

CITY OF LAKE WALES
FIREFIGHTERS' PENSION PLAN AND TRUST FUND
ACTUARIAL VALUATION
AS OF OCTOBER 1, 2022
CONTRIBUTIONS APPLICABLE TO THE
PLAN/FISCAL YEAR ENDING SEPTEMBER 30, 2024
GASB 67/68 DISCLOSURE INFORMATION
AS OF SEPTEMBER 30, 2022



January 22, 2023

Board of Trustees
City of Lake Wales
Firefighters' Pension Board

Re: City of Lake Wales Firefighters' Pension Plan and Trust Fund

Dear Board:

We are pleased to present to the Board this report of the annual actuarial valuation of the City of Lake Wales Firefighters' Pension Plan and Trust Fund. Included are the related results for GASB Statements No. 67 and No. 68. The funding valuation was performed to determine whether the assets and contributions are sufficient to provide the prescribed benefits and to develop the appropriate funding requirements for the applicable plan year. The calculation of the liability for GASB results was performed for the purpose of satisfying the requirements of GASB Statements No. 67 and No. 68. Use of the results for other purposes may not be applicable and may produce significantly different results.

The valuations have been conducted in accordance with generally accepted actuarial principles and practices, including the applicable Actuarial Standards of Practice as issued by the Actuarial Standards Board, and reflect laws and regulations issued to date pursuant to the provisions of Chapters 112 and 175, Florida Statutes, as well as applicable federal laws and regulations. In our opinion, the assumptions used in the valuations, as adopted by the Board of Trustees, represent reasonable expectations of anticipated plan experience.

The funding percentages and unfunded accrued liability as measured based on the actuarial value of assets will differ from similar measures based on the market value of assets. These measures, as provided, are appropriate for determining the adequacy of future contributions, but may not be appropriate for the purpose of settling a portion or all of its liabilities. Future actuarial measurements may differ significantly from the current measurements presented in this report for a variety of reasons including: changes in applicable laws, changes in plan provisions, changes in assumptions, or plan experience differing from expectations. Due to the limited scope of the valuations, we did not perform an analysis of the potential range of such future measurements.

In conducting the valuations, we have relied on personnel, plan design, and asset information supplied by the City of Lake Wales, 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, 2021. The total pension liability was rolled-forward from the valuation date to the plan's fiscal year ending September 30, 2022 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 Lake Wales, nor does anyone at Foster & Foster, Inc. act as a member of the Board of Trustees of the Firefighters' Pension Plan and Trust Fund. Thus, there is no relationship existing that might affect our capacity to prepare and certify this actuarial report.

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

Respectfully submitted,

Foster & Foster, Inc.

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

By: 
Mateusz M. Wajda

Enclosures

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SUMMARY OF REPORT

The regular annual actuarial valuation of the City of Lake Wales Firefighters' Pension Plan and Trust Fund, performed as of October 1, 2022, 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, 2024.

The contribution requirements, compared with those set forth in the October 1, 2021 actuarial valuation report, are as follows:

Valuation Date	10/1/2022	10/1/2021
Applicable to Fiscal Year Ending	<u>9/30/2024</u>	<u>9/30/2023</u>
Minimum Required Contribution		
% of Projected Annual Payroll	40.5%	38.0%
Member Contributions (Est.)		
% of Projected Annual Payroll	5.0%	5.0%
City And State Required Contribution		
% of Projected Annual Payroll	35.5%	33.0%
State Contribution (Est.) ¹	\$115,580	\$115,580
% of Projected Annual Payroll	6.8%	6.8%
City Required Contribution ²		
% of Projected Annual Payroll	28.7%	26.2%

¹ Represents the amount received in calendar 2022. Pursuant to Ordinance 2016-14, the City may use up to \$132,794.51 in State Contributions for determining its minimum funding requirements; annual State Contributions in excess of this amount will be allocated equally between the Share Plan and the City.

² The required contribution from the combination of City and State sources for the year ending September 30, 2024, is 35.5% of the actual payroll realized in that year. As a budgeting tool, the City may contribute 28.7% of each Member’s Salary and then make a one-time adjustment to account for the actual State Monies received. Please note that the City has access to a prepaid contribution of \$5,332.63 that is available to offset a portion of the above stated requirements for the fiscal year ending September 30, 2023.

As you can see, the Minimum Required Contribution shows an increase when compared to the results determined in the October 1, 2021 actuarial valuation report. The increase is primarily attributable to unfavorable plan experience.

Plan experience was unfavorable overall on the basis of the plan's actuarial assumptions. Sources of actuarial loss included an investment return of 2.68% (Actuarial Asset Basis) which fell short of the 7.75% assumption and inactive mortality experience. These losses were offset in part by gains associated with more turnover than expected and an average salary increase of 4.65% which fell short of the 5.10% assumption.

CHANGES SINCE PRIOR VALUATION

Plan Changes

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

Actuarial Assumption/Method Changes

There have been no assumption or method changes since the prior valuation.

CONTRIBUTION IMPACT OF ANNUAL CHANGES

(1) Contribution Determined as of October 1, 2021	27.1%
(2) Summary of Contribution Impact by component:	
Change in State Contribution Percentage	-0.9%
Change in Normal Cost Rate	0.0%
Change in Administrative Expense Percentage	0.4%
Payroll Change Effect on UAAL Amortization	0.9%
Investment Return (Actuarial Asset Basis)	3.4%
Salary Increases	-0.6%
Active Decrements	-1.4%
Inactive Mortality	0.4%
UAAL Amortization Impact from Contribution Policy	0.0%
Assumption Change	0.0%
Other	<u>-0.6%</u>
Total Change in Contribution	1.6%
(3) Contribution Determined as of October 1, 2022	28.7%

COMPARATIVE SUMMARY OF PRINCIPAL VALUATION RESULTS

	<u>10/1/2022</u>	<u>10/1/2021</u>
A. Participant Data		
Actives	27	27
Service Retirees	11	11
DROP Retirees	4	3
Beneficiaries	1	1
Disability Retirees	2	2
Terminated Vested	<u>10</u>	<u>7</u>
 Total	 55	 51
 Payroll Under Assumed Ret. Age	 1,697,342	 1,753,057
 Annual Rate of Payments to:		
Service Retirees	568,725	568,725
DROP Retirees	258,171	209,178
Beneficiaries	27,786	27,786
Disability Retirees	40,247	40,247
Terminated Vested	65,987	0
 B. Assets		
Actuarial Value (AVA) ¹	11,040,854	10,791,379
Market Value (MVA) ¹	9,704,602	11,198,784
 C. Liabilities		
Present Value of Benefits		
Actives		
Retirement Benefits	5,568,349	6,189,790
Disability Benefits	412,720	413,464
Death Benefits	84,024	82,831
Vested Benefits	536,037	543,383
Refund of Contributions	40,504	36,129
Service Retirees	5,541,990	5,640,073
DROP Retirees ¹	3,417,221	2,681,979
Beneficiaries	279,916	284,634
Disability Retirees	373,150	378,475
Terminated Vested	456,888	10,709
Share Plan Balances ¹	<u>822</u>	<u>946</u>
 Total	 16,711,621	 16,262,413

C. Liabilities - (Continued)	<u>10/1/2022</u>	<u>10/1/2021</u>
Present Value of Future Salaries	14,874,480	14,338,396
Present Value of Future Member Contributions	743,724	716,920
Normal Cost (Retirement)	176,522	184,452
Normal Cost (Disability)	26,921	26,699
Normal Cost (Death)	7,423	7,480
Normal Cost (Vesting)	31,240	32,098
Normal Cost (Refunds)	5,957	5,003
Total Normal Cost	<u>248,063</u>	<u>255,732</u>
Present Value of Future Normal Costs	2,030,354	1,953,649
Accrued Liability (Retirement)	4,142,791	4,804,032
Accrued Liability (Disability)	183,473	201,216
Accrued Liability (Death)	20,430	22,553
Accrued Liability (Vesting)	256,399	274,435
Accrued Liability (Refunds)	8,187	9,712
Accrued Liability (Inactives) ¹	10,069,165	8,995,870
Share Plan Balances ¹	822	946
Total Actuarial Accrued Liability (EAN AL)	<u>14,681,267</u>	<u>14,308,764</u>
Unfunded Actuarial Accrued Liability (UAAL)	3,640,413	3,517,385
Funded Ratio (AVA / EAN AL)	75.2%	75.4%

