City of Tampa
Pension Fund for
Firefighters and Police Officers

Actuarial Valuation as of
October 1, 2024

Contributions Applicable to City's
Plan/Fiscal Year Ending September 30, 2026

FOSTER & FOSTER
ACTUARIES AND CONSULTANTS

May 28, 2025

Ms. Tiffany Weber, Plan Administrator
The City of Tampa Pension Fund for Firefighters and Police Officers
3001 North Boulevard
Tampa, FL 33603

Re: October 1, 2024 Actuarial Valuation

Dear Tiffany:

We are pleased to present to the Board this report of the annual actuarial valuation of the City of Tampa Pension Fund for Firefighters and Police Officers. The funding valuation was performed to determine whether the assets and contributions are sufficient to provide the prescribed benefits and to develop the appropriate funding requirements for the applicable plan year. Please note that this valuation may not be applicable for any other purposes.

The valuation has been conducted in accordance with generally accepted actuarial principles and practices, including the applicable Actuarial Standards of Practice as issued by the Actuarial Standards Board, and reflects laws and regulations issued to date pursuant to the provisions of Chapters 112, 175, and 185 Florida Statutes, as well as applicable federal laws and regulations. In our opinion, the assumptions used in this valuation, as adopted by the Board of Trustees, represent reasonable expectations of anticipated plan experience. Future actuarial measurements may differ significantly from the current measurements presented in this report for a variety of reasons including: changes in applicable laws, changes in plan provisions, changes in assumptions, or plan experience differing from expectations. Due to the limited scope of this valuation, we did not perform an analysis of the potential range of such future measurements.

For determining required contributions under Florida Statutes, funded percentages and unfunded liabilities are measured on an actuarial value of assets basis. The same measurements using market value of assets would result in different funded percentages and unfunded liabilities. The funded percentage and unfunded liabilities are appropriate for assessing the need and level of future contributions but do not assess the funded status of the plan if the plan were to settle all or a portion of its liabilities.

In conducting the valuation, we have relied on personnel, plan design, and asset information supplied by the Plan Administrator, financial reports prepared by the Plan's accountant and auditor, and the actuarial assumptions and methods described in the Actuarial Assumptions section of this report. While we cannot verify the accuracy of all this information, the supplied information was reviewed for consistency and reasonableness. As a result of this review, we have no reason to doubt the substantial accuracy of the information and believe that it has produced appropriate results. This information, along with any adjustments or modifications, is summarized in various sections of this report.

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

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

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

To my knowledge, no associate of Foster & Foster, Inc. working on valuations of the program has any direct financial interest or indirect material interest in the City of Tampa, nor does anyone at Foster & Foster, Inc. act as a member of the Board of Trustees of the City of Tampa Pension Fund for Firefighters and Police Officers. Thus, there is no relationship existing that might affect our capacity to prepare and certify this actuarial report.

If there are any questions, concerns, or comments about any of the items contained in this report, please contact us at 239-433-5500.

Respectfully submitted,

Foster & Foster, Inc.

By: ______________________________
Joseph Griffin, ASA, EA, MAAA
Enrolled Actuary #23-6938

Enclosures

Table of Contents

Section I – Summary of Report

The regular annual actuarial valuation of the City of Tampa Pension Fund for Firefighters and Police Officers (the Plan), performed as of October 1, 2024, has been completed and the results are presented in this Report. The contribution amounts set forth herein are applicable to the City's plan/fiscal year ended September 30, 2026.

The contribution requirements, compared with those developed in the October 1, 2023 actuarial valuation report, are as follows:

Valuation Date Applicable Plan/Fiscal Year End	10/1/2024 9/30/2026	10/1/2023 9/30/2025
Total Required Contribution	$ 75,131,587	$ 76,947,776
% of Total Annual Payroll	42.86%	45.02%
Less Estimated State Contributions [1]	$ 11,541,004	$ 10,576,096
% of Total Annual Payroll	6.58%	6.19%
Equals Required City and Member	$ 63,590,583	$ 66,371,680
% of Total Annual Payroll	36.28%	38.83%
Member Contribution	$ 27,175,463	$ 28,363,966
% of Total Annual Payroll	15.50%	16.59%
City Contribution	$ 36,415,120	$ 38,007,714
% of Total Annual Payroll	20.78%	22.24%

[1] Represents the amount received in calendar 2024.

The required contributions are based upon Base Plan benefits only. Separate accounting of assets is maintained to support cost of living (COLA) benefits, the deferred retirement option program (DROP) and for the 13th Check Program. These other programs do not directly impact the funding for the Base Plan benefits. As requested by the Florida Division of Retirement, the DROP account balances are included in valuation assets (Actuarial and Market Value of Assets) and liabilities. The inclusion of the DROP in both valuation assets and liabilities has no impact on the unfunded liabilities or required contributions.

The required contribution less the estimated State contribution is split between the Members and the City at a ratio of 1 to 1.34. The active Members contribute based upon a graduated schedule (Full Scale Contribution Rate, FSCR) of covered pay. The Member contribution rate as a percentage of the FSCR is developed through the actuarial valuation. The City matches 134% of the Members' contributions deposited at the end of each quarter. The expected member contributions as a percentage of the FSCR is 66.27% for the fiscal year ending September 30, 2026.

Section I – Summary of Report

Investment Return Allocation

For the year ending September 30, 2024 the actual return on the total fund was $782,356,254 and was allocated across accounts as follows:

	Investment Return Allocation	Approximate Investment Return
Base Plan (Base)	$ 206,485,743	14.57%
Postretirement Adjustment Account (PRAA)	561,866,968	
Base + PRAA	$ 768,352,711	31.85%
Deferred Retirement Option Plan (DROP)	14,003,543	24.29%
13th Check	0	
Total Investment Return	$ 782,356,254	31.63%

Plan Experience

For the fiscal year ending September 30, 2024 the plan experienced an overall gain of $38.9 million which will be amortized over a period of 15 years. This resulted in a decrease in the unfunded actuarial accrued liability. The primary sources of gains and losses are as follows:

Gains on the Actuarial Value of Assets
The Actuarial Value of Assets for the Base Plan including the DROP increased from $1,471.7 million to $1,601.5 million during the fiscal year ending September 30, 2024, reflecting an investment rate of return of 9.96% compared to the assumed rate of investment return of 8.50%. This resulted in a gain of $23.3 million.

Gains on the Actuarial Accrued Liability
There was an overall gain on the Actuarial Accrued Liability of approximately $7.0 million. This was primarily due to lower salary increases than expected.

Gains due to Contribution Timing
Under Florida Statutes, Plans can elect an actuarial valuation date for determining required contributions that is up to one year prior to the applicable fiscal year. This allows Plan sponsors time to adequately budget for upcoming contribution requirements, but results in year-over-year gains and losses due to the timing of contributions. Over time, these gains and losses are expected to largely offset each other. For the year ending September 30, 2024, the Plan experienced a gain of $8.6 million due to the timing of contributions.

Section I – Summary of Report

Changes in Plan Provisions and Assumptions

There were no changes in plan provisions from the prior valuation. A complete description of the plan provisions can be found in the Summary of Plan Provisions section of this report.

As a result of the January 2025 actuarial experience study, rates of termination, retirement, disability, and salary increases were updated as of October 1, 2024. This resulted in an increase in the Unfunded Actuarial Accrued Liability of approximately $7.4 million, which will be amortized over a 30-year period, and increased the total required contribution 1.19% of payroll.

A complete description of the actuarial assumptions and methods can be found in the Actuarial Assumptions and Methods section of this report.

Discussion of Risks

In reviewing the actuarial results contained in this report it is important to consider key risk factors that may impact the future solvency of the Plan and/or future contribution requirements. One of the most significant risks is the risk of adverse investment performance. Prolonged periods of investment performance below the assumed rate of investment return will reduce the Plan's funded status and increase contribution requirements over the long-term. The resulting increases will impact both the members' and the City's contribution requirements.

The required contributions are based upon Base Plan benefits only. Separate accounting of assets is maintained to support cost of living (COLA) benefits, the deferred retirement option program (DROP) and for the 13th Check Program. The first 5% of investment returns of the combined accounts (total Fund) is allocated to fund Base Plan benefits. Investment returns above this level are used to provide annual cost of living adjustments and 13th checks that are paid upon reaching certain requirements. Currently, a 5% allocation of the total Fund's return is projected to support the 8.5% return on investments assumed in this report. Periods of prolonged adverse investment performance can limit contributions returns that are allocated to provide funding of cost of living adjustments, causing the assets set aside for this purpose to shrink. In this scenario, the 8.5% investment return assumption may no longer be supportable, causing an increase in the amount of contributions required by members and the City to fund Base Plan benefits. Past and future cost of living adjustments are only payable as long as there are sufficient funds available in the account set aside to make COLA payments and are not funded with contributions. The study titled The City of Tampa Pension Fund for Firefighters and Police Officers Stochastic Projection Study dated December 18, 2019 provides further details.

A further discussion of risks is in the Discussion of Risks section of this report.

