MEETING AGENDA
SESSION OF THE FIRE PENSION BOARD
CITY OF KISSIMMEE
CITY HALL, COMMISSION CHAMBERS
101 CHURCH STREET, KISSIMMEE, FLORIDA 34741-5054
TUESDAY, AUGUST 1, 2023 AT 10:00 AM

1. MEETING CALLED TO ORDER

2. HEAR AUDIENCE

3. FINANCIAL AGENDA

3.A Review of the 3rd Quarter BCA Investment Report for FY 2023

4. ADMINISTRATIVE AGENDA

4.A Approval of the Fire Pension Board Minutes for May 2, 2023

4.B Approval of the proposed 2024 pension meeting dates

4.C Discussion on recently adopted House Bill No. 3

4.D Approval of the 2023 Summary Plan Description

4.E Approval of 3rd Quarter Expenses for FY 2023

4.F Approval of 3rd Quarterly Retirement, Return of Contributions, and Share Allocation Report

4.G Approval of the revised Investment Policy Statement

5. HEAR THE ATTORNEY

6. OLD BUSINESS

7. NEW BUSINESS

8. ADJOURNMENT

In accordance with Florida Statutes 286.105: Any person wishing to appeal any decision made by the Fire Pension Board with respect to any matter considered at such meeting or hearing will need to ensure that verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is made.

In accordance with Florida State 286.26, persons needing assistance to participate in any of these proceedings should contact the Office of the City Clerk, 101 Church Street, Kissimmee, Florida, (407) 518-2309.

Burgess Chambers & Associates, Inc.

Institutional Investment Advisors

www.burgesschambers.com

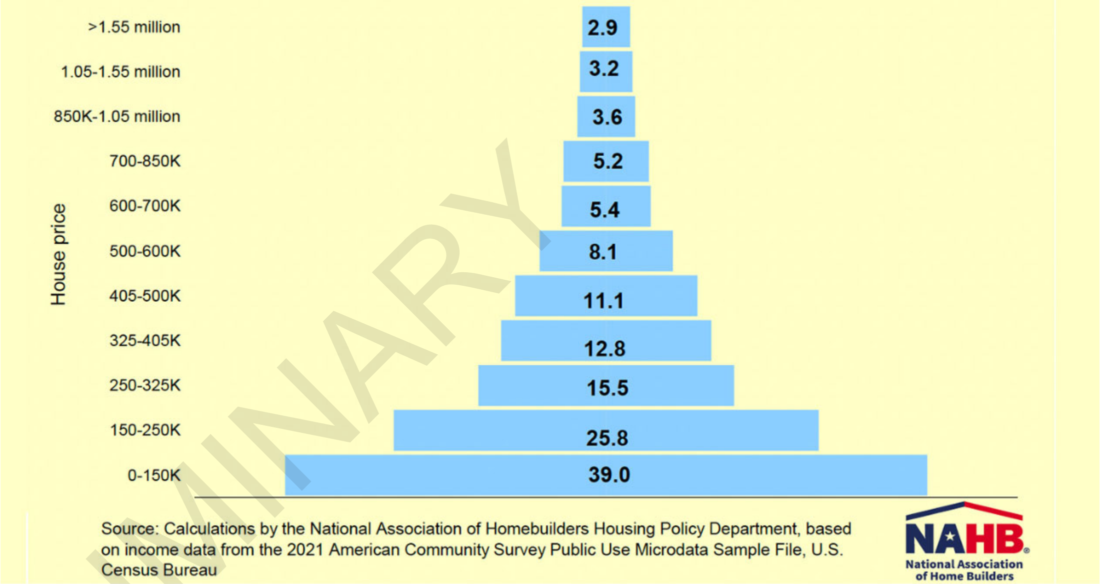
June 30, 2023

Kissimmee Municipal Firefighters' Retirement Plan

Investment Performance
Period Ending
June 30, 2023

BCA Market Perspective ©
Housing Affordability Crisis
July 2023

Based on a survey of 2023 household income, the National Association of Home Builders (NAHB) created the chart to the right known as the "Highest Priced Homes They Can Afford".



At the base of the pyramid, thirty-nine million households cannot afford a home priced above $150,000, which puts the word "affordability" into perspective, as the median new single-family home was $425,786 as of March 2023.

Separately, the national average of a 30-year mortgage currently stands at 7.4%, up from 5.7% twelve months ago. The year-over-year change translates to a 30% growth in interest payments, which further diminishes the word "affordability".

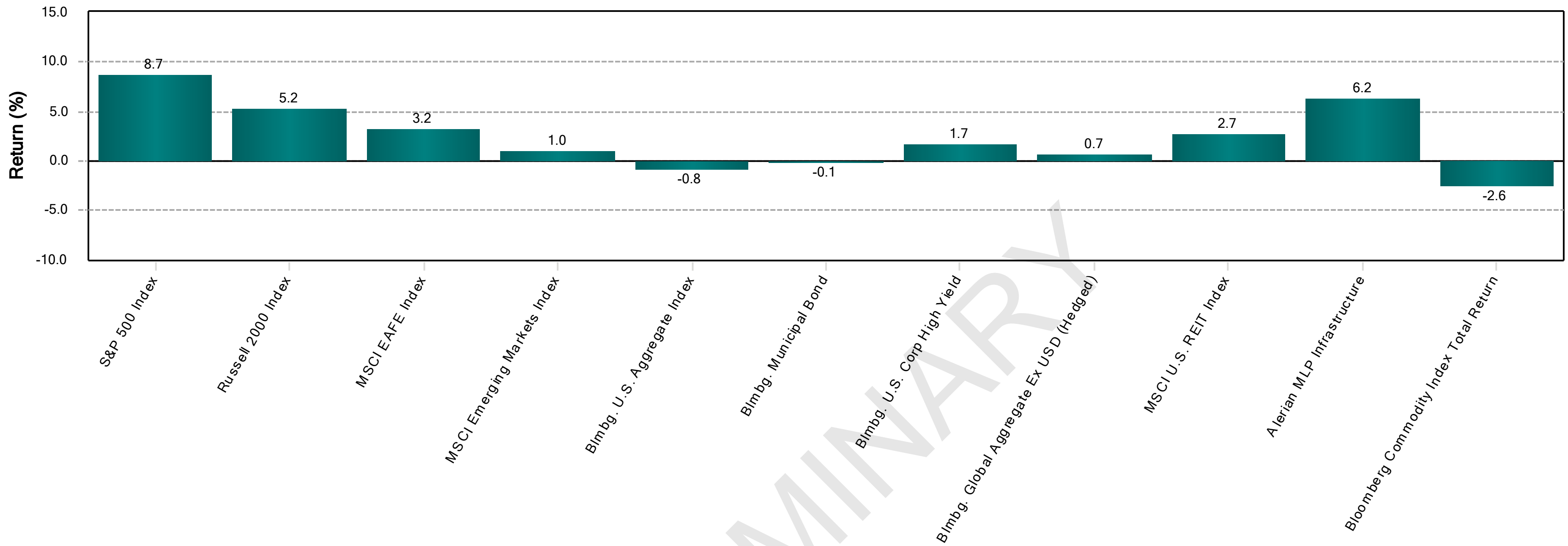
Along with higher real estate prices and mortgage rates, renters are also facing similar problems. Over the past two decades, more than 70% of the apartments built are considered "Class A", offering luxury amenities in great locations. Higher inflation has translated into growing rental rates, forcing individuals and families to seek and relocate to cheaper areas, often leading to longer commutes and higher transportation costs.

Further headwinds to renters include the risk of losing nearly 200,000 affordable housing units over the next five years, as U.S. government protections end for many rental properties, freeing landlords to begin raising rents.

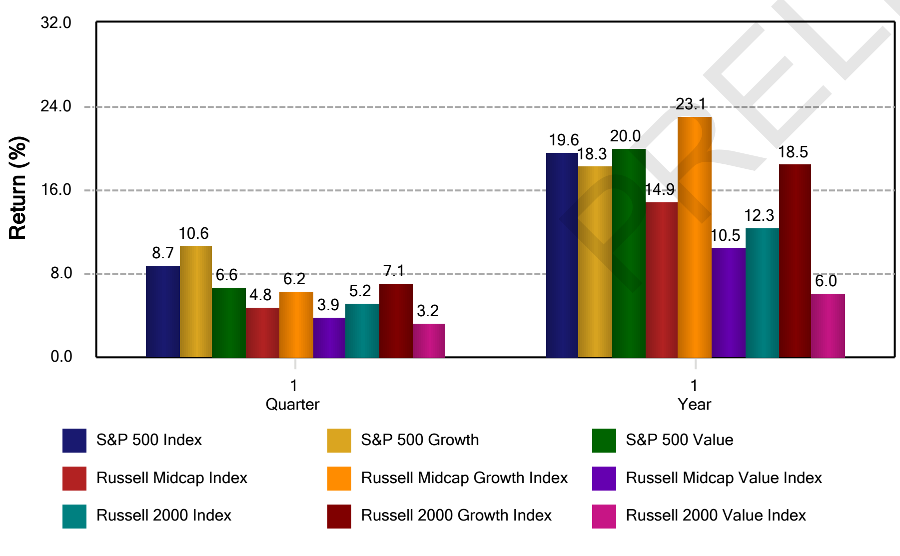
The housing affordability crisis, caused by household incomes not keeping pace with rising home prices and rents is a serious national problem. Coupled with record household debt (+$17 trillion), this issue will be a source of continuing pain for individuals and families. Many current homeowners hold mortgages at lower rates than currently available. They are less willing to sell today, thereby contributing further to the housing shortage. While there is no simple solution to alleviate the lack of supply, lower borrowing rates in the future will likely ease the burden and free up new housing inventory – thereby improving affordability.

Sources: NAHB, New York Fed, Axios, and WSJ.

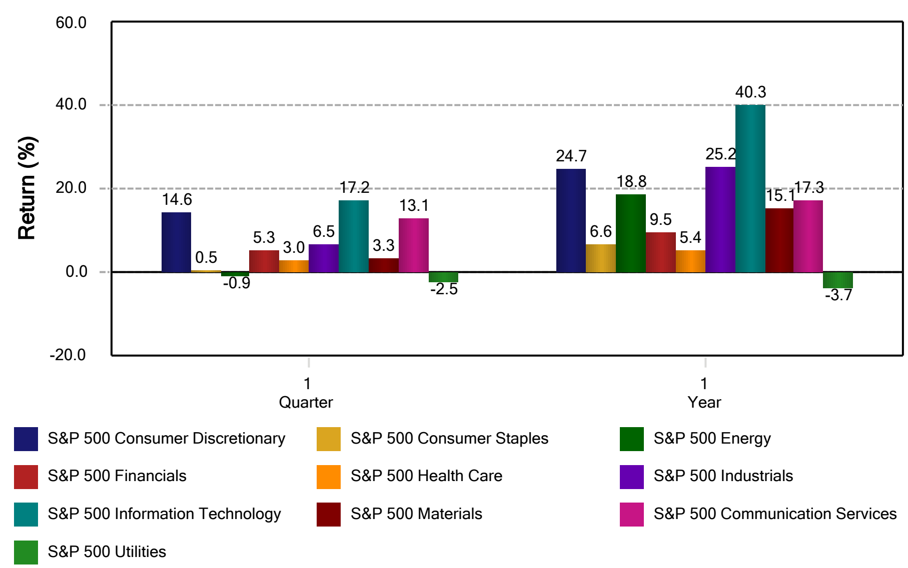
1 Quarter Performance



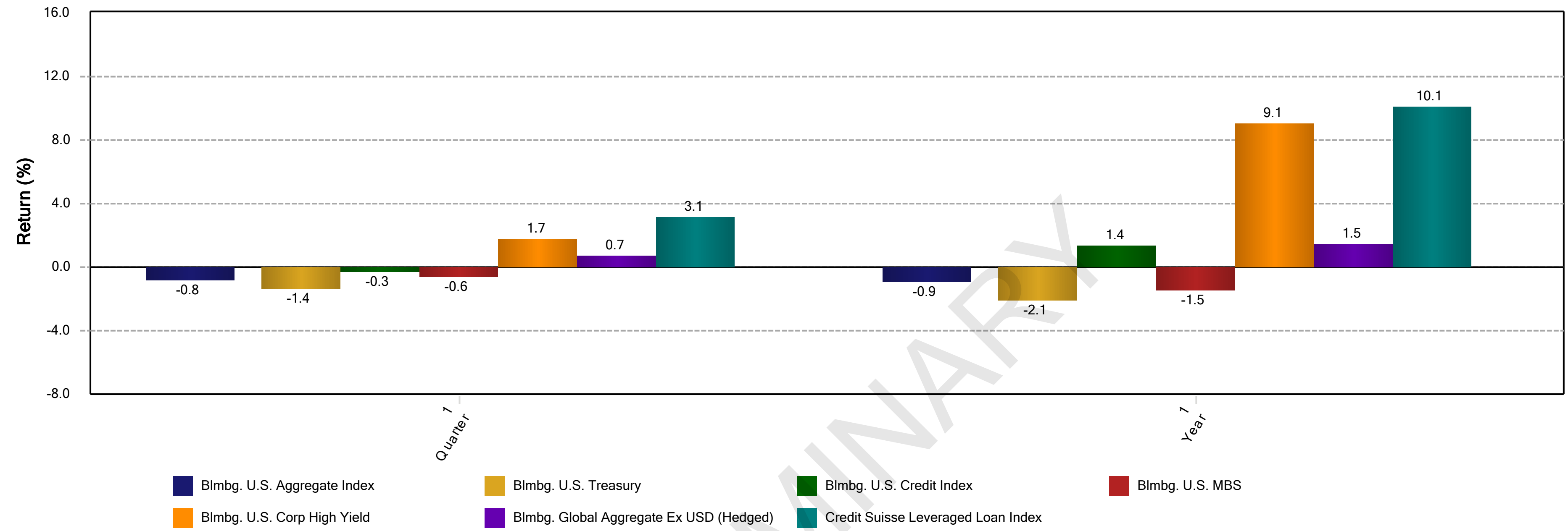
US Market Indices Performance



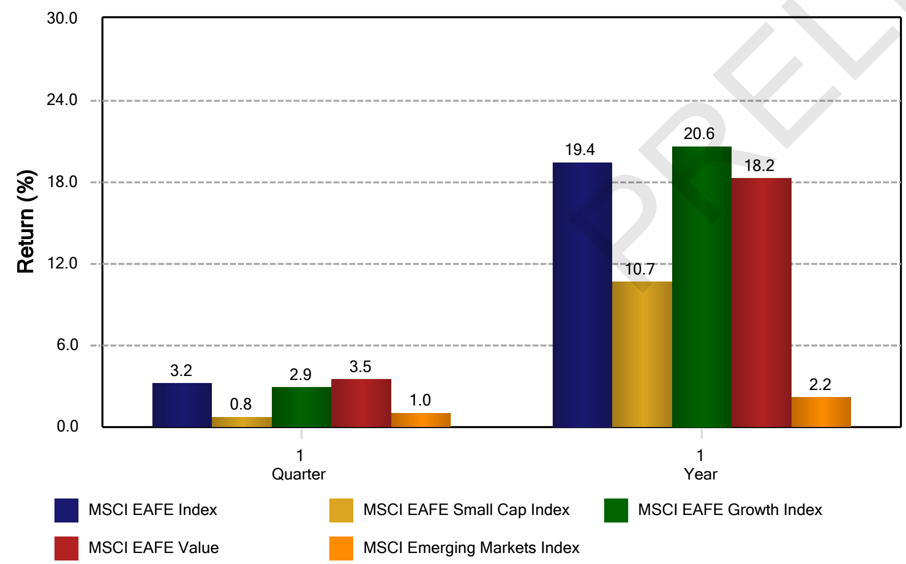
US Market Sector Performance



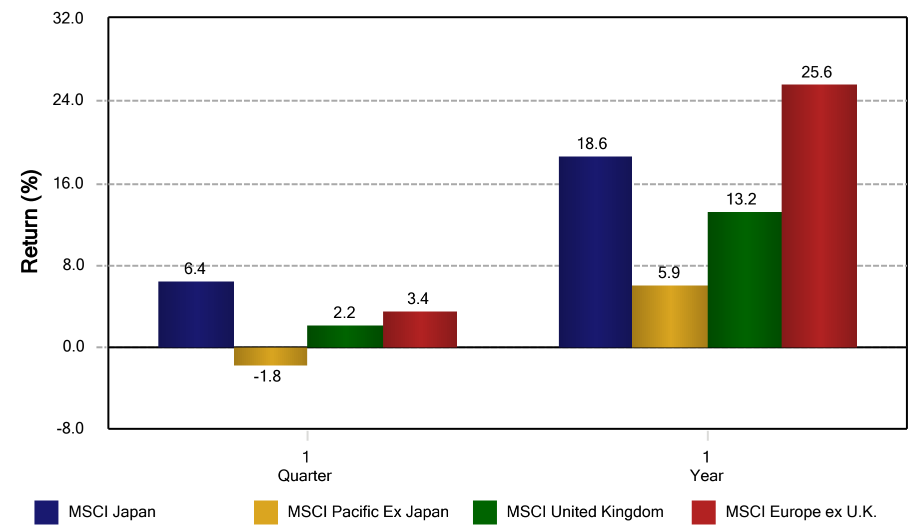
Fixed Income Market Sector Performance



Intl Equity Indices Performance



Intl Equity Region Performance



- For the quarter, the Plan earned $1.5 million or +3.5% (+3.3% net), slightly behind the strategic model (+4.0%), but still ranked in the **top 38th percentile**. The difference was due to several equity categories not meeting their respective benchmarks. This was offset by total equities having a higher average allocation than the targets during the quarter. Rebalancing took place during the quarter, bringing balances more in line with the policy targets (see below). The best performers were iShares S&P 500 Growth (+10.5%), iShares S&P Mid-Cap Growth (+5.2%), and Advent Convertibles (+4.5%).

- **Fiscal YTD (past nine months), the Plan has earned +15.5% (top 28th percentile). Results have been strong for all three quarters, in spite of further rate hikes by the Fed. During the writing of this report, Plan performance was closer to +18.0%.**

- For the one-year period, the Plan earned $4.1 million, or +10.1% (+9.5% net). These results ranked in the **top 25th percentile**. The best performing assets were iShares S&P Mid-Cap Growth (+19.4%), iShares S&P 500 Growth (+18.0%), and EuroPacific Growth (+16.4%).

- For the three-year period, the Plan earned $8.9 million, or +7.6% (+7.1% net) per year. These results ranked in the **top 47th percentile**.

- For the five-year period, the Plan earned $13.1 million, averaging +6.9% (+6.4% net) per year, and ranked in the **top 29th percentile**.

- **For the 10-year period, the Plan averaged +7.4% (+6.9% net) per year, ranking in the top 35th percentile. The Florida Retirement System (FRS) has recently lowered its long-term expected return to 6.70%. FRS averaged +6.99% for the same 10-year period (MyFRS).**

- In April, $250K was raised from iShares S&P 500 Growth to cover upcoming expenses and benefit payments.

- In May, $300K was raised from iShares S&P 500 Growth to cover upcoming expenses and benefit payments.

- In June, $200K was raised from iShares S&P 500 Growth to cover upcoming expenses and benefit payments.

Westwood's large-cap value stock strategy performance results were similar to the index for the quarter (+4.3% vs. +4.1%) and one-year period (+11.4% vs. +11.5%). The product has averaged +9.1% per year for five years, ahead of the benchmark (+8.1%).

Manning & Napier's large-cap value was behind for the quarter, but in line for the five-year average (+8.1%).

The **iShares S&P 500 growth** product averaged +12.8% (net) per year for five years**.**

The **Vanguard mid-cap value index** product was in line with the benchmark for the quarter (+3.8% net vs. +3.9%). The product has averaged +15.6% net per year for the past three years.

The **iShares S&P 400 growth index** product averaged +7.0% (net) per year for five years.

Advent's convertible bond product was in line with its benchmark for the quarter (+4.5% vs. +4.4%). One-year results (+10.2% vs. +11.0%) ranked in the top 9th percentile. Recent relative performance has shown strong improvement.

American Funds EuroPacific results were behind the index for the quarter (+2.2% net vs. +3.2%) and one-year period (+15.8% net vs. +19.4%, top 36th). Five-year annualized results (+4.3% net vs. +4.9%) ranked in the top 28th percentile. This asset class has been a strong performer since the start of the Fiscal Year.

The **DWS RREEF** product was behind the benchmark for the quarter (+2.1% net vs. +3.3%, top 35th) and one-year period (-3.3% net vs. -0.3%). Five-year annualized results (+5.1% net vs. +4.4%) were ahead of the benchmark and ranked in the top 29th percentile.

Cohen & Steers and Lazard Global Infrastructure combined performance beat the benchmark for the quarter (+1.1% net vs. -0.1%) and one-year period (+3.0% net vs. +0.2%). Three-year results were ahead of the benchmark (+8.0% net vs. +7.4%). Lazard has consistently performed better during the past seven quarters (since 9/30/21), therefore achieving better average annual results for all periods. Prior to that date, Cohen & Steers had better average annual returns for prior periods. A major factor in this difference has been the strength and recent weakening of the US dollar.

Due to normal delays in receiving financial information prior to the printing of this report, BCA estimates performance for Leitbox Storage Partners and Bloomfield Capital and amends prior reporting when actuals become available.

Loomis & Sayles' core fixed income beat the benchmark for the quarter (-0.6% vs. -0.8%, top 35th) and one-year period (-0.5% vs. -0.9%). The product averaged +1.5% per year for the past five years and ranked in the top 22nd percentile.

Kissimmee Municipal Firefighters' Retirement Plan
Total Fund
Investment Policy Review
June 30, 2023

	Yes	No
The total Fund's annualized three-year performance (gross) achieved the 7.2% actuarial assumption rate.	☒	☐
The total Fund's annualized three-year performance achieved the Strategic Benchmark. (+7.6% vs. +8.7%)	☐	☒
The total Fund's annualized three-year performance ranked in the top 40th percentile in a Public Fund universe.	☐	☒
The total Fund's annualized five-year performance (gross) achieved the 7.2% actuarial assumption rate. (Actual: +6.9%)	☐	☒
The total Fund's annualized five-year performance achieved the Strategic Benchmark. (+6.9% vs. +7.7%)	☐	☒
The total Fund's annualized five-year performance ranked in the top 40th percentile in a Public Fund universe.	☒	☐
Westwood's annualized three-year performance achieved the Russell 1000 Value index. (+13.5% vs. +14.3%)	☐	☒
Westwood's annualized three-year performance ranked in the top 40th percentile in a Large Cap Value universe.	☐	☒
Westwood's annualized five-year performance achieved the Russell 1000 Value index.	☒	☐
Westwood's annualized five-year performance ranked in the top 40th percentile in a Large Cap Value universe.	☐	☒
Manning & Napier annualized three-year performance achieved the Russell 1000 Value index.	☐	☒
Manning & Napier's annualized three-year performance ranked in the top 40th percentile in a Large Cap Value universe.	☐	☒
Manning & Napier annualized five-year performance achieved the Russell 1000 Value index.	☒	☐
Manning & Napier's annualized five-year performance ranked in the top 40th percentile in a Large Cap Value universe.	☐	☒
EuroPacific's annualized three-year performance achieved MSCI EAFE.	☐	☒
EuroPacific's annualized three-year performance ranked in the top 40th percentile in an EAFE universe.	☐	☒
EuroPacific's annualized five-year performance achieved MSCI EAFE.	☒	☐
EuroPacific's annualized five-year performance ranked in the top 40th percentile in an EAFE universe.	☒	☐

	Yes	No
Advent's annualized three-year performance achieved the ML Convertible ex144A All Quality.	☐	☒
Advent's annualized three-year performance ranked in the top 40th percentile in a Convertible universe.	☒	☐
Advent's annualized five-year performance achieved the ML Convertible ex144A All Quality.	☐	☒
Advent's annualized five-year performance ranked in the top 40th percentile in a Convertible universe.	☐	☒
DWS RREEF's annualized three-year performance achieved Wilshire REIT index. (+7.9% vs. +8.6%)	☐	☒
DWS RREEF's annualized three-year performance ranked in the top 40th percentile in a real estate fund universe. (Actual: 42nd)	☐	☒
DWS RREEF's annualized five-year performance achieved Wilshire REIT index.	☒	☐
DWS RREEF's annualized five-year performance ranked in the top 40th percentile in a real estate fund universe.	☒	☐
Cohen & Steers annualized three-year performance achieved FTSE Global Core Infrastructure index.	☒	☐
Cohen & Steers annualized three-year performance ranked in the top 40th percentile in a real estate fund universe.	☒	☐
Cohen & Steers annualized five-year performance achieved FTSE Global Core Infrastructure index.	☒	☐
Cohen & Steers annualized five-year performance ranked in the top 40th percentile in a real estate fund universe.	☒	☐
Lazard's annualized three-year performance achieved FTSE Global Core Infrastructure index.	☒	☐
Lazard's annualized three-year performance ranked in the top 40th percentile in a real estate fund universe.	☒	☐
Lazard's annualized five-year performance achieved FTSE Global Core Infrastructure index.	☒	☐
Lazard's annualized five-year performance ranked in the top 40th percentile in a real estate fund universe.	☒	☐
Loomis's annualized three-year performance achieved the Fixed Income Benchmark.	☒	☐
Loomis's annualized three-year performance ranked in the top 40th percentile in the Intermediate Fixed Income universe.	☒	☐
Loomis's annualized five-year performance achieved the Fixed Income Benchmark.	☒	☐
Loomis's annualized five-year performance ranked in the top 40th percentile in the Intermediate Fixed Income universe.	☒	☐

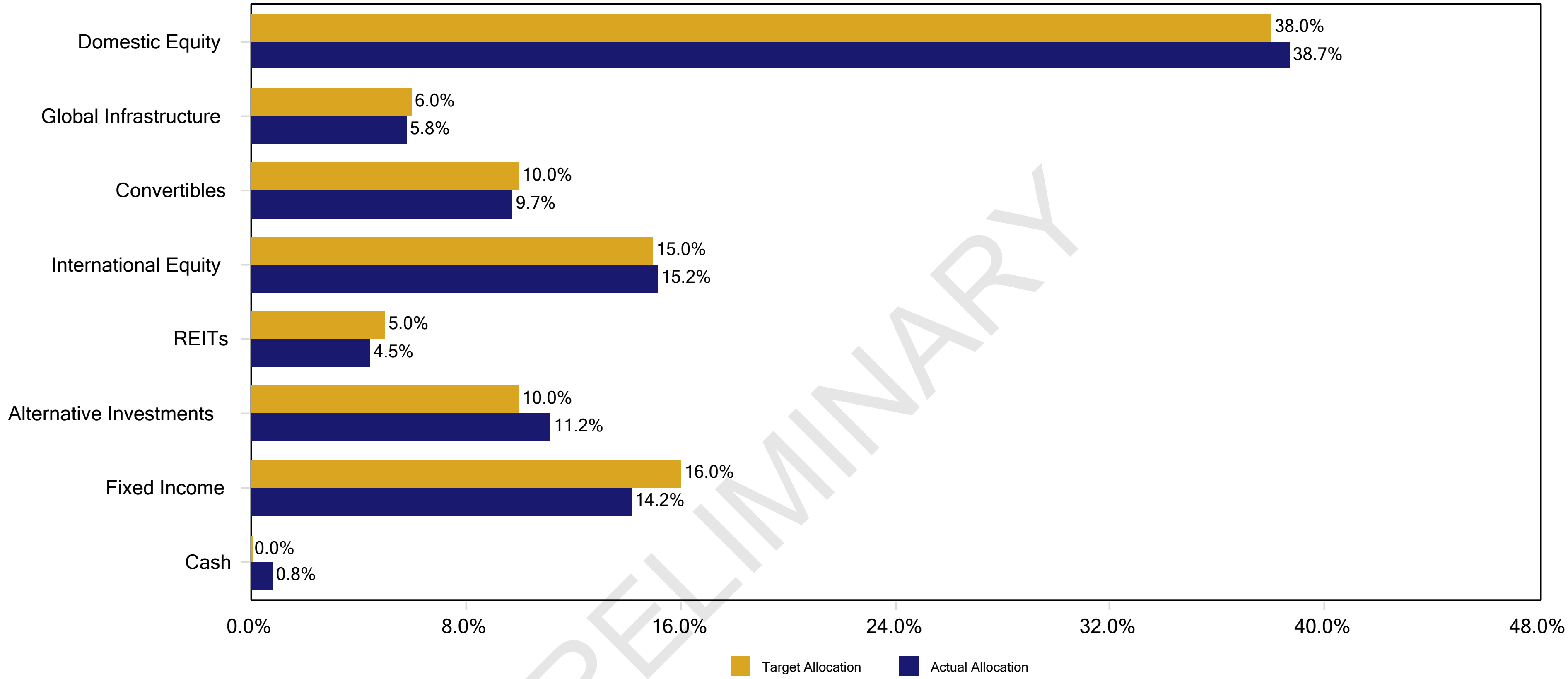
Kissimmee Municipal Firefighters' Retirement Plan
Total Fund
Investment Policy Review (continued)
June 30, 2023

	Yes	No
The total equity asset allocation is within 75%/80% limitation (at market).	☒	☐
Foreign equity investments were within the 20% limitation (at market).	☒	☐
Not more than 15% of the Convertible portfolio was invested in foreign securities.	☒	☐
Not more than 5% of the Fund's assets (at cost) were invested in the common stock or capital stock of any issuing company.	☒	☐
PFIA compliant.	☒	☐

Kissimmee Municipal Firefighters' Retirement Plan
Investment Performance - Net
June 30, 2023

