



February 14, 2022

Ms. Cherie Watson  
Retirement Services Director  
City of Lakeland Retirement Services  
500 N. Lake Parker Avenue  
Lakeland, FL 33801

**Re: City of Lakeland Employees' Pension and Retirement System**

Dear Cherie:

As requested, we have reviewed the proposed ordinance which would amend the City of Lakeland Employees' Pension and Retirement System ("Plan") as follows:

- Amend Section 21, Definitions, to revise the definition of Employee to indicate that starting on the ordinance effective date, employees hired by the City's Fire and Police Departments who are employed pending state certification as sworn police officers or firefighters will be excluded from participation in the Plan and will instead be enrolled in the City of Lakeland Defined Contribution Plan.

Since the amendment applies only to employees hired by the City's Fire and Police Departments after the effective date, the proposed ordinance would have no immediate actuarial impact on the costs of the Plan. When such employees are enrolled in this Plan, there is a small liability generated in the Plan that would no longer occur under the proposed ordinance. It is our understanding that the primary purpose of the proposed ordinance is to remove the administrative burden of enrolling and processing these employees as participants of this Plan.

Since these changes will not have an immediate actuarial impact on the costs of the Plan it is our opinion that a formal Actuarial Impact Statement is not required. However, we recommend that you send a copy of this letter and the ordinance to the Bureau of Local Retirement Systems.

Jeffrey Amrose is a member of the American Academy of Actuaries and meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein. The undersigned actuary is independent of the plan sponsor.

We welcome your questions and comments.

Respectfully submitted,  
Gabriel, Roeder, Smith & Company

A handwritten signature in black ink, appearing to read "Jeff Amrose".

Jeffrey Amrose, EA, MAAA  
Senior Consultant & Actuary

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