BAL HARBOUR

- VILLAGE -

General Employees' Retirement Board

Regular Meeting Agenda
February 24, 2025
At 6:30 PM

Bal Harbour Village Hall • 655 - 96th Street • Bal Harbour • Florida 33154

This meeting will be conducted in-person. The meeting will also be broadcast on the Village's website (www.balharbourfl.gov) and members of the public are encouraged to participate by email (meetings@balharbourfl.gov) or by telephone at 305-865-6449.

1 Call To Order / Roll Call

2 Pledge of Allegiance

3 Board Minutes

3.1 September 17, 2024 Board Minutes
GERB_Minutes_Sept 17, 2024.pdf

4 Investment Consultant Presentation

4.1 December 31, 2024 Quarterly Investment Report
Village of Bal Harbour 4Q 2024 (1).pdf

5 Fund Actuary Presentation

5.1 October 1, 2024 Actuarial Valuation
10-1-2024 Bal Harbour Village Employees Pension Plan Valuation Report.pdf

6 Lump Sum Distributions for Approval

6.1 Lump Sum Requests
Albuerne VT and Refund.pdf
Hall VT and Refund.pdf
Partagas VT and Refund.pdf
Holland BC Letter-Refund non-vested.pdf
Gonzalez VT and Refund.pdf

7 DROP Exit Distribution

7.1 DROP Exit Distribution
Carlos Smith DROP Exit Letter.pdf
Carlos Smith DROP Exit.pdf

8 Motion to Adjourn

One or more members of any Village Committee/Board may attend this meeting of the Council and may discuss matters which may later come before their respective Boards/Committees. The New Business and Council Discussion Section includes a section for Public Comment. On public comment matters, any person is entitled to be heard by this Council on any matter; however, no action shall be taken by the Council on a matter of public comment, unless the item is specifically listed on the agenda, or is added to the agenda by Council action.

Any person who acts as a lobbyist, pursuant to Village Code Section 2-301 (Lobbyists), must register with the Village Clerk, prior to engaging in lobbying activities before Village staff, boards, committees, and/or the Village Council. A copy of the Ordinance is available in the Village Clerk's Office at Village Hall.

If a person decides to appeal any decision made by the Village Council with respect to any matter considered at a meeting or hearing, that person will need a record of the proceedings and, for such purpose, may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based (F.S. 286.0105).

In accordance with the Americans with Disabilities Act of 1990, all persons who are disabled and who need special accommodations to participate in this proceeding because of that disability should contact the Village Clerk's Office (305-866-4633), not later than two business days prior to such proceeding.

All Village Council meeting attendees, including Village staff and consultants, are subject to security screening utilizing a metal detector and/or wand, prior to entering the Council Chamber, Conference Room, or other meeting area located within Village Hall. This is for the safety of everyone. Thanks for your cooperation.

BAL HARBOUR

- VILLAGE -

General Employees' Retirement Board

Regular Meeting Minutes
September 17, 2024
At 6:30 PM

Bal Harbour Village Hall • 655 - 96th Street • Bal Harbour • Florida 33154

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1 **Call to Order -** Mayor Freimark called the meeting to order at 6:30 P.M.

The following were present:

Mayor Jeffrey Freimark
Assistant Mayor Seth Salver
Councilman David J. Albaum
Councilman Buzzy Sklar
Councilman David Wolf
Elected Staff Member Lourdes Rodriguez
*Elected Staff Member Lissandra Almaguer

*Remote participant

The following were present:

Also Present:

Jorge M. Gonzalez, Village Manager
Dwight S. Danie, Village Clerk
Susan Trevarthen, Village Attorney
Rick Rivera, Pension Administrator
Theodore Loew, Fund Consultant

2 **Pledge of Allegiance -** Mayor Freimark led the Council to the Pledge of Allegiance

3 Approval of Board Minutes: April 9, 2024 – Regular Meeting

MOTION: A Motion to approve the April 9, 2024 regular meeting minutes was moved by Mayor Freimark and seconded by Assistant Mayor Salver.

VOTE: The Motion passed by unanimous voice vote (6-0).

4 Quarterly Investment Report

Fund Consultant Theodore Loew reviewed the June 30, 2024 quarterly investment report.

5 Lump Sum Distribution Requests

Village Manager, Jorge Gonzalez, reviewed the two (2) lump sum requests for former employees Sean Bowman and Christina Duarte.

MOTION: A Motion to approve two (2) lump sum requests as presented was moved by Assistant Mayor Salver and Mayor Freimark.

VOTE: The Motion passed by unanimous voice vote (6-0).

6 General Employees' Retirement Plan Board Resolutions

Village Manager, Jorge Gonzalez, reviewed the proposed 2024-2025 fiscal year Plan Administrative Budget in the amount of $107,914. A discussion ensued.

MOTION: A Motion to approve the 2024-2025 Plan Administrative Budget as presented was moved by Mayor Freimark Assistant Mayor Salver.

VOTE: The Motion passed by unanimous voice vote (6-0).

7 Public Comments

None

8 Motion to Adjourn

Mayor Freimark adjourned the meeting

____
Mayor Jeffrey Freimark
Chair of the Board of Trustees

Attest:

____
Dwight S. Danie, Village Clerk, Board Secretary

Graystone Consulting℠
A business of Morgan Stanley

Village of Bal Harbour

Quarterly Performance Report

As of December 31, 2024

Scott Owens, CFA®, CIMA®
Managing Director - Wealth Management
Institutional Consulting Director
Impact Investing Director
Alternative Investment Director
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(813) 227-2027

Theodore J. (TJ) Loew, CFA®
Institutional Consultant
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Graystone Consulting
from Morgan Stanley

Village of Bal Harbour
Capital Markets Returns
as of December 31, 2024

U.S. Equity Market % Returns for the Period Ending December 31, 2024	Quarter to Date	Year to Date	12 Months	Three Years (annualized)	Five Years (annualized)	Seven Years (annualized)	Ten Years (annualized)
S&P 500 Index	2.41	25.02	25.02	8.94	14.52	13.83	13.10
Dow Jones Industrial Average	0.93	14.99	14.99	7.56	10.55	10.39	11.57
Russell 3000 Index	2.63	23.81	23.81	8.01	13.86	13.16	12.55
Russell 3000 Value Index	(1.94)	13.98	13.98	5.41	8.60	8.26	8.40
Russell 3000 Growth Index	6.82	32.46	32.46	9.94	18.25	17.40	16.22
Russell 1000 Index	2.75	24.51	24.51	8.41	14.28	13.58	12.87
Russell 1000 Value Index	(1.98)	14.37	14.37	5.63	8.68	8.41	8.49
Russell 1000 Growth Index	7.07	33.36	33.36	10.48	18.96	18.08	16.78
Russell Midcap Index	0.62	15.34	15.34	3.79	9.92	9.65	9.63
Russell Midcap Value Index	(1.75)	13.07	13.07	3.88	8.59	7.72	8.10
Russell Midcap Growth Index	8.14	22.10	22.10	4.04	11.47	12.08	11.54
Russell 2000 Index	0.33	11.54	11.54	1.24	7.40	6.91	7.82
Russell 2000 Value Index	(1.06)	8.06	8.06	1.94	7.29	6.13	7.14
Russell 2000 Growth Index	1.70	15.16	15.16	0.21	6.86	7.17	8.09

S&P 500 Sector % Returns for the Period Ending December 31, 2024	Quarter to Date
Consumer Discretionary	14.25
Communication Services	8.87
Financials	7.09
Technology	4.84
Industrials	(2.27)
Energy	(2.44)
Consumer Staples	(3.26)
Utilities	(5.51)
Real Estate	(7.94)
Health Care	(10.30)
Materials	(12.42)

Past Performance is not a guarantee of future results. Indices are not available for direct investment. Source: PARis

Graystone Consulting from Morgan Stanley

Developed Markets Equity % Returns for the Period Ending December 31, 2024

	U.S. Dollar					Local Currency				
	Quarter to Date	Year to Date	12 Months	3 Years	5 Years	Quarter to Date	Year to Date	12 Months	3 Years	5 Years
Regional and Other Multi-Country Indices										
MSCI EAFE	(8.11)	3.82	3.82	1.65	4.73	(0.57)	11.84	11.84	6.87	8.07
MSCI Europe	(9.74)	1.79	1.79	1.20	4.90	(2.81)	8.43	8.43	4.71	6.83
MSCI Far East	(3.68)	9.13	9.13	2.49	4.28	4.78	19.97	19.97	11.83	10.97
MSCI Pacific ex. Japan	(9.13)	4.59	4.59	1.55	3.15	(1.03)	12.24	12.24	5.32	5.06
MSCI The World	(0.07)	19.20	19.20	6.85	11.70	2.02	21.57	21.57	9.19	13.30
MSCI World ex. U.S.	(7.43)	4.70	4.70	1.91	5.10	0.02	13.03	13.03	7.16	8.42
National Indices										
MSCI Hong Kong	(9.80)	0.08	0.08	(6.68)	(3.74)	(9.80)	(0.42)	(0.42)	(6.78)	(3.79)
MSCI Ireland	(12.44)	15.07	15.07	2.10	5.99	(5.63)	22.76	22.76	5.34	7.72
MSCI Japan	(3.57)	8.68	8.68	3.18	5.19	5.94	21.15	21.15	14.45	13.25
MSCI Singapore	N/A	N/A	N/A	N/A	N/A	8.58	36.10	36.10	7.73	4.19

Emerging Markets Equity % Returns for the Period Ending December 31, 2024

	U.S. Dollar					Local Currency				
	Quarter to Date	Year to Date	12 Months	3 Years	5 Years	Quarter to Date	Year to Date	12 Months	3 Years	5 Years
Regional and Other Multi-Country Indices										
MSCI EM	(7.84)	8.05	8.05	(1.48)	2.10	(4.24)	13.70	13.70	2.08	4.95
National Indices										
MSCI China	(7.66)	19.68	19.68	(5.92)	(3.29)	(6.99)	19.76	19.76	(5.25)	(3.07)
MSCI Malaysia	(6.85)	20.75	20.75	3.17	1.31	1.01	17.50	17.50	5.63	3.13
MSCI Taiwan	3.39	35.07	35.07	7.93	17.76	7.10	44.28	44.28	14.21	19.88
MSCI Thailand	(10.06)	1.62	1.62	(1.36)	(3.42)	(10.06)	1.62	1.62	(1.36)	(3.42)

Past Performance is not a guarantee of future results. Indices are not available for direct investment. Source: PARis

Graystone Consulting
from Morgan Stanley

Village of Bal Harbour

Capital Markets Returns

as of December 31, 2024

Fixed Income % Returns for the Period Ending December 31, 2024	Quarter to Date	Year to Date	12 Months	Three Years (annualized)	Five Years (annualized)	Seven Years (annualized)	Ten Years (annualized)
U.S. Fixed Income							
90-Day T-Bills	1.23	5.45	5.45	4.05	2.54	2.40	1.79
Bloomberg US Aggregate	(3.06)	1.25	1.25	(2.41)	(0.33)	0.97	1.35
Bloomberg Credit	(3.04)	2.03	2.03	(2.20)	0.23	1.72	2.29
Bloomberg Govt/Credit	(3.08)	1.18	1.18	(2.58)	(0.21)	1.12	1.50
Bloomberg Government	(3.10)	0.63	0.63	(2.80)	(0.63)	0.62	0.85
Bloomberg High Yield	0.18	8.19	8.19	2.92	4.20	4.65	5.16
Bloomberg Intermediate Govt/Credit	(1.60)	3.00	3.00	(0.17)	0.86	1.69	1.71
Bloomberg Long Govt/Credit	(7.42)	(4.15)	(4.15)	(9.20)	(3.26)	(0.49)	0.99
Bloomberg Mortgage Backed	(3.16)	1.20	1.20	(2.13)	(0.74)	0.49	0.91
Bloomberg Municipal	(1.22)	1.05	1.05	(0.55)	0.99	1.94	2.25
Global Fixed Income							
Merrill Lynch Global High Yield	(1.14)	7.50	7.50	1.89	2.98	3.51	4.43
Bloomberg Global Treasury ex. US	(8.29)	(6.98)	(6.98)	(7.77)	(4.67)	(2.95)	(1.60)
Bloomberg Capital Majors ex. U.S.	(8.84)	(8.20)	(8.20)	(9.51)	(5.99)	(3.81)	(2.10)

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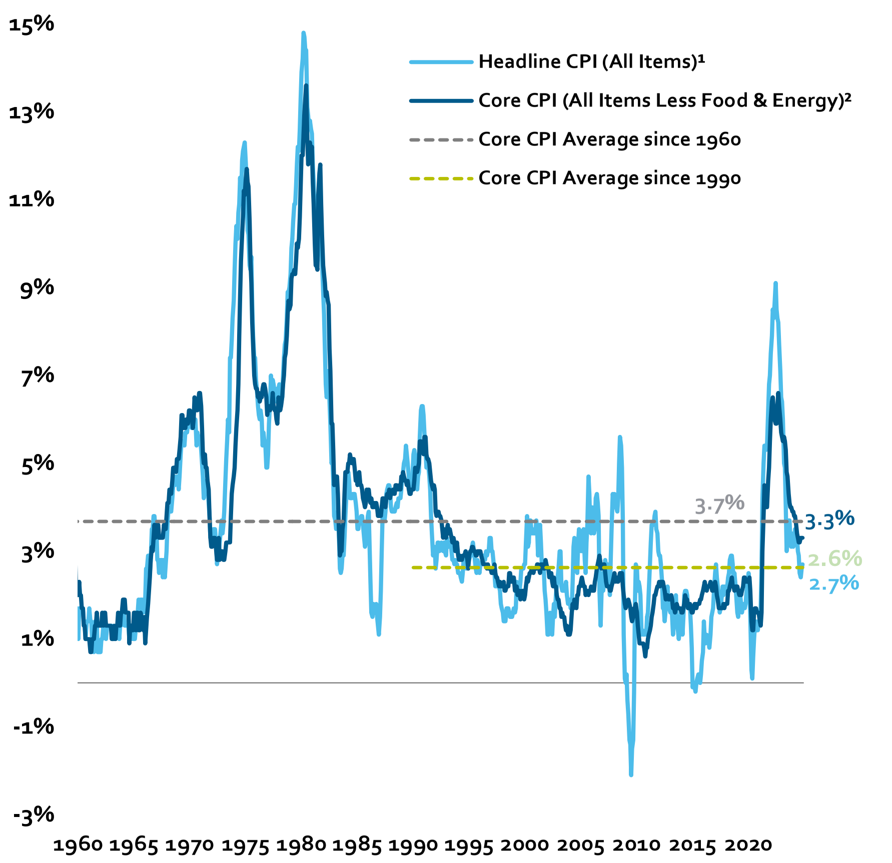
US Inflation Metrics

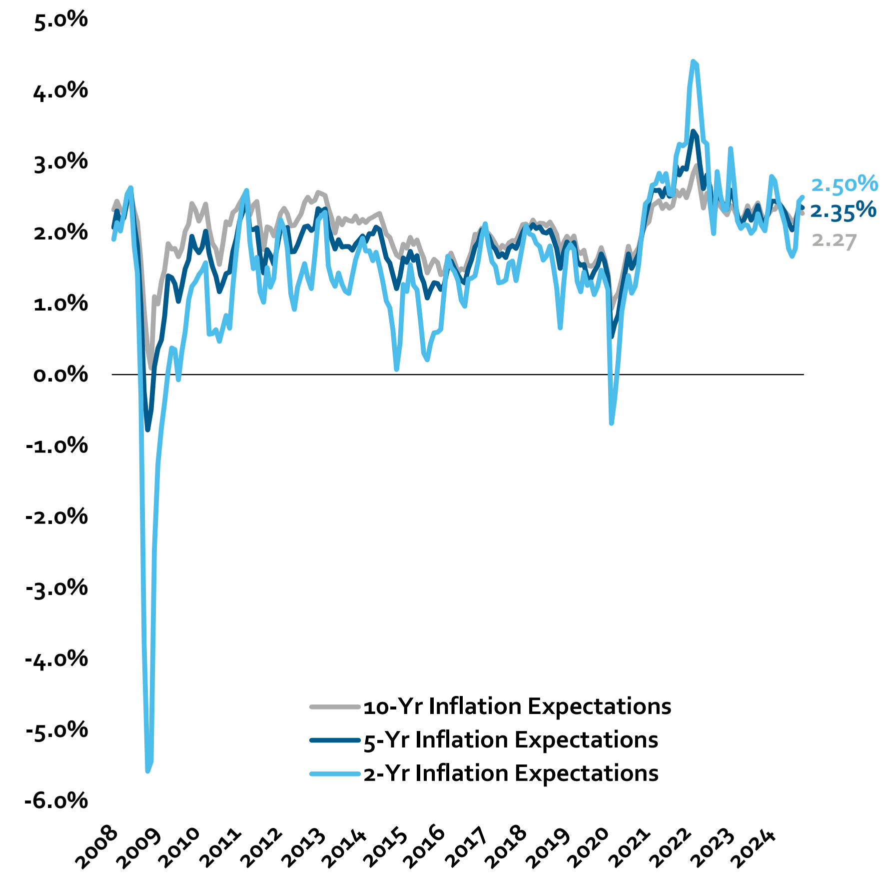
Consumer Price Indices[1]

Year-over-Year Percent Change as of November 2024



Inflation Expectations[2]

Monthly data as of November 2024



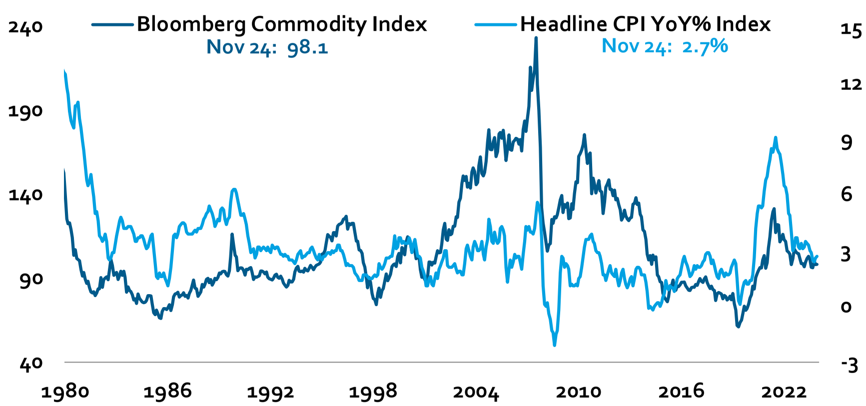
Source: Bureau of Labor Statistics, Haver, FactSet, Morgan Stanley Wealth Management GIO. (1) Headline CPI measures inflation that is not adjusted for food and energy prices; core CPI excludes food and energy prices. (2) Defined as Breakeven rate, which is the difference in yield between inflation-protected and nominal debt of the same maturity.

Drivers of Inflation

Inflation is typically driven by an increase in associated production costs (push) and/or the demand for goods and services (pull).

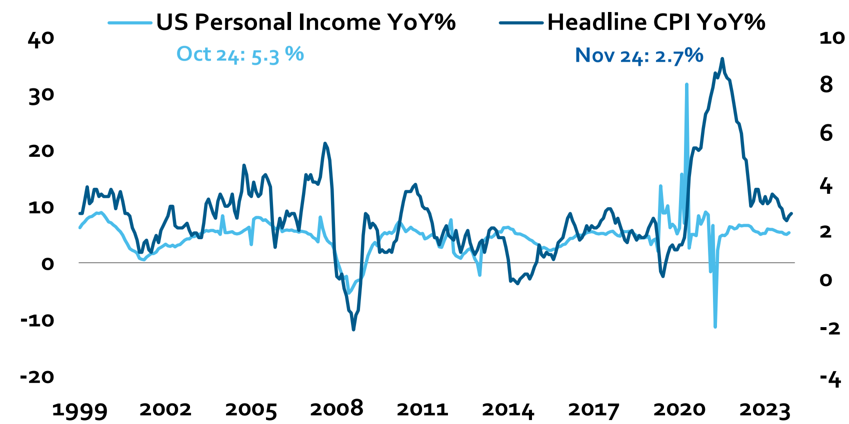
Commodity and Raw Material Prices

Bloomberg Commodity data as of November 30, 2024, and CPI data as of November 30, 2024



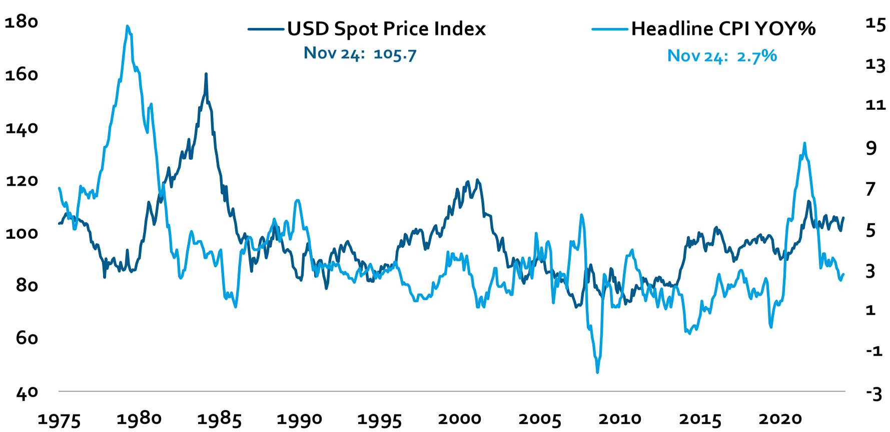
Wages

Personal Income Monthly Data as of October 31, 2024, and Headline CPI data as of November 30, 2024



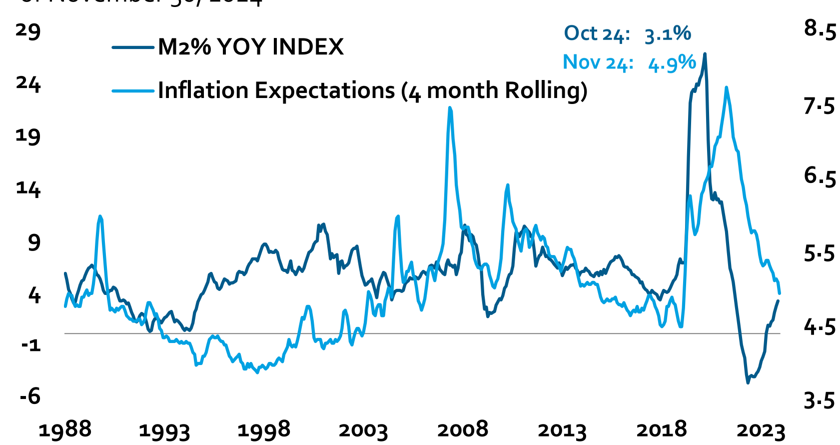
US Dollar

USD Spot Monthly Data as of November 30, 2024, and Headline CPI Monthly Data as of November 30, 2024



Money Supply

M2 data as of October 31, 2024, and Inflation Expectations data as of November 30, 2024



Source: Bloomberg, Morgan Stanley Wealth Management GIO. M2 is a measure of the money supply that includes all elements of M1 as well as "near money." M1 includes cash and checking deposits, while near money refers to savings deposits, money market securities, mutual funds and other time deposits.

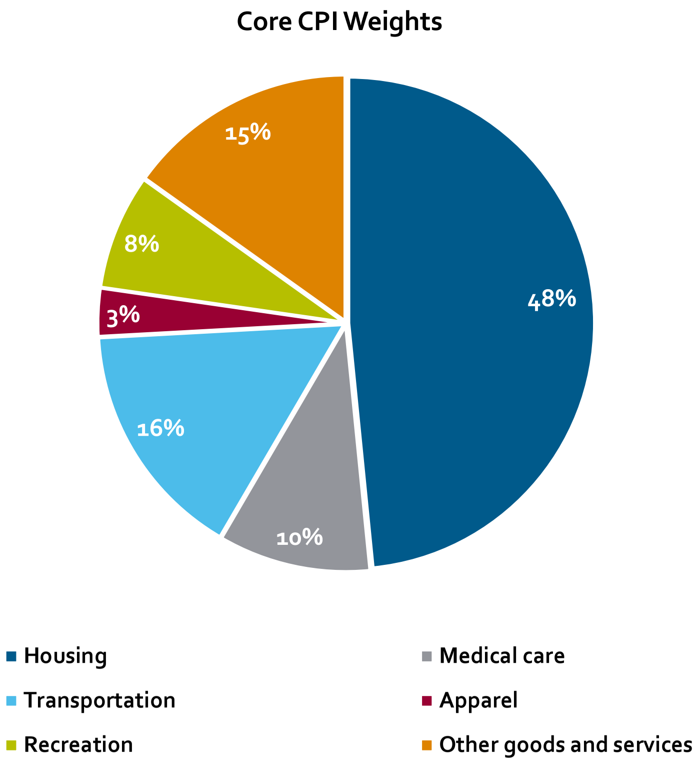
CPI and the Fed-Preferred PCE Measure Different Things

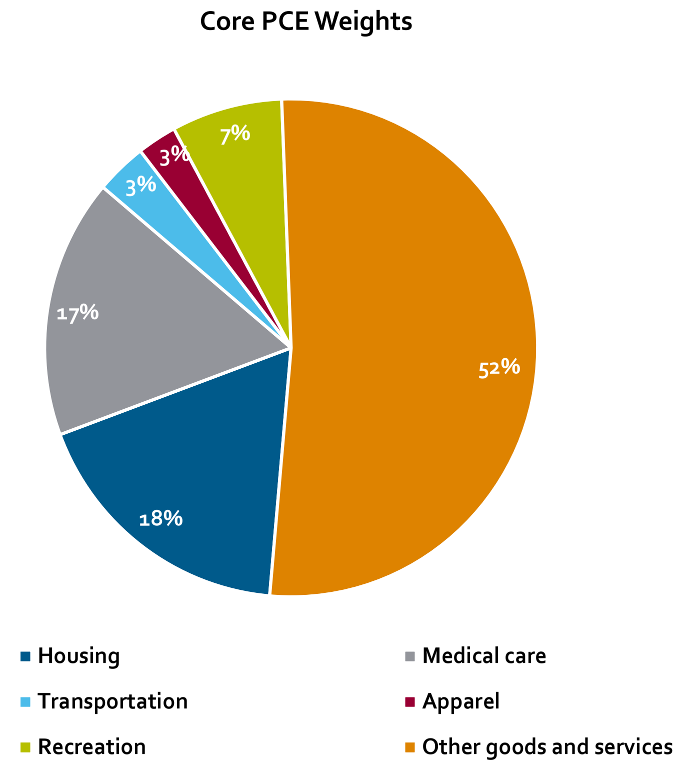
Differences Between Core CPI and PCE

Data through October 2024 for PCE and through November 2024 for CPI

The CPI & PCE weight difference between Housing, Transportation, and Health Care is significant:

Housing: 30% Δ
Transportation: 12% Δ
Medical Care: 7% Δ





CPI data is based on what households are buying for out-of-pocket expenditures on goods and services

PCE data is based on what businesses are selling

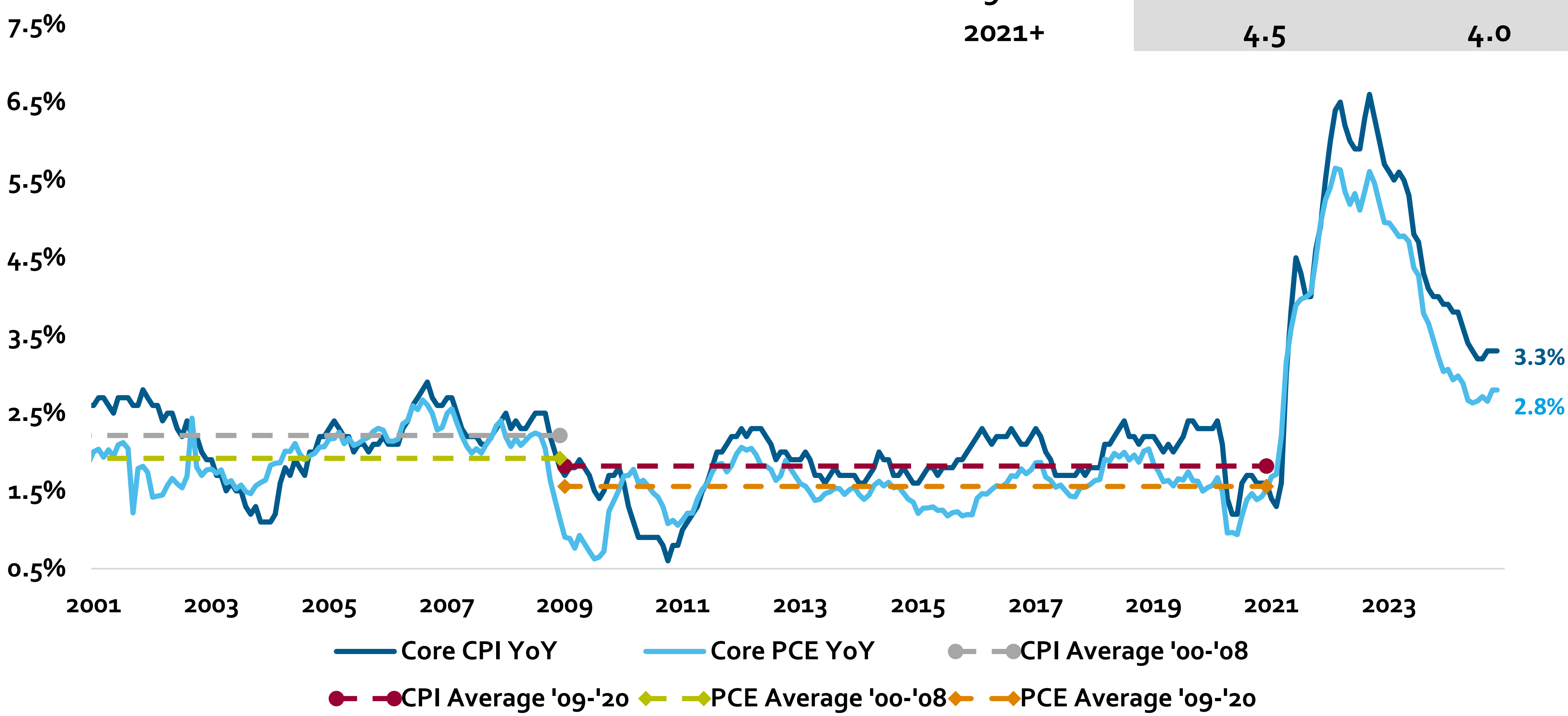
Source: Bureau of Economic Analysis, US Bureau of Labor Statistics, Morgan Stanley Wealth Management GIO

Core CPI vs. Core PCE

CPI Has Been Higher than PCE for Most of the Last Decade

CPI Data through November 30, 2024, PCE Data through October 31, 2024

	Core CPI	Core PCE
2000-2008	2.2	1.9
2009-2020	1.8	1.6
2021+	4.5	4.0

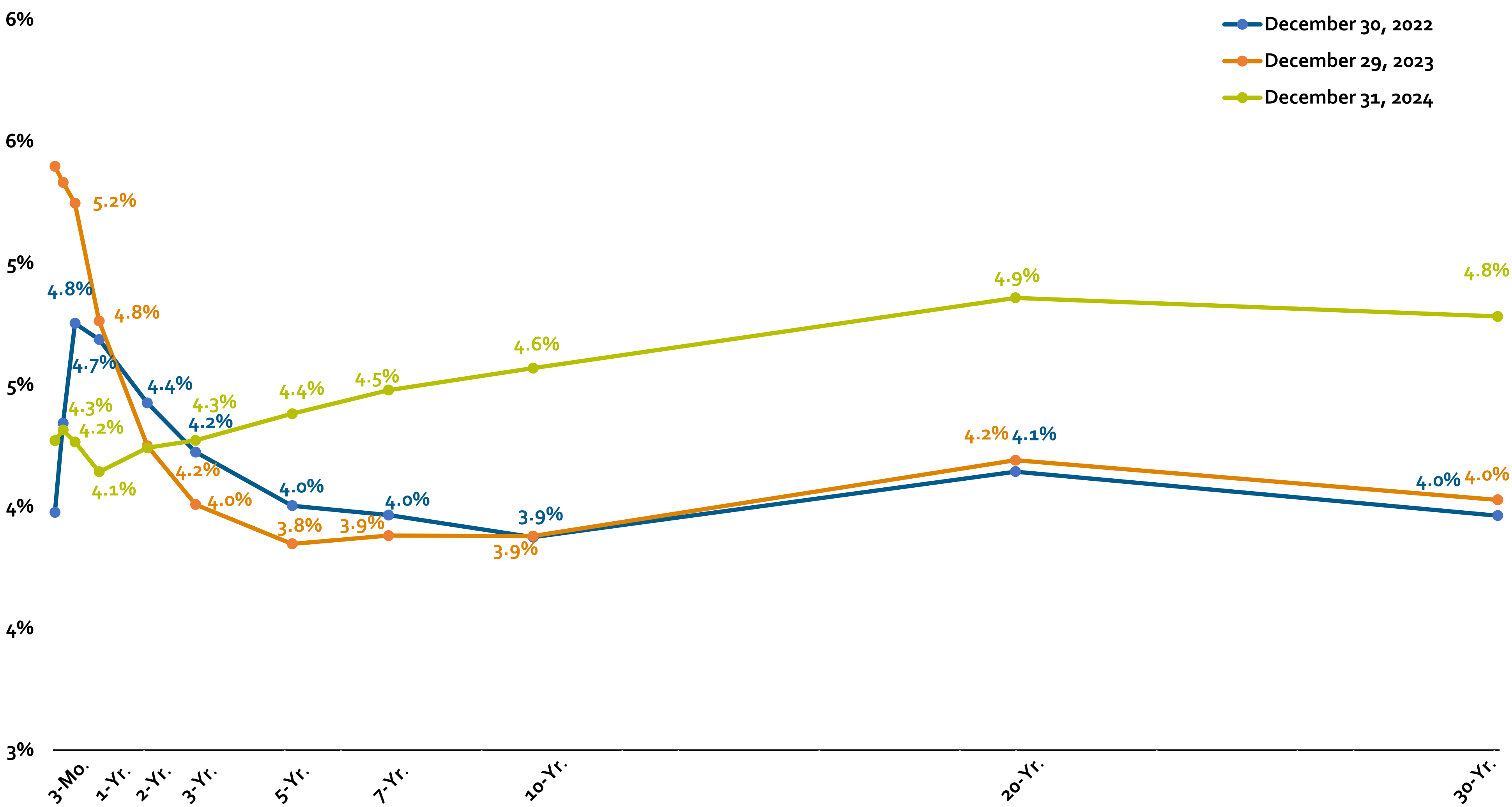


Source: Bloomberg, Morgan Stanley Wealth Management GIO

US Treasury Yield Curves

US Treasury Yield Curves Comparing 2022, 2023, and Currently

As of December 31, 2024



Source: Bloomberg, Morgan Stanley Wealth Management GIO

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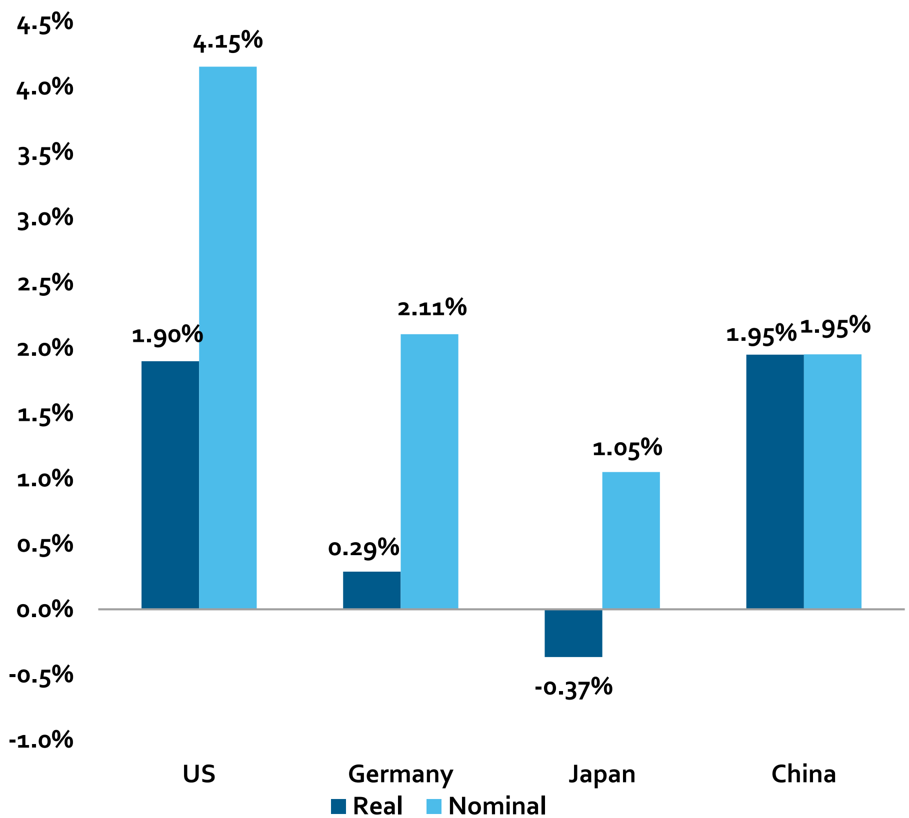
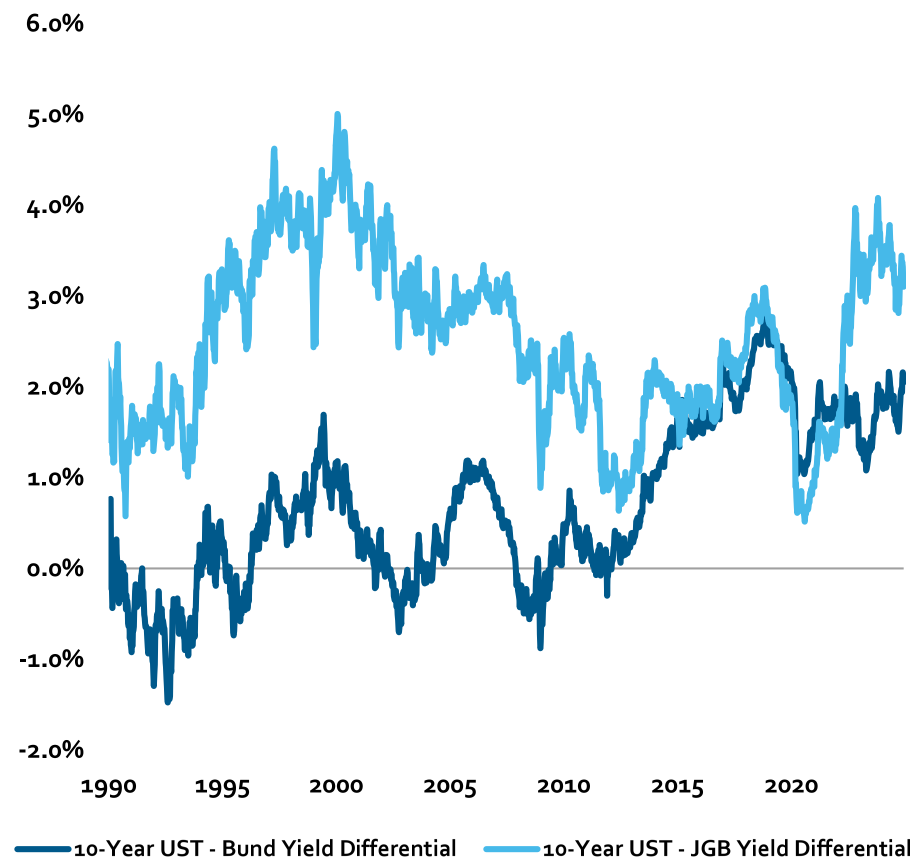
Global Yield Differentials

10-Year Government Bond Yields
As of December 6, 2024



10-Year Government Bond Yield Differentials
As of December 6, 2024

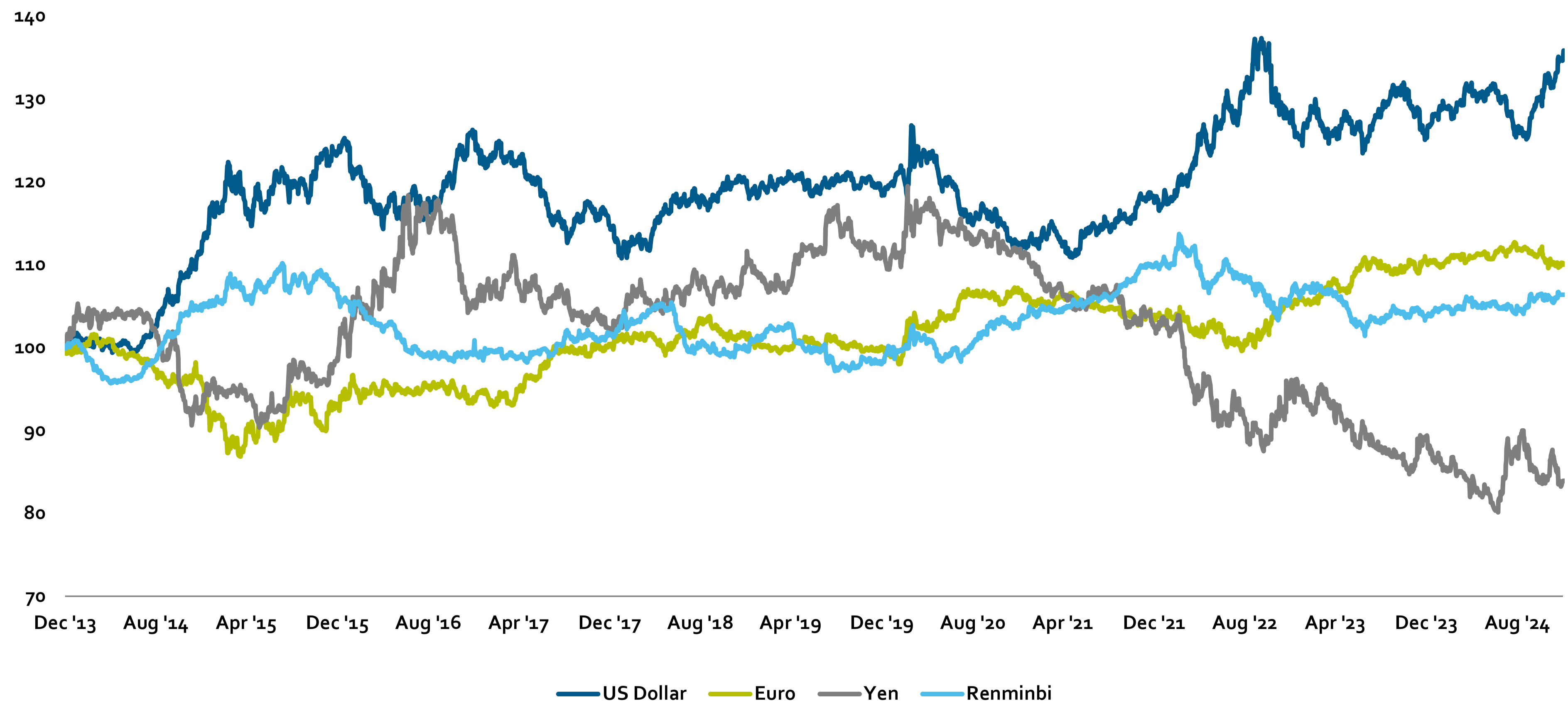


Source: Bloomberg, Morgan Stanley Wealth Management GIO. Note: Real yields for the US, Germany, and Japan is the respective 10-year inflation-linked bond. China is the nominal yield minus the annual CPI inflation rate.