D. Actuarial Present Value of Accrued Benefits	<u>10/1/2022</u>	<u>10/1/2021</u>
Vested Accrued Benefits		
Inactives + Share Plan Balances ¹	10,069,987	8,996,816
Actives	2,528,396	2,890,368
Member Contributions	<u>699,344</u>	<u>771,846</u>
Total	13,297,727	12,659,030
Non-vested Accrued Benefits	<u>314,630</u>	<u>357,927</u>
Total Present Value		
Accrued Benefits (PVAB)	13,612,357	13,016,957
Funded Ratio (MVA / PVAB)	71.3%	86.0%
Increase (Decrease) in Present Value of Accrued Benefits Attributable to:		
Plan Amendments	0	
Assumption Changes	0	
Plan Experience	255,596	
Benefits Paid	(644,053)	
Interest	983,857	
Other	<u>0</u>	
Total	595,400	

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

<u>Year</u>	<u>Projected Unfunded Actuarial Accrued Liability</u>
2022	3,640,413
2023	3,536,710
2024	3,421,110
2028	2,819,387
2031	2,187,960
2035	1,038,310
2038	0

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

	<u>Actual</u>	<u>Assumed</u>
Year Ended 9/30/2022	4.65%	5.10%
Year Ended 9/30/2021	6.41%	5.05%
Year Ended 9/30/2020	9.60%	5.24%
Year Ended 9/30/2019	9.62%	5.43%
Year Ended 9/30/2018	1.45%	5.75%

(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 9/30/2022	-13.09%	2.68%	7.75%
Year Ended 9/30/2021	20.52%	8.01%	7.75%
Year Ended 9/30/2020	2.29%	5.39%	7.75%
Year Ended 9/30/2019	3.73%	7.26%	7.75%
Year Ended 9/30/2018	6.41%	6.01%	7.75%

(iii) Average Annual Payroll Growth

(a) Payroll as of:	10/1/2022	\$1,697,342
	10/1/2012	1,153,396
(b) Total Increase		47.16%
(c) Number of Years		10.00
(d) Average Annual Rate		3.94%

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

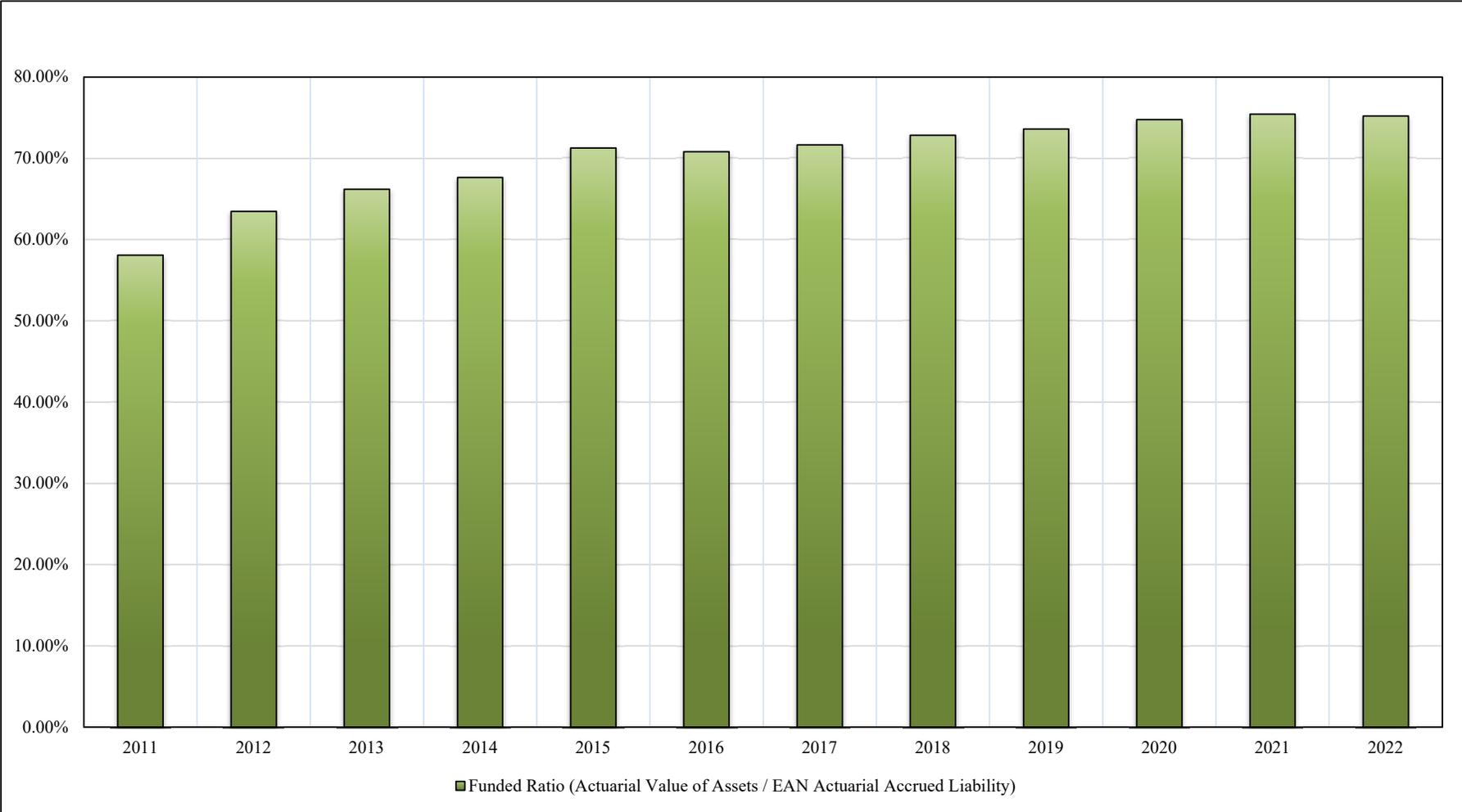
(1)	Unfunded Actuarial Accrued Liability as of October 1, 2021	\$3,517,385
(2)	Sponsor Normal Cost developed as of October 1, 2021	168,079
(3)	Expected administrative expenses for the year ended September 30, 2022	50,784
(4)	Expected interest on (1), (2) and (3)	287,591
(5)	Sponsor contributions to the System during the year ended September 30, 2022	573,791
(6)	Expected interest on (5)	18,544
(7)	Expected Unfunded Actuarial Accrued Liability as of September 30, 2022 (1)+(2)+(3)+(4)-(5)-(6)	3,431,504
(8)	Change to UAAL due to Assumption Change	0
(9)	Change to UAAL due to Actuarial (Gain)/Loss	208,909
(10)	Unfunded Actuarial Accrued Liability as of October 1, 2022	3,640,413

<u>Type of Base</u>	<u>Date Established</u>	<u>Years Remaining</u>	<u>10/1/2022 Amount</u>	<u>Amortization Amount</u>
UAAL Fresh Start	10/1/2018	16	3,117,965	302,920
Assmp/Mthd Chane	10/1/2018	11	(25,517)	(3,140)
Benefits Change	10/1/2018	11	(1,695)	(209)
Actuarial Loss	10/1/2019	12	133,606	15,502
Actuarial Loss	10/1/2020	13	261,175	28,768
Assump Change	10/1/2020	13	(229,639)	(25,295)
Actuarial Loss	10/1/2021	14	175,609	18,466
Actuarial Loss	10/1/2022	15	208,909	21,072
			3,640,413	358,084

DETAILED ACTUARIAL (GAIN)/LOSS ANALYSIS

(1) Unfunded Actuarial Accrued Liability (UAAL) as of October 1, 2021	\$3,517,385
(2) Expected UAAL as of October 1, 2022	3,431,504
(3) Summary of Actuarial (Gain)/Loss, by component:	
Investment Return (Actuarial Asset Basis)	545,396
Salary Increases	(99,566)
Active Decrements	(233,478)
Inactive Mortality	70,635
Interest Crediting on Share Plan Balances	(197)
Other	<u>(73,881)</u>
Increase in UAAL due to (Gain)/Loss	208,909
Assumption Changes	<u>0</u>
(4) Actual UAAL as of October 1, 2022	\$3,640,413

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.

90% of active deaths are assumed to be service-incurred.

