City of Tallahassee
Retirement System Report
For Fiscal Year Ended September 30, 2025

Office of the City Treasurer-Clerk
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Angel Charlton, Retirement Director

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ADMINISTRATION

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John Dailey	Mayor
Dianne Williams-Cox	Mayor Pro Tem
Curtis Richardson	Commissioner
Jeremy Matlow	Commissioner
Jacqueline “Jack” Porter	Commissioner
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Seth Clark	Member

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Ruthie Whitfield	Member
Jennifer Magavero	Member

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Retirement Department

Angel Charlton	Retirement Director
Beverly Howie	Administrative Supervisor
Stacey Peter	Retirement Benefits Analyst
Robbie Burnett-Mendonca	Retirement Benefits Analyst
Alvin Black	Retirement Benefits Analyst
Jay Nix	Empower Retirement Representative

Consulting Actuarial Firm

Gabriel, Roeder, Smith & Company

Investment Consultant

Segal Marco Advisors

Third Party Administrators

Defined Contribution Plan 401(k) – MAP Empower Retirement

Deferred Compensation Plan 457 – RSVP Empower Retirement

Deferred Compensation Plan 457 – ROTH Empower Retirement

INTRODUCTION

The City of Tallahassee Retirement System includes both a defined benefit and defined contributions component. Participants in the City's defined benefit plan include general employees, police officers, and firefighters. While each employee group has unique benefit structures, assets are managed as one pension plan. The defined benefit plan includes a deferred retirement option plan (DROP) provision. Individuals who participant in DROP have pension payments deposited into a personally created DROP account for the participant. Pension payments are invested in the guaranteed income account and is administered similarly to other defined contribution plans offered.

The defined contribution portion of the retirement system includes the following:

- Matched Annuity Plan (MAP) 401k – Available to all permanent employees. General employees are only subject to receiving the city's 5% match.
- RSVP (Retirement Savings Voluntary Plan) Deferred Compensation – Available to temporary and permanent employees.
- ROTH - 457 Deferred Compensation Plan – Available to all permanent employees.
- 175 Supplemental Share Plan - This plan was established by Chapter 175 of the Florida Statute and is available to all permanent firefighters who have reached five years of vested service.
- 185 Supplemental Share Plan - This plan was established by Chapter 185 of the Florida Statute and is available to all permanent sworn police officers who have reached five years of vested service.
- DROP Account for Active Participants – Available to all permanent employees who have reached normal retirement eligibility.
- DROP Account for Terminated Participants – Available to all permanent employees who have exited from DROP. Full investment options become available at the time of their last DROP payment.

This report provides information relating to the defined benefit plan, the MAP 401k plan, the RSVP 457 plans, and DROP. The supplemental share plans for police officers and firefighters are administered by a separate board of trustees.

ACTIVITY HIGHLIGHTS

Retirement Highlights for Fiscal Year 2025

Education

In 2025, the Retirement Department implemented a Financial Wellness Course which was created after receiving positive feedback from active employees who participated in the "Retirement Readiness Review" in fiscal year 2024. The advanced learning provides top of the line education and meets each employee where they are in their retirement journey. Seminars are tailored in wide a range of career milestones from a new employee with less than 10 years of service to an employee seeking guidance on enrolling into the City's Deferred Retirement Option Program (DROP). These seminars provide substantial information, which includes but not limited to a presentation from Social Security Administration.

The comprehensive seminars include a personalized pension calculation, 401k-MAP, 457-RSVP, 457-ROTH, 175/185 Supplemental Share, DROP account (if applicable). This holistic review informs employees of their retirement status, outlines the pros and cons of entering the City's DROP program, and helps them adjust their planning to stay on track with their retirement goal.

Equally important are concepts and policies established by Social Security Administration, including eligibility for Social Security benefits, spousal and dependent benefits, Medicare, and the positive impact of the Social Security Fairness Act and Government Offset, which were signed into law on January 5, 2025, by formed President Biden. The review also covers the effects of IRS Required Minimum Distribution (RMD).

During FY 2025, a total of 26 New Hire orientation sessions were conducted for General Employees, along with 4 orientation sessions for Police Officers and 5 for Firefighters, all held in person. Altogether, 351 new or rehired employees attended these sessions. In addition, pension information was presented during quarterly review sessions facilitated by our Empower representative, Jay Nix.

Information

Eligible retirees and beneficiaries received an annual Cost-of-Living Adjustment (C.O.L.A) of 3%, and General Employees (Permanent and Vested) were credited 3% interest on their pension accounts. C.O.L.A notices were provided to all eligible retirees via their earnings statement, which included their effective C.O.L.A date.

There were 22 requests for buyback calculations in FY 2025. Of those calculated in FY 2025, 19 employees purchased one or more types of service, totaling $813,944. Since inception, $17,985,852 has been paid to purchase additional service.