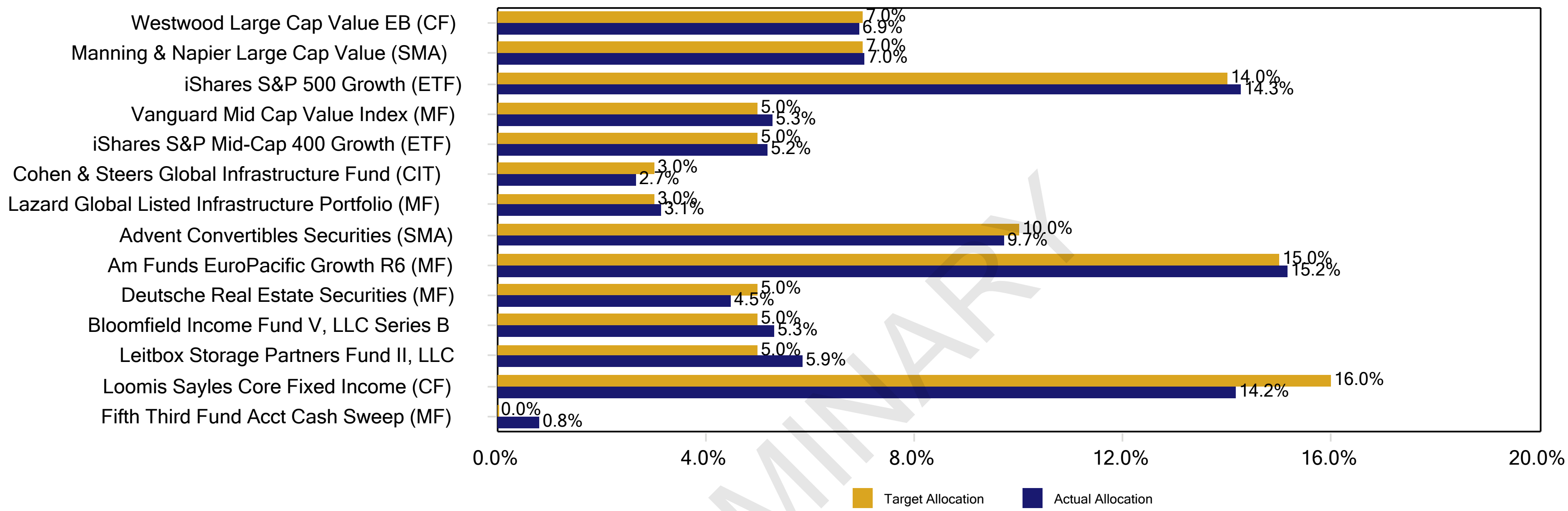
	Quarter	FYTD	One Year	Three Years	Five Years	Ten Years
Beginning Market Value	47,037,155	40,965,249	43,157,441	40,178,912	38,467,101	31,359,641
Contributions	-689,718	775,370	659,601	-1,184,001	-3,646,940	-9,184,357
Gain/Loss	1,546,379	6,153,198	4,076,774	8,898,906	13,073,656	25,718,533
Ending Market Value	47,893,817	47,893,817	47,893,817	47,893,817	47,893,817	47,893,817
Total Fund (%)	3.3	15.0	9.5	7.1	6.4	6.9
Strategic Model (%)	4.0	17.1	11.7	8.7	7.7	7.8

Kissimmee Municipal Firefighters' Retirement Plan
Actual vs. Target Asset Allocation
June 30, 2023



	Market Value Actual $	Percent Actual	Percent Target	Percent Difference
Total Fund	**47,893,817**	**100.0**	**100.0**	**0.0**
Domestic Equity	18,541,836	38.7	38.0	0.7
Global Infrastructure	2,769,888	5.8	6.0	-0.2
Convertibles	4,656,847	9.7	10.0	-0.3
International Equity	7,257,521	15.2	15.0	0.2
REITs	2,139,370	4.5	5.0	-0.5
Alternative Investments	5,351,165	11.2	10.0	1.2
Fixed Income	6,791,569	14.2	16.0	-1.8
Cash	385,622	0.8	0.0	0.8

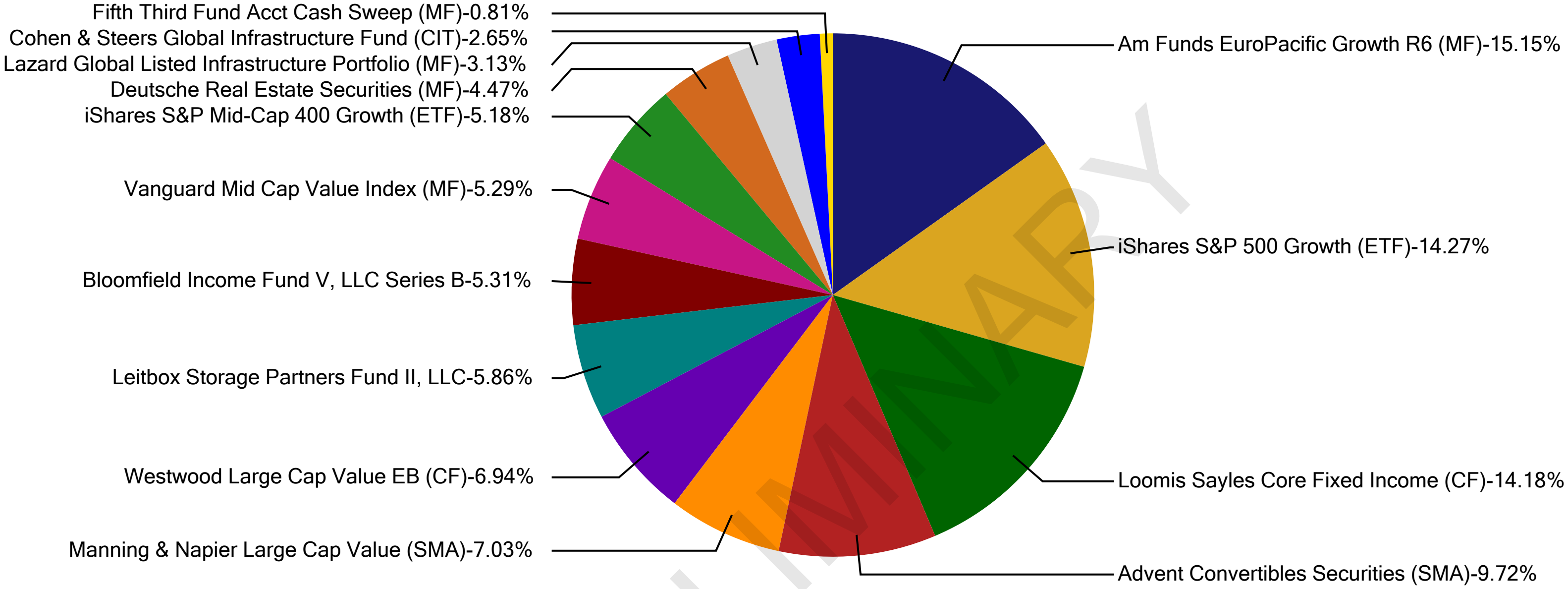
Kissimmee Municipal Firefighters' Retirement Plan
Actual vs. Target Asset Allocation
June 30, 2023



	Market Value Actual $	Percent Actual	Percent Target	Percent Difference
Total Fund	**47,893,817**	**100.0**	**100.0**	**0.0**
Westwood Large Cap Value EB (CF)	3,321,579	6.9	7.0	-0.1
Manning & Napier Large Cap Value (SMA)	3,368,524	7.0	7.0	0.0
iShares S&P 500 Growth (ETF)	6,834,234	14.3	14.0	0.3
Vanguard Mid Cap Value Index (MF)	2,535,224	5.3	5.0	0.3
iShares S&P Mid-Cap 400 Growth (ETF)	2,482,275	5.2	5.0	0.2
Cohen & Steers Global Infrastructure Fund (CIT)	1,270,198	2.7	3.0	-0.3
Lazard Global Listed Infrastructure Portfolio (MF)	1,499,690	3.1	3.0	0.1
Advent Convertibles Securities (SMA)	4,656,847	9.7	10.0	-0.3
Am Funds EuroPacific Growth R6 (MF)	7,257,521	15.2	15.0	0.2
Deutsche Real Estate Securities (MF)	2,139,370	4.5	5.0	-0.5
Bloomfield Income Fund V, LLC Series B	2,544,622	5.3	5.0	0.3
Leitbox Storage Partners Fund II, LLC	2,806,543	5.9	5.0	0.9
Loomis Sayles Core Fixed Income (CF)	6,791,569	14.2	16.0	-1.8
Fifth Third Fund Acct Cash Sweep (MF)	385,622	0.8	0.0	0.8

Kissimmee Municipal Firefighters' Retirement Plan
Asset Allocation

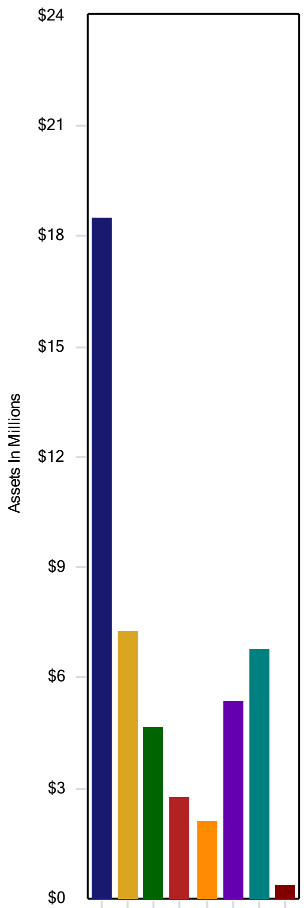
June 30, 2023 : 47,893,817



	Market Value $	Allocation (%)
Am Funds EuroPacific Growth R6 (MF)	7,257,521	15.15
iShares S&P 500 Growth (ETF)	6,834,234	14.27
Loomis Sayles Core Fixed Income (CF)	6,791,569	14.18
Advent Convertibles Securities (SMA)	4,656,847	9.72
Manning & Napier Large Cap Value (SMA)	3,368,524	7.03
Westwood Large Cap Value EB (CF)	3,321,579	6.94
Leitbox Storage Partners Fund II, LLC	2,806,543	5.86
Bloomfield Income Fund V, LLC Series B	2,544,622	5.31
Vanguard Mid Cap Value Index (MF)	2,535,224	5.29
iShares S&P Mid-Cap 400 Growth (ETF)	2,482,275	5.18
Deutsche Real Estate Securities (MF)	2,139,370	4.47
Lazard Global Listed Infrastructure Portfolio (MF)	1,499,690	3.13
Cohen & Steers Global Infrastructure Fund (CIT)	1,270,198	2.65
Fifth Third Fund Acct Cash Sweep (MF)	385,622	0.81

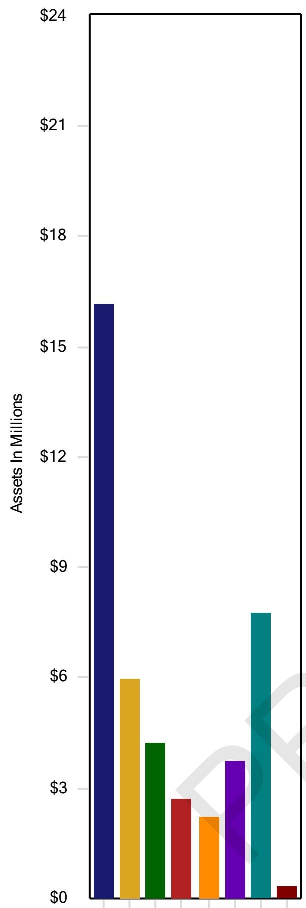
Kissimmee Municipal Firefighters' Retirement Plan
Historical Asset Allocation
June 30, 2023

June 30, 2023



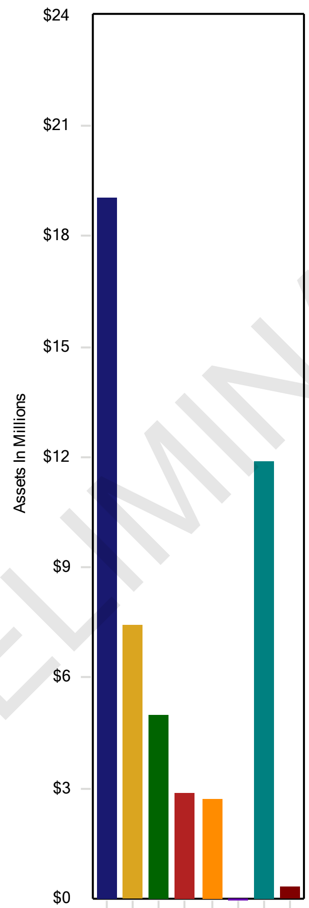
Domestic Equity	38.71
International Equity	15.15
Convertibles	9.72
Infrastructure (Global & MLP)	5.78
REITs	4.47
Alternative Investments	11.17
Fixed Income	14.18
Cash	0.81

June 30, 2022



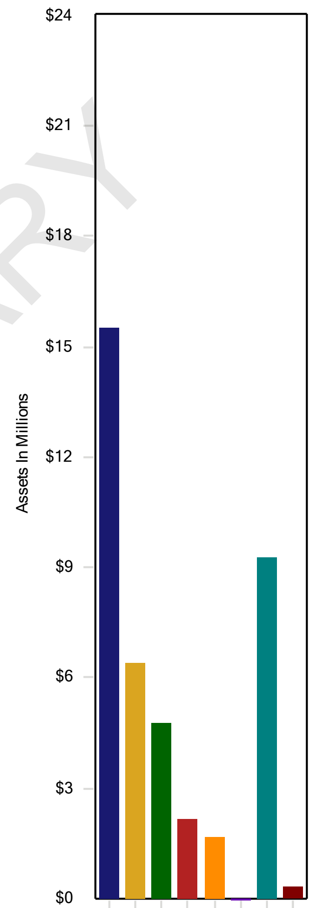
Domestic Equity	37.49
International Equity	13.84
Convertibles	9.86
Infrastructure (Global & MLP)	6.23
REITs	5.12
Alternative Investments	8.70
Fixed Income	18.02
Cash	0.72

June 30, 2021



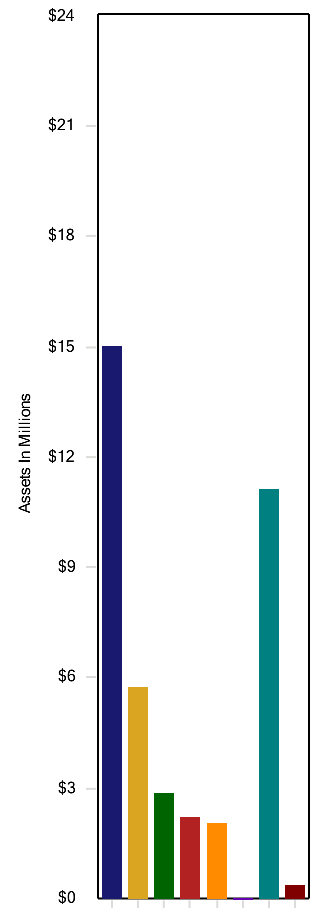
Domestic Equity	38.65
International Equity	15.08
Convertibles	10.12
Infrastructure (Global & MLP)	5.85
REITs	5.49
Alternative Investments	0.00
Fixed Income	24.16
Cash	0.65

June 30, 2020



Domestic Equity	38.66
International Equity	15.91
Convertibles	11.90
Infrastructure (Global & MLP)	5.36
REITs	4.15
Alternative Investments	0.00
Fixed Income	23.16
Cash	0.86

June 30, 2019



Domestic Equity	38.05
International Equity	14.55
Convertibles	7.26
Infrastructure (Global & MLP)	5.69
REITs	5.20
Alternative Investments	0.00
Fixed Income	28.23
Cash	1.02

Kissimmee Municipal Firefighters' Retirement Plan
Asset Allocation & Performance - Gross
June 30, 2023

	Market Value	QTD ROR - Rank	FYTD ROR - Rank	1 Year ROR - Rank	3 Year ROR - Rank	5 Year ROR - Rank	10 Year ROR - Rank
Total Fund	47,893,817	3.5 (38)	15.5 (28)	10.1 (25)	7.6 (47)	6.9 (29)	7.4 (35)
Strategic Model		4.0	17.1	11.7	8.7	7.7	7.8
Equity	35,365,462	4.5	19.2	12.6	10.5	8.1	9.2
Domestic Equity	18,541,836	6.2	20.0	15.2	13.3	9.6	11.4
Westwood Large Cap Value EB (CF)	3,321,579	4.3 (48)	15.6 (83)	11.4 (63)	13.5 (77)	9.1 (53)	10.5 (34)
Manning & Napier Large Cap Value (SMA)	3,368,524	2.1 (87)	18.3 (60)	11.7 (61)	12.5 (88)	8.1 (77)	N/A
Russell 1000 Value Index		4.1	18.2	11.5	14.3	8.1	9.2
iShares S&P 500 Growth (ETF)	6,834,234	10.5	22.8	18.0	11.8	13.0	14.5
S&P 500 Growth		10.6	23.0	18.3	11.8	13.0	14.5
Vanguard Mid Cap Value Index (MF)	2,535,224	3.8	16.0	9.6	15.7	N/A	N/A
Russell Midcap Value Index		3.9	16.2	10.5	15.0	6.8	9.0
iShares S&P Mid-Cap 400 Growth (ETF)	2,482,275	5.2	20.2	19.4	11.4	7.3	10.2
S&P MidCap 400 Growth		5.1	20.1	19.2	11.3	7.2	10.1
Convertibles	4,656,847	4.5	11.7	10.2	7.2	7.2	7.6
Advent Convertibles Securities (SMA)	4,656,847	4.5 (N/A)	11.7 (N/A)	10.2 (9)	7.2 (30)	7.2 (62)	7.6 (N/A)
ICE BofAML All Conv. Excl. 144A All Qual		4.4	10.7	11.0	9.4	10.0	10.0
International Equity	7,257,521	2.3	28.2	16.4	6.0	4.9	5.6
Am Funds EuroPacific Growth R6 (MF)	7,257,521	2.3	28.2	16.4	6.0	4.9	6.8
MSCI EAFE Index		3.2	31.6	19.4	9.5	4.9	5.9
REITs	2,139,370	2.3	9.5	-2.7	7.9	5.7	7.4
Deutsche Real Estate Securities (MF)	2,139,370	2.3	9.5	-2.7	7.9	5.7	7.4
Wilshire U.S. REIT Index		3.3	11.1	-0.3	8.6	4.4	6.4

Kissimmee Municipal Firefighters' Retirement Plan
Asset Allocation & Performance - Gross
June 30, 2023

	Market Value	QTD ROR - Rank	FYTD ROR - Rank	1 Year ROR - Rank	3 Year ROR - Rank	5 Year ROR - Rank	10 Year ROR - Rank
Global Infrastructure	2,769,888	1.3	14.3	3.9	9.0	7.6	N/A
Cohen & Steers Global Infrastructure Fund (CIT)	1,270,198	0.2	10.5	0.8	7.7	6.8	N/A
Lazard Global Listed Infrastructure Portfolio (MF)	1,499,690	2.2	17.7	6.7	10.3	8.1	N/A
FTSE Global Core Infrastructure 50/50		-0.1	9.9	0.2	7.4	6.0	7.3
Alternative Investments	5,351,165	1.9	6.1	8.2	N/A	N/A	N/A
Bloomfield Income Fund V, LLC Series B	2,544,622	1.9	6.6	9.4	N/A	N/A	N/A
Leitbox Storage Partners Fund II, LLC	2,806,543	1.9	5.8	7.6	N/A	N/A	N/A
CPI + 5%		1.9	6.3	8.2	11.0	9.1	7.9
Fixed Income	6,791,569	-0.6	4.1	-0.5	-3.3	1.5	2.4
Loomis Sayles Core Fixed Income (CF)	6,791,569	-0.6 (35)	4.1 (63)	-0.5 (55)	-3.3 (38)	1.5 (22)	2.4 (11)
Fixed Income Benchmark		-0.8	4.0	-0.9	-4.0	0.8	1.5
Cash	385,622	1.2	3.2	3.8	1.3	1.5	0.9
Fifth Third Fund Acct Cash Sweep (MF)	385,622	1.2	3.2	3.8	1.3	1.5	0.9
ICE BofAML 3 Month U.S. T-Bill		1.2	3.1	3.6	1.3	1.6	1.0

Kissimmee Municipal Firefighters' Retirement Plan
Asset Allocation & Performance - Net
June 30, 2023

	Market Value	QTD ROR - Rank	FYTD ROR - Rank	1 Year ROR - Rank	3 Year ROR - Rank	5 Year ROR - Rank	10 Year ROR - Rank
Total Fund	47,893,817	3.3	15.0	9.5	7.1	6.4	6.9
Strategic Model		4.0	17.1	11.7	8.7	7.7	7.8
Equity	35,365,462	4.4	18.9	12.1	10.0	7.5	8.6
Domestic Equity	18,541,836	6.2	19.8	14.9	12.9	9.2	10.9
Westwood Large Cap Value EB (CF)	3,321,579	4.2	15.1	10.8	12.8	8.4	9.7
Manning & Napier Large Cap Value (SMA)	3,368,524	2.1	18.1	11.5	12.1	7.7	N/A
Russell 1000 Value Index		4.1	18.2	11.5	14.3	8.1	9.2
iShares S&P 500 Growth (ETF)	6,834,234	10.4 (85)	22.6 (94)	17.8 (93)	11.6 (27)	12.8 (36)	14.3 (32)
S&P 500 Growth		10.6	23.0	18.3	11.8	13.0	14.5
Vanguard Mid Cap Value Index (MF)	2,535,224	3.8 (62)	16.0 (64)	9.5 (69)	15.6 (71)	N/A	N/A
Russell Midcap Value Index		3.9	16.2	10.5	15.0	6.8	9.0
iShares S&P Mid-Cap 400 Growth (ETF)	2,482,275	5.1 (72)	19.9 (65)	19.1 (41)	11.2 (16)	7.0 (83)	9.9 (77)
S&P MidCap 400 Growth		5.1	20.1	19.2	11.3	7.2	10.1
Convertibles	4,656,847	4.3	11.1	9.4	6.3	6.3	6.5
Advent Convertibles Securities (SMA)	4,656,847	4.3	11.1	9.4	6.3	6.3	6.5
ICE BofAML All Conv. Excl. 144A All Qualities		4.4	10.7	11.0	9.4	10.0	10.0
International Equity	7,257,521	2.2	27.7	15.8	5.5	4.3	5.0
Am Funds EuroPacific Growth R6 (MF)	7,257,521	2.2 (57)	27.7 (39)	15.8 (36)	5.5 (57)	4.3 (28)	6.3 (14)
MSCI EAFE Index		3.2	31.6	19.4	9.5	4.9	5.9
REITs	2,139,370	2.1	9.0	-3.3	7.3	5.1	6.8
Deutsche Real Estate Securities (MF)	2,139,370	2.1 (35)	9.0 (36)	-3.3 (55)	7.3 (42)	5.1 (29)	6.8 (22)
Wilshire U.S. REIT Index		3.3	11.1	-0.3	8.6	4.4	6.4

Kissimmee Municipal Firefighters' Retirement Plan
Asset Allocation & Performance - Net
June 30, 2023

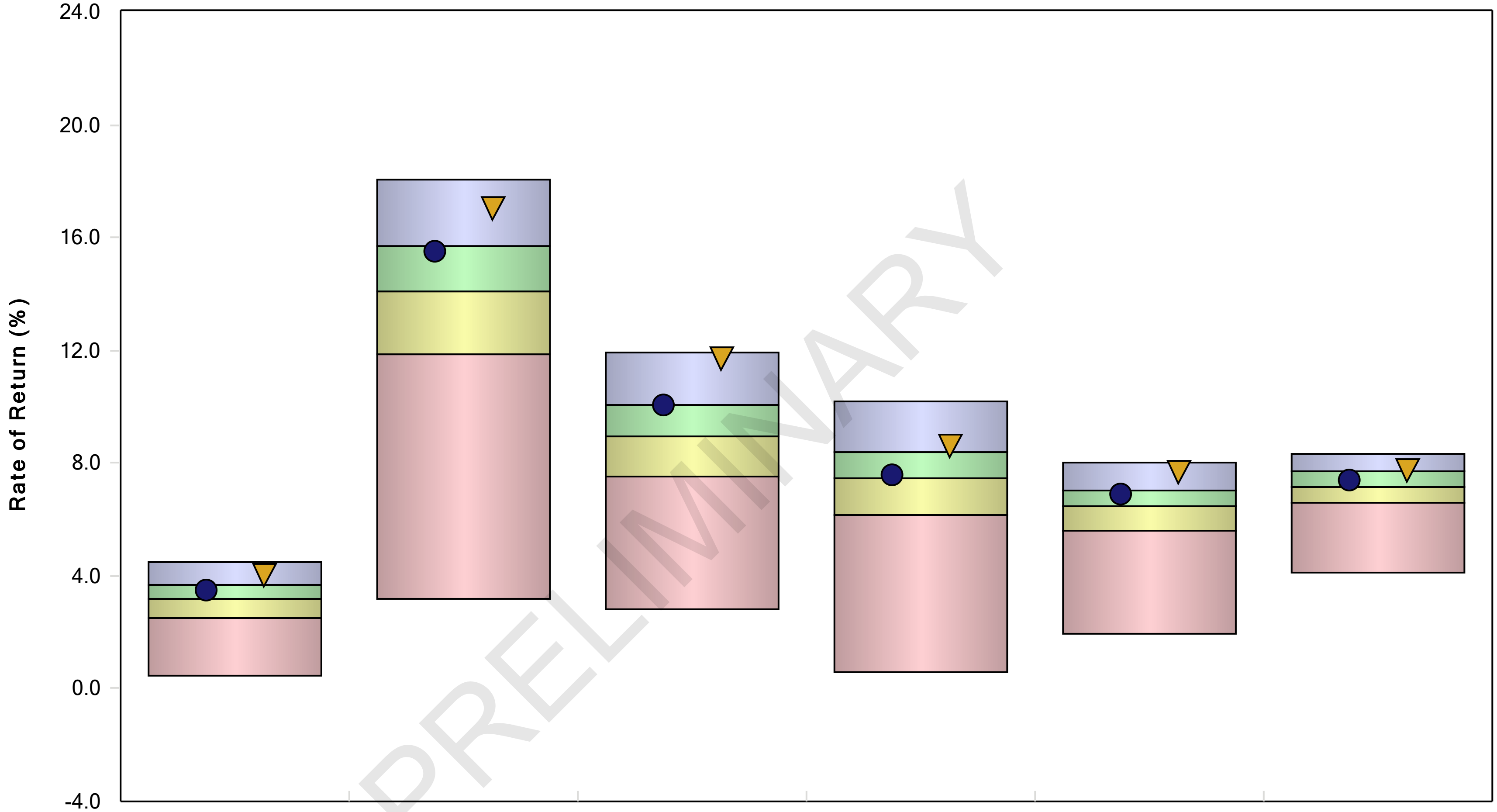
	Market Value	QTD ROR - Rank	FYTD ROR - Rank	1 Year ROR - Rank	3 Year ROR - Rank	5 Year ROR - Rank	10 Year ROR - Rank
Global Infrastructure	2,769,888	1.1	13.6	3.0	8.0	6.7	N/A
Cohen & Steers Global Infrastructure Fund (CIT)	1,270,198	0.1 (41)	9.9 (76)	0.0 (60)	6.9 (38)	6.0 (22)	N/A
Lazard Global Listed Infrastructure Portfolio (MF)	1,499,690	2.0 (15)	16.9 (14)	5.6 (12)	9.2 (10)	7.1 (11)	N/A
FTSE Global Core Infrastructure 50/50		-0.1	9.9	0.2	7.4	6.0	7.3
Alternative Investments	5,351,165	1.5	4.7	6.3	N/A	N/A	N/A
Bloomfield Income Fund V, LLC Series B	2,544,622	1.5	5.4	7.8	N/A	N/A	N/A
Leitbox Storage Partners Fund II, LLC	2,806,543	1.4	4.2	5.5	N/A	N/A	N/A
CPI + 5%		1.9	6.3	8.2	11.0	9.1	7.9
Fixed Income	6,791,569	-0.6	3.9	-0.8	-3.6	1.2	2.1
Loomis Sayles Core Fixed Income (CF)	6,791,569	-0.6	3.9	-0.8	-3.6	1.2	2.1
Fixed Income Benchmark		-0.8	4.0	-0.9	-4.0	0.8	1.5
Cash	385,622	1.2	3.2	3.8	1.3	1.5	0.9
Fifth Third Fund Acct Cash Sweep (MF)	385,622	1.2	3.2	3.8	1.3	1.5	0.9
ICE BofAML 3 Month U.S. T-Bill		1.2	3.1	3.6	1.3	1.6	1.0

1 Strategic Model (IPS hybrid benchmark objective): From Oct 2021: 28% Russell 1000 + 10% Russell Mid-cap + 15% MSCI EAFE + 5% Wilshire REIT + 10% ML All U.S. Convertibles index + 6% FTSE Global Core Infrastructure 50/50 + 16% Barclay's Aggregate + 10% CPI +5%; Prior Apr 2019: 28% Russell 1000 + 10% Russell Mid-cap + 15% MSCI EAFE + 5% Wilshire REIT + 10% ML All U.S. Convertibles index + 6% FTSE Global Core Infrastructure 50/50 + 26% Barclay's Aggregate; prior April 2018: 28% Russell 1000 + 10% Russell Mid-cap + 15% MSCI EAFE + 5% Wilshire REIT + 10% ML All U.S. Convertibles index + 5% FTSE Global Core Infrastructure 50/50 + 27% Barclay's Aggregate; prior Dec'12: 28% Russell 1000 + 10% Russell Mid-cap + 15% MSCI EAFE + 5% Wilshire REIT + 10% ML All U.S. Convertibles index + 5% Alerian MLP Index + 27% Barclay's Aggregate; Prior from Jan'12: 28% Russell 1000 + 10% Russell Mid-cap + 15% MSCI EAFE + 5% Wilshire REIT + 10% ML All U.S. Convertibles index + 32% Barclay's Aggregate. From Sept'09: 33% Russell 1000 + 15% Russell Mid-cap + 15% MSCI EAFE + 5% Wilshire REIT + 32% Barclay's Intermediate Aggregate; prior from May '09 55% Russell 3000 + 8% MSCI EAFE + 5% Wilshire REIT + 32% Barclays Intermediate Aggregate; prior from Jan'05 45% Russell 3000 + 10% MSCI EAFE + 15% Wilshire REIT +30% Lehman Intermediate Aggregate; prior from Oct'03 52.5% S&P 500 + 7.5% MSCI EAFE + 40% Lehman Intermediate Aggregate; prior from Jul'99 60% S&P 500 + 40% Lehman Government/Credit.

