

CITY OF PERRY
MUNICIPAL POLICE OFFICERS' 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

January 27, 2022

Board of Trustees
City of Perry
Police Officers' Pension Board

Re: City of Perry Municipal Police Officers' 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 Police Officers' 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 185, 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 Police Officers' 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:

A handwritten signature in black ink that reads "Patrick T. Donlan". The signature is fluid and cursive, with a horizontal line extending from the end.

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

By:

A handwritten signature in black ink that reads "Steven M. Sutherland II". The signature is fluid and cursive, with a horizontal line extending from the end.

Steven M. Sutherland II, ASA

PTD/lke

Enclosures

TABLE OF CONTENTS

Section	Title	Page
I	Introduction	
	a. Summary of Report	6
	b. Changes Since Prior Valuation	8
	c. Contribution Impact of Annual Changes	9
	d. Comparative Summary of Principal Valuation Results	10
II	Valuation Information	
	a. Reconciliation of Unfunded Actuarial Accrued Liabilities	16
	b. Detailed Actuarial (Gain)/Loss Analysis	17
	c. History of Funding Progress	18
	d. Actuarial Assumptions and Methods	19
	e. Glossary	22
	f. Discussion of Risk	24
	g. Partial History of Premium Tax Refunds	27
III	Trust Fund	28
IV	Member Statistics	
	a. Statistical Data	34
	b. Age and Service Distribution	35
	c. Valuation Participant Reconciliation	36
V	Summary of Current Plan	37
VI	Governmental Accounting Standards Board Statements No. 67 and No. 68 Disclosure Information	38

SUMMARY OF REPORT

The regular annual actuarial valuation of the City of Perry Municipal Police Officers' 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	22.8%	28.5%
Member Contributions (Est.) % of Projected Annual Payroll	3.1%	3.1%
City And State Required Contribution % of Projected Annual Payroll	19.7%	25.4%
State Contribution (Est.) ¹ % of Projected Annual Payroll	\$68,784 7.0%	\$68,784 7.0%
City Required Contribution ² % of Projected Annual Payroll	12.7%	18.4%

¹ Represents the amount received in calendar 2021. As per a Mutual Consent Agreement between the Membership and the City, all State Monies received each year will be available to offset the City's required contribution.

² The required contribution from the combination of City and State sources for the year ending September 30, 2023, is 19.7% of the actual payroll realized in that year. As a budgeting tool, the City may contribute 12.7% of each Member's Salary and then make a one-time adjustment to account for the actual State Monies received. Please note that a shortfall contribution of \$9,515.42 is due in addition to 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 net favorable actuarial experience as described below, assumption changes made, and an increase to the actual state monies received.

Plan experience was favorable overall on the basis of the plan's actuarial assumptions. Sources of actuarial gain included an investment return of 10.94% (Actuarial Asset Basis) which exceeded the 7.50% assumption and more turnover than expected. These gains were offset in part by a loss associated with 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 made in this valuation:

- Reduced the investment return assumption from 7.50% to 7.25% per year, net of investment related expenses.
- Amortized future amortization bases over 15 years.
- Assumed salary increase rates were adjusted downward for service more than five years.
- Assumed withdrawal rates were generally increased across various service levels, resulting in more withdrawals than previously assumed.

CONTRIBUTION IMPACT OF ANNUAL CHANGES

(1) Contribution Determined as of October 1, 2020	19.0%
(2) Summary of Contribution Impact by component:	
Change in State Contribution Percentage	-0.6%
Change in Normal Cost Rate	0.3%
Change in Administrative Expense Percentage	0.6%
Payroll Change Effect on UAAL Amortization	0.0%
Investment Return (Actuarial Asset Basis)	-3.5%
Salary Increases	0.1%
Active Decrements	-0.3%
Inactive Mortality	0.4%
UAAL Amortization Impact from Contribution Policy	-3.4%
Assumption Change	-0.4%
Other	<u>0.5%</u>
Total Change in Contribution	-6.3%
(3) Contribution Determined as of October 1, 2021	12.7%

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	18	18	19
Service Retirees	16	16	14
Beneficiaries	2	2	2
Disability Retirees	0	0	0
Terminated Vested	<u>8</u>	<u>8</u>	<u>10</u>
Total	44	44	45
Total Annual Payroll	\$1,130,948	\$1,120,096	\$1,139,124
Payroll Under Assumed Ret. Age	989,282	977,753	945,153
Annual Rate of Payments to:			
Service Retirees	514,359	514,359	447,701
Beneficiaries	34,940	34,940	34,940
Disability Retirees	0	0	0
Terminated Vested	90,939	90,939	90,939
B. Assets			
Actuarial Value (AVA) ¹	9,994,041	9,994,041	9,174,079
Market Value (MVA) ¹	10,902,870	10,902,870	9,148,029
C. Liabilities			
Present Value of Benefits			
Actives			
Retirement Benefits	4,136,633	4,475,022	4,839,044
Disability Benefits	38,742	43,267	32,823
Death Benefits	10,967	13,167	13,475
Vested Benefits	512,387	445,455	411,333
Refund of Contributions	27,337	24,095	22,278
Service Retirees	5,564,174	5,447,361	4,729,622
Beneficiaries	167,625	165,341	185,194
Disability Retirees	0	0	0
Terminated Vested	887,611	859,470	789,930
Share Plan Balances ¹	<u>0</u>	<u>0</u>	<u>0</u>
Total	11,345,476	11,473,178	11,023,699

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	7,529,836	8,522,641	8,144,391
Present Value of Future Member Contributions	233,425	264,202	252,476
Normal Cost (Retirement)	141,492	175,575	169,876
Normal Cost (Disability)	4,196	4,549	3,041
Normal Cost (Death)	722	899	955
Normal Cost (Vesting)	39,542	33,832	31,341
Normal Cost (Refunds)	<u>4,053</u>	<u>3,539</u>	<u>3,109</u>
Total Normal Cost	190,005	218,394	208,322
Present Value of Future Normal Costs	1,393,310	1,848,247	1,755,181
Accrued Liability (Retirement)	3,108,732	2,998,608	3,426,954
Accrued Liability (Disability)	9,555	8,043	8,060
Accrued Liability (Death)	5,591	5,370	5,350
Accrued Liability (Vesting)	202,735	136,324	119,365
Accrued Liability (Refunds)	6,143	4,414	4,043
Accrued Liability (Inactives) ¹	6,619,410	6,472,172	5,704,746
Share Plan Balances ¹	<u>0</u>	<u>0</u>	<u>0</u>
Total Actuarial Accrued Liability (EAN AL)	9,952,166	9,624,931	9,268,518
Unfunded Actuarial Accrued Liability (UAAL)	(41,875)	(369,110)	94,439
Funded Ratio (AVA / EAN AL)	100.4%	103.8%	99.0%

