

CITY OF PERRY
MUNICIPAL FIREFIGHTERS' RETIREMENT TRUST FUND
ACTUARIAL VALUATION
AS OF OCTOBER 1, 2021
CONTRIBUTIONS APPLICABLE TO THE
PLAN/FISCAL YEAR ENDING SEPTEMBER 30, 2023
GASB 67/68 DISCLOSURE INFORMATION
AS OF SEPTEMBER 30, 2021



FOSTER & FOSTER
ACTUARIES AND CONSULTANTS

February 3, 2022

Board of Trustees
City of Perry
Firefighters' Pension Board

Re: City of Perry Municipal Firefighters' Retirement Trust Fund

Dear Board:

We are pleased to present to the Board this report of the annual actuarial valuation of the City of Perry Municipal Firefighters' Retirement Trust Fund. Included are the related results for GASB Statements No. 67 and No. 68. 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. The calculation of the liability for GASB results was performed for the purpose of satisfying the requirements of GASB Statements No. 67 and No. 68. Use of the results for other purposes may not be applicable and may produce significantly different results.

The valuations have 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 reflect laws and regulations issued to date pursuant to the provisions of Chapters 112 and 175, Florida Statutes, as well as applicable federal laws and regulations. In our opinion, the assumptions used in the valuations, as adopted by the Board of Trustees, represent reasonable expectations of anticipated plan experience.

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

In conducting the valuations, we have relied on personnel, plan design, and asset information supplied by the City of Perry, financial reports prepared by the custodian bank, 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.

Additionally, we used third-party software to model (calculate) the underlying liabilities and costs. These results are reviewed in the aggregate and for individual sample lives. The output from the software is either used directly or input into internally developed models that apply the funding and accounting rules to generate the results. All internally developed models are reviewed as part of the valuation 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.

The total pension liability, net pension liability, and certain sensitivity information shown in this report are based on an actuarial valuation performed as of October 1, 2020. The total pension liability was rolled-forward from the valuation date to the plan's fiscal year ending September 30, 2021 using generally accepted actuarial principles. It is our opinion that the assumptions used for this purpose are internally consistent, reasonable, and comply with the requirements under GASB No. 67 and No. 68.

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

To our knowledge, no associate of Foster & Foster, Inc. working on valuations of the program has any direct financial interest or indirect material interest in the City of Perry, nor does anyone at Foster & Foster, Inc. act as a member of the Board of Trustees of the Municipal Firefighters' Retirement Trust Fund. 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:



Patrick T. Donlan, EA, ASA, MAAA
Enrolled Actuary #20-6595

By:



Steven M. Sutherland II, ASA

PTD/lke

Enclosures

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SUMMARY OF REPORT

The regular annual actuarial valuation of the City of Perry Municipal Firefighters' Retirement Trust Fund, performed as of October 1, 2021, has been completed and the results are presented in this Report. The contribution amounts set forth herein are applicable to the plan/fiscal year ending September 30, 2023.

The contribution requirements, compared with those set forth in the October 1, 2020 actuarial valuation report, are as follows:

Valuation Date Applicable to Fiscal Year Ending	10/1/2021 <u>9/30/2023</u>	10/1/2020 <u>9/30/2022</u>
Minimum Required Contribution % of Projected Annual Payroll	36.4%	42.1%
Member Contributions (Est.) % of Projected Annual Payroll	1.0%	1.0%
City And State Required Contribution % of Projected Annual Payroll	35.4%	41.1%
State Contribution (Est.) ² % of Projected Annual Payroll	\$42,655 5.9%	\$42,655 5.5%
City Required Contribution ¹ % of Projected Annual Payroll	29.5%	35.6%

¹ Represents the amount received in calendar 2021. The amount of State Monies that the City will be able to use each year to offset their required contributions will be \$41,557.51 plus half of any amounts received above \$41,557.51.

² The required contribution from the combination of City and State sources for the year ending September 30, 2023, is 35.4% of the actual payroll realized in that year. As a budgeting tool, the City may contribute 29.5% of each Member's Salary and then make a one-time adjustment to account for the actual State Monies received. Please note that the City has access to a prepaid contribution of \$9,619.15 that is available to offset a portion of the above stated requirements for the fiscal year ending September 30, 2022.

As you can see, the Minimum Required Contribution shows a decrease when compared to the results determined in the October 1, 2020 actuarial valuation report. The decrease is attributable to increasing payroll, net favorable actuarial experience described below, and an increase in actual state monies.

Plan experience was favorable overall on the basis of the plan's actuarial assumptions. Sources of actuarial gain included an investment return of 10.57% (Actuarial Asset Basis) which exceeded the 7.00% assumption and more turnover than expected. These gains were offset in part by losses associated with an average salary increase of 7.19% which exceeded the 5.28% assumption and inactive mortality experience.

CHANGES SINCE PRIOR VALUATION

Plan Changes

There have been no changes in benefits since the prior valuation.

Actuarial Assumption/Method Changes

As a result of an Experience Study prepared on September 20, 2021, the Board approved the following changes to be made in this valuation:

- Reduce the investment return assumption from 7.00% to 6.75% per year, net of investment related expenses.
- Amortize future amortization bases over 15 years.
- Adjust assumed salary increase rates to be based on service rather than a flat rate. Rates were adjusted upward for service less than six years and downward for service more than six years.
- Remove the assumption that a member who has reached Normal Retirement is assumed to continue employment for one additional year.
- Adjust assumed withdrawal rates to be based on service rather than age. Rates also were adjusted upward for service less than 16 years.

CONTRIBUTION IMPACT OF ANNUAL CHANGES

(1) Contribution Determined as of October 1, 2020	36.3%
(2) Summary of Contribution Impact by component:	
Change in State Contribution Percentage	-1.1%
Change in Normal Cost Rate	0.0%
Change in Administrative Expense Percentage	0.0%
Payroll Change Effect on UAAL Amortization	-0.5%
Investment Return (Actuarial Asset Basis)	-2.2%
Salary Increases	0.9%
Active Decrements	-0.5%
Inactive Mortality	0.6%
UAAL Amortization Impact from Contribution Policy	-4.6%
Assumption Change	0.6%
Other	<u>0.0%</u>
Total Change in Contribution	-6.8%
(3) Contribution Determined as of October 1, 2021	29.5%

COMPARATIVE SUMMARY OF PRINCIPAL VALUATION RESULTS

	New Assump <u>10/1/2021</u>	Old Assump <u>10/1/2021</u>	<u>10/1/2020</u>
A. Participant Data			
Actives	12	12	12
Service Retirees	10	10	10
DROP Retirees	1	1	1
Beneficiaries	2	2	2
Disability Retirees	0	0	0
Terminated Vested	<u>13</u>	<u>13</u>	<u>12</u>
Total	38	38	37
Total Annual Payroll	\$723,098	\$722,331	\$679,524
Payroll Under Assumed Ret. Age	723,098	722,331	679,524
Annual Rate of Payments to:			
Service Retirees	246,817	246,817	246,817
DROP Retirees	49,509	49,509	49,509
Beneficiaries	25,526	25,526	25,526
Disability Retirees	0	0	0
Terminated Vested	1,503	1,503	1,503
B. Assets			
Actuarial Value (AVA) ¹	4,682,977	4,682,977	4,225,144
Market Value (MVA) ¹	4,951,643	4,951,643	4,128,236
C. Liabilities			
Present Value of Benefits			
Actives			
Retirement Benefits	3,236,716	3,186,807	2,867,941
Disability Benefits	37,856	38,168	36,357
Death Benefits	20,459	20,796	19,754
Vested Benefits	134,556	238,444	241,178
Refund of Contributions	5,725	4,718	4,952
Service Retirees	2,490,115	2,442,311	2,492,228
DROP Retirees ¹	685,904	673,430	628,082
Beneficiaries	138,378	136,858	143,462
Disability Retirees	0	0	0
Terminated Vested	20,335	20,043	18,025
Share Plan Balances ¹	<u>0</u>	<u>0</u>	<u>0</u>
Total	6,770,044	6,761,575	6,451,979

C. Liabilities - (Continued)	New Assump <u>10/1/2021</u>	Old Assump <u>10/1/2021</u>	<u>10/1/2020</u>
Present Value of Future Salaries	6,843,063	7,067,209	6,961,310
Present Value of Future Member Contributions	68,431	70,672	69,613
Normal Cost (Retirement)	134,336	143,894	134,548
Normal Cost (Disability)	2,363	2,529	2,373
Normal Cost (Death)	1,047	1,153	1,085
Normal Cost (Vesting)	9,409	15,140	14,957
Normal Cost (Refunds)	812	694	678
Total Normal Cost	<u>147,967</u>	<u>163,410</u>	<u>153,641</u>
Present Value of Future Normal Costs	1,383,403	1,572,951	1,550,398
Accrued Liability (Retirement)	1,961,289	1,802,814	1,509,685
Accrued Liability (Disability)	16,699	14,830	13,312
Accrued Liability (Death)	10,654	9,811	8,930
Accrued Liability (Vesting)	61,480	87,410	86,611
Accrued Liability (Refunds)	1,787	1,117	1,246
Accrued Liability (Inactives) ¹	3,334,732	3,272,642	3,281,797
Share Plan Balances ¹	<u>0</u>	<u>0</u>	<u>0</u>
Total Actuarial Accrued Liability (EAN AL)	5,386,641	5,188,624	4,901,581
Unfunded Actuarial Accrued Liability (UAAL)	703,664	505,647	676,437
Funded Ratio (AVA / EAN AL)	86.9%	90.3%	86.2%