Interest Rate

7.75% 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.

<u>Salary Increases</u>	10.00% following initial year of employment, 7.50% per year for the next four years, 4.50% per year thereafter. Projected salary at retirement is increased based on individual lump sum sick and vacation accruals. The assumed rates were approved in conjunction with an actuarial experience study dated September 2018.
<u>Payroll Growth</u>	1.00% for purposes of amortizing the Unfunded Actuarial Accrued Liability. This assumption cannot exceed the ten-year average payroll growth, in compliance with Part VII of Chapter 112, Florida Statutes.
<u>Administrative Expenses</u>	\$55,217 annually, based on the average of actual expenses incurred in the prior two fiscal years.
<u>Amortization Method</u>	New UAAL amortization bases are amortized over 15 years. Bases established prior to the valuation date are adjusted proportionally to match the Expected Unfunded Actuarial Accrued Liability as of the valuation date, in order to align prior year bases with the portion of the current year UAAL associated with prior year sources.
<u>Retirement Age</u>	Earlier age 55 and 10 years of service or age 50 and 25 years of service. Also, any member who has reached Normal Retirement is assumed to continue employment for one additional year. These assumed rates were approved in conjunction with an actuarial experience study dated September 2018.
<u>Disability Rate</u>	See sample rates on the following page (1205). It is assumed that 90% of disablements that occur are serviced related. These assumed rates were approved in conjunction with an actuarial experience study dated September 2018.
<u>Termination Rate</u>	See sample rates on the following page (1302). These assumed rates were approved in conjunction with an actuarial experience study dated September 2018.
<u>Marital Status</u>	It is assumed that all Members are married and that husbands are 3 years older than wives.

Funding Method

Entry Age Normal Actuarial Cost Method. The following loads are applied for determining the minimum required contribution:

Interest - a half year, based on current 7.75% assumption.

Salary - None.

Actuarial Asset Method

Each year, the prior Actuarial Value of Assets is brought forward utilizing the historical geometric 4-year average Market Value return, net of fees. It is possible that over time this technique will produce an insignificant bias above or below Market Value.

<u>Age</u>	<u>% Becoming Disabled During the Year</u>	<u>% Terminating During the Year</u>
20	.14%	6.0%
30	.18	5.0
40	.30	2.6
50	1.00	0.8

GLOSSARY

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

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

(a) The normal cost accrual rate equals:

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

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

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

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

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

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

Normal (Current Year's) Cost is the current year's cost for benefits yet to be funded. Under the Entry Age Normal cost method, it is determined for each participant as the present value of future benefits, determined as of the Member's entry age, amortized as a level percentage of compensation over the anticipated number of years of participation, determined as of the entry age.

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

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

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

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

DISCUSSION OF RISK

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

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

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

- Investment Return: When the rate of return on the Actuarial Value of Assets falls short of the assumption, this produces a loss representing assumed investment earnings that were not realized. Further, it is unlikely that the plan will experience a scenario that matches the assumed return in each year as capital markets can be volatile from year to year. Therefore, contribution amounts can vary in the future.
- Salary Increases: When a plan participant experiences a salary increase that was greater than assumed, this produces a loss representing the cost of an increase in anticipated plan benefits for the participant as compared to the previous year. The total gain or loss associated with salary increases for the plan is the sum of salary gains and losses for all active participants.
- Payroll Growth: The plan's payroll growth assumption, if one is used, causes a predictable annual increase in the plan's amortization payment in order to produce an amortization payment that remains constant as a percentage of payroll if all assumptions are realized. If payroll increases less than 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 171.4% on October 1, 2012 to 142.1% on October 1, 2022, 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 68.6%. With a plan of this maturity, losses due to lower than expected investment returns or demographic factors may result in larger increases in contribution requirements than would be needed for a less mature plan. Please note Chapter 112, Florida Statutes, requires that the plan sponsor contributes the minimum required contribution; thus, there is minimal solvency risk to the plan.
- The Funded Ratio, determined as the ratio of the Actuarial Value of Assets to the Total Accrued Liability, has increased from 63.5% on October 1, 2012 to 75.2% on October 1, 2022.
- 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 1.5% on October 1, 2012 to -0.4% on October 1, 2022. The current Net Cash Flow Ratio of -0.4% 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>10/1/2022</u>	<u>10/1/2021</u>	<u>10/1/2017</u>	<u>10/1/2012</u>
<u>Support Ratio</u>				
Total Actives	27	27	29	24
Total Inactives ¹	19	17	14	14
Actives / Inactives ¹	142.1%	158.8%	207.1%	171.4%
 <u>Asset Volatility Ratio</u>				
Market Value of Assets (MVA)	9,704,602	11,198,784	8,677,873	6,479,204
Total Annual Payroll	1,697,342	1,753,057	1,662,625	1,153,396
MVA / Total Annual Payroll	571.8%	638.8%	521.9%	561.8%
 <u>Accrued Liability (AL) Ratio</u>				
Inactive Accrued Liability	10,069,165	8,995,870	7,077,438	6,951,398
Total Accrued Liability (EAN)	14,681,267	14,308,764	12,232,825	10,333,059
Inactive AL / Total AL	68.6%	62.9%	57.9%	67.3%
 <u>Funded Ratio</u>				
Actuarial Value of Assets (AVA)	11,040,854	10,791,379	8,764,664	6,558,413
Total Accrued Liability (EAN)	14,681,267	14,308,764	12,232,825	10,333,059
AVA / Total Accrued Liability (EAN)	75.2%	75.4%	71.6%	63.5%
 <u>Net Cash Flow Ratio</u>				
Net Cash Flow ²	(38,821)	(55,665)	(7,837)	97,242
Market Value of Assets (MVA)	9,704,602	11,198,784	8,677,873	6,479,204
Ratio	-0.4%	-0.5%	-0.1%	1.5%

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

<u>Received During Fiscal Year</u>	<u>Amount</u>	<u>Increase from Previous Year</u>
1999	55,283.29	_____ %
2000	60,607.65	9.6%
2001	63,465.33	4.7%
2002	60,663.35	-4.4%
2003	62,112.62	2.4%
2004	67,908.27	9.3%
2005	78,744.98	16.0%
2006	77,976.16	-1.0%
2007	88,363.36	13.3%
2008	151,666.26	71.6%
2009	140,178.34	-7.6%
2010	122,686.21	-12.5%
2011	122,231.05	-0.4%
2012	128,363.46	5.0%
2013	133,127.02	3.7%
2014	137,175.93	3.0%
2015	134,243.08	-2.1%
2016	134,241.67	0.0%
2017	125,810.61	-6.3%
2018	114,965.00	-8.6%
2019	120,801.16	5.1%
2020	132,028.29	9.3%
2021	102,991.56	-22.0%
2022	115,579.68	12.2%

STATEMENT OF FIDUCIARY NET POSITION
SEPTEMBER 30, 2022

<u>ASSETS</u>	COST VALUE	MARKET VALUE
Cash and Cash Equivalents:		
Short Term Investments	393,726.97	393,726.97
Cash	848.61	848.61
Total Cash and Equivalents	394,575.58	394,575.58
Receivables:		
Member Contributions in Transit	3,734.63	3,734.63
City Contributions in Transit	19,046.60	19,046.60
From General Employees' Trust Fund	3,290.46	3,290.46
Investment Income	15,812.47	15,812.47
Total Receivable	41,884.16	41,884.16
Investments:		
U. S. Bonds and Bills	366,053.90	332,083.91
Federal Agency Guaranteed Securities	1,168,239.77	1,073,346.47
Corporate Bonds	723,600.88	605,238.82
Municipal Obligations	157,000.05	139,581.43
Stocks	4,961,783.71	4,994,842.39
Mutual Funds:		
Equity	851,001.09	836,538.40
Pooled/Common/Commingled Funds:		
Real Estate	1,046,051.31	1,291,843.76
Total Investments	9,273,730.71	9,273,475.18
Total Assets	9,710,190.45	9,709,934.92
<u>LIABILITIES</u>		
Payables:		
Prepaid City Contribution	5,332.63	5,332.63
Total Liabilities	5,332.63	5,332.63
NET POSITION RESTRICTED FOR PENSIONS	9,704,857.82	9,704,602.29