During FY2025 Health Insurance Open Enrollment, educational materials were processed and mailed out to the over 2,000 retirees with approximately 55 new health coverage enrollees and 115 retirees enrolling in the City of Tallahassee Medicare Advantage health plan.

Defined Contribution, Deferred Compensation and Supplemental Share Plans

The Roth 457 was implemented and made available to participants in the spring of 2020. Over the past four years of implementation, there are 873 enrollees.

Supplemental share plan information is as follows:

- Share amounts are contingent upon the amount received from the state each year and the total number of shares that are distributed each October 1st.
- The 2025 amount received for Firefighters was $1,682,354.96, which included a surplus of $195,612.82.
- The 2025 amount received for Police Officers was $2,339,290.80.

PLAN STATISTICS

Defined Benefit Plan Statistics

FY 2025 Changes	General	Police	Fire	Total
New Participants	276	36	39	351
Participant Terminations	160	19	5	184
Deceased Active Participants	2	0	0	2
Retired Participants	110	8	11	129
Disability Retirees	4	0	0	4
Deceased Retirees	49	4	4	57
Vested Participants	25	2	0	27
DROP Participants	26	16	7	49

Overall Trends	FY21	FY22	FY23	FY24	FY25
Active Employees:					
General Employees	2,083	2,034	1,997	2,192	2,013
Police Officers	356	354	351	368	361
Firefighters	269	270	251	274	261
Total:	2,708	2,658	2,599	2,834	2,635
Terminated & Vested:					
General Employees	142	190	387	420	414
Police Officers	19	15	34	46	47
Firefighters	7	6	15	15	14
Total:	168	211	436	481	475
DROP Participants:					
General Employees	166	103	128	105	78
Police Officers	40	25	36	34	37
Firefighters	29	15	17	14	15
Total:	235	143	181	153	130
Retirees Receiving Benefits:					
General Employees	1,728	1,822	1,730	1,783	1,778
Police Officers	290	301	318	333	333
Firefighters	238	241	238	246	248
Total:	2,256	2,364	2,286	2,362	2,359
Beneficiaries Receiving Benefits:					
General Employees	248	263	264	265	281
Police Officers	19	21	29	30	29
Firefighters	22	23	20	19	20
Total:	289	307	313	314	330
Average Years of Service:					
General Employees	28	28	28	27	28

Police Officers	27	26	27	26	26
Firefighters	28	27	27	26	26
Average Monthly Payment:	**FY21**	**FY22**	**FY23**	**FY24**	**FY25**
General Employees	$3,141	$3,488	$3,305	$3,639	$3,632
Police Officers	$5,625	$5,524	$5,949	$6,274	$6,452
Firefighters	$5,347	$5,823	$5,647	$5,973	$6,124