D. Actuarial Present Value of Accrued Benefits	New Assump <u>10/1/2021</u>	Old Assump <u>10/1/2021</u>	<u>10/1/2020</u>
Vested Accrued Benefits			
Inactives + Share Plan Balances ¹	3,334,732	3,272,642	3,281,797
Actives	878,425	842,954	705,668
Member Contributions	<u>48,485</u>	<u>48,485</u>	<u>44,014</u>
Total	4,261,642	4,164,081	4,031,479
Non-vested Accrued Benefits	<u>223,801</u>	<u>227,708</u>	<u>179,691</u>
Total Present Value			
Accrued Benefits (PVAB)	4,485,443	4,391,789	4,211,170
Funded Ratio (MVA / PVAB)	110.4%	112.7%	98.0%
Increase (Decrease) in Present Value of Accrued Benefits Attributable to:			
Plan Amendments	0	0	
Assumption Changes	93,654	0	
Plan Experience	0	173,725	
Benefits Paid	0	(278,153)	
Interest	0	285,047	
Other	<u>0</u>	<u>0</u>	
Total	93,654	180,619	

Valuation Date	New Assump 10/1/2021	Old Assump 10/1/2021	10/1/2020
Applicable to Fiscal Year Ending	<u>9/30/2023</u>	<u>9/30/2023</u>	<u>9/30/2022</u>

E. Pension Cost

Normal Cost (with interest)			
% of Total Annual Payroll ²	21.2	23.4	23.4
Administrative Expenses (with interest)			
% of Total Annual Payroll ²	5.4	5.4	5.4
Payment Required to Amortize Unfunded Actuarial Accrued Liability over 27 years (as of 10/1/2021, with interest)			
% of Total Annual Payroll ²	9.8	7.0	13.3
Minimum Required Contribution			
% of Total Annual Payroll ²	36.4	35.8	42.1
Expected Member Contributions			
% of Total Annual Payroll ²	1.0	1.0	1.0
Expected City and State Contribution			
% of Total Annual Payroll ²	35.4	34.8	41.1

F. Past Contributions

Plan Years Ending:	<u>9/30/2021</u>
Total Required Contribution	330,932
City and State Requirement	324,066
Actual Contributions Made:	
Members (excluding buyback)	6,866
City	281,411
State	<u>42,655</u>
Total	330,932

G. Net Actuarial (Gain)/Loss

(77,517)

¹ The asset values and liabilities include accumulated DROP and Share Plan Balances as of 9/30/2021 and 9/30/2020.

² Contributions developed as of 10/1/2021 are expressed as a percentage of total annual payroll at 10/1/2021 of \$723,098 after assumption changes and of \$722,331 before assumption changes.

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

<u>Year</u>	<u>Projected Unfunded Actuarial Accrued Liability</u>
2021	703,664
2022	678,020
2023	648,256
2029	278,319
2036	14,506
2042	0
2048	0

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

	<u>Actual</u>	<u>Assumed</u>
Year Ended 9/30/2021	7.24%	5.23%
Year Ended 9/30/2020	4.03%	5.50%
Year Ended 9/30/2019	5.65%	5.50%
Year Ended 9/30/2018	1.77%	5.50%
Year Ended 9/30/2017	1.10%	5.50%

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

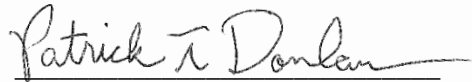
	<u>Market Value</u>	<u>Actuarial Value</u>	<u>Assumed</u>
Year Ended 9/30/2021	19.81%	10.57%	7.00%
Year Ended 9/30/2020	10.81%	8.79%	7.00%
Year Ended 9/30/2019	4.66%	7.44%	7.25%
Year Ended 9/30/2018	7.58%	5.93%	7.50%
Year Ended 9/30/2017	12.29%	6.81%	7.75%

(iii) Average Annual Payroll Growth

(a) Payroll as of:	10/1/2021	\$723,098
	10/1/2011	388,415
(b) Total Increase		86.17%
(c) Number of Years		10.00
(d) Average Annual Rate		6.41%

STATEMENT BY ENROLLED ACTUARY

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



Patrick T. Donlan, EA, ASA, MAAA
Enrolled Actuary #20-6595

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

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

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

RECONCILIATION OF UNFUNDED ACTUARIAL ACCRUED LIABILITIES

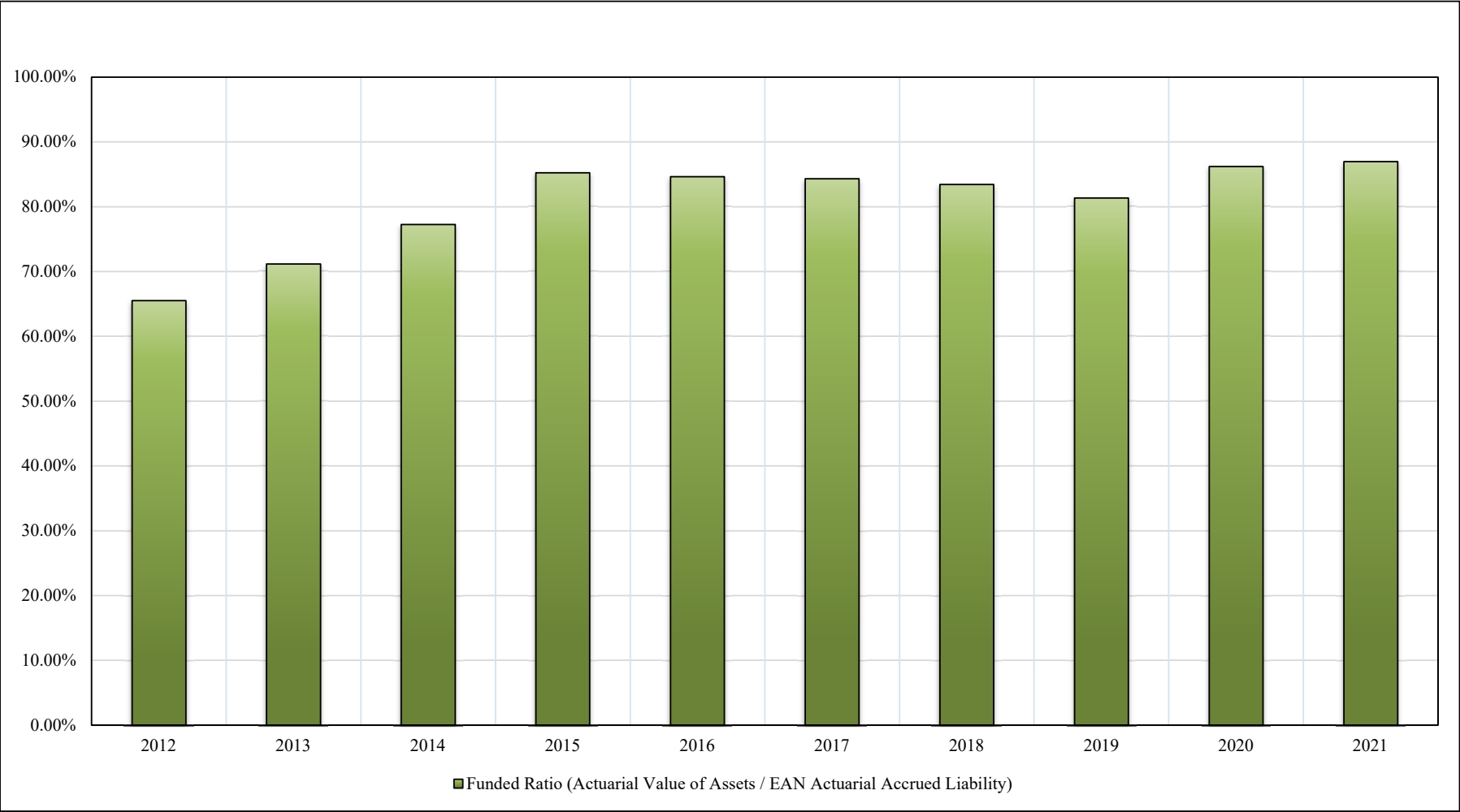
(1)	Unfunded Actuarial Accrued Liability as of October 1, 2020	\$676,437
(2)	Sponsor Normal Cost developed as of October 1, 2020	146,846
(3)	Expected administrative expenses for the year ended September 30, 2021	35,260
(4)	Expected interest on (1), (2) and (3)	58,864
(5)	Sponsor contributions to the System during the year ended September 30, 2021	324,066
(6)	Expected interest on (5)	10,177
(7)	Expected Unfunded Actuarial Accrued Liability as of September 30, 2021 (1)+(2)+(3)+(4)-(5)-(6)	583,164
(8)	Change to UAAL due to Assumption Change	198,017
(9)	Change to UAAL due to Actuarial (Gain)/Loss	(77,517)
(10)	Unfunded Actuarial Accrued Liability as of October 1, 2021	703,664

Type of <u>Base</u>	Date <u>Established</u>	Years <u>Remaining</u>	10/1/2021 <u>Amount</u>	Amortization <u>Amount</u>
Method Change	10/1/2008	7	306,432	52,801
Assump Change	10/1/2010	9	22,114	3,146
Actuarial Gain	10/1/2012	1	(2,241)	(2,241)
Actuarial Gain	10/1/2013	2	(4,427)	(2,286)
Software Change	10/1/2013	12	(38,341)	(4,462)
Assump Change	10/1/2013	12	(8,463)	(985)
Actuarial Gain	10/1/2014	3	(37,777)	(13,423)
Actuarial Gain	10/1/2015	4	(86,025)	(23,657)
Assump Change	10/1/2016	15	196,890	19,932
Actuarial Loss	10/1/2016	5	11,232	2,549
Actuarial Gain	10/1/2017	6	(208)	(41)
Assump Change	10/1/2017	16	97,938	9,552
Actuarial Loss	10/1/2018	7	10,760	1,854
Benefit Change	10/1/2018	27	(182)	(14)
Assump Change	10/1/2018	17	98,050	9,246
Actuarial Loss	10/1/2019	8	51,504	8,002
Assump Change	10/1/2019	18	109,886	10,049
Actuarial Gain	10/1/2020	9	(16,877)	(2,401)
Assump Change	10/1/2020	19	(127,101)	(11,305)
Actuarial Gain	10/1/2021	15	(77,517)	(7,847)
Assump Change	10/1/2021	15	198,017	20,046
			703,664	68,515

