City of Indian Harbour Beach
Police Officers' Supplemental Pension Plan

Actuarial Valuation
As of October 1, 2025

Determines the Contribution
For the 2025/26 Fiscal Year

SOUTHERN ACTUARIAL SERVICES

April 13, 2026

Introduction

This report presents the results of the October 1, 2025 actuarial valuation for the City of Indian Harbour Beach Police Officers' Supplemental Pension Plan. The report is based on the participant data and asset information provided by the pension plan administrator and, except for a cursory review for reasonableness including a comparison to the data provided for the previous valuation, we have not attempted to verify the accuracy of this information.

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

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

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

Minimum Required Contribution

Table I-A shows the development of the minimum required contribution for the 2025/26 plan year. The minimum required contribution rate is 1.09% of covered payroll, which represents a decrease of 0.67% of payroll from the prior valuation.

The normal cost rate is 1.05%, which is 0.71% of payroll lower than the normal cost rate that was developed in the prior valuation. Table I-C provides a breakdown of the sources of change in the normal cost rate. Significantly, the rate decreased by 0.09% of payroll due to investment gains, decreased by another 1.14% of payroll due to demographic experience, and increased by 0.52% of payroll due to the assumption changes that are described below. The market value of assets earned 8.38% during the 2024/25 plan year and the actuarial value of assets earned 9.18% during this period, whereas a 7.00% annual investment return was required to maintain a stable contribution rate.

Chapter 112, Florida Statutes, sets forth the rules concerning the minimum required contribution for public pension plans within the state. Essentially, the City must contribute an amount equal to the annual normal cost of the plan plus an adjustment as necessary to reflect interest on any delayed payment of the contribution beyond the valuation date. On this basis, the City's 2025/26 minimum required contribution will be equal to 1.09% multiplied by the total pensionable earnings for the 2025/26 fiscal year for the active employees who are covered by the plan.

Based on the current assets, participant data, and actuarial assumptions and methods that are used to value the plan, the present-day value of the total long-term funding requirement is $647,669. As illustrated in Table I-A, current assets are sufficient to cover $549,038 of this amount and the employer's 2025/26 expected contribution will cover $9,910 of this amount, leaving $88,721 to be covered by future employer funding beyond the 2025/26 fiscal year. Again, demographic and investment experience that differs from that assumed will either increase or decrease the future employer funding requirement.

<u>Assumption Changes</u>

Effective October 1, 2025, two assumptions have been changed, as follows:

(1) The assumed interest (or discount) rate was decreased from 7.00% per annum to 6.75% per annum; and

(2) The mortality rates were changed to the tables described in item 5. of Table IV-A.

<u>Identification and Assessment of Risk</u>

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

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

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

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

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

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

The Trustees have adopted the aggregate funding method for this plan, which is expected to result in a contribution rate that is level as a percentage of payroll over the working life of the plan's active participants. A brief description of the actuarial funding method is provided in Table IV-A.

Contents of the Report

Tables I-D through I-G provide a detailed breakdown of various liability amounts by type of benefit and by participant group. Tables II-A through II-F provide information concerning the assets of the trust fund. Tables III-A through III-G provide statistical information concerning the plan's participant population. In particular, Table III-G gives a 10-year projection of the cash that is expected to be required from the trust fund in order to pay benefits to the current group of participants. Finally, Tables IV-A through V-B provide a summary of the actuarial assumptions and methods that are used to value the plan's benefits and of the relevant plan provisions as of October 1, 2025, as well as a summary of the changes that have occurred since the previous valuation report was prepared.

Certification

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

For the firm,

Charles T. Carr/cm

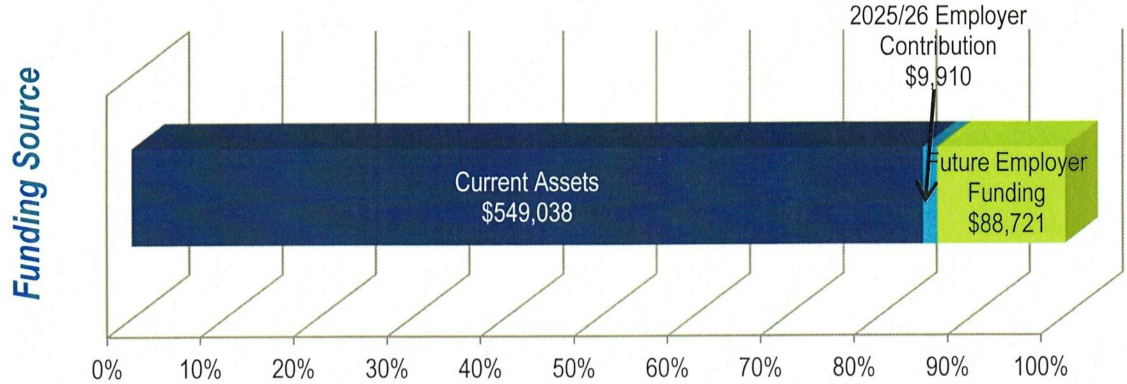
Charles T. Carr
Consulting Actuary
Southern Actuarial Services Company, Inc.