Section II - Valuation Information

Summary of Results

Valuation Date	October 1, 2024	October 1, 2023
Participant Data		
Actives	1,455	1,448
Service Retirees	1,515	1,485
DROP Retirees	261	246
Beneficiaries	341	343
Disability Retirees	274	280
Terminated Vested	38	39
Total	3,884	3,841
Payroll Under Assumed Ret. Age	$ 168,537,115	$ 164,350,711
Projected Payroll	175,278,600	170,924,739
Annual Rate of Payments to:		
Service Retirees	$ 77,862,384	$ 74,471,020
DROP Retirees	21,809,335	20,326,491
Beneficiaries	6,450,698	6,133,538
Disability Retirees	9,075,347	8,883,033
Terminated Vested	828,172	660,843
Unfunded Liabilities		
Actuarial Accrued Liability	$ 1,802,295,309	$ 1,707,453,593
Actuarial Value of Assets	1,601,507,390	1,471,725,926
Unfunded Accrued Liability	$ 200,787,919	$ 235,727,667
Funded Percentage	88.9%	86.2%
Development of Required Contribution		
(1) Normal Cost and Administrative Expenses[1]	$ 55,475,941	$ 52,244,882
(2) Unfunded Liability Payment[1]	19,655,646	24,702,894
(3) Preliminary Annual Cost (1) + (2)	$ 75,131,587	$ 76,947,776
(4) Minimum required under Florida Statute 112.66(13)	55,475,941	52,244,882
(5) Total Required Contribution max[(3), (4)]	$ 75,131,587	$ 76,947,776
Minimum Required Contribution by Source		
Estimated Member Contributions	$ 27,175,463	$ 28,363,966
Net City Contribution	36,415,120	38,007,714
Estimated State Contributions	11,541,004	10,576,096
Minimum Required Contribution by Source (% of Projected Payroll)		
Estimated Member Contributions	15.50%	16.59%
Net City Contribution	20.78%	22.24%
Estimated State Contributions	6.58%	6.19%

[1] Includes interest adjustments

Section II - Valuation Information

Summary of Results (Continued)

October 1, 2024	**Firefighters**	**Police**	**Total**
Participant Data by Fire and Police			
Actives	666	789	1,455
Service Retirees	543	972	1,515
DROP Retirees	97	164	261
Beneficiaries	150	191	341
Disability Retirees	122	152	274
Terminated Vested	18	20	38
Total	1,596	2,288	3,884

October 1, 2023	**Firefighters**	**Police**	**Total**
Participant Data by Fire and Police			
Actives	653	795	1,448
Service Retirees	541	944	1,485
DROP Retirees	87	159	246
Beneficiaries	160	183	343
Disability Retirees	124	156	280
Terminated Vested	19	20	39
Total	1,584	2,257	3,841

Section II - Valuation Information

Reconciliation of Unfunded Actuarial Accrued Liabilities

Fiscal Year Ending		September 30, 2024
(1)	Unfunded Actuarial Accrued Liability as of October 1, 2023	$ 235,727,667
(2)	Sponsor Normal Cost	14,600,387
(3)	Administrative Expenses	3,956,331
(4)	Expected interest on (1), (2) and (3)	21,446,029
(5)	Sponsor contributions to the System during the year	50,353,323
(6)	Expected interest on (5)	1,649,524
(7)	Expected Unfunded Actuarial Accrued Liability as of September 30, 2024 (1)+(2)+(3)+(4)-(5)-(6)	$ 223,727,567
(8)	Change to UAAL due to Assumption Change	7,408,299
(9)	Change to UAAL due to Actuarial (Gain)/Loss	(30,347,947)
(10)	Unfunded Actuarial Accrued Liability as of October 1, 2024 (7)+(8)+(9)	$ 200,787,919
(11)	Expected Unfunded Actuarial Accrued Liability Based on Outstanding Bases	232,283,488
(12)	Additional Actuarial (Gain) / Loss for Contribution Timing Needed to Maintain Equation of Balance (7) - (10)	$ (8,555,921)

Section II - Valuation Information

Detailed Actuarial (Gain) Loss Analysis

Fiscal Year Ending		September 30, 2024
(1) Unfunded Actuarial Accrued Liability (UAAL) as of October 1, 2023	$	235,727,667
(2) Expected UAAL as of October 1, 2024	$	232,283,488
(3) Summary of Actuarial (Gain)/Loss, by component:		
Investment Return (Actuarial Asset Basis)	$	(23,303,569)
Salary Increases		(7,647,646)
Active Decrements		(998,599)
Inactive Mortality		537,190
Contribution Timing		(8,555,921)
Other		1,064,677
Increase in UAAL due to (Gain)/Loss	$	(38,903,868)
Assumption Changes		7,408,299
(4) Actual UAAL as of October 1, 2024	$	200,787,919

Section II - Valuation Information

Unfunded Liability Bases

Type of Base	Date Established	Years Remaining	10/1/2024 Amount	End of Year Amortization Amount
Actuarial Gain	10/1/2010	1	$ (6,486,809)	$ (7,038,187)
Actuarial Loss	10/1/2011	2	1,632,348	921,648
Actuarial Gain	10/1/2012	3	(42,766,108)	(16,744,611)
Actuarial Gain	10/1/2013	4	(3,689,342)	(1,126,313)
Actuarial Loss	10/1/2014	5	834,180	211,685
Actuarial Loss	10/1/2015	6	12,118,925	2,661,402
Asset Method Change	10/1/2001	7	(32,815,129)	(6,411,066)
Actuarial Gain	10/1/2016	7	(22,112,680)	(4,320,137)
Actuarial Gain	10/1/2017	8	(11,438,023)	(2,028,312)
Change in Assump	10/1/2003	9	4,991,725	815,766
Benefit Improvement	10/1/2003	9	42,982,614	7,024,380
Actuarial Gain	10/1/2018	9	(15,709,511)	(2,567,307)
Actuarial Loss	10/1/2019	10	8,223,490	1,253,324
Actuarial Loss	10/1/2020	11	3,587,812	514,826
Actuarial Loss	10/1/2021	12	7,341,206	999,526
Actuarial Loss	10/1/2022	13	101,342,361	13,176,824
Actuarial Loss	10/1/2023	14	50,044,406	6,247,666
Change in Assump	10/1/2008	14	(6,103,850)	(762,020)
Change in Assump	10/1/2011	17	10,705,187	1,213,025
Change in Assump	10/1/2012	18	110,680,994	12,222,548
Benefit Improvement	10/1/2012	18	1,607,773	177,548
Change in Assump	10/1/2016	22	4,701,351	479,251
Plan Change	10/1/2017	23	2,178,332	218,643
Change in Assump	10/1/2018	24	1,541,443	152,556
Change in Assump	10/1/2020	26	8,890,793	858,674
Actuarial Gain	10/1/2024	15	(38,903,868)	(4,684,822)
Change in Assump	10/1/2024	30	7,408,299	689,346
			$ 200,787,919	$ 4,155,863

Amortization of Total UAAL over 30 Years: $ 18,683,431

Section II - Valuation Information
Cumulative Actuarial (Gains) Losses

Year End 9/30	(1) Beginning Balance	(2) Interest	(3) Amortization Payment	(4) (Gain) Loss for Year[1]	(5) Impact of 13th Check[2]	(1)+(2)-(3)+(4)-(5) Ending Balance
2000	$ 0	$ 0	$ 0	$ 118,611,565	N/A	$ 118,611,565
2001	118,611,565	11,861,157	15,594,310	80,023,466	N/A	194,901,878
2002	194,901,878	19,490,188	26,115,297	(87,420,039)	N/A	100,856,730
2003	100,856,730	10,085,673	14,621,855	(128,921,932)	(7,595,166)	(25,006,218)
2004	(25,006,218)	(2,500,622)	(1,329,433)	(32,620,807)	N/A	(58,798,214)
2005	(58,798,214)	(5,879,821)	(5,618,215)	9,433,884	N/A	(49,625,936)
2006	(49,625,936)	(4,962,594)	(4,377,906)	3,662,854	N/A	(46,547,770)
2007	(46,547,770)	(4,654,777)	(3,896,336)	71,888,724	N/A	24,582,513
2008	24,582,513	2,458,251	5,555,146	125,685,458	N/A	147,171,076
2009	147,171,076	14,717,108	22,079,489	(57,961,330)	N/A	81,847,365
2010	81,847,365	8,184,737	14,459,094	7,622,396	N/A	83,195,404
2011	83,195,404	8,319,540	15,461,239	(139,051,210)	N/A	(62,997,505)
2012	(62,997,505)	(5,354,788)	(2,114,704)	(9,353,164)	N/A	(75,590,753)
2013	(75,590,753)	(6,425,214)	(3,241,015)	1,757,885	N/A	(77,017,067)
2014	(77,017,067)	(6,546,451)	(3,029,330)	22,100,911	N/A	(58,433,277)
2015	(58,433,277)	(4,966,829)	(367,928)	(35,875,441)	N/A	(98,907,619)
2016	(98,907,619)	(8,407,148)	(19,779,020)	(16,843,583)	N/A	(104,379,330)
2017	(104,379,330)	(8,872,243)	(31,928,225)	(21,319,524)	N/A	(102,642,872)
2018	(102,642,872)	(8,724,644)	(23,502,673)	10,407,895	N/A	(77,456,948)
2019	(77,456,948)	(6,583,841)	(7,077,454)	4,275,235	N/A	(72,688,100)
2020	(72,688,100)	(6,178,489)	(2,505,244)	8,300,301	N/A	(68,061,044)
2021	(68,061,044)	(5,785,189)	(2,673,048)	109,423,465	N/A	38,250,280
2022	38,250,280	3,251,274	10,052,796	51,882,094	N/A	83,330,852
2023	83,330,852	7,083,122	7,491,725	(38,903,868)	N/A	44,018,381
2024	44,018,381					

[1] The (Gain)/Loss for the year is calculated before allocations are made to the 13th Check Account.

[2] 13th Check allocation generally does not impact Base Plan gain or loss (impact at 10/1/2004 was due to outstanding make-up to Base).

[3] The amortization payment reflects a correction to equal the total sum of actuarial gains and losses for the period ending 9/30/2018.