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	6,619,410	6,472,172	5,704,746
Actives	2,253,064	2,191,834	2,718,951
Member Contributions	<u>160,362</u>	<u>160,362</u>	<u>165,913</u>
Total	9,032,836	8,824,368	8,589,610
Non-vested Accrued Benefits	<u>340,329</u>	<u>328,439</u>	<u>239,004</u>
Total Present Value			
Accrued Benefits (PVAB)	9,373,165	9,152,807	8,828,614
Funded Ratio (MVA / PVAB)	116.3%	119.1%	103.6%
Increase (Decrease) in Present Value of Accrued Benefits Attributable to:			
Plan Amendments	0	0	
Assumption Changes	220,358	0	
Plan Experience	0	218,721	
Benefits Paid	0	(536,553)	
Interest	0	642,025	
Other	<u>0</u>	<u>0</u>	
Total	220,358	324,193	

	New Assump	Old Assump	
Valuation Date	10/1/2021	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	19.9	23.2	22.9
Administrative Expenses (with interest)			
% of Total Annual Payroll ²	3.9	4.0	3.4
Payment Required to Amortize Unfunded Actuarial Accrued Liability over 27 years (as of 10/1/2021, with interest)			
% of Total Annual Payroll ²	(1.0)	(4.7)	2.2
Minimum Required Contribution ³			
% of Total Annual Payroll ^{2 3}	22.8	23.2	28.5
Expected Member Contributions			
% of Total Annual Payroll ²	3.1	3.1	3.1
Expected City and State Contribution			
% of Total Annual Payroll ^{2 3}	19.7	20.1	25.4

F. Past Contributions

Plan Years Ending:	<u>9/30/2021</u>
Total Required Contribution	405,168
City and State Requirement	369,384
Actual Contributions Made:	
Members (excluding buyback)	35,784
City	300,600
State	<u>68,784</u>
Total	405,168

G. Net Actuarial (Gain)/Loss (314,102)

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 \$989,282 after assumption changes and of \$977,753 before assumption changes.

³ Reflects normal cost minimum funding requirements of Chapter 112, Florida Statutes.

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	(41,875) ¹

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

	<u>Actual</u>	<u>Assumed</u>
Year Ended 9/30/2021	6.64%	5.86%
Year Ended 9/30/2020	5.91%	5.76%
Year Ended 9/30/2019	3.84%	5.47%
Year Ended 9/30/2018	2.31%	5.22%
Year Ended 9/30/2017	4.54%	5.47%

(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	21.37%	10.94%	7.50%
Year Ended 9/30/2020	10.41%	8.45%	7.50%
Year Ended 9/30/2019	4.89%	7.26%	7.75%
Year Ended 9/30/2018	7.78%	5.78%	7.75%
Year Ended 9/30/2017	10.84%	6.64%	7.75%

(iii) Average Annual Payroll Growth

(a) Payroll as of:	10/1/2021	\$989,282
	10/1/2011	838,276
(b) Total Increase		18.01%
(c) Number of Years		10.00
(d) Average Annual Rate		1.67%

¹ Based on current State law and the existing UAAL bases, the UAAL is projected to never be positive.

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

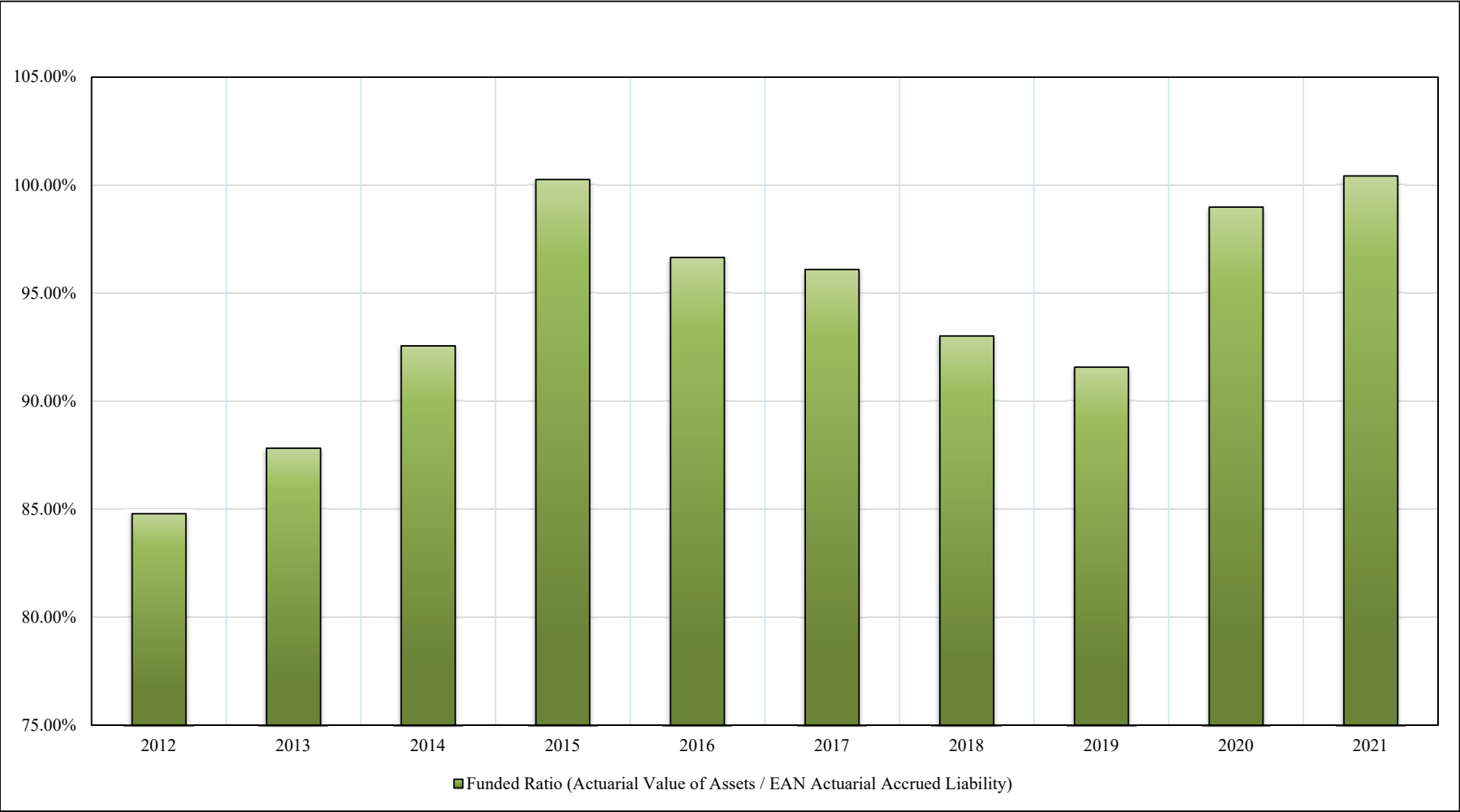
(1)	Unfunded Actuarial Accrued Liability as of October 1, 2020	\$94,439
(2)	Sponsor Normal Cost developed as of October 1, 2020	179,022
(3)	Expected administrative expenses for the year ended September 30, 2021	30,588
(4)	Expected interest on (1), (2) and (3)	21,657
(5)	Sponsor contributions to the System during the year ended September 30, 2021	369,384
(6)	Expected interest on (5)	11,330
(7)	Expected Unfunded Actuarial Accrued Liability as of September 30, 2021 (1)+(2)+(3)+(4)-(5)-(6)	(55,008)
(8)	Change to UAAL due to Assumption Change	327,235
(9)	Change to UAAL due to Actuarial (Gain)/Loss	(314,102)
(10)	Unfunded Actuarial Accrued Liability as of October 1, 2021	(41,875)

