

City of Tamarac
Elected and Appointed Officers
And Non-Represented Employees
Retirement Plan

Actuarial Valuation
As of October 1, 2025

Determines the Contribution
For the 2025/26 Fiscal Year



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January 6, 2026

Introduction

This report presents the results of the October 1, 2025 actuarial valuation of the City of Tamarac Elected and Appointed Officers and Non-Represented Employees Retirement 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 minimum required contribution 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 32.47% of covered payroll, which represents an increase of 6.69% of payroll from the prior valuation.

Table I-C provides a breakdown of the sources of change in the contribution rate. Significantly, the rate decreased by 1.71% of payroll due to investment gains, decreased by another 3.11% of payroll due to demographic experience, and increased by 11.51% of payroll due to the assumption changes that are described below. Although the market value of assets earned 8.50% during the 2024/25 plan year, the actuarial value of assets is based on the market value adjusted to reflect a five-year phase-in of the unexpected investment earnings. On this basis, the actuarial value of assets earned



8.48% during the 2024/25 plan year, whereas a 6.75% 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 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 32.47% 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 \$111,513,675. As illustrated in Table I-A, current assets are sufficient to cover \$84,561,412 of this amount, the employer's 2025/26 expected contribution will cover \$3,370,003 of this amount, and future employee contributions are expected to cover \$6,346,928 of this amount, leaving \$17,235,332 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.

Assumption Changes

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

- (1) The assumed increase in future salaries was changed from a flat 5.00% per year to a service-based scale as described in item 4. of Table IV-A;
- (2) The mortality rates were changed to the tables described in item 5. of Table IV-A;
- (3) The disability rates were changed to the rates described in item 5. of Table IV-A;
- (4) The termination rates were changed to the rates described in item 5. of Table IV-A; and
- (5) The retirement assumption prior to normal retirement age was changed from 5% assumed retirement at each year of age prior to normal retirement age to 100% retirement upon the attainment of normal retirement age.

The cumulative effect of these assumption changes was to decrease the normal cost rate by 1.96% of payroll.

Advance Employer Contribution

The City has made contributions to the plan in excess of the minimum amount that was required to be contributed pursuant to Chapter 112. In this report, the excess contributions are referred to as an "advance employer contribution." As of October 1, 2025, the advance employer contribution is \$33,244, which reflects the advance employer contribution



of \$194,547 as of October 1, 2024 less \$161,303 to cover the shortfall between actual employer contributions and the minimum required contribution for the 2024/25 plan year as shown in Table II-F.

The City may apply all or any portion of the advance employer contribution towards the minimum required contribution for the 2025/26 plan year or for any later plan year. The minimum required contribution for that plan year will be reduced dollar-for-dollar by the amount of the advance employer contribution that is applied in this manner.

Alternatively, at any time, the City may apply all or any portion of the advance employer contribution as an extra contribution in excess of the minimum required contribution.

Identification and Assessment of Risk

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, 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 liabilities 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-H 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. Specifically, Table II-A shows the development of the actuarial value of assets, which is based on a five-year phase-in of the net investment earnings in order to provide a more stable and predictable contribution rate for the employer. 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/CS

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

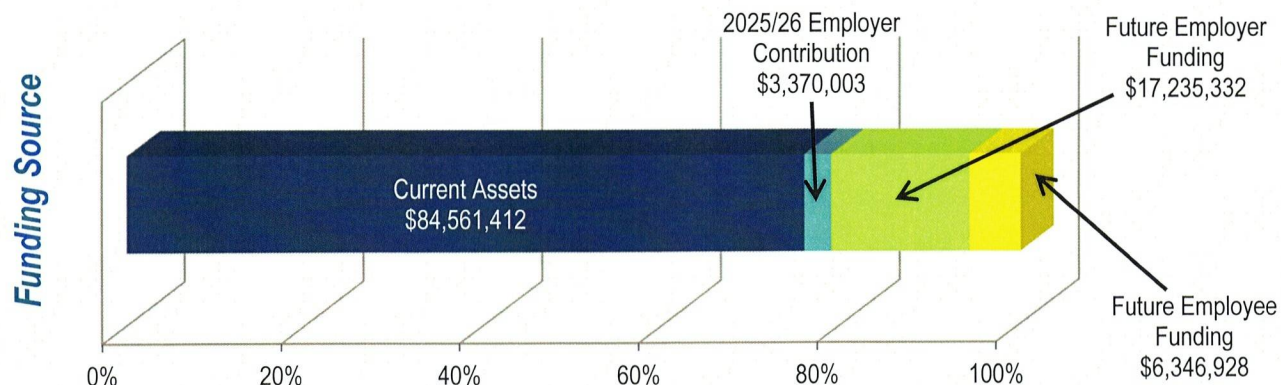
Enrolled Actuary No. 23-04927

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

Normal Cost	\$3,370,003
Unfunded Liability Amortization Payment	\$0
	\$3,370,003
Adjustment to Reflect Beginning-of-Year Employer Contribution	\$0
Preliminary Employer Contribution for the 2025/26 Plan Year	
	\$3,370,003
Expected Payroll for the 2025/26 Plan Year	÷ \$10,380,397