Enrolled Actuary No. 26-04927

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

Minimum Required Contribution

Table I-A

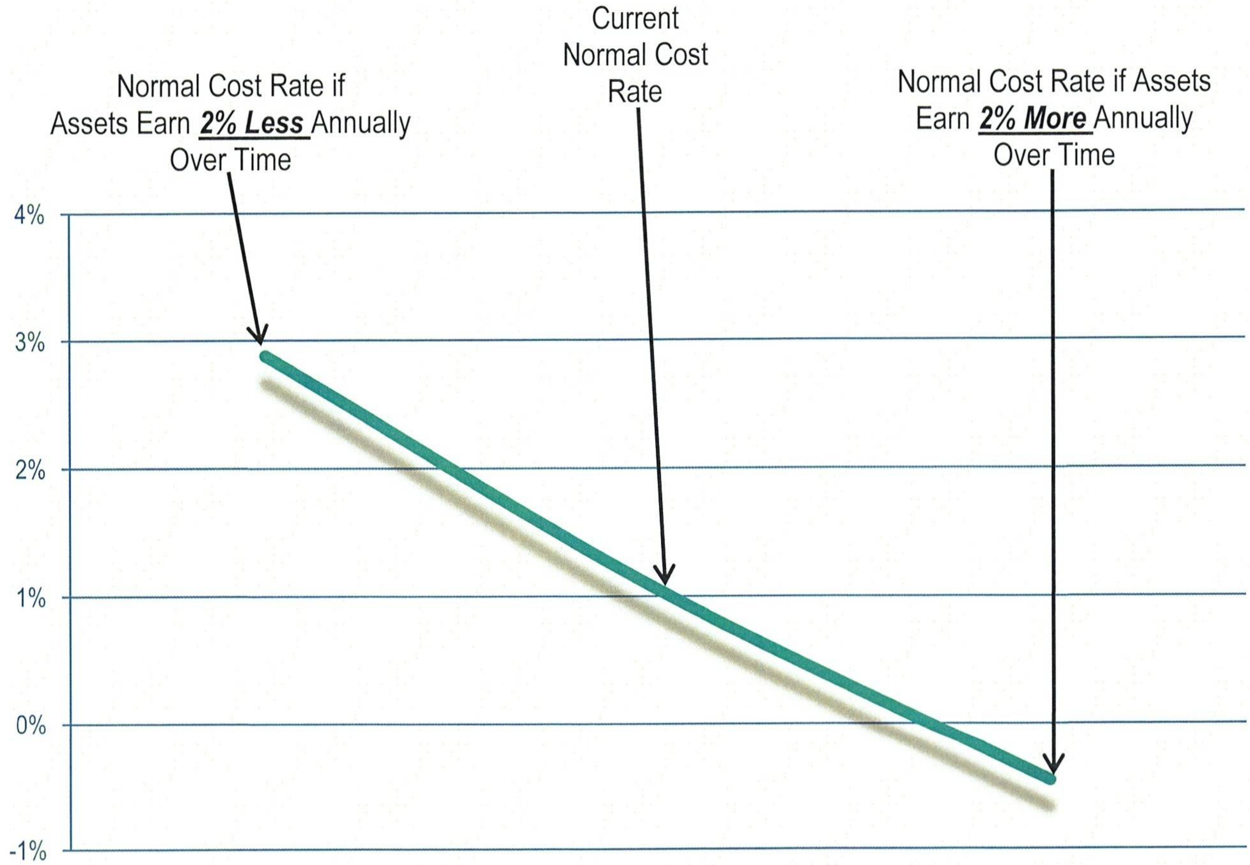


	For the 2025/26 Plan Year
Present Value of Future Benefits	$539,724
Present Value of Future Administrative Expenses	$107,945
Actuarial Value of Assets	($549,038)
Present Value of Future Employee Contributions	$0
Present Value of Future Normal Costs	$98,631
Present Value of Future Payroll	*÷ $9,380,129*
Normal Cost Rate	*= 1.0515%*
Expected Payroll	*x $909,893*
Normal Cost	$9,567
Adjustment to Reflect Monthly Employer Contributions	$343
Preliminary Employer Contribution for the 2025/26 Plan Year	$9,910
Expected Payroll for the 2025/26 Plan Year	*÷ $909,893*
Minimum Required Contribution Rate	**1.09%**

(The actual contribution should be based on the minimum required contribution rate multiplied by the actual payroll for the year.)

Sensitivity Analysis

Table I-B



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

Gain and Loss Analysis

Table I-C

Previous normal cost rate	1.76%
Increase (decrease) due to investment gains and losses	-0.09%
Increase (decrease) due to demographic experience	-1.14%
Increase (decrease) due to plan amendments	0.00%
Increase (decrease) due to actuarial assumption changes	0.52%
Increase (decrease) due to actuarial method changes	0.00%
Current normal cost rate	1.05%

Present Value of Future Benefits

Table I-D

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
Actively Employed Participants			
Retirement benefits	$228,822	$228,822	$247,364
Termination benefits	$0	$0	$0
Disability benefits	$0	$0	$0
Death benefits	$0	$0	$0
Refund of employee contributions	$0	$0	$0
Sub-total	**$228,822**	**$228,822**	**$247,364**
Deferred Vested Participants			
Retirement benefits	$10,735	$10,735	$11,859
Termination benefits	$0	$0	$0
Disability benefits	$0	$0	$0
Death benefits	$0	$0	$0
Refund of employee contributions	$0	$0	$0
Sub-total	**$10,735**	**$10,735**	**$11,859**
Due a Refund of Contributions	**$0**	**$0**	**$0**
Deferred Beneficiaries	**$0**	**$0**	**$0**
Retired Participants			
Service retirements	$258,743	$258,743	$280,501
Disability retirements	$0	$0	$0
Beneficiaries receiving	$0	$0	$0
DROP participants	$0	$0	$0
Sub-total	**$258,743**	**$258,743**	**$280,501**
Grand Total	**$498,300**	**$498,300**	**$539,724**
Present Value of Future Payroll	$9,207,723	$9,207,723	$9,380,129
Present Value of Future Employee Contribs.	$0	$0	$0
Present Value of Future Employer Contribs.	$48,922	$48,922	$98,631

Present Value of Accrued Benefits

Table I-E

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
Actively Employed Participants			
Retirement benefits	$142,645	$142,645	$153,050
Termination benefits	$0	$0	$0
Disability benefits	$0	$0	$0
Death benefits	$0	$0	$0
Refund of employee contributions	$0	$0	$0
Sub-total	**$142,645**	**$142,645**	**$153,050**
Deferred Vested Participants			
Retirement benefits	$10,735	$10,735	$11,859
Termination benefits	$0	$0	$0
Disability benefits	$0	$0	$0
Death benefits	$0	$0	$0
Refund of employee contributions	$0	$0	$0
Sub-total	**$10,735**	**$10,735**	**$11,859**
Due a Refund of Contributions	**$0**	**$0**	**$0**
Deferred Beneficiaries	**$0**	**$0**	**$0**
Retired Participants			
Service retirements	$258,743	$258,743	$280,501
Disability retirements	$0	$0	$0
Beneficiaries receiving	$0	$0	$0
DROP participants	$0	$0	$0
Sub-total	**$258,743**	**$258,743**	**$280,501**
Grand Total	**$412,123**	**$412,123**	**$445,410**
Funded Percentage	133.22%	133.22%	123.27%

