BOARD OF PENSION TRUSTEES
FOR THE
CITY OF JACKSONVILLE RETIREMENT SYSTEM
Thursday, April 25, 2024, at 2 PM
City Hall Conference Room 3C

AGENDA

1. **CALL TO ORDER**

2. **PUBLIC COMMENT**

3. **MINUTES**

a. Copy of March 28, 2024, and April 4, 2024, Board of Trustees Minutes; RECOMMENDED ACTION: APPROVAL

4. **NEW BUSINESS**

a. GEPP March 2024 Consent; PAC RECOMMENDED ACTION: APPROVAL
b. COPP March 2024 Consent; COPAC RECOMMENDED ACTION: APPROVAL
c. GEPP & COPP 10/1/2023 Actuarial Valuations Review
d. GEPP Summary Plan Description Update; PAC RECOMMENDED ACTION: APPROVAL

5. **INVESTMENT AND FINANCIAL MATTERS**

a. March Investment Performance Review
b. Staff Update
   - Investment Activity Report

6. **OLD BUSINESS**

None

7. **ADMINISTRATIVE**

a. Staff Update

8. **INFORMATION**

a. Financial Discussion with Loomis Sayles – Fixed Income scheduled for Thursday, May 2, 2024, at 12:30 PM (meet and greet starts at 12:00)
b. Next regular BOT meeting scheduled for Thursday, May 23, 2024, at 2 PM

9. **PRIVILEGE OF THE FLOOR**

10. **ADJOURNMENT**

BOARD OF PENSION TRUSTEES
FOR THE
CITY OF JACKSONVILLE RETIREMENT SYSTEM
March 28, 2024

MINUTES

2:00 PM, held in Person in City Hall Conference Room 3C and via Zoom.

Members Present
Jeffrey Bernardo, Chair
Anna Brosche, Vice Chair
David Kilcrease, Secretary
Julie Bessent
Cristopher Keith
Kelli O'Leary (on behalf of Karen Bowling)
Richard Wallace

Members Not Present
Valerie Gutierrez
Diane Moser

Staff Present
Chris Cicero, Treasurer
Eric Jordan, Financial Specialist
Brennan Merrell, Chief Investment Officer
Andy Robinson, Pension Administrator
John Sawyer, OGC
Stephanie Smith, Pension Administration Consultant
Hannah Wells, Assistant Pension Administrator

Others Present
Jake Gerbner, RVK (via Zoom)
Samia Khan, RVK (via Zoom)
Jeremy Miller, RVK (via Zoom)
Brian Parks, CAO

1. CALL TO ORDER

Chair Bernardo called the meeting to order at 2:01 PM.

2. PUBLIC COMMENT

There was none.

3. MINUTES

Mr. Kilcrease motioned to approve the minutes. Mr. Keith seconded the motion. The Chair asked for discussion and there was none. The Chair took a vote and the motion passed unanimously.

4. NEW BUSINESS

a. Consent agendas

Ms. Brosche motioned to approve the consent agendas. Mr. Keith seconded the motion. The Chair asked for discussion and there was none. The Chair took a vote and the motion passed unanimously.

b. GEPP Participant Review

Mr. Robinson provided a detailed overview of a missing member of the General Employees' Pension Plan. He stated there is a surviving spouse, but the pensioner has not been declared deceased at this time. Mr. Robinson reviewed plan rules regarding surviving spouses and stated the Pension Office Staff recommends deferring the survivor benefit until the missing pensioner is legally declared deceased. Mr. Robinson notified the Board he consulted with the Social Security Administration and the Police and Fire Pension Office who agree with Pension Office Staff on deferring the survivor benefit until the surviving spouse can provide a death certificate. A discussion was held between the Board members and staff present.

5. INVESTMENT AND FINANCIAL MATTERS

Mr. Merrell introduced RVK to discuss the 2024 Capital market Assumptions. Ms. Khan provided a summary of RVK's Capital Market Assumptions and stated the components used to estimate the Capital Market Assumption includes return, risk, and correlation. Ms. Khan reviewed inflation, mean-reversion, and increased yields. She stated RVK's 2024 inflation assumption remained constant compared to 2023, equity return assumptions were decreased given elevated valuation levels following strong 2023 returns, and the majority of domestic fixed income return assumptions were held constant reflecting elevated current yields. Mr. Miller reviewed the assumptions verses 2023, geometric return assumptions, historical perspective of expected returns, reviewed the year 2023 regarding public equity- US and International, fixed income, capital markets line, and RVK 2024 return assumptions. Chair Bernardo held a discussion with RVK and staff regarding the Capital Market Assumptions and alpha. RVK recommended lowering the rate of return to 6.38%. Chair Bernardo inquired when the Board last held this discussion with Jim from RVK he stated it was unlikely to earn the assumed rate of return. This year, the rate of return assumption has been reduced. Mr. Miller and Ms. Khan stated the probability of hitting any return rate has lowered. Chair Bernardo inquired when the assumptions are finalized. Ms. Khan stated RVK just finalized in February.

Mr. Merrell introduced Jeff Williams from Segal. Mr. Williams provided a brief overview of the preliminary actuarial valuation results as of October 1, 2023, for the General Employees' Pension Plan and Correctional Officers' Pension Plan. He stated the preliminary figures include all changes in actuarial assumptions approved by the Board following the completion of the experience study. The results also show the current Board approved 6.50% discount rate and preliminary results at the requested discount rates of 6.375%, 6.25%, 6.125% and 6.00%. A discussion was held between members, RVK, Segal, and staff.

Ms. Brosche made a motion to stay at 6.5%. Mr. Kilcrease seconded the motion. The Chair asked for discussion. A discussion was held by members present. Mr. Wallace amended the motion to lower the discount rate to 6.25%. Chair Bernardo seconded the amended motion. The Chair summoned for discussion. A discussion was held by members present. The chair took a vote and the motion failed by a 3 to 4 vote.

Ms. Bessent amended Mr. Wallace's motion and motioned to lower the discount rate to 6.375%. Mr. Wallace seconded the motion. The Chair asked for discussion. Members present held a discussion. The chair took a vote and the motion failed by a 3 to 4 vote.

Mr. Keith made a motion to stay at the 6.5% discount rate. Mr. Kilcrease seconded the motion. The chair asked for discussion and there was none. The chair took a vote and the motion failed by a 3 to 4 vote.

A discussion was held with the members present and Mr. Sawyer regarding a decision not being made at the Board meeting. Mr. Sawyer stated a special meeting can be held for a decision. Members present requested to change the upcoming workshop meeting on 4/4/2024 to a Board Meeting. Mr. Robinson stated the Pension Office Staff would make a change to the public notice disclosures.

Mr. Merrell notified the Board that the half cent sales surtax was in the news recently due to the possible proposal of using pension funds to assist in covering the costs of stadium renovations.

Ms. Brosche stated at this time there is still no proposal for the use of pension funds for the stadium deal. It is just one of many options the City is exploring. Ms. Bessent inquired if the City did propose using the pension to fund the stadium would the proposal be vetted through RVK like any other investment and receive a recommendation from them. Ms. Brosche and Mr. Merrell both answered and said yes. A discussion was held between members present and Mr. Merrell.

Mr. Merrell provided a high-level overview of the preliminary investment flash report. The total fund was valued at approximately $2.4 billion, up 2.2% MTD, and up 8.13% FYTD. He spoke on relative overachieving managers for the month including Kayne Anderson US SMID Core, Systematic SMID Value, Baillie Gifford International Growth, and Acadian

Emerging Markets Equity. Underachievers included Wellington Large Cap Value and Pinnacle SMID Cap Growth.

Mr. Merrell said the next investment workshop will be held on April 4th with Baird - Fixed Income. He mentioned ongoing cash flows regarding capital calls, disbursements, and redemptions.

6. OLD BUSINESS

There was none.

7. ADMINISTRATIVE

Mr. Robinson notified the members the Pension Office has seen an uprise in retirements and disability applications through both the General Employees' Pension Plan and the defined contribution plan. Mr. Robinson stated Pension Office Staff have been working with the Correctional Officers Advisory Committee to schedule a pre-retirement seminar designed just for correctional officers on April 11, 2024.

8. INFORMATION

The next regular BOT meeting is scheduled for Thursday, April 25, 2024, at 2 PM.

Investment due diligence workshop will be held Thursday, May 2, 2024, at 12:30 PM.

9. PRIVILEGE OF THE FLOOR

There was none.

10. ADJOURNMENT

The Chair adjourned the meeting at 3:27 PM.

BOARD OF PENSION TRUSTEES
FOR THE
CITY OF JACKSONVILLE RETIREMENT SYSTEM
April 4, 2024

MINUTES

12:30 PM, held in Person in City Hall Conference Room 3C and via Zoom.

Members Present
Jeffrey Bernardo, Chair
Anna Brosche, Vice Chair
David Kilcrease, Secretary
Julie Bessent
Karen Bowling
Cristopher Keith
Diane Moser

Members Not Present
Valerie Gutierrez

Staff Present
Robin Adams, Senior Manager - Treasury Administration
Chris Cicero, Treasurer
Eric Jordan, Financial Specialist
Brennan Merrell, Chief Investment Officer
Andy Robinson, Pension Administrator
John Sawyer, OGC
Sheryl Strickland, Pension Coordinator Senior (via Zoom)
Hannah Wells, Assistant Pension Administrator

Others Present
Jeffrey Simmons, CFA, Managing Director / Senior Portfolio Manager, Baird
Michael Possley, CFA, Managing Director, Baird
Donald Smiley, CFA, Vice President, Baird
Bob Blanco, COJ Planning Services Manager
Brian Parks, CAO

1. **CALL TO ORDER**

Chair Bernardo called the meeting to order at 12:30 PM.

2. **PUBLIC COMMENT**

There was none.

3. OLD BUSINESS

a.) GEPP and CORP Discount Rate Discussion

Mr. Kilcrease made a motion to keep the discount rate at 6.5% and review for change next year. Ms. Moser second the motion. Chair Bernardo asked for discussion. A discussion was held by the members present. Chair Bernardo amended the motion and motioned to move the discount rate to 6.375%. Ms. Bessent second the motion. The chair asked for discussion and there was none. The Chair took a vote and the amended motion failed by a 2 to 5 vote. The Chair stated they are now back to the original motion to keep the discount rate at 6.5%. The Chair took a vote and the motion passed by a 5 to 2 vote.

4. INVESTMENT AND FINANCIAL MATTERS

Baird – Fixed Income

Mr. Merrell welcomed Jeffrey Simmons, Michael Possley, and Donald Smiley from Baird.

Baird is a fixed income investment management company with over $133.8 billion of assets under management and supervision as of February 29, 2024. Baird has been an investment manager of the City of Jacksonville since the first quarter of 2021, and they currently manage approximately $211 million dollars of the COJ General Pension Fund. Mr. Simmons, Mr. Possley, and Mr. Smiley covered the provided material in detail.

Mr. Possley provided a detailed overview of Baird's history, emphasizing its roots in Milwaukee, its transition to employee ownership in 2004, and its current size and structure with 5,100 associates, of which 80% are shareholders. He also highlighted the strength and stability of Baird's portfolio management and investment teams, noting recent additions and the company's commitment to promoting from within, with 20% of Baird Advisors associates starting as interns. Additionally, Mr. Possley reassured the board about Baird's succession planning, indicating that should Co-Chief Investment Officer Mary Ellen Stanek retire, Warren Pierson would step in as the sole CIO. When asked by Ms. Bessent about staff turnover in other areas, Mr. Simmons clarified that Baird has only seen additions to their team and has had just two senior members retire in their entire history.

Mr. Simmons delved into various aspects of Baird's operations and strategies, discussing their representative clients, competitive advantages, investment results, and more. He also addressed specific investment strategies like taxable bond strategies, risk controls, and portfolio positioning. He outlined the key drivers of Baird's performance, their philosophy, process, and approach to managing debt. A discussion was held by several board members, Mr. Simmons, and Mr. Possley regarding portfolio positioning. Mr. Smiley spoke on the portfolio characteristics as of February 29, 2024, for the City of Jacksonville. Several questions were asked throughout the presentation by Board members and staff. Mr. Simmons, Mr. Possley, and Mr. Smiley answered their questions.

Mr. Merrell thanked Baird for their presentation. Baird thanked the Board for their time and commitment.

5. ADMINISTRATIVE

N/A

6. INFORMATION

The next regular BOT meeting is scheduled for Thursday, April 25, 2024, at 2 PM.

Investment due diligence workshop will be held Thursday, May 2, 2024, at 12:30 PM.

7. PRIVILEGE OF THE FLOOR

None

8. ADJOURNMENT

Chair Bernardo adjourned the meeting around 1:55 PM.

GENERAL EMPLOYEES PENSION ADVISORY COMMITTEE
FOR THE
BOARD OF PENSION TRUSTEES

March 2024

CONSENT AGENDA FOR RECOMMENDED BENEFITS

ALL CALCULATIONS AND DOLLAR AMOUNTS HAVE BEEN AUDITED IN ACCORDANCE WITH THE ACCEPTED PROCEDURES.

1. TIME SERVICE RETIREMENTS

James Castor, (JEA), effective February 10, 2024, in the monthly base amount of $4,282.62 at the rate of 58.13% (23 years, 3 months)

Robert Coulter, (P&D), effective February 24, 2024, in the monthly base amount of $2,403.79 at the rate of 50% (20 Years), 5% PLOP $22,577.10

Robin Demay, (JEA), effective February 17, 2024, in the monthly base amount of $3,978.07 at the rate of 55.21 % (22 Years, 1 Month)

Michael Evans, (Fleet), effective February 10, 2024, in the monthly base amount of $2,312.55 at the rate of 51.46% (20 years, 7 months)

Stephen Hargis, (JEA), effective February 24, 2024, in the monthly base amount of $5,841.12 at the rate of 80% (35 Years, 4 Months), 60 Months BACKDROP $384,442.67

Maurice Ruhter, (JEA), effective February 24, 2024, in the monthly base amount of $3,993.23 at the rate of 42.08% (16 Years, 10 Months) 15% PLOP $107,467.18

Paul Sgambettera, (JEA), effective February 3, 2024, in the monthly base amount of $3,955.73 at the rate of 55.42% (22 years, 2 months)

Nancy Veasey, (JEA), effective February 3, 2024, in the monthly base amount of $11,000.85 at the rate of 63.75% (25 years, 6 months)

Janet Walker, (JEA), effective February 24, 2024, in the monthly base amount of $3,590.03 at the rate of 80% (32 Years), 60 Months BACKDROP $236,283.48

Dale Wiles, (JEA), effective February 1, 2024, in the monthly base amount of $6,301.21 at the rate of 80% (32 years, 1 month), 60 Months BACKDROP $414,512.34

2. **VESTED RETIREMENTS**

New Commencements
Edward A. Murray, effective February 6, 2024, in the monthly base amount of $1,975.09

Cathy Wood, effective February 29, 2024, in the monthly base amount of $468.24

New Deferrals
None

3. **SURVIVOR BENEFITS**
Cassandra Baker, (Robert Baker), effective January 19, 2024, in the monthly COLA base amount of $3,414.49

Debra Conner, (Howard Conner), effective January 15, 2024, in the monthly base amount of $3,186.11

Deborah Loos, (John Loos), effective December 13, 2024, in the monthly COLA base amount of $1,249.47

Donna Rudd, (Larry Rudd), effective February 13, 2024, in the monthly COLA base amount of $541.88

Barbia Sanders, (David Sanders), effective February 13, 2024, in the monthly COLA base amount of $5,333.99

Colleen Wheeler, (Jon Wheeler), effective February 11, 2024, in the monthly COLA base amount of $821.29

4. **RESTORATION OF SURVIVOR BENEFITS**
None

5. **CHILDREN/ORPHAN/GUARDIANSHIP BENEFITS**
Jahrey Baker, (Shawntel Denmark, deceased January 27, 2022), $300 month

6. **TIME SERVICE CONNECTIONS COMPLETED**
Dan Green, (JHA), 60 months in the amount of $14,749.68

Kumaresan Natarajan, (ITD), 62.03 months in the amount of $54,206.15

Lynn R McQuaig, (JEA), 18.43 months in the amount of $18,401.50

7. **TIME SERVICE CONNECTIONS COMPLETED PURSUANT TO ORDINANCE 2000- 624-E (Independent Agency)**
None

8. <u>TIME SERVICE CONNECTIONS COMPLETED PURSUANT TO ORDINANCE 2003-573-E (Military)</u>

Ralph E Saunders, (JEA), 21.97 months in the amount of $45,471.40

9. <u>REFUNDS</u>

Sarah D Leon, (JSO), 8 years and 8 months in the amount of $27,499.56

Bridgett E Mitchell, (CLCL), 13 years and 7 months in the amount of $48,240.98

Kimyatte M Small (JSO), 5 years and 4 months in the amount of $6,882.16

10. <u>DB TO DC TRANSFER</u>

Martin P Danko, (PDBZ), 15 years and 4 months in the amount of $370,801.19

Keith H Hodges, (JEA), 24 years and 0 months in the amount of $1,056,619.88

Joshua H Jones, (PWGM), 11 years and 11 months in the amount of $ 67,644.41

Yvonne A Kemp, (JSO), 20 years and 9 months in the amount of $331,054.85

Ralph E Saunders, (JEA), 25 years and 10 months in the amount of $852,063.91

11. <u>OTHER PAYMENTS AND TIME CONNECTIONS</u>

None

12. <u>RE-RETIREE</u>

None

____ ____________________

PAC Secretary Approval Date

____ ____________________

BOT Secretary Approval Date

Notes and Comments regarding Approval:

CORRECTIONAL OFFICERS PENSION ADVISORY COMMITTEE

March 2024

CONSENT AGENDA FOR RECOMMENDED BENEFITS

ALL CALCULATIONS AND DOLLAR AMOUNTS HAVE BEEN AUDITED IN ACCORDANCE WITH THE ACCEPTED PROCEDURES.

1. **TIME SERVICE RETIREMENTS**
   Ruben Bryant, effective February 10, 2024, in the monthly COLA base amount of $10,422.97 at the rate of 77.17% (28 years, 7 months)

   Warren Calloway, effective February 24, 2024, in the monthly COLA base amount of $9,106.39 at the rate of 71.83% (25 years, 11 months)

2. **TIME SERVICE CONNECTIONS COMPLETED**
   Timothy Raggins, 70.2 months in the amount of $33,597.20

   Linda Walker, 35.77 months in the amount of $21,309.60

3. **REFUND OF CONTRIBUTIONS**
   Michael R Brown-Massaline, 13 years, and 6 months in the amount of $58,396.02

   Nicholas N Stevens, 6 years, and 8 months in the amount of $21,896.85

4. **SURVIVOR BENEFITS APPLICATION**
   None

5. **CHILDREN/ORPHAN/GUARDIANSHIP BENEFITS**
   None

6. **VESTED BENEFIT**
   None

7. **TIME SERVICE CONNECTIONS COMPLETED PURSUANT TO ORDINANCE 2003-573-E (Military)**
   None

8. **OFFICERS ENTERING DROP APRIL 2024**
   Marisa Carter #6350

   Shawn Pridgeon #6203

   Timothy Raggins #7943

   Linda Walker #6455

9. **Phase II Biweekly Distribution DROP Program**
   Ruben Bryant, $261.40 biweekly for 156 pay periods

   Tim Means, $700.41 biweekly for 250 pay periods

10. **DROP Payments**
    Warren Calloway, $90,000

    Holly M Shinholser, $22,094.07

______________________________ ______________
COPAC Secretary Approval Date

______________________________ ______________
BOT Secretary Approval Date

Notes and Comments regarding Approval:

City of Jacksonville General Employees Retirement Plan

Actuarial Valuation and Review as of October 1, 2023

Segal

2727 Paces Ferry Road SE, Building
One Suite 1400
Atlanta, GA 30339-4053
segalco.com
T 678.306.3100

April 22, 2024

Board of Trustees
City of Jacksonville General Employees Retirement Plan
117 West Duval Street, Suite 330
Jacksonville, FL 32202

Dear Board Members:

We are pleased to submit this Actuarial Valuation and Review as of October 1, 2023. It summarizes the actuarial data used in the valuation, analyzes the preceding year's experience, and establishes the funding requirements for fiscal 2025.

This report was prepared in accordance with generally accepted actuarial principles and practices at the request of the Board of Trustees to assist in administering the City of Jacksonville General Employees Retirement Plan. The census information on which our calculations were based was prepared by the Plan and the financial information was provided by the the City's Finance Department. That assistance is gratefully acknowledged.

Segal does not audit the data provided. The accuracy and comprehensiveness of the data is the responsibility of those supplying the data. To the extent we can, however, Segal does review the data for reasonableness and consistency. Based on our review of the data, we have no reason to doubt the substantial accuracy of the information on which we have based this report and we have no reason to believe there are facts or circumstances that would affect the validity of these results.

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.

The actuarial calculations were directed under the supervision of Jeffrey S. Williams. I am a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. Segal does not audit the data provided. The accuracy and comprehensiveness of the data is the responsibility of those supplying the data. To the extent we can, however, Segal does review the data for reasonableness and consistency. Based on our review of the data, we have no reason to doubt the substantial accuracy of the information on which we have based this report and we have no reason to believe there are facts or circumstances that would affect the validity of these results. The measurements shown in this actuarial valuation may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements; and changes in plan provisions or applicable law.

We look forward to reviewing this report at your next meeting and to answering any questions.

Sincerely,

Segal

Jeffrey S. Williams, FCA, ASA, MAAA, EA
Vice President and Consulting Actuary
Enrolled Actuary No. 23-07009

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Section 1: Actuarial Valuation Summary

Purpose and basis

This report has been prepared by Segal to present a valuation of the City of Jacksonville General Employees Retirement Plan as of October 1, 2023. The valuation was performed to determine whether the assets and contributions are sufficient to provide the prescribed benefits and to provide information for required disclosures under Governmental Accounting Standards Board (GASB) Statements No. 67 and 68.

The contribution requirements presented in this report are based on:

- The benefit provisions of the Plan, as administered by the Board;
- The characteristics of covered active participants, inactive vested participants, and retired participants and beneficiaries as of September 30, 2023, provided by the Retirement System Administrative Office;
- The assets of the Plan as of September 30, 2023, provided by the City's Finance Department;
- Economic assumptions regarding future salary increases and investment earnings;
- Other actuarial assumptions regarding employee terminations, retirement, death, etc. and
- The funding policy adopted by the Board, subject to the requirements of Part VII, Chapter 112, Florida Statures.

Valuation highlights

1. Segal strongly recommends an actuarial funding method that targets 100% funding of the actuarial accrued liability. Generally, this implies payments that are ultimately at least enough to cover normal cost, interest on the unfunded actuarial accrued liability and the principal balance.
2. The City's minimum required contribution calculated in the October 1, 2023 actuarial valuation is for the plan year beginning October 1, 2024. The "City's minimum required contribution" refers to the cumulative minimum required contribution for all contributing employers.
3. The City's minimum required contribution (the amount which will be contributed) for fiscal 2025 is $113,299,912, an increase of $16,707,283 from the amount being contributed in fiscal 2023.
4. Actual contributions made during the fiscal year ending September 30, 2023 were $83,375,000, 99.72%% of the City's minimum required contribution for fiscal 2023. In the prior fiscal year, actual contributions were $84,353,000, 100.78% of the City's minimum required contribution.
5. Actuarial Standard of Practice No. 4, Measuring Pension Obligations and Determining Pension Plan Costs or Contributions, states that an actuary preparing calculations of actuarially determined contributions should assess the material implications of the funding policy. This report includes two distinct contribution amounts, each with different implications.
   a. The **Florida Chapter 112 Determined Employer Contribution** is an amount consistent with a funding policy which seeks to stabilize the unfunded actuarial accrued liability (UAAL) as a percentage of total General Employees Retirement Plan (GERP) payroll, including Defined Contribution participants, where UAAL is measured relative to assets currently available to make benefit payments. Under this policy, assuming that all assumptions are met in aggregate, the UAAL is expected to be reduced to zero over a period of 23 years after reflecting an amortization period reset as of October 1, 2016. Over the short term, this contribution policy would be expected to keep the UAAL roughly level over the next few years, primarily making payments on interest, and begin paying down the UAAL after that point.
   b. The **City's required minimum contribution**, which is the Chapter 112 contribution adjusted to comply with state law, reduced by amortization of discounted allocated surtax revenue, is an amount consistent with a funding policy which seeks to stabilize the contribution requirement as a percentage of total GERP payroll, including General Employee Defined Contribution Plan participants, relative to an anticipated increase in contribution income set to begin January 1, 2031. Under this policy, assuming that all assumptions are met in aggregate, the UAAL is expected to be reduced to zero by December 31, 2060, after all of the surtax revenue allocated to the plan is collected and contributed. Over the short term, this contribution policy is expected to lead to an increase in the UAAL, prior to the revenue stream commencing and paying it down.

Use of this contribution policy has been authorized by the Florida State Legislature and Jacksonville City Council.

6. The actuarial loss from investment and other experience is $150,562,588, or 4.02% of actuarial accrued liability.
   - The actuarial loss from investment experience was $59,353,235, or 1.59% of actuarial accrued liability.
   - The loss due to contributions less than the Florida Chapter 112 determined employer contribution was $46,675,533 or 1.25% of actuarial accrued liability.
   - The net experience loss from sources other than investment experience was $44,533,820, or 1.18% of the actuarial accrued liability.

   The primary cause of the demographic experience loss was salary increases greater than expected.

7. The rate of return on the market value of assets was 13.30% for the October 1, 2022 to September 30, 2023 Plan Year. The return on the actuarial value of assets was 3.56% for the same period due to the recognition of prior years' investment gains and losses. This resulted in an actuarial loss when measured against the assumed rate of return of 6.50%.
8. The actuarial value of assets is 104.6% of the market value of assets. The investment experience in the past years has only been partially recognized in the actuarial value of assets. As the deferred net loss is recognized in future years, the cost of the Plan is likely to increase unless the net loss is offset by future experience. The recognition of the market net losses of $89,726,195 will also have an impact on the future funded ratio. If the net deferred losses were recognized immediately in the actuarial value of assets, the City's minimum contribution would increase from 48.38% to about 51.14% of projected payroll.
9. There were no changes in plan provisions since the prior valuation.
10. The following actuarial assumptions were approved by the Board and changed with this valuation, following the completion of an experience study:
    a. COJ withdrawal rates were increased for participants with between four and seven years of service and 12 or more years of service.
    b. JEA withdrawal rates were updated to reflect more of a stair-step rate rather than a smooth reduction in rates.
    c. COJ and JEA retirement rates were updated across all ages and service buckets, and the 90% BACKDROP election assumption was removed (now inherent in the rate table).
    d. The COJ salary scale was modified to reflect higher merit and promotional increases.
    e. The JEA salary scale was also updated with higher rates across all service levels.

    As a result of these assumption changes, the total normal cost increased by $3,010,373 (7.10%) and the actuarial accrued liability increased by $22,701,068 (0.61%). The net impact was an increase in the City's minimum required contribution of $4,678,117 (2.00% of pay).

Section 1: Actuarial Valuation Summary

11. The City changed the surtax allocation percentage from the prior valuation to the current valuation. In the 2022 valuation, GERP's allocation percentage was 35.00%; in the 2023 valuation, the allocation percentage has been lowered to 34.90%. This change was directed by the City based on its updated calculation of the General Employees Retirement Plan's share of the City's unfunded liabilities. The change in the surtax allocation percentage caused the City's minimum required contribution to increase by $167,531.
12. The City is solely responsible for the assumption as to what percentage the surtax revenue will grow and Segal relies on the City for this assumption. This rate was set at 4.25% by the City for the projection period January 1, 2023 through December 31, 2060, and will be recalculated by the City every year and adopted by the City Council. Segal will ask the City each year to provide actual surtax revenue for the preceding fiscal year and an assumption as to future growth. The difference in actual and projected surtax revenue each year will be amortized over the period by which each year's gain or loss is being amortized. If surtax revenue grows more slowly or more quickly than expected, contribution requirements will increase or decrease accordingly.
13. The present value of the projected surtax revenue was determined and used in determination of the City's required contribution as follows:
    a. Actual 2023 surtax revenue was projected to increase by 4.25% each year thereafter through 2060.
    b. A share of 34.90% of the projected revenue for January 1, 2031 through December 31, 2060 was allocated to GERP.
    c. The revenue allocated to GERP was discounted at the valuation discount rate of 6.50% to October 1, 2023.
    d. The original allocated present value amount of $332,190,859 was amortized over a 30-year initial period (Section 3, Exhibit F), with subsequent changes amortized over new periods. The present value of projected surtax revenue as of October 1, 2023 allocated to GERP is $812,004,187.
    e. After the amortized value amount was adjusted for the timing of contributions and projected to October 1, 2024, this amount was used as an offset to the Florida Chapter 112 Determined Employer Contribution to determine the City's minimum required contribution for fiscal 2024.
14. The present value of projected surtax revenue does not decrease the unfunded actuarial accrued liability. The amortized value of the projected surtax revenue is used as an offset to the Chapter 112 contribution.
15. This actuarial report as of October 1, 2023 is based on financial and demographic data as of that date. Changes subsequent to that date are not reflected and will affect future actuarial costs of the plan.
16. The financial information received states all results rounded to the nearest thousand. The results in this valuation are shown to the nearest dollar. Therefore, occasionally rounded numbers are combined with unrounded numbers.

Changes from prior valuation

17. The funded ratio (the ratio of the actuarial value of assets to actuarial accrued liability) is 53.92%, compared to the prior year funded ratio of 56.93%. This ratio is one measure of funding status, and its history is a measure of funding progress. Using the market value of assets, the funded ratio is 51.54%, compared to 50.01% as of the prior valuation date. These measurements are not necessarily appropriate for assessing the sufficiency of the Plan assets to cover the estimated cost of settling the Plan's benefit obligation or the need for or the amount of future contributions.
18. The unfunded actuarial accrued liability is $1,735,014,055, which is an increase of $161,496,141 since the prior valuation.

Risk

19. It is important to note that this actuarial valuation is based on plan assets as of September 30, 2023. The Plan's funded status does not reflect short-term fluctuations of the market, but rather is based on the market values on the last day of the plan year. Moreover, this actuarial valuation does not include any possible short-term or long-term impacts on mortality of the covered population that may emerge after September 30, 2023 due to COVID-19. Segal is available to prepare projections of potential outcomes of market conditions and other demographic experience upon request.
20. Since the actuarial valuation results are dependent on a given set of assumptions, there is a risk that emerging results may differ significantly as actual experience proves to be different from the assumptions. We have not been engaged to perform a detailed analysis of the potential range of the impact of risk relative to the Plan's future financial condition, but have included a brief discussion of some risks that may affect the Plan in *Section 2*. A more detailed assessment would provide the Board with a better understanding of the inherent risks and could be important for the Plan because:
    a. Relatively small changes in investment performance can produce large swings in the unfunded liabilities.
    b. Retired participants account for most of the Plan's liabilities, leaving limited options for reducing costs in the event of adverse experience.
    c. The Board has not performed a detailed risk assessment.

GASB

21. This report constitutes an actuarial valuation for the purpose of determining the ADC under the Plan's funding policy. The information contained in *Section 5* provides the accounting information for Governmental Accounting Standards Board (GASB) Statements No. 67 and No. 68, for inclusion in the Plan's and employer's financial statements as of September 30, 2024. The accounting information utilizes different methodologies from those employed in the funding valuation, as required by the GASB.
22. The Net Pension Liability (NPL) is equal to the difference between the Total Pension Liability (TPL) and the Plan's fiduciary net position (equal to the market value of assets). The NPL as of September 30, 2023 is $1,824,740,250.
23. GASB accounting does not permit any recognition of the allocated surtax revenue in determining the Net Pension Liability or Pension Expense. It is Segal's understanding that the City has discussed this issue with their external auditors and does not include any recognition of allocated surtax revenue in its audited financial statements.

Summary of key valuation results

Valuation Result		Current	Prior
Contributions for fiscal year beginning October 1	**2024**	**2023**	**2022**
• Florida Chapter 112 determined employer contribution	$153,422,081	$134,889,081	$120,695,825
• Less amortized value of discounted value of projected surtax revenue	-40,122,169	-38,296,452	-37,088,349
• City's required minimum contribution*	$113,299,912	$96,592,629	$83,607,476
• Actual employer contributions	- -	- -	$83,375,000
Actuarial accrued liability for plan year beginning		**October 1, 2023**	**October 1, 2022**
• Retired participants and beneficiaries		$2,578,163,782	2,522,749,776
• Inactive vested participants		19,583,436	22,227,231
• Active participants		1,167,423,032	1,108,179,088
• Total		3,765,170,250	3,653,156,095
• Total normal cost including administrative expenses		46,755,918	42,277,986
Assets for plan year beginning October 1			
• Market value of assets (MVA)		$1,940,430,000	$1,826,945,000
• Actuarial value of assets (AVA)		2,030,156,195	2,079,638,181
• Actuarial value of assets as a percentage of market value of assets		104.62%	113.83%
Funded status for plan year beginning October 1			
• Unfunded actuarial accrued liability on market value of assets		$1,824,740,250	$1,826,211,095
• Funded percentage on MVA basis		51.54%	50.01%
• Unfunded actuarial accrued liability on actuarial value of assets		$1,735,014,055	$1,573,517,914
• Funded percentage on AVA basis		53.92%	56.93%

*Pursuant to State Law Chapter 2016-146 and City of Jacksonville Ordinance 2017-257-E and 2017-258-E.

Valuation Result	Current	Prior
Key assumptions		
• Net investment return	6.50%	6.50%
• Inflation rate	2.50%	2.50%
• Payroll growth for amortization purposes	1.50%	1.50%
Demographic data for plan year beginning October 1		
• Number of retired participants and beneficiaries	5,341	5,339
• Number of inactive vested participants	134	147
• Number of active participants	2,792	3,027
• Covered payroll	$230,709,762	$227,912,274
• Average payroll	82,632	75,293
• Projected payroll for next fiscal year	234,170,408	231,330,958

Important information about actuarial valuations

An actuarial valuation is a budgeting tool with respect to the financing of future projected obligations of a pension plan. It is an estimated forecast – the actual long-term cost of the plan will be determined by the actual benefits and expenses paid and the actual investment experience of the plan.

In order to prepare a valuation, Segal relies on a number of input items. These include:

Input Item	Description
Plan provisions	Plan provisions define the rules that will be used to determine benefit payments, and those rules, or the interpretation of them, may change over time. Even where they appear precise, outside factors may change how they operate. It is important to keep Segal informed with respect to plan provisions and administrative procedures, and to review the plan summary included in our report to confirm that Segal has correctly interpreted the plan of benefits.
Participant information	An actuarial valuation for a plan is based on data provided to the actuary by the Retirement Administrative Office. Segal does not audit such data for completeness or accuracy, other than reviewing it for obvious inconsistencies compared to prior data and other information that appears unreasonable. It is important for Segal to receive the best possible data and to be informed about any known incomplete or inaccurate data.
Financial information	Part of the cost of a plan will be paid from existing assets — the balance will need to come from future contributions and investment income. The valuation is based on the asset values as of the valuation date, typically reported by the City's Finance Department. A snapshot as of a single date may not be an appropriate value for determining a single year's contribution requirement, especially in volatile markets. Plan sponsors often use an "actuarial value of assets" that differs from market value to gradually reflect year-to-year changes in the market value of assets in determining the contribution requirements.
Actuarial assumptions	In preparing an actuarial valuation, Segal starts by developing a forecast of the benefits to be paid to existing plan participants for the rest of their lives and the lives of their beneficiaries. This requires actuarial assumptions as to the probability of death, disability, withdrawal, and retirement of participants in each year, as well as forecasts of the plan's benefits for each of those events. In addition, the benefits forecasted for each of those events in each future year reflect actuarial assumptions as to salary increases and cost-of-living adjustments. The forecasted benefits are then discounted to a present value, typically based on an estimate of the rate of return that will be achieved on the plan's assets. All of these factors are uncertain and unknowable. Thus, there will be a range of reasonable assumptions, and the results may vary materially based on which assumptions are selected within that range. That is, there is no right answer (except with hindsight). It is important for any user of an actuarial valuation to understand and accept this constraint. The actuarial model may use approximations and estimates that will have an immaterial impact on our results. In addition, the actuarial assumptions may change over time, and while this can have a significant impact on the reported results, it does not mean that the previous assumptions or results were unreasonable or wrong.

Section 1: Actuarial Valuation Summary

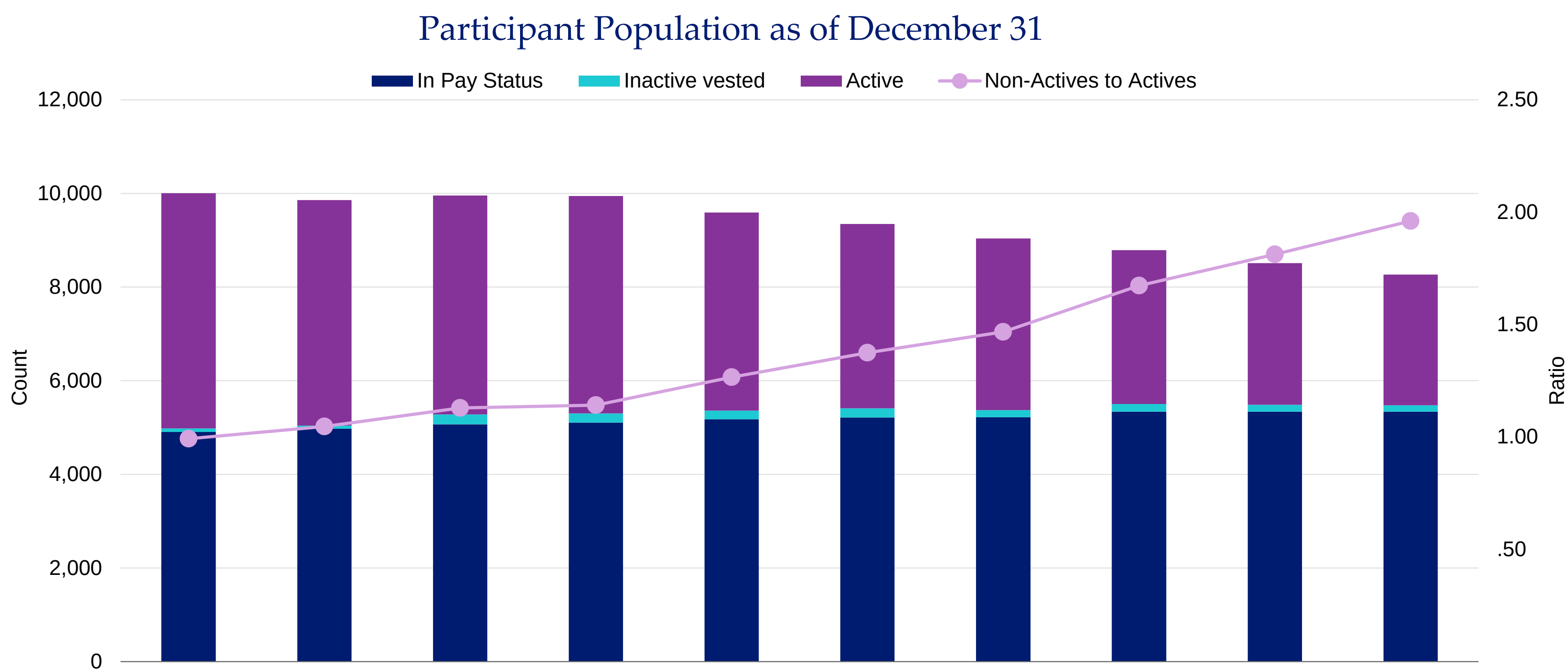
The user of Segal's actuarial valuation (or other actuarial calculations) should keep the following in mind:

- The actuarial valuation is prepared at the request of the Board of Trustees. Segal is not responsible for the use or misuse of its report, particularly by any other party.
- An actuarial valuation is a measurement at a specific date — it is not a prediction of a plan's future financial condition. Accordingly, Segal did not perform an analysis of the potential range of financial measurements, except where otherwise noted.
- If the Board is aware of any event or trend that was not considered in this valuation that may materially change the results of the valuation, Segal should be advised, so that we can evaluate it.
- Segal does not provide investment, legal, accounting, or tax advice. Segal's valuation is based on our understanding of applicable guidance in these areas and of the plan provisions, but they may be subject to alternative interpretations. The Board should look to their other advisors for expertise in these areas.
- While Segal maintains extensive quality assurance procedures, an actuarial valuation involves complex computer models and numerous inputs. In the event that an inaccuracy is discovered after presentation of Segal's valuation, Segal may revise that valuation or make an appropriate adjustment in the next valuation.
- Segal's report shall be deemed to be final and accepted by the Board of Trustees upon delivery and review. Trustees should notify Segal immediately of any questions or concerns about the final content.

As Segal has no discretionary authority with respect to the management or assets of the Plan, it is not a fiduciary in its capacity as actuaries and consultants with respect to the Plan.