Minimum Required Contribution Rate 32.47%

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

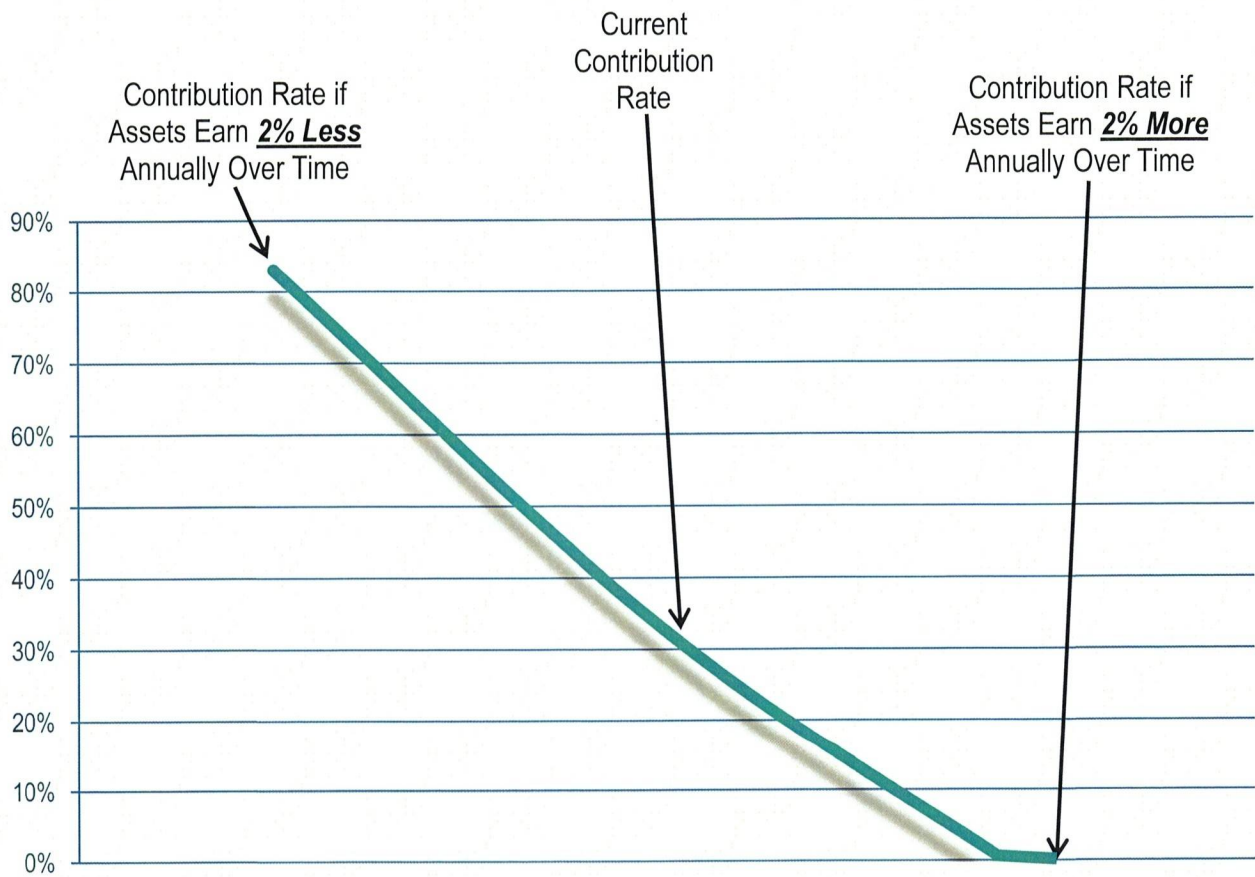
Additional Disclosures

Present Value of Future Compensation	\$63,469,242
Present Value of Future Employer Contributions	\$20,605,335
Present Value of Future Employee Contributions	\$6,346,928



Sensitivity Analysis

Table I-B



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



Gain and Loss Analysis

Table I-C

Source of Change in the Contribution Rate

Previous minimum required contribution rate	25.78%
Increase (decrease) due to investment gains and losses	-1.71%
Increase (decrease) due to demographic experience	-3.11%
Increase (decrease) due to plan amendments	0.00%
Increase (decrease) due to actuarial assumption changes	11.51%
Increase (decrease) due to actuarial method changes	0.00%
Current minimum required contribution rate	<u>32.47%</u>

Reconciliation of the Present Value of Accrued Benefits

Present Value of Accrued Benefits as of October 1, 2024	\$72,508,993
Increase (Decrease) During the Plan Year Due to:	
Interest	\$4,894,357
Benefits accumulated	-\$2,449,088
Benefits paid	\$3,272,025
Plan amendments	\$0
Changes in actuarial assumptions or methods	<u>-\$786,083</u>
Net increase (decrease)	\$4,931,211
Present Value of Accrued Benefits as of October 1, 2025	\$77,440,204



Present Value of Future Benefits

Table I-D

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
<u>Actively Employed Participants</u>			
Retirement benefits	\$43,798,647	\$43,798,647	\$55,726,072
Termination benefits	\$0	\$0	\$1,787,284
Disability benefits	\$1,085,886	\$1,085,886	\$273,637
Death benefits	\$305,676	\$305,676	\$341,153
Refund of employee contributions	\$28,526	\$28,526	\$190,998
Sub-total	\$45,218,735	\$45,218,735	\$58,319,144
<u>Deferred Vested Participants</u>			
Retirement benefits	\$11,425,797	\$11,425,797	\$11,477,020
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$11,425,797	\$11,425,797	\$11,477,020
<u>Due a Refund of Contributions</u>	\$30,773	\$30,773	\$30,773
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$39,746,651	\$39,746,651	\$39,236,498
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$2,142,650	\$2,142,650	\$2,132,894
DROP participants	\$0	\$0	\$0
Sub-total	\$41,889,301	\$41,889,301	\$41,369,392
<u>Grand Total</u>	<u>\$98,564,606</u>	<u>\$98,564,606</u>	<u>\$111,196,329</u>
Present Value of Future Payroll	\$46,266,856	\$46,266,856	\$63,469,242
Present Value of Future Employee Contribs.	\$4,626,685	\$4,626,685	\$6,346,928
Present Value of Future Employer Contribs.	\$9,607,843	\$9,607,843	\$20,605,335



Present Value of Accrued Benefits

Table I-E

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
<u>Actively Employed Participants</u>			
Retirement benefits	\$24,295,882	\$24,295,882	\$23,750,094
Termination benefits	\$0	\$0	\$515,928
Disability benefits	\$424,116	\$424,116	\$75,456
Death benefits	\$159,837	\$159,837	\$126,643
Refund of employee contributions	\$581	\$581	\$94,898
Sub-total	\$24,880,416	\$24,880,416	\$24,563,019
<u>Deferred Vested Participants</u>			
Retirement benefits	\$11,425,797	\$11,425,797	\$11,477,020
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$11,425,797	\$11,425,797	\$11,477,020
<u>Due a Refund of Contributions</u>	\$30,773	\$30,773	\$30,773
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$39,746,651	\$39,746,651	\$39,236,498
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$2,142,650	\$2,142,650	\$2,132,894
DROP participants	\$0	\$0	\$0
Sub-total	\$41,889,301	\$41,889,301	\$41,369,392
<u>Grand Total</u>	<u>\$78,226,287</u>	<u>\$78,226,287</u>	<u>\$77,440,204</u>
<u>Funded Percentage</u>	113.16%	113.16%	114.30%

(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 <u>w/o Amendment</u>	Old Assumptions <u>w/ Amendment</u>	New Assumptions <u>w/ Amendment</u>
<i><u>Actively Employed Participants</u></i>			
Retirement benefits	\$23,605,697	\$23,605,697	\$23,116,524
Termination benefits	\$0	\$0	\$340,363
Disability benefits	\$424,116	\$424,116	\$75,456
Death benefits	\$95,867	\$95,867	\$80,632
Refund of employee contributions	\$4,132	\$4,132	\$176,509
Sub-total	\$24,129,812	\$24,129,812	\$23,789,484
<i><u>Deferred Vested Participants</u></i>			
Retirement benefits	\$11,425,797	\$11,425,797	\$11,477,020
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$11,425,797	\$11,425,797	\$11,477,020
<i><u>Due a Refund of Contributions</u></i>	\$30,773	\$30,773	\$30,773
<i><u>Deferred Beneficiaries</u></i>	\$0	\$0	\$0
<i><u>Retired Participants</u></i>			
Service retirements	\$39,746,651	\$39,746,651	\$39,236,498
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$2,142,650	\$2,142,650	\$2,132,894
DROP participants	\$0	\$0	\$0
Sub-total	\$41,889,301	\$41,889,301	\$41,369,392
<i><u>Grand Total</u></i>	<u>\$77,475,683</u>	<u>\$77,475,683</u>	<u>\$76,666,669</u>