2 Fixed Income Bnch: From Jan'12: 100% Barclay's Aggregate; Prior from Jan'05: 100% Lehman Intermediate Aggregate; prior from Oct'03 100% Lehman Intermediate Aggregate; prior from Jul'99 100% Lehman Government/Credit.

3 Any inter-period valuations used to calculate returns for separately managed accounts were provided by the manager.

Kissimmee Municipal Firefighters' Retirement Plan
Peer Universe Quartile Ranking
June 30, 2023

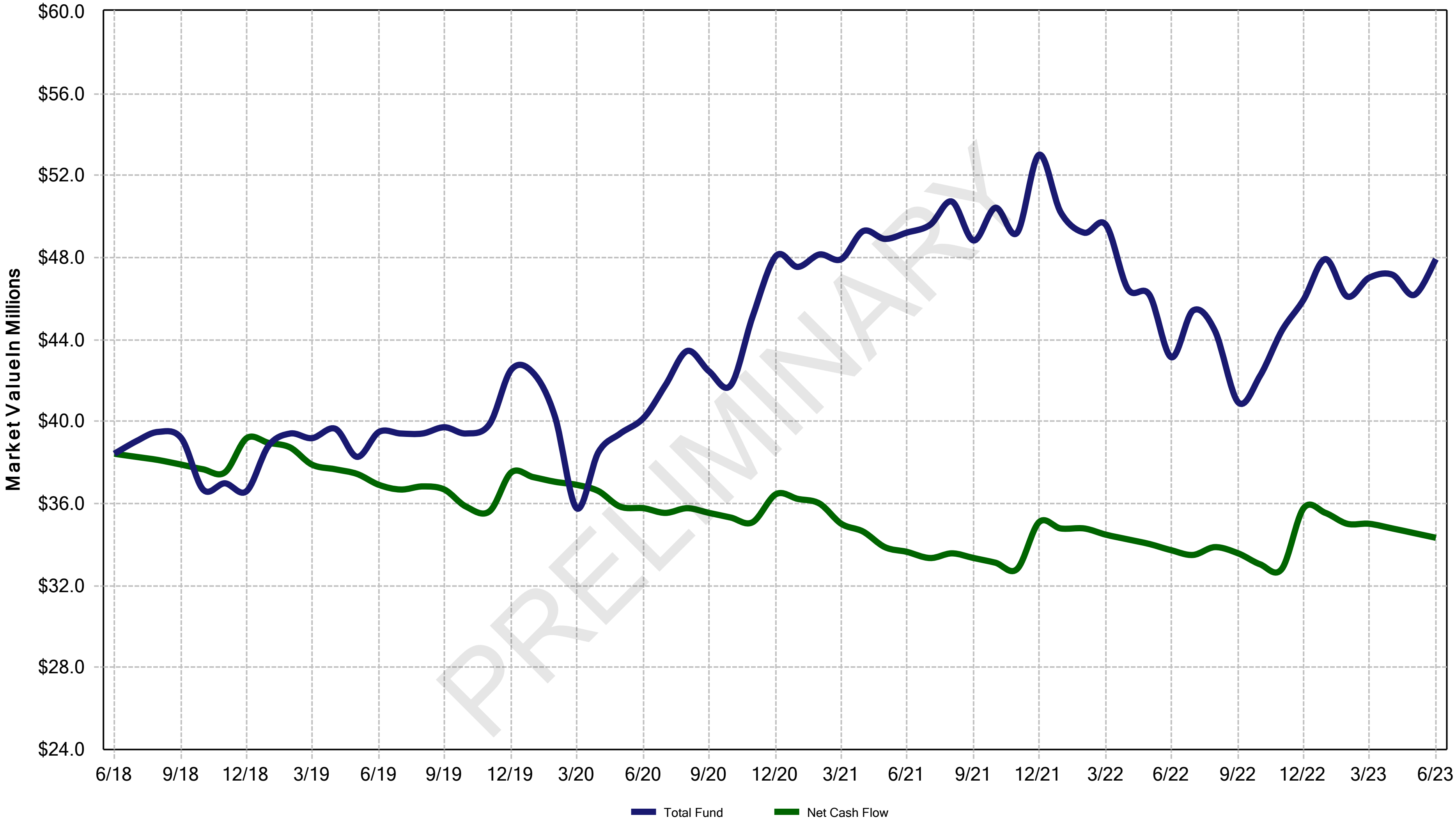


	Quarter	FYTD	One Year	Three Years	Five Years	Ten Years
● Total Fund	3.5 (38)	15.5 (28)	10.1 (25)	7.6 (47)	6.9 (29)	7.4 (35)
▼ Strategic Model	4.0 (16)	17.1 (13)	11.7 (7)	8.7 (21)	7.7 (8)	7.8 (23)
5th Percentile	4.5	18.0	11.9	10.2	8.0	8.3
1st Quartile	3.7	15.7	10.1	8.4	7.0	7.7
Median	3.2	14.1	8.9	7.4	6.5	7.1
3rd Quartile	2.5	11.8	7.5	6.2	5.6	6.6
95th Percentile	0.4	3.2	2.8	0.6	2.0	4.1

Parentheses contain percentile rankings.

Calculation based on monthly data.

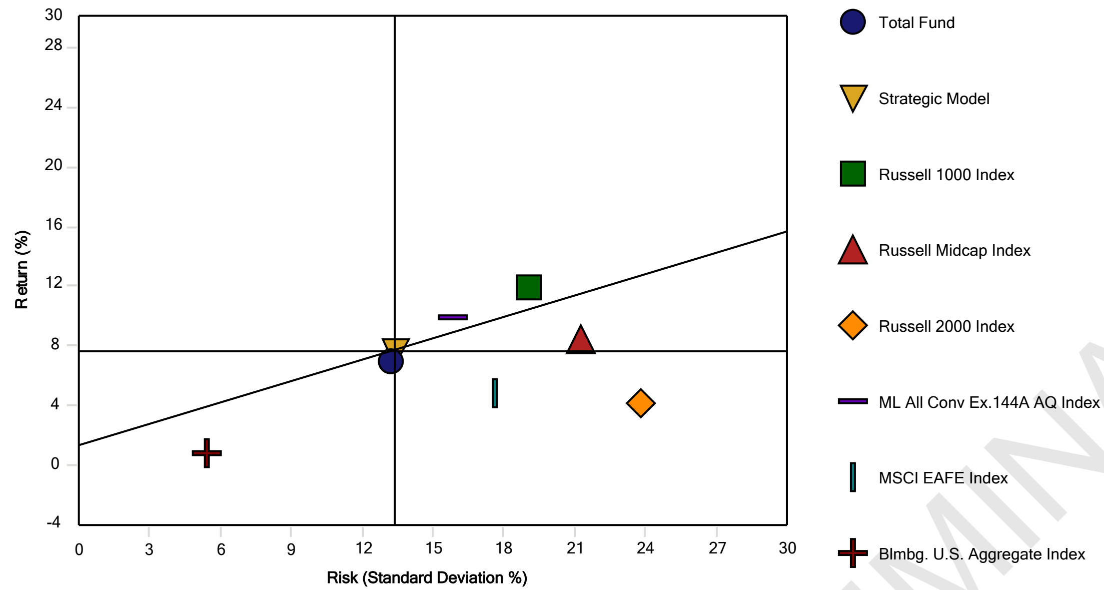
Kissimmee Municipal Firefighters' Retirement Plan
Growth of Investments
July 1, 2018 Through June 30, 2023



Beginning MV	Ending MV	Annualized ROR
$38,467,101	$47,893,817	6.9

Kissimmee Municipal Firefighters' Retirement Plan
Capital Market Line
Period Ending June 30, 2023

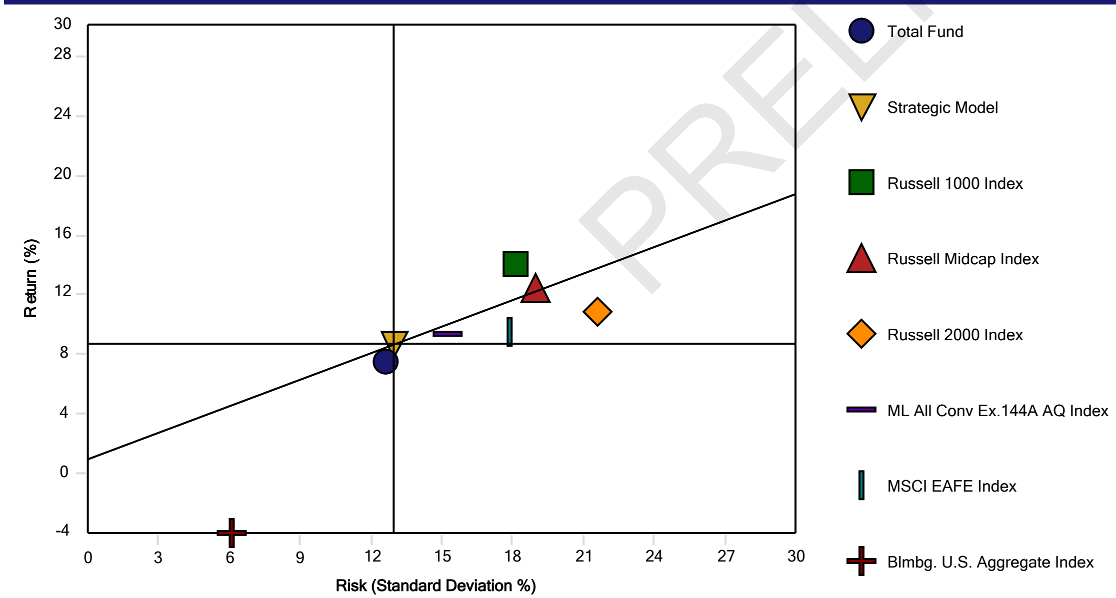
5 Years Risk/Reward



5 Years Statistics

	Return	Standard Deviation	Beta	Alpha
Total Fund	**6.91**	**13.20**	**0.98**	**-0.62**
Strategic Model	7.69	13.35	1.00	0.00
Russell 1000 Index	11.92	19.03	1.40	1.48
Russell Midcap Index	8.46	21.26	1.55	-2.46
Russell 2000 Index	4.21	23.84	1.64	-6.45
ML All Conv Ex.144A AQ Index	9.99	15.86	1.08	1.86
MSCI EAFE Index	4.90	17.65	1.24	-3.91
Blmbg. U.S. Aggregate Index	0.77	5.43	0.19	-0.68

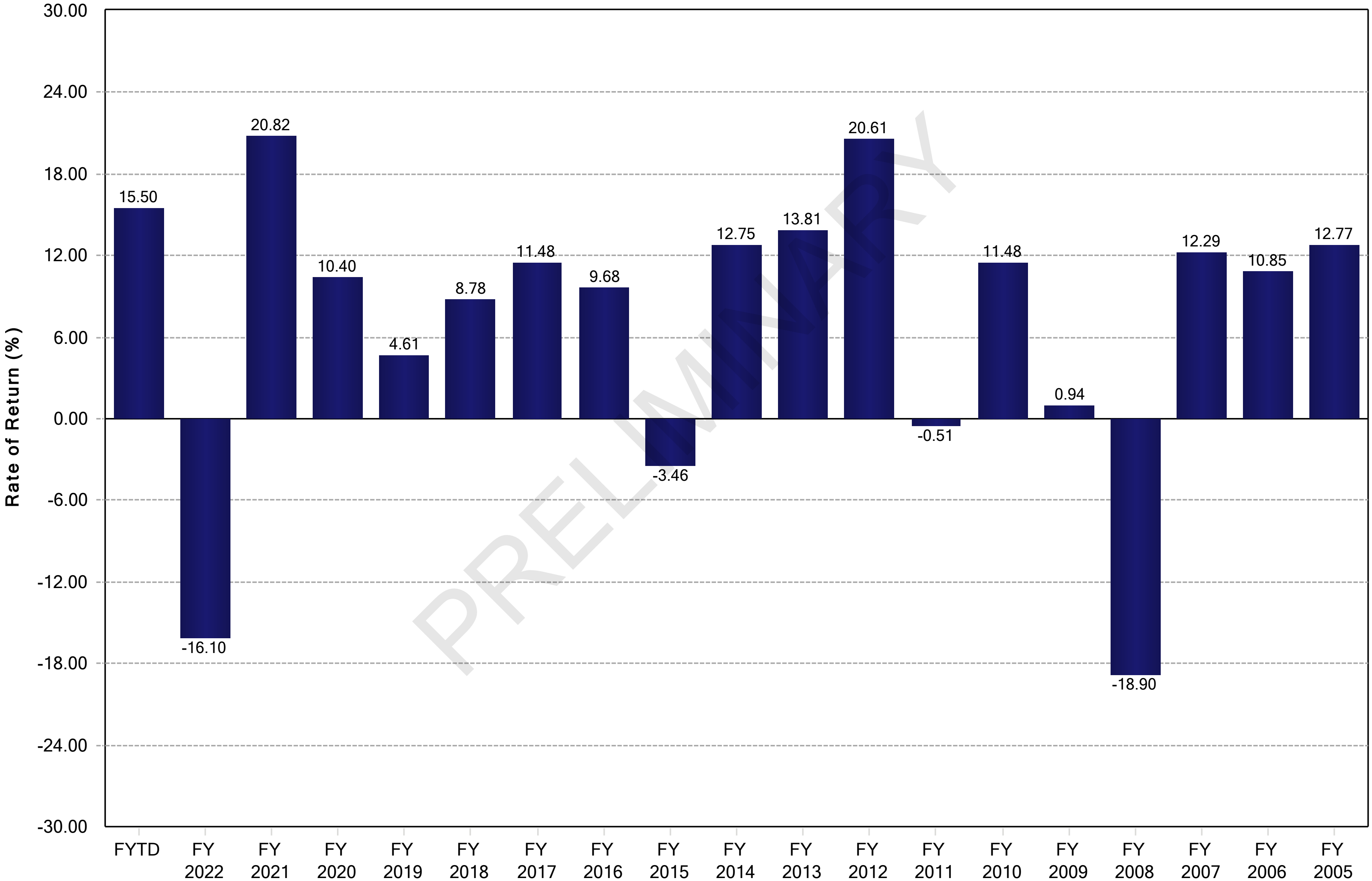
3 Years Risk/Reward



3 Years Statistics

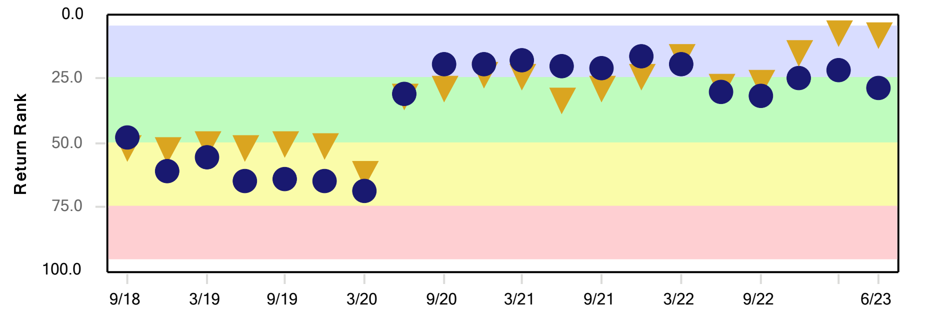
	Return	Standard Deviation	Beta	Alpha
Total Fund	**7.57**	**12.67**	**0.97**	**-0.80**
Strategic Model	8.66	12.96	1.00	0.00
Russell 1000 Index	14.09	18.17	1.38	2.30
Russell Midcap Index	12.50	19.02	1.42	0.62
Russell 2000 Index	10.82	21.57	1.46	-0.75
ML All Conv Ex.144A AQ Index	9.43	15.25	1.01	0.91
MSCI EAFE Index	9.48	17.85	1.29	-1.17
Blmbg. U.S. Aggregate Index	-3.97	6.09	0.32	-6.55

Kissimmee Municipal Firefighters' Retirement Plan
Fiscal Year Rates of Return
June 30, 2023



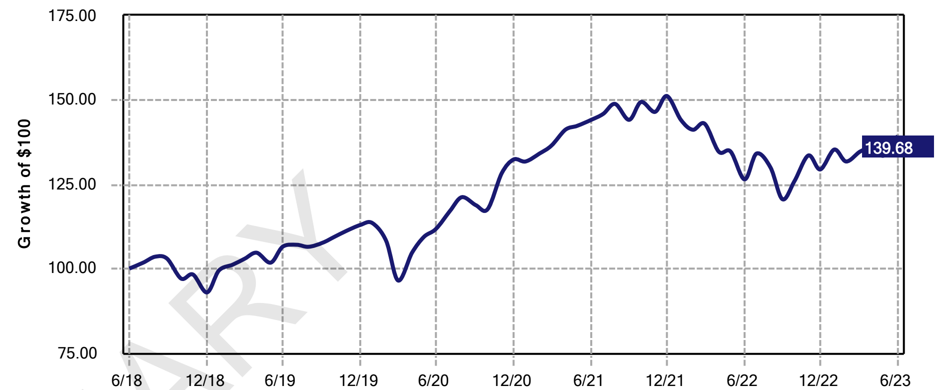
Kissimmee Municipal Firefighters' Retirement Plan
Total Fund
June 30, 2023

5 Years Rolling Percentile Ranking - 5 Years

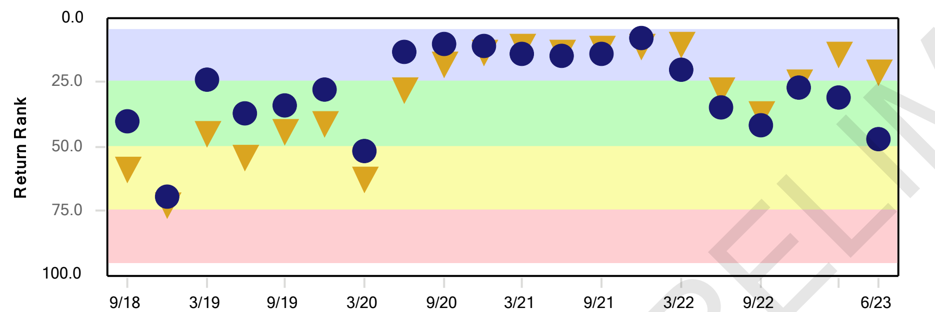


	Periods	5 - 25	25 - 50	50 - 75	75 - 95
Total Fund	20	9 (45%)	5 (25%)	6 (30%)	0 (0%)
Strategic Model	20	7 (35%)	8 (40%)	5 (25%)	0 (0%)

Growth of a Dollar

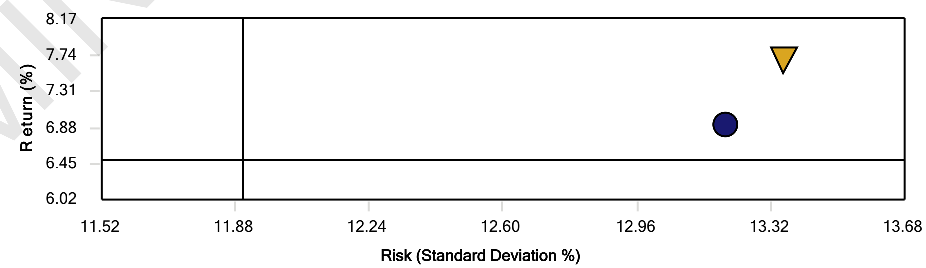


3 Years Rolling Percentile Ranking - 5 Years



	Periods	5 - 25	25 - 50	50 - 75	75 - 95
Total Fund	20	9 (45%)	9 (45%)	2 (10%)	0 (0%)
Strategic Model	20	10 (50%)	6 (30%)	4 (20%)	0 (0%)

Peer Group Risk/Reward - 5 Years



	Return	Standard Deviation
Total Fund	6.91	13.20
Strategic Model	7.69	13.35
Median	6.49	11.90

Historical Statistics - 5 Years

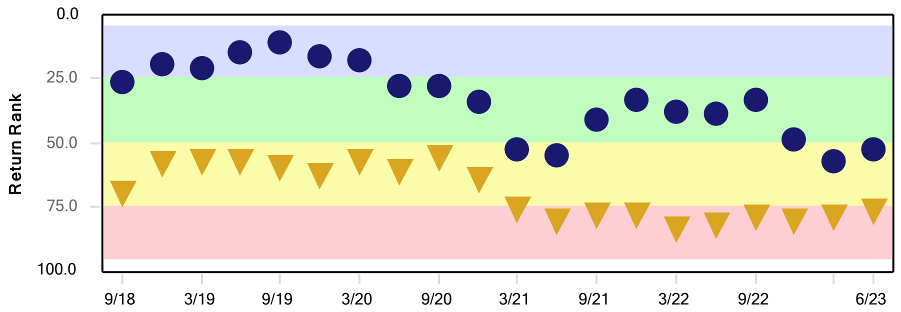
	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
Total Fund	6.91	13.20	-0.62	0.98	0.46	101.38	97.61
Strategic Model	*7.69*	*13.35*	*0.00*	*1.00*	*0.51*	*100.00*	*100.00*

Historical Statistics - 3 Years

	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
Total Fund	7.57	12.67	-0.80	0.97	0.54	101.74	96.64
Strategic Model	*8.66*	*12.96*	*0.00*	*1.00*	*0.61*	*100.00*	*100.00*

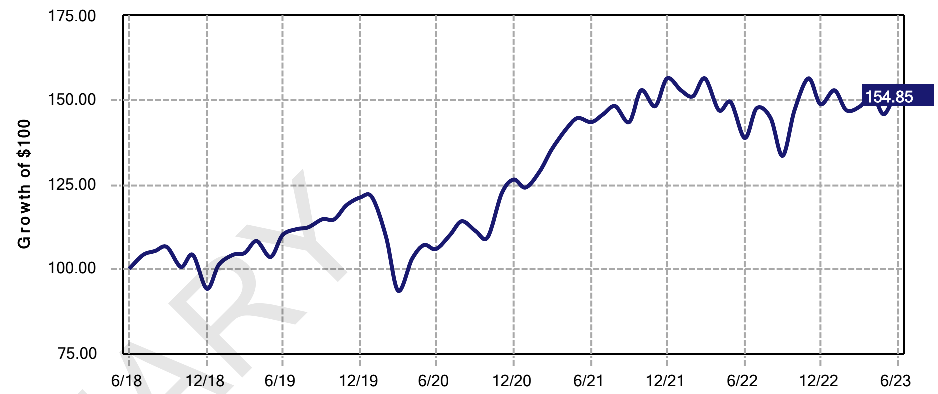
Kissimmee Municipal Firefighters' Retirement Plan
Westwood Large Cap Value EB (CF)
June 30, 2023

5 Years Rolling Percentile Ranking - 5 Years

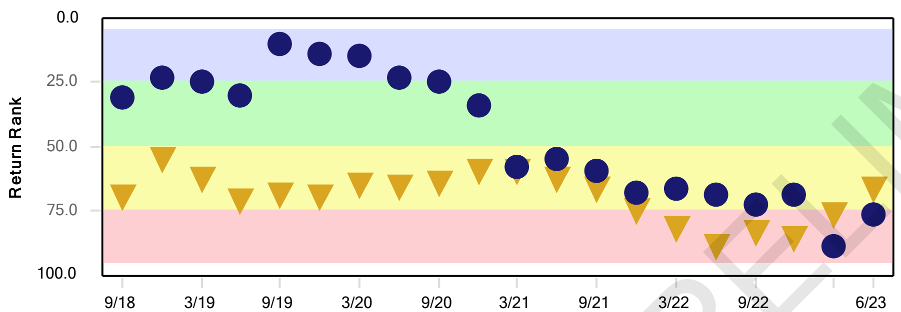


	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● Westwood Large Cap Value EB (CF)	20	6 (30%)	10 (50%)	4 (20%)	0 (0%)
▼ Russell 1000 Value Index	20	0 (0%)	0 (0%)	10 (50%)	10 (50%)

Growth of a Dollar

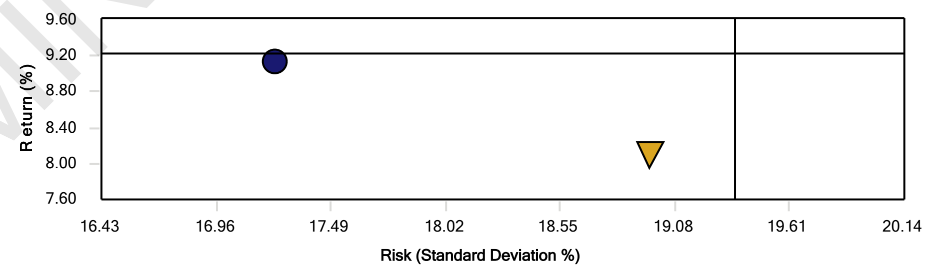


3 Years Rolling Percentile Ranking - 5 Years



	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● Westwood Large Cap Value EB (CF)	20	7 (35%)	3 (15%)	8 (40%)	2 (10%)
▼ Russell 1000 Value Index	20	0 (0%)	0 (0%)	15 (75%)	5 (25%)

Peer Group Risk/Reward - 5 Years



	Return	Standard Deviation
● Westwood Large Cap Value EB (CF)	9.14	17.24
▼ Russell 1000 Value Index	8.11	18.96
— Median	9.23	19.36

Historical Statistics - 5 Years

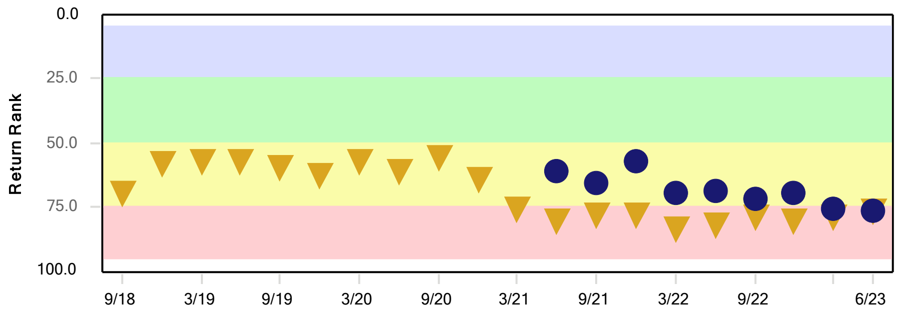
	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
Westwood Large Cap Value EB (CF)	9.14	17.24	1.66	0.90	0.50	87.68	93.52
Russell 1000 Value Index	*8.11*	*18.96*	*0.00*	*1.00*	*0.43*	*100.00*	*100.00*

Historical Statistics - 3 Years

	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
Westwood Large Cap Value EB (CF)	13.47	15.88	0.39	0.91	0.80	93.23	93.40
Russell 1000 Value Index	*14.30*	*17.20*	*0.00*	*1.00*	*0.79*	*100.00*	*100.00*

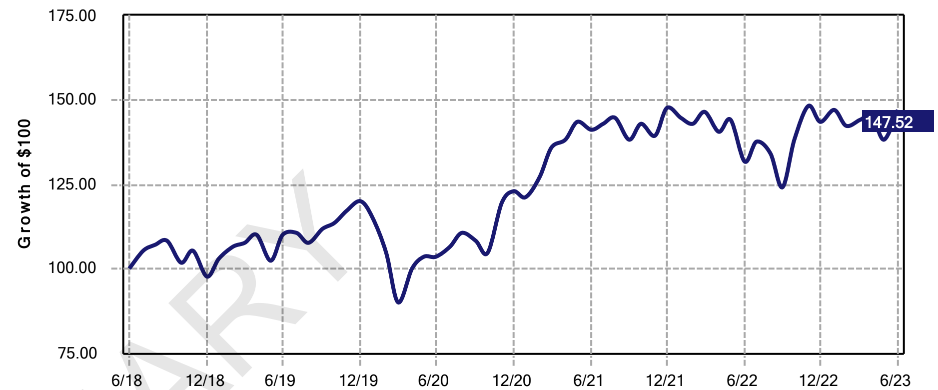
Kissimmee Municipal Firefighters' Retirement Plan
Manning & Napier Large Cap Value (SMA)
June 30, 2023