Type of Base	Date Established	Years Remaining	10/1/2021 Amount	Amortization Amount
"Fresh Start"	10/1/2015	14	(22,148)	(2,397)
Reconciliation	10/1/2016	15	(277,440)	(28,852)
Assumption Change	10/1/2016	15	281,603	29,285
Actuarial Loss	10/1/2016	5	231,911	53,091
Actuarial Loss	10/1/2017	6	60,421	11,911
Cont From Reserve	10/1/2017	5	(11,090)	(2,539)
Actuarial Loss	10/1/2018	7	155,377	27,117
Benefits Change	10/1/2018	27	188,914	15,044
Actuarial Gain	10/1/2019	8	(146,040)	(23,025)
Assump Change	10/1/2019	18	269,463	25,430
Actuarial Gain	10/1/2020	9	(484,156)	(70,027)
Assump Change	10/1/2020	19	(166,650)	(15,317)
Reconciliation	10/1/2021	5	(135,173)	(30,945)
Actuarial Gain	10/1/2021	15	(314,102)	(32,665)
Assump Change	10/1/2021	15	327,235	34,031
			(41,875)	(9,858)

DETAILED ACTUARIAL (GAIN)/LOSS ANALYSIS

(1) Unfunded Actuarial Accrued Liability (UAAL) as of October 1, 2020	\$94,439
(2) Expected UAAL as of October 1, 2021	(55,008)
(3) Summary of Actuarial (Gain)/Loss, by component:	
Investment Return (Actuarial Asset Basis)	(312,661)
Salary Increases	5,386
Active Decrements	(26,941)
Inactive Mortality	34,717
Other	<u>(14,603)</u>
Increase in UAAL due to (Gain)/Loss	(314,102)
Assumption Changes	<u>327,235</u>
(4) Actual UAAL as of October 1, 2021	(\$41,875)

HISTORY OF FUNDING PROGRESS



ACTUARIAL ASSUMPTIONS AND METHODS

Mortality Rate

Healthy Active Lives:

Female: PubS.H-2010 (Below Median) 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

7.25% (previously 7.50%) 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 10.0% in the first year and 5.0% per year thereafter). Final Average Salary is increased individually to account for additional non-regular compensation. This assumption was adopted based on the September 20, 2021 Actuarial Experience Study.

Payroll Growth

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.

Retirement Age

See table below. This is supported by the September 20, 2021 Actuarial Experience Study.

% Retiring During the Year		
Age	Service	Rate
<55	20	50%
	21	20%
	22	20%
	23	20%
	24	20%
	25+	100%
55+	10+	100%

Early Retirement

It is assumed that members who are eligible for Early Retirement (age 50) will retire at the rate of 5.00% per year. This assumption is supported by the September 20, 2021 Actuarial Experience Study.

Disability Rate

See table later in this section (1201). 75% of disablements are assumed to be service related. This assumption was developed from those used by other plans containing Florida municipal Police Officers.

Termination Rate

See table later in this section (previously 10% in the first year of service and 4% per year thereafter). This assumption was adopted based on the September 20, 2021 Actuarial Experience Study.

Administrative Expenses

\$37,597 annually, based on the average of actual expenses incurred in the prior two fiscal years.

Funding Method

Entry Age Normal Actuarial Cost Method.

Asset Valuation

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.

Amortization Method

All new UAAL amortization bases are amortized over 15 years.

% Terminating During the Year	
Service	Rate
<1	10.00%
1	10.00%
2 - 5	7.00%
6 - 9	3.50%
10 - 14	10.00%
15+	2.00%

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

Salary Scale	
Service	Rate
<1	15.00%
1 - 5	5.00%
6+	4.50%

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 158.3% on October 1, 2011 to 81.8% 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 66.5%. 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 81.1% on October 1, 2011 to 100.4% 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, decreased from 1.6% on October 1, 2011 to -1.6% on October 1, 2021. The current Net Cash Flow Ratio of -1.6% indicates that contributions are not currently 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	19	21	19	18
Total Inactives ¹	12	14	20	22
Actives / Inactives ¹	158.3%	150.0%	95.0%	81.8%

Asset Volatility Ratio

Market Value of Assets (MVA)	4,568,558	7,215,528	9,148,029	10,902,870
Total Annual Payroll	838,276	1,151,923	1,139,124	1,130,948
MVA / Total Annual Payroll	545.0%	626.4%	803.1%	964.0%

Accrued Liability (AL) Ratio

Inactive Accrued Liability	3,643,419	4,209,855	5,704,746	6,619,410
Total Accrued Liability (EAN)	6,118,978	7,874,236	9,268,518	9,952,166
Inactive AL / Total AL	59.5%	53.5%	61.5%	66.5%

Funded Ratio

Actuarial Value of Assets (AVA)	4,964,369	7,609,769	9,174,079	9,994,041
Total Accrued Liability (EAN)	6,118,978	7,874,236	9,268,518	9,952,166
AVA / Total Accrued Liability (EAN)	81.1%	96.6%	99.0%	100.4%

Net Cash Flow Ratio

Net Cash Flow ²	72,105	(224,648)	(190,026)	(174,374)
Market Value of Assets (MVA)	4,568,558	7,215,528	9,148,029	10,902,870
Ratio	1.6%	-3.1%	-2.1%	-1.6%

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	36,441.00	_____ %
1999	37,576.55	3.1%
2000	35,753.76	-4.9%
2001	39,838.67	11.4%
2002	42,990.91	7.9%
2003	61,616.23	43.3%
2004	55,470.22	-10.0%
2005	58,748.17	5.9%
2006	58,748.17	0.0%
2007	61,610.06	4.9%
2008	59,052.44	-4.2%
2009	56,154.90	-4.9%
2010	47,606.66	-15.2%
2011	46,052.78	-3.3%
2012	49,476.25	7.4%
2013	39,741.39	-19.7%
2014	50,821.13	27.9%
2015	52,718.64	3.7%
2016	40,966.98	-22.3%
2017	52,972.10	29.3%
2018	57,493.77	8.5%
2019	67,549.76	17.5%
2020	60,040.55	-11.1%
2021	68,783.72	14.6%

