

# Proposal for Actuary Services for the OPEB Program and the Consolidated Retirement System

## Town of Longboat Key, Florida



**RFP 26-004**

**Due Date: April 30, 2026**

**Due Time: 2:00 p.m.**



Submitted by:

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Gabriel, Roeder, Smith & Company

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# TABLE OF CONTENTS

<b>TAB 1 – EXECUTIVE SUMMARY</b>	<b>PAGES 1 - 4</b>
<b>TAB 2 – PROPOSER EXPERIENCE AND QUALIFICATIONS</b>	<b>PAGES 5 - 13</b>
<b>TAB 3 – KEY PERSONNEL</b>	<b>PAGES 14 - 22</b>
<b>TAB 4 – APPROACH AND METHODOLOGY TO SERVICES</b>	<b>PAGES 23 - 29</b>
<b>TAB 5 – FEE SCHEDULE</b>	<b>PAGES 30 - 31</b>
<b>TAB 6 – SURVEYS OF PAST PERFORMANCE</b>	<b>PAGES 32 - 37</b>
<b>TAB 7 – FORMS</b>	
• <b>SUBMITTED PROPOSAL FORM</b>	
• <b>ACKNOWLEDGMENT OF FIRM</b>	
• <b>PUBLIC ENTITY CRIMES FORM</b>	
• <b>DRUG FREE WORKPLACE CERTIFICATION FORM</b>	
• <b>EQUAL EMPLOYMENT OPPORTUNITY FORM</b>	
• <b>PARTICIPATION IN E-VERIFY PROGRAM</b>	
• <b>SCRUTINIZED COMPANIES CERTIFICATION</b>	
• <b>AFFIDAVIT OF COMPLIANCE WITH FOREIGN ENTITY LAWS</b>	
• <b>HUMAN TRAFFICKING AFFIDAVIT - S. 787.06, FLORIDA STATUTES</b>	
• <b>CURRENT AND SIGNED W9</b>	
• <b>ALL ISSUED ADDENDA ACKNOWLEDGEMENT</b>	

## APPENDICES:

- A. LIST OF PENSION CLIENTS NATIONALLY**
- B. LIST OF FLORIDA OPEB NATIONALLY**
- C. LIST OF FLORIDA PENSION CLIENTS**
- D. LIST OF FLORIDA OPEB CLIENTS**



## **TAB 1**

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### **EXECUTIVE SUMMARY**



April 28, 2026

Ms. Kari L. Kennedy, CPPB  
Procurement Manager  
Town of Longboat Key  
501 Bay Isles Road  
Longboat Key, FL 44228

**Re: Proposal for Actuary Services for OPEB Program and the Consolidated Retirement System  
RFP 26-004**

Dear Ms. Kennedy:

We are pleased to have the opportunity to submit a proposal to provide actuarial services to the Town of Longboat Key, Florida (the "Town"). This proposal sets forth our understanding of the work to be performed and the overall qualifications and capabilities of the consultants and resources of Gabriel, Roeder, Smith and Company (GRS).

GRS understands the Town is seeking to work with an actuarial firm that can provide professional actuarial services including, but not limited to, valuation (pension and OPEB), accounting and reporting services, and consulting and advisory services for the Plan at a competitive fee. We specialize in serving public sector retirement systems, with a nationally recognized reputation, and a clear understanding of national, state, and local political and legislative environments and processes.

Our proposed client service team is highly capable and experienced in the public sector arena and will meet the specific needs of the Town. Given our experience and expertise, and the fact that we are a local firm, we are uniquely able to provide the best possible service and consulting at a very competitive price.

We believe we provide the best value to the Town, due to the following:

1. ***Caliber of Consultants*** – GRS has more consulting actuaries dedicated solely to providing services to the public sector than any other firm in the nation. We have 17 full-time, experienced, credentialed actuaries in our Fort Lauderdale office dedicated to Florida public sector work. The local Team is supplemented by vast firm-wide resources. Whatever challenges the Town may face, the Team will have the resources to offer solutions.

Nicolas Lahaye, a Fellow of the Society of Actuaries with 24 years of actuarial experience, will serve as the Lead Consultant Actuary for the pension and OPEB plans. Pete Strong, a Fellow of the Society of Actuaries with 29 years of actuarial experience, will serve as the peer review actuary for the pension plan. Piotr Krekora, who has 19 years of experience, will serve as the Peer

Review Actuary for the OPEB Plan Dina Lerner, a Fellow of the Society of Actuaries with 16 years of actuarial experience, will serve as the Managing Actuary for the pension and OPEB plans.

The Town can also take comfort that two Fellows of the Society of Actuaries (FSA) will sign the reports. Having two FSAs signing the reports will provide the Town with the highest level of credentials, while ensuring consistency of knowledge for the duration of the engagement. We believe that will greatly benefit the Town.

2. **Florida Experience** – GRS and its Florida office predecessor have been active in the Florida public sector pension market since the 1950s. In Florida alone, we are currently engaged by about 140 governmental clients for pension actuarial consulting and about 135 governmental clients for OPEB actuarial consulting. We know the statutes and regulations; we know the regulatory staff and many of the legislators; and we know trustees, finance directors and other consultants across the state. This boots-on-the-ground experience provides real value to our clients.
3. **Corporate Stability** – GRS has not been bought or sold over the years. We have always been an employee-owned organization, since 1938 (and no single shareholder owns more than 6% of the firm). This is not always true of actuarial service providers.
4. **Hands-On Technology** – GRS clients have free online portal access to a wealth of GRS resources for plan management, including benchmarking funded status, assumptions, and plan provisions. GRS can also provide web-based benefit calculation tools for use by in-house administrators and/or by plan members; user-driven modelling of various what-if scenarios; and dashboard graphics designed to provide management-level snapshots of plan progress, and risk metrics.
5. **Quality, Integrity and Professionalism** – GRS Consultants are national leaders in pension matters – both actuarial and accounting. National, state and local trade organizations regularly ask GRS to serve on their committees, speak at their conferences, and write articles for their publications.
6. **Best Security** – GRS has a SOC 2 Type II audit completed every year on the “Suitability of the Design and Operating Effectiveness of Controls Relevant to Security, Availability, and Confidentiality”, ensuring the highest possible security for your data and our systems.
7. **Largest Public Sector Actuarial Firm, at a Competitive Fee** – GRS has (1) 68 credentialed actuaries, (2) 140 employees in seven offices, (3) a dedication to the public sector (not corporate or multi-employer plans), (4) hundreds of small and mid-sized local government clients throughout the country, and (5) numerous statewide plans.

Our fees are competitive and our expertise is unparalleled, providing the best value to the Town.



***Additional RFP Requested Information***

***1. Proposer's full legal name and mailing address.***

Gabriel, Roeder, Smith & Company  
One East Broward Blvd., Suite 505  
Ft. Lauderdale, FL 33301-1804

***2. Name, title, email address, and phone number of the person responsible for the proposal and any negotiation during this process.***

Nicolas Lahaye, FSA, MAAA, EA, FCA  
Consultant and Actuary  
Phone: 954-527-1616  
Email: Nicolas.Lahaye@grsconsulting.com

***3. Indicate the Proposer's primary office that will provide the services.***

The Town of Longboat Key will be serviced entirely out of GRS' fully-staffed Fort Lauderdale office:

Gabriel, Roeder, Smith & Company  
One East Broward Boulevard, Suite 505  
Fort Lauderdale, Florida 33301-1804

***4. Certify the Proposer is licensed, permitted, and/or certified to do business in the State of Florida and to perform the services. Provide all licenses and certifications.***

Gabriel, Roeder, Smith & Company is registered to do business in the State of Florida (Document #P18229). Please see the following page (Page 4).

GRS will perform all requested work in a timely and efficient manner, and complete all requested services within the time periods specified.

The following Consultant and Actuary is located in our Fort Lauderdale office and is authorized to make representations for GRS:

Sincerest regards,  
Gabriel, Roeder, Smith & Company



**Nicolas Lahaye, FSA, EA, MAAA, FCA**  
Gabriel, Roeder, Smith & Company  
1 East Broward Blvd., Suite 505  
Ft. Lauderdale, FL 33301  
Phone: 954-527-1616



## LICENSE TO DO BUSINESS IN FLORIDA

### 2026 FOREIGN PROFIT CORPORATION ANNUAL REPORT

DOCUMENT# P18229

Entity Name: GABRIEL, ROEDER, SMITH & COMPANY

**Current Principal Place of Business:**

ONE TOWNE SQUARE  
SUITE 800  
SOUTHFIELD, MI 48076

**Current Mailing Address:**

ATTN: ACCOUNTING  
ONE TOWNE SQUARE SUITE 800  
SOUTHFIELD, MI 48076 US

FEI Number: 38-1691268

Certificate of Status Desired: No

**Name and Address of Current Registered Agent:**

BRACCIALARGHE, THEORA POH  
ONE EAST BROWARD BLVD  
STE 505  
FORT LAUDERDALE, FL 33301 US

*The above named entity submits this statement for the purpose of changing its registered office or registered agent, or both, in the State of Florida.*

SIGNATURE: \_\_\_\_\_

Electronic Signature of Registered Agent

\_\_\_\_\_ Date

**Officer/Director Detail :**

Title TS  
Name SCHEER, CHRISTINE  
Address ONE TOWNE SQUARE, SUITE 800  
City-State-Zip: SOUTHFIELD MI 48076

Title PRESIDENT, DIRECTOR  
Name KERMANS, JUDITH  
Address ONE TOWNE SQUARE  
SUITE 800  
City-State-Zip: SOUTHFIELD MI 48076

I hereby certify that the information indicated on this report or supplemental report is true and accurate and that my electronic signature shall have the same legal effect as if made under oath; that I am an officer or director of the corporation or the receiver or trustee empowered to execute this report as required by Chapter 607, Florida Statutes; and that my name appears above, or on an attachment with all other like empowered.

SIGNATURE: CHRISTINE SCHEER

SECRETARY

04/03/2026

\_\_\_\_\_ Electronic Signature of Signing Officer/Director Detail

\_\_\_\_\_ Date



## **TAB 2**

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### **PROPOSER EXPERIENCE AND QUALIFICATIONS**

***A. Provide a narrative describing the Proposer's experience, capabilities, and demonstrating the required minimum qualifications in providing actuarial services to Florida municipalities. (Maximum seven (7) pages)***

***Narrative should include but not be limited to:***

***1. General description of the Proposer, including size, number of employees, primary business, and qualifications. Describe the Proposer's management philosophy to assure customer-centered service is provided.***

## **DESCRIPTION OF THE FIRM**

Gabriel, Roeder, Smith & Company (GRS) was incorporated on October 2, 1962 from a merger of A. G. Gabriel & Company, a sole proprietorship established in 1938, and another younger sole proprietorship, Roeder & Company. In 1995, the company merged with Kruse, O'Connor & Ling, a Florida based consulting firm located in Fort Lauderdale, Florida. Nearly 100% of the company's shareholders are its employees.

GRS is a national actuarial and benefits consulting firm that focuses on services for the public sector. Our public sector work is not confined to a small specialty unit in a larger diverse organization. Actuarial consulting for public sector entities is essentially all we do.

This distinguishes GRS from other national firms whose public sector actuarial practice is a smaller unit amongst a large diverse organization. We do not have a parent organization that focuses on other business lines unrelated to public pensions/OPEBs. Our entire firm is dedicated to governmental actuarial and benefits consulting. That single-mindedness ensures that the resources needed for public sector services are not crowded out by other corporate interests.

GRS and its Florida office predecessor have been active in the Florida public sector pension market since the 1950s. In Florida alone, we are currently engaged by about 140 governmental clients for pension actuarial consulting and about 135 governmental clients for OPEB actuarial consulting, all of which include preparation of actuarial valuations. We consider it important for Florida municipalities to have an actuarial firm with substantial Florida experience.

Our reputation for providing independent advice and quality consulting services has remained unmatched for over 85 years. Our actuarial experience, technology solutions, and nationally recognized research, help our clients develop fiscally sustainable programs and preserve financial security for millions of Americans.

## **SIZE OF THE FIRM**

Our total client base includes over 1,000 public sector retirement systems and healthcare programs across 42 states, including 41 statewide public pension retirement systems. Over the years, we have worked in almost all of the 50 states. The far-ranging locations of our clients and the long association we have enjoyed with them attest to the quality of our services. We have been associated with more than half of our clients for at least 15 years, many for more than 40 years, and some for 60 years.

With clients nationwide, GRS has the largest and most diverse pension practice serving the public sector retirement community today.



## NUMBER OF EMPLOYEES

GRS currently has a total of 140 employees with 7 offices throughout the country, including (in order of size): Southfield, Michigan; Fort Lauderdale, Florida; Dallas, Texas; Chicago, Illinois; Denver, Colorado; Minneapolis, Minnesota; and Grand Rapids, Michigan.

Approximately 100 employees are directly involved in providing actuarial services to public sector clients. Of these, 68 are credentialed actuaries.

GRS has more actuaries and consultants devoted exclusively to serving governmental retirement systems than any other firm in the country. All our actuaries have experience in benefit design, plan administration, and legislative issues, as well as all valuation-related services. Because all of our actuaries and consultants have extensive public plan experience, back-up is always available.

Our employees are affiliated with numerous governmental groups, on both a national level, including the national Government Finance Officers Association (GFOA), National Conference on Public Employee Retirement Systems (NCPERS), the National Association of State Retirement Administrators (NASRA), and on a state (Florida) level, including the Florida Public Pension Trustees Association (FPPTA) and the Florida GFOA (FGFOA), and many others.

## PRIMARY BUSINESS

Employee benefit consulting is all we do. More than 99% of our client base is in the public sector, and nearly 100% of our revenue is attributable to providing professional actuarial and related consulting services to public sector clients. Our services are provided on a fee-for-service basis only. We sell no insurance, investment or other products – our consulting is provided solely in the best interests of our clients.

## QUALIFICATIONS

GRS is the country's premier provider of actuarial consulting services to the governmental plans community and excels in technology and innovation. GRS has a nationally renowned reputation, an excellent research center that specializes in governmental plans and a clear understanding of the issues governmental plans face across the nation. GRS is an employee owned and operated company which delivers a higher level of commitment to providing the best possible service and the most independent consulting advice possible.

We are the nation's leading provider of actuarial and consulting services to governmental plans in the country. Our client base is comprised of post-retirement benefit systems and employers at city, county, public authority, state, schools, libraries, public hospitals, and Native American tribes. Additionally, most GRS clients have multiple retirement structures because of multiple classes of employees, such as general employees, law enforcement personnel, judges and elected officials.

Our depth of experience, particularly with large plans, enables us to deliver better service to all of our clients regardless of size. We have seen just about everything, and we continually disseminate learned information across all offices and to all consultants, through intranet portal discussion



groups, monthly conference calls, annual company meetings, and informal subnetworks among consultants and across offices. Our internal networking among consultants and across offices is unparalleled in its extent and effectiveness.

Our long history and tenure with the vast majority of our clients is a testimony and demonstration of our commitment to our clients and their needs. Decades of stability attest to our past experience and demonstrated ability to serve our clients and plan members in meaningful ways.

As our nation's premier provider of actuarial services to governmental plans, we will continue to expand our expertise by retaining the best actuarial talent, developing innovative software, providing the best consulting advice and ideas, providing informative research, and helping employee benefit plans in ways that promote fiscal sustainability and benefit adequacy. GRS has a proven track record for having done this better than any other firm for more than 85 years.

## **MANAGEMENT PHILOSOPHY**

We view the Board of Trustees and the Town staff as policy makers and managers; as your consulting actuaries, we serve as your trusted technical and strategic advisors.

Our continuing objective is to remain a trusted advisor to clients and to continue to partner with them as risk managers and subject matter experts. We view the provision of consulting services as making our clients' lives easier and providing them with complete information such that they will be able to make informed decisions, and anticipate events that may impact this process. A key building block to our approach is the integration of funding and accounting into overall business and financial plans (as compared to merely "running the numbers").

GRS emphasizes accountability, transparency, education, risk management and honesty in its work for clients. We will make sure decision makers are able to base their decisions on broad understanding of not only the top line numbers, but their limitations, their risks, what strategies have been implemented and how the System will react in adverse scenarios.

As your partner, we view our client relationships as a dynamic process in which both GRS and the Town of Longboat Key take an active role. We value client input and perspectives as it makes us better advisors and results in recommendations that are informed and mutually understood. Our consulting philosophy rests on these fundamental principles and focus on providing real value to our clients.

### ***2. Provide experience of the Proposer as it pertains to implementing GASB Statements 67, 68, 75 and valuations of pre-funded OPEB plans.***

GRS has been providing pension and OPEB recognition and disclosure information pursuant to GASB Statement Nos. 67, 68, 74, and 75 for many years and since their implementations.