Section III - Information Required by Florida Statute

Comparative Summary of Principal Valuation Results

Valuation Date	October 1, 2024	Prior Assumptions October 1, 2024	October 1, 2023
A. Participant Data			
Actives	1,455	1,455	1,448
Service Retirees	1,515	1,515	1,485
DROP Retirees	261	261	246
Beneficiaries	341	341	343
Disability Retirees	274	274	280
Terminated Vested	38	38	39
Total	3,884	3,884	3,841
Total Annual Payroll	$ 169,357,960	$ 168,091,507	$ 165,183,161
Payroll Under Assumed Ret. Age	168,537,115	167,274,158	164,350,711
Projected Payroll	175,278,600	173,965,124	170,924,739
Annual Rate of Payments to:			
Service Retirees	$ 77,862,384	$ 77,862,384	$ 74,471,020
DROP Retirees	21,809,335	21,809,335	20,326,491
Beneficiaries	6,450,698	6,450,698	6,133,538
Disability Retirees	9,075,347	9,075,347	8,883,033
Terminated Vested	828,172	828,172	660,843
B. Assets			
Actuarial Value (AVA) [1]	$ 1,601,507,390	$ 1,601,507,390	$ 1,471,725,926
Market Value (MVA) [1]	1,683,512,647	1,683,512,647	1,486,932,333
C. Liabilities			
Present Value of Benefits			
Actives			
Retirement Benefits	$ 850,673,865	$ 806,690,260	$ 788,971,618
Disability Benefits	61,512,087	83,091,594	81,234,130
Death Benefits	6,730,197	6,450,170	6,343,673
Vested Benefits	14,862,453	3,716,759	3,574,235
Service Retirees	825,478,204	825,478,204	791,158,133
DROP Retirees [1]	334,156,946	334,156,946	291,325,351
Beneficiaries	55,933,002	55,933,002	53,315,508
Disability Retirees	88,440,957	88,440,957	86,359,270
Terminated Vested	8,028,483	8,028,483	7,046,256
Excess State Monies Reserve	0	0	0
Total	$ 2,245,816,194	$ 2,211,986,375	$ 2,109,328,174

Section III - Information Required by Florida Statute

Comparative Summary of Principal Valuation Results (Continued)

Valuation Date	October 1, 2024	Prior Assumptions October 1, 2024	October 1, 2023
C. Liabilities - (Continued)			
Present Value of Future Salaries	$ 1,617,177,277	$ 1,558,570,534	$ 1,511,187,977
Normal Cost (Retirement)	$ 38,867,309	$ 36,047,529	$ 35,159,188
Normal Cost (Disability)	5,498,451	7,488,140	7,322,191
Normal Cost (Death)	491,883	469,133	457,099
Normal Cost (Vesting)	1,481,591	677,910	626,296
Total Normal Cost	$ 46,339,234	$ 44,682,712	$ 43,564,774
Present Value of Future Normal Costs	$ 443,520,885	$ 417,099,365	$ 401,874,581
Accrued Liability (Retirement)	$ 478,232,829	$ 468,671,517	$ 463,502,381
Accrued Liability (Disability)	9,798,468	14,937,781	15,089,243
Accrued Liability (Death)	2,059,770	2,116,503	2,157,524
Accrued Liability (Vesting)	166,650	(2,876,383)	(2,500,073)
Accrued Liability (Inactives) [1]	1,312,037,592	1,312,037,592	1,229,204,518
Excess State Monies Reserve	0	0	0
Total Actuarial Accrued Liability (AAL)	$ 1,802,295,309	$ 1,794,887,010	$ 1,707,453,593
Unfunded Actuarial Accrued Liability (UAAL)	$ 200,787,919	$ 193,379,620	$ 235,727,667
Funded Ratio (AVA / AAL)	88.9%	89.2%	86.2%

Section III - Information Required by Florida Statute

Comparative Summary of Principal Valuation Results (Continued)

Valuation Date	October 1, 2024	Prior Assumptions October 1, 2024	October 1, 2023
D. Actuarial Present Value of Accrued Benefits			
Vested Accrued Benefits			
Inactives [1]	$ 1,312,037,592	$ 1,312,037,592	$ 1,229,204,518
Actives	182,157,926	192,074,341	192,045,495
Member Contributions	147,716,263	147,716,263	131,771,978
Total	1,641,911,781	1,651,828,196	1,553,021,991
Non-vested Accrued Benefits	$ 35,615,010	$ 34,407,331	$ 34,231,410
Total Present Value Accrued Benefits (PVAB)	$ 1,677,526,791	$ 1,686,235,527	$ 1,587,253,401
Funded Ratio (MVA / PVAB)	100.4%	99.8%	93.7%
Increase (Decrease) in Present Value of Accrued Benefits Attributable to:			
Plan Amendments	$ 0	$ 0	
Assumption Changes	(8,708,736)	0	
New Accrued Benefits	0	71,809,613	
Benefits Paid	0	(103,351,584)	
Interest	0	130,524,097	
Other	0	0	
Total	$ (8,708,736)	$ 98,982,126	

Section III - Information Required by Florida Statute

Comparative Summary of Principal Valuation Results (Continued)

Valuation Date Applicable to Fiscal Year Ending	October 1, 2024 September 30, 2026	Prior Assumptions October 1, 2024 September 30, 2026	October 1, 2023 September 30, 2025
E. Pension Cost			
Normal Cost (with interest)	$ 52,894,349	$ 51,003,498	$ 49,727,416
% of Total Annual Payroll [2]	30.18%	29.32%	29.09%
Administrative Expenses (with interest)	$ 2,581,592	$ 2,562,247	$ 2,517,466
% of Total Annual Payroll [2]	1.47%	1.47%	1.47%
Payment Required to Amortize Unfunded Actuarial Accrued (as of 10/1/2024, with interest)	$ 19,655,646	$ 18,930,429	$ 24,702,894
% of Total Annual Payroll [2]	11.21%	10.88%	14.45%
Total Required Contribution	$ 75,131,587	$ 72,496,174	$ 76,947,776
% of Total Annual Payroll [2]	42.86%	41.67%	45.02%
Expected State Contributions	$ 11,541,004	$ 11,541,004	$ 10,576,096
% of Total Annual Payroll [2]	6.58%	6.63%	6.19%
Expected Member Contributions	$ 27,175,463	$ 26,049,218	$ 28,363,966
% of Total Annual Payroll [2]	15.50%	14.97%	16.59%
Expected City Contribution	$ 36,415,120	$ 34,905,952	$ 38,007,714
% of Total Annual Payroll [2]	20.78%	20.07%	22.24%

F. Past Contributions

Plan Year Ending	September 30, 2024
Total Required Contribution	$ 79,317,710
City and State Requirement	50,353,323
Actual Contributions Made:	
Members (excluding buyback)	$ 28,964,387
City	38,812,319
State	11,541,004
Total	$ 79,317,710

G. Net Actuarial (Gain)/Loss	$ (38,903,868)

[1] The asset values and liabilities include accumulated DROP Plan Balances as of 9/30/2024 and 9/30/2023.

[2] Contributions developed as of 10/1/2024 are expressed as a percentage of projected payroll of $175,278,600 after assumption changes and of $173,965,124 before assumption changes.

Section III - Information Required by Florida Statute

Comparative Summary of Principal Valuation Results (Continued)

H. Schedule Illustrating the Amortization of the Total Unfunded Actuarial Accrued Liability as of:

Year	Projected Unfunded Actuarial Accrued Liability
2024	$ 200,787,919
2025	199,171,461
2026	197,568,016
2033	129,748,544
2040	32,838,409
2047	5,013,477
2054	0

I. (i) 5 Year Comparison of Actual and Assumed Salary Increases

		Actual	Assumed
Year Ended	9/30/2024	5.37%	6.35%
Year Ended	9/30/2023	20.34%	6.27%
Year Ended	9/30/2022	5.66%	6.38%
Year Ended	9/30/2021	8.98%	6.31%
Year Ended	9/30/2020	10.35%	6.60%

(ii) 5 Year Comparison of Investment Return on Market Value and Actuarial Value

		Market	Actuarial	Assumed
Year Ended	9/30/2024	14.57%	9.96%	8.50%
Year Ended	9/30/2023	33.17%	8.79%	8.50%
Year Ended	9/30/2022	-15.67%	-0.17%	8.50%
Year Ended	9/30/2021	8.95%	8.06%	8.50%
Year Ended	9/30/2020	10.61%	9.81%	8.50%

(iii) Average Annual Payroll Growth

(a) Payroll as of:	10/1/2024	$169,357,960
	10/1/2014	94,709,386
(b) Total Increase		78.82%
(c) Number of Years		10.00
(d) Average Annual Rate		5.98%

Section III – Information Required by Florida Statute

Statement by Enrolled Actuary

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

Joseph L. Griffin, EA, ASA, MAAA
Enrolled Actuary #23-6938

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

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

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

Section IV -Valuation Assets

Reconciliation of Market Value (Base Plus DROP Accounts)

Fiscal Year Ending	September 30, 2024	September 30, 2023
Beginning of the Year Including DROP Accounts	$ 1,486,932,333	$ 1,153,828,174
DROP Accounts	(52,094,181)	(42,201,048)
Adjustments	(5,610)	(2)
Beginning of the Year Excluding DROP	$ 1,434,832,542	$ 1,111,627,124
Contributions:		
Member (including service buybacks)	$ 31,181,905	$ 26,271,048
City	38,812,319	32,690,154
State	11,541,004	10,576,096
Total Contributions	$ 81,535,228	$ 69,537,298
Investment Income:		
Investment Income Allocation	$ 213,536,820	$ 368,269,281
Investment Expenses[1]	(7,051,077)	(6,050,097)
Net Investment Income	$ 206,485,743	$ 362,219,184
Distributions to Members:		
Base Benefits	$ (91,509,450)	$ (87,970,587)
Benefit Payments to DROP Accounts	(20,092,402)	(16,793,484)
Refunds of Member Contributions	(1,005,961)	(391,202)
Total Distributions	$ (112,607,813)	$ (105,155,273)
Administrative Expenses	$ (3,956,331)	$ (3,390,181)
End of Year	$ 1,606,289,369	$ 1,434,838,152
DROP Accounts	77,223,278	52,094,181
End of the Year Including DROP Accounts	$ 1,683,512,647	$ 1,486,932,333
Estimated Return	14.57%	33.17%

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

Section IV - Valuation Assets

Actuarial Value of Assets

Fiscal Year Ending	September 30, 2024	September 30, 2023
1. Actuarial Value of Assets Beginning of Year		
a. Actuarial Value of Assets (AVA)	$ 1,471,725,926	$ 1,384,593,809
b. DROP Accounts	52,094,181	42,201,048
c. AVA net of DROP Accounts (1.a. - 1.b.)	$ 1,419,631,745	$ 1,342,392,761
2. Net Cash Flow Base Account:		
a. Contributions	$ 81,535,228	$ 69,537,298
b. Benefit Payments	(112,607,813)	(105,155,273)
c. Administrative Expenses	(3,956,331)	(3,390,181)
d. Total (2.a. + 2.b. + 2.c.)	$ (35,028,916)	$ (39,008,156)
3. Projected Investment Return		
a. Expected Return (8.50% x 1.c. + 4.25% x 2.d.)	$ 119,179,969	$ 112,445,538
4. Expected Actuarial Value of Assets (1.c. + 2.d. + 3.a.)	$ 1,503,782,798	$ 1,415,830,143
5. Market Value of Assets (MVA) Base Account	$ 1,606,289,369	$ 1,434,838,152
6. Gain (Loss) (5. - 4.)	$ 102,506,571	$ 19,008,009
7. 20% Adjustment toward Market Value (20% X 6.)	$ 20,501,314	$ 3,801,602
8. Preliminary Actuarial Value of Assets		
a. Preliminary AVA net of DROP Accounts (4. + 7.)	$ 1,524,284,112	$ 1,419,631,745
b. DROP Accounts	77,223,278	52,094,181
c. Preliminary Actuarial Value of Assets (8.a. + 8.b.)	$ 1,601,507,390	$ 1,471,725,926
9. Actuarial Value of Assets Corridor		
a. MVA Base Account	$ 1,606,289,369	$ 1,434,838,152
b. DROP Accounts	77,223,278	52,094,181
c. MVA Base plus DROP Accounts (9.a. + 9.b.)	$ 1,683,512,647	$ 1,486,932,333
d. 80% of MVA Base plus DROP Accounts (80% X 9.c.)	$ 1,346,810,118	$ 1,189,545,866
e. 120% of MVA Base plus DROP Accounts (120% 9.c.)	$ 2,020,215,176	$ 1,784,318,800
10. Actuarial Value of Assets End of Year (8.c not less than 9.d., not more than 9.e.)	$ 1,601,507,390	$ 1,471,725,926
11. Estimated Return	9.96%	8.79%