Section 2: Actuarial Valuation Results

Participant information



Legend	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
In Pay Status	4,907	4,976	5,065	5,105	5,176	5,215	5,218	5,342	5,339	5,341
Inactive Vested*	76	65	217	195	185	196	156	160	147	134
Active	5,026	4,817	4,678	4,644	4,234	3,937	3,663	3,289	3,027	2,792
Ratio	0.99	1.05	1.13	1.14	1.27	1.37	1.47	1.67	1.81	1.96

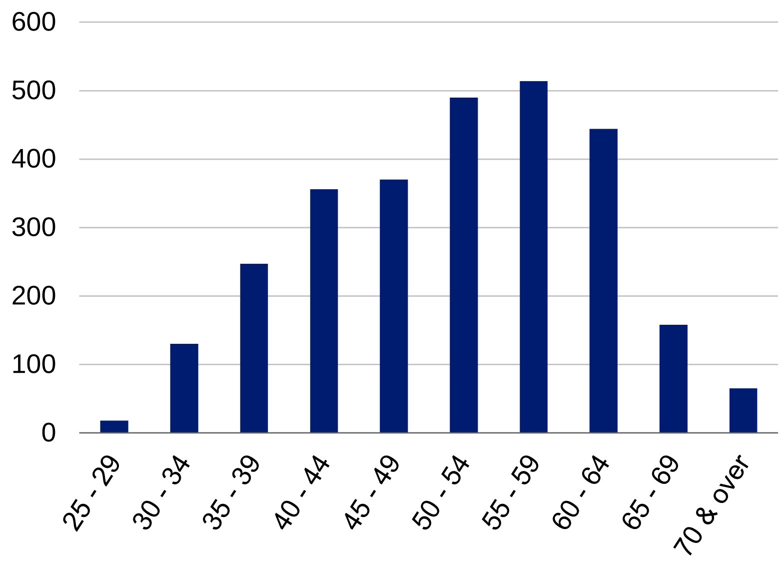
* Excluding terminated participants due a refund of employee contributions.

Active participants

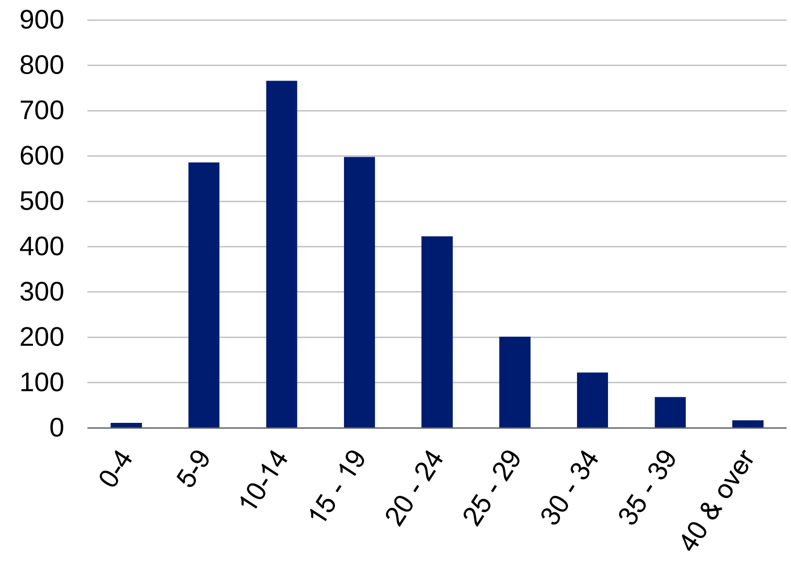
As of September 30,	2023	2022	Change
Active participants	2,792	3,027	-7.8%
Average age	52.0	51.6	0.4
Average years of service	16.9	16.2	0.7
Average compensation	$82,632	$75,293	9.7%

Distribution of Active Participants as of September 30, 2023

Actives by Age



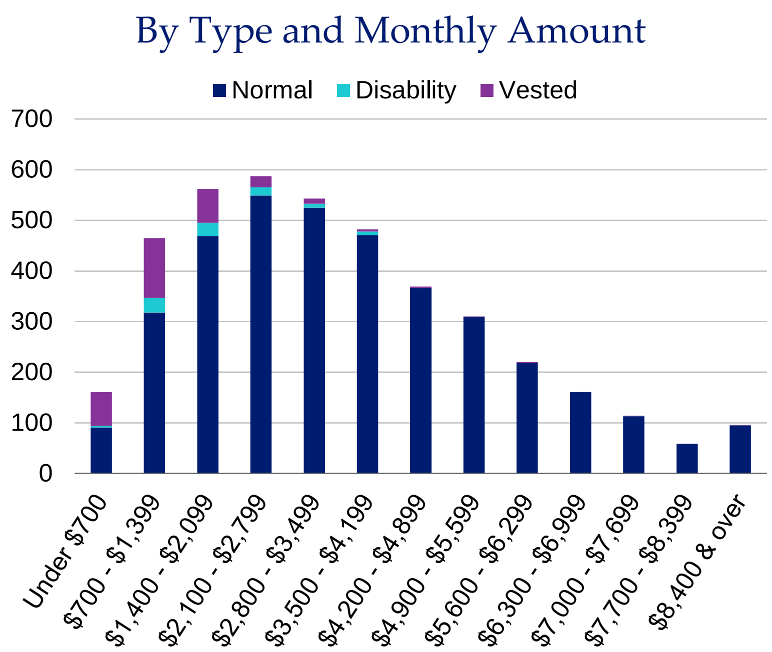
Actives by Years of Service

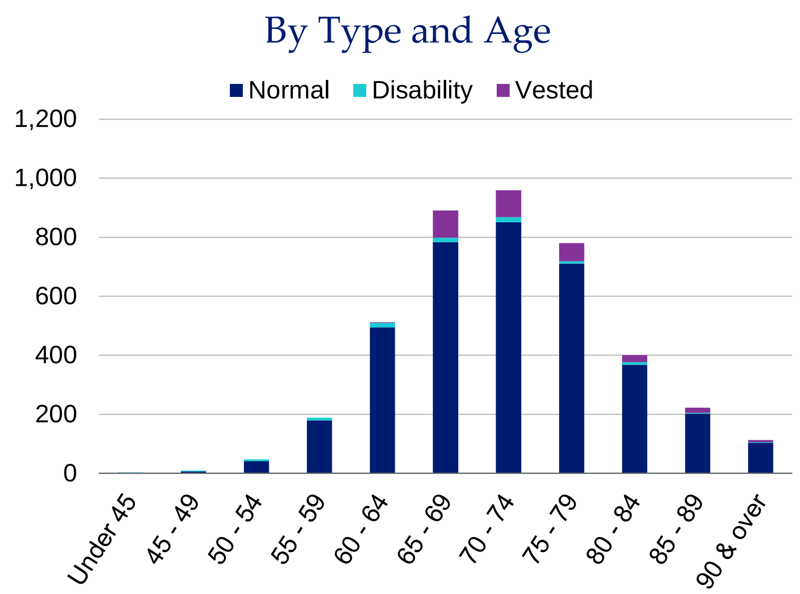


Retired participants and beneficiaries

As of September 30,	2023	2022	Change
Retired participants	4,129	4,114	0.4%
Beneficiaries	1,212	1,225	-1.1%
Average age	73.0	72.8	0.2
Average regular benefit amount	$3,256	$3,159	3.1%
Average supplemental amount	124	124	0.0%
Total monthly amount	$18,036,228	$17,527,953	2.9%

Distribution of Retired Participants and Beneficiaries as of September 30, 2023





Actuarial value of assets

It is desirable to have level and predictable plan costs from one year to the next. For this reason, the Board has approved an asset valuation method that gradually adjusts to market value. Under this valuation method, the full value of market fluctuations is not recognized in a single year and, as a result, the asset value and the plan costs are more stable. The amount of the adjustment to recognize market value is treated as income, which may be positive or negative. Realized and unrealized gains and losses are treated equally and, therefore, the sale of assets has no immediate effect on the actuarial value.

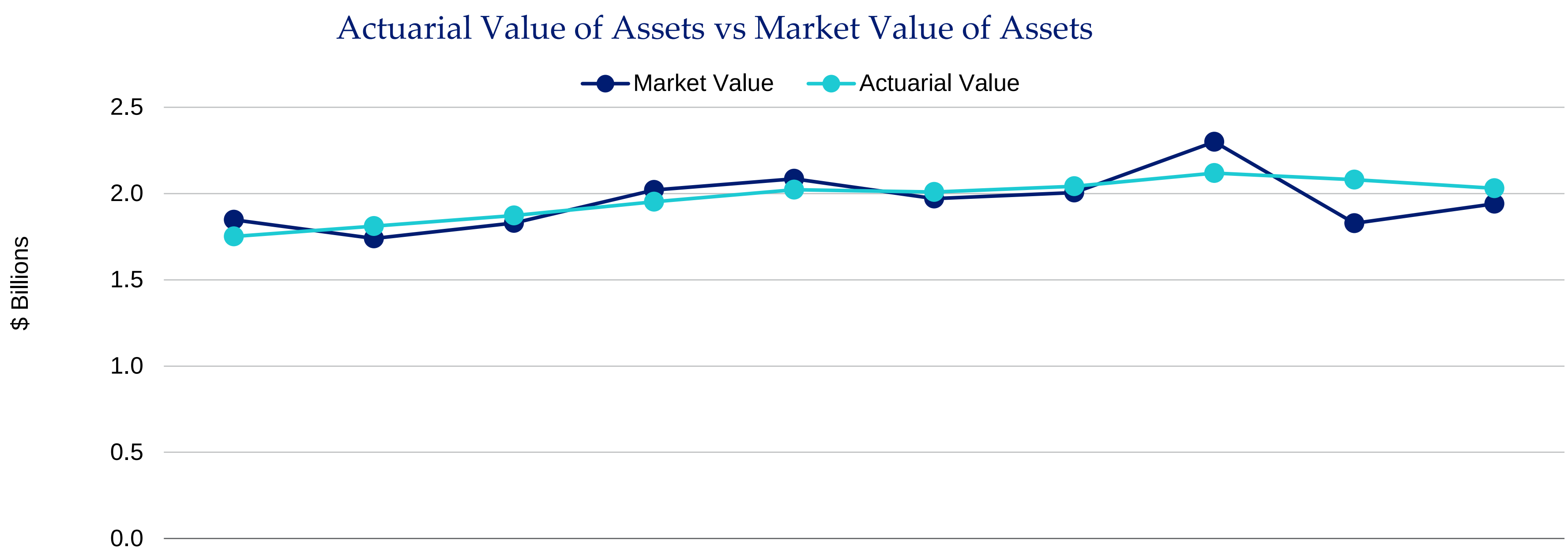
Determination of Actuarial Value of Assets for Year Ended September 30, 2023

Step	Original Amount[1]	Percent Deferred[2]	Unrecognized Amount[3]	Amount
1. Market value of assets, September 30, 2023				$1,940,430,000
2. Calculation of unrecognized return				
a. Year ended September 30, 2023	$120,038,807	80%	$96,031,046	
b. Year ended September 30, 2022	-499,432,276	60%	-299,659,365	
c. Year ended September 30, 2021	278,128,416	40%	111,251,366	
d. Year ended September 30, 2020	13,253,788	20%	2,650,758	
e. Year ended September 30, 2019	-126,629,625	0%	0	
f. Total unrecognized return				-$89,726,195
3. Preliminary actuarial value: (1) - (2f)				2,030,156,195
4. Adjustment to be within 20% corridor				0
5. Final actuarial value of assets as of September 30, 2023: (3) + (4)				$2,030,156,195
6. Actuarial value as a percentage of market value: (5) ÷ (1)				104.6%
7. Amount deferred for future recognition: (1) - (5)				-$89,726,195

[1] Total return minus expected return on a market value basis.
[2] Percent deferred applies to the current valuation year.
[3] Recognition at 20% per year over five years. Deferred return as of September 30, 2023 recognized in each of the next four years:

a. Amount recognized on September 30, 2024	-$17,602,252
b. Amount recognized on September 30, 2025	-20,253,011
c. Amount recognized on September 30, 2026	-75,878,694
d. Amount recognized on September 30, 2027	24,007,762

Asset history for years ended September 30

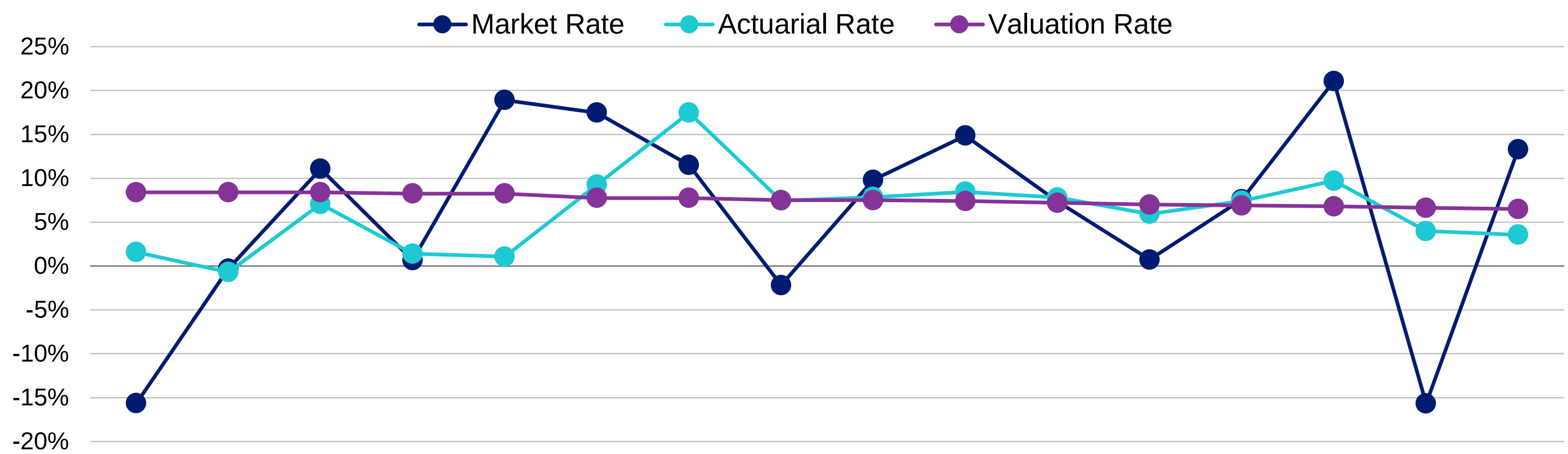


Legend	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Actuarial value*	$1.75	$1.81	$1.87	$1.95	$2.02	$2.01	$2.04	$2.12	$2.08	$2.03
Market value*	1.85	1.74	1.83	2.02	2.09	1.97	2.01	2.30	1.83	1.94
Ratio	0.95	1.04	1.02	0.97	0.97	1.02	1.02	0.92	1.14	1.05

* In $ billions

Historical investment returns

Market and Actuarial Rates of Return for Years Ended September 30



Legend	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
■ Market rate	-15.65%	-0.31%	11.07%	0.66%	18.92%	17.48%	11.51%	-2.18%	9.82%	14.86%	7.35%	0.73%	7.59%	21.08%	-15.68%	13.30%
■ Actuarial rate	1.59%	-0.70%	7.07%	1.39%	1.07%	9.27%	17.48%	7.46%	7.86%	8.46%	7.81%	5.94%	7.41%	9.71%	3.99%	3.56%
■ Assumed rate	8.40%	8.40%	8.40%	8.25%	8.25%	7.75%	7.75%	7.50%	7.50%	7.40%	7.20%	7.00%	6.90%	6.80%	6.625%	6.50%

Average Rates of Return	Actuarial Value	Market Value
Most recent five-year average return:	6.10%	4.62%
Most recent ten-year average return:	7.91%	6.35%
Most recent 15-year average return:	6.44%	7.31%

Actuarial experience

- Assumptions should consider experience and should be based on reasonable expectations for the future.
- Each year actual experience is compared to that projected by the assumptions. Differences are reflected in the actuarial valuation.
- Assumptions are not changed if experience is believed to be a short-term development that will not continue over the long term. On the other hand, if experience is expected to continue, assumptions are changed.

Actuarial Experience for Year Ended September 30, 2023

Assumption	Amount
1. Net loss from investments[1]	-$59,353,235
2. Net gain from administrative expenses	545,877
3. Net loss from contributions	-46,675,533
4. Net loss from other experience	-45,079,697
5. **Net experience loss: 1 + 2 + 3 + 4**	**-$150,562,588**

[1] Details on next page

Investment experience

Actuarial planning is long term. The obligations of a pension plan are expected to continue for the lifetime of all its participants.

The assumed long-term rate of return of 6.50% considers past experience, the asset allocation policy of the Board and future expectations.

Investment Experience
Year Ended September 30, 2023

Investment	Market Value	Actuarial Value
1. Net investment income	$234,846,000	$71,879,014
2. Average value of assets	1,766,264,500	2,018,957,681
3. Rate of return: **1 ÷ 2**	13.30%	3.56%
4. Assumed rate of return	6.50%	6.50%
5. Expected investment income: **2 x 4**	114,807,193	131,232,249
6. Investment gain/(loss): **1 – 5**	$120,038,807	-$59,353,235

Contributions

Contributions for the year ended September 30, 2023 totaled $109,181,000, compared to the projected amount of $149,363,601. This resulted in a loss of $46,675,533 for the year, when adjusted for timing.

Non-investment experience

Administrative expenses

Administrative expenses for the year ended September 30, 2023 totaled $1,365,000, as compared to the assumption of $1,832,000. This resulted in an experience gain of $545,877 for the year, including an adjustment for interest.

Other experience

There are other differences between the expected and the actual experience that appear when the new valuation is compared with the projections from the previous valuation. These include:

- Mortality experience (more or fewer than expected deaths)
- The extent of turnover among participants
- Retirement experience (earlier or later than projected)
- The number of disability retirements (more or fewer than projected)
- Salary increases (greater or smaller than projected)

The net loss from this other experience for the year ended September 30, 2023 amounted to $45,079,697, which is 1.21% of the actuarial accrued liability.

Actuarial assumptions

- The following actuarial assumptions were approved by the Board and changed with this valuation, following the completion of an experience study:
  - COJ withdrawal rates were increased for participants with between four and seven years of service and 12 or more years of service.
  - JEA withdrawal rates were updated to reflect more of a stair-step rate rather than a smooth reduction in rates.
  - COJ and JEA retirement rates were updated across all ages and service buckets, and the 90% BACKDROP election assumption was removed (now inherent in the rate table).
  - The COJ salary scale was modified to reflect higher merit and promotional increases.
  - The JEA salary scale was also updated with higher rates across all service levels.

  As a result of these assumption changes, the total normal cost increased by $3,010,373 (7.10%) and the actuarial accrued liability increased by $22,701,068 (0.61%). The net impact was an increase in the City's minimum required contribution of $4,678,117(2.00% of pay).

Plan provisions

- There were no changes in plan provisions since the prior valuation.

Unfunded actuarial accrued liability

Development of Unfunded Actuarial Accrued Liability for Year Ended September 30, 2023

	Unfunded Actuarial Accrued Liability	Change	Amount
1.	Unfunded actuarial accrued liability at beginning of year		$1,573,517,914
2.	Employer normal cost at beginning of year		21,374,305
3.	Actuarial determined contribution at beginning of year		-132,895,647
4.	Interest on 1, 2 & 3		99,753,827
5.	**Expected unfunded actuarial accrued liability**		**$1,561,750,399**
6.	Changes due to:		
	a. Net experience (gain)/loss	$150,562,588	
	b. Assumptions	22,701,068	
	Total changes		**$173,263,656**
7.	Unfunded actuarial accrued liability at end of year		$1,735,014,055

Florida's Chapter 112 Determined Employer Contribution and City's Minimum Required Contribution

The chart below shows the calculations of the Florida Chapter 112 determined employer contribution and the City's minimum required contribution pursuant to State Law Chapter 2016-146 and City of Jacksonville Ordinances 2017-257-E and 2017-258-E.

The contribution requirements as of October 1, 2023 are based on the data previously described, the actuarial assumptions and Plan provisions described in *Section 4*, including all changes affecting future costs adopted at the time of the actuarial valuation, actuarial gains and losses, and changes in the actuarial assumptions.

Florida Chapter 112 Determined Contribution and City's Minimum Required Contribution for Year Beginning October 1

Contribution	2024		2023	
1. Total normal cost	$45,390,918	19.38%	$40,445,986	17.48%
2. Administrative expenses	1,365,000	0.59%	1,832,000	0.79%
3. Expected employee contributions	-21,219,420	-9.06%	-20,903,681	-9.04%
4. Employer normal cost: (1) + (2) + (3)	**$25,536,498**	**10.91%**	**$21,374,305**	**9.24%**
5. Actuarial accrued liability	$3,765,170,250		$3,653,156,095	
6. Actuarial value of assets	2,030,156,195		2,079,638,181	
7. Unfunded actuarial accrued liability: (5) - (6)	**$1,735,014,055**		**$1,573,517,914**	
8. Payment on projected unfunded actuarial accrued liability	$120,573,091	51.49%	$107,085,615	46.29%
9. Florida Chapter 112 determined employer contribution: (4) + (8)[1]	$153,422,081	65.52%	134,889,081	58.31%
10. Discounted and amortized value of projected surtax revenue[1,2]	-40,122,169	-17.14%	-38,296,452	-16.55%
11. City's minimum required contribution: (9) + (10)[2]	**$113,299,912**	**48.38%**	**$96,592,629**	**41.76%**
12. Projected payroll	$234,170,408		$231,330,958	

[1]Adjusted for timing and projected to next fiscal year; contributions are assumed to be paid at the end of every month.

[2]Pursuant to State Law Chapter 2016-146 and City of Jacksonville ordinances 2017-257-E and 2017-258-E

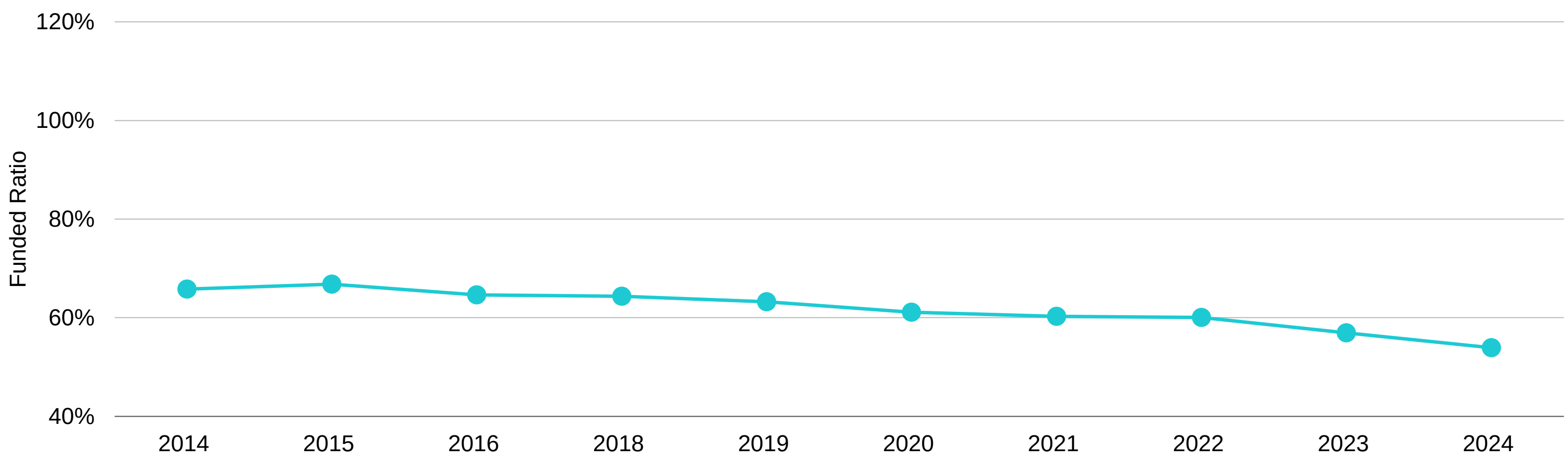
Reconciliation of City's Minimum Required Contribution

Reconciliation of City's Minimum Required Contribution from October 1, 2023 to October 1, 2024

		Amount
1.	City's minimum required contribution as of October 1, 2023	$96,592,629
2.	Effect of expected change in amortization payment due to payroll growth	1,112,229
3.	Effect of change in administrative expense assumption	-490,372
4.	Effect of surtax allocation percentage change	167,531
5.	Effect of change in other actuarial assumptions	4,678,117
6.	Effect of investment loss	4,273,720
7.	Effect of other gains and losses on accrued liability	5,377,376
8.	Net effect of other changes, including composition and number of participants	1,588,682
9.	**Total change**	**$16,707,283**
10.	**City's minimum required contribution as of October 1, 2024**	**$113,299,912**

Schedule of funding progress through September 30, 2023

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded/ (Overfunded) AAL (UAAL) (b) – (a)	Funded Ratio (a) / (b)	Covered Compensation (c)	UAAL as a Percentage of Covered Compensation [(b) – (a)] / (c)
10/01/2014	$1,751,888,510	$2,662,187,817	$910,299,307	65.81%	$262,368,813	346.95%
10/01/2015	1,811,172,111	2,711,408,803	900,236,692	66.80%	254,034,479	354.38%
10/01/2016	1,872,790,100	2,897,287,172	1,024,497,072	64.64%	250,894,295	408.34%
10/01/2017	1,952,332,857	3,033,646,298	1,081,313,441	64.36%	257,850,484	419.36%
10/01/2018	2,021,545,306	3,196,680,516	1,175,135,210	63.24%	253,982,175	462.68%
10/01/2019	2,008,173,331	3,286,313,481	1,278,140,150	61.11%	249,982,877	511.29%
10/01/2020	2,042,779,798	3,389,704,002	1,346,924,204	60.26%	246,864,141	545.61%
10/01/2021	2,119,188,413	3,529,433,595	1,410,245,182	60.04%	233,266,593	604.56%
10/01/2022	2,079,638,181	3,653,156,095	1,573,517,914	56.93%	227,912,274	690.41%
10/01/2023	2,030,156,195	3,765,170,250	1,735,014,055	53.92%	230,709,762	752.03%



History of employer contributions

History of Employer Contributions: 2016– 2025

Fiscal Year Ended September 30	City's Minimum Required Contribution	Actual Employer Contribution	Percent Contributed
2016	$89,058,931	$84,898,000	95.33%
2017	94,526,754	94,700,000	100.18%
2018	70,166,221	71,024,000	101.22%
2019	69,247,524	70,338,000	101.57%
2020	71,249,679	72,194,000	101.33%
2021	76,832,977	77,269,000	100.57%
2022	83,696,811	84,353,000	100.78%
2023	83,607,476	83,375,000	99.72%
2024	96,592,629	- -	- -
2025	113,299,912	- -	- -

Low-Default-Risk Obligation Measure (LDROM)

In December 2021, the Actuarial Standards Board issued a revision of Actuarial Standard of Practice No. 4 (ASOP 4) *Measuring Pension Obligations and Determining Pension Plan Costs or Contributions*. One of the revisions to ASOP 4 requires the disclosure of a Low-Default-Risk Obligation Measure (LDROM) when performing a funding valuation. The LDROM presented in this report is calculated using the same methodology and assumptions used to determine the Actuarial Accrued Liability (AAL) used for funding, except for the discount rate. The LDROM is required to be calculated using "a discount rate…derived from low-default-risk fixed income securities whose cash flows are reasonably consistent with the pattern of benefits expected to be paid in the future."

The LDROM is a calculation assuming a plan's assets are invested in an all-bond portfolio, generally lowering expected long-term investment returns. The discount rate selected and used for this purpose is the Bond Buyer General Obligation 20-year Municipal Bond Index Rate, published at the end of each week. The last published rate in December of the measurement period, by The Bond Buyer (www.bondbuyer.com), is 4.09% for use effective September 30, 2023. This is the rate used to determine the discount rate for valuing reported public pension plan liabilities in accordance with Governmental Accounting Standards when plan assets are projected to be insufficient to make projected benefit payments, and the 20-year period reasonably approximates the duration of plan liabilities. The LDROM is not used to determine a plan's funded status or Actuarially Determined Contribution. The plan's expected return on assets, currently 6.50%, is used for these calculations.

As of September 30, 2023, the LDROM for the system is $4,996,266,136. The difference between the plan's AAL of $3,765,170,250 and the LDROM can be thought of as the increase in the AAL if the entire portfolio were invested in low-default-risk securities. Alternatively, this difference could also be viewed as representing the expected savings from investing in the plan's diversified portfolio compared to investing only in low-default-risk securities.

ASOP 4 requires commentary to help the intended user understand the significance of the LDROM with respect to the funded status of the plan, plan contributions, and the security of participant benefits. In general, if plan assets were invested exclusively in low-default-risk securities, the funded status would be lower and the Actuarially Determined Contribution would be higher. While investing in a portfolio with low-default-risk securities may be more likely to reduce investment volatility and the volatility of employer contributions, it also may be more likely to result in higher employer contributions or lower benefits.

Risk

The actuarial valuation results are dependent on a single set of assumptions; however, there is a risk that emerging results may differ significantly as actual experience proves to be different from the current assumptions.

We have not been engaged to perform a detailed analysis of the potential range of the impact of risk relative to the Plan's future financial condition but have included a brief discussion of some risks that may affect the Plan.

- **Economic and Other Related Risks**. Potential implications for the Plan due to the following economic effects (that were not reflected as of the valuation date) include:
  - Volatile financial markets and investment returns lower than assumed
  - High inflationary environment impacting salary increases and COLAs
  - Lingering direct and indirect effects of the COVID-19 pandemic
- **Investment Risk** (the risk that returns will be different than expected)

  If the actual return on market value for the prior plan year were 1% different (either higher or lower), the unfunded actuarial liability would change by 1.02%, or about $17,662,645, disregarding the asset smoothing method.

  Since the Plan's assets are much larger than contributions, investment performance may create volatility in the actuarially determined contribution requirements. For example, for the prior plan year, if the actual return on market value were 1% different, the actuarially determined contribution would increase or decrease by $1,211,179, disregarding the effects of the 5-year phase-in of investment gains and losses.

  The market value rate of return over the last 16 years has ranged from a low of -15.68% to a high of 21.08%.
- **Longevity Risk** (the risk that mortality experience will be different than expected)

  The actuarial valuation includes an expectation of future improvement in life expectancy. Emerging plan experience that does not match these expectations will result in either an increase or decrease in the actuarially determined contribution.
- **Contribution Risk** (the risk that actual contributions will be different from actuarially determined contribution)

  The Plan's funding policy requires payment of the City's minimum required contribution, which is the Florida Chapter 112 determined contribution reduced for anticipated funding from allocated surtax income. This policy produces a risk that this reduction in immediate funding might be either too large or too small, depending on whether the surtax income grows as quickly as expected.

  If the City paid the Florida Chapter 112 determined contribution, the effective amortization period would be 23 years, meaning that the current contribution level, with amortization payments growing 1.5%, would be adequate to be expected to reduce the unfunded liability to zero over 23 years. Under the City's current policy of paying the City's required contribution, over the immediate term, the unfunded liability has an expected growth rate of 1.7% and increases at this level can be expected to continue until the surtax income becomes payable to the Plan's trust. If plan experience is less favorable than anticipated, the unfunded liability will grow faster than 1.7% per year. By comparison, the surtax revenue is assumed to grow 4.25% per year.

If the surtax revenue for fiscal 2023 had been 1% lower, the City's required contribution would increase by $124,668 or 0.05% of projected payroll. For comparison purposes, the allocated surtax revenue is 41.8% of the market value of assets and 21.6% of the actuarial accrued liability.

- **Demographic Risk** (the risk that participant experience will be different than assumed)

  Examples of this risk include:

  – Actual retirements occurring earlier or later than assumed. The value of retirement plan benefits is sensitive to the rate of benefit accruals and any early retirement subsidies that apply.

  – More or less active participant turnover than assumed.

  – Participants' use of plan provisions allowing conversion of benefits from the DB plan to the DC plan.

- There are external factors including legislative or financial reporting changes that could impact the Plan's funding and disclosure requirements. While we do not assume any changes in such external factors, it is important to understand that they could have significant consequences for the plan.

- **Actual Experience Over the Last Ten Years**

  Past experience can help demonstrate the sensitivity of key results to the Plan's actual experience. Over the past ten years:

  The non-investment gain(loss) for a year has ranged from a loss of $55,702,357 to a gain of $12,506,125.

Plan Year Ended	Market Value Investment Gain/(Loss)	All Other Gains and (Losses)
2014	$63,631,545	$6,263,116
2015	-175,540,475	-2,047,490
2016	39,489,525	-55,702,357
2017	133,575,436	-16,295,664
2018	2,936,856	12,506,125
2019	-126,629,625	-49,001,354
2020	13,253,788	-9,907,379
2021	278,128,416	-19,465,245
2022	-499,432,276	-32,667,321
2023	120,038,807	-39,346,908

– The funded percentage on the actuarial value of assets has ranged from a low of 53.9% to a high of 66.8% since 2014.

Maturity Measures

As pension plans mature, the cash needed to fulfill benefit obligations will increase over time. Therefore, cash flow projections and analysis should be performed to assure that the Plan's asset allocation is aligned to meet emerging pension liabilities.

Currently the Plan has a non-active to active participant ratio of 1.96.

For the prior year, benefits paid plus administrative expenses were $121,361,000 more than contributions received. Plans with high levels of negative cash flows may have a need for a larger allocation to income generating assets, which can create a drag on investment return.

Detailed Risk Assessment

- A more detailed assessment of the risks would provide the Board with a better understanding of the risks inherent in the Plan. This assessment may include scenario testing, sensitivity testing, stress testing, and stochastic modeling.
- A detailed risk assessment could be important for the Plan because:

  Relatively small changes in investment performance can produce large swings in the unfunded liabilities

  The Plan's asset allocation has potential for a significant amount of investment return volatility.

  retired participants account for most of the Plan's liabilities, leaving limited options for reducing plan costs in the event of adverse experience.

  The Board has not had a detailed risk assessment in several years.

GFOA funded liability by type

The Actuarial Accrued Liability represents the present value of benefits earned, calculated using the Plan's actuarial cost method. The Actuarial Value of Assets reflects the financial resources available to liquidate the liability. The portion of the liability covered by assets reflects the extent to which accumulated plan assets are sufficient to pay future benefits, and is shown for liabilities associated with employee contributions, pensioner liabilities, and other liabilities. The Government Finance Officers Association (GFOA) recommends that the funding policy aim to achieve a funded ratio of 100 percent.

GFOA Funded Liability by Type as of September 30

Type	2023	2022
Actuarial accrued liability (AAL)		
Active member contributions	$176,719,528	$205,642,305
Retirees and beneficiaries	2,578,163,782	2,522,749,776
Active and inactive members (employer-financed)	1,010,286,940	924,764,014
Total	**$3,765,170,250**	**$3,653,156,095**
Actuarial value of assets	2,030,156,195	2,079,638,181
Cumulative portion of AAL covered		
Active member contributions	100.00%	100.00%
Retirees and beneficiaries	71.89%	74.28%
Active and inactive members (employer-financed)	0.00%	0.00%

Actuarial balance sheet

An overview of the Plan's funding is given by an Actuarial Balance Sheet. In this approach, first the amount and timing of all future payments that will be made by the Plan for current participants is determined. Then these payments are discounted at the valuation interest rate to the date of the valuation, thereby determining the present value, referred to as the "liability" of the Plan.

Second, this liability is compared to the assets. The "assets" for this purpose include the net amount of assets already accumulated by the Plan, the present value of future member contributions, the present value of future employer normal cost contributions, and the present value of future employer amortization payments for the unfunded actuarial accrued liability.

Actuarial Balance Sheet

Description	Year Ended September 30, 2023	Year Ended September 30, 2022
Liabilities		
Present value of benefits for retired participants and beneficiaries	$2,578,163,782	$2,522,749,776
Present value of benefits for inactive vested participants	19,583,436	22,227,231
Present value of benefits for active participants	1,574,997,668	1,457,695,013
Total liabilities	**$4,172,744,886**	**$4,002,672,020**
Assets		
Total valuation value of assets	$2,030,156,195	$2,079,638,181
Present value of future contributions by members	184,847,707	177,039,965
Present value of future employer contributions for:		
• Entry age cost	222,726,929	172,475,960
• Unfunded actuarial accrued liability	1,735,014,055	1,573,517,914
Total of current and future assets	**$4,172,744,886**	**$4,002,672,020**

Section 3: Supplemental Information

Exhibit A: Table of plan demographics

Category	Year Ended September 30, 2023	Year Ended September 30, 2022	Change From Prior Year
Active participants in valuation:			
• Number	2,792	3,027	-7.8%
• Average age	52.0	51.6	0.4
• Average years of service	16.9	16.2	0.7
• Covered payroll	$230,709,762	$227,912,274	1.2%
• Average compensation	$82,632	$75,293	9.7%
• Account balances	176,719,528	205,642,305	-14.1%
• Total active vested participants	2,781	3,009	-7.6%
Inactive participants	134	147	-8.8%
Retired participants:			
• Number in pay status	4,039	4,028	0.3%
• Average age	72.1	71.7	0.4
• Average monthly benefit	$3,693	$3,602	2.5%
Disabled participants:			
• Number in pay status	90	86	4.7%
• Average age	67.8	67.8	0.0
• Average monthly benefit	$1,872	$1,835	2.0%
Beneficiaries:			
• Number in pay status	1,212	1,225	-1.1%
• Average age	76.6	76.7	-0.1
• Average monthly benefit	$2,435	$2,337	4.2%

Exhibit B: Participants in active service as of September 30, 2023 by age, years of service, and average compensation[1]

Years of Service

Age	Total	0-4	5-9	10-14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 & over
25 - 29	18	0	18	0	0	0	0	0	0	0
	$71,826	0	$71,826	0	0	0	0	0	0	0
30 - 34	130	0	90	39	1	0	0	0	0	0
	76,451	0	72,594	$84,615	$105,141	0	0	0	0	0
35 - 39	247	3	101	95	45	3	0	0	0	0
	83,760	91,826	76,495	89,930	85,964	$91,875	0	0	0	0
40 - 44	356	3	85	117	117	34	0	0	0	0
	85,064	68,180	76,459	82,387	93,683	87,618	0	0	0	0
45 - 49	370	1	66	110	96	73	24	0	0	0
	85,888	139,261	76,342	82,151	92,410	86,681	$98,546	0	0	0
50 - 54	490	1	81	125	109	93	54	25	2	0
	85,036	140,980	73,654	82,948	89,637	91,172	85,752	$81,899	$132,316	0
55 - 59	514	0	72	124	96	91	66	43	21	1
	84,403	0	74,174	76,707	85,287	89,745	90,161	100,334	87,818	$67,266
60 - 64	444	2	53	101	83	88	37	40	32	8
	77,357	135,174	73,113	68,099	82,792	77,772	74,246	79,755	90,216	97,917
65 - 69	158	1	17	42	39	25	15	7	7	5
	80,322	98,818	92,823	67,959	79,192	84,073	91,084	73,486	87,104	95,815
70 & over	65	0	3	13	12	16	5	7	6	3
	71,383	0	69,896	48,374	67,360	83,450	77,141	72,416	92,316	70,433
Total	**2,792**	**11**	**586**	**766**	**598**	**423**	**201**	**122**	**68**	**17**
	$82,632	**$102,675**	**$75,186**	**$79,322**	**$87,847**	**$86,310**	**$86,793**	**$86,667**	**$90,579**	**$90,646**

[1] Compensation is annualized for those hired during the prior plan year

Exhibit C: Reconciliation of participant data

	Active Participants	Inactive Vested Participants	Disableds	Retired Participants	Beneficiaries	Total
Number as of October 1, 2022	**3,027**	**147**	**86**	**4,028**	**1,225**	**8,513**
New participants	0	N/A	N/A	N/A	N/A	0
Terminations — with vested rights	0	0	0	0	0	0
Terminations — without vested rights	0	N/A	N/A	N/A	N/A	0
Retirements	-145	-10	N/A	155	N/A	0
New disabilities	-3	0	3	N/A	N/A	0
Return to work	2	-2	0	0	N/A	0
Deceased	-12	0	-2	-153	-84	-251
New beneficiaries	0	0	0	0	71	71
Lump sum cash-outs	-57	0	0	0	0	-57
Rehire	0	0	N/A	0	N/A	0
Certain period expired	N/A	N/A	0	0	0	0
Data adjustments	0	0	3	9	0	12
Active participants no longer accruing benefits	0	0	N/A	N/A	N/A	0
Net transfers (to)/from DC Plan or Corrections	-20	-1	0	0	0	-21
Number as of October 1, 2023	**2,792**	**134**	**90**	**4,039**	**1,212**	**8,267**

Exhibit D: Summary statement of income and expenses on a market value basis

Year Ended September 30, 2023 versus Year Ended September 30, 2022

Item	Income and Expenses	Assets as of YE 2023	Income and Expenses	Assets as of YE 2022
Net assets at market value at the beginning of the year		**$1,826,945,000**		**$2,299,661,000**
Contribution and other income:				
Employer contributions	$83,375,000		$84,353,000	
Employee contributions	25,806,000		27,713,000	
Total contribution income		$109,181,000		$112,066,000
Investment income:				
Interest, dividends and other income	$15,904,000		$34,827,000	
Realized appreciation	147,765,000		81,783,000	
Unrealized appreciation	86,322,000		-435,216,000	
Less investment fees	-15,145,000		-14,502,000	
Net investment income		$234,846,000		-$351,108,000
Total income available for benefits		$344,027,000		-$239,042,000
Less benefit payments and administrative expenses:				
Administrative expenses	-$1,365,000		-$1,832,000	
Benefit payments	-212,880,000		-206,207,000	
Refunds	-16,297,000		-25,635,000	
Net benefit payments and administrative expenses		-$230,542,000		-$233,674,000
Change in market value of assets		**$113,485,000**		**-$472,716,000**
Net assets at market value at the end of the year		**$1,940,430,000**		**$1,826,945,000**