STATEMENT OF FIDUCIARY NET POSITION
SEPTEMBER 30, 2021

<u>ASSETS</u>	COST VALUE	MARKET VALUE
Cash and Cash Equivalents:		
Short Term Investments	82,530.44	82,530.44
Total Cash and Equivalents	82,530.44	82,530.44
Receivables:		
Member Contributions in Transit	2,724.98	2,724.98
City Contributions in Transit	22,502.85	22,502.85
Additional City Contributions	9,515.42	9,515.42
Total Receivable	34,743.25	34,743.25
Investments:		
Mutual Funds:		
Fixed Income	2,789,146.36	2,851,235.88
Equity	5,261,882.03	6,977,957.77
Pooled/Common/Commingled Funds:		
Real Estate	857,786.52	968,563.02
Total Investments	8,908,814.91	10,797,756.67
Total Assets	9,026,088.60	10,915,030.36
<u>LIABILITIES</u>		
Payables:		
Refunds of Member Contributions	4,076.41	4,076.41
Investment Expenses	6,384.00	6,384.00
Administrative Expenses	1,700.00	1,700.00
Total Liabilities	12,160.41	12,160.41
NET POSITION RESTRICTED FOR PENSIONS	9,013,928.19	10,902,869.95

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

ADDITIONS

Contributions:

Member	35,784.06
City	300,600.13
State	68,783.72

Total Contributions	405,167.91
---------------------	------------

Investment Income:

Net Realized Gain (Loss)	1,123,088.39	
Unrealized Gain (Loss)	517,172.75	
Net Increase in Fair Value of Investments		1,640,261.14
Interest & Dividends		325,708.70
Less Investment Expense ¹		(36,754.98)

Net Investment Income	1,929,214.86
-----------------------	--------------

Total Additions	2,334,382.77
-----------------	--------------

DEDUCTIONS

Distributions to Members:

Benefit Payments	529,793.64
Lump Sum DROP Distributions	0.00
Refunds of Member Contributions	6,759.19

Total Distributions	536,552.83
---------------------	------------

Administrative Expense	42,988.52
------------------------	-----------

Total Deductions	579,541.35
------------------	------------

Net Increase in Net Position	1,754,841.42
------------------------------	--------------

NET POSITION RESTRICTED FOR PENSIONS

Beginning of the Year	9,148,028.53
-----------------------	--------------

End of the Year	10,902,869.95
-----------------	---------------

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	7.78%	
09/30/2019	4.89%	
09/30/2020	10.41%	
09/30/2021	21.37%	
Annualized Rate of Return for prior four (4) years:		10.94%
(A) 10/01/2020 Actuarial Assets:		\$9,174,079.37
(I) Net Investment Income:		
1. Interest and Dividends	325,708.70	
2. Realized Gain (Loss)	1,123,088.39	
3. Unrealized Gain (Loss)	517,172.75	
4. Change in Actuarial Value	(934,880.27)	
5. Investment Related Expenses	(36,754.98)	
Total		994,334.59
(B) 10/01/2021 Actuarial Assets:		\$9,994,040.52
Actuarial Asset Rate of Return = 2I/(A+B-I):		10.94%
10/01/2021 Limited Actuarial Assets:		\$9,994,040.52
10/01/2021 Market Value of Assets:		\$10,902,869.95
Actuarial Gain/(Loss) due to Investment Return (Actuarial Asset Basis)		\$312,660.97

¹Market Value Basis, net of investment related expenses.

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

REVENUES

Contributions:		
Member	35,784.06	
City	300,600.13	
State	68,783.72	
Total Contributions		405,167.91
Earnings from Investments:		
Interest & Dividends	325,708.70	
Net Realized Gain (Loss)	1,123,088.39	
Unrealized Gain (Loss)	517,172.75	
Change in Actuarial Value	(934,880.27)	
Total Earnings and Investment Gains		1,031,089.57

EXPENDITURES

Distributions to Members:		
Benefit Payments	529,793.64	
Lump Sum DROP Distributions	0.00	
Refunds of Member Contributions	6,759.19	
Total Distributions		536,552.83
Expenses:		
Investment related ¹	36,754.98	
Administrative	42,988.52	
Total Expenses		79,743.50
Change in Net Assets for the Year		819,961.15
Net Assets Beginning of the Year		9,174,079.37
Net Assets End of the Year ²		9,994,040.52