Entry Age Normal Accrued Liability

Table I-G

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
<u>Actively Employed Participants</u>			
Retirement benefits	\$29,992,933	\$29,992,933	\$33,230,628
Termination benefits	\$0	\$0	\$790,380
Disability benefits	\$565,553	\$565,553	\$125,660
Death benefits	\$162,175	\$162,175	\$162,812
Refund of employee contributions	\$28,277	\$28,277	\$90,240
Sub-total	\$30,748,938	\$30,748,938	\$34,399,720
<u>Deferred Vested Participants</u>			
Retirement benefits	\$11,425,797	\$11,425,797	\$11,477,020
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$11,425,797	\$11,425,797	\$11,477,020
<u>Due a Refund of Contributions</u>	\$30,773	\$30,773	\$30,773
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$39,746,651	\$39,746,651	\$39,236,498
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$2,142,650	\$2,142,650	\$2,132,894
DROP participants	\$0	\$0	\$0
Sub-total	\$41,889,301	\$41,889,301	\$41,369,392
<u>Grand Total</u>	<u>\$84,094,809</u>	<u>\$84,094,809</u>	<u>\$87,276,905</u>



Development of the Normal Cost

Table I-H

<u>As of October 1, 2025</u>	
Present Value of Future Benefits	\$111,196,329
Expense Allowance	\$317,346
Actuarial Value of Assets	(\$84,561,412)
Present Value of Future Employee Contributions	(\$6,346,928)
Present Value of Future Normal Cost	\$20,605,335
Present Value of Future Compensation	÷ \$63,469,242
Normal Cost Accrual Rate	32.465072%
Expected Payroll for the Current Year	x \$10,380,397
Normal Cost	<u>\$3,370,003</u>



Actuarial Value of Assets

Table II-A

	<u>Net Investment Gain (Loss)</u>		<u>Unrecognized Gain (Loss)</u>
For the 2021/22 plan year	(\$14,913,719)	x 20%	(\$2,982,744)
For the 2022/23 plan year	\$1,261,443	x 40%	\$504,577
For the 2023/24 plan year	\$9,038,910	x 60%	\$5,423,346
For the 2024/25 plan year	\$1,221,569	x 80%	\$977,255
			<u>\$3,922,434</u>

Market Value of Assets as of October 1, 2025

\$88,517,090

Minus advance employer contributions

(\$33,244)

Adjustment for unrecognized gain or loss as shown above,
but restricted to an amount that keeps the actuarial value
of assets within an 80%-120% corridor of the market value

(\$3,922,434)

Actuarial Value of Assets as of October 1, 2025**\$84,561,412**

<u>Historical Actuarial Value of Assets</u>	
October 1, 2016	\$33,820,614
October 1, 2017	\$37,653,200
October 1, 2018	\$41,968,104
October 1, 2019	\$46,163,097
October 1, 2020	\$58,936,405
October 1, 2021	\$65,725,087
October 1, 2022	\$69,147,959
October 1, 2023	\$72,049,895
October 1, 2024	\$77,421,803
October 1, 2025	\$84,561,412

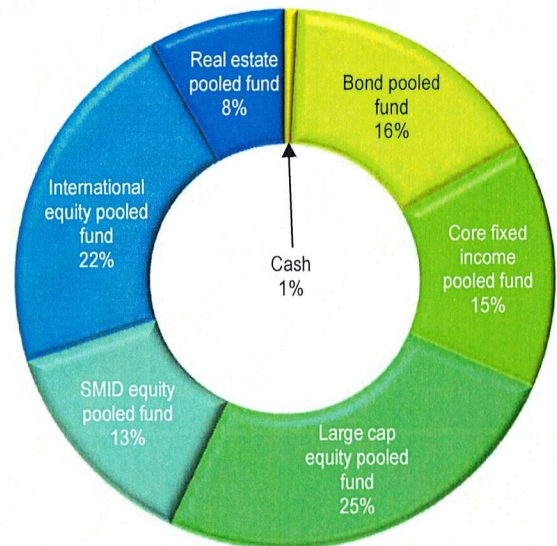


Market Value of Assets

Table II-B

As of October 1, 2025

Market Value of Assets	<u>\$88,517,090</u>
Cash	\$708,900
Bond pooled fund	\$14,165,495
Core fixed income pooled fund	\$13,103,083
Large cap equity pooled fund	\$22,487,724
SMID equity pooled fund	\$11,597,999
International equity pooled fund	\$19,300,488
Real estate pooled fund	\$7,171,282
Accounts payable	(\$17,881)

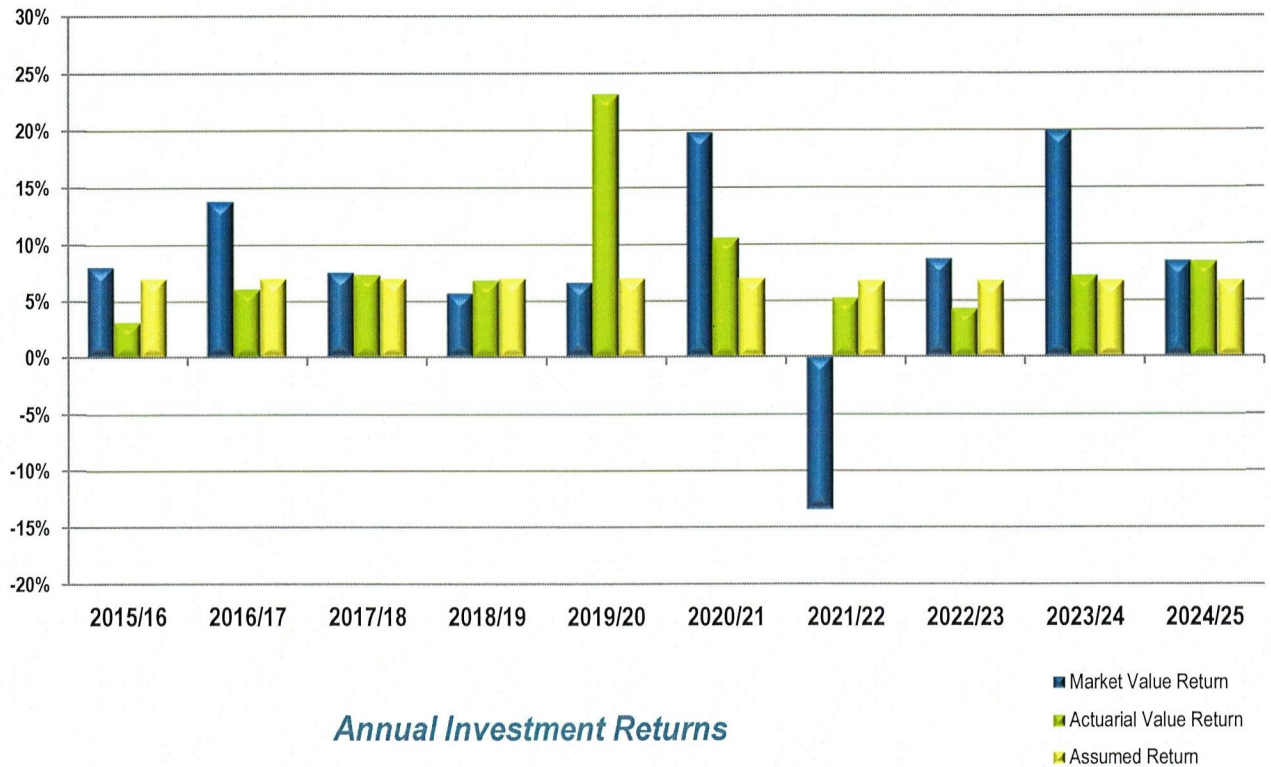
Historical Market Value of Assets

October 1, 2016	\$38,401,166
October 1, 2017	\$45,457,198
October 1, 2018	\$50,749,143
October 1, 2019	\$55,229,412
October 1, 2020	\$60,858,351
October 1, 2021	\$73,886,121
October 1, 2022	\$64,004,588
October 1, 2023	\$69,073,034
October 1, 2024	\$81,209,793
October 1, 2025	\$88,517,090