Exhibit E: Summary statement of plan assets

Year Ended September 30, 2023 versus Year Ended September 30, 2022

Item	Investments	Assets as of YE 2023	Investments	Assets as of YE 2022
Cash and accounts receivable				
Cash equivalents		$39,781,000		$9,570,000
Total accounts receivable		2,544,000		3,945,000
Investments:				
Equities	$1,212,882,000		$1,105,421,000	
Fixed income	411,767,000		398,277,000	
Real estate	436,135,000		476,160,000	
Alternatives	119,572,000		82,197,000	
Pooled investments	-282,176,000		-248,666,000	
Total investments at market value		1,898,180,000		1,813,389,000
Total assets		**1,940,505,000**		**1,826,904,000**
Total accounts payable		-75,000		41,000
Net assets at market value		**$1,940,430,000**		**$1,826,945,000**
Net assets at actuarial value		$2,030,156,195		$2,079,638,181

Exhibit F: Development of the fund through September 30, 2023

Year Ended September 30	Employer Contributions	Employee Contributions	Other Income	Net Investment Return[1]	Admin. Expenses	Benefit Payments	Market Value of Assets at Year-End	Actuarial Value of Assets at Year-End	Actuarial Value as a Percent of Market Value
2014	$71,000,000	$20,961,000	$0	$194,864,000	$828,000	$171,127,000	$1,848,189,000	$1,751,888,510	94.8%
2015	81,751,000	20,893,000	0	-39,506,000	762,000	170,674,000	1,739,891,000	1,811,172,111	104.1%
2016	84,898,000	21,840,000	0	167,067,000	762,000	183,692,000	1,829,242,000	1,872,790,100	102.4%
2017	94,700,000	23,037,000	0	266,138,000	787,000	192,662,000	2,019,668,000	1,952,332,857	96.7%
2018	71,024,000	29,919,000	11,397,000	145,470,000	1,193,000	191,229,000	2,085,056,000	2,021,545,306	97.0%
2019	70,338,000	28,334,000	0	14,787,000	959,000	227,350,000	1,970,206,000	2,008,173,331	101.9%
2020	72,194,000	26,014,000	0	145,398,000	1,084,000	207,269,000	2,005,459,000	2,042,779,798	101.9%
2021	77,269,000	29,116,000	0	410,544,000	1,194,000	221,533,000	2,299,661,000	2,119,188,413	92.2%
2022	84,353,000	27,713,000	0	-351,108,000	1,832,000	231,842,000	1,826,945,000	2,079,638,181	113.8%
2023	83,375,000	25,806,000	0	234,846,000	1,365,000	229,177,000	1,940,430,000	2,030,156,195	104.6%

[1] On a market basis, net of investment fees

Exhibit G: Table of amortization bases

Florida Chapter 112 Recommended Contribution Amortization Bases

Type	Date Established	Initial Period	Initial Amount	Annual Payment[1]	Years Remaining	Outstanding Balance
Fresh start	10/01/2016	30	$1,024,497,072	$70,434,537	23	$1,003,842,503
Experience gain	10/01/2017	30	-5,594,096	-378,029	24	-5,512,803
Plan change	10/01/2017	30	-3,528,667	-238,455	24	-3,477,388
Change in assumptions	10/01/2017	30	64,164,450	4,336,003	24	63,232,016
Experience gain	10/01/2018	29	-922,806	-62,281	24	-908,246
Change in assumptions	10/01/2018	29	88,449,536	5,969,537	24	87,053,874
Plan change	10/01/2018	29	5,920,390	399,572	24	5,826,972
Experience loss	10/01/2019	28	99,415,197	6,710,925	24	97,865,552
Change in assumptions	10/01/2019	28	4,913,569	331,686	24	4,836,978
Experience loss	10/01/2020	27	35,775,946	2,418,693	24	35,271,856
Change in assumptions	10/01/2020	27	36,145,490	2,443,677	24	35,636,192
Experience gain	10/01/2021	26	-982,671	-66,632	24	-971,694
Change in Assumptions	10/01/2021	26	65,604,895	4,448,465	24	64,872,050
Plan Change	10/01/2021	26	3,982,042	270,010	24	3,937,561
Experience loss	10/01/2022	25	122,573,882	8,350,744	24	121,779,073
Change in Assumptions	10/01/2022	25	48,782,223	3,323,448	24	48,465,903
Experience loss	10/01/2023	24	150,562,588	10,324,513	24	150,562,588
Change in Assumptions	10/01/2023	24	22,701,068	1,556,678	24	22,701,068
Total				**$120,573,091**		**$1,735,014,055**

[1] Level percentage of payroll

City's Minimum Recommended Contribution Surtax Amortization Bases

Type	Date Established	Initial Period	Initial Amount	Annual Payment[1]	Years Remaining	Outstanding Balance
Discounted surtax revenue applied	10/01/2016	30	-$322,190,859	-$22,989,291	23	-$327,646,469
Surtax offset gain	10/01/2017	30	-7,927,401	-538,427	24	-7,851,889
Allocation change	10/01/2017	30	-10,588,075	-719,139	24	-10,487,219
Discount rate change	10/01/2017	30	-18,720,570	-1,271,496	24	-18,542,247
Surtax offset gain	10/01/2018	29	-8,089,137	-548,720	24	-8,001,993
Allocation change	10/01/2018	29	-20,241,389	-1,373,049	24	-20,023,205
Discount rate change	10/01/2018	29	-21,761,957	-1,476,195	24	-21,527,382
Surtax offset gain	10/01/2019	28	-2,042,344	-138,567	24	-2,020,724
Allocation change	10/01/2019	28	-17,780,689	-1,206,365	24	-17,592,452
Discount rate change	10/01/2019	28	-12,100,053	-820,952	24	-11,971,955
Surtax offset loss	10/01/2020	27	35,288,381	2,397,851	24	34,967,904
Allocation change	10/01/2020	27	-17,315,069	-1,176,561	24	-17,157,820
Discount rate change	10/01/2020	27	-12,334,670	-838,143	24	-12,222,651
Surtax offset gain	10/01/2021	26	-58,945,999	-4,017,251	24	-58,583,650
Allocation change	10/01/2021	26	3,362,614	229,167	24	3,341,943
Discount rate change	10/01/2021	26	-24,944,399	-1,699,995	24	-24,791,063
Surtax offset gain	10/01/2022	25	-35,356,259	-2,408,760	24	-35,126,997
Allocation change	10/01/2022	25	10,831,989	737,964	24	10,761,751
Discount rate change	10/01/2022	25	-19,473,682	-1,326,708	24	-19,347,409
Surtax method change	10/01/2022	25	28,602,830	1,948,661	24	28,417,360
Surtax offset gain	10/01/2023	24	-16,528,589	-1,133,413	24	-16,528,589
Allocation change	10/01/2023	24	2,326,660	159,546	24	2,326,660
Total				**-$38,209,843**		**-$549,608,097**

[1] Level percentage of payroll; per Part VII, Chapter 112.64 (5)(b) of Florida Statues, outstanding balances were amortized using a 1.50% payroll growth rate for October 1, 2022 valuation.

Exhibit H: Section 415

Section 415 of the Internal Revenue Code (IRC) specifies the maximum benefits that may be paid to an individual from a defined benefit plan and the maximum amounts that may be allocated each year to an individual's account in a defined contribution plan.

A qualified pension plan may not pay benefits in excess of the Section 415 limits. The ultimate penalty for non-compliance is disqualification: active participants could be taxed on their vested benefits and the IRS may seek to tax the income earned on the Plan's assets.

In particular, Section 415(b) of the IRC limits the maximum annual benefit payable at the Normal Retirement Age to a dollar limit of $160,000 indexed for inflation. That limit is $265,000 for 2023 and $275,000 for 2024. Normal Retirement Age for these purposes is age 62. These are the limits in simplified terms. They must be adjusted based on each participant's circumstances, for such things as age at retirement, form of benefits chosen and after tax contributions.

Benefits in excess of the limits may be paid through a qualified governmental excess plan that meets the requirements of Section 415(m).

Legal Counsel's review and interpretation of the law and regulations should be sought on any questions in this regard.

Exhibit I: Supplementary state of Florida information
Summary of salary changes

Year Ended September 30	Total Salary	Percent Change in Total Salary	Percent Change in Salary of Employees Remaining Active	Expected Percent Change in Salary of Employees Remaining Active
2010[1]	$275,173,962	-0.39%	0.61%	5.36%
2010	322,530,502	17.21%	N/A	N/A
2011	314,054,361	-2.63%	0.94%	5.62%
2012	283,020,575	-9.88%	2.31%	5.83%
2013	265,404,735	-6.22%	1.60%	2.84%
2014	262,368,813	-1.14%	0.04%	2.84%
2015	254,034,479	-3.18%	3.85%	2.48%
2016	250,894,295	-1.24%	2.76%	4.27%
2017	257,850,484	2.77%	4.64%	5.30%
2018	253,982,175	-1.50%	7.33%	5.13%
2019	249,982,877	-1.57%	5.78%	5.03%
2020	246,864,141	-1.25%	5.60%	4.01%
2021	233,266,593	-5.51%	3.78%	3.88%
2022	227,912,274	-2.30%	5.81%	3.77%
2023	230,709,762	1.23%	6.04%	3.65%

Note: The Plan was closed to new entrants as of October 1, 2017.

The average total payroll growth for the most recent ten years was -1.4% per year. Additional analysis of pay of DC Plan participants was used support a payroll increases assumption of 1.50%.

[1]Prior to the inclusion of new participants with greater than one year of employment.

Exhibit J: Supplementary State of Florida Information
Recent History of Recommended and Actual Contributions

Fiscal Year Ended September 30	Valuation Date October 1	Contribution Rate as Percent of Valuation Payroll	Valuation Payroll	Florida Chapter 112 Recommended Contribution	City's Minimum Required Contribution	Actual Contribution
2012	2010	17.22%	$333,819,070	$57,497,706	- -	$49,899,000
2013	2011	20.51%	325,046,264	66,659,915	- -	55,386,000
2014	2012	27.91%	291,511,192	81,351,295	- -	71,000,000
2015	2013	31.60%	272,358,339	86,069,361	- -	81,751,000
2016	2014	33.20%	268,245,874	89,058,931	- -	84,898,000
2017	2015	36.79%	256,930,472	94,526,764	- -	94,700,000
2018	2016	36.81%	254,657,709	93,743,647	$70,166,211	71,024,000
2019	2017	36.41%	261,718,241	95,290,428	69,247,529	70,338,000
2020	2018	39.03%	257,791,908	100,620,425	71,249,679	72,194,000
2021	2019	42.79%	253,732,620	108,568,188	76,832,977	77,269,000
2022	2020	45.98%	250,567,103	115,204,974	83,696,811	84,353,000
2023	2021	50.98%	236,765,592	120,695,825	83,607,476	83,375,000
2024	2022	58.31%	231,330,958	134,889,081	96,592,629	- -
2025	2023	65.52%	234,170,408	153,422,081	113,299,912	- -

The Plan was closed to new entrants as of October 1, 2017; as a result, valuation payroll is expected to continue declining.

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Exhibit K: Supplementary state of Florida information

Item	Year Ended September 30, 2023 New Assumptions	Year Ended September 30, 2023 Old Assumptions	Year Ended September 30, 2022
Participant data			
Active members	2,792	2,792	3,027
Total annual payroll	$230,709,762	$230,709,762	$227,912,274
Retired members and beneficiaries	5,341	5,341	5,339
Total annualized benefit	$216,434,739	$216,434,739	$210,335,439
Terminated vested members	134	134	147
Total annualized benefit	$2,308,236	$2,308,236	$2,650,920
Actuarial value of assets	$2,030,156,195	$2,030,156,195	$2,079,638,181
Present value of all future expected benefit payments:			
Active members:			
Retirement benefits	$1,333,653,904	$1,264,628,623	$1,188,318,226
Vesting benefits	18,387,256	15,916,665	19,610,632
Disability benefits	18,783,560	18,309,045	18,346,691
Death benefits	27,453,420	26,024,556	25,777,158
Return of contributions	176,719,528	176,719,528	205,642,305
Total	$1,574,997,668	$1,501,598,417	$1,457,695,012
Terminated vested members	19,583,436	19,583,436	22,227,231
Retired members and beneficiaries	2,578,163,782	2,578,163,782	2,522,749,777
Total	**$4,172,744,886**	**$4,099,345,635**	**$4,002,672,020**

Exhibit K: Supplementary state of Florida information Comparative summary of principal valuation results

Item	Year Ended September 30, 2023 New Assumptions	Year Ended September 30, 2023 Old Assumptions	Year Ended September 30, 2022
Unfunded actuarial accrued liability	$1,735,014,055	$1,712,312,987	$1,573,517,914
Actuarial present value of accrued benefits			
Vested accrued benefits			
Active members	$814,362,482	$802,883,675	$791,452,051
Inactive members	19,583,436	19,583,436	22,227,231
Retirees and beneficiaries	2,578,163,782	2,578,163,782	2,522,749,776
Nonvested active members	22,161,521	34,192,907	31,379,364
Total	$3,434,271,221	$3,434,823,800	$3,367,808,422
Pension cost			
Normal cost	$46,755,918	$44,212,545	$42,277,986
Expected employee contributions	-21,219,420	-21,107,515	-20,903,681
Level % of payroll payment to amortize unfunded actuarial accrued liability	120,573,091	119,016,413	107,085,615
Discounted and amortized value of allocated surtax revenue	-38,209,843	-38,369,389	-36,471,145
Timing adjustment	3,725,783	3,582,563	3,176,376
Total minimum annual cost payable monthly at valuation date	$111,625,529	$107,334,617	$95,165,151
Total employer cost projected to budget year	113,299,912	108,944,636	96,592,629
Projected payroll	234,170,408	234,170,408	231,330,958
As % of projected payroll	48.38%	46.52%	41.76%
Present value of active members’ future salaries at attained age	$1,848,477,074	$1,749,240,647	$1,770,399,649
Present value of expected future employee contributions	184,847,707	174,924,065	177,039,965

Exhibit L: Supplementary state of Florida Information Actuarial Present Value of Accumulated Plan Benefits

Factors	Change in Actuarial Present Value of Accumulated Plan Benefits
Actuarial present value of accumulated benefits as of October 1, 2022	$3,367,808,422
Benefits accumulated, net experience gain or loss, changes in data	84,733,083
Benefits paid	-229,177,000
Interest	211,459,295
Changes in assumptions	-552,579
Plan changes	0
Net increase	66,462,799
As % of payroll	28.81%
Actuarial present value of accumulated benefits as of October 1, 2023	$3,434,271,221

Exhibit M: Actuarial Projections through Fiscal 2062

City of Jacksonville General Employees Retirement Plan
Actuarial Projections through Fiscal Year Ending September 30, 2062

Plan Year Beginning	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Accrued Liability	Funded Ratio	Fiscal Year Ending	Surtax Contribution	% of Total Contribution	Required City Contribution	% of Total Contribution	Total Contribution
					2023	$0	0.0%	$96,596,629	100.0%	$96,596,629
2023	$3,765,170,250	$2,030,156,195	$1,735,014,055	53.92%	2024	0	0.0%	113,020,848	100.0%	113,020,848
2024	3,815,507,278	2,016,128,568	1,799,378,710	52.84%	2025	0	0.0%	115,312,501	100.0%	115,312,501
2025	3,862,122,865	2,010,404,683	1,851,718,182	52.05%	2026	0	0.0%	117,748,669	100.0%	117,748,669
2026	3,903,248,410	1,944,662,843	1,958,585,567	49.82%	2027	0	0.0%	124,445,321	100.0%	124,445,321
2027	3,939,681,528	1,975,474,649	1,964,206,879	50.14%	2028	0	0.0%	123,105,874	100.0%	123,105,874
2028	3,970,294,393	1,982,287,651	1,988,006,742	49.93%	2029	0	0.0%	123,692,030	100.0%	123,692,030
2029	3,996,066,247	1,982,276,678	2,013,789,569	49.61%	2030	0	0.0%	124,334,273	100.0%	124,334,273
2030	4,015,464,663	1,975,733,436	2,039,731,227	49.20%	2031	45,710,705	26.8%	124,791,529	73.2%	170,502,234
2031	4,027,858,732	2,009,487,773	2,018,370,959	49.89%	2032	63,537,879	33.6%	125,370,347	66.4%	188,908,226
2032	4,032,982,966	2,057,265,273	1,975,717,693	51.01%	2033	66,238,239	34.5%	125,936,458	65.5%	192,174,697
2033	4,031,139,077	2,105,296,503	1,925,842,574	52.23%	2034	69,053,364	35.3%	126,414,078	64.7%	195,467,442
2034	4,020,029,233	2,151,975,635	1,868,053,598	53.53%	2035	71,988,132	36.2%	126,977,752	63.8%	198,965,884
2035	4,000,899,799	2,199,030,966	1,801,868,833	54.96%	2036	75,047,628	37.0%	127,541,396	63.0%	202,589,024
2036	3,974,041,377	2,247,542,067	1,726,499,310	56.56%	2037	78,237,152	37.9%	128,129,920	62.1%	206,367,072
2037	3,938,335,440	2,297,121,637	1,641,213,803	58.33%	2038	81,562,231	38.8%	128,739,634	61.2%	210,301,865
2038	3,894,890,741	2,349,692,848	1,545,197,893	60.33%	2039	85,028,626	39.7%	129,408,608	60.3%	214,437,234
2039	3,843,141,475	2,405,520,044	1,437,621,431	62.59%	2040	88,642,343	40.5%	130,214,873	59.5%	218,857,216
2040	3,783,980,217	2,466,344,354	1,317,635,863	65.18%	2041	92,409,642	41.4%	131,043,984	58.6%	223,453,626
2041	3,716,387,156	2,532,256,595	1,184,130,561	68.14%	2042	96,337,052	42.2%	131,969,912	57.8%	228,306,964
2042	3,642,094,908	2,605,983,968	1,036,110,940	71.55%	2043	100,431,377	43.0%	132,974,615	57.0%	233,405,992
2043	3,560,351,711	2,687,936,596	872,415,115	75.50%	2044	104,699,710	43.9%	134,054,801	56.1%	238,754,511
2044	3,471,917,175	2,780,104,058	691,813,117	80.07%	2045	109,149,448	44.7%	135,223,349	55.3%	244,372,797
2045	3,377,359,081	2,884,355,280	493,003,801	85.40%	2046	113,788,300	45.5%	136,497,052	54.5%	250,285,352
2046	3,277,829,077	3,003,231,788	274,597,289	91.62%	2047	118,624,302	63.6%	67,867,542	36.4%	186,491,844
2047	3,174,950,958	3,139,880,537	35,070,421	98.90%	2048	123,665,835	95.9%	5,299,565	4.1%	128,965,400
2048	3,067,449,671	3,222,387,893	(154,938,222)	105.05%	2049	0	0.0%	4,863,708	100.0%	4,863,708
2049	2,958,139,188	3,123,606,798	(165,467,610)	105.59%	2050	0	0.0%	4,492,491	100.0%	4,492,491
2050	2,848,175,089	3,024,795,624	(176,620,535)	106.20%	2051	0	0.0%	4,106,941	100.0%	4,106,941
2051	2,734,268,607	2,922,787,875	(188,519,268)	106.89%	2052	0	0.0%	3,793,004	100.0%	3,793,004
2052	2,620,178,537	2,821,301,309	(201,122,772)	107.68%	2053	0	0.0%	3,606,152	100.0%	3,606,152
2053	2,508,540,215	2,722,958,380	(214,418,165)	108.55%	2054	0	0.0%	3,444,080	100.0%	3,444,080
2054	2,397,301,887	2,625,857,692	(228,555,805)	109.53%	2055	0	0.0%	3,343,729	100.0%	3,343,729
2055	2,288,133,892	2,531,685,525	(243,551,633)	110.64%	2056	0	0.0%	3,331,971	100.0%	3,331,971
2056	2,182,746,005	2,442,178,719	(259,432,714)	111.89%	2057	0	0.0%	3,313,527	100.0%	3,313,527
2057	2,078,194,850	2,354,549,940	(276,355,090)	113.30%	2058	0	0.0%	3,311,214	100.0%	3,311,214
2058	1,975,419,789	2,269,782,536	(294,362,747)	114.90%	2059	0	0.0%	3,393,176	100.0%	3,393,176
2059	1,877,148,893	2,190,603,845	(313,454,952)	116.70%	2060	0	0.0%	3,478,005	100.0%	3,478,005
2060	1,781,110,426	2,114,896,697	(333,786,271)	118.74%	2061	0	0.0%	3,564,955	100.0%	3,564,955
2061	1,687,366,208	2,042,804,254	(355,438,046)	121.06%	2062	0	0.0%	3,654,079	100.0%	3,654,079
Total:						$1,584,151,965	33.5%	$3,138,408,592	66.5%	$4,722,560,557
Total Present Value at 6.50%:						$497,732,745	25.7%	$1,442,622,374	74.3%	$1,940,355,119

Assumptions

Investment Return Assumption	6.50% per year
Actuarial Value of Assets	5-year smoothed market value
Payroll Growth Assumption	1.50% per year
Pension Liability Surtax Proceeds	34.90%, projected to increase 4.25% annually
Administrative Expenses	Projected to increase 2.5% annually

Projections are not a guarantee of future results. They are intended to serve as estimates of future financial outcomes that are based on assumptions about future experience and the information available at the time the modeling is undertaken and completed. Projected results will change if demographic or economic assumptions, or plan provisions, change in the future, or if the contributing employers make contributions other than expected.

Section 4: Actuarial Valuation Basis

Exhibit 1: Actuarial assumptions, methods and models

Rationale for assumptions

The information and analysis used in selecting each demographic assumption that has a significant effect on this actuarial valuation is shown in the Experience Study Report for the five-year period ended September 30, 2022.

Net investment return

6.50%

The net investment return assumption was chosen by the Retirement System's Board of Trustees with input from the actuary. The assumption is a long-term estimate derived from historical data, current and recent market expectations, and professional judgment. As part of the analysis, a building block approach was used that reflects inflation expectations and anticipated risk premiums for each of the portfolio's asset classes as provided by Segal Marco Advisors, as well as the Plan's target asset allocation.

Salary Increases

COJ/JHA/NFTPO		JEA	
Service	**Rate (%)**	**Service**	**Rate (%)**
0	10.00	0	10.00
1-3	7.00	1	9.00
4-10	5.50	2-4	8.00
11-24	4.25	5-9	5.75
25+	3.50	10-18	5.00
		19-25	4.50
		26+	3.50

Inflation Rate

2.50%

Payroll growth

1.50% used for amortization of unfunded liability amounts, based on the requirement in the Florida Statutes that the assumption for this purpose may not exceed the average annual growth for the preceding ten years. Negotiated pay level increases and pay of DC Plan participants were taken into consideration in setting a payroll growth that is expected to be achieved and maintained on a ten-year average basis. The Fund's long-term payroll growth assumption is equal to the inflation assumption of 2.50%.

Cost-of-living adjustments

On the April 1st nearest the fifth anniversary of the initial benefit commencement date, and on each April 1st thereafter, the regular benefit is increased by 3%.

Mortality rates

Healthy pre-retirement:	FRS pre-retirement mortality tables for personnel other than special risk and K-12 instructional personnel, set forward 2 years, projected generationally from 2010 with Scale MP2018
Healthy post-retirement:	FRS healthy post-retirement mortality tables for personnel other than special risk and K-12 instructional personnel, set forward 2 years, projected generationally from 2010 with Scale MP2018
Disabled:	FRS disabled mortality tables for personnel other than special risk, with no set forward, projected generationally from 2010 with Scale MP2018
	The FRS tables for personnel other than special risk and K-12 instructional personnel, set forward 2 years, reasonably reflect the healthy annuitant mortality experience of the General Employees Retirement Plan as of the measurement date. The FRS disabled mortality tables for personnel other than special risk reasonably reflect the disabled annuitant mortality experience as of the measurement date.

Annuitant mortality rates

	Rate (%)			
	Healthy		Disabled	
Age	Male	Female	Male	Female
55	1.04	0.55	2.53	1.91
60	1.16	0.61	3.08	2.27
65	1.45	0.88	3.93	2.83
70	2.34	1.51	5.08	3.79
75	3.90	2.62	6.98	5.46
80	6.63	4.65	10.12	8.31
85	11.21	8.64	14.68	12.60
90	18.13	15.47	21.29	17.72

Mortality rates shown for base table.

Termination rates before retirement

	Rate (%)		
	Mortality[1]		
Age	Male	Female	Disability[2]
20	0.04	0.01	0.01
25	0.05	0.02	0.01
30	0.06	0.03	0.02
35	0.08	0.04	0.03
40	0.11	0.06	0.04
45	0.16	0.09	0.06
50	0.25	0.13	0.10
55	0.36	0.20	0.16
60	0.52	0.29	0.25
65	0.75	0.47	0.00

[1] Mortality rates shown for base table.

[2] 100% of disabilities are assumed to be non-service incurred.

Termination rates before retirement (Continued)

Withdrawal[1]

Service	COJ	JEA
0	16.00	10.00
1	15.00	3.25
2	13.00	3.25
3	10.00	3.25
4	10.00	3.25
5	10.00	3.25
6	10.00	2.75
7	10.00	2.75
8	4.00	2.00
9	4.00	2.00
10	4.00	2.00
11	4.00	2.00
12	4.00	2.00
13	4.00	2.00
14	4.00	2.00
15	4.00	1.00
16	4.00	1.00
17	3.00	1.00
18	3.00	1.00
19	3.00	1.00
20+	3.00	0.50

[1]All withdrawal rates are set to 0% after eligibility for retirement.

Retirement rates

Fewer Than 31 Years of Service	
Age	Rate (%)[1]
45	50
46-47	5
48-49	20
50-53	4
54-58	9
59-62	15
63	10
64-65	25
66	20
67-69	15
70 & Over	100

31 or More Years of Service	
Service	Rate (%)[1]
31	5
32-33	15
34-35	20
36	25
37	40
38	15
39	5
40	100

[1] *100% retirement is assumed at the earlier of age 70 or 40 years of service.*

Interest on BACKDROP Account

4.00%.

Refund of Contributions

95% of participants that are vested and terminate are assumed to take a refund of their employee contributions in lieu of their accrued benefit deferred to age 65

Retirement Age for Inactive Vested Participants

65, or date of retirement as provided in data

Unknown data for participants

Same as those exhibited by participants with similar known characteristics. If not specified, participants are assumed to be male.

Value of Applicable Tax Revenue

Smoothed revenue of $120,073,357 for fiscal 2023 is used as the basis of the City's revenue projection. This amount is prior to the application of the allocation percentage. Smoothed revenue is calculated as actual revenue less unrecognized revenue growth. Unrecognized revenue growth is equal to the difference between actual and expected revenue growth, and is recognized over a five-year period, further adjusted, if necessary, to be within 20% of the actual revenue. This method is applied prospectively to revenue growth occurring during fiscal 2022 and later.

Actual revenue for fiscal 2023 was $128,012,366.

Tax Revenue Growth Rate

4.25%. This assumption is determined by the City. Segal has not reviewed the information used to set this assumption, but Segal previously reviewed the sensitivity of this assumption when it was initially set.

Projected Tax Revenue Allocation

34.90%. This percentage is determined by the City; last year's percentage was 35.00%.

Administrative Expenses

Previous year's actual expenses; $1,365,000 for October 1, 2023.

Family Composition:

75% of males and 55% of females are assumed to be married. None are assumed to have dependent children. Females are assumed to be three years younger than their spouses.

Actuarial value of assets

Market value of assets less unrecognized returns in each of the last five years. Unrecognized return is equal to the difference between the actual and the expected market return, and is recognized over a five-year period, further adjusted, if necessary, to be within 20% of the market value.

Actuarial cost method

Entry Age Normal Actuarial Cost Method. Entry Age is the age at the time the participant commenced employment. Normal Cost and Actuarial Accrued Liability are calculated on an individual basis based on each member's benefit accrual rate and are allocated by compensation.

Normal Cost is not included for participants who are assumed to retire with 100% certainty in the upcoming plan year based on the retirement assumptions.

Models

Segal valuation results are based on proprietary actuarial modeling software. The actuarial valuation models generate a comprehensive set of liability and cost calculations that are presented to meet regulatory, legislative and client requirements. Deterministic cost projections are based on a proprietary forecasting model. Our Actuarial Technology and Systems unit, comprised of both actuaries and programmers, is responsible for the initial development and maintenance of these models. The models have a modular structure that allows for a high degree of accuracy, flexibility and user control. The client team programs the assumptions and the plan provisions, validates the models, and reviews test lives and results, under the supervision of the responsible actuary.

Justification for change in actuarial assumptions

The following actuarial assumptions were approved by the Board and changed with this valuation, following the completion of an experience study:

- COJ withdrawal rates were increased for participants with between four and seven years of service and 12 or more years of service.
- JEA withdrawal rates were updated to reflect more of a stair-step rate rather than a smooth reduction in rates.
- COJ and JEA retirement rates were updated across all ages and service buckets, and the 90% BACKDROP election assumption was removed (now inherent in the rate table).
- The COJ salary scale was modified to reflect higher merit and promotional increases.
- The JEA salary scale was also updated with higher rates across all service levels.

Exhibit 2: Summary of plan provisions

This exhibit summarizes the major provisions of the Plan included in the valuation. It is not intended to be, nor should it be interpreted as, a complete statement of all plan provisions.

Plan year

October 1 through September 30

Plan status

Closed as of October 1, 2017

Normal retirement

Age Requirement	Age 65 with five years of Credited Service, age 55 with 20 years of Credited Service or any age with 30 years of Credited Service.
Regular Benefit Amount	2.5% of Final Monthly Compensation times years of Credited Service, not more than 80% of Final Monthly Compensation.
Supplemental Benefit Amount	Monthly benefit of $5 times years of Credited Service, not less than $25 per month or more than $150 per month.
Minimum Benefit Amount	$74.96 per whole year of Credited Service, not to exceed 30. Minimum accrual rate increases 4% each October 1st.

Early retirement

Age Requirement	Age 50 with 20 years of Credited Service
Regular Benefit Amount	Accrued Service Retirement Regular Benefit Amount reduced by 0.5 percent for each month the benefit commencement precedes age 55.
Supplemental Benefit Amount	Monthly benefit of $5 times years of Credited Service, not less than $25 per month or more than $150 per month.
Minimum Benefit Amount	$74.96 per whole year of Credited Service, not to exceed 30. Minimum accrual rate increases 4% each October 1st.
Age Requirement	Any age with 25 years of Credited Service
Regular Benefit Amount	2.0% of Final Monthly Compensation times years of Credited Service

Supplemental Benefit Amount	Monthly benefit of $5 times years of Credited Service, not less than $25 per month or more than $150 per month.
Minimum Benefit Amount	$74.96 per whole year of Credited Service, not to exceed 30. Minimum accrual rate increases 4% each October 1st.

Off the job Disability

Service Requirement	5 years of Credited Service
Regular Benefit Amount	Final Monthly Compensation times 25% plus 2.5% per year of Credited Service in excess of 5, not to exceed 50% of Final Monthly Compensation
Supplemental Benefit Amount	Monthly benefit of $5 times years of Credited Service, not less than $25 per month or more than $150 per month.
Minimum Benefit Amount	$74.96 per whole year of Credited Service, not to exceed 30. Minimum accrual rate increases 4% each October 1st.

On the job Disability

Service Requirement	Immediate eligibility
Regular Benefit Amount	Final Monthly Compensation times 25% plus 2.5% per year of Credited Service in excess of 5, not to exceed 50% of Final Monthly Compensation
Supplemental Benefit Amount	Monthly benefit of $5 times years of Credited Service, not less than $25 per month or more than $150 per month.
Minimum Benefit Amount	$74.96 per whole year of Credited Service, not to exceed 30. Minimum accrual rate increases 4% each October 1st.

Vesting

Age Requirement	None
Service Requirement	5 years of Credited Service
Regular Benefit Amount	Accrued Service Retirement Regular Benefit payable at age 65.
Supplemental Benefit Amount	Monthly benefit of $5 times years of Credited Service, not less than $25 per month or more than $150 per month. Payable at Age 65.
Minimum Benefit Amount	*$74.96 per whole year of Credited Service, not to exceed 30. Minimum accrual rate increases 4% each October 1st.*

Spouse's pre-retirement death benefit [(applicable only if elected by employee)]

Age Requirement	None
Service Requirement	None
Regular Benefit Amount	If the Member is eligible for retirement, the surviving spouse is entitled to 75% of the member's accrued regular benefit. If the Member is not eligible for retirement, the surviving spouse is entitled to 75% of the pension the Member would have received if the Member had worked to eligibility for a Service Retirement at current salary with the benefit based on a 2% accrual rate.
Supplemental Benefit Amount	Monthly benefit of $5 times years of Member's Credited Service, not less than $25 per month or more than $150 per month.
Minimum Benefit Amount	75% of $74.96 per whole year of Member's Credited Service, not to exceed 30.

Member

All full-time JEA, JHA, NFTPO, and City General Employees hired prior to October 1, 2017.

Member Contributions

10.0% of Earnable Compensation

Credited Service

The number of full years and months worked from date of participation to date of termination or retirement, plus any prior service purchased.

Final Monthly Compensation

Average monthly rate of Earnable Compensation during the highest 36 consecutive months (78 pay periods) out of the last ten years of employment.

Earnable Compensation

Base pay for regular hours worked as an employee, plus service raises and excluding bonuses, adjusted compensation, overtime or any extra compensation over and above regularly budgeted salaries.

Cost of living adjustments (COLAs)

On the April 1st nearest the fifth anniversary of the initial benefit commencement date, and on each April 1st thereafter, the regular benefit is increased by 3%.

BACKDROP

Members with 30 or more years of service may elect to have their retirement benefits calculated as if the member had retired up to 5 years earlier on or after October 1, 2005. Benefits that would have been payable are accumulated with interest to date of termination and paid or rolled over in a single sum, and payments are made directly to the Member thereafter. The 5-year wait to receive COLA increases starts at termination of employment rather than at the start of BackDROP.

Partial Lump Sum Option (PLOP)

Members who are eligible for retirement may elect to receive a lump-sum benefit of up to 15% of the benefit value and a reduced life annuity actuarially equivalent to the benefit that would otherwise be payable.

Changes in plan provisions

There have been no changes in plan provisions since the last valuation.

Section 5: GASB Information

General information about the pension plan

Plan description

Plan membership. At September 30, 2023, pension plan membership consisted of the following:

Membership	Amount
Retired participants or beneficiaries currently receiving benefits	5,341
Inactive participants with a vested right to a deferred or immediate benefit	134
Active members	2,792
Total	**8,267**

Exhibit 1: Net Pension Liability

Reporting Date for Employer under GASB 68 Measurement Date	September 30, 2024 September 30, 2023	September 30, 2023 September 30, 2022
Components of the Net Pension Liability		
Total Pension Liability	$3,765,170,250	$3,653,156,095
Plan Fiduciary Net Position	1,940,430,000	1,826,945,000
Net Pension Liability	1,824,740,250	1,826,211,095
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	51.54%	50.01%

The Net Pension Liability (NPL) for the plan was measured as of September 30, 2023 and 2022. Plan Fiduciary Net Position (plan assets) was valued as of the measurement dates and the Total Pension Liability (TPL) was determined from actuarial valuations as of October 1, 2023 and 2022, respectively.

Plan provisions. The plan provisions used in the measurement of the NPL are the same as those used in the GERP actuarial valuations as of October 1, 2023 and October 1, 2022, respectively.

Actuarial assumptions. The TPL as of September 30, 2023 and 2022, that were measured by actuarial valuations as of October 1, 2023 and 2022, respectively, used the following actuarial assumptions, applied to all periods included in the measurement:

Assumption Type	Assumption
Inflation	2.50%
Salary increases	3.50% - 10.00%, of which 2.50% is the Plan's long-term payroll inflation
Investment rate of return	6.50%, net of pension plan investment expense, including inflation
Other assumptions	See the October 1, 2023 valuation for a complete description of all actuarial assumptions. These assumptions were developed in the analysis of actuarial experience study for the period October 1, 2017 through September 30, 2022.

Detailed information regarding all actuarial assumptions can be found in Section 4, Exhibit I.

Determination of discount rate and investment rates of return

The long-term expected rate of return on pension plan investments was determined using a building-block method in which expected future real rates of return (expected returns, net of inflation) are developed for each major asset class. These returns 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, adding expected inflation. The target allocation (approved by the Board) and projected arithmetic real rates of return for each major asset class, after deducting inflation, but before investment expenses, used in the derivation of the long-term expected investment rate of return assumption are summarized in the following table:

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return*
Domestic equity	30.00%	6.60%
International equity	20.00%	6.70%
Fixed income	20.00%	1.80%
Real estate	15.00%	3.40%
Private equity	7.50%	9.90%
Alternatives	7.50%	3.00%
Total	100.00%	5.16%

Discount rate. The discount rate used to measure the Total Pension Liability (TPL) was 6.50% as of September 30, 2023 and September 30, 2022. The projection of cash flows used to determine the discount rate assumed plan member contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the actuarially determined contribution rates. For this purpose, only employer contributions that are intended to fund benefits for current plan members and their beneficiaries are included. Projected employer contributions that are intended to fund the service costs for future plan members and their beneficiaries, as well as projected contributions from future plan members, are not included. Based on those assumptions, the Plan Fiduciary Net Position (FNP) was projected to be available to make all projected future benefit payments for 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 TPL as of both September 30, 2023 and September 30, 2022.

* Based on capital market assumptions provided by Segal Marco Advisors

Discount rate sensitivity

Sensitivity of the Net Pension Liability to changes in the discount rate. The following presents the Net Pension Liability of the Plan as of September 30, 2023, which is allocated to all employers, calculated using the discount rate of 6.50%, as well as what the Plan's NPL would be if it were calculated using a discount rate that is 1-percentage-point lower (5.50%) or 1-percentage-point higher (7.50%) than the current rate.

Item	1% Decrease (5.50%)	Current Discount Rate (6.50%)	1% Increase (7.50%)
Net Pension Liability	$2,268,643,607	$1,824,740,250	$1,453,426,709

Exhibit 2: Schedule of changes in Net Pension Liability

Components of the Net Pension Liability	Current	Prior
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	September 30, 2024	September 30, 2023
Measurement date and reporting date for the Plan under GASB 67	September 30, 2023	September 30, 2022
Total Pension Liability		
Service cost	$40,445,986	$39,950,985
Interest	232,635,883	228,791,962
Change of benefit terms	0	0
Differences between expected and actual experience	45,408,218	38,039,330
Changes of assumptions	22,701,068	48,782,223
Benefit payments, including refunds of member contributions	-229,177,000	-231,842,000
Net change in Total Pension Liability	**$112,014,155**	**$123,722,500**
Total Pension Liability — beginning	3,653,156,095	3,529,433,595
Total Pension Liability — ending	**$3,765,170,250**	**$3,653,156,095**
Plan Fiduciary Net Position		
Contributions — employer	$83,375,000	$84,353,000
Contributions — employee	25,806,000	27,713,000
Net investment income	234,846,000	-351,108,000
Benefit payments, including refunds of member contributions	-229,177,000	-231,842,000
Administrative expense	-1,365,000	-1,832,000
Other	0	0
Net change in Plan Fiduciary Net Position	**$113,485,000**	**-$472,716,000**
Plan Fiduciary Net Position — beginning	1,826,945,000	2,299,661,000
Plan Fiduciary Net Position — ending	**$1,940,430,000**	**$1,826,945,000**

Components of the Net Pension Liability	Current	Prior
Net Pension Liability		
Net Pension Liability – ending	$1,824,740,250	$1,826,211,095
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	51.54%	50.01%
Covered payroll*	$230,709,762	$227,912,274
Plan Net Pension Liability as percentage of covered payroll	790.92%	801.28%

Notes to Schedule:

- **Change of Assumptions:** *As of September 30, 2023 the rates of withdrawal and retirement were updated, as well as the salary scale.*

  As of September 30, 2022 the assumed investment return was lowered from 6.625% to 6.50%.

* Pensionable payroll as of the measurement date

Exhibit 3: Schedule of employer contributions

Year Ended September 30	Actuarially Determined Contributions	Contributions in Relation to the Actuarially Determined Contributions	Contribution Deficiency / (Excess)	Covered Payroll	Contributions as a Percentage of Covered Payroll
2014	$81,351,295	$71,000,000	$10,351,295	$262,368,813	27.06%
2015	86,069,361	81,751,000	4,318,361	254,034,479	32.18%
2016	89,058,931	84,898,000	4,160,931	250,894,295	33.84%
2017	94,526,754	94,700,000	-173,246	257,850,484	36.73%
2018	93,743,647	71,024,000	22,719,647	253,982,175	27.96%
2019	95,290,428	70,338,000	24,952,428	249,982,877	28.14%
2020	100,620,425	72,194,000	28,426,425	246,864,141	29.24%
2021	108,568,188	77,269,000	31,299,188	233,266,593	33.12%
2022	115,204,974	84,353,000	30,851,974	227,912,274	37.01%
2023	120,695,825	83,375,000	37,320,825	230,709,762	36.14%

See accompanying notes to this schedule on next page.

Methods and assumptions used to establish “actuarially determined contribution" rates:

Valuation date

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

Actuarial cost method

Entry Age Actuarial Cost Method

Amortization method

Level percent of payroll, using 1.50% annual increases. The Fund’s payroll inflation assumption was 2.50% as of October 1, 2021. Per Part VII, Chapter 112.64(5)(a) of Florida Statutes, the payroll growth assumption used for amortization of the unfunded liability is not allowed to exceed the average annual payroll growth for the proceeding ten years. However, pursuant to Chapter 112.64(5)(b), and after adjusting this analysis to account for bargained pay level increases and inclusion of DC plan participants in the total payroll, the assumption was set at 1.50%

Remaining amortization period

As of October 1, 2021 the effective amortization period is 25 years.

Asset valuation method

The market value of assets less unrecognized returns in each of the last five years. Unrecognized return is equal to the difference between actual and expected returns on a market value basis and is recognized over a five-year period. The deferred return is further adjusted, if necessary, so that the actuarial value of assets will stay within 20% of the market value of assets.