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

Present Value of Vested Benefits

Table I-F

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
Actively Employed Participants			
Retirement benefits	$142,645	$142,645	$153,050
Termination benefits	$0	$0	$0
Disability benefits	$0	$0	$0
Death benefits	$0	$0	$0
Refund of employee contributions	$0	$0	$0
Sub-total	**$142,645**	**$142,645**	**$153,050**
Deferred Vested Participants			
Retirement benefits	$10,735	$10,735	$11,859
Termination benefits	$0	$0	$0
Disability benefits	$0	$0	$0
Death benefits	$0	$0	$0
Refund of employee contributions	$0	$0	$0
Sub-total	**$10,735**	**$10,735**	**$11,859**
Due a Refund of Contributions	**$0**	**$0**	**$0**
Deferred Beneficiaries	**$0**	**$0**	**$0**
Retired Participants			
Service retirements	$258,743	$258,743	$280,501
Disability retirements	$0	$0	$0
Beneficiaries receiving	$0	$0	$0
DROP participants	$0	$0	$0
Sub-total	**$258,743**	**$258,743**	**$280,501**
Grand Total	**$412,123**	**$412,123**	**$445,410**

Entry Age Normal Accrued Liability

Table I-G

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
Actively Employed Participants			
Retirement benefits	$148,624	$148,624	$158,985
Termination benefits	$0	$0	$0
Disability benefits	$0	$0	$0
Death benefits	$0	$0	$0
Refund of employee contributions	$0	$0	$0
Sub-total	**$148,624**	**$148,624**	**$158,985**
Deferred Vested Participants			
Retirement benefits	$10,735	$10,735	$11,859
Termination benefits	$0	$0	$0
Disability benefits	$0	$0	$0
Death benefits	$0	$0	$0
Refund of employee contributions	$0	$0	$0
Sub-total	**$10,735**	**$10,735**	**$11,859**
Due a Refund of Contributions	**$0**	**$0**	**$0**
Deferred Beneficiaries	**$0**	**$0**	**$0**
Retired Participants			
Service retirements	$258,743	$258,743	$280,501
Disability retirements	$0	$0	$0
Beneficiaries receiving	$0	$0	$0
DROP participants	$0	$0	$0
Sub-total	**$258,743**	**$258,743**	**$280,501**
Grand Total	**$418,102**	**$418,102**	**$451,345**

Actuarial Value of Assets

Table II-A

Market Value of Assets as of October 1, 2025	$549,038
Minus advance employer contributions	$0
Actuarial Value of Assets as of October 1, 2025	**$549,038**

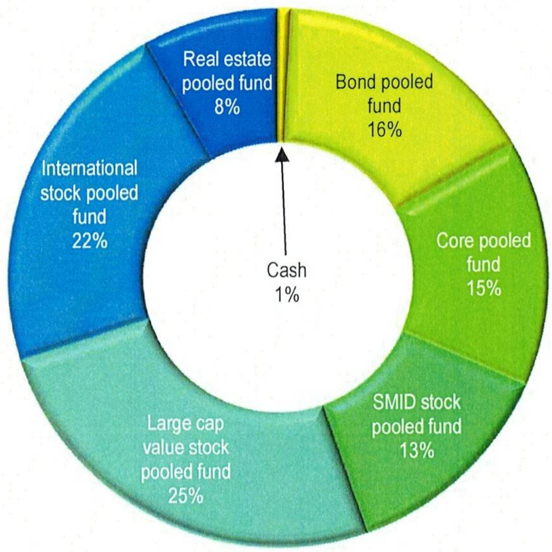
Historical Actuarial Value of Assets

October 1, 2016	$147,043
October 1, 2017	$182,508
October 1, 2018	$197,427
October 1, 2019	$233,013
October 1, 2020	$274,882
October 1, 2021	$352,890
October 1, 2022	$289,842
October 1, 2023	$328,462
October 1, 2024	$415,615
October 1, 2025	$549,038

Market Value of Assets

Table II-B

	As of October 1, 2025
Market Value of Assets	**$549,038**
Cash	$4,392
Bond pooled fund	$87,846
Core pooled fund	$81,258
SMID stock pooled fund	$71,924
Large cap value stock pooled fund	$139,456
International stock pooled fund	$119,690
Real estate pooled fund	$44,472