FY2025: Employment Retention Comparison Charts

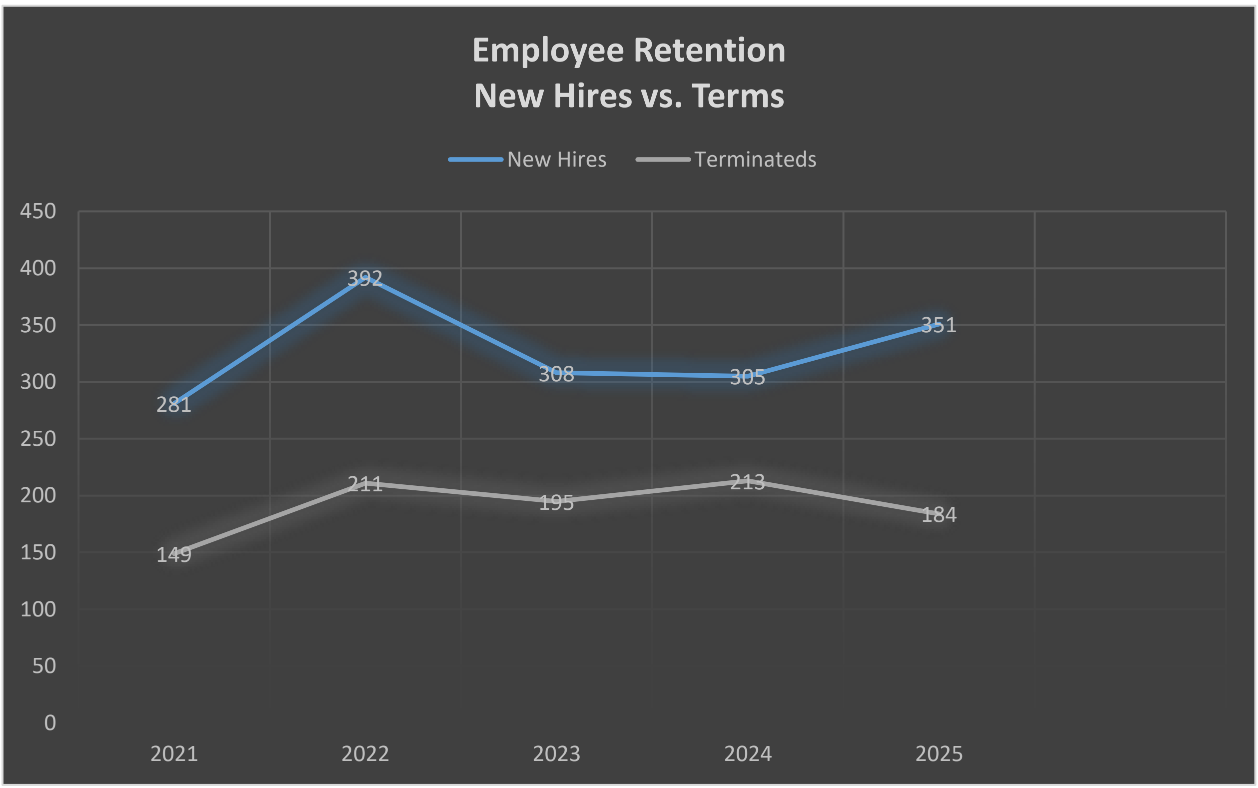


Exhibit 1. Illustrates the City's onboarding rate continues to exceed organizational attrition, resulting in a positive net headcount and supporting workplace stability and talent-replacement efficiency. This trend also has the potential to influence the funded ratio of the City's pension plan by way of increased accrued liability as employees begin to earn promised benefits. The chart reflects all employee groups, including General Employees, Police, and Fire.

FY2025: DROP Enrollments and Retirement Analysis

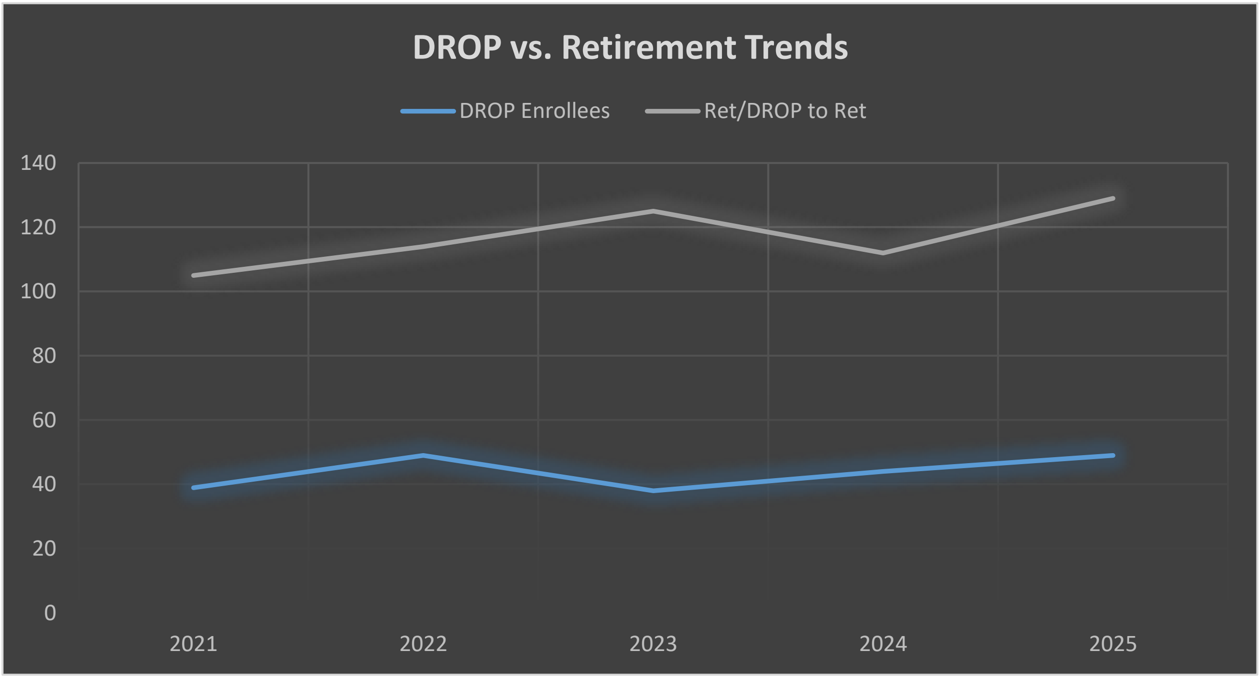


Exhibit 2. Illustrates the City’s offboarding rate, showing that DROP enrollments tend to spike in two-year intervals. This pattern suggests that participants who reach normal retirement age have roughly a 50/50 likelihood of entering DROP rather than retiring outright, supporting organizational succession planning, and demonstrating that the program is functioning as intended. This chart includes all employee groups—General Employees, Police, and Fire.