5 Years Rolling Percentile Ranking - 5 Years

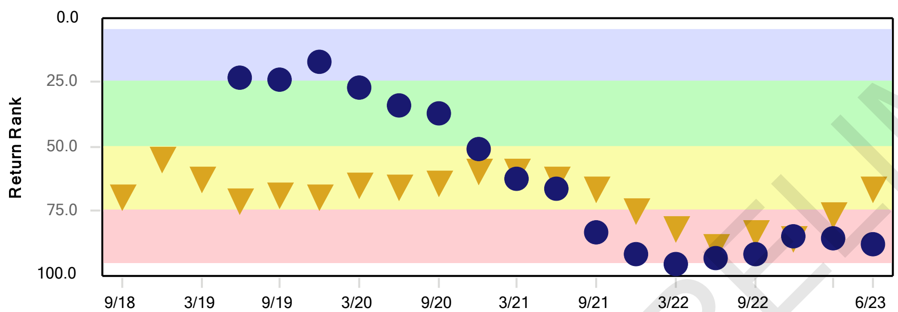


	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● Manning & Napier Large Cap Value (SMA)	9	0 (0%)	0 (0%)	7 (78%)	2 (22%)
▼ Russell 1000 Value Index	20	0 (0%)	0 (0%)	10 (50%)	10 (50%)

Growth of a Dollar

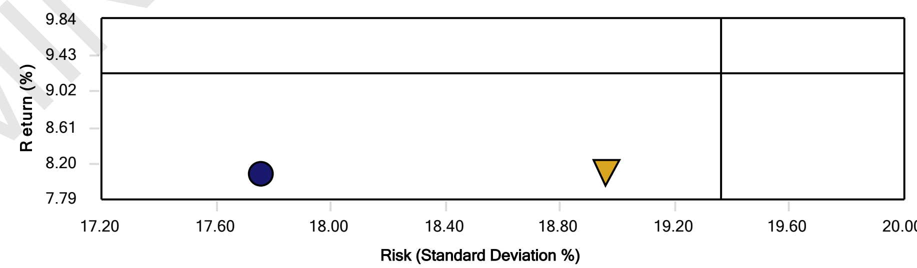


3 Years Rolling Percentile Ranking - 5 Years



	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● Manning & Napier Large Cap Value (SMA)	17	3 (18%)	3 (18%)	3 (18%)	8 (47%)
▼ Russell 1000 Value Index	20	0 (0%)	0 (0%)	15 (75%)	5 (25%)

Peer Group Risk/Reward - 5 Years



	Return	Standard Deviation
● Manning & Napier Large Cap Value (SMA)	8.09	17.76
▼ Russell 1000 Value Index	8.11	18.96
— Median	9.23	19.36

Historical Statistics - 5 Years

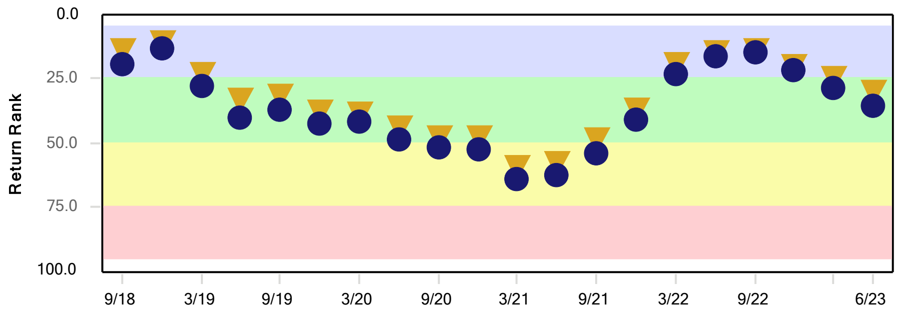
	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
Manning & Napier Large Cap Value (SMA)	8.09	17.76	0.53	0.92	0.44	92.95	94.28
Russell 1000 Value Index	*8.11*	*18.96*	*0.00*	*1.00*	*0.43*	*100.00*	*100.00*

Historical Statistics - 3 Years

	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
Manning & Napier Large Cap Value (SMA)	12.46	16.50	-0.81	0.94	0.72	93.12	90.87
Russell 1000 Value Index	*14.30*	*17.20*	*0.00*	*1.00*	*0.79*	*100.00*	*100.00*

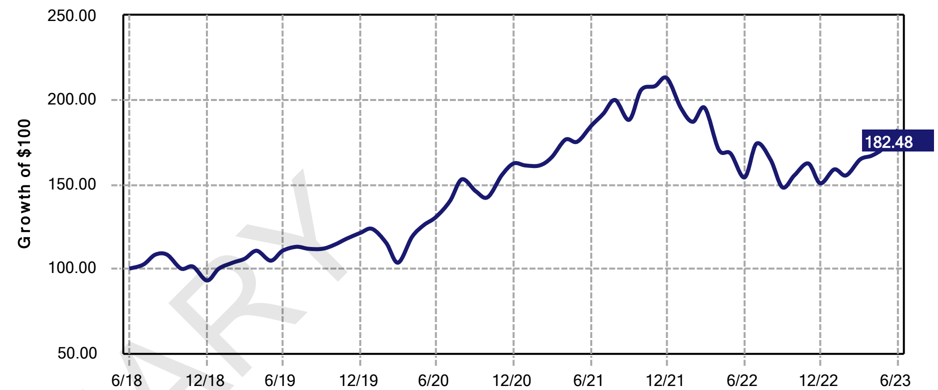
Kissimmee Municipal Firefighters' Retirement Plan
iShares S&P 500 Growth (ETF)
June 30, 2023

5 Years Rolling Percentile Ranking - 5 Years

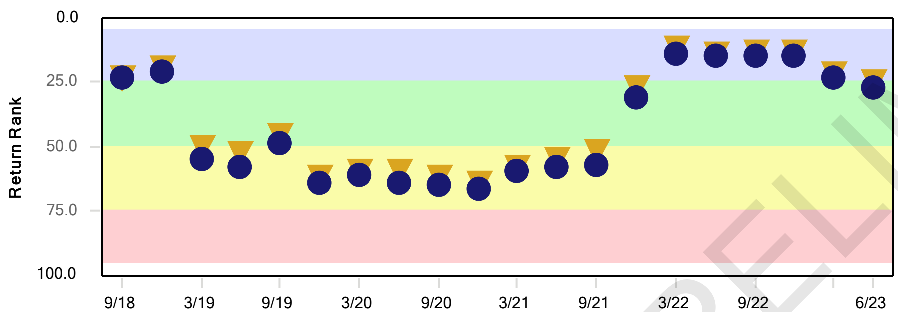


	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● iShares S&P 500 Growth (ETF)	20	6 (30%)	9 (45%)	5 (25%)	0 (0%)
▼ S&P 500 Growth	20	8 (40%)	10 (50%)	2 (10%)	0 (0%)

Growth of a Dollar

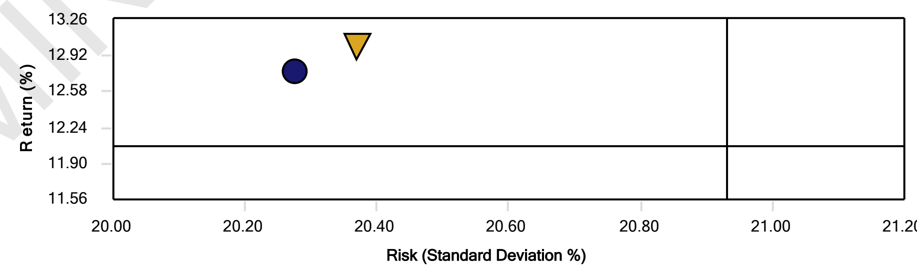


3 Years Rolling Percentile Ranking - 5 Years



	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● iShares S&P 500 Growth (ETF)	20	7 (35%)	3 (15%)	10 (50%)	0 (0%)
▼ S&P 500 Growth	20	8 (40%)	3 (15%)	9 (45%)	0 (0%)

Peer Group Risk/Reward - 5 Years



	Return	Standard Deviation
● iShares S&P 500 Growth (ETF)	12.78	20.27
▼ S&P 500 Growth	13.01	20.37
__ Median	12.06	20.93

Historical Statistics - 5 Years

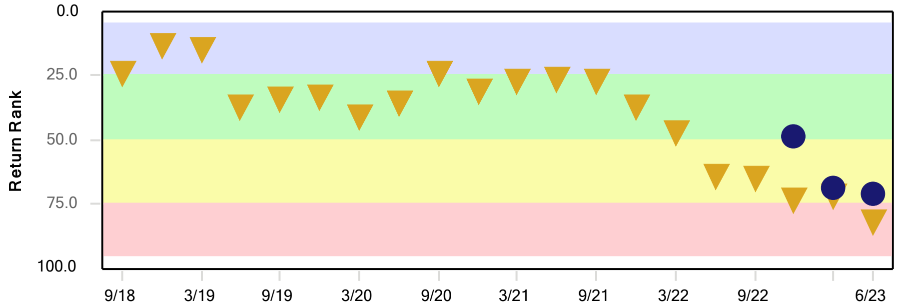
	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
iShares S&P 500 Growth (ETF)	12.78	20.27	-0.15	1.00	0.62	99.73	99.24
S&P 500 Growth	*13.01*	*20.37*	*0.00*	*1.00*	*0.63*	*100.00*	*100.00*

Historical Statistics - 3 Years

	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
iShares S&P 500 Growth (ETF)	11.58	21.02	-0.17	1.00	0.57	99.81	99.33
S&P 500 Growth	*11.80*	*21.08*	*0.00*	*1.00*	*0.58*	*100.00*	*100.00*

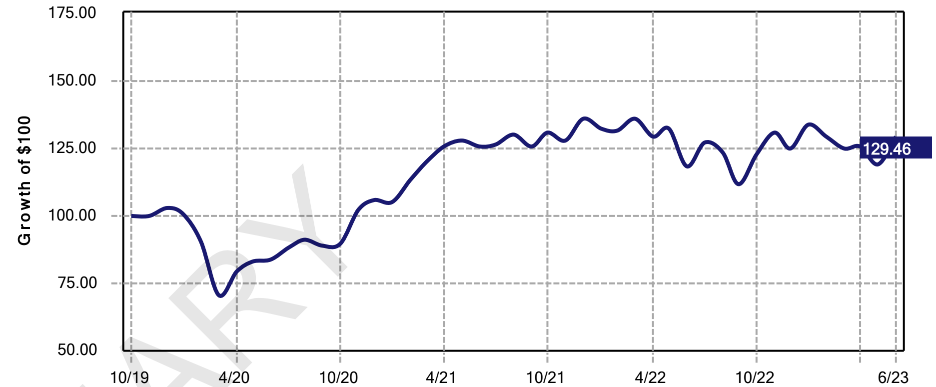
Kissimmee Municipal Firefighters' Retirement Plan
Vanguard Mid Cap Value Index (MF)
June 30, 2023

3 Years Rolling Percentile Ranking - 5 Years

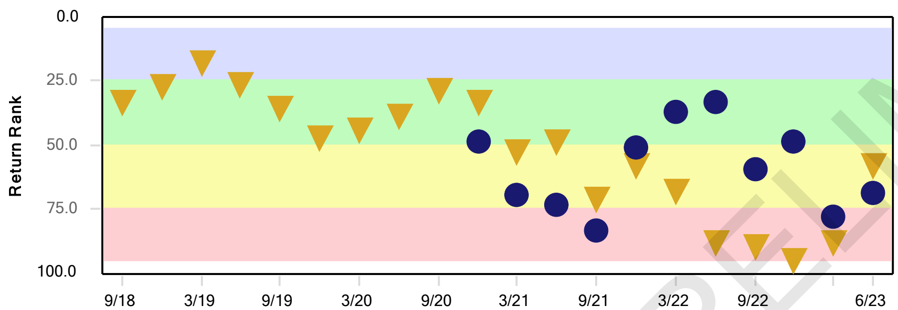


	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● Vanguard Mid Cap Value Index (MF)	3	0 (0%)	1 (33%)	2 (67%)	0 (0%)
▼ Russell Midcap Value Index	20	4 (20%)	11 (55%)	4 (20%)	1 (5%)

Growth of a Dollar

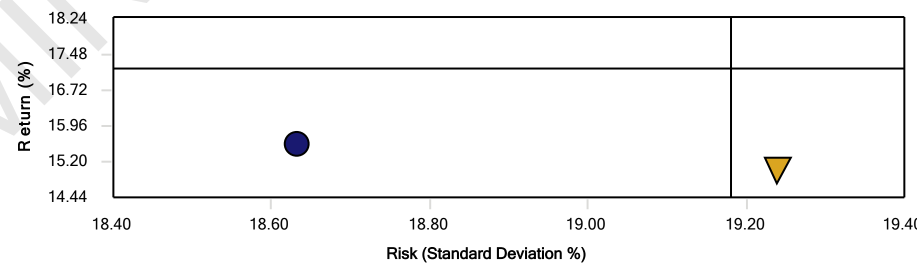


1 Year Rolling Percentile Ranking - 5 Years



	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● Vanguard Mid Cap Value Index (MF)	11	0 (0%)	4 (36%)	5 (45%)	2 (18%)
▼ Russell Midcap Value Index	20	1 (5%)	10 (50%)	5 (25%)	4 (20%)

Peer Group Risk/Reward - 3 Years



	Return	Standard Deviation
● Vanguard Mid Cap Value Index (MF)	15.60	18.63
▼ Russell Midcap Value Index	15.04	19.24
— Median	17.20	19.18

Historical Statistics - 3 Years

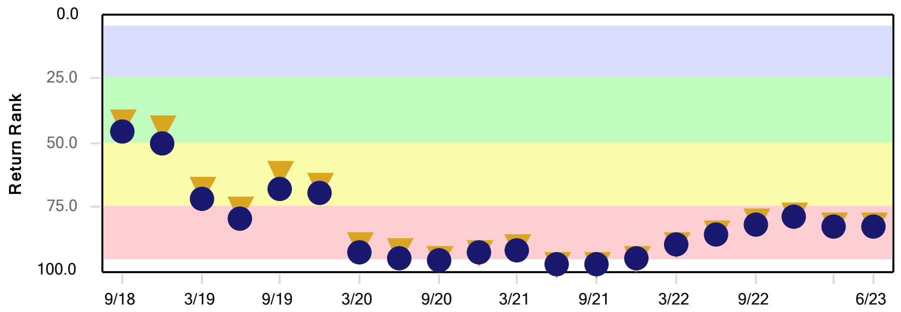
	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
Vanguard Mid Cap Value Index (MF)	15.60	18.63	0.99	0.96	0.80	95.34	98.44
Russell Midcap Value Index	*15.04*	*19.24*	*0.00*	*1.00*	*0.76*	*100.00*	*100.00*

Historical Statistics - 1 Year

	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
Vanguard Mid Cap Value Index (MF)	9.54	22.33	-0.81	0.99	0.36	102.33	99.47
Russell Midcap Value Index	*10.50*	*22.36*	*0.00*	*1.00*	*0.40*	*100.00*	*100.00*

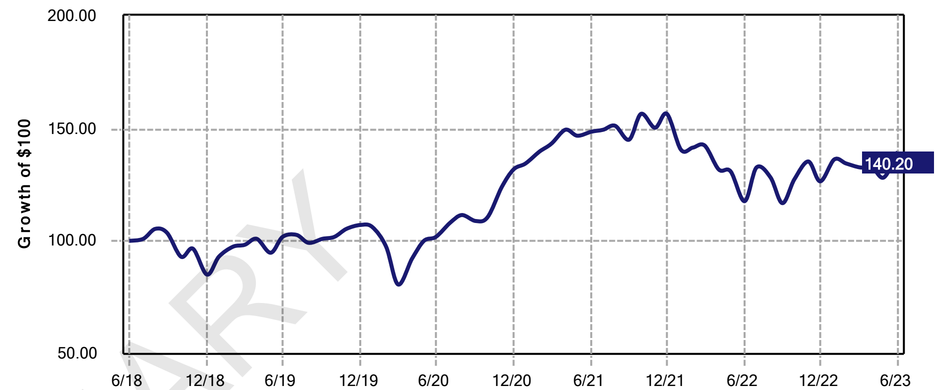
Kissimmee Municipal Firefighters' Retirement Plan
iShares S&P Mid-Cap 400 Growth (ETF)
June 30, 2023

5 Years Rolling Percentile Ranking - 5 Years

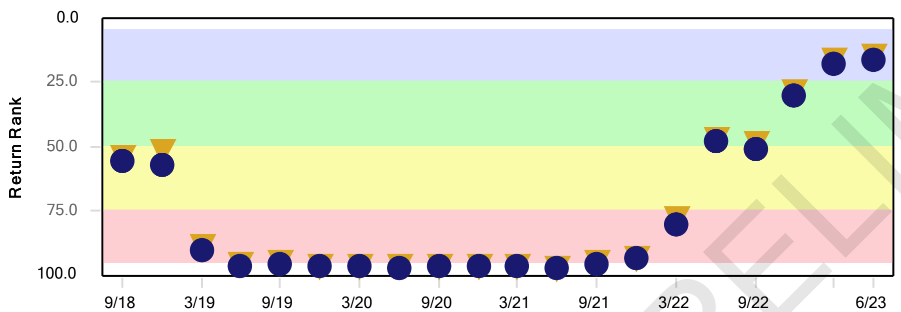


	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● iShares S&P Mid-Cap 400 Growth (ETF)	20	0 (0%)	2 (10%)	3 (15%)	15 (75%)
▼ S&P MidCap 400 Growth	20	0 (0%)	2 (10%)	3 (15%)	15 (75%)

Growth of a Dollar

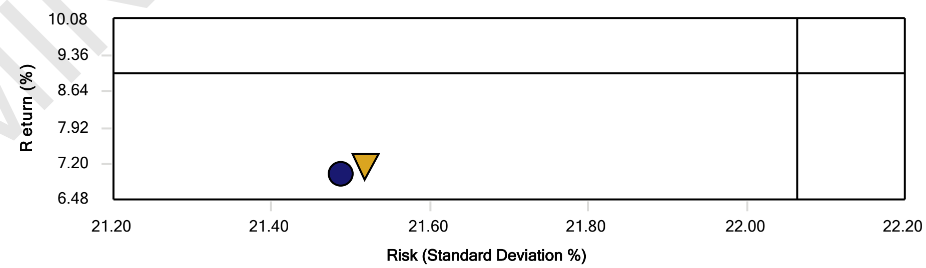


3 Years Rolling Percentile Ranking - 5 Years



	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● iShares S&P Mid-Cap 400 Growth (ETF)	20	2 (10%)	2 (10%)	3 (15%)	13 (65%)
▼ S&P MidCap 400 Growth	20	2 (10%)	3 (15%)	2 (10%)	13 (65%)

Peer Group Risk/Reward - 5 Years



	Return	Standard Deviation
● iShares S&P Mid-Cap 400 Growth (ETF)	6.99	21.49
▼ S&P MidCap 400 Growth	7.16	21.52
__ Median	9.03	22.06

Historical Statistics - 5 Years

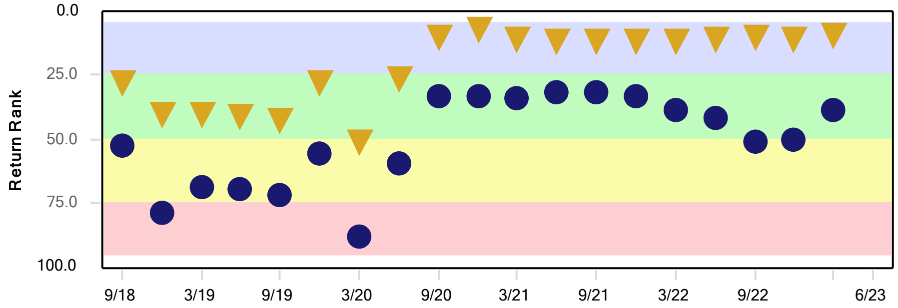
	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
iShares S&P Mid-Cap 400 Growth (ETF)	6.99	21.49	-0.15	1.00	0.35	99.98	99.51
S&P MidCap 400 Growth	*7.16*	*21.52*	*0.00*	*1.00*	*0.36*	*100.00*	*100.00*

Historical Statistics - 3 Years

	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
iShares S&P Mid-Cap 400 Growth (ETF)	11.17	19.80	-0.10	1.00	0.57	99.98	99.65
S&P MidCap 400 Growth	*11.29*	*19.83*	*0.00*	*1.00*	*0.58*	*100.00*	*100.00*

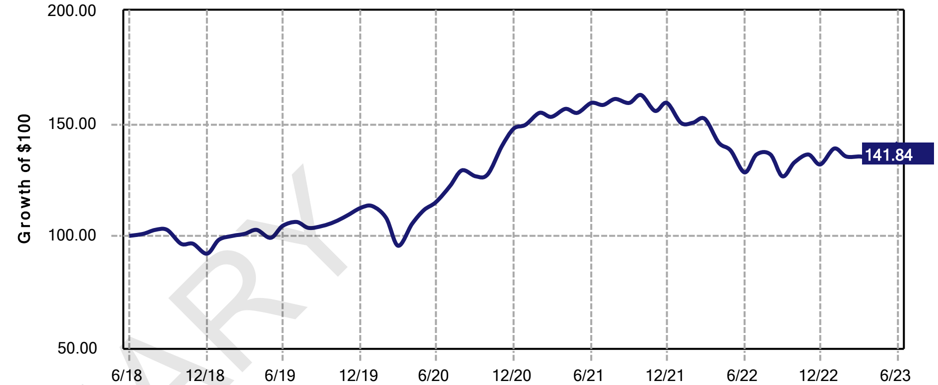
Kissimmee Municipal Firefighters' Retirement Plan
Advent Convertibles Sec (SMA)
June 30, 2023

5 Years Rolling Percentile Ranking - 5 Years

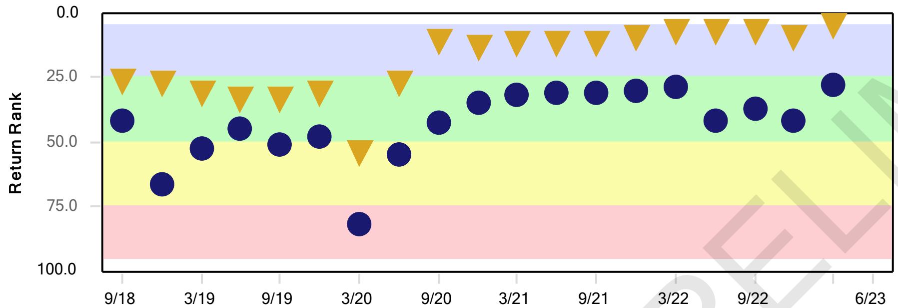


	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● Advent Convertibles Sec (SMA)	19	0 (0%)	10 (53%)	7 (37%)	2 (11%)
▼ ML All Conv Ex.144A All Qual Index	19	11 (58%)	7 (37%)	1 (5%)	0 (0%)

Growth of a Dollar

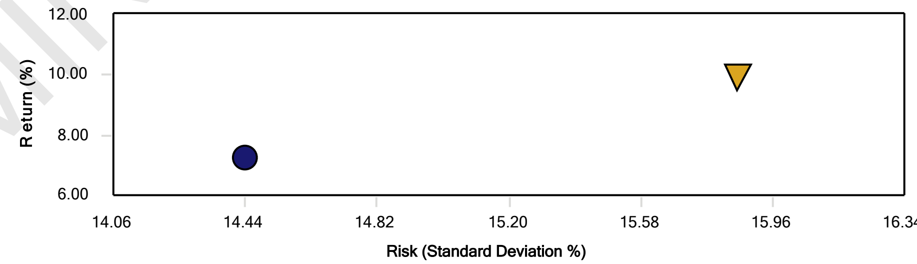


3 Years Rolling Percentile Ranking - 5 Years



	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● Advent Convertibles Sec (SMA)	19	0 (0%)	14 (74%)	4 (21%)	1 (5%)
▼ ML All Conv Ex.144A All Qual Index	19	11 (58%)	7 (37%)	1 (5%)	0 (0%)

Peer Group Risk/Reward - 5 Years



	Return	Standard Deviation
● Advent Convertibles Sec (SMA)	7.24	14.44
▼ ML All Conv Ex.144A All Qual Index	9.99	15.86
— Median	N/A	N/A

Historical Statistics - 5 Years

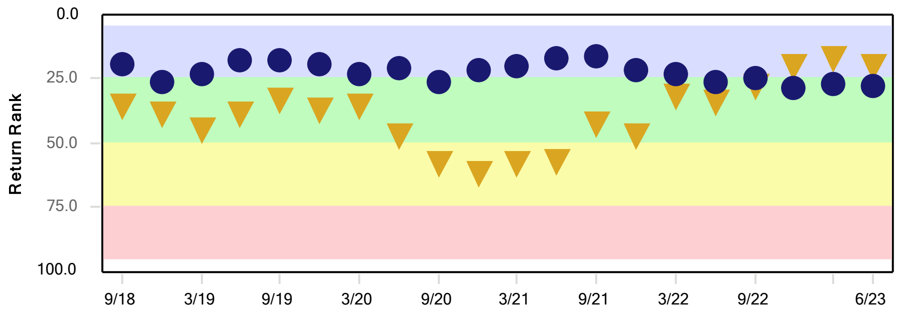
	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
Advent Convertibles Sec (SMA)	7.24	14.44	-1.55	0.89	0.45	95.70	87.19
ML All Conv Ex.144A All Qual Index	*9.99*	*15.86*	*0.00*	*1.00*	*0.58*	*100.00*	*100.00*

Historical Statistics - 3 Years

	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
Advent Convertibles Sec (SMA)	7.20	13.70	-0.94	0.87	0.48	93.78	87.49
ML All Conv Ex.144A All Qual Index	*9.43*	*15.25*	*0.00*	*1.00*	*0.58*	*100.00*	*100.00*

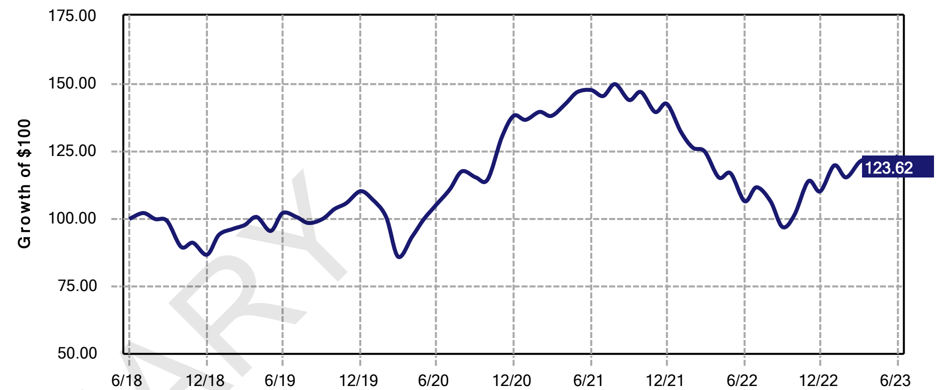
Kissimmee Municipal Firefighters' Retirement Plan
Am Funds EuroPacific Growth R6 (MF)
June 30, 2023

5 Years Rolling Percentile Ranking - 5 Years

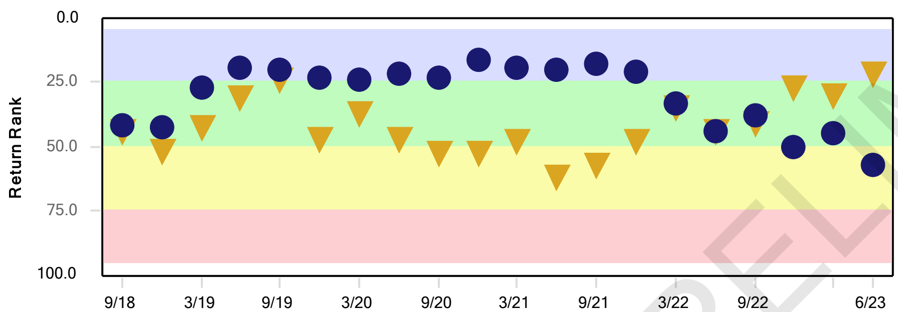


	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● Am Funds EuroPacific Growth R6 (MF)	20	14 (70%)	6 (30%)	0 (0%)	0 (0%)
▼ MSCI EAFE Index	20	3 (15%)	13 (65%)	4 (20%)	0 (0%)

Growth of a Dollar

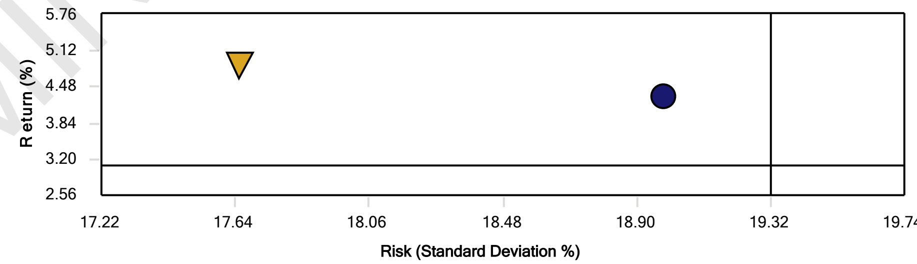


3 Years Rolling Percentile Ranking - 5 Years



	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● Am Funds EuroPacific Growth R6 (MF)	20	11 (55%)	8 (40%)	1 (5%)	0 (0%)
▼ MSCI EAFE Index	20	2 (10%)	13 (65%)	5 (25%)	0 (0%)

Peer Group Risk/Reward - 5 Years



	Return	Standard Deviation
● Am Funds EuroPacific Growth R6 (MF)	4.33	18.98
▼ MSCI EAFE Index	4.90	17.65
— Median	3.10	19.32