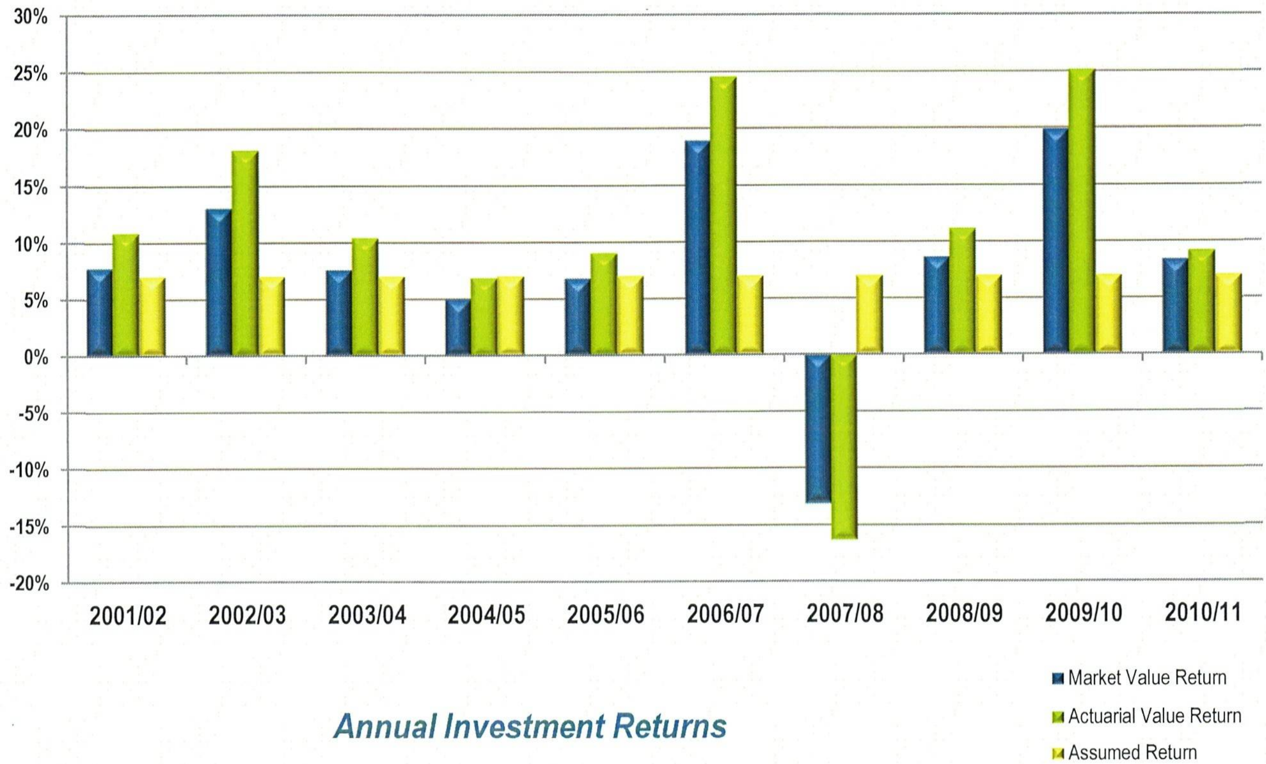


Historical Market Value of Assets

October 1, 2016	$202,859
October 1, 2017	$243,683
October 1, 2018	$272,803
October 1, 2019	$313,387
October 1, 2020	$356,480
October 1, 2021	$437,936
October 1, 2022	$377,347
October 1, 2023	$414,636
October 1, 2024	$503,650
October 1, 2025	$549,038

Investment Return

Table II-C



Annual Investment Returns

Plan Year	Market Value Return	Actuarial Value Return	Assumed Return
2015/16	7.78%	10.90%	7.00%
2016/17	13.08%	18.15%	7.00%
2017/18	7.58%	10.45%	7.00%
2018/19	4.98%	6.85%	7.00%
2019/20	6.79%	9.06%	7.00%
2020/21	18.90%	24.53%	7.00%
2021/22	-13.11%	-16.35%	7.00%
2022/23	8.63%	11.19%	7.00%
2023/24	19.88%	25.12%	7.00%
2024/25	8.38%	9.18%	7.00%
10yr. Avg.	7.92%	10.31%	7.00%

Asset Reconciliation

Table II-D

	Market Value	Actuarial Value
As of October 1, 2024	**$503,650**	**$415,615**
Increases Due To:		
Employer Contributions	$34,951	$34,951
Employee Contributions	$0	$0
Service Purchase Contributions	$0	$0
Total Contributions	$34,951	$34,951
Interest and Dividends	$0	
Realized Gains (Losses)	$0	
Unrealized Gains (Losses)	$42,334	
Total Investment Income	$42,334	$42,334
Other Income	$0	
Total Income	**$77,285**	**$77,285**
Decreases Due To:		
Annual Benefit Payments	($23,780)	($23,780)
Refund of Employee Contributions	$0	$0
Total Benefit Payments	($23,780)	($23,780)
Investment Expenses	$0	
Administrative Expenses	($8,117)	($8,117)
Advance Employer Contribution		$88,035
Total Expenses	**($31,897)**	**$56,138**
As of October 1, 2025	**$549,038**	**$549,038**

Historical Trust Fund Detail

Table II-E

Income

Plan Year	Employer Contribs.	Chapter Contribs.	Employee Contribs.	Service Purchase Contribs.	Interest / Dividends	Realized Gains / Losses	Unrealized Gains / Losses	Other Income
2015/16	$35,117	$0	$0	$0	$0	$0	$14,089	$0
2016/17	$30,984	$0	$0	$0	$0	$0	$27,414	$0
2017/18	$35,955	$0	$0	$0	$0	$0	$18,869	$0
2018/19	$48,839	$0	$0	$0	$0	$0	$14,245	$0
2019/20	$46,358	$0	$0	$0	$0	$0	$21,999	$0
2020/21	$42,114	$0	$0	$0	$0	$0	$68,583	$0
2021/22	$29,561	$0	$0	$0	$0	$0	-$57,212	$0
2022/23	$36,115	$0	$0	$0	$0	$0	$32,754	$0
2023/24	$37,666	$0	$0	$0	$0	$0	$83,034	$0
2024/25	$34,951	$0	$0	$0	$0	$0	$42,334	$0

Expenses / *Other Actuarial Adjustments*

Plan Year	Annual Benefit Payments	Contrib. Refunds	Admin. Expenses	Invest. Expenses	DROP Credits	Advance Employer Contribs.
2015/16	$12,180	$0	$7,548	$0	$0	$7,931
2016/17	$13,005	$0	$4,569	$0	$0	$5,359
2017/18	$15,800	$0	$9,904	$0	$0	$14,201
2018/19	$16,760	$0	$5,740	$0	$0	$4,998
2019/20	$19,450	$0	$5,814	$0	$0	$1,224
2020/21	$23,240	$0	$6,001	$0	$0	$3,448
2021/22	$25,080	$0	$7,858	$0	$0	$2,459
2022/23	$23,780	$0	$7,800	$0	$0	-$1,331
2023/24	$23,780	$0	$7,906	$0	$0	$1,861
2024/25	$23,780	$0	$8,117	$0	$0	-$88,035

Note: Information was not available to separate the investment expenses from the investment income nor was information available to separate the investment income by source.