Defined Contribution and Deferred Compensation Plan Statistics

MAP 401(k) Defined Contribution Plan Statistics

	FY21	FY22	FY23	FY24	FY25
Participants with Balances:					
General Employees	2,215	2,368	2,319	2,538	2,430
Police Officers	38	55	186	174	217
Firefighters	14	27	36	23	29
Total:	2,267	2,450	2,541	2,735	2,676
Average Biweekly Contributions (%):					
General Employees Matched	4.72	4.54	4.23	4.57	5.90
General Employees Unmatched	9.14	9.75	6.34	7.43	5.49
Police Officers	5.35	1.84	2.63	5.75	5.07
Firefighters	5.25	3.92	2.30	3.50	4.01
Retirees Receiving Monthly 401(k) Distributions:					
Total	880	1,119	1,158	1,040	1,102

RSVP 457 Deferred Compensation Plan Statistics

	FY21	FY22	FY23	FY24	FY25
Participants with Balances:					
Total:	2,087	2,193	2,247	2,323	2,399
Average Biweekly Contributions (%):					
General Employees	6.13	5.66	5.69	6.44	5.15
Police Officers	7.07	7.25	7.63	8.85	10.17
Firefighters	4.86	4.47	4.91	5.21	5.33
Retirees receiving Monthly RSVP 457 Distributions:					
Total	*0	*0	154	92	98
Temporary Participants with Balances:					
Temporary	2,215	3,849	3,446	2,833	2,986

ROTH 457 Deferred Compensation Plan Statistics

	FY21	FY22	FY23	FY24	FY25
Participants with balances:					
Total:	326	332	433	440	873
Average Biweekly Contributions (%):					
General Employees	3.89	4.90	5.41	6.08	5.90
Police Officers	7.23	7.24	6.87	7.43	7.71
Firefighters	12.40	7.77	5.51	5.85	6.17

Other Plan Statistics

	FY21	FY22	FY23	FY24	FY25
Empower Counseling Sessions:					
General Employees	1,002	853	872	840	868
Police Officers	117	85	92	62	57
Firefighters	62	49	48	44	39
Total	1,181	987	1,012	946	964
Empower Orientation Sessions:					
General Employees	*0	26	24	24	26
Police Officers	*0	2	2	3	4
Firefighters	*0	2	2	3	5
Total	*0	30	28	30	35

*Item was not tracked in this year

FINANCIAL INFORMATION

Defined Benefit Plan

Balance Sheet	September 30, 2025
Assets	
Equity in Pooled Cash	$27,141,861
Investments	2,423,727,693
Accrued Interest Receivable	6,478,127
Due from CDA	641,000
Securities Lending Collateral	110,315,999
Total Assets	**$2,568,304,680**
Liabilities and Net Assets	
Obligation Under Securities Lending	$110,315,999
Total Liabilities	110,315,999
Net Assets – Reserved for Employee Retirement Plan	2,457,988,681
Total Liabilities and Net Assets	**$2,568,304,680**

Statement of Changes in Net Assets

Beginning Net Assets – October 1, 2024	**$2,299,889,856**
Increases in Net Assts	
City Contributions	$44,904,000
Employee Contributions	14,675,835
Change in Fair Value of Investments	194,733,377
Interest and Dividends	48,194,253
Less Investment Expense	(7,340,701)
Total Increase in Net Assets	295,166,764
Decreases in Net Assets:	
Benefit Payments	(134,449,301)
Refund of Employee Contributions/Interest	(1,450,076)
Administrative Expenses	(1,168,562)
Total Decrease in Net Assets	(137,067,939)
Net Change in Net Assets	158,098,825
Ending Net Assets – September 30, 2025	**$2,457,988,681**

