City of Boynton Beach Municipal Firefighters Pension Trust Fund

MINUTES

May 06, 2026
9:00 A.M.

Chairman Raybuck called to Order the meeting of the Board of Trustees of the City of Boynton Beach Municipal Firefighters' Pension Trust Fund, on May 06, 2026, at 9:05 A.M.[1].

TRUSTEES PRESENT:
Mr. Jon Raybuck – Chairman; Mr. Conner Flechaus – Board Secretary; Mr. Robert Taylor – Trustee & Chief Hugh Bruder.

OTHERS PRESENT:
Mr. Georgio Salame; Mr. Adam Levinson, Board Attorney; Mr. Pete Strong, GRS Consulting; Mr. Jack Evatt – Mariner Institutional & Mr. Dave Williams, Plan Administrator.

It should be noted that there was a quorum for the Board to have an official meeting.

PUBLIC DISCUSSION:
No public discussion ensued.

CONSENT AGENDA:

APPROVAL OF THE MINUTES:
Mr. Raybuck asked if everyone had an opportunity to review the minutes of February 04, 2026. A Motion was made by Mr. Flechaus to approve the minutes, seconded by Mr. Taylor. Motion passed 3-0.

APPROVAL OF THE WARRANTS:
Warrants 840 through 861 were presented with all the supporting back-up to the Board for approval. After review & consideration a motion was made by Mr. Flechaus to approve the Warrants as presented, seconded by Mr. Taylor. Motion passed 3-0.

ACTUARY'S REPORT:
Mr. Pete Strong presented the results of the October 1, 2025 Annual Actuarial Valuation of the City of Boynton Beach Municipal Firefighters' Pension Trust Fund are presented in this report.

This report was prepared at the request of the Board and is intended for use by the Retirement System 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 rate for the fiscal year ending September 30, 2027, and to determine the actuarial information for Governmental Accounting Standards Board (GASB) Statement No. 67. This report also includes estimated GASB Statement No. 67 information for the fiscal year ending September 30, 2026. This report should not be relied on for any purpose other than the purpose described herein. Determinations of

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[1] 2080 High Ridge Road, Boynton Beach, Florida 33426.

financial results associated with the benefits described in this report, for purposes other than those identified above may be significantly different.

The contribution rate in this report is determined using the actuarial assumptions and methods disclosed in this report. This report includes risk metrics but does include a robust assessment of the risks of future experience not meeting the actuarial assumptions. A robust assessment of risks was 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 and other information through September 30, 2025. The valuation was based upon information furnished by the Plan Administrator concerning Retirement System benefits, financial transactions, plan provisions and active members, terminated members, retirees and beneficiaries. We checked for internal reasonability and year-to-year consistency but did not 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 and prescribed by the Florida Statutes as described in the section of this report entitled Actuarial Assumptions and Cost Methods. The prescribed assumptions are the assumed mortality rates detailed in the Actuarial Assumptions and Cost.

Methods section in accordance with Florida Statutes Chapter 112.63. All actuarial assumptions used in this report are reasonable for purposes of this valuation.

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 systems. To the best of our knowledge the information contained in this report is accurate and fairly presents the actuarial position of the City of Boynton Beach Municipal Firefighters' Pension Trust Fund as of the valuation date. All calculations have been made in conformity with generally accepted actuarial principles and practices, with the Actuarial Standards of Practice issued by the Actuarial Standards Board and with applicable statutes.

Mr. Peter N. Strong and Mr. Jeffrey Amrose actuaries 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 rates have been taken into account in the valuation.

A comparison of the required employer contribution developed in this, and the last actuarial valuation is shown below. The required contribution dollar amounts shown below are estimates only. The contribution policy of the City is to contribute the dollar amount determined by multiplying the required percentage of payroll determined as of the valuation date by the projected pensionable payroll for the year.

	For FYE 9/30/27 Based on 10/1/2025 Valuation if contributed on 10/1/2026	For FYE 9/30/26 Based on 10/1/2024 Valuation if contributed on 10/1/2025	Increase (Decrease)
Required Employer/State Contribution	$ 9,397,444	$ 8,468,439	$ 929,005
As % of Covered Payroll	62.07 %	61.19 %	0.88 %
State Contribution Allocated (Including Amounts from State contribution reserve)	$ 1,566,534	$ 1,566,534	$ 0
As % of Covered Payroll	10.35 %	11.32 %	(0.97) %
Net Required Employer (City) Contribution	$ 7,830,910	$ 6,901,905	$ 929,005
As % of Covered Payroll	51.72 %	49.87 %	1.85 %

The required employer contribution has been computed under the assumption that the amount to be allocated from current and prior excess State money this year and next year will be $1,566,534. If the actual amount received by the State is lower than this amount, the shortfall may be made up by using the Accumulated Excess Premium Tax Revenue currently being held in reserve (this amount is $3,082,475 as of October 1, 2025).