Other Reconciliations

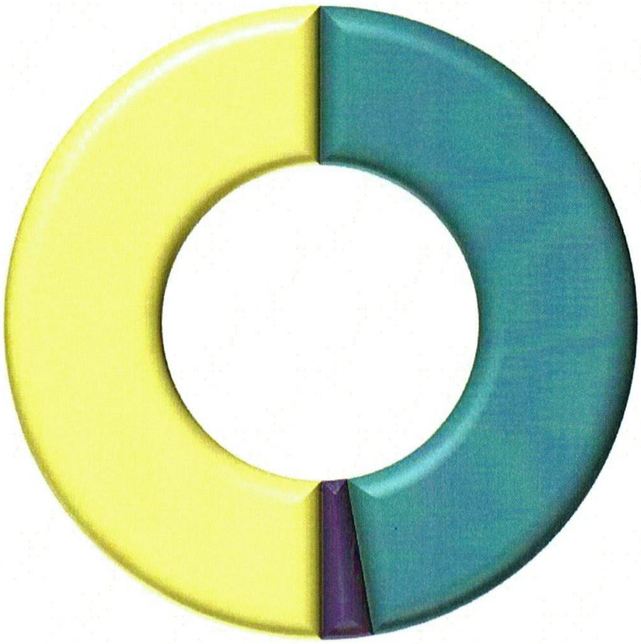
Table II-F

Advance Employer Contribution

Advance Employer Contribution as of October 1, 2024	$88,035
Additional Employer Contribution	$34,951
Minimum Required Contribution	($26,367)
Immediate Application of the Advance Employer Contribution	($96,619)
Net Increase in Advance Employer Contribution	($88,035)
Advance Employer Contribution as of October 1, 2025	$0

Summary of Participant Data

Table III-A



Participant Distribution by Status

As of October 1, 2025

Actively Employed Participants	
Active Participants	18
DROP Participants	0
Inactive Participants	
Deferred Vested Participants	1
Due a Refund of Contributions	0
Deferred Beneficiaries	0
Participants Receiving a Benefit	
Service Retirements	19
Disability Retirements	0
Beneficiaries Receiving	0
Total Participants	**38**

Number of Participants Included in Prior Valuations

	Active	*DROP*	*Inactive*	*Retired*	*Total*
October 1, 2016	19	0	2	10	31
October 1, 2017	20	0	1	11	32
October 1, 2018	20	0	2	13	35
October 1, 2019	21	0	2	14	37
October 1, 2020	20	0	1	17	38
October 1, 2021	20	0	1	18	39
October 1, 2022	19	0	1	20	40
October 1, 2023	20	0	1	19	40
October 1, 2024	19	0	1	19	39
October 1, 2025	18	0	1	19	38

Data Reconciliation

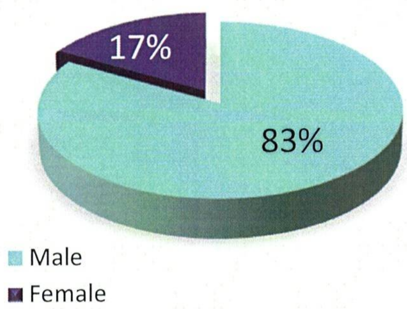
Table III-B

	Active	DROP	Deferred Vested	Due a Refund	Def. Benef.	Service Retiree	Disabled Retiree	Benef. Rec'v.	Total
October 1, 2024	19	0	1	0	0	19	0	0	**39**
Change in Status									
Re-employed									
Terminated	(2)								**(2)**
Retired									
Participation Ended									
Transferred Out									
Cashed Out									
Died									
Participation Began									
Newly Hired	1								**1**
Transferred In									
New Beneficiary									
Other Adjustment									
October 1, 2025	18	0	1	0	0	19	0	0	**38**

Active Participant Data

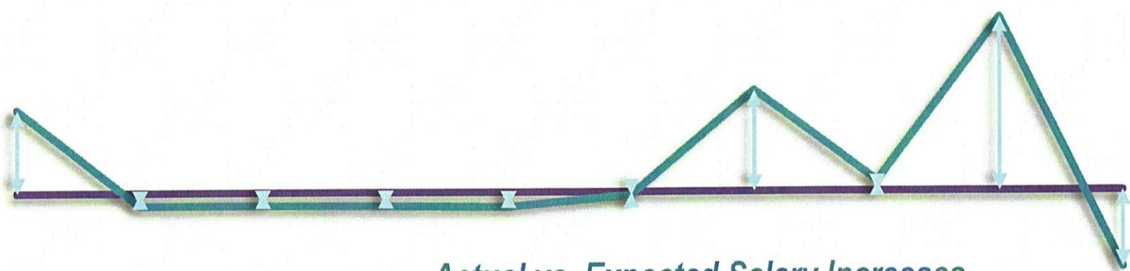
Table III-C

Gender Mix



As of October 1, 2025

Average Age	41.3 years
Average Service	8.2 years
Total Annualized Compensation for the Prior Year	$1,327,418
Total Expected Compensation for the Current Year	$909,893
Average Increase in Compensation for the Prior Year	-4.11%
Expected Increase in Compensation for the Current Year	4.00%