Investment Return

Table II-C

*Annual Investment Returns*

Plan	Market Value	Actuarial Value	Assumed
<u>Year</u>	<u>Return</u>	<u>Return</u>	<u>Return</u>
2015/16	8.04%	3.16%	7.00%
2016/17	13.79%	6.09%	7.00%
2017/18	7.55%	7.34%	7.00%
2018/19	5.68%	6.83%	7.00%
2019/20	6.64%	23.20%	7.00%
2020/21	19.81%	10.59%	7.00%
2021/22	-13.43%	5.25%	6.75%
2022/23	8.73%	4.29%	6.75%
2023/24	19.98%	7.24%	6.75%
2024/25	8.50%	8.48%	6.75%
10yr. Avg.	8.14%	8.12%	6.90%



Asset Reconciliation

Table II-D

	<u>Market Value</u>	<u>Actuarial Value</u>
As of October 1, 2024	\$81,209,793	\$77,421,803
<i>Increases Due To:</i>		
Employer Contributions	\$2,661,983	\$2,661,983
Employee Contributions	\$1,095,146	\$1,095,146
Service Purchase Contributions	\$0	\$0
Total Contributions	<u>\$3,757,129</u>	<u>\$3,757,129</u>
Interest and Dividends	\$158	
Realized Gains (Losses)	\$0	
Unrealized Gains (Losses)	\$6,919,437	
Total Investment Income	<u>\$6,919,595</u>	\$6,590,604
Other Income	\$0	
Total Income	<u>\$10,676,724</u>	<u>\$10,347,733</u>
<i>Decreases Due To:</i>		
Monthly Benefit Payments	(\$3,195,213)	(\$3,195,213)
Refund of Employee Contributions	(\$76,812)	(\$76,812)
Total Benefit Payments	<u>(\$3,272,025)</u>	<u>(\$3,272,025)</u>
Investment Expenses	\$0	
Administrative Expenses	(\$97,402)	(\$97,402)
Advance Employer Contribution		\$161,303
Total Expenses	<u>(\$3,369,427)</u>	<u>(\$3,208,124)</u>
As of October 1, 2025	<u><u>\$88,517,090</u></u>	<u><u>\$84,561,412</u></u>



Historical Trust Fund Detail

Table II-E

Income

Plan	Employer	Employee	Service		Realized	Unrealized	Other
<u>Year</u>	<u>Contribs.</u>	<u>Contribs.</u>	<u>Purchase</u>	<u>Interest /</u>	<u>Gains /</u>	<u>Gains /</u>	<u>Income</u>
			<u>Contribs.</u>	<u>Dividends</u>	<u>Losses</u>	<u>Losses</u>	
2015/16	\$2,298,244	\$627,367	\$0	\$6	\$0	\$2,852,407	\$0
2016/17	\$2,342,796	\$687,356	\$0	\$12	\$0	\$5,453,018	\$0
2017/18	\$2,778,312	\$710,403	\$0	\$25	\$0	\$3,547,371	\$0
2018/19	\$2,683,986	\$754,160	\$0	\$53	\$0	\$2,975,611	\$0
2019/20	\$2,828,102	\$886,055	\$0	\$25	\$0	\$3,775,617	\$0
2020/21	\$2,166,962	\$845,876	\$0	\$0	\$0	\$12,193,138	\$0
2021/22	\$1,702,500	\$803,047	\$0	\$7	\$0	-\$9,900,971	\$0
2022/23	\$1,236,123	\$852,228	\$0	\$127	\$0	\$5,565,132	\$0
2023/24	\$488,026	\$949,995	\$0	\$134	\$0	\$13,662,932	\$0
2024/25	\$2,661,983	\$1,095,146	\$0	\$158	\$0	\$6,919,437	\$0

Expenses

Plan	Monthly	Contrib.	Admin.	Invest.
<u>Year</u>	<u>Benefit</u>	<u>Refunds</u>	<u>Expenses</u>	<u>Expenses</u>
	<u>Payments</u>			
2015/16	\$1,136,848	\$495,191	\$25,452	\$41,815
2016/17	\$1,216,406	\$119,763	\$45,547	\$45,434
2017/18	\$1,669,052	\$0	\$27,341	\$47,773
2018/19	\$1,828,624	\$30,067	\$26,970	\$47,880
2019/20	\$1,777,876	\$0	\$34,984	\$48,000
2020/21	\$2,100,548	\$0	\$29,658	\$48,000
2021/22	\$2,314,398	\$91,590	\$56,128	\$24,000
2022/23	\$2,422,073	\$76,286	\$86,805	\$0
2023/24	\$2,809,749	\$65,619	\$76,960	\$12,000
2024/25	\$3,195,213	\$76,812	\$97,402	\$0

Other Actuarial Adjustments

Advance
Employer
<u>Contribs.</u>
\$442,492
-\$73,260
\$295,454
\$266,903
\$51,206
\$362,708
\$72,315
-\$430,835
-\$1,666,562
-\$161,303

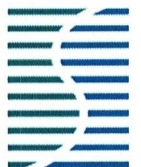


Other Reconciliations

Table II-F

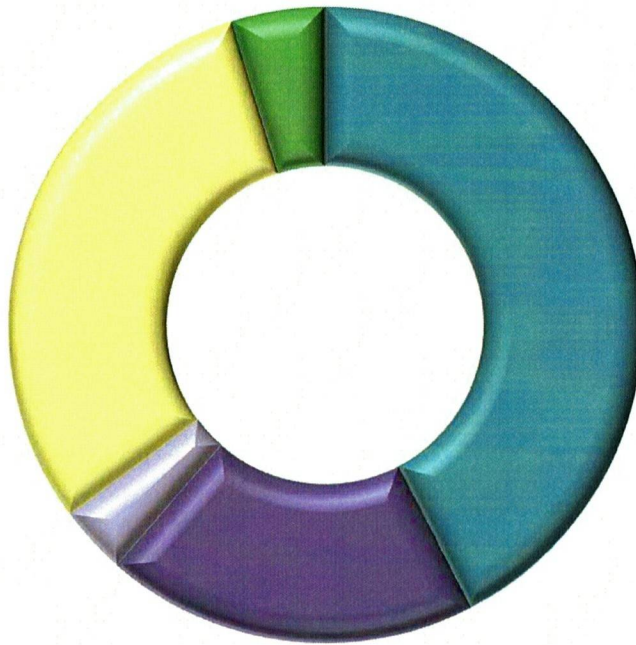
Advance Employer Contribution

Advance Employer Contribution as of October 1, 2024	\$194,547
Additional Employer Contribution	\$2,661,983
Minimum Required Contribution	<u>(\$2,823,286)</u>
Net Increase in Advance Employer Contribution	<u>(\$161,303)</u>
Advance Employer Contribution as of October 1, 2025	<u><u>\$33,244</u></u>