DETAILED ACTUARIAL (GAIN)/LOSS ANALYSIS

(1) Unfunded Actuarial Accrued Liability (UAAL) as of October 1, 2020	\$676,437
(2) Expected UAAL as of October 1, 2021	583,164
(3) Summary of Actuarial (Gain)/Loss, by component:	
Investment Return (Actuarial Asset Basis)	(151,058)
Salary Increases	59,156
Active Decrements	(34,627)
Inactive Mortality	43,487
Other	<u>5,525</u>
Increase in UAAL due to (Gain)/Loss	(77,517)
Assumption Changes	<u>198,017</u>
(4) Actual UAAL as of October 1, 2021	\$703,664

HISTORY OF FUNDING PROGRESS



ACTUARIAL ASSUMPTIONS AND METHODS

Mortality Rate

Healthy Active Lives:

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

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

Healthy Retiree Lives:

Female: PubS.H-2010 for Healthy Retirees, set forward one year.

Male: PubS.H-2010 (Below Median) for Healthy Retirees, set forward one year.

Beneficiary Lives:

Female: PubG.H-2010 (Below Median) for Healthy Retirees.

Male: PubG.H-2010 (Below Median) for Healthy Retirees, set back one year.

Disabled Lives:

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

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

The previously described mortality assumption rates were mandated by Chapter 2015-157, Laws of Florida. This law mandates the use of the assumptions used in either of the two most recent valuations of the Florida Retirement System (FRS). The above rates are those outlined in Milliman's July 1, 2021 FRS valuation report for special risk employees, with appropriate adjustments made based on plan demographics.

Interest Rate

6.75% (previously 7.00%) per year compounded annually, net of investment related expenses. This is supported by the target asset allocation of the trust and the expected long-term return by asset class.

Salary Increases

See table later in this section (previously 5.5% per year until the assumed retirement age). This assumption resulted from the September 16, 2021 Experience Study.

<u>Payroll Growth</u>	0.00% for purposes of amortizing the Unfunded Actuarial Accrued Liability. This assumption cannot exceed the ten-year average payroll growth, in compliance with Part VII of Chapter 112, Florida Statutes.
<u>Administrative Expenses</u>	\$37,632 annually, based on the average of actual expenses incurred in the prior two fiscal years.
<u>Retirement Age</u>	Earlier of age 55 and 10 years of service or 25 years of service, regardless of age (previously member who has reached Normal Retirement on the valuation date was assumed to continue employment for one additional year). This assumption was evaluated in the September 16, 2021 Experience Study.
<u>Early Retirement</u>	Commencing with the earliest Early Retirement Age (50), Members are assumed to retire with an immediate subsidized benefit at the rate of 5% per year. We feel this assumption is reasonable based on the plan provisions.
<u>Disability Rate</u>	See sample rates later in this section. It is assumed that 90% of disablements and active member deaths are service related. This assumption is consistent with those used by other plans containing Florida municipal Firefighters.
<u>Termination Rate</u>	See sample rates later in this section. This current assumption resulted from the September 16, 2021 Experience Study.
<u>Amortization Method</u>	All new UAAL amortization bases are amortized over 15 Years.
<u>Funding Method</u>	Entry Age Normal Actuarial Cost Method.
<u>Asset Valuation</u>	Each year, the prior Actuarial Value of Assets is brought forward utilizing the historical geometric 4-year average Market Value return. It is possible that over time this technique will produce an insignificant bias above or below Market Value.

Current % Terminating During the Year	
Service	Rate
<1	10.00%
1 - 5	5.50%
6 - 10	4.50%
11 - 15	4.00%
16+	0.00%

% Becoming Disabled During the Year	
Age	Rate
20	0.03%
30	0.04%
40	0.07%
50	0.18%

Salary Scale	
Service	Rate
<1	10.00%
1 - 5	5.75%
6+	4.75%

Previous % Terminating During the Year	
Age	Rate
20	6.0%
30	5.0%
40	2.6%
50	0.8%

GLOSSARY

Actuarial Value of Assets is the asset value used in the valuation to determine contribution requirements. It represents the plan's Market Value of Assets (see below), with adjustments according to the plan's Actuarial Asset Method. These adjustments produce a "smoothed" value that is likely to be less volatile from year to year than the Market Value of Assets.

Entry Age Normal Cost Method - Under this method, the normal cost is the sum of the individual normal costs for all active participants. For an active participant, the normal cost is the participant's normal cost accrual rate, multiplied by the participant's current compensation.

(a) The normal cost accrual rate equals:

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

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

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

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

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

Market Value of Assets is the fair market value of plan assets as of the valuation date. This amount may be adjusted to produce an Actuarial Value of Assets for plan funding purposes.

Normal (Current Year's) Cost is the current year's cost for benefits yet to be funded. Under the Entry Age Normal cost method, it 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.

Present Value of Benefits is the single sum value on the valuation date of all future benefits to be paid to current plan participants.

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

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.

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.

DISCUSSION OF RISK

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

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

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

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

Impact of Plan Maturity on Risk

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

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

- The Support Ratio, determined as the ratio of active to inactive members, has decreased from 77.8% on October 1, 2011 to 60.0% on October 1, 2021, indicating that the plan has been maturing during the period.
- The Accrued Liability Ratio, determined as the ratio of the Inactive Accrued Liability, which is the liability associated with members who are no longer employed but are due a benefit from the plan, to the Total Accrued Liability, is 61.9%. With a plan of this maturity, losses due to lower than expected investment returns or demographic factors may result in larger increases in contribution requirements than would be needed for a less mature plan. Please note Chapter 112, Florida Statutes, requires that the plan sponsor contributes the minimum required contribution; thus, there is minimal solvency risk to the plan.
- The Funded Ratio, determined as the ratio of the Actuarial Value of Assets to the Total Accrued Liability, has increased from 63.9% on October 1, 2011 to 86.9% on October 1, 2021, due to net favorable experience realized by the plan and assumption changes implemented during the period.
- The Net Cash Flow Ratio, determined as the ratio of the Net Cash Flow (contributions minus benefit payments and administrative expenses) to the Market Value of Assets, increased from -5.0% on October 1, 2011 to 0.2% on October 1, 2021. The current Net Cash Flow Ratio of 0.2% indicates that contributions are generally covering the plan's benefit payments and administrative expenses.

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

PLAN MATURITY MEASURES AND OTHER RISK METRICS

	<u>10/1/2011</u>	<u>10/1/2016</u>	<u>10/1/2020</u>	<u>10/1/2021</u>
<u>Support Ratio</u>				
Total Actives	14	13	12	12
Total Inactives ¹	18	19	20	20
Actives / Inactives ¹	77.8%	68.4%	60.0%	60.0%
<u>Asset Volatility Ratio</u>				
Market Value of Assets (MVA)	2,077,121	3,199,740	4,128,236	4,951,643
Total Annual Payroll	388,415	623,630	679,524	723,098
MVA / Total Annual Payroll	534.8%	513.1%	607.5%	684.8%
<u>Accrued Liability (AL) Ratio</u>				
Inactive Accrued Liability	2,432,243	2,889,464	3,281,797	3,334,732
Total Accrued Liability (EAN)	3,603,148	4,072,011	4,901,581	5,386,641
Inactive AL / Total AL	67.5%	71.0%	67.0%	61.9%
<u>Funded Ratio</u>				
Actuarial Value of Assets (AVA)	2,301,089	3,446,337	4,225,144	4,682,977
Total Accrued Liability (EAN)	3,603,148	4,072,011	4,901,581	5,386,641
AVA / Total Accrued Liability (EAN)	63.9%	84.6%	86.2%	86.9%
<u>Net Cash Flow Ratio</u>				
Net Cash Flow ²	(104,381)	72,683	(2,244)	10,581
Market Value of Assets (MVA)	2,077,121	3,199,740	4,128,236	4,951,643
Ratio	-5.0%	2.3%	-0.1%	0.2%

¹ Excludes terminated participants awaiting a refund of member contributions.