Section IV - Valuation Assets

Make-Up to Base Plan of Prior Cumulative Investment Returns Below 5%

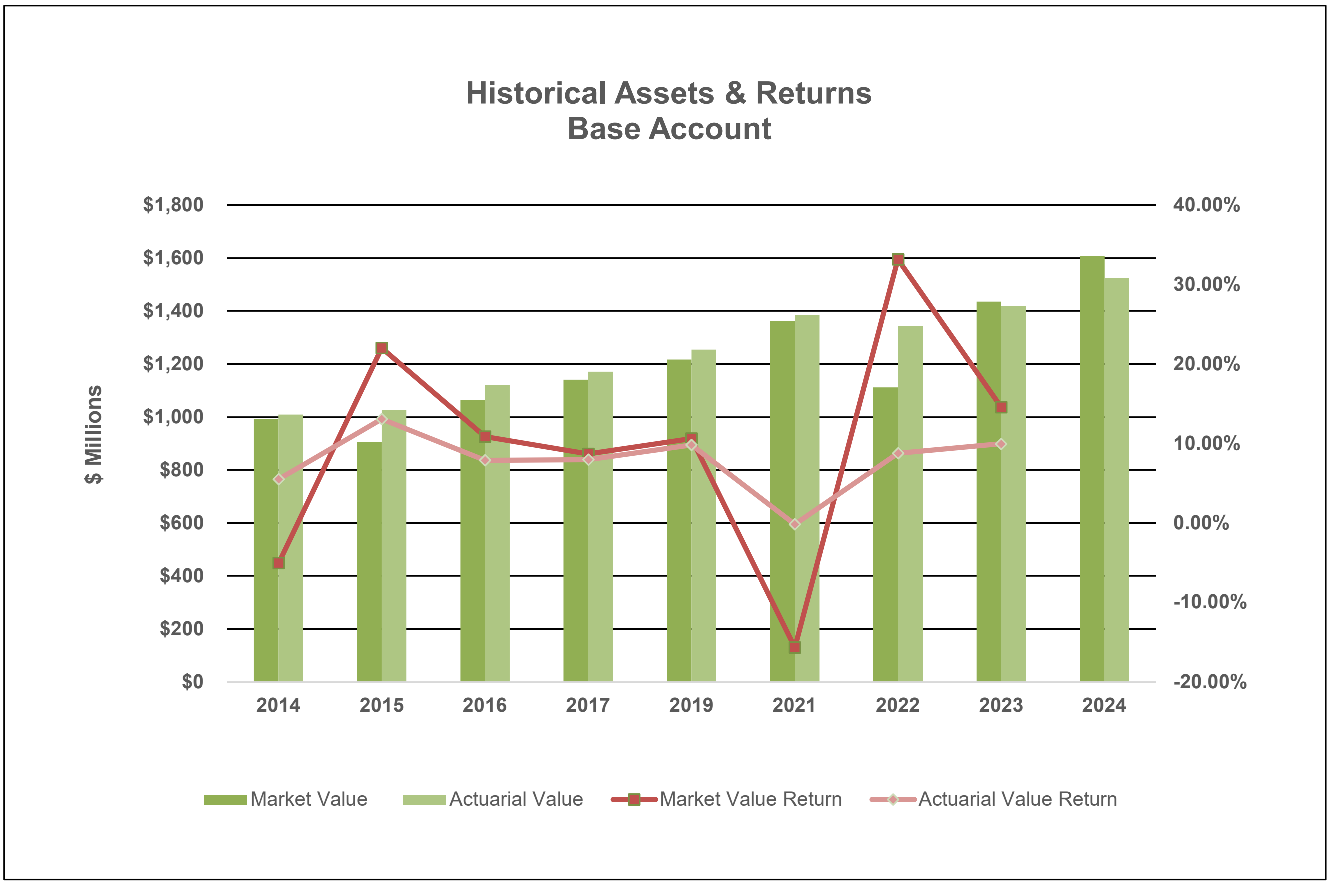
Plan Year Ending 9/30	Market Value of Base Plan Assets (BOY)	Market Value of PRAA Assets (BOY)	Market Value of Base + PRAA Assets (BOY)	Contributions	Benefits and Expenses	Expected 5% Return Allocation to Base Plan	Actual Return Allocation to Base Plan	Base Plan (Shortfall)/Makeup Payment in Year	Cumulative Makeup Payment
2008	$ 719,097,961	$ 934,239,630	$ 1,653,337,591	$ 12,569,135	$ 65,614,562	$ 81,340,744	$ (100,511,234)	$ (181,851,978)	$ (181,851,978)
2009	584,699,200	784,499,273	1,369,198,473	13,973,973	70,619,460	67,043,786	(30,140,703)	(97,184,489)	(279,036,467)
2010	518,870,559	723,101,511	1,241,972,070	21,778,015	76,558,537	60,729,091	150,761,191	90,032,100	(189,004,367)
2011	636,967,389	700,985,350	1,337,952,739	37,250,280	84,536,461	65,715,482	25,825,808	(39,889,674)	(228,894,041)
2012	638,032,360	678,612,090	1,316,644,450	37,406,332	87,719,948	64,574,382	278,826,704	214,252,322	(14,641,719)
2013	886,637,394	655,137,559	1,541,774,953	38,954,110	91,346,894	75,778,928	90,420,647	14,641,719	0
2014	945,570,541	753,555,435	1,699,125,976	37,642,185	96,556,356	83,483,445	83,483,445	0	0
2015	992,031,914	834,278,107	1,826,310,021	37,606,152	102,227,716	89,699,962	(48,964,256)	(138,664,218)	(138,664,218)
2016	906,395,662	765,491,752	1,671,887,414	40,513,871	105,785,118	81,962,590	195,443,874	113,481,284	(25,182,934)
2017	1,065,100,339	737,048,253	1,802,148,592	44,620,372	110,204,885	88,443,679	113,626,613	25,182,934	0
2018	1,141,801,711	837,853,199	1,979,654,910	35,507,355	112,650,447	97,023,168	97,023,168	0	0
2019	1,190,921,923	904,475,594	2,095,397,517	36,295,936	119,088,301	102,668,650	78,653,411	(24,015,239)	(24,015,239)
2020	1,217,244,806	873,385,413	2,090,630,219	39,726,517	124,971,199	102,400,394	126,415,633	24,015,239	0
2021	1,291,532,072	1,020,181,988	2,311,714,060	53,384,969	130,702,279	113,652,770	113,652,770	0	0
2022	1,361,974,519	1,298,784,158	2,660,758,677	60,285,465	136,782,513	131,125,509	(210,282,310)	(341,407,819)	(341,407,819)
2023	1,111,627,124	1,061,800,701	2,173,427,825	69,537,298	150,058,288	106,658,367	362,219,184	255,560,817	(85,847,002)
2024	1,434,832,542	1,020,287,867	2,455,120,409	81,535,228	166,226,404	120,638,741	206,485,743	85,847,002	0
2025	1,606,289,369	1,532,492,575	3,138,781,944						

In accordance with Policy #713, negative returns are allocated to the Base/PRAA accounts proportionately based on the relative size of each account as of the prior September 30th.

Section IV - Valuation Assets

Historical Asset Values and Estimated Investment Returns

Plan Year Beginning	Market Value (Base Account)	Actuarial Value (Base Account)	Benefit Payments[1]	Admin. Expenses	Contributions	Market Value Return	Actuarial Value Return
2014	$ 992,031,914	$ 1,008,559,574	$ 73,029,199	$ 1,590,078	$ 37,606,152	-5.04%	5.51%
2015	905,996,890	1,026,053,299	75,833,310	1,508,309	40,513,871	22.02%	13.08%
2016	1,064,613,016	1,121,043,318	79,978,320	1,704,527	44,620,372	10.86%	7.89%
2017	1,141,181,713	1,170,938,834	81,777,257	1,641,400	35,507,355	8.68%	7.98%
2018	1,190,293,579	1,214,601,267	84,742,597	3,255,523	36,295,936	6.75%	7.71%
2019	1,217,244,810	1,254,603,240	89,258,658	2,595,627	39,726,517	10.61%	9.81%
2020	1,291,532,675	1,323,039,780	94,116,949	2,478,332	53,384,969	8.95%	8.06%
2021	1,361,974,530	1,384,756,035	98,544,251	1,806,319	60,285,465	-15.67%	-0.17%
2022	1,111,627,126	1,342,392,761	105,155,273	3,390,181	69,537,298	33.17%	8.79%
2023	1,434,838,152	1,419,631,745	112,607,813	3,956,331	81,535,228	14.57%	9.96%
2024	1,606,289,369	1,524,284,112					



[1] Including contribution refunds and DROP payments.