US Dollar and Other Major Currencies

Trade-Weighted Currency Indices Indexed as of December 31, 2013

As of January 04, 2025



Source: Bloomberg, Morgan Stanley Wealth Management GIO

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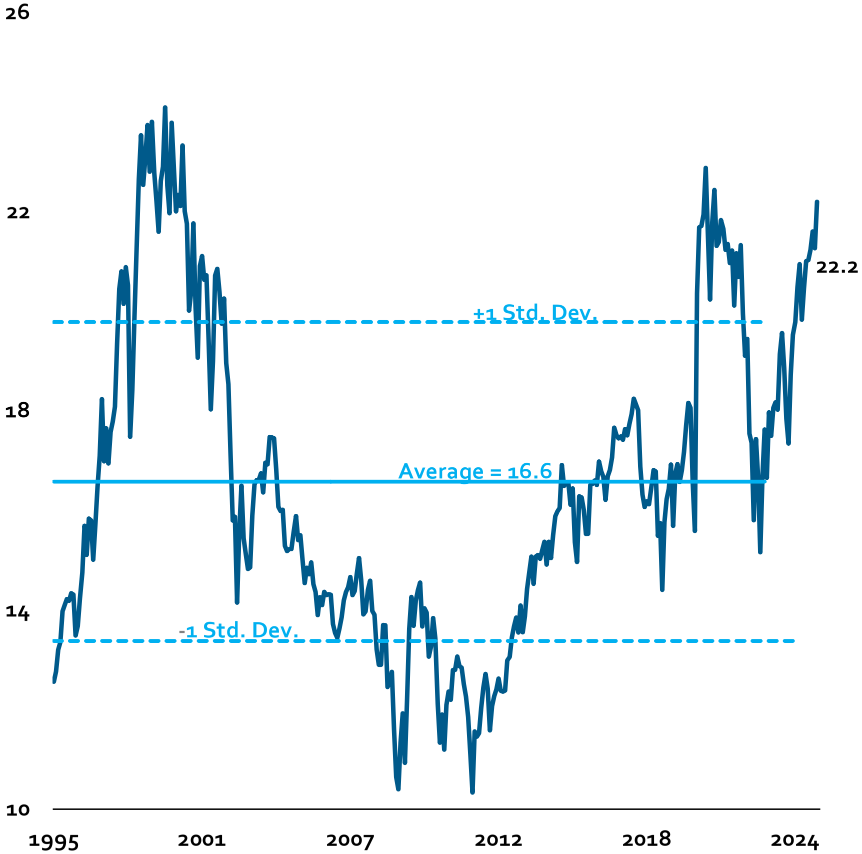
US Stocks Valuation Metrics

S&P 500 Forward P/E Ratio

As of November 30, 2024



Price-to-Sales of S&P 500

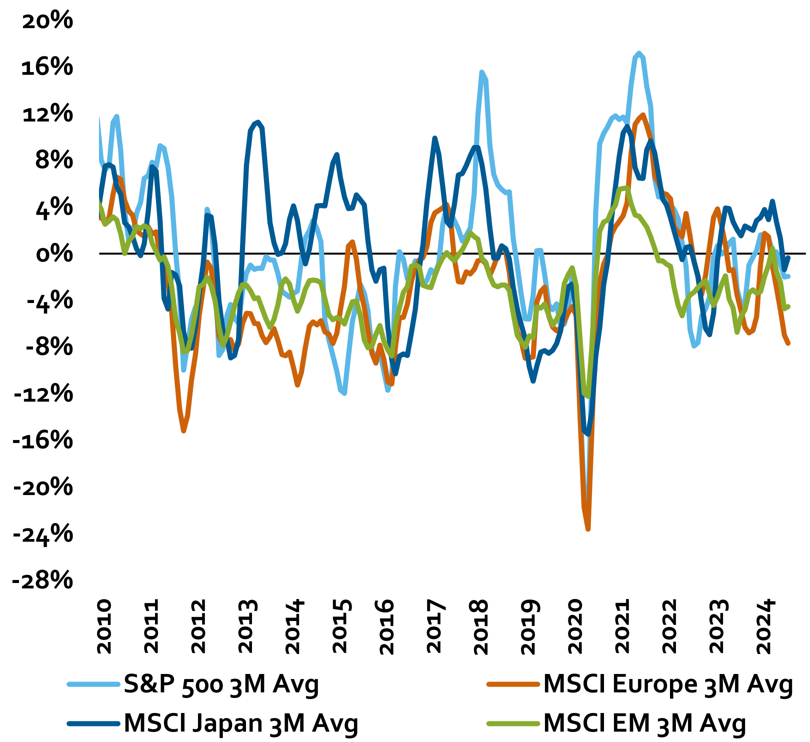
As of November 30, 2024

Source: Bloomberg, FactSet, Morgan Stanley Wealth Management GIO. Standard deviation (volatility) is a measure of the dispersion of a set of data from its mean.

Earnings Growth and Revisions

Global Earnings Revisions Breadth[1]

3-Month Average as of November 30, 2024



Expected EPS Growth

As of November 30, 2024

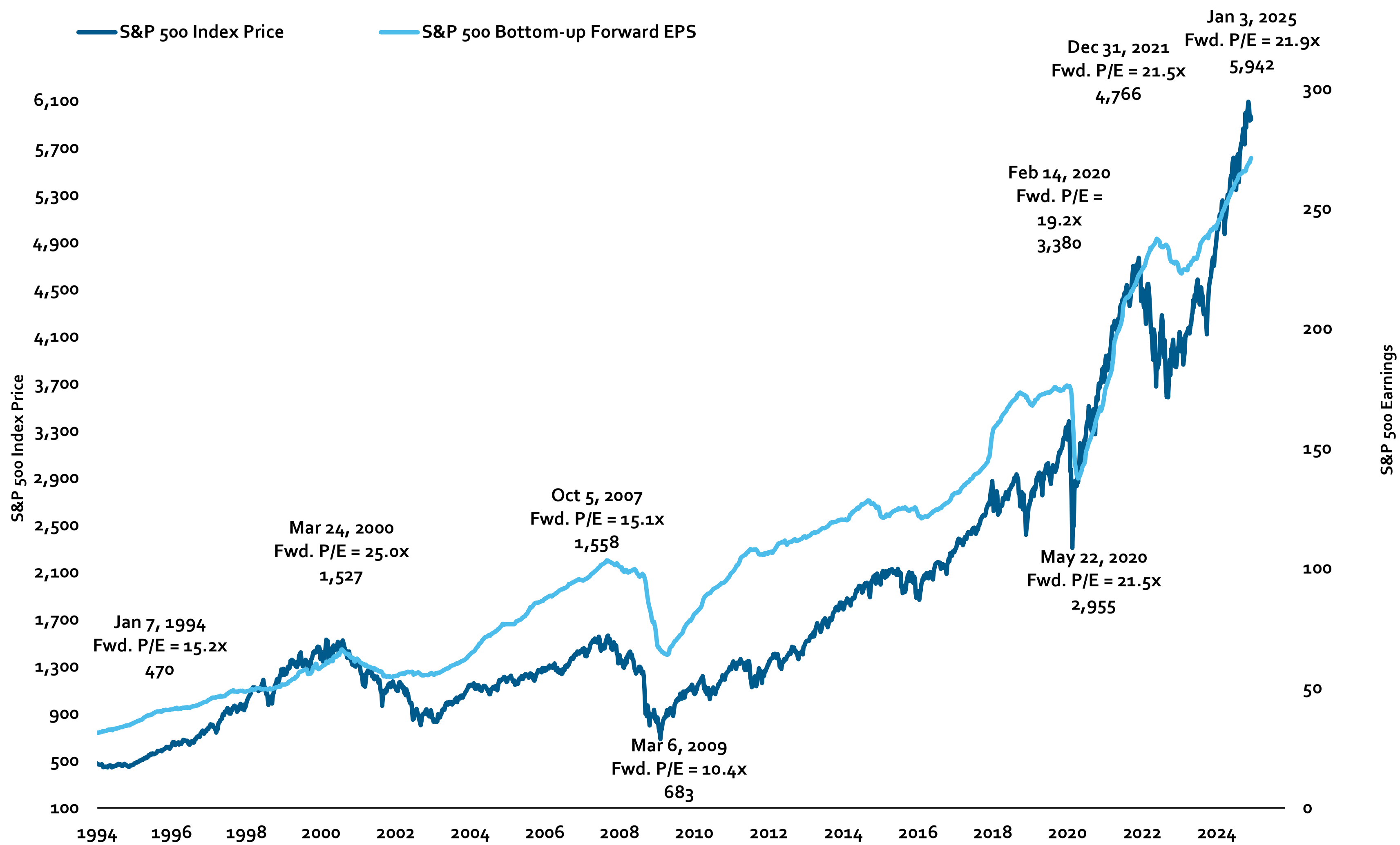
Regional Index	Forward EPS Growth
MSCI USA	14.4%
MSCI Emerging Markets	14.5%
MSCI All Country World	12.1%
MSCI Asia ex Japan	12.3%
MSCI Europe	7.4%
MSCI Japan	8.5%

Source: FactSet, Morgan Stanley Wealth Management GIO. Indices used: MSCI USA for US, MSCI Europe for Europe, MSCI Japan for Japan, MSCI Emerging Markets for Emerging Markets, MSCI Asia ex Japan for Asia ex Japan. (1) Earnings revisions breadth is defined as the number of positive analyst revisions minus the number of negative analyst revisions divided by the total number of revisions.

US Equity Performance vs. Earnings Performance

S&P 500 Index Level vs. Bottom-Up Forward S&P 500 Operating Earnings

Weekly S&P 500 Price and Operating Earnings as of January 3, 2025



Source: Bloomberg and Morgan Stanley Wealth Management GIO. Stocks Overvalued = equity performance outpaces earnings performance. Stocks Undervalued = earnings performance outpaces equity performance. Fairly Valued = stock performance and earnings performance are in line with one another.

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The **Global Investment Committee** is a group of seasoned investment professionals who meet regularly to discuss the global economy and markets. The committee determines the investment outlook that guides our advice to clients. They continually monitor developing economic and market conditions, review tactical outlooks and recommend model portfolio weightings, as well as produce a suite of strategy, analysis, commentary, portfolio positioning suggestions and other reports and broadcasts.

The GIC Asset Allocation Models are not available to be directly implemented as part of an investment advisory service and should not be regarded as a recommendation of any Morgan Stanley investment advisory service. The GIC Asset Allocation Models do not represent actual trading or any type of account or any type of investment strategies and none of the fees or other expenses (e.g. commissions, mark-ups, mark-downs, advisory fees, fund expenses) associated with actual trading or accounts are reflected in the GIC Asset Allocation Models which, when compounded over a period of years, would decrease returns.

Adverse Active AlphaSM 2.0 is a patented screening and scoring process designed to help identify high-quality equity and fixed income managers with characteristics that may lead to future outperformance relative to index and peers. While highly ranked managers performed well as a group in our Adverse Active Alpha model back tests, not all of the managers will outperform. Please note that this data may be derived from back-testing, which has the benefit of hindsight. In addition, highly ranked managers can have differing risk profiles that might not be appropriate for all investors.

Our view is that Adverse Active Alpha is a good starting point and should be used in conjunction with other information. Morgan Stanley Wealth Management's qualitative and quantitative investment manager due diligence process are equally important factors for investors when considering managers for use through an investment advisory program. Factors including, but not limited to, manager turnover and changes to investment process can partially or fully negate a positive Adverse Active Alpha ranking. Additionally, highly ranked managers can have differing risk profiles that might not be appropriate for all investors.

The proprietary **Value Score** methodology considers an active investment strategies' value proposition relative to its costs. From a historical quantitative study of several quantitative markers, Value Score measures perceived forward-looking benefit and computes (1) "fair value" expense ratios for most traditional investment managers across 40 categories and (2) managers' perceived "excess value" by comparing the fair value expense ratios to actual expense ratios. Managers are then ranked within each category by their excess value to assign a Value Score. Our analysis suggests that greater levels of excess value have historically corresponded to attractive subsequent performance.

For more information on the ranking models, please see Adverse Active AlphaSM 2.0: Scoring Active Managers According to Potential Alpha and Value Score: Scoring Fee Efficiency by Comparing Managers' "Fair Value" and Actual Expense Ratios. The whitepapers are available from your Financial Advisor or Private Wealth Advisor. ADVERSE ACTIVE ALPHA is a registered service mark of Morgan Stanley and/or its affiliates. U.S. Pat. No. 8,756,098 applies to the Adverse Active Alpha system and/or methodology.

Additionally, highly ranked managers can have differing risk profiles that might not be appropriate for all investors. For more information on AAA, please see the Adverse Active Alpha Ranking Model and Selecting Managers with Adverse Active Alpha whitepapers. The whitepaper are available from your Financial Advisor or Private Wealth Advisor. ADVERSE ACTIVE ALPHA is a registered service mark of Morgan Stanley and/or its affiliates. U.S. Pat. No. 8,756,098 applies to the Adverse Active Alpha system and/or methodology.

The Global Investment Manager Analysis (GIMA) Services Only Apply to Certain Investment Advisory Programs GIMA evaluates certain investment products for the purposes of some – but not all – of Morgan Stanley Smith Barney LLC's investment advisory programs (as described in more detail in the applicable Form ADV Disclosure Document for Morgan Stanley Wealth Management). If you do not invest through one of these investment advisory programs, Morgan Stanley Wealth Management is not obligated to provide you notice of any GIMA Status changes even though it may give notice to clients in other programs.

Strategy May Be Available as a Separately Managed Account or Mutual Fund Strategies are sometimes available in Morgan Stanley Wealth Management investment advisory programs both in the form of a separately managed account ("SMA") and a mutual fund. These may have different expenses and investment minimums. Your Financial Advisor or Private Wealth Advisor can provide more information on whether any particular strategy is available in more than one form in a particular investment advisory program. Generally, investment advisory accounts are subject to an annual asset-based fee (the "Fee") which is payable monthly in advance (some account types may be billed differently). In general, the Fee covers Morgan Stanley investment advisory services, custody of securities with Morgan Stanley, trade execution with or through Morgan Stanley or its affiliates, as well as compensation to any Morgan Stanley Financial Advisor.

In addition, each account that is invested in a program that is eligible to purchase certain investment products, such as mutual funds, will also pay a Platform Fee (which is subject to a Platform Fee offset) as described in the applicable ADV brochure. Accounts invested in the Select UMA program may also pay a separate Sub-Manager fee, if applicable.

If your account is invested in mutual funds or exchange traded funds (collectively "funds"), you will pay the fees and expenses of any funds in which your account is invested. Fees and expenses are charged directly to the pool of assets the fund invests in and are reflected in each fund's share price. These fees and expenses are an additional cost to you and would not be included in the Fee amount in your account statements. The advisory program you choose is described in the applicable Morgan Stanley Smith Barney LLC ADV Brochure, available at www.morganstanley.com/ADV.

Morgan Stanley or Executing Sub-Managers, as applicable, in some of Morgan Stanley's Separately Managed Account ("SMA") programs may effect transactions through broker-dealers other than Morgan Stanley or our affiliates. In such instances, you may be assessed additional costs by the other firm in addition to the Morgan Stanley and Sub-Manager fees. Those costs will be included in the net price of the security, not separately reported on trade confirmations or account statements. Certain Sub-Managers have historically directed most, if not all, of their trades to outside firms. Information provided by Sub-Managers concerning trade execution away from Morgan Stanley is summarized at: www.morganstanley.com/wealth/investmentsolutions/pdfs/adv/sotresponse.pdf. For more information on trading and costs, please refer to the ADV Brochure for your program(s), available at www.morganstanley.com/ADV, or contact your Financial Advisor / Private Wealth Advisor.

Conflicts of Interest: GIMA's goal is to provide professional, objective evaluations in support of the Morgan Stanley Wealth Management investment advisory programs. We have policies and procedures to help us meet this goal. However, our business is subject to various conflicts of interest. For example, ideas and suggestions for which investment products should be evaluated by GIMA come from a variety of sources, including our Morgan Stanley Wealth Management Financial Advisors and their direct or indirect managers, and other business persons within Morgan Stanley Wealth Management or its affiliates. Such persons may have an ongoing business relationship with certain investment managers or mutual fund companies whereby they, Morgan Stanley Wealth

Management or its affiliates receive compensation from, or otherwise related to, those investment managers or mutual funds. For example, a Financial Advisor may suggest that GIMA evaluates an investment manager or fund in which a portion of his or her clients' assets are already invested. While such a recommendation is permissible, GIMA is responsible for the opinions expressed by GIMA. Separately, certain strategies managed or sub-advised by us or our affiliates, including but not limited to MSIM and Eaton Vance Management ("EVM") and its investment affiliates, may be included in your account. See the conflicts of interest section in the applicable Form ADV Disclosure Document for Morgan Stanley Wealth Management for a discussion of other types of conflicts that may be relevant to GIMA's evaluation of managers and funds. In addition, Morgan Stanley Wealth Management, MS&Co., managers and their affiliates provide a variety of services (including research, brokerage, asset management, trading, lending and investment banking services) for each other and for various clients, including issuers of securities that may be recommended for purchase or sale by clients or are otherwise held in client accounts, and managers in various advisory programs.

Morgan Stanley Wealth Management, managers, MS & Co., and their affiliates receive compensation and fees in connection with these services. Morgan Stanley Wealth Management believes that the nature and range of clients to which such services are rendered is such that it would be inadvisable to exclude categorically all of these companies from an account.

Morgan Stanley charges each fund family we offer a mutual fund support fee, also called a "revenue-sharing payment," on client account holdings in fund families according to a tiered rate that increases along with the management fee of the fund so that lower management fee funds pay lower rates than those with higher management fees.

Consider Your Own Investment Needs: The model portfolios and strategies discussed in the material are formulated based on general client characteristics including risk tolerance. This material is not intended to be an analysis of whether particular investments or strategies are appropriate for you or a recommendation, or an offer to participate in any investment. Therefore, clients should not use this material as the sole basis for investment decisions. They should consider all relevant information, including their existing portfolio, investment objectives, risk tolerance, liquidity needs and investment time horizon. Such a determination may lead to asset allocation results that are materially different from the asset allocation shown in this profile. Talk to your Financial Advisor about what would be an appropriate asset allocation for you, whether Morgan Stanley Pathway Funds is an appropriate program for you.

No obligation to notify – Morgan Stanley Wealth Management has no obligation to notify you when the model portfolios, strategies, or any other information, in this material changes.

For index, indicator and survey definitions referenced in this report please visit the following: https://www.morganstanley.com/wealth-investmentsolutions/wmir-definitions

The Morgan Stanley Pathway Funds, Firm Discretionary UMA Model Portfolios, and other asset allocation or any other model portfolios discussed in this material are available only to investors participating in Morgan Stanley Consulting Group advisory programs. For additional information on the Morgan Stanley Consulting Group advisory programs, see the applicable ADV brochure, available at www.morganstanley.com/ADV or from your Morgan Stanley Financial Advisor or Private Wealth Advisor. To learn more about the Morgan Stanley Pathway Funds, visit the Funds' website at https://www.morganstanley.com/wealth-investmentsolutions/cgcm. Consulting Group is a business of Morgan Stanley.

Morgan Stanley Pathway Program Asset Allocation Models There are model portfolios corresponding to five risk-tolerance levels available in the Pathway program. Model 1 is the least aggressive portfolio and consists mostly of bonds. As the model numbers increase, the models have higher allocations to equities and become more aggressive. Pathway is a mutual fund asset allocation program. In constructing the Pathway Program Model Portfolios, Morgan Stanley Wealth Management uses, among other things, model asset allocations produced by Morgan Wealth Management's Global Investment Committee (the "GIC"). The Pathway Program Model Portfolios are specific to the Pathway program (based on program features and parameters, and any other requirements of Morgan Stanley Wealth Management's Consulting Group). The Pathway Program Model Portfolios may therefore differ in some respects from model portfolios available in other Morgan Stanley Wealth Management programs or from asset allocation models published by the Global Investment Committee.

The type of mutual funds and ETFs discussed in this presentation utilizes nontraditional or complex investment strategies and/or derivatives. Examples of these types of funds include those that utilize one or more of the below noted investment strategies or categories or which seek exposure to the following markets: (1) commodities (e.g., agricultural, energy and metals), currency, precious metals; (2) managed futures; (3) leveraged, inverse or inverse leveraged; (4) bear market, hedging, long-short equity, market neutral; (5) real estate; (6) volatility (seeking exposure to the CBOE VIX Index). Investors should keep in mind that while mutual funds and ETFs may, at times, utilize nontraditional investment options and strategies, they should not be equated with unregistered privately offered alternative investments. Because of regulatory limitations, mutual funds and ETFs that seek alternative-like investment exposure must utilize a more limited investment universe. As a result, investment returns and portfolio characteristics of alternative mutual funds and ETFs may vary from traditional hedge funds pursuing similar investment objectives. Moreover, traditional hedge funds have limited liquidity with long "lock-up" periods allowing them to pursue investment strategies without having to factor in the need to meet client redemptions and ETFs trade on an exchange. On the other hand, mutual funds typically must meet daily client redemptions. This differing liquidity profile can have a material impact on the investment returns generated by a mutual fund or ETF pursuing an alternative investing strategy compared with a traditional hedge fund pursuing the same strategy.

Nontraditional investment options and strategies are often employed by a portfolio manager to further a fund's investment objective and to help offset market risks. However, these features may be complex, making it more difficult to understand the fund's essential characteristics and risks, and how it will perform in different market environments and over various periods of time. They may also expose the fund to increased volatility and unanticipated risks particularly when used in complex combinations and/or accompanied by the use of borrowing or "leverage."

Please consider the investment objectives, risks, fees, and charges and expenses of mutual funds, ETFs, closed end funds, unit investment trusts, and variable insurance products carefully before investing. The prospectus contains this and other information about each fund. To obtain a prospectus, contact your Financial Advisor or Private Wealth Advisor or visit the Morgan Stanley website at www.morganstanley.com. Please read it carefully before investing.

Money Market Funds: You could lose money in money market funds. Although money market funds classified as government funds (i.e., money market funds that invest 99.5% of total assets in cash and/or securities backed by the U.S government) and retail funds (i.e., money market funds open to natural person investors only) seek to preserve value at $1.00 per share, they cannot guarantee they will do so. The price of other money market funds will fluctuate and when you sell shares they may be worth more or less than originally paid. Money market funds may impose a fee upon sale or temporarily suspend sales if liquidity falls below required minimums. During suspensions, shares would not be available for purchases, withdrawals, check writing or ATM debits. A money market fund investment is not insured or guaranteed by the Federal Deposit Insurance Corporation or other government agency. The Fund's sponsor has no legal obligation to provide financial support to the Fund, and you should not expect that the sponsor will provide financial support to the Fund at any time.

Investors should carefully consider the investment objectives, risks, charges and expenses of a money market fund before investing. The prospectus contains this and other information about the money market fund. To obtain a prospectus, contact your Financial Advisor or visit the money market fund company's website. Please read the prospectus carefully before investing.

Exchange Funds are private placement vehicles that enable holders of concentrated single-stock positions to exchange those stocks for a diversified portfolio. Investors may benefit from greater diversification by exchanging a concentrated stock position for fund shares without triggering a taxable event. These funds are available only to qualified investors and may only be offered by Financial Advisors who are qualified to sell alternative investments. Before investing, investors should consider the following:

- Dividends are pooled
- Investors may forfeit their stock voting rights
- Investment may be illiquid for several years
- Investments may be leveraged or contain derivatives
- Significant early redemption fees may apply
- Changes to the U.S. tax code, which could be retroactive (potentially disallowing the favorable tax treatment of exchange funds)
- Investment risk and potential loss of principal

KEY ASSET CLASS CONSIDERATIONS AND OTHER RISKS

Investing in the markets entails the risk of market volatility. The value of all types of investments, including stocks, mutual funds, exchange-traded funds ("ETFs"), closed-end funds, and unit investment trusts, may increase or decrease over varying time periods. To the extent the investments depicted herein represent **international securities**, you should be aware that there may be additional risks associated with international investing, including foreign economic, political, monetary and/or legal factors, changing currency exchange rates, foreign taxes, and differences in financial and accounting standards. These risks may be magnified in **emerging markets and frontier markets**. Some funds also invest in foreign securities, which may involve currency risk. There is no assurance that the fund will achieve its investment objective. **Small- and mid-capitalization companies** may lack the financial resources, product diversification and competitive strengths of larger companies. In addition, the securities of small- and mid-capitalization companies may not trade as readily as, and be subject to higher volatility than, those of larger, more established companies. The value of **fixed income securities** will fluctuate and, upon a sale, may be worth more or less than their original cost or maturity value. Bonds are subject to interest rate risk, call risk, reinvestment risk, liquidity risk, and credit risk of the issuer. **High yield bonds** are subject to additional risks such as increased risk of default and greater volatility because of the lower credit quality of the issues. In the case of **municipal bonds**, income is generally exempt from federal income taxes. Some income may be subject to state and local taxes and to the federal alternative minimum tax. Capital gains, if any, are subject to tax. **Treasury Inflation Protection Securities' (TIPS)** coupon payments and underlying principal are automatically increased to compensate for inflation by tracking the consumer price index (CPI). While the real rate of return is guaranteed, TIPS tend to offer a low return. Because the return of TIPS is linked to inflation, TIPS may significantly underperform versus conventional U.S. Treasuries in times of low inflation. There is no guarantee that investors will receive par if TIPS are sold prior to maturity.

Structured Investments are complex and not appropriate for all investors. An investment in Structures Investments involve risks. These risks can include but are not limited to: (1) Fluctuations in the price, level or yield of underlying instruments, interest rates, currency values and credit quality, (2) Substantial or total loss of principal, (3) Limits on participation in appreciation of underlying instrument, (4) Limited liquidity, (5) Issuer credit risk and (6) Conflicts of Interest. There is no assurance that a strategy of using structured product for wealth preservation, yield enhancement, and/or interest rate risk hedging will meet its objectives.

Alternative Investments often are speculative and include a high degree of risk. Investors could lose all or a substantial amount of their investment. Alternative investments are appropriate only for eligible, long-term investors who are willing to forgo liquidity and put capital at risk for an indefinite period of time. They may be highly illiquid and can engage in leverage and other speculative practices that may increase the volatility and risk of loss. Alternative Investments typically have higher fees than traditional investments. Investors should carefully review and consider potential risks before investing. Certain of these risks may include but are not limited to: Loss of all or a substantial portion of the investment due to leveraging, short-selling, or other speculative practices; Lack of liquidity in that there may be no secondary market for a fund; Volatility of returns; Restrictions on transferring interests in a fund; Potential lack of diversification and resulting higher risk due to concentration of trading authority when a single advisor is utilized; Absence of information regarding valuations and pricing; Complex tax structures and delays in tax reporting; Less regulation and higher fees than mutual funds; Risks associated with the operations, personnel, and processes of the manager; and Risks associated with cybersecurity. As a diversified global financial services firm, Morgan Stanley Wealth Management engages in a broad spectrum of activities including financial advisory services, investment management activities, sponsoring and managing private investment funds, engaging in broker-dealer transactions and principal securities, commodities and foreign exchange transactions, research publication, and other activities. In the ordinary course of its business, Morgan Stanley Wealth Management therefore engages in activities where Morgan Stanley Wealth Management's interests may conflict with the interests of its clients , including the private investment funds it manages. Morgan Stanley Wealth Management can give no assurance that conflicts of interest will be resolved in favor of its clients or any such fund. Alternative investments involve complex tax structures, tax inefficient investing, and delays in distributing important tax information. Clients should consult their own tax and legal advisors as Morgan Stanley Wealth Management does not provide tax or legal advice. All expressions of opinion are subject to change without notice and are not intended to be a forecast of future events or results. Further, opinions expressed herein may differ from the opinions expressed by Morgan Stanley Wealth Management and/or other businesses/affiliates of Morgan Stanley Wealth Management. This is not a "research report" as defined by FINRA Rule 2241 or a "debt research report" as defined by FINRA Rule 2242 and was not prepared by the Research Departments of Morgan Stanley Smith Barney LLC or Morgan Stanley & Co. LLC or its affiliates. Certain information contained herein may constitute forward-looking statements. Due to various risks and uncertainties, actual events, results or the performance of a fund may differ materially from those reflected or contemplated in such forward-looking statements. Clients should carefully consider the investment objectives, risks, charges, and expenses of a fund before investing. While the HFRI indices are frequently used, they have limitations (some of which are typical of other widely used indices). These limitations include survivorship bias (the returns of the indices may not be representative of all the hedge funds in the universe because of the tendency of lower performing funds to leave the index); heterogeneity (not all hedge funds are alike or comparable to one another, and the index may not accurately reflect the performance of a described style); and limited data (many hedge funds do not report to indices, and the index may omit funds, the inclusion of which might significantly affect the performance shown. The HFRI indices are based on information self-reported by hedge fund managers that decide on their own, at any time, whether or not they want to provide, or continue to provide, information to HFR Asset Management, L.L.C. Results for funds that go out of business are included in the index until the date that they cease operations . Therefore, these indices may not be complete or accurate representations of the hedge fund universe and may be biased in several ways. Composite index results are shown for illustrative purposes and do not represent the performance of a specific investment. Individual funds have specific tax risks related to their investment programs that will vary from fund to fund. Clients should consult their own tax and legal advisors as Morgan Stanley Wealth Management does not provide tax or legal advice. Interests in alternative investment products are offered pursuant to the terms of the applicable offering memorandum, are distributed by Morgan Stanley Wealth Management and certain of its affiliates, and (1) are not FDIC-insured, (2) are not deposits or other obligations of Morgan Stanley Wealth Management or any of its affiliates, (3) are not guaranteed by Morgan Stanley Wealth Management and its affiliates, and (4) involve investment risks, including possible loss of principal. Morgan Stanley Wealth Management is a registered broker-dealer, not a bank. This material is not to be reproduced or distributed to any other persons (other than professional advisors of the investors or prospective investors , as applicable, receiving this material) and is intended solely for the use of the persons to whom it has been delivered. This material is not for distribution to the general public. Past performance is no guarantee of future results. Actual results may vary. SIPC insurance does not apply to precious metals, other commodities, or traditional alternative investments. In Consulting Group's advisory programs, alternative investments are limited to US-registered mutual funds, separate account strategies and exchange-traded funds (ETFs) that seek to pursue alternative investment strategies or returns utilizing publicly traded securities. Investment products in this category may employ various investment strategies and techniques for both hedging and more speculative purposes such as short-selling, leverage, derivatives and options, which can increase volatility and the risk of investment loss. Alternative investments are not appropriate for all investors.

A majority of Alternative Investment managers reviewed and selected by GIMA pay or cause to be paid an ongoing fee for distribution from their management fees to Morgan Stanley Wealth Management in connection with Morgan Stanley Wealth Management clients that purchase an interest in an Alternative Investment and in some instances pay these fees on the investments held by advisory clients. Morgan Stanley Wealth Management rebates such fees that are received and attributable to an Investment held by an advisory client and retains the fees paid in connection with investments held by brokerage clients. Morgan Stanley Wealth Management has a conflict of interest in offering alternative investments because Morgan Stanley Wealth Management or our affiliates, in most instances, earn more money in your account from your investments in alternative investments than from other investment options.

It should be noted that the majority of hedge fund indexes are comprised of hedge fund manager returns. This is in contrast to traditional indexes, which are comprised of individual securities in the various market segments they represent and offer complete transparency as to membership and construction methodology. As such, some believe that hedge fund index returns have certain biases that are not present in traditional indexes. Some of these biases inflate index performance, while others may skew performance negatively. However, many studies indicate that overall hedge fund index performance has been biased to the upside. Some studies suggest performance has been inflated by up to 260 basis points or more annually depending on the types of biases included and the time period studied. Although there are numerous potential biases that could affect hedge fund returns, we identify some of the more common ones throughout this paper.

Self-selection bias results when certain manager returns are not included in the index returns and may result in performance being skewed up or down. Because hedge funds are private placements, hedge fund managers are able to decide which fund returns they want to report and are able to opt out of reporting to the various databases. Certain hedge fund managers may choose only to report returns for funds with strong returns and opt out of reporting returns for weak performers. Other hedge funds that close may decide to stop reporting in order to retain secrecy, which may cause a downward bias in returns.

Survivorship bias results when certain constituents are removed from an index. This often results from the closure of funds due to poor performance, "blow ups," or other such events. As such, this bias typically results in performance being skewed higher. As noted, hedge fund index performance biases can result in positive or negative skew. However, it would appear that the skew is more often positive. While it is difficult to quantify the effects precisely, investors should be aware that idiosyncratic factors may be giving hedge fund index returns an artificial "lift" or upwards bias.