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

PARTIAL HISTORY OF PREMIUM TAX REFUNDS

Received During <u>Fiscal Year</u>	<u>Amount</u>	Increase from <u>Previous Year</u>
1998	34,664.00	_____%
1999	25,249.00	-27.2%
2000	24,397.00	-3.4%
2001	26,572.87	8.9%
2002	24,605.07	-7.4%
2003	30,308.90	23.2%
2004	35,148.14	16.0%
2005	33,192.74	-5.6%
2006	35,910.51	8.2%
2007	37,777.06	5.2%
2008	44,050.88	16.6%
2009	62,291.89	41.4%
2010	49,715.54	-20.2%
2011	44,997.51	-9.5%
2012	48,685.77	8.2%
2013	48,381.77	-0.6%
2014	51,276.06	6.0%
2015	49,772.86	-2.9%
2016	38,521.64	-22.6%
2017	39,612.58	2.8%
2018	36,114.15	-8.8%
2019	41,082.86	13.8%
2020	32,683.26	-20.4%
2021	43,751.57	33.9%

STATEMENT OF FIDUCIARY NET POSITION
SEPTEMBER 30, 2021

<u>ASSETS</u>	COST VALUE	MARKET VALUE
Cash and Cash Equivalents:		
Short Term Investments	65,696.26	65,696.26
Total Cash and Equivalents	65,696.26	65,696.26
Receivables:		
Member Contributions in Transit	582.56	582.56
City Contributions in Transit	24,699.12	24,699.12
Total Receivable	25,281.68	25,281.68
Investments:		
Mutual Funds:		
Fixed Income	1,485,538.20	1,518,437.38
Equity	2,583,962.21	3,354,926.80
Total Investments	4,069,500.41	4,873,364.18
Total Assets	4,160,478.35	4,964,342.12
<u>LIABILITIES</u>		
Payables:		
Investment Expenses	1,375.00	1,375.00
Administrative Expenses	1,700.00	1,700.00
Prepaid Member Contribution	4.56	4.56
Prepaid City Contribution	9,619.15	9,619.15
Total Liabilities	12,698.71	12,698.71
NET POSITION RESTRICTED FOR PENSIONS	4,147,779.64	4,951,643.41

STATEMENT OF CHANGES IN FIDUCIARY NET POSITION
FOR THE YEAR ENDED SEPTEMBER 30, 2021
Market Value Basis

ADDITIONS

Contributions:

Member	6,865.80
City	281,411.22
State	43,751.57

Total Contributions	332,028.59
---------------------	------------

Investment Income:

Net Realized Gain (Loss)	542,539.40	
Unrealized Gain (Loss)	123,781.32	
Net Increase in Fair Value of Investments		666,320.72
Interest & Dividends		164,423.07
Less Investment Expense ¹		(17,917.07)

Net Investment Income	812,826.72
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Total Additions	1,144,855.31
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DEDUCTIONS

Distributions to Members:

Benefit Payments	272,341.80
Lump Sum DROP Distributions	0.00
Lump Sum Share Distributions	0.00
Refunds of Member Contributions	5,811.29

Total Distributions	278,153.09
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Administrative Expense	43,294.52
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Total Deductions	321,447.61
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Net Increase in Net Position	823,407.70
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NET POSITION RESTRICTED FOR PENSIONS

Beginning of the Year	4,128,235.71
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End of the Year	4,951,643.41
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¹Investment related expenses include investment advisory, custodial and performance monitoring fees.

ACTUARIAL ASSET VALUATION
SEPTEMBER 30, 2021

Actuarial Assets for funding purposes are developed by increasing the Actuarial Assets used in the most recent actuarial valuation of the Fund by the average annual market value rate of return (net of investment related expenses) for the past four years. Actuarial Assets shall not be less than 80% nor greater than 120% of Market Value of Assets.

Details of the derivation are set forth as follows:

Plan Year End	Rate of Return ¹	
09/30/2018	7.58%	
09/30/2019	4.66%	
09/30/2020	10.81%	
09/30/2021	19.81%	
Annualized Rate of Return for prior four (4) years:		10.57%
(A) 10/01/2020 Actuarial Assets:		\$4,225,144.35
(I) Net Investment Income:		
1. Interest and Dividends	164,423.07	
2. Realized Gain (Loss)	542,539.40	
3. Unrealized Gain (Loss)	123,781.32	
4. Change in Actuarial Value	(365,575.37)	
5. Investment Related Expenses	(17,917.07)	
Total		447,251.35
(B) 10/01/2021 Actuarial Assets:		\$4,682,976.68
Actuarial Asset Rate of Return = 2I/(A+B-I):		10.57%
10/01/2021 Limited Actuarial Assets:		\$4,682,976.68
10/01/2021 Market Value of Assets:		\$4,951,643.41
Actuarial Gain/(Loss) due to Investment Return (Actuarial Asset Basis)		\$151,058.40

¹Market Value Basis, net of investment related expenses.

CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
SEPTEMBER 30, 2021
Actuarial Asset Basis

REVENUES

Contributions:		
Member	6,865.80	
City	281,411.22	
State	43,751.57	
Total Contributions		332,028.59
Earnings from Investments:		
Interest & Dividends	164,423.07	
Net Realized Gain (Loss)	542,539.40	
Unrealized Gain (Loss)	123,781.32	
Change in Actuarial Value	(365,575.37)	
Total Earnings and Investment Gains		465,168.42

EXPENDITURES

Distributions to Members:		
Benefit Payments	272,341.80	
Lump Sum DROP Distributions	0.00	
Lump Sum Share Distributions	0.00	
Refunds of Member Contributions	5,811.29	
Total Distributions		278,153.09
Expenses:		
Investment related ¹	17,917.07	
Administrative	43,294.52	
Total Expenses		61,211.59
Change in Net Assets for the Year		457,832.33
Net Assets Beginning of the Year		4,225,144.35
Net Assets End of the Year ²		4,682,976.68

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

²Net Assets may be limited for actuarial consideration.

DEFERRED RETIREMENT OPTION PLAN ACTIVITY
October 1, 2020 to September 30, 2021

Beginning of the Year Balance	51,235.86
Plus Additions	49,509.48
Investment Return Earned	5,056.72
Less Distributions	0.00
End of the Year Balance	105,802.06

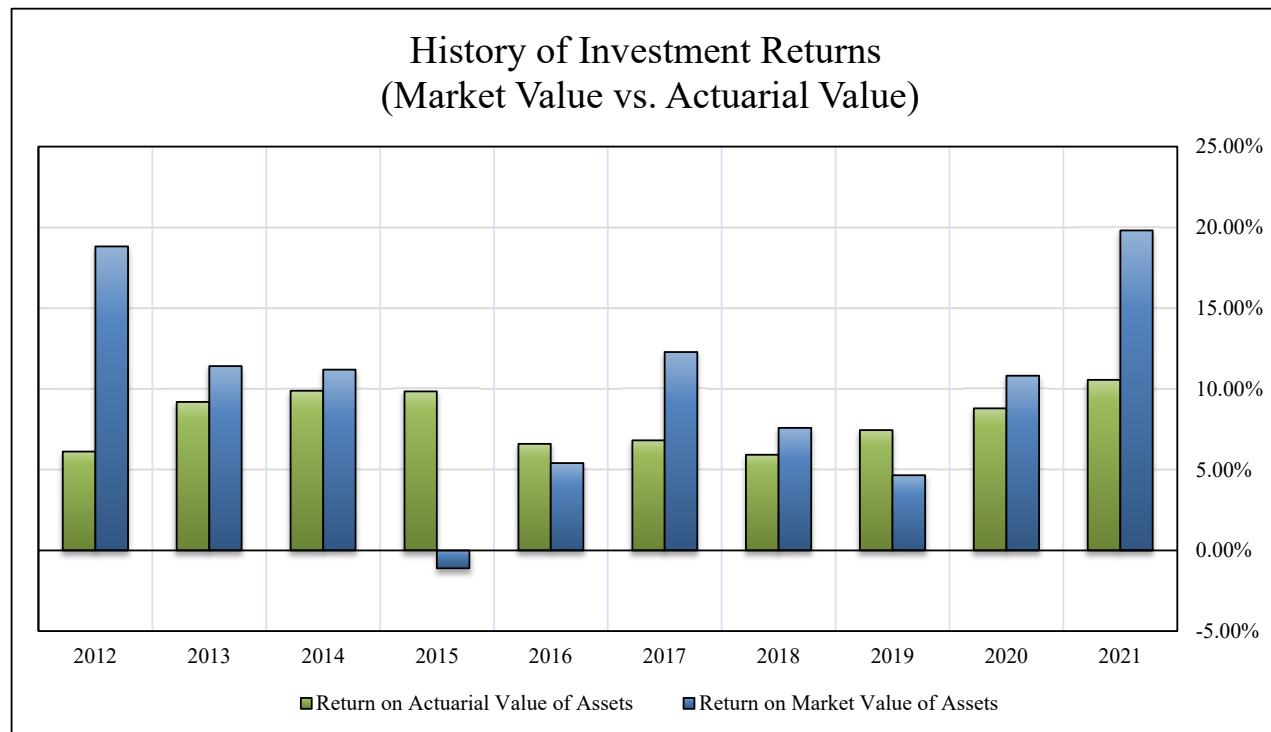
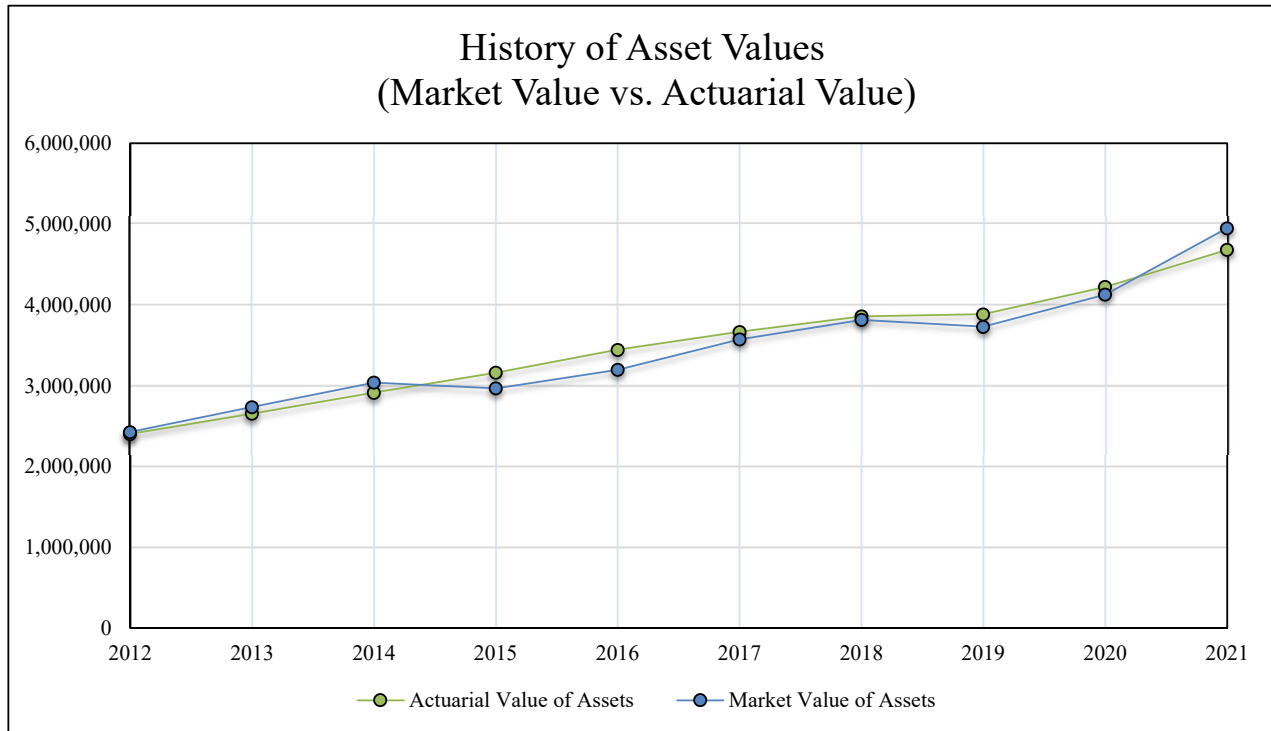
SUPPLEMENTAL CHAPTER 175 SHARE PLAN ACTIVITY
October 1, 2020 through September 30, 2021

