

# CITY OF WILTON MANORS GENERAL EMPLOYEES' & POLICE OFFICERS' RETIREMENT PLAN

ACTUARIAL VALUATION REPORT AS OF OCTOBER 1, 2020  
FOR THE FISCAL YEAR ENDING SEPTEMBER 30, 2021







May 25, 2021

Board of Trustees  
City of Wilton Manors General Employees' and Police Officers' Retirement Plan  
Wilton Manors, FL 33305

**Re: City of Wilton Manors General Employees' and Police Officers' Retirement Plan  
Actuarial Valuation as of October 1, 2020 and Actuarial Disclosures**

Dear Board Members:

The results of the October 1, 2020 Annual Actuarial Valuation of the City of Wilton Manors General Employees' and Police Officers' Retirement Plan are presented in this report.

This report was prepared at the request of the Board and is intended for use by the Retirement Plan and those designated or approved by the Board. This report may be provided to parties other than the Plan only in its entirety and only with the permission of the Board. GRS is not responsible for unauthorized use of this report.

The purposes of the valuation are to measure the Plan's funding progress, to determine the employer contribution rate for the fiscal year ending September 30, 2021, and to estimate the actuarial information for Governmental Accounting Standards Board (GASB) Statement No. 67 for the year ending September 30, 2021. This report should not be relied on for any purpose other than the purposes described herein. Determinations of financial results, associated with the benefits described in this report, for purposes other than those identified above may be significantly different.

The contribution rate in this report is determined using the actuarial assumptions and methods disclosed in Section II of this report. This report includes risk metrics on pages 3 to 5 but does not include a more robust assessment of the risks of future experience not meeting the actuarial assumptions. Additional assessment of risks was outside the scope of this assignment.

This valuation assumed the continuing ability of the plan sponsor to make the contributions necessary to fund this plan. A determination regarding whether or not the plan sponsor is actually able to do so is outside our scope of expertise and was not performed.

The findings in this report are based on data and other information through September 30, 2020. The valuation was based upon information furnished by the Plan Administrator concerning Retirement Plan benefits, financial transactions, plan provisions and active members, terminated members, retirees and beneficiaries. We checked for internal reasonability and year-to-year consistency, but did not audit the data. We are not responsible for the accuracy or completeness of the information provided by the Plan Administrator.

In addition, this report was prepared using certain assumptions approved by the Board and prescribed under Florida Statutes as described in Section II of this report. The prescribed assumptions are the assumed

mortality rates detailed in the Actuarial Assumptions and Actuarial Cost Methods section in accordance with Florida Statutes Chapter 112.63. All actuarial assumptions used in this report are reasonable for the purposes of this valuation.

This report was prepared using our proprietary valuation model and related software which, in our professional judgment, has the capability to provide results that are consistent with the purposes of the valuation and has no material limitations or known weaknesses. We performed tests to ensure that the model reasonably represents that which is intended to be modeled.

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. To the best of our knowledge the information contained in this report is accurate and fairly presents the actuarial position of the City of Wilton Manors General Employees' and Police Officers' Retirement Plan as of the valuation date. All calculations have been made in conformity with generally accepted actuarial principles and practices, with the Actuarial Standards of Practice issued by the Actuarial Standards Board, and with applicable statutes.

Theora Braccialarghe and Melissa Zrelack are members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

The signing actuaries are independent of the plan sponsor.

This actuarial valuation and/or cost determination was prepared and completed by us or under our direct supervision, and we acknowledge responsibility for the results. To the best of our knowledge, the results are complete and accurate. In our opinion, the techniques and assumptions used are reasonable, meet the requirements and intent of Part VII, Chapter 112, Florida Statutes, and are based on generally accepted actuarial principles and practices. There is no benefit or expense to be provided by the plan and/or paid from the plan's assets for which liabilities or current costs have not been established or otherwise included in the valuation. All known events or trends which may require a material increase in plan costs or required contribution rates have been taken into account in the valuation.

Gabriel, Roeder, Smith & Company will be pleased to review this valuation and Report with the Board of Trustees and to answer any questions pertaining to the valuation.