Hedge Funds of Funds and many funds of funds are private investment vehicles restricted to certain qualified private and institutional investors. They are often speculative and include a high degree of risk. Investors can lose all or a substantial amount of their investment. They may be highly illiquid, can engage in leverage and other speculative practices that may increase volatility and the risk of loss, and may be subject to large investment minimums and initial lockups. They involve complex tax structures, tax-inefficient investing and delays in distributing important tax information. Categorically, hedge funds and funds of funds have higher fees and expenses than traditional investments, and such fees and expenses can lower the returns achieved by investors. Funds of funds have an additional layer of fees over and above hedge fund fees that will offset returns. An investment in an **exchange-traded fund** involves risks similar to those of investing in a broadly based portfolio of equity securities traded on an exchange in the relevant securities market, such as market fluctuations caused by such factors as economic and political developments, changes in interest rates and perceived trends in stock and bond prices. An investment in a **target date portfolio** is subject to the risks attendant to the underlying funds in which it invests, in these portfolios the funds are the Consulting Group Capital Market funds. A target date portfolio is geared to investors who will retire and/or require income at an approximate year. The portfolio is managed to meet the investor's goals by the pre-established year or "target date." A target date portfolio will transition its invested assets from a more aggressive portfolio to a more conservative portfolio as the target date draws closer. An investment in the target date portfolio is not guaranteed at any time, including, before or after the target date is reached. **Managed futures** investments are speculative, involve a high degree of risk, use significant leverage, are generally illiquid, have substantial charges, subject investors to conflicts of interest, and are appropriate only for the risk capital portion of an investor's portfolio. Managed futures investments do not replace equities or bonds but rather may act as a complement in a well diversified portfolio. Managed Futures are complex and not appropriate for all investors.

As a diversified global financial services firm, Morgan Stanley engages in a broad spectrum of activities including financial advisory services, investment management activities, sponsoring and managing private investment funds, engaging in broker-dealer transactions and principal securities, commodities and foreign exchange transactions, research publication, and other activities. In the ordinary course of its business, Morgan Stanley therefore engages in activities where Morgan Stanley interests may conflict with the interests of its clients, including the private investment funds it manages. Morgan Stanley can give no assurance that conflicts of interest will be resolved in favor of its clients or any such fund. All expressions of opinion are subject to change without notice and are not intended to be a forecast of future events or results. **Private Markets:** As part of the Morgan Stanley Private Markets – Access program, Morgan Stanley will be limited solely to a role as an introducer and will not be serving as a placement agent or adviser. Eligible investors must enroll in the program in order to see any investment opportunities. Investments require independent evaluation, due diligence, review & analysis. Neither Morgan Stanley nor any of its affiliates is making any recommendation to purchase or take any action of any sort and is not providing any advice on investments. Investors are asked to work directly with the issuer/sponsor and with your own independent (non-Morgan Stanley) financial, legal, accounting, tax, and other professional advisors to evaluate the investment opportunity.

Investors are responsible for complying with the terms of any applicable exemption from securities law requirements and any potential Private Company issuer restrictions for any sale of Private Company shares, and you must obtain your own legal counsel to advise you in connection with such requirements and Private Company issuer restrictions. You should consult with your third-party advisors regarding the risks of transacting in Private Company shares, including the risk of transacting in a market with little or no price transparency or liquidity. Morgan Stanley provides no opinion or view on the valuation of any Private Company shares, or the sufficiency, fairness or competitiveness of any price obtained. Private Securities do not trade on any national securities exchange and, as such, any potential liquidity (i.e., the potential for any buying interest that might satisfy your sell interest) in such Private Company shares is very limited.

<u>**Virtual Currency Products (Cryptocurrencies)**</u>

Buying, selling, and transacting in Bitcoin, Ethereum or other digital assets ("Digital Assets"), and related funds and products, is highly speculative and <u>may result in a loss of the entire investment</u>. Risks and considerations include but are not limited to:

- Digital Assets have only been in existence for a short period of time and historical trading prices for Digital Assets have been highly volatile. The price of Digital Assets could decline rapidly, and **<u>investors could lose their entire investment</u>.**

- Certain Digital Asset funds and products, allow investors to invest on a more frequent basis than investors may withdraw from the fund or product, and interests in such funds or products are generally not freely transferrable. This means that, particularly given the volatility of Digital Assets, an investor will have to bear any losses with respect to its investment for an extended period of time and will not be able to react to changes in the price of the Digital Asset once invested (for example, by seeking to withdraw) as quickly as when making the decision to invest. Such Digital Asset funds and products, are intended only for persons who are able to bear the economic risk of investment and who do not need liquidity with respect to their investments.

- Given the volatility in the price of Digital Assets, the net asset value of a fund or product that invests in such assets at the time an investor's subscription for interests in the fund or product is accepted may be significantly below or above the net asset value of the product or fund at the time the investor submitted subscription materials.

- Certain Digital Assets are not intended to function as currencies but are intended to have other use cases. These other Digital Assets may be subject to some or all of the risks and considerations set forth herein, as well as additional risks applicable to such Digital Assets. Buyers, sellers and users of such Digital Assets should thoroughly familiarize themselves with such risks and considerations before transacting in such Digital Assets.

- The value of Digital Assets may be negatively impacted by future legal and regulatory developments, including but not limited to increased regulation of such Digital Assets. Any such developments may make such Digital Assets less valuable, impose additional burdens and expenses on a fund or product investing in such assets or impact the ability of such a fund or product to continue to operate, which may materially decrease the value of an investment therein.

- Due to the new and evolving nature of digital currencies and the absence of comprehensive guidance, many significant aspects of the tax treatment of Digital Assets are uncertain. Prospective investors should consult their own tax advisors concerning the tax consequences to them of the purchase, ownership and disposition of Digital Assets, directly or indirectly through a fund or product, under U.S. federal income tax law, as well as the tax law of any relevant state, local or other jurisdiction.

- Over the past several years, certain Digital Asset exchanges have experienced failures or interruptions in service due to fraud, security breaches, operational problems or business failure. Such events in the future could impact any fund's or product's ability to transact in Digital Assets if the fund or product relies on an impacted exchange and may also materially decrease the price of Digital Assets, thereby impacting the value of your investment, regardless of whether the fund or product relies on such an impacted exchange.

- Although any Digital Asset product and its service providers have in place significant safeguards against loss, theft, destruction and inaccessibility, there is nonetheless a risk that some or all of a product's Digital Asset could be permanently lost, stolen, destroyed or inaccessible by virtue of, among other things, the loss or theft of the "private keys" necessary to access a product's Digital Asset.

- Investors in funds or products investing or transacting in Digital Assets may not benefit to the same extent (or at all) from "airdrops" with respect to, or "forks" in, a Digital Asset's blockchain, compared to investors who hold Digital Assets directly instead of through a fund or product. Additionally, a "fork" in the Digital Asset blockchain could materially decrease the price of such Digital Asset.

- Digital Assets are not legal tender, and are not backed by any government, corporation or other identified body, other than with respect to certain digital currencies that certain governments are or may be developing now or in the future. No law requires companies or individuals to accept digital currency as a form of payment (except, potentially, with respect to digital currencies developed by certain governments where such acceptance may be mandated). Instead, other than as described in the preceding sentences, Digital Asset products' use is limited to businesses and individuals that are willing to accept them. If no one were to accept digital currencies, virtual currency products would very likely become worthless.

- Platforms that buy and sell Digital Assets can be hacked, and some have failed. In addition, like the platforms themselves, digital wallets can be hacked, and are subject to theft and fraud. As a result, like other investors have, you can lose some or all of your holdings of Digital Assets.

- Unlike US banks and credit unions that provide certain guarantees of safety to depositors, there are no such safeguards provided to Digital Assets held in digital wallets by their providers or by regulators.

- Due to the anonymity Digital Assets offer, they have known use in illegal activity, including drug dealing, money laundering, human tracking, sanction evasion and other forms of illegal commerce. Abuses could impact legitimate consumers and speculators; for instance, law enforcement agencies could shut down or restrict the use of platforms and exchanges, limiting or shutting off entirely the ability to use or trade Digital Asset products.

- Digital Assets may not have an established track record of credibility and trust. Further, any performance data relating to Digital Asset products may not be verifiable as pricing models are not uniform.

Investors should be aware of the potentially increased risks of transacting in Digital Assets relating to the risks and considerations, including fraud, theft, and lack of legitimacy, and other aspects and qualities of Digital Assets, before transacting in such assets.

Asset allocation and diversification do not assure a profit or protect against loss in declining financial markets. Past performance is no guarantee of future results. Actual results may vary.

Rebalancing does not protect against a loss in declining financial markets. There may be a potential tax implication with a rebalancing strategy. Investors should consult with their tax advisor before implementing such a strategy.

Indices are unmanaged and investors cannot directly invest in them. They are not subject to expenses or fees and are often comprised of securities and other investment instruments the liquidity of which is not restricted. A particular investment product may consist of securities significantly different than those in any index referred to herein. Composite index results are shown for illustrative purposes only, generally do not represent the performance of a specific investment, may not, for a variety of reasons, be an appropriate comparison or benchmark for a particular investment and may not necessarily reflect the actual investment strategy or objective of a particular investment. Consequently, comparing an investment to a particular index may be of limited use.

Artificial intelligence (AI) is subject to limitations, and you should be aware that any output from an AI-supported tool or service made available by the Firm for your use is subject to such limitations, including but not limited to inaccuracy, incompleteness, or embedded bias. You should always verify the results of any AI-generated output.

To obtain **Tax-Management Services**, a client must complete the Tax-Management Form, and deliver the signed form to Morgan Stanley. For more information on Tax-Management Services, including its features and limitations, please ask your Financial Advisor for the Tax Management Form. Review the form carefully with your tax advisor. Tax-Management Services: (a) apply only to equity investments in separate account sleeves of client accounts; (b) are not available for all accounts or clients; and (c) may adversely impact account performance. Tax-management services do not constitute tax advice or a complete tax-sensitive investment management program. There is no guarantee that tax-management services will produce the desired tax results.

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Lifestyle Advisory Services: Products and services are provided by third party service providers, not Morgan Stanley Smith Barney LLC ("Morgan Stanley"). Morgan Stanley may not receive a referral fee or have any input concerning such products or services. There may be additional service providers for comparative purposes. Please perform a thorough due diligence and make your own independent decision.

This material is not a financial plan and does not create an investment advisory relationship between you and your Morgan Stanley Financial Advisor. We are not your fiduciary either under the Employee Retirement Income Security Act of 1974 (ERISA) or the Internal Revenue Code of 1986, and any information in this report is not intended to be considered investment advice or a recommendation for either ERISA or Internal Revenue Code purposes and that (unless otherwise provided in a written agreement and/or as described at www.morganstanley.com/disclosures/dol) you remain solely responsible for your assets and all investment decisions with respect to your assets. Nevertheless, if Morgan Stanley or your Financial Advisor provides "investment advice," as that term is defined under Section 3(21) of ERISA, to you with respect to certain retirement, welfare benefit, or education savings account assets for a fee or other compensation, Morgan Stanley and/or your Financial Advisor will be providing such advice in its capacity as a fiduciary under ERISA and/or the Code. Morgan Stanley will only prepare a financial plan at your specific request using Morgan Stanley approved financial planning software.

The Morgan Stanley Goals-Planning System (GPS) includes a brokerage investment analysis tool. While securities held in a client's investment advisory account may be included in the analysis, the reports generated from the GPS Platform are not financial plans nor constitute a financial planning service. A financial plan generally seeks to address a wide spectrum of a client's long-term financial needs, and can include recommendations about insurance, savings, tax and estate planning, and investments, taking into consideration the client's goals and situation, including anticipated retirement or other employee benefits. Morgan Stanley Smith Barney LLC ("Morgan Stanley") will only prepare a financial plan at a client's specific request using Morgan Stanley approved financial planning software. Investing in financial instruments carries with it the possibility of losses and that a focus on above-market returns exposes the portfolio to above-average risk. Performance aspirations are not guaranteed and are subject to market conditions. High volatility investments may be subject to sudden and large falls in value, and there could be a large loss on realization which could be equal to the amount invested. IMPORTANT: The projections or other information provided by the Morgan Stanley Goals Planning System regarding the likelihood of various investment outcomes (including any assumed rates of return and income) are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. Morgan Stanley does not represent or guarantee that the projected returns or income will or can be attained.

A LifeView Financial Goal Analysis ("Financial Goal Analysis") or LifeView Financial Plan ("Financial Plan") is based on the methodology, estimates, and assumptions, as described in your report, as well as personal data provided by you. It should be considered a working document that can assist you with your objectives. Morgan Stanley makes no guarantees as to future results or that an individual's investment objectives will be achieved. The responsibility for implementing, monitoring and adjusting your Financial Goal Analysis or Financial Plan rests with you. After your Financial Advisor delivers your report to you, if you so desire, your Financial Advisor can help you implement any part that you choose; however, you are not obligated to work with your Financial Advisor or Morgan Stanley.

Important information about your relationship with your Financial Advisor and Morgan Stanley Smith Barney LLC when using LifeView Goal Analysis or LifeView Advisor. When your Financial Advisor prepares and delivers a Financial Goal Analysis (i.e., when using LifeView Goal Analysis), they will be acting in a brokerage capacity. When your Financial Advisor prepares a Financial Plan (i.e., when using LifeView Advisor), they will be acting in an investment advisory capacity with respect to the delivery of your Financial Plan. This Investment Advisory relationship will begin with the delivery of the Financial Plan and ends thirty days later, during which time your Financial Advisor can review the Financial Plan with you. To understand the differences between brokerage and advisory relationships, you should consult your Financial Advisor, or review our "Understanding Your Brokerage and Investment Advisory Relationships," brochure available at https://www.morganstanley.com/wealth-relationshipwithms/pdfs/understandingyourrelationship.pdf

We may act in the capacity of a broker or that of an advisor. As your broker, we are not your fiduciary and our interests may not always be identical to yours. Please consult with your Financial Advisor or Private Wealth Advisor to discuss our obligations to disclose to you any conflicts we may from time to time have and our duty to act in your best interest. We may be paid both by you and by others who compensate us based on what you buy. Our compensation, including that of your Financial Advisor or Private Wealth Advisor, may vary by product and over time.

Investment and services offered through Morgan Stanley Smith Barney LLC, Member SIPC.

GLOBAL INVESTMENT COMMITTEE (GIC) ASSET ALLOCATION MODELS: The Asset Allocation Models are created by Morgan Stanley Wealth Management's GIC.

HYPOTHETICAL MODEL PERFORMANCE (GROSS): Hypothetical model performance results do not reflect the investment or performance of an actual portfolio following a GIC Strategy, but simply reflect actual historical performance of selected indices on a real-time basis over the specified period of time representing the GIC's strategic and tactical allocations as of the date of this report. The past performance shown here is simulated performance based on benchmark indices, not investment results from an actual portfolio or actual trading. There can be large differences between hypothetical and actual performance results achieved by a particular asset allocation or trading strategy. Hypothetical performance results do not represent actual trading and are generally designed with the benefit of hindsight. Actual performance results of accounts vary due to, for example, market factors (such as liquidity) and client-specific factors (such as investment vehicle selection, timing of contributions and withdrawals, restrictions and rebalancing schedules). Clients would not necessarily have obtained the performance results shown here if they had invested in accordance with any GIC Asset Allocation Model for the periods indicated. Despite the limitations of hypothetical performance, these hypothetical performance results allow clients and Financial Advisors to obtain a sense of the risk/return trade-off of different asset allocation constructs. The hypothetical performance results in this report are calculated using the returns of benchmark indices for the asset classes, and not the returns of securities, fund or other investment products. Models may contain allocations to Hedge Funds, Private Equity and Private Real Estate. The benchmark indices for these asset classes are not issued on a daily basis. When calculating model performance on a day for which no benchmark index data is issued, we have assumed straight line growth between the index levels issued before and after that date.

FEES REDUCE THE PERFORMANCE OF ACTUAL ACCOUNTS: None of the fees or other expenses (e.g. commissions, mark-ups, mark-downs, fees) associated with actual trading or accounts are reflected in the GIC Asset Allocation Models. The GIC Asset Allocation Models and any model performance included in this presentation are intended as educational materials. Were a client to use these models in connection with investing, any investment decisions made would be subject to transaction and other costs which, when compounded over a period of years, would decrease returns. Information regarding Morgan Stanley's standard advisory fees is available in the Form ADV Part 2, which is available at www.morganstanley.com/adv. The following hypothetical illustrates the compound effect fees have on investment returns: For example, if a portfolio's annual rate of return is 15% for 5 years and the account pays 50 basis points in fees per annum, the gross cumulative five-year return would be 101.1% and the five-year return net of fees would be 96.8%. Fees and/or expenses would apply to clients who invest in investments in an account based on these asset allocations, and would reduce clients' returns. The impact of fees and/or expenses can be material.

Variable annuities are long-term investments designed for retirement purposes and may be subject to market fluctuations, investment risk, and possible loss of principal. All guarantees, including optional benefits, are based on the financial strength and claims-paying ability of the issuing insurance company and do not apply to the underlying investment options. Optional riders may not be able to be purchased in combination and are available at an additional cost. Some optional riders must be elected at time of purchase. Optional riders may be subject to specific limitations, restrictions, holding periods, costs, and expenses as specified by the insurance company in the annuity contract. If you are investing in a **variable annuity** through a tax-advantaged retirement plan such as an IRA, you will get no additional tax advantage from the variable annuity. Under these circumstances, you should only consider buying a variable annuity because of its other features, such as lifetime income payments and death benefits protection. Taxable distributions (and certain deemed distributions) are subject to ordinary income tax and, if taken prior to age 59½, may be subject to a 10% federal income tax penalty. Early withdrawals will reduce the death benefit and cash surrender value.

Equity securities may fluctuate in response to news on companies, industries, market conditions and general economic environment.

Ultrashort-term fixed income asset class is comprised of fixed income securities with high quality, very short maturities. They are therefore subject to the risks associated with debt securities such as credit and interest rate risk.

Master Limited Partnerships (MLPs) are limited partnerships or limited liability companies that are taxed as partnerships and whose interests (limited partnership units or limited liability company units) are traded on securities exchanges like shares of common stock. Currently, most MLPs operate in the energy, natural resources or real estate sectors. Investments in MLP interests are subject to the risks generally applicable to companies in the energy and natural resources sectors, including commodity pricing risk, supply and demand risk, depletion risk and exploration risk. Individual MLPs are publicly traded partnerships that have unique risks related to their structure. These include, but are not limited to, their reliance on the capital markets to fund growth, adverse ruling on the current tax treatment of distributions (typically mostly tax deferred), and commodity volume risk. The potential tax benefits from investing in MLPs depend on their being treated as partnerships for federal income tax purposes and, if the MLP is deemed to be a corporation, then its income would be subject to federal taxation at the entity level, reducing the amount of cash available for distribution to the fund which could result in a reduction of the fund's value. MLPs carry interest rate risk and may underperform in a rising interest rate environment. MLP funds accrue deferred income taxes for future tax liabilities associated with the portion of MLP distributions considered to be a tax-deferred return of capital and for any net operating gains as well as capital appreciation of its investments; this deferred tax liability is reflected in the daily NAV, and, as a result, the MLP fund's after-tax performance could differ significantly from the underlying assets even if the pre-tax performance is closely tracked.

Investing in commodities entails significant risks. Commodity prices may be affected by a variety of factors at any time, including but not limited to, (i) changes in supply and demand relationships, (ii) governmental programs and policies, (iii) national and international political and economic events, war and terrorist events, (iv) changes in interest and exchange rates, (v) trading activities in commodities and related contracts, (vi) pestilence, technological change and weather, and (vii) the price volatility of a commodity. In addition, the commodities markets are subject to temporary distortions or other disruptions due to various factors, including lack of liquidity, participation of speculators and government intervention. **Physical precious metals** are non-regulated products. Precious metals are speculative investments, which may experience short-term and long term price volatility. The value of precious metals investments may fluctuate and may appreciate or decline, depending on market conditions. Unlike bonds and stocks, precious metals do not make interest or dividend payments. Therefore, precious metals may not be appropriate for investors who require current income. Precious metals are commodities that should be safely stored, which may impose additional costs on the investor.

Environmental, Social and Governance ("ESG") investments in a portfolio may experience performance that is lower or higher than a portfolio not employing such practices. Portfolios with ESG restrictions and strategies as well as ESG investments may not be able to take advantage of the same opportunities or market trends as portfolios where ESG criteria is not applied. There are inconsistent ESG definitions and criteria within the industry, as well as multiple ESG ratings providers that provide ESG ratings of the same subject companies and/or securities that vary among the providers. Certain issuers of investments may have differing and inconsistent views concerning ESG criteria where the ESG claims made in offering documents or other literature may overstate ESG impact. ESG designations are as of the date of this material, and no assurance is provided that the underlying assets have maintained or will maintain and such designation or any stated ESG compliance. As a result, it is difficult to compare ESG investment products or to evaluate an ESG investment product in comparison to one that does not focus on ESG. Investors should also independently consider whether the ESG investment product meets their own ESG objectives or criteria. There is no assurance that an ESG investing strategy or techniques employed will be successful. Past performance is not a guarantee or a dependable measure of future results. The companies identified and investment examples are for illustrative purposes only and should not be deemed a recommendation to purchase, hold or sell any securities or investment products. They are intended to demonstrate the approaches taken by managers who focus on ESG criteria in their investment strategy. There can be no guarantee that a client's account will be managed as described herein. **Options** and margin trading involve substantial risk and are not appropriate for all investors. Besides the general investment risk of holding securities that may decline in value and the possible loss of principal invested, **closed-end funds** may have additional risks related to declining market prices relative to net asset values (NAVs), active manager underperformance and potential leverage. Closed-end funds, unlike open-end funds, are not continuously offered. There is a one-time public offering and once issued, shares of closed-end funds are sold in the open market through a stock exchange. Shares of closed-end funds frequently trade at a discount from their NAV which may increase investors' risk of loss. The risk of loss due to this discount may be greater for investors expecting to sell their shares in a relatively short period after completion of the public offering. This characteristic is a risk separate and distinct from the risk that a closed-end fund's net asset value may decrease as a result of investment activities. NAV is total assets less total liabilities divided by the number of shares outstanding. At the time an investor purchases or sells shares of a closed-end fund, shares may have a market price that is above or below NAV. Portfolios that invest a large percentage of assets in only one industry **sector** (or in only a few sectors) are more vulnerable to price fluctuation than those that diversify among a broad range of sectors.

REITs investing risks are similar to those associated with direct investments in real estate: property value fluctuations, lack of liquidity, limited diversification and sensitivity to economic factors such as interest rate changes and market recessions. Risks of **private real estate** include: illiquidity; a long-term investment horizon with a limited or nonexistent secondary market; lack of transparency; volatility (risk of loss); and leverage. Principal is returned on a monthly basis over the life of a **mortgage-backed security.** Principal prepayment can significantly affect the monthly income stream and the maturity of any type of MBS, including standard MBS, CMOs and Lottery Bonds. **Asset-backed securities** generally decrease in value as a result of interest rate increases, but may benefit less than other fixed-income securities from declining interest rates, principally because of prepayments.

Yields are subject to change with economic conditions. Yield is only one factor that should be considered when making an investment decision.

Credit ratings are subject to change.

Duration, the most commonly used measure of bond risk, quantifies the effect of changes in interest rates on the price of a bond or bond portfolio. The longer the duration, the more sensitive the bond or portfolio would be to changes in interest rates. The majority of $25 and $1000 par **preferred securities** are "callable" meaning that the issuer may retire the securities at specific prices and dates prior to maturity. Interest/dividend payments on certain preferred issues may be deferred by the issuer for periods of up to 5 to 10 years, depending on the particular issue. The investor would still have income tax liability even though payments would not have been received. Price quoted is per $25 or $1,000 share, unless otherwise specified. Current yield is calculated by multiplying the coupon by par value divided by the market price. The initial interest rate on a **floating-rate security** may be lower than that of a fixed-rate security of the same maturity because investors expect to receive additional income due to future increases in the floating security's underlying reference rate. The reference rate could be an index or an interest rate. However, there can be no assurance that the reference rate will increase. Some floating-rate securities may be subject to call risk. The market value of **convertible bonds** and the underlying common stock(s) will fluctuate and after purchase may be worth more or less than original cost. If sold prior to maturity, investors may receive more or less than their original purchase price or maturity value, depending on market conditions. Callable bonds may be redeemed by the issuer prior to maturity. Additional call features may exist that could affect yield. Some $25 or $1000 **par preferred securities** are QDI (Qualified Dividend Income) eligible. Information on QDI eligibility is obtained from third party sources. The dividend income on QDI eligible preferreds qualifies for a reduced tax rate. Many traditional 'dividend paying' perpetual preferred securities (traditional preferreds with no maturity date) are QDI eligible. In order to qualify for the preferential tax treatment all qualifying preferred securities must be held by investors for a minimum period – 91 days during a 180 day window period, beginning 90 days before the ex-dividend date.
Companies paying **dividends** can reduce or cut payouts at any time.

Because of their narrow focus, **sector investments** tend to be more volatile than investments that diversify across many sectors and companies. **Technology stocks** may be especially volatile. Risks applicable to companies in the **energy and natural resources** sectors include commodity pricing risk, supply and demand risk, depletion risk and exploration risk. **Health care sector stocks** are subject to government regulation, as well as government approval of products and services, which can significantly impact price and availability, and which can also be significantly affected by rapid obsolescence and patent expirations. **Nondiversification:** For a portfolio that holds a concentrated or limited number of securities, a decline in the value of these investments would cause the portfolio's overall value to decline to a greater degree than a less concentrated portfolio. Portfolios that invest a large percentage of assets in only one industry sector (or in only a few sectors) are more vulnerable to price fluctuation than those that diversify among a broad range of sectors.

The **indices** are unmanaged. An investor cannot invest directly in an index. They are shown for illustrative purposes only and do not represent the performance of any specific investment. The indices are not subject to expenses or fees and are often comprised of securities and other investment instruments the liquidity of which is not restricted. A particular investment product may consist of securities significantly different than those in any index referred to herein. Comparing an investment to a particular index may be of limited use.

Growth investing does not guarantee a profit or eliminate risk. The stocks of these companies can have relatively high valuations. Because of these high valuations, an investment in a growth stock can be more risky than an investment in a company with more modest growth expectations.

Value investing does not guarantee a profit or eliminate risk. Not all companies whose stocks are considered to be value stocks are able to turn their business around or successfully employ corrective strategies which would result in stock prices that do not rise as initially expected.

Any type of **continuous or periodic investment plan** does not assure a profit and does not protect against loss in declining markets. Since such a plan involves continuous investment in securities regardless of fluctuating price levels of such securities, the investor should consider his financial ability to continue his purchases through periods of low price levels.

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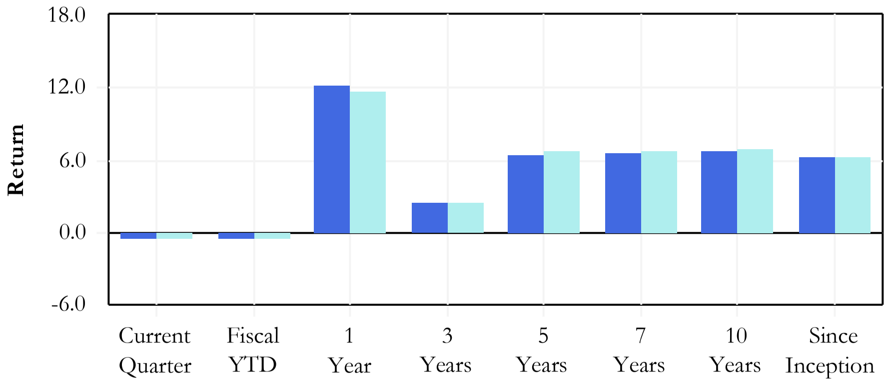
Village of Bal Harbour

Total Fund - Executive Summary

as of December 31, 2024

Manager Performance Chart



Manager Annualized Performance

	Current Quarter	Fiscal YTD	1 Year	3 Years	5 Years	7 Years	10 Years	Inception 01/01/2002
Total Fund	-0.44	-0.44	12.20	2.49	6.45	6.60	6.76	6.24
Policy Index	-0.55	-0.55	11.82	2.41	6.76	6.82	6.98	6.30
Differences	0.11	0.11	0.38	0.08	-0.31	-0.22	-0.22	-0.05

	Current Quarter	Fiscal YTD	1 Year	3 Years	5 Years	7 Years	10 Years
Total Fund							
Beginning Market Value	24,725	24,725	22,471	21,778	16,498	13,753	10,400
Net Contributions	1,758	1,758	1,202	2,496	3,301	4,037	4,967
Fees/Expenses	-	-	-1	-2	-27	-27	-27
Income	221	221	419	540	562	562	562
Gain/Loss	-323	-323	2,290	1,568	6,047	8,055	10,479
Ending Market Value	26,380	26,380	26,380	26,380	26,380	26,380	26,380

Graystone Consulting from Morgan Stanley

Village of Bal Harbour

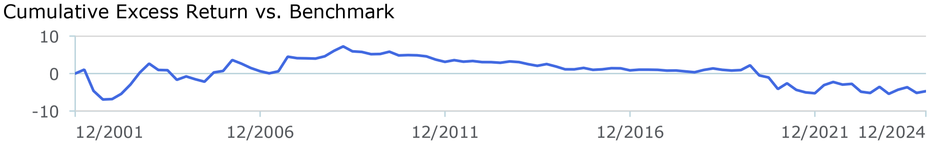
Total Fund - Risk / Return Analysis

as of December 31, 2024

Manager Performance

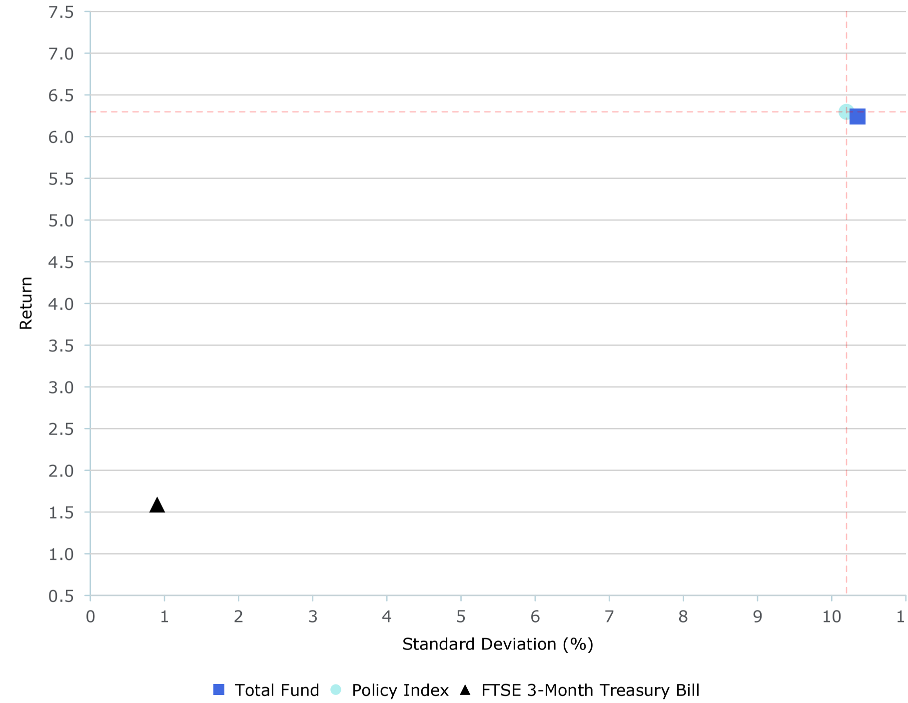
January 2002 - December 2024

Cumulative Excess Return vs. Benchmark



Risk / Return

January 2002 - December 2024



Risk & Return Measurements

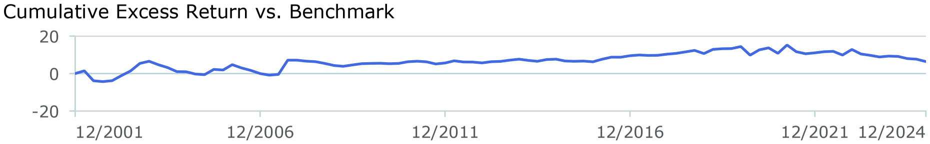
January 2002 - December 2024

	RETURN	EXCESS RETURN	STANDARD DEVIATION	BETA	MAXIMUM DRAWDOWN	UP CAPTURE	DOWN CAPTURE	ALPHA	SHARPE RATIO	R-SQUARED
Total Fund	6.24	(0.05)	10.35	0.99	(25.46)	100.81	102.28	0.04	0.45	95.13
Policy Index	6.30	0.00	10.20	1.00	(28.22)	100.00	100.00	0.00	0.46	100.00

Manager Performance

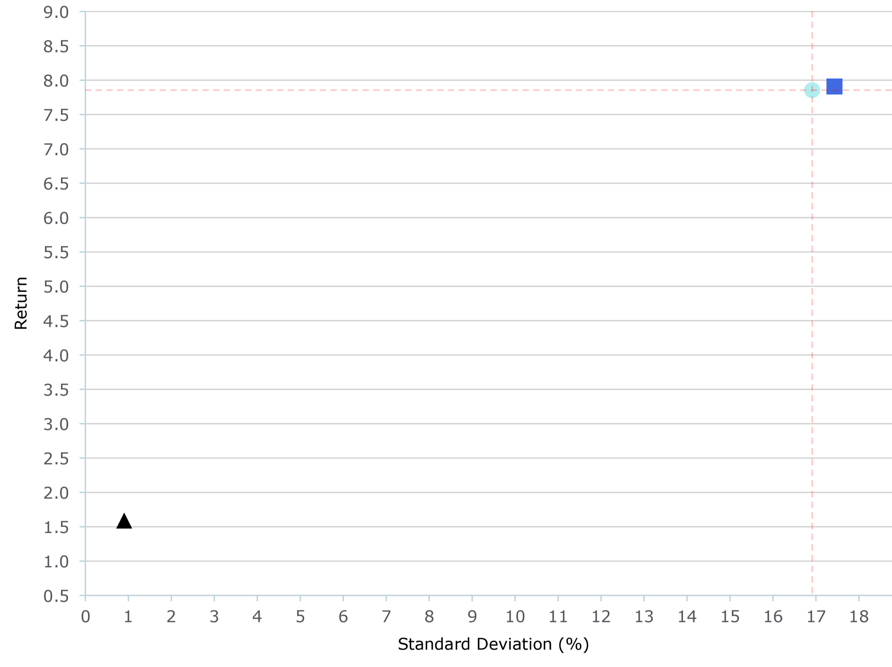
January 2002 - December 2024

Cumulative Excess Return vs. Benchmark



Risk / Return

January 2002 - December 2024



Risk & Return Measurements

January 2002 - December 2024

	RETURN	EXCESS RETURN	STANDARD DEVIATION	BETA	MAXIMUM DRAWDOWN	UP CAPTURE	DOWN CAPTURE	ALPHA	SHARPE RATIO	R-SQUARED
Combined Equity	7.91	0.05	17.43	1.02	(45.80)	102.59	102.96	(0.04)	0.36	97.98
Equity Index	7.85	0.00	16.91	1.00	(45.80)	100.00	100.00	0.00	0.37	100.00

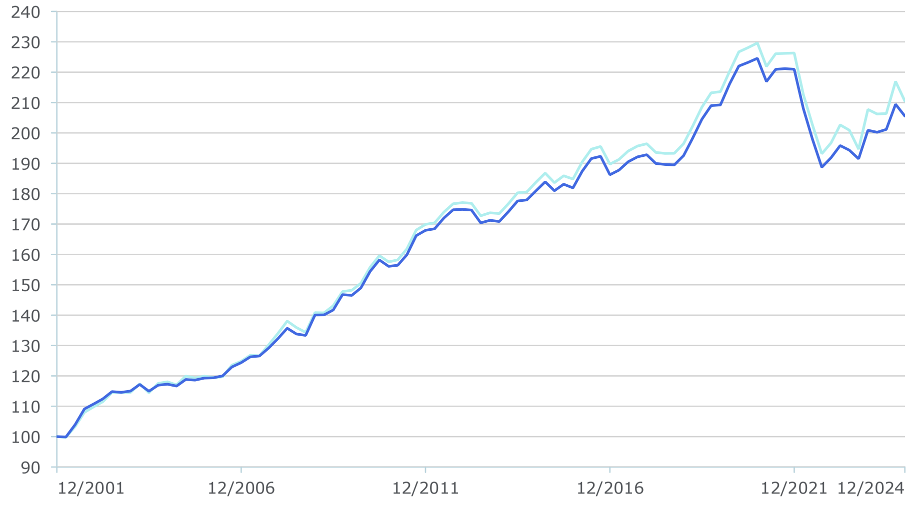
Village of Bal Harbour

Fixed Income - Risk / Return Analysis

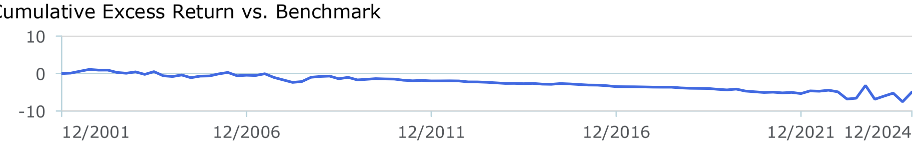
as of December 31, 2024

Manager Performance

January 2002 - December 2024

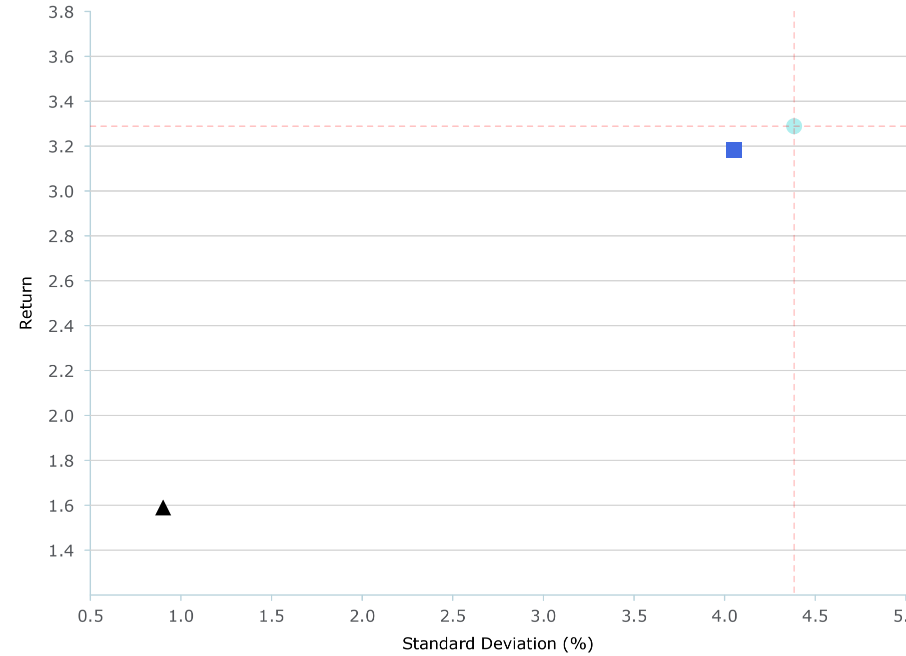


Cumulative Excess Return vs. Benchmark



Risk / Return

January 2002 - December 2024



Risk & Return Measurements

January 2002 - December 2024

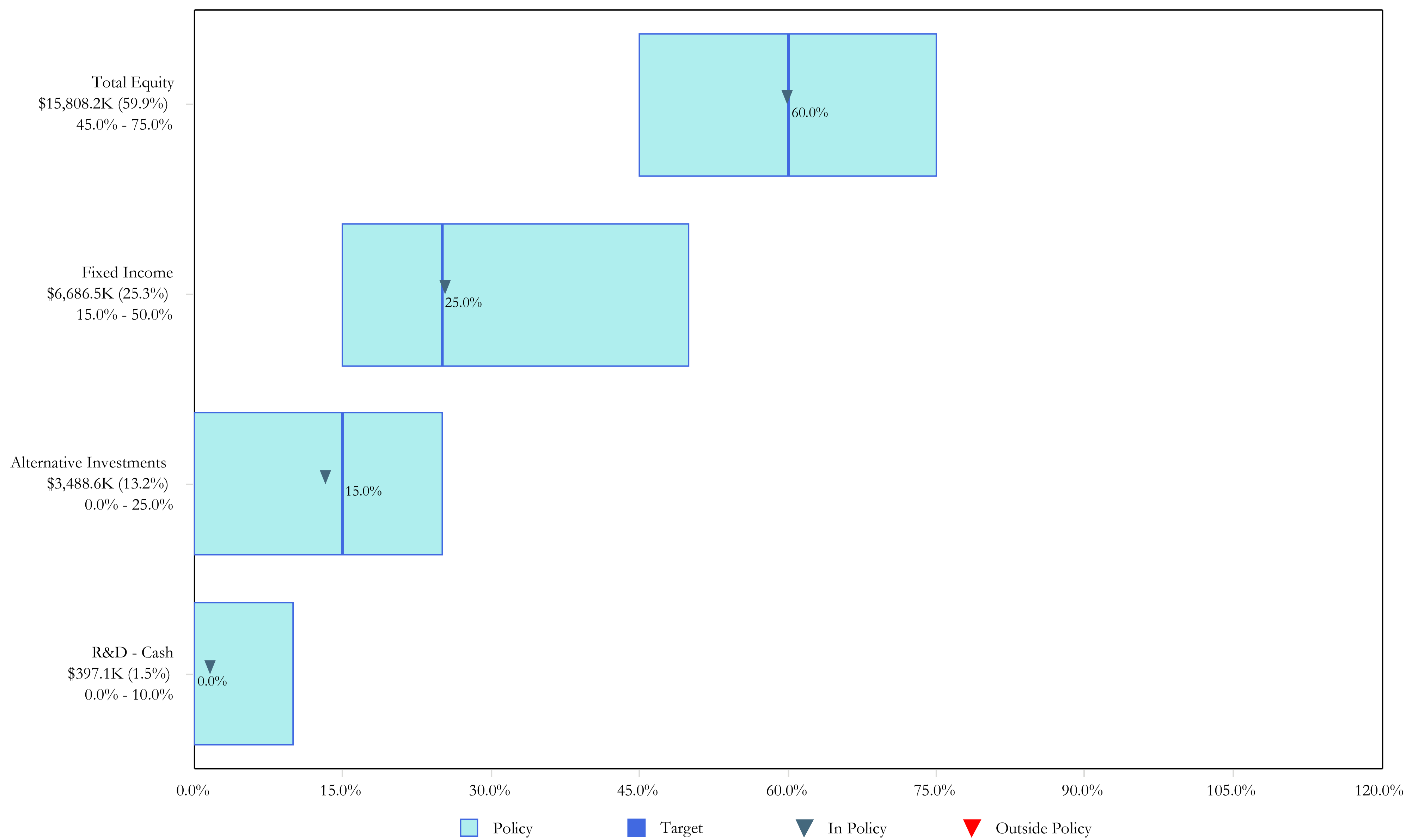
	RETURN	EXCESS RETURN	STANDARD DEVIATION	BETA	MAXIMUM DRAWDOWN	UP CAPTURE	DOWN CAPTURE	ALPHA	SHARPE RATIO	R-SQUARED
Fixed Income	3.18	(0.11)	4.05	0.91	(15.97)	92.73	87.06	0.19	0.39	96.54
Fixed Income Index	3.29	0.00	4.38	1.00	(15.88)	100.00	100.00	0.00	0.39	100.00

Village of Bal Harbour

Asset Allocation Compliance

as of December 31, 2024

Executive Summary



The prices, quotes, or statistics contained herein have been obtained from sources believed to be reliable, however, its accuracy cannot be guaranteed. Past performance is not a guarantee of future results.