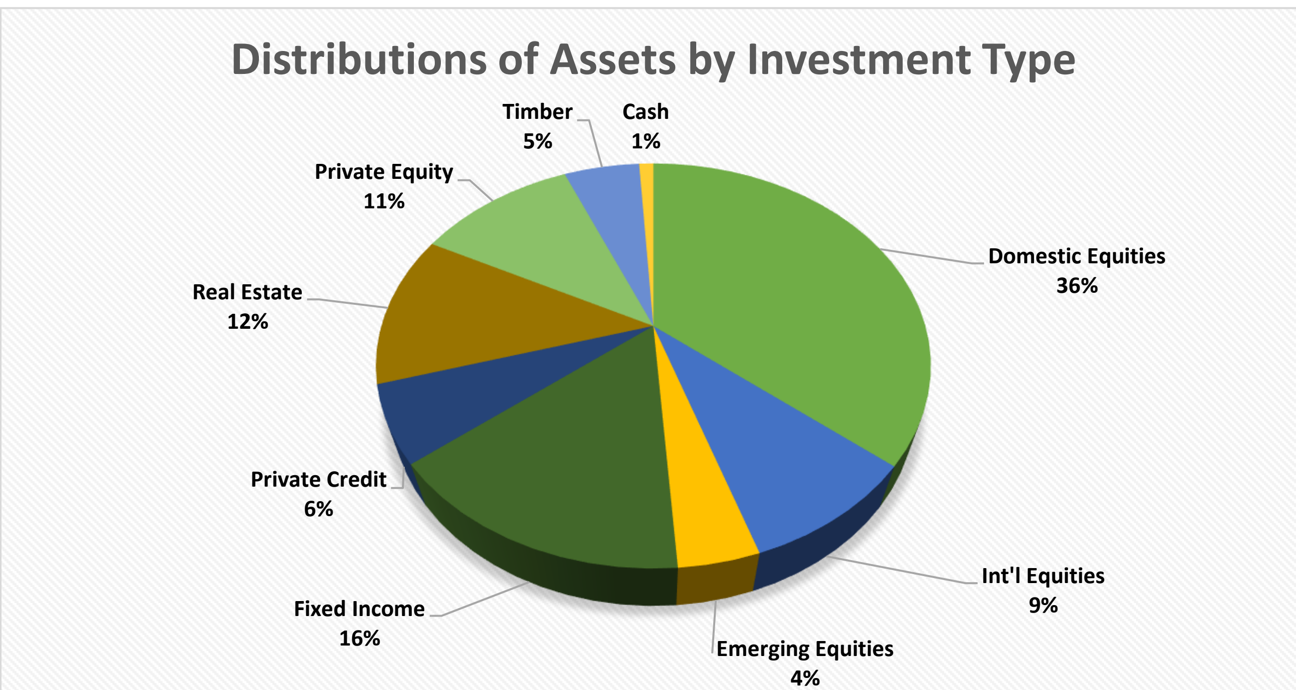
Defined Benefit Plan Investment Returns

	Annual Return
Total Fund	10.5%
Equities	
SSGA S&P 500 Index	17.6%
T. Rowe Price	22.0%
Aristotle	5.9%
Times Square Mid Cap Growth Fund	15.9%
Earnest Partners Mid Cap Value Equity	4.4%
CRM Mid Cap Value Fund	1.2%
Emerald Advisers	29.7%
Wedge Capital	6.6%
Artisan Partners	29.9%
Alliance Bernstein	24.5%
JP Morgan Emerging Markets	17.4%
Fixed Income	
Fidelity	3.3%
Pugh Capital	3.3%
Metropolitan West Asset Mgmt.	3.8%
Nuveen Taxable Municipal Fixed Income	2.9%
Private Credit	
Brightwood Capital Fund V	10.1%
Crescent Private Credit Partners	4.4%
Crescent Credit Solutions VIII	4.7%
Golub Capital Partners 12	6.7%
Golub Capital Partners 14	6.7%
Golub Capital Partners 15	6.8%
Oaktree MMDL Fund	2.5%
Oaktree DLF	8.5%
Neuberger Private Debt Fund IV	7.8%
Neuberger Private Debt Fund V	9.1%

Real Estate	
AG Core Plus Realty Fund IV	-4.1%
AG Realty Fund IX	-1.4%
AG Realty Value Fund X	2.8%
AG Realty Value Fund XI	7.8%
TA Realty Fund XII	-4.5%
TA Realty Fund XIII	1.2%
Northwood Real Estate Partners IV	-3.1%
Northwood RE Partners VIII	0.4%
Northwood U.S. Real Estate Fund	5.7%
Heitman Value Partners IV	-9.2%
Heitman Value Partners V	7.0%
Heitman Value Partners VI	N/A
Westport Real Estate Fund V	3.8%
WCP Special core Plus Fund III	7.7%
JP Morgan SPF	5.3%
TA Realty Core Property Fund	4.6%
BTG Pactual Open Ended Core US	4.0%
Private Equity	
BlackRock Diversified Private Equity V	-8.2%
BlackRock Private Equity Partners VII	2.9%
Lexington Middle Market Investors IV, L.P.	0.9%
Lexington Capital Partners VIII, L.P.	-0.6%
Lexington Capital Partners X, L.P.	4.1%
Horsley Bridge XI Venture, L.P.	4.6%
Horsley Bridge XII Venture, L.P.	6.0%
Mesirow Private Equity Fund IX	N/A
Pomona Capital VIII	0.6%
Pomona Capital IX	-1.8%
Pomona Capital XI	N/A
True Bridge Fund IV	18.9%
True Bridge Fund V	14.1%
Timber	
Molpus Woodlands Fund IV, L.P.	-0.8%
Molpus Woodlands Fund V	4.5%
Stafford Int'l Timberland VIII	0.0%
Eastern Timberland Opportunities III LP	5.2%
Eastern Timberland Opportunities IV	N/A%
Cash	
Master Account	5.2%

Defined Benefit Plan Summary Charts

	2021	2022	2023	2024	2025
Active Employees	2,708	2,658	2,599	2,834	2,635
Retirees	2,256	2,364	2,286	2,362	2,359
Assets in Billions	2.184	2.001	2.057	2.286	2.459