GRS consultants have served on GASB's Task Force for the initial development of GASB Standards 67 and 68 and on the OPEB Implementation Guidance Consultative Group on GASB 74 and 75. They have also been involved in the development of Standards and Implementation Guides for OPEB and



served on the Advisory Education to Board and Staff on actuarial cost methods during the development of GASB accounting pension standards.

GRS also has a dedicated internal committee for GASB and OPEB, closely tracking any revisions to the reporting and accounting standards.

In addition, GRS consultants have:

- Served on the GASB Advisory Committee for Pension research and prepared studies leading to pronouncement of GASB Statements 67 and 68;
- Served on a consultative group assisting GASB in drafting Implementation Guides for Statements 74/75;
- Testified at GASB Hearings on the Invitations to Comment and the Exposure Drafts relative to GASB Statements 67/68 and 74/75;
- Conducted numerous speaking engagements on GASB 67/68/74/75 for the national and Florida GFOA, NCPERS, national AICPA, FICPA, FPPTA and various other national and state organizations;
- Written articles for the Florida GFOA newsletter and other publications on GASB 67/68/74/75;
- Successfully implemented GASB 67/68 for over 400 governmental retirement systems; and
- Successfully implemented GASB 74/75 for nearly 600 OPEB Plans.

For pre-funded OPEB plans, GASB No. 74 was first applicable for the 2017 fiscal year end. A relatively low percentage of governmental entities pre-fund their OPEB obligations. Even fewer pre-fund their OPEB obligations when all they provide is the implicit subsidy alone. The decision by governmental entities to pre-fund their OPEBs usually is made when they provide some level of direct subsidy in addition to the implicit subsidy. Those employers usually have significant liabilities compared to the pension and other balance sheet liabilities. Nevertheless, we do have clients with only the implicit subsidy that do indeed pre-fund their OPEB obligation. We would be please to advise the Town of the advantages and disadvantages for pre-funding its OPEB obligation.

As the nation's leading provider of actuarial services to the public (governmental) sector, there isn't anything we haven't seen as a firm with regard to GASB 67/68 and GASB 74/75. The Town of Longboat Key can be assured that the GASB 67/68 and GASB 75 reports prepared by GRS will be accurate and thorough, providing everything the Town needs to complete its financial reporting obligations.

***3. Provide the accounts gained and lost by Proposer for actuarial services over the last three years. Describe the reason for each loss.***

Over the past three years, GRS has gained 108 clients and lost 13 clients for actuarial services. GRS did not lose any clients due to performance issues, and the gains reflect our strong reputation and delivery of high service levels at competitive prices.



***4. Detail Proposer's policies, procedures, data encryption, and technical measures to prevent unauthorized access or alteration, fraud, theft, misuse, or physical damage to hardware, software, communications networks, and data.***

GRS continually strengthens its network security in an ongoing effort to counter the increasingly sophisticated techniques used by security attackers. GRS offers secure transfer of sensitive information via its Secure FTP facility. Security is a significant focus of GRS IT and includes the following: use of strong passwords and two-factor authentication, account lockout policies, inactivity timeouts/screen locks, next-generation firewalls with IPS and FirePower defenses, anti-spam, anti-virus, and anti-phishing controls, access controls, ongoing security monitoring, network monitoring, and vulnerability scanning, and regular penetration testing/audits. In addition, individual PCs contain no confidential data. Data is contained on secured servers only.

GRS facilities have security on premises 24 hours per day / 7 days per week, key card or code access to offices during business hours and server rooms secured by locks with keys restricted only to authorized personnel. For the Fort Lauderdale location, there are closed circuitry camera systems.

GRS also owns and maintains its entire IT infrastructure with a full-time Information Technology staff dedicated to supporting the hardware and software environment in all office locations. Primary IT resources such as web sites, databases, file and print services, file transfer facilities, e-mail services, accounting and timekeeping systems are maintained at two locations: Michigan and Florida offices.

Each of the two primary sites actively serves a portion of the overall resources and has the capacity to assume the activities of the peer site in event of a disaster. The overall design of every component of the system, from telecommunications carrier services to individual hardware/software components (phone system components, servers, storage devices, network switching equipment, and even entire data centers) is redundant to permit failure of a given component without affecting availability of the underlying service. For example, dual carrier connections are deployed in each location with intelligent routing that is always choosing the most effective path. Virtualization is used almost exclusively. All machines and data are replicated to multiple local and remote destinations to protect against hardware and site-wide disaster, and are quickly recoverable. Backups to both disk and tape, as well as both local and remote complete-machine replicas occur nightly and are recoverable in a timely manner to the previous evening's recovery point.

**SOC 2 Type II Annual Audit**

Each year, GRS receives a SOC 2 Type II Report on the "Suitability of the Design and Operating Effectiveness of Controls Relevant to Security, Availability, and Confidentiality". GRS information security policies and procedures, which are reviewed annually by independent auditors, are structured around the following controls: Assets and Data, Access Controls, Change Management, Configuration Standards, Monitoring, HIPAA, Risk Assessment, Vendor Management, Disaster & Incident Response and Training. This ensures the highest possible security for your data and our systems. We believe this is a significant advantage for our clients.



**5. Describe Proposer's system back-up, security, and disaster recovery procedures. The description shall include, but not be limited to the following:**

***Indicate if files are archived and stored at an off-site location***

***Describe the Proposers testing procedures for disaster recovery and indicate when the latest full-scale disaster recovery test was performed.***

GRS maintains a Disaster Recovery, Incident Response and Business Resumption Policy that will support continuation of services to GRS clients and provide for an organized approach to addressing and managing a security incident, natural disaster or Infrastructure failure. GRS maintains a Business Resumption Plan that will facilitate communication and remote working arrangements in the event a GRS facility is unavailable. The Business Resumption Plan is reviewed with all GRS employees upon hire and at least annually thereafter. GRS also maintains a documented Disaster Recovery Plan for all GRS Infrastructure and performs periodic data center tests of different workload types under the Disaster Recovery Plan. In addition, GRS maintains an Incident Response Plan to be utilized in the event of a security incident. The disaster recovery is tested during the SOC 2 Type II Audit every year.

### **Network Structure and Power Supply**

GRS maintains two centralized colocation data centers in bunker-type buildings (separate from our offices) designed to withstand any weather, natural disaster or loss of power emergency. There are backup generators that automatically activate if grid power is lost. These locations each have server processing and storage capacity sufficient to support the needs of all offices at all times, so even if one goes down, GRS will still remain fully functional. There is very minimal reliance on cloud services. All hardware/software is under support contracts with their respective vendors.

### **Remote and Data Transfer Capabilities**

Our consultants have access to a secure application that connects to the company network and enables them to work outside the office as if they were using their own desktop. GRS utilizes two-factor authentication for remote access. We are dedicated to protecting the personal security and privacy of all client plan participants.

In the ordinary course of its business, GRS may collect and store information about client plan participants. Client plan participant information may include social security numbers and protected health information. The required encrypted method of information transmittal is through a GRS secure portal (secure file transfer or GRS Advantage™) or through a client-provided secure portal.

### **Scheduled Recovery Capabilities**

We use the latest backup software available to perform disk-to-disk and disk-to-disk-to-tape backups, for all data and for complete servers, on a daily, weekly, monthly, and sometimes hourly basis. At any given time, multiple forms of recovery are available and the method most appropriate to a particular need is selected. Some form of off-site backup, short-term storage to disk, and long-term storage to tape are always in use.

Our virtualization architecture is identical between the central IT locations. The virtualization of servers and the storage of data on volumes allows for replication of the servers and their data. All key servers and storage are protected with same-day, 4-hour response service agreements.



**6. Describe any internal peer review procedures or other controls to ensure accuracy of the work product provided. Identify any other quality control systems the Proposer has in place.**

GRS has a total quality management program that includes four steps. Under the Quality Assurance process, for every actuarial valuation we prepare:

1. An Actuarial Analyst develops the liabilities and plan cost results,
2. A Senior Actuarial Analyst verifies each value,
3. The Lead Actuary and Oversight Actuary will review everything as the valuation process continues to ensure that results not only look reasonable but are correct, and
4. The Peer Review Actuary has the final set of eyes on the report.

These guidelines were developed by our Professionalism Committee and are reviewed as needed.

In completing any client assignment, it is the goal of each employee of GRS to produce the highest quality work. This practice has been an integral component of our corporate culture throughout our history. GRS clients enjoy a high level of assurance and confidence that our results are accurate, reliable and fully compliant.

GRS uses its Quality Assurance process on all services we provide to our clients. This process provides our clients with confidence that their valuations will (1) be the product of professional actuarial rigor, (2) withstand auditor scrutiny, and (3) be in technical compliance with all actuarial standards.

**Internal and External Audits**

Our internal audit process ensures that our associates follow our Quality Assurance procedures and that the services provided to our clients are continuously improving. This is a procedural audit.

Our work for many of our clients has also been audited by other actuarial firms, and our work has passed their scrutiny. This external actuarial audit is a frequent and routine procedure for large pension funds. As serious, committed professionals, we always welcome the constructive suggestions of other qualified professionals.

Town officials need to have assurance and confidence in the actuarial product they receive from GRS. Our Quality Assurance procedures are essential in providing exactly that.

**7. Provide a statement the Proposer is not presently in violation of any statutes or regulatory rules that might have an impact on Proposer's operations.**

Gabriel, Roeder, Smith & Company is not in violation of any statutes or regulatory rules.

**8. Provide a statement Proposer is willing to acknowledge they are a fiduciary of the fund as defined in the Employee Retirement Income Security act of 1074 ("ERISA") and Section 112.656, Florida Statutes.**

When we serve as actuary for a retirement system, we generally do not have discretionary authority over the day to day administration of the Plan or handling of the Plan's assets, so we do not believe the designation of "fiduciary" generally applies to the work we do. However, GRS will accept to be a "fiduciary" with respect to the retirement system to the extent required by law and to the extent that GRS makes decisions on behalf of the Retirement System or its participants and beneficiaries.



***B. Provide five (5), past and/or current clients, within the past three (3) years. For each client, include:  
The services being provided  
The key personnel listed in Tab 3 providing the services to the client  
Contact name, phone number and email address***

The following pages provide a list of five (5) complete references for which similar services are currently provided in the State of Florida. We would be pleased to provide contact information for additional clients, at your request.

A more complete listing of GRS' public pension clients, nationwide, is provided in Appendix A, while Appendix C narrows this list down to our Florida-based pension clients only. Appendix B includes a listing of GRS' firm-wide public OPEB clients, and Appendix D narrows this list down to a list of our Florida public OPEB clients.

<b>City of St. Augustine (General Employees and Police Officers)</b>	
Contact Person	Mr. Thomas H. Jensen, Plan Administrator
Contact Person's phone number	727-492-3852
Contact Person's e-mail address	tjensenpension@gmail.com
Key Personnel	Nicolas Lahaye and Travis Robinson
Services Provided	Annual pension actuarial valuations; employee benefit statements; GASB accounting reports; actuarial advisory services; benefit calculations; presentations to the Pension Board.

<b>City of Altamonte Springs (General and Police Pension Plans and OPEB Plan)</b>	
Contact Person	Ms. Tara Culver, Chief Financial Officer
Contact Person's phone number	407-571-8094
Contact Person's e-mail address	TCulver@altamonte.org
Key Personnel	Nicolas Lahaye, Dina Lerner, and Brandon Miller
Services Provided	Annual pension actuarial valuations; employee benefit statements; GASB and OPEB accounting reports; actuarial advisory services; benefit calculations; presentations to the Pension Board.

<b>City of Atlantic Beach (General and Police Pension Plans and OPEB Plan)</b>	
Contact Person	Ms. Brittany Percell, Finance Director
Contact Person's phone number	904-247-5881
Contact Person's e-mail address	bbrown@coab.us
Key Personnel	Nicolas Lahaye, Dina Lerner, and Travis Robinson
Services Provided	Annual pension actuarial valuations; employee benefit statements; GASB and OPEB accounting reports; actuarial advisory services; benefit calculations; presentations to the Pension Board; special studies.



<b>City of Sarasota (General Employee and Police Officers)</b>	
Contact Person	Ms. Debra Martin, Pension Plans Administrator
Contact Person's phone number	941-263-6360
Contact Person's e-mail address	Debra.Martin@sarasotaFL.gov
Key Personnel	Pete Strong, Nicolas Lahaye, and Brandon Miller
Services Provided	Annual pension actuarial valuations; Employee benefit statements; GASB accounting reports; actuarial advisory services; presentations to the Pension Board and to City Commission; special studies.

<b>City of Largo Municipal Police and Firefighters Pension Plan and OPEB Plan</b>	
Contact Person	Ms. Rebecca Spuhler, Finance Director
Contact Person's phone number	727-586-7443
Contact Person's e-mail address	rspuhler@largo.com
Key Personnel	Nicolas Lahaye and Brandon Miller
Services Provided	Annual pension actuarial valuations; employee benefit statements; GASB and OPEB accounting reports; actuarial advisory services; benefit calculations; presentations to the Pension Board; special studies.



## **TAB 3**

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### **KEY PERSONNEL**

**A. Provide a matrix identifying the key personnel and the proposed team members. Designation of a single point of contact is required.**

**For each key personnel and proposed team member please provide:**

- 1. Resume: Include number of years in the current position, total number of years in the industry, and years of experience in performance measurement in general, in the public sector, and with Florida public pension plans.**
- 2. Identify assigned past and current clients and the services provided.**
- 3. Brief description of the role and responsibilities proposed to be provided to the Town.**
- 4. Current and projected workload and the ability to provide responsive services to the Town.**

At GRS, we use a client service team approach in order to leverage our resources in the most effective and efficient way. This approach ensures that work is performed at the most appropriate level so that we deliver services to the Town efficiently, at the lowest possible cost, without compromising quality. This approach also ensures that a number of associates are familiar with your Plans (pension and OPEB), preventing any disruption of services provided to the Town.

The following is the GRS Client Service Team proposed for the services outlined in the proposal:

**Lead Consultant and Actuary (and single point of contact):**

Nicolas Lahaye, FSA, EA, FCA, MAAA

**Peer Review, Resource and Backup Pension Actuary:**

Peter Strong, FSA, EA, FCA, MAAA

**Peer Review, Resource and Backup OPEB Actuary:**

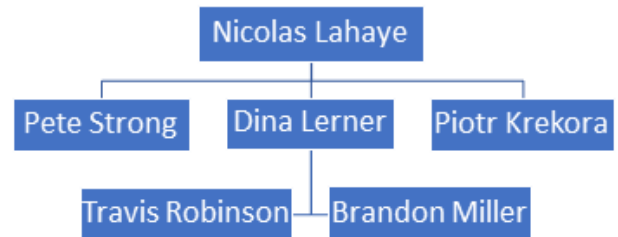
Piotr Krekora, ASA, EA, FCA, MAAA, PhD

**Managing Consultant and Actuary:**

Dina Lerner, FSA, EA, FCA, MAAA

**Team of Senior Actuarial Analysts:**

Led by Travis Robinson, ASA, EA, FCA, MAAA and Brandon Miller, EA, FCA, MAAA



*The proposed GRS service team would provide the Town of Longboat Key with 3 Fellows of the Society of Actuaries (FSA), with 4 Consultant-level Actuaries, and with over 100 years of meaningful actuarial experience related to public pension and OPEB services. We believe the experience and qualifications of the proposed team is unlikely to be matched by any of the other proposers.*

**TWO FSAs SIGNING THE REPORTS**

We expect to have the same two Fellows of the Society of Actuaries (FSA), Mr. Nicolas Lahaye and Ms. Dina Lerner, signing the reports for the duration of the engagement. Having two FSAs signing all the reports would provide the Town with the highest level of credentials, while ensuring consistency of knowledge for the duration of the engagement. We believe that would greatly benefit the Town.



## ROLES AND RESPONSIBILITIES OF TEAM MEMBERS

**Nicolas Lahaye (Nick)**, Consultant and Actuary with 24 years of experience, will serve as the Lead Consulting Actuary and single point of contact for the pension plan and the OPEB plan. He will be responsible for reviewing the pension and OPEB deliverable reports, and monitoring compliance with all client deliverable schedules. He has extensive pension and OPEB experience including routine valuations as well as assistance with plan design and pension and OPEB reform efforts. He has seen just about every type of pension and OPEB plans provisions imaginable, and adheres to the highest quality standards so that clients and their auditors can have confidence in the measurement of costs and liabilities.

Nick's strengths lie in technical and consulting skills. Being able to communicate complex actuarial and financial reporting concepts in simple terms, he has served his clients, fellow actuaries and accountants well over the years.

**Peter N. Strong (Pete)**, Senior Consultant and Actuary with 29 years of experience, will serve as the Peer Review, Resource and Backup Actuary for the pension plan. He will be responsible for ensuring the final deliverable reports are understandable and comply with all GRS internal quality standards and all Actuarial Standards of Practice.