Section IV - Valuation Assets

History of Premium Tax Refunds

Received During Fiscal Year	Amount	Increase from Previous Year
1998	$ 3,634,366	
1999	3,610,199	-0.7%
2000	3,691,781	2.3%
2001	3,746,066	1.5%
2002	4,412,734	17.8%
2003	4,730,035	7.2%
2004	5,296,818	12.0%
2005	5,603,183	5.8%
2006	6,124,850	9.3%
2007	6,686,519	9.2%
2008	6,894,687	3.1%
2009	6,394,195	-7.3%
2010	6,255,071	-2.2%
2011	5,952,176	-4.8%
2012	6,083,651	2.2%
2013	6,191,857	1.8%
2014	6,392,430	3.2%
2015	6,484,726	1.4%
2016	6,483,330	0.0%
2017	6,442,998	-0.6%
2018	6,760,704	4.9%
2019	7,008,388	3.7%
2020	7,381,021	5.3%
2021	7,778,059	5.4%
2022	8,208,255	5.5%
2023	10,576,096	28.8%
2024	11,541,004	9.1%

Section IV - Valuation Assets

Excess State Money Reserve

Year	Actual State Contribution	Applicable "Frozen" Amount	Excess State Monies Reserve
2000	$ 3,691,781	$ 3,685,212	$ 6,569
2001	3,746,066	3,685,212	60,854
2002	4,412,734	3,685,212	727,522
2003	4,730,035	3,965,135	764,900
2004	5,296,818	13,304,741	0
2005	5,603,183	13,304,741	0
2006	6,124,850	13,304,741	0
2007	6,686,519	13,304,741	0
2008	6,894,687	13,304,741	0
2009	6,394,195	13,304,741	0
2010	6,255,071	13,304,741	0
2011	5,952,176	13,304,741	0
2012	6,083,651	13,304,741	0
2013	6,191,857	13,304,741	0
2014	6,392,430	13,304,741	0
2015	6,484,726	13,304,741	0
2016	6,483,330	13,304,741	0
2017	6,442,998	13,304,741	0
2018	6,760,704	13,565,066	0
2019	7,008,388	13,565,066	0
2020	7,381,021	13,565,066	0
2021	7,778,059	13,565,066	0
2022	8,208,255	13,565,066	0
2023	10,576,096	13,565,066	0
2024	11,541,004	13,565,066	0
			$ 1,559,845

Accumulated Regular Excess	$ 1,559,845
Accumulated Special Excess	0
Total Excess State Monies	$ 1,559,845
Less Amount Allocated as City Contributions	(1,559,845)
Less Amount Allocated to Share Plan	0
Equals Current State Monies Reserve	$ 0

Section V - Fund Allocations

Market Value by Investment Type

(Base, DROP, PRAA, 13th Check, and Staff Pension Plan)

Valuation Date	October 1, 2024	October 1, 2023
Cash and Cash Equivalents		
Cash (0.0%)	$ 0	$ 284,878
Money Market (0.9%)	29,522,447	30,698,249
U.S. Treasury Bills (1.1%)	33,597,302	33,449,483
Commercial Paper (0.0%)	0	4,890,262
Total Cash and Cash Equivalents (2.0%)	$ 63,119,749	$ 69,322,872
Fixed Income		
Government Securities (2.6%)	82,641,623	55,440,953
Corporate Bonds (8.8%)	282,441,429	235,375,342
Total Fixed Income (11.4%)	$ 365,083,052	$ 290,816,295
Stocks		
Common Stocks (77.5%)	2,495,782,081	1,915,508,702
Preferred Stocks (0.1%)	4,275,500	4,080,000
Total Stocks (77.6%)	$ 2,500,057,581	$ 1,919,588,702
Ventures		
Partnerships (3.6%)	116,341,750	99,029,150
Real Estate (5.3%)	171,741,442	127,762,495
Total Ventures (8.9%)	$ 288,083,192	$ 226,791,645
Capital Assets (0.1%)	$ 3,841,407	$ 4,444,616
Total	$ 3,220,184,981	$ 2,510,964,130
Receivables	4,010,352	17,500,830
Payables	(5,107,472)	(18,983,180)
Total (Position Restricted for Pensions)	$ 3,219,087,861	$ 2,509,481,780

(Percentages shown as of October 1, 2024)

Section V - Fund Allocations

Reconciliation of Market Value

(Base, DROP, PRAA, 13th Check, and Staff Pension Plan)

Fiscal Year Ending	**September 30, 2023**	**September 30, 2023**
Beginning of the Year	$ 2,509,481,780	$ 2,217,521,033
Contributions:		
Member (including service buybacks)	$ 31,181,905	$ 26,271,048
City	38,812,319	32,690,154
State	11,541,004	10,576,096
Total Contributions:	$ 81,535,228	$ 69,537,298
Investment Income:		
Net Increase in Fair Value of Investments	$ 741,017,084	$ 324,274,143
Interest & Dividends	48,390,247	49,180,718
Less Investment Expense[1]	(7,051,077)	(6,050,097)
Net Investment Income	$ 782,356,254	$ 367,404,764
Distributions to Members:		
Benefit Payments	$ (91,509,450)	$ (87,970,587)
Lump Sum DROP Distributions	(10,836,173)	(13,128,742)
COLA Payments from PRAA	(47,721,244)	(40,396,991)
13th Check Benefit Payments	(22,694)	(29,817)
Refunds of Member Contributions	(1,005,961)	(391,202)
Total Distributions	$ (151,095,522)	$ (141,917,339)
Administrative Expenses	(3,189,879)	(3,063,976)
End of Year	$ 3,219,087,861	$ 2,509,481,780
Estimated Return	31.63%	16.85%

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

Section V - Fund Allocations

Reconciliation of Market Value (Base Account)

Fiscal Year Ending	September 30, 2024	September 30, 2023
Beginning of the Year	$ 1,434,838,152	$ 1,111,627,126
Adjustments	(5,610)	(2)
Beginning of the Year	$ 1,434,832,542	$ 1,111,627,124
Contributions:		
Member (including service buybacks)	$ 31,181,905	$ 26,271,048
City	38,812,319	32,690,154
State	11,541,004	10,576,096
Total Contributions	$ 81,535,228	$ 69,537,298
Investment Income:		
Investment Income Allocation	$ 213,536,820	$ 368,269,281
Investment Expenses[1]	(7,051,077)	(6,050,097)
Net Investment Income	$ 206,485,743	$ 362,219,184
Distributions to Members:		
Base Benefits	$ (91,509,450)	$ (87,970,587)
Benefit Payments to DROP Accounts	(20,092,402)	(16,793,484)
Refunds of Member Contributions	(1,005,961)	(391,202)
Total Distributions	$ (112,607,813)	$ (105,155,273)
Administrative Expenses	$ (3,956,331)	$ (3,390,181)
End of Year	$ 1,606,289,369	$ 1,434,838,152
Estimated Return	14.57%	33.17%

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

Section V - Fund Allocations

Reconciliation of Market Value (DROP Accounts)

Fiscal Year Ending	September 30, 2024		September 30, 2023	
Beginning of the Year	$	52,094,181	$	42,201,048
Adjustment		5,610		2
Beginning of the Year	$	52,099,791	$	42,201,050
Contributions:				
Base Benefits	$	20,092,402	$	16,793,484
COLA Benefits		1,941,016		1,115,843
13th Check Benefits		0		0
Total Contributions	$	22,033,418	$	17,909,327
Investment Income Allocation	$	14,003,543	$	5,185,580
Distributions to Members	$	(10,836,173)	$	(13,128,742)
Administrative Expenses	$	(77,301)	$	(73,034)
End of Year	$	77,223,278	$	52,094,181
Estimated Return		24.29%		11.64%

Section V - Fund Allocations

Reconciliation of Market Value (PRAA Account)

Fiscal Year Ending		September 30, 2024		September 30, 2023
Beginning of the Year	$	1,020,287,867	$	1,061,800,701
Investment Income Allocation	$	561,866,968	$	0
Distributions to Members:				
COLA Benefits	$	(47,721,244)	$	(40,396,991)
COLA Payments to DROP Accounts		(1,941,016)		(1,115,843)
Total Distributions	$	(49,662,260)	$	(41,512,834)
End of Year	$	1,532,492,575	$	1,020,287,867
Estimated Return		56.44%		0.00%

Section V - Fund Allocations

Reconciliation of Market Value (13th Check Account)

Fiscal Year Ending		September 30, 2024		September 30, 2023
Beginning of the Year	$	242,114	$	271,931
Investment Income Allocation	$	0	$	0
Distributions to Members:				
13th Check Benefits	$	(22,694)	$	(29,817)
13th Check Payments to DROP Accounts		0		0
Total Distributions	$	(22,694)	$	(29,817)
End of Year	$	219,420	$	242,114

Section V - Fund Allocations

Reconciliation of Market Value (Staff Pension Plan)

Fiscal Year Ending	**September 30, 2024**	**September 30, 2023**
Beginning of the Year	$ 2,019,466	$ 1,620,227
Contributions:		
Member	$ 44,965	$ 40,147
Employer	157,490	140,516
Total Contributions	$ 202,455	$ 180,663
Investment Income Allocation	$ 666,833	$ 282,894
Benefits Paid	$ (25,535)	$ (64,318)
End of Year	$ 2,863,219	$ 2,019,466
Estimated Return	31.63%	16.85%

Section VI - Summary of Member Data

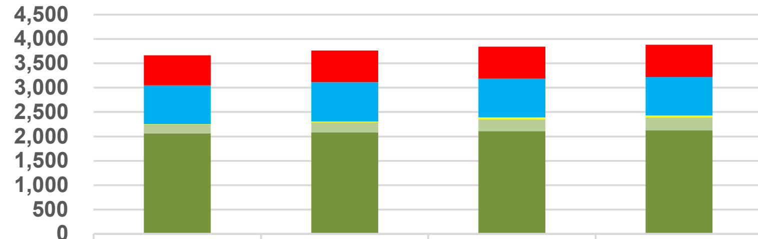
Statistical Data

Valuation Date	October 1, 2021	October 1, 2022	October 1, 2023	October 1, 2024
Actives				
Number of Firefighters	619	650	653	666
Number of Police Officers	798	806	795	789
Total Actives	1,417	1,456	1,448	1,455
Average Current Age	38.5	38.1	37.5	37.3
Average Age at Employment	28.3	28.4	28.3	28.1
Average Past Service	10.2	9.7	9.2	9.2
Average Annual Salary	$ 100,183	$ 100,043	$ 114,077	$ 116,397
Service Retirees				
Number of Firefighters	541	542	541	543
Number of Police Officers	899	914	944	972
Total Service Retirees	1,440	1,456	1,485	1,515
Average Current Age	65.4	65.6	65.8	66.1
Average Annual Benefit	$ 47,515	$ 48,909	$ 50,149	$ 51,394
DROP Retirees				
Number of Firefighters	66	69	87	97
Number of Police Officers	112	133	159	164
Total DROP Retirees	178	202	246	261
Average Current Age	51.8	51.5	51.3	51.3
Average Annual Benefit	$ 78,204	$ 81,303	$ 82,628	$ 83,561
Beneficiaries				
Number of Firefighters	157	162	160	150
Number of Police Officers	177	182	183	191
Total Beneficiaries	334	344	343	341
Average Current Age	75.3	75.6	76.2	76.5
Average Annual Benefit	$ 16,271	$ 17,347	$ 17,882	$ 18,917
Disability Retirees				
Number of Firefighters	129	126	124	122
Number of Police Officers	163	159	156	152
Total Disability Retirees	292	285	280	274
Average Current Age	66.5	66.4	66.9	67.0
Average Annual Benefit	$ 29,249	$ 30,797	$ 31,725	$ 33,122
Terminated Vested				
Number of Firefighters	4	11	19	18
Number of Police Officers	4	11	20	20
Total Terminated Vested	8	22	39	38
Average Current Age	43.9	38.2	37.5	38.1
Average Annual Benefit [1]	$ 36,914	$ 38,108	$ 44,056	$ 48,716