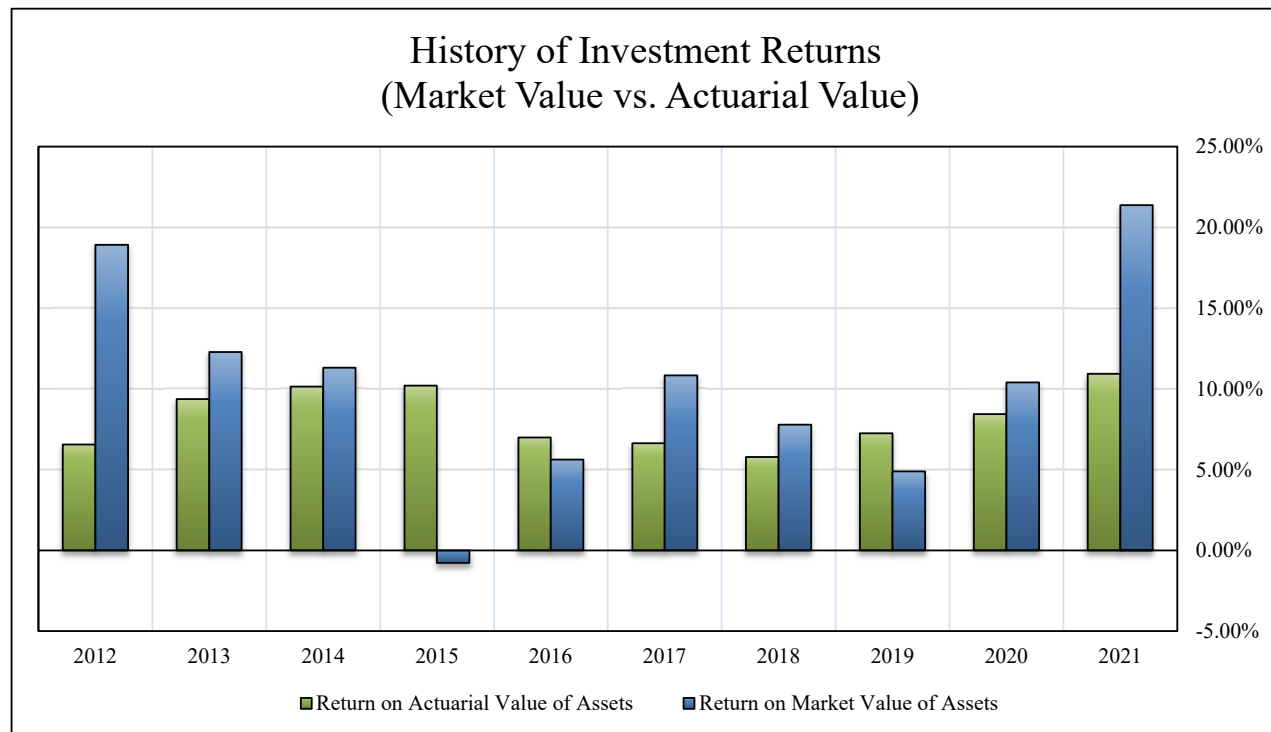
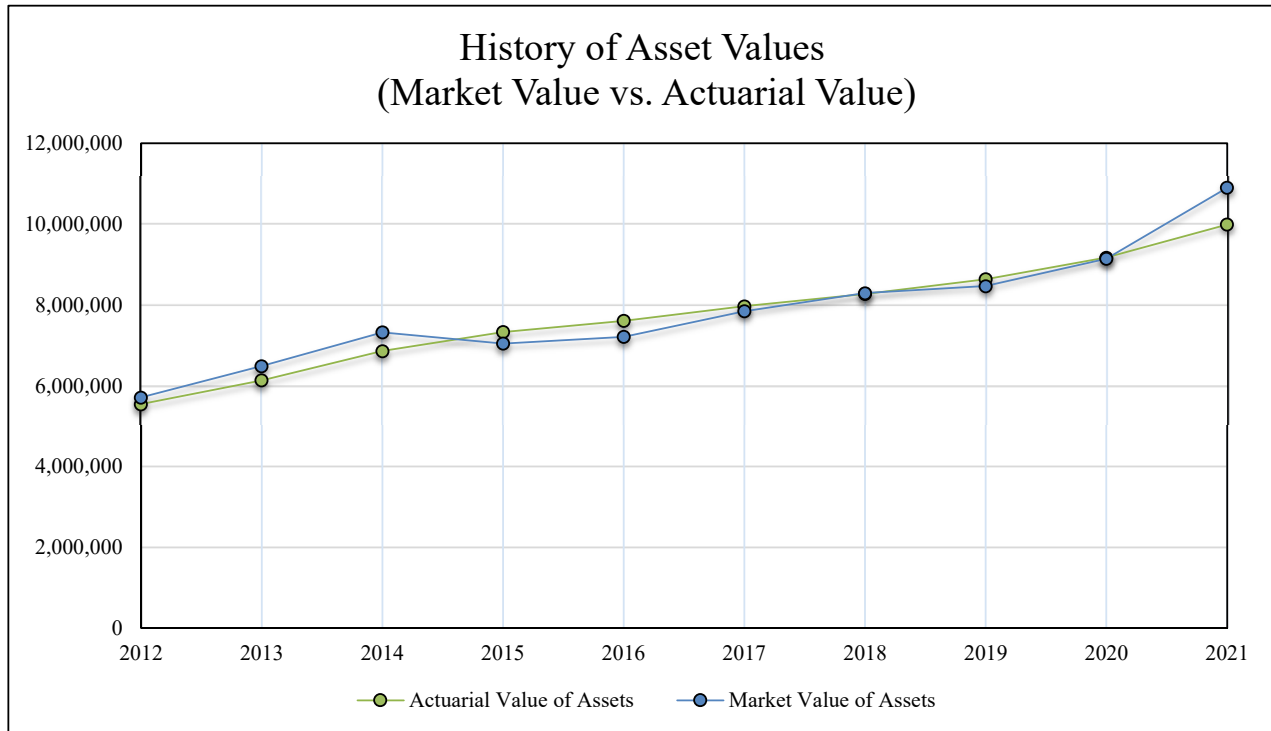
¹Investment related expenses include investment advisory, custodial and performance monitoring fees.

²Net Assets may be limited for actuarial consideration.

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

(1) Total Required Contribution Rate	35.1%
(2) Pensionable Payroll Derived from Member Contributions	\$1,154,324.52
(3) Total Required Contribution (1) x (2)	405,167.91
(4) Less Actual Member Contributions	(35,784.06)
(5) Less Allowable State Contribution	<u>(68,783.72)</u>
(6) Equals Required City Contribution for Fiscal 2021	300,600.13
(7) Less 2020 Prepaid Contribution	(111.62)
(8) Less Actual City Contributions	<u>(290,973.09)</u>
(9) Equals City's Shortfall/(Prepaid) Contribution as of September 30, 2021	\$9,515.42

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	20	21	19	18
Average Current Age	39.7	39.2	39.0	38.0
Average Age at Employment	29.2	29.8	29.9	29.7
Average Past Service	10.5	9.4	9.1	8.3
Average Annual Salary	\$57,159	\$58,250	\$59,954	\$62,830
<u>Service Retirees</u>				
Number	12	14	14	16
Average Current Age	63.0	62.2	63.2	63.2
Average Annual Benefit	\$30,460	\$31,979	\$31,979	\$32,147
<u>DROP Retirees</u>				
Number	1	0	0	0
Average Current Age	53.2	N/A	N/A	N/A
Average Annual Benefit	\$45,919	N/A	N/A	N/A
<u>Beneficiaries</u>				
Number	2	2	2	2
Average Current Age	52.2	53.2	54.2	55.2
Average Annual Benefit	\$17,470	\$17,470	\$17,470	\$17,470
<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	7	8	10	8
Average Current Age ¹	49.8	45.3	45.3	46.3
Average Annual Benefit ¹	\$21,356	\$21,400	\$22,735	\$22,735

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	2	1		1								4
25 - 29		1				1						2
30 - 34			1			1						2
35 - 39			1			1						2
40 - 44								1				1
45 - 49					1	1				1		3
50 - 54							2			1		3
55 - 59	1											1
60 - 64												0
65+												0
Total	3	2	2	1	1	4	2	1	0	2	0	18

VALUATION PARTICIPANT RECONCILIATION

1. Active lives

a. Number in prior valuation 10/1/2020	19
b. Terminations	
i. Vested (partial or full) with deferred annuity	0
ii. Vested in refund of member contributions only	(2)
iii. Refund of member contributions or full lump sum distributio	0
c. Deaths	
i. Beneficiary receiving benefits	0
ii. No future benefits payable	0
d. Disabled	0
e. Retired	(2)
g. Continuing participants	15
h. New entrants	<u>3</u>
i. Total active life participants in valuation	18

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

	Service Retirees, Vested Receiving <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	14	2	0	4	6	26
Retired	2	0	0	0	0	2
Vested (Deferred Annuity)	0	0	0	0	0	0
Vested (Due Refund)	0	0	0	0	2	2
Hired/Terminated in Same Year	0	0	0	0	0	0
Death, With Survivor	0	0	0	0	0	0
Death, No Survivor	0	0	0	0	0	0
Disabled	0	0	0	0	0	0
Refund of Contributions	0	0	0	0	(4)	(4)
Rehires	0	0	0	0	0	0
Expired Annuities	0	0	0	0	0	0
Data Corrections	0	0	0	0	0	0
b. Number current valuation	16	2	0	4	4	26

SUMMARY OF CURRENT PLAN
(Through Ordinance 988)