STATEMENT OF CHANGES IN FIDUCIARY NET POSITION
FOR THE YEAR ENDED SEPTEMBER 30, 2022
Market Value Basis

ADDITIONS

Contributions:

Member	90,503.31
City	458,211.31
State	115,579.68

Total Contributions 664,294.30

Investment Income:

Net Realized Gain (Loss)	104,862.50
Unrealized Gain (Loss)	(1,764,867.71)
Net Increase in Fair Value of Investments	(1,660,005.21)
Interest & Dividends	272,440.18
Less Investment Expense ¹	(67,795.30)

Net Investment Income (1,455,360.33)

Total Additions (791,066.03)

DEDUCTIONS

Distributions to Members:

Benefit Payments	636,757.68
Lump Sum DROP Distributions	0.00
Lump Sum Share Distributions	0.00
Refunds of Member Contributions	7,295.64

Total Distributions 644,053.32

Administrative Expense 59,062.48

Total Deductions 703,115.80

Net Increase in Net Position (1,494,181.83)

NET POSITION RESTRICTED FOR PENSIONS

Beginning of the Year 11,198,784.12

End of the Year 9,704,602.29

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

ACTUARIAL ASSET VALUATION
SEPTEMBER 30, 2022

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	
09/30/2019	3.73%	
09/30/2020	2.29%	
09/30/2021	20.52%	
09/30/2022	-13.09%	
Annualized Rate of Return for prior four (4) years:		2.68%
(A) 10/01/2021 Actuarial Assets, including Prepaid Contributions:		\$10,793,357.19
(I) Net Investment Income:		
1. Interest and Dividends	272,440.18	
2. Realized Gain (Loss)	104,862.50	
3. Unrealized Gain (Loss)	(1,764,867.71)	
4. Change in Actuarial Value	1,743,656.57	
5. Investment Related Expenses	(67,795.30)	
Total		288,296.24
(B) 10/01/2022 Actuarial Assets, including Prepaid Contributions:		\$11,046,186.73
Actuarial Asset Rate of Return = 2I/(A+B-I):		2.68%
10/01/2022 Limited Actuarial Assets		\$11,040,854.10
10/01/2022 Market Value of Assets		\$9,704,602.29
Actuarial Gain/(Loss) due to Investment Return (Actuarial Asset Basis)		(\$545,396.25)

¹Market Value Basis, net of investment related expenses.

CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
 SEPTEMBER 30, 2022
 Actuarial Asset Basis

REVENUES

Contributions:		
Member	90,503.31	
City	458,211.31	
State	115,579.68	
 Total Contributions		 664,294.30
Earnings from Investments:		
Interest & Dividends	272,440.18	
Net Realized Gain (Loss)	104,862.50	
Unrealized Gain (Loss)	(1,764,867.71)	
Change in Actuarial Value	1,743,656.57	
 Total Earnings and Investment Gains		 356,091.54

EXPENDITURES

Distributions to Members:		
Benefit Payments	636,757.68	
Lump Sum DROP Distributions	0.00	
Lump Sum Share Distributions	0.00	
Refunds of Member Contributions	7,295.64	
 Total Distributions		 644,053.32
Expenses:		
Investment related ¹	67,795.30	
Administrative	59,062.48	
 Total Expenses		 126,857.78
 Change in Net Assets for the Year		 249,474.74
 Net Assets Beginning of the Year		 10,791,379.36
 Net Assets End of the Year ²		 11,040,854.10

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

²Net Assets may be limited for actuarial consideration.

DEFERRED RETIREMENT OPTION PLAN ACTIVITY
October 1, 2021 to September 30, 2022

Beginning of the Year Balance	138,805.14
Plus Additions	216,923.18
Investment Return Earned	(30,919.43)
Less Distributions	0.00
End of the Year Balance	324,808.89

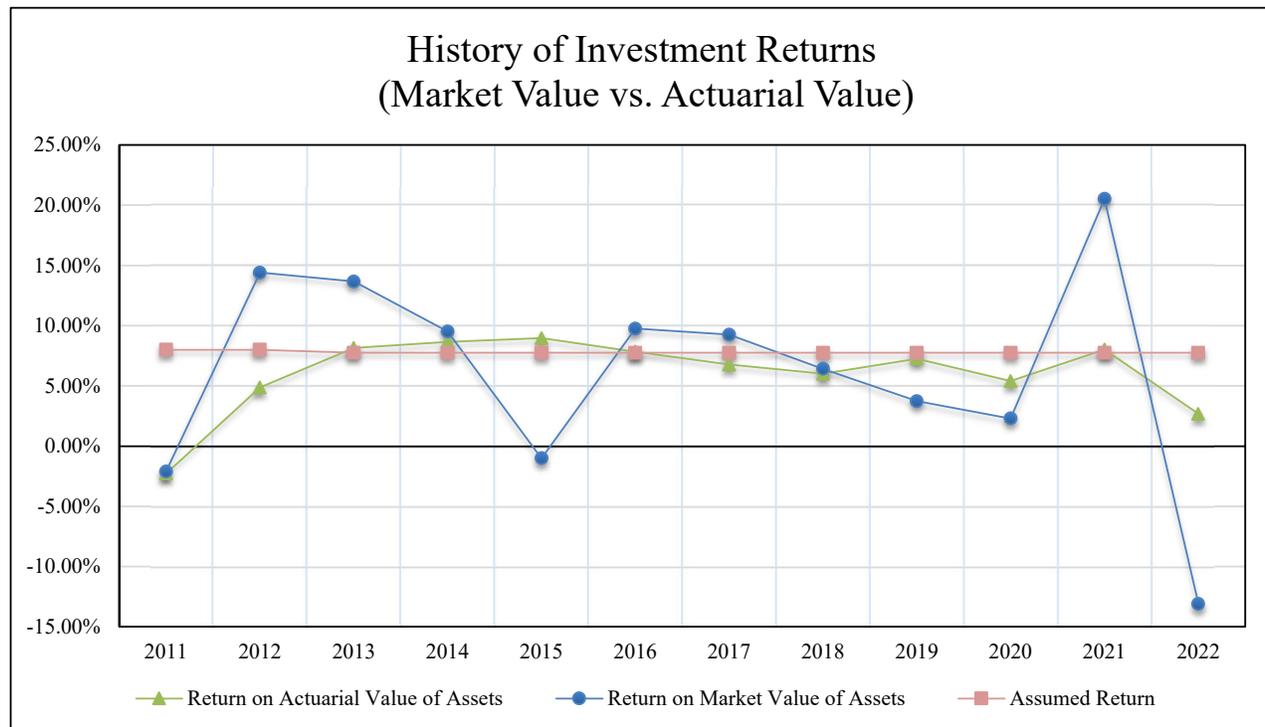
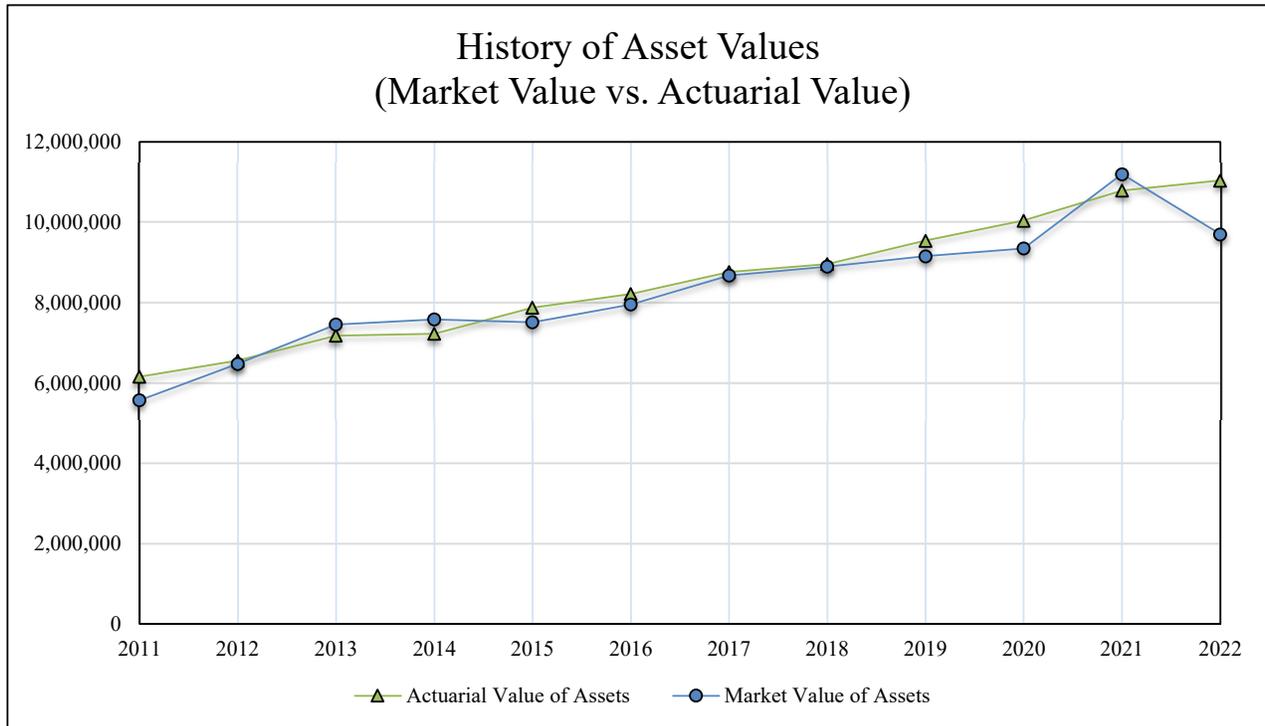
SUPPLEMENTAL CHAPTER 175 SHARE PLAN ACTIVITY
October 1, 2021 through September 30, 2022