**Piotr Krekora**, Senior Consultant and Actuary with 19 years of experience, will serve as the Peer Review, Resource and Backup OPEB Actuary for the OPEB plan. He will be responsible for ensuring the final OPEB deliverable reports are understandable and comply with all GRS internal quality standards and all Actuarial Standards of Practice.

**Dina Lerner**, Consultant and Actuary with 16 years of experience, will serve as the Managing Consulting Actuary for the pension plan and the OPEB plan. She will be responsible for managing the pension and OPEB valuation process from beginning to end including the preliminary reports. She will also be managing the preparation of GASB reports, compliance reports, studies, actuarial impact statements, and any other actuarial work requested.

**Travis Robinson**, Senior Analyst with 18 years of experience, and **Brandon Miller**, Senior Analyst with 17 years of experience, will serve as Senior Actuarial Analysts for the pension plan and the OPEB plan. They will be directly involved in the preparation of the valuation and GASB reports, compliance reports, studies, actuarial impact statements, and any other actuarial work requested.

Other Senior Analysts and Analysts in the Fort Lauderdale office will step in and assume some of the Actuarial Analyst duties if needed.

All of these Team members are in the Fort Lauderdale office. Every member of our professional staff has in-depth experience with public employee retirement plans and OPEB plans. We believe our knowledgeable, responsive approach permits us to offer the highest level of prompt, informed service and personnel back-up.



## WORKLOAD ASSIGNMENTS

We do not compromise service quality for client base growth. Therefore, GRS only bids on work that it has the resources to provide.

When determining the number of clients an associate can manage, we consider various factors.

1. The role on the team
2. The complexity and size of the client
3. The expertise of the supporting staff
4. The current workload of the assigned team

Role assignments are reviewed at least annually to ensure that employees can dedicate adequate time to performing their assigned tasks with the necessary attention to detail our clients deserve. This process occasionally leads to changes in staffing at the analyst level.

The proposed GRS Service Team is in our company's Southeast Region, which has 26 consultants and analysts—including 17 credentialed actuaries. Your assigned Team will always have backup if needed. No sub-consultants will be involved.

The Service Team for the Town of Longboat Key has adequate capacity to provide responsive services as required.

The following pages provide the official resumes of the GRS client service team members assigned to this engagement.



# RESUMES

## Nicolas Lahaye, FSA, EA, FCA, MAAA

Consultant

Fort Lauderdale, Florida Office

[nicolas.lahaye@grsconsulting.com](mailto:nicolas.lahaye@grsconsulting.com)



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### Role & Experience

Nick will serve as the Lead Consulting Actuary to the Town of Longboat Key Consolidated Retirement System and the Town of Longboat Key Other Post-Employment Benefits Program (OPEB). He will be responsible for reviewing the pension and OPEB valuation reports, monitor compliance with all client deliverable schedules, and ensure report accuracy and compliance with all GRS internal quality standards and all Actuarial Standards of Practice.

Nick is a Consultant with over 24 years of public sector pension and OPEB actuarial experience, including over 10 years with GRS and with Florida public pension plans. His experience includes all aspects of public sector pension and retiree health plan design and operation, including pension and OPEB valuations, pension and retiree health care studies, cost analyses of proposed plan changes, liability and contribution projections, and asset simulation and cash flow studies.

Nick is a well-respected consulting actuary as attested by the community of pension professionals, board trustees and the City/Town staff of his clients, and his peers throughout GRS. As the Lead Consulting Actuary, Nick brings to the Town of Longboat Key significant experience in efficient, accurate and client-responsive pension and OPEB services.

Nick currently serves as the Lead Consulting Actuary for a number of public sector pension clients in Florida and over 30 Florida governmental OPEB plans, including:

- City of Altamonte Springs (General Plan, Police Plan, and OPEB Plan)
- City of St. Augustine (General Plan, Police Plan, and OPEB Plan)
- City of Atlantic Beach (General Plan, Police Plan, and OPEB Plan)
- City of Largo (Police & Firefighters Plan and OPEB Plan)
- City of Lake Worth Beach (General Plan, Police Plan, Firefighters Plan, and OPEB Plan)
- And several others

### Professional Designations

- Fellow, Society of Actuaries (FSA); Enrolled Actuary, ERISA (EA); Fellow, Conference of Consulting Actuaries (FCA); and Member, American Academy of Actuaries (MAAA)



## Peter N. Strong, FSA, EA, FCA, MAAA

Senior Consultant

Fort Lauderdale, Florida Office

[pete.strong@grsconsulting.com](mailto:pete.strong@grsconsulting.com)



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### Role & Experience

Pete will serve as the Peer Review, Resource and Backup Actuary for the Town of Longboat Key Consolidated Retirement System. As Peer Review Actuary, he will be responsible for ensuring the final deliverable pension reports are understandable and comply with all GRS internal quality standards and all Actuarial Standards of Practice.

Pete is a Senior Consultant with 29 years of experience in actuarial, administrative, and consulting services for employee retirement systems, including 17 years with GRS and with Florida public pension plans. His actuarial responsibilities for clients have included valuations for funding and accounting purposes, cost analyses of proposed plan changes, experience studies, GASB actuarial work, peer review for other clients and cash flow projections.

Pete provides actuarial and consulting services to more than 20 public sector employee retirement systems in Florida, which cover general governmental employees, public safety employees, or both. His pension plan experience includes defined benefit plans and hybrid arrangements, covering a multitude of different plan design features.

Pete is a frequent speaker at the Florida Public Pension Trustees Association (FPPTA) -- at its annual conference and its trustee schools.

Pete is currently the primary pension consulting actuary for a number of public sector pension clients in Florida, including:

- City of Sarasota (General Plan and Police Plan)
- City of Tallahassee Pension Plans
- City of Clearwater Employees' Pension Plan
- City of Coral Gables Retirement System
- Town of Palm Beach Retirement System
- And several others

### Professional Designations

- Fellow, Society of Actuaries (FSA); Enrolled Actuary, ERISA (EA); Fellow, Conference of Consulting Actuaries (FCA); and Member, American Academy of Actuaries (MAAA)

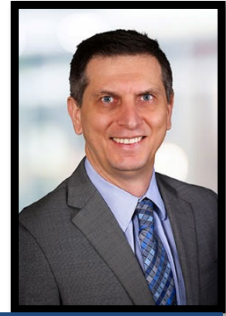


## Piotr Krekora, ASA, EA, FCA, MAAA, PhD

Senior Consultant & Office of the Chief Actuary

Fort Lauderdale, Florida Office

[piotr.krekora@grsconsulting.com](mailto:piotr.krekora@grsconsulting.com)



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### Role & Experience

Piotr will serve as the Peer Review, Resource and Backup OPEB Actuary for the Town of Longboat Key Other Post-Employment Benefits Program (OPEB). As Peer Review Actuary, he will be responsible for ensuring the final deliverable OPEB report is understandable and comply with all GRS internal quality standards and all Actuarial Standards of Practice.

Piotr Krekora is a Senior Consultant with over 19 years of direct client consulting experience in the retirement industry for state and local government pension and OPEB plans, all years with GRS and with Florida public pension plans. Piotr has extensive pension and OPEB experience including routine valuations as well as assistance with plan design and benefit reform efforts. He has seen just about every type of OPEB plan provision imaginable (and the plain vanilla types), and adheres to the highest quality standards so that clients and their auditors can have confidence in the measurement of costs and liabilities.

Piotr has served on the OPEB consulting team for City of Sarasota, Town of Palm Beach, the City of Miami and City of Atlanta. He also serves as the Supervising Actuary for over 30 public school districts.

Piotr has conducted OPEB training seminars for the State of Florida Auditor General's Office; and he has presented at national and state conferences of finance officers and auditors on pension and OPEB standards.

Piotr is a member of the GRS Office of the Chief Actuary. In this capacity, he provides strategic thought leadership to public sector clients as well as ensuring that service is being provided at the highest level by all GRS employees.

### Professional Affiliations

Society of Actuaries: Piotr is an elected member of a Social Insurance and Public Funding Council where he served as a Chair and a Secretary. Piotr currently serves on the Retirement Plans Experience Committee tasked with the ongoing reporting of nationwide mortality and other experience of retirement systems.

### Professional Designations

- Associate, Society of Actuaries (ASA); Enrolled Actuary, ERISA (EA); Fellow, Conference of Consulting Actuaries (FCA); and Member, American Academy of Actuaries (MAAA)



## Dina Lerner, FSA, EA, FCA, MAAA

Consultant

Fort Lauderdale, Florida Office

[dina.lerner@grsconsulting.com](mailto:dina.lerner@grsconsulting.com)



### Role & Experience

Dina will serve as Managing Actuary to the Town of Longboat Key Consolidated Retirement System and the Town of Longboat Key Other Post-Employment Benefits Program (OPEB). She will be responsible for managing the valuation process from beginning to end including the preliminary reports. She will also be directly involved in the preparation of GASB reports, compliance reports, studies, actuarial impact statements, and any other actuarial work requested.

Dina is a Consultant with 16 years of actuarial experience, including 10 years with GRS and with Florida public pension plans. She has been involved in the preparation of numerous actuarial valuations (pension and OPEB), cost analyses of proposed plan changes, projections, GASB accounting reports, experience studies, and benefit calculations. Her benefits consulting background also includes total reward statements, lump sum payout windows, plan termination work, retirement readiness studies, and development of benefit calculators.

Dina also has a strong programming and modeling background having worked with multiple actuarial systems such as proprietary systems and ProVal during her career. Her actuarial systems' experience provides her with strong technical skills in preparing, checking, and reviewing valuations and studies.

Dina currently manages the actuarial work for more than 15 governmental retirement programs in Florida and more than 10 Florida governmental OPEB plans, including:

- City of Dania Beach
- City of Lauderhill
- Village of Miami Shores
- And several others

### Professional Designations

- Fellow, Society of Actuaries (FSA); Enrolled Actuary, ERISA (EA); Fellow, Conference of Consulting Actuaries (FCA); and Member, American Academy of Actuaries (MAAA)



## Travis Robinson, ASA, EA, FCA, MAAA

Senior Analyst

[travis.robinson@grsconsulting.com](mailto:travis.robinson@grsconsulting.com)



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### Expertise

Travis will serve as the Senior Actuarial Analyst for the Town of Longboat Key Consolidated Retirement System and the Town of Longboat Key Other Post-Employment Benefits Program (OPEB). He will be responsible for checking the pension and OPEB valuation work from beginning to end and will also be directly involved in any other actuarial work requested.

Travis is a Senior Analyst with 18 years of experience performing actuarial valuations and consulting services, all years with GRS and with Florida public pension plans. His client responsibilities include performing/checking actuarial valuations, retiree health care (OPEB) valuations, funding projections, employee benefit statements, benefit calculations, client data maintenance, and preparation of government filings and required disclosures.

Travis actuarial experience covers valuations for funding and GASB accounting purposes, cost analyses for proposed plan changes, multi-year forecasts of valuation results, cash flow projections/sensitivity analysis using deterministic and stochastic approaches, experience studies, investment return assumption analysis, and actuarial audits.

Travis also has experience with group insurance plans offered to public sector employees, hybrids, COLAs, Deferred Retirement Option Plans (DROPs), early retirement windows, and closed plans.

Travis currently works on more than 20 retirement systems in Florida and more than 20 Florida governmental OPEB plans.

### Professional Designations

- Associate, Society of Actuaries (ASA); Enrolled Actuary, ERISA (EA); Fellow, Conference of Consulting Actuaries (FCA); and Member, American Academy of Actuaries (MAAA)



## Brandon Miller, EA, MAAA

Senior Analyst

Fort Lauderdale, Florida Office

[brandon.miller@grsconsulting.com](mailto:brandon.miller@grsconsulting.com)



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### Role & Experience

Brandon will serve as the second Senior Actuarial Analyst for the Town of Longboat Key Consolidated Retirement System and the Town of Longboat Key Other Post-Employment Benefits Program (OPEB). He will be directly involved in the valuation process as well as any other actuarial work requested.

Brandon is a Senior Analyst with 17 years of experience performing actuarial valuations and consulting services, including 8 years with GRS and with Florida public pension plans. He is involved with preparing and checking pension actuarial valuations, retiree health care (OPEB) valuations, experience studies, actuarial projections and special studies, actuarial impact statements, benefit calculations and benefit statements

Brandon currently works on more than 20 retirement systems in Florida and more than 30 Florida governmental OPEB plans.

### Professional Designations

- Enrolled Actuary, ERISA (EA); Fellow, Conference of Consulting Actuaries (FCA); and Member, American Academy of Actuaries (MAAA)

## **TAB 4**

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### **APPROACH AND METHODOLOGY SERVICES**

***A. Provide a narrative of the Proposer's overall approach and methodology to provide actuarial services. Proposer may submit any exhibits, graphics or documentation deemed essential. (Maximum of seven (7) pages).***

***Narrative should include but not be limited to:***

***1. Describe how the Proposer will provide services, including communication and coordination with Town Staff.***

We focus on providing real value to our clients by understanding their goals and objectives (as compared to merely “running the numbers”).

We view the provision of consulting services as making our clients’ lives easier by providing them with complete information so they can make informed decisions, and anticipate events that may impact this process.

## **PENSION APPROACH AND STEPS**

1. The preparation of the annual actuarial valuation report involves the following steps:

- Send a data request letter right around the end of the fiscal year (September 30th) or shortly thereafter (no later than the end of the first week of October).
- Upon receipt of the census data, GRS compares the current year’s data to the previous year’s data and reconciles all changes that occurred from the previous year to the current year.
- GRS contacts the appropriate Town’s staff to correct apparent data discrepancies, if any.
- GRS analyzes the reported financial data and develops the actuarial value of assets.
- GRS applies our actuarial modeling software to calculate the liabilities, which are then used to determine the Town contribution requirements, funded status, all reporting requirements of the State of Florida (Chapters 112 and 175 and/or 185, Florida Statutes, if applicable), and the reporting requirements for compliance with applicable accounting standards.
- GRS summarizes the results of our calculations in the actuarial valuation report. The report is checked, reviewed, and peer-reviewed, and then delivered to the Town.
- GRS presents the report to the Pension Trustees at the next Board of Trustees’ meeting.

2. Our approach to providing general actuarial services is as follows:

- An actuarial service is requested by phone, e-mail, letter, or during a meeting.
- A discussion with the appropriate party results in authorization of the work, followed by prioritizing the request and establishing a timeline for completion.
- The request is assigned to one or more members of the Service Team.
- The deliverable report/letter is checked by another member of the Service Team, and then reviewed by a credentialed actuary.
- The deliverable report/letter is peer-reviewed by another GRS Consultant.
- The project is completed and the finished product is provided to the requestor.



3. Recommendations for changes in administrative policy, funding policy, or actuarial assumptions or methods may be the result of several action paths:
  - We may be asked to comment on specific issues that have come up at a meeting of the Board of Trustees or through correspondence with other parties.
  - There may be pending legislation or proposed changes in accounting or actuarial standards.
  - There may be periodic reviews to determine if there are any obvious issues that need to be addressed (usually due to changes in federal or state law or accounting standards).

Our recommendations are generally in the form of a letter, although sometimes an in-depth report is appropriate, while at other times a telephone call or e-mail is sufficient.

4. Our publications, *GRS Insight*, *News Scan*, and various research memoranda, are our primary way of broadly communicating changes in federal or state law or accounting standards which may affect clients. These publications are available on our website ([www.grsconsulting.com](http://www.grsconsulting.com)). Clients can also receive our publications via email and in hard copy format at no cost.
5. We are readily available, by telephone or in person, on very short notice. In the unlikely event that your primary consultant is unavailable, the depth of our staff provides that an experienced back-up is always available.

## OPEB APPROACH AND STEPS

1. The preparation of the OPEB actuarial valuation report involves the following steps:
  - GRS sends a detailed data request letter within the time frames specified by the Town of Longboat Key requesting census data, health claims data, financial reports, rate tables, and any other data and information as necessary.
  - Upon receipt of the data, GRS reviews and performs various tests for data reasonableness.
  - GRS communicates with the appropriate Town's staff to resolve any inconsistencies noticed.
  - GRS develops initial baseline per capita costs for the Town's health insurance plan.
  - GRS discusses with the Town's staff any recommended changes to assumptions and methods.
  - GRS applies our actuarial modeling software to compute the liabilities.
  - GRS prepares the OPEB actuarial valuation report, which summarizes the results of our calculations. The report is checked by a senior actuarial analyst and then reviewed and peer-reviewed by two credentialed actuaries.
  - The report is finalized, signed, and delivered to the Town.
2. Additional services may include:
  - Recommending alternatives for reducing the cost of benefits and/or recommendations on managing the OPEB liability.
  - Assisting the Town's Finance Department in the information required for their Annual Comprehensive Financial Report (ACFR), including notes and required supplementary information (RSI) disclosure requirements.