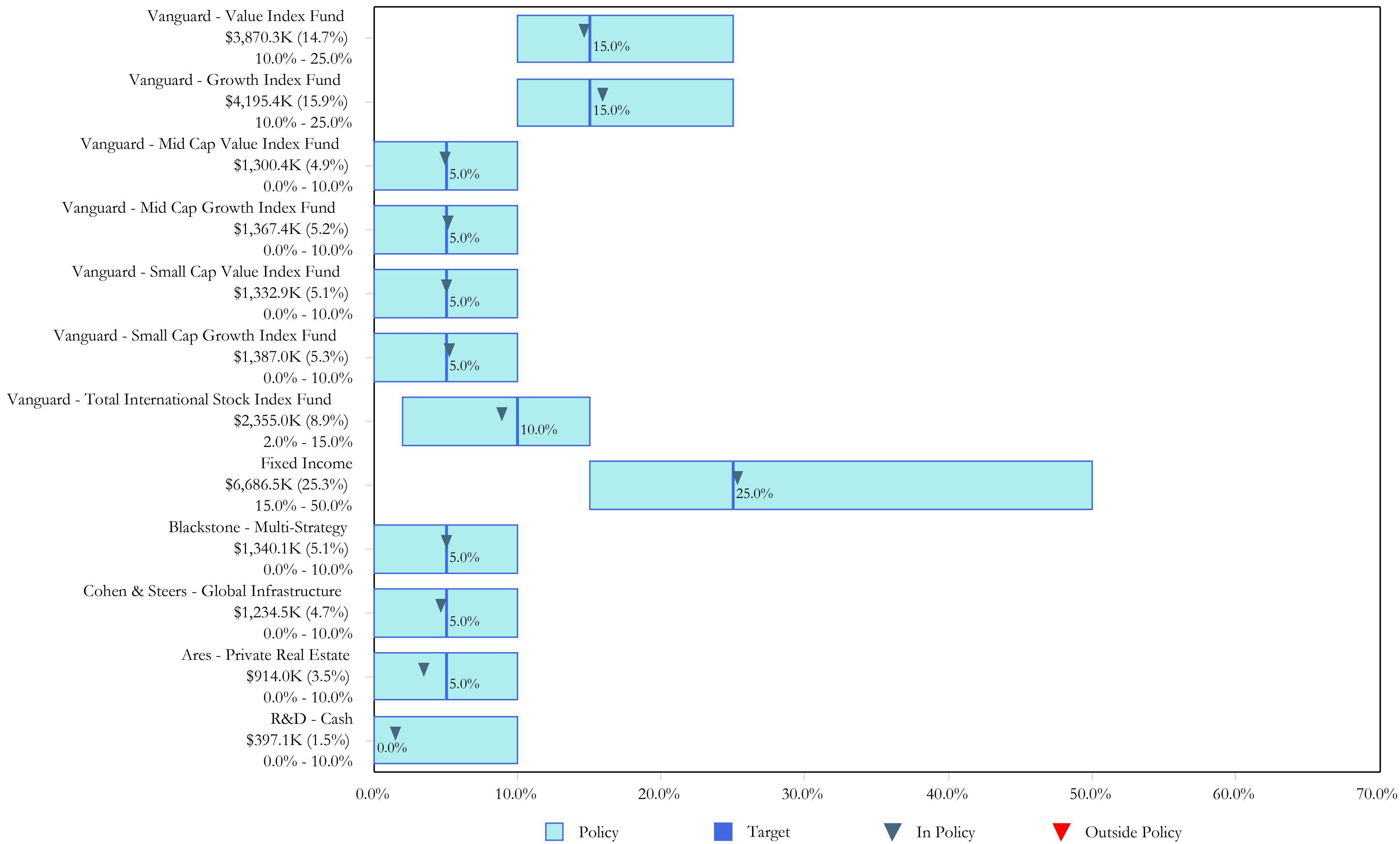
Graystone Consulting from Morgan Stanley

Village of Bal Harbour

Asset Allocation Compliance

as of December 31, 2024

Executive Summary



The prices, quotes, or statistics contained herein have been obtained from sources believed to be reliable, however, its accuracy cannot be guaranteed. Past performance is not a guarantee of future results.

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Village of Bal Harbour
Asset Allocation & Time Weighted Performance
as of December 31, 2024

	Allocation		Performance(%)								
	Market Value ($)	%	Quarter To Date	Fiscal YTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Total Fund	**26,380,474**	**100.00**	**-0.44**	**-0.44**	**12.20**	**2.49**	**6.45**	**6.60**	**6.76**	**6.24**	**01/01/2002**
Total Fund (net)			-0.44	-0.44	12.19	2.49	6.40	6.52	6.65	6.02	
Policy Index			-0.55	-0.55	11.82	2.41	6.76	6.82	6.98	6.30	
Equities											
Vanguard - Value Index Fund	3,870,262	14.67	-2.67	-2.67	15.65	7.00	N/A	N/A	N/A	7.85	06/01/2021
Vanguard - Value Index Fund (net)			-2.67	-2.67	15.65	7.00	N/A	N/A	N/A	7.85	
CRSP Lg VL			-2.51	-2.51	16.00	7.46	N/A	N/A	N/A	8.24	
Vanguard - Growth Index Fund	4,195,425	15.90	6.90	6.90	32.33	9.08	N/A	N/A	N/A	12.84	06/01/2021
Vanguard - Growth Index Fund (net)			6.90	6.90	32.33	9.08	N/A	N/A	N/A	12.84	
CRSP Lg Cap Gr			6.98	6.98	32.74	9.24	N/A	N/A	N/A	13.04	
Vanguard - Mid Cap Value Index Fund	1,300,388	4.93	-3.09	-3.09	13.94	4.60	N/A	N/A	N/A	5.51	06/01/2021
Vanguard - Mid Cap Value Index Fund (net)			-3.09	-3.09	13.94	4.60	N/A	N/A	N/A	5.51	
CRSP MC VL			-2.95	-2.95	14.05	4.89	N/A	N/A	N/A	5.77	
Vanguard - Mid Cap Growth Index Fund	1,367,356	5.18	4.41	4.41	16.33	0.58	N/A	N/A	N/A	4.12	06/01/2021
Vanguard - Mid Cap Growth Index Fund (net)			4.41	4.41	16.33	0.58	N/A	N/A	N/A	4.12	
CRSP MID Cap Gr			4.52	4.52	16.48	0.71	N/A	N/A	N/A	4.34	
Vanguard - Small Cap Value Index Fund	1,332,875	5.05	-0.91	-0.91	12.25	5.69	N/A	N/A	N/A	5.66	06/01/2021
Vanguard - Small Cap Value Index Fund (net)			-0.91	-0.91	12.25	5.69	N/A	N/A	N/A	5.66	
CRSP SM VL			-0.76	-0.76	12.42	5.74	N/A	N/A	N/A	5.68	
Vanguard - Small Cap Growth Index Fund	1,386,963	5.26	4.66	4.66	16.39	0.35	N/A	N/A	N/A	0.84	06/01/2021
Vanguard - Small Cap Growth Index Fund (net)			4.66	4.66	16.39	0.35	N/A	N/A	N/A	0.84	
CRSP SM GR			4.82	4.82	16.48	0.36	N/A	N/A	N/A	0.88	
Vanguard - Total International Stock Index Fund	2,354,981	8.93	-7.42	-7.42	5.25	0.50	N/A	N/A	N/A	-0.08	06/01/2021
Vanguard - Total International Stock Index Fund (net)			-7.42	-7.42	5.25	0.50	N/A	N/A	N/A	-0.08	
FTSE Global All Cap x US			-7.45	-7.45	5.86	1.16	N/A	N/A	N/A	0.64	

Village of Bal Harbour

Asset Allocation & Time Weighted Performance

as of December 31, 2024

	Allocation		Performance(%)								
	Market Value ($)	%	Quarter To Date	Fiscal YTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Fixed Income											
Vanguard - Short-Term Bond Index	3,286,212	12.46	-0.76	-0.76	3.65	N/A	N/A	N/A	N/A	4.64	03/01/2023
Vanguard - Short-Term Bond Index (net)			-0.76	-0.76	3.65	N/A	N/A	N/A	N/A	4.64	
BB US GovCredit - FlAdj 1-5 Y			-0.71	-0.71	3.76	N/A	N/A	N/A	N/A	4.73	
Vanguard - Total Bond Market Index Fund	3,225,304	12.23	-3.07	-3.07	1.18	-2.68	N/A	N/A	N/A	-2.10	06/01/2021
Vanguard - Total Bond Market Index Fund (net)			-3.07	-3.07	1.18	-2.68	N/A	N/A	N/A	-2.10	
BB US Agg - Float Adjusted TR			-2.99	-2.99	1.32	-2.39	N/A	N/A	N/A	-1.77	
Israel Bonds	175,000	0.66	0.00	0.00	0.00	N/A	N/A	N/A	N/A	0.00	04/01/2023
Israel Bonds (net)			0.00	0.00	0.00	N/A	N/A	N/A	N/A	0.00	
90-Day T-Bills			1.23	1.23	5.45	N/A	N/A	N/A	N/A	5.47	
Alternative Investments											
Blackstone - Multi-Strategy	1,340,128	5.08	2.05	2.05	7.58	N/A	N/A	N/A	N/A	5.34	06/01/2022
Blackstone - Multi-Strategy (net)			2.05	2.05	7.58	N/A	N/A	N/A	N/A	5.34	
HFRX Global Hedge Fund			0.18	0.18	5.27	N/A	N/A	N/A	N/A	2.77	
Cohen & Steers - Global Infrastructure	1,234,500	4.68	-6.48	-6.48	11.43	N/A	N/A	N/A	N/A	2.69	06/01/2022
Cohen & Steers - Global Infrastructure (net)			-6.48	-6.48	11.43	N/A	N/A	N/A	N/A	2.69	
DJ Brookfield Gbl Infra Comp TR			-2.15	-2.15	11.26	N/A	N/A	N/A	N/A	2.68	
Ares - Private Real Estate	914,010	3.46	2.57	2.57	1.56	N/A	N/A	N/A	N/A	-0.78	07/01/2022
Ares - Private Real Estate (net)			2.55	2.55	1.47	N/A	N/A	N/A	N/A	-0.87	
NCREIF NFI ODCE Value Weighted			1.16	1.16	-1.44	N/A	N/A	N/A	N/A	-7.26	
NCREIF NFI ODCE (Net)			0.96	0.96	-2.25	N/A	N/A	N/A	N/A	-8.02	
Bloomberg US Aggregate			-3.06	-3.06	1.25	N/A	N/A	N/A	N/A	1.45	
Cash & Equivalents											
R&D - Cash	397,071	1.51	1.53	1.53	5.04	3.49	N/A	N/A	N/A	2.24	04/30/2020
FTSE Treasury Bill 3 Month			1.23	1.23	5.45	4.05	N/A	N/A	N/A	2.62	

The prices, quotes, or statistics contained herein have been obtained from sources believed to be reliable, however, its accuracy cannot be guaranteed. Past performance is not a guarantee of future results.

Village of Bal Harbour

Asset Allocation & Net Dollar Weighted Performance (IRR)

as of December 31, 2024

	%	Quarter To Date	Fiscal YTD	1 Year	3 Years	5 Years	7 Years	10 Years
Total Fund	100.00	-0.39	-0.39	12.00	3.05	6.67	6.77	6.85

Policy Index	Weight (%)
Jan-2002	
BB US Intermediate Gov/Cr	50.00
S&P 500 Total Return	50.00
Apr-2006	
BB US Intermediate Gov/Cr	40.00
S&P 500 Total Return	45.00
S&P 400 Midcap TR	5.00
Russell 2000	5.00
MSCI EAFE	5.00
Jan-2008	
BB US Intermediate Gov/Cr	36.50
S&P 500 Total Return	53.70
S&P 400 Midcap TR	2.40
Russell 2000	1.50
MSCI EAFE	3.00
FTSE Treasury Bill 3 Month	2.90
Apr-2010	
Bloomberg US Aggregate	35.00
S&P 500 Total Return	30.00
S&P 400 Midcap TR	10.00
Russell 2000	10.00
MSCI EAFE	7.00
FTSE Treasury Bill 3 Month	5.00
MSCI EM (Gross)	3.00

Policy Index	Weight (%)
Jun-2021	
CRSP Lg VL	17.50
CRSP Lg Cap Gr	17.50
CRSP MC VL	5.00
CRSP MID Cap Gr	5.00
CRSP SM VL	5.00
CRSP SM GR	5.00
FTSE Global All Cap x US	10.00
BB US Agg - Float Adjusted TR	35.00
Jun-2022	
CRSP Lg VL	15.00
CRSP Lg Cap Gr	15.00
CRSP MC VL	5.00
CRSP MID Cap Gr	5.00
CRSP SM VL	5.00
CRSP SM GR	5.00
FTSE Global All Cap x US	10.00
BB US Agg - Float Adjusted TR	25.00
HFRX Global Hedge Fund	5.00
DJ Brookfield Gbl Infra Comp TR	5.00
NCREIF NFI ODCE Value Weighted	5.00

Important Notes About This Report

PAST PERFORMANCE DOES NOT GUARANTEE FUTURE RESULTS. ACTUAL INDIVIDUAL ACCOUNT RESULTS WILL DIFFER FROM THE PERFORMANCE SHOWN IN THIS REPORT.

INVESTMENT DECISIONS: Do not use this report as the sole basis for investment decisions. Do not select an allocation, investment disciplines or investment managers/funds based on performance alone. Consider, in addition to performance results, other relevant information about each investment manager or fund, as well as matters such as your investment objectives, risk tolerance and investment time horizon.

SOURCE OF PERFORMANCE INFORMATION FOR INVESTMENT MANAGERS AVAILABLE IN CONSULTING AND EVALUATION SERVICES OR SELECT UMA: Each investment manager included in this report that participates in one or more of the Consulting and Evaluation Services or Select UMA programs ("Programs") has a track record of investing assets in the relevant investment discipline. The investment manager's gross performance track record shown in this report consists of its gross performance in either the Morgan Stanley or the Smith Barney form of the Select UMA program (if that investment manager was in the Select UMA program) for periods for which sufficient data is available. If the strategy or similar strategies are available in both the Morgan Stanley and Smith Barney forms of the program, this profile presents the composite for the strategy that is closest to the strategy currently offered in the Select UMA program. If both strategies are equally close, the profile shows the longer of the two composites. For other periods, the gross performance track record is provided by the investment manager and consists of accounts managed by the investment manager in the same or a similar investment discipline, whether at Morgan Stanley or elsewhere (and may include institutional accounts, retail accounts and/or pooled investment vehicles such as mutual funds).

Morgan Stanley Smith Barney LLC offers investment program services through a variety of investment programs, which are opened pursuant to written client agreements. Each program offers investment managers, funds and features that are not available in other programs; conversely, some investment managers, funds or investment strategies may be available in more than one program. Morgan Stanley's investment advisory programs may require a minimum asset level and, depending on a client's specific investment objectives and financial position, may not be appropriate for the client. Please see the applicable program disclosure document for more information, available at www.morganstanley.com/ADV or from your Financial Advisor.

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Important Notes About This Report (Cont'd)

Generally, investment advisory accounts are subject to an annual asset-based fee (the "Fee") which is payable monthly in advance (some account types may be billed differently). In general, the Fee covers Morgan Stanley investment advisory services, custody of securities with Morgan Stanley, trade execution with or through Morgan Stanley or its affiliates, as well as compensation to any Morgan Stanley Financial Advisor.

In addition, each account that is invested in a program that is eligible to purchase certain investment products, such as mutual funds, will also pay a Platform Fee (which is subject to a Platform Fee offset) as described in the applicable ADV brochure. Accounts invested in the Select UMA program may also pay a separate Sub-Manager fee, if applicable.

If your account is invested in mutual funds or exchange traded funds (collectively "funds"), you will pay the fees and expenses of any funds in which your account is invested. Fees and expenses are charged directly to the pool of assets the fund invests in and are reflected in each fund's share price. These fees and expenses are an additional cost to you and would not be included in the Fee amount in your account statements. The advisory program you choose is described in the applicable Morgan Stanley Smith Barney LLC ADV Brochure, available at www.morganstanley.com/ADV.

Morgan Stanley or Executing Sub-Managers, as applicable, in some of Morgan Stanley's Separately Managed Account ("SMA") programs may effect transactions through broker-dealers other than Morgan Stanley or our affiliates. In such instance, you may be assessed additional costs by the other firm in addition to the Morgan Stanley and Sub-Manager fees. Those costs will be included in the net price of the security, not separately reported on trade confirmations or account statements. Certain Sub-Managers have historically directed most, if not all, of their trades to outside firms. Information provided by Sub-Managers concerning trade execution away from Morgan Stanley is summarized at:
http://www.morganstanley.com/wealth/investmentsolutions/pdfs/adv/sotresponse.pdf
www.morganstanley.com/wealth/investmentsolutions/pdfs/adv/sotresponse.pdf. For more information on trading and costs, please refer to the ADV Brochure for your program(s), available at www.morganstanley.com/ADV, or contact your Financial Advisor / Private Wealth Advisor.

Important Notes About This Report (Cont'd)

There may be differences between the performance in the different forms of the Select UMA program, in different Programs, and between the performance in Programs and performance outside the Programs, due to, among other things, investment and operational differences. For example:

- Institutional accounts included in related performance may hold more securities than the Program accounts, participate in initial public offerings (IPOs) and invest directly in foreign securities (rather than in ADRs).
- Mutual funds included in related performance may hold more securities than the Program accounts, may participate in IPOs, may engage in options and futures transactions, and are subject to certain regulatory limitations.
- Performance results in Select UMA accounts could differ from that in Consulting and Evaluation Services accounts because Select UMA accounts may hold fewer securities, and have automatic rebalancing, wash sale loss and tax harvesting features.

You should read the investment manager profile accompanying this report for each investment manager. The investment manager profile gives further details on the sources of performance information for a particular investment manager, as well as other calculations of the manager's performance returns (such as performance net of fees and expenses).

SOURCE OF PERFORMANCE INFORMATION FOR OTHER INVESTMENT MANAGERS: For any investment managers shown in this report that are not available in the Consulting and Evaluation Services or Select UMA programs, the performance data is obtained from databases maintained by parties outside Morgan Stanley. This data has been included for your information, and has not been verified by Morgan Stanley in any way. See "Sources of Information" below. The gross performance shown in this report for these managers could differ materially from their gross performance in investment advisory programs offered by firms other than Morgan Stanley. If you have invested with any such manager through another firm, we recommend that you seek information from that firm on the manager's gross and net performance in its programs.

Important Notes About This Report (Cont'd)

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BENCHMARK INDICES: Depending on the composition of your account and your investment objectives, the indices shown in this report may not be appropriate measures for comparison purposes and are therefore presented for illustration only. The indices used in this report may not be the same indices used for comparative purposes in the profile for each investment manager, mutual fund and/or ETF that accompanies this report. Indices are unmanaged. They do not reflect any management, custody, transaction or other expenses, and generally assume reinvestment of dividends, accrued income and capital gains. Performance of selected indices may be more or less volatile than that of any investment manager/fund shown in this report. Past performance of indices does not guarantee future results. You cannot invest directly in an index.

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- Managers and funds offered in Institutional Consulting Group and Graystone Consulting programs may be approved by GIMA, approved by Morgan Stanley Wealth Management using another process, or not approved by Morgan Stanley Wealth Management.
- Morgan Stanley Wealth Management does not approve managers in the Investment Management Services consulting program.

Important Notes About This Report (Cont'd)

If you invest in a manager or fund that is not approved by Morgan Stanley Wealth Management, you are responsible for selecting and/or retaining that manager or fund, and Morgan Stanley Wealth Management does not recommend or monitor that manager or fund. For more information on the approval process in any program, see the applicable ADV brochure, available at www.MorganStanley.com/ADV or from your Financial Advisor or Private Wealth Advisor. If you have any questions about whether or how Morgan Stanley Wealth Management has approved a manager or fund shown in this report, please ask our Financial Advisor or Private Wealth Advisor.

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REINVESTMENT: The performance results shown in this report assume that all dividends, accrued income and capital gains were reinvested.

SOURCES OF INFORMATION: Although the statements of fact in this report have been obtained from, and are based on, sources that Morgan Stanley believes to be reliable, Morgan Stanley makes no representation as to the accuracy or completeness of the information from sources outside Morgan Stanley. Any such information may be incomplete and you should not use it as the sole basis for investment decisions.

It is important to consider a fund's investment objectives, risks, charges and expenses carefully before investing. The prospectus contains this and other information about the fund. A copy of the prospectus may be obtained from your Financial Advisor or Private Wealth Advisor. Please read the prospectus carefully before investing in the fund.

Important Notes About This Report (Cont’d)

KEY ASSET CLASS RISK CONSIDERATIONS: Investing in securities entails risk including the risk of losing principal. There is no assurance that the investment disciplines and investment managers/funds selected will meet their intended objectives.

Commodities – Diversified: The commodities markets may fluctuate widely based on a variety of factors including changes in supply and demand relationships; governmental programs and policies; national and international political and economic events; war and terrorist events; changes in interest and exchange rates; trading activities in commodities and related contracts; pestilence; weather; technological change; and the price volatility of a commodity. In addition to commodity risk, commodity-linked notes may be subject to special risks, such as risk of loss of interest and principal, lack of a secondary market and risk of greater volatility that do not affect traditional equity and debt securities.

Commodities - Precious Metals: The prices of Commodities - Precious Metals tend to fluctuate widely and in an unpredictable manner, and have historically experienced extended periods of flat or declining prices. The prices of Commodities - Precious Metals are affected by several factors, including global supply and demand, investors' expectations with respect to the rate of inflation, currency exchange rates, interest rates, investment and trading activities of hedge funds and commodity funds, and global or regional political, economic or financial events and situations.

Fixed Income: Fixed income securities are subject to certain inherent risks such as credit risk, reinvestment risk, call risk, and interest rate risk. Fixed income securities are sensitive to changes in prevailing interest rates. When interest rates rise, the value of fixed income securities generally declines. Accordingly, managers or funds that invest in fixed income securities are subject to interest rate risk and portfolio values can decline in value as interest rates rise and an investor can lose principal.

High Yield Fixed Income: As well as being subject to risks relating to fixed income generally (see “Fixed Income”), high yield or "junk" bonds are considered speculative, have significantly higher credit and default risks (including loss of principal), and may be less liquid and more volatile than investment grade bonds. Clients should only invest in high yield strategies if this is consistent with their risk tolerance, and high yield investments should comprise only a limited part of a balanced portfolio.

Important Notes About This Report (Cont'd)

International/Emerging Market: International investing (including investing in particular countries or groups of countries) should be considered only one component of a complete and diversified investment program. Investing in foreign markets may entail greater risks than those normally associated with domestic markets, such as foreign political, currency, economic and market risks. In addition, the securities markets of many emerging markets are substantially smaller, less developed, less liquid and more volatile than the securities markets of the U.S. and other more developed countries. Further, a portfolio that focuses on a single country may be subject to higher volatility than one that is more diversified.

Preferred Securities: Preferred securities are generally subject to the same risks as apply to fixed income securities. (See "Fixed Income.") However, preferred securities (especially equity preferred securities) may rank below traditional forms of debt for the purposes of repayment in the event of bankruptcy. Many preferred securities are "callable" meaning that the issuer may retire the securities at specific prices and dates prior to maturity. If a preferred security is called, the investor bears the risk of reinvesting proceeds at a potentially lower return. Investors may not receive regular distributions on preferred securities. For example, dividends on equity preferred securities may only be declarable in the discretion of the issuer's board and may not be cumulative. Similarly, interest payments on certain debt preferred securities may be deferred by the issuer for periods of up to 10 years or more, in which case the investor would still have income tax liability even though payments would not have been received.

Real Estate: Real estate investments are subject to special risks, including interest rate and property value fluctuations as well as risks related to general and local conditions.

Small and Mid Cap: Investments in small-to medium-sized corporations are generally more vulnerable to financial risks and other risks than larger corporations and may involve a higher degree of price volatility than investments in the broad equity market.

Hedged and Alternatives Strategies: In most Consulting Group investment advisory program, alternative investments are limited to US registered open-end mutual funds, separate account strategies, and ETFs that seek to pursue alternative investment strategies or returns utilizing publicly traded securities. Investment products in this category may employ various investment strategies and techniques for both hedging and more speculative purposes such as short selling, leverage, derivatives, and options, which can increase volatility and the risk of investment loss. Alternative Investments are not suitable for all investors.

Important Notes About This Report (Cont'd)

Managed Futures: Involve a high degree of risk, often involve leveraging and other speculative investment practices that may increase the risk of investment loss, can be highly illiquid, are not required to provide periodic pricing or valuation information to investors, may involve complex tax structures and delays in distributing important tax information, are not subject to the same regulatory requirements as mutual funds, often charge high fees which may offset any trading profits, and in many cases the underlying investments are not transparent and are known only to the investment manager.

Master Limited Partnerships (MLPs) are limited partnerships or limited liability companies whose interests (limited partnership or limited liability company units) are generally traded on securities exchanges like shares of common stock. Investment in MLPs entails different risks, including tax risks, than is the case for other types of investments. Currently, most MLPs operate in the energy, natural resources or real estate sectors and are subject to the risks generally applicable to companies in those sectors, including commodity pricing risk, supply and demand risk, depletion risk and exploration risk. Depending on the ownership vehicle, MLP interests are subject to varying tax treatment.

Glossary

ALPHA: Synonym of 'value added', linearly similar to the way beta is computed, alpha is the incremental return on a portfolio when the market is stationary. In other words, it is the extra expected return due to non-market factors. This risk-adjusted measurement takes into account both the performance of the market as a whole and the volatility of the portfolio. A positive alpha indicates that a portfolio has produced returns above the expected level at that level of risk, and vice versa for a negative alpha.

ANNUALIZED RETURN: The constant rate of return that, compounded annually, would yield the same overall return for a period of more than one year as the actual return observed for that period.

ANNUALIZED EXCESS RETURN: Excess return represents the difference between the manager's return and the return of a benchmark for that manager. Annualized excess return is calculated by taking the annualized return of the original series and forming the difference between the two. A positive annualized excess return implies that the manager outperformed the benchmark over the time period shown.

BEST AND WORST PERIOD RETURNS: The best period return for a time window is simply the maximum of the returns for that period inside this window. Similarly, the worst period return for a time window is the minimum of the returns for that period inside this window. To calculate the best one-year return for a return series, the program moves a one-year time window along the series and calculates the compound return for each of these windows. The best one-year return is the maximum of the returns thus found. Similarly, the worst one-year return is the minimum of the returns thus found. Therefore, best and worst one-year returns do not refer to calendar years.

BETA: The measure of a portfolio's risk in relation to the market (for example, the S&P 500) or to an alternative benchmark or factors. Roughly speaking, a portfolio with a beta of 1.5 will have moved, on average, 1.5 times the market return. According to asset pricing theory, beta represents the type of risk, systematic risk, which cannot be diversified away. When using beta, there are a number of issues that you need to be aware of: (1) betas may change through time; (2) betas may be different depending on the direction of the market (i.e. betas may be greater for down moves in the market rather than up moves); (3) the estimated beta will be biased if the portfolio does not frequently trade; and (4) the beta is not necessarily a complete measure of risk (you may need multiple betas). Also, note that the beta is a measure of co movement, not volatility. It is possible for a security to have a zero beta and higher volatility than the market.

Glossary (Cont'd)

CORRELATION: Statistical method to measure how closely related the variances of two series are. Assets that are highly correlated would be expected to react in similar ways to changing market conditions.

CUMULATIVE RETURN: The total return on an investment over a specified time period.

CUMULATIVE EXCESS RETURN: Excess return represents the difference between the manager's return and the return of a benchmark for that manager. Cumulative excess return is calculated by taking the cumulative return of the original series and forming the difference between the two. A positive cumulative excess return implies that the manager outperformed the benchmark over the time period shown.

DOWNSIDE CAPTURE RATIO: For each portfolio, this is calculated by (1) identifying the calendar quarters in which the portfolio's benchmark index had negative returns and then (2) for those quarters, dividing the portfolio's annualized net performance by the benchmark index's performance. For investors, the lower the downside capture ratio, the better. For example, a downside capture ratio of 90% means that the portfolio's losses were only 90% of the market's losses (as represented by the benchmark index).

DOWNSIDE DEVIATION: Similar to Standard Deviation, but Downside Deviation captures the range of expected returns only on the down side [when the returns fall below the minimum acceptable return (MAR)].

DRAWDOWN (MAXIMUM DRAWDOWN): The Maximum loss (compounded, not annualized) that the manager incurred during any sub-period of the time period shown.

- DRAWDOWN BEGIN DATE: the first date of the sub-period used to calculate the maximum drawdown
- DRAWDOWN END DATE: The last date of the sub period used to calculate the maximum drawdown
- DRAWDOWN LENGTH: The number of periods (months or quarters depending on the periodicity of the data) the sub-period used to calculate the maximum drawdown
- DRAWDOWN RECOVERY DATE: Date at which the compounded returns regain the peak level that was reached before the drawdown began
- DRAWDOWN RECOVERY LENGTH: Number of periods it takes to reach the recovery level from maximum drawdown end date

Glossary (Cont’d)

EXCESS RETURN: The difference between the returns of two portfolios. Usually excess return is the difference between a portfolio's return and the return of a benchmark for that portfolio.

GAIN TO LOSS RATIO: Divides the average gain in an up period by the average loss in a down period. A higher Gain to Loss Ratio is more favorable.

HIGH WATER MARK: The High Water Mark represents the peak level of the manager’s return, as represented by the peak of the cumulative return series.

- HIGH WATER MARK DATE: The date which the High Water Mark was reached.
- UNDER WATER LOSS: Loss incurred between the high water mark date and the end of the period analyzed
- UNDER WATER LENGTH: Length of the time interval that begins with the high water mark and ends with the analysis period
- TO HIGH WATER MARK: The percentage of gain that the manager/fund needs to regain the peak level of the cumulative return series

INFORMATION RATIO: Measures the active return of the manager divided by the manager's active risk. Active return is the annualized differences of the manager and the benchmark index, while active risk is measured by tracking error. The higher the information ratio, the better. An information ratio of 0 implies that a manager/fund (or benchmark index, if applicable) has provided a return that is equivalent to the risk of the benchmark return.

MAR: Stands for “Minimum Acceptable Return.” This represents the lowest return possible that could be considered a successful result of the investment. In most cases, the MAR will either be defined as 0 (meaning no negative return) or as the return of a cash benchmark (meaning the investment had a higher return that simply keeping the investment amount in the relatively safe investment of money market funds). Please refer to the specific chart/statistic to see the specific MAR used in the illustration.

Glossary (Cont'd)

MANAGER STYLE (RETURNS BASED STYLE ANALYSIS): A measure for analyzing the style of a portfolio's returns when compared with the quarterly returns on a number of selected style indices (the "Style Basis"). These style indices represent distinct investment styles or asset classes such as large cap value, large cap growth, small cap growth, small cap value, government bonds, or cash equivalents asset classes. Style analysis uses a calculation procedure that finds the combination of selected indices that best tracks (i.e. that has the highest correlation to) a given manager's return series. This allows the advisor to capture an accurate picture of the investment style of the manager without viewing the underlying holdings.

OMEGA: A measure of volatility designed to capture the entire return distribution (useful for investments that do not have normal return distributions), the Omega is tied to a MAR (see above) and shows the ratio of the entire upside performance to the entire downside, with the MAR representing the dividing line between upside and downside. (e.g. If MAR = 0.00%, any positive return is captured in the upside and any negative return is captured in the downside).

PAIN INDEX: Represents the frequency, the depth, and the width of the manager/fund's drawdowns. The Pain Index captures the information for every period in which the manager/fund is negative. A higher Pain Index indicates that the manager/fund had a more negative result when considering not just the depth (lowest return) but also the frequency of negative returns (frequency) and the amount of time that the return remained negative (width).

PAIN RATIO: A risk/return ratio which uses the Pain Index as the measure of risk. The higher the Pain Ratio, the better the risk-adjusted return of the portfolio.

ROLLING WINDOW: Indicates that the chart or statistic was evaluated using periodic smaller windows of data on a rolling basis. As an example, a 20 Quarter Rolling Window (Annual Roll) over a 10 year period indicates that 5 year (20 quarter) periods of time were evaluated from the start date, moving forward one year at a time, for the duration of the 10 year period, resulting in 5 "windows". Evaluating data this way allows us to remove end point bias and determine a measure of consistency in performance.

R-SQUARED: Used to show how much of a portfolio's variability can be accounted for by the market. For example, if a portfolio's R-Squared is 0.79, then 79% of the portfolio's variability is due to market conditions. As R-Squared approaches 100%, the portfolio is more closely correlated with the market.

Glossary (Cont'd)

SHARPE RATIO: Developed by William F. Sharpe, this calculation measures a ratio of return to volatility. It is useful in comparing two portfolios or stocks in terms of risk-adjusted return. The higher the Sharpe Ratio, the better the risk-adjusted return of the portfolio. It is calculated by first subtracting the risk free rate (Citigroup 3-month T-bill) from the return of the portfolio, then dividing by the standard deviation of the portfolio. Using Sharpe ratios to compare and select among investment alternatives can be difficult because the measure of risk (standard deviation) penalizes portfolios for positive upside returns as much as the undesirable downside returns.

SINGLE COMPUTATION: For a single computation chart, StyleADVISOR calculates the information over the entire time period shown as a single data point. AS an example, in a chart showing 10 years of performance, a "Single Computation" would represent the statistic shown over the entire 10 year window.

STANDARD DEVIATION: A statistical measure of the degree to which the performance of a portfolio varies from its average performance during a specified period. The higher the standard deviation, the greater the volatility of the portfolio's performance returns relative to its average return. A portfolio's returns can be expected to fall within plus or minus one standard deviation, relative to its average return, two-thirds of the time, and fall within plus or minus two standard deviations relative to its average return, 95% of the time. For example, if a portfolio had a return of 5% and a standard deviation of 13% then, if future volatility of returns is similar to historical volatility (which may not be the case):

- About two-thirds of the time, the future returns could be expected to fall between -8% and 18% (being 5% +/- 13%)
- About 95% of the time, the future returns could be expected to fall between -21% and 31% (being 5% +/- 26%).