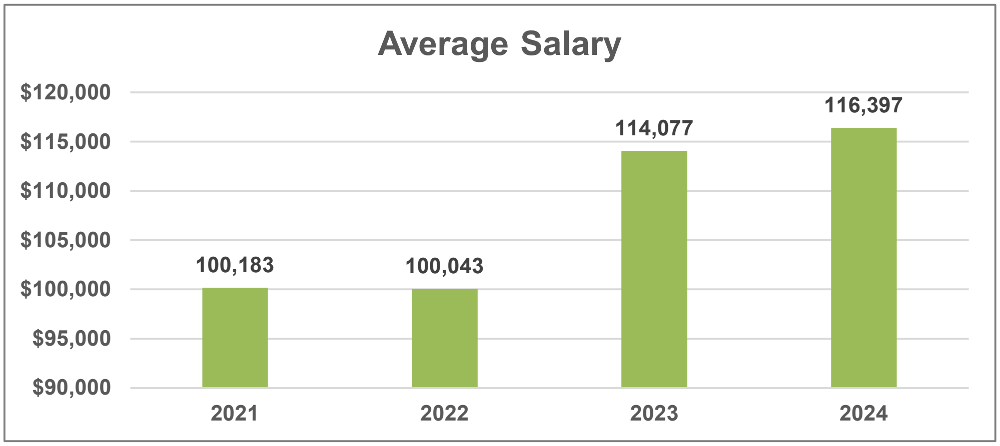
[1] The Average Annual Benefit excludes participants awaiting a refund of contributions.

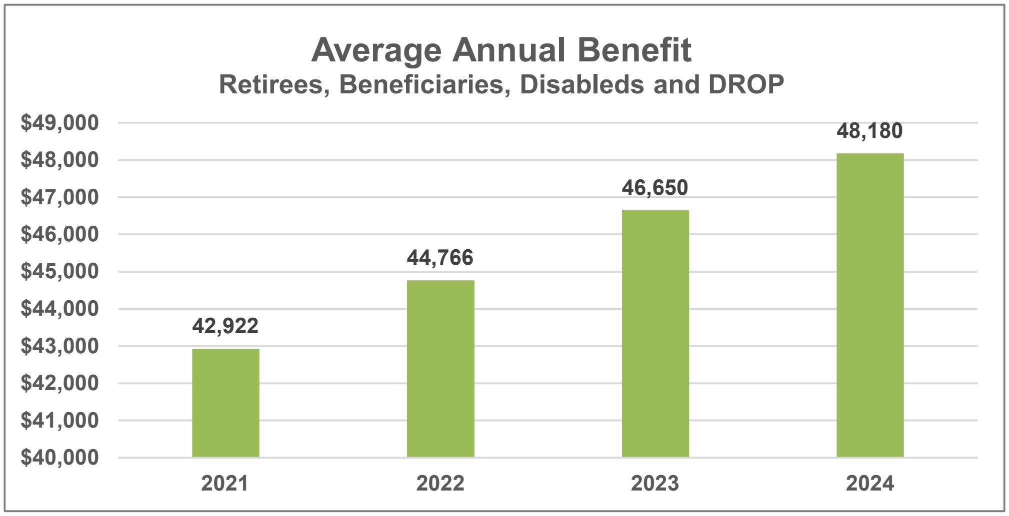
Section VI - Summary of Member Data
Statistical Data (continued)

Number of Members



	2021	2022	2023	2024
Active Firefighters	619	650	653	666
Active Police Officers	798	806	795	789
Deferred	8	22	39	38
DROP	178	202	246	261
Retired	2,066	2,085	2,108	2,130





Section VI - Summary of Member Data

Age and Service Distribution

	Credited Service											
Age	**0**	**1**	**2**	**3**	**4**	**5-9**	**10-14**	**15-19**	**20-24**	**25-29**	**30+**	**Total**
15-19	3											**3**
20-24	29	24	15	2								**70**
25-29	23	39	38	18	19	42						**179**
30-34	31	19	32	20	14	134	30					**280**
35-39	10	16	18	10	9	123	137	47				**370**
40-44	3	1	5	5	5	55	94	105	9			**282**
45-49		1	2		1	16	42	78	25			**165**
50-54	1	1	1		1	3	27	30	12	1		**77**
55-59						1	6	16		1		**24**
60-64							2	1	1		1	**5**
65+												**0**
Total	**100**	**101**	**111**	**55**	**49**	**374**	**338**	**277**	**47**	**2**	**1**	**1,455**

Section VI - Summary of Member Data
Valuation Participant Reconciliation

1. Active lives

a. Number in prior valuation	1,448
b. Terminations	
i. Vested (partial or full) with deferred benefits	(7)
ii. Non-vested or full lump sum distribution received	(17)
c. Deaths	
i. Beneficiary receiving benefits	0
ii. No future benefits payable	0
d. Disabled	(2)
e. Retired	(14)
f. DROP	(56)
g. Continuing participants	1,352
h. New entrants/Rehires	103
i. Number in current valuation	1,455

2. Non-Active lives (including beneficiaries receiving benefits)

	Retired	DROP	Beneficiary	Disabled	Deferred	Total
a. Number prior valuation	1,485	246	343	280	39	2,393
Retired	58	(41)			(3)	14
DROP		56				56
Vested Deferred					7	7
Vested in Contributions					3	3
Death, With Survivor	(15)		20	(5)		
Death, No Survivor	(12)		(20)	(5)		(37)
Disabled				3	(1)	2
Refund of Contributions					(5)	(5)
Rehires					(2)	(2)
Expired Annuities			(2)			(2)
Data Corrections	(1)			1		
b. Number current valuation	1,515	261	341	274	38	2,429

Section VII – Discussion of Risks

In reviewing this report, it should be noted that there are risks that may not be inherently apparent to the reader that should be carefully considered. Below is a summary of the key risks factors that should be considered.

Identification of Risks

1. Investment risk: The liabilities and corresponding funded status presented in this report assume a long-term return expectation of 8.50% in each future year, net of investment expenses. Due to the nature of investments, long-term expectations are not a guarantee and actual average long- term returns may be above or below 8.50% per year. It should be noted that the liabilities and the corresponding funded status presented in this report would vary to the extent the long-term rate of return varies from current expectations. Furthermore, short-term volatility in actual returns is expected and will result in year-over-year fluctuation in financial metrics.

2. Demographic risk: The results in this report assume demographic characteristics of the plan will follow a pattern consistent with assumptions disclosed for termination of employment, incidence of disabilities, salary increases, timing of retirement, and duration of payments throughout retirement. Actuarial assumptions are applied to large groups of individuals to reasonably estimate plan liabilities and are not intended to be applied on an individual basis. As such, demographic changes may differ significantly from those assumed and result in varying liabilities and funded status.

3. Contribution risk: Risks associated with items 1 and 2 above will inherently create varying liabilities and assets resulting in volatility in contribution requirements. Actuarial losses on assets and liabilities will lead to higher contribution amounts, while actuarial gains on assets and liabilities will lead to lower contribution amounts. It should be noted that investment risk is generally a greater risk to most plans than demographic risk. Prolonged periods of investment performance below the assumed rate of return will result in a decrease in funded status (i.e. increases unfunded liabilities) and an increase in contributions required (both City and member contributions) in future years.

It should be noted that plans with higher funding percentages (assets as a percentage of liabilities) have less risk of insolvency due to annual variances in investment performance and demographics. The Plan is funded at a high level with a funding percentage of 88.9% (versus 86.2% in the previous year).

Impact of Plan Maturity on Risk

For newer pension plans, most of the participants and associated liabilities are related to active members who have not yet reached retirement age. As pension plans continue in operation and active members reach retirement ages, liabilities begin to shift from being primarily related to active members to being shared amongst active and retired members. Plan maturity is a measure of the extent to which this shift has occurred. It is important to understand that plan maturity can have an impact on risk tolerance and the overall risk characteristics of the plan.

Section VII – Discussion of Risks

For example, plans with a large amount of retired liability do not have as long of a time horizon to recover from losses (such as losses on investments due to lower than expected investment returns) as plans where the majority of the liability is attributable to active members. For this reason, less tolerance for investment risk may be warranted for highly mature plans with a substantial inactive liability. Similarly, mature plans paying substantial retirement benefits resulting in a small positive or net negative cash flow can be more sensitive to near term investment volatility, particularly if the size of the fund is shrinking, which can result in less assets being available for investment in the market.

Approximately 72% of the Actuarial Accrued Liability is associated with those receiving payments. This means that the Plan is highly mature and losses due to lower than expected investment returns or demographic factors will need to be made up for over a time horizon that is acceptable to a plan of this maturity. The Board has adopted a 15 year time horizon for amortizing actuarial gains and losses. Additionally, the Plan has a negative net cash flow of approximately $28.1 million (1.7% of plan assets). It takes larger percentage increases in contributions and/or large future asset gains for plans with a negative net cash flow to recover from investment losses than it does for plans with a positive net cash flow.