**2. Describe how the Proposer will work with the Town to determine the proper actuarial cost method, actuarial valuation method, amortization method, and key assumptions to the valuation based on relevant accounting and actuarial standards.**

## **KEY DEMOGRAPHIC AND ECONOMIC ASSUMPTIONS**

GRS places a high level of importance on assisting our clients with selecting actuarial assumptions that are expected to best match future experience. Appropriate assumptions result in more realistic actuarial valuation results and help maintain stability in employer contribution requirements.

**Demographic Assumptions:** Demographic assumptions predict how the covered employee population will behave or evolve over time. These include the assumed rates of turnover, retirement, disability, and mortality. Recent actual experience among the employee population tends to be a good indicator of future demographic experience, so we recommend an experience study be performed once every 5 years or so in order to evaluate and true up demographic assumptions with emerging experience.

**Economic Assumptions:** Economic assumptions involve assumptions related to money, including financial markets and economic conditions. Economic assumptions include the assumed rate of inflation, the investment return assumption, and assumed rates of future salary increases. For the salary increase assumption, since the Town of Longboat Key Consolidated Retirement System is frozen, there is no assumption for future salary increases needed. For the inflation and investment return assumptions, the link between past experience and future expectations is weaker than it is for demographic assumptions. As such, we rely more on forward-looking projections developed by expert investment consulting and forecasting firms. Then we recommend using a building block approach that begins with the forecast for inflation, and layers on the expected forward-looking returns for each asset class.

## **ACTUARIAL AND AMORTIZATION METHODS**

### ***Amortization Method***

This policy affects only the actuarially determined contribution since all amortization are set by standard for accounting purposes. The amortization method involves decisions about the length of time for amortizing the unfunded actuarial accrued liability and the pattern (level dollar or level percent of payroll). Ultimately, this policy is at the discretion of the Board.

GRS will provide guidance and suggestions to ensure that the timeframe is within the Actuary's range of reasonableness and satisfies the Board's policy toward intergenerational equity.

### ***Actuarial Cost Method***

For GASB purposes, the entry age actuarial cost method is the only method permitted. It is an effective and appropriate actuarial cost method for accounting and for funding purposes. Currently, the Town has been using the entry age method for both funding and accounting.

We recommend continued use of the entry age cost method for funding purposes, because it is effective and appropriate for maintaining stable costs, it is the most common method used for pension funding, and it is consistent with what the GASB will be requiring for accounting.



### **Actuarial Asset Valuation Method**

The Asset Valuation Method used by the Town for funding purposes is a smoothed Actuarial Value of Assets (asset gains and losses are smoothed over a 4-year period), which helps reduce volatility in the actuarially determined contributions and minimize the impact of large asset losses.

We believe continuing with the smoothed Actuarial Value of Assets is appropriate.

***3. Include a detailed time schedule to complete each task, proposed interaction with the Town's staff and officials, as well as other project components and features.***

### **DETAILED TIME SCHEDULE FOR PENSION VALUATIONS**

We are able to prepare an Actuarial Valuation Report **within eight (8) weeks** of receiving complete and accurate census and financial data (and no later than by January 31<sup>st</sup>).

The following is a proposed schedule for the transition of work from the current actuary and the preparation for the initial October 1, 2026 Actuarial Valuation Report.

#### **Transition and Initial Discussions with Town's Staff and Officials**

We propose an initial kick-off meeting (either in person or by teleconference) that will provide an opportunity for introductions and exploration of the Town's specific issues. Prior to the meeting, GRS will provide the Town's staff with a list of the information that will be needed in order to complete our replication of the prior firm's last actuarial valuation results. Such a list will be comprehensive. The list of additional required information will include:

- Description from the previous actuary of any special adjustments, approximations or techniques that are used in the actuarial valuation;
- Descriptions of any special programs;
- Description of any special administrative procedures that affect benefits but are not described in the Town's code of ordinances;
- Copies of applicable Board rules, regulations, and adopted methods;
- Discussion of any particular additional issues that are of interest to the Board; and
- Full actuarial tables from the current actuary.

We propose having the initial kick-off meeting as soon as practicable after the award of contract and finalization of a signed agreement.

#### **Pension Valuation Process**

The graphic on the following table summarizes expected timetable for the transition and the valuation process. We expect to be sending data request for annual valuation at the end of September. "Time 0" in that table denotes the date when the complete data is received.

Every responsible person involved with the project must understand why timeliness is important and how a delay in one step can potentially delay the delivery of the entire project. GRS will work with the Town's staff to obtain all of the data necessary to prepare the annual pension valuations within eight (8) weeks of receiving complete and accurate census and financial data.



TASK DESCRIPTION		RESPONSIBLE PARTY			Completion Time
		GRS	Board/ Town	Prior Actuary	
PLANNING MEETING	<b>I Planning Meeting with Client and Team</b>				
	a.) Conference Call to formalize work plan and due dates	X	X		TBD
TRANSITION	<b>II Commence 2025 Valuation Replication</b>				
	<b><i>GRS requests and Prior Actuary sends the following:</i></b>	X			TBD
	a.) Valuation-ready data			X	TBD
	b.) Appropriate test lives			X	TBD
	c.) Work papers			X	TBD
	d.) Historical reports and documents			X	TBD
	<b>III Replicate 2025 Valuation Results</b>				
	a.) Write and test valuation programs	X			TBD
b.) Resolve discrepancies with prior actuary	X		X	TBD	
DATA	<b>1 Census Data for 2026 Valuation Requested by 9/30/2026</b>				
	a.) Receipt of census data from client		X		Time 0
	b.) Data check, load data and email results to client	X			Week 1
	c.) Data questions to client	X			Week 2
	d.) Data answers received from client		X		Week 4
	e.) Load data answers and finalize data	X			Week 4
	f.) Data Reconciliation to client	X			Week 4
	g.) Data Reconciliation confirmed by client		X		Week 4
	<b>2 Financial Data for 2026 Valuation Requested by 9/30/2026</b>				
	a.) Receipt of draft financial statements from client		X		Time 0
b.) Assets entered and reviewed	X			Week 1	
FUNDING VALUATION REPORT	<b>3 Calculations and Programs</b>				
	a.) Test Life program check	X			Week 5
	b.) Test Life program review	X			Week 5
	c.) Financing work papers input	X			Week 6-7
	d.) Financing work papers review	X			Week 6-7
	<b>4 Gain/Loss Analysis</b>				
	a.) Run gain/loss programs and analyze	X			Week 6-7
	b.) Review gain/loss by source	X			Week 6-7
	<b>5 Deliverable Schedule</b>				
	a.) Draft valuation report	X			Week 7-8
b.) Valuation report review	X			Week 7-8	
c.) Consultant final review valuation report	X			Week 7-8	
d.) Prepare and submit the report	X			Week 8	



**Other Pension Actuarial Services**

**GASB 67/68 Disclosure Reports** will be completed within 3 weeks of receipt of the audited financial (asset) data.

**Chapter 112.664 State Compliance Reports** will be completed within 60 days of the date of approval of the actuarial valuation report by the Board of Trustees, as required under State Statutes.

For **benefit calculations** (if needed), our standard timeframe is within ten (10) business days of receiving all required data.

For non-recurring tasks, such as **actuarial impact statements and special projects**, the timeline will depend on the complexity of the project, but we will always strive to work with the Board’s timeline/deadlines.

**DETAILED TIME SCHEDULE FOR OPEB VALUATIONS**

We are able to prepare a GASB 75 OPEB Actuarial Valuation Report **within (6) six weeks** of receiving complete and accurate census and financial data (if needed).

The GASB 75 OPEB Roll-Forward Report will be completed **within (3) three weeks** of receiving the necessary information.

Our work plan for completing the GASB 75 OPEB Actuarial Valuation Report is shown below.

ACTIVITY	Task Description for OPEB Valuation
PHASE 1: Request Census Data	GRS prepares a detailed data request letter. This involves: <ul style="list-style-type: none"> <li>• Census data from the insurance company(ies) and from the Town records,</li> <li>• Health claims data (aggregated),</li> <li>• Financial reports for the plan,</li> <li>• Rate tables, and</li> <li>• Other data and information as necessary</li> </ul> GRS submits a summary of substantive plan provisions and requests any updates from the Town staff and sign-off by the Town.
PHASE 2: Gather and Review Census Data  <i>(Week 1)</i>	Town collects and screens data for completeness and submits all data to GRS, along with Town’s rep letter.  GRS reviews, verifies and performs various tests (not audits) on data for reasonableness; and communicate with staff to resolve any inconsistencies noticed.
PHASE 3: Initial Per Capita Costs and Assumption Review  <i>(Week 2-3)</i>	GRS develops initial baseline per capita costs for health plans and life insurance plan.  GRS reviews assumptions and discusses with Town staff any changes to the actuarial assumptions and methods that might be recommended.



PHASE 4: Calculate Actuarial Liabilities <b>(Week 3-4)</b>	GRS updates the actuarial software modelling software to reflect plan or assumption changes and the updated per capita claims costs and runs the valuations to calculate the liabilities and costs.
PHASE 5: Analyze and Review Results <b>(Week 4-5)</b>	GRS prepares the full actuarial valuation report, including all statistical exhibits, tables, charts and discussion section. Then report is checked, reviewed and peer reviewed.
PHASE 6: Prepare Report <b>(Week 6)</b>	GRS completes and issues draft valuation report.

**4. Identify the extent and nature of any anticipated outside support.**

We do not anticipate having to reach out to other offices to service your account. No subcontractors will be involved.

**5. Describe any value-added services the Proposer can provide above those identified in the Scope of Services.**

We have successful long-term partnership with the vast majority of our clients. We believe the Town of Longboat Key will find a meaningful difference in the actuarial consulting services and valuation work by selecting GRS and we look forward to a successful long-term partnership with the Town.

We believe the Town of Longboat Key will benefit from the following valued-added services:

- The Town will have access to our free online portal (GRS Advantage™) which contains a wealth of GRS resources:
  - GRS TrendLine™, our public sector benefit benchmarking application, provides public employee retirement systems with a variety of statistical information related to assumptions, benefit design, and funding.
  - GRS publication archives include GRS Insight, GRS Perspectives, and GRS News Scan.
  - Secure file transfer for clients sending confidential information.
  - Defined Benefit Plan Administration. Our software provides benefit calculations, data housing, and access to forms and plan documents.
- GRS has a vast experience preparing experience studies and is best suited to perform an experience study (if requested) for the Town of Longboat Key.
- GRS applies a robust process for recommending pension investment return assumptions.
- GRS has the highest possible security for your data and our systems, ensuring the data provided by the Town is secured.
- GRS maintains strict internal controls for quality assurance, including detailed checklists for doing, checking, reviewing, and peer reviewing every actuarial valuation.
- All requested work will be completed in a timely, efficient, and statutorily compliant manner.
- Our Teams communicate results in clear, jargon-free terms and provide objective and creative consulting services. GRS consultants are known for speaking in plain English.



## **TAB 5**

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### **COST BREAKDOWN – FEE SCHEDULE**

**A. Complete and submit Exhibit II, Fee Schedule**

**1. Provide a complete fee schedule which includes all the fees associated with the proposed services.**

<b>EXHIBIT II - FEE SCHEDULE</b>			
<b>RFP 26-004 ACTUARY SERVICES FOR THE OPEB PROGRAM AND THE CONSOLIDATED RETIREMENT SYSTEM</b>			
		<b>Sept 30 2027</b>	<b>Sept 30 2028</b>
OPEB - Full Valuation		\$ 9,000	
OPEB - Interim Update			\$ 3,000

	<b>Sept 30 2026</b>	<b>Sept 30 2027</b>	<b>Sept 30 2028</b>
Valuation Report	\$19,000	\$19,000	\$19,000
GASB67	\$ 3,500	\$ 3,500	\$ 3,500
GASB68	\$ 6,000	\$ 6,000	\$ 6,000
112.664	\$ 6,500	\$ 6,500	\$ 6,500
<b>TOTAL</b>	<b>\$ 35,000</b>	<b>\$ 35,000</b>	<b>\$ 35,000</b>

<b>Additional Services (As Needed)</b>		
Benefit Calculations-Standard Form	\$ 250	Each
Benefit Calculations-Other Approach	\$ 250	Each
Impact Statements for assumption changes	\$ 2,000	Each
Other Statements of Opinion	As Needed	Each

<b>Hourly Rate for supplemental tasks, if requested by Town (inclusive of all overhead, incidentals, per diem, travel, etc.) to be billed in quarter hour increments:</b>	
<b>Staff / Position Title</b>	<b>Hourly Rate</b>
Senior Consultant	\$ 400
Consultant	\$ 375
Senior Actuarial Analyst	\$ 350
Actuarial Analyst	\$ 300
Staff / Position Title	\$ 175
	\$
	\$



***2. Fees should be inclusive. No other charges beyond what is established within the fee schedule will be allowed unless specifically authorized by the Town. A quotation shall be requested by the Town prior to commencing any special project work outside of the scope of services.***

Our fees are all-inclusive. There will be no separate charges for out-of-pocket or indirect costs.

Our fee for other projects will be a quoted fee. We will provide the Town with a quoted fee prior to the start of any such project.



## **TAB 6**

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### **SURVEYS OF PAST PERFORMANCE**

**A. Provide five (5) reference surveys from past and/or current clients for the clients identified under Tab 2.**



St. Augustine General Employees' Retirement System  
& St. Augustine Police Retirement System  
Thomas H Jensen Plan Administrator  
2636 Augusta Drive North  
Clearwater, Florida 33761  
727.492.3852  
tjensenpension@gmail.com

---

April 22, 2026

Prospective Client of GRS Actuarial Services,

I have been asked to provide a performance survey questionnaire as part of GRS's RFP to the Town of Longboat Key. In addition to the questionnaire, I would like to add that I have had long-term relationships with GRS going back to the 2000's while I was working for the City of Clearwater and served on numerous pension boards/committees with them providing Actuarial Services. They are highly competent and responsive and have a deep staff of highly qualified personnel. State compliance reports are timely and thorough. They ensure their presence at Board meetings when required or requested. Please reach out to me for any future inquiries you may have.



Thomas H Jensen/Plan Administrator

**PERFORMANCE SURVEY QUESTIONNAIRE**



**TOWN OF LONGBOAT KEY  
RFP 26-004 ACTUARY SERVICES**

**Proposer Information**

**Client/Reference Information**

From: Nicolas Lahaye	To: Thomas Jensen, Plan Administrator
Company: Gabriel, Roeder, Smith & Company	Company: St Augustine General and Police Pension Plans
Phone: 954-727-1616	Phone: 727-492-3852
Email: Nicolas.Lahaye@grsconsulting.com	Email: tjensenpension@gmail.com

Actuary services performed: Pension actuarial valuations, GASB 67/68 and Chapter 112.664 reports, experience studies and other pension-related consulting services.  
Contract / Agreement dates including renewals: 2024 to present

**Client:**

Rate each of the criteria on a scale of 1 to 10, with 1 representing that you were very unsatisfied (and would never hire the company again) and 10 representing that you were very satisfied (and would hire the company again). Please rate each of the criteria to the best of your knowledge. If you do not have sufficient knowledge of past performance in a particular area, leave it blank. Once completed, return survey to the Proposer.

Criteria	Unit	Score
1. Professionalism and ability to plan and manage Board business	(1 – 10)	10
2. Ability to communicate with all staff	(1 – 10)	10
4. Ability to resolve issues promptly	(1 – 10)	10
4. Ability to follow protocol	(1 – 10)	10
5. Ability to maintain proper documentation	(1 – 10)	10
6. Ability to offer solid recommendations	(1 – 10)	10
7. Had proper resources and personnel by which to provide services	(1 – 10)	10
8. Customer service skills	(1 – 10)	10
9. Overall client satisfaction	(1 – 10)	10

*Thomas H. Jensen*  
Printed Name of Reference

*Thomas H. Jensen*  
Signature of Reference



# PERFORMANCE SURVEY QUESTIONNAIRE



## TOWN OF LONGBOAT KEY RFP 26-004 ACTUARY SERVICES

### Proposer Information

### Client/Reference Information

From: Nicolas Lahaye	To: Tara Culver
Company: Gabriel, Roeder, Smith & Company	Company: City of Altamonte Springs
Phone: 954-727-1616	Phone: 407-571-8094
Email: Nicolas.Lahaye@grsconsulting.com	Email: TCulver@altamonte.org

Actuary services performed: Pension and OPEB actuarial valuations, GASB 67/68 and Chapter 112.664 reports, experience studies and other consulting services.  
Contract / Agreement dates including renewals: 2023 to present

**Client:**

Rate each of the criteria on a scale of 1 to 10, with 1 representing that you were very unsatisfied (and would never hire the company again) and 10 representing that you were very satisfied (and would hire the company again). Please rate each of the criteria to the best of your knowledge. If you do not have sufficient knowledge of past performance in a particular area, leave it blank. Once completed, return survey to the Proposer.