Investment rate of return

6.625%, net of pension plan investment expense, including inflation.

Inflation rate

2.50%

Projected salary increases

3.00% - 7.50%, of which 2.50% is the Plan's long-term payroll inflation.

Cost of living adjustments

Plan provisions contain a 3.00% COLA

Other information

Same as those used in the October 1, 2021 funding actuarial valuation.

Exhibit 4 – Pension expense

Components of pension expense	Current	Prior
Reporting date for employer under GASB 68	januar 1, 2022	januar 1, 2021
Measurement date	januar 1, 2022	januar 1, 2021
Service cost	$40,445,986	$39,950,985
Interest	232,635,883	228,791,962
Expensed portion of current-period changes in proportion and differences between employer's contributions and proportionate share of contributions	0	0
Current-period benefit changes	0	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	15,136,072	9,509,831
Expensed portion of current-period changes of assumptions	7,567,022	12,195,555
Member contributions	-25,806,000	-27,713,000
Projected earnings on pension plan investments	-114,807,193	-148,324,276
Expensed portion of current-period differences between actual and projected earnings on pension plan investments	-24,007,763	99,886,456
Administrative expense	1,365,000	1,832,000
Other	0	0
Recognition of beginning of year deferred outflows of resources as pension expense	183,379,118	71,374,318
Recognition of beginning of year deferred inflows of resources as pension expense	-55,625,683	-56,213,054
Net amortization of deferred amounts from changes in proportion and differences between employer’s contributions and proportionate share of contributions	0	0
Pension expense	**$260,282,442**	**$231,290,777**

Deferred outflows of resources and deferred inflows of resources

Deferred outflows and inflows	Current	Prior
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	januar 1, 2022	januar 1, 2021
Measurement date	januar 1, 2022	januar 1, 2021
Deferred outflows of resources		
Changes in proportion and differences between employer's contributions and proportionate share of contributions*	$12,024,868	$20,172,640
Changes of assumptions	55,926,382	78,425,489
Net difference between projected and actual earnings on pension plan investments	93,882,469	261,141,390
Difference between expected and actual experience in the Total Pension Liability	55,626,329	44,246,588
Total deferred outflows of resources	**$217,460,048**	**$403,986,107**
Deferred inflows of resources		
Changes in proportion and differences between employer's contributions and proportionate share of contributions§§	$12,024,868	$20,172,640
Changes of assumptions	0	0
Net difference between projected and actual earnings on pension plan investments	0	0
Difference between expected and actual experience in the Total Pension Liability	0	0
Total deferred inflows of resources	**$12,024,868**	**$20,172,640**
Deferred outflows of resources and deferred inflows of resources related to pension will be recognized as follows:		
Reporting date for employer under GASB 68 year ended januar 1:		
2024	N/A	$127,753,435
2025	$88,902,751	90,207,416
2026	64,661,496	65,966,161
2027	75,878,694	99,886,455
2028	-24,007,761	0
2029	0	0
Thereafter	0	0

* Calculated in accordance with Paragraphs 54 and 55 of GASB 68

Schedule of recognition of change in total Net Pension Liability

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

Reporting Date for Employer under GASB 68 Year Ended September 30	Differences between Expected and Actual Experience	Recognition Period (Years)	2023	2024	2025	2026	2027	2028	2029	Thereafter
2020	$33,434,609	4.00	$8,358,652	$0	$0	$0	$0	$0	$0	$0
2021	12,192,218	4.00	3,048,055	3,048,055	0	0	0	0	0	0
2022	25,338,067	4.00	6,334,517	6,334,517	6,334,517	0	0	0	0	0
2023	38,039,330	4.00	9,509,831	9,509,833	9,509,833	9,509,833	0	0	0	0
2024	45,408,218	3.00	N/A	15,136,072	15,136,073	15,136,073	0	0	0	0
Total*			**N/A**	**$34,028,477**	**$30,980,423**	**$24,645,906**	**$0**	**$0**	**$0**	**$0**

* Net increase (decrease) in pension expense

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

Reporting Date for Employer under GASB 68 Year Ended September 30	Assumption Changes	Recognition Period (Years)	2023	2024	2025	2026	2027	2028	2029	Thereafter
2020	$4,913,569	4.00	$1,228,392	$0	$0	$0	$0	$0	$0	$0
2021	36,145,490	4.00	9,036,373	9,036,373	0	0	0	0	0	0
2022	65,604,895	4.00	16,401,224	16,401,224	16,401,224	0	0	0	0	0
2023	48,782,223	4.00	12,195,555	12,195,556	12,195,556	12,195,556	0	0	0	0
2024	22,701,068	3.00	N/A	7,567,022	7,567,023	7,567,023	0	0	0	0
Total*			**N/A**	**$45,200,175**	**$36,163,803**	**$19,762,579**	**$0**	**$0**	**$0**	**$0**

* Net increase (decrease) in pension expense

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

Reporting Date for Employer under GASB 68 Year Ended September 30	Differences between Projected and Actual Earnings	Recognition Period (Years)	2023	2024	2025	2026	2027	2028	2029	Thereafter
2019	-$2,936,856	5.00	-$587,371	$0	$0	$0	$0	$0	$0	$0
2020	127,307,955	5.00	25,461,591	25,461,591	0	0	0	0	0	0
2021	7,527,572	5.00	1,505,514	1,505,514	1,505,514	0	0	0	0	0
2022	-278,128,416	5.00	-55,625,683	-55,625,683	-55,625,683	-55,625,683	0	0	0	0
2023	499,432,276	5.00	99,886,456	99,886,455	99,886,455	99,886,455	99,886,455	0	0	0
2024	-120,038,807	5.00	N/A	-24,007,763	-24,007,761	-24,007,761	-24,007,761	-24,007,761	0	0
Total*			**N/A**	**$47,220,114**	**$21,758,525**	**$20,253,011**	**$75,878,694**	**-$24,007,761**	**$0**	**$0**

* Net increase (decrease) in pension expense

Total Increase (Decrease) in Pension Expense

Reporting Date for Employer under GASB 68 Year Ended September 30	Total Increase (Decrease) in Pension Expense	2023	2024	2025	2026	2027	2028	2029	Thereafter
2019	$70,423,470	-$587,371	$0	$0	$0	$0	$0	$0	$0
2020	165,656,133	35,048,635	25,461,591	0	0	0	0	0	0
2021	55,865,280	13,589,942	13,589,942	1,505,514	0	0	0	0	0
2022	-187,185,454	-32,889,942	-32,889,942	-32,889,942	-55,625,683	0	0	0	0
2023	586,253,829	121,591,842	121,591,844	121,591,844	121,591,844	99,886,455	0	0	0
2024	-51,929,521	N/A	-1,304,669	-1,304,665	-1,304,665	-24,007,761	-24,007,761	0	0
Total*		**N/A**	**$126,448,766**	**$88,902,751**	**$64,661,496**	**$75,878,694**	**-$24,007,761**	**$0**	**$0**

* Net increase (decrease) in pension expense

Schedule of reconciliation of Net Pension Liability

Total for all employers

Item	Current	Prior
Reporting and Measurement Dates		
Reporting Date for Employer under GASB 68	September 30, 2024	September 30, 2023
Measurement Date and Reporting Date for Plan under GASB 67	September 30, 2023	September 30, 2022
Net Pension Liability		
Beginning Net Pension Liability	$1,826,211,095	$1,229,772,595
Pension expense	260,282,442	231,290,777
Employer contributions	-83,375,000	-84,353,000
New net deferred inflows/outflows	-50,624,852	464,661,987
Change in allocation of prior deferred inflows/outflows	0	0
New net deferred inflows/outflows due to change in proportion	0	0
Recognition of prior deferred inflows/outflows	-127,753,435	-15,161,264
Recognition of prior deferred inflows/outflows due to change in proportion	0	0
Ending Net Pension Liability	**$1,824,740,250**	**$1,826,211,095**

Exhibit 5 – Determination of proportionate share

Employer Name	FY 2023 Total Appropriation	Percent of FY 2023 Total Appropriation	Share of NPL as of September 30, 2022	FY 2024 Total Appropriation	Percent of FY 2024 Total Appropriation	Share of NPL as of September 30, 2023
City of Jacksonville	$39,199,000	46.4702%	$848,643,780	$38,190,000	45.8052%	$835,825,921
Jacksonville Electrical Authority	43,893,000	52.0349%	950,267,134	43,970,000	52.7376%	962,324,214
Jacksonville Housing Authority	1,149,000	1.3621%	24,875,423	1,092,000	1.3097%	23,898,623
North Florida Transportation Planning Organization	112,000	0.1328%	2,424,758	123,000	0.1475%	2,691,492
Grand totals:	**$84,353,000**	**100.0000%**	**$1,826,211,095**	**$84,353,000**	**100.0000%**	**$1,824,740,250**

Exhibit 6 – Determination of proportionate share amounts by employer

Net Pension Liability by Employer With Discount Rate Sensitivity

Employer Name	2024 Share of Cost Allocation	Net Pension Liability	Covered Employee Payroll	1% Decrease in Discount Rate (5.50%)	Current Discount Rate (6.50%)	1% Increase in Discount Rate (7.50%)
City of Jacksonville	45.8052%	$835,825,921	$91,745,853	$1,039,156,742	$835,825,921	$665,745,011
Jacksonville Electrical Authority	52.7376%	962,324,214	137,150,724	1,196,428,191	962,324,214	766,502,364
Jacksonville Housing Authority	1.3097%	23,898,623	1,469,415	29,712,425	23,898,623	19,035,530
North Florida Transportation Planning Organization	0.1475%	2,691,492	343,770	3,346,249	2,691,492	2,143,804
Grand totals:	**100.0000%**	**$1,824,740,250**	**$230,709,762**	**$2,268,643,607**	**$1,824,740,250**	**$1,453,426,709**

Exhibit 6 – Determination of proportionate share by employer

Schedule of Contributions and Pension Expense by Employer

Employer Name	Statutory Required Contribution	Contributions in Relation to the Statutory Required Contribution	Contribution Deficiency / (Excess)	Contributions as a Percentage of Covered Employee Payroll	Proportionate Share of Plan Pension Expense	Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total Employer Pension Expense
City of Jacksonville	$55,284,965	$38,190,000	$17,094,965	41.63%	$119,222,893	-$10,644,188	$108,578,705
Jacksonville Electrical Authority	63,652,081	43,970,000	19,682,081	32.06%	137,266,713	12,219,147	149,485,860
Jacksonville Housing Authority	1,580,753	1,092,000	488,753	74.32%	3,408,919	-1,686,208	1,722,711
North Florida Transportation Planning Organization	178,026	123,000	55,026	35.78%	383,917	111,249	495,166
Grand totals:	**$120,695,825**	**$83,375,000**	**$37,320,825**	**36.14%**	**$260,282,442**	**$0**	**$260,282,442**

Exhibit 6 – Determination of proportionate share by employer

Deferred Outflows and Inflows of Resources

Employer Name	Differences Between Expected and Actual Experience	Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total Deferred Outflows of Resources	Differences Between Expected and Actual Experience	Changes of Assumptions	Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	Total Deferred Inflows of Resources
City of Jacksonville	$25,479,751	$43,003,052	$25,617,191	$5,045,706	$99,145,701	$0	$0	$6,394,542	$6,394,542
Jacksonville Electrical Authority	29,335,991	49,511,361	29,494,232	6,757,144	115,098,727	0	0	2,926,385	2,926,385
Jacksonville Housing Authority	728,538	1,229,579	732,468	0	2,690,584	0	0	2,694,890	2,694,890
North Florida Transportation Planning Organization	82,049	138,477	82,491	222,018	525,036	0	0	9,051	9,051
Grand totals:	**$55,626,329**	**$93,882,469**	**$55,926,382**	**$12,024,868**	**$217,460,048**	**$0**	**$0**	**$12,024,868**	**$12,024,868**

Exhibit 6 – Determination of proportionate share by employer

Deferred Inflows/(Outflows) Recognized In Future Pension Expense (Year Ended September 30)

Employer Name	2025	2026	2027	2028	2029	Thereafter
City of Jacksonville	$41,304,500	$27,687,074	$34,756,388	-$10,996,803	$0	$0
Jacksonville Electrical Authority	48,151,134	36,665,723	40,016,602	-12,661,117	0	0
Jacksonville Housing Authority	-785,973	102,314	993,783	-314,430	0	0
North Florida Transportation Planning Organization	233,090	206,385	111,921	-35,411	0	0
Grand totals:	**$88,902,751**	**$64,661,496**	**$75,878,694**	**-$24,007,761**	**$0**	**$0**

Appendix A: Definition of Pension Terms

The following list defines certain technical terms for the convenience of the reader:

Term	Definition
Actuarial accrued liability for actives	The equivalent of the accumulated normal costs allocated to the years before the valuation date.
Actuarial accrued liability for retirees and beneficiaries	Actuarial Present Value of lifetime benefits to existing retirees and beneficiaries. This sum takes account of life expectancies appropriate to the ages of the annuitants and the interest that the sum is expected to earn before it is entirely paid out in benefits.
Actuarial cost method	A procedure allocating the Actuarial Present Value of Future Benefits to various time periods; a method used to determine the Normal Cost and the Actuarial Accrued Liability that are used to determine the actuarially determined contribution.
Actuarial gain or loss	A measure of the difference between actual experience and that expected based upon a set of Actuarial Assumptions, during the period between two Actuarial Valuation dates. To the extent that actual experience differs from that assumed, Actuarial Accrued Liabilities emerge which may be the same as forecasted or may be larger or smaller than projected. Actuarial gains are due to favorable experience, e.g., assets earn more than projected, salary increases are less than assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as projected by the actuarial assumptions. On the other hand, actuarial losses are the result of unfavorable experience, i.e., actual results yield actuarial liabilities that are larger than projected.
Actuarially equivalent	Of equal Actuarial Present Value, determined as of a given date and based on a given set of Actuarial Assumptions.
Actuarial present value	The value of an amount or series of amounts payable or receivable at various times, determined as of a given date by the application of a particular set of Actuarial Assumptions. Each such amount or series of amounts is: Adjusted for the probable financial effect of certain intervening events (such as changes in compensation levels, marital status, etc.) Multiplied by the probability of the occurrence of an event (such as survival, death, disability, withdrawal, etc.) on which the payment is conditioned, and Discounted according to an assumed rate (or rates) of return to reflect the time value of money.

Appendix A: Definition of Pension Terms

Term	Definition
Actuarial present value of future benefits	The Actuarial Present Value of benefit amounts expected to be paid at various future times under a particular set of Actuarial Assumptions, taking into account such items as the effect of advancement in age, anticipated future compensation, and future service credits. The Actuarial Present Value of Future Benefits includes the liabilities for active members, retired members, beneficiaries receiving benefits, and inactive members entitled to either a refund of member contributions or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.
Actuarial valuation	The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a plan, as well as Actuarially Determined Contributions.
Actuarial value of assets	The value of the Plan's assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets, but commonly plans use a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the Actuarially Determined Contribution.
Actuarially determined	Values that have been determined utilizing the principles of actuarial science. An actuarially determined value is derived by application of the appropriate actuarial assumptions to specified values determined by provisions of the Plan.
Actuarially determined contribution	The employer's contributions, expressed as a dollar amount or a percentage of covered plan compensation, determined under the Plan's funding policy. The ADC consists of the Employer Normal Cost and the Amortization Payment.
Amortization method	A method for determining the Amortization Payment. The most common methods used are level dollar and level percentage of payroll. Under the Level Dollar method, the Amortization Payment is one of a stream of payments, all equal, whose Actuarial Present Value is equal to the Unfunded Actuarial Accrued Liability. Under the Level Percentage of Pay method, the Amortization Payment is one of a stream of increasing payments, whose Actuarial Present Value is equal to the Unfunded Actuarial Accrued Liability. Under the Level Percentage of Pay method, the stream of payments increases at the assumed rate at which total covered payroll of all active members will increase.
Amortization payment	The portion of the pension plan contribution, or ADC, that is intended to pay off the Unfunded Actuarial Accrued Liability.
Assumptions or actuarial assumptions	The estimates upon which the cost of the Plan is calculated, including: **Investment return** — the rate of investment yield that the Plan will earn over the long-term future; **Mortality rates** — the rate or probability of death at a given age for employees and retirees; **Retirement rates** — the rate or probability of retirement at a given age or service; **Disability rates** — the rate or probability of disability retirement at a given age; **Withdrawal rates** — the rate or probability at which employees of various ages are expected to leave employment for reasons other than death, disability, or retirement; **Salary increase rates** — the rates of salary increase due to inflation, real wage growth and merit and promotion increases.

Appendix A: Definition of Pension Terms

Term	Definition
Closed amortization period	A specific number of years that is counted down by one each year, and therefore declines to zero with the passage of time. For example, if the amortization period is initially set at 20 years, it is 19 years at the end of one year, 18 years at the end of two years, etc. See Open Amortization Period.
Decrements	Those causes/events due to which a member's status (active-inactive-retiree-beneficiary) changes, that is: death, retirement, disability, or withdrawal.
Defined benefit plan	A retirement plan in which benefits are defined by a formula based on the member's compensation, age and/or years of service.
Defined contribution plan	A retirement plan, such as a 401(k) plan, a 403(b) plan, or a 457 plan, in which the contributions to the plan are assigned to an account for each member, the plan's earnings are allocated to each account, and each member's benefits are a direct function of the account balance.
Employer normal cost	The portion of the Normal Cost to be paid by the employer. This is equal to the Normal Cost less expected member contributions.
Experience study	A periodic review and analysis of the actual experience of the Plan that may lead to a revision of one or more actuarial assumptions. Actual rates of decrement and salary increases are compared to the actuarially assumed values and modified based on recommendations from the Actuary.
Funded ratio	The ratio of the Actuarial Value of Assets (AVA) to the Actuarial Accrued Liability (AAL). Plans sometimes also calculate a market funded ratio, using the Market Value of Assets (MVA), rather than the AVA.
GASB 67 and GASB 68	Governmental Accounting Standards Board (GASB) Statements No. 67 and No. 68. These are the governmental accounting standards that set the accounting rules for public retirement systems and the employers that sponsor or contribute to them. Statement No. 68 sets the accounting rules for the employers that sponsor or contribute to public retirement systems, while Statement No. 67 sets the rules for the systems themselves.
Investment return	The rate of earnings of the Plan from its investments, including interest, dividends and capital gain and loss adjustments, computed as a percentage of the average value of the fund. For actuarial purposes, the investment return often reflects a smoothing of the capital gains and losses to avoid significant swings in the value of assets from one year to the next.
Net Pension Liability (NPL)	The Net Pension Liability is equal to the Total Pension Liability minus the Plan Fiduciary Net Position.
Normal cost	The portion of the Actuarial Present Value of Future Benefits and expenses, if applicable, allocated to a valuation year by the Actuarial Cost Method. Any payment with respect to an Unfunded Actuarial Accrued Liability is not part of the Normal Cost (see Amortization Payment). For pension plan benefits that are provided in part by employee contributions, Normal Cost refers to the total of member contributions and employer Normal Cost unless otherwise specifically stated.
Open amortization period	An open amortization period is one which is used to determine the Amortization Payment but which does not change over time. If the initial period is set as 30 years, the same 30-year period is used in each future year in determining the Amortization Period.

Appendix A: Definition of Pension Terms

Term	Definition
Plan Fiduciary Net Position	Market value of assets.
Service costs	The portions of the actuarial present value of projected benefit payments that are attributed to valuation years.
Total Pension Liability (TPL)	The actuarial accrued liability under the entry age normal cost method and based on the blended discount rate as described in GASB 67 and 68.
Unfunded actuarial accrued liability	The excess of the Actuarial Accrued Liability over the Actuarial Value of Assets. This value may be negative, in which case it may be expressed as a negative Unfunded Actuarial Accrued Liability, also called the Funding Surplus or an Overfunded Actuarial Accrued Liability.
Valuation date or actuarial valuation date	The date as of which the value of assets is determined and as of which the Actuarial Present Value of Future Benefits is determined. The expected benefits to be paid in the future are discounted to this date.

City of Jacksonville Corrections Officers Retirement Plan

Actuarial Valuation and Review as of October 1, 2023

Segal

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Atlanta, GA 30339-4053
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T 678.306.3100

April 19, 2024

Board of Trustees
City of Jacksonville Corrections Officers Retirement Plan
117 West Duval Street, Suite 330
Jacksonville, FL 32202

Dear Board of Trustees Members:

We are pleased to submit this Actuarial Valuation and Review as of October 1, 2023. The census information on which our calculations were based was prepared by the Plan and the financial information was provided by the City's Finance Department. That assistance is gratefully acknowledged .

Statement by Enrolled Actuary: This actuarial valuation and/or cost determination 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.

Segal does not audit the data provided. The accuracy and comprehensiveness of the data is the responsibility of those supplying the data. To the extent we can, however, Segal does review the data for reasonableness and consistency. Based on our review of the data, we have no reason to doubt the substantial accuracy of the information on which we have based this report and we have no reason to believe there are facts or circumstances that would affect the validity of these results.

The measurements shown in this actuarial valuation may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; changes in plan provisions or applicable law.

The actuarial calculations were directed under the supervision of Jeffrey S. Williams. I am a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein.

We look forward to reviewing this report at your next meeting and to answering any questions.

Sincerely,

Segal

Jeffrey S. Williams, FCA, ASA, MAAA, EA
Vice President and Consulting Actuary
Enrolled Actuary No. 23-07009

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Section 1: Actuarial Valuation Summary

Purpose and basis

This report has been prepared by Segal to present a valuation of the City of Jacksonville Corrections Officers Retirement Plan as of October 1, 2023. The valuation was performed to determine whether the assets and contributions are sufficient to provide the prescribed benefits and to provide information for required disclosures under Governmental Accounting Standards Board (GASB) Statements No. 67 and 68.

The contribution requirements presented in this report are based on:

- The benefit provisions of the Plan, as administered by the Board;
- The characteristics of covered active participants, inactive vested participants, and retired participants and beneficiaries as of September 30, 2023, provided by the Retirement System Administrative Office;
- The assets of the Plan as of September 30, 2023, provided by the City's Finance Department;
- Economic assumptions regarding future salary increases and investment earnings;
- Other actuarial assumptions regarding employee terminations, retirement, death, etc. and
- The funding policy adopted by the Board, subject to the requirements of Part VII, Chapter 112, Florida Statutes.

Valuation highlights

1. Segal strongly recommends an actuarial funding method that targets 100% funding of the actuarial accrued liability. Generally, this implies payments that are ultimately at least enough to cover normal cost, interest on the unfunded actuarial accrued liability and the principal balance.
2. The City's minimum required contribution calculated in the October 1, 2023 actuarial valuation is for the plan year beginning October 1, 2024.
3. The City's minimum required contribution for fiscal 2025 is $21,981,270, an increase of $2,595,626 from the City's minimum required contribution for fiscal 2024.
4. Actual contributions made during the year ending September 30, 2023 were $17,196,000 were 100.06% of the City's minimum required contribution for fiscal 2023. In the prior fiscal year, actual contributions were $17,610,000, 100.10% of the prior year's minimum required contribution.
5. Actuarial Standard of Practice No. 4, Measuring Pension Obligations and Determining Pension Plan Costs or Contributions, states that an actuary preparing calculations of actuarially determined contributions should assess the material implications of the funding policy. This report includes two distinct contribution amounts, each with different implications.
   a. The **Florida Chapter 112 Determined Employer Contribution** is an amount consistent with a funding policy which seeks to stabilize the unfunded actuarial accrued liability (UAAL) as a percentage of total Corrections Officers Retirement Plan (CORP) payroll, including Defined Contribution participants, where UAAL is measured relative to assets currently available to make benefit payments. Under this policy, assuming that all assumptions are met in aggregate, the UAAL is expected to be reduced to zero over a period of 23 years after reflecting an amortization period reset as of October 1, 2016. Over the short term, this contribution policy would be expected to keep the UAAL roughly level over the next few years, primarily making payments on interest, and begin paying down the UAAL after that point.
   b. The **City's required minimum contribution**, which is the Chapter 112 contribution adjusted to comply with state law, reduced by amortization of discounted allocated surtax revenue, is an amount consistent with a funding policy which seeks to stabilize the contribution requirement as a percentage of total CORP payroll, including Corrections Officers Defined Contribution Plan participants, relative to an anticipated increase in contribution income set to begin January 1, 2031. Under this policy, assuming that all assumptions are met in aggregate, the UAAL is expected to be reduced to zero by December 31, 2060, after all of the surtax revenue allocated to the plan is collected and contributed. Over the short term, this contribution policy is expected to lead to an increase in the UAAL, prior to the revenue stream commencing and paying it down.

   Use of this contribution policy has been authorized by the Florida State Legislature and Jacksonville City Council.

6. The actuarial loss from investment and other experience is $24,110,512, or 4.23% of actuarial accrued liability.
   - The actuarial loss from investment experience was $5,683,627, or 1.00% of actuarial accrued liability.
   - The loss due to contributions less than the Florida Chapter 112 determined employer contribution was $7,966,331, or 1.40% of actuarial accrued liability.
   - The net experience loss from all other sources was $10,460,554, or 1.84% of the actuarial accrued liability. The primary cause of this loss was salary experience among the active population.
7. The rate of return on the market value of assets was 13.68% for the October 1, 2022 to September 30, 2023 plan year. The return on the actuarial value of assets was 4.34% for the same period due to the recognition of prior years' investment gains and losses. This resulted in an actuarial loss when measured against the assumed rate of return of 6.50%.
8. The actuarial value of assets is 103.06% of the market value of assets. The investment experience in the past years has only been partially recognized in the actuarial value of assets. As the deferred net loss is recognized in future years, the cost of the Plan is likely to increase unless the net loss is offset by future experience. The recognition of the market net losses of $8,118,317 will also have an impact on the future funded ratio. If the net deferred losses were recognized immediately in the actuarial value of assets, the City's minimum contribution would increase from 88.52% to 90.92% of projected payroll.
9. The following actuarial assumptions were approved by the Board and changed with this valuation, following the completion of an experience study:
   a. Withdrawal rates were lowered for active participants with between six and ten years of service.
   b. Active retirement rates were increased for participants with 20 years of service and decreased for participants with between 21 and 27 years of service
   c. Salary scale rates were changed to reflect higher merit and promotional increases.

   As a result of these assumption changes, the total normal cost increased by $884,379 (11.26%) and the actuarial accrued liability increased by $1,084,396 (0.19%). The net impact was an increase in the City's minimum required contribution of $975,295 (4.63% of pay).
10. The surtax allocation percentage is unchanged from the prior valuation (at 6.10%). This allocation percentage is directed by the City based on its calculation of the Corrections Officers Retirement Plan's share of the City's unfunded liabilities.
11. The City is solely responsible for the assumption as to what percentage the surtax revenue will grow and Segal relies on the City for this assumption. This rate was set at 4.25% by the City for the projection period January 1, 2023 through December 31, 2060, and will be recalculated by the City every year and adopted by the City Council. Segal will ask the City each year to provide actual surtax revenue for the preceding fiscal year and an assumption as to future growth. The difference in actual and projected surtax revenue each year will be amortized over the period by which each year's gain or loss is being amortized. If

surtax revenue grows more slowly or more quickly than expected, contribution requirements will increase or decrease accordingly.

12. The present value of the projected surtax revenue was determined and used in determination of the City's required contribution as follows:
    a. Smoothed 2023 surtax revenue was projected to increase by 4.25% each year thereafter through 2060.
    b. A share of 6.10% of the projected revenue for January 1, 2031 through December 31, 2060 was allocated to CORP.
    c. The revenue allocated to CORP was discounted at the valuation discount rate of 6.50% to October 1, 2023.
    d. The original allocated present value amount of $64,295,005 was amortized over a 30-year initial period (Section 3, Exhibit F), with subsequent charges amortized over new periods. The present value of projected surtax revenue as of October 1, 2023 allocated to CORP is $151,310,100 prior to smoothing.
    e. After the amortized value amount was adjusted for the timing of contributions and projected to October 1, 2024, this amount was used as an offset to the Florida Chapter 112 Determined Employer Contribution to determine the City's minimum required contribution for fiscal 2024.
13. The present value of projected surtax revenue does not decrease the UAAL. The amortized value of the projected surtax revenue is used as an offset to the Chapter 112 contribution.
14. This actuarial report as of October 1, 2023 is based on financial and demographic data as of that date. Changes subsequent to that date are not reflected and will affect future actuarial costs of the plan.
15. The financial information received states all results rounded to the nearest thousand. The results in this valuation are shown to the nearest dollar. Therefore, occasionally rounded numbers are combined with unrounded ones.

Changes from prior valuation

16. The funded ratio (the ratio of the actuarial value of assets to actuarial accrued liability) is 47.85%, compared to the prior year funded ratio of 49.10%. This ratio is one measure of funding status, and its history is a measure of funding progress. Using the market value of assets, the funded ratio is 46.43%, compared to 43.78% as of the prior valuation date. These measurements are not necessarily appropriate for assessing the sufficiency of the Plan assets to cover the estimated cost of settling the Plan's benefit obligation or the need for or the amount of future contributions.
17. The unfunded actuarial accrued liability is $297,633,130, which is an increase of $22,699,634 since the prior valuation.

Risk

18. It is important to note that this actuarial valuation is based on plan assets as of September 30, 2023. The Plan's funded status does not reflect short-term fluctuations of the market, but rather is based on the market values on the last day of the plan year. Moreover, this actuarial valuation does not include any possible short-term or long-term impacts on mortality of the covered population that may emerge after September 30, 2023 due to COVID-19. Segal is available to prepare projections of potential outcomes of market conditions and other demographic experience upon request.
19. Since the actuarial valuation results are dependent on a given set of assumptions, there is a risk that emerging results may differ significantly as actual experience proves to be different from the assumptions. We have not been engaged to perform a detailed analysis of the potential range of the impact of risk relative to the Plan's future financial condition but have included a brief discussion of some risks that may affect the Plan in *Section 2*. A more detailed assessment would provide the Board with a better understanding of the inherent risks and could be important for the Plan because:
    a. Relatively small changes in investment performance can produce large swings in the unfunded liabilities
    b. retired participants account for most of the Plan's liabilities, leaving limited options for reducing costs in the event of adverse experience.
    c. The Board has not had a detailed risk assessment in several years.

GASB

20. This report constitutes an actuarial valuation for the purpose of determining the actuarially determined contribution under the Plan's funding policy and measuring the progress of that funding policy. The Net Pension Liability (NPL) and Pension Expense under Governmental Accounting Standards Board (GASB) Statements No. 67 and No. 68, for inclusion in the Plan and employer's financial statements as of September 30, 2023, is included with this report.
21. The Net Pension Liability (NPL) is equal to the difference between the Total Pension Liability (TPL) and the Plan's fiduciary net position (equal to the market value of assets). The NPL as of September 30, 2023 is $305,751,447.
22. GASB accounting does not permit any recognition of the allocated surtax revenue in determining the Net Pension Liability or Pension Expense. It is Segal's understanding that the City has discussed this issue with their external auditors and does not include any recognition of allocated surtax revenue in its audited financial statements.

Summary of key valuation results

Valuation Result	2024	2023	2022
Contributions for fiscal year beginning October 1			
• Florida Chapter 112 determined employer contribution	$29,019,915	$26,128,351	$23,748,105
• Less amortized value of discounted value of projected surtax revenue	-7,038,645	-6,742,707	-6,562,132
• City's required minimum contribution*	$21,981,270	$19,385,644	$17,185,973
• Actual employer contributions	- -	- -	17,196,000
Actuarial accrued liability for plan year beginning October 1			
• Retired participants and beneficiaries		$412,154,218	$388,093,154
• Inactive vested participants		439,531	411,614
• Active participants		158,178,698	151,674,037
• Total		570,772,447	540,178,805
• Normal cost including administrative expenses		8,833,819	8,182,179
Assets for plan year beginning October 1			
• Market value of assets (MVA)		$265,021,000	$236,467,000
• Actuarial value of assets (AVA)		273,139,317	265,245,309
• Actuarial value of assets as a percentage of market value of assets		103.06%	112.17%
Funded status for plan year beginning October 1			
• Unfunded actuarial accrued liability on market value of assets		$305,751,447	$303,711,805
• Funded percentage on MVA basis		46.43%	43.78%
• Unfunded actuarial accrued liability on actuarial value of assets		$297,633,130	$274,933,496
• Funded percentage on AVA basis		47.85%	49.10%

*Pursuant to State Law Chapter 2016-146 and City of Jacksonville Ordinances 2017-257-E and 2017-258-E

Section 1: Actuarial Valuation Summary

Valuation Result	2024	2023	2022
Key assumptions			
• Net investment return		6.50%	6.50%
• Inflation rate		2.50%	2.50%
• Payroll growth rate for amortization purposes		1.25%	1.25%
Demographic data for plan year beginning October 1			
• Number of retired participants and beneficiaries		491	469
• Number of inactive vested participants		3	3
• Number of active participants		345	382
• Covered payroll		$24,526,732	$25,260,815
• Average payroll		$71,092	$66,128
• Projected payroll for next fiscal year		$24,833,316	$25,576,575

Important information about actuarial valuations

An actuarial valuation is a budgeting tool with respect to the financing of future projected obligations of a pension plan. It is an estimated forecast – the actual long-term cost of the plan will be determined by the actual benefits and expenses paid and the actual investment experience of the plan.

In order to prepare a valuation, Segal relies on a number of input items. These include:

Input Item	Description
Plan provisions	Plan provisions define the rules that will be used to determine benefit payments, and those rules, or the interpretation of them, may change over time. Even where they appear precise, outside factors may change how they operate. It is important to keep Segal informed with respect to plan provisions and administrative procedures, and to review the plan summary included in our report to confirm that Segal has correctly interpreted the plan of benefits.
Participant information	An actuarial valuation for a plan is based on data provided to the actuary by the Retirement Administrative Office. Segal does not audit such data for completeness or accuracy, other than reviewing it for obvious inconsistencies compared to prior data and other information that appears unreasonable. It is important for Segal to receive the best possible data and to be informed about any known incomplete or inaccurate data.
Financial information	Part of the cost of a plan will be paid from existing assets — the balance will need to come from future contributions and investment income. The valuation is based on the asset values as of the valuation date, typically reported by the City's Finance Department. A snapshot as of a single date may not be an appropriate value for determining a single year's contribution requirement, especially in volatile markets. The Jacksonville Retirement System uses an "actuarial value of assets" that differs from market value to gradually reflect year-to-year changes in the market value of assets in determining the contribution requirements.
Actuarial assumptions	In preparing an actuarial valuation, Segal starts by developing a forecast of the benefits to be paid to existing plan participants for the rest of their lives and the lives of their beneficiaries. This requires actuarial assumptions as to the probability of death, disability, withdrawal, and retirement of participants in each year, as well as forecasts of the plan's benefits for each of those events. In addition, the benefits forecasted for each of those events in each future year reflect actuarial assumptions as to salary increases and cost-of-living adjustments. The forecasted benefits are then discounted to a present value, typically based on an estimate of the rate of return that will be achieved on the plan's assets. All of these factors are uncertain and unknowable. Thus, there will be a range of reasonable assumptions, and the results may vary materially based on which assumptions are selected within that range. That is, there is no right answer (except with hindsight). It is important for any user of an actuarial valuation to understand and accept this constraint. The actuarial model may use approximations and estimates that will have an immaterial impact on our results. In addition, the actuarial assumptions may change over time, and while this can have a significant impact on the reported results, it does not mean that the previous assumptions or results were unreasonable or wrong.

Section 1: Actuarial Valuation Summary

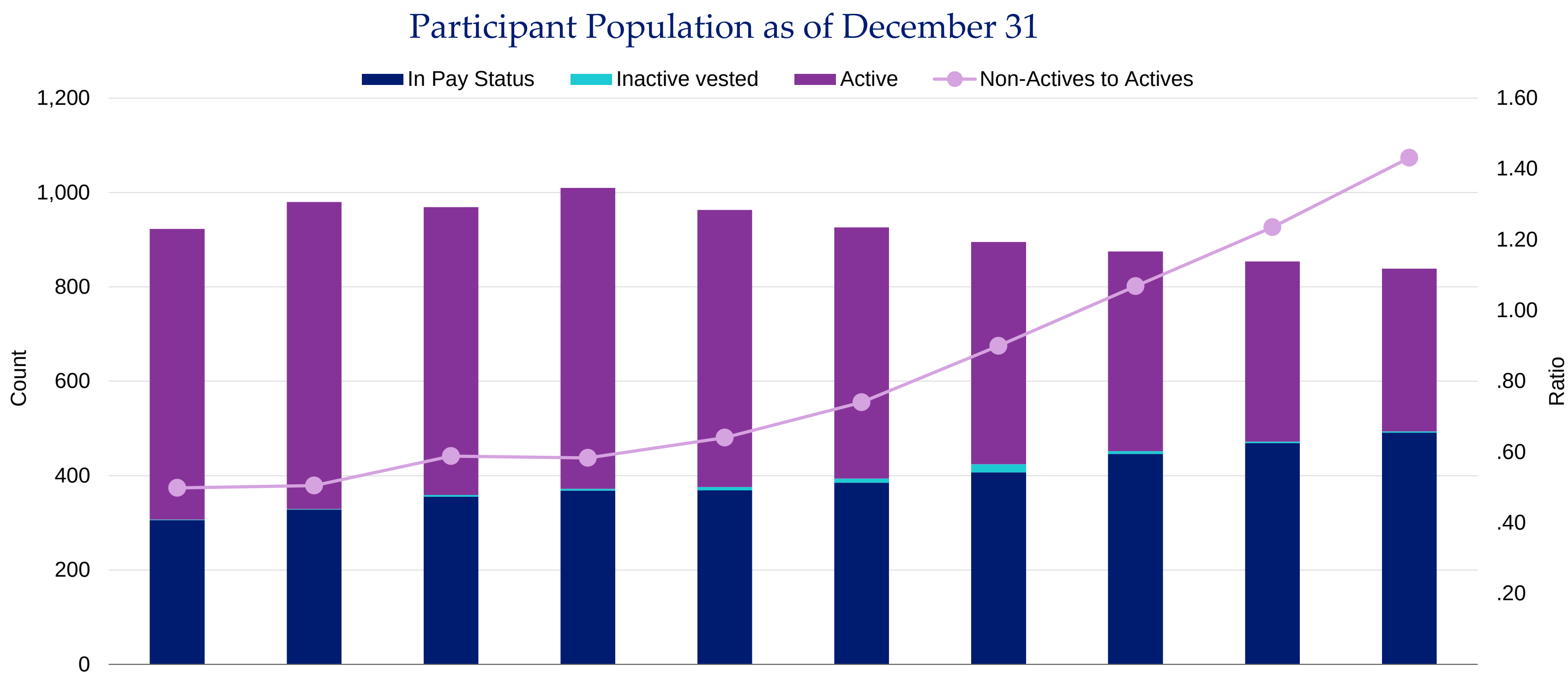
The user of Segal's actuarial valuation (or other actuarial calculations) should keep the following in mind:

- The actuarial valuation is prepared at the request of the Board of Trustees. Segal is not responsible for the use or misuse of its report, particularly by any other party.
- An actuarial valuation is a measurement at a specific date — it is not a prediction of a plan's future financial condition. Accordingly, Segal did not perform an analysis of the potential range of financial measurements, except where otherwise noted.
- If the Board is aware of any event or trend that was not considered in this valuation that may materially change the results of the valuation, Segal should be advised, so that we can evaluate it.
- Segal does not provide investment, legal, accounting, or tax advice. Segal's valuation is based on our understanding of applicable guidance in these areas and of the plan provisions, but they may be subject to alternative interpretations. The System should look to their other advisors for expertise in these areas.
- While Segal maintains extensive quality assurance procedures, an actuarial valuation involves complex computer models and numerous inputs. In the event that an inaccuracy is discovered after presentation of Segal's valuation, Segal may revise that valuation or make an appropriate adjustment in the next valuation.
- Segal's report shall be deemed to be final and accepted by the Board upon delivery and review. Trustees should notify Segal immediately of any questions or concerns about the final content.

As Segal has no discretionary authority with respect to the management or assets of the Plan, it is not a fiduciary in its capacity as actuaries and consultants with respect to the Plan.