Historical Statistics - 5 Years

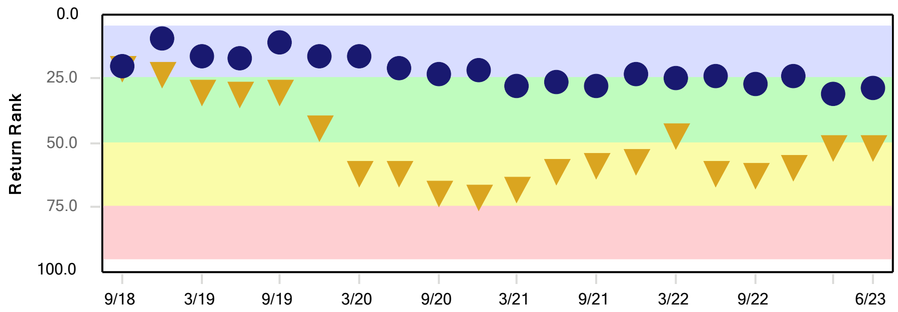
	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
Am Funds EuroPacific Growth R6 (MF)	4.33	18.98	-0.49	1.03	0.24	103.56	101.67
MSCI EAFE Index	*4.90*	*17.65*	*0.00*	*1.00*	*0.27*	*100.00*	*100.00*

Historical Statistics - 3 Years

	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
Am Funds EuroPacific Growth R6 (MF)	5.47	18.79	-3.51	1.00	0.31	106.12	92.13
MSCI EAFE Index	*9.48*	*17.85*	*0.00*	*1.00*	*0.53*	*100.00*	*100.00*

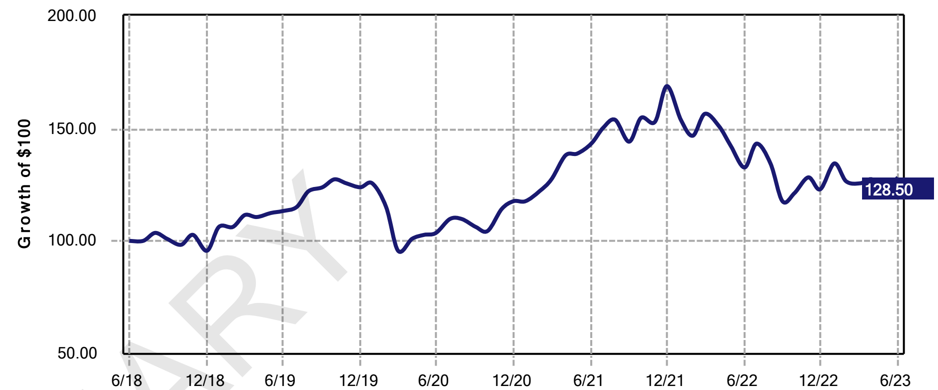
Kissimmee Municipal Firefighters' Retirement Plan
Deutsche Real Estate Sec (MF)
June 30, 2023

5 Years Rolling Percentile Ranking - 5 Years

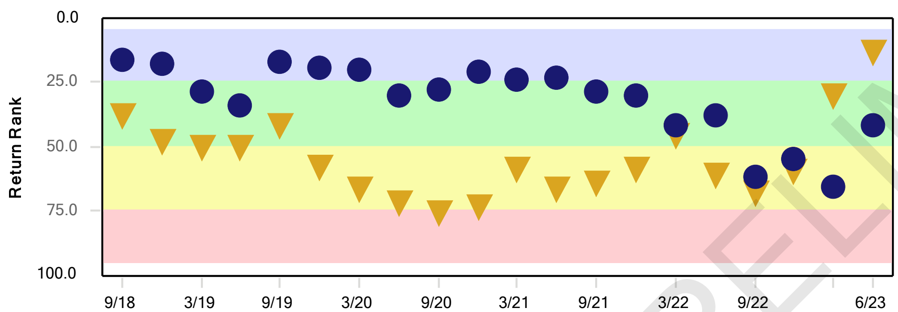


	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● Deutsche Real Estate Sec (MF)	20	14 (70%)	6 (30%)	0 (0%)	0 (0%)
▼ Wilshire U.S. REIT Index	20	2 (10%)	5 (25%)	13 (65%)	0 (0%)

Growth of a Dollar

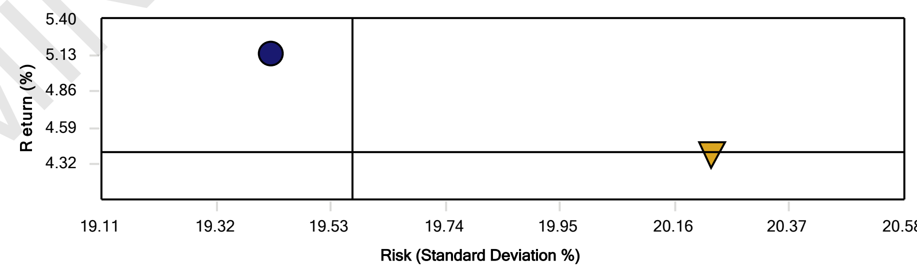


3 Years Rolling Percentile Ranking - 5 Years



	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● Deutsche Real Estate Sec (MF)	20	8 (40%)	9 (45%)	3 (15%)	0 (0%)
▼ Wilshire U.S. REIT Index	20	1 (5%)	7 (35%)	11 (55%)	1 (5%)

Peer Group Risk/Reward - 5 Years



	Return	Standard Deviation
● Deutsche Real Estate Sec (MF)	5.14	19.42
▼ Wilshire U.S. REIT Index	4.40	20.22
— Median	4.41	19.57

Historical Statistics - 5 Years

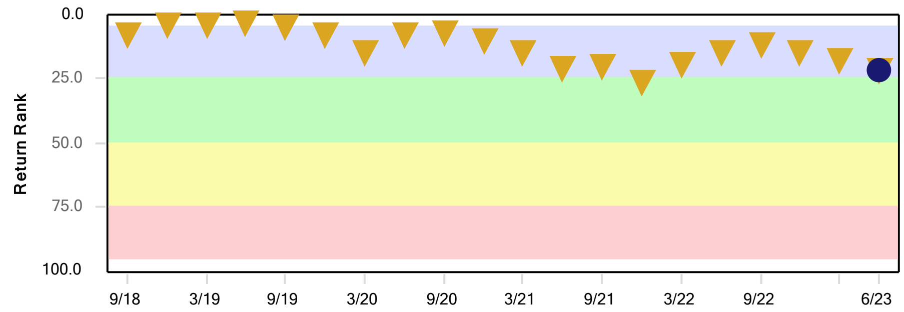
	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
Deutsche Real Estate Sec (MF)	5.14	19.42	0.90	0.94	0.28	95.02	97.85
Wilshire U.S. REIT Index	*4.40*	*20.22*	*0.00*	*1.00*	*0.24*	*100.00*	*100.00*

Historical Statistics - 3 Years

	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
Deutsche Real Estate Sec (MF)	7.29	19.87	-0.94	0.97	0.39	100.29	96.76
Wilshire U.S. REIT Index	*8.55*	*20.11*	*0.00*	*1.00*	*0.45*	*100.00*	*100.00*

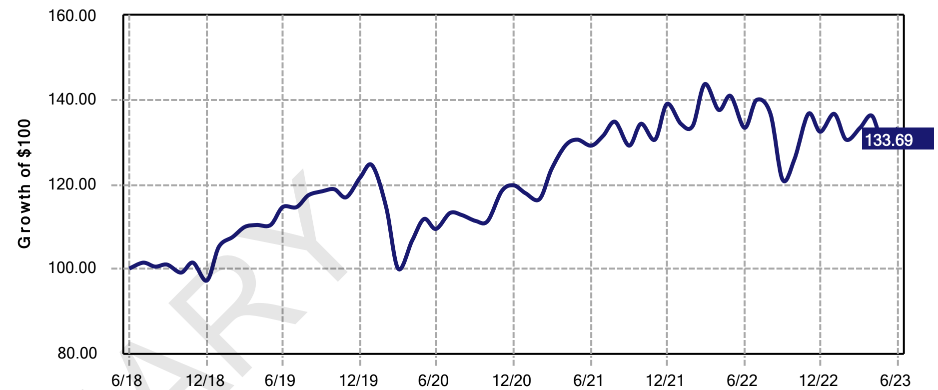
Kissimmee Municipal Firefighters' Retirement Plan
Cohen & Steers Global Infrastructure Fund (CIT)
June 30, 2023

5 Years Rolling Percentile Ranking - 5 Years

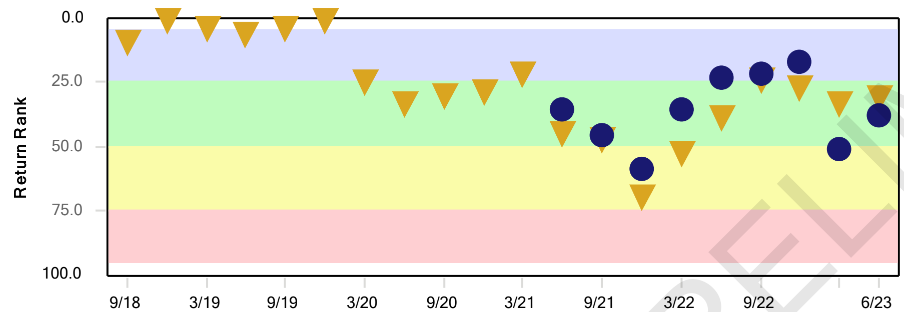


	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● Cohen & Steers Global Infrastructure Fund (CIT)	1	1 (10(	0 (0%	0 (0%	0 (0%
▼ FTSE GLOBAL CORE INFRASTRUCTURE 50/50 INDEX	20	19 (95	1 (5%	0 (0%	0 (0%

Growth of a Dollar

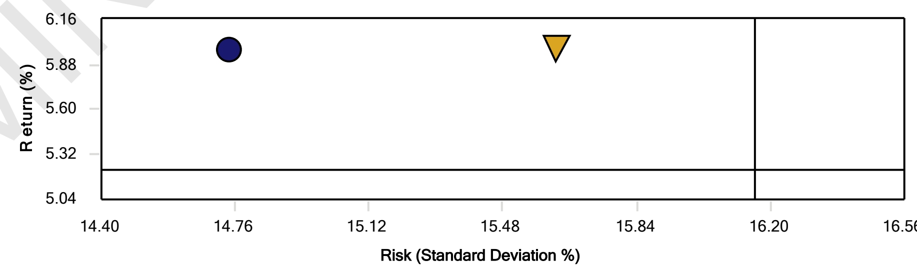


3 Years Rolling Percentile Ranking - 5 Years



	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● Cohen & Steers Global Infrastructure Fund (CIT)	9	3 (33	4 (44	2 (22	0 (0%
▼ FTSE GLOBAL CORE INFRASTRUCTURE 50/50 INDEX	20	9 (45	9 (45	2 (10	0 (0%

Peer Group Risk/Reward - 5 Years



	Return	Standard Deviation
● Cohen & Steers Global Infrastructure Fund (CIT)	5.98	14.74
▼ FTSE GLOBAL CORE INFRASTRUCTURE 50/50 INDEX	5.99	15.62
__ Median	5.22	16.16

Historical Statistics - 5 Years

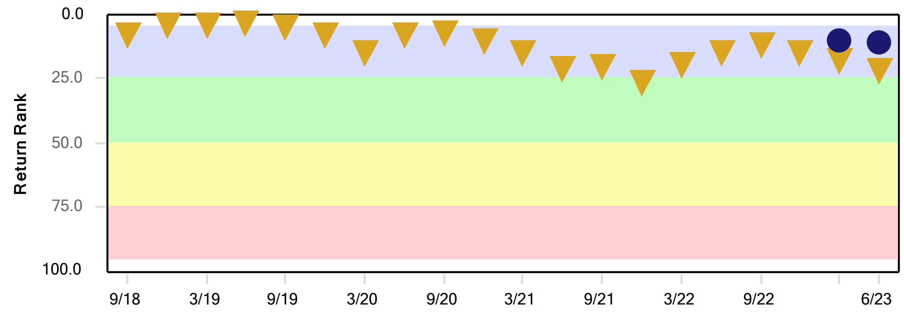
	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
Cohen & Steers Global Infrastructure Fund (CIT)	5.98	14.74	0.32	0.93	0.36	96.13	96.61
FTSE GLOBAL CORE INFRASTRUCTURE 50/50 INDEX	*5.99*	*15.62*	*0.00*	*1.00*	*0.35*	*100.00*	*100.00*

Historical Statistics - 3 Years

	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
Cohen & Steers Global Infrastructure Fund (CIT)	6.86	14.68	-0.37	0.98	0.44	103.01	99.79
FTSE GLOBAL CORE INFRASTRUCTURE 50/50 INDEX	*7.42*	*14.87*	*0.00*	*1.00*	*0.47*	*100.00*	*100.00*

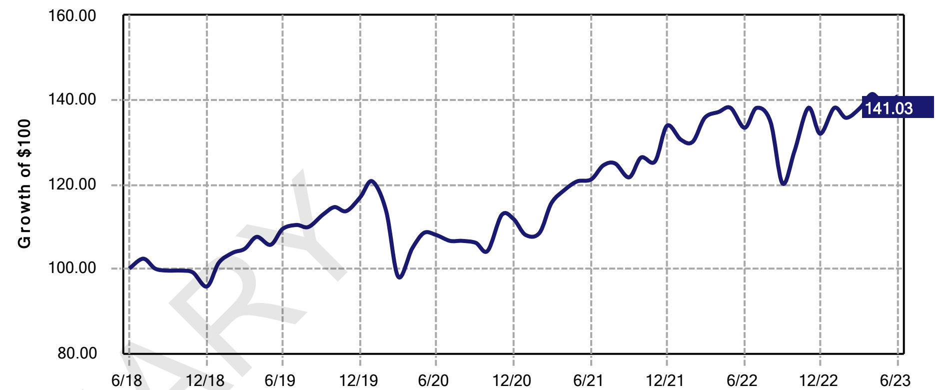
Kissimmee Municipal Firefighters' Retirement Plan
Lazard Global Listed Infrastructure Portfolio (MF)
June 30, 2023

5 Years Rolling Percentile Ranking - 5 Years

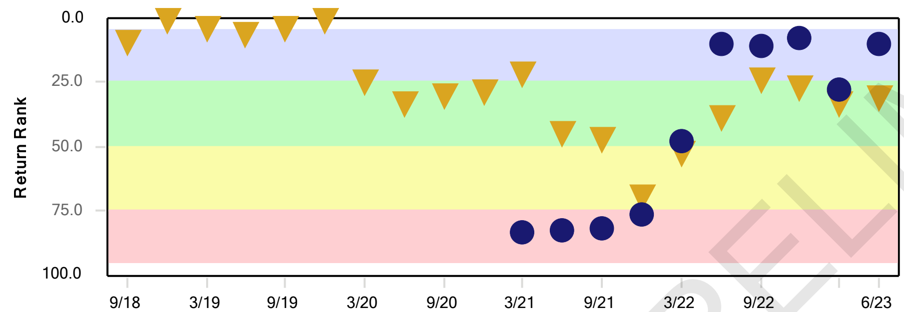


	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● Lazard Global Listed Infrastructure Portfolio (MF)	2	2 (100'	0 (0%)	0 (0%)	0 (0%)
▼ FTSE Global Core Infrastructure 50/50 Index	20	19 (95%	1 (5%)	0 (0%)	0 (0%)

Growth of a Dollar

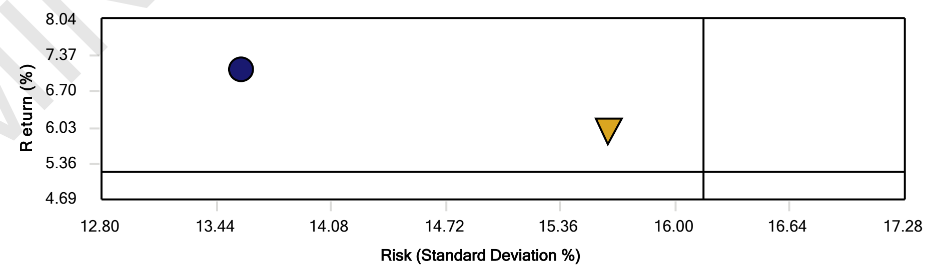


3 Years Rolling Percentile Ranking - 5 Years



	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● Lazard Global Listed Infrastructure Portfolio (MF)	10	4 (40%	2 (20%	0 (0%)	4 (40%
▼ FTSE Global Core Infrastructure 50/50 Index	20	9 (45%	9 (45%	2 (10%	0 (0%)

Peer Group Risk/Reward - 5 Years



	Return	Standard Deviation
● Lazard Global Listed Infrastructure Portfolio (MF)	7.12	13.58
▼ FTSE Global Core Infrastructure 50/50 Index	5.99	15.62
— Median	5.22	16.16

Historical Statistics - 5 Years

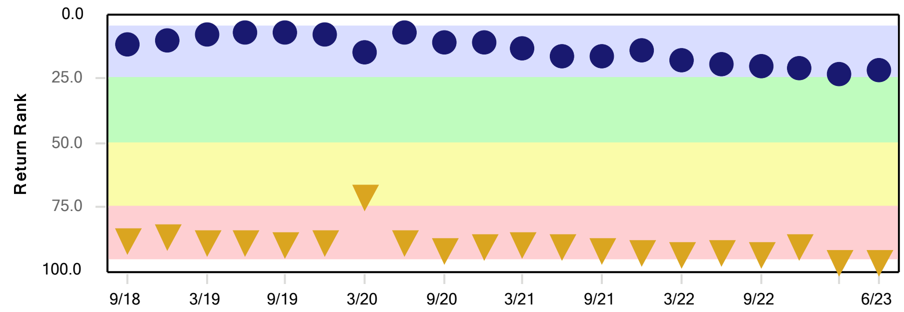
	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
Lazard Global Listed Infrastructure Portfolio (MF)	7.12	13.58	2.17	0.80	0.46	73.41	84.30
FTSE Global Core Infrastructure 50/50 Index	*5.99*	*15.62*	*0.00*	*1.00*	*0.35*	*100.00*	*100.00*

Historical Statistics - 3 Years

	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
Lazard Global Listed Infrastructure Portfolio (MF)	9.22	13.25	3.17	0.80	0.64	69.05	85.01
FTSE Global Core Infrastructure 50/50 Index	*7.42*	*14.87*	*0.00*	*1.00*	*0.47*	*100.00*	*100.00*

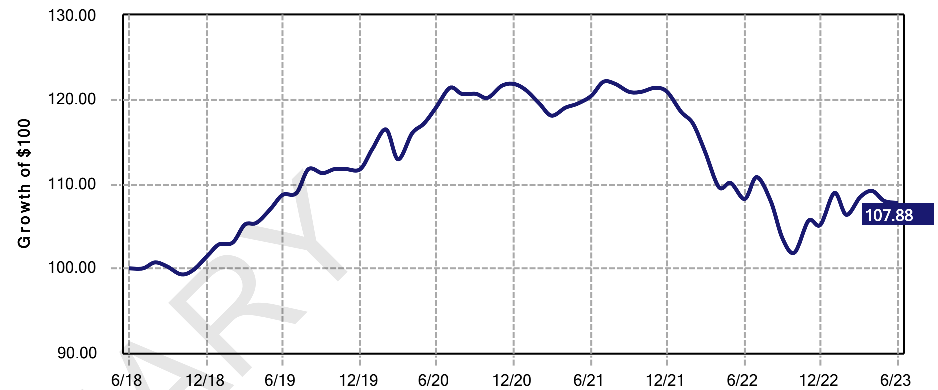
Kissimmee Municipal Firefighters' Retirement Plan
Loomis Sayles Core F.I. (CF)
June 30, 2023

5 Years Rolling Percentile Ranking - 5 Years

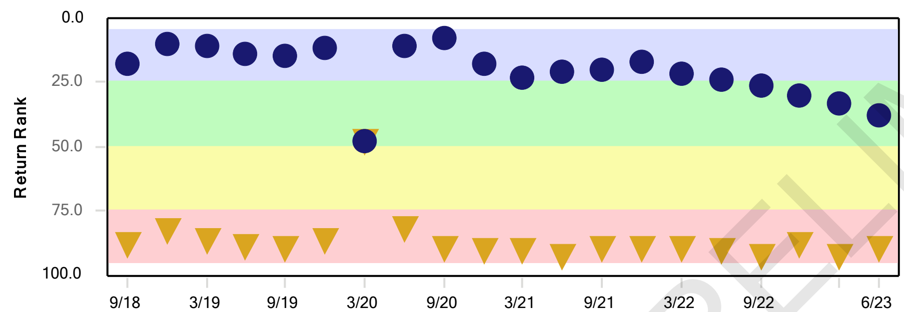


	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● Loomis Sayles Core F.I. (CF)	20	20 (100%)	0 (0%)	0 (0%)	0 (0%)
▼ Fixed Income Benchmark	20	0 (0%)	0 (0%)	1 (5%)	19 (95%)

Growth of a Dollar

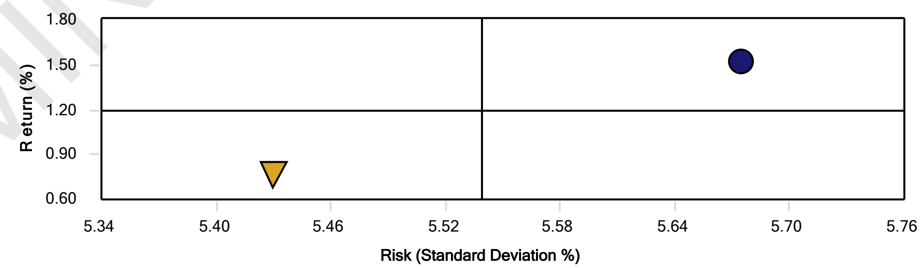


3 Years Rolling Percentile Ranking - 5 Years



	Periods	5 - 25	25 - 50	50 - 75	75 - 95
● Loomis Sayles Core F.I. (CF)	20	15 (75%)	5 (25%)	0 (0%)	0 (0%)
▼ Fixed Income Benchmark	20	0 (0%)	1 (5%)	0 (0%)	19 (95%)

Peer Group Risk/Reward - 5 Years



	Return	Standard Deviation
● Loomis Sayles Core F.I. (CF)	1.53	5.67
▼ Fixed Income Benchmark	0.77	5.43
— Median	1.20	5.54

Historical Statistics - 5 Years

	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
Loomis Sayles Core F.I. (CF)	1.53	5.67	0.76	1.01	0.02	101.23	111.27
Fixed Income Benchmark	*0.77*	*5.43*	*0.00*	*1.00*	*-0.12*	*100.00*	*100.00*

Historical Statistics - 3 Years

	Return	Standard Deviation	Alpha	Beta	Sharpe Ratio	Down Market Capture	Up Market Capture
Loomis Sayles Core F.I. (CF)	-3.28	6.03	0.65	0.99	-0.74	95.49	104.04
Fixed Income Benchmark	*-3.97*	*6.09*	*0.00*	*1.00*	*-0.85*	*100.00*	*100.00*

Kissimmee Municipal Firefighters' Retirement Plan
Glossary
June 30, 2023

-ACCRUED INTEREST- Bond interest earned since the last interest payment, but not yet received.

-ALPHA- A linear regressive constant that measures expected return independent of Beta.

-ASSET ALLOCATION- The division of portfolio asset classes in order to achieve an expected investment objective.

-BALANCED UNIVERSES - Public Funds, Endowments & Foundations, Corporate peer groups, and PSN peer groups.

-BETA- A measure of portfolio sensitivity (volatility) in relation to the market, based upon past experience.

-BOND DURATION- A measure of portfolio sensitivity to interest rate risk.

-COMMINGLED FUND- An investment fund which is similar to a mutual fund in that investors are permitted to purchase and redeem units that represent ownership in a pool of securities.

-CONVERTIBLE BONDS - Hybrid securities' that offer equity returns during rising equity markets and improved down-market protection.

-CORE- An equal weighting in both growth and value stocks.

-CORRELATION COEFFICIENT- A measure of how two assets move together. The measure is bounded by +1 and -1; +1 means that the two assets move together positively, while a measure of -1 means that the assets are perfectly negatively correlated.

-GROWTH MANAGER- Generally invests in companies that have either experienced above-average growth rates and/or are expected to experience above-average growth rates in the future. Growth portfolios tend to have high price/earnings ratios and generally pay little to no dividends.

-INDEXES- Indexes are used as "independent representations of markets" (e.g., S&P 500).

-INFORMATION RATIO- Annualized excess return above the benchmark relative to the annualized tracking error.

-LARGE CAP- Generally, the term refers to a company that has a market capitalization that exceeds $10 billion.

-MANAGER UNIVERSE- A collection of quarterly investment returns from various investment management firms that may be subdivided by style (e.g. growth, value, core).

-MID CAP- Generally, the term refers to a company that has a market capitalization between $2 and $10 billion.

-NCREIF - A quarterly time series composite total rate of return measure of investment performance of a large pool of individual commercial real estate properties acquired in the private market for investment purposes only.

-NCREIF ODCE - Open End Diversified Core Equity index which consists of historical and current returns from 26 open-end commingled funds pursuing core strategy. This index is capitalization weighted, time weighted and gross of fees.

-NET- Investment return accounts only for manager fees.

-PROTECTING FLORIDA INVESTMENT ACT (PFIA) - SBA publishes a list of prohibited investments (scrutinized companies).

-RATE OF RETURN- The percentage change in the value of an investment in a portfolio over a specified time period, excluding contributions.

-RISK MEASURES- Measures of the investment risk level, including beta, credit, duration, standard deviation, and others that are based on current and historical data.

-R-SQUARED- Measures how closely portfolio returns and those of the market are correlated, or how much variation in the portfolio returns may be explained by the market. An R2 of 40 means that 40% of the variation in a fund’s price changes could be attributed to changes in the market index over the time period.

Kissimmee Municipal Firefighters' Retirement Plan
Glossary
June 30, 2023

-SHARPE RATIO- The ratio of the rate of return earned above the risk-free rate to the standard deviation of the portfolio. It measures the number of units of return per unit of risk.

-SMALL CAP- Generally refers to a company with a market capitalization $300 million to $2 billion.

-STANDARD DEVIATION- Measure of the variability (dispersion) of historical returns around the mean. It measures how much exposure to volatility was experienced by the implementation of an investment strategy.

-SYSTEMATIC RISK- Measured by beta, it is the risk that cannot be diversified away (market risk).

-TIME WEIGHTED (TW) RETURN - A measure of the investments versus the investor. When there are no flows the TW & DOLLAR weighted (DW) returns are the same and vice versa.

-TRACKING ERROR- A measure of how closely a manager's performance tracks an index; it is the annualized standard deviation of the differences between the quarterly returns for the manager and the benchmark.

-TREYNOR RATIO- A measure of reward per unit of risk. (excess return divided by beta).

-UP AND DOWN-MARKET CAPTURE RATIO- Ratio that illustrates how a manager performed relative to the market during rising and declining market periods.

-VALUE MANAGER- Generally invests in companies that have low price-to-earnings and price-to-book ratios and/or above-average dividend yields.

Kissimmee Municipal Firefighters' Retirement Plan
Disclosure
June 30, 2023

Advisory services are offered through or by Burgess Chambers and Associates, Inc., a registered SEC investment advisor.

Performance Reporting:

1. Changes in portfolio valuations due to capital gains or losses, dividends, interest, income and management fees are included in the calculation of returns. All calculations are made in accordance with generally accepted industry standards.

2. Transaction costs, such as commissions, are included in the purchase cost or deducted from the proceeds or sale of a security. Differences in transaction costs may affect comparisons.

3. Individual client returns may vary due to a variety of factors, including differences in investment objectives, asset allocating and timing of investment decisions.

4. Performance reports are generated from information supplied by the client, custodian, and/or investment managers. BCA relies upon the accuracy of this data when preparing reports.

5. The market indexes do not include transaction costs, and an investment in a product similar to the index would have lower performance dependent upon costs, fees, dividend reinvestments, and timing. Benchmarks and indexes are for comparison purposes only, and there is no assurance or guarantee that such performance will be achieved.

6. Performance information prepared by third party sources may differ from that shown by BCA. These differences may be due to different methods of analysis, different time periods being evaluated, different pricing sources for securities, treatment of accrued income, treatment of cash, and different accounting procedures.

7. Certain valuations, such as alternative assets, ETF, and mutual funds, are prepared based on information from third party sources, the accuracy of such information cannot be guaranteed by BCA. Such data may include estimates and maybe subject to revision.

8. BCA relies on third party vendors to supply tax cost and market values, In the event that cost values are not available, market values may be used as a substitute.

9. BCA has not reviewed the risks of individual security holdings.

10. BCA investment reports are not indicative of future results.

11. Performance rankings are time sensitive and subject to change.

12. Mutual Fund (MF), Collective Investment Trusts (CIT) and Exchange Traded Funds (ETF) are ranked in net of fee universes.

13. Separately Managed Account (SMA) and Commingled Fund (CF) returns are ranked in gross of fees universes.

14. Composite returns are ranked in universes that encompass both gross and net of fee returns.

15. Total Fund returns are ranked in a gross of fee universe.

16. Private investments may include performance fees in addition to a management fee. For the purpose of BCA's calculations, net returns take in consideration both performance and management fees, but gross returns include management fees only.

17. For a free copy of Part II (mailed w/i 5 bus. days from request receipt) of Burgess Chambers & Associates, Inc.'s most recent Form ADV which details pertinent business procedures, please contact: 315 East Robinson Street Suite #690, Orlando, Florida 32801, 407-644-0111, info@burgesschambers.com.