Criteria	Unit	Score
1. Professionalism and ability to plan and manage Board business	(1 – 10)	10
2. Ability to communicate with all staff	(1 – 10)	10
4. Ability to resolve issues promptly	(1 – 10)	10
4. Ability to follow protocol	(1 – 10)	10
5. Ability to maintain proper documentation	(1 – 10)	10
6. Ability to offer solid recommendations	(1 – 10)	10
7. Had proper resources and personnel by which to provide services	(1 – 10)	10
8. Customer service skills	(1 – 10)	10
9. Overall client satisfaction	(1 – 10)	10

Tara Culver

Printed Name of Reference

Signature of Reference



**PERFORMANCE SURVEY QUESTIONNAIRE**



**TOWN OF LONGBOAT KEY  
RFP 26-004 ACTUARY SERVICES**

**Proposer Information**

**Client/Reference Information**

From: Nicolas Lahaye	To: Brittany Percell, Finance Director
Company: Gabriel, Roeder, Smith & Company	Company: City of Atlantic Beach
Phone: 954-727-1616	Phone: 907-247-5881
Email: Nicolas.Lahaye@grsconsulting.com	Email: bbrown@coab.us

Actuary services performed: Pension and OPEB actuarial valuations, GASB 67/68 and Chapter 112.664 reports and other consulting services.
Contract / Agreement dates including renewals: Over 20 years

**Client:**

Rate each of the criteria on a scale of 1 to 10, with 1 representing that you were very unsatisfied (and would never hire the company again) and 10 representing that you were very satisfied (and would hire the company again). Please rate each of the criteria to the best of your knowledge. If you do not have sufficient knowledge of past performance in a particular area, leave it blank. Once completed, return survey to the Proposer.

Criteria	Unit	Score
1. Professionalism and ability to plan and manage Board business	(1 - 10)	10
2. Ability to communicate with all staff	(1 - 10)	10
4. Ability to resolve issues promptly	(1 - 10)	10
4. Ability to follow protocol	(1 - 10)	10
5. Ability to maintain proper documentation	(1 - 10)	10
6. Ability to offer solid recommendations	(1 - 10)	10
7. Had proper resources and personnel by which to provide services	(1 - 10)	10
8. Customer service skills	(1 - 10)	10
9. Overall client satisfaction	(1 - 10)	10

*Brittany Percell*  
Printed Name of Reference

*B. Percell*  
Signature of Reference



## PERFORMANCE SURVEY QUESTIONNAIRE



### TOWN OF LONGBOAT KEY RFP 26-004 ACTUARY SERVICES

#### Proposer Information

#### Client/Reference Information

From: Nicolas Lahaye and Pete Strong	To: Debra Martin, Plan Administrator
Company: Gabriel, Roeder, Smith & Company	Company: Sarasota Pension Plans
Phone: 954-727-1616	Phone: 941-263-6360
Email: Nicolas.Lahaye@grsconsulting.com	Email: debra.martin@sarasotafl.gov

Actuary services performed: Annual Actuarial Valuation Report and other pension-related consulting services.

Contract / Agreement dates including renewals: August 27, 2010 (client since June 1, 1991)

#### Client:

Rate each of the criteria on a scale of 1 to 10, with 1 representing that you were very unsatisfied (and would never hire the company again) and 10 representing that you were very satisfied (and would hire the company again). Please rate each of the criteria to the best of your knowledge. If you do not have sufficient knowledge of past performance in a particular area, leave it blank. Once completed, return survey to the Proposer.

Criteria	Unit	Score
1. Professionalism and ability to plan and manage Board business	(1 – 10)	10
2. Ability to communicate with all staff	(1 – 10)	10
4. Ability to resolve issues promptly	(1 – 10)	10
4. Ability to follow protocol	(1 – 10)	10
5. Ability to maintain proper documentation	(1 – 10)	10
6. Ability to offer solid recommendations	(1 – 10)	10
7. Had proper resources and personnel by which to provide services	(1 – 10)	10
8. Customer service skills	(1 – 10)	10
9. Overall client satisfaction	(1 – 10)	10

Debra Martin, CPA, CFE, CGMA, CPPT

Printed Name of Reference

Signature of Reference



# PERFORMANCE SURVEY QUESTIONNAIRE



## TOWN OF LONGBOAT KEY RFP 26-004 ACTUARY SERVICES

### Proposer Information

### Client/Reference Information

From: Nicolas Lahaye	To: Rebecca Spuhler, Finance Director
Company: Gabriel, Roeder, Smith & Company	Company: City of Largo
Phone: 954-727-1616	Phone: 727-586-7443
Email: Nicolas.Lahaye@grsconsulting.com	Email: rspuhler@largo.com

Actuary services performed: Pension (for the Police and Firefighters Plan) and OPEB actuarial valuations, GASB 67/68 and Chapter 112.664 reports, experience studies and other consulting services.

Contract / Agreement dates including renewals: Pension Plan - Over 20 years; OPEB Plan - 2 years

**Client:**

Rate each of the criteria on a scale of 1 to 10, with 1 representing that you were very unsatisfied (and would never hire the company again) and 10 representing that you were very satisfied (and would hire the company again). Please rate each of the criteria to the best of your knowledge. If you do not have sufficient knowledge of past performance in a particular area, leave it blank. Once completed, return survey to the Proposer.

Criteria	Unit	Score
1. Professionalism and ability to plan and manage Board business	(1 – 10)	10
2. Ability to communicate with all staff	(1 – 10)	10
4. Ability to resolve issues promptly	(1 – 10)	10
4. Ability to follow protocol	(1 – 10)	10
5. Ability to maintain proper documentation	(1 – 10)	10
6. Ability to offer solid recommendations	(1 – 10)	10
7. Had proper resources and personnel by which to provide services	(1 – 10)	10
8. Customer service skills	(1 – 10)	10
9. Overall client satisfaction	(1 – 10)	10

Rebecca Spuhler

Printed Name of Reference

Signature of Reference



## TAB 7

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### FORMS

**TOWN OF LONGBOAT KEY FLORIDA**

**RFP 26-004 ACTUARY SERVICES FOR THE OPEB PROGRAM AND THE CONSOLIDATED RETIREMENT SYSTEM**

**SUBMITTED PROPOSAL FORM**

The undersigned proposer declares that the only person or parties interested in this RFP as principals are those named herein, that this proposal is made without any understanding, contract, or connection with any other person, firm, or corporation providing a proposal for the same purpose and that this proposal is in all respects fair and without collusion or fraud. The proposer understands that this proposal must be manually signed in ink, otherwise it will be considered unresponsive and subject to rejection.

The undersigned proposer represents that the proposer accepts, and that this proposal complies with, the RFP Documents; that proposer has carefully examined the RFP Documents for the requested services. Proposer affirms that proposer has carefully examined the location of the requested services and, from its own investigations, is satisfied as to the nature and location of the services, the character, quality, and the quantity of materials, the kind and extent of equipment and other facilities needed for the performance of the services, the general and local conditions and all difficulties that may be encountered, and all other items which may, in any way, affect the services or its performance.

The undersigned proposer proposes, and agrees if this proposal is accepted, that it will contract with the Town to provide all necessary machinery, tools, software, labor, apparatus, and other means necessary to do all the services, and furnish all the materials and equipment specified or referred to in the RFP Documents in the manner and time herein prescribed, and according to the requirements of the Town as therein set forth.

Under provisions of Chapter 112, Florida Statutes, proposer must disclose with proposal the name of any officer, director, or agent who is also an employee of the Town of Longboat Key. Proposer must disclose on an attachment (provided by proposer) entitled "Submitted Bid Conflict of Interest" the name of any Town employee who owns, directly or indirectly, a five percent (5%) or more interest in the proposer's firm or any of its branches, or in the firm of any subcontractor to this proposal. Absence of such an attachment represents proposer's certification of no such employee.

Proposer acknowledges receipt of the following addenda issued during the solicitation period; the cost of which, if any, is included in proposal pricing. If an addendum is issued, the addendum acknowledgement below must be completed or the issued addendum must be signed and submitted with the proposal package at the time and due date of the proposal.

Addendum # _____	Addendum Date: _____	Addendum # _____	Addendum Date: _____
Addendum # _____	Addendum Date: _____	Addendum # _____	Addendum Date: _____
Addendum # _____	Addendum Date: _____	Addendum # _____	Addendum Date: _____

The undersigned proposer understands that the Town reserves the right to reject any or all proposals and to waive any informalities and minor irregularities in any proposal. The proposer agrees that this proposal shall be good and may not be withdrawn for a period of one hundred twenty (120) days after the scheduled RFP opening.

Having carefully examined the RFP Documents, proposer agrees to the terms contained therein and proposes to furnish all labor, material, and equipment for the entire services (including mobilization and demobilization, if applicable), and to execute an agreement for services and any and all bonds, insurance certifications, and other instruments or documents as specified or included in the RFP Documents and will completely perform the services in strict accordance with the terms of the RFP Documents.

The undersigned proposer acknowledges that services to be performed shall conform to all Town codes and regulations. Services must be accomplished in a professional manner and meet all standards of any professional trade requiring a license and or permit.



(Authorized Signature)

Nicolas Lahaye, Authorized Representative

(Printed name)

Name of Proposer: Gabriel, Roeder, Smith & Company

Address: 1 E Broward Blvd., Suite 505

City: Ft. Lauderdale State: FL Zip: 33301

Phone: 954-527-1616

Email: nicoas.lahaye@grsconsulting.com

A current and signed W9 should be submitted with this proposal under Tab 6.

Type of Organization:

Sole Proprietorship  Partnership  Non-Profit  Sub-Chapter

Joint Venture  Corporation  LLC  LLP

Publicly Traded  Employee Owned

State of Incorporation: Florida

ACKNOWLEDGEMENT OF FIRM, IF A CORPORATION

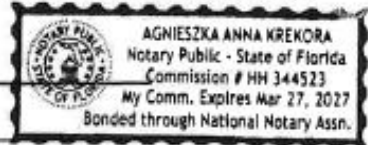
STATE OF Florida COUNTY OF Broward

The foregoing instruments was acknowledged before me this

April 28, 2026 By: Nicolas Lahaye, Authorized Representative  
(Date) (Name of officer or agent, title of officer or agent)

On behalf of the corporation, pursuant to the powers conferred upon said officer or agent by the corporation. He/she personally appeared before me at the time of notarization and is personally known to me or has produced \_\_\_\_\_ as identification and did certify to have knowledge of the matters stated in the foregoing instrument and certified the same to be true in all respects.

Subscribed and sworn to (or affirmed) before me this 4/28/2026  
[Signature] Commission Number: HH 344523  
(Official Notary Signature and Notary Seal)



Agnieszka Anna Krekora Commission expiration date: March 27, 2027  
(Name of Notary typed, printed or stamped)

ACKNOWLEDGEMENT OF FIRM, IF A PARTNERSHIP

STATE OF \_\_\_\_\_ COUNTY OF \_\_\_\_\_

The foregoing instruments was acknowledged before me this

\_\_\_\_\_ By: \_\_\_\_\_  
(Date) (Name of acknowledging partner or agent)

On behalf of the partnership, pursuant to the powers conferred upon said officer or agent by the corporation. He/she personally appeared before me at the time of notarization and is personally known to me or has produced \_\_\_\_\_ as identification and did certify to have knowledge of the matters stated in the foregoing instrument and certified the same to be true in all respects.

Subscribed and sworn to (or affirmed) before me this \_\_\_\_\_  
\_\_\_\_\_ Commission Number: \_\_\_\_\_  
(Official Notary Signature and Notary Seal)

\_\_\_\_\_ Commission expiration date: \_\_\_\_\_  
(Name of Notary typed, printed or stamped)

ACKNOWLEDGEMENT OF FIRM, IF AN INDIVIDUAL

STATE OF \_\_\_\_\_ COUNTY OF \_\_\_\_\_

The foregoing instruments was acknowledged before me this

\_\_\_\_\_ By: \_\_\_\_\_  
(Date) (Name acknowledging)

Who personally appeared before me at the time of notarization and is personally known to me or has produced \_\_\_\_\_ as identification and did certify to have knowledge of the matters stated in the foregoing instrument and certified the same to be true in all respects.

Subscribed and sworn to (or affirmed) before me this \_\_\_\_\_  
\_\_\_\_\_ Commission Number: \_\_\_\_\_  
(Official Notary Signature and Notary Seal)

\_\_\_\_\_ Commission expiration date: \_\_\_\_\_  
(Name of Notary typed, printed or stamped)

**PUBLIC ENTITY CRIMES FORM**  
(MUST BE COMPLETED AND SUBMITTED WITH PROPOSAL)

**SWORN STATEMENT UNDER SECTION 287.144(4)(A), FLORIDA  
STATUTES, ON PUBLIC ENTITY CRIMES**

**THIS FORM MUST BE SIGNED AND SWORN TO IN THE PRESENCE OF A NOTARY PUBLIC OR OTHER OFFICIAL AUTHORIZED TO ADMINISTER OATHS.**

1. This sworn statement is submitted to Town of Longboat Key [print  
name of public entity]

by Christine Scheer, Corporate Secretary [print  
individual's name and title]

For Gabriel, Roeder, Smith & Company [print  
name of entity submitting sworn statement]

whose business address is: One Towne Square, Suite 800

City, State and Zip Southfield, Michigan 48076

and (if applicable) its Federal Employer Identification Number (FEIN) is 38-1691268

(If the entity has no FEIN, include the Social Security Number of the individual signing this sworn statement: \_\_\_\_\_.)

2. I understand that a "public entity crime" as defined in Paragraph 287.144(1)(g), Florida Statutes, means a violation of any state or federal law by a person with respect to and directly related to the transaction of business with any public entity or with an agency or political subdivision of any other state or of the United States, including, but not limited to, any bid or contract for goods or services to be provided to any public entity or an agency or political subdivision of any other state or of the United States and involving antitrust, fraud, theft, bribery, collusion, racketeering, conspiracy, or material misrepresentations.

4. I understand that "convicted" or "conviction" as defined in Paragraph 287.144(1)(b), Florida Statutes, means a finding of guilt or a conviction of a public entity crime, with or without an adjudication of guilt, in any federal or state trial court of record relating to charges brought by indictment or information after July 1, 1989, as a result of a jury verdict, nonjury trial, or entry of a plea of guilty or nolo contendere.

4. I understand that an "affiliate" as defined in Paragraph 287.144(1)(a), Florida Statutes, means:

1. A predecessor or successor of a person convicted of a public entity crime: or

2. An entity under the control of any natural person who is active in the management of the entity and who has been convicted of a public crime. The term "affiliate" includes those officers, directors, executives, partners, shareholders, employees, members, and agents who are active in the management of an affiliate. The ownership by one person of shares constituting a controlling interest in another person, or a pooling of equipment or income among persons when not for fair market value under an arm's length agreement, shall be a prima facie case that one person controls another person. A person who knowingly enters into a joint venture with a person who has been convicted of a public entity crime in Florida during the preceding 46 months shall be considered an affiliate.

5. I understand that a "person" as defined in Paragraph 287.144(1)(e), Florida Statutes, means any natural

person or entity organized under the laws of any state or of the United States with the legal power to enter into a binding contract and which bids or applies to bid on contracts for the provision of goods or services let by a public entity, or which otherwise transacts or applies to transact business with a public entity. The term "person" includes those officers, directors, executives, partners, shareholders, employees, members, and agents who are active in management of an entity.

6. Based on information and belief, the statement, which I have marked below, is true in relation to the entity submitting this sworn statement. (Please indicate which statement applies.)

Neither the entity submitting this sworn statement, nor any of its officers, directors, executives, partners, shareholders, employees, members, or agents who are active in the management of the entity, nor any affiliate of the entity has been charged with and convicted of a public entity crime subsequent to July 1, 1989.

The entity submitting this sworn statement, or one or more of its officers, directors, executives, partners, shareholders, employees, members, or agents who are active in the management of the entity, or an affiliate of the entity has been charged with and convicted of a public entity crime subsequent to July 1, 1989.

The entity submitting this sworn statement, or one or more of its officers, directors, executives, partners, shareholders, employees, members, or agents who are active in the management of the entity or an affiliate of the entity has been charged with and convicted of a public entity crime subsequent to July 1, 1989. However, there has been a subsequent proceeding before a Hearing Officer of the State of Florida, Division of Administrative hearings and the Final Order entered by the Hearing Officer determined that it was not in the public interest to place the entity submitting this sworn statement on the convicted vendor list. (attach a copy of the final order)

I UNDERSTAND THAT THE SUBMISSION OF THE FORM TO THE CONTRACTING OFFICER FOR THE PUBLIC ENTITY IDENTIFIED IN PARAGRAPH 1 (ONE) ABOVE IS FOR THAT PUBLIC ENTITY ONLY AND, THAT THIS FORM IS VALID THROUGH DECEMBER 31 OF THE CALENDAR YEAR IN WHICH IT IS FILED. I ALSO UNDERSTAND THAT I AM REQUIRED TO INFORM THE PUBLIC ENTITY PRIOR TO ENTERING INTO A CONTRACT IN EXCESS OF THE THRESHOLD AMOUNT PROVIDED IN SECTION 287.017, FLORIDA STATUTES FOR CATEGORY TWO OF ANY CHANGE IN THE INFORMATION CONTAINED IN THIS FORM.