Section 2: Actuarial Valuation Results

Participant information



Legend	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
In Pay Status[1]	306	328	355	368	369	385	407	446	469	491
Inactive Vested[2]	1	1	4	4	7	9	17	6	3	3
Active	616	651	610	638	587	532	471	423	382	345
Ratio	0.50	0.51	0.59	0.58	0.64	0.74	0.90	1.07	1.24	1.43

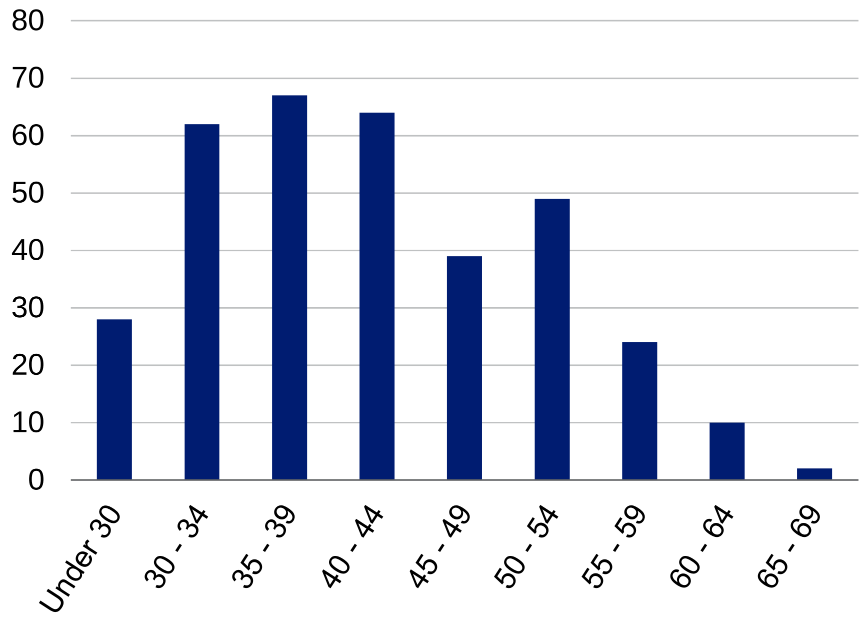
[*] Includes DROP participants
[2] Excludes Inactive participants due a refund of contributions

Active participants

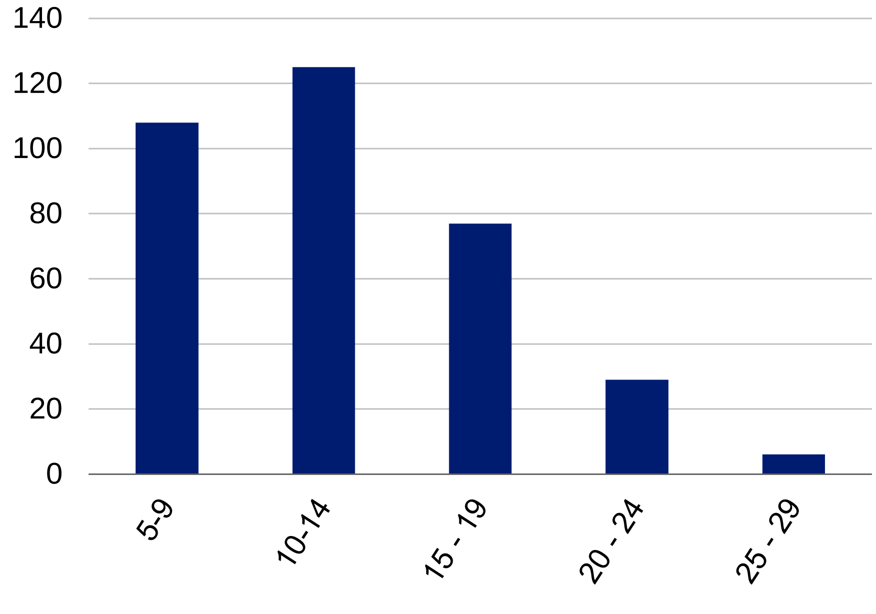
As of September 30,	2023	2022	Change
Active participants	345	382	-9.7%
Average age	42.3	41.8	0.5
Average years of service	13.3	12.5	0.8
Average compensation	$71,092	$66,128	7.5%

Distribution of Active Participants as of September 30, 2023

Actives by Age



Actives by Years of Service

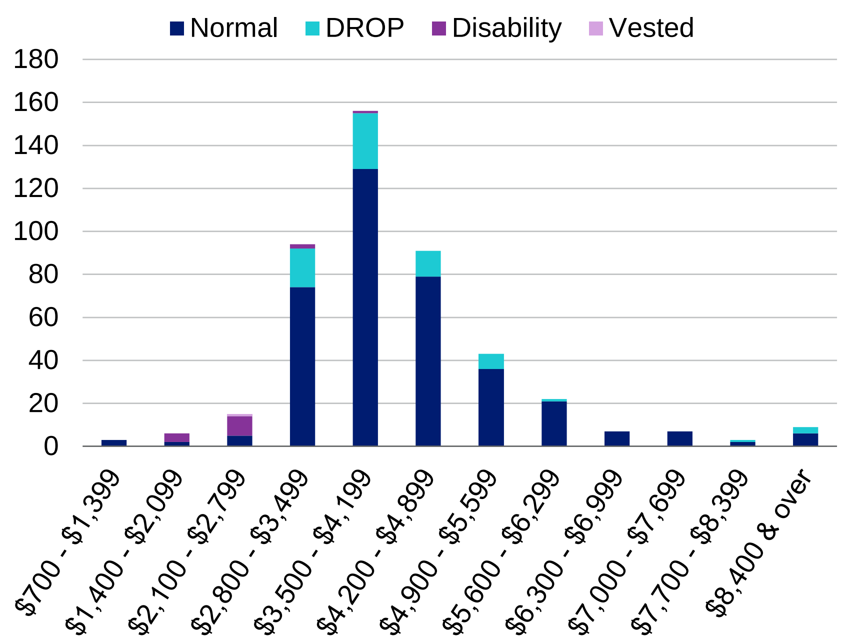


Retired participants and beneficiaries

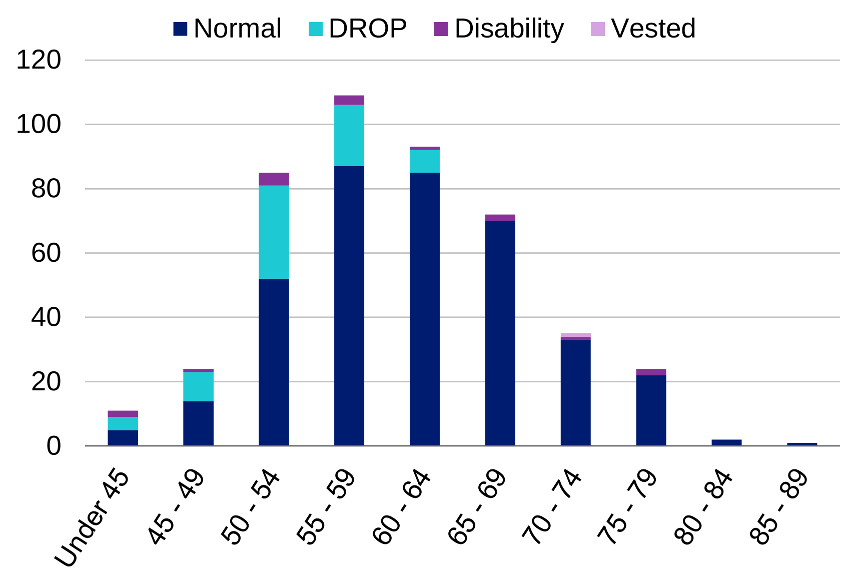
As of September 30,	2023	2022	Change
Retired participants	456	438	4.1%
Beneficiaries	35	31	12.9%
Average age	60.3	59.8	0.5
Average regular benefit amount	$4,195	$4,069	3.1%
Average supplement amount	117	117	0.0%
Total monthly amount	2,117,006	1,963,323	7.8%

Distribution of Retired Participants and Beneficiaries as of September 30, 2023

By Type and Monthly Amount



By Type and Age



It is desirable to have level and predictable plan costs from one year to the next. For this reason, the Board has approved an asset valuation method that gradually adjusts to market value. Under this valuation method, the full value of market fluctuations is not recognized in a single year and, as a result, the asset value and the plan costs are more stable. The amount of the adjustment to recognize market value is treated as income, which may be positive or negative. Realized and unrealized gains and losses are treated equally and, therefore, the sale of assets has no immediate effect on the actuarial value.

Determination of Actuarial Value of Assets for Year Ended September 30, 2023

Step	Original Amount*	Percent Deferred†	Unrecognized Amount‡	Amount
1. Market value of assets, September 30, 2023				$265,021,000
2. Calculation of unrecognized return				
a. Year ended September 30, 2023	$16,846,955	80%	$13,477,564	
b. Year ended September 30, 2022	-64,741,818	60%	-38,845,092	
c. Year ended September 30, 2021	45,760,012	40%	18,304,004	
d. Year ended September 30, 2020	-5,273,967	20%	-1,054,793	
e. Year ended September 30, 2019	-11,656,375	0%	0	
f. Total unrecognized return				-$8,118,317
3. Preliminary actuarial value: (1) - (2f)				273,139,317
4. Adjustment to be within 20% corridor				0
5. Final actuarial value of assets as of September 30, 2023: (3) + (4)				$273,139,317
6. Actuarial value as a percentage of market value: (5) ÷ (1)				103.1%
7. Amount deferred for future recognition: (1) - (5)				-$8,118,317

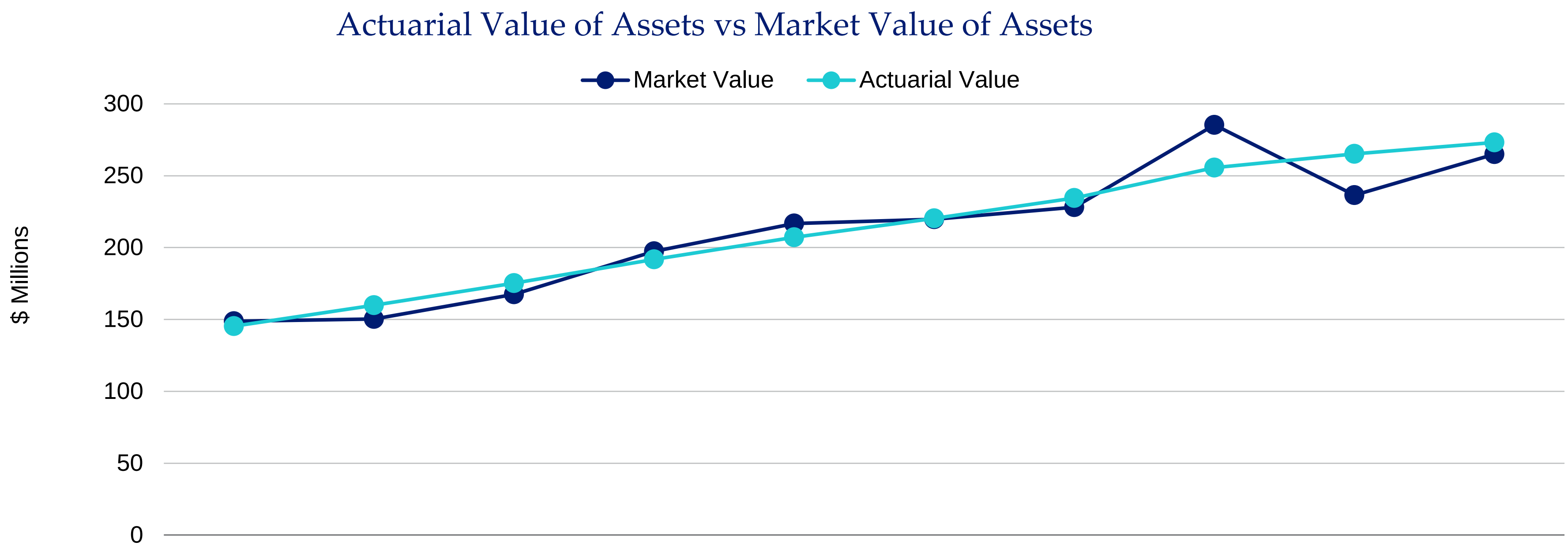
* Total return minus expected return on a market value basis.

† Percent deferred applies to the current valuation year.

‡ Recognition at 20% per year over five years. Deferred return as of September 30, 2023 recognized in each of the next four years:

a. Amount recognized on September 30, 2024	-$1,481,764
b. Amount recognized on September 30, 2025	-426,971
c. Amount recognized on September 30, 2026	-9,578,973
d. Amount recognized on September 30, 2027	3,369,391

Asset history for years ended September 30

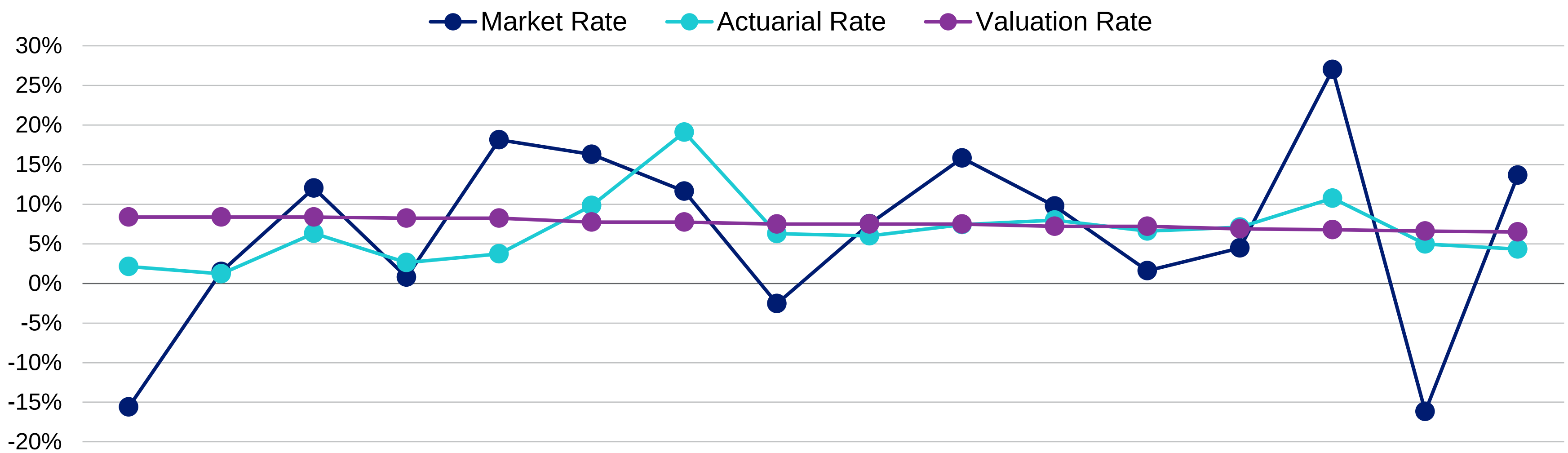


Legend	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Actuarial value*	$145.28	$159.91	$175.33	$191.74	$207.09	$220.33	$234.51	$255.56	$265.25	$273.14
Market value*	148.72	150.22	167.39	197.38	216.67	219.75	228.17	285.35	236.47	265.02
Ratio	0.98	1.06	1.05	0.97	0.96	1.00	1.03	0.90	1.12	1.03

* In $ millions

Historical investment returns

Market and Actuarial Rates of Return for Years Ended September 30



Legend	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Market rate	-15.61%	1.49%	12.03%	0.79%	18.14%	16.29%	11.66%	-2.54%	7.55%	15.83%	9.76%	1.62%	4.49%	27.03%	-16.18%	13.68%
Actuarial rate	2.14%	1.23%	6.33%	2.65%	3.73%	9.82%	19.12%	6.28%	6.02%	7.44%	8.00%	6.60%	7.10%	10.75%	4.97%	4.34%
Assumed rate	8.40%	8.40%	8.40%	8.25%	8.25%	7.75%	7.75%	7.50%	7.50%	7.50%	7.20%	7.20%	6.90%	6.80%	6.63%	6.50%

Average Rates of Return	Actuarial Value	Market Value
Most recent five-year average return:	6.66%	5.14%
Most recent ten-year average return:	7.54%	6.54%
Most recent 15-year average return:	7.03%	7.26%

Actuarial experience

- Assumptions should consider experience and should be based on reasonable expectations for the future.
- Each year actual experience is compared to that projected by the assumptions. Differences are reflected in the actuarial valuation.
- Assumptions are not changed if experience is believed to be a short-term development that will not continue over the long term. On the other hand, if experience is expected to continue, assumptions are changed.

Actuarial Experience for Year Ended September 30, 2023

	Assumption	Amount
1.	Loss from investments[1]	-$5,683,627
2.	Gain administrative expenses	69,478
3.	Loss from contributions	-7,966,331
4.	Net loss from other experience	-10,530,032
5.	**Net experience gain/(loss): 1 + 2 + 3**	-$24,110,512

[1] Details on next page

Investment experience

Actuarial planning is long term. The obligations of a pension plan are expected to continue for the lifetime of all its participants.

The assumed long-term rate of return of 6.50% considers past experience, the asset allocation policy of the Board and future expectations.

Investment Experience
Year Ended September 30, 2023

Investment	Market Value	Actuarial Value
1. Net investment income	$32,102,000	$11,442,008
2. Average value of assets	234,693,000	263,471,309
3. Rate of return: **1 ÷ 2**	13.68%	4.34%
4. Assumed rate of return	6.50%	6.50%
5. Expected investment income: **2 x 4**	15,255,045	17,125,635
6. Investment gain/(loss): **1 – 5**	$16,846,955	-$5,683,627

Contributions

Contributions for the year ended September 30, 2023 totaled $20,529,000, compared to the projected amount of $27,323,916. This resulted in a loss of $7,966,331 for the year, when adjusted for timing.

Non-investment experience

Administrative expenses

Administrative expenses for the year ended September 30, 2023 totaled $97,000, as compared to the assumption of $159,000. This resulted in an experience gain of $69,478 for the year, after accounting for timing.

Other experience

There are other differences between the expected and the actual experience that appear when the new valuation is compared with the projections from the previous valuation. These include:

- Mortality experience (more or fewer than expected deaths)
- The extent of turnover among participants
- Retirement experience (earlier or later than projected)
- The number of disability retirements (more or fewer than projected)
- Salary increases (greater or smaller than projected)

The net loss from this other experience for the year ended September 30, 2023 amounted to $10,530,032, which is 1.8% of the actuarial accrued liability. The primary cause of this loss was salary experience among the active population.

Actuarial assumptions

- After the publication of the Review of Actuarial Experience for the Five-Year Period October 1, 2017 through September 30, 2022, the Board approved the following assumption changes first reflected in this valuation:
  - Withdrawal rates were lowered for active participants with between six and ten years of service.
  - Active retirement rates were increased for participants with 20 years of service and decreased for participants with between 21 and 27 years of service
  - Salary scale rates were changed to reflect higher expected merit and promotional increases.
  - As a result of these assumption changes, the total normal cost increased by $884,379 (11.26%) and the actuarial accrued liability increased by $1,084,396 (0.19%). The net impact was an increase in the City's minimum required contribution of $975,295 (3.93% of pay).

Plan provisions

- There were no changes in plan provisions since the prior valuation.

Unfunded actuarial accrued liability

Development of Unfunded Actuarial Accrued Liability for Year Ended September 30, 2023

Unfunded Actuarial Accrued Liability	Change	Amount
1. Unfunded actuarial accrued liability at beginning of year		$274,933,496
2. Employer normal cost at beginning of year		5,802,709
3. Actuarial determined contribution at beginning of year		-25,805,779
4. Interest on 1, 2 & 3		17,487,796
5. Expected unfunded actuarial accrued liability		**$272,418,222**
6. Changes due to:		
a. Net experience loss	$24,110,512	
b. Assumptions	1,104,396	
Total changes		**$25,214,908**
7. Unfunded actuarial accrued liability at end of year		$297,633,130

Florida Chapter 112 Determined Employer Contribution and City's Minimum Required Contribution

The chart below shows the calculations of the Florida Chapter 112 determined employer contribution and the City's minimum required contribution pursuant to State Law Chapter 2016-146 and City of Jacksonville Ordinances 2017-257-E and 2017-258-E.

The contribution requirements as of October 1, 2023 are based on the data previously described, the actuarial assumptions and Plan provisions described in *Section 4*, including all changes affecting future costs adopted at the time of the actuarial valuation, actuarial gains and losses, and changes in the actuarial assumptions. The contribution calculated as of October 1, 2023 is then projected to the following fiscal year and will be paid in the plan year beginning October 1, 2024.

Actuarially Determined Contribution

	Contribution	2023 Amount	2023 Percent of Projected Payroll	2022 Amount	2022 Percent of Projected Payroll
1.	Total normal cost	$8,736,819	35.18%	$8,023,179	31.37%
2.	Administrative expenses	97,000	0.40%	159,000	0.62%
3.	Expected employee contributions	-2,278,533	-9.18%	-2,379,470	-9.30%
4.	**Employer normal cost: (1) + (2) + (3)**	**$6,555,286**	**26.40%**	**$5,802,709**	**22.69%**
5.	Actuarial accrued liability	$570,772,447		$540,178,805	
6.	Actuarial value of assets	273,139,317		265,245,309	
7.	**Unfunded actuarial accrued liability: (5) - (6)**	**$297,633,130**		**$274,933,496**	
8.	Payment on projected unfunded actuarial accrued liability	21,149,704	85.17%	$19,141,737	74.84%
9.	Florida Chapter 112 determined employer contribution: (4) + (8)[1]	$29,019,915	116.86%	26,128,351	102.16%
10.	Amortized value of discounted value of projected surtax revenue[1, 2]	7,038,645	28.34%	6,742,707	26.36%
11.	**City's minimum required contribution: (9) - (10)[2]**	**$21,981,270**	**88.52%**	**$19,385,644**	**75.79%**
12.	Projected payroll	$24,833,316		$25,576,575	

[1]Adjusted for timing and projected to next fiscal year; contributions are assumed to be paid at the end of every month.

[2]Pursuant to State Law Chapter 2016-146 and City of Jacksonville Ordinances 2017-257-E and 2017-258-E

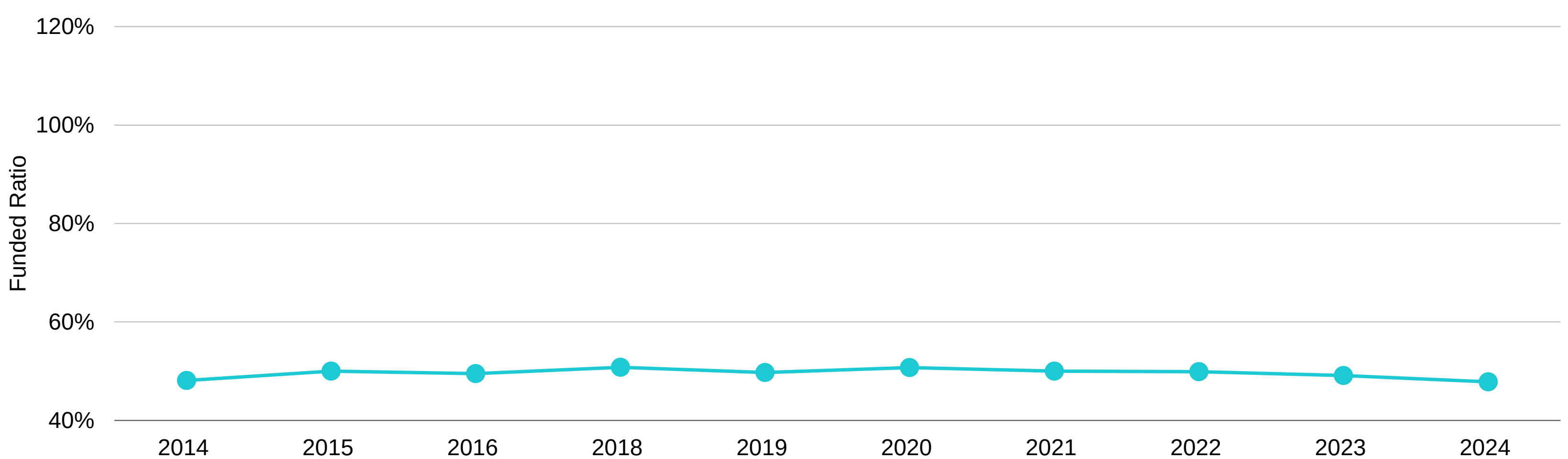
Reconciliation of City’s Minimum Required Contribution

Reconciliation of City’s Minimum Required Contribution from October 1, 2023 to October 1, 2024

	Step	Amount
1.	City’s minimum required contribution as of October 1, 2023	$19,385,644
2.	Effect of expected change in amortization payment due to payroll growth	166,344
3.	Effect of change in administrative expense assumption	-64,943
4.	Effect of change in other actuarial assumptions	975,295
5.	Effect of investment loss	417,599
6.	Effect of other gains and losses on accrued liability	1,142,240
7.	Net effect of other changes, including composition and number of participants	-40,909
8.	**Total change**	**$2,595,626**
9.	**City’s minimum required contribution as of October 1, 2024**	**$21,981,270**

Schedule of funding progress through September 30, 2023

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded/ (Overfunded) AAL (UAAL) (b) – (a)	Funded Ratio (a) / (b)	Covered Compensation (c)	UAAL as a Percentage of Covered Compensation [(b) – (a)] / (c)
10/01/2014	$145,276,644	$302,122,370	$156,845,726	48.09%	$27,373,702	572.98%
10/01/2015	159,914,247	319,655,728	159,741,481	50.03%	28,091,083	568.66%
10/01/2016	175,333,405	354,234,673	178,901,268	49.50%	26,585,054	672.94%
10/01/2017	191,740,583	377,380,082	185,639,499	50.81%	27,548,015	673.88%
10/01/2018	207,089,881	416,673,228	209,583,347	49.70%	28,164,021	744.15%
10/01/2019	220,334,774	434,176,844	213,842,070	50.75%	28,726,006	744.42%
10/01/2020	234,514,215	468,831,017	234,316,802	50.02%	28,268,208	828.91%
10/01/2021	255,558,542	503,742,3353	248,183,793	50.73%	25,903,031	958.13%
10/01/2022	265,245,309	540,178,805	274,933,496	49.10%	25,260,815	1,088.38%
10/01/2023	273,139,317	570,772,447	297,633,130	47.85%	24,526,732	1,213.51%



History of employer contributions

History of Employer Contributions: 2016– 2025

Fiscal Year Ended September 30	City's Minimum Required	Actual Employer Contribution	Percent Contributed
2016	$18,863,935	$18,864,000	100.00%
2017	19,155,820	19,162,000	100.03%
2018	13,973,105	13,973,000	100.00%
2019	14,497,788	14,498,000	100.00%
2020	15,042,623	15,058,000	100.10%
2021	15,044,530	15,061,000	100.11%
2022	17,592,399	17,610,000	100.10%
2023	17,185,973	17,196,000	100.06%
2024	19,385,644	- -	- -
2025	21,981,270	- -	- -

Low-Default-Risk Obligation Measure (LDROM)

In December 2021, the Actuarial Standards Board issued a revision of Actuarial Standard of Practice No. 4 (ASOP 4) *Measuring Pension Obligations and Determining Pension Plan Costs or Contributions*. One of the revisions to ASOP 4 requires the disclosure of a Low-Default-Risk Obligation Measure (LDROM) when performing a funding valuation. The LDROM presented in this report is calculated using the same methodology and assumptions used to determine the Actuarial Accrued Liability (AAL) used for funding, except for the discount rate. The LDROM is required to be calculated using “a discount rate…derived from low-default-risk fixed income securities whose cash flows are reasonably consistent with the pattern of benefits expected to be paid in the future.”

The LDROM is a calculation assuming a plan’s assets are invested in an all-bond portfolio, generally lowering expected long-term investment returns. The discount rate selected and used for this purpose is the Bond Buyer General Obligation 20-year Municipal Bond Index Rate, published at the end of each week. The last published rate in December of the measurement period, by The Bond Buyer (www.bondbuyer.com), is 4.09% for use effective September 30, 2023. This is the rate used to determine the discount rate for valuing reported public pension plan liabilities in accordance with Governmental Accounting Standards when plan assets are projected to be insufficient to make projected benefit payments, and the 20-year period reasonably approximates the duration of plan liabilities. The LDROM is not used to determine a plan’s funded status or Actuarially Determined Contribution (Florida Chapter 112 determined employer contribution). The plan’s expected return on assets, currently 6.50%, is used for these calculations.

As of September 30, 2023, the LDROM for the system is $809,716,004. The difference between the plan’s AAL of $570,772,447 and the LDROM can be thought of as the increase in the AAL if the entire portfolio were invested in low-default-risk securities. Alternatively, this difference could also be viewed as representing the expected savings from investing in the plan’s diversified portfolio compared to investing only in low-default-risk securities.

ASOP 4 requires commentary to help the intended user understand the significance of the LDROM with respect to the funded status of the plan, plan contributions, and the security of participant benefits. In general, if plan assets were invested exclusively in low-default-risk securities, the funded status would be lower and the Actuarially Determined Contribution would be higher. While investing in a portfolio with low-default-risk securities may be more likely to reduce investment volatility and the volatility of employer contributions, it also may be more likely to result in higher employer contributions or lower benefits.

Risk

The actuarial valuation results are dependent on a single set of assumptions; however, there is a risk that emerging results may differ significantly as actual experience proves to be different from the current assumptions.

We have not been engaged to perform a detailed analysis of the potential range of the impact of risk relative to the Plan's future financial condition but have included a brief discussion of some risks that may affect the Plan.

- Economic and Other Related Risks. Potential implications for the Plan due to the following economic effects (that were not reflected as of the valuation date) include:
  - Volatile financial markets and investment returns lower than assumed
  - High inflationary environment impacting salary increases and COLAs
  - Lingering direct and indirect effects of the COVID-19 pandemic
- Investment Risk (the risk that returns will be different than expected)

  If the actual return on market value for the prior plan year were 1% different (either higher or lower), the unfunded actuarial liability would change by 0.79%, or $2,346,930, disregarding the asset smoothing method.

  Since the Plan's assets are much larger than contributions, investment performance may create volatility in the actuarially determined contribution requirements. For example, for the prior plan year, if the actual return on market value were 1% different, the Actuarially Determined Contribution would increase or decrease by $164,625, disregarding the effects of the 5-year phase-in of investment gains and losses.

  The market value rate of return over the last 16 years has ranged from a low of -16.18% to a high of 27.03%.
- Longevity Risk (the risk that mortality experience will be different than expected)

  The actuarial valuation includes an expectation of future improvement in life expectancy. Emerging plan experience that does not match these expectations will result in either an increase or decrease in the Actuarially Determined Contribution.
- Contribution Risk (the risk that actual contributions will be different from actuarially determined contribution)

  The Plan's funding policy requires payment of the City's minimum required contribution, which is the Florida Chapter 112 determined contribution reduced for anticipated funding from allocated surtax income. This policy produces a risk that this reduction in immediate funding might be either too large or too small, depending on whether the surtax income gross as quickly as expected.

If the City paid the Florida Chapter 112 determined contribution, the effective amortization period would be 23 years, meaning that the current contribution level, with amortization payments growing 1.25%, would be adequate to be expected to reduce the unfunded liability to zero over 23 years. Under the City's current policy of paying the City's required contribution, over the immediate term, the unfunded liability has an expected growth rate of 1.6% and increases at this level can be expected to continue until the surtax income becomes payable to the Plan's trust. If plan experience is less favorable than anticipated, the unfunded liability will grow faster than 1.6% per year. By comparison, the surtax revenue is assumed to grow 4.25% per year.

- Demographic Risk (the risk that participant experience will be different than assumed)

  Examples of this risk include:
  - Actual retirements occurring earlier or later than assumed. The value of retirement plan benefits is sensitive to the rate of benefit accruals and any early retirement subsidies that apply.
  - More or less active participant turnover than assumed.

- There are external factors including legislative or financial reporting changes that could impact the Plan's funding and disclosure requirements. While we do not assume any changes in such external factors, it is important to understand that they could have significant consequences for the Plan.
- Actual Experience Over the Last Ten Years

  Past experience can help demonstrate the sensitivity of key results to the Plan's actual experience. Over the past ten years:

  The non-investment gain(loss) for a year has ranged from a loss of $10,056,085 to a gain of $1,978,720.

Plan Year Ended	Investment Gain/(Loss)	All Other Gains and (Losses)
2014	5,183,479	-7,402,084
2015	-15,203,738	-3,362,440
2016	-2,401,011	529,028
2017	14,071,137	1,978,720
2018	5,056,884	-1,546,971
2019	-12,089,300	-5,808,796
2020	-5,273,967	-10,056,085
2021	45,760,012	-5,207,826
2022	-64,741,818	-9,570,213
2023	16,846,955	-9,563,522

Section 2: Actuarial Valuation Results

- The funded percentage on the actuarial value of assets has ranged from a low of 47.9% to a high of 50.8% since 2014.

Maturity Measures

As pension plans mature, the cash needed to fulfill benefit obligations will increase over time. Therefore, cash flow projections and analysis should be performed to assure that the Plan’s asset allocation is aligned to meet emerging pension liabilities.

Currently the Plan has a non-active to active participant ratio of 1.43.

For the prior year, benefits and administrative expenses paid were $3,548,000 more than contributions received. Plans with high levels of negative cash flows may have a need for a larger allocation to income generating assets, which can create a drag on investment return.

GFOA funded liability by type

The Actuarial Accrued Liability represents the present value of benefits earned, calculated using the Plan's actuarial cost method. The Actuarial Value of Assets reflects the financial resources available to liquidate the liability. The portion of the liability covered by assets reflects the extent to which accumulated plan assets are sufficient to pay future benefits, and is shown for liabilities associated with employee contributions, pensioner liabilities, and other liabilities. The Government Finance Officers Association (GFOA) recommends that the funding policy aim to achieve a funded ratio of 100 percent.

GFOA Funded Liability by Type as of September 30

Type	2023	2022
Actuarial accrued liability (AAL)		
Active member contributions	$20,027,503	$19,822,533
Retirees and beneficiaries	412,154,218	388,093,154
Active and inactive members (employer-financed)	138,590,726	132,263,118
Total	**$570,772,447**	**$540,178,805**
Actuarial value of assets	273,139,317	265,245,309
Cumulative portion of AAL covered		
Active member contributions	100.00%	100.00%
Retirees and beneficiaries	61.41%	63.24%
Active and inactive members (employer-financed)	0.00%	0.00%

Actuarial balance sheet

An overview of the Plan's funding is given by an Actuarial Balance Sheet. In this approach, first the amount and timing of all future payments that will be made by the Plan for current participants is determined. Then these payments are discounted at the valuation interest rate to the date of the valuation, thereby determining the present value, referred to as the "liability" of the Plan.

Second, this liability is compared to the assets. The "assets" for this purpose include the net amount of assets already accumulated by the Plan, the present value of future member contributions, the present value of future employer normal cost contributions, and the present value of future employer amortization payments for the unfunded actuarial accrued liability.

Actuarial Balance Sheet

Description	Year Ended September 30, 2023	Year Ended September 30, 2022
Liabilities		
Present value of benefits for retired participants and beneficiaries	$412,154,218	$388,093,154
Present value of benefits for inactive vested participants	439,531	411,614
Present value of benefits for active participants	229,675,571	208,055,874
Total liabilities	**$642,269,320**	**$596,560,642**
Assets		
Total valuation value of assets	$273,139,317	$265,245,309
Present value of future contributions by members	18,355,208	16,695,020
Present value of future employer contributions for:		
• Entry age cost	53,141,665	39,686,817
• Unfunded actuarial accrued liability	297,633,130	274,933,496
Total of current and future assets	**$642,269,320**	**$596,560,642**

Section 3: Supplemental Information

Exhibit A: Table of plan demographics

Category	Year Ended September 30, 2023	Year Ended September 30, 2022	Change From Prior Year
Active participants in valuation:			
• Number	345	382	-9.7%
• Average age	42.3	41.8	0.5
• Average years of service	13.3	12.5	0.8
• Covered payroll	$24,526,732	$25,260,815	-2.9%
• Average payroll	71,092	66,128	7.5%
• Employee contribution balances	20,027,503	19,822,533	1.0%
• Total active vested participants	345	382	-9.7%
Inactive participants	3	3	0.0%
Retired participants:			
• Number in pay status	372	357	4.2%
• Average age	61.4	60.9	0.5
• Average monthly benefit1	$4,325	$4,217	2.6%
Disabled participants:			
• Number in pay status	16	17	-5.9%
• Average age	58.1	57.5	0.6
• Average monthly benefit1	$2,456	$2,424	1.3%
DROP participants not yet in pay status:			
• Number in pay status	68	64	6.3%
• Average age	52.9	52.3	0.6
• Average monthly benefit1	$4,294	$4,197	2.3%

[1]Does not include supplemental benefit amounts

Category	Year Ended September 30, 2023	Year Ended September 30, 2022	Change From Prior Year
Beneficiaries:			
• Number in pay status	35	31	12.9%
• Average age	63.4	64.0	-0.6
• Average monthly benefit	$3,218	$3,010	6.9%

Exhibit B: Participants in active service as of September 30, 2023 by age, years of service, and average compensation

Years of Service

Age	Total	5-9	10-14	15 - 19	20 - 24	25 - 29
Under 30	28	28	0	0	0	0
	$58,427	58,427	0	0	0	0
30 - 34	62	41	20	1	0	0
	64,501	59,818	73,876	68,988	0	0
35 - 39	67	16	35	16	0	0
	69,376	61,101	71,619	72,745	0	0
40 - 44	64	7	24	23	10	0
	76,301	65,186	73,502	80,636	80,830	0
45 - 49	39	5	12	8	12	2
	80,801	58,908	69,635	75,755	104,729	79,152
50 - 54	49	5	20	14	6	4
	74,385	58,332	70,046	74,404	80,704	106,603
55 - 59	24	4	8	11	1	0
	71,867	58,764	72,380	76,264	71,796	0
60 - 64	10	2	4	4	0	0
	70,712	58,044	69,519	78,240	0	0
65 - 69	2	0	2	0	0	0
	66,102	0	66,102	0	0	0
70 & over	0	0	0	0	0	0
	0	0	0	0	0	0
Unknown	0	0	0	0	0	0
	0	0	0	0	0	0
Total	**345**	**108**	**125**	**77**	**29**	**6**
	$71,092	**$59,813**	**$71,793**	**$76,456**	**$90,382**	**$97,453**

Exhibit C: Reconciliation of participant data

	Active Participants	Inactive Vested Participants	DROP Participants	Disableds	Retired Participants	Beneficiaries	Total
Number as of October 1, 2022	**382**	**3**	**64**	**17**	**357**	**31**	**854**
New participants	0	N/A	0	N/A	N/A	N/A	0
Terminations — with vested rights	0	0	0	0	0	0	0
Terminations — without vested rights	0	N/A	0	N/A	N/A	N/A	0
Retirements	-9	0	-11	N/A	20	N/A	0
New DROP participants	-15	0	15	0	0	0	0
New disabilities	0	0	0	0	N/A	N/A	0
Return to work	0	0	0	0	0	N/A	0
Deceased	0	0	0	-1	-4	0	-5
New beneficiaries	0	0	0	0	0	2	2
Lump sum cash-outs	-11	0	0	0	0	0	-11
Rehire	0	0	0	N/A	0	N/A	0
Certain period expired	N/A	N/A	0	0	0	0	0
Data adjustments	-2	0	0	0	-1	2	-1
Active participants no longer accruing benefits	0	0	0	N/A	N/A	N/A	0
Net transfers (to)/from General	0	0	0	0	0	0	0
Number as of October 1, 2023	**345**	**3**	**68**	**16**	**372**	**35**	**839**

Exhibit D: Summary statement of income and expenses on a market value basis

Year Ended September 30, 2023 versus Year Ended September 30, 2022

Item	Income and Expenses	Assets as of YE 2023	Income and Expenses	Assets as of YE 2022
Net assets at market value at the beginning of the year		**$236,467,000**		**$285,351,000**
Contribution and other income:				
Employer contributions	$17,196,000		$17,610,000	
Employee contributions	3,333,000		3,153,000	
Total contribution income		$20,529,000		$20,763,000
Investment income:				
Interest, dividends and other income	$2,414,000		$4,578,000	
Realized appreciation	19,450,000		11,564,000	
Unrealized appreciation	12,205,000		-60,131,000	
Less investment fees	-1,967,000		-1,946,000	
Net investment income		$32,102,000		-$45,935,000
Total income available for benefits		$52,631,000		-$25,172,000
Less benefit payments and administrative expenses:				
Administrative expenses	-$97,000		-$159,000	
Benefit payments	-21,049,000		-19,727,000	
DROP credits	-3,351,000		-2,866,000	
Refunds	-2,605,000		-2,542,000	
DROP withdrawals	2,230,000		1,961,000	
DROP interest/adjustment	795,000		-379,000	
Net benefit payments and administrative expenses		-$24,077,000		-$23,712,000
Change in market value of assets		**$28,554,000**		**-$48,884,000**
Net assets at market value at the end of the year		**$265,021,000**		**$236,467,000**

Exhibit E: Summary statement of plan assets

Year Ended September 30, 2023 versus Year Ended September 30, 2022

Item	Investments	Assets as of YE 2023	Investments	Assets as of YE 2022
Cash and accounts receivable				
Cash equivalents		$4,271,000		$2,152,000
Total accounts receivable		63,000		0
Investments:				
Equities	$152,605,000		$132,667,000	
Fixed Income	51,800,000		47,799,000	
Real Estate	54,800,000		57,146,000	
Other Assets	15,000,000		9,865,000	
Total investments at market value		274,205,000		247,477,000
Total assets		**278,539,000**		**249,629,000**
Total accounts payable		-13,518,000		-13,162,000
Net assets at market value		**$265,021,000**		**$236,467,000**
Net assets at actuarial value		$273,139,317		$265,245,309

Exhibit F: Development of the fund through September 30, 2023

Year Ended September 30	Employer Contributions	Employee Contributions	Net Investment Return[1]	Admin. Expenses	Benefit Payments	Market Value of Assets at Year-End	Actuarial Value of Assets at Year-End	Actuarial Value as a Percent of Market Value
2014	$13,522,000	$2,253,000	$15,468,000	$65,000	$14,611,000	$148,721,000	$145,276,644	97.7%
2015	17,832,000	2,466,000	-3,849,000	73,000	14,874,000	150,223,000	159,914,247	106.5%
2016	18,864,000	2,410,000	11,548,000	75,000	15,583,000	167,387,000	175,333,405	104.7%
2017	19,162,000	2,500,000	26,747,000	75,000	18,338,000	197,383,000	191,740,583	97.1%
2018	13,973,000	3,151,000	19,269,000	128,000	16,981,000	216,667,000	207,089,881	95.6%
2019	14,498,000	3,225,000	3,496,000	158,000	17,974,000	219,754,000	220,334,774	100.3%
2020	15,058,000	3,401,000	9,840,000	153,000	19,728,000	228,172,000	234,514,215	102.8%
2021	15,061,000	3,341,000	61,141,000	160,000	22,204,000	285,351,000	255,558,542	89.6%
2022	17,610,000	3,153,000	-45,935,000	159,000	23,553,000	236,467,000	265,245,309	112.2%
2023	17,196,000	3,333,000	32,102,000	97,000	23,980,000	265,021,000	273,139,317	103.1%

[1] On a market basis, net of investment fees

Exhibit G: Table of amortization bases

Florida Chapter 112 Recommended Contribution Amortization Bases

Type	Date Established	Initial Period	Initial Amount	Annual Payment[1]	Years Remaining	Outstanding Balance
Fresh start	10/01/2016	30	$178,901,268	$12,416,260	23	$173,127,187
Experience loss	10/01/2017	30	-2,816,018	-192,592	24	-2,745,629
Change in assumptions	10/01/2017	30	-283,924	-19,418	24	-276,827
Plan amendment	10/01/2017	30	9,863,395	674,572	24	9,616,845
Experience loss	10/01/2018	29	5,111,441	349,784	24	4,986,606
Change in assumptions	10/01/2018	29	19,111,594	1,307,838	24	18,644,829
Experience loss	10/01/2019	28	12,171,775	834,614	24	11,898,446
Change in assumptions	10/01/2019	28	-7,304,312	-500,854	24	-7,140,286
Experience loss	10/01/2020	27	15,277,628	1,051,058	24	14,984,118
Change in assumptions	10/01/2020	27	6,108,635	420,257	24	5,991,276
Experience loss	10/01/2021	26	3,753,461	259,450	24	3,698,782
Change in assumptions	10/01/2021	26	11,440,746	790,818	24	11,274,081
Experience loss	10/01/2022	25	19,787,855	1,376,663	24	19,626,020
Change in assumptions	10/01/2022	25	8,804,784	612,559	24	8,732,774
Experience loss	10/01/2023	24	24,110,512	1,691,227	24	24,110,512
Change in assumptions	10/01/2023	24	1,104,396	77,468	24	1,104,396
Total				**$21,149,704**		**$297,633,130**

[1] Level percentage of payroll

City's Minimum Recommended Contribution Surtax Amortization Bases

Type	Date Established	Initial Period	Initial Amount	Annual Payment[1]	Years Remaining	Outstanding Balance
Discounted surtax revenue applied	10/01/2016	30	-$64,295,005	-$4,462,257	23	-$62,219,868
Surtax offset gain	10/01/2017	30	-1,534,336	-104,935	24	-1,495,981
Allocation change	10/01/2017	30	4,705,811	321,837	24	4,588,182
Discount rate change	10/01/2017	30	-3,286,369	-224,759	24	-3,204,220
Surtax offset gain	10/01/2018	29	-1,420,046	-97,176	24	-1,385,365
Allocation change	10/01/2018	29	-1,349,426	-92,344	24	-1,316,470
Discount rate change	10/01/2018	29	-3,713,867	-254,146	24	-3,623,164
Surtax offset gain	10/01/2019	28	-348,544	-23,900	24	-340,718
Allocation change	10/01/2019	28	-7,142,670	-489,770	24	-6,982,274
Discount rate change	10/01/2019	28	-2,159,598	-148,083	24	-2,111,103
Surtax offset loss	10/01/2020	27	6,298,215	433,299	24	6,177,215
Allocation change	10/01/2020	27	3,119,832	214,636	24	3,059,894
Discount rate change	10/01/2020	27	-2,063,845	-141,987	24	-2,024,194
Surtax offset gain	10/01/2021	26	-9,862,882	-681,751	24	-9,719,203
Allocation change	10/01/2021	26	-4,296,673	-296,999	24	-4,234,081
Discount rate change	10/01/2021	26	-4,356,487	-301,133	24	-4,293,022
Surtax offset gain	10/01/2022	25	-6,174,896	-429,594	24	-6,124,394
Allocation change	10/01/2022	25	2,166,398	150,719	24	2,148,680
Discount rate change	10/01/2022	25	-3,393,985	-236,123	24	-3,366,227
Surtax smoothing	10/01/2022	25	4,985,065	346,816	24	4,944,294
Surtax offset gain	10/01/2023	24	-2,880,697	-202,066	24	-2,880,697
Total				**-$6,719,716**		**-$94,402,716**

[1] Level percentage of payroll; per Part VII, Chapter 112.64(5)(b) of Florida Statutes, outstanding balances were amortized using a 1.25% payroll growth rate for October 1, 2022 valuation.