Respectfully submitted,

GABRIEL, ROEDER, SMITH & COMPANY

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# TABLE OF CONTENTS

<b>I</b>	<b>Introduction</b>	
	a. Discussion.....	1
	b. Risk Associated with the Measuring the Accrued Liability and Actuarially Determined Contribution .....	3
	c. Recent History of Plan Changes .....	6
<b>II</b>	<b>Valuation Results</b>	
	a. Comparative Summary of Valuation Results .....	7
	b. Derivation of Normal Cost and Present Value of Projected Benefits .....	10
	c. Liquidation of the Unfunded Actuarial Accrued Liability.....	12
	d. Recent History of Valuation Results.....	16
	e. Actuarial Gains and Losses .....	17
	f. Schedule of Funding Progress .....	19
	g. FASB Information .....	20
	h. GASB Information .....	23
	i. Actuarial Assumptions and Actuarial Cost Methods .....	29
	j. Glossary of Terms .....	36
<b>III</b>	<b>Pension Fund Information</b>	
	a. Statement of Assets.....	39
	b. Income and Disbursements.....	40
	c. Actuarial Value of Assets .....	41
	d. DROP Accounting.....	43
	e. Investment Rate of Return .....	44
<b>IV</b>	<b>Member Statistics</b>	
	a. Statistical Data .....	45
	b. Reconciliation of Membership Data .....	47
	c. Age and Service Distributions.....	48
<b>V</b>	<b>Summary of Retirement Plan Provisions .....</b>	<b>50</b>



**SECTION I**

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**DISCUSSION**

## DISCUSSION

### CLOSED PLAN

The required contribution is a combination of two amounts. There is a normal cost, which is considered the payment toward benefits currently accruing to active members. This amount tends to be relatively stable from year to year as a percent of payroll. There is also an amortization payment, which is a collection of fixed dollar amounts in payment toward the unfunded liability. In reviewing this Report, it is important to keep in mind that this Plan was closed to new entrants on August 1, 2007. One consequence of this closure is that the amortization payment is expected to increase as a percentage of covered payroll as the payroll of active members decreases from year to year. Therefore, the overall required contribution as a percentage of covered payroll is expected to increase from year to year. Another is that the contribution requirement is expected to continue after all the remaining active members have retired.

### REQUIRED EMPLOYER CONTRIBUTION

The required City contribution for the plan year ending September 30, 2021 is \$1,651,838, as shown below:

Required City Contribution			
	General	Police	Total
Total Required Employer Contribution	\$ 736,408	915,430	1,651,838
As a % of Payroll	407.31 %	407.26 %	407.28 %
Expected State Premium Tax Refund	N/A	\$0	\$0
Remaining City Contribution	736,408	915,430	1,651,838
As a % of Payroll	407.31 %	407.26 %	407.28 %

The actual employer contribution received during the year ending September 30, 2020 was \$1,666,916, which was the minimum required amount.

### EXPERIENCE

Overall experience during the last year was more favorable than anticipated by the actuarial assumptions, resulting in an overall gain. The investment return on a net market value basis for the previous plan year was 5.7% as compared to the assumed rate of 6.6%. However, only one fifth of the shortfall in investment return was recognized this year, with the rest smoothed over the next four years. At the same time, portions of the excess returns/shortfalls from the earlier four years were recognized, resulting in an investment return on a valuation asset basis of 7.7%.

The investment gain was partially offset by an experience loss primarily due to higher salary increases and fewer retiree deaths than expected.



## CHANGES IN BENEFITS

There were no changes in benefits provisions from the previous valuation.

## CHANGES IN ACTUARIAL ASSUMPTIONS AND ACTUARIAL COST METHODS

There were no changes in assumptions or methods from the previous valuation.

## FUNDED RATIO

The funded ratio is equal to the actuarial value of assets divided by the actuarial accrued (past service) liability. The funded ratio this year is 72.0% compared to 69.4% last year.

## VARIABILITY OF FUTURE CONTRIBUTION RATES

The Actuarial Cost Method is intended to produce contributions which are generally level as a percent of payroll for an ongoing plan. Even so, when experience differs from the assumptions, as it often does, the employer's contributions can vary significantly from year-to-year. The fact that the plan is closed will put more upward pressure on the contribution and add to volatility.

The Market Value of Assets was about \$103,000 higher than the Actuarial Value as of the valuation date. This difference will be recognized over the next few years in the absence of offsetting losses. In turn, the computed employer contribution rate will decrease by approximately \$11,000. If Market Value had been the basis for the valuation, the required City contribution would have been about \$1.64 million and the funded ratio would have been 72.3%.