Burgess Chambers & Associates, Inc.

Institutional Investment Advisors

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315 East Robinson Street, Suite 690, Orlando, Florida 32801

P: 407-644-0111 F: 407-644-0694

ITEM 4.A

Approval of the Fire Pension Board Minutes for May 2, 2023

Request

Request Board approval of the minutes from the May 2, 2023, meeting.

Explanation

The May 2, 2023 Fire pension minutes are attached for approval.

Recommendation

Staff recommends Board approval.

REQUESTED BOARD ACTION:

Approve

Attachment(s):

1. Fire pension minutes for May 2 2023

MEETING MINUTES
SESSION OF THE FIRE PENSION BOARD
CITY OF KISSIMMEE
CITY HALL, COMMISSION CHAMBERS
101 CHURCH STREET, KISSIMMEE, FLORIDA 34741-5054
TUESDAY, MAY 2, 2023 AT 10:00 AM

1. MEETING CALLED TO ORDER

Members Present: Board Member Jeffrey Booher, Board Member Dan Garaguso Jr., Board Member Dr. R. LeWayne Johnson, Board Member Reginald Hardee (arrived at 10:16), Board Member John McCommon
Staff Present: Pension Administrator Linda Gomez
Members Absent:

John Mc Common called the meeting to order at 10:01 AM.

2. HEAR AUDIENCE Retiree Duane Hunter was in the audience as an observer.

3. FINANCIAL AGENDA

3.A <u>Review the audit report from Saltmarsh, Cleveland & Gund for approval</u>

Saltmarsh, Cleveland & Gund, Patrick Smith CPA, presented the financial statements for the Independent Auditors Report. This includes the statements of fiduciary net position for the fiscal years 2022 and 2021. Chuck Landers CPA arrived at 10:17. In our opinion, the accompanying financial statements present fairly, in all material respects, information regarding the fiduciary net position of the Plan as of September 30, 2022 and 2021, and the changes in fiduciary net position for the years then ended in accordance with accounting principles generally accepted in the United States of America. Exhibit A is attached.

Board Member Booher made a motion to approve the financial statements within the Independent Auditors Report. Board Member Garaguso Jr. seconded the motion.
AYE: Board Member Booher, Board Member Garaguso Jr., Board Member Dr. Johnson, Board Member Hardee, Board Member McCommon
NAY: None

Motion to Approve Passed 5 - 0.

3.B <u>Review of the 2nd Quarter BCA Investment Report for FY 2023</u>

BCA, Burgess Chambers President, provided a review of the 2nd Quarterly Investment Report for FY 2023. No recommendations were made for this quarter.

4. ADMINISTRATIVE AGENDA

4.A <u>Approval of the Fire Pension Board Minutes for February 7, 2023</u>

Board Member Hardee made a motion to Approve the Fire Pension Minutes for the meeting held on February 7, 2023. Board Member Dr. Johnson seconded the motion.

AYE: Board Member Booher, Board Member Garaguso Jr., Board Member Dr. Johnson, Board Member Hardee, Board Member McCommon
NAY: None

Motion to Approve Passed 5 - 0.

4.B Approval of the Fire Pension Board Minutes from the March 14, 2023 meeting

Board Member Dr. Johnson made a motion to Approve the Fire Pension Minutes for the meeting held on March 14, 2023. Board Member Hardee seconded the motion.

AYE: Board Member Booher, Board Member Garaguso Jr., Board Member Dr. Johnson, Board Member Hardee, Board Member McCommon
NAY: None
Motion to Approve Passed 5 - 0.

4.C Discussion regarding the share allocation scheduled payouts

Discussion for clarification on what end date should be used to determine the amount of the distribution for the share allocation once the member retires. Scott Christiansen will discuss it further with the Actuary to determine if the date they used is the end of the following FY for the frozen amount on the members share allocation. Depending on the date that the actuary used, the actuary may need to prepare revised share allocation statements.

4.D Approval of 2nd Quarter Expenses for FY 2023

Board Member Hardee made a motion to Approve the 2nd Quarterly Expenses for FY 2023. Board Member Booher seconded the motion.

AYE: Board Member Booher, Board Member Garaguso Jr., Board Member Dr. Johnson, Board Member Hardee, Board Member McCommon
NAY: None
Motion to Approve Passed 5 - 0.

4.E Approval of 2nd Quarter Retirements, Return of Contributions and Share Allocation for FY 2023

Board Member Garaguso Jr. made a motion to Approve the 2nd Quarterly Retirements, Return of Contributions and Share Allocations for FY 2023. Board Member Dr. Johnson seconded the motion.

AYE: Board Member Booher, Board Member Garaguso Jr., Board Member Dr. Johnson, Board Member Hardee, Board Member McCommon
NAY: None
Motion to Approve Passed 5 - 0.

5. **HEAR THE ATTORNEY** Christiansen & Dehner, Scott Christiansen Pension Attorney reminded the Trustees that they will need to complete their Financial Disclosure. Disclosures are due July 1, 2023, otherwise they will incur a penalty. The revised Summary Plan Description will be available for the next meeting. This was tabled because I wanted to include the new language to include the new ordinance. House Bill # 3 was just adopted. This includes ESG (social investment), which will require more provisions and reports.

6. **OLD BUSINESS** Status of the proposed ordinance #23-03 and proposed Cola.

6.A Follow up on proposed Cola for retirees

The studies have been provided to the City Manager and The Finaince Director for consideration and Commission approval.

6.B Follow up on the status of the proposed ordinance

The proposed ordinance #23-03 is scheduled for the first reading on May 2, 2023 and for the second and final reading on May 16, 2023.

7. NEW BUSINESS No new business.

8. ADJOURNMENT

There being no further business to come before the Fire Board, Chairman John Mc Common adjourned the meeting at 11:13 AM.

Board Chairman

ATTEST:

Board Secretary

ITEM 4.B

Approval of the proposed 2024 pension meeting dates

Request

Request Board approval of the proposed 2024 pension meeting dates.

Explanation

The proposed 2024 Pension Meeting Dates are attached for approval.

Recommendation

Staff recommends Board approval.

<u>REQUESTED BOARD ACTION</u>:

Approve

Attachment(s):

1. 2024 Proposed Meeting Dates

Law Offices
Christiansen & Dehner, P.A.

Scott R. Christiansen

63 Sarasota Center Blvd., Suite 106
Sarasota, Florida 34240
941-377-2200
Fax 941-377-4848

H. Lee Dehner
(1952-2019)

MEMORANDUM

TO: City of Kissimmee Municipal Firefighters' Retirement Plan
FROM: Debbie McCord
RE: Proposed 2024 Meeting Dates
DATE: July 6, 2023

Listed below are the Proposed 2024 meeting dates based on the previous year's schedules. Should they meet with the Board's approval, please let us know and we will put them on our calendar. Should there be any discrepancies with any of the dates and/or times, please do not hesitate to contact Debbie via E-Mail at Debbie@cdpension.com, and we will do the best we can to comply with your requests.

ALL MEETINGS WILL BE HELD AT THE FOLLOWING TIMES:

January 9, 2024 at 10:00AM
February 6, 2024 at 1:00PM
March 12, 2024 at 10:00AM
May 7, 2024 at 1:00PM
June 4, 2024 at 10:00AM
August 6, 2024 at 1:00PM
September 10, 2024 at 10:00AM
October 8, 2024 at 1:00PM
November 5, 2024 at 10:00AM

Thank you.

Linda Gomez

ITEM 4.C

Discussion on recently adopted House Bill No. 3

Request

Review of adopted changes to Chapter 175 and House Bill No. 3

Explanation

The memorandum from Scott Christiansen's office, our pension Attorney, is attached for discussion.

Recommendation

Staff review and recommendations as needed.

REQUESTED BOARD ACTION:

Approve

Attachment(s):

1. LOF 2023-28 Amendment.07-19-23

Law Offices
Christiansen & Dehner, P.A.
Scott R. Christiansen
63 Sarasota Center Blvd. Suite 106
Sarasota, Florida 34240
941-377-2200
Fax 941-377-4848
H. Lee Dehner
(1952-2019)

MEMORANDUM

TO: **ALL PENSION BOARD CLIENTS**

FROM: **CHRISTIANSEN & DEHNER, P.A.**

DATE: **JULY 19, 2023**

RE: **CHAPTER 2023-28, LAWS OF FLORIDA**

The State of Florida recently adopted changes to Chapters 112, 175 and 185, Florida Statutes in Chapter 2023-28, Laws of Florida, passed by House Bill No. 3. These include, but are not limited to the following changes that affect your plan:

A. A new Section 112.662, Investment; Exercising Shareholder Rights, is adopted and the requirements of this section are added to the fiduciary duties of our Board.

B. The relevant provisions in Section 112.662, Florida Statutes provide:

(1) As used in this section, the term "pecuniary factor" means a factor that the plan administrator, named fiduciary, board, or board of trustees prudently determines is expected to have a material effect on the risk or returns of an investment based on appropriate investment horizons consistent with the investment objectives and funding policy of the retirement system or plan. The term does not include the consideration of the furtherance of any social, political, or ideological interests.

(2) Notwithstanding any other law, when deciding whether to invest and when investing the assets of any retirement system or plan, only pecuniary factors may be considered and the interests of the participants and beneficiaries of the system or plan may not be subordinated to other objectives, including sacrificing investment return or undertaking additional investment risk to promote any non-pecuniary factor. The weight given to any pecuniary factor must appropriately reflect a prudent assessment of its impact on risk or returns.

(3) Notwithstanding any other law, when deciding whether to exercise shareholder rights or when exercising such rights on behalf of a retirement system or plan, including the voting of proxies, only pecuniary factors may be considered and the interests of the participants and beneficiaries of the system or plan may not be subordinated to other objectives, including sacrificing investment return or undertaking additional investment risk to promote any non-pecuniary factor.

(4) (a) By December 15, 2023, and by December 15 of each odd-numbered year thereafter, each retirement system or plan shall file a comprehensive report detailing and reviewing the governance policies concerning decision making in vote decisions and adherence to the fiduciary standards required of such retirement system or plan under this section, including the exercise of shareholder rights.

1. The State Board of Administration, on behalf of the Florida Retirement System, shall submit its report to the Governor, the Attorney General, the Chief Financial Officer, the President of the Senate, and the Speaker of the House of Representatives.

2. All other retirement systems or plans shall submit their reports to the Department of Management Services.

C. Requires that contracts executed, amended or renewed on or after July 1, 2023, between governmental entities and investment managers contain the following provisions:

(1) That any written communication made by the investment manager to a company in which such manager invests public funds on behalf of a governmental entity must include the following disclaimer in a conspicuous location if such communication discusses social, political, or ideological interests; subordinates the interests of the company's shareholders to the interest of another entity; or advocates for the interest of an entity other than the company's shareholders:

"The views and opinions expressed in this communication are those of the sender and do not reflect the views and opinions of the people of the State of Florida."

(2) That the contract may be unilaterally terminated at the option of the governmental entity if the investment manager does not include the disclaimer required in paragraph (1).

The plan's Investment Policy Statement should be amended by the Board's consultant, as soon as possible, to incorporate the requirements of Section 112.662, Florida Statutes, as described above.

Accordingly, we ask that the Board place this item on the agenda for discussion at the next meeting.

ITEM 4.D

Approval of the 2023 Summary Plan Description

Request

Request Board approval for the 2023 Summary Plan Description.

Explanation

The 2023 Summary Plan Description is attached for approval.

Recommendation

Staff recommends Board approval.

<u>REQUESTED BOARD ACTION</u>:

Approve

Attachment(s):

1. Fire Summary Plan Description 06-01-2023

CITY OF KISSIMMEE
MUNICIPAL FIREFIGHTERS' RETIREMENT PLAN

SUMMARY PLAN DESCRIPTION

June 1, 2023

<u>IS YOUR BENEFICIARY FORM CURRENT?</u> IN THE EVENT YOU DIE, YOUR BENEFIT OR CONTRIBUTIONS WILL BE DISTRIBUTED TO THE PERSON OR PERSONS DESIGNATED BY NAME ON THE BENEFICIARY FORM ON FILE WITH THE PENSION PLAN. NO PROVISION IN YOUR LAST WILL AND TESTAMENT WILL CHANGE THIS SELECTION. PLEASE BE SURE THAT YOUR BENEFICIARY FORM DESIGNATES THE PERSON OR PERSONS YOU INTEND TO RECEIVE YOUR BENEFITS AND THAT YOU REVIEW THIS CHOICE IN THE EVENT OF A MAJOR LIFE CHANGE SUCH AS A DIVORCE OR THE DEATH OF YOUR BENEFICIARY.

CITY OF KISSIMMEE
MUNICIPAL FIREFIGHTERS' RETIREMENT PLAN
SUMMARY PLAN DESCRIPTION

INTRODUCTION

The Board of Trustees of the City of Kissimmee Municipal Firefighters' Retirement Plan is pleased to present this booklet which briefly explains the provisions of your Firefighters' Pension Plan. As a participant in the Fund, you are included in a program of benefits to help you meet your financial needs at retirement, or in the event of disability or death.

This booklet can assist you in preparing for your retirement and financial future. If you need further information on any of the topics presented in this booklet, please contact any member of the Board of Trustees or the Plan Administrator. They will either answer questions you might have to help you understand your benefits or otherwise get you an answer to your questions. We urge you to read and understand this booklet in order to become familiar with the benefits of the plan and how they contribute to your financial security and how they will enrich your retirement years.

The information presented is only a summary of the pension plan ("Plan") as provided in the ordinances of the City of Kissimmee. If there are any conflicts between the information in this booklet and the ordinances of the City of Kissimmee, the ordinances shall govern. The provisions of this Summary Plan Description shall not constitute a contract between the Member and the Board of Trustees. The plan shall be administered in accordance with state and federal law, notwithstanding any provisions in this booklet or ordinances to the contrary. A copy of the ordinance establishing the Plan can be obtained from the City Clerk's office, which is located at 101 Church Street, Kissimmee, Florida 34742.

____
Chairman, Board of Trustees, City of Kissimmee Municipal Firefighters' Retirement Plan

____
Date

1. **BOARD OF TRUSTEES AND PLAN ADMINISTRATION**

A. Administration.

(1) The City of Kissimmee Municipal Firefighters' Retirement Plan is a defined benefit pension plan administered by a Board of Trustees which acts as the administrator of the Plan. The Board consists of 5 Trustees, 2 of whom are legal residents of the City who are appointed by the City Commission, 2 of whom are elected by a majority of the Firefighters who are members of the Plan and a fifth Trustee who is chosen by a majority of the first 4 Trustees. Each Trustee serves a two year term.

(2) DROP participants can be elected as but not vote for elected Trustees.

B. The names and addresses of the current Trustees and the Plan Administrator are attached to this Summary Plan Description as Exhibit "A". The Chairman of the Board of Trustees is designated as agent for the service of legal process.

2. **ELIGIBILITY FOR PLAN MEMBERSHIP**

Each person employed by the City Fire Department as a full-time Firefighter becomes a member of the Plan as a condition of his employment. All Firefighters are therefore eligible for all plan benefits as provided for in the plan document and by applicable law.

3. **PLAN BENEFITS**

All claims for benefits under the Plan shall be made in writing to the Board of Trustees. It is your responsibility to contact the plan and make a written application for benefits when you are eligible to start receiving your benefit at your normal or early retirement date. You should file your application for benefits with the plan administrator at least 45 days prior to the date that benefits are to commence. Benefit payments shall begin only after a written application is filed and payments shall not be made retroactive to your original eligibility date should you delay in applying for benefits.

A. Normal Retirement Eligibility.

(1) If you were hired prior to January 1, 2013, you are eligible for retirement upon the earlier of the attainment of age 50 and the completion of 10 years of credited service or the completion of 25 years of credited service, regardless of age.

(2) If you were hired on or after January 1, 2013, you are eligible for retirement upon the earlier of the attainment of age 55 and the completion of 10 years of credited service, the attainment of age 52 and the completion of 25 years of credited service, or the completion of 30 years of credited service, regardless of age.

B. Amount of Normal Retirement Benefits. The amount of the normal retirement benefit is based on your credited service and average final compensation:

"Credited Service" is generally your period of employment as a Firefighter in the Fire Department measured in years and parts of years. Credited service will include credit for up to five years for a break in employment for military service, pursuant to conditions provided for under state or federal law, provided that you are reemployed within 1 year of discharge under honorable conditions. Additional credited service time may also be available (See subsection K. below).

"Average Final Compensation" is 1/12 of the average salary of the 5 best years of the last 10 years of credited service prior to your termination, retirement or death or the career average as a full-time Firefighter, whichever is greater. For those who were members on December 3, 2012 the AFC shall not be less than the average salary of the three best consecutive years of the last five years prior to that date.

Notwithstanding the previous sentence, if you are employed and had not reached your Normal Retirement Date on December 3, 2012, or if you were hired on or after December 3, 2012, "Average Final Compensation" is 1/12 of the average salary of the 5 best years of the last 10 years of credited service prior to your termination, retirement or death. A year is defined as 12 consecutive months.

Provided, in no event shall the Average Final Compensation of any member employed on December 3, 2012 be less than 1/12 of the average salary of the 3 best years of the last 5 years of credited service prior to that date.

"Salary" means the total compensation for services rendered to the City as a Firefighter, reported on your W-2 form, including overtime, longevity pay and incentive pay, excluding lump sum sick leave, lump sum vacation, education reimbursement, car allowance and severance pay and plus all tax deferred, tax-sheltered or tax exempt items of income derived from elective employee payroll deductions or salary reductions. Notwithstanding the previous sentence, if you are employed and had not reached your Normal Retirement Date on February 19, 2013, or if you were hired on or after February 19, 2013, "Salary" shall exclude payments for overtime worked in addition to the normal work assignment, in excess of 300 hours per calendar year. Lump sum payments of retroactive pay for retroactive pay raises received by a Member in connection with a negotiated collective bargaining agreement shall be deemed to be Salary earned during the pay period to which the retroactive payments are attributable.

If you were hired prior to January 1, 2013, your normal retirement benefit is calculated by multiplying 3.23% times years of credited service (up to a maximum of 30 years) times your average final compensation and 2% per year for each year in excess of 30 years: (3.23% (or 2% if applicable) x CS x AFC = normal retirement benefit).

If you were hired on or after January 1, 2013, your normal retirement benefit is calculated by multiplying 3% times years of credited service (up to a maximum of 30 years) times your average final compensation and 2% per year for each year in excess of 30 years: (3% (or 2% if applicable) x CS x AFC = normal retirement benefit).

Normal and early retirement payments will commence on the first day of the month coincident with or next following your last day of employment. Early retirees may defer the commencement of benefits. The benefit is paid to you for your life, but you or your beneficiary shall receive at least 120 monthly benefit payments in any event.

Each vested Plan Member shall be entitled, at the Fund's expense, to receive two actuarial studies (one preliminary and one final) to estimate his or her retirement benefits. Any additional studies shall be provided only at the Member's expense.

Example of Normal Retirement Benefit Calculation

Firefighter Smith is eligible for normal retirement having reached age 50 and having worked 10 years for the Fire Department. His average salary for his 5 best years of his last 10 years of work is $25,000.00. His normal retirement monthly benefit would be calculated as follows:

$$\frac{3.23\% \times 10 \text{ years} \times \$25{,}000.00}{12} = \$672.92$$

C. Early Retirement.

(1) If you were hired prior to January 1, 2013, you are eligible for early retirement upon the attainment of age 40 and the completion of 10 years of credited service.

(2) If you were hired on or after January 1, 2013, you are eligible for early retirement upon the attainment of age 50 and the completion of 10 years of credited service.

D. Amount of Early Retirement Benefits. The amount of the early retirement benefit is calculated in the same manner as for normal retirement and is available as follows:

(1) A benefit beginning on the date on which you would have qualified for normal retirement; or

(2) An immediate monthly retirement benefit which shall commence on your retirement date and shall be continued on the first day of each month thereafter. The benefit payable shall be reduced as follows:

(a) If your normal retirement date, determined as if you had remained employed as a firefighter, is between age 50 and 55, then the early retirement benefit shall be reduced by 3% for each year between age 50 and the normal retirement date determined as if you had remained employed as a firefighter, and actuarially reduced for years that the date of commencement of benefits precedes age 50.

(b) If your normal retirement date, determined as if you had remained employed as a firefighter, is age 50 or prior to age 50, then the benefit shall be actuarially equivalent to the benefit payable at your normal retirement date.

E. Supplemental Benefit - Share Plan. Pursuant to Florida law, a separate member "share account" has been created for each member and DROP participant of the plan. This supplemental benefit may or may not be funded and thus, you may or may not receive a retirement benefit from the share plan. If the share plan is funded, then at retirement, termination (vested), disability or death, there shall be an additional benefit paid to you. If you terminate employment with less than 10 years of credited service, you will forfeit your share plan benefits. The share plan is funded solely with state premium tax money and the funding that is received for this Share Plan is allocated to your share account based on a formula which gives you an allocation based on your years of credited service. Your share account receives its proportionate share of the income or loss on the assets in the plan.

If you terminate employment and you are vested at that time, in the event you receive a distribution of your share account balance, you will no longer have the option of receiving a refund of your member contributions as you are deemed to have begun receipt of benefits from the plan by receiving share plan benefits. You will continue to have a right to begin your monthly benefit from the plan starting at your early or normal retirement date. If you terminate employment and receive a refund of your contributions, you forfeit your entitlement to your share plan account balance, whether or not you were vested.

F. Other Retirement Options. At retirement, certain additional options are available as follows:

(1) Optional Forms of Retirement.

(a) A retirement income of a monthly amount, payable to you for your lifetime only.

(b) A retirement income of a modified monthly amount, payable to you during your lifetime and following your death, 100%, 75%, 66 2/3% or 50% of such monthly amount payable to a joint pensioner for his lifetime.

(c) If you retire prior to the time at which social security benefits are payable, you may elect to receive an increased retirement benefit until such time as social security benefits shall be assumed to commence and a reduced benefit thereafter in order to provide, to as great an extent as possible, a more level retirement allowance during the entire period of your retirement.

(d) If you do not participate in the DROP, you may also elect to receive an initial lump sum payment equal to 10%, 15%, 20% or 25% of your accrued benefit with the remaining 90% 85%, 80% or 75%, respectively, payable in a form selected by you and provided for in (a), (b) or (c) above or in the normal form (10 years certain and life). **This election must be made at least 14 days prior to your retirement date.**

(2) Deferred Retirement Option Plan (DROP).

(a) If you become eligible for normal retirement, and are still employed by the City as a Firefighter, you have the option of "retiring" from the pension plan but continuing your employment as a Firefighter up to a maximum of 8 years.

(b) An election to participate in the DROP constitutes an irrevocable election to resign from the service of the City not later than a date which is 8 years from the date on which you first became eligible for normal retirement or age 58, whichever is later. (See examples below) You must request, in writing, to enter the DROP.

(c) Upon entering the DROP, your retirement benefit is immediately calculated and each monthly benefit payment is deposited into your DROP account. You may elect to either have your account credited with no return or credited or debited with an investment return or loss equal to the net investment return realized by the System for that quarter. One change in election is permitted.

(d) At the time of termination of employment at the end of the DROP period, you will receive your account balance in a lump sum or you may rollover the amount and you will also begin receiving your monthly retirement benefit.

(e) Once you enter the DROP, you are no longer eligible for disability or pre-retirement death benefits, nor do you accrue any additional credited service. Your retirement benefit is fixed (except for any cost of living increases) as of your entry date. You pay no member contributions to the plan once you enter the DROP.

(f) Participation in the DROP is not a guarantee of employment and DROP participants shall be subject to the same employment standards and policies that are applicable to employees who are not DROP participants.

(g) Additional information about the DROP can be obtained from the Board.

Enter DROP upon the date you first become eligible for normal retirement	**Enter DROP sometime AFTER the date you first become eligible for normal retirement**
Start work at age 21. Work 25 years Age 46 when eligible for Normal Retirement Can participate in DROP 8 years	Start work at age 21. Work 30 years. Age 51 when you retire. Were **eligible** to retire at age 46. 8 years would end DROP participation at age 54, **BUT** You can participate in DROP 7 years (Later of 8 years from 1st eligibility or **age 58**)
Start work at age 45. Work for 10 years. Now age 55 and Eligible for NR Can participate in DROP for 8 years	Start work at age 45. Work for 15 yrs Eligible for NR at age 55, but didn't enter DROP till age 60 Can participate in DROP for 3 years **(later of 8 years from 1st eligibility** or age 58)

G. Disability Retirement. You are considered disabled when you become totally and permanently unable to perform useful and efficient service as a Firefighter. A written application is made to the Board of Trustees for a disability pension and the Board of Trustees receives evidence of the disability and decides whether or not the pension is to be granted. If the pension is granted, the benefit amount shall be:

(1) If the injury or disease is service connected, a monthly pension equal to 3.23% of your average final compensation multiplied by the total years of your credited service, up to a maximum of 30 years, and 2% for each year in excess of 30 years, but in any event the minimum amount paid to you shall be 42% of your average final compensation.

(2) If the injury or disease is not service connected, a monthly pension equal to 3.23% of your average final compensation multiplied by the total years of your credited service, up to a maximum of 30 years and 2% for each year in excess of 30 years, but in any event the minimum amount paid to you shall be 25% of your average final compensation. This non-service connected benefit is only available if you have at least 5 years of credited service.

Eligibility for disability benefits. Subject to (4) below, you must be an active member of the plan on the date the Board determines your entitlement to a disability benefit.

(1) Terminated persons, either vested or non-vested, are not eligible for disability benefits.

(2) If you voluntarily terminate your employment either before or after filing an application for disability benefits, you are not eligible for disability benefits.

(3) If you are terminated by the City for any reason other than for medical reasons, either before or after you file an application for disability benefits, you are not eligible for disability benefits.

(4) The only exception to (1) above is:

(a) If you are terminated by the City for medical reasons and you have already applied for disability benefits before the medical termination, or;

(b) If you are terminated by the City for medical reasons and you apply within 30 days after your medical termination date.

If either (4)(a), or (4)(b) above applies, your application will be processed and fully considered by the board.

Your disability benefit terminates upon the earlier of death, with 120 payments guaranteed, or recovery. You may, however, select a "life only" or "joint and survivor" optional form of benefit as described above under "Optional Forms of Retirement".

Your benefit will be reduced if you receive workers' compensation benefits and your combined benefit exceeds 100% of your final salary. The pension benefit will be reduced so that the total does not exceed 100%, except that the pension benefit shall not be reduced below the greater of 42% of average final compensation and 2.75% of average final compensation times years of credited service.

Any condition or impairment of health caused by hypertension or heart disease resulting in death or total and permanent disability is presumed to have been suffered in the line of duty unless the contrary is shown by competent evidence; provided that you have successfully passed a physical examination on entering into service and there is no evidence of the condition at that time.

For conditions diagnosed on or after January 1, 1996, if you suffer a condition or impairment of health that is caused by hepatitis, meningococcal meningitis, or tuberculosis, which results in total and permanent disability, it shall be presumed that the disability is in the line of duty, unless the contrary is shown by competent evidence as provided for in Section 112.181, Florida Statutes, provided that the statutory conditions have been met.

A Member who becomes totally and permanently unable to perform useful and efficient service as a firefighter due to a diagnosis of cancer or circumstances that arise out of the treatment of cancer as provided in F.S. §112.1816(1)(a), will be conclusively presumed to be disabled in the line of duty.

To receive disability benefits, you must establish to the satisfaction of the Board, that such disability was not occasioned primarily by:

(a) Excessive or habitual use of any drugs, intoxicants or narcotics.

(b) Injury or disease sustained while willfully and illegally participating in fights, riots or civil insurrections or while committing a crime.

(c) Injury or disease sustained while serving in any branch of the Armed Forces.

(d) Injury or disease sustained after your employment as a Firefighter with the City of Kissimmee shall have terminated.

As a disabled pensioner, you are subject to periodic medical examinations as directed by the Board to determine whether a disability continues. You may also be required to submit statements from your doctor, at your expense, confirming that your disability continues.

H. Death Before Retirement.

(1) Except as provided in (2) below, if you die in the line of duty while still employed and prior to your normal retirement date, your spouse or your designated Beneficiary if you have no spouse or if your spouse so approves said designated beneficiary in writing, shall receive a monthly income which can be provided by (i) or (ii), whichever is greater, where:

(a) is the single-sum value of your accrued benefit which you have accrued to the date of your death; provided, however, if you had met the requirements for early retirement, the single-sum value as used in this section shall not be less than the single-sum value of the early retirement benefit, which would have been payable if you had retired early on the date of your death; and

(b) is (i) or (ii), whichever is smaller, where (i) is 24 times the average final compensation preceding the date of death, and (ii) is 100 times your anticipated monthly retirement income at the normal retirement date.

(2) If you die and your death is not in the direct performance of your duties as a Firefighter and you have not completed 10 years of credited service, your spouse or your designated beneficiary if you have no spouse or if your spouse so approves said designated beneficiary in writing, shall receive a return of your accumulated contributions, with interest if applicable.

(3) If you die while still employed but after your normal retirement date, your designated beneficiary shall receive the monthly benefit which can be provided on an actuarial equivalent basis by the single-sum value of the normal retirement benefit computed as of your date of death.

(4) The normal form of payment of the death benefit is a monthly income payable for 10 years certain and life thereafter which provides monthly income payments payable for the life of the beneficiary and further provides that, in the event of such beneficiary's death within a period of 10 years after your death, the same monthly amount shall be continued for the remainder of such 10 year period.