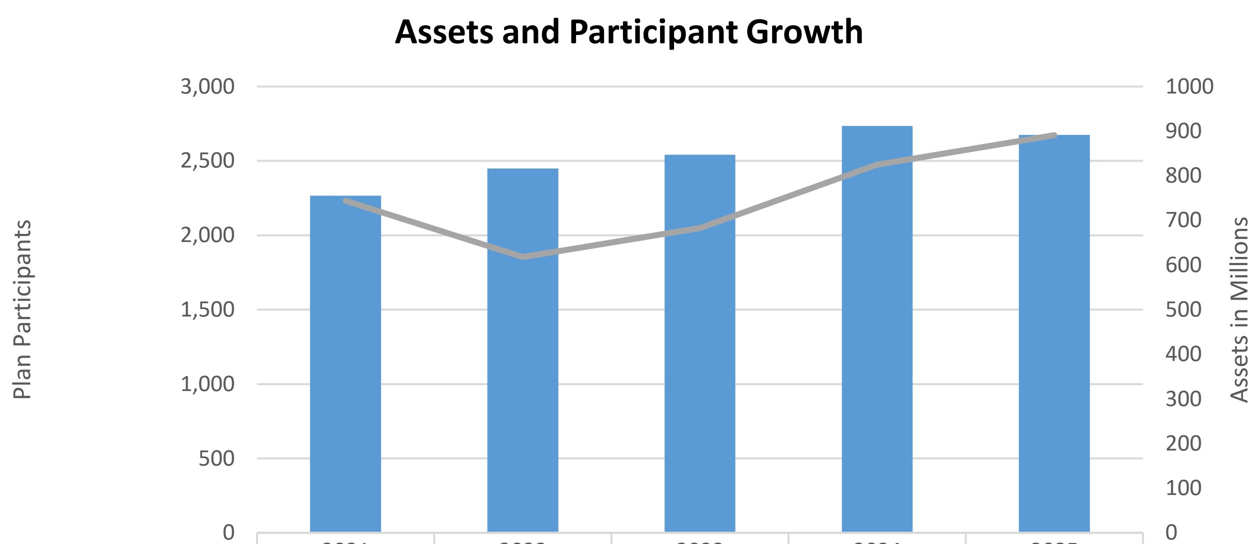


MAP (401K) – Defined Contribution Plan

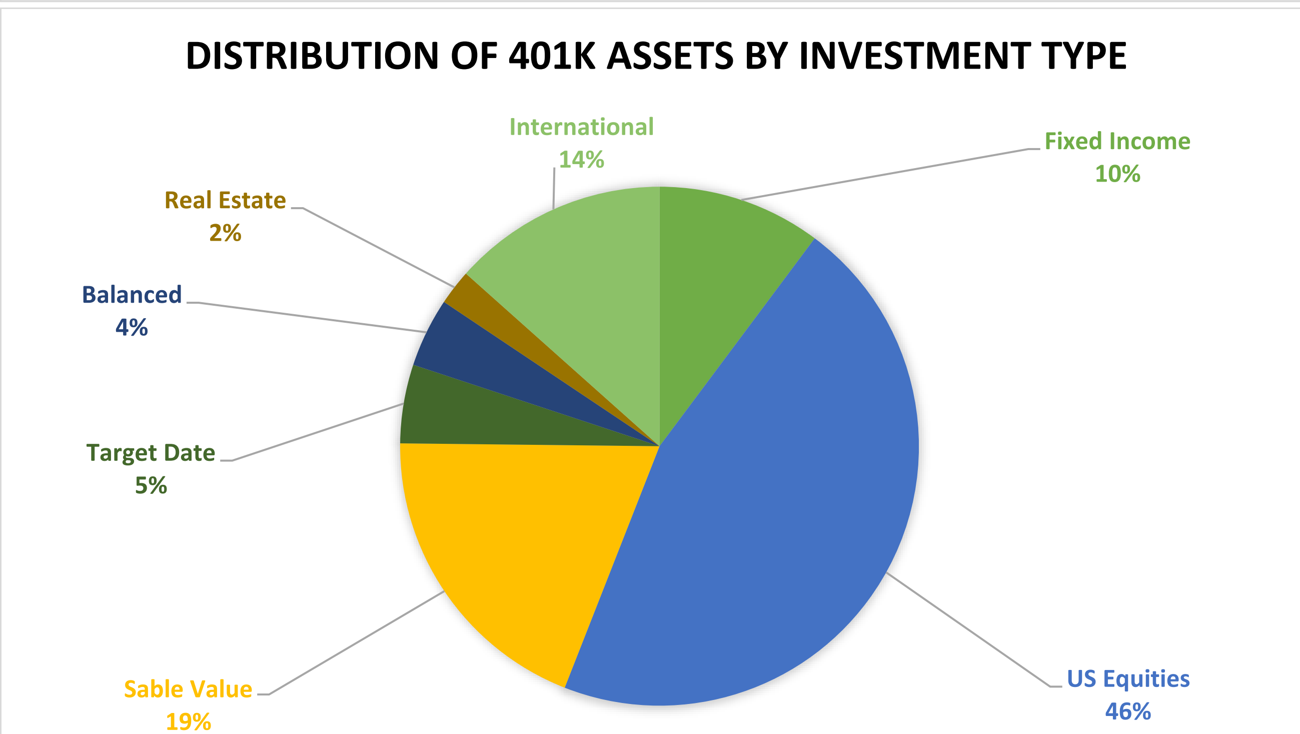
Statement of Changes in Net Assets

Beginning Net Assets – October 1, 2024	**$826,180,973**
Increases in Net Assts:	
Contributions	36,194,497
Change in Fair Value of Investments	82,545,123
Miscellaneous	(12,431,413)
Total Increase in Net Assets:	**106,308,207**
Decreases in Net Assets:	
Disbursements	(36,713,106)
Fees	(741,435)
Total Decrease in Net Assets	**(37,454,542)**
Ending Net Assets – September 30, 2025	**$895,034,639**

MAP (401K) Defined Contribution Plan Summary Charts



	2021	2022	2023	2024	2025
Plan Participants	2,267	2,450	2,541	2,735	2,676
Assets in Millions	744	618	683	825	891