Exhibit H: Section 415

Section 415 of the Internal Revenue Code (IRC) specifies the maximum benefits that may be paid to an individual from a defined benefit plan and the maximum amounts that may be allocated each year to an individual's account in a defined contribution plan.

A qualified pension plan may not pay benefits in excess of the Section 415 limits. The ultimate penalty for non-compliance is disqualification: active participants could be taxed on their vested benefits and the IRS may seek to tax the income earned on the Plan's assets.

In particular, Section 415(b) of the IRC limits the maximum annual benefit payable at the Normal Retirement Age to a dollar limit of $160,000 indexed for inflation. That limit is $265,000 for 2023 and $275,000 for 2024. Normal Retirement Age for these purposes is age 62. These are the limits in simplified terms. They must be adjusted based on each participant's circumstances, for such things as form of benefits chosen and after tax contributions.

Benefits in excess of the limits may be paid through a qualified governmental excess plan that meets the requirements of Section 415(m).

Legal Counsel's review and interpretation of the law and regulations should be sought on any questions in this regard.

Exhibit I: Supplementary state of Florida information
Summary of Salary Changes

Year Ended September 30	Total Salary	Percent Change in Total Salary	Percent Change in Salary of Employees Remaining Active	Expected Percent Change in Salary of Employees Remaining Active
2010*	$27,869,052	0.75%	N/A	N/A
2010	32,329,400	16.88%	2.45%	5.28%
2011	31,832,037	-1.54%	3.09%	5.80%
2012	28,944,158	-9.07%	0.78%	6.15%
2013	27,871,010	-3.71%	3.03%	1.72%
2014	27,373,702	-1.78%	3.89%	1.70%
2015	28,091,083	2.62%	3.08%	1.66%
2016	26,585,054	-5.36%	2.63%	4.26%
2017	27,548,015	3.62%	4.03%	8.21%
2018	28,164,021	2.24%	10.21%	8.31%
2019	28,726,006	2.00%	12.46%	8.34%
2020	28,268,208	-1.59%	12.06%	3.98%
2021	25,903,031	-8.37%	3.06%	3.84%
2022	25,260,815	-2.48%	8.64%	3.69%
2023	24,526,732	-2.91%	8.86%	3.51%

Note: The Plan was closed to new entrants as of October 1, 2017.

The average total payroll growth for the most recent ten years was -1.27% per year. Additional analysis of bargained pay increases applicable for the next year and pay of DC plan participants was used to support a payroll increase assumption of 1.25%.

*Prior to the inclusion of new participants with greater than one year of employment.

Exhibit J: Supplementary state of Florida information
Recent History of Recommended and Actual Contributions

Fiscal Year Ended September 30	Valuation Date October 1	Contribution Rate as Percent of Valuation Payroll	Valuation Payroll	Florida Chapter 112 Recommended Contribution	City's Minimum Required Contribution	Actual Contribution
2013	2011	39.11%	$32,946,158	$12,884,770	- -	$10,742,000
2014	2012	49.93%	29,812,483	14,884,963	- -	13,522,000
2015	2013	62.81%	28,049,384	17,618,896	- -	17,832,000
2016	2014	68.64%	27,480,459	18,863,935	- -	18,864,000
2017	2015	67.73%	28,282,102	19,155,820	- -	19,162,000
2018	2016	69.26%	26,917,306	18,643,233	$13,973,105	13,973,000
2019	2017	68.63%	27,892,365	19,141,501	14,497,788	14,498,000
2020	2018	70.53%	28,516,071	20,111,161	15,042,623	15,058,000
2021	2019	71.56%	29,085,081	20,812,130	15,044,530	15,061,000
2022	2020	79.84%	28,621,561	22,851,586	17,592,399	17,610,000
2023	2021	90.55%	26,226,819	23,748,105	17,185,973	17,196,000
2024	2022	102.16%	25,576,575	26,128,351	19,385,644	- -
2025	2023	116.86%	24,833,316	29,019,915	21,981,270	- -

The Plan was closed to new entrants as of October 1, 2017; as a result, valuation payroll is expected to continue declining.

Exhibit K: Supplementary State of Florida Information
Comparative Summary of Principal Valuation Results

	Year Ended September 30, 2023		
	New Assumptions	Old Assumptions	Year Ended September 30, 2022
Participant data			
• Active members	345	345	382
• Total annual payroll	$24,526,732	$24,526,732	$25,260,815
• Retired members and beneficiaries	423	423	406
• Total annualized benefit	$21,130,232	$21,130,232	$19,679,844
• Terminated vested members	3	3	3
• Total annualized benefit	$44,563	$44,563	$44,568
• DROP participants	68	68	64
• Total annualized benefit	$3,503,954	$3,503,954	$3,223,296
Actuarial value of assets	$273,139,317	$273,139,317	$265,245,309
Present value of all future expected benefit payments:			
• Active members:			
• Retirement benefits	$202,560,907	$184,065,695	$181,225,097
• Vesting benefits	1,530,843	1,685,678	1,970,681
• Disability benefits	4,189,909	3,521,320	3,822,317
• Death benefits	1,366,409	1,121,432	1,215,246
• Return of contributions	20,027,503	20,027,503	19,822,533
• Total	$229,675,571	$210,421,628	$208,055,874
• Terminated vested members	439,531	439,531	411,614
• Retired members and beneficiaries	341,339,414	341,339,414	322,272,363
• DROP participants	70,814,803	70,814,803	65,820,790
Total	$642,269,319	$623,015,376	$596,560,641

Exhibit K: Supplementary State of Florida Information
Comparative Summary of Principal Valuation Results (Cont'd)

	Year Ended September 30, 2023		
	New Assumptions	Old Assumptions	Year Ended September 30, 2022
Unfunded actuarial accrued liability	$297,633,130	$296,528,734	$274,933,496
Actuarial present value of accrued benefits			
Vested accrued benefits			
Active members	$116,602,158	$122,521,249	$116,112,778
Inactive members	439,531	439,531	411,614
Retirees and beneficiaries	341,339,414	341,339,414	322,272,363
DROP participants	70,814,803	70,814,803	65,820,790
Nonvested active members	- -	- -	- -
Total	$529,195,907	$535,114,997	$504,617,545
Pension cost			
Normal cost, including administrative expenses	$8,833,819	$8,011,440	$8,182,179
Expected employee contributions	-2,278,533	-2,247,789	-2,379,470
Level % of payroll payment to amortize unfunded actuarial accrued liability	21,149,704	21,072,236	19,141,737
Discounted and amortized value of allocated surtax revenue	-6,719,716	-6,719,716	-6,437,187
Timing adjustment	724,622	694,612	639,056
Total minimum annual cost payable monthly at valuation date	$21,709,896	$20,810,783	$19,146,315
Total employer cost projected to budget year	**21,981,270**	**21,070,918**	**19,385,644**
Projected payroll	24,833,316	24,833,316	25,576,575
As % of projected payroll	88.52%	84.85%	75.79%
Present value of active members' future salaries at attained age	$183,552,079	$152,754,919	$166,950,196
Present value of expected future employee contributions	18,355,208	15,275,492	16,695,020

Exhibit L: Supplementary state of Florida Information Actuarial Present Value of Accumulated Plan Benefits

Factors	Change in Actuarial Present Value of Accumulated Plan Benefits
Actuarial present value of accumulated benefits as of October 1, 2022	$504,617,545
Benefits accumulated, net experience gain or loss, changes in data	22,456,663
Benefits paid	-23,980,000
Interest	32,020,790
Changes in assumptions	-5,919,091
Plan changes	0
Net increase	24,578,362
Actuarial present value of accumulated benefits as of October 1, 2023	$529,195,907

Exhibit M: Supplementary State of Florida information Reconciliation of DROP accounts

Nearest Age	Total Actives*	Eligible for Normal**	Number Retiring	Number Entering DROP
Under 40	167	0	0	0
40	5	2	1	1
41	15	2	0	0
42	10	3	0	1
43	19	6	0	0
44	12	0	0	0
45	11	3	0	1
46	10	5	0	3
47	10	3	0	0
48	7	4	1	1
49	8	6	0	1
50	10	5	1	0
51	9	3	0	1
52	13	4	0	0
53	13	5	1	2
54	12	4	0	0
55	5	0	0	0
56	6	1	0	0
57	6	2	1	1
58	9	1	0	0
59	5	0	0	0
60	3	2	0	2
61	4	1	0	1
62	4	0	0	0
63	2	0	1	0
64	2	1	1	0
65 & over	4	0	2	0
Total	382	63	9	15

*Number of active participants from prior valuation
**Number of active participants either eligible to retire as of October 1, 2022 or who became eligible during the plan year ended September 30, 2023

Exhibit N: Actuarial Projections through Fiscal 2062

City of Jacksonville General Employees Retirement Plan
Actuarial Projections through Fiscal Year Ending September 30, 2062

Plan Year Beginning	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded Actuarial Accrued Liability	Funded Ratio	Fiscal Year Ending	Surtax Contribution	% of Total Contribution	Required City Contribution	% of Total Contribution	Total Contribution
					2023	$0	0.0%	$19,385,644	100.0%	$19,385,644
2023	$570,772,447	$273,139,317	$297,633,130	47.85%	2024	0	0.0%	21,981,270	100.0%	21,981,270
2024	589,389,741	283,360,943	306,028,798	48.08%	2025	0	0.0%	22,307,402	100.0%	22,307,402
2025	608,031,719	296,906,783	311,124,936	48.83%	2026	0	0.0%	22,637,632	100.0%	22,637,632
2026	626,940,441	301,527,647	325,412,794	48.10%	2027	0	0.0%	23,364,889	100.0%	23,364,889
2027	645,074,521	318,621,471	326,453,050	49.39%	2028	0	0.0%	23,053,939	100.0%	23,053,939
2028	662,498,449	332,334,783	330,163,666	50.16%	2029	0	0.0%	23,096,365	100.0%	23,096,365
2029	679,385,906	345,119,249	334,266,657	50.80%	2030	7,663,837	25.0%	23,016,728	75.0%	30,680,565
2030	695,291,148	364,909,507	330,381,641	52.48%	2031	10,652,733	32.2%	22,407,128	67.8%	33,059,861
2031	708,382,964	385,987,998	322,394,966	54.49%	2032	11,105,475	33.3%	22,228,973	66.7%	33,334,448
2032	719,935,240	406,288,795	313,646,445	56.43%	2033	11,577,457	34.3%	22,156,153	65.7%	33,733,610
2033	730,276,623	426,549,912	303,726,711	58.41%	2034	12,069,499	35.5%	21,938,487	64.5%	34,007,986
2034	738,850,308	446,571,808	292,278,500	60.44%	2035	12,582,453	36.7%	21,687,136	63.3%	34,269,589
2035	745,483,715	466,190,750	279,292,965	62.54%	2036	13,117,207	38.1%	21,305,281	61.9%	34,422,488
2036	749,665,418	485,119,957	264,545,461	64.71%	2037	13,674,689	39.5%	20,979,858	60.5%	34,654,547
2037	751,431,464	503,343,644	248,087,820	66.98%	2038	14,255,863	41.2%	20,327,166	58.8%	34,583,029
2038	749,558,938	520,172,060	229,386,878	69.40%	2039	14,861,737	42.3%	20,275,113	57.7%	35,136,850
2039	745,916,100	536,692,593	209,223,507	71.95%	2040	15,493,361	43.3%	20,328,182	56.7%	35,821,543
2040	740,814,671	553,853,758	186,960,913	74.76%	2041	16,151,829	44.2%	20,394,752	55.8%	36,546,581
2041	734,259,066	571,921,854	162,337,212	77.89%	2042	16,838,281	45.1%	20,461,268	54.9%	37,299,549
2042	726,214,457	591,061,518	135,152,939	81.39%	2043	17,553,908	46.1%	20,511,844	53.9%	38,065,752
2043	716,591,055	611,398,978	105,192,077	85.32%	2044	18,299,949	47.0%	20,626,268	53.0%	38,926,217
2044	705,598,975	633,277,336	72,321,639	89.75%	2045	19,077,697	47.9%	20,743,291	52.1%	39,820,988
2045	693,248,733	656,995,432	36,253,301	94.77%	2046	19,888,499	48.7%	20,954,396	51.3%	40,842,895
2046	679,897,793	683,061,975	(3,164,182)	100.47%	2047	0	0.0%	10,131,626	100.0%	10,131,626
2047	665,774,224	690,596,656	(24,822,432)	103.73%	2048	0	0.0%	183,776	100.0%	183,776
2048	650,925,509	687,634,896	(36,709,387)	105.64%	2049	0	0.0%	188,370	100.0%	188,370
2049	635,404,539	674,497,693	(39,093,154)	106.15%	2050	0	0.0%	193,080	100.0%	193,080
2050	619,267,753	660,899,562	(41,631,809)	106.72%	2051	0	0.0%	197,906	100.0%	197,906
2051	602,575,729	646,911,143	(44,335,414)	107.36%	2052	0	0.0%	202,854	100.0%	202,854
2052	585,390,646	632,605,341	(47,214,695)	108.07%	2053	0	0.0%	207,925	100.0%	207,925
2053	567,776,043	618,057,107	(50,281,064)	108.86%	2054	0	0.0%	213,124	100.0%	213,124
2054	549,795,449	603,342,131	(53,546,682)	109.74%	2055	0	0.0%	218,452	100.0%	218,452
2055	531,514,811	588,539,310	(57,024,499)	110.73%	2056	0	0.0%	223,914	100.0%	223,914
2056	512,998,451	573,726,759	(60,728,308)	111.84%	2057	0	0.0%	229,511	100.0%	229,511
2057	494,309,741	558,982,535	(64,672,794)	113.08%	2058	0	0.0%	235,249	100.0%	235,249
2058	475,512,001	544,385,600	(68,873,599)	114.48%	2059	0	0.0%	241,131	100.0%	241,131
2059	456,667,098	530,014,482	(73,347,384)	116.06%	2060	0	0.0%	247,159	100.0%	247,159
2060	437,833,062	515,944,953	(78,111,891)	117.84%	2061	0	0.0%	253,338	100.0%	253,338
2061	419,064,764	502,250,778	(83,186,014)	119.85%	2062	0	0.0%	259,671	100.0%	259,671
Total:						$244,864,474	31.6%	$529,596,251	68.4%	$774,460,725
Total Present Value at 6.50%:						$84,712,259	24.9%	$255,118,608	75.1%	$339,830,867

Assumptions

Investment Return Assumption	6.50% per year
Actuarial Value of Assets	5-year smoothed market value
Payroll Growth Assumption	1.25% per year
Pension Liability Surtax Proceeds	6.10%, projected to increase 4.25% annually
Administrative Expenses	Projected to increase 2.5% annually

Projections are not a guarantee of future results. They are intended to serve as estimates of future financial outcomes that are based on assumptions about future experience and the information available at the time the modeling is undertaken and completed. Projected results will change if demographic or economic assumptions, or plan provisions, change in the future, or if the contributing employers make contributions other than expected.

Section 4: Actuarial Valuation Basis

Exhibit 1: Actuarial assumptions, methods and models

Rationale for assumptions

The information and analysis used in selecting each demographic assumption that has a significant effect on this actuarial valuation is shown in the Experience Study Report for the five-year period ended September 30, 2022.

Net investment return

6.50%. The net investment return assumption was chosen by the Retirement System's Board of Trustees with input from the actuary. The assumption is a long-term estimate derived from historical data, current and recent market expectations, and professional judgment. As part of the analysis, a building block approach was used that reflects inflation expectations and anticipated risk premiums for each of the portfolio's asset classes as provided by Segal Marco Advisors, as well as the Plan's target asset allocation.

Salary increases

Salary increases include an assumed inflation rate of 2.50%

Service	Rate (%)
0	10.00
1 – 2	8.00
3 – 10	7.00
11 - 15	6.00
16+	3.50

Payroll growth

1.25% used for amortization of unfunded liability amounts, based on the requirement in the Florida Statutes that the assumption for this purpose may not exceed the average annual growth for the preceding ten years. Negotiated pay level increases and pay of DC

Plan participants were taken into consideration in setting a payroll growth that is expected to be achieved and maintained on a ten-year average basis. The Fund's long-term payroll growth assumption is equal to the inflation assumption of 2.50%.

Mortality rates

Healthy pre-retirement: FRS pre-retirement mortality tables for special risk personnel, set forward 2 years, projected generationally from 2010 with Scale MP2018

Healthy post-retirement: FRS healthy post-retirement mortality tables for special risk personnel, set forward 2 years, projected generationally from 2010 with Scale MP2018

Disabled: FRS disabled mortality tables for personnel other than special risk, with no set forward, projected generationally from 2010 with Scale MP2018

The FRS tables for special risk personnel, set forward 2 years, reasonably reflect the healthy annuitant mortality experience of the General Employees Retirement Plan as of the measurement date. The FRS disabled mortality tables for special risk personnel reasonably reflect the disabled annuitant mortality experience as of the measurement date.

Annuitant mortality rates

Rate (%)*

	Healthy		Disabled	
Age	**Male**	**Female**	**Male**	**Female**
55	1.04	0.55	2.53	1.91
60	1.16	0.61	3.08	2.27
65	1.45	0.88	3.93	2.83
70	2.34	1.51	5.08	3.79
75	3.90	2.62	6.98	5.46
80	6.63	4.65	10.12	8.31
85	11.21	8.64	14.68	12.60
90	18.13	15.47	21.29	17.72

* Mortality rates shown for base table.

Termination rates before retirement

Rate (%)

	Rate (%)			
	Mortality[1]		Disability[2]	
Age	Male	Female	Male	Female
20	0.05	0.04	0.03	0.03
25	0.06	0.05	0.04	0.04
30	0.07	0.05	0.05	0.05
35	0.08	0.06	0.08	0.08
40	0.10	0.08	0.12	0.12
45	0.14	0.11	0.18	0.18
50	0.21	0.17	0.30	0.30
55	0.32	0.25	0.47	0.47
60	0.50	0.40	0.75	0.75
65	0.87	0.69	0.00	0.00

Retirement rates

Age/Service	Retirement Probability (%)
Under 20	0
20	65
21	35
22	20
23 - 25	15
26 – 27	20
28+	100

100% retirement assumed at age 65 with 5 years of service; for ages less than 65, retirement rate assumptions are based on service

Refund of Contributions

95% of participants that are vested and terminate are assumed to take a refund of their employee contributions in lieu of their accrued benefit deferred to age 65

Retirement rates for inactive vested participants

65

Unknown data for participants

Same as those exhibited by participants with similar known characteristics. If not specified, participants are assumed to be male.

Value of Applicable Tax Revenue

Smoothed revenue of $120,073,357 for fiscal 2023 is used as the basis of the City's revenue projection. This amount is prior to the application of the allocation percentage. Smoothed revenue is calculated as actual revenue less unrecognized revenue growth. Unrecognized revenue growth is equal to the difference between actual and expected revenue growth, and is recognized over a five-year period, further adjusted, if necessary, to be within 20% of the actual revenue. This method is applied prospectively to revenue growth occurring during fiscal 2022 and later.

Actual revenue for fiscal 2023 was $128,012,366.

Tax Revenue Growth Rate

4.25%. This assumption is determined by the City. Segal has not reviewed the information used to set this assumption, but Segal previously reviewed the sensitivity of this assumption when it was initially set.

Projected Tax Revenue Allocation

6.10%. This percentage is determined by the City; last year’s percentage was 6.10%.

Administrative Expenses

Previous year’s actual expenses; $97,000 for October 1, 2023.

Family Composition

60% of participants are assumed to be married. None are assumed to have dependent children. Females are assumed to be three years younger than their spouses.

Actuarial value of assets

Market value of assets less unrecognized returns in each of the last five years. Unrecognized return is equal to the difference between the actual and the expected market return, and is recognized over a five - year period, further adjusted, if necessary, to be within 20% of the market value

Actuarial cost method

Entry Age Normal Actuarial Cost Method. Entry Age is the age at the time the participant commenced employment. Normal Cost and Actuarial Accrued Liability are calculated on an individual basis based on each member's benefit accrual rate and are allocated by compensation.

Normal Cost is not included for participants who are assumed to retire with 100% certainty in the upcoming plan year based on the retirement assumptions.

Justification for change in actuarial assumptions

Following the completion of the Review of Actuarial Experience for the Five-Year Period October 1, 2017 to September 30, 2022, the Board approved the following changes in actuarial assumptions:

- Withdrawal rates were lowered for active participants with between six and ten years of service.
- Active retirement rates were increased for participants with 20 years of service and decreased for participants with between 21 and 27 years of service
- Salary scale was changed to reflect higher expected merit and promotional increases.

Exhibit 2: Summary of plan provisions

This exhibit summarizes the major provisions of the Plan included in the valuation. It is not intended to be, nor should it be interpreted as, a complete statement of all plan provisions.

Plan year

October 1 through September 30

Plan status

Closed to new entrants

Normal retirement

Age Requirement	Age 65 with five years of Credited Service or any age with 20 years of Credited Service.
Regular Benefit Amount	3.0% of Final Monthly Compensation times years of Credited Service for the first 20 years plus 2.0% of Final Monthly Compensation times years of Credited Service for years in excess of 20. However, the benefit may not exceed 80% of Final Monthly Compensation.
Supplemental Benefit Amount	Monthly benefit of $5 times years of Credited Service, not less than $25 per month or more than $150 per month.
Minimum Benefit Amount	$74.96 per whole year of Credited Service, not to exceed 30. Minimum accrual rate increases 4% each October 1st.

Early retirement

None

Service-Incurred Disability

Age Requirement	None
Service Requirement	None
Regular Benefit Amount	50% of the average salary earned in the last three years immediately preceding disability retirement.
Supplemental Benefit Amount	Monthly benefit of $5 times years of Credited Service, not less than $25 per month or more than $150 per month.
Minimum Benefit Amount	$74.96 per whole year of Credited Service, not to exceed 30. Minimum accrual rate increases 4% each October 1st.

Non-Service Incurred Disability

Age Requirement	None
Service Requirement	5 years of Credited Service
Regular Benefit Amount	25% percent of the average salary earned in the last three years immediately preceding disability retirement. For each year of service in excess of 5 years, the benefit shall be increased 2.5%, to a maximum of 50%.
Supplemental Benefit Amount	Monthly benefit of $5 times years of Credited Service, not less than $25 per month or more than $150 per month.
Minimum Benefit Amount	$74.96 per whole year of Credited Service, not to exceed 30. Minimum accrual rate increases 4% each October 1st.

Vesting

Age Requirement	None
Service Requirement	5 years of Credited Service
Regular Benefit Amount	Accrued Normal Retirement Benefit payable at age 65.
Supplemental Benefit Amount	Monthly benefit of $5 times years of Credited Service, not less than $25 per month or more than $150 per month. Payable at Age 65.
Minimum Benefit Amount	$74.96 per whole year of Credited Service, not to exceed 30. Minimum accrual rate increases 4% each October 1st.

Spouse's pre-retirement death benefit [(applicable only if elected by employee)]

Age Requirement	None
Service Requirement	None
Regular Benefit Amount	If the Member is eligible for retirement, the surviving spouse is entitled to 75% of the member's accrued retirement benefit. If the Member is not eligible for retirement, the surviving spouse is entitled to 75% of the pension the Member would have received if the Member had worked to eligibility for Normal Retirement at current salary, using a 2% annual accrual rate.
Supplemental Benefit Amount	Monthly benefit of $5 times years of Member's Credited Service, not less than $25 per month or more than $150 per month.
Minimum Benefit Amount	75% of $74.96 per whole year of Member's Credited Service, not to exceed 30. Minimum accrual rate increases 4% each October 1st.

Spouse's post-retirement death benefit(s)

Regular Benefit Amount	Surviving spouse is entitled to 75% of the Member's regular benefit.
Supplemental Benefit Amount	Surviving spouse is entitled to 100% of the Member's supplemental benefit.
Minimum Benefit Amount	75% of the Member's Minimum Benefit Amount at retirement.

Member

All City Corrections Officers hired prior to October 1, 2017.

Member Contributions

10% of Earnable Compensation, additional 2% of Earnable Compensation during DROP participation.

Credited Service

The number of full years and months worked from date of participation to date of termination or retirement, plus any prior service purchased.

Final Monthly Compensation

Average monthly rate of Earnable Compensation during the highest 36 consecutive months (78 pay periods) out of the last ten years of employment

Earnable Compensation

Base pay for regular hours worked as an employee, plus service raises and excluding bonuses, adjusted compensation, overtime or any extra compensation over and above regularly budgeted salaries.

Cost of living adjustments (COLAs)

On the December 1st after the initial benefit commencement date, and on each December 1st thereafter, the regular benefit is increased by 3%.

DROP

Members with 20 or more years of service may elect to defer receipt of their retirement benefits while continuing employment with the City for up to 5 years. Upon the effective date of participating in the DROP, a member's years of service and Final Monthly Compensation become frozen for purposes of determining pension benefits. Additional service beyond the date of DROP participation no longer accrues any additional benefits under the Retirement System. Benefits that would have been payable are accumulated at interest to date of termination and paid or rolled over in a single sum, and payments are made directly to the Member thereafter based on the accrued retirement benefit at the DROP start date. COLA increases start at termination of employment rather than at the start of the DROP

Changes in plan provisions

There have been no changes in plan provisions since the last valuation.

Section 5: GASB Information

General information about the pension plan

Plan description

Plan membership. At September 30, 2023, pension plan membership consisted of the following:

Membership	Amount
Retired participants or beneficiaries currently receiving benefits	491
Inactive participants with a vested right to a deferred or immediate benefit	3
Active members	345
Total	839

Exhibit 1: Net Pension Liability

Components of the Net Pension Liability	Current	Prior
Reporting date for employer under GASB 68	September 30, 2024	September 30, 2023
Measurement date and reporting date for the Plan under GASB 67	September 30, 2023	September 30, 2022
Total Pension Liability	$584,290,447	$553,371,805
Plan Fiduciary Net Position	278,539,000	249,660,000
Net Pension Liability	305,751,447	303,711,805
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	47.67%	45.12%

The Net Pension Liability (NPL) for the plan was measured as of September 30, 2023 and 2022. Plan Fiduciary Net Position (plan assets) was valued as of the measurement dates and the Total Pension Liability (TPL) was determined from actuarial valuations as of October 1, 2023 and 2022, respectively.

Actuarial assumptions.

The Total Pension Liability (TPL) as of September 30, 2023 and 2022, that were measured by actuarial valuations as of October 1, 2023 and 2022, respectively, used the following actuarial assumptions, applied to all periods included in the measurement:

Assumption Type	Assumption
Wage inflation	2.50%
Salary increases	3.50% - 10.00%, of which 2.50% is the Plan's long-term payroll inflation assumption
Net investment rate of return	6.50%, net of pension plan investment expense, including inflation
Other assumptions	See the October 1, 2023 actuarial valuation for a complete description of all actuarial assumptions. These assumptions were developed in the analysis of actuarial experience study for the period October 1, 2017 through September 30, 2022.

Detailed information regarding all actuarial assumptions can be found in Section 4, Exhibit I.

Determination of discount rate and investment rates of return

The long-term expected rate of return on pension plan investments was determined using a building-block method in which expected future real rates of return (expected returns, net of inflation) are developed for each major asset class. These returns 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, adding expected inflation. The target allocation (approved by the Board) and projected arithmetic real rates of return for each major asset class, after deducting inflation, but before investment expenses, used in the derivation of the long-term expected investment rate of return assumption are summarized in the following table:

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return*
Domestic equity	30.0%	6.60%
International equity	20.0%	6.70%
Fixed income	20.0%	1.80%
Real estate	15.0%	3.40%
Private equity	7.5%	9.90%
Alternatives	7.5%	3.00%
Total	100.00%	5.16%

Discount rate. The discount rate used to measure the Total Pension Liability (TPL) was 6.50% as of September 30, 2023 and September 30, 2022. The projection of cash flows used to determine the discount rate assumed plan member contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the actuarially determined contribution rates. For this purpose, only employer contributions that are intended to fund benefits for current plan members and their beneficiaries are included. Projected employer contributions that are intended to fund the service costs for future plan members and their beneficiaries, as well as projected contributions from future plan members, are not included. Based on those assumptions, the Plan Fiduciary Net Position (FNP) was projected to be available to make all projected future benefit payments for 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 TPL as of both September 30, 2023 and September 30, 2022.

* Geometric real rates of return are net of inflation.

Discount rate sensitivity

Sensitivity of the Net Pension Liability to changes in the discount rate. The following presents the Net Pension Liability of the CORP as of September 30, 2023, calculated using the discount rate of 6.50%, as well as what the CORP's NPL would be if it were calculated using a discount rate that is 1-percentage-point lower (5.50%) or 1-percentage-point higher (7.50%) than the current rate.

Item	1% Decrease (5.50%)	Current Discount Rate (6.50%)	1% Increase (7.50%)
Net Pension Liability	$389,179,600	$305,751,447	$238,393,355

Exhibit 2: Schedule of changes in Net Pension Liability

Components of the Net Pension Liability	Current	Prior
Reporting and Measurement Dates		
Reporting date for employer under GASB 68	September 30, 2024	September 30, 2023
Measurement date and reporting date for the Plan under GASB 67	September 30, 2023	September 30, 2022
Total Pension Liability		
Service cost	$8,023,179	$7,781,651
Interest	35,721,919	33,939,708
Change of benefit terms	0	0
Differences between expected and actual experience	9,723,148	9,464,327
Changes of assumptions	1,104,396	8,804,784
Benefit payments, including refunds of member contributions	-23,654,000	-22,269,000
Net change in Total Pension Liability	$30,918,642	$37,721,470
Total Pension Liability — beginning	553,371,805	515,650,335
Total Pension Liability — ending	$584,290,447	$553,371,805
Plan Fiduciary Net Position		
Contributions — employer	$17,196,000	$17,610,000
Contributions — employee	3,333,000	3,153,000
Net investment income	32,101,000	-45,934,000
Benefit payments, including refunds of member contributions	-23,654,000	-22,269,000
Administrative expense	-97,000	-159,000
Other	0	0
Net change in Plan Fiduciary Net Position	$28,879,000	-$47,599,000
Plan Fiduciary Net Position — beginning	249,660,000	297,259,000
Plan Fiduciary Net Position — ending	$278,539,000	$249,660,000

Section 5: GASB Information

Components of the Net Pension Liability	Current	Prior
Net Pension Liability		
Net Pension Liability – ending	$305,751,447	$303,711,805
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	47.67%	45.12%
Covered payroll*	$24,526,732	$25,260,815
Plan Net Pension Liability as percentage of covered payroll	1,246.60%	1,202.30%

Notes to Schedule:

- **Benefit changes:** *No benefit changes have been reflected in the past two fiscal years.*
- **Change of Assumptions:** *As of September 30, 2023 the rates of withdrawal and retirement were updated, as well as the salary scale.*

  As of September 30, 2022 the assumed investment return was lowered from 6.625% to 6.50%.

* Covered payroll represents compensation earnable and pensionable compensation. Only compensation earnable and pensionable compensation that would possibly go into the determination of the retirement benefits are included.

Exhibit 3: Schedule of employer contributions

Year Ended September 30	Actuarially Determined Contributions	Contributions in Relation to the Actuarially Determined Contributions	Contribution Deficiency (Excess)	Covered Payroll[1]	Contributions as a Percentage of Covered Payroll[2]
2014	$14,884,963	$13,522,000	$1,362,963	$27,373,702	49.40%
2015	17,618,896	17,832,000	-213,104	28,091,083	63.48%
2016	18,863,935	18,864,000	-65	26,585,054	70.96%
2017	19,155,820	19,162,000	-6,180	27,548,015	69.56%
2018	18,643,233	13,973,000	4,670,233	28,164,021	49.61%
2019	19,141,501	14,498,000	4,643,501	28,726,006	50.47%
2020	20,111,161	15,058,000	5,053,161	28,268,208	53.27%
2021	20,812,130	15,061,000	5,751,130	25,903,031	58.14%
2022	22,851,586	17,610,000	5,241,586	25,260,815	69.71%
2023	23,748,105	17,196,000	6,552,105	24,526,732	70.11%

See accompanying notes to this schedule on next page.

[1] Pensionable payroll as of the measurement date.
[2] The City contributed the percentage of payroll represented by the actuarially determined contribution in the corresponding actuarial valuation for years ending on or before September 30, 2016. Actual dollar contributions may be more or less than the actuarially determined contributions due to actual payroll being different from projected payroll. Effective with the September 30, 2017 fiscal year, the City implemented a policy to ensure that the calculated dollar amount of the actuarially determined contribution was met.
Effective with the September 30, 2018 fiscal year, the City began contributing based on an adjusted state minimum required contribution that reflects an adjustment for an offset for amortization of the discounted value of projected surtax revenue allocated to the plan beginning in 2030.

Methods and assumptions used to establish “actuarially determined contribution" rates:

Valuation date

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

Actuarial cost method

Entry Age Actuarial Cost Method

Amortization method

Level percent of payroll, using 1.25% annual increases. The Fund’s payroll inflation assumption was 2.50% as of October 1, 2021. Per Part VII, Chapter 112.64(5)(a) of Florida Statutes, the payroll growth assumption used for amortization of the unfunded liability is not allowed to exceed the average annual payroll growth for the proceeding ten years. However, pursuant to Chapter 112.64(5)(b), and after adjusting this analysis to account for bargained pay level increases and inclusion of DC plan participants in the total payroll, the assumption was set at 1.25%

Remaining amortization period.

As of October 1, 2021 the effective amortization period is 25 years.

Asset valuation method

The market value of assets less unrecognized returns in each of the last five years. Unrecognized return is equal to the difference between actual and expected returns on a market value basis and is recognized over a five-year period. The deferred return is further adjusted, if necessary, so that the actuarial value of assets will stay within 20% of the market value of assets.

Investment rate of return

6.625%, net of pension plan investment expense, including inflation.

Inflation rate

2.50%

Projected salary increases

2.80% - 7.50%, of which 2.50% is the Plan's long-term payroll inflation assumption.

Cost of living adjustments

Plan provisions contain a 3.00% COLA

Other information

Same as those used in the October 1, 2021 funding actuarial valuation.

Exhibit 4 – Pension expense

Components of pension expense	Current	Prior
Reporting date for employer under GASB 68	September 30, 2024	September 30, 2023
Measurement date	September 30, 2023	Septembere 30, 2022
Service cost	$8,023,179	$7,781,651
Interest	35,721,919	33,939,708
Current-period benefit changes	0	0
Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability	2,430,787	2,366,081
Expensed portion of current-period changes of assumptions	276,099	2,201,196
Member contributions	-3,333,000	-3,153,000
Projected earnings on pension plan investments	-16,433,246	-19,638,256
Expensed portion of current-period differences between actual and projected earnings on pension plan investments	-3,133,550	13,114,452
Administrative expense	97,000	159,000
Other	0	0
Recognition of beginning of year deferred outflows of resources as pension expense	33,406,138	18,055,898
Recognition of beginning of year deferred inflows of resources as pension expense	-10,742,277	-11,751,455
Pension expense	**$46,313,049**	**$43,075,275**

Deferred outflows of resources and deferred inflows of resources

Reporting Date for Employer under GASB 68	September 30, 2024	September 30, 2023
Measurement Date	**September 30, 2023**	**September 30, 2022**
Deferred Outflows of Resources		
Changes of assumptions or other inputs	$11,028,714	$17,452,796
Net difference between projected and actual earnings on pension plan investments	10,053,331	30,440,863
Difference between expected and actual experience in the Total Pension Liability	16,046,102	18,066,256
Total Deferred Outflows of Resources	$37,128,147	$65,959,915
Deferred Inflows of Resources		
Changes of assumptions or other inputs	$0	$1,460,862
Net difference between projected and actual earnings on pension plan investments	0	0
Difference between expected and actual experience in the Total Pension Liability	0	293,499
Total Deferred Inflows of Resources	$0	$1,754,361
Deferred outflows of resources and deferred inflows of resources related to pension will be recognized as follows:		
Reporting Date for Employer under GASB 68 Year Ended September 30:		
2024	N/A	$22,663,861
2025	$16,004,350	16,431,015
2026	11,569,562	11,996,227
2027	12,687,786	13,114,451
2028	-3,133,551	0
2029	0	0
Thereafter	0	0

Schedule of recognition of change in total Net Pension Liability

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

Reporting Date for Employer under GASB 68 Year Ended September 30	Differences between Expected and Actual Experience	Recognition Period (Years)	2023	2024	2025	2026	2027	2028	2029	Thereafter
2017	-$1,418,089	7.00	-$202,584	$0	$0	$0	$0	$0	$0	$0
2018	-2,054,491	7.00	-293,499	-293,499	0	0	0	0	0	0
2019	17,044,608	6.00	2,840,768	2,840,768	0	0	0	0	0	0
2020	5,491,767	5.00	1,098,353	1,098,353	0	0	0	0	0	0
2021	9,965,234	5.00	1,993,047	1,993,047	1,993,047	0	0	0	0	0
2022	5,071,327	5.00	1,014,265	1,014,265	1,014,265	1,014,265	0	0	0	0
2023	9,464,327	4.00	2,366,081	2,366,082	2,366,082	2,366,082	0	0	0	0
2024	9,723,148	4.00	N/A	2,430,787	2,430,787	2,430,787	2,430,787	0	0	0
Total*			**N/A**	**$11,449,803**	**$7,804,181**	**$5,811,134**	**$2,430,787**	**$0**	**$0**	**$0**

* Net increase (decrease) in pension expense

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

Reporting Date for Employer under GASB 68 Year Ended September 30	Assumption Changes	Recognition Period (Years)	2023	2024	2025	2026	2027	2028	2029	Thereafter
2017	$16,320,426	7.00	$2,331,489	$0	$0	$0	$0	$0	$0	$0
2018	9,950,689	7.00	1,421,527	1,421,527	0	0	0	0	0	0
2019	718,682	6.00	119,780	119,780	0	0	0	0	0	0
2020	-7,304,312	5.00	-1,460,862	-1,460,862	0	0	0	0	0	0
2021	6,108,635	5.00	1,221,727	1,221,727	1,221,727	0	0	0	0	0
2022	11,440,746	5.00	2,288,149	2,288,149	2,288,149	2,288,149	0	0	0	0
2023	8,804,784	4.00	2,201,196	2,201,196	2,201,196	2,201,196	0	0	0	0
2024	1,104,396	4.00	N/A	276,099	276,099	276,099	276,099	0	0	0
Total*			**N/A**	**$6,067,616**	**$5,987,171**	**$4,765,444**	**$276,099**	**$0**	**$0**	**$0**

The average of the expected remaining service lives of all employees that are provided with pensions through the Plan (active and inactive employees) determined as of September 30, 2023 is four years.