The employer contribution listed above is for the City's fiscal year ending September 30, 2027 and has been calculated as though payment is made in a single lump sum on October 1, 2026. The total minimum required employer contribution for the fiscal year ending September 30, 2025 was $8,100,635. The actual employer contribution during the fiscal year ending September 30, 2023 was $8,424,602.

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

Revisions in Actuarial Assumptions or Methods
In compliance with Florida Statutes Chapter 112.63(1)(f) which mandates the use of the mortality tables used in either of the two most recently published actuarial valuation reports of the Florida Retirement System (FRS), the mortality tables and improvement scales were changed to reflect the updated mortality assumptions used in the July 1, 2024 FRS Actuarial Valuation. The above change caused an increase in the required employer contribution of 3.64% of covered payroll, or $551,099.

Actuarial Experience

There was a net overall actuarial experience loss of $164,028 for the year, which means that overall experience was somewhat less favorable than expected. On the asset side, there was an experience gain of $1,361,152. The net investment return on the actuarial value of assets (reflecting smoothing) was 7.88% versus an assumed return of 7.15%. The net investment return on the market value of assets was 10.74%. On the liability side, there was an experience loss of $1,525,180, primarily due to higher than expected salary increases (11.4% actual versus 8.5% expected), lower retiree mortality experience than expected (retiree pension payroll decreased by $33,392 due to mortality experience versus an expected decrease of $131,916), and fewer terminations than expected (2 actual versus 3 expected). The net actuarial loss for the year caused an increase in the annual required employer contribution of 0.07% of covered payroll, or about $10,598.

Funded Ratio

The funded ratio was 73.1% this year compared to 73.1% last year. The funded ratio is equal to the actuarial value of assets divided by the actuarial accrued liability. Prior to reflecting the assumption change, the funded ratio would have been 75.2%.

Analysis of Change in Employer Contribution

The components of change in the required employer contribution are as follows: Contribution Rate Last Year	49.87 %
Revision in Benefits	0.00
Experience (Gains) or Losses	0.07
Revision in Assumptions/Methods	3.64
Amortization Payment on UAAL	(2.43)
Normal Cost Rate	(0.33)
Administrative Expense	(0.07)
State Contribution	0.97
Contribution Rate This Year	51.72 %

Covered payroll as of October 1, 2025 was $14,770,804 versus $13,502,029 last year, an increase of 9.40%. Amortization payments on the unfunded liability are scheduled to increase by 2.50% per year. When covered payroll increases more than 2.50%, the amortization payment as a percentage of covered payroll will decrease. The 9.40% increase in covered payroll caused the Amortization Payment on the UAAL (expressed as a percentage of pay) to decrease by approximately 2.43% of covered payroll.

Required Contributions in Later Years

The current calculated City contribution requirement is 51.72% of payroll starting October 1, 2026. Under the asset smoothing method, market value gains and losses are recognized over five years. As of October 1, 2025, the market value of assets exceeds the actuarial value of assets by $10,225,375. Once all the gains and losses through September 30, 2025 have been fully recognized in the actuarial value of assets, the employer contribution rate will decrease by roughly 4.49% of payroll unless there are offsetting losses.

Relationship to Market Value

If Market Value had been the basis for the valuation, the City contribution rate would have been 47.23% (a dollar amount of $7,151,121) and the funded ratio would have been 77.8%. The funded ratio on a market value basis was 75.3% last year, and it was 65.5% two years ago.

13th Check Provision
The Plan provides for a 13th check if there is a net actuarial gain for the previous year. The Plan experienced a loss during the prior plan year and the cumulative balance of actuarial gains and losses is negative (a net loss), so no funds are available to provide 13th checks in 2025.

Conclusion
The funded ratio is 73.1% this year (77.8% on a market value basis), whereas it was over 100% in the year 2000. Steps have been taken in recent years to address this issue, such as strengthening the actuarial assumptions, including lowering the investment return assumption from 8.5% to 7.15% over time, applying an additional $1,150,000 towards the unfunded liability, and reducing the amortization period in the amortization of the unfunded liability to a maximum of 25 years.

The remainder of this Report includes detailed actuarial valuation results, financial information, miscellaneous information and statistics, and a summary of plan provisions. In a spirit of transparency, the entire report may be viewed on-line at the following link: http://bbffp.org/modules/stateDocs/index.asp

After review and discussion, Mr. Flechaus made a motion to accept the report as presented, seconded by Mr. Taylor. Motion passed 3-0.