<u>Credited Service</u>	Total years and fractional parts of years of service with the City as Police Officer excluding service for which Member contributions have been refunded.
<u>Salary</u>	W-2 compensation plus all tax deferred, tax sheltered, or tax-exempt items of income. Effective July 1, 2011, overtime is limited to 300 hours per year. Pensionable payouts only include time earned prior to that date.
<u>Average Final Compensation</u>	Average of Salary paid during the 5 highest years during the 10 years preceding termination.
<u>Normal Retirement</u>	
Date	Earlier of age 55 with the completion of 10 years of Credited Service or the completion of 20 years of Credited Service, regardless of age.
Benefit Amount	3.25% of Average Monthly Earnings times Credited Service.
Form of Benefit	10 Year Certain and Life thereafter (options available).
<u>Early Retirement</u>	
Date	Age 50 and 10 years of Credited Service.
Benefit Amount	Accrued benefit, reduced 3.00% per year.
<u>Disability</u>	
Eligibility	
Service Incurred	Covered from Date of Employment.
Non-Service Incurred	10 years of Credited Service.
Exclusions	Disability resulting from use of drugs, illegal participation in riots, service in military, etc.
Benefit	Benefit accrued to date of disability but not less than 42% of Average Final Compensation (Service Incurred), or 25% of Average Final Compensation (Non-Service Incurred).
Duration	Payable for life (with 120 payments guaranteed) or until recovery (as determined by the Board).

Death

Not Vested	Refund of Member Contributions.
Vested	Accrued benefit paid to Beneficiary for ten years, beginning at the Member's Normal Retirement Date (unreduced) or Early Retirement Date (reduced).
Post-Retirement	According to option selected, if any.

Vesting (Termination)

Less than 10 years of Credited Service	Refund of Member Contributions.
10 years or more	Accrued benefit payable at the Member's election, on his otherwise Early or Normal Retirement Date or Refund of Member Contributions.

Contributions

Employee	3.10% of Salary.
Premium Tax	0.85% tax on premiums for casualty insurance.
City	Remaining amount necessary for payment of Normal (current year's) Cost and amortization of the accrued past service liability over 30 years, but in no event shall the City's annual contribution be less than 5.00% of the total Salary of the Members.

Board of Trustees

- a. Two appointees of City Council;
- b. Two Police Officers elected by the members of the department; and
- c. Fifth member elected by the other four and appointed by Council (as a ministerial duty).

Deferred Retirement Option Plan

Eligibility	Satisfaction of Normal Retirement requirements.
Participation	Period not to exceed 60 months.
Rate of Return	Actual net rate of investment return (total return net of brokerage commissions, fees and transaction costs).
Form of Distribution	Cash lump sum (options available) at termination of employment.

Chapter 185 Share Account

Pursuant to Chapter 2015-39, Laws of Florida, a supplemental benefit component for special benefits exists but is currently not funded per Mutual Agreement between the City and Membership. The City is allowed to use all future annual State Monies to offset its annual contribution requirements and no allocations have been made to the share accounts.

STATEMENT OF FIDUCIARY NET POSITION
SEPTEMBER 30, 2021

<u>ASSETS</u>	MARKET VALUE
Cash and Cash Equivalents:	
Short Term Investments	82,530
Total Cash and Equivalents	82,530
Receivables:	
Member Contributions in Transit	2,725
City Contributions in Transit	22,503
Additional City Contributions	9,515
Total Receivable	34,743
Investments:	
Mutual Funds:	
Fixed Income	2,851,236
Equity	6,977,958
Pooled/Common/Commingled Funds:	
Real Estate	968,563
Total Investments	10,797,757
Total Assets	10,915,030
<u>LIABILITIES</u>	
Payables:	
Refunds of Member Contributions	4,076
Investment Expenses	6,384
Administrative Expenses	1,700
Total Liabilities	12,160
NET POSITION RESTRICTED FOR PENSIONS	10,902,870

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

ADDITIONS

Contributions:

Member	35,784
City	300,488
State	68,784

Total Contributions	405,056
---------------------	---------

Investment Income:

Net Increase in Fair Value of Investments	1,640,262
Interest & Dividends	325,709
Less Investment Expense ¹	(36,755)

Net Investment Income	1,929,216
-----------------------	-----------

Total Additions	2,334,272
-----------------	-----------

DEDUCTIONS

Distributions to Members:

Benefit Payments	529,794
Lump Sum DROP Distributions	0
Refunds of Member Contributions	6,759

Total Distributions	536,553
---------------------	---------

Administrative Expense	42,989
------------------------	--------

Total Deductions	579,542
------------------	---------

Net Increase in Net Position	1,754,730
------------------------------	-----------

NET POSITION RESTRICTED FOR PENSIONS

Beginning of the Year	9,148,140
-----------------------	-----------

End of the Year	10,902,870
-----------------	------------

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 appointees of City Council;
- b. Two Police Officers elected by the members of the department; and
- c. Fifth Member elected by the other four and appointed by Council (as a ministerial duty).

Plan Membership as of October 1, 2020:

Inactive Plan Members or Beneficiaries Currently Receiving Benefits	16
Inactive Plan Members Entitled to But Not Yet Receiving Benefits	10
Active Plan Members	19
	45
	45

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 Police Officers' Retirement Trust Fund prepared by Foster & Foster Actuaries and Consultants.

Contributions

Employee: 3.10% of Salary.

Premium Tax: 0.85% tax on premiums for casualty insurance.

City: Remaining amount necessary for payment of Normal (current year's) Cost and amortization of the accrued past service liability over 30 years, but in no event shall the City's annual contribution be less than 5.00% 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	20.0%
Fixed Income (Non-Core)	2.5%
Global Fixed Income	2.5%
Real Estate	10.0%
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 21.37 percent.

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

Deferred Retirement Option Program

Eligibility: Satisfaction of Normal Retirement requirements.

Participation: Period not to exceed 60 months.

Rate of Return: Actual net rate of investment return (total return net of brokerage commissions, management fees and transaction costs).

The DROP balance as September 30, 2021 is \$0.

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	\$ 9,889,798
Plan Fiduciary Net Position	\$ (10,902,870)
Sponsor's Net Pension Liability	<u>\$ (1,013,072)</u>
Plan Fiduciary Net Position as a percentage of Total Pension Liability	110.24%

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	7.25%
Investment Rate of Return	7.25%

Mortality Rate Healthy Active Lives:

Female: PubS.H-2010 (Below Median) 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 20, 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.