In performance measurement, it is generally assumed that a larger standard deviation means that great risk was taken to achieve the return.

Glossary (Cont'd)

STYLE BASIS: A set of indices that represent the broad asset category being utilized. The Style Basis is used in the equation that calculates the Manager Style (see definition). The "Manager Style" chart shows the specific benchmarks utilized in the Style Basis. The following Style Bases would be appropriate for the asset classes shown below:

- Domestic Equity: Russell Generic Corners; Russell 6 Way Style basis; S&P Pure Style Basis
- International Equity: MSCI Regional Style Basis; MSCI World Ex USA Style Basis; MSCI International Equity Style Basis; S&P Regional International Indexes, S&P International 4 Way Style Basis
- Global Equity: MSCI World Style Basis; MSCI World Regional Indexes; MSCI Global Equity Style Basis
- Fixed income: Citigroup Corporate Bond Indexes; BofA Merrill Lynch Fixed Income Indexes; Citigroup Govt Fixed Income Indexes; Global Bond Indexes

STYLE BENCHMARK: A unique benchmark calculated for each manager/fund based on the Returns Based Style Analysis described above. The "Asset Allocation" chart in Zephyr shows the specific weightings used for the Style Benchmark for each manager or fund.

TRACKING ERROR: A measurement that indicates the standard deviation of the difference between a selected market index and a portfolio's returns. The portfolio's returns are then compared to the index's returns to determine the amount of excess return, which produces a tracking error. A low tracking error indicates that the portfolio is tracking the selected index closely or has roughly the same returns as the index.

UPSIDE CAPTURE RATIO: For each portfolio, this is calculated by (1) identifying the calendar quarters in which the portfolio's benchmark index had positive returns and then (2) for those quarters, dividing the portfolio's annualized net performance by the benchmark index's performance. A percentage less than 100% indicates that the portfolio "captured" less performance than the benchmark index, while a percentage greater than 100% indicates the portfolio captured more performance than the benchmark index. For investors, the higher the upside capture ratio, the better. For example, if the annualized performance of an benchmark index during "up" markets (when its returns were zero or positive) is 20.8% and the portfolio's annualized performance during the same period is 16.8%, then the portfolio's upside capture ratio is 16.8%/20.8% = 80.7%, meaning the portfolio "captured" 80.7% of the upside performance of the index. Stated another way, the portfolio in this example performed almost 20% worse than the market during up periods.

VARIANCE: A measure of how spread out a distribution is. It is computed as the average squared deviation of each number from its mean.

Performance Appendix

Performance Data below is net of fees. Please see the Morgan Stanley Smith Barney LLC Form ADV Part 2 Brochure for advisory accounts and/or any applicable brokerage account trade confirmation statements for a full disclosure of the applicable charges, fees and expenses. Your Financial Advisor will provide those documents to you upon request.

Account Name	QTD	YTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
Ares - Private Real Estate	2.55	1.47	1.47	--	--	--	--	04/22/2022
Blackstone - Multi-Strategy	2.05	7.58	7.58	--	--	--	5.54	05/25/2022
Cohen & Steers - Global Infrastructure	-6.48	11.43	11.43	--	--	--	2.83	05/27/2022
Israel Bonds	0.00	0.00	0.00	--	--	--	0.00	03/31/2023
R&D - Cash	1.53	5.04	5.04	3.49	--	--	0.91	04/30/2020
Vanguard - Growth Index Fund	6.90	32.33	32.33	9.08	--	--	12.57	05/28/2021
Vanguard - Mid Cap Growth Index Fund	4.41	16.33	16.33	0.58	--	--	4.11	05/28/2021
Vanguard - Mid Cap Value Index Fund	-3.09	13.94	13.94	4.60	--	--	5.39	05/28/2021
Vanguard - Short-Term Bond Index	-0.76	3.65	3.65	--	--	--	4.44	02/28/2023
Vanguard - Small Cap Growth Index Fund	4.66	16.39	16.39	0.35	--	--	0.83	05/28/2021
Vanguard - Small Cap Value Index Fund	-0.91	12.25	12.25	5.69	--	--	5.50	05/28/2021
Vanguard - Total Bond Market Index Fund	-3.07	1.18	1.18	-2.68	--	--	-2.03	05/28/2021
Vanguard - Total International Stock Index Fund	-7.42	5.25	5.25	0.50	--	--	0.00	05/28/2021
Vanguard - Value Index Fund	-2.67	15.65	15.65	7.00	--	--	7.67	05/28/2021

All performance above are Time Weighted(TWR) performance

Information Disclosures

Performance results are annualized for time periods greater than one year and include all cash and cash equivalents, realized and unrealized capital gains and losses, and dividends, interest and income. The investment results depicted herein represent historical performance. As a result of recent market activity, current performance may vary from the figures shown. Past performance is not a guarantee of future results.

Please see the Morgan Stanley Smith Barney LLC Form ADV Part 2 Brochure for advisory accounts and/or any applicable brokerage account trade confirmation statements for a full disclosure of the applicable charges, fees and expenses. Your Financial Advisor will provide those documents to you upon request.

Benchmark indices and blends included in this material are for informational purposes only, are provided solely as a comparison tool and may not reflect the underlying composition and/or investment objective(s) associated with the account(s). Indices are unmanaged and not available for direct investment. Index returns do not take into account fees or other charges. Such fees and charges would reduce performance.

The performance data shown reflects past performance, which does not guarantee future results. Investment return and principal will fluctuate so that an investor's shares when redeemed may be worth more or less than original cost. Please note, current performance may be higher or lower than the performance data shown. For up to date month-end performance information, please contact your Financial Advisor or visit the funds' company website.

Investors should carefully consider the fund's investment objectives, risks, charges and expenses before investing. The prospectus and, if available the summary prospectus, contains this and other information that should be read carefully before investing. Investors should review the information in the prospectus carefully. To obtain a prospectus, please contact your Financial Advisor or visit the funds' company website.

The information and data contained therein are from sources considered reliable, but their accuracy and completeness is not guaranteed; that the report has been prepared for illustrative purposes only and is not intended to be used as a substitute for account statements provided on a regular basis from Morgan Stanley Smith Barney LLC; that data in this report should be compared carefully with account statements to verify its accuracy; and that the Firm strongly encourages clients to consult with their own accountants or other advisors with respect to any tax questions. This report is being provided as a courtesy. By providing this report, we do not represent or agree that we will monitor the investments in your account(s) or deliver future reports.

If Morgan Stanley Smith Barney LLC, its affiliates and Morgan Stanley Financial Advisors and Private Wealth Advisors (collectively, "Morgan Stanley") provide "investment advice" as defined under the Employee Retirement Income Security Act of 1974, as amended ("ERISA"),and/or the Internal Revenue Code of 1986 (the "Code"), as applicable, regarding a retirement or welfare benefit plan account, an individual retirement account or a Coverdell education savings account (collectively, "Retirement Account"), Morgan Stanley is a "fiduciary" under ERISA and/or the Code. When Morgan Stanley provides investment education (including historical performance and asset allocation models), takes orders on an unsolicited basis or otherwise does not provide "investment advice", Morgan Stanley will not be considered a "fiduciary" under ERISA and/or the Code. For more information regarding Morgan Stanley's role with respect to a Retirement Account, please visit www.morganstanley.com/disclosures/dol. Tax laws are complex and subject to change. Morgan Stanley does not provide tax or legal advice. Individuals are encouraged to consult their tax and legal advisors (a) before establishing a Retirement Account, and (b) regarding any potential tax, ERISA and related consequences of any investments or other transactions made with respect to a Retirement Account.

Composites are the aggregate of multiple portfolios within an asset pool.

Investing involves market risk, including possible loss of principal. **Growth investing** does not guarantee a profit or eliminate risk. The stocks of these companies can have relatively high valuations. Because of these high valuations, an investment in a growth stock can be more risky than an investment in a company with more modest growth expectations. **Value investing** involves the risk that the market may not recognize that securities are undervalued, and they may not appreciate as anticipated. **Small and mid-capitalization companies** may lack the financial resources, product diversification and competitive strengths of larger companies. The securities of small capitalization companies may not trade as readily as, and be subject to higher volatility than those of larger, more established companies. **Bond funds** and bond holdings have the same interest rate, inflation and credit risks that are associated with the underlying bonds owned by the funds. The return of principal in bond funds, and in funds with significant bond holdings, is not guaranteed. **International securities'** prices may carry additional risks, including foreign economic, political, monetary and/or legal factors, changing currency exchange rates, foreign taxes and differences in financial and accounting standards. International investing may not be for everyone. These risks may be magnified in emerging markets. **Alternative investments**, including private equity funds, real estate funds, hedge funds, managed futures funds, and funds of hedge funds, private equity, and managed futures funds, are speculative and entail significant risks that can include losses due to leveraging or\other speculative investment practices, lack of liquidity, volatility of returns, restrictions on transferring interests in a fund, potential lack of diversification, absence and/or delay of information regarding valuations and pricing, complex tax structures and delays in tax reporting, less regulation and higher fees than mutual funds and risks associated with the operations, personnel and processes of the advisor. **Master Limited Partnerships** (MLPs) are limited partnerships or limited liability companies that are taxed as partnerships and whose interests (limited partnership units or limited liability company units) are traded on securities exchanges like shares of common stock. Currently, most MLPs operate in the energy, natural resources or real estate sectors. Investments in MLP interests are subject to the risks generally applicable to companies in the energy and natural resources sectors, including commodity pricing risk, supply and demand risk, depletion risk and exploration risk; and MLP interests in the real estate sector are subject to special risks, including interest rate and property value fluctuations, as well as risks related to general and economic conditions. Because of their narrow focus, MLPs maintain exposure to price volatility of commodities and/or underlying assets and tend to be more volatile than investments that diversify across many sectors and companies. MLPs are also subject to additional risks including investors having limited control and rights to vote on matters affecting the MLP, limited access to capital, cash flow risk, lack of liquidity, dilution risk, conflict of interests, and limited call rights related to acquisitions.

Mortgage backed securities also involve prepayment risk, in that faster or slower prepayments than expected on underlying mortgage loans can dramatically alter the yield-to-maturity of a mortgage-backed security and prepayment risk includes the possibility that a fund may invest the proceeds at generally lower interest rates.

Tax managed funds may not meet their objective of being tax-efficient.

Real estate investments are subject to special risks, including interest rate and property value fluctuations, as well as risks related to general and economic conditions.

High yield fixed income securities, also known as "junk bonds", are considered speculative, involve greater risk of default and tend to be more volatile than investment grade fixed income securities.

Credit quality is a measure of a bond issuer's creditworthiness, or ability to repay interest and principal to bondholders in a timely manner. The credit ratings shown are based on security rating as provided by Standard & Poor's, Moody's and/or Fitch, as applicable. Credit ratings are issued by the rating agencies for the underlying securities in the fund and not the fund itself, and the credit quality of the securities in the fund does not represent the stability or safety of the fund. Credit ratings shown range from AAA, being the highest, to D, being the lowest based on S&P and Fitch's classification (the equivalent of Aaa and C, respectively, by Moody(s). Ratings of BBB or higher by S&P and Fitch (Baa or higher by Moody's) are considered to be investment grade-quality securities. If two or more of the agencies have assigned different ratings to a security, the highest rating is applied. Securities that are not rated by all three agencies are listed as "NR".

Money Market Funds

You could lose money in Money Market Funds. Although MMFs classified as government funds (i.e., MMFs that invest 99.5% of total assets in cash and/or securities backed by the U.S government) and retail funds (i.e., MMFs open to natural person investors only) seek to preserve value at $1.00 per share, they cannot guarantee they will do so. The price of other MMFs will fluctuate and when you sell shares they may be worth more or less than originally paid. MMFs may impose a fee upon sale or temporarily suspend sales if liquidity falls below required minimums. During suspensions, shares would not be available for purchases, withdrawals, check writing or ATM debits. A MMF investment is not insured or guaranteed by the Federal Deposit Insurance Corporation or other government agency.

"Alpha tilt strategies comprise a core holding of stocks that mimic a benchmark type index such as the S&P 500 to which additional securities are added to help tilt the fund toward potentially outperforming the market in an effort to enhance overall investment returns. Tilt strategies are subject to significant timing risk and could potentially expose investors to extended periods of underperformance."

Custom Account Index: The Custom Account Index is an investment benchmark based on your historical target allocations and/or manager selection that you may use to evaluate the performance of your account. The Custom Account index does take into consideration certain changes that may have occurred in your portfolio since the inception of your account, i.e., asset class and/or manager changes. However, in some circumstances, it may not be an appropriate benchmark for use with your specific account composition. For detailed report of the historical composition of this blend please contact your Financial Advisor.

Peer Groups

Peer Groups are a collection of similar investment strategies that essentially group investment products that share the same investment approach. Peer Groups are used for comparison purposes to compare and illustrate a clients investment portfolio versus its peer across various quantitative metrics like performance and risk. Peer Group comparison is conceptually another form of benchmark comparison whereby the actual investment can be ranked versus its peer across various quantitative metrics.

All Peer Group data are provided by Investment Metrics, LLC.

The URL below provides all the definitions and methodology about the various Peer Groups https://www.invmetrics.com/style-peer-groups

Peer Group Ranking Methodology

A percentile rank denotes the value of a product in which a certain percent of observations fall within a peer group. The range of percentile rankings is between 1 and 100, where 1 represents a high statistical value and 100 represents a low statistical value.

The 30th percentile, for example, is the value in which 30% of the highest observations may be found, the 65th percentile is the value in which 65% of the highest observations may be found, and so on.

Percentile rankings are calculated based on a normalized distribution ranging from 1 to 100 for all products in each peer group, where a ranking of 1 denotes a high statistical value and a ranking of 100 denotes a low statistical value. It is important to note that the same ranking methodology applies to all statistics, implying that a ranking of 1 will always mean highest value across all statistics.

For example, consider a risk/return assessment using standard deviation as a measure of risk. A percentile ranking equal to 1 for return denotes highest return, whereas a percentile ranking of 1 for standard deviation denotes highest risk among peers.

In addition, values may be used to demonstrate quartile rankings. For example, the third quartile is also known as the 75th percentile, and the median is the 50th percentile.

Your interests in Alternative Investments, which may have been purchased through us, are generally not held here, and are generally not covered by SIPC. The information provided to you: 1) is included as a service to you, valuations for certain products may not be available; 2) is derived from you or another external source for which we are not responsible, and may have been modified to take into consideration capital calls or distributions to the extent applicable; 3) may not reflect actual shares, share prices or values; 4) may include invested or distributed amounts in addition to a fair value estimate; and 5) should not be relied upon for tax reporting purposes. Notwithstanding the foregoing,

1) to the extent this report displays Alternative Investment positions within a Morgan Stanley Individual Retirement Account ("IRA"), such positions are held by Morgan Stanley Smith Barney LLC as the custodian of your Morgan Stanley IRA; and 2) if your Alternative Investment position(s) is held by us and is registered pursuant to the Securities Act of 1933, as amended, your Alternative Investment position(s) is covered by SIPC.

Alternatives may be either traditional alternative investment vehicles or non-traditional alternative strategy vehicles. Traditional alternative investment vehicles may include, but are not limited to, Hedge Funds, Fund of Funds (both registered and unregistered), Exchange Funds, Private Equity Funds, Private Credit Funds, Real Estate Funds, and Managed Futures Funds. Non-traditional alternative strategy vehicles may include, but are not limited to, Open or Closed End Mutual Funds, Exchange-Traded and Closed-End Funds, Unit Investment Trusts, exchange listed Real Estate Investment Trusts (REITs), and Master Limited Partnerships (MLPs). These non-traditional alternative strategy vehicles also seek alternative-like exposure but have significant differences from traditional alternative investment vehicles. Non-traditional alternative strategy vehicles may behave like, have characteristics of, or employ various investment strategies and techniques for both hedging and more speculative purposes such as short-selling, leverage, derivatives, and options, which can increase volatility and the risk of investment loss. Characteristics such as correlation to traditional markets, investment strategy, and market sector exposure can play a role in the classification of a traditional security being classified as alternative.

Traditional alternative investment vehicles are illiquid and usually are not valued daily. The estimated valuation provided will be as of the most recent date available and will be included in summaries of your assets. Such valuation may not be the most recent provided by the fund in which you are invested. No representation is made that the valuation is a market value or that the interest could be liquidated at this value. We are not required to take any action with respect to your investment unless valid instructions are received from you in a timely manner. Some positions reflected herein may not represent interests in the fund, but rather redemption proceeds withheld by the issuer pending final valuations which are not subject to the investment performance of the fund and may or may not accrue interest for the length of the withholding. Morgan Stanley does not engage in an independent valuation of your alternative investment assets. Morgan Stanley provides periodic information to you including the market value of an alternative investment vehicle based on information received from the management entity of the alternative investment vehicle or another service provider.

Traditional alternative investment vehicles often are speculative and include a high degree of risk. . Investors should carefully review and consider potential risks before investing. Certain of these risks may include but are not limited to:• Loss of all or a substantial portion of the investment due to leveraging, short-selling, or other speculative practices;• Lack of liquidity in that there may be no secondary market for a fund;• Volatility of returns;• Restrictions on transferring interests in a fund;• Potential lack of diversification and resulting higher risk due to concentration of trading authority when a single advisor is utilized;• Absence of information regarding valuations and pricing;• Complex tax structures and delays in tax reporting;• Less regulation and higher fees than mutual funds; and• Risks associated with the operations, personnel, and processes of the manager. As a diversified global financial services firm, Morgan Stanley Wealth Management engages in a broad spectrum of activities including financial advisory services, investment management activities, sponsoring and managing private investment funds, engaging in broker-dealer transactions and principal securities, commodities and foreign exchange transactions, research publication, and other activities. In the ordinary course of its business, Morgan Stanley Wealth Management therefore engages in activities where Morgan Stanley Wealth Management's interests may conflict with the interests of its clients, including the private investment funds it manages. Morgan Stanley Wealth Management can give no assurance that conflicts of interest will be resolved in favor of its clients or any such fund.

Alternative investments involve complex tax structures, tax inefficient investing, and delays in distributing important tax information. Individual funds have specific risks related to their investment programs that will vary from fund to fund. Clients should consult their own tax and legal advisors as Morgan Stanley does not provide tax or legal advice. Interests in alternative investment products are offered pursuant to the terms of the applicable offering memorandum, are distributed by Morgan Stanley Smith Barney LLC and certain of its affiliates, and (1) are not FDIC-insured, (2) are not deposits or other obligations of Morgan Stanley or any of its affiliates, (3) are not guaranteed by Morgan Stanley and its affiliates, and (4) involve investment risks, including possible loss of principal. Morgan Stanley Smith Barney LLC is a registered broker-dealer, not a bank

SIPC insurance does not apply to precious metals, other commodities, or traditional alternative investments.

Indices are unmanaged and investors cannot directly invest in them. Composite index results are shown for illustrative purposes and do not represent the performance of a specific investment. Diversification does not assure a profit or protect against loss in a declining market. Any performance or related information presented has not been adjusted to reflect the impact of any the additional fees paid to a placement agent by an investor (for Morgan Stanley placement clients, a one-time upfront Placement Fee of up to 3%, and for Morgan Stanley investment advisory clients, an annual advisory fee of up to 2.5%), which would result in a substantial reduction in the returns if such fees were incorporated.

For most investment advisory clients, the program account will be charged an asset-based wrap fee every quarter ("the Fee"). In general, the Fee covers investment advisory services and reporting. In addition to the Fee, clients will pay the fees and expenses of any funds in which their account is invested. Fund fees and expenses are charged directly to the pool of assets the fund invests in and impact the valuations. Clients must understand that these fees and expenses are an additional cost and will not be included in the Fee amount in the account statements

As fees are deducted quarterly, the compounding effect will be to increase the impact of the fees by an amount directly related to the gross account performance. For example, for an account with an initial value of $100,000 and a 2.5% annual fee, if the gross performance is 5% per year over a three year period, the compounding effect of the fees will result in a net annual compound rate of return of approximately 2.40% per year over a three year period, and the total value of the client's portfolio at the end of the three year period would be approximately $115,762.50 without the fees and $107,372.63 with the fees. Please see the applicable Morgan Stanley Smith Barney LLC Form ADV Part 2A for more information including a description of the fee schedule. It is available at <www.morganstanley.com/ADV or from your Financial Advisor/Private> Wealth Advisor.

BAL HARBOUR VILLAGE GENERAL EMPLOYEES' PENSION PLAN AND TRUST FUND

ACTUARIAL VALUATION REPORT AS OF OCTOBER 1, 2024
FOR FUNDING DURING THE YEAR ENDING SEPTEMBER 30, 2026

ANNUAL EMPLOYER CONTRIBUTION

IS DETERMINED BY THIS VALUATION

TO BE PAID DURING THE CONTRIBUTION YEAR ENDING

SEPTEMBER 30, 2026

P: 954.527.1616 | F: 954.525.0083 | www.grsconsulting.com

February 17, 2025

Bal Harbour Pension Board/Committee
Bal Harbour Village
655 96th Street
Bal Harbour Village, FL 33154

Board/Committee Members:

The results of the October 1, 2024 Annual Actuarial Valuation of the Bal Harbour Village General Employees' Pension Plan (the Plan) are presented in this report.

This report was prepared at the request of the Board and is intended for use by the Plan and those designated or approved by the Board. This report may be provided to parties other than the System only in its entirety and only with the permission of the Board. GRS is not responsible for unauthorized use of this report.

The purposes of the valuation are to measure the System's funding progress, to determine the employer contribution for the fiscal year ending September 30, 2026. This report should not be relied on for any purpose other than the purposes described herein. Determinations of financial results, associated with the benefits described in this report, for purposes other than those identified above may be significantly different.

The contribution amount in this report is determined using the actuarial assumptions and methods disclosed in Section B of this report. This report includes risk metrics in Section A but does not include a more robust assessment of the risks of future experience not meeting the actuarial assumptions. Additional assessments of risks were outside the scope of this assignment.

This valuation assumed the continuing ability of the plan sponsor to make the contributions necessary to fund this plan. A determination regarding whether or not the plan sponsor is actually able to do so is outside our scope of expertise and was not performed.

The findings in this report are based on data or other information through September 30, 2024. The valuation was based upon information furnished by the Plan Administrator concerning Plan benefits, financial transactions, plan provisions and active members, terminated members, retirees and beneficiaries. We checked for internal and year-to-year consistency, but did not otherwise audit the data. We are not responsible for the accuracy or completeness of the information provided by the Plan Administrator.

This report was prepared using certain assumptions approved by the Board as authorized under Florida Statutes and prescribed by the Florida Statutes as described in the section of this report entitled Actuarial Assumptions and Methods. All actuarial assumptions used in this valuation are treated as approved and prescribed by the Retirement Board upon its acceptance and approval of this valuation report for its use. The assumed mortality rates detailed in the Actuarial Assumptions and Methods section were prescribed by the Florida Statutes in accordance with Florida House Bill 1309 later codified in F.S. 112.63(f). All actuarial assumptions used in this report are reasonable for purposes of this valuation. The combined effect of the assumptions, excluding prescribed assumptions or methods set by law, is expected to have no significant bias (i.e. not significantly optimistic or pessimistic). The contribution amount presented in this report meets criteria for the Reasonable Actuarially Determined Contribution.

One East Broward Boulevard | Suite 505 | Ft. Lauderdale, Florida 33301-1804

This report was prepared using our proprietary valuation model and related software which in our professional judgment has the capability to provide results that are consistent with the purposes of the valuation and has no material limitations or known weaknesses. We performed tests to ensure that the model reasonably represents that which is intended to be modeled.

This report has been prepared by actuaries who have substantial experience valuing public employee retirement plans. To the best of our knowledge the information contained in this report is accurate and fairly presents the actuarial position of the Plan as of the valuation date. All calculations have been made in conformity, with the Actuarial Standards of Practice issued by the Actuarial Standards Board and with applicable statutes.

James J. Rizzo and Piotr Krekora are members of the American Academy of Actuaries. These actuaries meet the Academy's Qualification Standards to render the actuarial opinions contained herein.

The signing actuaries are independent of the plan sponsor.

This actuarial valuation and/or cost determination was prepared and completed by us or under our direct supervision, and we acknowledge responsibility for the results. To the best of our knowledge, the results are complete and accurate. In our opinion, the techniques and assumptions used are reasonable, meet the requirements and intent of Part VII, Chapter 112, Florida Statutes, and are based on generally accepted actuarial principles and practices. 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 amounts have been taken into account in the valuation.

Gabriel, Roeder, Smith & Company will be pleased to review this valuation report with the Board of Trustees and to answer any questions pertaining to the valuation.

Respectfully submitted,

GABRIEL, ROEDER, SMITH AND COMPANY

James J. Rizzo, ASA, MAAA
Senior Consultant & Actuary

Piotr Krekora, ASA, MAAA
Senior Consultant & Actuary
Enrolled Actuary No. 23-8432

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SECTION A

DISCUSSION OF VALUATION RESULTS

EXECUTIVE SUMMARY

Comparison of Actuarially Determined Contribution

The following is a comparison of required contributions developed in this year's and the last actuarial valuations. The dollar amount of the contribution has decreased compared to the previous valuation. It also decreased as a percentage of pay.

	For FYE 9/30/2026 Based on 10/01/24 Valuation	For FYE 9/30/2025 Based on 10/01/23 Valuation	Increase (Decrease)
Actuarially Determined Contribution	$ 1,926,907	$ 1,972,788	$ (45,881)
As % of Expected Payroll	43.29 %	44.86 %	(1.57) %

Minimum Required Contribution

The Village contribution necessary to support the current benefits for the General Employees is $1,926,907 for the fiscal year beginning October 1, 2025. Please note that this amount was determined assuming the contribution would be deposited in a single sum during the first week of the contribution year, adjustments would be needed should the contribution timing change. The contribution shown above may be considered as a minimum contribution that complies with the Board's funding policy and the State Statute. Users of this report should be aware that contributions made at that level do not guarantee benefit security. Given the importance of benefit security to any retirement system, we suggest that contributions to the System in excess of those presented in this report be considered.

Revisions in Funding Policy

There were no revisions in funding policy for the current year.

Revisions in Benefits

There were no revisions in benefits for the current year.

Revisions in Actuarial Assumptions or Methods

There were no revisions in actuarial assumptions or methods for the current year.

Actuarial Experience

For the current year, the Plan experienced an actuarial gain. Actuarial gains occur in a year whenever the experience of the plan is more favorable than was assumed. For example, if investments performance were better than the level being assumed in the actuarial valuation and costing process, then an actuarial gain results and would have the effect of lowering the Actuarially Determined Contribution for the year. Actuarial gains occur whenever more employees terminate employment than were assumed would terminate or when fewer than expected employees are to actually retire from the Village. Actuarial losses occur in a year whenever the experience of the plan is less favorable than was assumed. In the examples given above, if the reverse were to occur, then actuarial losses would result. As another example, if salaries increased in one year higher than was assumed, an actuarial loss would occur.

The actuarial valuation cost method which determines the Actuarially Determined Contribution is designed to produce contribution requirements which remain level as a percent of payroll whenever the experience of the plan matches the actuarial assumptions used. Contribution requirements are also level whenever actuarial losses exactly offset actuarial gains.

The plan experienced a net actuarial gain this year primarily due to the actuarial value of investments being more than the assumed rate (7.9% actual vs. 5.75% assumed). There was also a gain from salary increases being less than the expected rates (2.4% actual vs. 4.1% assumed).

Relationship to Market Value

The investment return was 23.9% based on market value. The Market Value of assets as of the valuation date exceeds the Actuarial Value of assets by $2,021,197. This difference will be gradually recognized in the future.

In the absence of other gains and losses, the employer contribution rate should decrease over the next several years as the actuarial values of assets converges to its market value.

Analysis of Change in Actuarially Determined Contribution

The Actuarially Determined Contribution expressed as a percent of payroll is less than determined in the prior valuation. The components of change in the Determined Contribution are as follows:

Contribution rate last year	44.86	%
Payment on UAAL prior to changes (if any)	0.55	
Experience (gain)/loss	(1.48)	
Change in administrative expense	0.23	
Change in normal cost before expenses	(0.87)	
Revision in benefits	0.00	
Revision in assumptions/methods	0.00	
Contribution rate this year	43.29	

The remainder of this Report includes detailed actuarial valuation results, financial information, miscellaneous information and statistics, and a summary of plan provisions.

Contribution Volatility

The Actuarial Cost Method used to determine the required contribution is intended to produce contributions which are generally level as a percent of pay from year to year. Even so, when experience differs from the assumptions, as it often does, the employer's contribution can vary significantly from year to year. Over time, if the year-to-year gains and losses offset each other, the contribution would be expected to return to the current level, but this does not always happen.

Volatility in investment returns is the main source of fluctuations of future contribution levels. The Market Value of Assets is approximately $2 Million above the Actuarial Value of Assets as of the valuation date (see Section C). This difference will be recognized gradually in the coming years. In the absence of future gains and losses, the

Employer contribution should decrease as the deferred gains are recognized.

Furthermore, changes in assumptions typically affect the required contribution. One such assumption change is required to be made within a year to comply with the Florida Statutes governing the funding of local retirement plans. As required under F. S. 112.63(f), the plan will need to implement changes to assumed mortality rates adopted by the Florida Retirement System for their July 1, 2024 valuation. These changes will need to be adopted no later than for the October 1, 2025 valuation. Although we did not measure the impact of these changes, they are expected to modestly increase the plan's actuarial liability and have an increasing impact on the employer contribution.

Recommendations

We recommend an update of our survey of professional investment forecasters (including input from the plan's investment consultant firm). Our last analysis was based on professional forecasters' 2018 expectations. This update may (a) guide decision-makers about whether to retain the same economic assumptions for the 2023 and subsequent valuation or adjust it and (b) guide GRS in knowing if the current return assumption continues to lie within (or outside) an updated range of reasonableness for compliance with Actuarial Standards of Practice No. 27.

Actuarial Standards of Practice (ASOP) No. 27 requires an assessment of the reasonableness of the actuarial assumptions selected or adopted by the Board. We consider all actuarial assumptions employed in this actuarial valuation to be reasonable, using broad definitions set forth in ASOP No. 27. This ASOP also requires a disclosure of information and analysis used to support the actuary's determination that the assumption does not significantly conflict with what, in the actuary's professional judgment, is reasonable for the purpose of the measurement.

There is a range of reasonableness for an appropriate pension return assumption, because no one knows for certain what the future will bring. Based on the capital market assumptions published by a dozen large professional investment forecasting firms (outlined in analysis summarized in our letter report dated February 12, 2019), the mid-point of our range of a reasonable return assumption for this valuation is 5.38%. The Board adopted a 5.75% return assumption for the October 1, 2021 actuarial valuation. While at the top end of our range presented in that letter, we still consider this assumption reasonable for 2024.

Furthermore, we recommend a comprehensive review of all actuarial assumptions in the next two or three years. The most recent review was conducted in 2017 based on data through September 30, 2016. Best practices call for experience studies to be performed every 3 to 5 years.

Excess Benefit Plan

Internal Revenue Code (IRC) Section 415 limits benefits payable by the Plan to an annual amount actuarially adjusted based on the age of the retiree at the date of distribution and the form of benefit. Contribution requirements and liabilities reported herein are based on the benefits that are limited according to those restrictions. The Village has created the Excess Benefit Plan to avoid reductions in the benefits otherwise payable to participants. The Excess Benefit Plan will pay the difference between the total benefit contractually promised to a member and the limit imposed on the pension fund by IRC Section 415. The Excess Benefit Plan will be paying a significant portion of the total annual benefit payable to now-retired Village Manager in accordance with IRC Section 415 and the Plan's Ordinance. This portion, which is a liability of the Village, is not subject of this Actuarial Valuation Report. There are no other employees currently subject to the IRC Section 415 limits.

RISKS ASSOCIATED WITH MEASURING THE ACCRUED LIABILITY AND ACTUARIALLY DETERMINED CONTRIBUTION

The determination of the accrued liability and the actuarially determined contribution requires the use of assumptions regarding future economic and demographic experience. Risk measures, as illustrated in this report, are intended to aid in the understanding of the effects of future experience differing from the assumptions used in the course of the actuarial valuation. Risk measures may also help with illustrating the potential volatility in the accrued liability and the actuarially determined contribution that result from the differences between actual experience and the actuarial assumptions.

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 due to changing conditions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period, or additional cost or contribution requirements based on the Plan's funded status); and changes in plan provisions or applicable law. The scope of an actuarial valuation does not include an analysis of the potential range of such future measurements.

Examples of risk that may reasonably be anticipated to significantly affect the plan's future financial condition include:

1. Investment risk – actual investment returns may differ from the expected returns;
2. Asset/Liability mismatch – changes in asset values may not match changes in liabilities, thereby altering the gap between the accrued liability and assets and consequently altering the funded status and contribution requirements;
3. Contribution risk – actual contributions may differ from expected future contributions. For example, actual contributions may not be made in accordance with the plan's funding policy or material changes may occur in the anticipated number of covered employees, covered payroll, or other relevant contribution base;
4. Salary and Payroll risk – actual salaries and total payroll may differ from expected, resulting in actual future accrued liability and contributions differing from expected;
5. Longevity risk – members may live longer or shorter than expected and receive pensions for a period of time other than assumed;
6. Other demographic risks – members may terminate, retire or become disabled at times or with benefits other than assumed resulting in actual future accrued liability and contributions differing from expected.

The effects of certain trends in experience can generally be anticipated. For example, if the investment return since the most recent actuarial valuation is less (or more) than the assumed rate, the cost of the plan can be expected to increase (or decrease). Likewise, if longevity is improving (or worsening), increases (or decreases) in cost can be anticipated.

The computed contribution amount shown on page A-1 may be considered as a minimum contribution amount that complies with the Board's funding policy. The timely receipt of the actuarially determined contributions is critical to support the financial health of the plan. Users of this report should be aware that contributions made at the actuarially determined rate do not necessarily guarantee benefit security.

PLAN MATURITY MEASURES

Risks facing a pension plan evolve over time. A young plan with virtually no investments and paying few benefits may experience little investment risk. An older plan with a large number of members in pay status and a significant trust may be much more exposed to investment risk. Generally accepted plan maturity measures include the following:

	2024	2023	2022	2021	2020
Ratio of the market value of assets to total payroll	5.68	4.45	4.91	6.99	6.03
Ratio of actuarial accrued liability to payroll	6.51	6.26	7.32	8.23	8.09
Ratio of actives to retirees and beneficiaries	1.50	1.47	1.24	1.09	1.06
Ratio of net cash flow to market value of assets	4.85%	3.35%	3.20%	1.81%	2.06%

RATIO OF MARKET VALUE OF ASSETS TO PAYROLL

The relationship between assets and payroll is a useful indicator of the potential volatility of contributions. For example, if the market value of assets is 2.0 times the payroll, a return on assets 5% different than assumed would equal 10% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in plan sponsor contributions as a percentage of payroll.

RATIO OF ACTUARIAL ACCRUED LIABILITY TO PAYROLL

The relationship between actuarial accrued liability and payroll is a useful indicator of the potential volatility of contributions for a fully funded plan. A funding policy that targets a funded ratio of 100% is expected to result in the ratio of assets to payroll and the ratio of liability to payroll converging over time.

The ratio of liability to payroll may also be used as a measure of sensitivity of the liability itself. For example, if the actuarial accrued liability is 2.5 times the payroll, a change in liability 2% other than assumed would equal 5% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in liability (and also plan sponsor contributions) as a percentage of payroll.

RATIO OF ACTIVES TO RETIREES AND BENEFICIARIES

A young plan with many active members and few retirees will have a high ratio of active to retirees. A mature open plan may have close to the same number of actives to retirees resulting in a ratio near 1.0. A super-mature or closed plan may have significantly more retirees than actives resulting in a ratio below 1.0.

RATIO OF NET CASH FLOW TO MARKET VALUE OF ASSETS

A positive net cash flow means contributions exceed benefits and expenses. A negative cash flow means existing funds are being used to make payments. A certain amount of negative net cash flow is generally expected to occur when benefits are prefunded through a qualified trust. Large negative net cash flows as a percent of assets may indicate a super-mature plan or a need for additional contributions.

ADDITIONAL RISK ASSESSMENT

Additional risk assessment is outside the scope of the annual actuarial valuation. Additional assessment may include scenario tests, sensitivity tests, stochastic modeling, stress tests, and a comparison of the present value of accrued benefits at low-risk discount rates with the actuarial accrued liability.

LOW-DEFAULT-RISK OBLIGATION MEASURE

Actuarial Standards of Practice No. 4 (ASOP No. 4) was revised and reissued in December 2021 by the Actuarial Standards Board (ASB). It includes a calculation called a low-default-risk obligation measure (LDROM) to be prepared and issued annually for defined benefit pension plans. The transmittal memorandum for ASOP No. 4 includes the following explanation:

"The ASB believes that the calculation and disclosure of this measure provides appropriate, useful information for the intended user regarding the funded status of a pension plan. The calculation and disclosure of this additional measure is not intended to suggest that this is the "right" liability measure for a pension plan. However, the ASB does believe that this additional disclosure provides a more complete assessment of a plan's funded status and provides additional information regarding the security of benefits that members have earned as of the measurement date."

The following information has been prepared in compliance with this requirement. Unless otherwise noted, the measurement date, actuarial cost methods, and assumptions used are the same as for the funding valuation covered in this actuarial valuation report.

A. Low-default-risk Obligation Measure of benefits earned as of the measurement date: <u>$37,016,060</u> (compared to AAL of $27,868,826 developed using funding assumptions.)

B. Discount rate used to calculation the LDROM: <u>3.81% based on Bond Buyer "20-Bond GO Index" as of September 26, 2024</u>

C. Other significant assumptions that differ from those used for the funding valuation: <u>none</u>

D. Actuarial cost method used to calculate the LDROM: <u>Individual Entry-Age Actuarial Cost Method</u>

E. Valuation procedures to value any significant plan provisions that are difficult to measure using traditional valuation procedures, and that differ from the procedures used in the funding valuation: <u>none</u>

F. 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:

<u>LDROM is a measurement of the pension obligation developed by discounting future cashflows with interest rates based on yields observed in the markets for low-default-risk securities and as such it provides a more complete assessment of a plan's funded status. It estimates the amount the plan would need if investing in low risk securities to provide the benefits with less volatility in the employer contributions and balance sheet liabilities. This measure may not be appropriate for assessing the need for or amount of future contributions. This measure is not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligation</u>.