9/30/2021 Balance	946.01
Prior Year Adjustment	0.00
Plus Additions	0.00
Investment Return Earned (Est.)	(124.00)
Administrative Fees (Est.)	0.00
Less Distributions	<u>0.00</u>
9/30/2022 Balance (Est.)	822.01

RECONCILIATION OF CITY SHORTFALL/(PREPAID) CONTRIBUTION
FOR THE FISCAL YEAR ENDED (FYE) SEPTEMBER 30, 2022

(1)	City and State Required Contribution Rate	31.7%
(2)	Pensionable Payroll Derived from Member Contributions	\$1,810,066.20
(3)	City and State Required Contribution (1) x (2)	573,790.99
(4)	Less Allowable State Contribution	<u>(115,579.68)</u>
(5)	Equals Required City Contribution for Fiscal 2022	458,211.31
(6)	Less 2021 Prepaid Contribution	(1,977.83)
(7)	Less Actual City Contributions	<u>(461,566.11)</u>
(8)	Equals City's Shortfall/(Prepaid) Contribution as of September 30, 2022	(\$5,332.63)

HISTORY OF ASSET VALUES AND INVESTMENT RETURNS



STATISTICAL DATA

	<u>10/1/2022</u>	<u>10/1/2021</u>	<u>10/1/2020</u>	<u>10/1/2019</u>
<u>Actives</u>				
Number	27	27	30	31
Average Current Age	36.0	36.8	37.8	36.6
Average Age at Employment	25.4	25.1	25.1	25.3
Average Past Service	10.6	11.7	12.7	11.3
Average Annual Salary	\$62,865	\$64,928	\$64,598	\$57,801
<u>Service Retirees</u>				
Number	11	11	11	11
Average Current Age	67.7	66.7	65.7	65.9
Average Annual Benefit	\$51,702	\$51,702	\$51,702	\$52,789
<u>DROP Retirees</u>				
Number	4	3	0	0
Average Current Age	51.6	50.7	N/A	N/A
Average Annual Benefit	\$64,543	\$69,726	N/A	N/A
<u>Beneficiaries</u>				
Number	1	1	1	0
Average Current Age	67.3	66.3	65.3	N/A
Average Annual Benefit	\$27,786	\$27,786	\$27,786	N/A
<u>Disability Retirees</u>				
Number	2	2	2	2
Average Current Age	72.6	71.6	70.6	69.6
Average Annual Benefit	\$20,124	\$20,124	\$20,124	\$20,124
<u>Terminated Vested</u>				
Number	10	7	6	6
Average Current Age ¹	48.0	N/A	N/A	54.9
Average Annual Benefit ¹	\$65,987	N/A	N/A	\$15,831

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

AGE AND SERVICE DISTRIBUTION

PAST SERVICE

AGE	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30+	Total
15 - 19												0
20 - 24	1	1										2
25 - 29	2			1		2						5
30 - 34	2					3	2					7
35 - 39		1			1			3				5
40 - 44												0
45 - 49							1	3	2			6
50 - 54							1		1			2
55 - 59												0
60 - 64												0
65+												0
Total	5	2	0	1	1	5	4	6	3	0	0	27

VALUATION PARTICIPANT RECONCILIATION

1. Active lives

a. Number in prior valuation 10/1/2021	27
b. Terminations	
i. Vested (partial or full) with deferred annuity	(1)
ii. Vested in refund of member contributions only	(2)
iii. Refund of member contributions or full lump sum distribution received	(1)
c. Deaths	
i. Beneficiary receiving benefits	0
ii. No future benefits payable	0
d. Disabled	0
e. Retired	0
f. DROP	<u>(1)</u>
g. Continuing participants	22
h. New entrants / Rehires	<u>5</u>
i. Total active life participants in valuation	<u>27</u>

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

	Service Retirees, Vested Receiving	DROP Benefits	Receiving Death Benefits	Receiving Disability Benefits	Vested (Deferred Annuity)	Vested (Due Refund)	Total
a. Number prior valuation	11	3	1	2	0	7	24
Retired	0	0	0	0	0	0	0
DROP	0	1	0	0	0	0	1
Vested (Deferred Annuity)	0	0	0	0	1	0	1
Vested (Due Refund)	0	0	0	0	0	2	2
Hired/Terminated in Same Year	0	0	0	0	0	0	0
Death, With Survivor	0	0	0	0	0	0	0
Death, No Survivor	0	0	0	0	0	0	0
Disabled	0	0	0	0	0	0	0
Refund of Contributions	0	0	0	0	0	0	0
Rehires	0	0	0	0	0	0	0
Expired Annuities	0	0	0	0	0	0	0
Data Corrections	0	0	0	0	0	0	0
b. Number current valuation	11	4	1	2	1	9	28

SUMMARY OF CURRENT PLAN

<u>Effective Date</u>	August 5, 1975.
<u>Eligibility</u>	Full-time employees who are classified as full-time Firefighters shall participate in the Plan as a condition of employment.
<u>Credited Service</u>	Total years and fractional parts of years of employment with the City as a Firefighter.
<u>Salary</u>	The fixed monthly remuneration paid a firefighter, provide that when calculating retirement benefits, up to 300 hours per year in overtime compensation shall be included, but payments for accrued unused sick or vacation leave accrued after July 1, 2011 may not be included.
<u>Average Final Compensation</u>	Average Salary for the highest 5 years during the 10 years immediately preceding retirement or termination.
<u>Member Contributions</u>	5.0% of Salary.
<u>City and State Contributions</u>	Remaining amount required in order to pay current costs and amortize unfunded past service cost, if any, over 30 years.
<u>Normal Retirement</u>	
Date	Earlier of age 55 and 10 years of Credited Service or age 50 and 25 years of Credited Service.
Benefit	3.0% of Average Final Compensation times Credited Service (maximum of \$75,000/year).
Form of Benefit	Ten Year Certain and Life Annuity (options available).
<u>Early Retirement</u>	
Eligibility	Age 50 and 10 Years of Credited Service.
Benefit	Accrued benefit, reduced 3% per year.
<u>Vesting</u>	
Schedule	100% after 10 years of Credited Service.
Benefit Amount	Member will receive the vested portion of his (her) accrued benefit at age 50 (reduced basis) or age 55 (unreduced), or a refund or contributions without interest.

Disability

Eligibility

Service Incurred

Covered from Date of Employment.

Non-Service Incurred

10 years of Credited Service.

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 as a 10 Year Certain and Life Annuity or until recovery (as determined by the Board) (options available).

Death Benefits

Pre-Retirement

Service Incurred

Standard Benefit: Beneficiary receives accrued benefit for 10 years. Optional Benefit to the spouse in lieu of Standard Benefit: 50% of member's Average Final Compensation (AFC) paid on a monthly basis for life; to each minor child: 10% of AFC (up to a maximum of 80% of AFC to spouse and children) paid to age 18. Upon the death of the spouse, children's' benefits are paid in a manner determined by the Board. Minimum benefit: 4 times AFC.