Low Default-Risk Obligation Measure

ASOP No. 4, Measuring Pension Obligations and Determining Pension Plan Costs or Contributions, was revised as of December 2021 to include a "low-default-risk obligation measure" (LDROM). This liability measure is consistent with the determination of the actuarial accrued liability shown on page 15 in terms of member data, plan provisions, and assumptions/methods, under the Entry Age Normal Cost Method, except that the interest rate is tied to low-default-risk fixed income securities. The S&P Municipal Bond 20 Year High Grade Rate Index (daily rate closest to, but not later than, the measurement date) was selected to represent a current market rate of low risk but longer-term investments that could be included in a low-risk asset portfolio. The interest rate used in this valuation was 4.06%, resulting in an LDROM of $3,048,685,673. The LDROM should not be considered the "correct" liability measurement; it simply shows a possible outcome if the Board elected to hold a very low risk asset portfolio. The Board actually invests the pension plan's contributions in a diversified portfolio of stocks and bonds and other investments with the objective of maximizing investment returns at a reasonable level of risk. Consequently, the difference between the plan's Actuarial Accrued Liability disclosed earlier in this section and the LDROM can be thought of as representing the expected taxpayer savings from investing in the plan's diversified portfolio compared to investing only in high quality bonds.

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

Section VII – Discussion of Risks

Summary Comments

It is important to note that we have identified the risks above as the most significant risks based on the characteristics of the plan and the nature of the actuarial valuation, however, it is not an exhaustive list of potential risks that could be considered. The City of Tampa Pension Fund for Firefighters and Police Officers is part of a larger fund that provides the benefits under the terms of the Plan as well as cost of living adjustments and 13th checks that are paid through investment returns in excess of a specified level. This structure creates a unique set of risks, some of which were identified in the summary section of this report as a supplement to this discussion. Due to the complex nature of the Plan, the Board has historically requested advanced modelling of the fund (including stochastic analysis) in 5-year cycles. The latest report was provided in December of 2019. Identification of additional risks, and/or analysis can be helpful and can be provided upon request of the Board.

Section VII - Discussion of Risks

Plan Maturity Measures and Other Risk Metrics

Valuation Date	October 1, 2021	October 1, 2022	October 1, 2023	October 1, 2024
Support Ratio				
Total Actives	1,417	1,456	1,448	1,455
Total Inactives	2,252	2,309	2,393	2,429
Actives / Inactives	62.9%	63.1%	60.5%	59.9%
Asset Volatility Ratio				
Market Value of Assets (MVA)	1,405,607,880	1,153,828,174	1,486,932,333	1,683,512,647
Total Annual Payroll	141,959,034	145,662,159	165,183,161	169,357,960
MVA / Total Annual Payroll	990.2%	792.1%	900.2%	994.1%
Accrued Liability (AL) Percentage				
Inactive Accrued Liability	1,070,649,288	1,135,705,585	1,229,204,518	1,312,037,592
Total Accrued Liability (EAN)	1,518,101,506	1,578,038,671	1,707,453,593	1,802,295,309
Inactive AL / Total AL	70.5%	72.0%	72.0%	72.8%
Funded Percentage				
Actuarial Value of Assets (AVA)	1,428,389,385	1,384,593,809	1,471,725,926	1,601,507,390
Total Accrued Liability (EAN)	1,518,101,506	1,578,038,671	1,707,453,593	1,802,295,309
AVA / Total AL	94.1%	87.7%	86.2%	88.9%
Net Cash Flow Ratio				
Net Cash Flow [1]	(52,196,767)	(41,191,144)	(37,311,086)	(28,067,506)
Market Value of Assets (MVA)	1,405,607,880	1,153,828,174	1,486,932,333	1,683,512,647
Ratio	-3.7%	-3.6%	-2.5%	-1.7%

[1] Contributions (excluding service buybacks) minus benefit payments for the Base and DROP accounts and administrative expenses.

Section VIII – Actuarial Assumptions and Methods

The actuarial assumptions and methods are based on an experience study conducted in January of 2025. The investment rate of return was reviewed in December of 2019 using a stochastic forecast technique. The Board has a policy of reviewing actuarial assumptions once every five years.

Mortality Rates

Healthy Active Lives:

Female: PubS.H-2010 for Employees, set forward one year.
Male: PubS.H-2010 for Employees, set forward one year.

20% of all deaths are assumed to be in the line of duty.

Healthy Inactive Lives:

Female: PubS.H-2010 Healthy Retiree (Above Median), set forward one year.
Male: PubS.H-2010 Healthy Retiree (Above Median), set forward one year.

Beneficiary Lives:

Female: PubG.H-2010 Healthy Retiree (Above Median).
Male: PubG.H-2010 Healthy Retiree (Above Median), set back one year.

Disabled Lives:

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

All rates for healthy lives are projected generationally with Mortality Improvement Scale MP-2018.

The assumed rates of mortality were mandated by Chapter 2015-157, Laws of Florida. This law mandates the use of the assumption used in either of the two most recent valuations of the Florida Retirement System (FRS). The above rates are those outlined in the July 1, 2019 FRS actuarial valuation report for special risk employees, with appropriate adjustments made based on plan demographics.

Interest Rate

8.50% per year, compounded annually, net of investment related expenses.

Payroll Increase Rate

4.0% per year for projecting aggregate payroll to the following fiscal year.

Administrative Expenses

Administrative expenses are assumed to be 1.4% of payroll.

Section VIII – Actuarial Assumptions and Methods

Marital Assumptions

85% of active members are assumed to be married with males 4 years older than females. Surviving spouses of retirees are assumed not to remarry as benefits cease upon remarriage under the normal form.

State Contributions

State premium tax revenue is assumed to be the same as the most recent distribution.

Funding Method

Entry Age Normal Actuarial Cost Method.

Actuarial Asset Method

Each year, the prior Actuarial Value of Assets (AVA) is projected forward at the assumed interest rate assumption and reflecting actual contributions and benefit payments. One-fifth of the difference between the projected actuarial value and market value is added to the projected actuarial value. The resulting AVA cannot be greater than 120% of the market value or less than 80% of the market value. It is possible that over time this technique will produce an insignificant bias above or below Market Value.

Low-Default-Risk Obligation Measure

Based on the Entry Age Normal Actuarial Cost Method and an interest rate of 4.06% per year compounded annually, net of investment related expenses. This rate is consistent with the Yield to Maturity of the S&P Municipal Bond 20-Year High Grade Rate Index as of September 30, 2024. All other assumptions for the Low-Default-Risk Obligation Measure are consistent with the assumptions shown in this section unless otherwise noted.

Amortization Periods

Changes in unfunded liability are amortized on a level dollar basis over the following periods:

Change in Unfunded Liability	Amortization Period
Plan Changes	30 years
Assumption/Method Changes	30 years
Gains or Losses	15 years

Termination Rates

Sample rates of termination are shown below.

	Current Rates		Prior Rates	
Service	Firefighters	Police Officers	Firefighters	Police Officers
0	5.5%	11.0%	4.0%	12.5%
1	1.8%	4.0%	1.5%	3.5%
2 – 5	1.8%	2.5%	1.5%	2.0%
6 – 9	1.0%	1.0%	1.0%	1.0%
10+	0.5%	0.5%	0.0%	0.0%

Section VIII – Actuarial Assumptions and Methods

Retirement Rates

Current rates of retirement are shown below.

At Least 20 years of service:

Service	Firefighters	Service	Police Officers
20	30%	20	50%
21	25%	21-22	30%
22	20%	23	40%
23	25%	24-26	60%
24-25	65%	27+	100%
26-29	20%		
30+	100%		

Less than 20 years of service:

Age	Firefighters	Police Officers
46-49	3.0%	6.0%
50-59	4.0%	7.0%
60	100%	100%

Prior rates of retirement are shown below.

At Least 20 years of service:

Service	Firefighters	Service	Police Officers
20	30%	20	45%
21-22	20%	21	25%
23	20%	22	27.5%
24-25	60%	23	40%
26-29	40%	24-26	57.5%
30+	100%	27+	100%

Less than 20 years of service:

Age	Firefighters	Police Officers
46-59	4.0%	7.0%
60	100%	100%

Disability Rates

Sample rates of disability are shown below.

	Current Rates		Prior Rates	
Age	Firefighters	Police Officers	Firefighters	Police Officers
25	0.07%	0.08%	0.11%	0.11%
30	0.18%	0.14%	0.28%	0.18%
35	0.41%	0.50%	0.63%	0.66%
40	0.82%	0.72%	1.26%	0.96%
45	1.33%	0.72%	2.05%	0.96%
50	1.84%	0.72%	2.84%	0.96%
55	2.05%	0.72%	3.15%	0.96%

It is assumed that 95% of disablements are service related.

Section VIII – Actuarial Assumptions and Methods

Salary Increases

Current rates of salary increases are shown below.

Service	Firefighters	Service	Police Officers
0-2	11.50%	0	10.50%
3-5	10.50%	1-7	8.50%
6-7	10.00%	8-11	6.00%
8-13	7.70%	12-13	5.00%
14-20	6.00%	14-20	4.50%
21+	5.00%	21+	4.25%

Sample prior rates of salary increases are shown below.

Less Than 8 Years of Service:

Age	Firefighters	Police Officer
20	12.0%	8.0%
25	11.0%	8.0%
30	10.0%	8.0%
35	9.5%	8.0%
40	9.5%	8.0%
45+	9.0%	7.0%

At Least 8 Years of Service:

Age	Firefighters	Police Officer
25	7.5%	8.0%
30	7.5%	6.0%
35	6.5%	4.75%
40	6.5%	4.0%
45+	5.0%	4.0%

Section IX - Summary of Plan Provisions

Plan Effective Date

Established by Chapter 21590, Laws of Florida, Special Act of 1941. Most recent amendments reflected are adopted under Chapters 2000-485, 2001-288, 2002-369, 2004-427, 2007-304, 2011-240, 2012-235, and 2018-180. Laws of Florida, and Local Ordinance 2001-133 and 2003-22.

Eligibility

Full-time City Firefighters or Police Officers are eligible for membership after submitting to a pre-employment physical, providing select medical and employment information, and meeting the requirements of the City's Civil Service Board except for the probationary period.

Credited Service

A Member will be credited with a year of service for each year of employment as a City Firefighter or Police Officer, whether continuous or interrupted, for which Member contributions are made.

Military Service

Service in the armed forces of up to five years, or as required by the Uniformed Services Employee and Re-Employment Rights Act may be counted as years of Credited Service.