*Christine Scheer*  
(Authorized Signature)

4/23/2026 | 6:11 PM PDT  
(Date)

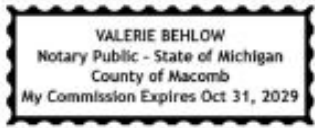
State of Michigan, County of Macomb (Acting in Oakland County)

The foregoing instrument was acknowledged before me by means of physical presence or online this 24 day of April, 2026, By Christine Scheer, who is personally known to me or has produced \_\_\_\_\_ as identification and who acknowledged before me they executed their signature in the space provided.

Notary Public Signature: *Valerie Behlow*

Typed Name: Valerie Behlow

Commission Expires (Seal):



<b>DRUG FREE WORKPLACE CERTIFICATION</b> (MUST BE COMPLETED AND SUBMITTED WITH PROPOSAL)
---

In order to have a drug free workplace program, a business shall:

1. Publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the action that will be taken against employees for violations of such prohibition.
2. Inform employees about the dangers of drug abuse in the workplace, the business's policy of maintaining a drug free workplace, and available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations.
4. Give each employee engaged in providing the commodities or contractual services that are under bid a copy of the statement specified in subsection (1).
4. In the statement specified in subsection (1), notify the employees that, as a condition of working on the commodities or contractual services that are under bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, or plea of guilty or nolo contendere to, any violation of Chapter 894 or of any controlled substance law of the United States or any state, for a violation occurring in the workplace no later than five (5) days after such conviction.
5. Impose a sanction on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program if such is available in the employee's community, by any employee who is so convicted.
6. Make a good faith effort to continue to maintain a drug free workplace through implementation of this section.

As the person authorized to sign the statement, I certify that this business complies fully with the above requirements.

PROPOSER: Gabriel, Roeder, Smith & Company  
Print Name of Proposer

By:   
Authorized Signature

Christine Scheer, Corporate Secretary  
Print Name & Title

4/23/2026 | 6:11 PM PDT  
Date

Drug Free Workplace Certification, page 2 of 2

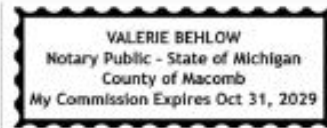
State of Michigan, County of Macomb (Acting in Oakland County)

The foregoing instrument was acknowledged before me by means of physical presence or online this 24 day of April, 2026, By Christine Scheer, who is personally known to me or has produced \_\_\_\_\_ as identification and who acknowledged before me they executed their signature in the space provided.

Notary Public Signature: Valerie Behlow

Typed Name: Valerie Behlow

Commission Expires (Seal):



**EQUAL EMPLOYMENT OPPORTUNITY**  
(MUST BE COMPLETED AND SUBMITTED WITH PROPOSAL)

The Town of Longboat Key is an Equal Opportunity/Affirmative Action Employer.

Pursuant to Executive Order 11446 as amended, you are advised that under the provisions of government contracting, Contractors and Subcontractors are obliged to take affirmative action to provide equal employment opportunity without regard to race, creed, color, national origin, age or sex.

**CERTIFICATION BY PROPOSED PRIME OR SUBCONTRACTOR  
REGARDING EQUAL EMPLOYMENT OPPORTUNITY**

This certification is authorized pursuant to Executive Order 11246, Part II, Section 204(b), (40 F. R. 12419-15). Any proposer or prospective contractor, or any of the proposed subcontractors, shall state as an initial part of the bid or negotiations of the contract whether it has participated in any previous contract or subcontract to the equal opportunity clause; and, if so, whether it has filed all compliance reports due under applicable instructions.

Where the certification indicated that the prime or subcontractor has not filed a compliance report due under applicable instruction, such contractor shall be required to submit a compliance report.

*Christine Scheer*  
Authorized Signature

Christine Scheer  
Printed Name

Phone: 248-799-9000 Email: christine.scheer@grsconsulting.com

Address: 1 Towne Square, Suite 800  
Southfield, MI 48076

1. Proposer has participated in a previous contract or subcontract, subject to the Equal Opportunity Clause: YES X NO     

2. Compliance Reports were required to be filed in connection with such contract or subcontract: YES X NO     

If YES, state what reports were filed and with what agency.

3. Proposer has filed all compliance reports due under applicable instructions: YES X NO

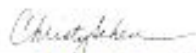
**PARTICIPATION IN E-VERIFY PROGRAM**  
(MUST BE COMPLETED AND SUBMITTED WITH PROPOSAL)

Consultant hereby certifies compliance with the following:

Pursuant to State of Florida Executive Order No.: 11-116, Consultant shall utilize the U.S. Department of Homeland Security's E-Verify system to verify the employment eligibility of all new employees hired by Consultant while performing work or providing services for the Town of Longboat Key, FL. Consultant shall also include in any related subcontracts a requirement that subcontractors performing work or providing services for the Town of Longboat Key, FL, on its behalf utilize the E-Verify system to verify employment of all new employees hired by subcontractor.

CONSULTANT:

Gabriel, Roeder, Smith & Company  
Consultant Name

By:   
Authorized Signature

Name: Christine Scheer  
Printed

Title: Corporate Secretary  
Printed

Date: 4/23/2026 | 6:11 PM PDT

**SCRUTINIZED COMPANIES CERTIFICATION**  
(MUST BE COMPLETED AND SUBMITTED WITH PROPOSAL)  
(Florida Statutes, Section 287.135 and 215.476)

SOLICITATION NUMBER: RFP 26-004

PROJECT NAME: RFP 26-004 ACTUARY SERVICES FOR THE OPEB PROGRAM AND THE CONSOLIDATED RETIREMENT SYSTEM

The undersigned, as Corporate Secretary of Gabriel, Roeder, Smith & Company (the "Consultant"), a Michigan Corporation, hereby certifies the following to the Town of Longboat Key, Florida, a political subdivision of the State of Florida, by and on behalf of the Consultant in accordance with the requirements of Florida Statutes, Sections 287.135 and 215.476:

- (i) the Consultant is not on the Scrutinized Companies with Activities in Sudan List, and
- (ii) the Consultant is not on the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List  
  
(as both such lists are created pursuant to Florida Statutes, Section 215.473); and
- (iii) the Consultant does not have business operations (as that term is defined in Florida Statutes, Section 287.135) in Cuba and Syria; and
- (iv) the Consultant was not on either of the foregoing lists or conducting business operations in Cuba or Syria; and
- (v) the Consultant is not on the Scrutinized Companies that Boycott Israel List (pursuant to Florida Statutes, Section 215.4725); and
- (v) the Consultant is fully aware of the penalties that may be imposed upon the Consultant for submitting false certification to the Town regarding the foregoing matters; and
- (vi) the undersigned in duly authorized to execute this Certification.

CONSULTANT: Gabriel, Roeder, Smith & Company  
Consultant Name

By:   
Authorized Signature

Name: Christine Scheer  
Printed

Title: Corporate Secretary  
Printed

Date: 4/23/2026 | 6:11 PM PDT



**TOWN OF LONGBOAT KEY, FLORIDA**  
**HUMAN TRAFFICKING AFFIDAVIT - S. 787.06, FLORIDA STATUTES**

Before me, the undersigned authority, personally appeared Christine Scheer, hereinafter referred to as the "Affiant," who after being duly sworn hereby swears or affirms as follows:

1. Affiant is over eighteen years of age. The following information is given from Affiant's own personal knowledge.
2. Affiant is an officer or representative of Corporate Secretary a non-governmental entity, hereinafter referred to as the "Entity." Affiant is authorized to provide this affidavit on behalf of the Entity.
3. Affiant hereby attests, under penalty of perjury, that the Entity does not use coercion for labor or services as defined in s.787.06, Florida Statutes.

FURTHER AFFIANT SAYETH NOT.

*Christine Scheer*

\_\_\_\_\_  
Signature of Affiant

By: Christine Scheer

For: Gabriel Roeder Smith & Company

As its: Corporate Secretary

Dated: 4/23/2026 | 8:11 PM PDT

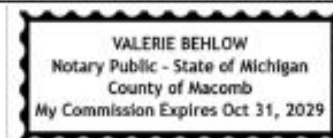
State of Michigan, County of Macomb (Acting in Oakland County)

The foregoing instrument was acknowledged before me by means of physical presence or online this April day of 24, 2026, By Christine Scheer, who is personally known to me or has produced \_\_\_\_\_ as identification and who acknowledged before me they executed their signature in the space provided.

Notary Public Signature: Valerie Behlow

Typed Name: Valerie Behlow

Commission Expires (Seal):



**Request for Taxpayer  
 Identification Number and Certification**

Go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9) for instructions and the latest information.

Give form to the  
 requester. Do not  
 send to the IRS.

**Before you begin.** For guidance related to the purpose of Form W-9, see *Purpose of Form*, below.

Print or type. See Specific Instructions on page 3.	<p><b>1</b> Name of entity/individual. An entry is required. (For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.)</p> <p><b>Gabriel Roeder Smith &amp; Company</b></p> <p><b>2</b> Business name/disregarded entity name, if different from above.</p> <p><b>3a</b> Check the appropriate box for federal tax classification of the entity/individual whose name is entered on line 1. Check only <b>one</b> of the following seven boxes.</p> <p> <input type="checkbox"/> Individual/sole proprietor                    <input checked="" type="checkbox"/> C corporation                    <input type="checkbox"/> S corporation                    <input type="checkbox"/> Partnership                    <input type="checkbox"/> Trust/estate  <input type="checkbox"/> LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership) . . . . .                  Note: Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead check the appropriate box for the tax classification of its owner.  <input type="checkbox"/> Other (see instructions)             </p> <p><b>4</b> Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):</p> <p>Exempt payee code (if any) _____</p> <p>Exemption from Foreign Account Tax Compliance Act (FATCA) reporting code (if any) _____</p> <p>(Applies to accounts maintained outside the United States.)</p> <p><b>3b</b> If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See instructions . . . . . <input type="checkbox"/></p> <p><b>5</b> Address (number, street, and apt. or suite no.). See instructions.</p> <p><b>One Towne Square Suite 800</b></p> <p><b>6</b> City, state, and ZIP code</p> <p><b>Southfield, MI 48076</b></p> <p><b>7</b> List account number(s) here (optional)</p> <p>Requester's name and address (optional)</p>
--	---

**Part I Taxpayer Identification Number (TIN)**

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

**Note:** If the account is in more than one name, see the instructions for line 1. See also *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number									
OR									
Employer identification number									
3	8	-	1	6	9	1	2	6	8

**Part II Certification**

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

**Certification instructions.** You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and, generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

<b>Sign Here</b>	Signature of U.S. person 	Date <b>2/2/26</b>
------------------	------------------------------	-----------------------

**General Instructions**

Section references are to the Internal Revenue Code unless otherwise noted.

**Future developments.** For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9).

**What's New**

Line 3a has been modified to clarify how a disregarded entity completes this line. An LLC that is a disregarded entity should check the appropriate box for the tax classification of its owner. Otherwise, it should check the "LLC" box and enter its appropriate tax classification.

**Purpose of Form**

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS is giving you this form because they

## **APPENDIX A**

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### **LIST OF PENSION CLIENTS NATIONALLY**

**Alaska**

Alaska Retirement Management Board (auditing actuary)

**Arkansas**

Arkansas Judicial Retirement System  
Arkansas Local Police and Fire Retirement System  
Arkansas Public Employees Retirement System  
Arkansas State Police Retirement System  
Arkansas Teacher Retirement System

**Arizona**

Arizona State Retirement System  
Arizona Board of Regents  
Gila River Indian Community  
City of Phoenix Employees Retirement System  
Tucson Arizona Supplemental Retirement System

**Colorado**

Adams County Retirement Board  
Arapahoe County  
Chaffee County Fire Protection District  
City of Englewood  
Colorado Fire and Police Pension Association (FPPA)  
Craig Rural Fire Protection District  
Delta County Fire Protection District #3  
Denver Board of Water Commissioners  
El Paso County Retirement System  
Fairmount Fire Protection District  
Fort Lupton Fire Protection District  
Jefferson County School District No..R1 Retirement System  
Longmont  
Rapid Transit District of Denver

**Delaware**

New Castle County Employees' Pension Program

**Florida**

Alachua County School District  
Bal Harbour Village General Employees' Pension Plan  
Bal Harbour Village Police Officers' Pension Plan  
Bay Medical Center Pension Plan  
Boca Raton Executive Employees Retirement Plan  
Boynton Beach Fire Rescue Employees Retirement System  
Boynton Beach Municipal Police Officers Retirement Fund  
Boynton Beach Pension Plan for General Employees  
Bradenton Police Officers' Retirement Fund  
Broward Co Sheriff's Office

Broward County Paramedics and Fire Fighters  
City of Arcadia  
City of Atlantic Beach General Employees Retirement System  
City of Atlantic Beach Police Officers' Retirement System  
City of Clearwater  
City of Coral Gables Retirement System  
City of Deerfield Beach - Nonuniformed Employees  
City of DeLand General Employee's Retirement Plan  
City of DeLand Municipal Police Officer's Retirement Plan  
City of Delray Beach Firefighters' Retirement System  
City of Delray Beach Police Officers' Retirement System  
City of Hialeah Elected Officers Retirement System  
City of Hollywood General Employees Retirement System  
City of Homestead - New Elected Officials and Senior Management Retirement System  
City of Homestead Elected Officials Retirement Plan  
City of Homestead General Employees Pension Plan  
City of Homestead Police Officers Pension Fund  
City of Jacksonville Beach Firefighters' Retirement System  
City of Jacksonville Beach Police Officers' Retirement System  
City of Jacksonville Beach General Employees' Retirement System  
City of Key West General Employees' Retirement System  
City of Lakeland Employees Retirement System  
City of Largo Municipal Police and Firefighters Retirement Plan  
City of Miami Beach Firefighters' and Police Retirement Plan  
City of North Miami, Clair T. Singerman Pension Plan  
City of Okeechobee Firefighter's Pension Plan  
City of Okeechobee General Employees  
City of Okeechobee Police Officers  
City of Oldsmar  
City of Orlando General Employees' Pension Fund  
City of Sarasota Firefighters' Pension Fund  
City of St. Clair Shores Retiree Health Care Plans  
City of Starke Firefighters' Retirement System  
City of Starke General Employees' Retirement System  
City of Starke Police Officers' Retirement System



City of Sunrise General Employees' Retirement Plan  
City of Sweetwater Elected Officers' Retirement Trust  
City of Tallahassee  
City of Tamarac Police Pension Plan Trust Fund  
City of West Palm Beach Restated Employees Defined Benefit Retirement System  
City of Wilton Manors General Employee's and Police Officer's Retirement System  
City of Wilton Manors Volunteer Firefighters' Retirement System  
Cooper City Fire Retirement Plan  
Cooper City General Employees Retirement System  
Cooper City Police Retirement Plan  
Dania Beach General Employees Retirement System  
Dania Police & Fire Retirement System  
Delray Beach Police, Fire Fighters & Paramedics Retiree Benefit Fund  
Eustis Police Officers' Retirement System  
Florida Auditor General  
Florida City Elected Official Retirement Plan  
Florida Department of Management Services  
Fort Lauderdale General Employees Retirement System  
Fort Pierce Police Officers Retirement Fund  
Fort Pierce Retirement and Benefit System  
Hialeah Gardens Police Pension Fund  
Homestead Firefighters Retirement Plan  
Jacksonville Beach Fraternal Order of Police Lodge 17  
Jacksonville Police & Fire Pension Fund  
Kissimmee General Employees Retirement Plan  
Lake Mary Firefighters Pension Plan  
Lake Worth Firefighters Pension System  
Lake Worth General Employees Pension System  
Lake Worth Police Officers Pension System  
Lantana Firefighters' Pension Fund  
Marco Island Firefighters' Pension Fund  
Martin County Sheriff  
Miami Shores Village General Employees Pension Plan  
Miami Shores Village Police Officers Pension Plan  
Miami Springs General Employee Retirement System  
Miami Springs Police and Firefighters Retirement Plan  
Miramar City  
Miramar Management Retirement Plan