Summary of Participant Data

Table III-A

As of October 1, 2025*Participant Distribution by Status*Actively Employed Participants

Active Participants	98
DROP Participants	0

Inactive Participants

Deferred Vested Participants	44
Due a Refund of Contributions	8
Deferred Beneficiaries	0

Participants Receiving a Benefit

Service Retirements	70
Disability Retirements	0
Beneficiaries Receiving	11

Total Participants 231Number of Participants Included in Prior Valuations

	<i>Active</i>	<i>DROP</i>	<i>Inactive</i>	<i>Retired</i>	<i>Total</i>
October 1, 2016	80	0	23	35	138
October 1, 2017	85	0	23	40	148
October 1, 2018	90	0	27	42	159
October 1, 2019	94	0	27	48	169
October 1, 2020	92	0	28	58	178
October 1, 2021	96	0	32	62	190
October 1, 2022	92	0	36	65	193
October 1, 2023	99	0	37	69	205
October 1, 2024	99	0	44	74	217
October 1, 2025	98	0	52	81	231



Data Reconciliation

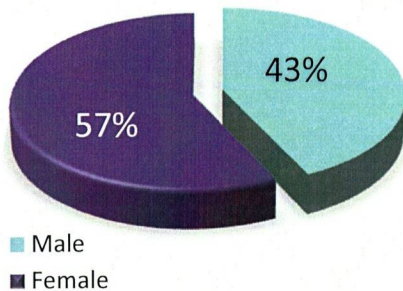
Table III-B

	<u>Active</u>	<u>DROP</u>	<u>Deferred Vested</u>	<u>Due a Refund</u>	<u>Def. Benef.</u>	<u>Service Retiree</u>	<u>Disabled Retiree</u>	<u>Benef. Rec'v.</u>	<u>Total</u>
<u>October 1, 2024</u>	99	0	40	4	0	64	0	10	217
<u>Change in Status</u>									
Re-employed									
Terminated	(14)		6	7					(1)
Retired	(6)		(1)			7			
<u>Participation Ended</u>									
Transferred Out									
Cashed Out			(1)	(3)					(4)
Died						(1)			(1)
<u>Participation Began</u>									
Newly Hired	15								15
Transferred In	4								4
New Beneficiary								1	1
<u>Other Adjustment</u>									
<u>October 1, 2025</u>	98	0	44	8	0	70	0	11	231

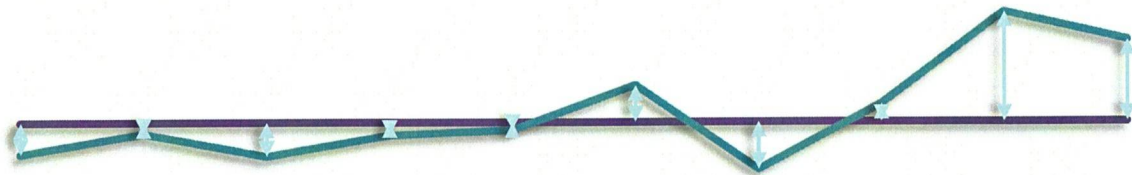


Active Participant Data

Table III-C

As of October 1, 2025**Gender Mix**

Average Age	49.5 years
Average Service	10.4 years
Total Annualized Compensation for the Prior Year	\$7,520,433
Total Expected Compensation for the Current Year	\$10,380,397
Average Increase in Compensation for the Prior Year	11.07%
Expected Increase in Compensation for the Current Year	8.70%
Accumulated Contributions for Active Employees	\$6,677,221

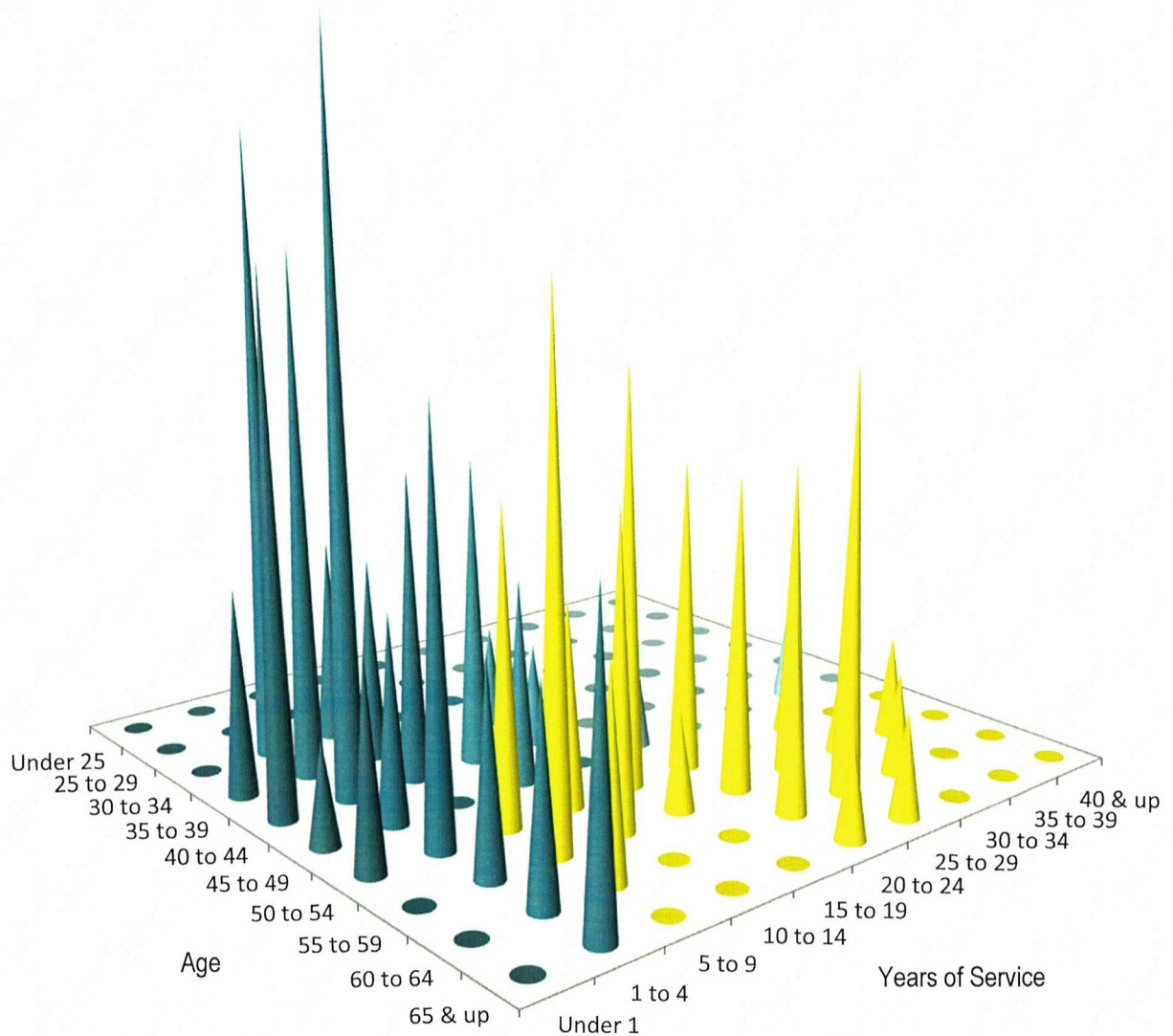
**Actual vs. Expected Salary Increases****Active Participant Statistics From Prior Valuations**