9/30/2020 Balance	0.00
Prior Year Adjustment	0.00
Plus Additions	1,097.03
Investment Return Earned	0.00
Administrative Fees	0.00
Less Distributions	<u>0.00</u>
9/30/2021 Balance	1,097.03

RECONCILIATION OF CITY'S SHORTFALL/(PREPAID) CONTRIBUTION
FOR THE FISCAL YEAR ENDED (FYE) SEPTEMBER 30, 2021

(1) Total Required Contribution Rate	48.2%
(2) Pensionable Payroll Derived from Member Contributions	\$686,580.00
(3) Total Required Contribution (1) x (2)	330,931.56
(4) Less Actual Member Contributions	(6,865.80)
(5) Less Allowable State Contribution	<u>(42,654.54)</u>
(6) Equals Required City Contribution for Fiscal 2021	281,411.22
(7) Less 2020 Prepaid Contribution	(2,591.80)
(8) Less Actual City Contributions	<u>(288,438.57)</u>
(9) Equals City's Shortfall/(Prepaid) Contribution as of September 30, 2021	(\$9,619.15)

HISTORY OF ASSET VALUES AND INVESTMENT RETURNS



STATISTICAL DATA

	<u>10/1/2018</u>	<u>10/1/2019</u>	<u>10/1/2020</u>	<u>10/1/2021</u>
<u>Actives</u>				
Number	13	13	12	12
Average Current Age	37.9	36.6	35.8	36.6
Average Age at Employment	29.4	29.0	27.6	27.8
Average Past Service	8.5	7.6	8.2	8.8
Average Annual Salary	\$49,288	\$50,287	\$56,627	\$60,258
<u>Service Retirees</u>				
Number	9	10	10	10
Average Current Age	68.0	68.2	69.2	70.2
Average Annual Benefit	\$23,068	\$24,682	\$24,682	\$24,682
<u>DROP Retirees</u>				
Number	1	1	1	1
Average Current Age	60.4	55.8	56.8	57.8
Average Annual Benefit	\$39,204	\$49,509	\$49,509	\$49,509
<u>Beneficiaries</u>				
Number	2	2	2	2
Average Current Age	76.4	77.4	78.4	79.4
Average Annual Benefit	\$12,763	\$12,763	\$12,763	\$12,763
<u>Disability Retirees</u>				
Number	0	0	0	0
Average Current Age	N/A	N/A	N/A	N/A
Average Annual Benefit	N/A	N/A	N/A	N/A
<u>Terminated Vested</u>				
Number	12	11	12	13
Average Current Age ¹	60.2	62.4	62.8	63.8
Average Annual Benefit ¹	\$216	\$219	\$215	\$215

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

AGE AND SERVICE DISTRIBUTION

PAST SERVICE

AGE	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30+	Total
15 - 19												0
20 - 24	1											1
25 - 29			1		1	1						3
30 - 34				1		1						2
35 - 39								1				1
40 - 44						1						1
45 - 49						1	1	1				3
50 - 54									1			1
55 - 59												0
60 - 64												0
65+												0
Total	1	0	1	1	1	4	1	2	1	0	0	12

VALUATION PARTICIPANT RECONCILIATION

1. Active lives

a. Number in prior valuation 10/1/2020	12
b. Terminations	
i. Vested (partial or full) with deferred annuity	0
ii. Vested in refund of member contributions only	(1)
iii. Refund of member contributions or full lump sum distribution received	0
c. Deaths	
i. Beneficiary receiving benefits	0
ii. No future benefits payable	0
d. Disabled	0
e. Retired	0
f. DROP	<u>0</u>
g. Continuing participants	11
h. New entrants	<u>1</u>
i. Total active life participants in valuation	12

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

	Service Retirees, Vested Receiving <u>Benefits</u>	DROP <u>Benefits</u>	Receiving Death <u>Benefits</u>	Receiving Disability <u>Benefits</u>	Vested (Deferred Annuity)	Vested (Due Refund)	<u>Total</u>
a. Number prior valuation	10	1	2	0	7	5	25
Retired	0	0	0	0	0	0	0
DROP	0	0	0	0	0	0	0
Vested (Deferred Annuity)	0	0	0	0	0	0	0
Vested (Due Refund)	0	0	0	0	0	1	1
Hired/Terminated in Same Year	0	0	0	0	0	0	0
Death, With Survivor	0	0	0	0	0	0	0
Death, No Survivor	0	0	0	0	0	0	0
Disabled	0	0	0	0	0	0	0
Refund of Contributions	0	0	0	0	0	0	0
Rehires	0	0	0	0	0	0	0
Expired Annuities	0	0	0	0	0	0	0
Data Corrections	0	0	0	0	0	0	0
b. Number current valuation	10	1	2	0	7	6	26

SUMMARY OF CURRENT PLAN
THROUGH ORDINANCE 953

LATEST AMENDMENT DATE	November 10, 2015.
CREDITED SERVICE	Years and fractional parts of years of service with the City as a firefighter. Purchase of prior military or prior fire service is permitted.
AVERAGE FINAL COMPENSATION	Average Salary paid during the five (5) highest years of the last ten (10) years of Credited Service.
SALARY	Base compensation. (Lump sum payments of accrued sick and/or vacation at termination are excluded.)
NORMAL RETIREMENT	
Eligibility	Earlier of age 55 and the completion of 10 years of Credited Service or the completion of 25 years of Credited Service, regardless of age.
Benefit Amount	3% of Average Final Compensation times Credited Service
Form of Benefit	10 year certain and life thereafter (options available).
EARLY RETIREMENT	
Eligibility	Age 50 and 10 years of Credited Service.
Benefit Amount	Accrued benefit, reduced by 3% per year prior to Normal Retirement Date.
DISABILITY	
Eligibility	a) 10 years of credited service for non-service related; coverage from date of hire for service-incurred. b) Total and permanent disability prior to Normal Retirement Date.
Benefit Amount	Accrued benefit, but not less than 42% of Average Final Compensation for service related disabilities.

DEATH

Less than 10 years of
Credited Service

Refund of Member Contributions

10 years or more

Beneficiary is entitled to either: 1) the benefits otherwise payable to the firefighter at his early or normal retirement date, payable for 10 years, or 2) a refund of Member Contributions.

VESTING (TERMINATION)

Less than 10 years of
Credited Service

Refund of Member Contributions

10 years or more

Accrued benefit payable at age 50 or later, on reduced basis if to commence prior to Normal Retirement Date, or a refund of Member Contributions.

CONTRIBUTIONS

Employee

1.0% of Salary.

Premium Tax

1.85% tax on premiums for fire insurance policies.

City

Remaining amount necessary for payment of Normal (current year's) Cost and amortization of the accrued past service liability as provided in Part VII of Chapter 112, Florida Statutes. In no event will the City's contribution be less than 5.0% of the total Salary of the Members.

BOARD OF TRUSTEES

a) Two City Council appointees,

b) Two Members of the System elected by a majority of the other covered Firefighters, and

c) A fifth Member elected by the other 4 and appointed by the City Council.

STATEMENT OF FIDUCIARY NET POSITION
SEPTEMBER 30, 2021

<u>ASSETS</u>	MARKET VALUE
Cash and Cash Equivalents:	
Short Term Investments	65,696
Total Cash and Equivalents	65,696
Receivables:	
Member Contributions in Transit	583
City Contributions in Transit	24,699
Total Receivable	25,282
Investments:	
Mutual Funds:	
Fixed Income	1,518,437
Equity	3,354,927
Total Investments	4,873,364
Total Assets	4,964,342
<u>LIABILITIES</u>	
Payables:	
Investment Expenses	1,375
Administrative Expenses	1,700
Total Liabilities	3,075
NET POSITION RESTRICTED FOR PENSIONS	4,961,267

STATEMENT OF CHANGES IN FIDUCIARY NET POSITION
FOR THE YEAR ENDED SEPTEMBER 30, 2021
Market Value Basis

ADDITIONS

Contributions:

Member	6,870
City	288,438
State	43,751

Total Contributions	339,059
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Investment Income:

Net Increase in Fair Value of Investments	666,322
Interest & Dividends	164,423
Less Investment Expense ¹	(17,917)

Net Investment Income	812,828
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Total Additions	1,151,887
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DEDUCTIONS

Distributions to Members:

Benefit Payments	272,342
Lump Sum DROP Distributions	0
Refunds of Member Contributions	5,811

Total Distributions	278,153
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Administrative Expense	43,295
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Total Deductions	321,448
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Net Increase in Net Position	830,439
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NET POSITION RESTRICTED FOR PENSIONS

Beginning of the Year	4,130,828
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End of the Year	4,961,267
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¹Investment related expenses include investment advisory, custodial and performance monitoring fees.