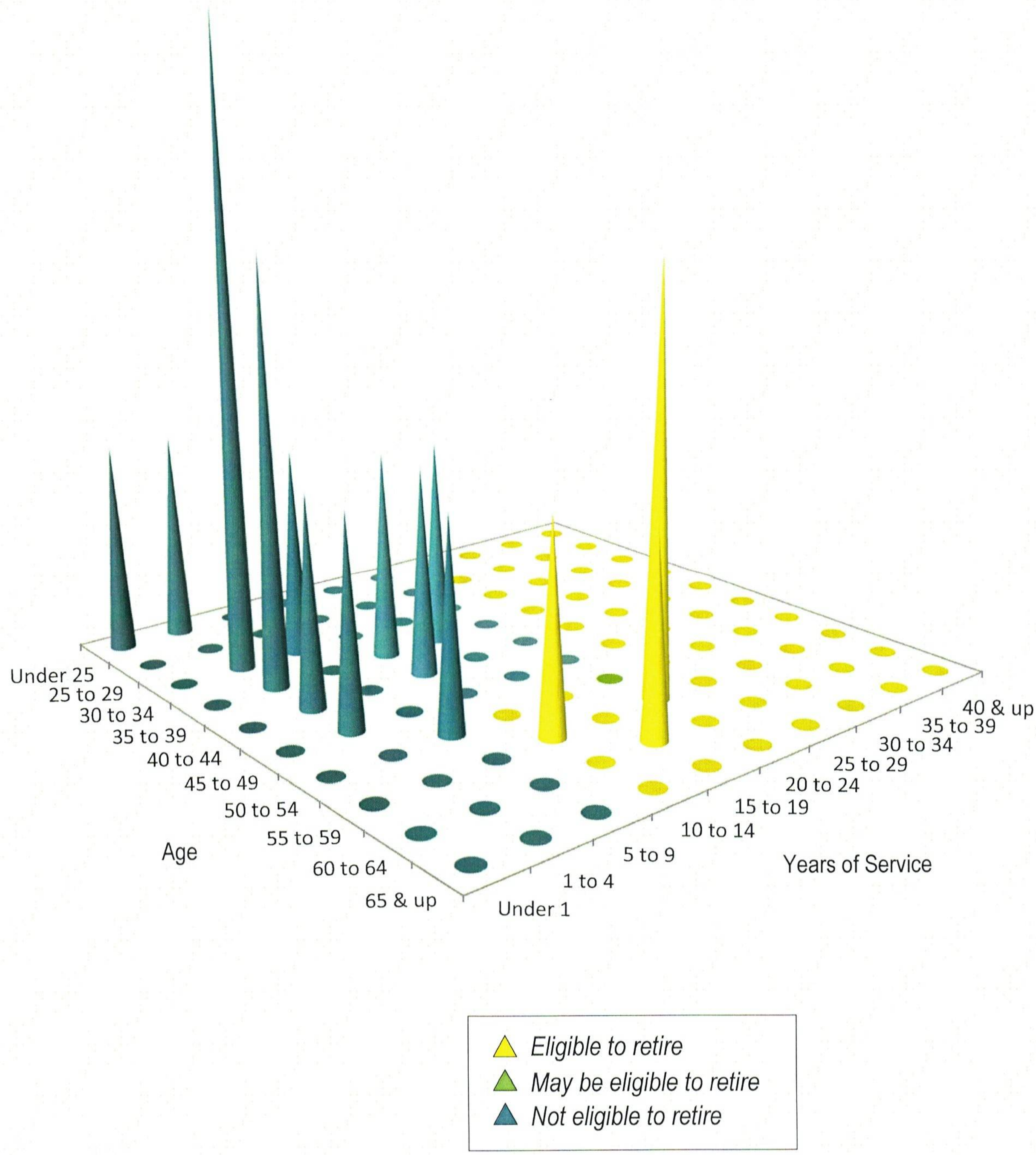
Actual vs. Expected Salary Increases

Active Participant Statistics From Prior Valuations

	Average Age	*Average Service*	*Average Salary*	*Average Expected Salary Increase*	*Average Actual Salary Increase*
October 1, 2016	41.9	8.6	$57,595	4.00%	12.77%
October 1, 2017	43.1	9.2	$58,505	4.00%	2.64%
October 1, 2018	40.2	8.0	$56,853	4.00%	2.65%
October 1, 2019	40.3	7.5	$55,845	4.00%	2.58%
October 1, 2020	39.1	7.0	$56,921	4.00%	2.48%
October 1, 2021	38.8	7.2	$57,747	4.00%	3.67%
October 1, 2022	38.1	6.0	$59,695	4.00%	14.66%
October 1, 2023	38.8	6.6	$64,504	4.00%	5.07%
October 1, 2024	40.7	7.2	$75,866	4.00%	22.31%
October 1, 2025	41.3	8.2	$73,745	4.00%	-4.11%