The difference between the two measures (Valuation and LDROM) is one illustration of the savings the sponsor anticipates by taking on the risk in a diversified portfolio.

SECTION B

VALUATION RESULTS

PARTICIPANT DATA		
	October 1, 2024	**October 1, 2023**
ACTIVE MEMBERS		
Number	54	53
Covered Annual Payroll	$ 4,279,623	$ 4,228,572
Average Annual Payroll	$ 79,252	$ 79,784
Average Age	46.1	46.2
Average Past Service	5.0	5.0
Average Age at Hire	41.1	41.2
RETIREES, BENEFICIARIES, & DROP MEMBERS		
Number	36	36
Annual Benefits	$ 1,065,543	$ 1,040,378
Average Annual Benefit	$ 29,598	$ 28,899
Average Age	67.4	67.3
DISABILITY RETIREES		
Number	0	0
Annual Benefits	$ 0	$ 0
Average Annual Benefit	$ 0	$ 0
Average Age	0.0	0.0
TERMINATED VESTED MEMBERS		
Number	17	11
Annual Benefits	$ 136,690	$ 98,120
Average Annual Benefit	$ 8,041	$ 8,920
Average Age	41.4	43.5

ACTUARIALLY DETERMINED CONTRIBUTION (ADC)		
A. Valuation Date	October 1, 2024	October 1, 2023
B. ADC to Be Paid During Fiscal Year Ending	9/30/2026	9/30/2025
C. Assumed Date(s) of Employer Contrib.	10/7/2025	10/7/2024
D. Annual Payment to Amortize Unfunded Actuarial Liability	$ 614,246	$ 645,882
E. Employer Normal Cost	1,205,930	1,217,633
F. ADC if Paid on the Valuation Date: D+E	1,820,176	1,863,515
G. ADC Adjusted for Frequency of Payments and Interest to Required Time of Contribution	1,926,907	1,972,788
J. Projected Covered Payroll for Contribution Year	4,450,808	4,397,715
H. ADC as % of Expected Payroll	43.29 %	44.86 %

ACTUARIAL VALUE OF BENEFITS AND ASSETS		
A. Valuation Date	October 1, 2024	October 1, 2023
B. Actuarial Present Value of All Projected Benefits for		
1. Active Members		
a. Service Retirement Benefits	$14,300,364	$13,951,673
b. Vesting Benefits	2,921,546	3,103,889
c. Disability Benefits	278,057	316,513
d. Preretirement Death Benefits	116,396	117,406
e. Return of Member Contributions	0	0
f. Total	17,616,363	17,489,481
2. Inactive Members		
a. Service Retirees & Beneficiaries	16,392,439	16,167,038
b. Disability Retirees	0	0
c. Terminated Vested Members	1,475,484	1,077,565
d. Total	17,867,923	17,244,603
3. Total for All Members	35,484,286	34,734,084
C. Actuarial Accrued (Past Service) Liability per Entry Age Normal Cost Method	27,868,826	26,484,565
D. Actuarial Value of Accumulated Plan Benefits per FASB No. 35	26,158,448	24,454,592
E. Plan Assets		
1. Market Value	24,321,690	18,817,166
2. Actuarial Value	22,300,493	19,781,863
F. Unfunded Actuarial Accrued Liability	5,568,333	6,702,702
G. Actuarial Present Value of Projected Covered Payroll	24,688,087	25,313,936
H. Actuarial Present Value of Projected Member Contributions	1,825,778	1,854,375

FINANCIAL POSITION OF THE PLAN

The purpose of this portion of the Report is to provide certain measures which indicate the financial position of the program. Measures presented below illustrate short-term and long term position of the plan.

The various percentages listed in this Section as of a single valuation date are not overly significant standing alone. What is more significant is the trend of the rates over a period of years. It is also important to keep in mind that each time there are revised benefits or assumptions, actuarial liabilities are created or diminished. Any newly created liabilities are financed systematically over a period of future years. All actuarially computed values in this analysis are based on the actuarial assumptions utilized in the respective years' actuarial valuations.

Short Term Position

The ultimate test of financial soundness is the program's ability to pay all promised benefits when due. The program's progress in accumulating assets to pay all promised benefits can be measured by comparing the market value of assets with:

1. Accumulated contributions of active members of the program,

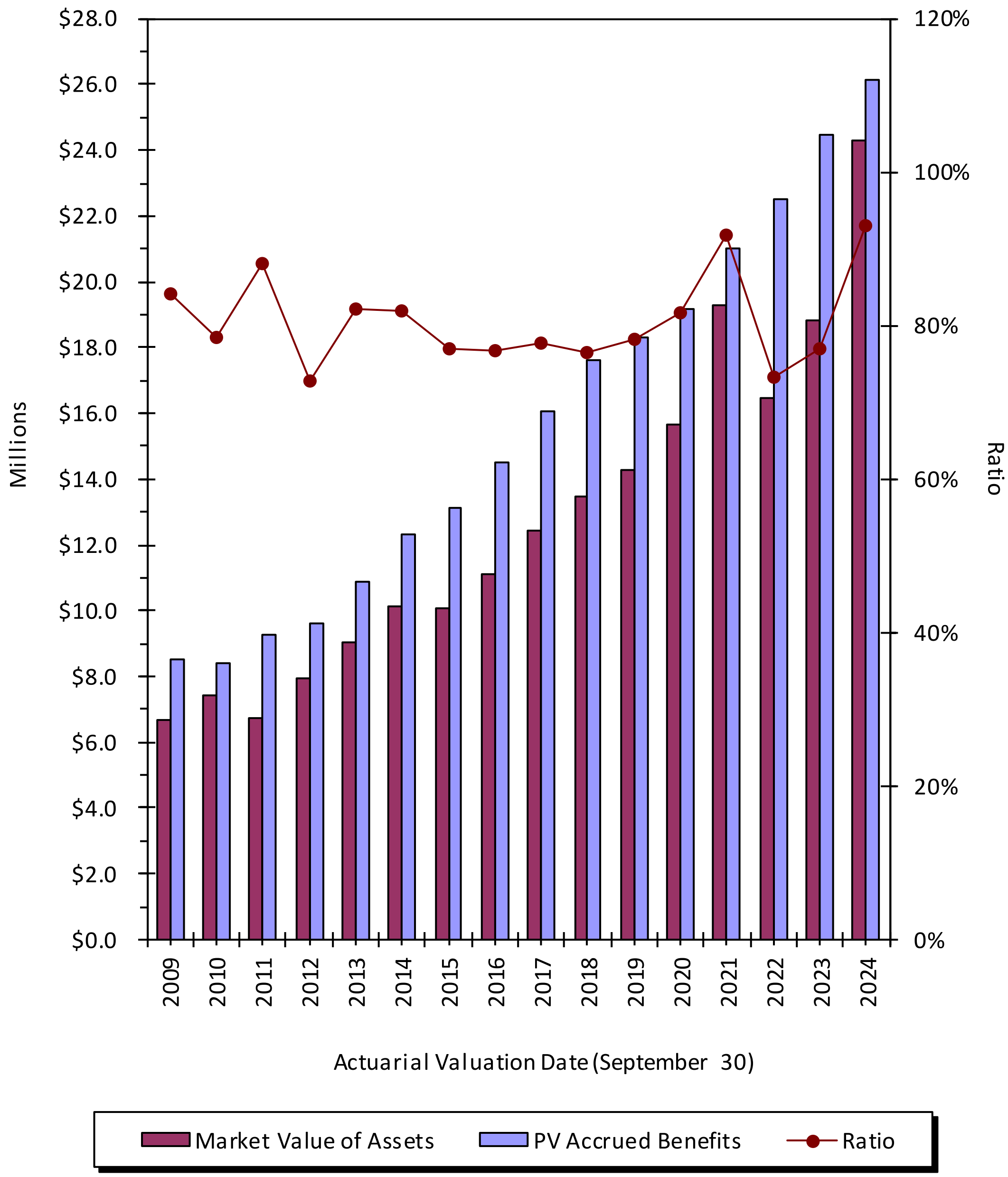
2. The actuarial present value (APV) of projected benefits payable to those already receiving benefits and to vested terminations, and

3. The employer financed portion of the actuarial present value of accrued benefits payable to active participants. This amount is based on benefits earned to date without future credited service or salary increases.

The total of the first two items should generally be fully covered by assets. The portion of the third item covered by assets should increase over time. Increases in benefits will, of course, adversely affect the trend in the years when such increases are first reflected in the actuarial values.

	General Employees		
	09/30/24	09/30/23	09/30/22
1. Accumulated Contributions of Active Members	$ 1,343,281	$ 1,149,297	$ 955,793
2. APV of Projected Benefits in Pay Status and for Vested Terminations	17,867,923	17,244,603	16,907,704
3. APV of Accrued Benefits for Active Participants (Employer Portion)	6,947,244	6,060,692	4,647,745
4. Total	26,158,448	24,454,592	22,511,242
5. Market Value of Assets	24,321,690	18,817,166	16,477,690
6. Assets as % of Total	93 %	77 %	73 %

Ratio of Market Value of Assets to Present Value of Accrued Benefits



Increases in benefits will, of course, adversely affect the trend in the years when such increases are first reflected in the actuarial values. Although different actuarial assumptions would be used in the event of a termination of the program, this test shows how much of the benefits accrued to date might be covered by assets in the event of a plan freeze with all active members future careers modeled using the valuation assumptions.

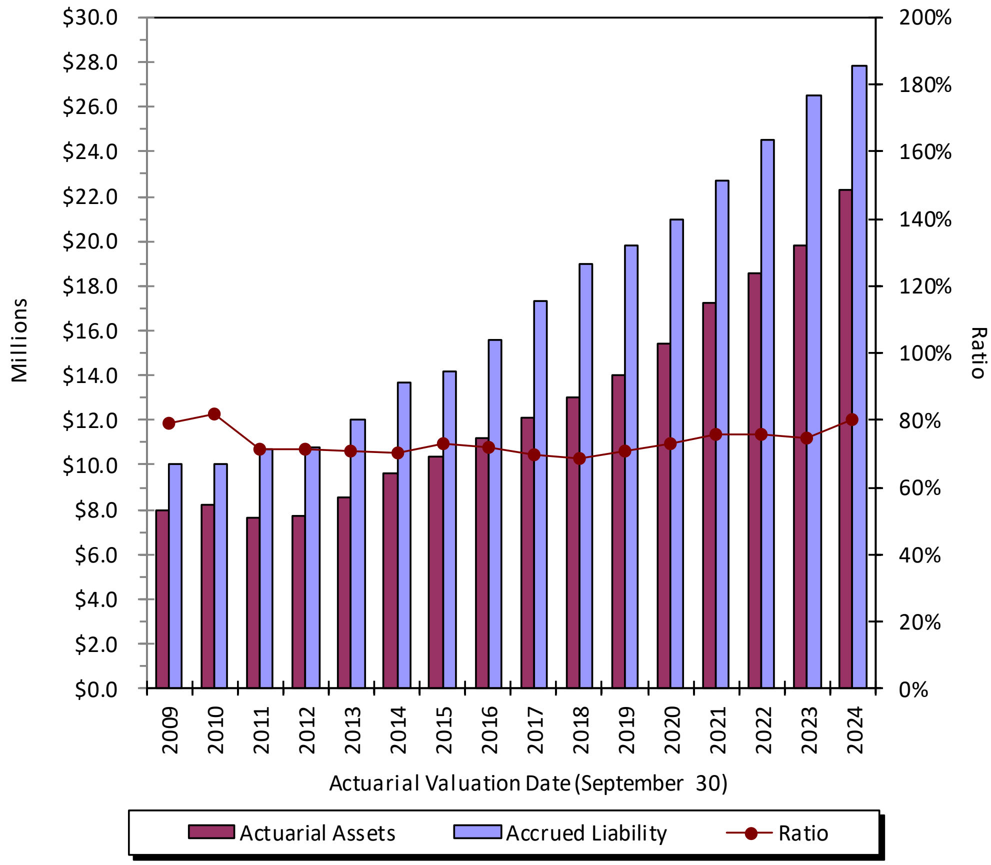
Long Term Funding Progress

Over the longer term, the Funding Progress of an ongoing plan can be measured by comparing the Actuarial Value of Assets to an amount known as the Actuarial Accrued Liability (AAL) under the Entry Age Actuarial Cost Method. This item has sometimes been called the "past service liability" but it should not be used to assess a settlement value. Its derivation differs from the short term position assessment in several ways, but mainly due to the fact that future salary increases and future service are included in the AAL. As in the case of the short term solvency values, the AAL is affected immediately by any revisions in benefits or assumptions. The accumulation of assets to equal the AAL can be considered a long range funding goal.

Valuation Date	Actuarial Value of Assets	Actuarial Accrued Liability	% of AAL Covered by Assets
10/1/24	$ 22,300,493	$ 27,868,826	80 %
10/1/23	19,781,863	$ 26,484,565	75
10/1/22	18,595,491	24,542,106	76
10/1/21	17,224,759	22,720,350	76
10/1/20 *	15,385,114	21,000,239	73
10/1/19	14,038,563	19,794,070	71
10/1/18 *	12,990,879	19,007,258	68
10/1/17 *	12,070,474	17,348,371	70
10/1/16 *	11,165,130	15,576,714	72
10/1/15 *	10,338,487	14,162,244	73
10/1/14 *	9,621,224	13,672,298	70
10/1/13 *	8,563,819	12,061,936	71
10/1/12	7,711,844	10,810,052	71
10/1/11	7,613,990	10,674,098	71
10/1/10	8,199,480	10,022,134	82

**Reflects change in benefits, actuarial assumptions and/or asset method.*

Ratio of Actuarial Value of Assets to Actuarial Accrued Liability



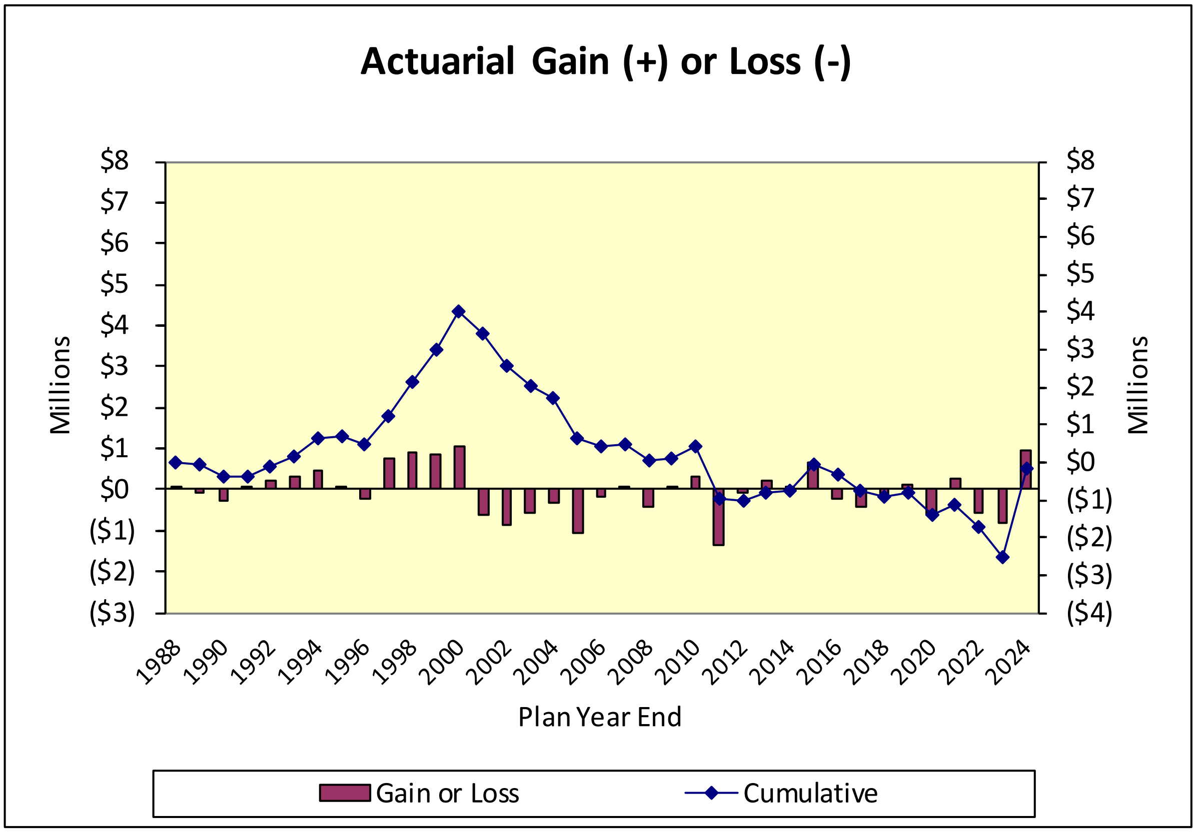
ACTUARIAL GAINS AND LOSSES

The assumptions used to anticipate mortality, employment turnover, investment income, expenses, salary increases, and other factors have been based on long range trends and expectations. Actual experience can vary from these expectations. The variance is measured by the gain and loss for the period involved. If significant long term experience reveals consistent deviation from what has been expected and that deviation is expected to continue, the assumptions should be modified. The net actuarial gain (loss) for the past year is computed as follows:

Derivation of Experience Gain (Loss)		
1.	Last Year's UAAL	$6,702,702
2.	Last Year's Employer Normal Cost	1,217,633
3.	Last Year's Actual City Contibution	1,746,181
4.	Interest at the assumed rate on:	
	a. 1 and 2 for one year	455,419
	b. 3 from dates paid	98,992
	c. a - b	356,427
5.	This Year's Expected UAAL 1 + 2 - 3 + 4c	6,530,581
6.	This Year's Actual UAAL (before any changes in benefits or assumptions)	5,568,333
7.	Net Actuarial Gain (Loss): (5) - (6)	962,248
8.	Gain (Loss) due to investments	403,038
9.	Gain (Loss) due to other sources	559,210

Net actuarial gains in previous years have been as follows:

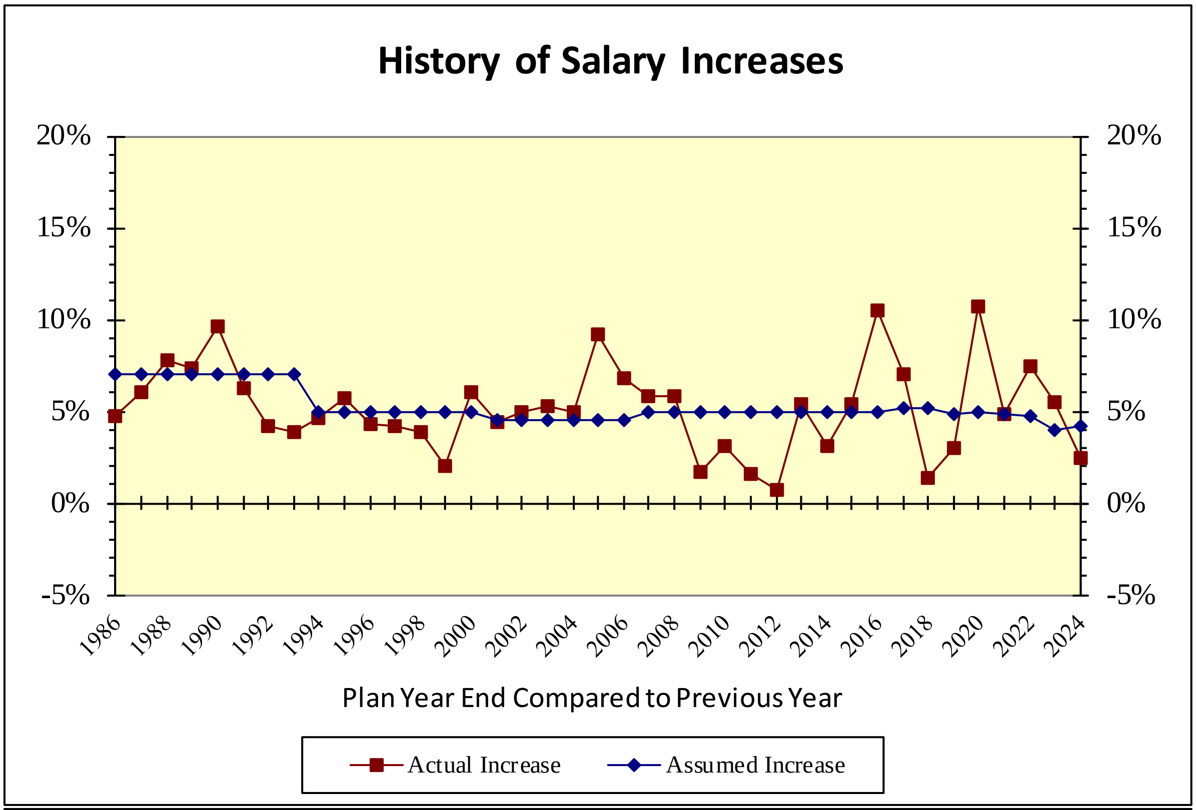
Year Ended	Actuarial Gain (Loss)	Cumulative Gain (Loss)
9/30/1988	9,191	9,191
9/30/1989	(96,738)	(87,547)
9/30/1990	(292,201)	(379,748)
9/30/1991	4,854	(374,894)
9/30/1992	235,232	(139,662)
9/30/1993	299,330	159,668
9/30/1994	463,889	623,557
9/30/1995	52,365	675,922
9/30/1996	(217,428)	458,494
9/30/1997	768,764	1,227,258
9/30/1998	909,627	2,136,885
9/30/1999	846,636	2,983,521
9/30/2000	1,040,844	4,024,365
9/30/2001	(601,070)	3,423,295
9/30/2002	(858,781)	2,564,514
9/30/2003	(561,182)	2,003,332
9/30/2004	(316,223)	1,687,109
9/30/2005	(1,061,935)	625,174
9/30/2006	(200,559)	424,615
9/30/2007	26,255	450,870
9/30/2008	(411,027)	39,843
9/30/2009	44,224	84,067
9/30/2010	321,083	405,150
9/30/2011	(1,371,441)	(966,291)
9/30/2012	(58,645)	(1,024,936)
9/30/2013	228,327	(796,609)
9/30/2014	57,037	(739,572)
9/30/2015	657,337	(82,235)
9/30/2016	(243,347)	(325,582)
9/30/2017	(423,867)	(749,449)
9/30/2018	(152,339)	(901,788)
9/30/2019	102,357	(799,431)
9/30/2020	(609,931)	(1,409,362)
9/30/2021	278,799	(1,130,563)
9/30/2022	(583,923)	(1,714,486)
9/30/2023	(813,343)	(2,527,829)
9/30/2024	962,248	(1,565,581)

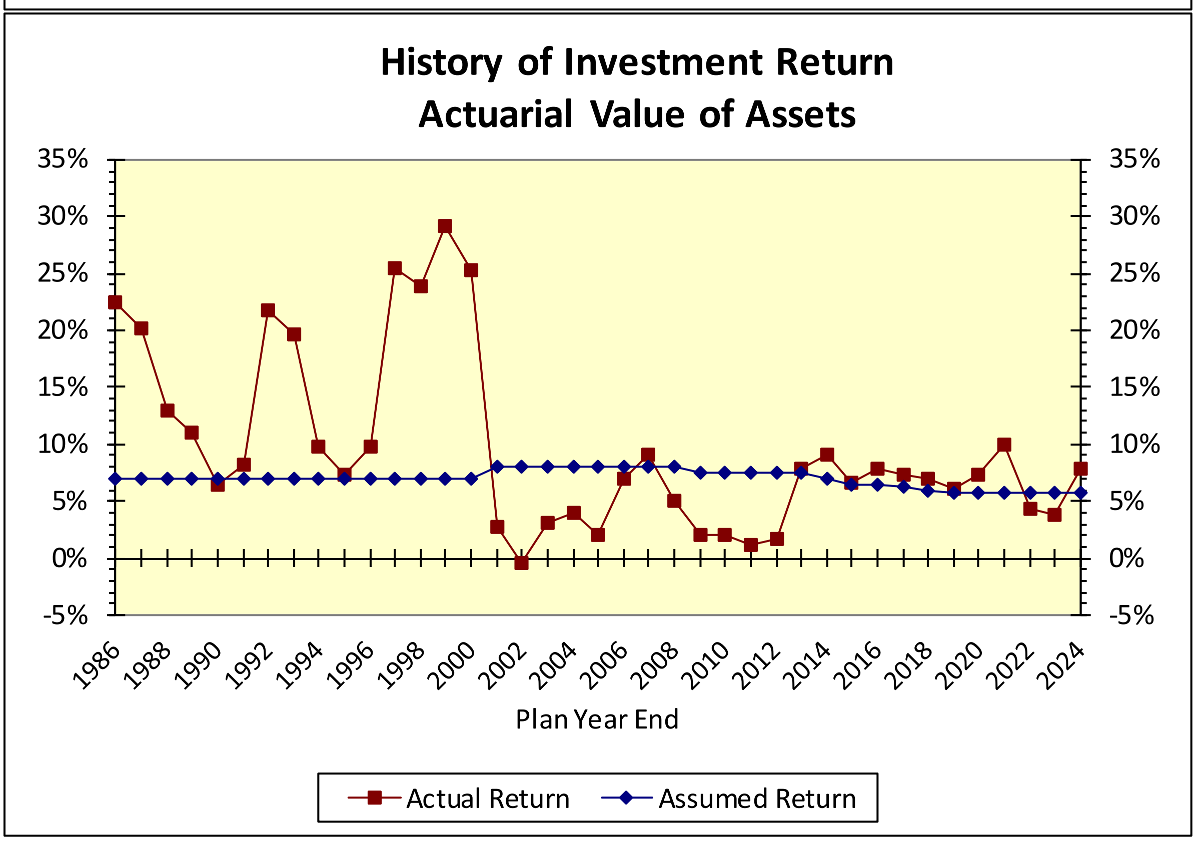

Actuarial Gain (+) or Loss (-)
Millions
$8
$7
$6
$5
$4
$3
$2
$1
$0
($1)
($2)
($3)
($4)
1988
1990
1992
1994
1996
1998
2000
2002
2004
2006
2008
2010
2012
2014
2016
2018
2020
2022
2024
Plan Year End
Gain or Loss
Cumulative

The fund earnings and salary increase assumptions have considerable impact on the cost of the Plan so it is important that they are in line with the actual experience. The following table shows the history of actuarial fund earnings and salary increase rates compared to the assumed rates:

Year Ending	Investment Return		Salary Increases	
	Actuarial	Assumed	Actual	Assumed
9/30/1986	22.4	7.0	4.7	7.0
9/30/1987	20.1	7.0	6.0	7.0
9/30/1988	12.9	7.0	7.8	7.0
9/30/1989	11.1	7.0	7.3	7.0
9/30/1990	6.5	7.0	9.6	7.0
9/30/1991	8.2	7.0	6.2	7.0
9/30/1992	21.7	7.0	4.2	7.0
9/30/1993	19.6	7.0	3.9	7.0
9/30/1994	9.8	7.0	4.6	5.0
9/30/1995	7.3	7.0	5.7	5.0
9/30/1996	9.8	7.0	4.3	5.0
9/30/1997	25.4	7.0	4.2	5.0
9/30/1998	23.9	7.0	3.9	5.0
9/30/1999	29.1	7.0	2.0	5.0
9/30/2000	25.3	7.0	6.0	5.0
9/30/2001	2.8	8.0	4.4	4.5
9/30/2002	(0.4)	8.0	5.0	4.5
9/30/2003	3.1	8.0	5.3	4.5
9/30/2004	3.9	8.0	5.0	4.5
9/30/2005	2.1	8.0	9.2	4.5
9/30/2006	6.9	8.0	6.8	4.5
9/30/2007	9.2	8.0	5.9	5.0
9/30/2008	5.0	8.0	5.9	5.0
9/30/2009	2.0	7.5	1.7	5.0
9/30/2010	2.1	7.5	3.1	5.0
9/30/2011	1.2	7.5	1.6	5.0
9/30/2012	1.6	7.5	0.7	5.0
9/30/2013	7.9	7.5	5.3	5.0
9/30/2014	9.1	7.0	3.1	5.0
9/30/2015	6.6	6.5	5.4	5.0
9/30/2016	7.8	6.5	10.5	5.0
9/30/2017	7.3	6.25	7.0	5.1
9/30/2018	7.0	6.0	1.3	5.1
9/30/2019	6.1	5.75	3.0	4.8
9/30/2020	7.3	5.75	10.7	4.9
9/30/2021	9.9	5.75	4.8	4.8
9/30/2022	4.3	5.75	7.5	4.7
9/30/2023	3.8	5.75	5.5	4.0
9/30/2024	7.9 %	5.75 %	2.4 %	4.1 %
Averages				
10-Year	6.8 %	---	5.8 %	---
All Years Shown	9.4 %	---	5.1 %	---

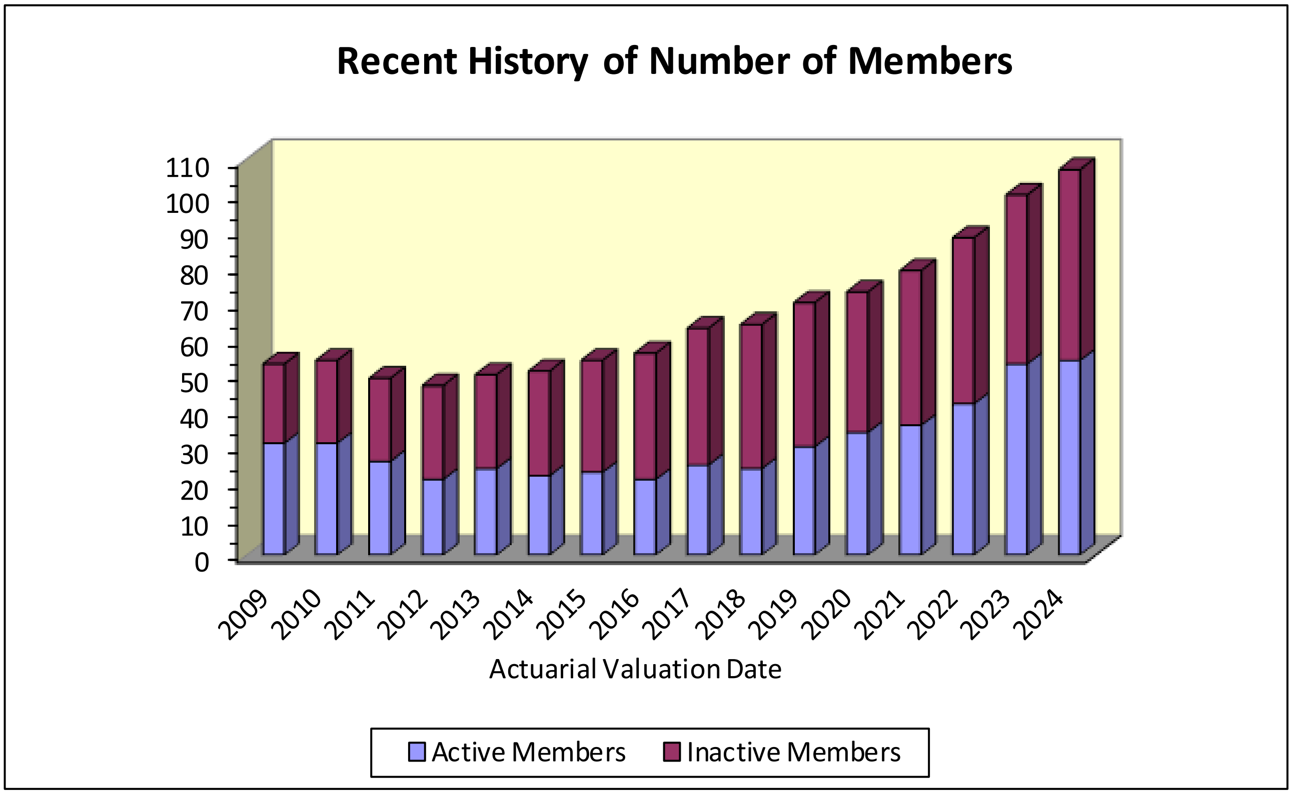
The actual investment return rates shown above are based on the Actuarial Value of Assets. As illustrated on pages C-4 and C-5, the Actuarial Value is different than the Market Value of Assets. The actual salary increase rates shown above are the increases received by those active members who were included in the actuarial valuations both at the beginning and the end of each year.

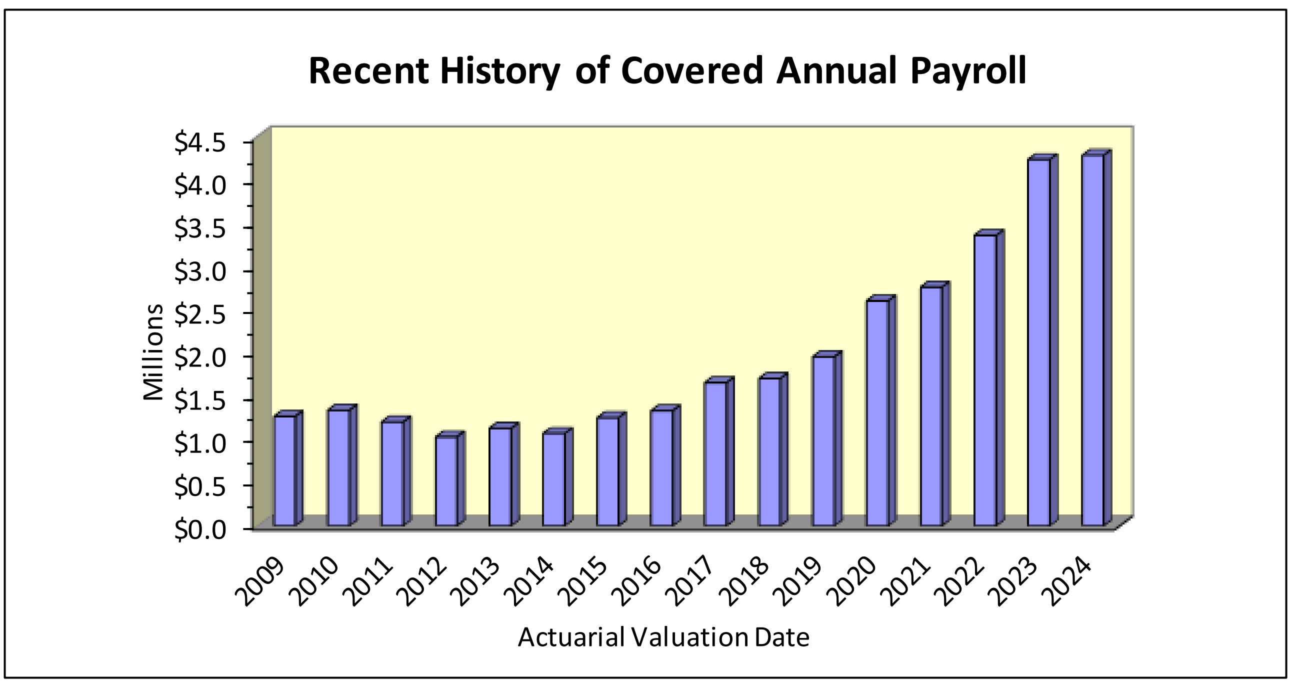




RECENT HISTORY OF VALUATION RESULTS							
	Number of					Employer Normal Cost	
Valuation Date	Active Members	Inactive Members	Reported Annual Payroll	Actuarial Value of Assets	UAAL	Amount	% of Payroll
10/1/09	31	22	1,267,020	7,935,153	2,130,911	265,926	26.74 [2]
10/1/10	31	23	1,337,979	8,199,480	1,822,654	199,891	14.94 [3]
10/1/11	26	23	1,203,183	7,613,990	3,060,108	194,117	16.13 [3]
10/1/12	21	26	1,026,671	7,711,844	3,098,208	174,084	16.96 [3]
10/1/13 [1]	24	26	1,130,179	8,563,819	3,498,117	208,150	18.42 [3]
10/1/14 [1]	22	29	1,068,585	9,621,224	4,051,074	219,955	20.58 [3]
10/1/15 [1]	23	31	1,251,987	10,338,487	3,823,757	341,935	27.31 [3]
10/1/16 [1]	21	35	1,332,178	11,165,130	4,411,584	332,943	24.99 [3]
10/1/17 [1]	25	38	1,653,391	12,070,474	5,277,897	421,299	25.48 [3]
10/1/18 [1]	24	40	1,700,715	12,990,879	6,016,379	479,885	28.22 [3]
10/1/19	30	40	1,956,384	14,038,563	5,755,507	539,336	27.57 [3]
10/1/20 [1]	34	39	2,595,832	15,385,114	5,615,125	729,675	28.11 [3]
10/1/21	36	43	2,759,312	17,224,759	5,495,591	871,937	31.60 [3]
10/1/22	42	46	3,352,648	18,595,491	5,946,615	1,091,491	32.56 [3]
10/1/23	53	47	4,228,572	19,781,863	6,702,702	1,217,633	28.80 [3]
10/1/24	54	53	4,279,623	22,300,493	5,568,333	1,205,930	28.18 [3]

[1] *Reflects a change in assumptions.*
[2] *As a % of Payroll under Assumed Retirement Age.*
[3] *As a % of total Reported Active Payroll.*


Recent History of Number of Members
110
100
90
80
70
60
50
40
30
20
10
0
2009
2010
2011
2012
2013
2014
2015
2016
2017
2018
2019
2020
2021
2022
2023
2024
Actuarial Valuation Date
Active Members
Inactive Members


Recent History of Covered Annual Payroll
Millions
$4.5
$4.0
$3.5
$3.0
$2.5
$2.0
$1.5
$1.0
$0.5
$0.0
2009
2010
2011
2012
2013
2014
2015
2016
2017
2018
2019
2020
2021
2022
2023
2024
Actuarial Valuation Date

RECENT HISTORY OF REQUIRED AND ACTUAL CONTRIBUTIONS				
Valuation	End of Year To Which Valuation Applies	Actuarially Determined Contributions		Actual Contributions
		Amount	% of Expected Payroll	
10/1/09	9/30/11	$455,286	35.93	$455,286
10/1/10	9/30/12	361,228	25.96	432,342
10/1/11	9/30/13	485,448	38.80	524,284
10/1/12	9/30/14	497,853	46.63	671,605
10/1/13 [1]	9/30/15	565,619	48.12	565,619
10/1/14 [1]	9/30/16	622,677	56.03	622,677
10/1/15 [1]	9/30/17	745,642	57.27	745,642
10/1/16 [1]	9/30/18	793,089	57.24	793,089
10/1/17 [1]	9/30/19	957,499	55.68	957,499
10/1/18 [1]	9/30/20	1,052,612	59.51	1,052,612
10/1/19	9/30/21	1,068,711	52.53	1,068,711
10/1/20 [1]	9/30/22	1,295,078	47.97	1,297,760
10/1/21	9/30/23	1,470,323	51.24	1,470,323
10/1/22	9/30/24	1,746,181	50.08	1,746,181
10/1/23	9/30/25	1,972,788	44.86	---
10/1/24	9/30/26	1,926,907	43.29	---

[1] *Reflects a change in assumptions.*

ACTUARIAL ASSUMPTIONS AND COST METHOD

The actuarial methods used to determine the Reasonable Actuarially Determined Contribution have been selected to balance benefit security, intergenerational equity, and stability of contributions. The selection of the actuarial methods accounts for the demographic composition of the plan, the funding goals and objectives of the Plan sponsor, and the need to achieve and maintain asset level necessary to make benefit payments when due.