Non Service Incurred

Vested

Beneficiary receives accrued benefit for 10 years.

Not Vested

Return of Member's contributions.

Post-Retirement

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

Maximum Benefit

The maximum total benefit provided by the fund shall be \$75,000 per year.

Board of Trustees

- a. Two Commission appointees,
- b. Two Members of the Fund elected by the membership, and
- c. Fifth Member elected by other 4 and appointed by the City Commission.

Deferred Retirement Option Plan

Eligibility	Satisfaction of Normal Retirement requirements (earlier of 1) Age 55 and 10 years of Credited Service, or 2) Age 50 and 25 years of Credited Service.)
Participation	Not to exceed 60 months.
Rate of Return	At Member's election, a. Actual net rate of investment return (total return net of brokerage commissions, management fees and transaction costs), or b. Money Market Interest Rate. Credited each fiscal quarter.
Form of Distribution	Cash lump sum at termination of employment.

Defined Contribution Component Supplemental Retirement Benefit

Eligibility	Active Members and DROP Participants
Annual Crediting	50% of the premium tax revenues received by the City in excess of the 2013 frozen amount (\$132,794.51) shall be allocated to the share accounts.
Share Allocation	Each January 1, each Active Member and DROP Participant employed on the preceding September 30 shall receive one share for each complete year and fractional parts of Credited Service, determined on the same September 30.
Investment Earnings	Plan's actual net rate of investment return. Alternatively, participants may make a one-time irrevocable election to invest in a money market fund as may be made available from time to time by the board.
Distribution	Lump sum payment at termination or death.
Vesting Schedule	100% after 10 years of Credited Service

STATEMENT OF FIDUCIARY NET POSITION
SEPTEMBER 30, 2022

<u>ASSETS</u>	MARKET VALUE
Cash and Cash Equivalents:	
Short Term Investments	393,727
Cash	849
Total Cash and Equivalents	394,576
Receivables:	
Member Contributions in Transit	3,735
City Contributions in Transit	19,047
From General Employees' Trust Fund	3,290
Investment Income	15,812
Total Receivable	41,884
Investments:	
U. S. Bonds and Bills	332,084
Federal Agency Guaranteed Securities	1,073,346
Corporate Bonds	605,239
Municipal Obligations	139,582
Stocks	4,994,842
Mutual Funds:	
Equity	836,538
Pooled/Common/Commingled Funds:	
Real Estate	1,291,844
Total Investments	9,273,475
Total Assets	9,709,935
Total Liabilities	0
NET POSITION RESTRICTED FOR PENSIONS	9,709,935

STATEMENT OF CHANGES IN FIDUCIARY NET POSITION
FOR THE YEAR ENDED SEPTEMBER 30, 2022
Market Value Basis

ADDITIONS

Contributions:

Member	90,503
City	461,565
State	115,580

Total Contributions	667,648
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Investment Income:

Net Increase in Fair Value of Investments	(1,660,004)
Interest & Dividends	272,440
Less Investment Expense ¹	(67,795)

Net Investment Income	(1,455,359)
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Total Additions	(787,711)
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DEDUCTIONS

Distributions to Members:

Benefit Payments	636,758
Lump Sum DROP Distributions	0
Lump Sum Share Distributions	0
Refunds of Member Contributions	7,296

Total Distributions	644,054
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Administrative Expense	59,062
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Total Deductions	703,116
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Net Increase in Net Position	(1,490,827)
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NET POSITION RESTRICTED FOR PENSIONS

Beginning of the Year	11,200,762
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End of the Year	9,709,935
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¹Investment related expenses include investment advisory, custodial and performance monitoring fees.

NOTES TO THE FINANCIAL STATEMENTS
(For the Year Ended September 30, 2022)

Plan Administration

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

- a. Two Commission appointees,
- b. Two Members of the Fund elected by the membership, and a
- c. Fifth Member elected by other four and appointed by the City Commission.

Plan Membership as of October 1, 2021:

Inactive Plan Members or Beneficiaries Currently Receiving Benefits	17
Inactive Plan Members Entitled to But Not Yet Receiving Benefits	7
Active Plan Members	27
	51

Benefits Provided

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

A summary of the benefit provisions can be found in the October 1, 2021 Actuarial Valuation Report for the City of Lake Wales Firefighters' Pension Plan and Trust Fund prepared by Foster & Foster Actuaries and Consultants.

Contributions

Member Contributions: 5.0% of Salary.

City and State Contributions: Remaining amount required in order to pay current costs and amortize unfunded past service cost, if any, over 30 years.

Investment Policy:

The following was the Board's adopted asset allocation policy as of September 30, 2022:

Asset Class	Target Allocation
Domestic Equity	45%
International Equity	15%
Bonds	30%
Private Real Estate	10%
Total	100%

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, 2022 the annual money-weighted rate of return on Pension Plan investments, net of Pension Plan investment expense, was -13.09 percent.

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

GASB 67

Deferred Retirement Option Program

Eligibility: Satisfaction of Normal Retirement requirements (earlier of 1) Age 55 and 10 years of Credited Service, or 2) Age 50 and 25 years of Credited Service.)

Participation: Not to exceed 60 months.

Rate of Return: At Member's election,

- a. Actual net rate of investment return (total return net of brokerage commissions, management fees and transaction costs), or
- b. Money Market Interest Rate.

Credited each fiscal quarter.

The DROP balance as September 30, 2022 is \$324,809.

NET PENSION LIABILITY OF THE SPONSOR

The components of the Net Pension Liability of the Sponsor on September 30, 2022 were as follows:

Total Pension Liability	\$ 14,982,958
Plan Fiduciary Net Position	<u>\$ (9,709,935)</u>
Sponsor's Net Pension Liability	<u>\$ 5,273,023</u>
Plan Fiduciary Net Position as a percentage of Total Pension Liability	64.81%

Actuarial Assumptions:

The Total Pension Liability was determined by an actuarial valuation as of October 1, 2021 updated to September 30, 2022 using the following actuarial assumptions:

Inflation	2.50%
Salary Increases	Service based
Discount Rate	7.75%
Investment Rate of Return	7.75%

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, 2021 FRS valuation report for special risk employees, with appropriate adjustments made based on plan demographics.

90% of active deaths are assumed to be service-incurred.

The most recent actuarial experience study used to review the other significant assumptions was dated September 24, 2018.

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. 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. For 2022 the inflation rate assumption of the investment advisor was 2.50%.

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Best estimates of geometric real rates of return for each major asset class included in the Pension Plan's target asset allocation as of September 30, 2022 are summarized in the following table:

Asset Class	Long Term Expected Real Rate of Return ¹
Domestic Equity	7.1%
International Equity	3.1%
Bonds	2.0%
Private Real Estate	6.4%

¹ Source: Burgess Chambers

Please note that long term expected return of the total portfolio is greater than simply multiplying each of the above “Long Term Expected Real Rate of Returns” by their target allocation % and adding them together. Not only is the time horizon longer for an actuarial valuation relative to the time horizon over which the above projected returns were generated, but also there is an additional correlation resulting from a diversified portfolio that will provide additional returns.

Discount Rate:

The Discount Rate used to measure the Total Pension Liability was 7.75 percent.