Active Age-Service Distribution

Table III-D



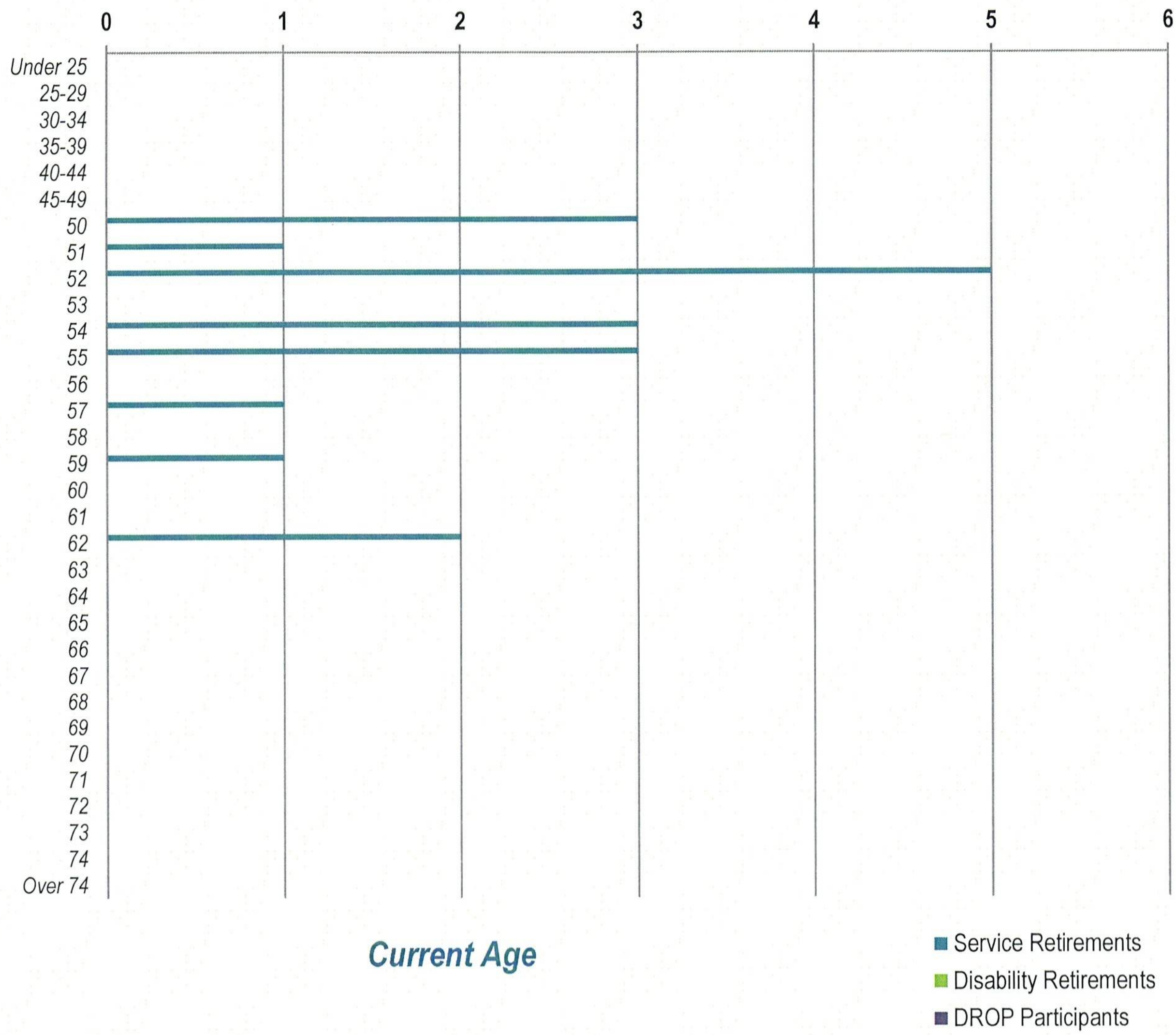
Active Age-Service-Salary Table

Table III-E

Attained Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & up	Total
	Completed Years of Service										
Under 25	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**2**
Avg.Pay	21,005	56,300	0	0	0	0	0	0	0	0	38,653
25 to 29	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Avg.Pay	0	0	0	0	0	0	0	0	0	0	0
30 to 34	**0**	**3**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**4**
Avg.Pay	0	59,729	76,231	0	0	0	0	0	0	0	63,855
35 to 39	**0**	**2**	**0**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**4**
Avg.Pay	0	58,017	0	76,231	89,884	0	0	0	0	0	70,537
40 to 44	**0**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**2**
Avg.Pay	0	59,729	0	65,268	0	0	0	0	0	0	62,499
45 to 49	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**
Avg.Pay	0	69,762	0	0	0	0	0	0	0	0	69,762
50 to 54	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**
Avg.Pay	0	0	65,268	0	0	0	0	0	0	0	65,268
55 to 59	**0**	**0**	**0**	**1**	**0**	**2**	**0**	**0**	**0**	**0**	**3**
Avg.Pay	0	0	0	149,267	0	94,904	0	0	0	0	113,025
60 to 64	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**1**
Avg.Pay	0	0	0	0	113,446	0	0	0	0	0	113,446
65 & up	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Avg.Pay	0	0	0	0	0	0	0	0	0	0	0
Total	**1**	**8**	**2**	**3**	**2**	**2**	**0**	**0**	**0**	**0**	**18**
Avg.Pay	21,005	60,126	70,750	96,922	101,665	94,904	0	0	0	0	73,745