NOTES TO THE FINANCIAL STATEMENTS

(For the Year Ended September 30, 2021)

Plan Administration

The Plan is a single-employer defined benefit pension plan administered by the Plan's Board of Trustees comprised of:

- a) Two City Council appointees,
- b) Two Members of the System elected by a majority of the other covered Firefighters, and
- c) A fifth Member elected by the other 4 and appointed by the City Council.

Plan Membership as of October 1, 2020:

Inactive Plan Members or Beneficiaries Currently Receiving Benefits	13
Inactive Plan Members Entitled to But Not Yet Receiving Benefits	12
Active Plan Members	12
	37

Benefits Provided

The Plan provides retirement, termination, disability and death benefits.

A summary of the benefit provisions can be found in the October 1, 2020 Actuarial Valuation Report for the City of Perry Municipal Firefighters' Retirement Trust Fund prepared by Foster & Foster Actuaries and Consultants.

Contributions

Employee: 1.0% of Salary.

Premium Tax: 1.85% tax on premiums for fire insurance policies.

City: Remaining amount necessary for payment of Normal (current year's) Cost and amortization of the accrued past service liability as provided in Part VII of Chapter 112, Florida Statutes. In no event will the City's contribution be less than 5.0% of the total Salary of the Members.

Investment Policy:

The following was the Board's adopted asset allocation policy as of September 30, 2021:

Asset Class	Target Allocation
Domestic Equity	50.0%
International Equity	15.0%
Broad Market Fixed Income	30.0%
Fixed Income (Non-Core)	2.5%
Global Fixed Income	2.5%
Total	100.0%

Concentrations:

The Plan did not hold investments in any one organization that represent 5 percent or more of the Pension Plan's Fiduciary Net Position.

Rate of Return:

For the year ended September 30, 2021, the annual money-weighted rate of return on Pension Plan investments, net of Pension Plan investment expense, was 19.81 percent.

The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

GASB 67

Deferred Retirement Option Program

Eligibility: Satisfaction of Normal Retirement requirements.

Participation: Not to exceed 60 months.

Rate of Return: At Participants election:

1.) Actual net rate of investment return (total return net of brokerage commissions, management fees and transaction costs),
or

2.) 6.5% fixed annual return.

The DROP balance as September 30, 2021 is \$105,802.

NET PENSION LIABILITY OF THE SPONSOR

The components of the Net Pension Liability of the Sponsor on September 30, 2021 were as follows:

Total Pension Liability	\$ 5,278,742
Plan Fiduciary Net Position	\$ (4,961,267)
Sponsor's Net Pension Liability	<u>\$ 317,475</u>
Plan Fiduciary Net Position as a percentage of Total Pension Liability	<u>93.99%</u>

Actuarial Assumptions:

The Total Pension Liability was determined by an actuarial valuation as of October 1, 2020 updated to September 30, 2021 using the following actuarial assumptions:

Inflation	2.50%
Salary Increases	Service based
Discount Rate	6.75%
Investment Rate of Return	6.75%

Mortality Rate Healthy Active Lives:

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

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

Mortality Rate Healthy Retiree Lives:

Female: PubS.H-2010 for Healthy Retirees, set forward one year.

Male: PubS.H-2010 (Below Median) for Healthy Retirees, set forward one year.

Mortality Rate Beneficiary Lives:

Female: PubG.H-2010 (Below Median) for Healthy Retirees.

Male: PubG.H-2010 (Below Median) for Healthy Retirees, set back one year.

Mortality Rate Disabled Lives:

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

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

The previously described mortality assumption rates were mandated by Chapter 2015-157, Laws of Florida. This law mandates the use of the assumptions used in either of the two most recent valuations of the Florida Retirement System (FRS). The above rates are those outlined in Milliman's July 1, 2020 FRS valuation report for special risk employees, with appropriate adjustments made based on plan demographics.

The most recent actuarial experience study used to review the other significant assumptions was dated September 16, 2021.

The Long-Term Expected Rate of Return on Pension Plan investments can be determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of Pension Plan investment expenses and inflation) are developed for each major asset class.

For 2021 the inflation rate assumption of the investment advisor was 2.50%.

These ranges are combined to produce the Long-Term Expected Rate of Return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

Best estimates of arithmetic real rates of return for each major asset class included in the Pension Plan's target asset allocation as of September 30, 2021 are summarized in the following table:

Asset Class	Long Term Expected Real Rate of Return ¹
Domestic Equity	7.50%
International Equity	8.50%
Broad Market Fixed Income	2.50%
Fixed Income (Non-Core)	2.50%
Global Fixed Income	3.50%

¹ Source: AndCo Consulting

Discount Rate:

The Discount Rate used to measure the Total Pension Liability was 6.75 percent.

The projection of cash flows used to determine the Discount Rate assumed that Plan Member contributions will be made at the current contribution rate and that Sponsor contributions will be made at rates equal to the difference between actuarially determined contribution rates and the Member rate. Based on those assumptions, the Pension Plan's Fiduciary Net Position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the Long-Term Expected Rate of Return on Pension Plan investments was applied to all periods of projected benefit payments to determine the Total Pension Liability.

	1% Decrease 5.75%	Current Discount Rate 6.75%	1% Increase 7.75%
Sponsor's Net Pension Liability	\$ 933,059	\$ 317,475	\$ (197,114)

SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS

Last 2 Fiscal Years

	09/30/2021	09/30/2020
Total Pension Liability		
Service Cost	153,198	149,168
Interest	339,699	330,230
Share Plan Allocation	1,097	-
Changes of benefit terms	-	-
Differences between Expected and Actual Experience	57,211	69,143
Changes of assumptions	166,975	(142,052)
Benefit Payments, including Refunds of Employee Contributions	(278,153)	(272,342)
Net Change in Total Pension Liability	440,027	134,147
Total Pension Liability - Beginning	4,838,715	4,704,568
Total Pension Liability - Ending (a)	<u>\$ 5,278,742</u>	<u>\$ 4,838,715</u>
Plan Fiduciary Net Position		
Contributions - Employer	288,438	265,534
Contributions - State	43,751	32,683
Contributions - Employee	6,870	6,441
Net Investment Income	812,828	399,488
Benefit Payments, including Refunds of Employee Contributions	(278,153)	(272,342)
Administrative Expense	(43,295)	(31,967)
Net Change in Plan Fiduciary Net Position	830,439	399,837
Plan Fiduciary Net Position - Beginning	4,130,828	3,730,991
Plan Fiduciary Net Position - Ending (b)	<u>\$ 4,961,267</u>	<u>\$ 4,130,828</u>
Net Pension Liability - Ending (a) - (b)	<u>\$ 317,475</u>	<u>\$ 707,887</u>
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	93.99%	85.37%
Covered Payroll	\$ 686,580	\$ 644,065
Net Pension Liability as a percentage of Covered Payroll	46.24%	109.91%

Notes to Schedule of Changes in Net Pension Liability and Related Ratios:

Changes of assumptions:

For measurement date 09/30/2021, as a result of an Experience Study prepared on September 20, 2021, the Board approved the following changes:

- Reduce the investment return assumption from 7.00% to 6.75% per year, net of investment related expenses.
- Adjust assumed salary increase rates to be based on service rather than a flat rate. Rates were adjusted upward for service less than six years and downward for service more than six years.
- Remove the assumption that a member who has reached Normal Retirement is assumed to continue employment for one additional year.
- Adjust assumed withdrawal rates to be based on service rather than age. Rates also were adjusted upward for service less than 16 years.

For measurement date 09/30/2020, as mandated by Chapter 2015-157, Laws of Florida, the assumed rates of mortality were changed to the rates used in Milliman's July 1, 2019 FRS valuation report for special risk employees.

SCHEDULE OF CONTRIBUTIONS

Last 2 Fiscal Years

Fiscal Year Ended	Actuarially Determined Contribution	Contributions in relation to the Actuarially Determined Contributions	Contribution Deficiency (Excess)	Covered Payroll	Contributions as a percentage of Covered Payroll
09/30/2021	\$ 324,065	\$ 331,092	\$ (7,027)	\$ 686,580	48.22%
09/30/2020	\$ 295,625	\$ 298,217	\$ (2,592)	\$ 644,065	46.30%

Notes to Schedule

Valuation Date: 10/01/2019

Actuarially determined contribution rates are calculated as of October 1, two years prior to the end of the fiscal year in which contributions are reported.

Methods and assumptions used to determine contribution rates can be found in the October 1, 2019 Actuarial Valuation for the City of Perry Municipal Firefighters' Retirement Trust Fund prepared by Foster & Foster Actuaries and Consultants.

SCHEDULE OF INVESTMENT RETURNS
Last 2 Fiscal Years

Fiscal Year Ended	Annual Money-Weighted Rate of Return Net of Investment Expense
09/30/2021	19.81%
09/30/2020	10.81%

NOTES TO THE FINANCIAL STATEMENTS

(For the Year Ended September 30, 2022)

Plan Description

The Plan is a single-employer defined benefit pension plan administered by the Plan's Board of Trustees comprised of:

- a) Two City Council appointees,
- b) Two Members of the System elected by a majority of the other covered Firefighters, and
- c) A fifth Member elected by the other 4 and appointed by the City Council.