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

	1% Decrease	Current Discount Rate	1% Increase
	6.75%	7.75%	8.75%
Sponsor's Net Pension Liability	\$ 6,896,987	\$ 5,273,023	\$ 3,905,163

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

	09/30/2022	09/30/2021
Total Pension Liability		
Service Cost	258,841	289,358
Interest	1,084,959	1,029,607
Changes of benefit terms	-	-
Differences between Expected and Actual Experience	220,560	74,660
Changes of assumptions	-	-
Benefit Payments, including Refunds of Employee Contributions	(644,054)	(653,723)
Net Change in Total Pension Liability	920,306	739,902
Total Pension Liability - Beginning	14,062,652	13,322,750
Total Pension Liability - Ending (a)	<u>\$ 14,982,958</u>	<u>\$ 14,062,652</u>
Plan Fiduciary Net Position		
Contributions - Employer	461,565	445,970
Contributions - State	115,580	102,992
Contributions - Employee	90,503	87,289
Net Investment Income	(1,455,359)	1,903,738
Benefit Payments, including Refunds of Employee Contributions	(644,054)	(653,723)
Administrative Expense	(59,062)	(51,372)
Net Change in Plan Fiduciary Net Position	(1,490,827)	1,834,894
Plan Fiduciary Net Position - Beginning	11,200,762	9,365,868
Plan Fiduciary Net Position - Ending (b)	<u>\$ 9,709,935</u>	<u>\$ 11,200,762</u>
Net Pension Liability - Ending (a) - (b)	<u>\$ 5,273,023</u>	<u>\$ 2,861,890</u>
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	64.81%	79.65%
Covered Payroll	\$ 1,810,066	\$ 1,745,780
Net Pension Liability as a percentage of Covered Payroll	291.32%	163.93%

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
09/30/2022	\$ 573,791	\$ 577,145	\$ (3,354)	\$ 1,810,066	31.89%
09/30/2021	\$ 562,141	\$ 548,962	\$ 13,179	\$ 1,745,780	31.45%

Notes to Schedule

Valuation Date: 10/01/2020

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, 2020 Actuarial Valuation for the City of Lake Wales Firefighters' Pension Plan and 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
09/30/2022	-13.09%
09/30/2021	20.52%

NOTES TO THE FINANCIAL STATEMENTS

(For the Year Ended September 30, 2023)

Plan Description

Participation in the Pension Plan is mandatory for all full-time Firefighters, employed by the City of Lake Wales, Florida. The City of Lake Wales Firefighters’ Pension Plan and Trust Fund is a single-employer defined benefit pension plan established in accordance with Chapter 16, Article III of the City of Lake Wales Code of Ordinances, as restated and amended, and is considered a "local law plan." Also affecting this Pension Plan are certain provisions of Chapters 112, Part VII and Chapter 175 of the Florida Statutes as applicable. The Board of Trustees consist of:

- a. Two Commission appointees,
- b. Two Members of the Fund elected by the membership, and a
- c. Fifth Member elected by other four and appointed by the City Commission.

Plan Membership as of October 1, 2021:

Inactive Plan Members or Beneficiaries Currently Receiving Benefits	17
Inactive Plan Members Entitled to But Not Yet Receiving Benefits	7
Active Plan Members	27
	51
	51

Benefits Provided

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

A summary of the benefit provisions can be found in the October 1, 2021 Actuarial Valuation Report for the City of Lake Wales Firefighters' Pension Plan and Trust Fund prepared by Foster & Foster Actuaries and Consultants.

Contributions

Member Contributions: 5.0% of Salary.

City and State Contributions: Remaining amount required in order to pay current costs and amortize unfunded past service cost, if any, over 30 years.

Net Pension Liability

The measurement date is September 30, 2022.

The measurement period for the pension expense was October 1, 2021 to September 30, 2022.

The reporting period is October 1, 2022 through September 30, 2023.

The Sponsor's Net Pension Liability was measured as of September 30, 2022.

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, 2021 updated to September 30, 2022 using the following actuarial assumptions:

Inflation	2.50%
Salary Increases	Service based
Discount Rate	7.75%
Investment Rate of Return	7.75%

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 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, 2021 FRS valuation report for special risk employees, with appropriate adjustments made based on plan demographics.

90% of active deaths are assumed to be service-incurred.

The most recent actuarial experience study used to review the other significant assumptions was dated September 24, 2018.

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. 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.

For 2022 the inflation rate assumption of the investment advisor was 2.50%.

Best estimates of geometric real rates of return for each major asset class included in the Pension Plan's target asset allocation as of September 30, 2022 are summarized in the following table:

Asset Class	Target Allocation	Long Term Expected Real Rate of Return ¹
Domestic Equity	45.0%	7.1%
International Equity	15.0%	3.1%
Bonds	30.0%	2.0%
Private Real Estate	10.0%	6.4%
Total	100.0%	

¹ Source: Burgess Chambers

Please note that long term expected return of the total portfolio is greater than simply multiplying each of the above “Long Term Expected Real Rate of Returns” by their target allocation % and adding them together. Not only is the time horizon longer for an actuarial valuation relative to the time horizon over which the above projected returns were generated, but also there is an additional correlation resulting from a diversified portfolio that will provide additional returns.

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Discount Rate:

The Discount Rate used to measure the Total Pension Liability was 7.75 percent.

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

CHANGES IN NET PENSION LIABILITY

	Increase (Decrease)		
	Total Pension Liability	Plan Fiduciary Net Position	Net Pension Liability
	(a)	(b)	(a)-(b)
Reporting Period Ending at September 30, 2022	\$ 14,062,652	\$ 11,200,762	\$ 2,861,890
Changes for a Year:			
Service Cost	258,841	-	258,841
Interest	1,084,959	-	1,084,959
Differences between Expected and Actual Experience	220,560	-	220,560
Changes of assumptions	-	-	-
Changes of benefit terms	-	-	-
Contributions - Employer	-	461,565	(461,565)
Contributions - State	-	115,580	(115,580)
Contributions - Employee	-	90,503	(90,503)
Net Investment Income	-	(1,455,359)	1,455,359
Benefit Payments, including Refunds of Employee Contributions	(644,054)	(644,054)	-
Administrative Expense	-	(59,062)	59,062
Net Changes	920,306	(1,490,827)	2,411,133
Reporting Period Ending at September 30, 2023	\$ 14,982,958	\$ 9,709,935	\$ 5,273,023

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

	Current		
	1% Decrease	Discount Rate	1% Increase
	6.75%	7.75%	8.75%
Sponsor's Net Pension Liability	\$ 6,896,987	\$ 5,273,023	\$ 3,905,163

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, 2022**

For the year ended September 30, 2022 the Sponsor has recognized a Pension Expense of \$484,118. 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	180,177	154,172
Changes of assumptions	48,693	187,072
Net difference between Projected and Actual Earnings on Pension Plan investments	-	474,204
Employer and State contributions subsequent to the measurement date	577,145	-
Total	806,015	\$ 815,448

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, 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		\$ (53,642)
2024		\$ (98,225)
2025		\$ (160,087)
2026		\$ (268,523)
2027		\$ (6,101)
Thereafter		\$ -

**PRELIMINARY PENSION EXPENSE AND DEFERRED OUTFLOWS OF RESOURCES AND
DEFERRED INFLOWS OF RESOURCES RELATED TO PENSIONS
FISCAL YEAR SEPTEMBER 30, 2023**

For the year ended September 30, 2023 the Sponsor will recognize a Pension Expense of \$893,200. On September 30, 2023 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	323,276	89,028
Changes of assumptions	-	148,140
Net difference between Projected and Actual Earnings on Pension Plan investments	1,422,392	-
Employer and State contributions subsequent to the measurement date	TBD	-
Total	TBD	\$ 237,168

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, 2023.

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:		
2024	\$	402,944
2025	\$	341,082
2026	\$	232,646
2027	\$	495,068
2028	\$	36,760
Thereafter	\$	-

SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS

Last 2 Fiscal Years

Reporting Period Ending	09/30/2023	09/30/2022
Measurement Date	09/30/2022	09/30/2021
Total Pension Liability		
Service Cost	258,841	289,358
Interest	1,084,959	1,029,607
Changes of benefit terms	-	-
Differences between Expected and Actual Experience	220,560	74,660
Changes of assumptions	-	-
Benefit Payments, including Refunds of Employee Contributions	(644,054)	(653,723)
Net Change in Total Pension Liability	920,306	739,902
Total Pension Liability - Beginning	14,062,652	13,322,750
Total Pension Liability - Ending (a)	<u>\$ 14,982,958</u>	<u>\$ 14,062,652</u>
Plan Fiduciary Net Position		
Contributions - Employer	461,565	445,970
Contributions - State	115,580	102,992
Contributions - Employee	90,503	87,289
Net Investment Income	(1,455,359)	1,903,738
Benefit Payments, including Refunds of Employee Contributions	(644,054)	(653,723)
Administrative Expense	(59,062)	(51,372)
Net Change in Plan Fiduciary Net Position	(1,490,827)	1,834,894
Plan Fiduciary Net Position - Beginning	11,200,762	9,365,868
Plan Fiduciary Net Position - Ending (b)	<u>\$ 9,709,935</u>	<u>\$ 11,200,762</u>
Net Pension Liability - Ending (a) - (b)	<u>\$ 5,273,023</u>	<u>\$ 2,861,890</u>
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	64.81%	79.65%
Covered Payroll	\$ 1,810,066	\$ 1,745,780
Net Pension Liability as a percentage of Covered Payroll	291.32%	163.93%

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
09/30/2022	\$ 573,791	\$ 577,145	\$ (3,354)	\$ 1,810,066	31.89%
09/30/2021	\$ 562,141	\$ 548,962	\$ 13,179	\$ 1,745,780	31.45%

Notes to Schedule

Valuation Date: 10/01/2020

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, 2020 Actuarial Valuation for the City of Lake Wales Firefighters' Pension Plan and Trust Fund prepared by Foster & Foster Actuaries and Consultants.