	Average Age	Average Service	Average Salary	Average Expected Salary Increase	Average Actual Salary Increase
October 1, 2016	50.5	10.7	\$80,217	5.00%	2.62%
October 1, 2017	48.9	10.6	\$79,859	5.00%	4.16%
October 1, 2018	48.7	10.7	\$80,081	5.00%	2.45%
October 1, 2019	49.1	10.6	\$70,058	5.00%	4.00%
October 1, 2020	49.3	10.8	\$82,623	5.00%	4.42%
October 1, 2021	49.7	10.9	\$84,856	5.00%	7.76%
October 1, 2022	50.5	11.5	\$86,490	5.00%	1.43%
October 1, 2023	50.2	10.5	\$88,697	5.00%	6.34%
October 1, 2024	49.8	10.3	\$93,039	5.00%	13.16%
October 1, 2025	49.5	10.4	\$76,739	5.00%	11.07%



Active Age-Service Distribution

Table III-D



- ▲ Eligible to retire
- ▲ May be eligible to retire
- ▲ Not eligible to retire



Active Age-Service-Salary Table

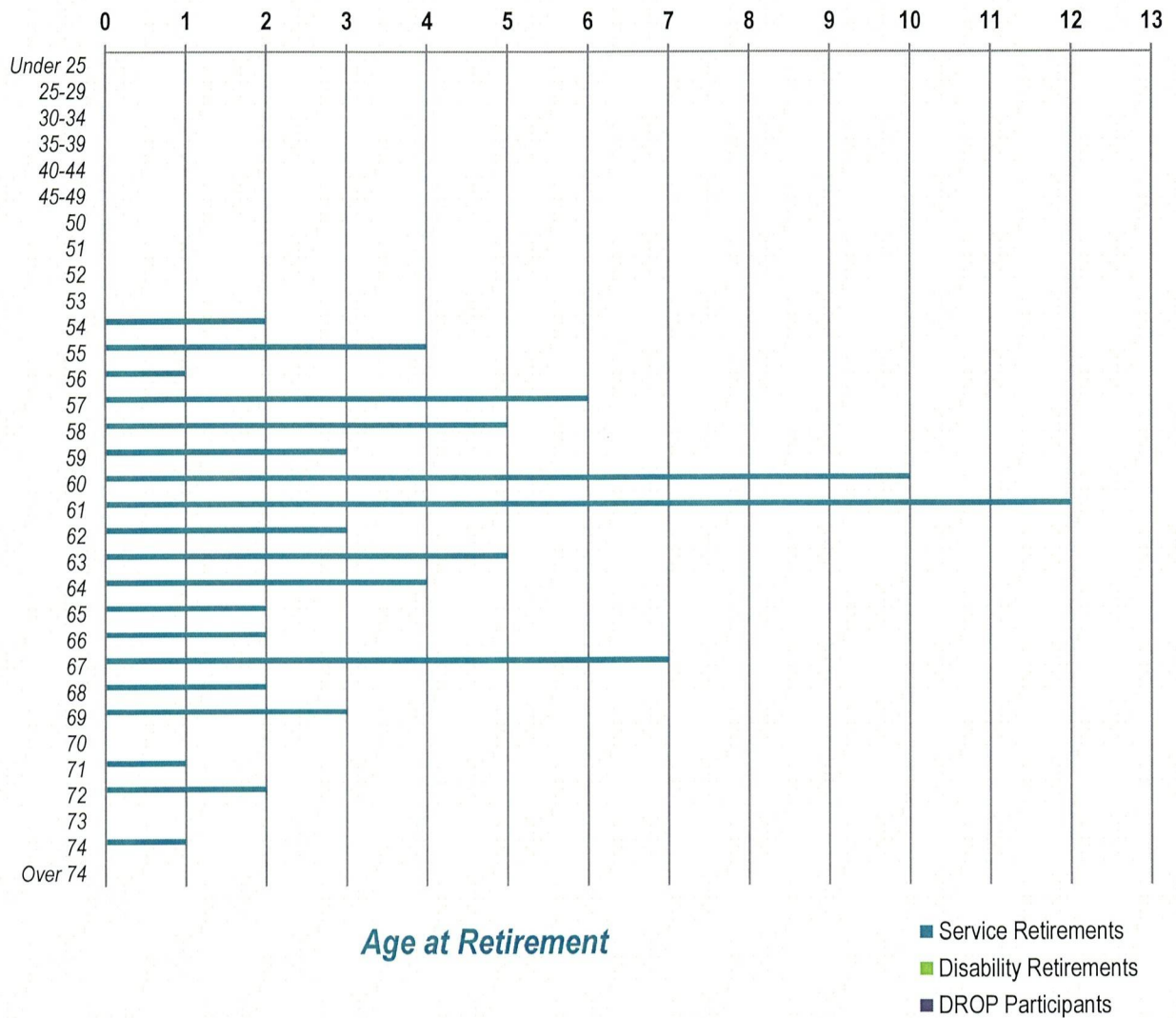
Table III-E

Attained Age	Completed Years of Service										Total
	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	
Under 25	0	0	0	0	0	0	0	0	0	0	0
Avg.Pay	0	0	0	0	0	0	0	0	0	0	0
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	6	2	0	0	0	0	0	0	0	8
Avg.Pay	0	37,542	73,767	0	0	0	0	0	0	0	46,598
35 to 39	2	5	2	0	1	0	0	0	0	0	10
Avg.Pay	0	59,951	103,823	0	103,659	0	0	0	0	0	61,106
40 to 44	5	7	3	3	1	0	0	0	0	0	19
Avg.Pay	0	67,000	70,218	100,134	177,623	0	0	0	0	0	60,930
45 to 49	1	2	0	2	0	1	0	0	1	0	7
Avg.Pay	0	99,751	0	69,249	0	83,596	0	0	109,492	0	75,870
50 to 54	2	4	3	2	4	3	0	1	0	0	19
Avg.Pay	0	66,875	77,786	73,587	116,852	75,648	0	124,115	0	0	77,184
55 to 59	0	2	5	3	1	3	3	1	1	0	19
Avg.Pay	0	69,609	89,581	135,894	76,868	81,297	80,142	91,323	92,320	0	91,560
60 to 64	0	2	2	0	0	2	4	1	0	0	11
Avg.Pay	0	91,204	102,698	0	0	99,941	75,235	276,838	0	0	105,951
65 & up	0	3	0	0	0	1	1	0	0	0	5
Avg.Pay	0	105,810	0	0	0	90,477	68,319	0	0	0	95,245
Total	10	31	17	10	7	10	8	3	2	0	98
Avg.Pay	0	67,744	85,441	99,376	117,937	84,479	76,211	164,092	100,906	0	76,739