Each person employed by the City Fire Department as a full-time Firefighter becomes a member of the Plan as a condition of his employment. All Firefighters are therefore eligible for plan benefits as provided for in the plan document and by applicable law.

Plan Membership as of October 1, 2020:

Inactive Plan Members or Beneficiaries Currently Receiving Benefits	13
Inactive Plan Members Entitled to But Not Yet Receiving Benefits	12
Active Plan Members	12
	<hr/> 37 <hr/>

Benefits Provided

The Plan provides retirement, termination, disability and death benefits.

A summary of the benefit provisions can be found in the October 1, 2020 Actuarial Valuation Report for the City of Perry Municipal Firefighters' Retirement Trust Fund prepared by Foster & Foster Actuaries and Consultants.

Contributions

Employee: 1.0% of Salary.

Premium Tax: 1.85% tax on premiums for fire insurance policies.

City: Remaining amount necessary for payment of Normal (current year's) Cost and amortization of the accrued past service liability as provided in Part VII of Chapter 112, Florida Statutes. In no event will the City's contribution be less than 5.0% of the total Salary of the Members.

Net Pension Liability

The measurement date is September 30, 2021.

The measurement period for the pension expense was October 1, 2020 to September 30, 2021.

The reporting period is October 1, 2021 through September 30, 2022.

The Sponsor's Net Pension Liability was measured as of September 30, 2021.

The Total Pension Liability used to calculate the Net Pension Liability was determined as of that date.

Actuarial Assumptions:

The Total Pension Liability was determined by an actuarial valuation as of October 1, 2020 updated to September 30, 2021 using the following actuarial assumptions:

Inflation	2.50%
Salary Increases	Service based
Discount Rate	6.75%
Investment Rate of Return	6.75%

Mortality Rate Healthy Active Lives:

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

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

Mortality Rate Healthy Retiree Lives:

Female: PubS.H-2010 for Healthy Retirees, set forward one year.

Male: PubS.H-2010 (Below Median) for Healthy Retirees, set forward one year.

Mortality Rate Beneficiary Lives:

Female: PubG.H-2010 (Below Median) for Healthy Retirees.

Male: PubG.H-2010 (Below Median) for Healthy Retirees, set back one year.

Mortality Rate Disabled Lives:

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

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

The previously described mortality assumption rates were mandated by Chapter 2015-157, Laws of Florida. This law mandates the use of the assumptions used in either of the two most recent valuations of the Florida Retirement System (FRS). The above rates are those outlined in Milliman's July 1, 2020 FRS valuation report for special risk employees, with appropriate adjustments made based on plan demographics.

The most recent actuarial experience study used to review the other significant assumptions was dated September 16, 2021.

The Long-Term Expected Rate of Return on Pension Plan investments can be determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of Pension Plan investment expenses and inflation) are developed for each major asset class.

For 2021 the inflation rate assumption of the investment advisor was 2.50%.

These ranges are combined to produce the Long-Term Expected Rate of Return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

Best estimates of arithmetic real rates of return for each major asset class included in the Pension Plan's target asset allocation as of September 30, 2021 are summarized in the following table:

Asset Class	Target Allocation	Long Term Expected Real Rate of Return ¹
Domestic Equity	50.0%	7.50%
International Equity	15.0%	8.50%
Broad Market Fixed Income	30.0%	2.50%
Fixed Income (Non-Core)	2.5%	2.50%
Global Fixed Income	2.5%	3.50%
Total	100.0%	

¹ Source: AndCo Consulting

Discount Rate:

The Discount Rate used to measure the Total Pension Liability was 6.75 percent.

The projection of cash flows used to determine the Discount Rate assumed that Plan Member contributions will be made at the current contribution rate and that Sponsor contributions will be made at rates equal to the difference between actuarially determined contribution rates and the Member rate. Based on those assumptions, the Pension Plan's Fiduciary Net Position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the Long-Term Expected Rate of Return on Pension Plan investments was applied to all periods of projected benefit payments to determine the Total Pension Liability.

CHANGES IN NET PENSION LIABILITY

	Increase (Decrease)		
	Total Pension Liability	Plan Fiduciary Net Position	Net Pension Liability
	(a)	(b)	(a)-(b)
Reporting Period Ending September 30, 2021	\$ 4,838,715	\$ 4,130,828	\$ 707,887
Changes for a Year:			
Service Cost	153,198	-	153,198
Interest	339,699	-	339,699
Share Plan Allocation	1,097	-	1,097
Differences between Expected and Actual Experience	57,211	-	57,211
Changes of assumptions	166,975	-	166,975
Changes of benefit terms	-	-	-
Contributions - Employer	-	288,438	(288,438)
Contributions - State	-	43,751	(43,751)
Contributions - Employee	-	6,870	(6,870)
Net Investment Income	-	812,828	(812,828)
Benefit Payments, including Refunds of Employee Contributions	(278,153)	(278,153)	-
Administrative Expense	-	(43,295)	43,295
Net Changes	440,027	830,439	(390,412)
Reporting Period Ending September 30, 2022	\$ 5,278,742	\$ 4,961,267	\$ 317,475

Sensitivity of the Net Pension Liability to changes in the Discount Rate.

	1% Decrease	Current Discount Rate	1% Increase
	5.75%	6.75%	7.75%
Sponsor's Net Pension Liability	\$ 933,059	\$ 317,475	\$ (197,114)

Pension Plan Fiduciary Net Position.

Detailed information about the pension Plan's Fiduciary Net Position is available in a separately issued Plan financial report.

FINAL PENSION EXPENSE AND DEFERRED OUTFLOWS OF RESOURCES AND DEFERRED
INFLOWS OF RESOURCES RELATED TO PENSIONS
FISCAL YEAR SEPTEMBER 30, 2021

For the year ended September 30, 2021, the Sponsor has recognized a Pension Expense of \$260,871.

On September 30, 2021, the Sponsor reported Deferred Outflows of Resources and Deferred Inflows of Resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between Expected and Actual Experience	51,858	41,240
Changes of assumptions	88,200	106,539
Net difference between Projected and Actual Earnings on Pension Plan investments	-	77,614
Employer and State contributions subsequent to the measurement date	332,189	-
Total	<u>\$ 472,247</u>	<u>\$ 225,393</u>

The outcome of the Deferred Outflows of resources related to pensions resulting from Employer and State contributions subsequent to the measurement date was recognized as a reduction of the Net Pension Liability in the year ended September 30, 2021.

Other amounts reported as Deferred Outflows of Resources and Deferred Inflows of Resources related to pensions will be recognized in Pension Expense as follows:

Year ended September 30:	
2022	\$ (20,756)
2023	\$ (11,423)
2024	\$ (25,495)
2025	\$ (27,661)
2026	\$ -
Thereafter	\$ -

**PRELIMINARY PENSION EXPENSE AND DEFERRED OUTFLOWS OF RESOURCES AND
DEFERRED INFLOWS OF RESOURCES RELATED TO PENSIONS
FISCAL YEAR SEPTEMBER 30, 2022**

For the year ended September 30, 2022, the Sponsor will recognize a Pension Expense of \$171,324.

On September 30, 2022, the Sponsor reported Deferred Outflows of Resources and Deferred Inflows of Resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between Expected and Actual Experience	77,481	15,937
Changes of assumptions	155,303	71,026
Net difference between Projected and Actual Earnings on Pension Plan investments	-	460,703
Employer and State contributions subsequent to the measurement date	TBD	-
Total	TBD	\$ 547,666

The outcome of the Deferred Outflows of resources related to pensions resulting from Employer and State contributions subsequent to the measurement date will be recognized as a reduction of the Net Pension Liability in the year ended September 30, 2022.

Other amounts reported as Deferred Outflows of Resources and Deferred Inflows of Resources related to pensions will be recognized in Pension Expense as follows:

Year ended September 30:

2023	\$ (59,987)
2024	\$ (74,059)
2025	\$ (76,225)
2026	\$ (104,611)
2027	\$ -
Thereafter	\$ -

SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS
Last 2 Fiscal Years

Reporting Period Ending Measurement Date	09/30/2022 09/30/2021	09/30/2021 09/30/2020
Total Pension Liability		
Service Cost	153,198	149,168
Interest	339,699	330,230
Share Plan Allocation	1,097	-
Changes of benefit terms	-	-
Differences between Expected and Actual Experience	57,211	69,143
Changes of assumptions	166,975	(142,052)
Benefit Payments, including Refunds of Employee Contributions	(278,153)	(272,342)
Net Change in Total Pension Liability	440,027	134,147
Total Pension Liability - Beginning	4,838,715	4,704,568
Total Pension Liability - Ending (a)	<u>\$ 5,278,742</u>	<u>\$ 4,838,715</u>
Plan Fiduciary Net Position		
Contributions - Employer	288,438	265,534
Contributions - State	43,751	32,683
Contributions - Employee	6,870	6,441
Net Investment Income	812,828	399,488
Benefit Payments, including Refunds of Employee Contributions	(278,153)	(272,342)
Administrative Expense	(43,295)	(31,967)
Net Change in Plan Fiduciary Net Position	830,439	399,837
Plan Fiduciary Net Position - Beginning	4,130,828	3,730,991
Plan Fiduciary Net Position - Ending (b)	<u>\$ 4,961,267</u>	<u>\$ 4,130,828</u>
Net Pension Liability - Ending (a) - (b)	<u>\$ 317,475</u>	<u>\$ 707,887</u>
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	93.99%	85.37%
Covered Payroll	\$ 686,580	\$ 644,065
Net Pension Liability as a percentage of Covered Payroll	46.24%	109.91%

Notes to Schedule of Changes in Net Pension Liability and Related Ratios:

Changes of assumptions:

For measurement date 09/30/2021, as a result of an Experience Study prepared on September 20, 2021, the Board approved the

- Reduce the investment return assumption from 7.00% to 6.75% per year, net of investment related expenses.
- Adjust assumed salary increase rates to be based on service rather than a flat rate. Rates were adjusted upward for service less than six years and downward for service more than six years.
- Remove the assumption that a member who has reached Normal Retirement is assumed to continue employment for one additional year.
- Adjust assumed withdrawal rates to be based on service rather than age. Rates also were adjusted upward for service less than 16 years.