EXPENSE DEVELOPMENT AND AMORTIZATION SCHEDULES

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

FINAL COMPONENTS OF PENSION EXPENSE
FISCAL YEAR SEPTEMBER 30, 2022

	Net Pension Liability	Deferred Inflows	Deferred Outflows	Pension Expense
Beginning balance	\$ 3,956,882	\$ 467,422	\$ 1,459,954	\$ -
Employer and State Contributions made after 09/30/2021	-	-	577,145	-
Total Pension Liability Factors:				
Service Cost	289,358	-	-	289,358
Interest	1,029,607	-	-	1,029,607
Changes in benefit terms	-	-	-	-
Differences between Expected and Actual Experience with regard to economic or demographic assumptions	74,660	-	74,660	-
Current year amortization of experience difference	-	(65,144)	(40,703)	(24,441)
Change in assumptions about future economic or demographic factors or other inputs	-	-	-	-
Current year amortization of change in assumptions	-	(38,932)	(48,693)	9,761
Benefit Payments, including Refunds of Employee Contributions	(653,723)	-	-	-
Net change	<u>739,902</u>	<u>(104,076)</u>	<u>562,409</u>	<u>1,304,285</u>
Plan Fiduciary Net Position:				
Contributions - Employer	445,970	-	(445,970)	-
Contributions - State	102,992	-	(102,992)	-
Contributions - Employee	87,289	-	-	(87,289)
Projected Net Investment Income	723,187	-	-	(723,187)
Difference between projected and actual earnings on Pension Plan investments	1,180,551	1,180,551	-	-
Current year amortization	-	(258,213)	(197,150)	(61,063)
Benefit Payments, including Refunds of Employee Contributions	(653,723)	-	-	-
Administrative Expenses	(51,372)	-	-	51,372
Net change	<u>1,834,894</u>	<u>922,338</u>	<u>(746,112)</u>	<u>(820,167)</u>
Ending Balance	<u>\$ 2,861,890</u>	<u>\$ 1,285,684</u>	<u>\$ 1,276,251</u>	<u>\$ 484,118</u>

PRELIMINARY COMPONENTS OF PENSION EXPENSE
FISCAL YEAR SEPTEMBER 30, 2023

	Net Pension Liability	Deferred Inflows	Deferred Outflows	Pension Expense
Beginning balance	\$ 2,861,890	\$ 1,285,684	\$ 1,276,251	\$ -
Employer and State Contributions made after 09/30/2022	-	-	TBD*	-
Total Pension Liability Factors:				
Service Cost	258,841	-	-	258,841
Interest	1,084,959	-	-	1,084,959
Changes in benefit terms	-	-	-	-
Differences between Expected and Actual Experience with regard to economic or demographic assumptions	220,560	-	220,560	-
Current year amortization of experience difference	-	(65,144)	(77,461)	12,317
Change in assumptions about future economic or demographic factors or other inputs	-	-	-	-
Current year amortization of change in assumptions	-	(38,932)	(48,693)	9,761
Benefit Payments, including Refunds of Employee Contributions	(644,054)	-	-	-
Net change	<u>920,306</u>	<u>(104,076)</u>	<u>94,406</u>	<u>1,365,878</u>
Plan Fiduciary Net Position:				
Contributions - Employer	461,565	-	(461,565)	-
Contributions - State	115,580	-	(115,580)	-
Contributions - Employee	90,503	-	-	(90,503)
Projected Net Investment Income	866,685	-	-	(866,685)
Difference between projected and actual earnings on Pension Plan investments	(2,322,044)	-	2,322,044	-
Current year amortization	-	(236,110)	(661,558)	425,448
Benefit Payments, including Refunds of Employee Contributions	(644,054)	-	-	-
Administrative Expenses	(59,062)	-	-	59,062
Net change	<u>(1,490,827)</u>	<u>(236,110)</u>	<u>1,083,341</u>	<u>(472,678)</u>
Ending Balance	<u>\$ 5,273,023</u>	<u>\$ 945,498</u>	<u>TBD</u>	<u>\$ 893,200</u>

* Employer and State Contributions subsequent to the measurement date made after September 30, 2022 but made on or before September 30, 2023 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 Ending	Differences Between Projected and Actual Earnings	Recognition Period (Years)	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031
2022	\$ 2,322,044	5	\$ -	\$ 464,408	\$ 464,409	\$ 464,409	\$ 464,409	\$ 464,409	\$ -	\$ -	\$ -	\$ -
2021	\$ (1,180,551)	5	\$ (236,111)	\$ (236,110)	\$ (236,110)	\$ (236,110)	\$ (236,110)	\$ -	\$ -	\$ -	\$ -	\$ -
2020	\$ 502,829	5	\$ 100,566	\$ 100,566	\$ 100,566	\$ 100,566	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2019	\$ 359,768	5	\$ 71,954	\$ 71,954	\$ 71,954	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2018	\$ 123,150	5	\$ 24,630	\$ 24,630	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2017	\$ (110,512)	5	\$ (22,102)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net Increase (Decrease) in Pension Expense			\$ (61,063)	\$ 425,448	\$ 400,819	\$ 328,865	\$ 228,299	\$ 464,409	\$ -	\$ -	\$ -	\$ -

AMORTIZATION SCHEDULE - CHANGES OF ASSUMPTIONS

Increase (Decrease) in Pension Expense Arising from the Recognition of the Effects of Changes of Assumptions

Plan Year Ending	Changes of Assumptions	Recognition Period (Years)	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031
2020	\$ (245,964)	7	\$ (35,138)	\$ (35,138)	\$ (35,138)	\$ (35,138)	\$ (35,138)	\$ (35,138)	\$ -	\$ -	\$ -	\$ -
2018	\$ (26,560)	7	\$ (3,794)	\$ (3,794)	\$ (3,794)	\$ (3,794)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2016	\$ 340,853	7	\$ 48,693	\$ 48,693	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net Increase (Decrease) in Pension Expense			\$ 9,761	\$ 9,761	\$ (38,932)	\$ (38,932)	\$ (35,138)	\$ (35,138)	\$ -	\$ -	\$ -	\$ -

AMORTIZATION SCHEDULE - EXPERIENCE

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

Plan Year Ending	Differences Between Expected and Actual Experience	Recognition Period (Years)	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031
2022	\$ 220,560	6	\$ -	\$ 36,760	\$ 36,760	\$ 36,760	\$ 36,760	\$ 36,760	\$ 36,760	\$ -	\$ -	\$ -
2021	\$ 74,660	6	\$ 12,445	\$ 12,443	\$ 12,443	\$ 12,443	\$ 12,443	\$ 12,443	\$ -	\$ -	\$ -	\$ -
2020	\$ 116,155	7	\$ 16,594	\$ 16,594	\$ 16,594	\$ 16,594	\$ 16,594	\$ 16,594	\$ -	\$ -	\$ -	\$ -
2019	\$ (184,181)	7	\$ (26,312)	\$ (26,312)	\$ (26,312)	\$ (26,312)	\$ (26,312)	\$ -	\$ -	\$ -	\$ -	\$ -
2018	\$ 81,645	7	\$ 11,664	\$ 11,664	\$ 11,664	\$ 11,664	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2017	\$ (70,642)	7	\$ (10,092)	\$ (10,092)	\$ (10,092)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2016	\$ (139,447)	7	\$ (19,921)	\$ (19,921)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2015	\$ (70,554)	8	\$ (8,819)	\$ (8,819)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net Increase (Decrease) in Pension Expense			\$ (24,441)	\$ 12,317	\$ 41,057	\$ 51,149	\$ 39,485	\$ 65,797	\$ 36,760	\$ -	\$ -	\$ -