Inactive Participant Data

Table III-F

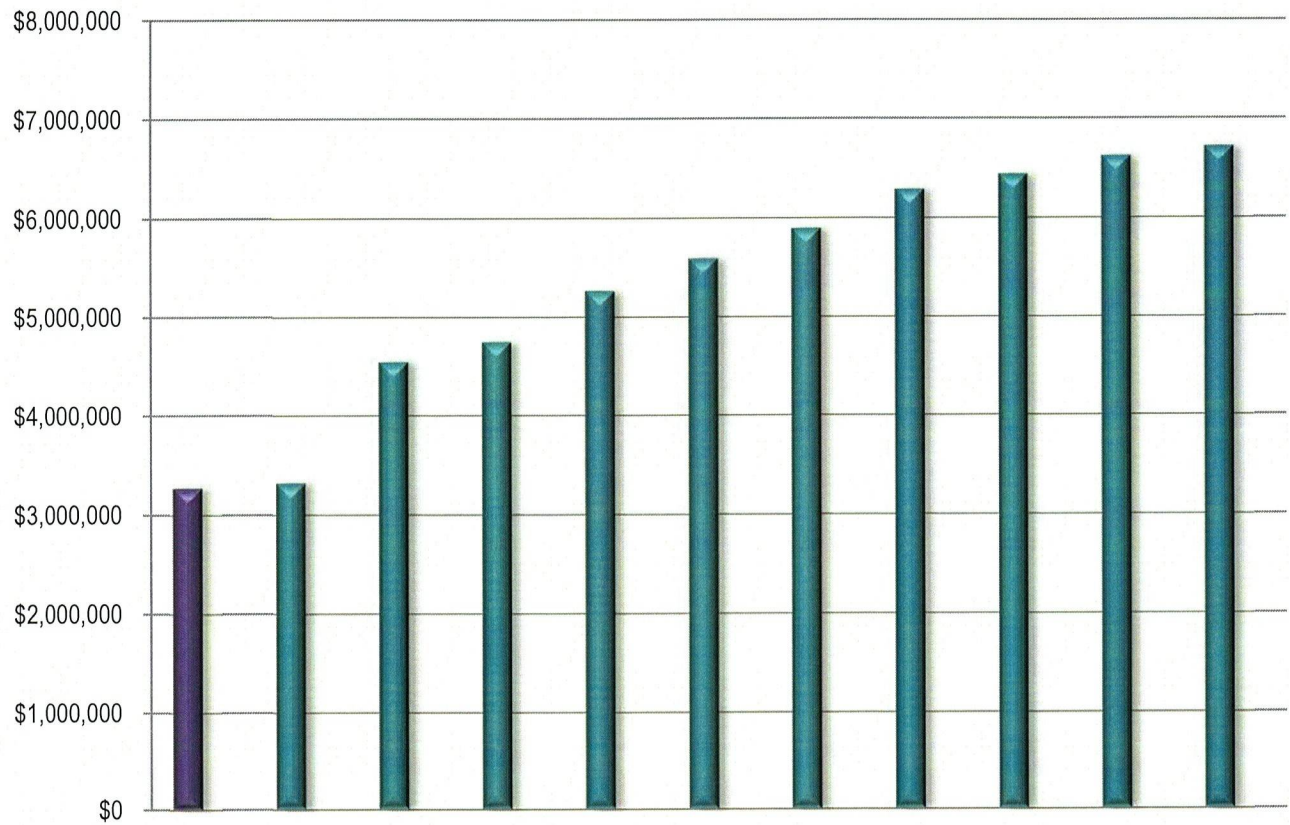
Average Monthly Benefit

Service Retirements	\$3,682.70
Disability Retirements	Not applicable
Beneficiaries Receiving	\$1,589.63
DROP Participants	Not applicable
Deferred Vested Participants	\$1,608.17
Deferred Beneficiaries	Not applicable



Projected Benefit Payments

Table III-G

Actual

For the period October 1, 2024 through September 30, 2025

\$3,272,025

Projected

For the period October 1, 2025 through September 30, 2026

\$3,319,790

For the period October 1, 2026 through September 30, 2027

\$4,547,548

For the period October 1, 2027 through September 30, 2028

\$4,748,699

For the period October 1, 2028 through September 30, 2029

\$5,264,133

For the period October 1, 2029 through September 30, 2030

\$5,592,568

For the period October 1, 2030 through September 30, 2031

\$5,897,800

For the period October 1, 2031 through September 30, 2032

\$6,290,220

For the period October 1, 2032 through September 30, 2033

\$6,441,838

For the period October 1, 2033 through September 30, 2034

\$6,624,591

For the period October 1, 2034 through September 30, 2035

\$6,719,193



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, adjusted to reflect a five-year phase-in of the unexpected investment appreciation.

3. Interest (or Discount) Rate

6.75% per annum

4. Salary Increases

Plan compensation is assumed to increase in accordance with a service-based table, unless actual plan compensation is known for a prior plan year; rates range from 9.30% for an employee with zero years of service to 4.20% for employees with 30 or more years of service. *(Rates are based on an experience study conducted by the FRS in 2024.)*

5. Decrements

- Pre-retirement mortality: Sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Mortality Table for general employees, with full generational improvements in mortality using Scale MP-2021 and with male ages set back one year
- Post-retirement healthy mortality: Sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Healthy Retiree Mortality Table for general employees, with full generational improvements in mortality using Scale MP-2021 and with male ages set back one year



Summary of Actuarial Methods and Assumptions

Table IV-A

(continued)

- 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 both male and female ages set forward four years
- Disability: Age-based rates of disability were assumed, ranging from 0.001% at age 21 to 0.011% at age 35 to 0.041% at age 45 to 0.136% at age 55 to 0.031% at ages 64 and later. *(Rates are based on an experience study conducted by the FRS in 2024.)*
- Termination: Age- and service-based rates of withdrawal were assumed, with separate rates for males and females; rates for male employees range from 18.5% for an employee under age 55 with three years of service to 1.0% for an employee at least age 55 with at least 30 years of service; rates for female employees range from 14.0% for an employee under age 55 with four years of service to 1.0% for an employee at least age 55 with at least 30 years of service. *(Rates are based on an experience study conducted by the FRS in 2024.)*
- Retirement: 100% upon the attainment of normal retirement age

No decrements have been assumed to occur during the first year following the valuation date.

6. Form of Payment

Future retirees have been assumed to select the 10-year certain and life annuity.

7. Marriage Assumption

100% of participants are assumed to be married, with male spouses assumed to be three years older than female spouses.

8. Expenses

Administrative expenses are assumed to be 0.50% of future payroll. In addition, the interest rate set forth in item 4. 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 salary increase, mortality, disability, and withdrawal rates were all changed to the rates used by the FRS; the retirement assumption was changed from a probability of retirement at each age during the period prior to normal retirement age to 100% retirement upon the attainment of normal retirement age.