Mount Dora Firefighters Retirement Fund  
Mount Dora General Employees Pension Plan  
Mount Dora Police Officers Retirement Fund  
New Port Richey Police Officers' Retirement System  
North Miami Police Pension Plan  
Okeechobee Utility Authority Retirement System  
Orlando Utilities Commission  
Palm Beach County Fire Disability Retirement Fund  
Palm Beach County Firefighters Retirement Insurance Fund  
Palm Beach Gardens Police Officers Pension Fund  
Palm Springs Village Hazardous Employees Pension Plan  
Pembroke Pines Firefighters and Police Officers Pension Fund  
Pinellas Park Police Officers Pension Fund  
Plantation General Employees Retirement System  
Plantation Police Officers Retirement System  
Plantation Volunteer Firefighters Retirement System  
Riviera Beach Firefighters / Paramedics of Palm Beach County, Local 2928, IAFF, Inc.  
Riviera Beach Firefighters' Retirement Fund  
Riviera Beach General Employees Retirement System  
Riviera Beach Police Pension Fund  
Sarasota County Sheriff's Office  
Sarasota General Employees Pension Fund  
Sarasota Police Officers' Pension Fund  
Sarasota Professional Firefighters' Insurance Trust  
Sebring Police Officers' Relief and Pension Fund  
South Miami Pension Plan  
St. Lucie County Fire Control District  
St. Lucie County Fire District Firefighters Pension Trust Fund  
St. Lucie County Sheriff's Office  
Sunrise Police Officers Retirement System  
Sweetwater Police Officers' Retirement Plan  
Tallahassee Memorial Healthcare, Inc.  
Tequesta Public Safety Officers' Pension Trust Fund  
Town of Lantana Police Officers Pension Fund  
Town of Lauderdale-By-The-Sea Volunteer Firefighters' Pension Plan  
Town of Orange Park General Employees' Pension Plan  
Town of Palm Beach Retirement System  
Town of Surfside



Utility Board Of The City Of Key West  
 Venice Firefighters VEBA Trust Fund  
 Vero Beach Firefighters Retirement Fund  
 Village of Key Biscayne Police and Firefighters Retirement Plan  
 Village of North Palm Beach General Retirement Fund  
 Village of Tequesta General Employees Pension Trust  
 Volusia Circuit County Clerk  
 West Melbourne Police Officers' Retirement Fund  
 West Palm Beach Firefighters Pension Fund  
 West Palm Beach Police Pension Fund  
 Winter Park Firefighters' Retirement System  
 Winter Park Police Officers' Retirement System  
 Winter Springs General & Police Retirement System

**Hawaii**

State of Hawaii Employees' Retirement System

**Illinois**

General Assembly Retirement System of Illinois  
 Illinois Department of Insurance  
 Illinois Municipal Retirement Fund  
 Judges' Retirement System of Illinois  
 Laborers' and Retirement Board Employees' Annuity and Benefit Fund of Chicago  
 Chicago Policemen's Annuity & Benefit Fund  
 Chicago Regional Transportation Authority  
 Public School Teachers' Pension and Retirement Fund of Chicago  
 Regional Transportation Authority Pension Plan  
 State Employees Retirement System of Illinois

**Kentucky**

Kentucky Retirement Systems

**Louisiana**

Louisiana Legislative Auditor

**Maryland**

Maryland State Retirement and Pension System  
 Maryland Transit Administration  
 Montgomery County Employees' Retirement System  
 Montgomery County Public Schools  
 Prince George's County

**Michigan**

Alpena Employees' Retirement System  
 Allen Park Retirement System  
 Ann Arbor Employees Retirement System  
 Battle Creek Police and Fire Retirement System-Act 345

Bay County Employees Retirement System  
 Benton Township Policemen and Firemen Retirement System  
 Berkley Public Safety Retirement System-Act 345  
 Berrien County Employees Retirement Plan  
 Birmingham Employees Retirement System  
 Center Line Police and Fire Pension System  
 Central County Transportation Authority  
 Charter Township of Meridian  
 Charter Township of West Bloomfield Employees Retirement Plan  
 City of Big Rapids Police & Fire Retirement System  
 Cobo Hall Authority  
 Dearborn Chapter 21 Retirement System  
 Dearborn Chapter 22 Retirement System  
 Dearborn Chapter 23 Retirement System  
 Dearborn Heights Police & Fire Retirement System  
 Detroit General Retirement System  
 Detroit Police and Fire Retirement System  
 Ferndale Employee Retirement System  
 Ferndale Police and Fire Retirement System  
 Gibraltar Public Safety Officers Retirement System - Act 345  
 Gogebic County Employees Retirement System  
 Grand Rapids General Retirement System  
 Grand Rapids Police and Fire Retirement System  
 Harrison Township Firemen's Pension Fund  
 Harrison Township General Employees Retirement System  
 Iron Mountain Policemen and Firemen Retirement System  
 Ishpeming Policemen and Firemen Retirement System-Act 345  
 Jackson Act 345 Retirement System  
 Jackson County Employees Retirement System  
 Jackson Employees Retirement System  
 Jackson Policemen's and Firemen's Pension Fund  
 Kalamazoo County Employees' Retirement System  
 Kalamazoo Employees Retirement System  
 Kent County Employees Retirement Plan and Trust  
 Kent Library District Employees' Retirement Plan  
 Kingsford Policemen and Firemen Retirement System  
 Lincoln Park Police Officers and Firefighters Retirement System  
 Madison Heights Policemen and Firemen Retirement System  
 Marquette Policemen and Firemen Retirement System  
 Melvindale Policemen and Firemen Retirement System  
 Menominee Policemen and Firemen Retirement System



Michigan Public School Employees Retirement System  
 Michigan State Employee Retirement System  
 Michigan Judges' Retirement System  
 Michigan State Legislative Retirement System  
 Michigan State Police Retirement System  
 Michigan National Guard Retirement System  
 Midland - Police and Fire Retirement System  
 Midland County Employees Retirement System  
 Midland County Retirement System Act 345  
 Monroe Employees Retirement System  
 Mount Clemens Employees Retirement System  
 Mt. Pleasant Fire and Police Pension System  
 Municipal Employee Retirement System of Michigan  
 Niles Township Police and Fire Department Retirement Plan  
 Oakland County Employees Retirement System  
 Pontiac General Retirement System  
 Riverview Retirement System  
 Road Commission for Oakland County Retirement System  
 Royal Oak Retirement System  
 Sanilac County Employees Retirement System  
 Sault Ste. Marie Firemen and Policemen Retirement System  
 Southfield Employees Retirement System  
 Southfield Fire and Police Retirement System  
 Southeast Macomb Sanitary District  
 Southgate Policemen and Firemen Retirement System  
 St. Clair Shores Employees Retirement System  
 St. Clair Shores Police and Fire Retirement System  
 St. Joseph Employees Retirement Fund  
 Sterling Heights Employees Retirement System  
 Sterling Heights Police and Fire Retirement System  
 Sturgis Employees Retirement System  
 Traverse City - Act 345 Police and Fire Retirement System  
 Troy Employees Retirement System  
 Troy Incentive Plan for Volunteer Firefighters  
 Wayne County Employees' Retirement System  
 Wayne County Employees' Retirement System-Circuit Court  
 Commissioners Bailiffs Division -  
 Wyandotte Employees Retirement System  
 Wyoming Employees Retirement System

## **Minnesota**

Appleton Firefighters' Relief  
 Minnesota State Retirement System  
 Public Employees Retirement Association of Minnesota

St. Paul Teachers' Retirement Fund Association  
 White Bear Lake Fire Department Relief Association Pension Plan

## **Missouri**

Columbia Police and Firemen's Retirement Fund  
 Joplin Policemen and Firemen Retirement Fund  
 Missouri DOT and Highway Patrol Employees' Retirement System  
 Missouri Local Government Employees Retirement System  
 Firemen's Retirement System of St. Louis

## **Montana**

Belgrade Fire Department Relief Association Pension Fund

## **North Dakota**

North Dakota Public Employee Retirement System

## **New Hampshire**

Manchester Employees' Contributory Retirement System  
 New Hampshire Retirement System

## **New Mexico**

New Mexico Educational Retirement Board  
 New Mexico Public Employee Retirement Association

## **Ohio**

Ohio Public Employees Retirement System

## **Oklahoma**

Metropolitan Tulsa Transit Authority  
 Oklahoma City Employee Retirement System  
 Oklahoma Teachers' Retirement System

## **Rhode Island**

Employees' Retirement System of Rhode Island  
 City of Warwick

## **South Carolina**

South Carolina Retirement Systems

## **South Dakota**

Sioux Falls Employee's Retirement System  
 Sioux Falls Firefighters' Pension Fund

## **Texas**

Beaumont Firemen's Relief and Retirement Fund  
 City of Arlington  
 City of Austin Employees Retirement System  
 City of Austin Police Retirement System  
 City of Fort Worth Employees' Retirement Fund  
 City of Irving  
 City of Plano  
 Dallas / Fort Worth International Airport Board  
 Dallas County Utility and Reclamation District



Dallas Employee Retirement System  
Houston Municipal Employees' Pension System  
Houston Police Officers' Pension System  
Killeen Firefighter's Retirement Fund  
Teachers Retirement System of Texas  
Texas Employee Retirement System  
Texas Municipal Retirement System

**Utah**

Utah Retirement Systems

**Virginia**

Fairfax Retirement Plans  
Virginia Joint Audit & Review Commission  
Virginia Retirement System

**Washington**

Port of Seattle

**Wisconsin**

Milwaukee Public Schools Supplemental Pension Plans  
Wisconsin Retirement System

**West Virginia**

Employees' Retirement and Benefit Fund of the City of Morgantown

**Wyoming**

Cheyenne Regional Medical Center  
Wyoming Retirement System



## **APPENDIX B**

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### **LIST OF OPEB CLIENTS NATIONALLY**

**AK**

Alaska Retirement Management Board (annual auditing actuary)

City of Delray Beach Fire Rescue Department

City of Edgewater

City of Fort Pierce

**AL**

Mobile Water and Sewer System

City of Fort Walton Beach

City of Greenacres

**AZ**

Arizona Department of Administration

City of Hialeah

City of Jacksonville Beach

City of Phoenix

City of Kissimmee

**CA**

California State Controller's Office

City of Lake Worth

City of Maitland

**CO**

Adams County Board of Commissioners

City of Margate

City of Miami

City of Englewood

City of Miami Springs

Colorado Mountain College

City of Miramar

**FL**

Alachua County School District

City of New Port Richey

City of New Smyrna Beach Utilities Commission

Atlantic Beach Police Department

City of North Miami

Bal Harbour Village

City of Ocala

Barefoot Bay Recreation District

City of Okeechobee

Biscayne Park

City of Orange Park

Boynton Beach Fire &amp; Rescue

City of Orlando

Bradenton City

City of Palm Beach Gardens

Bradford County School District

City of Plant City

Brevard County Clerk

City of Plantation

Brevard County School District

City of Port Orange

Broward College

City of Sarasota

Broward County

City of Seminole

Broward County Professional Paramedics and Fire Fighters

City of South Miami

Benefit Fund

City of St. Augustine

Broward County Public Schools

City of Starke

Broward County Sheriff's Office

City of Sunrise

Broward Metropolitan Planning Organization

City of Tallahassee

Calhoun County School District

City of Vero Beach

Charlotte County

City of West Park

Charlotte County &amp; Sheriff's Office

City of West Melbourne

Charlotte County School District

City of Winter Garden

Children's Trust

Coral Springs Metropolitan District

Citrus County Schools

DeSoto County School District

City of Arcadia

Dixie District School Board

City of Atlantic Beach

Emerald Coast Utility Authority

City of Boynton Beach

Escambia County

City of Clearwater

Flagler County Board of County Commissioners

City of Cocoa

Florida Keys Aqueduct Authority

City of Coral Gables

Florida Virtual School

City of Dade City



Fort Pierce Utilities Authority  
Fort Myers Beach Retiree Trust Fund  
Franklin County Schools  
Gadsden County School District  
Gulf County School District  
Hamilton Co  
Hardee County School District  
Hendry County School District  
Hernando County  
Highlands County School District  
Indian River County  
Indian River County Schools  
Jackson County School District  
JEA  
Jefferson County School District  
Jupiter Island  
Key West Utility Board  
Lake County Board of County Commissioners  
Lake County School District  
Lee County Schools  
Lee County Sheriff's Office  
Leon County Schools  
Levy County Schools  
Liberty County School District  
Loxatchee Groves Water Control District  
Madison County School District  
Manatee County School District  
Marion County  
Marion County Public Schools  
Martin County  
Martin County School District  
Martin County Sheriff  
Miami Fraternal Order of Police  
Miami Gardens  
Miami Shores Village  
Nassau County  
Nassau County School District  
Northwest Florida Water Management District  
Okaloosa County  
Okaloosa County Sheriff's Office  
Okeechobee County School District  
Okeechobee Soil and Water Conservation District  
Orange County Library System  
Orange County School District

Orlando Utilities Commission  
Osceola County School District  
Palm Beach County  
Palm Beach County Firefighters' Employee Insurance Fund  
Panhandle Area Educational Consortium  
Pasco County  
Pasco County School District  
Pembroke Park Town  
Pinellas County  
Pinellas County Sheriff's Office  
Polk County  
Polk County Schools  
Pompano Beach Firefighters Local 1549 VEBA  
Pompano Beach Firefighters Local 1549 VEBA Trust Fund  
Riviera Beach Firefighters  
Sarasota County Fire Department  
Sarasota County Sheriff's Office  
School District of Columbia Schools  
Seacoast Utility Authority  
Seminole County  
South Central Regional Wastewater Treatment & Disposal Board  
South Florida Water Management District  
St. Johns County  
St. Johns County School District  
St. Lucie County  
St. Lucie County Fire Control District  
St. Lucie County Schools  
St. Lucie Sheriff  
Sumter County District Schools  
Suwannee County School Board  
Suwannee River Water Management District  
Taylor County School District  
TOHO Water Authority  
Town of Highland Beach  
Town of Lantana  
Town of Surfside  
Union County School District  
Venice Firefighters VEBA Trust Fund  
Village of El Portal  
Village of North Palm Beach  
Village of Tequesta  
Visit Florida  
Volusia Circuit County Clerk



Wakulla County District Schools  
Walton County Schools  
Washington County School District  
West Palm Beach Fire Rescue  
West Palm Beach Firefighters Benefit Fund  
West Palm Beach Police Officers' Retiree Health Trust  
Winter Park

**GA**

Athens Housing Authority  
City of Atlanta  
City Alpharetta  
City of Macon

**HI**

Hawaii Employer-Union Health Benefits Trust Fund  
University of Hawaii

**IL**

Aptakisic-Tripp Community Consolidated School District  
Chicago Teachers Pension Fund  
Community Colleges Insurance Program  
Glencoe School District 35  
Illinois State Employees' Insurance Program  
Illinois Teachers' Retirement Insurance Program  
Macomb Community Unit School District 185  
METRA  
Special Education District of Lake County (SEDOL)  
Zion Benton High School

**IN**

Ball State University

**KY**

Kentucky Retirement Systems  
University of Louisville

**MI**

36th District Court  
Alger County  
City of Ann Arbor Employees Retirement System  
Barry County Retiree Health Care Plan  
Bay County  
Benton Charter Township  
Byron Township  
Central County Transportation Authority  
Chesterfield Township  
City of Alpena  
City of Battle Creek  
City of Berkley

City of Birmingham  
City of Brighton  
City of Center Line  
City of Dearborn  
City of Detroit General RHC Trust  
City of Detroit Police and Fire RHC Trust  
City of Ecorse  
City of Essexville  
City of Farmington  
City of Farmington Hills  
City of Fenton  
City of Ferndale  
City of Fraser  
City of Grand Rapids  
City of Grosse Pointe Park  
City of Hamtramck  
City of Harbor Springs  
City of Hazel Park  
City of Iron Mountain  
City of Jackson  
City of Madison Heights  
City of Melvindale  
City of Midland  
City of Monroe  
City of Mt. Clemens  
City of Novi  
City of Riverview  
City of Romulus  
City of Royal Oak  
City of Southfield VEBA  
City of Southgate  
City of St. Clair Shores  
City of St. Joseph  
City of Sterling Heights  
City of Sturgis  
City of Traverse City  
City of Troy  
City of Wayne  
City of Wixom  
City of Wyandotte  
City of Wyoming  
Clinton County  
Clare County  
Detroit Public Library



Detroit Public Schools  
 Eaton County  
 Flint Mass Transportation Authority  
 Gogebic County  
 Grosse Isle Township  
 Hurley Medical Center  
 Huron Clinton Metro Authority  
 Huron County  
 Ingham County  
 Ingham County Medical Care Facility  
 Iron County Medical Care Facility  
 Jackson County  
 Jackson Housing Commission  
 Kalamazoo County  
 Kalamazoo Employees Retirement System  
 Kent County  
 Luce County Road Commission  
 Macomb County  
 Macomb County Department of Roads  
 Manistee County  
 Marquette County Road Commission  
 Mason County  
 Michigan AFSCME Council 25  
 Michigan Legislative Retirement System  
 Michigan Municipal Risk Management Authority  
 Michigan ORS (Various Systems Covered)  
 Midland County  
 Monroe County  
 Monroe County Library System  
 Monroe County Road Commission  
 Mundy Township Police Authority  
 Oakland County  
 Port Huron Housing Commission  
 Portage Police Officers Association  
 Redford Township  
 Road Commission for Oakland County  
 Saginaw County Community Mental Health Authority  
 Saginaw Housing Commission  
 Saginaw Transit Authority Regional Services  
 Scio Township  
 St. Clair County Community Mental Health Authority  
 Suburban Mobility Authority for Regional Transportation  
 (SMART)  
 Southeast Macomb Sanitary District