Inactive Participant Data

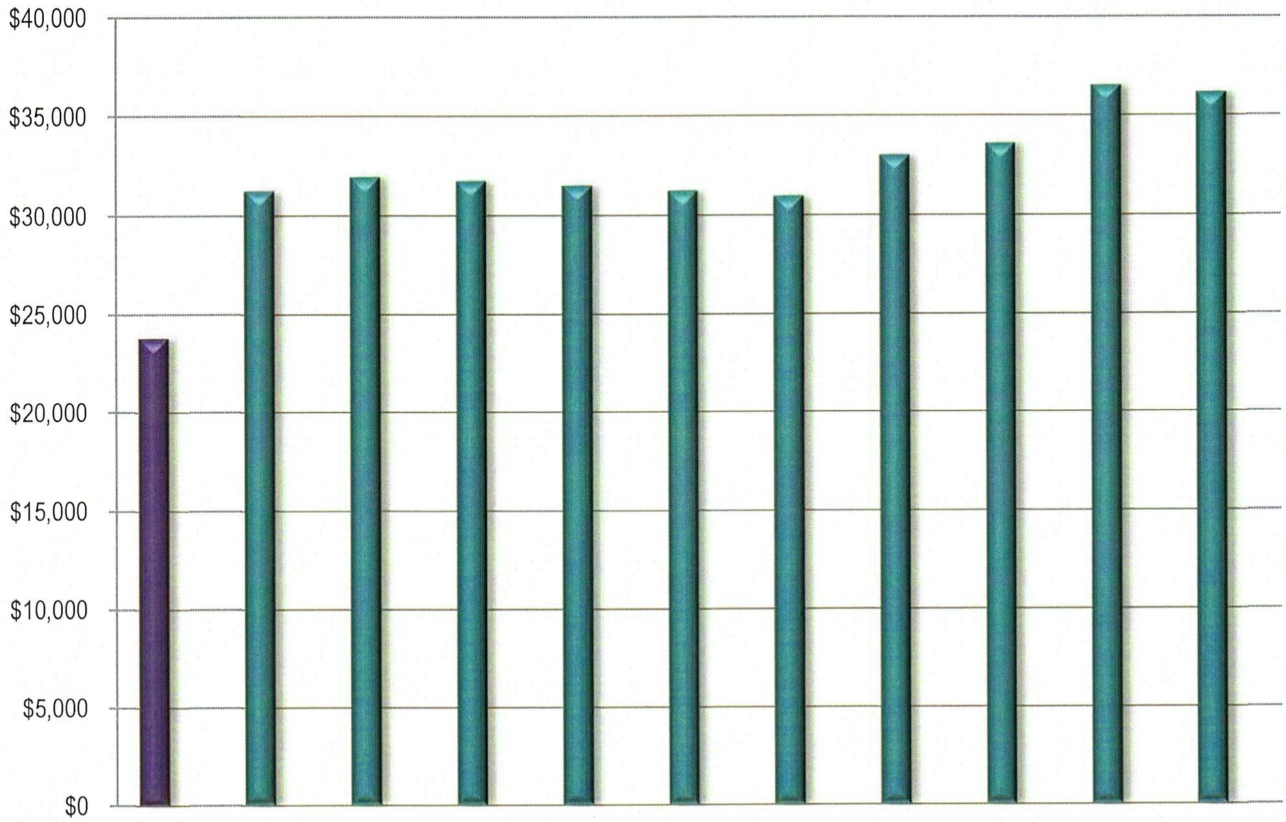
Table III-F



	Average Annual Benefit
Service Retirements	*$1,251.58*
Disability Retirements	*Not applicable*
Beneficiaries Receiving	*Not applicable*
DROP Participants	*Not applicable*
Deferred Vested Participants	*$1,440.00*
Deferred Beneficiaries	*Not applicable*

Projected Benefit Payments

Table III-G



For the period October 1, 2024 through September 30, 2025	$23,780
Projected	
For the period October 1, 2025 through September 30, 2026	$31,247
For the period October 1, 2026 through September 30, 2027	$31,943
For the period October 1, 2027 through September 30, 2028	$31,736
For the period October 1, 2028 through September 30, 2029	$31,524
For the period October 1, 2029 through September 30, 2030	$31,253
For the period October 1, 2030 through September 30, 2031	$30,963
For the period October 1, 2031 through September 30, 2032	$33,029
For the period October 1, 2032 through September 30, 2033	$33,606
For the period October 1, 2033 through September 30, 2034	$36,536
For the period October 1, 2034 through September 30, 2035	$36,167

Summary of Actuarial Methods and Assumptions — Table IV-A

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

1. **Actuarial Cost Method**

   Aggregate cost method. Under this actuarial cost method, a funding cost is developed for the plan as a level percentage of payroll. The level funding percentage is calculated as the excess of the total future benefit liability over accumulated assets and future employee contributions, with this excess spread over the expected future payroll for current active participants. The normal cost is equal to the level funding percentage multiplied by the expected payroll for the year immediately following the valuation date. The actuarial accrued liability is equal to the accumulated assets. Therefore, under the aggregate cost method, no unfunded accrued liability is developed.

2. **Asset Method**

   The actuarial value of assets is equal to the market value of assets.

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

   6.75% per annum

4. **Salary Increases**

   Compensation is assumed to increase at the rate of 4.00% per annum, unless actual plan compensation is known for a prior plan year.

5. **Decrements**

   - Pre-retirement mortality: None is assumed.
   - Post-retirement disabled mortality: Sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Disabled Retiree Mortality Table for general employees, with full generational improvements in mortality using Scale MP-2021 and with female ages set forward one year
   - Post-retirement disabled mortality: Sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Disabled Retiree Mortality Table for general employees, with full generational improvements in mortality using Scale MP-2021 and with female ages set forward one year

Summary of Actuarial Methods and Assumptions

Table IV-A

(continued)

5. **Decrements (continued)**

• Disability:	None is assumed.
• Termination:	None is assumed.
• Retirement:	Retirement is assumed to occur at normal retirement age.

6. **Expenses**

The present value of future benefits has been loaded by 20.00% to account for administrative expenses. The interest rate set forth in item 3. above is assumed to be net of investment expenses and commissions.

Changes in Actuarial Methods and Assumptions

Table IV-B

Since the completion of the previous valuation, the assumed interest (or discount) rate was decreased from 7.00% per annum to 6.75% per annum and the mortality rates were changed to the rates used by the FRS as required by State law.

The following additional assumption and method changes were made during the past 10 years:

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

(2) *Effective October 1, 2018, an administrative expense assumption was added equal to a 20% loading of the present value of future benefits.*

(3) *Effective October 1, 2016, the mortality basis was changed from a 2015 projection of the RP-2000 Mortality Table for annuitants to a full generational projection using Scale BB of the RP-2000 Blue Collar Mortality Table as required by State law.*

Summary of Plan Provisions

Table V-A

1. **Accrued Benefit**

   $84.00 multiplied by the first 10 years of Credited Service plus $120.00 multiplied by Credited Service in excess of 10 years, to a maximum benefit of $2,400.00 per year

   (Note: The deferred vested participant is entitled to receive an additional $500.00 annual benefit.)

2. **Normal Retirement Age and Benefit**

   - **Age**
     Age 52 with at least 10 years of service, or
     Any age with at least 25 years of service
   - **Amount**
     Accrued Benefit payable annually as of each January 1
   - **Form of Payment**
     10-year certain and life annuity

3. **Early Retirement Age and Benefit**

   * **Age**
     Age 50 with at least 10 years of service
   * **Amount**
     Accrued Benefit payable annually as of each January 1
   * **Form of Payment**
     10-year certain and life annuity

4. **Participation Requirement**

   All police officers of the City of Indian Harbour Beach, Florida automatically become a participant in the plan on their date of hire.

Summary of Plan Amendments

Table V-B

There were no plan amendments since the completion of the previous valuation.

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

(1) Effective August 22, 2023, the plan was amended to add normal retirement at any age with at least 25 years of service. (Ordinance 2023-05)

(2) The plan was amended with respect to those individuals who retire after October 1, 2016 to increase the benefit formula from $60.00 for each year of service to $84.00 for each of the first 10 years of service plus $120.00 for each year of service in excess of 10 years, to a maximum benefit of $2,400.00 per year.