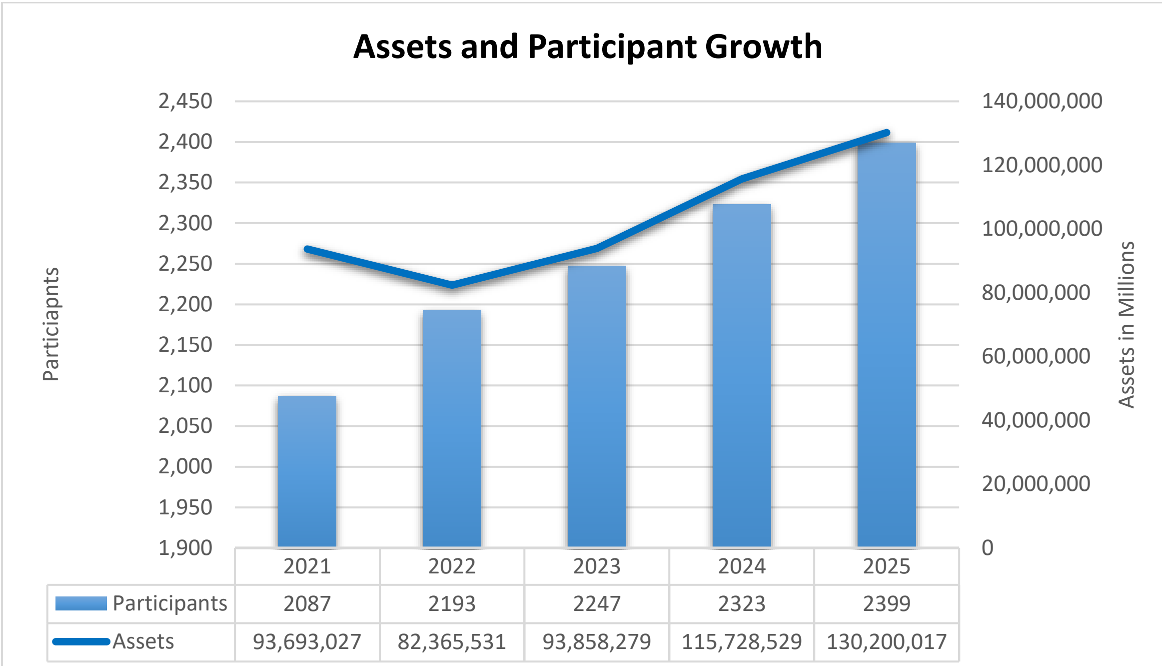


Deferred Compensation Plan (457) – RSVP

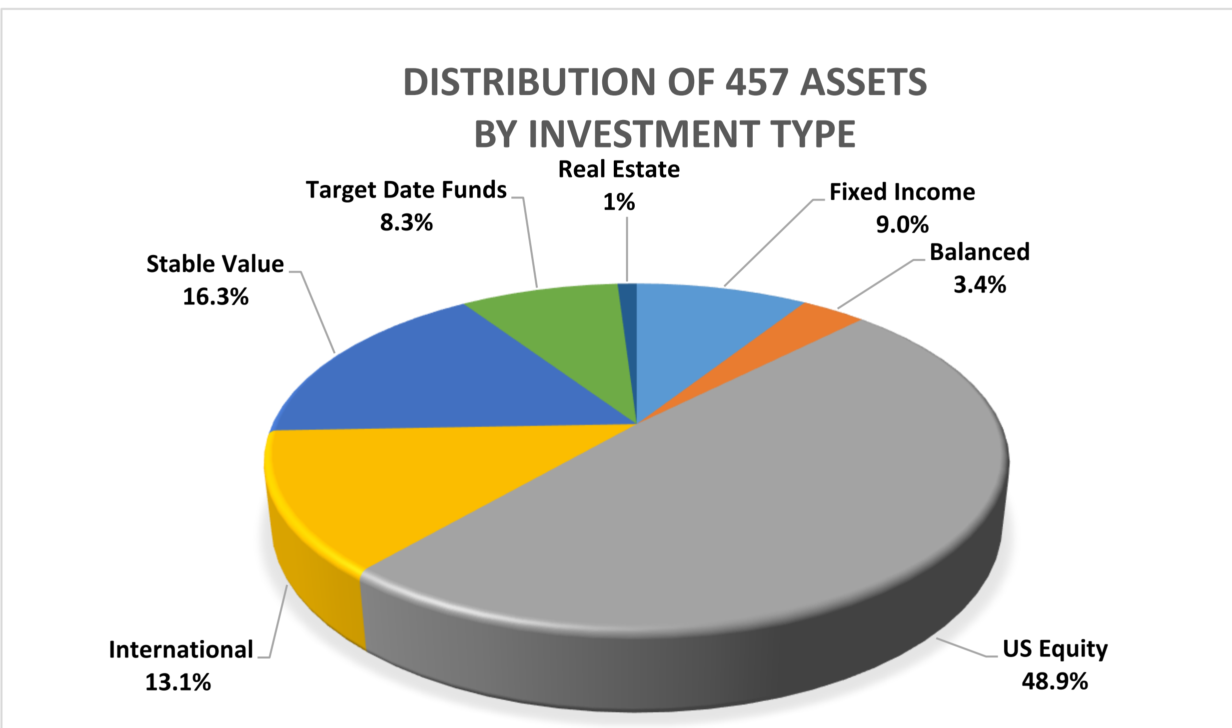
Statement of Changes in Net Assets

Beginning Net Assets – October 1, 2024	**$115,863,164**
Increases in Net Assts:	
Contributions	12,688,272
Change in Fair Value of Investments	12,763,018
Miscellaneous	(1.38)
Total Increase in Net Assets:	**25,451,289**
Decreases in Net Assets:	
Disbursements	(10,755,123)
Fees	(214,689)
Total Decrease in Net Assets	**(10,969,812)**
Ending Net Assets – September 30, 2025	**$130,344,641**

Deferred Compensation Plan RSVP 457 Summary Charts



	2021	2022	2023	2024	2025
Participants	2087	2193	2247	2323	2399
Assets	93,693,027	82,365,531	93,858,279	115,728,529	130,200,017



Defined Contribution Plans Fund Performance

Fund	Rating		Annual	Expense
	Morningstar	Segal Marco	Return	Ratio
TARGET DATE				
American Funds 2010 Trgt Date Retire R6	5	N/A	8.9%	0.29%
American Funds 2015 Trgt Date Retire R6	5	N/A	9.2%	0.30%
American Funds 2020 Trgt Date Retire R6	5	N/A	9.8%	0.30%
American Funds 2025 Trgt Date Retire R6	5	N/A	10.0%	0.31%
American Funds 2030 Trgt Date Retire R6	5	N/A	11.3%	0.33%
American Funds 2035 Trgt Date Retire R6	5	N/A	12.8%	0.34%