Service While Disabled

A Member who is awarded a disability pension after becoming disabled in the line of duty and returns to active service prior to eligibility for service retirement may receive Credited Service for the period of disability. To receive credit for service during the disability, the Member must make contributions for the period of disability based on his Earnings when the disability began within 18 months after returning to active service. The member must remain employed for two years after returning to employment.

Salary

Base salary or wages, including regular longevity bonuses and overtime up to 300 hours per year.

Average Monthly Earnings (AME)

The average of the Member's Earnings during the highest three years during the final ten years of service.

Final Earnings

A Member's Final Earnings is the Member's Earnings during the last year of active employment prior to termination.

Section IX - Summary of Plan Provisions

Member Contributions

Member contributions are determined as a percentage of the Full Scale Contribution Rate (FSCR) on the basis of the annual actuarial valuation of the Base Plan. The FSCR and the Member contribution rates for the year beginning October 1, 2025 is as follows:

Fiscal Year Earnings	FSCR	Base 66.27% of FSCR
First $4,000	6%	3.9762%
Next $1,000	7%	4.6389%
Next $1,000	8%	5.3016%
Next $1,000	9%	5.9643%
Next $1,000	10%	6.6270%
Next $1,000	11%	7.2897%
Next $1,000	12%	7.9524%
Next $2,500	15%	9.9405%
Excess Over $12,500	25%	16.5675%

Member contributions for the Older Workers will be reduced by the Social Security OASDI Contributions, which they must pay.

If the City's contribution exceeds 40% of Member pay, the Member contributions above will be increased by the ratio of the City's contribution to the 40% of Member pay.

Members who elect the Deferred Retirement Option Program (DROP) do not contribute.

Members who terminate prior to vesting will be eligible for a refund of employee contributions without interest.

City Contributions

The City's contribution to the Base Plan will be determined as the amount required, in addition to Member contributions, contributions by the State of Florida, and other sources of revenue, to pay the actuarially determined normal cost of the Fund, exclusive of post-retirement cost of living adjustments, pursuant to the funding requirements of Chapters 112, 175, and 185 of the Florida Statutes. There are no contributions from the City to the 13th Check Program.

The City's required contributions are paid quarterly and are equal to 134% of the Members' contributions paid during that quarter. This equates to a ratio of 1 to 1.34 of employee to employer contributions.

State Contributions

State premium tax revenue under Chapter 175/185 received annually is used to offset required contributions. The City of Tampa and the IAFF Local 754 and Tampa PBA agree to mutual consent regarding the use of the state premium tax funds.

Section IX - Summary of Plan Provisions

Normal Retirement

Date: Earlier of completion of 20 years of service or age 46 with ten or more years of service.

Benefit: 3.15% of AME times years of Credited Service, subject to a maximum of 100% of AME. This benefit is effective October 1, 2004 and is applicable only to plan Members actively employed as Firefighters or Police Officers in the City of Tampa on or after October 1, 2003.

Vesting

Schedule: 100% after 10 years of Credited Service.

Benefit: If the Member separates with 10 or more years of service, the annual deferred vested benefit payable monthly at age 46 is an annual amount of 3.15% of AME times Credited Service. This benefit is effective October 1, 2004 and is applicable only to plan Members who were actively employed as Firefighters or Police Officers in the City of Tampa on or after October 1, 2003. Alternatively, the Member may elect refund of employee contribution without interest.

Deferred Retirement Option Plan

Eligibility: A Member who has earned at least 20 years of service but no more than 30 years of service is eligible to elect to participate in DROP. An election to participate in DROP is irrevocable.

Participation: Not to exceed the earlier of 60 months or the completion of 30 years of service with the City.

Rate of Return: DROP benefits accumulate with interest based on an election of the Member at either 1) the Plan's net investment return or 2) a low risk, variable rate option as determined by the Board of Trustees. A Member may change this option once per year during the month of October.

Distribution: Lump sum and/or rollover to qualified retirement plan(s) at termination of employment.

Disability – Service Incurred

Eligibility: Permanent incapacity to perform regular and continuous duty. Permanent incapacity must be caused by and attributable to the performance of the employee's duties as a member of the Fire or Police Department.

Benefit: Monthly income payable while so disabled equal to 65% of the Member's monthly salary in effect at the date of disability plus one-twelfth of any other pensionable earnings received within one year prior to the date of disability.

Section IX - Summary of Plan Provisions

Disability – Non-Service Incurred

Eligibility: Permanent incapacity to perform regular and continuous duty after completion of 10 years of Service. Permanent incapacity not caused or attributable to the performance of the employee's duties as a member of the Fire or Police Department.

Benefit: Monthly income payable while so disabled equal to 2% of AME times years of Credited Service with a maximum benefit of 50% of AME and a minimum benefit of 25% of AME.

A Member who is receiving a non-service incurred disability, may elect to receive longevity benefits equal to 3.15% of AME times years of Credited Service upon attainment of age 46. This benefit is effective October 1, 2004 and is applicable only to Non-Service Incurred Disabled Members actively employed as Firefighters or Police Officers in the City of Tampa on or after October 1, 2003. Election must be in writing at least 30 days prior to attainment of age 46.

Death Benefits – Post-Retirement

Benefits payable to beneficiary in accordance with option selected at retirement.

Death Benefits – Pre-Retirement & Non-Service Incurred

Eligibility: Death after completing 10 years of service resulting from causes unrelated to duties as a member of the Fire or Police Department.

Benefit: The benefits payable to the surviving spouse and children at the time the member would have turned age 46 under the Normal Form of Payment.

Death Benefits – Pre-Retirement & Service Incurred

Eligibility: Death while in, or due to causes from, the performance of duties as a member of the Fire or Police Department.

Benefit: The benefit payable monthly to the surviving spouse until death is equal to an annual amount of 100% of Final Earnings reduced by benefits paid to children.

Benefit payable monthly to each surviving child is equal to an annual amount of 15% of Final Earnings. The total payment to children shall not exceed 30% of the Final Earnings. Payments made to surviving children will terminate at the earliest of death, marriage, or reaching age 18 (age 23 for full-time students). Payments no longer paid to surviving children shall continue to be paid to the surviving spouse. If the surviving spouse dies leaving eligible surviving children, each child's share shall increase from 15% to 30% - maximum total payout may not exceed 60% of Final Earnings. In the absence of an eligible surviving spouse or children, the designated beneficiary shall be entitled to the benefit otherwise payable to the Member at normal retirement age for 10 years certain.

Section IX - Summary of Plan Provisions

Normal Form of Payment

The benefit begins at retirement and continues for the Member's life but guaranteed for the first 120 months. Upon the Member's death, if there is a spouse who has been married to the Member during some period of the Member's employment and at retirement, that spouse will receive a benefit equal to 65% of the Member's benefit, commencing with the Member's death and payable for the rest of the spouse's life or until remarriage. The Member's benefit is guaranteed for the first 120 months. Each surviving unmarried minor child will receive an annual benefit equal to 7.5% of the Final Earnings, up to 15% in the aggregate. These payments will continue until the child reaches age 18 or becomes married.

Optional Forms of Payment

Actuarial Equivalence:	Interest rate: 8.5% Member Mortality Table: Above Median PubS.H-2010 Mortality Table for males set forward 1 year with projection using scale BB Beneficiary Mortality Table: Above Median PubS.H-2010 Mortality Table for females set forward 1 year with projection using scale BB
Form of Payment:	Option 2 - Single Life Annuity Option 3a - 100% Joint and Survivor Annuity Option 3b - 75% Joint and Survivor Annuity Option 3c - 66 2/3% Joint and Survivor Annuity Option 3d - 50% Joint and Survivor Annuity Options 3b, 3c, and 3d reduce upon 1st Death

Cost of Living Adjustment

Commencing on January 1 after the initial October 1 of a Member's retirement, benefits will be increased in step with the cost of living to the extent that such increases can be funded from the Postretirement Adjustment Account (PRAA). The PRAA is funded by investment returns in excess of 5% on the Fund (exclusive of returns allocated to the DROP and 13th Check accounts). While the basic retirement benefits payable to members and beneficiaries are paid from the Base Fund, cost-of-living adjustments are paid from the PRAA.

13th Check Program

Effective October 1, 2007, the 13th Check Program will be funded by investment returns in excess of 10% (limited to 1%) on the Base plan plus the Postretirement Adjustment Account market value of assets at each fiscal year ending September 30. No individual accounts are maintained. The 13th Check Program incorporates no liabilities beyond those attributable to its segregated assets. There are no contributions to the 13th Check Program. Future 13th Check benefits shall be determined according to rules adopted by the Board of Trustees, applicable state laws, and the payment of which are on a sound actuarial basis.

Defined Contribution Plan Component

A defined contribution plan is a retirement plan in which a certain amount of money is set aside each year for the benefit of each member. Effective October 1, 2017, prospectively, the Plan established a defined contribution component as required by Florida Statute, but it is currently unfunded and will remain so as long as the City of Tampa and IAFF Local 754 and Tampa PBA agree to maintain mutual consent regarding use of the state premium tax funds.

Section X - Glossary

Total Annual Payroll is the projected annual rate of pay for the fiscal year beginning on the valuation date of all covered Members.

Present Value of Benefits is the single sum value on the valuation date of all future benefits to be paid to current active Members, Retirees, Beneficiaries, Disability Retirees and Vested Terminations.

Normal (Current Year's) Cost is determined for each participant as the present value of future benefits, determined as of the Member's entry age, amortized as a level percentage of compensation over the anticipated number of years of participation, determined as of the entry age.

Individual Entry Age Normal Actuarial Cost Method (Level Percent of Compensation) is the method used to determine required contributions under the Plan. The use of this method involves the systematic funding of the Normal Cost (described above) and the Unfunded Accrued (Past Service) Liability. The actuarial accrued liability for active participants is the difference between the present value of future benefits and the present value of future Normal Costs. The actuarial accrued liability for inactive participants is the present value of future benefits.

Unfunded Actuarial Accrued Liability (UAAL) is the difference between the actuarial accrued liability (described above) and the actuarial value of assets. Under the Entry Age Normal Actuarial Cost Method, an actuarial gain or loss, based on actual versus expected UAAL, is determined in conjunction with each valuation of the plan.

Total Required Contribution is equal to the Normal Cost plus an amount sufficient to amortize the Unfunded Accrued Liability over no more than 30 years. The required amount is adjusted for interest according to the timing of contributions during the year.