* Net increase (decrease) in pension expense

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

Reporting Date for Employer under GASB 68 Year Ended September 30	Differences between Projected and Actual Earnings	Recognition Period (Years)	2023	2024	2025	2026	2027	2028	2029	Thereafter
2019	-$4,032,972	5.00	-$806,594	$0	$0	$0	$0	$0	$0	$0
2020	12,533,895	5.00	2,506,779	2,506,779	0	0	0	0	0	0
2021	6,100,070	5.00	1,220,014	1,220,014	1,220,014	0	0	0	0	0
2022	-44,939,578	5.00	-8,987,916	-8,987,916	-8,987,916	-8,987,916	0	0	0	0
2023	65,572,256	5.00	13,114,452	13,114,451	13,114,451	13,114,451	13,114,451	0	0	0
2024	-15,667,754	5.00	N/A	-3,133,550	-3,133,551	-3,133,551	-3,133,551	-3,133,551	0	0
Total*			**N/A**	**$4,719,778**	**$2,212,998**	**$992,984**	**$9,980,900**	**-$3,133,551**	**$0**	**$0**

* Net increase (decrease) in pension expense

Total Increase (Decrease) in Pension Expense

Reporting Date for Employer under GASB 68 Year Ended September 30	Total Increase (Decrease) in Pension Expense	2023	2024	2025	2026	2027	2028	2029	Thereafter
2017	$16,008,525	$2,128,905	$0	$0	$0	$0	$0	$0	$0
2018	-5,219,891	1,128,028	1,128,028	0	0	0	0	0	0
2019	13,730,318	2,153,954	2,960,548	0	0	0	0	0	0
2020	10,721,350	2,144,270	2,144,270	0	0	0	0	0	0
2021	22,173,939	4,434,788	4,434,788	4,434,788	0	0	0	0	0
2022	-28,427,505	-5,685,502	-5,685,502	-5,685,502	-5,685,502	0	0	0	0
2023	83,841,367	17,681,729	17,681,729	17,681,729	17,681,729	13,114,451	0	0	0
2024	-4,840,210	N/A	-426,664	-426,665	-426,665	-426,665	-3,133,551	0	0
Total*		**N/A**	**$22,237,197**	**$16,004,350**	**$11,569,562**	**$12,687,786**	**-$3,133,551**	**$0**	**$0**

* Net increase (decrease) in pension expense

Schedule of reconciliation of Net Pension Liability

Reporting Date for Employer under GASB 68	September 30, 2024	September 30, 2023
Measurement Date	**September 30, 2023**	**September 30, 2022**
Beginning Net Pension Liability	**$303,711,805**	**$218,391,335**
Pension expense	46,313,049	43,075,275
Employer contributions	-17,196,000	-17,610,000
New net deferred inflows/outflows	-4,413,546	66,159,638
Recognition of prior deferred inflows/outflows	-22,663,861	-6,304,443
Ending Net Pension Liability	**$305,751,447**	**$303,711,805**

Appendix A: Definition of Pension Terms

The following list defines certain technical terms for the convenience of the reader:

Term	Definition
Actuarial accrued liability for actives	The equivalent of the accumulated normal costs allocated to the years before the valuation date.
Actuarial accrued liability for retirees and beneficiaries	Actuarial Present Value of lifetime benefits to existing retirees and beneficiaries. This sum takes account of life expectancies appropriate to the ages of the annuitants and the interest that the sum is expected to earn before it is entirely paid out in benefits.
Actuarial cost method	A procedure allocating the Actuarial Present Value of Future Benefits to various time periods; a method used to determine the Normal Cost and the Actuarial Accrued Liability that are used to determine the actuarially determined contribution.
Actuarial gain or loss	A measure of the difference between actual experience and that expected based upon a set of Actuarial Assumptions, during the period between two Actuarial Valuation dates. To the extent that actual experience differs from that assumed, Actuarial Accrued Liabilities emerge which may be the same as forecasted or may be larger or smaller than projected. Actuarial gains are due to favorable experience, e.g., assets earn more than projected, salary increases are less than assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as projected by the actuarial assumptions. On the other hand, actuarial losses are the result of unfavorable experience, i.e., actual results yield actuarial liabilities that are larger than projected.
Actuarially equivalent	Of equal Actuarial Present Value, determined as of a given date and based on a given set of Actuarial Assumptions.
Actuarial present value	The value of an amount or series of amounts payable or receivable at various times, determined as of a given date by the application of a particular set of Actuarial Assumptions. Each such amount or series of amounts is: Adjusted for the probable financial effect of certain intervening events (such as changes in compensation levels, marital status, etc.) Multiplied by the probability of the occurrence of an event (such as survival, death, disability, withdrawal, etc.) on which the payment is conditioned, and Discounted according to an assumed rate (or rates) of return to reflect the time value of money.

Appendix A: Definition of Pension Terms

Term	Definition
Actuarial present value of future benefits	The Actuarial Present Value of benefit amounts expected to be paid at various future times under a particular set of Actuarial Assumptions, taking into account such items as the effect of advancement in age, anticipated future compensation, and future service credits. The Actuarial Present Value of Future Benefits includes the liabilities for active members, retired members, beneficiaries receiving benefits, and inactive members entitled to either a refund of member contributions or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.
Actuarial valuation	The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a plan, as well as Actuarially Determined Contributions.
Actuarial value of assets	The value of the Plan's assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets, but commonly plans use a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the Actuarially Determined Contribution.
Actuarially determined	Values that have been determined utilizing the principles of actuarial science. An actuarially determined value is derived by application of the appropriate actuarial assumptions to specified values determined by provisions of the Plan.
Actuarially determined contribution	The employer's contributions, expressed as a dollar amount or a percentage of covered plan compensation, determined under the Plan's funding policy. The ADC consists of the Employer Normal Cost and the Amortization Payment.
Amortization method	A method for determining the Amortization Payment. The most common methods used are level dollar and level percentage of payroll. Under the Level Dollar method, the Amortization Payment is one of a stream of payments, all equal, whose Actuarial Present Value is equal to the Unfunded Actuarial Accrued Liability. Under the Level Percentage of Pay method, the Amortization Payment is one of a stream of increasing payments, whose Actuarial Present Value is equal to the Unfunded Actuarial Accrued Liability. Under the Level Percentage of Pay method, the stream of payments increases at the assumed rate at which total covered payroll of all active members will increase.
Amortization payment	The portion of the pension plan contribution, or ADC, that is intended to pay off the Unfunded Actuarial Accrued Liability.
Assumptions or actuarial assumptions	The estimates upon which the cost of the Plan is calculated, including: **Investment return** — the rate of investment yield that the Plan will earn over the long-term future; **Mortality rates** — the rate or probability of death at a given age for employees and retirees; **Retirement rates** — the rate or probability of retirement at a given age or service; **Disability rates** — the rate or probability of disability retirement at a given age; **Withdrawal rates** — the rate or probability at which employees of various ages are expected to leave employment for reasons other than death, disability, or retirement; **Salary increase rates** — the rates of salary increase due to inflation, real wage growth and merit and promotion increases.

Appendix A: Definition of Pension Terms

Term	Definition
Closed amortization period	A specific number of years that is counted down by one each year, and therefore declines to zero with the passage of time. For example, if the amortization period is initially set at 20 years, it is 19 years at the end of one year, 18 years at the end of two years, etc. See Open Amortization Period.
Decrements	Those causes/events due to which a member's status (active-inactive-retiree-beneficiary) changes, that is: death, retirement, disability, or withdrawal.
Defined benefit plan	A retirement plan in which benefits are defined by a formula based on the member's compensation, age and/or years of service.
Defined contribution plan	A retirement plan, such as a 401(k) plan, a 403(b) plan, or a 457 plan, in which the contributions to the plan are assigned to an account for each member, the plan's earnings are allocated to each account, and each member's benefits are a direct function of the account balance.
Employer normal cost	The portion of the Normal Cost to be paid by the employer. This is equal to the Normal Cost less expected member contributions.
Experience study	A periodic review and analysis of the actual experience of the Plan that may lead to a revision of one or more actuarial assumptions. Actual rates of decrement and salary increases are compared to the actuarially assumed values and modified based on recommendations from the Actuary.
Funded ratio	The ratio of the Actuarial Value of Assets (AVA) to the Actuarial Accrued Liability (AAL). Plans sometimes also calculate a market funded ratio, using the Market Value of Assets (MVA), rather than the AVA.
GASB 67 and GASB 68	Governmental Accounting Standards Board (GASB) Statements No. 67 and No. 68. These are the governmental accounting standards that set the accounting rules for public retirement systems and the employers that sponsor or contribute to them. Statement No. 68 sets the accounting rules for the employers that sponsor or contribute to public retirement systems, while Statement No. 67 sets the rules for the systems themselves.
Investment return	The rate of earnings of the Plan from its investments, including interest, dividends and capital gain and loss adjustments, computed as a percentage of the average value of the fund. For actuarial purposes, the investment return often reflects a smoothing of the capital gains and losses to avoid significant swings in the value of assets from one year to the next.
Net Pension Liability (NPL)	The Net Pension Liability is equal to the Total Pension Liability minus the Plan Fiduciary Net Position.
Normal cost	The portion of the Actuarial Present Value of Future Benefits and expenses, if applicable, allocated to a valuation year by the Actuarial Cost Method. Any payment with respect to an Unfunded Actuarial Accrued Liability is not part of the Normal Cost (see Amortization Payment). For pension plan benefits that are provided in part by employee contributions, Normal Cost refers to the total of member contributions and employer Normal Cost unless otherwise specifically stated.
Open amortization period	An open amortization period is one which is used to determine the Amortization Payment but which does not change over time. If the initial period is set as 30 years, the same 30-year period is used in each future year in determining the Amortization Period.

Appendix A: Definition of Pension Terms

Term	Definition
Plan Fiduciary Net Position	Market value of assets.
Service costs	The portions of the actuarial present value of projected benefit payments that are attributed to valuation years.
Total Pension Liability (TPL)	The actuarial accrued liability under the entry age normal cost method and based on the blended discount rate as described in GASB 67 and 68.
Unfunded actuarial accrued liability	The excess of the Actuarial Accrued Liability over the Actuarial Value of Assets. This value may be negative, in which case it may be expressed as a negative Unfunded Actuarial Accrued Liability, also called the Funding Surplus or an Overfunded Actuarial Accrued Liability.
Valuation date or actuarial valuation date	The date as of which the value of assets is determined and as of which the Actuarial Present Value of Future Benefits is determined. The expected benefits to be paid in the future are discounted to this date.

CITY OF JACKSONVILLE RETIREMENT SYSTEM

CITY OF JACKSONVILLE GENERAL EMPLOYEES RETIREMENT PLAN

SUMMARY PLAN DESCRIPTION

April 12, 2019

INTRODUCTION

This document is intended to be a plain language summary of the administration and benefits provided by the City of Jacksonville General Employees Retirement Plan (also known as the "General Employees Pension Plan" or "GEPP"). The GEPP is designed to provide members with a lifetime of income once they retire and also includes provisions for disability and death benefits.

The following pages contain valuable information describing the main features of the GEPP, including:

- When eligible members qualify for retirement;
- How the pension is calculated and how it can be paid;
- The benefits available to surviving spouses and minor children in the event of the member's death; and
- Additional information that will help you plan ahead.

While efforts have been made to provide an accurate summary, this document is not an official plan document and actual benefits are governed by the appropriate provisions of the actual statutes and ordinances which created the GEPP. If there are conflicts between those legislative provisions and this Summary Plan Description, the GEPP will ultimately be administered, and benefits will be provided only in accordance with the legislative provisions. This Summary Plan Description is solely intended as a guide to GEPP benefits and is not intended to create a contract or promise of any specific benefit. Nothing in this document is intended to, nor does it create a contract for benefits greater than provided by law. Any questions you have regarding your rights or benefits under the GEPP should be directed to the Pension Office.

This Summary Plan Description explains how the GEPP works and what it can mean to you as you go about the process of planning for your financial future. Please read these materials carefully and share them with your family and trusted advisors.

LEGAL DOCUMENTS CREATING THE GEPP

The GEPP arises out of Chapter 16 of the City Charter, Chapter 120 of Ordinance Code of the City of Jacksonville, and Chapter 112, Part VII, Florida Statutes. The City Charter and Code provisions are available for inspection at no cost through the free online library. The Florida Statutes are also available online at the Florida Legislature's website.

GEPP BENEFITS

The GEPP is a contributory "defined benefit" public employee retirement plan. The GEPP is established under Section 401(a) of the Internal Revenue Code and has been designated as a qualified plan by the Internal Revenue Service. Members make contributions to the GEPP by payroll deduction on a pre-tax basis and the retirement benefit is calculated by a predetermined formula that produces a "defined benefit" over the life of the member and the surviving spouse of the member if applicable. The formula used to calculate the benefit is based on the number of years of service and takes into account the salary earned by the member.

GEPP ADMINISTRATION

The responsibility for the proper and effective operation of the GEPP and for implementing the provisions of the Code is entrusted to the Pension Board of Trustees (BOT). The BOT consists of the following individuals:

1. The Chief Administrative Officer of the City or designee;
2. The Chief Financial Officer or designee;
3. The Chief Human Resources Officer;
4. The Chairperson of the General Employees Pension Advisory Committee;
5. The Chairperson of the Corrections Officers Advisory Committee;
6. A GEPP retiree chosen by the Retired Employees Association;
7. A retired corrections officer chosen from among the retirees of that plan;
8. One citizen appointed by the City Council with professional experience in either finance, investments, economics, pension management, pension administration and/or accounting; and
9. Another citizen appointed by the City Council with the same qualifications listed above.

There is also a Pension Advisory Committee (PAC) that consists of seven (7) elected members which includes six active members of the GEPP and one retiree. The PAC reviews activity and recommends actions to the BOT related to membership, benefits, disability applications, updates of System documents, and other administrative matters related to the fulfillment of GEPP provisions outlined in the Code.

Day-to-day record-keeping, processing and customer service functions for the GEPP are conducted through the Pension Office which is overseen by the Pension Administration Manager. Additionally, the City Treasurer is responsible for administrative oversight and financial management of the GEPP.

ADMINISTRATION OF GEPP

- Pension Board of Trustees (BOT)—Responsible for overall administration and implementation of the statutes and ordinances providing for GEPP benefits
- Pension Advisory Committee (PAC)—Provides oversight and review of GEPP including recommendation to the BOT regarding benefits, documentation and other administrative matters
- Treasury Division—Oversees financial management of GEPP and the Pension Office
- Pension Office—Responsible for the day-to-day operation of the GEPP and for providing support as necessary to Treasury, PAC and BOT for all GEPP functions.

PENSION OFFICE SERVICES

The Pension Office is available to assist employees, former employees, retirees, survivors and others with needs and questions related to the GEPP.

TO CONTACT THE PENSION OFFICE: CALL: 904-255-7280

WEBSITE: http://www.jacksonville.gov/departments/finance/retirement-system

E-MAIL: citypension@coj.net (Please do not send sensitive information via e-mail)

LOCATION:

117 West Duval Street, Suite 330

Jacksonville, FL 32202

The best times to contact the Pension Office are 9 AM to Noon and 1 PM to 4 PM Monday through Friday excluding City holidays. For retirement counseling sessions, members are encouraged to contact the Pension Office and set up an appointment in advance.

COMMON SERVICES FOR ACTIVE MEMBERS AND FORMER EMPLOYEES

- Answering GENERAL QUESTIONS
- Calculating ESTIMATES of benefit amounts
- COUNSELING members regarding their GEPP benefits and options
- Handling requests for credited SERVICE TIME PURCHASES
- Plan changes (DB to DC) ~~or DC to DB)~~
- Payment of CONTRIBUTION REFUNDS for non-vested employees leaving their positions
- Processing new age 65 TERM VESTED benefits
- Processing new RETIREMENTS
- COMMUNICATIONS and SYSTEM UPDATES regarding GEPP benefits

COMMON SERVICES FOR RETIREES

- Processing BENEFIT PAYMENTS
- Providing AWARD LETTERS/PENSION INCOME VERIFICATION LETTERS
- Processing CHANGE OF ADDRESS requests
- Processing DIRECT DEPOSIT changes and STOPPING DEDUCTIONS
- Updating TAX ELECTIONS using W-4P forms
- Receipt of DEATH NOTIFICATIONS for retirees and survivors and processing SURVIVOR BENEFIT requests
- Conducting RETIREE VERIFICATIONS which requires retirees to return a form with their current information
- Annual distribution of 1099-R TAX FORMS
- COMMUNICATIONS and SYSTEM UPDATES regarding GEPP benefits

IMPORTANT DEFINITIONS

Some of the terms used in the Summary Plan Description have special meaning as applied within the GEPP. A few of these terms are defined below:

Accumulated Contributions. The sum of all amounts deducted (or "picked-up") from a member's compensation on behalf of a member. Does not include contributions for disability benefits.

Credited Service. Membership credit upon which a member's eligibility or benefit amount is based. Credited service is the number of years and months of full-time employment at the City (or for an eligible employer) for which employee pension contributions are made. Credited service generally starts on the first day of membership in the GEPP and ends upon termination of employment. Member contributions are required to receive credited service. The pension date (or adjusted pension date) reflects the starting period for credited service. Pension date can be the date of hire, the date contributions started in the GEPP or another date reflecting changes for breaks-in-service, leave without pay or purchased service time.

Earnable Compensation. A member's base pay for regular hours worked as an employee, plus service raises and excluding bonuses, adjusted compensation, overtime or any extra compensation over and above regularly budgeted salaries. Earnable compensation does not include payouts of accumulated leave taken as cash upon separation from service or amounts above a member's IRS compensation limits.

Final Monthly Compensation. The member's average monthly rate of earnable compensation for his/her highest 36 consecutive months (78 bi-weekly pay periods) out of the last 10 years of employment. Pay periods with unpaid leave time are excluded.

Member. A person actively employed by the City (or eligible employer) making contributions to the GEPP.

Vesting. This point at which a member has earned a right to retirement benefits. Any member who completes five years of credited service has a fully vested right to accrued benefits.

Vested Benefit. A deferred benefit to which a member has gained a future right (at Age 65) to benefits offered by the provisions of the GEPP.

GEPP MEMBERSHIP ELIGIBILITY

In order to be eligible for membership, a person must meet ALL of the following conditions:

1) Hired prior to October 1, 2017

2) An employee of the City of Jacksonville (other than corrections officers, police officers and firefighters), JEA, JHA (Jacksonville Housing Authority), or NFTPO (North Florida Transportation Planning Organization); City employment includes (but is not limited to) medical examiner's office, clerk of courts, and non-officer positions with the Jacksonville Sheriff's Office.

~~3)~~ A full-time civil service employee OR a full-time appointed or elected permanent employee not in the civil service system that previously opted to become a member. ~~(or maintains the option to become a member prior to their fifth anniversary).~~

~~Eligible employees that have elected to participate in the General Employees Defined Contribution Plan (GEDC) may elect to leave the GEDC and join the GEPP prior to their fifth anniversary. Employees making this election must transfer all amounts from the GEDC into the GEPP and will receive credited service in the GEPP based on eligible employment time. Members of the GEPP may also elect to leave the GEPP and join the GEDC. Employees making this election before having five years of service transfer employee contributions only from the GEPP to the GEDC. There is a limit of three changes within the first five years of employment.~~

Previous members of the GEPP that left employment may potentially re-enroll in the plan upon re-hire as long as they did NOT remove their contributions from the GEPP. To re-enroll, employees must notify Employee Services and the Pension Office. Employees cannot actively contribute to both the GEPP and the GEDC.

MEMBERSHIP

Employees must have been hired PRIOR to OCTOBER 1, 2017, to potentially be a member of the GEPP.

PURCHASING CREDITED SERVICE

Members are eligible to purchase up to 10 years of previous full-time service by paying their current contribution rate using their current salary at the time of the request if they did not previously make contributions for that period. Members wishing to purchase service in excess of 10 years must pay the full actuarial cost of the excess service as determined by the Retirement System's actuary. Payments may be made by (i) lump sum payment, (ii) roll over from another qualified retirement plan, (iii) payroll deductions, without interest, over a period not to exceed five years, or (iv) a combination of these payment options.

Members in receipt of Workers' Compensation may make contributions to the GEPP which would have been made had the member been in regular pay status to continue to accrue credited service.

Members on approved leave of absence without pay status, who are not terminated from employment, may elect to make contributions, and receive credited service for up to six months.

Members ~~who are vested~~ may purchase up to two years of active-duty military service as credited service. Military service may be active duty, war time, or non-wartime service, provided that non-wartime service shall not exceed one year. All military service purchased under this section must have occurred prior to any employment with the City. Military service may be purchased at the rate of 20% of the member's earnable compensation.

Members with prior full-time paid service at a defined agency of the City may also be entitled to purchase credited service time at full actuarial cost if certain conditions apply. Those agencies include: Duval County prior to consolidation, any agency of the judicial branch of government in Duval County also covered under FRS and not currently covered by this Plan, State Attorney in Duval County, Public Defender in Duval County, Jacksonville Transportation Authority, Duval County School Board, former Duval County Hospital, employees or officers of any Duval County constitutional officer who served under the FRS, Agriculture Department employees who participated in FRS, Jacksonville Port Authority, and Jacksonville Aviation Authority. Members must provide proof of their full-time employment and proof that they did not and will not receive a vested benefit from FRS or another retirement plan offered by the agency.

A member wishing to purchase credited service must make the request to the Pension Office and complete the purchase prior to leaving employment.

CREDITED SERVICE PURCHASE SUMMARY—MUST BE ACTIVELY EMPLOYED

Type of Time	How long	Cost	Notes
Full-time worked without contributions	Up to 10 years worked	10% of CURRENT pay	Eligible time over 10 years can be purchased at full actuarial cost
Workers Comp	Time on workers comp	Contributions based on regular pay status	
Approved Unpaid Leave	Up to 6 months	10% of CURRENT pay	
Military Time	Up to 2 years for approved wartime service; up to 1 year for other approved service	20% of CURRENT pay	Must ~~be vested (5-Years Credited Service) and~~ provide DD Form 214, Certificate of Release or Discharge from Active Duty
Outside Agency Time	Time worked	Full Actuarial Cost	Complete list of eligible agencies available online and through the Pension Office. Proof of full-time employment and divestiture of retirement benefits from agency required.

RETIREMENT ELIGIBILITY AND BENEFITS

Service Retirement. Members of the GEPP are eligible to retire with a normal pension benefit upon achieving one of the following:

(1) completing 30 years of credited service, regardless of age;

(2) attaining age 55 with 20 years of credited service; or

(3) attaining age 65 with 5 years of credited service.

There is no mandatory retirement age.

Upon reaching one of the three conditions for retirement described above, a member is entitled to a retirement benefit of 2.5% of final monthly compensation (as defined above), multiplied by the number of whole years (and partial credit for whole months) of credited service, up to a maximum benefit of 80% of final monthly compensation.

Retirement from active status starts the day after the last-day-worked (“last-day worked” is defined as the last day for which an employee receives regular base pay salary). Retirement benefit payments cannot start before final active payroll is received and verified by the Pension Office. Retirees should allow at least one to two pay-periods after the final active payroll before retirement payments start. The initial payment will give credit back to the retirement date if eligible. Payments will continue until death.

Early Retirement. Members of the GEPP are eligible for an early retirement benefit at the time of:

(1) completing 25 years of credited service, but less than 30 years of credited service, regardless of age, with a 2% accrual rate; or

(2) attaining age 50 with 20 years of credited service. The amount of the benefit is reduced by (0.5)% for each month preceding age 55.

SUMMARY:

RETIREMENT ELIGIBILITY (Retirement directly from active employment)

Normal Retirement

- 30 Years Credited Service
- 20 Years Credited Service AND Age 55
- 5 Years Credited Service AND Age 65

Early Retirement Option (at a reduced benefit)

- 25 Years Credited Service (2% accrual rate)
- 20 Years Credited Service AND Age 50 (reduced ½ % for each month before Age 55)

<u>NORMAL RETIREMENT BENEFIT AMOUNT</u>

Credited Service (Using Years and Whole Months)

X

Accrual Percentage (2.5% for normal retirements)

X

Final Monthly Compensation

=

Monthly Benefit Amount

Monthly benefits are paid as bi-weekly amounts every two weeks until death.

Cost-of-Living Adjustment. Each retiree and survivor are eligible for a cost-of-living adjustment ("COLA") if they have been retired for at least 4.5 years as of April 1 of each year (The cutoff date is on or before September 30). The COLA consists of a 3% increase of the retiree's or survivor's pension benefits, which compounds annually. The COLA happens in the first full pay period of April for eligible retirees and survivors.

Supplement. In addition to the regular retirement benefit, there is also a supplemental benefit. The supplement is equal to $5 multiplied by the number of years of credited service. This benefit may not exceed $150 per month.

Retirees receive the full supplement within the first two payments of each month. If there is a third pay period in the month it will NOT include a supplement since it was already paid in full earlier in the month.

LEAVING EMPLOYMENT BEFORE ELIGIBILITY FOR RETIREMENT

Less than five years of credited service. A member who leaves the service of the City prior to completing five years of credited service is NOT entitled to any retirement benefits from the GEPP except a refund of employee contributions with no interest. Once the funds are paid there will be no future benefit available from the GEPP.

Refund applications are available to members from the Pension Office after leaving employment. Refund of contributions can be taken as direct payments (with mandatory 20% federal tax withholding) or as rollover payments, subject to rollover eligibility. Refund of contributions will not be made before final active payroll is received and verified by the Pension Office. Members completing a refund request should allow at least one to two pay-periods after final active payroll before refund of contributions. Members considering a refund of contributions should review the provided tax notice, consult with a financial advisor and carefully consider all of the consequences of the decision related to their individual situations.

More than five years of credited service. A member who leaves the service of the City prior to eligibility for normal service retirement or early service retirement, but who has completed five years of credited service is eligible to make application for a vested benefit commencing at age 65 at a 2.5% accrual rate for each year of creditable service. Such benefits will be based on final monthly compensation and credited service as of the date of termination. At commencement, the benefit will include the supplement and be eligible for COLAs after the normal waiting period. A member should apply for a vested benefit within 90 days of leaving employment.

Members can also request a refund of employee contributions with no interest. This election can be made up to six months prior to commencement of a vested benefit. Once the funds are taken there will be no future benefit available from the GEPP.

Death of a separated vested (or non-vested) member/former employee will result in the return of employee contributions to the surviving spouse. If there is no surviving spouse, the employee contributions are paid to the estate.

RECEIVING OR TAKING A REFUND OF EMPLOYEE CONTRIBUTIONS RESULTS IN A FORFEITURE OF ALL FUTURE GEPP BENEFITS.

MINIMUM RETIREMENT BENEFIT

The minimum retirement benefit received by a vested member was originally $25 multiplied by the number of whole years of credited service not to exceed 30 years. For members retiring on or after August 14, 1995, the minimum payment is increased at a compounded rate of 4% annually on each October 1. The minimum benefit per year of service as of October 1, 2018, is approximately $64 per year of service not to exceed 30 years.

OTHER BENEFIT PAYMENT OPTIONS

If eligible, a member may elect a Partial Lump-sum Optional Payment (PLOP) or a BACKDROP benefit as part of their retirement. In addition, active members have a one-time option ~~after their fifth anniversary of employment and~~ prior to retirement to convert their entire benefit over to the GEDC.

PLOP. Upon retirement from active status, a member may elect to receive a partial lump-sum distribution or PLOP. This lump-sum payment may not exceed 15% of the actuarial present value of the member's retirement benefits. The PLOP only applies to the base benefit, not to the supplement. Retirees can choose a 5%, 10% or 15% PLOP. The PLOP is paid as soon as practical after retirement. The remaining retirement benefits are actuarially reduced to reflect the lump-sum payment made to the member which will result in a lower bi-weekly retirement benefit payment for the rest of the member's or surviving spouse's life. (The calculation of the PLOP is based on the current assumed plan interest rate set by the BOT and mortality tables set by the GEPP's actuary for valuation purposes.)

Payments can be taken as direct payments (with mandatory 20% federal tax withholding) or as rollover payments, subject to rollover eligibility.

BACKDROP. A member who has completed 30 or more years of credited service may participate in the BACKDROP. A member who elects the BACKDROP will receive benefits as if the member had retired at any date up to 60 months prior to their actual retirement. A member electing the

BACKDROP will receive a sum equal to the amount of the normal retirement benefits they were eligible to receive during the BACKDROP period had the member actually retired at the commencement of the BACKDROP period. The BACKDROP payment will be made as a lump sum and accrued interest shall be added at the annual rate earned by the GEPP on its investments during the BACKDROP period, provided that the annual rate of return cannot be lower than -4% and cannot exceed 4%.

A BACKDROP payment can be taken as a one-time lump sum (with mandatory 20% federal tax withholding) or as a rollover payment to a tax deferred account, subject to rollover eligibility.

DB to DC Transfer. Prior to leaving employment ~~and after the employee's fifth anniversary,~~ members have a one-time option to elect to transfer their benefit to the GEDC. **Once elected, there will be no future benefit available from the GEPP.** This election should be exercised with extreme caution and only after thorough review of the benefit provisions and consultation with a financial advisor. This election is available by making the request through the Pension Office, providing the required information, and completing the required steps. (The calculation of the DB to DC transfer is based on the current assumed plan interest rate set by the BOT and mortality tables set by the GEPP's actuary for valuation purposes.) Once complete, funds are transferred as a rollover to the GEDC and subject to provisions of the GEDC. Contributions to the GEPP stop and contributions to the GEDC start at this time.

SUMMARY OF BENEFIT OPTIONS

- Normal Retirement—Monthly benefit determined by formula paid as bi-weekly amount for life
- PLOP—Partial lump-sum optional payment of 5%, 10% or 15% of the value of normal retirement benefit paid at retirement with a REDUCED monthly benefit paid as bi-weekly amount for life
- BACKDROP—Lump-sum payment paid at retirement based on a monthly benefit determined as of a previous BACKDROP date (with at least 30 years of service). BACKDROP lump sum is determined based on credits for monthly benefits during BACKDROP period with interest. Monthly portion of benefit is paid as bi-weekly amount for life after retirement.
- DB to DC Transfer—election to leave GEPP and transfer value of benefit to GEDC. Funds transferred to GEDC subject to rules of GEDC. Election MUST be completed while actively employed.

APPLYING FOR BENEFIT PAYMENTS

A member may apply for a service retirement benefit by contacting the Pension Office. It is best to make the request 4-6 weeks in advance of your retirement date. Members will need to identify a retirement date based on the day after the last day normal pay is received. (Employees should consider the pay-out of accrued leave when determining retirement date.)

The Pension Office will complete a detailed review of records and pension benefits. The member will be provided with an estimate of retirement benefits. Please keep in mind that final benefits may change based on changes to information or additional review.

Members will be required to sign an election form and provide certain information. Examples include: direct deposit information, W-4P for tax elections, rollover detail if applicable and identification with proof of birth for members and spouses and proof of marriage if applicable. Contact information for the Pension Office including the Pension Office website is included in this document.

The Pension Office provides communications regarding initiation of vested benefits just prior to age 65. A form is available on the website for a refund of contributions for members no longer employed. You can also contact the Pension Office to commence these benefits.

TAX WITHHOLDING

Ongoing service-retirement benefits and ~~non-service-related~~ disability pensions are taxable and subject to federal withholding. Retirees will complete a W-4P form in order to calculate required federal withholding for ongoing retirement benefits.

Lump-sum payments taken as direct payments are subject to mandatory 20% federal tax withholding. Some lump-sum payments may be eligible for rollover.

The retiree will receive a tax form from the GEPP at the end of each January reporting the income received in the prior year. For specific tax advice you should consult a qualified tax expert.

RETURNING TO WORK AFTER RETIREMENT

If a retiree returns to work for the City in a full-time position covered by the GEPP or the GEDC, all retirement benefit payments will cease for the period of re-employment. Members that did not take a lump sum from the Plan may elect to continue participation in the GEPP. Members that work longer than one year in the new position can earn an updated benefit based on the new employment period. No lump-sums are available. The COLA wait period will restart for members that receive an updated benefit. In lieu of continuing in the GEPP, a re-employed member may make a one-time, irrevocable election to join the GEDC. In the case of such an election, the member's benefits in the GEPP will be frozen at the level in effect at the time of re-employment and will re-commence at the same amount upon separation from service. Retired employees may return to work on a part-time basis (defined as 50 hours or less per 2-week pay-period) and continue to receive their pension benefit.

Employment outside the City or eligible employer does not affect your retirement benefits.

DEATH AFTER RETIREMENT

Upon the death of a retired member, the surviving spouse receives 75% of the member's retirement benefit and the full supplement. In order to qualify as a surviving spouse, the spouse must be married to and living with the member at the time of the member's death and have been married to the member for a minimum of 365 days immediately prior to death. The surviving spouse's benefit will continue until death and is not affected by remarriage. If there are dependent children under the age of 18, the benefit is increased by 10% for each child to a maximum of 100% of the retiree’s pension. Any increase for a surviving minor child is paid to a guardian of the child and stops when the child turns Age 18.

Orphaned children are entitled to the same benefit as a surviving spouse without children, not to exceed the amount of the surviving spouse benefit in total. The benefit will continue until their marriage or until they reach the age of 18. Children under the age of 18 whose parent is a retiree of the GEPP shall receive a benefit of $300 per child per month upon the death of the retiree where no other survivorship benefit is available, but not to exceed the member's maximum benefit. The benefit continues until the earlier of the child's marriage or reaching age 18. Survivor benefits for eligible disabled children under age 18 may be payable for the life of the child subject to review.

DEATH BENEFITS AFTER RETIREMENT

- Eligible Spouses receive 75% of the retiree’s base benefit with COLAs and the full supplement
- Additional benefits provided for surviving children under age 18
- Remaining employee contributions payable to estate if not exhausted and no other survivor benefit is payable

ACTIVE DEATH PRIOR TO RETIREMENT

If an active employee member of the GEPP dies before retirement, and is not eligible for a time service retirement, the surviving spouse will receive 75% of the pension the member would have received if the member retired with a time service retirement based on a 2% annual accrual rate. Service time will apply based on assuming the employee would have worked until the first point of retirement eligibility (not early retirement). If the member was eligible for a service retirement, the base benefit will be calculated as if the deceased member was a retiree and the spouse will receive 75% of the base benefit. The spouse will also receive the full supplement based on actual full years of service worked by the member. The benefits will be increased by 10% for each of the member's children under the age of 18, up to a maximum of 100% of the member's pension benefits. Any increase for a surviving minor child is paid to a guardian of the child and stops when the child turns age 18.

Orphaned children are entitled to the same benefit as a surviving spouse without children, not to exceed the amount of the surviving spouse benefit in total. The benefit will continue until their marriage or until they reach the age of 18. Children under the age of 18 whose parent is a member of the GEPP shall receive a benefit of $300 per child per month upon the death of the member where no other survivorship benefit is available, but not to exceed the member's maximum benefit. The benefit continues until the earlier of the child's marriage or reaching age 18. Survivor benefits for eligible disabled children under Age 18 may be payable for the life of the child subject to review.

DEATH BENEFITS FOR MEMBERS THAT DIE AS ACTIVE EMPLOYEES

- If member was NOT retirement eligible, base benefit is based on a 2% accrual and assumes service time until retirement eligibility (supplement is based on actual service time)
- If member was retirement eligible, base benefit calculated assumes the member was a retiree
- Eligible Spouses receive 75% of the member's base benefit with COLAs and the full supplement
- Additional benefits provided for surviving children under age 18
- Remaining employee contributions payable to estate if not exhausted and no other survivor benefit is payable

DISABILITY BENEFITS

A member who has suffered an illness, injury or disease which renders the member permanently and totally incapacitated, physically or mentally, from regular and continuous duty as an employee or officer of the City is considered disabled under the terms of the Retirement System. The Retirement System provides two types of disability benefits: a service-related disability benefit, and a non-service-related disability benefit.

Service-related disability. A service-related disability is a disability arising from an accident, illness or injury arising in the performance of service with the City. The service-related disability benefit is 50% of the member's final monthly compensation at the time of the disability.

Non-service-related disability. A member is only eligible for a non-service-related disability retirement upon completion of five years of credited service. A non-service-related disability retirement is 25% of the member's final monthly compensation at the time of the disability. For each year of service in excess of five years, the benefit shall be increased by 2.5% to a maximum of 50%.

Payments of disability benefits are payable each pay-period after termination and will continue until the recovery from the disability or death. A supplement is paid as part of the benefit and COLAs apply for eligible retirees. Upon the death of member who is in receipt of disability benefits, an eligible surviving spouse shall receive 75% of the disability benefit, payable for life.

A member who receives a disability pension may be reexamined by the BOT or PAC at any time, and if found to have recovered, must resume active service with the City if a position offered. If a member recovers, yet refuses re-employment with the City, the disability retirement benefits will be terminated.

DISABILITIES THAT DO NOT QUALIFY

A member may not receive disability benefits if the disability is the result of: (1) excessive or habitual use of drugs, intoxicants, or narcotics by the member; (2) an injury or disease sustained by the member while willfully and illegally participating in fights, riots, or civil insurrections, or while committing a crime; (3) an injury or disease sustained while the member was serving in the armed forces; or (4) self-inflicted wounds or conditions.

APPLYING FOR A DISABILITY RETIREMENT BENEFIT

A member must complete an application on a form provided by the Pension Office. Application for disability benefits must be made while still a member of the GEPP, meaning still actively employed at the time of application. As part of the application, the member must agree to any medical releases necessary to permit the Pension Office, the City's Medical Review officers, PAC and BOT to review the medical records needed to determine the question of disability. The member will also be required to submit to medical examinations as requested.

Once the application and medical review is completed, it is presented to the PAC. The PAC can request more information, deny the application or recommend approval to the BOT. If denied, the applicant can request an evidentiary hearing. The PAC will provide a recommendation following the hearing. At that stage the applicant can appeal directly to the BOT if necessary. The BOT makes the final determination on the question of disability.

DISABILITY RETIREMENT STEPS
1) APPLICATION—Submit Application including medical information and releases. Must be completed while still employed.
2) INITIAL REVIEW AND MEDICAL EXAMINATION—Application and medical information is reviewed by the Pension Office and Medical Review Officers. Applicant required to complete any requested medical examinations and produce any additional requested information at this stage.
3) PAC REVIEW—PAC considers case resulting in: request for more information, denial, or recommendation to BOT for approval. Applicants can request an evidentiary hearing with the PAC based on results.
4) BOT REVIEW—Final stage of process before decision.

FORFEITURES

Members that separate from service before vesting will not receive any benefits from the GEPP, although you are entitled to a refund of your contributions. In addition, benefits are forfeitable pursuant to the provisions of Section 112.3173, Florida Statutes, which provides for the forfeiture of retirement benefits of persons convicted of specific offenses even if you have vested in your benefits. Pension benefits may also be forfeited if you are terminated by reason of your admitted commission, aiding or abetting of a specified offense.

DIVORCE, IDOs, IWOs, QDROs

Pension benefits are considered marital property subject to division in a divorce proceeding. While the benefits are not subject to distribution until after a member terminates employment with the City, a court can determine that upon distribution, a certain portion of the pension benefits may be awarded to a former spouse through the Domestic Relations Depository.

The State has provided that Income Deduction Orders (IDOs) or Income Withholding Orders (IWOs) for alimony and child support are mandatory court orders that the Pension Plan must follow. IDOs and IWOs are taken from benefit checks and remanded directly to the DOMESTIC RELATIONS OFFICE for distribution to the spouse. Separate pension checks are not issued to the former spouse. To be approved, the IDO or IWO must include the bi-weekly amount, must be marked as alimony or child support (no other reasons will be accepted including equitable distribution of marital assets), and indicate payment issued to the State.

Qualified Domestic Relations Orders (QDROs) are NOT accepted for payment of benefits to a former spouse or family member.

Divorce laws can be quite complex. Therefore, you may wish to speak to legal counsel to discuss your personal circumstances.

GEPP RECORDS AND MEEETINGS

The Treasury Division and Pension Office keeps accurate and detailed accounts of all investments, receipts, disbursements, and other transactions pertaining to the GEPP. The Pension Office keeps a record of all BOT and PAC proceedings, and they are available for public inspection. The BOT and PAC meetings are open to the public.

HIGHLY COMPENSATED CONSIDERATIONS

Some highly compensated members may be subject to limits and receive different benefits from the GEPP based on IRS limits including Section 415 and Section 401(a)(17). The Pension Office provides members with detail regarding these limits as needed.