A. Cost Method	Individual Entry Age Normal Actuarial Cost Method with normal costs developed using a level percent of pay,
B. Amortization of the UAAL	Layered, 20-year, closed amortization. Payments developed using level percent of pay method with the rate of payroll growth assumption limited under Ch.112.64 (5) (a), F.S.
C. Investment Earnings	5.75% per year compounded annually (include inflation), net of investment-related expenses.
D. Inflation	2.25%.
E. Salary Increases	See the following table *(none for council and the manager)*.
F. Turnover Rates	See the following table *(none for manager)*.
G. Disability Rates	See the following table.

Age	Employment Turnover Rates	Disability Rates	Salary Increase Rates (Include Inflation)
20	16.0%	0.14%	6.75%
25	14.8	0.15	6.75
30	12.2	0.18	6.15
35	10.4	0.23	5.75
40	9.4	0.30	5.75
45	7.8	0.51	5.15
50	6.4	1.00	4.75
55	4.2	1.55	4.45
60	2.4	---	3.95
65	1.4	---	3.15

Terminations for council members are assumed to coincide with completion of full terms: rates are 0% until completion of 8 years of service, 20% at year 8, 50% for years 12 and 16, and 0% thereafter. Termination rates are assumed to be 0% for the Village manager.

H. Retirement Ages

Normal Retirement Rates		Early Retirement Rates	
First Eligibility	80%	Age	
Ages after First Eligibility until Age 66	20	55	3.0%
Age 67 and Over	100	56	3.0

Retirements for council members are assumed to coincide with completion of full terms: rates are 0% until completion of 8 years of service, 20% at year 8, 50% for years 12, 16, 20, and 24 with 0% for service thereafter, and 100% at the earlier of 24 years of service and age 75. Retirement rates for the manager are 0% for the first 4 years of participation, 50% at the end of the fifth year, 20% for each year thereafter until age 65, and 100% at age 66

I. Mortality Rates

The mortality tables: Sex distinct PUB-2010 Headcount Weighted Below Median Employee Tables for employees and PUB-2010 Headcount Weighted Below Median Retiree Tables for annuitants and beneficiaries. Rates for male participants are set back one year. Rates are generationally projected from 2010 using improvement scale MP 2018. These are the same rates as used by the Florida Retirement System (FRS),in their actuarial valuation as of July 1, 2023 for other than K-12 instructional Regular Class members.

FRS Healthy Post-Retirement Mortality for Regular Class Members

Sample Attained	Probability of Dying Next Year		Future Life Expectancy (years)	
Ages (in 2024)	Men	Women	Men	Women
50	0.19 %	0.57 %	33.44	37.22
55	0.94	0.56	29.07	32.77
60	1.11	0.58	24.95	28.21
65	1.27	0.68	20.87	23.61
70	1.77	1.07	16.82	19.11
75	2.81	1.84	13.09	14.92
80	4.70	3.31	9.79	11.14

FRS Healthy Pre-Retirement Mortality for Regular Class Members

Sample Attained Ages (in 2024)	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
50	0.19 %	0.11 %	37.96	40.49
55	0.29	0.17	32.95	35.36
60	0.45	0.25	28.09	30.33
65	0.64	0.37	23.38	25.39
70	0.89	0.56	18.81	20.56
75	1.32	0.91	14.36	15.86
80	2.08	1.53	10.05	11.34

For disabled retirees, the mortality table used was the PUB-2010 Headcount-Weighted General Disabled Retiree Tables with ages set forward 3 years for males and females.

FRS Healthy Disabled Mortality for Regular Class Members

Sample Attained Ages	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
50	2.02 %	1.64 %	20.99	23.92
55	2.53	1.91	18.18	20.88
60	3.08	2.27	15.50	17.88
65	3.93	2.83	12.94	14.91
70	5.08	3.79	10.53	12.07
75	6.98	5.46	8.29	9.45
80	10.12	8.31	6.33	7.19

J. Asset Value — See Section entitled "Actuarial Value of Assets."

K. Administrative Expenses — Actual prior year's Administrative expenses, other than those for investment management.

L. Payroll Growth Assumption — 2.75% is the long term, payroll growth rate used in the amortization of the unfunded liability for the October 1, 2024 valuation. Ch.112.64 (5) (a), F.S. limits did not apply.

M. Post Retirement Benefit Increase — 2.5%

N. Changes Since Last Valuation — None.

O. Present Value of Accrued Benefits — Present Value of Accrued Benefits is measured using Unit Credit Cost Method which does not take into consideration any future service or salary increases.

GLOSSARY OF TERMS

Actuarial Accrued Liability	The difference between (i) the actuarial present value of future plan benefits, and (ii) the actuarial present value of future normal cost. Sometimes referred to as "accrued liability" or "past service liability."
Accrued Service	The service credited under the plan which was rendered before the date of the actuarial valuation.
Actuarial Assumptions	Estimates of future plan experience with respect to rates of mortality, disability, turnover, retirement, rate or rates of investment income and salary increases. Decrement assumptions (rates of mortality, disability, turnover and retirement) are generally based on past experience, often modified for projected changes in conditions. Economic assumptions (salary increases and investment income) consist of an underlying rate in an inflation-free environment plus a provision for a long-term average rate of inflation.
Actuarial Cost Method	A mathematical budgeting procedure for allocating the dollar amount of the "actuarial present value of future plan benefits" between the actuarial present value of future normal cost and the actuarial accrued liability. Sometimes referred to as the "actuarial funding method."
Actuarial Equivalent	A single amount or series of amounts of equal value to another single amount or series of amounts, computed on the basis of the rate(s) of interest and mortality tables used by the plan.
Actuarial Present Value	The amount of funds presently required to provide a payment or series of payments in the future. It is determined by discounting the future payments at a predetermined rate of interest, taking into account the probability of payment.
Amortization	Paying off an interest-bearing liability by means of periodic payments of interest and principal, as opposed to paying it off with a lump sum payment.
Experience Gain (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, in accordance with the actuarial cost method being used.
Normal Cost	The annual cost assigned, under the actuarial funding method, to current and subsequent plan years. Sometimes referred to as "current service cost." Any payment toward the unfunded actuarial accrued liability is not part of the normal cost.
Reserve Account	An account used to indicate that funds have been set aside for a specific purpose and is not generally available for other uses.
Unfunded Actuarial Accrued Liability	The difference between the actuarial accrued liability and valuation assets. Sometimes referred to as "unfunded accrued liability."
Valuation Assets	The value of current plan assets recognized for valuation purposes. Generally based on market value plus a portion of unrealized appreciation or depreciation.

SECTION C

PENSION FUND INFORMATION

SUMMARY OF ASSETS		
	Year Ending 9/30/2024	**Year Ending 9/30/2023**
Cash and Securities - Market Value		
Cash and Savings Accounts	$ 0	$ 155,804
Short Term Investments	267,511	280
Government Agency Bond Fund	3,037,452	2,424,384
Corporate Bonds	3,032,309	2,426,313
Common & Preferred Stocks	15,037,685	11,454,326
Equity Funds	1,233,359	961,670
Fixed Income Funds	0	0
Mid and Small Cap Equity Funds	0	0
Other Securities - SEI Trust & ARES	2,128,756	1,801,163
Total	24,737,072	19,223,940
Receivables and Accruals		
Member Contribution	0	0
Employer Contribution	0	0
Interest and Dividends	0	0
Prepaid Benefit Payment	0	0
Prepaid Insurance	4,333	4,363
Total	4,333	4,363
Payables		
Benefits-DROP Reserve	397,285	393,960
Lump Sum Distributions/Refunds	0	0
Expenses	22,430	4,875
Other	0	12,302
Total	419,715	411,137
Net Assets - Market Value	$ 24,321,690	$ 18,817,166

SUMMARY OF FUND'S INCOME AND DISBURSEMENTS		
	Year Ending 9/30/2024	**Year Ending 9/30/2023**
Market Value at Beginning of Period	$ 18,817,166	$ 16,477,690
Income		
Member Contributions	305,688	241,386
State Contributions	0	0
Employer Contribution	1,746,181	1,470,323
Employee Buyback	0	0
Interest and Dividends	422,620	367,551
Realized Gain (Loss)	264,370	(322,577)
Unrealized Gain (Loss)	3,958,164	1,874,902
Total Income	6,697,023	3,631,585
Disbursements		
Monthly Benefit Payments	926,408	877,164
DROP Payments Held in Reserve	3,325	135,882
Lump Sum Distributions & DROP Payouts	156,594	186,311
Refund of Contributions	0	0
Investment Related Expenses	39,716	36,524
Other Administrative Expenses	66,456	56,228
Total Disbursements	1,192,499	1,292,109
Net Increase During Period	$ 5,504,524	$ 2,339,476
Market Value at End of Period	$ 24,321,690	$ 18,817,166

DEFERRED RETIREMENT OPTION PLAN (DROP)
BENEFITS HELD IN RESERVE AND ACTIVITY

State Statutes require that the value of assets be offset by the total accumulated balance of DROP payments being held in reserve for those participating in the DROP plan. A reconciliation of the accumulated balance to be recognized is provided in the table below.

RECONCILIATION OF DROP ACCOUNTS		
Value at beginning of year	$	393,960
Payments credited to accounts	+	123,764
Investment Earnings credited	+	13,074
Withdrawals from accounts	-	133,513
Value at end of year *	$	397,285

DROP PARTICIPATION ACTIVITY		
Number as of October 1, 2022		4
Number Entered During the Year	+	0
Number Exited During the Year	-	0
Number as of October 1, 2023 *		4

**Balances might include participants, if any, for whom 9/30/24 was the last date of DROP participation.*

ACTUARIAL VALUE OF ASSETS

As of October 1, 2024

Valuation assets are calculated using a smoothed market value over a period of five (5) years, as prescribed under Internal Revenue Procedure 2000-40. The asset value determined under this method will be adjusted to be no greater than 120% and no less than 80% of the fair market value.

Under this method, the actuarial value of assets is equal to the market value of assets less a decreasing fraction ($1/5^{th}$ per year, where n equals the number of years in the smoothing period) of the gain or loss for each of the preceding 4 years.

Under this method, a gain or loss for a year is determined by calculating the difference between the expected market value of the assets at the valuation date and the actual market value of the assets at the valuation date. The expected value of the assets for the year is the market value of the assets at the valuation date for the prior year brought forward with interest at the valuation interest rate to the valuation date for the current year plus contributions minus disbursements (i.e., benefits paid and expenses), all adjusted with interest at the valuation rate to the valuation date for the current year. If the expected value is less than the market value, the difference is a gain. Conversely, if the expected value is greater than the market value, the difference is a loss.

Calculation of Valuation Assets is shown on the following page.

DEVELOPMENT OF FUNDING VALUE OF ASSETS AS OF OCTOBER 1

	2024	2025	2026	2027	2028
A. Preliminary actuarial value from prior year	$ 19,781,863	$ 22,300,493			
B. Market value beginning of prior year	18,817,166	24,321,690			
C. Market value end of prior year	24,321,690				
D. Non-investment net cash flow	912,160				
E. Investment return					
1. Actual market value return net of investment expenses: C - B - D	4,592,364				
2. Expected return of 5.75%	1,095,138				
3. Excess/(shortfall) to be phased-in: E1 - E2	3,497,226				
F. Phased-in recognition of investment return					
1. Current year: 20% of E3	699,445				
2. 20% of excess/(shortfall) from first prior year	184,480	699,445			
3. 20% of excess/(shortfall) from second prior year	(909,249)	184,480	699,445		
4. 20% of excess/(shortfall) from third prior year	488,469	(909,249)	184,480	699,445	
5. 20% of excess/(shortfall) from fourth prior year	48,187	488,470	(909,249)	184,482	699,446
6. Total phased-in recognition of investment return	511,332	463,146	(25,324)	883,927	699,446
G. Actuarial value end of year					
1. Preliminary actuarial value end of year: A + D + E2 + F6	22,300,493				
2. Upper corridor limit: 120% of C	29,186,028				
3. Lower corridor limit: 80% of C	19,457,352				
4. Actuarial value end of year *	22,300,493				
H. Difference between market value and actuarial value	2,021,197				

** Offset for DROP Reserve made prior to the calculation of valuation assets.*

INVESTMENT RATE OF RETURN

The investment rate of return has been calculated on the following bases:

Basis 1 - Market Value: Interest, dividends, realized gains (losses) and unrealized appreciation (depreciation) divided by the beginning market value of the fund, adjusted for cash flow during the year.

Basis 2 - Actuarial Value: Investment earnings recognized in the Actuarial Value of Assets divided by the weighted average of the Actuarial Value of Assets during the year.

Rates of return for years ended prior to September 30, 2000 are based on the combined assets of the General Employees and Police Officers' Pension Plan.

Year Ended	Investment Rate of Return	
	Market Value	Actuarial Value
9/30/24	23.9 %	7.9 %
9/30/23	11.3	3.8
9/30/22	(17.4)	6.7
9/30/21	21.2	9.9
9/30/20	7.4	7.3
9/30/19	4.2	6.1
9/30/18	7.7	7.0
9/30/17	11.2	7.3
9/30/16	9.9	7.8
9/30/15	(0.8)	6.6
9/30/14	8.6	9.1
9/30/13	11.3	7.9
9/30/12	18.8	1.6
9/30/11	0.4	1.2
9/30/10	10.2	2.1
9/30/09	0.5	2.0
9/30/08	(12.2)	5.0
9/30/07	14.4	9.2
9/30/06	7.2	6.9
9/30/05	9.5	2.1
9/30/04	6.2	3.9
9/30/03	25.4	3.1
9/30/02	(10.7)	(0.4)
9/30/01	(12.7)	2.8
9/30/00	16.9	25.3
9/30/99	26.1	29.1
9/30/98	12.1	23.9
9/30/97	29.5	25.4
9/30/96	14.7	9.8
9/30/95	17.8	7.3
9/30/94	-	9.8
9/30/93	11.4	19.6
9/30/92	15.9	21.7
9/30/91	28.9	8.2
9/30/90	3.7	6.5
9/30/89	23.1	11.1
9/30/88	(11.0)	12.9
9/30/87	28.4	20.1
9/30/86	26.5	22.4
Average Compounded Rate of Return for All Years Shown	9.5 %	9.5 %
Average Compounded Rate of Return for Last 10 Years	7.3 %	7.0 %

SECTION D

FINANCIAL ACCOUNTING INFORMATION

FASB NO. 35 INFORMATION

FASB NO. 35 INFORMATION		
A. Valuation Date	October 1, 2024	October 1, 2023
B. Actuarial Present Value of Accumulated Plan Benefits		
1. Vested Benefits		
a. Members Currently Receiving Payments	$ 16,392,439	$ 16,167,038
b. Terminated Vested Members	1,475,484	1,077,565
c. Other Members	6,311,692	5,517,618
d. Total	24,179,615	22,762,221
2. Non-Vested Benefits	1,978,833	1,692,371
3. Total Actuarial Present Value of Accumulated Plan Benefits: 1d + 2	26,158,448	24,454,592
4. Accumulated Contributions of Active Members	1,343,281	1,149,297
C. Changes in the Actuarial Present Value of Accumulated Plan Benefits		
1. Total Value at Beginning of Year	24,454,592	22,511,242
2. Increase (Decrease) During the Period Attributable to:		
a. Plan Amendment	0	0
b. Change in Actuarial Assumptions	0	0
c. Latest Member Data, Benefits Accumulated and Decrease in the Discount Period	2,633,589	2,956,396
d. Benefits Paid (Including DROP Reserve)	(929,733)	(1,013,046)
e. Net Increase	1,703,856	1,943,350
3. Total Value at End of Period	26,158,448	24,454,592
D. Market Value of Assets	24,321,690	18,817,166
E. Actuarial Assumptions - See page entitled Actuarial Assumptions and Methods		

GASB NO. 67 INFORMATION

SCHEDULE OF CHANGES IN THE EMPLOYER'S NET PENSION LIABILITY AND RELATED RATIOS

Fiscal year ending September 30,	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Total Pension Liability										
Service Cost	$ 1,534,209	$ 1,319,594	$ 812,433	$ 914,119	$ 656,196	$ 547,042	$ 511,875	$ 397,466	$ 389,223	$ 283,241
Interest on the Total Pension Liability	1,582,221	1,444,872	1,322,540	1,251,834	1,192,594	1,121,125	997,443	941,414	946,114	842,798
Changes in Benefit Terms	0	0	205,037	0	0	0	0	0	0	0
Difference between actual & expected experience	372,238	482,834	295,697	811,023	(146,976)	232,029	524,845	392,032	(769,567)	97,731
Changes in Assumptions	0	0	0	(570,328)	0	701,153	637,727	380,153	550,516	903,212
Benefit Payments	(926,408)	(877,163)	(848,686)	(768,588)	(610,472)	(608,845)	(601,429)	(580,345)	(563,654)	(723,310)
Refunds and Lump Sums	(156,594)	(186,311)	(118,575)	(414,725)	(65,172)	(25,800)	(55,304)	(91,020)	0	0
Net Change in Total Pension Liability	$ 2,405,666	$ 2,183,826	$ 1,668,446	$ 1,223,335	$ 1,026,170	$ 1,966,704	$ 2,015,157	$ 1,439,700	$ 552,632	$ 1,403,672
Total Pension Liability - Beginning	26,524,173	24,340,347	22,671,901	21,448,566	20,422,396	18,455,692	16,440,535	15,000,835	14,448,203	13,044,531
Total Pension Liability - Ending (a)	$ 28,929,839	$ 26,524,173	$ 24,340,347	$ 22,671,901	$ 21,448,566	$ 20,422,396	$ 18,455,692	$ 16,440,535	$ 15,000,835	$ 14,448,203
Plan Fiduciary Net Position										
Contributions - Employer/State	$ 1,746,181	$ 1,470,323	$ 1,295,078	$ 1,068,711	$ 1,052,612	$ 957,499	$ 793,089	$ 745,642	$ 622,677	$ 565,619
Contributions - Member	305,688	241,386	192,383	204,581	162,333	124,099	126,093	103,551	78,154	70,696
Net Investment Income	4,605,438	1,883,350	(3,419,544)	3,350,705	1,071,430	569,622	964,907	1,252,600	995,129	(82,627)
Benefit Payments	(926,408)	(877,163)	(848,686)	(768,588)	(610,472)	(608,845)	(601,429)	(580,345)	(559,166)	(723,310)
Refunds and Lump Sums	(156,594)	(186,311)	(118,575)	(414,725)	(65,172)	(25,800)	(55,304)	(91,020)	0	0
Administrative Expense	(66,456)	(56,227)	(71,051)	(57,730)	(64,840)	(54,940)	(53,293)	(54,150)	(54,775)	(63,789)
Other	0	0	0	0	0	0	0	0	(713)	0
Net Change in Plan Fiduciary Net Position	$ 5,507,849	$ 2,475,358	$ (2,970,395)	$ 3,382,954	$ 1,545,891	$ 961,635	$ 1,174,063	$ 1,376,277	$ 1,081,306	$ (233,411)
Plan Fiduciary Net Position - Beginning	19,211,126	16,735,768	19,706,163	16,323,209	14,777,318	13,815,683	12,641,620	11,265,343	10,184,037	10,417,448
Plan Fiduciary Net Position - Ending (b)	$ 24,718,975	$ 19,211,126	$ 16,735,768	$ 19,706,163	$ 16,323,209	$ 14,777,318	$ 13,815,683	$ 12,641,620	$ 11,265,343	$ 10,184,037
Net Pension Liability - Ending (a) - (b)	$ 4,210,864	$ 7,313,047	$ 7,604,579	$ 2,965,738	$ 5,125,357	$ 5,645,078	$ 4,640,009	$ 3,798,914	$ 3,735,492	$ 4,264,166
Plan Fiduciary Net Position as a Percentage of Total Pension Liability	85.44 %	72.43 %	68.76 %	86.92 %	76.10 %	72.36 %	74.86 %	76.89 %	75.10 %	70.49 %
Covered Payroll	$ 4,272,100	$ 3,448,325	$ 2,371,263	$ 2,557,263	$ 2,029,163	$ 1,551,238	$ 1,576,163	$ 1,332,178	$ 1,251,987	$ 1,360,903
Net Pension Liability as a Percentage of Covered Employee Payroll	98.57 %	212.08 %	320.70 %	115.97 %	252.58 %	363.91 %	294.39 %	285.17 %	298.37 %	313.33 %
Notes to Schedule:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

NOTES TO SCHEDULE OF THE EMPLOYER'S NET PENSION LIABILITY
GASB Statement No. 67

Actuarial Valuation Date:	October 1, 2023
Measurement Date:	September 30, 2024
Investment Rate of Return	5.75% per year compounded annually, net of investment expenses, including inflation.
Salary Increases	Rates of salary increases range from 3.15% to 6.75% per year, including inflation.
Inflation	2.50% per year.
Mortality	Sex distinct PUB-2010 Headcount Weighted Below Median Employee Tables for employees and PUB-2010 Headcount Weighted Below Median Retiree Tables for annuitants and beneficiaries. Rates for male participants are set back one year. Rates are generationally projected from 2010 using improvement scale MP 2018. These are the same rates as used by the Florida Retirement System (FRS),in their actuarial valuation as of July 1, 2022 for other than K-12 instructional Regular Class members. For disabled retirees, the mortality table used was the PUB-2010 Headcount-Weighted General Disabled Retireee Tables with ages set forward 3 years for males and females.
Experience Sudies	Rate of return assumption is based on a 2018 review. Mortality rates are based on results of the 2019 FRS experience study. All other demographic assumptions are based on plan's own experience from 2007 through 2016.

SCHEDULE OF CONTRIBUTIONS
GASB Statement No. 67

FY Ending Septemebr 30	Actuarially Determined Contribution	Actual Contribution	Contribution Deficiency (Excess)	Covered Payroll	Actual Contribution as a % of Covered Payroll
2005	$ -	$ -	$ -	NA	NA
2006	-	-	-	NA	NA
2007	247,423	247,423	-	1,489,690	16.61%
2008	395,630	395,631	(1)	1,597,150	24.77%
2009	399,375	670,187	(270,812)	1,476,784	45.38%
2010	411,780	411,780	-	1,267,020	32.50%
2011	455,286	455,286	-	1,337,979	34.03%
2012	361,228	432,342	(71,114)	1,203,183	35.93%
2013	485,448	524,284	(38,836)	1,026,671	51.07%
2014	497,853	671,605	(173,752)	1,726,458	38.90%
2015	565,619	565,619	-	1,360,903	41.56%
2016	622,677	622,677	-	1,251,987	49.74%
2017	745,642	745,642	-	1,332,178	55.97%
2018	793,089	793,089	-	1,576,163	50.32%
2019	957,499	957,499	-	1,551,238	61.72%
2020	1,052,612	1,052,612	-	2,029,163	51.87%
2021	1,068,711	1,068,711	-	2,557,263	41.79%
2022	1,295,078	1,295,078	-	2,371,263	54.62%
2023	1,470,323	1,470,323	-	3,448,325	42.64%
2024	1,746,181	1,746,181	-	4,272,100	40.87%

Note: Covered Payroll for 2007 through 2013 are based on pensionable pay for member employed as of beginning of each respective year. For years 2014-2017 payroll above represents covered-employee payroll, that is total payroll of covered employees. For fiscal year 2018 Covered Payroll represents payroll on which contributions are based and was calculated using amount of member contributions.

Note: 2010 recognized a change in investment return assumptions from 8% to 7.5%.

Note: 2008 recognized revisions in benefits lowering normal retirement conditions, adding a cost-of-living adjustment and reinstating employee contributions; 2008 also recognized changes in certain demographc and economic assumptions resulting from an experience study.

Note 2015: recognized a change in investment return assumption from 7.5% to 7%.

Note 2016: recognized a change in investment return assumption from 7% to 6.5%.

Note 2017: recognized a change in investment return assumption from 6.50% to 6.25%.

Note 2018: recognized a change in investment return assumption from 6.25% to 6.00%.

Note 2019: recognized a change in investment return assumption from 6.00% to 5.75%.

Note 2020: recognized a change in the mortality assumptions to be the same rates used in the July 1, 2020 actuarial valuation for the Florida Retirement System for Regular Class (other than K-12 Instructional) members. These rates were taken from adjusted Pub-2010 mortality tables published by SOA with generational mortality improvements using scale MP-2018.

NOTES TO SCHEDULE OF CONTRIBUTIONS
GASB Statement No. 67

Valuation Date:	October 1, 2022
Timing	Actuarially determined contribution rates are calculated as of October 1, a beginning of the fiscal year preceding the year which contributions are reported. Assumptions and methods below relate to the October 1, 2022 actuarial valuation with actuarially determined contribution applicable to the year ending September 30, 2024.
Actuarial Cost Method	Entry Age Normal Cost Method
Amortization Method	Closed, Level % of Pay Method
Remaining Amortization Period	20 years
Asset Valuation Method	5-year Smoothed Market Value: Difference between the expected and actual return on market value of assets phased in over a period of five (5) years (at the rate of 20% per year), adjusted to be no greater than 120% and no less than 80% of the fair market value
Inflation	2.25% per year.
Salary Increases	Rates of salary increases range from 3.15% to 6.75% per year, including inflation.
Investment Rate of Return	5.75% per year compounded annually, net of investment expenses.
Retirement Age	Experience-based table of rates based on year of eligibility.
Post Retirement COLA	2.50% (automatic)
Mortality	The PUB-2010 Headcount Weighted Below Median Employee Male Table (pre-retirement), the PUB-2010 Headcount Weighted Below Median Employee Female Table (pre-retirement), the PUB-2010 Headcount Weighted Below Median Healthy Retiree Male Table (post-retirement), the PUB-2010 Headcount Weighted Below Median Retiree Female Table (post-retirement). These tables use ages set back one year for males and futures improvements in mortality projected to all future years after 2010 using scale MP 2018. These are the same rates used for Regular Class members of the Florida Retirement System (FRS),in their actuarial valuation as of July 1, 2022. For disabled retirees, the mortality table used was the PUB-2010 Headcount-Weighted General Disabled Retireee Tables with ages set forward 3 years for males and females.

SINGLE DISCOUNT RATE
GASB Statement No. 67

A single discount rate of 5.75% was used to measure the total pension liability. This single discount rate was based on the expected rate of return on pension plan investments of 5.75%. The projection of cash flows used to determine this single discount rate assumed that plan member contributions will be made at the current contribution rate and that employer contributions will be made in amounts equal to the difference between the total actuarially determined contribution and the projected member contributions. Based on these assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments (5.75%) was applied to all periods of projected benefit payments to determine the total pension liability.

Regarding the sensitivity of the net pension liability to changes in the single discount rate, the following presents the plan's net pension liability, calculated using a single discount rate of 5.75%, as well as what the plan's net pension liability would be if it were calculated using a single discount rate that is 1-percentage-point lower or 1-percentage-point higher:

1% Decrease 4.75%	Current Single Rate Assumption 5.75%	1% Increase 6.75%
$8,764,296	$4,210,864	$959,302

SECTION E

MISCELLANEOUS INFORMATION

RECONCILIATION OF MEMBERSHIP DATA		
	From10/01/23 To 10/01/24	**From10/01/22 To 10/01/23**
A. Active Members		
1. Number Included in Last Valuation	53	42
2. New Members Included in Current Valuation	8	17
3. Non-Vested Employment Terminations/Transfers	0	(3)
4. Vested Employment Terminations	(6)	(2)
5. Service Retirements	(1)	(1)
6. Disability Retirements	0	0
7. Deaths	0	0
8. DROP Retirement	0	0
9. Rehired	0	0
10. Number Included in This Valuation	54	53
B. Terminated Vested Members		
1. Number Included in Last Valuation	11	12
2. Additions from Active Members	6	2
3. Lump Sum Payments or contributions withdrawn	(1)	(1)
4. Payments Commenced or Moved to DROP	0	(2)
5. Deaths	0	0
6. Other - Data Adjustment	1	0
7. Number Included in This Valuation *	17	11
C. Service Retirees, Disability Retirees, Beneficiaries & DROP		
1. Number Included in Last Valuation	36	34
2. Additions from Active Members	1	1
3. Additions entering the DROP	0	1
4. Additions from Terminated Vested Members	0	1
5. Deaths Resulting in No Further Payments	(1)	(1)
6. Deaths Resulting in New Survivor Benefits	0	(1)
7. End of Certain Period - No Further Payments	0	0
8. Other -- New Survivor Benefit	0	1
9. Number Included in This Valuation	36	36

* *Includes 1 Dual Service and 16 Vested Terminated Members as of 10/1/24.*

STATISTICAL DATA

Active Members as of October 1, 2024

	Years of Service to Valuation Date												
Age Group	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35 & Up	**Totals**
20-24 NO.	3	2	0	0	0	0	0	0	0	0	0	0	5
25-29 NO.	2	3	1	0	0	2	0	0	0	0	0	0	8
30-34 NO.	0	1	1	0	0	0	0	0	0	0	0	0	2
35-39 NO.	1	2	0	0	0	2	0	1	0	0	0	0	6
40-44 NO.	0	0	0	0	0	2	0	0	0	0	0	0	2
45-49 NO.	1	0	1	0	0	3	0	0	1	0	0	0	6
50-54 NO.	0	0	0	1	0	3	0	0	0	0	0	0	4
55-59 NO.	1	2	2	2	0	3	0	0	0	0	0	0	10
60-64 NO.	0	0	1	1	0	2	1	1	0	0	0	0	6
65-69 NO.	0	1	0	0	0	4	0	0	0	0	0	0	5
TOT NO.	8	11	6	4	0	21	1	2	1	0	0	0	54

SECTION F

SUMMARY OF PLAN PROVISIONS

Plan Provisions – General Employees

A. Ordinances:

Plan established under the Code of Ordinances for the Village of Bal Harbour, Florida, Part II, Chapter 13, Article II, and was most recently amended and restated on April 11, 2022. The Plan is also governed by certain provisions of Part VII, Chapter 112, Florida Statutes (F.S.) and the Internal Revenue Code.

B. Effective Date

October 1, 1955

C. Plan Year

October 1 through September 30

D. Type of Plan

Qualified, governmental defined benefit retirement plan; for GASB purposes it is a single employer plan.

E. Eligibility Requirements

Any regular full-time employee of the Village, other than a Police Officer, hired on or after May 1, 2022 will become a participant in this plan upon the employee's date of hire. Employees, other than a Police Officers, employed by the Village as regular, full-time employees prior to May 1, 2022 began participation in the Plan on October 1st following the completion of at least one (1) year of continuous employment with the Village.

F. Credited Service

Service is measured as the total number of years and completed months of Continuous Employment with the Village beginning on the date of employment and ending on the date of termination or retirement. No service will be credited for any periods of employment for which the participant received a refund of their employee contributions.

G. Compensation

Basic compensation, defined as compensation actually paid to a participant excluding overtime pay, shift differentials, bonuses and all other extraordinary pay.

H. Final Average Compensation (FAC)

For those hired before May 1, 2022:
Average monthly rate of Compensation during the highest 36 consecutive months out of the last 120 months preceding the date of termination or retirement.

For those hired on or after May 1, 2022:
Average monthly rate of Compensation during the highest 60 consecutive months out of the last 120 months preceding the date of termination or retirement.

Plan Provisions – General Employees

I. Normal Retirement

Eligibility: *For those hired before May 1, 2022, a participant may retire on the first day of the month coincident with or next following the earlier of:*

(1) age 57 regardless of Credited Service, or
(2) age 55 with 25 years of Credited Service, or
(3) 30 years of Credited Service regardless of age.

For those hired on or after May 1, 2022, a participant may retire on the first day of the month coincident with or next following the earlier of:

(1) Age 62 with 5 years of service, or
(2) Age 60 with 25 years of service.

Benefit: *For those hired before May 1, 2022:* 3.0% of FAC times Credited Service.
For those hired on or after May 1, 2022: 2.5% of FAC times Credited Service.

Normal Form of Benefit: *For those hired before May 1, 2022:* 10 Years Certain and Life thereafter;
For those hired on or after May 1, 2022: Single Life Annuity;

COLA: *For those hired before May 1, 2022:* 2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.

For those hired on or after May 1, 2022: 1.25% compounded COLA commencing on the fifth-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.

Supplemental Benefit: Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

J. Early Retirement

Eligibility: A participant may elect to retire earlier than the Normal Retirement Eligibility upon attainment of age 55 with 10 years of Credited Service.

Benefit: The Normal Retirement Benefit is actuarially reduced ($1/15^{th}$-$1/30^{th}$ method) for each year by which the Early Retirement date precedes the Normal Retirement date.

Normal Form of Benefit: Same as for Normal Retirement.

COLA: Same as for Normal Retirement.

Supplemental Benefit: Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

K. Delayed Retirement

Same as Normal Retirement taking into account compensation earned and service credited until the date of actual retirement.

L. Service Connected Disability

Not Applicable

M. Non-Service Connected Disability

Eligibility: Any participant who becomes totally and permanently disabled and unable to render useful and efficient service to the Village for a period of at least 6 months is eligible for a disability benefit.

Benefit The participant becomes fully vested on the date of disability. The benefit is calculated as if the participant was eligible for Early Retirement and retired on the date of disability.

Normal Form of Benefit: Same as for Normal Retirement.

COLA: Same as for Normal Retirement.

Supplemental Benefit: Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

N. Death in the Line of Duty

Eligibility: Any participant that dies as a direct result of an occurrence arising in the performance of service to the Village.

Benefit: 50% of the participant's base rate of pay in effect at the time of death payable to the designated beneficiary.

Normal Form of Benefit: 10 Years Certain; minimum amount shall be equal to the deceased participant's own contributions.

COLA: Same as for Normal Retirement.

Supplemental Benefit: Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

O. Other Pre-Retirement Death

Eligibility: Any participant that dies not as a direct result of an occurrence arising in the performance of service to the Village.

Benefit: Calculated as if the participant was eligible for Early Retirement and retired immediately preceding the participant's death.

Normal Form of Benefit: 10 Years Certain; minimum amount shall be equal to the deceased participant's own contributions.

COLA: Same as for Normal Retirement.

Supplemental Benefit: Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

P. Post Retirement Death

Benefit determined by the form of benefit elected upon retirement.

Q. Optional Forms

In lieu of electing the Normal Form of benefit, the following options are available.

1. Joint and last survivor
2. Life annuity
3. Other: Determined as actuarial equivalent benefit.
4. Lump sum: Participants hired on or before January 29, 1985 may request payment of their retirement benefit in a lump sum benefit. A lump sum payment exceeding $50,000 may be delayed for up to six months by the Board. Participants hired after January 29, 1985 may request payment of their retirement benefit in a lump sum as long as it does not exceed $5,000.

Optional forms (other than lump sums) are calculated using 7% interest and the UP-1984 Mortality Table, with ages set ahead five years in the case of disability retirees. Lump sum distributions are calculated with the same mortality and the PBGC's lump sum interest rates for private sector plans. If the payment is made within six months of the participant's termination, the rate used shall be the rate in effect 90 days prior to the participant's date of termination. If the payment is made later than six months after termination, the rate used shall be the rate in effect 90 days prior to the date of distribution.

R. Vested Termination

Eligibility: A participant has earned a non-forfeitable right to Plan benefits after the completion of 1 year of Credited Service (see vesting table below). In addition, any participant who is eligible for Early, Normal or Disability Retirement is automatically 100% vested.

YEARS OF CREDITED SERVICE	% OF NORMAL RETIREMENT BENEFITS
Less Than 1	0 %
1	10
2	20
3	30
4	40
5	50
6	60
7	70
8	80
9	90
10 or more	100

Benefit: The benefit is the member's vested portion of the accrued Normal Retirement Benefit as of the date of termination. Benefit begins on the Normal Retirement date.

Normal Form of Benefit: Same as for Normal Retirement.

COLA: Same as for Normal Retirement.

Supplemental Benefit: Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

Participants terminating employment with less than 1 year of Credited Service will receive a refund of their own accumulated contributions with interest.

S. Refunds

Eligibility: All participants leaving covered employment are eligible. Optionally, vested participant may withdraw their contributions plus interest in lieu of the deferred benefits otherwise due.

Benefit: The participant who terminates employment receives a lump-sum payment of their employee contributions plus interest. Interest is currently credited at 5% compounded annually.

T. Member Contributions

8% of Compensation

U. Employer Contributions

The amount determined by the actuary needed to fund the plan properly according to State laws.

V. Cost of Living Increases

COLA: *For those hired before May 1, 2022:* 2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.

For those hired on or after May 1, 2022: 1.25% compounded COLA commencing on the fifth-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.

W. Changes from Previous Valuation

None.

X. 13th Check

Not applicable.

Y. Deferred Retirement Option Plan

Eligibility: Plan members are eligible for the DROP the same time they are eligible for Normal Retirement. Members must make a written election to participate in the DROP.

Benefit: The member's Credited Service and FAC are frozen upon entry into the DROP. The monthly retirement benefit as described under Normal Retirement is calculated based upon the frozen Credited Service and FAC.

Deferred Retirement Option Plan - Continued

Maximum DROP Period:	5 years
Interest Credited:	Upon entering the DROP and annually (calendar year basis) thereafter, the participant elects to receive earnings based upon one of the following options: (1) the actual quarterly net investment return realized by the Fund, or (2) 4% per annum.
Normal Form of Benefit:	Lump Sum
COLA:	*For those hired before May 1, 2022:* 2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions. *For those hired on or after May 1, 2022:* 1.25% compounded COLA commencing on the fifth-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.
Supplemental Benefit:	Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

Z. Other Ancillary Benefits

There are no ancillary benefits-retirement type benefits not required by statutes but which might be deemed a Bal Harbour Village Employees' Pension Plan liability if continued beyond the availability of funding by the current funding source.