(5) Optional forms of benefits shall also be available.

(6) *Firefighter cancer presumption.* The presumption provided for in this paragraph (6) shall apply only to "cancer", as defined in F.S. § 112.1816(1)(a), as amended from time to time. Any member who dies and whose death is a result of cancer or circumstances that arise out of the treatment of cancer, will be considered to have died in the line of duty.

I. Termination of Employment and Vesting. If your employment is terminated, either voluntarily or involuntarily, the following benefits are payable:

(1) If you have less than 10 years of credited service upon termination, you shall be entitled to a refund of the money you have contributed, with interest if applicable, or you may leave it deposited with the Fund.

(2) If you have 10 or more years of credited service upon termination, you shall be entitled to a monthly retirement benefit, determined in the same manner as for normal or early retirement and based upon your credited service, average final compensation and the benefit accrual rate as of the date of termination, payable to you commencing at your otherwise normal or early retirement date, determined as if you had remained employed, provided you do not elect to withdraw your accumulated contributions and provided you survive to your otherwise normal or early retirement date. If you do not withdraw your accumulated contributions and do not survive to your otherwise normal or early retirement date, your designated beneficiary shall be entitled to a monthly retirement income, payable for 10 years certain and life thereafter and beginning on the first day of the month coincident with, or next following, the date of your death, which can be provided by the single-sum value of the benefit determined in accordance with Section H, above, as of the date of your death. Provided, however, in lieu of payment of such benefit in the form of monthly income described above, the single-sum value of such benefit may be paid on an actuarially equivalent basis to your designated beneficiary in such other manner and from as you may elect and the board may approve or, in the event you made no election prior to your death, as the beneficiary may elect and the board may approve.

The Internal Revenue Code provides that certain eligible lump sum distributions from the pension plan may be directly rolled over into qualified individual retirement accounts, annuities or certain other pension plans. A 20% withholding shall be required on taxable portions of such lump sum distributions not directly transferred to a new custodian.

J. Reemployment After Retirement. If you retire under normal or early retirement and wish to be reemployed by the city, you should be aware that your ability to continue to receive your pension benefit upon reemployment may be restricted. While the plan may be permitted to make benefit payments to you if you are reemployed, in this event you may be subject to a 10% tax penalty, which penalty may continue until you attain age 59 ½, whether or not you continue to be employed by the City.

K. Additional Credited Service. In addition to credited service actually earned in the employment of the Fire Department, you may also receive credited service as follows:

(1) "Buy-Back" for Prior Fire Service. The years or fractional parts of years that you previously served as a Firefighter with the City of Kissimmee during a period of previous employment and for which period accumulated contributions were withdrawn from the Fund shall be added to your years of credited service provided that within the first 90 days of your reemployment you pay into the plan the withdrawn contributions with interest.

If, after 90 days from your reemployment you have failed to purchase credited service pursuant to the previous paragraph or if you served as a full-time paid Firefighter for any other municipal, county or special district fire department in the State of Florida, you will receive credited service only if:

(a) You contribute to the Fund a sum equal to:

(i) the amount that you would have contributed to the Plan, based on your salary and the member contribution rate in effect at the time that the credited service is requested, had you been a member of the Plan for the years or fractional parts of years for which you are requesting credit, plus

(ii) an additional amount to be determined by the Board's actuary so that there is no cost to the Plan in giving you the additional years of credited service, plus

(iii) the amount charged by the actuary for determining the amount you must contribute.

(b) Multiple requests to purchase credited service may be made at any time prior to retirement.

(c) Payment of the required amount shall be made within six months of your request for credit, but not later than your retirement date, and shall be made in one lump sum payment upon receipt of which credited service shall be given or you may elect to make payments over a period of up to 60 months, by after-tax payroll deduction, with interest at the plan's actuarially assumed rate of return.

(d) The maximum credit under this subsection for service other than with the City of Kissimmee shall be 5 years of credited service and shall count for all purposes except vesting, eligibility for not-in-line of duty disability benefits or toward the first ten years of credited service required for normal or early retirement. There shall be no maximum purchase of credit for prior service with the City of Kissimmee and such credit shall count for all purposes, including vesting.

(e) In no event, however, may credited service be purchased pursuant to this subsection for prior service with any other municipal, county or special district fire department, if such prior service forms or will form the basis of a retirement benefit or pension from a different employer's retirement system or plan as set forth the plan document.

(f) In addition to service as a Firefighter in this State, credit may be given for federal, other state, county or municipal service if the prior service is recognized by the Division of State Fire Marshal, as provided under Chapter 633, Florida Statutes, or you provide proof to the Board that the service is equivalent to the service required to meet the definition.

(g) You may not purchase credited service after the effective date of your election to participate in the DROP.

(2) "Buy-Back" for Prior Military Service. The years or fractional parts of years that you serve or have served in the active military service of the Armed Forces of the United States, the United States Merchant Marine or the United States Coast Guard, voluntarily or involuntarily, honorably or under honorable conditions, prior to first and initial employment with the City Fire Department shall be added to your years of credited service provided that:

(a) The first three years shall be added at no cost to you.

(b) Additional years may be purchased if you contribute to the Fund a sum equal to:

(i) the amount that you would have contributed to the Plan, based on your salary and the member contribution rate in effect at the time that the credited service is requested, had you been a member of the Plan for the years or fractional parts of years for which you are requesting credit, plus

(ii) an additional amount to be determined by the Board's actuary so that there is no cost to the Plan in giving you the additional years of credited service, plus

(iii) the amount charged by the actuary for determining the amount you must contribute.

(c) A request may be made at any time prior to retirement. Multiple requests may be made.

(d) Payment of the required amount shall be made within 6 months of your request for credit, but not later than your retirement date, and shall be made in one lump sum payment upon receipt of which credited service shall be given or you may elect to make payments over a period of up to 60 months, by after-tax payroll deduction, with interest at the plan's actuarially assumed rate of return.

(e) The combined maximum credit under this subsection and for the purchase of prior fire service other than for the City of Kissimmee as provided for in subsection (1) above, shall be five years.

(f) Credited Service received pursuant to this section shall count for all purposes, except vesting and eligibility for not in line of duty disability benefits or toward the first 10 years of credited service required for eligibility for normal or early retirement.

(g) Notwithstanding (a) through (f) above, if you were hired on or after January 1, 2013, you shall not be eligible to receive a credit for prior miliary service until you attain age 55 with the completion of 10 years of credited service, or upon the completion of 27 years of credited service, regardless of age.

(h) You may not purchase credited service after the effective date of your election to participate in the DROP.

(3) Rollovers or Transfers of Funds to Purchase Service. In the event you are eligible to purchase additional credited service as provided above, you may be eligible to rollover or transfer funds from another retirement program in which you participate (traditional IRA, deferred compensation plan maintained by a government employer (457 plan), 401k plan, profit sharing plan, defined benefit plan, money purchase plan, annuity plan or tax sheltered annuity) in order to pay all or part of the cost of purchasing such additional credited service.

L. Contributions and Funding. The City is paying the portion of the cost of the pension plan over and above your contributions and all or a portion of the amounts received from the state insurance rebates, pursuant to a mutual consent agreement between the City and the Union. If you were hired prior to January 1, 2013, you contribute 1.0% of your salary to the Fund. If you were hired on or after January 1, 2013,you contribute 3.0% of your salary to the Fund. Your contribution will be excluded from your gross income for withholding purposes so you will realize income tax benefits.

M. Maximum Benefits. In no event will the annual benefits paid from this Plan exceed $265,000.00 annually subject to certain cost of living adjustments and actuarial reductions, under certain circumstances, for retirement prior to age 62 as set forth in Section 415 of the Internal Revenue Code.

If you began participation for the first time on and after January 1, 1980, you cannot receive a benefit in excess of 100% of your average final compensation.

N. Forfeiture of Pension. If you are convicted of the certain crimes listed in the plan document committed prior to retirement, or if your employment is terminated by reason of your admitted commission, aid or abetment of these crimes you shall forfeit all rights and benefits under the Plan, except for the return of your contributions as of the date of your termination.

O. Conviction and Forfeiture; False, Misleading or Fraudulent Statements. It is unlawful for you to willfully and knowingly make, or cause to be made, or to assist, conspire with, or urge another to make, or cause to be made, any false, fraudulent, or misleading oral or written statement or withhold or conceal material information to obtain any benefit from the Plan.

If you violate the previous paragraph, you commit a misdemeanor of the first degree, punishable as provided in Section 775.082 or Section 775.083, Florida Statutes.

In addition to any applicable criminal penalty, upon conviction for a violation described above, you or your beneficiary may, in the discretion of the Board, be required to forfeit the right to receive any or all benefits to which you would otherwise be entitled under the Plan. For purposes of this subsection, "conviction" means a determination of guilt that is the result of a plea or trial, regardless of whether adjudication is withheld.

P. Claims Procedure Before the Board. You may request, in writing, that the Board review any claim for benefits under the Plan. The Board will review the case and enter a decision as it deems proper within not more than 270 days from the date of the receipt of such written request, or in the case of a disability claim, from receipt of a medical release and completed interrogatories. The time period may be extended if you agree to the extension.

The Board's decision on your claim will be contained in an order which will be in writing and will include:

(1) The specific reasons for the Board's action;

(2) A description of any additional information that the Board feels is necessary for you to perfect your claim;

(3) An explanation of the review procedure next open to you which includes a formal evidentiary hearing.

4. NON-FORFEITURE OF PENSION BENEFITS

A. Liquidation of Pension Fund Assets. In the event of repeal, or if contributions to the Fund are discontinued by the City, there will be a full vesting of benefits accrued to date of repeal.

B. Interest of Members in Pension Fund. At no time prior to the satisfaction of all liabilities under the Plan shall any assets of the Plan be used for any purpose other than for your exclusive benefit. In any event, your contributions to the Plan are non-forfeitable.

5. VESTING OF BENEFITS

Your retirement benefits are vested after 10 years of credited service.

6. APPLICABLE LAW

The Plan is governed by certain federal, state and local laws, including, but not limited to the following:

A. Internal Revenue Code and amendments thereto.

B. Chapter 175, Florida Statutes, "Municipal Firefighters' Retirement Trust Funds".

C. Part VII, Chapter 112, Florida Statutes, "Actuarial Soundness of Retirement Systems".

D. Ordinances of the City of Kissimmee.

E. Administrative rules and regulations adopted by the Board of Trustees.

7. **PLAN YEAR AND PLAN RECORDS**

The Plan year begins on October 1 of each year and ends on September 30 of the following year. All records of the Plan are maintained on the basis of the Plan year.

8. **APPLICABLE PROVISIONS OF COLLECTIVE BARGAINING AGREEMENTS**

There is a current collective bargaining agreement between the City and the Firefighters. Pension benefits are bargainable.

9. **FINANCIAL AND ACTUARIAL INFORMATION**

A. A report of pertinent financial and actuarial information on the solvency and actuarial soundness of the Plan is attached as Exhibit "B".

B. A copy of the detailed accounting report of the plan's expenses for the previous fiscal year is available for review upon request to the Plan Administrator.

C. A copy of the administrative expense budget for the plan, for each fiscal year is available for review upon request to the Plan Administrator.

10. **DIVORCE OR DISSOLUTION OF MARRIAGE**

Federal and state law provides certain restrictions regarding the payment of your pension benefits in the event of your divorce or dissolution of marriage. Immediately upon your involvement in such a legal proceeding, you should provide the Plan Administrator with the name and address of your attorney or your name and address if you have no attorney. The Board's attorney will then provide you or your attorney with information concerning the legal restrictions regarding your pension benefits. In addition, a copy of any proposed order must be submitted to the Board prior to entry by the court. Failure to do so may require you to pay any expenses incurred by the Board in correcting an improper court order.

11. **EX-SPOUSES AS BENEFICIARY OR JOINT PENSIONER**

The Florida Legislature has adopted Section 732.703, Florida Statutes. This law nullifies the designation of your ex-spouse as a Beneficiary or Joint Annuitant / Joint Pensioner on your pension plan retirement benefits. This law went into effect on July 1, 2012. This law contains several exceptions, including not changing the designation of your beneficiary or joint pensioner by Court Order.

After July 1, 2012, if you want your ex-spouse to be a beneficiary or joint annuitant/joint pensioner for your plan benefit, you will have to make that designation AFTER the dissolution of marriage. If you currently have an ex-spouse as a beneficiary or joint annuitant/joint pensioner, and want to keep this designation, you will have to designate the ex-spouse again after July 1, 2012.

To reconfirm your current beneficiary, or to designate a new beneficiary, complete a new Designation of Beneficiary Form (PF-3).

To reconfirm your current joint annuitant/joint pensioner, or to designate a new joint annuitant/joint pensioner (if authorized by the current plan provisions), indicate such change on a Change or Confirmation of Designated Joint Annuitant or Joint Pensioner Form (PF-25). If necessary, the plan administrator will submit the new form to the actuary of the plan for recalculation of your benefit. There may be a charge to you to make this change.

To obtain either of the above forms, or if you have any questions, please contact your plan administrator.

12. **EXCLUSION OF HEALTH INSURANCE PREMIUMS FROM INCOME.**

When you retire because of disability or have worked to the date you are immediately eligible for normal retirement (not early retirement), you can elect to exclude from income, distributions made from your benefit that are used to pay the premiums for accident or health insurance or long-term care insurance. The premium can be for coverage for you, your spouse, or dependents. The distribution can be made directly from the plan to the insurance provider using pension form PF-22 which authorizes the distribution. (This form may be obtained from your plan administrator) You may also elect to make premium payments to the insurance provider yourself. You can exclude from income the smaller of the amount of the insurance premiums or $3,000.00. You can only make this election for amounts that would otherwise be included in your income.

EXHIBIT "A"

BOARD OF TRUSTEES

The names and addresses of the members of the Board of Trustees are:

Chairman:	John McCommon City of Kissimmee 101 Church Street Kissimmee, Florida 34741
Vice Chairman/ Secretary	Dan Garaguso City of Kissimmee 101 Church Street Kissimmee, Florida 34741
Member:	Jeff Booher City of Kissimmee 101 Church Street Kissimmee, Florida 34741
Member:	Reginald Hardee City of Kissimmee 101 Church Street Kissimmee, Florida 34741
Member:	R. LeWayne Johnson City of Kissimmee 101 Church Street Kissimmee, Florida 34741

PLAN ADMINISTRATOR

Ms. Linda Gomez
Kissimmee Firefighters' Retirement Plan
City of Kissimmee
101 Church Street
Kissimmee, Florida 34741-5013
Business: (407)518-2374

linda.gomez@kissimmee.gov

EXHIBIT B

2022 Florida Local Government Retirement Systems Actuarial Fact Sheet

City/District Name: Kissimmee **Employee group(s) covered:** Fire
Current actuarial valuation date: 10/1/2021 **Plan Status:** Active **Date prepared:** 1/19/2023

Number of plan participants:	185	**GASB 67 Reporting**	
Actuarial Value of Plan Assets (AVA):	$47,599,902	**Discount Rate**	7.20%
Actuarial Accrued Liability (AAL):	$62,340,790	**Total Pension Liability**	60,325,593
Unfunded Accrued Liability (UAL):	$14,740,888	**Market Value of Plan Assets**	48,870,639
		Net Pension Liability	11,454,954
Market Value of Plan Assets (MVA):	$51,380,235	**GASB 67 Funded Ratio**	81.01%

		Averages for all plans with 2021 current actuarial valuation date
MVA Funded Ratio (5-year history):		
Current valuation	82.42%	100.64% *
1 year prior	77.88%	89.72% *
2 years prior	77.97%	86.46% *
3 years prior	78.63%	88.93% *
4 years prior	77.27%	85.90% *
Rate of Return: Actuarial Value, Actual (2021 Plan Year)	9.73%	11.04%
Market Value, Actual	20.18%	19.89%
Assumed	7.20%	6.96%
Funding requirement as percentage of payroll:	44.18%	54.60% **
Percentage of payroll contributed by employee:	2.20%	6.46% **
Funding requirement as dollar amount:	3,219,311	N/A

Benefit Formula Description: 3.00% AFC X (0-30)SC, 2% AFC X (30+)SC (MAX 100%)
AFC Averaging Period (years): 5
Employees covered by Social Security? Yes

Additional actuarial disclosures required by section 112.664, Florida Statutes:

Florida Statute Chapter	Discount Rate	Pension Liability	Market Value of Plan Assets	Net Pension Liability	Years assets sustain benefit payments	Total Dollar Contribution	Total % of Pay Contribution
112.664(1)(a)	7.20%	60,325,593	48,870,639	11,454,954	31.28	3,712,223	48.20
112.664(1)(b)	5.20%	76,871,110	48,870,639	28,000,471	20.09	5,654,345	73.40
Valuation Basis	7.20%	N/A	N/A	N/A	31.28	3,712,223	48.20

Link to annual financial statements: https://frs.fl.gov/forms/LOC5340369PDF10012021N1.pdf

*Adjusted by excluding plans from average whose Funded Ratios were not within two standard deviations from the mean
**Excludes plans with zero payroll

(For explanation of terms, see glossary on page 2)

Actuarial Summary Fact Sheet – Glossary of Terms

Plan Status:	Active, Closed (closed to new entrants) and Frozen (closed to new entrants and no further benefit accruals)
Actuarial Value of Plan Assets (AVA):	Assets calculated under an asset valuation method smoothing the effects of volatility in market value of assets. Used to determine employer contribution.
Actuarial Accrued Liability (AAL):	Portion of Present Value of Fully Projected Benefits attributable to service credit earned as of the current actuarial valuation date.
Unfunded Accrued Liability (UAL):	The difference between the actuarial accrued liability and the actuarial value of assets accumulated to finance the obligation.
Market Value of Plan Assets (MVA):	The fair market value of assets, including DROP accounts.
MVA Funded Ratio:	Market Value of Plan Assets divided by Actuarial Accrued Liability (GASB)
Rate of Return (Assumed):	Assumed long-term rate of return on the pension fund assets.
Funding requirement as percentage of payroll:	Total Required Contribution (employer and employee) divided by total payroll of active participants. No interest adjustment is included.
Funding requirement as dollar amount:	Total Required Contribution (employer and employee). No interest adjustment is included.
AFC:	Average Final Compensation or some variant of compensation (e.g., AME [Average Monthly Earnings], FAC [Final Average Compensation], FMC [Final Monthly Compensation] etc.)
SC:	Service Credit

Section 112.664 – Glossary of Terms

Florida Statute Chapter:	112.664(1)(a) – uses mortality tables used in either of the two most recently published FRS valuation reports, with projection scale for mortality improvement 112.664(1)(b) – uses same mortality assumption as 112.664(1)(a) but using an assumed discount rate equal to 200 basis points (2.00%) less than plan's assumed rate of return. Valuation Basis – uses all the assumptions in the plan's valuation as of the current actuarial valuation date.
Discount Rate:	Rate used to discount the liabilities. Typically the same as assumed rate of return on assets.
Total Pension Liability:	Actuarial Accrued Liability measured using the appropriate assumptions as specified above and the Traditional Individual Entry Age Normal Cost method.
Net Pension Liability:	Total Pension Liability minus Market Value of Plan Assets.
Years assets sustain benefit payments:	Assuming no future contributions from any source, the number of years the market value of assets will sustain payment of expected retirement benefits. The number of years will vary based on the Florida Statute Chapter assumption.
Total Dollar Contribution:	Required contribution from all sources (i.e., employee and sponsor). Contribution will vary based on the Florida Statute Chapter assumption.
Total % of Pay Contribution:	Total Dollar Contribution divided by total payroll of active participants
Annual financial statements:	A report issued which covers a local government retirement system or plan to satisfy the financial reporting requirements of section 112.664(1), F.S.

ITEM 4.E

Approval of 3rd Quarter Expenses for FY 2023

Request

Request Board approval for the 3rd Quarter Expense Report for FY 2023.

Explanation

The 3rd Quarter Expense Report for FY 2023 is attached for approval.

Recommendation

Staff recommends Board approval.

<u>REQUESTED BOARD ACTION</u>:

Approve

Attachment(s):

1. Fire Expense Rpt for 3rd QTR FY 2023

FIREFIGHTER'S PENSION 2022-2023 EXPENSE REPORT															
MONTHLY EXPENSES AND MISCELLANEOUS ACTIVITY															
FIREFIGHTER'S PENSION 2022-2022 EXPENSE REPORT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	Total	Budgeted	Difference
Burgess Chambers	9,029.52			8,618.48						9,553.27			27,201.27	46,964.36	$19,763.09
Christiansen & Dehner		198.80	1,670.90	546.70	149.10	3,066.10	3,870.85	0.00	2,593.95	944.30			13,040.70	18,707.99	$5,667.29
Christiansen & Dehner - IME Fees														4,320.00	$4,320.00
Foster & Foster		750.00			21,251.00				10,231.00				32,232.00	46,995.84	$14,763.84
Brown & Brown (Fiduciary Ins.)	7,457.18												7,457.18	$7,457.18	$0.00
Saltmarsh, Cleaveland & Gund (Ind. Auditors)		6,650.00							6,650.00				13,300.00	$13,680.00	$380.00
FPPTA Membership Dues		750.00											750.00	$750.00	$0.00
Registration								875.00	875.00				1,750.00	$1,728.00	-$22.00
Travel & Training									165.97				165.97	$4,320.00	$4,154.03
Managers who invoice management fees															
Loomis Sayles	5,837.91			5,444.42											
Advent Capital Management	11,040.24				11,058.91			11,290.27							
Manning and Napier			7,234.29						6,532.10						
Funds received															
STATE REVENUE-															
Date Payment Received from the State: 8/23/2022															
Amount Received from the State: $572,572.24															
Date Remitted to Pension Plan: 8/25/2022															
CITY CONTRIBUTION - 2,954,787.76															
Date deposited 12/9/2022															

ITEM 4.F

Approval of 3rd Quarterly Retirement, Return of Contributions, and Share Allocation Report

Request

Request Board approval for the 3rd Quarterly Retirement Report for FY 2023.

Explanation

The 3rd Quarterly Retirement Report for FY 2023 is attached for approval.

Recommendation

Staff recommends Board approval.

REQUESTED BOARD ACTION:

Approve

Attachment(s):

1. Fire FY 2023 3rd Qtr Retirements and Return of Contributions

FIREFIGHTER'S PENSION 2021-2022 EXPENSE REPORT													
MONTHLY EXPENSES AND MISCELLANEOUS ACTIVITY													
FIREFIGHTER'S PENSION 2021-2022 EXPENSE REPORT	**OCT**	**NOV**	**DEC**	**JAN**	**FEB**	**MAR**	**APR**	**MAY**	**JUN**	**JUL**	**AUG**	**SEP**	**Total**
Retirements / Term Vest													
Daniel Dodd - DROP	$6,030.08												$6,030.08
Glory Seley - Normal DOT 2/15/2023						$5,299.68							$5,299.68
Dwight Johnson - DOT 8/4/2023 - Drop Lump Sum												$362,788.26	$362,788.26
													$0.00
Share Allocation Payout													
Karen Hunter - Interest on Share					$3,770.22								$3,770.22
Joan Robinson - Share allocation					$19,507.51								$19,507.51
													$0.00
Return of Contributions													
Imer Robles - DOT 9/2/2022		$13,185.69											$13,185.69
Grant Culbertson - DOT 10/14/2022				$2,634.34									$2,634.34
Dustin Moyer - DOT 2/20/2023							$12,373.04						$12,373.04
STATE REVENUE-													
Date Payment Received from the State: 8/23/2022													
Amount Received from the State: $572,572.24													
Date Remitted to Pension Plan: 8/25/2022													
CITY CONTRIBUTION - 2,954,787.76													
Deposited on 12/9/2022													
Checks/payments received for deposit													
Jeremy Christ - Special Benefit Calculation				$300.00									

ITEM 4.G

Approval of the revised Investment Policy Statement

Request

Request Board approval for the revised Investment Policy Statement.

Explanation

The revised Investment Policy Statements attached for approval.

Recommendation

Staff recommends Board approval.

<u>REQUESTED BOARD ACTION</u>:

Approve

Attachment(s):

1. 2023-08-31 Kissimmee Fire (IPS) FINAL (002)
2. 2023-08-31 Kissimmee Fire (IPS) DRAFT

KISSIMMEE MUNICIPAL FIREFIGHTERS' RETIREMENT PLAN
Investment Policy Statement

1. PURPOSE OF INVESTMENT POLICY STATEMENT

The Pension Board of Trustees, as named fiduciary of the Kissimmee Municipal Firefighters' Retirement Plan (the Fund), maintain that an important determinant of future investment returns is the expression and periodic review of the Fund's investment objectives. To that end, the Trustees have adopted this Statement of Investment Policy to apply to the funds under control of the Board of Trustees.

In fulfilling its fiduciary responsibility, the Board recognizes that the City Kissimmee, the retirement plan sponsor, established this retirement plan as an essential vehicle for providing income benefits to retired participants or their beneficiaries. The Board also recognizes that the obligations of the Fund are long-term and that investment policy should be made with a view toward performance and return over a number of years. The general investment objective, then, is to obtain a reasonable total rate of return - defined as interest and dividend income plus realized and unrealized capital gains or losses – that is greater than the actuarial interest rate assumption on an annual basis and over rolling three-year periods. Additionally, the Trustees in performing their investment duties shall comply with fiduciary standards set forth in the Employee Retirement Income Security Act of 1974 29 U.S.C. s 1104 (a) (1) (A)-(C).

Specifically, the Board, the Fund's investment manager(s), and the investment monitor shall comply with the following fiduciary standard:

> A fiduciary shall discharge its duties with respect to the Plan solely in the interest of the participants and beneficiaries and –
>
> A. for the exclusive purpose of providing benefits to participants and their beneficiaries and defraying reasonable expenses of administering the Plan;
> B. with the care, skill, prudence, and diligence under the circumstance then prevailing that a prudent man acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of like character and with like aim;
> C. by diversifying the investments of the Plan so as to minimize the risk of large loss, unless under the circumstances it is clearly prudent not to do so.

Reasonable consistency of returns and protection of assets against the inroads of inflation are paramount. However, the volatility of interest rates and securities markets make it necessary to judge results within the context of several years rather than over short periods of one or two years or less.

2. INVESTMENT PERFORMANCE OBJECTIVES

The below listed performance measures will be used as objective criteria for evaluating effectiveness of the money manager:

A. Total Fund Performance

1. The performance of the total Fund will be measured for rolling three and five-year periods. These periods are considered sufficient to accommodate the market cycles experienced with investments. The performance of this portfolio will be compared to the return of a portfolio comprised 28% of the Russell 1000 stock index, 10% Russell Mid Cap stock index, 15% MSCI EAFE stock index, 5% Wilshire REIT real estate index, 10% Merrill Lynch All US Convertibles index, 6% FTSE Global Core Infrastructure 50/50 index, 10% CPI + 5% for Alternatives, and 16% Barclays Intermediate Aggregate bond index.

2. The Retirement Plan is expected to achieve results that rank in the top 40^{th} percentile of an appropriate *balanced* universe over three and five-year periods.

3. On an absolute basis, it is expected that the total return of the combined equity, fixed income and cash portfolio, will equal or exceed the actuarial earnings assumption.

B. <u>Domestic Common Stock Performance</u>

1. The performance of the large-cap *value* equity portfolio shall exceed the Russell 1000 Value index, and rank in the top 40th percentile in a universe of *large-cap value* managers over the three and five-year periods.

2. The performance of the large-cap *growth* equity portfolio shall exceed the S&P 500 Growth index, and rank in the top 40th percentile in a universe of *large-cap growth* managers over the three and five-year periods.

3. The performance of the *mid-cap* value equity portfolio shall exceed the Russell Mid-Cap Value index, and rank in the top 40th percentile in a universe of *mid cap* managers over the three and five-year periods.

4. The performance of the *mid-cap* growth equity portfolio shall exceed the S&P 400 Mid-Cap Growth index. , and rank in the top 40th percentile in a universe of *mid cap* managers over the three and five-year periods.

5. The performance of the *small-cap* equity portfolio shall exceed the Russell 2000 Small Cap Index. , and rank in the top 40th percentile in a universe of *small cap* managers over the three and five-year periods.

C. International Stock Performance

The international equity portion of the portfolio is expected to perform at a rate at least equal to the EAFE index and in the top 40th percentile of an appropriate *international* universe.

D. Bond Performance

The bond portion of the portfolio, defined as fixed income securities, is expected to perform at a rate at least equal to the Bloomberg Barclays Aggregate Bond index, and rank in the top 40th percentile of an appropriate fixed income universe.

E. Real Estate Performance

The real estate portion of the Fund is expected to meet or exceed the return of the Wilshire REIT Real Estate index and rank in the top 40th percentile of a real estate fund universe over the three and five-year periods.

F. Convertible Securities

The convertible securities portion of the portfolio is expected to meet or exceed the return of the Merrill Lynch All US Convertibles index (ex 144A), and rank within the top 40th percentile of an appropriate universe over three and five-year periods.

G. Infrastructure

The infrastructure portion of the portfolio is expected to meet or exceed the return of the FTSE Global Core Infrastructure 50/50 Index and rank in the top 40th percentile of an appropriate peer universe.

H. Passive Strategies At any time, the Plan can utilize passive investment strategies, and they are expected to perform at a rate similar to their corresponding benchmark less fees, with no more than an average annual variance at half of one percent (0.5%).

