization Period each year. In theory, if an Open Amortization Period is used to amortize the Unfunded Actuarial Accrued Liability, the UAAL will never completely disappear, but will become smaller each year, either as a dollar amount or in relation to covered payroll.

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

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

**Vested Benefit Security Ratio.** The ratio of the Market Value of Assets to the Actuarial Present Value of Vested Accrued Benefits.