Plan Provisions – Village Manager

A. Ordinances:

Plan established under the Code of Ordinances for the Village of Bal Harbour, Florida, Part II, Chapter 13, Article II, and was most recently amended and restated on April 11, 2022. The Plan is also governed by certain provisions of Part VII, Chapter 112, Florida Statutes (F.S.) and the Internal Revenue Code.

B. Effective Date

October 1, 1955

C. Plan Year

October 1 through September 30

D. Type of Plan

Qualified, governmental defined benefit retirement plan; for GASB purposes it is a single employer plan.

E. Eligibility Requirements

The Village Manager who is serving on May 1, 2022.

F. Credited Service

Service for benefit determination purposes is measured as the total number of years and completed months of Continuous Employment with the Village beginning May 1, 2022 and ending on the date of termination or retirement. No service will be credited for any periods of employment for which the participant received a refund of their employee contributions.

G. Compensation

Basic compensation, defined as compensation actually paid to a participant excluding overtime pay, shift differentials, bonuses and all other extraordinary pay.

H. Final Average Compensation (FAC)

Average monthly rate of Compensation during the highest 36 consecutive months out of the last 120 months preceding the date of termination or retirement.

I. Normal Retirement

Eligibility: A participant may retire on the first day of the month coincident with or next following the earlier of:

(1) age 57 regardless of Credited Service, or
(2) age 55 with 25 years of Credited Service, or
(3) 30 years of Credited Service regardless of age.

Plan Provisions – Village Manager

Benefit: 8.0% of FAC times Credited Service up to 5 years after May 1, 2022 and 4% of FAC times Credited Service in excess of 5 years.

Normal Form of Benefit: 10 Years Certain and Life thereafter; other options are also available.

COLA: 2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter.

Supplemental Benefit: Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

J. Early Retirement

Eligibility: A participant may elect to retire earlier than the Normal Retirement Eligibility upon attainment of age 55 with 10 years of Credited Service.

Benefit: The Normal Retirement Benefit is actuarially reduced ($1/15^{th}$-$1/30^{th}$ method) for each year by which the Early Retirement date precedes the Normal Retirement date.

Normal Form of Benefit: 10 Years Certain and Life thereafter; other options are also available.

COLA: 2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.

Supplemental Benefit: Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

K. Delayed Retirement

Same as Normal Retirement taking into account compensation earned and service credited until the date of actual retirement.

L. Service Connected Disability

Not Applicable

M. Non-Service Connected Disability

Eligibility: Any participant who becomes totally and permanently disabled and unable to render useful and efficient service to the Village for a period of at least 6 months is eligible for a disability benefit.

Benefit The participant becomes fully vested on the date of disability. The benefit is calculated as if the participant was eligible for Early Retirement and retired on the date of disability.

Plan Provisions – Village Manager

Normal Form of Benefit: 10 Years Certain and Life thereafter; other options are also available.

COLA: 2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.

Supplemental Benefit: Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

N. Death in the Line of Duty

Eligibility: Any participant that dies as a direct result of an occurrence arising in the performance of service to the Village.

Benefit: 50% of the participant's base rate of pay in effect at the time of death payable to the designated beneficiary.

Normal Form of Benefit: 10 Years Certain; minimum amount shall be equal to the deceased participant's own contributions.

COLA: 2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.

Supplemental Benefit: Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

O. Other Pre-Retirement Death

Eligibility: Any participant that dies not as a direct result of an occurrence arising in the performance of service to the Village.

Benefit: Calculated as if the participant was eligible for Early Retirement and retired immediately preceding the participant's death.

Normal Form of Benefit: 10 Years Certain; minimum amount shall be equal to the deceased participant's own contributions.

COLA: 2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.

Plan Provisions – Village Manager

Supplemental Benefit: Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

P. Post Retirement Death

Benefit determined by the form of benefit elected upon retirement.

Q. Optional Forms

In lieu of electing the Normal Form of benefit, the following options are available.

1. Joint and last survivor
2. Life annuity
3. Other: Determined as actuarial equivalent benefit.
4. Lump sum: Participants hired on or before January 29, 1985 may request payment of their retirement benefit in a lump sum benefit. A lump sum payment exceeding $50,000 may be delayed for up to six months by the Board. Participants hired after January 29, 1985 may request payment of their retirement benefit in a lump sum as long as it does not exceed $5,000.

Optional forms (other than lump sums) are calculated using 7% interest and the UP-1984 Mortality Table, with ages set ahead five years in the case of disability retirees.

R. Vested Termination

Eligibility: A participant has earned a non-forfeitable right to Plan benefits after the completion of 1 year of Credited Service (see vesting table below). In addition, any participant who is eligible for Early, Normal or Disability Retirement is automatically 100% vested. Service for vesting purposes is measured as the total number of years and completed months of Continuous Employment with the Village beginning on his date of hire of November 9, 2013 and ending on the date of termination or retirement.

YEARS OF CREDITED SERVICE	% OF NORMAL RETIREMENT BENEFITS
Less Than 1	0 %
1	10
2	20
3	30
4	40
5	50
6	60
7	70
8	80
9	90
10 or more	100

Plan Provisions – Village Manager

Benefit: The benefit is the member's vested portion of the accrued Normal Retirement Benefit as of the date of termination. Benefit begins on the Normal Retirement date.

Normal Form of Benefit: 10 Years Certain and Life thereafter; other options are also available.

COLA: 2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.

Supplemental Benefit: Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

S. Refunds

Not applicable.

T. Member Contributions

None

U. Employer Contributions

The amount determined by the actuary needed to fund the plan properly according to State laws.

V. Cost of Living Increases

COLA: 2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.

W. Changes from Previous Valuation

None

X. 13th Check

Not applicable.

Plan Provisions – Village Manager

Y. Deferred Retirement Option Plan

Eligibility: Plan members are eligible for the DROP upon the attainment of the earlier of:

(1) age 57 regardless of Credited Service, or
(2) age 55 with 25 years of Credited Service, or
(3) 30 years of Credited Service regardless of age.

Members must make a written election to participate in the DROP.

Benefit: The member's Credited Service and FAC are frozen upon entry into the DROP. The monthly retirement benefit as described under Normal Retirement is calculated based upon the frozen Credited Service and FAC.

Deferred Retirement Option Plan - Continued

Maximum DROP Period: 5 years

Interest Credited: Upon entering the DROP and annually (calendar year basis) thereafter, the participant elects to receive earnings based upon one of the following options:

(1) the actual quarterly net investment return realized by the Fund, or
(2) 4% per annum.

Normal Form of Benefit: Lump Sum

COLA: 2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.

Supplemental Benefit: Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

Z. Other Ancillary Benefits

There are no ancillary benefits-retirement type benefits not required by statutes but which might be deemed a Bal Harbour Village Employees' Pension Plan liability if continued beyond the availability of funding by the current funding source.

Plan Provisions – Council Members

A. Ordinances:

Plan established under the Code of Ordinances for the Village of Bal Harbour, Florida, Part II, Chapter 13, Article II, and was most recently amended and restated on April 11, 2022. The Plan is also governed by certain provisions of Part VII, Chapter 112, Florida Statutes (F.S.) and the Internal Revenue Code.

B. Effective Date

October 1, 1955

C. Plan Year

October 1 through September 30

D. Type of Plan

Qualified, governmental defined benefit retirement plan; for GASB purposes it is a single employer plan.

E. Eligibility Requirements

Councilmembers who are serving on the Village Council on May 1, 2022, and Councilmembers elected to the Village Council thereafter.

F. Credited Service

Service is measured as the total number of years and completed months of Continuous Employment with the Village beginning on the date of employment and ending on the date of termination or retirement. No service will be credited for any periods of employment for which the participant received a refund of their employee contributions.

G. Compensation

Basic compensation, defined as compensation actually paid to a participant excluding overtime pay, shift differentials, bonuses and all other extraordinary pay.

H. Final Average Compensation (FAC)

Average monthly rate of Compensation during the highest 24 consecutive months out of the last 120 months preceding the date of termination or retirement.

I. Normal Retirement

Eligibility: A participant may retire on the first day of the month coincident with or next following the earlier of:

(1) age 57 with 8 years of Credited Service, or
(2) 20 years of Credited Service regardless of age.

Plan Provisions – Council Members

Benefit: 4.0% of FAC times Credited Service, but not more than 48% of FAC if retiring with less than 20 years of service. The benefit payable to any Councilmember who completes 20 consecutive years of employment as a Councilmember (except for one period not exceeding six months) shall be 50% of FAC, in accordance with Section 112.048, Florida Statutes.

Normal Form of Benefit: 10 Years Certain and Life thereafter; other options are also available.

COLA: 2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.

Supplemental Benefit: Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

J. Early Retirement

Not Applicable.

K. Delayed Retirement

Same as Normal Retirement taking into account compensation earned and service credited until the date of actual retirement.

L. Service Connected Disability

Not Applicable

M. Non-Service Connected Disability

Eligibility: Any participant who becomes totally and permanently disabled and unable to render useful and efficient service to the Village for a period of at least 6 months is eligible for a disability benefit.

Benefit The participant becomes fully vested on the date of disability. The benefit is calculated as if the participant was eligible for Early Retirement and retired on the date of disability.

Normal Form of Benefit: 10 Years Certain and Life thereafter; other options are also available.

COLA: 2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.

Supplemental Benefit: Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

Plan Provisions – Council Members

N. Death in the Line of Duty

Eligibility: Any participant that dies as a direct result of an occurrence arising in the performance of service to the Village.

Benefit: 50% of the participant's base rate of pay in effect at the time of death payable to the designated beneficiary.

Normal Form of Benefit: 10 Years Certain; minimum amount shall be equal to the deceased participant's own contributions.

COLA: 2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.

Supplemental Benefit: Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

O. Other Pre-Retirement Death

Eligibility: Any participant that dies not as a direct result of an occurrence arising in the performance of service to the Village.

Benefit: Calculated as if the participant was eligible for Early Retirement and retired immediately preceding the participant's death.

Normal Form of Benefit: 10 Years Certain; minimum amount shall be equal to the deceased participant's own contributions.

COLA: 2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.

Supplemental Benefit: Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

P. Post Retirement Death

Benefit determined by the form of benefit elected upon retirement.

Plan Provisions – Council Members

Q. Optional Forms

In lieu of electing the Normal Form of benefit, the following options are available.

1. Joint and last survivor
2. Life annuity
3. Other: Determined as actuarial equivalent benefit.
4. Lump sum: Participants hired on or before January 29, 1985 may request payment of their retirement benefit in a lump sum benefit. A lump sum payment exceeding $50,000 may be delayed for up to six months by the Board. Participants hired after January 29, 1985 may request payment of their retirement benefit in a lump sum as long as it does not exceed $5,000.

Optional forms (other than lump sums) are calculated using 7% interest and the UP-1984 Mortality Table, with ages set ahead five years in the case of disability retirees.

R. Vested Termination

Eligibility: A participant has earned a non-forfeitable right to Plan benefits after the completion of 1 year of Credited Service (see vesting table below). In addition, any participant who is eligible for Early, Normal or Disability Retirement is automatically 100% vested.

YEARS OF CREDITED SERVICE	% OF NORMAL RETIREMENT BENEFITS
Less Than 1	0 %
1	0
2	0
3	0
4	0
5	0
6	0
7	0
8 or more	100

Benefit: The benefit is the member's vested portion of the accrued Normal Retirement Benefit as of the date of termination. Benefit begins on the Normal Retirement date.

Normal Form of Benefit: 10 Years Certain and Life thereafter; other options are also available.

COLA: 2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.

Supplemental Benefit: Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

Plan Provisions – Council Members

S. Refunds

Not Applicable

T. Member Contributions

None

U. Employer Contributions

The amount determined by the actuary needed to fund the plan properly according to State laws.

V. Cost of Living Increases

COLA: 2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.

W. Changes from Previous Valuation

None

X. 13th Check

Not applicable.

Y. Deferred Retirement Option Plan

Not Applicable

Z. Other Ancillary Benefits

There are no ancillary benefits-retirement type benefits not required by statutes but which might be deemed a Bal Harbour Village Employees' Pension Plan liability if continued beyond the availability of funding by the current funding source.

Plan Provisions – Dual Service Employees

A. Ordinances:

Plan established under the Code of Ordinances for the Village of Bal Harbour, Florida, Part II, Chapter 13, Article II, and was most recently amended and restated on April 11, 2022. The Plan is also governed by certain provisions of Part VII, Chapter 112, Florida Statutes (F.S.) and the Internal Revenue Code.

B. Effective Date

October 1, 1955

C. Plan Year

October 1 through September 30

D. Type of Plan

Qualified, governmental defined benefit retirement plan; for GASB purposes it is a single employer plan.

E. Eligibility Requirements

Any former employee who subsequently became a participant in the Bal Harbour Village Police Officers' Pension Plan and Trust with no interruption of employment with the Village and who has less than six years Credited Service and no right to any benefit under the Village Employees' plan, except a return of contributions, which has not been exercised.

F. Credited Service

Service is measured as the total number of years and completed months of Continuous Employment with the Village beginning on the date of employment and ending on the date of transfer. No service will be credited for any periods of employment for which the member received a refund of their employee contributions.

G. Compensation

Basic compensation, defined as compensation actually paid to a participant excluding overtime pay, shift differentials, bonuses and all other extraordinary pay.

H. Final Average Compensation (FAC)

Average monthly rate of Compensation during the highest 36 consecutive months out of the last 120 months preceding the date of termination or retirement.

Plan Provisions – Dual Service Employees

I. Normal Retirement

Eligibility: A participant may retire on the first day of the month coincident with or next following the earlier of:

(1) age 57 regardless of Credited Service, or
(2) age 55 with 10 years of Credited Service, or
(3) age 52 with 25 years of Credited Service, or
(4) 20 years of Credited Service regardless of age.

Benefit: 3.5% of FAC times Credited Service.

Normal Form of Benefit: 10 Years Certain and Life thereafter; other options are also available.

COLA: 2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.

Supplemental Benefit: Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

J. Early Retirement

Eligibility: A participant may elect to retire earlier than the Normal Retirement Eligibility upon attainment of age 50 with 10 years of Credited Service.

Benefit: The Normal Retirement Benefit is actuarially reduced for each year, not to exceed 3% per year, by which the Early Retirement date precedes the Normal Retirement date.

Normal Form of Benefit: 10 Years Certain and Life thereafter; other options are also available.

COLA: 2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.

Supplemental Benefit: Any pension benefits earned in excess of Internal Revenue Code Section 415 limits will be paid from the Excess Benefit Plan.

Plan Provisions – Dual Service Employees

K. Delayed Retirement

Not applicable

L. Service Connected Disability

Not applicable

M. Non-Service Connected Disability

Eligibility: Any participant who becomes totally and permanently disabled and unable to render useful and efficient service to the Village.

Benefit: Refund of Contributions with interest.

N. Death in the Line of Duty

Eligibility: Any participant that dies as a direct result of an occurrence arising in the performance of service to the Village.

Benefit: Refund of contributions with interest.

O. Other Pre-Retirement Death

Eligibility: Any participant that dies not as a direct result of an occurrence arising in the performance of service to the Village.

Benefit: Refund of contributions with interest.

P. Post Retirement Death

Not Applicable

Q. Optional Forms

In lieu of electing the Normal Form of benefit, the following options are available.

1. Joint and last survivor
2. Life annuity
3. Other: Determined as actuarial equivalent benefit.

Optional forms (other than lump sums) are calculated using 7% interest and the UP-1984 Mortality Table, with ages set ahead five years in the case of disability retirees.

R. Vested Termination

Not applicable

Plan Provisions – Dual Service Employees

S. Refund

Eligibility: All members leaving covered employment are eligible. Optionally, vested members may withdraw their assessments plus interest in lieu of the deferred benefits otherwise due.

Benefit: The member who withdraws receives a lump-sum payment of his/her employee assessments, plus the interest credited on these contributions. Interest is credited at 5%.

T. Member Contributions

Not applicable

U. Employer Contributions

The amount determined by the actuary needed to fund the plan properly according to State laws.

V. Cost of Living Increases

2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.

W. Changes from Previous Valuation

None

X. 13th Check

Not applicable

Y. Deferred Retirement Option Plan

Eligibility: Plan members are eligible for the DROP upon the attainment of the earlier of:

(1) age 57 regardless of Credited Service, or
(2) age 55 with 10 years of Credited Service, or
(3) age 52 with 25 years of Credited Service, or
(4) 20 years of Credited Service regardless of age.

Members must make a written election to participate in the DROP.

Benefit: The member's Credited Service and FAC are frozen upon entry into the DROP. The monthly retirement benefit as described under Normal Retirement is calculated based upon the frozen Credited Service and FAC.

Plan Provisions – Dual Service Employees

Maximum DROP Period:	5 years
Interest Credited:	Upon entering the DROP and annually (calendar year basis) thereafter, the participant elects to receive earnings based upon one of the following options: (1) the actual quarterly net investment return realized by the Fund, or (2) 4% per annum.
Normal Form of Benefit:	2.5% compounded COLA commencing on the one-year anniversary of the retirement date and each year thereafter for participants who retire after March 21, 2006. Not payable to participants who elect lump sum distributions.
COLA:	None

Z. Other Ancillary Benefits

There are no ancillary benefits-retirement type benefits not required by statutes but which might be deemed a Bal Harbour Village Employees' Pension Plan liability if continued beyond the availability of funding by the current funding source.

SECTION G

COMPARATIVE SUMMARY OF PRINCIPAL VALUATION RESULTS

COMPARATIVE SUMMARY OF PRINCIPAL VALUATION RESULTS	October 1, 2024	October 1, 2023
A. Participant Data		
Number Included:		
Actives	54	53
Service Retirees & Beneficiaries	36	36
Disability Retirees	0	0
Terminated Vested Members	17	11
Total Members and Beneficiaries	107	100
Total Annual Payroll	$4,279,623	$4,228,572
Expected Annual Payroll in Contribution Year	4,450,808	4,397,715
Total Annualized Benefits		
Service Retirees & Beneficiaries	1,065,543	1,040,378
Disability Retirees	0	0
Terminated Vested Members	136,690	98,120
B. Assets (Market Value)		
Cash and Short Term Investments	267,511	156,084
Government Agency Bond Fund	3,037,452	2,424,384
Corporate Bonds	3,032,309	2,426,313
Equity Funds	16,271,044	12,415,996
Fixed Income Funds	0	0
Other Securities	2,128,756	1,801,163
Net Receivables & Payables (DROP Balances)	(415,382)	(406,774)
Total	24,321,690	18,817,166
Actuarial Value	22,300,493	19,781,863
Assets include:		
Accumulated active member contributions (with interest if applicable)	1,343,281	1,149,297

COMPARATIVE SUMMARY OF PRINCIPAL VALUATION RESULTS (Continued)		October 1, 2024	October 1, 2023
C.	Liabilities- Actuarial Present Value of Future Benefits		
	1. Active Members		
	Service Retirement Benefits	$14,300,364	$13,951,673
	Vesting Benefits	2,921,546	3,103,889
	Disability Benefits	278,057	316,513
	Preretirement Death Benefits	116,396	117,406
	Return of Member Contributions	0	0
	Total Actives	17,616,363	17,489,481
	2. Inactive Members		
	Service Retirees & Beneficiaries	16,392,439	16,167,038
	Disability Retirees	0	0
	Terminated Vested Members	1,475,484	1,077,565
	Total Inactive Members	17,867,923	17,244,603
	3. Total Present Value for All Members	35,484,286	34,734,084
	Total Present Value of:		
	Future Salaries	24,688,087	25,313,936
	Future Employee Contributions	1,825,778	1,854,375
	Future Contributions from Other Sources	11,358,015	13,097,846
	Derivation of Current Employer Unfunded Actuarial Accrued Liability (UAAL)		
a.	Total UAAL for Prior Valuation Date	$6,702,702	$5,946,615
b.	Employer Normal Cost for this period	1,217,633	1,091,491
c.	Interest acccrued on (a) and (b)	455,419	404,691
d.	Employer Contributions for this period	1,746,181	1,470,323
e.	Interest accrued on (d)	98,992	83,115
f.	Changes due to:		
	Assumptions	0	0
	Plan Amendment	0	0
	Cost Method (Asset Method)	0	0
	Actuarial (Gain) Loss	(962,248)	813,343
g.	Total Current UAAL: a+b+c-d-e+f	5,568,333	6,702,702

COMPARATIVE SUMMARY OF PRINCIPAL VALUATION RESULTS (Continued)		October 1, 2024	October 1, 2023
D.	Pension Cost		
	Entry Age Normal Cost for:		
	Service Retirement Benefits	$1,220,202	$1,226,811
	Vesting Benefits	208,609	218,459
	Disability Benefits	29,414	30,803
	Preretirement Death Benefits	15,218	15,011
	Return of Member Contributions	794	831
	Total Actives	1,474,237	1,491,915
	Expected Administrative Expenses	64,624	54,678
	Expected Member Contributions	332,932	328,961
	Total Employer Normal Cost	1,205,930	1,217,633
	Payment Required to Amortize Unfunded Actuarial Accrued Liability	614,246	645,882
	Total Contribution at Valuation Date	1,820,176	1,863,515
	Total Contribution Adjusted for Frequency of Payments and Interest to Next Following Fiscal Year	1,926,907	1,972,788
	% of Expected Payroll	43.29%	44.86%
	Amount Expected to be Contributed by Members	356,065	351,817
	% of Expected Payroll	8.00%	8.00%
E.	Past Contributions- For the Fiscal Year Ended September 30	**2024**	**2023**
	Required Contribution Determined in the Valuation as of October 1	**2022**	**2021**
	by the Plan Sponsor	1,746,181	1,470,323
	by Members	260,818	229,575
	Actual Contribution for the Fiscal Year ended September 30	**2024**	**2023**
	by the Plan Sponsor	1,746,181	1,470,323
	by Members	305,688	241,386

F. 1. Plan to Amortize Unfunded Actuarial Accrued Liability

20 year funding of the Original Unfunded Actuarial Accrued Liability and 20 year funding of any adjustments thereto.

2. Schedule Illustrating the Amortization of the Unfunded Actuarial Accrued Liability (UAAL)

Year	Projected UAAL
2024 (peak)	$5,568,333
2025	$5,246,910
2026	$4,884,995
2027	$4,484,021
2030	$3,018,394
2035	$724,285
2042	$0
2043	$0

3. Action taken since last actuarial valuation.
Contribution sufficient to satisfy the total required contribution.

COMPARATIVE SUMMARY OF PRINCIPAL VALUATION RESULTS (Continued)

G. Net experience (gain) loss during year: ($962,248)

H. 1. Three-Year Comparison of Actual and Assumed Salary Increases (Annualized)

Year Ended	Actual	Assumed
9/30/2024	2.4%	4.1%
9/30/2023	5.5%	4.0%
9/30/2022	7.5%	4.7%

2. Three-Year Comparison of Investment Return (Actuarial Value)

Year Ended	Actual	Assumed
9/30/2024	7.9%	5.75%
9/30/2023	3.8%	5.75%
9/30/2022	4.3%	5.75%

3. Average Annual Growth in Payroll, Last Ten Years (if applicable)

Valuation Date	Total Payroll
10/1/2024	$4,279,623
10/1/2023	4,228,572
10/1/2022	3,352,648
10/1/2021	2,759,312
10/1/2020	2,595,832
10/1/2019	1,956,384
10/1/2018	1,700,715
10/1/2017	1,653,391
10/1/2016	1,332,178
10/1/2015	1,251,987
10/1/2014	1,068,585
Total % Increase Last Ten Years	300.49%
Annual % Increase	14.88%
Thirty-year Forecast (Annualized)	2.75%

I. Benefits and Expenses of Plan not Explicitly or Implicitly Provided in Valuation

NONE

J. Trends not taken into Account but which are likely to Result in Future Cost Increases

NONE

Original and Current Unfunded Actuarial Accrued Liabilities						
Date	Item Description	Original Years (reset in 2012)	Years Remaining	Original Amount	Current Amount	Amortization Payment
10/1/2005	Original	20	8	$1,308,766	$1,023,162	$131,214
10/1/2006	Experience Loss	20	8	200,559	124,796	17,215
10/1/2006	Assumption/Method Change	20	8	(507,430)	(315,747)	(43,556)
10/1/2007	Experience Gain	20	8	(26,255)	(14,712)	(2,029)
10/1/2008	Experience Loss	20	8	411,027	228,133	31,470
10/1/2008	Assumption Change	20	8	598,898	332,407	45,854
10/1/2009	Experience Gain	20	8	(44,224)	(27,499)	(3,793)
10/1/2010	Experience Gain	20	8	(321,083)	(198,371)	(27,365)
10/1/2011	Experience Loss	20	8	1,371,441	905,349	124,890
10/1/2012	Experience Loss	20	8	58,645	38,869	5,362
10/1/2013	Experience Gain	20	9	(228,327)	(165,566)	(20,584)
10/1/2013	Benefit Change	20	9	733,118	531,603	66,091
10/1/2014	Experience Gain	20	10	(57,037)	(46,273)	(5,249)
10/1/2014	Assumption Change	20	10	848,086	688,056	78,052
10/1/2015	Experience Gain	20	11	(657,337)	(563,011)	(58,860)
10/1/2015	Assumption Change	20	11	516,916	442,742	46,286
10/1/2016	Experience Loss	20	12	243,347	214,380	20,826
10/1/2016	Assumption Change	20	12	357,791	315,199	30,620
10/1/2017	Experience Loss	20	13	423,867	393,107	35,731
10/1/2017	Assumption Change	20	13	601,629	557,972	50,716
10/1/2018	Experience Loss	20	14	152,339	144,962	12,401
10/1/2018	Assumption Change	20	14	663,029	630,920	53,972
10/1/2019	Experience Gain	20	15	(102,357)	(100,301)	(8,116)
10/1/2020	Experience Loss	20	16	609,931	614,439	47,237
10/1/2020	Assumption Change	20	16	(539,317)	(543,304)	(41,768)
10/1/2021	Experience Gain	20	17	(278,799)	(280,308)	(20,553)
10/1/2021	Benefit Changes	20	17	193,888	194,938	14,293
10/1/2022	Experience Loss	20	18	152,197	590,041	41,402
10/1/2023	Experience Loss	20	19	813,343	814,598	54,865
10/1/2024	Experience Gain	20	20	(962,248)	(962,248)	(62,378)
TOTAL				$6,534,403	$5,568,333	$614,246

BAL HARBOUR VILLAGE GENERAL EMPLOYEES' PENSION PLAN AND TRUST AGREEMENT

Notification of Benefits Payable as a Result of Employment Termination

Participant's Name: **JOSE ALBUERNE**

Your vested accrued monthly benefit according to the Plan is: $ 45.20

You have an option of receiving a refund of your own contributions with interest in lieu of your future benefits. Should you elect this option, you will forfeit any future rights to the benefit described above.

The amount of your accumulated contributions (including interest) as of March 1, 2025 is: $ 7,160.75

If this amount is paid after March 31, 2025 an interest adjustment may need to be made.

The benefit amounts shown on this Notification were computed according to the Plan's normal annuity form. If you choose an optional form of annuity, the monthly benefit you receive will probably be less than the amounts listed in the first paragraph. The amount you receive under each option will be calculated when you apply for your benefit, that is, just prior to the date on which you wish your benefit to begin. You should refer to your Summary Plan Description for further details as to optional annuity forms, survivor benefits and other rights under the Plan.

The amounts above are based on the following information:

Your Date of Birth:	December 7, 1982	**Date of Employment:**	October 19, 2020
Date of Termination:	April 26, 2024	**Years of Credited Service:**	3.5000
Average Monthly Earnings:	$4,305.05	**Vested Interest:**	10%

You should retain this Notification in your permanent records and make application for the monthly benefit prior to the date on which it is to commence. This Notification is non-negotiable, and the 'benefits under the Plan are not assignable, transferable, or subject to any encumbrance or pledge.

This calculation is subject to correction. If you are or become aware of errors in the data that was used, the calculations that were made, or the plan provisions that were applied, it is your responsibility to contact the plan administrator. The plan has the right to recover from you amounts that were paid to you in error.

PENSION BOARD: By ____________________ **Date:** ____________________

I accept the terms above and confirm the information shown above to be correct.

PARTICIPANT'S SIGNATURE: ____________________ **Date:** ____________________

Calculation Date: February 11, 2025

BAL HARBOUR VILLAGE GENERAL EMPLOYEES' PENSION PLAN AND TRUST AGREEMENT

Notification of Benefits Payable as a Result of Employment Termination

Participant's Name: **LEAH HALL**

Your vested accrued monthly benefit according to the Plan is: $ 8.86

You have an option of receiving a refund of your own contributions with interest in lieu of your future benefits. Should you elect this option, you will forfeit any future rights to the benefit described above.

The amount of your accumulated contributions (including interest) as of March 1, 2025 is: $ 3,869.87
If this amount is paid after March 31, 2025 an interest adjustment may need to be made.

The benefit amounts shown on this Notification were computed according to the Plan's normal annuity form. If you choose an optional form of annuity, the monthly benefit you receive will probably be less than the amounts listed in the first paragraph. The amount you receive under each option will be calculated when you apply for your benefit, that is, just prior to the date on which you wish your benefit to begin. You should refer to your Summary Plan Description for further details as to optional annuity forms, survivor benefits and other rights under the Plan.

The amounts above are based on the following information:

Your Date of Birth:	December 19, 2000	**Date of Employment:**	September 25, 2023
Date of Termination:	December 17, 2024	**Years of Credited Service:**	1.1667
Average Monthly Earnings:	$3,036.74	**Vested Interest:**	10%

You should retain this Notification in your permanent records and make application for the monthly benefit prior to the date on which it is to commence. This Notification is non-negotiable, and the 'benefits under the Plan are not assignable, transferable, or subject to any encumbrance or pledge.

This calculation is subject to correction. If you are or become aware of errors in the data that was used, the calculations that were made, or the plan provisions that were applied, it is your responsibility to contact the plan administrator. The plan has the right to recover from you amounts that were paid to you in error.

PENSION BOARD: By ______________________ **Date:** ______________________

I accept the terms above and confirm the information shown above to be correct.

PARTICIPANT'S SIGNATURE: ______________________ **Date:** ______________________

Calculation Date: February 11, 2025

BAL HARBOUR VILLAGE GENERAL EMPLOYEES' PENSION PLAN AND TRUST AGREEMENT
Notification of Benefits Payable as a Result of Employment Termination

Participant's Name: **JUAN PARTAGAS**

Your vested accrued monthly benefit according to the Plan is: $ 20.04

You have an option of receiving a refund of your own contributions with interest in lieu of your future benefits. Should you elect this option, you will forfeit any future rights to the benefit described above.

The amount of your accumulated contributions (including interest) as of March 1, 2025 is: $ 8,469.18
If this amount is paid after March 31, 2025 an interest adjustment may need to be made.

The benefit amounts shown on this Notification were computed according to the Plan's normal annuity form. If you choose an optional form of annuity, the monthly benefit you receive will probably be less than the amounts listed in the first paragraph. The amount you receive under each option will be calculated when you apply for your benefit, that is, just prior to the date on which you wish your benefit to begin. You should refer to your Summary Plan Description for further details as to optional annuity forms, survivor benefits and other rights under the Plan.

The amounts above are based on the following information:

Your Date of Birth:	September 19, 1955	**Date of Employment:**	October 1, 2023
Date of Termination:	November 12, 2024	**Years of Credited Service:**	1.0833
Average Monthly Earnings:	$7,400.10	**Vested Interest:**	10%

You should retain this Notification in your permanent records and make application for the monthly benefit prior to the date on which it is to commence. This Notification is non-negotiable, and the 'benefits under the Plan are not assignable, transferable, or subject to any encumbrance or pledge.

This calculation is subject to correction. If you are or become aware of errors in the data that was used, the calculations that were made, or the plan provisions that were applied, it is your responsibility to contact the plan administrator. The plan has the right to recover from you amounts that were paid to you in error.

PENSION BOARD: By ____________________ **Date:** ____________________

I accept the terms above and confirm the information shown above to be correct.

PARTICIPANT'S SIGNATURE: ____________________ **Date:** ____________________

Calculation Date: February 11, 2025

P: 954.527.1616 | F: 954.525.0083 | www.grsconsulting.com

November 22, 2024

CONFIDENTIAL

Mr. Rick Rivera
Administrator
Bal Harbour Village Employees' Pension Plan
655 96th Street
Bal Harbour, FL 33154

Re: Refund of Member Contributions of a Terminated Non-Vested Employee
HOLLAND, ARMAND

Dear Mr. Rivera:

As requested, we have reviewed benefits available to a terminated employee Armand Holland for his period of pay dates from 2/15/2024 thru 9/12/2024. Since he terminated his employment before his first anniversary of participation under the Plan, he did not vest in any portion of his accrued benefit. Consequently, he is not due any future benefits from the Plan other than a refund of his member contributions that were made from his plan entry date of 2/15/2024 thru 9/12/2024 in the amount of $1,704.96 with interest to his expected refund date of 12/31/2024 in the amount of $49.73, for a total of **$1,754.69**.

If you have any questions, please do not hesitate to call.

Sincerely,

Piotr Krekora, ASA, MAAA
Senior Consultant and Actuary

PK/kec

Enclosure

BAL HARBOUR VILLAGE GENERAL EMPLOYEES' PENSION PLAN AND TRUST AGREEMENT

Notification of Benefits Payable as a Result of Employment Termination

Participant's Name: **GABRIELLA GONZALEZ**

Your vested accrued monthly benefit according to the Plan is: $ 36.65

You have an option of receiving a refund of your own contributions with interest in lieu of your future benefits. Should you elect this option, you will forfeit any future rights to the benefit described above.

The amount of your accumulated contributions (including interest) as of March 1, 2025 is: $ 4,627.30

If this amount is paid after March 31, 2025 an interest adjustment may need to be made.

The benefit amounts shown on this Notification were computed according to the Plan's normal annuity form. If you choose an optional form of annuity, the monthly benefit you receive will probably be less than the amounts listed in the first paragraph. The amount you receive under each option will be calculated when you apply for your benefit, that is, just prior to the date on which you wish your benefit to begin. You should refer to your Summary Plan Description for further details as to optional annuity forms, survivor benefits and other rights under the Plan.

The amounts above are based on the following information:

Your Date of Birth:	December 18, 1986	**Date of Employment:**	February 14, 2022
Date of Termination:	August 5, 2024	**Years of Credited Service:**	2.4167
Average Monthly Earnings:	$5,055.13	**Vested Interest:**	10%

You should retain this Notification in your permanent records and make application for the monthly benefit prior to the date on which it is to commence. This Notification is non-negotiable, and the 'benefits under the Plan are not assignable, transferable, or subject to any encumbrance or pledge.

This calculation is subject to correction. If you are or become aware of errors in the data that was used, the calculations that were made, or the plan provisions that were applied, it is your responsibility to contact the plan administrator. The plan has the right to recover from you amounts that were paid to you in error.

PENSION BOARD: By ______________________ **Date:** ______________________

I accept the terms above and confirm the information shown above to be correct.

PARTICIPANT'S SIGNATURE: ______________________ **Date:** ______________________

Calculation Date: February 11, 2025

P: 954.527.1616 | F: 954.525.0083 | www.grsconsulting.com

December 19, 2024

CONFIDENTIAL

Mr. Rick Rivera
Administrator
Bal Harbour Village Employees' Pension Plan
655 96th Street
Bal Harbour, Florida 33154

Re: Bal Harbour Village General Employees Retirement Fund
DROP Exit Statement for Carlos Smith

Dear Mr. Rivera:

Enclosed is the final DROP account statement for Carlos Smith.

Based on information provided to us, Mr. Smith is scheduled to exit the DROP as of December 31, 2024. Amounts presented in the statement reflect Mr. Smith's original election of a single Life Annuity for the monthly benefit option with the initial monthly payment of **$3,200.10**. The DROP balance distribution of **$222,936.24** is based on 4% per Annum pursuant to Mr. Smith's election. Interest has been credited through his expected exit date of December 31, 2024. His first monthly payment after the DROP exit is scheduled for January 1, 2025 and will be affected by the cost of living adjustment resulting in his new benefit amount of $3,620.62. His benefits will be annually increased each January 1 thereafter. Please refer to the attached form for non-taxable amounts.

If there are any questions, or if we can be of further assistance, please contact us.

Sincerely,

Piotr Krekora, ASA, EA, FCA, MAAA
Senior Consultant & Actuary

PK/kec
Enclosure

Circular 230 Notice: Pursuant to regulations issued by the IRS, to the extent this communication (or any attachment) concerns tax matters, it is not intended or written to be used, and cannot be used, for the purpose of (i) avoiding tax-related penalties under the Internal Revenue Code or (ii) marketing or recommending to another party any tax-related matter addressed within. Each taxpayer should seek advice based on the individual's circumstances from an independent tax advisor.

The above communication shall not be construed to provide tax advice, legal advice or investment advice.

BAL HARBOUR VILLAGE
General Employees' Deferred Retirement Option Plan
FINAL STATEMENT
Through December 31, 2024
DROP Exit Date: December 31, 2024

Participant	**Carlos Smith**
Date of First Deposit to DROP Account (Inception Date)	**January 1, 2020**
Date of Final Deposit to DROP Account For the Period Ending	**December 1, 2024 December 31, 2024**
Monthly Deposit to DROP Account (On December 1, 2024)	**$3,532.31**
Form of Benefit Payment Elected	**Life Annuity**
Effective Quarterly Interest Rate	**4% per Annum**
Annual Cost of Living Adjustment	**2.50%**
Monthly Benefit to be Deposited Effective January 1, 2025	**$3,620.62**
Date of the Next Annual Cost of Living Adjustment	**January 1, 2026**

	Current Year Through 12/31/2024	**Since Inception to 12/31/2024**
Balance First Day of Final Period	**$210,198.40**	**$0.00**
Amount of Pension Payments	**$10,596.93**	**$201,849.36**
Earnings	**$2,140.91**	**$21,086.88**
Ending Balance	**$222,936.24**	**$222,936.24**

Amount of After Tax Contributions	**$4,432.02**
Amount Distributed from DROP Account	**$222,936.24**
Nontaxable Portion of DROP Distribution	**$1,159.75**
Monthly Benefit Payable After Exiting DROP	**$3,620.62**
Nontaxable Portion of Monthly Benefit	**$12.59**
Number of Months Nontaxable Portion Continues:	**260**
Date after which monthly benefit will be 100% taxable	**8/31/2046**