I. Alternatives are expected to achieve the return of the CPI + 5%.

3. ASSET ALLOCATION AND REBALANCING

Investment Approach	% Target Allocation	Range Min	Range Max
Large cap equity	**36.0**	**26.0**	**46.0**
Mid-cap equity	10.0	10.0	20.0
International equity	12.0	5.0	20.0
Real Estate	5.0	0.0	8.0
Convertible Securities	**7.0**	**0.0**	**12.0**
Infrastructure	**4.0**	**0.0**	**9.0**
Alternatives	10.0	0.0	15.0
Fixed income (bonds)	16.0	10.0	50.0
Cash Equivalents	0.0	0.0	5.0
Total	100.0		

Since market conditions will favor one approach over another during 12 to 36-month time periods, the asset allocation will require periodic rebalancing. Because the long-term approach of the Plan is to achieve blended returns of separate asset classes, it is essential that relative weightings do not become over or under-allocated for lengthy periods of time. **Accordingly, at least annually, the asset allocation of each category shall be reviewed and rebalanced, if necessary, under the direction of the investment consultant.**

4. INVESTMENT GUIDELINES

The value of assets shall be made in accordance with s. 302 (c) (2) of the Employee Retirement Income Security Act of 1974 and as permitted under regulations prescribed by the Secretary of the Treasury.

Liquidity: The Fund's investment manager(s) shall be kept informed of the liquidity requirements of the Fund. The investment portfolio shall be structured in such a manner as to provide sufficient liquidity to pay obligations as they come due. To the extent possible, an attempt will be made to match investment maturities with known cash needs and anticipated cash-flow requirements.

Custodian: The Board has a retained and will continue to retain a third party to be custodian of the Fund's assets. All securities shall be designated as an asset of the Fund, and no withdrawal of securities-in whole or part-shall be made from safekeeping except by an authorized member of the Board or the Board's designee. Security transactions between a broker dealer and a custodian involving the purchase or sale of securities by transfer of money or securities must be made on a "delivery vs. payment" basis, if applicable, to ensure that the custodian will have the money or security, as appropriate, in hand at the conclusion of the transaction.

Bid requirement: The Board shall determine the approximate maturity date based on cash flow needs and market conditions, analyzed and select one or more optimal types of investment, and competitively bid the security in question when feasible and appropriate. Except as otherwise required by law, the most economically advantageous bid must be selected.

Risk and Diversification: The investments held by the Fund shall be diversified to the extent practical to control the risk of loss resulting from over-concentration of assets in a specific maturity, issuer, instrument, dealer, or bank which financial instruments are bought and sold.

A. Authorized Investments. All of the investments of the Fund's assets shall be limited to the following:

1. Cash equivalents

2. Obligations issued by the United States Government and its Agencies or obligations guaranteed as to principal and interest by the United States Government.

3. Bonds or other evidences of indebtedness issued or guaranteed by a corporation, trust, or other entity organized under the laws of the United States or the District of Columbia, including asset-backed and mortgage-backed securities, provided the issuer has a quality rating in one of the top four (4) classifications by Standard & Poor's or Moody's, but only 25% of the bond portfolio at cost may be invested below the three highest classifications. Convertible bonds, convertible preferred issues and preferred stock will be deemed as equity and shall not be held to the rating standards of fixed-income. Foreign securities convertibles are limited to those that settle in U. S. dollars and traded on one or more of the recognized national exchanges (incl. Canadian), NASDAQ or the OTC.

4. Domestic equity investment (common stock, infrastructure, convertible bonds, convertible preferred, and preferred stock) in a corporation listed on one or more of the recognized national exchanges (including Canadian exchanges) or on the National Market System of the NASDAQ stock market.

5. Real Estate investments (REITS and private commingled funds).

6. Commingled stock, bond or money market funds whose investments are restricted to securities meeting the criteria outlined in Section 4, if possible.

7. Foreign securities not issued by or guaranteed by a corporation organized under the laws of the U.S., any State or organized Territory of the U.S., or the District of Columbia.

8. Infrastructure, including master limited partnerships, are authorized and shall be considered equities.

9. Alternatives would include partnerships, private real estate, private mortgages, and other illiquid investment programs.

B. Limitations

1. Combined investments in corporate common stock, infrastructure and publicly traded REITS shall not exceed 75% of the Fund's assets at market. To the extent that convertible bonds are included, the combined limitation may not exceed 80%. If the portion of the Fund invested in common stock, convertible bonds, infrastructure and publicly traded REITS declines below 50% at market or exceeds 80% at market value, the total portfolio will be rebalanced.

2. In cases where the equity manager has an industry sector weighting greater than 25% of the portfolio, it must be reported to the Board, along with the corresponding industry sector concentration of the benchmark index.

3. Foreign equity investments are limited to 20% of the total plan assets.

4. Not more than fifteen percent (15%) of the Convertible portfolio shall be invested in foreign securities.

5. Not more than five percent (5%) of the Fund's assets (at cost) shall be invested in the common stock (including convertibles) or capital stock of any one issuing company, nor shall the aggregate investment in any one issuing company exceed five percent (5%) of the outstanding capital stock of the company. This limitation does not apply to Infrastructure/MLP managers.

6. Not more than 5% of the Fund's assets (at cost) shall be invested in one fixed income issuer. *NOTE: This excludes issues of the U.S. Government or any U.S. government agency.*

7. If an illiquid investment (Alternatives) is utilized, the Board shall make every effort to verify the fair market value at each actuarial valuation per the criteria set forth in Chapter 215.47 (6), Florida Statutes.

8. All repurchase agreement transactions shall adhere to the requirements of the Master Repurchase Agreement.

9. The following investments are prohibited:
   a. Futures (ex. mutual funds, commingled funds, collective and group trusts)
   b. Hedge funds
   c. Insurance annuities
   d. Internally managed assets
   e. Margin Accounts
   f. Options (ex. mutual funds, commingled funds, collective and group trusts)
   g. Securities lending (ex. mutual funds, commingled funds, collective and group trusts)
   h. Under Protecting Florida's Investment Act (PFIA), scrutinized companies published by the State Board of Administration, unless an indirect

investment is unable to divest, as provided for in Florida Statutes, section 215.473.

i. Managers may not use leverage (ex. mutual funds, commingled funds, collective and group trusts).

5. COMMUNICATIONS

A. The custodian shall apprise the Trustees of all transactions and shall forward all proxies to the manager within ten calendar days. On a monthly basis, the custodian shall supply an accounting statement that will include a summary of all receipts and disbursements and the cost and the market value of all assets. On a quarterly basis, the manager shall provide a written report affirming compliance with the security restrictions of Section 4 above and a summary of common stock diversification and attendant schedules. In addition, the manager shall deliver each quarter a report detailing the Fund's performance, adherence to the investment policy, forecast of the market and economy, portfolio analysis and current assets of the Trust. Written reports and personal presentations shall be delivered to the Trustees within 60 days of the end of the quarter. The manager will provide immediate written and telephone notice to the Trustees of any significant market related or non-market related event, specifically including, but not limited to, any deviation from the standards set forth in Section 4 above.

B. The manager will disclose any securities that are not in compliance with Section 3 in each quarterly report.

C. If the Fund owns securities, which complied with Section 4 at time of purchase, which are subsequently down-graded below the acceptable level while held, the manager will dispose of such securities when it is economically feasible.

D. The Trustees shall retain a monitoring service to evaluate and report on a quarterly basis the rate of return and relative performance of the Fund.

E. The Trustees will meet quarterly with the monitoring service's representative to review the Performance Report. The Trustees will meet with the investment manager and appropriate outside consultants to discuss performance results, economic outlook, investment strategy and tactics and other pertinent matters affecting the Fund on a quarterly basis.

F. For each actuarial valuation, the Board shall determine the total expected annual rate of return for the current year, for each of the next several years, and for the long-term thereafter.

H. The equity manager shall report to the Trustees on an annual basis with respect to proxies, the issues, votes and dates, and if not voted, a written explanation.

I. The Board of Trustees shall submit investment performance reports on a periodic basis to the City Council. This report shall include the investments in the Fund by class or type, income earned, book value, and market value.

6. CRITERIA FOR INVESTMENT MANAGER REVIEW

The board wishes to adopt standards by which judgments of the ongoing performance of a portfolio manager may be made. With this in mind, the following are adopted:

If, at any time, any one of the following is breached, the portfolio manager will be warned of the Board's serious concern for the Fund's continued safety and performance.

A. Four consecutive quarters of total Fund performance below the 40 percentile in manager performance rankings.

B. Standard deviation for the Fund in excess of 120% of the market.

C. Loss by the manager of any senior investment personnel.

D. Any change in basic investment philosophy by the manager.

E. Failure to attain a 60% vote of confidence by the Board of Trustees.

F. Failure to observe the security quality restrictions in Section 4.

7. INTERNAL CONTROLS

The Fund shall be governed by a set of written internal controls and operational procedures, which shall be periodically reviewed by the Fund's certified public accountant (CPA). At the time of every financial audit, the CPA shall review the controls that should be designed to prevent loss of funds that might arise from fraud, error, or misrepresentation by third parties or imprudent actions by the Board or the employees of the City of Kissimmee.

8. STATEMENT OF CONTINUING EDUCATION

In fulfilling its fiduciary responsibility, the Board of Trustees acknowledges that continuing education is important. Therefore, all Trustees shall receive continuing education in matters relating to investments and the Board's responsibilities.

9. FLORIDA STATUTES 175 AND APPLICABLE CITY OF KISSIMMEE ORDINANCES

If at any time, this document is found to be in conflict with any mandatory provisions of Chapter 175, Florida Statutes, or the applicable City of Kissimmee Code, the Statutes and Code shall prevail.

The Board and its investment managers shall comply with the applicable requirements of Chapter 2023-28, Laws of Florida, including Section 112.662, along with regulations adopted by the Department of Management Services.

A. Definition of pecuniary factor: The term "pecuniary factor" is defined as a factor that an investment fiduciary "prudently determines is expected to have a material effect on the risk or returns of an investment based on appropriate investment horizons consistent with the investment objectives and funding policy of the retirement system. The term does not include the consideration of the furtherance of any social, political, or ideological interests." [112.662(1)]

B. Exclusive consideration of pecuniary factors: Only pecuniary factors may be considered and the interests of the participants and beneficiaries of the system may not be subordinated to other objectives, including sacrificing investment return or undertaking additional investment risk to promote any nonpecuniary factor. The weight given to any pecuniary factor must appropriately reflect a prudent assessment of its impact on risk or returns. [112.662(2)]

C. Proxy voting: Only pecuniary factors may be considered when voting proxies. [112.662(3)]

D. Filing requirements: The Board shall timely comply with the reporting requirement of Section 112.662 by filing a comprehensive report by December 15 of each odd-numbered year. [112.662(4)]. Investment managers and the Board's investment consultant shall assist in the preparation of required reports and shall annually confirm to the Board their compliance with Chapter 2023-28.

E. Contracting and external communication requirements: Manager contracts shall comply with Section 215.855 as follows:

> Any written communication made by an investment manager to a company in which such manager invests public funds on behalf of the Board must include the following disclaimer in a conspicuous location if such communication discusses social, political, or ideological interests; subordinates the interests of the company's shareholders to the interest of another entity; or advocates for the interest of an entity other than the company's shareholders:
>
> The views and opinions expressed in this communication are those of the sender and do not reflect the views and opinions of the people of the State of Florida.

F. The Investment Consultant will provide Investment Managers for consideration who invest only based on pecuniary factors as defined by Florida Statutes §112.662.

G. If a Request for Proposals document is issued for Investment Manager services, the solicitation document must include the following:

The Board of Trustees may not request documentation of or consider a vendor's social, political, or ideological interests when determining if the vendor is a responsible vendor. Additionally, the Board of Trustees may not give preference to a vendor based on vendor's social, political, or ideological interests.

10. REVIEW AND AMENDMENTS

It is the Trustees intention to review this document periodically and to amend this statement to reflect any changes in philosophy, objectives or guidelines. In this regard, the money manager's interest in consistency in these matters is recognized and will be taken into account when changes are being considered. If at any time any portfolio manager feels that the specific objectives defined herein cannot be met, or the guidelines constrict performance, the Trustees should be notified in writing. By initial and continuing acceptance of this Investment Policy Statement, the money manager concurs with the provisions of this document.

Once the Board has adopted the investment policy, the investment policy shall be promptly filed with the Department of Management Services, the City, and the consulting actuary.

The effective date of the Investment Policy Statement and any amendment thereto, shall be the 31st calendar day following the filing date with the City.

BOARD OF TRUSTEES OF THE CITY OF KISSIMMEE MUNICIPAL FIREMENS' RETIREMENT PLAN

By:__________________________________
As Chairman, Board of Trustees

Date: __________________________

BURGESS CHAMBERS & ASSOCIATES, INC.

By:__________________________________
As, Investment Consultant

Date: __________________________

KISSIMMEE MUNICIPAL FIREFIGHTERS' RETIREMENT PLAN
Investment Policy Statement

1. PURPOSE OF INVESTMENT POLICY STATEMENT

The Pension Board of Trustees, as named fiduciary of the Kissimmee Municipal Firefighters' Retirement Plan (the Fund), maintain that an important determinant of future investment returns is the expression and periodic review of the Fund's investment objectives. To that end, the Trustees have adopted this Statement of Investment Policy to apply to the funds under control of the Board of Trustees.

In fulfilling its fiduciary responsibility, the Board recognizes that the City Kissimmee, the retirement plan sponsor, established this retirement plan as an essential vehicle for providing income benefits to retired participants or their beneficiaries. The Board also recognizes that the obligations of the Fund are long-term and that investment policy should be made with a view toward performance and return over a number of years. The general investment objective, then, is to obtain a reasonable total rate of return - defined as interest and dividend income plus realized and unrealized capital gains or losses – that is greater than the actuarial interest rate assumption on an annual basis and over rolling three-year periods. Additionally, the Trustees in performing their investment duties shall comply with fiduciary standards set forth in the Employee Retirement Income Security Act of 1974 29 U.S.C. s 1104 (a) (1) (A)-(C).

Specifically, the Board, the Fund's investment manager(s), and the investment monitor shall comply with the following fiduciary standard:

> A fiduciary shall discharge its duties with respect to the Plan solely in the interest of the participants and beneficiaries and –
>
> A. for the exclusive purpose of providing benefits to participants and their beneficiaries and defraying reasonable expenses of administering the Plan;
> B. with the care, skill, prudence, and diligence under the circumstance then prevailing that a prudent man acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of like character and with like aim;
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Reasonable consistency of returns and protection of assets against the inroads of inflation are paramount. However, the volatility of interest rates and securities markets make it necessary to judge results within the context of several years rather than over short periods of one or two years or less.

2. INVESTMENT PERFORMANCE OBJECTIVES

The below listed performance measures will be used as objective criteria for evaluating effectiveness of the money manager:

A. Total Fund Performance

1. The performance of the total Fund will be measured for rolling three and five-year periods. These periods are considered sufficient to accommodate the market cycles experienced with investments. The performance of this portfolio will be compared to the return of a portfolio comprised 28% of the Russell 1000 stock index, 10% Russell Mid Cap stock index, 15% MSCI EAFE stock index, 5% Wilshire REIT real estate index, 10% Merrill Lynch All US Convertibles index, 6% FTSE Global Core Infrastructure 50/50 index, 10% CPI + 5% for Alternatives, and 16% Barclays Intermediate Aggregate bond index.

2. The Retirement Plan is expected to achieve results that rank in the top 40th percentile of an appropriate *balanced* universe over three and five-year periods.

3. On an absolute basis, it is expected that the total return of the combined equity, fixed income and cash portfolio, will equal or exceed the actuarial earnings assumption.

B. <u>Domestic Common Stock Performance</u>

1. The performance of the large-cap *value* equity portfolio shall exceed the Russell 1000 Value index, and rank in the top 40th percentile in a universe of *large-cap value* managers over the three and five-year periods.

2. The performance of the large-cap *growth* equity portfolio shall exceed the S&P 500 Growth index, and rank in the top 40th percentile in a universe of *large-cap growth* managers over the three and five-year periods.

3. The performance of the *mid-cap* value equity portfolio shall exceed the Russell Mid-Cap Value index, and rank in the top 40th percentile in a universe of *mid cap* managers over the three and five-year periods.

4. The performance of the *mid-cap* growth equity portfolio shall exceed the S&P 400 Mid-Cap Growth index. , and rank in the top 40th percentile in a universe of *mid cap* managers over the three and five-year periods.

5. The performance of the *small-cap* equity portfolio shall exceed the Russell 2000 Small Cap Index. , and rank in the top 40th percentile in a universe of *small cap* managers over the three and five-year periods.

C. **International Stock Performance**
The international equity portion of the portfolio is expected to perform at a rate at least equal to the EAFE index and in the top 40th percentile of an appropriate *international* universe.

D. **Bond Performance**
The bond portion of the portfolio, defined as fixed income securities, is expected to perform at a rate at least equal to the Bloomberg Barclays Aggregate Bond index, and rank in the top 40th percentile of an appropriate fixed income universe.

E. **Real Estate Performance**
The real estate portion of the Fund is expected to meet or exceed the return of the Wilshire REIT Real Estate index and rank in the top 40th percentile of a real estate fund universe over the three and five-year periods.

F. **Convertible Securities**
The convertible securities portion of the portfolio is expected to meet or exceed the return of the Merrill Lynch All US Convertibles index (ex 144A), and rank within the top 40th percentile of an appropriate universe over three and five-year periods.

G. **Infrastructure**
The infrastructure portion of the portfolio is expected to meet or exceed the return of the FTSE Global Core Infrastructure 50/50 Index and rank in the top 40th percentile of an appropriate peer universe.

H. **Passive Strategies** At any time, the Plan can utilize passive investment strategies, and they are expected to perform at a rate similar to their corresponding benchmark less fees, with no more than an average annual variance at half of one percent (0.5%).

I. Alternatives are expected to~~t~~ achieve the return of the CPI + 5%.

3. ASSET ALLOCATION AND REBALANCING

	% Target	Range		
Investment Approach	Allocation	Min	Max	
Large cap equity	**36~~28~~.0**		**26~~0~~.0**	**46~~0~~.0**
Mid-cap equity	10.0	10.0	20.0	
International equity	12~~5~~.0	5.0	20.0	
Real E~~e~~state	5.0	0.0	8.0	
Convertible Securities	**7.0~~10.0~~**		**0~~5~~.0**	**12~~5~~.0**
Infrastructure	**4~~6~~.0**	**0.0**	**9.0**	
Alternatives	10.0	-0.0	-15.0	
Fixed income (bonds)	16.0	10.0	50.0	
Cash Equivalents	0.0	0.0	5.0	
Total	100.0			

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Since market conditions will favor one approach over another during 12 to 36-month time periods, the asset allocation will require periodic rebalancing. Because the long-term approach of the Plan is to achieve blended returns of separate asset classes, it is essential that relative weightings do not become over or under-allocated for lengthy periods of time. **Accordingly, at least annually, the asset allocation of each category shall be reviewed and rebalanced, if necessary, under the direction of the investment consultant.**

4. INVESTMENT GUIDELINES

The value of assets shall be made in accordance with s. 302 (c) (2) of the Employee Retirement Income Security Act of 1974 and as permitted under regulations prescribed by the Secretary of the Treasury.

Liquidity: The Fund's investment manager(s) shall be kept informed of the liquidity requirements of the Fund. The investment portfolio shall be structured in such a manner as to provide sufficient liquidity to pay obligations as they come due. To the extent possible, an attempt will be made to match investment maturities with known cash needs and anticipated cash-flow requirements.

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Bid requirement: The Board shall determine the approximate maturity date based on cash flow needs and market conditions, analyzed and select one or more optimal types of investment, and competitively bid the security in question when feasible and appropriate. Except as otherwise required by law, the most economically advantageous bid must be selected.

Risk and Diversification: The investments held by the Fund shall be diversified to the extent practical to control the risk of loss resulting from over-concentration of assets in a specific maturity, issuer, instrument, dealer, or bank which financial instruments are bought and sold.

A. Authorized Investments. All of the investments of the Fund's assets shall be limited to the following:

1. Cash equivalents

2. Obligations issued by the United States Government and its Agencies or obligations guaranteed as to principal and interest by the United States Government.

3. Bonds or other evidences of indebtedness issued or guaranteed by a corporation, trust, or other entity organized under the laws of the United States or the District of Columbia, including asset-backed and mortgage-backed securities, provided the issuer has a quality rating in one of the top four (4) classifications by Standard & Poor's or Moody's, but only 25% of the bond portfolio at cost may be invested below the three highest classifications. Convertible bonds, convertible preferred issues and preferred stock will be deemed as equity and shall not be held to the rating standards of fixed-income. Foreign securities convertibles are limited to those that settle in U. S. dollars and traded on one or more of the recognized national exchanges (incl. Canadian), NASDAQ or the OTC.

4. Domestic equity investment (common stock, infrastructure, convertible bonds, convertible preferred, and preferred stock) in a corporation listed on one or more of the recognized national exchanges (including Canadian exchanges) or on the National Market System of the NASDAQ stock market.

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9. Alternatives would include partnerships, private real estate, private mortgages, and other illiquid investment programs.

B. Limitations

1. Combined investments in corporate common stock, infrastructure and publicly traded REITS shall not exceed 75% of the Fund's assets at market. To the extent that convertible bonds are included, the combined limitation may not exceed 80%. If the portion of the Fund invested in common stock, convertible bonds, infrastructure and publicly traded REITS declines below 50% at market or exceeds 80% at market value, the total portfolio will be rebalanced.

2. In cases where the equity manager has an industry sector weighting greater than 25% of the portfolio, it must be reported to the Board, along with the corresponding industry sector concentration of the benchmark index.

3. Foreign equity investments are limited to 20% of the total plan assets.

4. Not more than fifteen percent (15%) of the Convertible portfolio shall be invested in foreign securities.

5. Not more than five percent (5%) of the Fund's assets (at cost) shall be invested in the common stock (including convertibles) or capital stock of any one issuing company, nor shall the aggregate investment in any one issuing company exceed five percent (5%) of the outstanding capital stock of the company. This limitation does not apply to Infrastructure/MLP managers.

6. Not more than 5% of the Fund's assets (at cost) shall be invested in one fixed income issuer. *NOTE: This excludes issues of the U.S. Government or any U.S. government agency.*

7. If an illiquid investment (Alternatives) is utilized, the Board shall make every effort to verify the fair market value at each actuarial valuation per the criteria set forth in Chapter 215.47 (6), Florida Statutes.

8. All repurchase agreement transactions shall adhere to the requirements of the Master Repurchase Agreement.

9. The following investments are prohibited:
   a. Futures (ex. mutual funds, commingled funds, collective and group trusts)
   b. Hedge funds
   c. Insurance annuities
   d. Internally managed assets
   e. Margin Accounts
   f. Options (ex. mutual funds, commingled funds, collective and group trusts)
   g. Securities lending (ex. mutual funds, commingled funds, collective and group trusts)
   h. Under Protecting Florida's Investment Act (PFIA), scrutinized companies published by the State Board of Administration, unless an indirect

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investment is unable to divest, as provided for in Florida Statutes, section 215.473.

i. Managers may not use leverage (ex. mutual funds, commingled funds, collective and group trusts).

5. COMMUNICATIONS

A. The custodian shall apprise the Trustees of all transactions and shall forward all proxies to the manager within ten calendar days. On a monthly basis, the custodian shall supply an accounting statement that will include a summary of all receipts and disbursements and the cost and the market value of all assets. On a quarterly basis, the manager shall provide a written report affirming compliance with the security restrictions of Section 4 above and a summary of common stock diversification and attendant schedules. In addition, the manager shall deliver each quarter a report detailing the Fund's performance, adherence to the investment policy, forecast of the market and economy, portfolio analysis and current assets of the Trust. Written reports and personal presentations shall be delivered to the Trustees within 60 days of the end of the quarter. The manager will provide immediate written and telephone notice to the Trustees of any significant market related or non-market related event, specifically including, but not limited to, any deviation from the standards set forth in Section 4 above.

B. The manager will disclose any securities that are not in compliance with Section 3 in each quarterly report.

C. If the Fund owns securities, which complied with Section 4 at time of purchase, which are subsequently down-graded below the acceptable level while held, the manager will dispose of such securities when it is economically feasible.

D. The Trustees shall retain a monitoring service to evaluate and report on a quarterly basis the rate of return and relative performance of the Fund.

E. The Trustees will meet quarterly with the monitoring service's representative to review the Performance Report. The Trustees will meet with the investment manager and appropriate outside consultants to discuss performance results, economic outlook, investment strategy and tactics and other pertinent matters affecting the Fund on a quarterly basis.

F. For each actuarial valuation, the Board shall determine the total expected annual rate of return for the current year, for each of the next several years, and for the long-term thereafter.

H. The equity manager shall report to the Trustees on an annual basis with respect to proxies, the issues, votes and dates, and if not voted, a written explanation.

I. The Board of Trustees shall submit investment performance reports on a periodic basis to the City Council. This report shall include the investments in the Fund by class or type, income earned, book value, and market value.

6. CRITERIA FOR INVESTMENT MANAGER REVIEW

The board wishes to adopt standards by which judgments of the ongoing performance of a portfolio manager may be made. With this in mind, the following are adopted:

If, at any time, any one of the following is breached, the portfolio manager will be warned of the Board's serious concern for the Fund's continued safety and performance.

A. Four consecutive quarters of total Fund performance below the 40 percentile in manager performance rankings.

B. Standard deviation for the Fund in excess of 120% of the market.

C. Loss by the manager of any senior investment personnel.

D. Any change in basic investment philosophy by the manager.

E. Failure to attain a 60% vote of confidence by the Board of Trustees.

F. Failure to observe the security quality restrictions in Section 4.

7. INTERNAL CONTROLS

The Fund shall be governed by a set of written internal controls and operational procedures, which shall be periodically reviewed by the Fund's certified public accountant (CPA). At the time of every financial audit, the CPA shall review the controls that should be designed to prevent loss of funds that might arise from fraud, error, or misrepresentation by third parties or imprudent actions by the Board or the employees of the City of Kissimmee.

8. STATEMENT OF CONTINUING EDUCATION

In fulfilling its fiduciary responsibility, the Board of Trustees acknowledges that continuing education is important. Therefore, all Trustees shall receive continuing education in matters relating to investments and the Board's responsibilities.

9. FLORIDA STATUTES 175 AND APPLICABLE CITY OF KISSIMMEE ORDINANCES

If at any time, this document is found to be in conflict with any mandatory provisions of Chapter 175, Florida Statutes, or the applicable City of Kissimmee Code, the Statutes and Code shall prevail.

The Board and its investment managers shall comply with the applicable requirements of Chapter 2023-28, Laws of Florida, including Section 112.662, along with regulations adopted by the Department of Management Services.

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A. Definition of pecuniary factor: The term "pecuniary factor" is defined as a factor that an investment fiduciary "prudently determines is expected to have a material effect on the risk or returns of an investment based on appropriate investment horizons consistent with the investment objectives and funding policy of the retirement system. The term does not include the consideration of the furtherance of any social, political, or ideological interests." [112.662(1)]

B. Exclusive consideration of pecuniary factors: Only pecuniary factors may be considered and the interests of the participants and beneficiaries of the system may not be subordinated to other objectives, including sacrificing investment return or undertaking additional investment risk to promote any nonpecuniary factor. The weight given to any pecuniary factor must appropriately reflect a prudent assessment of its impact on risk or returns. [112.662(2)]

C. Proxy voting: Only pecuniary factors may be considered when voting proxies. [112.662(3)]

D. Filing requirements: The Board shall timely comply with the reporting requirement of Section 112.662 by filing a comprehensive report by December 15 of each odd-numbered year. [112.662(4)]. Investment managers and the Board's investment consultant shall assist in the preparation of required reports and shall annually confirm to the Board their compliance with Chapter 2023-28.

E. Contracting and external communication requirements: Manager contracts shall comply with Section 215.855 as follows:

> Any written communication made by an investment manager to a company in which such manager invests public funds on behalf of the Board must include the following disclaimer in a conspicuous location if such communication discusses social, political, or ideological interests; subordinates the interests of the company's shareholders to the interest of another entity; or advocates for the interest of an entity other than the company's shareholders:
>
> The views and opinions expressed in this communication are those of the sender and do not reflect the views and opinions of the people of the State of Florida.

F. The Investment Consultant will provide Investment Managers for consideration who invest only based on pecuniary factors as defined by Florida Statutes §112.662.

G. If a Request for Proposals document is issued for Investment Manager services, the solicitation document must include the following:

The Board of Trustees may not request documentation of or consider a vendor's social, political, or ideological interests when determining if the vendor is a responsible vendor. Additionally, the Board of Trustees may not give preference to a vendor based on vendor's social, political, or ideological interests.

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10. REVIEW AND AMENDMENTS

It is the Trustees intention to review this document periodically and to amend this statement to reflect any changes in philosophy, objectives or guidelines. In this regard, the money manager's interest in consistency in these matters is recognized and will be taken into account when changes are being considered. If at any time any portfolio manager feels that the specific objectives defined herein cannot be met, or the guidelines constrict performance, the Trustees should be notified in writing. By initial and continuing acceptance of this Investment Policy Statement, the money manager concurs with the provisions of this document.

Once the Board has adopted the investment policy, the investment policy shall be promptly filed with the Department of Management Services, the City, and the consulting actuary.

The effective date of the Investment Policy Statement and any amendment thereto, shall be the 31st calendar day following the filing date with the City.

BOARD OF TRUSTEES OF THE CITY OF KISSIMMEE MUNICIPAL FIREMENS' RETIREMENT PLAN

By:________________________________
As Chairman, Board of Trustees

Date: ________________________

BURGESS CHAMBERS & ASSOCIATES, INC.

By:________________________________
As, Investment Consultant

Date: ________________________