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

- (1) Effective October 1, 2021, the actuarial funding method was changed from the individual entry age normal cost method to the aggregate cost method.*
- (2) Effective October 1, 2021, the interest (or discount) rate was decreased from 7.00% per annum to 6.75% per annum.*
- (3) Effective October 1, 2021, the administrative expense loading was decreased from 0.70% of future payroll to 0.50% of future payroll.*
- (4) Effective October 1, 2020, the mortality basis was changed from the RP-2000 Combined 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.*
- (5) Effective October 1, 2020, the actuarial value of assets was changed from the market value adjusted to reflect a five-year phase-in of the net investment gains and losses to the market value adjusted to reflect a five-year phase-in of the unexpected investment gains and losses.*
- (6) 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 Combined Mortality Table as required by State law.*



Summary of Plan Provisions

Table V-A

1. Monthly Accrued BenefitFor elected officials:

6 $\frac{2}{3}$ % of Average Final Compensation for each completed year of Credited Service, with a pro-rata benefit accrual for a partial year

For City Manager and City Attorney:

4.00% of Average Final Compensation multiplied by Credited Service

For all other participants:

3.00% of Average Final Compensation multiplied by Credited Service

2. Normal Retirement Age and Benefit

- **Age**

Age 60 with at least five years of Credited Service;

Age 57 with at least 20 years of Credited Service; or

Age 55 with at least 25 years of Credited Service

- **Amount**

Monthly Accrued Benefit

- **Form of Payment**

Actuarially equivalent single life annuity (optional);

10-year certain and life annuity (normal form of payment);

Actuarially equivalent joint and contingent annuity (optional);

Actuarially equivalent joint and contingent annuity with “pop-up” feature (optional); or

Actuarially equivalent annuity plus a partial lump sum payment, with the partial lump sum payment equal to up to three years of monthly benefit payments with simple interest calculated at the rate of 4% per year and a refund of the participant’s contributions during the same period

(Note: All forms of payment guarantee at least the return of the participant’s Accumulated Contributions.)



Summary of Plan Provisions

Table V-A

(continued)

3. Early Retirement Age and Benefit

- **Age**
Age 50 with at least five years of Credited Service
- **Amount**
Monthly Accrued Benefit (payable at Normal Retirement Age); or
Monthly Accrued Benefit reduced by 5% for each year by which the participant's Early Retirement Age precedes Normal Retirement Age (payable at Early Retirement Age)
- **Form of Payment**
Same as for Normal Retirement

4. Disability Eligibility and Benefit

- **Eligibility**
All participants are eligible.
- **Condition**
The participant must be totally and permanently disabled such that he is unable to perform his duties as a City employee.
- **Amount**
Monthly Accrued Benefit
- **Form of Payment**
Same as for Normal Retirement

5. Deferred Vested Benefit

- **Age**
Any age with at least one year of Credited Service
- **Amount**
Monthly Accrued Benefit multiplied by the Vested Percentage (payable at Normal Retirement Age); or
Monthly Accrued Benefit multiplied by the Vested Percentage and reduced by 5% for each year by which the participant's Early Retirement Age precedes age 60 (payable at Early Retirement Age)
- **Form of Payment**
Same as for Normal Retirement



Summary of Plan Provisions

Table V-A

(continued)

6. Pre-Retirement Death Benefits

- **Fully or Partially Vested Participant**

Upon the death prior to retirement of a fully or partially vested participant, the participant's beneficiary receives an immediate Pre-Retirement Survivor Annuity equal to one-half of a 50% joint and contingent annuity based on the participant's Monthly Accrued Benefit calculated without regard to any reduction for early retirement. The Pre-Retirement Survivor Annuity guarantees at least the return of the participant's Accumulated Contributions.

- **Non-Vested Participant**

In the case of the death of a non-vested participant prior to retirement, his beneficiary will receive the participant's Accumulated Contributions.

7. Vested Percentage

Each participant earns a 20% vested interest in his Monthly Accrued Benefit for each whole year of Credited Service up to five years of Credited Service; elected officials have a separate vesting schedule, with 100% vesting upon the attainment of four years of service.

8. Average Final Compensation

Average compensation for the highest five consecutive years of service prior to the determination; compensation includes total cash remuneration paid for services rendered to the City, but excludes: (i) bonuses, (ii) employer contributions to any health, dental, disability, or related insurance program, (iii) medical, child care, and other non-taxable reimbursements, (iv) employer contributions to a deferred compensation program under Internal Revenue Code (IRC) section 457, (v) cash payments of unused accumulated leave payable upon employment termination, and (vi) any overtime pay in excess of 300 hours per year after June 30, 2011.

9. Credited Service

The uninterrupted service, expressed in years and completed months, from the participant's date of hire until his date of termination, retirement, or death. For purposes of determining the Monthly Accrued Benefit, Credited Service earned prior to the effective date of the plan is not included for participants other than elected officials unless the participant purchases such credit by paying into the plan 50% of the full actuarial cost thereof. In addition, participants may purchase up to four years of credit for other prior governmental or military service by paying into the plan the full actuarial cost thereof, provided that no other pension benefit is granted for such service by any other governmental employer.



Summary of Plan Provisions

Table V-A

(continued)

10. Participation Requirement

All managerial and non-bargaining employees, as well as charter officers and elected commissioners, of the City of Tamarac, Florida, may voluntarily participate in the plan. Subject to certain exceptions, those individuals who are hired on or after October 1, 2005 are required to participate in the plan.

11. Accumulated Contributions

The participant's Contributions accumulated with 2.50% simple interest per annum *(Prior to January 1, 2012, the participant's Contributions were accumulated with 4.00% simple interest per annum.)*

12. Participant Contributions

10% of compensation per year; participant Contributions are deemed to be "picked-up" by the City pursuant to Internal Revenue Code (IRC) §414(h)(2).

13. Actuarial Equivalence

Based on 7.00% interest per annum and the unisex mortality rates set forth in the 1994 Group Annuity Reserving Table, projected to 2002 by Scale AA

14. Automatic Cost-of-Living Adjustment (COLA)

Effective each January 1, retirement, disability, and deferred vested benefits are automatically increased by 2% compounded annually after the participant has been receiving payments for at least five years.

15. Plan Effective Date

October 1, 2005

16. Health Insurance Subsidy

Effective for active employees who retire after 2024, a monthly Health Insurance Subsidy is payable beginning at Disability, Early, or Normal Retirement until age 65. The Health Insurance Subsidy is equal to \$25.00 for each completed year of Credited Service to a maximum benefit of \$750.00 per month. The Health Insurance Subsidy is not available to deferred vested participants and the automatic COLA does not apply to the Health Insurance Subsidy. (A different Health Insurance Subsidy equal to \$20.00 for each completed year of Credited Service to a maximum benefit of \$500.00 per month was effective for retirements from active service during the period October 1, 2024 through December 31, 2024.)



Summary of Plan Amendments

Table V-B

Since the completion of the previous valuation, the vesting schedule for elected officials was changed to 100% vesting upon the attainment of four years of service. (Temporary Ordinance 2615)

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

- (1) Effective during the 2023/24 fiscal year, the 80% (or 90%, as applicable) cap on the benefit formula multiplier was eliminated and a health insurance subsidy as described in item 16. of Table V-A was added to the plan. (Ordinances O-2024-027 and O-2025-001)*
- (2) Effective May 10, 2023, the plan was amended to provide a maximum benefit of 90% of average earnings (instead of 80%) for the City Manager if the City Manager has earned at least 25 years of service with the City prior to his or her appointment to that position. (Ordinance O-2023-008)*