COLLECTIVE BARGAINING AGREEMENTS

For employees represented by bargaining units, retirement benefits are subject to collective bargaining under the Florida Public Employees Labor Relations Act, Chapter 447, Part II, Florida Statutes, as interpreted by the Florida Supreme Court, and may be negotiated from time to time. Any contract provision must be made effective by changing the ordinances which govern this Retirement System.

GEPP FUNDING

Money is contributed to the GEPP Trust by the members and the City. Under Florida Law, the City is responsible for making certain that the GEPP is actuarially sound. The required City contribution is currently determined each year by an actuarial valuation. The valuation is performed to make sure that the Retirement System is able to pay benefits to members. The member contributions and the City contributions are invested in a diversified portfolio of stocks, bonds, real estate and other permissible assets utilizing an investment policy adopted by the BOT and managed by the Treasury Division. Information regarding the GEPP valuation and investments is available on the Retirement System website and through the Pension Office.

CONTACT INFORMATION

All questions should be directed to the Retirement System's Pension Office at:

City of Jacksonville Retirement System Pension Office
City Hall, St. James Building
117 W. Duval Street, Suite 330
Jacksonville, FL 32202
Phone: (904) 255-7280

E-mail: citypension@coj.net

Pension Office Website: http://www.jacksonville.gov/departments/finance/retirement-system

Fax: (904) 588-0524

Municipal Code Website: http://library.municode.com

State of Florida Legislation Website: www.leg.state.fl.us

Official correspondence for the Retirement System, the BOT, PAC, Treasury or the Pension Office can be sent to the address listed above. You can also send information to this address to the attention of the Pension Administration Manager or the City Treasurer.

CONTACT THE PENSION OFFICE AT 904-255-7280 OR AT CITYPENSION@COJ.NET FOR ASSISTANCE WITH ANYTHING RELATED TO THE GEPP

SUMMARY

The foregoing Summary Plan Description has been designed to help answer some of your questions about how the GEPP is organized and managed. The final authority on any interpretation of the GEPP is the actual legislation which created it. In the event of any conflict between this summary and those laws, the GEPP will ultimately be administered, and benefits will be provided only in accordance with the law. ***Nothing in this summary is intended to, nor does it, constitute a contract for benefits.*** The ordinances governing the GEPP may be found within the Charter and Ordinance Code of the City of Jacksonville. The City Code may be reviewed in the office of City Council, Legislative Services, or online at www.municode.com.

Plan website address is: http://www.jacksonville.gov/departments/finance/retirement- system

Monthly Investment Performance Analysis

City of Jacksonville Employees' Retirement System

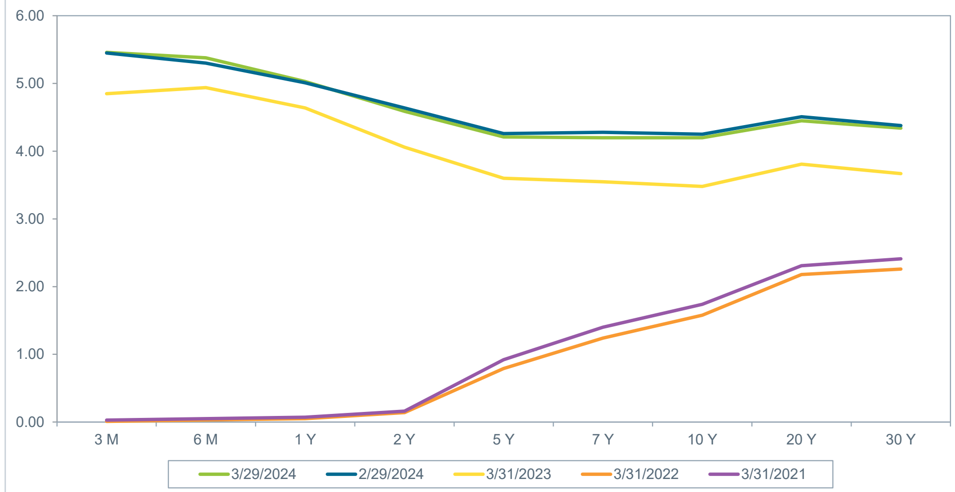
Period Ended: March 31, 2024

General Market Commentary

- Global equity markets experienced another strong month in March, with most global equity indices posting low-to-mid single digit returns. Across both US and international markets, value stocks generally outperformed their growth counterparts.
- Stocks traded higher on continued strong economic data and optimism of a "soft landing," where inflation moderates but a severe economic downturn is avoided.
- While the Federal Reserve left interest rates unchanged following their March meeting, investors were encouraged by Fed Chair Powell's comments suggesting that a persistent strong job market would not deter the central bank from cutting rates. Per the Fed's dot plot, three interest rate cuts are projected in 2024 with futures markets indicating that investors expect to see the first rate cut occur at the June FOMC meeting.
- Equity markets posted positive returns in March as the S&P 500 (Cap Wtd) Index returned 3.22% and the MSCI EAFE (Net) Index returned 3.29%. Emerging markets returned 2.48%, as measured by the MSCI EM (Net) Index.
- The Bloomberg US Aggregate Bond Index returned 0.92% in March, outperforming the 0.49% return by the Bloomberg US Treasury Intermediate Term Index. International fixed income markets returned 0.33%, as measured by the FTSE Non-US World Gov't Bond Index.
- Public real estate returned 2.06% in March and 4.15% over the trailing five-year period, as measured by the FTSE NAREIT Eq REITs Index (TR).
- The Cambridge US Private Equity Index returned 7.47% for the trailing one-year period and 14.96% for the trailing five-year period ending September 2023.
- Absolute return strategies returned 1.62% for the month and 9.68% over the trailing one-year period, as measured by the HFRI FOF Comp Index.
- Crude oil's price increased by 6.27% during the month and has increased by 9.91% YoY.

Economic Indicators	Mar-24		Feb-24	Mar-23	10 Yr	20 Yr
Federal Funds Rate (%)	5.33	—	5.33	4.83	1.40	1.55
Breakeven Inflation - 5 Year (%)	2.44	▲	2.44	2.47	1.92	1.94
Breakeven Inflation - 10 Year (%)	2.32	▲	2.32	2.33	1.98	2.10
Breakeven Inflation - 30 Year (%)	2.28	▼	2.29	2.26	2.03	2.25
Bloomberg US Agg Bond Index - Yield (%)	4.85	▼	4.92	4.40	2.73	3.26
Bloomberg US Agg Bond Index - OAS (%)	0.39	▼	0.41	0.57	0.47	0.59
Bloomberg US Agg Credit Index - OAS (%)	0.85	▼	0.90	1.29	1.17	1.38
Bloomberg US Corp: HY Index - OAS (%)	2.99	▼	3.12	4.55	4.24	4.93
Capacity Utilization (%)	78.41	▲	78.25	79.51	77.45	77.18
Unemployment Rate (%)	3.80	▼	3.90	3.50	4.81	5.86
PMI - Manufacturing (%)	50.30	▲	47.80	46.30	53.73	53.27
Baltic Dry Index - Shipping	1,821	▼	2,111	1,389	1,379	2,320
Consumer Conf (Conf Board)	104.70	▼	106.70	104.20	109.48	92.74
CPI YoY (Headline) (%)	3.50	▲	3.20	5.00	2.83	2.61
CPI YoY (Core) (%)	3.80	—	3.80	5.60	2.87	2.40
PPI YoY (%)	1.90	▲	1.10	3.00	2.73	2.99
M2 YoY (%)	N/A	N/A	-1.70	-3.80	6.96	6.51
US Dollar Total Weighted Index	121.41	▼	121.54	119.46	113.60	104.12
WTI Crude Oil per Barrel ($)	83	▲	78	76	63	71
Gold Spot per Oz ($)	2,230	▲	2,030	1,979	1,509	1,259

Treasury Yield Curve (%)



Treasury Yield Curve (%)	Mar-24	Feb-24	Mar-23	Mar-22	Mar-21
3 Month	5.46	5.45	4.85	0.01	0.03
6 Month	5.38	5.30	4.94	0.03	0.05
1 Year	5.03	5.01	4.64	0.05	0.07
2 Year	4.59	4.64	4.06	0.14	0.16
5 Year	4.21	4.26	3.60	0.79	0.92
7 Year	4.20	4.28	3.55	1.24	1.40
10 Year	4.20	4.25	3.48	1.58	1.74
20 Year	4.45	4.51	3.81	2.18	2.31
30 Year	4.34	4.38	3.67	2.26	2.41

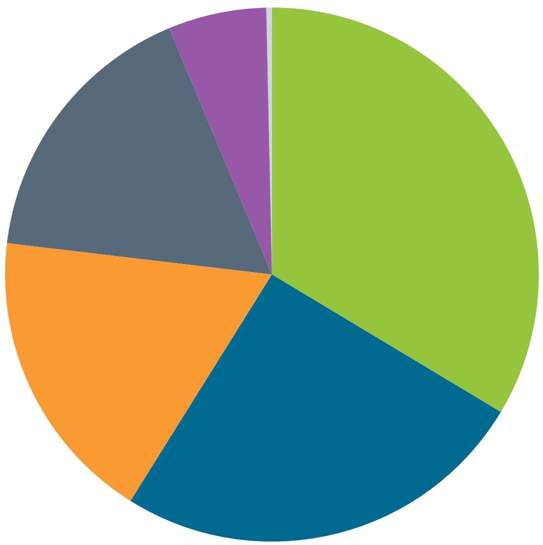
Market Performance (%)	MTD	QTD	CYTD	1 Yr	3 Yr	5 Yr	7 Yr	10 Yr
S&P 500 (Cap Wtd)	3.22	10.56	10.56	29.88	11.49	15.05	14.09	12.96
Russell 2000	3.58	5.18	5.18	19.71	-0.10	8.10	7.73	7.58
MSCI EAFE (Net)	3.29	5.78	5.78	15.32	4.78	7.33	6.70	4.80
MSCI EAFE SC (Net)	3.72	2.40	2.40	10.45	-1.36	4.94	5.18	4.70
MSCI EM (Net)	2.48	2.37	2.37	8.15	-5.05	2.22	3.72	2.95
Bloomberg US Agg Bond	0.92	-0.78	-0.78	1.70	-2.46	0.36	1.06	1.54
ICE BofAML 3 Mo US T-Bill	0.45	1.29	1.29	5.24	2.58	2.02	1.90	1.38
NCREIF ODCE (Gross)	-2.37	-2.37	-2.37	-11.29	3.37	3.46	4.68	6.76
FTSE NAREIT Eq REITs Index (TR)	2.06	-0.20	-0.20	10.54	4.14	4.15	5.08	6.61
HFRI FOF Comp Index	1.62	4.17	4.17	9.68	2.88	5.00	4.37	3.59
Bloomberg Cmdty Index (TR)	3.31	2.19	2.19	-0.56	9.11	6.38	4.26	-1.56

NCREIF performance is reported quarterly; MTD and QTD returns are shown as "N/A" on interim-quarter months and until available. Data shown is as of most recent quarter-end. Treasury data courtesy of the US Department of the Treasury. Economic data courtesy of Bloomberg Professional Service. The previous month's CPI YoY is used as a proxy for the current YoY return until it becomes available.

RVK

Asset Allocation by Asset Class

March 31, 2024 : $2,453,522,333

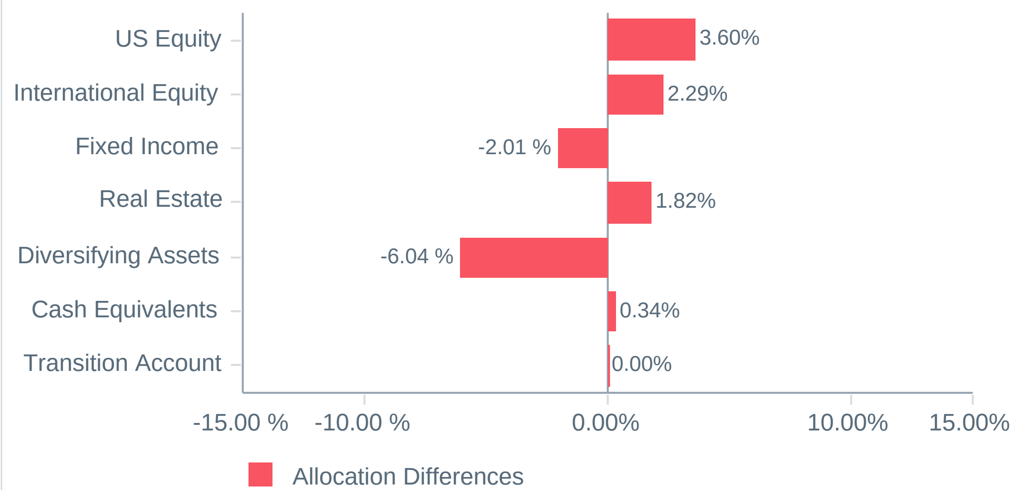


	Market Value ($)	Allocation (%)
US Equity	824,503,027	33.60
International Equity	620,462,890	25.29
Fixed Income	441,274,098	17.99
Real Estate	412,740,184	16.82
Diversifying Assets	146,143,957	5.96
Cash Equivalents	8,350,770	0.34
Transition Account	47,407	0.00

Asset Allocation vs. Target Allocation

	Market Value ($)	Allocation (%)	Min (%)	Target (%)	Max (%)
Total Fund	**2,453,522,333**	**100.00**	**-**	**100.00**	**-**
US Equity	824,503,027	33.60	20.00	30.00	40.00
International Equity	620,462,890	25.29	13.00	23.00	25.00
Fixed Income	441,274,098	17.99	10.00	20.00	30.00
Real Estate	412,740,184	16.82	0.00	15.00	20.00
Diversifying Assets	146,143,957	5.96	0.00	12.00	20.00
Cash Equivalents	8,350,770	0.34	0.00	0.00	10.00
Transition Account	47,407	0.00	0.00	0.00	0.00

Asset Allocation vs. Target Allocation Differences



Schedule of Investable Assets

Periods Ending	Beginning Market Value ($)	Net Cash Flow ($)	Gain/Loss ($)	Ending Market Value ($)	% Return
CYTD	**2,355,516,708**	**15,304,110**	**82,701,515**	**2,453,522,333**	**3.50**

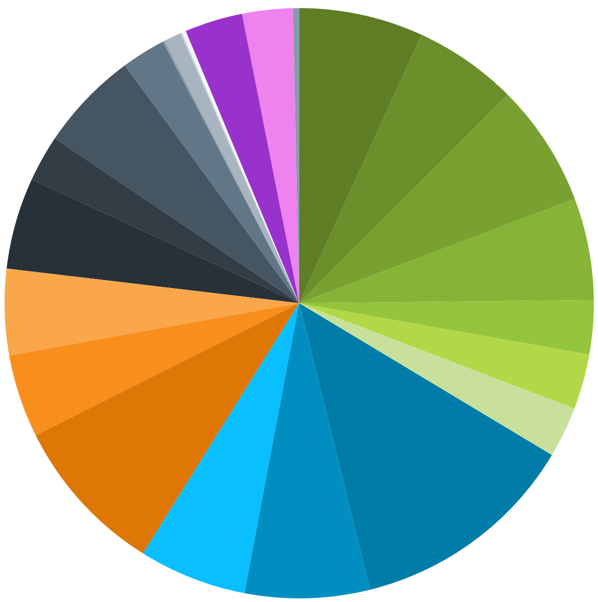
Market values and performance shown are preliminary and subject to change. Performance shown is net of fees. Allocations shown may not sum up to 100% exactly due to rounding.

RVK

City of Jacksonville Employees' Retirement System
Asset Allocation By Manager

As of March 31, 2024

March 31, 2024 : $2,453,522,333



	Market Value ($)	Allocation (%)
Eagle Capital Large Cap Value (SA)	167,161,632	6.81
Wellington Select Equity Income Fund (SA)	139,979,129	5.71
BNYM DB Lg Cap Stock Idx NL (CF)	164,929,201	6.72
Loomis, Sayles & Co Lg Cap Grth (CF)	136,951,295	5.58
Kayne Anderson US SMID Value (SA)	72,568,955	2.96
Systematic Financial US SMID Value (SA)	74,396,792	3.03
Pinnacle Associates US SMID Cap Growth (SA)	68,516,025	2.79
Silchester Intl Val Equity (CF)	307,169,093	12.52
Bail Giff Intl Gro;4 (BGEFX)	168,068,052	6.85
Acadian Emg Mkts Eq II (CF)	145,225,745	5.92
Baird Core Fixed Income (SA)	213,808,577	8.71
Loomis Sayles Multisector Full Discretion (CF)	111,785,068	4.56
Schroder Flexible Secured Income LP (CF)	115,680,454	4.71
Harrison Street Core Property LP	122,973,518	5.01
PGIM Real Estate PRISA II LP	62,357,815	2.54
Principal US Property (CF)	134,607,093	5.49
UBS Trumbull Property (CF)	59,194,052	2.41
Vanguard RE Idx;ETF (VNQ)	1,253,515	0.05
Abacus Multi-Family Partners VI LP	2,213,440	0.09
H.I.G. Realty Partners IV (Onshore) LP	22,624,165	0.92
Bell Value-Add Fund VII (CF)	2,039,067	0.08
Hammes Partners IV LP	288,991	0.01
IPI Partners III-A LP	5,188,528	0.21
Adams Street Private Equity (SA)	78,189,904	3.19
Hamilton Lane Private Credit (SA)	67,954,053	2.77
Dreyfus Gvt Csh Mgt;Inst (DGCXX)	8,350,770	0.34
Transition Account	47,407	0.00

Market values shown are preliminary and subject to change. Allocations shown may not sum up to 100% exactly due to rounding. During 03/2024, IPI Partners III-A LP was funded.

RVK

	Allocation		Performance (%)										
	Market Value ($)	%	MTD	QTD	CYTD	FYTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Incep.	Inception Date
Total Fund	**2,453,522,333**	**100.00**	**1.95**	**3.50**	**3.50**	**10.23**	**11.82**	**3.34**	**6.66**	**6.79**	**6.46**	**6.30**	**07/01/1999**
Total Fund Policy Index			1.79	4.40	4.40	12.47	12.87	5.17	7.09	7.02	6.68	6.02	
Difference			0.16	-0.90	-0.90	-2.24	-1.05	-1.83	-0.43	-0.23	-0.22	0.28	
Total Equity	**1,444,965,917**	**58.89**	**2.91**	**6.60**	**6.60**	**17.47**	**22.30**	**4.70**	**10.72**	**10.27**	**9.09**	**6.87**	**07/01/1999**
US Equity	**824,503,027**	**33.60**	**3.44**	**9.16**	**9.16**	**21.06**	**29.56**	**8.18**	**13.69**	**12.86**	**11.44**	**7.75**	**07/01/1999**
US Equity Index			3.23	10.02	10.02	23.30	29.29	9.78	14.34	13.45	12.33	7.83	
Difference			0.21	-0.86	-0.86	-2.24	0.27	-1.60	-0.65	-0.59	-0.89	-0.08	
International Equity	**620,462,890**	**25.29**	**2.20**	**3.37**	**3.37**	**13.00**	**13.11**	**-0.39**	**6.31**	**6.32**	**5.32**	**5.86**	**07/01/1999**
International Equity Index			3.13	4.69	4.69	14.90	13.26	1.94	5.97	5.88	4.25	4.22	
Difference			-0.93	-1.32	-1.32	-1.90	-0.15	-2.33	0.34	0.44	1.07	1.64	
Fixed Income	**441,274,098**	**17.99**	**0.76**	**0.38**	**0.38**	**6.33**	**5.25**	**-1.54**	**0.30**	**0.91**	**1.40**	**4.28**	**07/01/1999**
Fixed Income Index			0.98	-0.47	-0.47	6.33	2.67	-2.11	0.69	1.30	1.71	3.99	
Difference			-0.22	0.85	0.85	0.00	2.58	0.57	-0.39	-0.39	-0.31	0.29	
Real Estate	**412,740,184**	**16.82**	**0.15**	**-2.65**	**-2.65**	**-5.07**	**-9.15**	**3.81**	**2.98**	**4.29**	**6.00**	**5.08**	**12/01/2005**
Real Estate Index			-2.57	-2.55	-2.55	-7.39	-11.91	2.52	2.59	3.78	5.83	5.25	
Difference			2.72	-0.10	-0.10	2.32	2.76	1.29	0.39	0.51	0.17	-0.17	
Core Real Estate	**380,385,993**	**15.50**	**0.32**	**-2.68**	**-2.68**	**-4.98**	**-9.47**	**3.50**	**2.79**	**4.16**	**5.91**	**5.03**	**12/01/2005**
NCREIF ODCE Index (AWA) (Net)			-2.58	-2.58	-2.58	-7.45	-12.01	2.47	2.56	3.76	5.82	5.24	
Difference			2.90	-0.10	-0.10	2.47	2.54	1.03	0.23	0.40	0.09	-0.21	
Non-Core Real Estate	**32,354,191**	**1.32**	**-1.86**	**-1.86**	**-1.86**	**-5.92**	**-0.68**	**N/A**	**N/A**	**N/A**	**N/A**	**27.84**	**01/01/2022**
NCREIF ODCE Index (AWA) (Net) +2%			-2.42	-2.10	-2.10	-6.53	-10.25	4.52	4.61	5.84	7.93	-2.38	
Difference			0.56	0.24	0.24	0.61	9.57	N/A	N/A	N/A	N/A	30.22	
Diversifying Assets	**146,143,957**	**5.96**	**1.45**	**1.89**	**1.89**	**5.32**	**8.64**	**21.84**	**10.15**	**7.68**	**5.59**	**8.32**	**03/01/2011**
Diversifying Assets Index			2.42	7.01	7.01	18.38	24.49	12.39	4.74	3.68	2.84	4.61	
Difference			-0.97	-5.12	-5.12	-13.06	-15.85	9.45	5.41	4.00	2.75	3.71	

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RVK

	Allocation		Performance (%)										
	Market Value ($)	%	MTD	QTD	CYTD	FYTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Incep.	Inception Date
US Equity													
Eagle Capital Large Cap Value (SA)	**167,161,632**	**6.81**	**4.74**	**13.13**	**13.13**	**24.08**	**40.33**	**10.69**	**14.89**	**13.94**	**12.66**	**11.46**	**03/01/2007**
Russell 1000 Val Index			5.00	8.99	8.99	19.34	20.27	8.11	10.31	9.16	9.01	7.31	
Difference			-0.26	4.14	4.14	4.74	20.06	2.58	4.58	4.78	3.65	4.15	
Russell 1000 Index			3.21	10.30	10.30	23.49	29.87	10.45	14.76	13.85	12.68	10.14	
Difference			1.53	2.83	2.83	0.59	10.46	0.24	0.13	0.09	-0.02	1.32	
Wellington Select Equity Income Fund (SA)	**139,979,129**	**5.71**	**4.72**	**4.90**	**4.90**	**12.10**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**19.50**	**06/01/2023**
Russell 1000 Val Index			5.00	8.99	8.99	19.34	20.27	8.11	10.31	9.16	9.01	23.24	
Difference			-0.28	-4.09	-4.09	-7.24	N/A	N/A	N/A	N/A	N/A	-3.74	
BNYM DB Lg Cap Stock Idx NL (CF)	**164,929,201**	**6.72**	**3.21**	**10.29**	**10.29**	**23.49**	**30.31**	**10.86**	**N/A**	**N/A**	**N/A**	**14.32**	**05/01/2019**
Russell 1000 Index			3.21	10.30	10.30	23.49	29.87	10.45	14.76	13.85	12.68	14.10	
Difference			0.00	-0.01	-0.01	0.00	0.44	0.41	N/A	N/A	N/A	0.22	
Loomis, Sayles & Co Lg Cap Grth (CF)	**136,951,295**	**5.58**	**2.08**	**12.35**	**12.35**	**28.23**	**40.37**	**12.58**	**17.21**	**N/A**	**N/A**	**16.60**	**08/01/2017**
Russell 1000 Grth Index			1.76	11.41	11.41	27.19	39.00	12.50	18.52	18.06	15.98	17.77	
Difference			0.32	0.94	0.94	1.04	1.37	0.08	-1.31	N/A	N/A	-1.17	
Kayne Anderson US SMID Value (SA)	**72,568,955**	**2.96**	**1.00**	**6.56**	**6.56**	**19.65**	**19.83**	**N/A**	**N/A**	**N/A**	**N/A**	**5.67**	**03/01/2022**
Russell 2500 Val Index			4.93	6.07	6.07	20.66	21.33	5.36	9.38	7.74	7.68	5.07	
Difference			-3.93	0.49	0.49	-1.01	-1.50	N/A	N/A	N/A	N/A	0.60	
Systematic Financial US SMID Value (SA)	**74,396,792**	**3.03**	**5.10**	**8.71**	**8.71**	**21.43**	**26.01**	**N/A**	**N/A**	**N/A**	**N/A**	**8.44**	**03/01/2022**
Russell 2500 Val Index			4.93	6.07	6.07	20.66	21.33	5.36	9.38	7.74	7.68	5.07	
Difference			0.17	2.64	2.64	0.77	4.68	N/A	N/A	N/A	N/A	3.37	
Pinnacle Associates US SMID Cap Growth (SA)	**68,516,025**	**2.79**	**1.95**	**3.62**	**3.62**	**15.62**	**9.81**	**-3.35**	**9.58**	**9.54**	**8.66**	**11.99**	**03/01/2010**
Russell 2500 Grth Index			2.70	8.51	8.51	22.17	21.12	-0.81	9.39	10.57	9.56	12.38	
Difference			-0.75	-4.89	-4.89	-6.55	-11.31	-2.54	0.19	-1.03	-0.90	-0.39	

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RVK

	Allocation		Performance (%)										
	Market Value ($)	%	MTD	QTD	CYTD	FYTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Incep.	Inception Date
International Equity													
Silchester Intl Val Equity (CF)	**307,169,093**	**12.52**	**3.53**	**2.10**	**2.10**	**10.11**	**15.09**	**6.22**	**7.36**	**6.42**	**5.76**	**8.91**	**06/01/2009**
MSCI EAFE Val Index (USD) (Net)			4.36	4.48	4.48	13.07	17.32	6.59	6.39	5.30	3.49	5.68	
Difference			-0.83	-2.38	-2.38	-2.96	-2.23	-0.37	0.97	1.12	2.27	3.23	
Bail Giff Intl Gro;4 (BGEFX)	**168,068,052**	**6.85**	**0.56**	**3.78**	**3.78**	**17.03**	**4.83**	**-10.12**	**5.81**	**7.82**	**5.88**	**8.82**	**06/01/2009**
Baillie Gifford Index			2.80	5.91	5.91	17.69	11.22	-0.76	6.24	6.46	4.95	7.15	
Difference			-2.24	-2.13	-2.13	-0.66	-6.39	-9.36	-0.43	1.36	0.93	1.67	
Baillie Gifford Spliced Index			3.13	4.69	4.69	14.90	13.26	1.94	6.34	5.99	4.31	6.49	
Difference			-2.57	-0.91	-0.91	2.13	-8.43	-12.06	-0.53	1.83	1.57	2.33	
Acadian Emg Mkts Eq II (CF)	**145,225,745**	**5.92**	**1.38**	**5.68**	**5.68**	**14.80**	**19.69**	**1.22**	**5.97**	**5.24**	**4.42**	**3.57**	**02/01/2011**
MSCI Emg Mkts Index (USD) (Net)			2.48	2.37	2.37	10.42	8.15	-5.05	2.22	3.72	2.95	1.93	
Difference			-1.10	3.31	3.31	4.38	11.54	6.27	3.75	1.52	1.47	1.64	
Fixed Income													
Baird Core Fixed Income (SA)	**213,808,577**	**8.71**	**0.97**	**-0.36**	**-0.36**	**6.64**	**2.62**	**-2.14**	**N/A**	**N/A**	**N/A**	**-2.44**	**03/01/2021**
Bloomberg US Agg Bond Index			0.92	-0.78	-0.78	5.99	1.70	-2.46	0.36	1.06	1.54	-2.79	
Difference			0.05	0.42	0.42	0.65	0.92	0.32	N/A	N/A	N/A	0.35	
Loomis Sayles Multisector Full Discretion (CF)	**111,785,068**	**4.56**	**1.14**	**0.44**	**0.44**	**8.05**	**5.07**	**-0.64**	**2.91**	**3.32**	**3.50**	**5.39**	**11/01/2007**
Bloomberg Gbl Agg Bond Index			0.55	-2.08	-2.08	5.85	0.49	-4.73	-1.17	0.07	-0.07	1.67	
Difference			0.59	2.52	2.52	2.20	4.58	4.09	4.08	3.25	3.57	3.72	
Schroder Flexible Secured Income LP (CF)	**115,680,454**	**4.71**	**0.00**	**1.70**	**1.70**	**4.17**	**10.67**	**N/A**	**N/A**	**N/A**	**N/A**	**8.04**	**10/01/2022**
SOFR+1.75%			0.59	1.78	1.78	3.59	7.19	4.49	3.80	N/A	N/A	6.77	
Difference			-0.59	-0.08	-0.08	0.58	3.48	N/A	N/A	N/A	N/A	1.27	
SOFR+5%			0.85	2.58	2.58	5.23	10.61	7.83	7.12	N/A	N/A	10.18	
Difference			-0.85	-0.88	-0.88	-1.06	0.06	N/A	N/A	N/A	N/A	-2.14	

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RVK

	Allocation		Performance (%)										
	Market Value ($)	%	MTD	QTD	CYTD	FYTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Incep.	Inception Date
Real Estate													
Harrison Street Core Property LP	**122,973,518**	**5.01**	**0.00**	**-3.51**	**-3.51**	**-5.61**	**-5.91**	**4.53**	**4.64**	**5.94**	**N/A**	**6.11**	**11/01/2015**
NCREIF ODCE Index (AWA) (Net)			-2.58	-2.58	-2.58	-7.45	-12.01	2.47	2.56	3.76	5.82	4.61	
Difference			2.58	-0.93	-0.93	1.84	6.10	2.06	2.08	2.18	N/A	1.50	
PGIM Real Estate PRISA II LP	**62,357,815**	**2.54**	**4.67**	**-1.16**	**-1.16**	**-5.05**	**-9.58**	**5.25**	**4.00**	**5.24**	**N/A**	**6.58**	**01/01/2015**
NCREIF ODCE Index (AWA) (Net)			-2.58	-2.58	-2.58	-7.45	-12.01	2.47	2.56	3.76	5.82	5.32	
Difference			7.25	1.42	1.42	2.40	2.43	2.78	1.44	1.48	N/A	1.26	
Principal US Property (CF)	**134,607,093**	**5.49**	**-1.16**	**-1.94**	**-1.94**	**-4.17**	**-9.61**	**3.02**	**3.33**	**4.67**	**6.78**	**6.83**	**01/01/2014**
NCREIF ODCE Index (AWA) (Net)			-2.58	-2.58	-2.58	-7.45	-12.01	2.47	2.56	3.76	5.82	5.90	
Difference			1.42	0.64	0.64	3.28	2.40	0.55	0.77	0.91	0.96	0.93	
UBS Trumbull Property (CF)	**59,194,052**	**2.41**	**0.00**	**-4.17**	**-4.17**	**-5.73**	**-15.63**	**1.06**	**-1.03**	**0.78**	**3.16**	**3.86**	**01/01/2006**
NCREIF ODCE Index (AWA) (Net)			-2.58	-2.58	-2.58	-7.45	-12.01	2.47	2.56	3.76	5.82	4.99	
Difference			2.58	-1.59	-1.59	1.72	-3.62	-1.41	-3.59	-2.98	-2.66	-1.13	
Vanguard RE Idx;ETF (VNQ)	**1,253,515**	**0.05**	**1.96**	**-1.28**	**-1.28**	**16.68**	**8.53**	**1.67**	**3.66**	**4.56**	**6.11**	**10.73**	**12/01/2008**
Custom REITs Index			1.95	-1.15	-1.15	16.82	8.68	1.87	3.83	4.98	6.48	11.42	
Difference			0.01	-0.13	-0.13	-0.14	-0.15	-0.20	-0.17	-0.42	-0.37	-0.69	
Abacus Multi-Family Partners VI LP	**2,213,440**	**0.09**	**-36.53**	**-36.53**	**-36.53**	**-44.33**	**-59.05**	**N/A**	**N/A**	**N/A**	**N/A**	**-55.58**	**10/01/2022**
NCREIF ODCE Index (AWA) (Net) +2%			-2.42	-2.10	-2.10	-6.53	-10.25	4.52	4.61	5.84	7.93	-11.64	
Difference			-34.11	-34.43	-34.43	-37.80	-48.80	N/A	N/A	N/A	N/A	-43.94	
H.I.G. Realty Partners IV (Onshore) LP	**22,624,165**	**0.92**	**3.30**	**3.30**	**3.30**	**3.16**	**10.52**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**01/01/2022**
NCREIF ODCE Index (AWA) (Net) +2%			-2.42	-2.10	-2.10	-6.53	-10.25	4.52	4.61	5.84	7.93	-2.38	
Difference			5.72	5.40	5.40	9.69	20.77	N/A	N/A	N/A	N/A	N/A	
Bell Value-Add Fund VII (CF)	**2,039,067**	**0.08**	**0.00**	**0.00**	**0.00**	**-18.66**	**-17.94**	**N/A**	**N/A**	**N/A**	**N/A**	**-17.94**	**04/01/2023**
NCREIF ODCE Index (AWA) (Net) +2%			-2.42	-2.10	-2.10	-6.53	-10.25	4.52	4.61	5.84	7.93	-10.25	
Difference			2.42	2.10	2.10	-12.13	-7.69	N/A	N/A	N/A	N/A	-7.69	
Hammes Partners IV LP	**288,991**	**0.01**	**-11.09**	**-11.09**	**-11.09**	**-45.48**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**-45.48**	**10/01/2023**
NCREIF ODCE Index (AWA) (Net) +2%			-2.42	-2.10	-2.10	-6.53	-10.25	4.52	4.61	5.84	7.93	-6.53	
Difference			-8.67	-8.99	-8.99	-38.95	N/A	N/A	N/A	N/A	N/A	-38.95	
IPI Partners III-A LP	**5,188,528**	**0.21**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**04/01/2024**
NCREIF ODCE Index (AWA) (Net) +2%			-2.42	-2.10	-2.10	-6.53	-10.25	4.52	4.61	5.84	7.93	N/A	
Difference			N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	

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	Allocation		Performance (%)										
	Market Value ($)	%	MTD	QTD	CYTD	FYTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Incep.	Inception Date
Diversifying Assets													
Adams Street Private Equity (SA)	**78,189,904**	**3.19**	**0.00**	**0.88**	**0.88**	**3.44**	**5.33**	**25.98**	**N/A**	**N/A**	**N/A**	**22.48**	**11/01/2020**
S&P 500 Index+3%			3.47	11.38	11.38	25.32	33.78	14.84	18.50	17.51	16.35	20.21	
Difference			-3.47	-10.50	-10.50	-21.88	-28.45	11.14	N/A	N/A	N/A	2.27	
Hamilton Lane Private Credit (SA)	**67,954,053**	**2.77**	**3.16**	**3.06**	**3.06**	**7.54**	**13.04**	**2.57**	**N/A**	**N/A**	**N/A**	**2.57**	**04/01/2021**
ICE BofAML Gbl Hi Yld Index +2%			1.23	1.98	1.98	10.30	13.31	2.44	5.21	5.72	5.60	2.44	
Difference			1.93	1.08	1.08	-2.76	-0.27	0.13	N/A	N/A	N/A	0.13	
Dreyfus Gvt Csh Mgt;Inst (DGCXX)	**8,350,770**	**0.34**	**0.43**	**1.34**	**1.34**	**2.68**	**5.29**	**2.77**	**2.04**	**1.93**	**1.42**	**1.54**	**05/01/2001**
FTSE 3 Mo T-Bill Index			0.46	1.37	1.37	2.80	5.52	2.70	2.07	1.93	1.39	1.52	
Difference			-0.03	-0.03	-0.03	-0.12	-0.23	0.07	-0.03	0.00	0.03	0.02	

Private equity funds tend to underperform in the early stages of their maturity; returns tend to improve as funds mature.

Market values and performance shown are preliminary and subject to change. Performance shown is net of fees and is annualized for periods greater than one year. Allocations may not sum up to 100% due to the exclusion of managers in liquidation. Please see the addendum for custom benchmark definitions. Fiscal year for the COJ ends 09/30. Schroder Flexible Secured Income Fund LP (CF), Harrison Street Core Property LP, PGIM Real Estate PRISA II LP, UBS Trumbull Property (CF), all non core Real Estate Managers, and Adams Street Private Equity (SA) valuations are available quarterly, adjusted for subsequent cash flows. Asset Valuations for Real Estate and Diversifying Assets are lagged/unlagged as reported by the System's book of record, BNY Mellon. Performance for NCREIF ODCE Index (AWA) (Net) is available on a quarterly basis.

Performance Related Comments:

- Performance is annualized for periods greater than one year.
- Performance and market values shown are preliminary and subject to change.
- The inception date shown indicates the first full month of performance following initial funding.
- The market value shown for the Transition Account includes residual assets from terminated managers held across three transition accounts, BNYM Transition, Loop Cap Transition, and JXP Transition accounts.
- RVK began monitoring the assets of the City of Jacksonville Retirement System on 01/01/2019. Prior historical data was provided by the custodian and previous consultant.

Custom Composite Benchmark Comments:

- **Total Fund Policy Index**: The passive Total Fund Policy Index is calculated monthly and currently consists of 30% Russell 3000 Index, 23% MSCI ACW Ex US Index (USD) (Net), 20% Fixed Income Index, 15% Real Estate Index, and 12% Diversifying Assets Index.
- **US Equity Index**: The passive US Equity Index consists of 100% DJ US TSM Index through 06/2009 and 100% Russell 3000 Index thereafter.
- **International Equity Index**: The passive International Equity Index consists of 100% MSCI EAFE Index (USD) (Gross) through 01/2011 and 100% MSCI ACW Ex US Index (USD) (Net) thereafter.
- **Fixed Income Index**: The passive Fixed Income Index consists of 100% Bloomberg US Agg Bond Index through 10/2017 and 100% Bloomberg US Universal Bond Index thereafter.
- **Real Estate Index**: The active Real Estate Index is calculated monthly using beginning of month investment weights applied to each corresponding primary benchmark return.
- **Diversifying Assets Index**: The Diversifying Assets Index is calculated monthly and consists of 50% S&P MLP Index (TR)/50% NCREIF Timberland Index through 10/2017, 67% S&P MLP Index (TR)/33% NCREIF Timberland Index through 09/2020, and calculated monthly using beginning of month investment weights applied to each corresponding primary benchmark return thereafter.

Custom Manager Benchmark Comments:

- **Baillie Gifford Index**: The passive Baillie Gifford Index consists of 100% MSCI EAFE Grth Index (USD) (Net) through 10/2017 and 100% MSCI ACW Ex US Grth Index (USD) (Net) thereafter.
- **Baillie Gifford Spliced Index**: The passive Baillie Gifford Spliced Index consists of 100% MSCI EAFE Index (USD) (Net) through 11/2019 and 100% MSCI ACW Ex US Index (USD) (Net) thereafter.
- **Custom REITs Index**: The passive Custom REITs Index consists of 100% MSCI US REIT Index (USD) (Gross) through 01/2019 and 100% Vanguard Spl Real Estate Index thereafter.
- **Vanguard Spliced Real Estate Index**: The Vanguard Spl Real Estate Index consists of MSCI US REIT Index (USD) (Gross) adjusted to include a 2% cash position (Lipper Money Market Average) through 04/30/2009, MSCI US REIT Index (USD) (Gross) through 01/31/2018, MSCI US IM Real Estate 25/50 Transition Index through 07/24/2018, and MSCI US IM Real Estate 25/50 Index (Gross) thereafter.

RVK

PORTLAND BOISE CHICAGO NEW YORK

RVK

City of Jacksonville Employees' Retirement System

INVESTMENT ACTIVITY REPORT: April 2024

Events

Board Due Diligence Meetings

1st Thursday Each Month
Presentation: 12:30-2 PM
City Hall Conference Room 3C

May 2, 2024
Loomis Sayles- Fixed Income

June 6, 2024
Schroder Secured Fixed Income- Michelle Russell-Dowe

July 4, 2024
Happy 4th of July
No meeting

August 1, 2024
Harrison Street -Real Estate

September 5, 2024
PGIM- Real Estate

October 3, 2024
Principal- Real Estate

Florida Public Pension Trustees Association- FPPTA

Annual Conference
June 23-26, 2024 @ Renaissance Orlando

Staff Update

Contract Status Update

N/A

Other

***Real Estate:**
Harrison Street: $30 million
PGIM PRISA II: $20 million
Principal: $40 million
UBS: Full Liquidation ~$60 million
Total: $90 million
*redemption limitations

Current Manager Meetings

Ares- Real Estate
Baird Core Fixed Income

Potential Manager Meetings

American Century Investments
Baillie Gifford- Private Markets
Riverbridge- SMID Growth

Cash Flows

Hamilton Lane-Private Credit

HPS Strat Investment- $0.2 M
Plexus Fund VI- $1.0 M
Total Called: ~$1.2 million

Adams Street- Private Equity

Adams Street Tranche 2- $1.5 million
Total Called: ~$4 million

Real Estate

Bell Partners- $0.1 M

Provider Disbursements

4/30/2024
Eagle Capital- $0.3 M
Loomis Sayles FI- $0.1 M
Loomis Sayles LCG0 $0.13 M
Total Fees: ~$0.5 million

Provider Income + Redemptions

Prudential PRISA- $2.8 M
UBS - $0.4 M
Total: $3.2 million