For measurement date 09/30/2020, as mandated by Chapter 2015-157, Laws of Florida, the assumed rates of mortality were changed to the rates used in Milliman's July 1, 2019 FRS valuation report for special risk employees.

SCHEDULE OF CONTRIBUTIONS

Last 2 Fiscal Years

Fiscal Year Ended	Actuarially Determined Contribution	Contributions in relation to the Actuarially Determined Contributions	Contribution Deficiency (Excess)	Covered Payroll	Contributions as a percentage of Covered Payroll
09/30/2021	\$ 324,065	\$ 331,092	\$ (7,027)	\$ 686,580	48.22%
09/30/2020	\$ 295,625	\$ 298,217	\$ (2,592)	\$ 644,065	46.30%

Notes to Schedule

Valuation Date: 10/01/2019

Actuarially determined contribution rates are calculated as of October 1, two years prior to the end of the fiscal year in which contributions are reported.

Methods and assumptions used to determine contribution rates can be found in the October 1, 2019 Actuarial Valuation for the City of Perry Municipal Firefighters' Retirement Trust Fund prepared by Foster & Foster Actuaries and Consultants.

EXPENSE DEVELOPMENT AND AMORTIZATION SCHEDULES

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

FINAL COMPONENTS OF PENSION EXPENSE
FISCAL YEAR SEPTEMBER 30, 2021

	Net Pension Liability	Deferred Inflows	Deferred Outflows	Pension Expense
Beginning balance	\$ 973,577	\$ 129,143	\$ 570,369	\$ -
Employer and State Contributions made after 09/30/2020	-	-	332,189	-
Total Pension Liability Factors:				
Service Cost	149,168	-	-	149,168
Interest	330,230	-	-	330,230
Changes in benefit terms	-	-	-	-
Differences between Expected and Actual Experience with regard to economic or demographic assumptions	69,143	-	69,143	-
Current year amortization of experience difference	-	(31,667)	(17,285)	(14,382)
Change in assumptions about future economic or demographic factors or other inputs	(142,052)	142,052	-	-
Current year amortization of change in assumptions	-	(35,513)	(86,093)	50,580
Benefit Payments, including Refunds of Employee Contributions	(272,342)	-	-	-
Net change	<u>134,147</u>	<u>74,872</u>	<u>297,954</u>	<u>515,596</u>
Plan Fiduciary Net Position:				
Contributions - Employer	265,534	-	(265,534)	-
Contributions - State	32,683	-	(32,683)	-
Contributions - Employee	6,441	-	-	(6,441)
Projected Net Investment Income	261,182	-	-	(261,182)
Difference between projected and actual earnings on Pension Plan investments	138,306	138,306	-	-
Current year amortization	-	(55,749)	(36,680)	(19,069)
Benefit Payments, including Refunds of Employee Contributions	(272,342)	-	-	-
Administrative Expenses	(31,967)	-	-	31,967
Net change	<u>399,837</u>	<u>82,557</u>	<u>(334,897)</u>	<u>(254,725)</u>
Ending Balance	<u><u>\$ 707,887</u></u>	<u><u>\$ 286,572</u></u>	<u><u>\$ 533,426</u></u>	<u><u>\$ 260,871</u></u>

PRELIMINARY COMPONENTS OF PENSION EXPENSE
FISCAL YEAR SEPTEMBER 30, 2022

	Net Pension Liability	Deferred Inflows	Deferred Outflows	Pension Expense
Beginning balance	\$ 707,887	\$ 286,572	\$ 533,426	\$ -
Employer and State Contributions made after 09/30/2021	-	-	TBD*	-
Total Pension Liability Factors:				
Service Cost	153,198	-	-	153,198
Interest	339,699	-	-	339,699
Share Plan Allocation	1,097	-	-	1,097
Changes in benefit terms	-	-	-	-
Differences between Expected and Actual Experience with regard to economic or demographic assumptions	57,211	-	57,211	-
Current year amortization of experience difference	-	(25,303)	(31,588)	6,285
Change in assumptions about future economic or demographic factors or other inputs	166,975	-	166,975	-
Current year amortization of change in assumptions	-	(35,513)	(99,872)	64,359
Benefit Payments, including Refunds of Employee Contributions	(278,153)	-	-	-
Net change	<u>440,027</u>	<u>(60,816)</u>	<u>92,726</u>	<u>564,638</u>
Plan Fiduciary Net Position:				
Contributions - Employer	288,438	-	(288,438)	-
Contributions - State	43,751	-	(43,751)	-
Contributions - Employee	6,870	-	-	(6,870)
Projected Net Investment Income	289,774	-	-	(289,774)
Difference between projected and actual earnings on Pension Plan investments	523,054	523,054	-	-
Current year amortization	-	(160,358)	(20,393)	(139,965)
Benefit Payments, including Refunds of Employee Contributions	(278,153)	-	-	-
Administrative Expenses	(43,295)	-	-	43,295
Net change	<u>830,439</u>	<u>362,696</u>	<u>(352,582)</u>	<u>(393,314)</u>
Ending Balance	<u>\$ 317,475</u>	<u>\$ 588,452</u>	<u>TBD</u>	<u>\$ 171,324</u>

* Employer and State contributions subsequent to the measurement date made after September 30, 2021 but made on or before September 30, 2022 need to be added.

AMORTIZATION SCHEDULE - INVESTMENTS

Increase (Decrease) in Pension Expense Arising from the Recognition of the of Differences Between Projected and Actual Earnings on Pension Plan Investments

Plan Year	Differences Between	Recognition										
Ending	Projected and Actual Earnings	Period (Years)	2021	2022	2023	2024	2025	2026	2027	2028	2029	
2021	\$ (523,054)	5	\$ -	\$ (104,610)	\$ (104,611)	\$ (104,611)	\$ (104,611)	\$ (104,611)	\$ -	\$ -	\$ -	
2020	\$ (138,306)	5	\$ (27,662)	\$ (27,661)	\$ (27,661)	\$ (27,661)	\$ (27,661)	\$ -	\$ -	\$ -	\$ -	
2019	\$ 101,967	5	\$ 20,393	\$ 20,393	\$ 20,393	\$ 20,393	\$ -	\$ -	\$ -	\$ -	\$ -	
2018	\$ (309)	5	\$ (62)	\$ (62)	\$ (62)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
2017	\$ (140,125)	5	\$ (28,025)	\$ (28,025)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
2016	\$ 81,434	5	\$ 16,287	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Net Increase (Decrease) in Pension Expense			\$ (19,069)	\$ (139,965)	\$ (111,941)	\$ (111,879)	\$ (132,272)	\$ (104,611)	\$ -	\$ -	\$ -	

AMORTIZATION SCHEDULE - CHANGES OF ASSUMPTIONS

			Increase (Decrease) in Pension Expense Arising from the Recognition of the Effects of Changes of Assumptions											
Plan Year Ending	Changes of Assumptions	Recognition Period (Years)	2021	2022	2023	2024	2025	2026	2027	2028	2029			
2021	\$ 166,975	4	\$ -	\$ 41,743	\$ 41,744	\$ 41,744	\$ 41,744	\$ -	\$ -	\$ -	\$ -			
2020	\$ (142,052)	4	\$ (35,513)	\$ (35,513)	\$ (35,513)	\$ (35,513)	\$ -	\$ -	\$ -	\$ -	\$ -			
2019	\$ 120,283	4	\$ 30,071	\$ 30,071	\$ 30,071	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
2018	\$ 112,233	4	\$ 28,058	\$ 28,058	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
2017	\$ 111,855	4	\$ 27,964	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Net Increase (Decrease) in Pension Expense			\$ 50,580	\$ 64,359	\$ 36,302	\$ 6,231	\$ 41,744	\$ -	\$ -	\$ -	\$ -			

AMORTIZATION SCHEDULE - EXPERIENCE

Increase (Decrease) in Pension Expense Arising from the Recognition of the Effects of Differences between Expected and Actual Experience

Plan Year	Differences Between		Recognition											
Ending	Expected	Actual	Period (Years)	2021	2022	2023	2024	2025	2026	2027	2028	2029		
	Experience	Experience												
2021	\$	57,211	4	\$ -	\$ 14,302	\$ 14,303	\$ 14,303	\$ 14,303	\$ -	\$ -	\$ -	\$ -		
2020	\$	69,143	4	\$ 17,285	\$ 17,286	\$ 17,286	\$ 17,286	\$ -	\$ -	\$ -	\$ -	\$ -		
2019	\$	(63,746)	4	\$ (15,937)	\$ (15,937)	\$ (15,937)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2018	\$	(37,464)	4	\$ (9,366)	\$ (9,366)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2017	\$	(25,456)	4	\$ (6,364)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Net Increase (Decrease) in Pension Expense				\$ (14,382)	\$ 6,285	\$ 15,652	\$ 31,589	\$ 14,303	\$ -	\$ -	\$ -	\$ -		