The Board discussed the investment assumption of 7.15% with Mr. Strong. Mr. Strong felt that assumption was on the upper end of reasonableness based on capital market assumptions, but he felt was still reasonable. Mr. Evatt concurred that the current assumption rate was reasonable.

At this point, after discussing the assumed rate of return with Mr. Strong and Mr. Evatt, Mr. Flechaus made a motion to keep 7.15% as the assumed rate of return for the short, mid and long term. Mr. Taylor seconded the motion. Motion passed 3-0.

Mr. Strong spoke about the proposed merger and the effect on COLA. It was suggested that the COLA be renegotiated as the COLA as it stands today was based on an open plan, not a closed plan.

Mr. Strong finally spoke about conducting an experience study, as the last study was in 2020. Mr. Flechaus made a motion to authorize the actuarial experience study. Mr. Taylor seconded the motion. Motion passed 3-0.

PLAN ADMINISTRATOR:
Mr. Williams provided the Bookkeeper's report for informational purposes.

Mr. Williams briefed Board on the efforts undertaken for web compliance. After discussion, the Board felt it would be prudent to limit use of the site for Boynton Beach Firefighters only, which is why the site was created. Mr. Raybuck placed the foregoing in the form of a motion, which was seconded by Mr. Flechaus. Motion passed 3-0[2].

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[2] Letter will be transmitted to all affected personnel accordingly.
http://bbffp.org/docs/announcements/BBFF%20Secure%20Updates%20for%20Your%20Pension%20Membership%20Account%2005-06-2026.pdf#zoom=100

ATTORNEY'S REPORT:

Form 1 Annual Filing: Mr. Levinson reminded the Trustees of the annual reporting requirement and directed them to the appropriate location for filing purposes prior to July 01, 2026. Mr. Williams let the Trustees know the link to file may be viewed on the Trustees page of the website.

City Ordinance Review: Mr. Levinson reviewed the draft ordinance to permit the fire chief the opportunity to opt out of the fire plan and enter the general employee plan.

INVESTMENT MONITOR:

Mr. Evatt introduced himself to the Board[3]. He reflected that Mr. West had a medical procedure which caused his absence.

Quarterly Investment Report: Mr. Evatt advised that on March 31, 2026 the Fund's value was $211,079,148.00.

Comparative Performance Trailing Returns
Total Fund As of March 31, 2026

	QTR		YTD		FYTD		1 YR		3 YR		5 YR		7 YR		10 YR		Inception		Inception Date
Total Fund (Net)	**-1.70**	**(76)**	**-1.70**	**(76)**	**-0.78**	**(95)**	**11.10**	**(80)**	**9.51**	**(79)**	**5.07**	**(84)**	**7.64**	**(70)**	**8.24**	**(44)**	**6.24**	**(76)**	**01/01/2002**
Total Fund Policy	-1.81	(79)	-1.81	(79)	0.34	(72)	13.44	(40)	11.47	(26)	7.12	(14)	9.04	(13)	8.96	(13)	6.85	(34)	
Difference	0.12		0.12		-1.12		-2.34		-1.96		-2.05		-1.40		-0.72		-0.61		
All Public Plans-Total Fund Median	-1.07		-1.07		0.93		12.97		10.69		6.05		8.06		8.14		6.65		

The report includes data relative to the economy and may be viewed on-line at:
http://bbffp.org/docs/investments/2026-03-31%20Boynton%20Beach%20Firefighters%20Quarterly%20Report.pdf#zoom=100

NEW BUSINESS

Mr. Raybuck conveyed the city altered the way payroll payments are made to members while they are on workers compensation. Members were being paid through the city payroll system and pension contributions were being deducted accordingly. The current procedure are the members are paid by workers compensation direct, and no pension contributions are being withheld. The change came without any notice and has been taking place since July 2025. Mr. Raybuck attempted to resolve the procedure with the city but was met with negative results. As such Mr. Raybuck feels an administrative rule must be developed which would allow the member(s) the ability to reimburse the Plan for the wages paid while on workers compensation status. Failure to make up the payment would cause the members pension entry date to be revised for the affected time. Mr. Raybuck feels that the pension contribution payment should be based on what worker compensation payments that were paid. The foregoing was placed in the form of a motion by Mr. Raybuck and seconded by Mr. Flechaus. Motion passed 3-0. Mr. Levinson will prepare the new administrative rule for the next meeting for formal adoption.

OPEN DISCUSSION:

No open discission ensued.

[3] https://www.marinerwealthadvisors.com/our-team/jack-evatt/

<u>ADJOURN:</u>
Meeting adjourned at 11:31 A.M.

Next next regular meeting is August 05, 2026 at 9:00 A.M.

FOR THE BOARD