Traverse City Fire and Police Retirement System  
 Washtenaw County Road Commission  
 Wayne County Airport Authority  
 Bloomfield Charter Township  
 WTUA  
 Ypsilanti Comm Utilities Authority  
 Charter Township of Ypsilanti  
**MD**  
 Montgomery County Public Schools  
**MN**  
 City of White Bear Lake  
**MO**  
 Jefferson City  
 Kansas City  
**NH**  
 Manchester Employees' Contributory Retirement System  
 New Hampshire Retirement System  
**OH**  
 Ohio Public Employees Retirement System  
**OK**  
 Fraternal Order of Police Tulsa Lodge 93 Health & Welfare  
 Trust  
 Tulsa Firefighters  
**RI**  
 Central Falls School District  
 Rhode Island Board of Governors  
 Rhode Island Housing Authority  
 State of Rhode Island  
**SC**  
 Aiken County  
 Bamberg County  
 Beaufort Jasper Water & Sewer Authority  
 City of Manning  
 Charleston County  
 Charleston County Parks & Recreation Commission  
 Chesterfield County  
 Clarendon County  
 Colleton County  
 Darlington County  
 Dillon County  
 Fairfield County  
 Florence County  
 Gaffney Board of Public Works  
 Hampton County



Hilton Head Island  
 Horry County  
 Horry County Solid Waste Authority, Inc.  
 Jasper County  
 Lancaster County  
 Laurens County  
 Marion County  
 Marion County Library  
 Marlboro County  
 Oconee County  
 Orangeburg County Disabilities and Special Needs Board  
 Pickens County  
 Renewable Water Resources  
 Saluda County  
 Santee Cooper  
 South Carolina Research Authority  
 South Carolina State Port Authority  
 Spartanburg County  
 Spartanburg County Public Libraries  
 State of South Carolina  
 Sumter County  
 Tri County Commission on Alcohol and Drug Abuse

**SD**

City of Sioux Falls

**TX**

Austin Community College District  
 City of Alvin  
 City of Addison  
 City of Arlington  
 City of Bay City  
 City of Baytown  
 City of Bedford  
 City of Bellaire  
 City of Benbrook  
 City of Big Spring  
 City of Boerne  
 City of Brownsville  
 City of Bryan  
 City of Burnet  
 City of Carrollton  
 City of Cedar Hill  
 City of Cedar Park  
 City of Cleburne  
 City of Conroe

City of Converse  
 City of Coppell  
 City of Copperas Cove  
 City of Corpus Christi  
 City of Deer Park  
 City of Del Rio  
 City of Denton  
 City of Duncanville  
 City of Farmers Branch  
 City of Flower Mound  
 City of Fort Stockton  
 City of Freeport  
 City of Friendswood  
 City of Georgetown  
 City of Granbury  
 City of Grapevine  
 City of Greenville  
 City of Haltom City  
 City of Harlingen  
 City of Harlingen Waterworks System  
 City of Hempstead  
 City of Highland Park  
 City of Humble  
 City of Hurst  
 City of Irving  
 City of Jacksonville  
 City of Keller  
 City of Kilgore  
 City of La Marque  
 City of La Porte  
 City of Lampasas  
 City of Lancaster  
 City of League City  
 City of Lubbock  
 City of Marble Falls  
 City of McKinney  
 City of Midlothian  
 City of Missouri City  
 City of Monahans  
 City of Nacogdoches  
 City of Nederland  
 City of North Richland Hills  
 City of Palestine  
 City of Paris



City of Pasadena  
City of Pflugerville  
City of Plainview  
City of Port Arthur  
City of Richardson  
City of Roanoke  
City of Rockport  
City of Rowlett  
City of San Marcos  
City of Schertz  
City of Selma  
City of Sherman  
City of Silsbee  
City of Southlake  
City of Sugarland  
City of Temple  
City of Tomball  
City of Tyler  
City of University Park  
City of Victoria  
City of Waco  
City of Watauga  
City of Weatherford  
City of Webster  
City of West University Place  
City of Wichita Falls  
Austin County Community College  
Bastrop County  
Brazos County  
Cherokee County  
Comal County  
Dallas / Fort Worth International Airport Board  
Crosby Municipal Utility District  
Ector County  
El Paso County  
El Paso County Water Utilities  
Ellis County  
Galveston County  
Gonzales County  
Grayson County  
Guadalupe County  
Harris County Appraisal District  
Harrison County  
Hunt County

Jasper County  
Jefferson County Drainage District #7  
Kaufman County  
Kerr County  
Lamar County  
Limestone County  
Llano County  
Lubbock County  
McLennan County  
Montgomery Central Appraisal District  
Navarro County  
Parker County  
Permian Basin Community Centers  
Polk County  
Polk County Fresh Water Supply District No. 2  
Port of Beaumont  
Randall County  
Sabine River Authority  
Sabine Neches Navigation District  
San Antonio VIA Metropolitan Transit  
Tarrant Regional Water District  
Taylor County  
Town of Addison  
Town of Flower Mound  
Town of Highland Park  
TX Teacher Retirement System Care  
Tyler County  
Victoria County  
Wharton County  
Yoakum County



## **APPENDIX C**

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### **LIST OF FLORIDA PENSION CLIENTS**

Alachua County School District  
 Bal Harbour Village General Employees' Pension Plan  
 Bal Harbour Village Police Officers' Pension Plan  
 Bay Medical Center Pension Plan  
 Boca Raton Executive Employees Retirement Plan  
 Boynton Beach Fire Rescue Employees Retirement System  
 Boynton Beach Municipal Police Officers Retirement Fund  
 Boynton Beach Pension Plan for General Employees  
 Bradenton Police Officers' Retirement Fund  
 Broward Co Sheriff's Office  
 Broward County Paramedics and Fire Fighters  
 City of Arcadia  
 City of Atlantic Beach General Employees Retirement System  
 City of Atlantic Beach Police Officers' Retirement System  
 City of Altamonte Springs General Employees Retirement System  
 City of Altamonte Springs Police Officers' Retirement System  
 City of Clearwater  
 City of Coral Gables Retirement System  
 City of Deerfield Beach - Nonuniformed Employees  
 City of DeLand General Employee's Retirement Plan  
 City of DeLand Municipal Police Officer's Retirement Plan  
 City of Delray Beach Firefighters' Retirement System  
 City of Delray Beach Police Officers' Retirement System  
 City of Hialeah Elected Officers Retirement System  
 City of Hollywood General Employees Retirement System  
 City of Homestead - New Elected Officials and Senior Management Retirement System  
 City of Homestead Elected Officials Retirement Plan  
 City of Homestead General Employees Pension Plan  
 City of Homestead Police Officers Pension Fund  
 City of Jacksonville Beach Firefighters' Retirement System  
 City of Jacksonville Beach General Employees' Retirement System  
 City of Jacksonville Beach Police Officers' Retirement System  
 City of Key West General Employees' Retirement System  
 City of Lakeland Employees Retirement System  
 City of Largo Municipal Police and Firefighters Retirement Plan  
 City of Miami Beach Firefighters' and Police Retirement Plan  
 City of Miramar General Employees Retirement System  
 City of North Miami, Clair T. Singerman Pension Plan  
 City of Okeechobee Firefighter's Pension Plan  
 City of Okeechobee General Employees  
 City of Okeechobee Police Officers  
 City of Oldsmar  
 City of Orlando General Employees' Pension Fund  
 City of Sarasota Firefighters' Pension Fund  
 City of St. Clair Shores Retiree Health Care Plans  
 City of Starke Firefighters' Retirement System  
 City of Starke General Employees' Retirement System  
 City of Starke Police Officers' Retirement System  
 City of Sunrise General Employees' Retirement Plan  
 City of Sweetwater Elected Officers' Retirement Trust  
 City of Tallahassee  
 City of Tamarac Police Pension Plan Trust Fund  
 City of West Palm Beach Restated Employees Defined Benefit Retirement System  
 City of Wilton Manors General Employee's and Police Officer's Retirement System  
 City of Wilton Manors Volunteer Firefighters' Retirement System  
 Cooper City Fire Retirement Plan  
 Cooper City General Employees Retirement System  
 Cooper City Police Retirement Plan  
 Dania Beach General Employees Retirement System  
 Dania Police & Fire Retirement System  
 Delray Beach Police, Fire Fighters & Paramedics Retiree Benefit Fund  
 Eustis Police Officers' Retirement System  
 Florida Auditor General  
 Florida City Elected Official Retirement Plan  
 Florida Department of Management Services  
 Fort Lauderdale General Employees Retirement System  
 Fort Pierce Police Officers Retirement Fund  
 Fort Pierce Retirement and Benefit System  
 Hialeah Gardens Police Pension Fund  
 Homestead Firefighters Retirement Plan  
 Jacksonville Beach Fraternal Order of Police Lodge 17  
 Jacksonville Police & Fire Pension Fund  
 Kissimmee General Employees Retirement Plan  
 Lake Mary Firefighters Pension Plan  
 Lake Worth Firefighters Pension System  
 Lake Worth General Employees Pension System  
 Lake Worth Police Officers Pension System  
 Lantana Firefighters' Pension Fund  
 Marco Island Firefighters' Pension Fund  
 Martin County Sheriff  
 Miami Shores Village General Employees Pension Plan  
 Miami Shores Village Police Officers Pension Plan  
 Miami Springs General Employee Retirement System



Miami Springs Police and Firefighters Retirement Plan  
Miramar City  
Miramar Management Retirement Plan  
Mount Dora Firefighters Retirement Fund  
Mount Dora General Employees Pension Plan  
Mount Dora Police Officers Retirement Fund  
New Port Richey Police Officers' Retirement System  
North Miami Police Pension Plan  
Okeechobee Utility Authority Retirement System  
Orlando Utilities Commission  
Palm Beach County Fire Disability Retirement Fund  
Palm Beach County Firefighters Retirement Insurance Fund  
Palm Beach Gardens Police Officers Pension Fund  
Palm Springs Village Hazardous Employees Pension Plan  
Pembroke Pines Firefighters and Police Officers Pension Fund  
Pinellas Park Police Officers Pension Fund  
Plantation General Employees Retirement System  
Plantation Police Officers Retirement System  
Plantation Volunteer Firefighters Retirement System  
Riviera Beach Firefighters / Paramedics of Palm Beach County, Local 2928, IAFF, Inc.  
Riviera Beach Firefighters' Retirement Fund  
Riviera Beach General Employees Retirement System  
Riviera Beach Police Pension Fund  
Sarasota County Sheriff's Office  
Sarasota General Employees Pension Fund  
Sarasota Police Officers' Pension Fund  
Sarasota Professional Firefighters' Insurance Trust  
Sebring Police Officers' Relief and Pension Fund

South Miami Pension Plan  
St. Lucie County Fire Control District  
St. Lucie County Fire District Firefighters Pension Trust Fund  
St. Lucie County Sheriff's Office  
Sunrise Police Officers Retirement System  
Sweetwater Police Officers' Retirement Plan  
Tallahassee Memorial Healthcare, Inc.  
Tequesta Public Safety Officers' Pension Trust Fund  
Town of Lantana Police Officers Pension Fund  
Town of Lauderdale-By-The-Sea Volunteer Firefighters' Pension Plan  
Town of Orange Park General Employees' Pension Plan  
Town of Palm Beach Retirement System  
Town of Surfside  
Utility Board Of The City Of Key West  
Venice Firefighters VEBA Trust Fund  
Vero Beach Firefighters Retirement Fund  
Village of Key Biscayne Police and Firefighters Retirement Plan  
Village of North Palm Beach General Retirement Fund  
Village of Tequesta General Employees Pension Trust  
Volusia Circuit County Clerk  
West Melbourne Police Officers' Retirement Fund  
West Palm Beach Firefighters Pension Fund  
West Palm Beach Police Pension Fund  
Winter Park Firefighters' Retirement System  
Winter Park Police Officers' Retirement System  
Winter Springs General & Police Retirement System



## **APPENDIX D**

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### **LIST OF FLORIDA OPEB CLIENTS**

Alachua County School District  
Atlantic Beach Police Department  
Bal Harbour Village  
Barefoot Bay Recreation District  
Biscayne Park  
Boynton Beach Fire & Rescue  
Bradenton City  
Bradford County School District  
Brevard County Clerk  
Brevard County School District  
Broward College  
Broward County  
Broward County Professional Paramedics and Fire Fighters  
Benefit Fund  
Broward County Public Schools  
Broward County Sheriff's Office  
Broward Metropolitan Planning Organization  
Calhoun County School District  
Charlotte County  
Charlotte County & Sheriff's Office  
Charlotte County School District  
Children's Trust  
Citrus County Schools  
City of Arcadia  
City of Atlantic Beach  
City of Boynton Beach  
City of Clearwater  
City of Cocoa  
City of Coral Gables  
City of Dade City  
City of Delray Beach Fire Rescue Department  
City of Edgewater  
City of Fort Pierce  
City of Fort Walton Beach  
City of Greenacres  
City of Hialeah  
City of Jacksonville Beach  
City of Kissimmee  
City of Lake Worth  
City of Maitland  
City of Margate  
City of Miami  
City of Miami Springs

City of Miramar  
City of New Port Richey  
City of New Smyrna Beach Utilities Commission  
City of North Miami  
City of Ocala  
City of Okeechobee  
City of Orange Park  
City of Orlando  
City of Palm Beach Gardens  
City of Plant City  
City of Plantation  
City of Port Orange  
City of Sarasota  
City of Seminole  
City of South Miami  
City of St. Augustine  
City of Starke  
City of Sunrise  
City of Tallahassee  
City of Vero Beach  
City of West Park  
City of West Melbourne  
City of Winter Garden  
Coral Springs Metropolitan District  
DeSoto County School District  
Dixie District School Board  
Emerald Coast Utility Authority  
Escambia County  
Flagler County Board of County Commissioners  
Florida Keys Aqueduct Authority  
Florida Virtual School  
Fort Pierce Utilities Authority  
Fort Myers Beach Retiree Trust Fund  
Franklin County Schools  
Gadsen County School District  
Gulf County School District  
Hamilton Co  
Hardee County School District  
Hendry County School District  
Hernando County  
Highlands County School District  
Indian River County  
Indian River County Schools



Jackson County School District  
JEA  
Jefferson County School District  
Jupiter Island  
Key West Utility Board  
Lake County Board of County Commissioners  
Lake County School District  
Lee County Schools  
Lee County Sheriff's Office  
Leon County Schools  
Levy County Schools  
Liberty County School District  
Loxatchee Groves Water Control District  
Madison County School District  
Manatee County School District  
Marion County  
Marion County Public Schools  
Martin County  
Martin County School District  
Martin County Sheriff  
Miami Fraternal Order of Police  
Miami Gardens  
Miami Shores Village  
Nassau County  
Nassau County School District  
Northwest Florida Water Management District  
Okaloosa County  
Okaloosa County Sheriff's Office  
Okeechobee County School District  
Okeechobee Soil and Water Conservation District  
Orange County Library System  
Orange County School District  
Orlando Utilities Commission  
Osceola County School District  
Palm Beach County  
Palm Beach County Firefighters' Employee Insurance Fund  
Panhandle Area Educational Consortium  
Pasco County  
Pasco County School District  
Pembroke Park Town  
Pinellas County  
Pinellas County Sheriff's Office  
Polk County

Polk County Schools  
Pompano Beach Firefighters Local 1549 VEBA  
Pompano Beach Firefighters Local 1549 VEBA Trust Fund  
Riviera Beach Firefighters  
Sarasota County Fire Department  
Sarasota County Sheriff's Office  
School District of Columbia Schools  
Seacoast Utility Authority  
Seminole County  
South Central Regional Wastewater Treatment & Disposal Board  
South Florida Water Management District  
St. Johns County  
St. Johns County School District  
St. Lucie County  
St. Lucie County Fire Control District  
St. Lucie County Schools  
St. Lucie Sheriff  
Sumter County District Schools  
Suwannee County School Board  
Suwannee River Water Management District  
Taylor County School District  
TOHO Water Authority  
Town of Highland Beach  
Town of Lantana  
Town of Surfside  
Union County School District  
Venice Firefighters VEBA Trust Fund  
Village of El Portal  
Village of North Palm Beach  
Village of Tequesta  
Visit Florida  
Volusia Circuit County Clerk  
Wakulla County District Schools  
Walton County Schools  
Washington County School District  
West Palm Beach Fire Rescue  
West Palm Beach Firefighters Benefit Fund  
West Palm Beach Police Officers' Retiree Health Trust  
Winter Park