GASB 67

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%
Real Estate	4.50%

¹ Source: AndCo Consulting

Discount Rate:

The Discount Rate used to measure the Total Pension Liability was 7.25 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 6.25%	Current Discount Rate 7.25%	1% Increase 8.25%
Sponsor's Net Pension Liability	\$ 66,409	\$ (1,013,072)	\$ (1,917,287)

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	210,241	246,666
Interest	721,305	711,299
Changes of benefit terms	-	-
Differences between Expected and Actual Experience	(463,345)	(98,395)
Changes of assumptions	282,712	(170,644)
Benefit Payments, including Refunds of Employee Contributions	(536,553)	(501,625)
Net Change in Total Pension Liability	214,360	187,301
Total Pension Liability - Beginning	9,675,438	9,488,137
Total Pension Liability - Ending (a)	<u>\$ 9,889,798</u>	<u>\$ 9,675,438</u>
Plan Fiduciary Net Position		
Contributions - Employer	300,488	215,673
Contributions - State	68,784	60,041
Contributions - Employee	35,784	33,942
Net Investment Income	1,929,216	869,567
Benefit Payments, including Refunds of Employee Contributions	(536,553)	(501,625)
Administrative Expense	(42,989)	(32,205)
Net Change in Plan Fiduciary Net Position	1,754,730	645,393
Plan Fiduciary Net Position - Beginning	9,148,140	8,502,747
Plan Fiduciary Net Position - Ending (b)	<u>\$ 10,902,870</u>	<u>\$ 9,148,140</u>
Net Pension Liability - Ending (a) - (b)	<u>\$ (1,013,072)</u>	<u>\$ 527,298</u>
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	110.24%	94.55%
Covered Payroll	\$ 1,154,325	\$ 1,094,916
Net Pension Liability as a percentage of Covered Payroll	-87.76%	48.16%

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:

- Reduced the investment return assumption from 7.50% to 7.25% per year, net of investment related expenses.
- Assumed salary increase rates were adjusted downward for service more than five years.
- Assumed withdrawal rates were generally increased across various service levels, resulting in more withdrawals than previously assumed.

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, with appropriate adjustments made based on plan demographics.

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	\$ 369,384	\$ 369,272	\$ 112	\$ 1,154,325	31.99%
09/30/2020	\$ 309,861	\$ 275,714	\$ 34,147	\$ 1,094,916	25.18%

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 Police Officers' 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	21.37%
09/30/2020	10.41%

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 appointees of City Council;
- b. Two Police Officers elected by the members of the department; and
- c. Fifth Member elected by the other four and appointed by Council (as a ministerial duty).

Each person employed by the City Police Department as a full-time Police Officer becomes a Member of the Plan as a condition of his employment. All Police Officers are therefore eligible for plan benefits 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	16
Inactive Plan Members Entitled to But Not Yet Receiving Benefits	10
Active Plan Members	19
	45
	45

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 Police Officers' Retirement Trust Fund prepared by Foster & Foster Actuaries and Consultants.

Contributions

Employee: 3.10% of Salary.

Premium Tax: 0.85% tax on premiums for casualty insurance.

City: Remaining amount necessary for payment of Normal (current year's) Cost and amortization of the accrued past service liability over 30 years, but in no event shall the City's annual contribution be less than 5.00% 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	7.25%
Investment Rate of Return	7.25%

Mortality Rate Healthy Active Lives:

Female: PubS.H-2010 (Below Median) 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 20, 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	20.0%	2.50%
Fixed Income (Non-Core)	2.5%	2.50%
Global Fixed Income	2.5%	3.50%
Real Estate	10.0%	4.50%
Total	100.0%	

¹ Source: AndCo Consulting

Discount Rate:

The Discount Rate used to measure the Total Pension Liability was 7.25 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	\$ 9,675,438	\$ 9,148,140	\$ 527,298
Changes for a Year:			
Service Cost	210,241	-	210,241
Interest	721,305	-	721,305
Differences between Expected and Actual Experience	(463,345)	-	(463,345)
Changes of assumptions	282,712	-	282,712
Changes of benefit terms	-	-	-
Contributions - Employer	-	300,488	(300,488)
Contributions - State	-	68,784	(68,784)
Contributions - Employee	-	35,784	(35,784)
Net Investment Income	-	1,929,216	(1,929,216)
Benefit Payments, including Refunds of Employee Contributions	(536,553)	(536,553)	-
Administrative Expense	-	(42,989)	42,989
Net Changes	214,360	1,754,730	(1,540,370)
Reporting Period Ending September 30, 2022	\$ 9,889,798	\$ 10,902,870	\$ (1,013,072)

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

	1% Decrease	Current Discount Rate	1% Increase
	6.25%	7.25%	8.25%
Sponsor's Net Pension Liability	\$ 66,409	\$ (1,013,072)	\$ (1,917,287)

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 \$360,606.

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	57,912	77,524
Changes of assumptions	119,820	127,983
Net difference between Projected and Actual Earnings on Pension Plan investments	-	92,001
Employer and State contributions subsequent to the measurement date	369,272	-
Total	<u>\$ 547,004</u>	<u>\$ 297,508</u>

The outcome of the Deferred Outflows of resources related to pensions resulting from Employer and State contributions subsequent to the measurement date has been 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	\$ 1,203
2023	\$ (5,152)
2024	\$ (67,774)
2025	\$ (48,053)
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 -\$49,753.

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	2,219	358,094
Changes of assumptions	248,384	85,322
Net difference between Projected and Actual Earnings on Pension Plan investments	-	1,048,308
Employer and State contributions subsequent to the measurement date	TBD	-
Total	TBD	\$ 1,491,724

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	\$ (315,293)
2024	\$ (377,915)
2025	\$ (297,983)
2026	\$ (249,930)
2027	\$ -
Thereafter	\$ -

Payable to the Pension Plan

On September 30, 2021, the Sponsor reported a payable of \$9,515 for the outstanding amount of contributions of the Pension Plan required for the year ended September 30, 2021.

SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS

Last 2 Fiscal Years

Reporting Period Ending	09/30/2022	09/30/2021
Measurement Date	09/30/2021	09/30/2020
Total Pension Liability		
Service Cost	210,241	246,666
Interest	721,305	711,299
Changes of benefit terms	-	-
Differences between Expected and Actual Experience	(463,345)	(98,395)
Changes of assumptions	282,712	(170,644)
Benefit Payments, including Refunds of Employee Contributions	(536,553)	(501,625)
Net Change in Total Pension Liability	214,360	187,301
Total Pension Liability - Beginning	9,675,438	9,488,137
Total Pension Liability - Ending (a)	<u>\$ 9,889,798</u>	<u>\$ 9,675,438</u>
Plan Fiduciary Net Position		
Contributions - Employer	300,488	215,673
Contributions - State	68,784	60,041
Contributions - Employee	35,784	33,942
Net Investment Income	1,929,216	869,567
Benefit Payments, including Refunds of Employee Contributions	(536,553)	(501,625)
Administrative Expense	(42,989)	(32,205)
Net Change in Plan Fiduciary Net Position	1,754,730	645,393
Plan Fiduciary Net Position - Beginning	9,148,140	8,502,747
Plan Fiduciary Net Position - Ending (b)	<u>\$ 10,902,870</u>	<u>\$ 9,148,140</u>
Net Pension Liability - Ending (a) - (b)	<u>\$ (1,013,072)</u>	<u>\$ 527,298</u>
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	110.24%	94.55%
Covered Payroll	\$ 1,154,325	\$ 1,094,916
Net Pension Liability as a percentage of Covered Payroll	-87.76%	48.16%

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:

- Reduced the investment return assumption from 7.50% to 7.25% per year, net of investment related expenses.
- Assumed salary increase rates were adjusted downward for service more than five years.
- Assumed withdrawal rates were generally increased across various service levels, resulting in more withdrawals than previously assumed.