American Funds 2040 Trgt Date Retire R6	5	N/A	15.0%	0.36%
American Funds 2045 Trgt Date Retire R6	5	N/A	15.6%	0.37%
American Funds 2050 Trgt Date Retire R6	5	N/A	15.7%	0.37%
American Funds 2055 Trgt Date Retire R6	5	N/A	16.0%	0.39%
American Funds 2060 Trgt Date Retire R6	5	N/A	16.0%	0.39%
INDEX				
Vanguard Institutional Index	5	B	17.6%	0.04%
Vanguard Mid Cap Index	4	A	13.1%	0.04%
Vanguard Small Cap Index	4	A	8.7%	0.05%
Vanguard Developed Markets Index	4	A	17.4%	0.03%
Vanguard Total Bond Market Index	3	A	2.9%	0.03%
Vanguard High-Yield Corporate Index	3	B	7.30%	0.12%
Vanguard Real Estate Index	3	A	-2.3%	0.11%
ACTIVE				
PGIM Jennison Fund Large Cap Growth	3	B	21.4%	0.36%
T. Rowe Price Large Cap Value	4	B	3.8%	0.46%
AMG TimesSquare Mid Cap Growth Fund	5	A	14.2%	0.65%
JPMorgan Mid Cap Value R6	3	A	3.8%	0.69%
AB Small Cap Growth	3	A	3.1%	0.78%
AB Discovery Value	3	A	1.6%	0.81%
MFS International Growth	5	A	10.9%	0.54%
Harbor International Retirement	3	B	15.4%	0.81%
Invesco Developing Markets	2	C	13.3%	0.88%

Janus Henderson Flexible Bond	3	B	3.3%	0.46%
BALANCED				
PGIM Balanced R6	3	A	11.5%	0.73%
Empower Secure Foundation Balanced	N/A	B	9.6%	0.15%
Tallahassee Guaranteed Income Account	N/A	N/A	3.6%	0.30%