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, with appropriate adjustments made based on plan demographics.

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	\$ 369,384	\$ 369,272	\$ 112	\$ 1,154,325	31.99%
09/30/2020	\$ 309,861	\$ 275,714	\$ 34,147	\$ 1,094,916	25.18%

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 Police Officers' Retirement Trust Fund prepared by Foster & Foster Actuaries and Consultants.

FINAL COMPONENTS OF PENSION EXPENSE
FISCAL YEAR SEPTEMBER 30, 2021

	Net Pension Liability	Deferred Inflows	Deferred Outflows	Pension Expense
Beginning balance	\$ 985,390	\$ 94,238	\$ 793,160	\$ -
Employer and State contributions made after 09/30/2020	-	-	369,272	-
Total Pension Liability Factors:				
Service Cost	246,666	-	-	246,666
Interest	711,299	-	-	711,299
Changes in benefit terms	-	-	-	-
Differences between Expected and Actual Experience with regard to economic or demographic assumptions	(98,395)	98,395	-	-
Current year amortization of experience difference	-	(28,325)	(55,693)	27,368
Change in assumptions about future economic or demographic factors or other inputs	(170,644)	170,644	-	-
Current year amortization of change in assumptions	-	(42,661)	(59,910)	17,249
Benefit Payments	(501,625)	-	-	-
Net change	187,301	198,053	253,669	1,002,582
Plan Fiduciary Net Position:				
Contributions - Employer	215,673	-	(215,673)	-
Contributions - State	60,041	-	(60,041)	-
Contributions - Employee	33,942	-	-	(33,942)
Contributions - Buy Back	-	-	-	-
Projected Net Investment Income	629,300	-	-	(629,300)
Difference between projected and actual earnings on Pension Plan investments	240,267	240,267	-	-
Current year amortization	-	(91,447)	(80,508)	(10,939)
Benefit Payments	(501,625)	-	-	-
Administrative Expenses	(32,205)	-	-	32,205
Net change	645,393	148,820	(356,222)	(641,976)
Ending Balance	\$ 527,298	\$ 441,111	\$ 690,607	\$ 360,606

PRELIMINARY COMPONENTS OF PENSION EXPENSE
FISCAL YEAR SEPTEMBER 30, 2022

	Net Pension Liability	Deferred Inflows	Deferred Outflows	Pension Expense
Beginning balance	\$ 527,298	\$ 441,111	\$ 690,607	\$ -
Employer and State contributions made after 09/30/2021	-	-	TBD*	-
Total Pension Liability Factors:				
Service Cost	210,241	-	-	210,241
Interest	721,305	-	-	721,305
Changes in benefit terms	-	-	-	-
Differences between Expected and Actual Experience with regard to economic or demographic assumptions	(463,345)	463,345	-	-
Current year amortization of experience difference	-	(182,775)	(55,693)	(127,082)
Change in assumptions about future economic or demographic factors or other inputs	282,712	-	282,712	-
Current year amortization of change in assumptions	-	(42,661)	(154,148)	111,487
Benefit Payments	(536,553)	-	-	-
Net change	<u>214,360</u>	<u>237,909</u>	<u>72,871</u>	<u>915,951</u>
Plan Fiduciary Net Position:				
Contributions - Employer	300,488	-	(300,488)	-
Contributions - State	68,784	-	(68,784)	-
Contributions - Employee	35,784	-	-	(35,784)
Projected Net Investment Income	679,567	-	-	(679,567)
Difference between projected and actual earnings on Pension Plan investments	1,249,649	1,249,649	-	-
Current year amortization	-	(341,374)	(48,032)	(293,342)
Benefit Payments	(536,553)	-	-	-
Administrative Expenses	(42,989)	-	-	42,989
Net change	<u>1,754,730</u>	<u>908,275</u>	<u>(417,304)</u>	<u>(965,704)</u>
Ending Balance	<u>\$ (1,013,072)</u>	<u>\$ 1,587,295</u>	<u>TBD</u>	<u>\$ (49,753)</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	\$ (1,249,649)	5	\$ -	\$ (249,929)	\$ (249,930)	\$ (249,930)	\$ (249,930)	\$ (249,930)	\$ -	\$ -	\$ -	
2020	\$ (240,267)	5	\$ (48,055)	\$ (48,053)	\$ (48,053)	\$ (48,053)	\$ (48,053)	\$ -	\$ -	\$ -	\$ -	
2019	\$ 237,697	5	\$ 47,539	\$ 47,539	\$ 47,539	\$ 47,539	\$ -	\$ -	\$ -	\$ -	\$ -	
2018	\$ 2,464	5	\$ 493	\$ 493	\$ 493	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
2017	\$ (216,962)	5	\$ (43,392)	\$ (43,392)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
2016	\$ 162,379	5	\$ 32,476	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Net Increase (Decrease) in Pension Expense			\$ (10,939)	\$ (293,342)	\$ (249,951)	\$ (250,444)	\$ (297,983)	\$ (249,930)	\$ -	\$ -	\$ -	

AMORTIZATION SCHEDULE - CHANGES OF ASSUMPTIONS

			Increase (Decrease) in Pension Expense Arising from the Recognition of the Effects of Changes of Assumptions										
Plan Year Ending	Differences Between Expected and Actual Experience	Recognition Period (Years)	2021	2022	2023	2024	2025	2026	2027	2028	2029		
2021	\$ 282,712	3	\$ -	\$ 94,238	\$ 94,237	\$ 94,237	\$ -	\$ -	\$ -	\$ -	\$ -		-
2020	\$ (170,644)	4	\$ (42,661)	\$ (42,661)	\$ (42,661)	\$ (42,661)	\$ -	\$ -	\$ -	\$ -	\$ -		-
2019	\$ 239,641	4	\$ 59,910	\$ 59,910	\$ 59,910	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		-
Net Increase (Decrease) in Pension Expense			\$ 17,249	\$ 111,487	\$ 111,486	\$ 51,576	\$ -	\$ -	\$ -	\$ -	\$ -		-

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 and Actual	Period (Years)	2021	2022	2023	2024	2025	2026	2027	2028	2029	
	Experience											
2021	\$ (463,345)	3	\$ -	\$ (154,449)	\$ (154,448)	\$ (154,448)	\$ -	\$ -	\$ -	\$ -	\$ -	-
2020	\$ (98,395)	4	\$ (24,598)	\$ (24,599)	\$ (24,599)	\$ (24,599)	\$ -	\$ -	\$ -	\$ -	\$ -	-
2019	\$ 8,874	4	\$ 2,219	\$ 2,219	\$ 2,219	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
2018	\$ (14,909)	4	\$ (3,727)	\$ (3,727)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
2017	\$ 267,370	5	\$ 53,474	\$ 53,474	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Net Increase (Decrease) in Pension Expense			\$ 27,368	\$ (127,082)	\$ (176,828)	\$ (179,047)	\$ -	\$ -	\$ -	\$ -	\$ -	-