## RECOMMENDATIONS

It is important to note that Plan assets are insufficient to cover the liabilities for inactive members. As of October 1, 2020, the assets are \$27.6 million and the liability for inactive members is \$33.9 million.

Steps have been taken to improve the funded position of the Plan, such as lowering the investment return assumption and shortening the period over which changes to the unfunded actuarial accrued liability are amortized.

We recommend that the assumed investment return continue to be monitored, and to be reduced if appropriate to reflect a more conservative portfolio allocation, which is the expected direction for a closed plan. We further recommend that no further benefit changes or improvements be adopted until the current benefits are 100% funded.

## CONCLUSION

The remainder of this Report covers detailed actuarial valuation results, financial information, other information and statistics, and a summary of plan provisions.



## **RISKS ASSOCIATED WITH THE MEASURING THE ACCRUED LIABILITY AND ACTUARIALLY DETERMINED CONTRIBUTION**

The determination of the accrued liability and the actuarially determined contribution requires the use of assumptions regarding future economic and demographic experience. Risk measures, as illustrated in this report, are intended to aid in the understanding of the effects of future experience differing from the assumptions used in the course of the actuarial valuation. Risk measures may also help with illustrating the potential volatility in the accrued liability and the actuarially determined contribution that result from the differences between actual experience and the actuarial assumptions.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions due to changing conditions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period, or additional cost or contribution requirements based on the Plan's funded status); and changes in plan provisions or applicable law. The scope of an actuarial valuation does not include an analysis of the potential range of such future measurements.

Examples of risk that may reasonably be anticipated to significantly affect the plan's future financial condition include:

1. Investment risk – actual investment returns may differ from the expected returns;
2. Contribution risk – actual contributions may differ from expected future contributions. For example, actual contributions may not be made in accordance with the plan's funding policy or material changes may occur in the anticipated number of covered employees, covered payroll, or other relevant contribution base;
3. Salary and Payroll risk – actual salaries and total payroll may differ from expected, resulting in actual future accrued liability and contributions differing from expected;
4. Longevity risk – members may live longer or shorter than expected and receive pensions for a period of time other than assumed;
5. Other demographic risks – members may terminate, retire or become disabled at times or with benefits other than assumed resulting in actual future accrued liability and contributions differing from expected.

The effects of certain trends in experience can generally be anticipated. For example, if the investment return since the most recent actuarial valuation is less (or more) than the assumed rate, the cost of the plan can be expected to increase (or decrease). Likewise, if longevity is improving (or worsening), increases (or decreases) in cost can be anticipated.

The computed contribution rate shown on page 1 may be considered as a minimum contribution rate that complies with the Board's funding policy. The timely receipt of the actuarially determined contributions is critical to support the financial health of the plan. Users of this report should be aware that contributions made at the actuarially determined rate do not necessarily guarantee benefit security.



## PLAN MATURITY MEASURES

Risks facing a pension plan evolve over time. A young plan with virtually no investments and paying few benefits may experience little investment risk. An older plan with a large number of members in pay status and a significant trust may be much more exposed to investment risk. Generally accepted plan maturity measures include the following:

	<u>2020</u>	<u>2019</u>
Ratio of the market value of assets to total payroll	67.91	60.37
Ratio of actuarial accrued liability to payroll	94.00	85.02
Ratio of active members to inactive members	0.07	0.08
Ratio of net cash flow to market value of assets	-0.04	-0.04

### RATIO OF MARKET VALUE OF ASSETS TO PAYROLL

The relationship between assets and payroll is a useful indicator of the potential volatility of contributions. For example, if the market value of assets is 2.0 times the payroll, a return on assets 5% different than assumed would equal 10% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in plan sponsor contributions as a percentage of payroll.

### RATIO OF ACTUARIAL ACCRUED LIABILITY TO PAYROLL

The relationship between actuarial accrued liability and payroll is a useful indicator of the potential volatility of contributions for a fully funded plan. A funding policy that targets a funded ratio of 100% is expected to result in the ratio of assets to payroll and the ratio of liability to payroll converging over time.

The ratio of liability to payroll may also be used as a measure of sensitivity of the liability itself. For example, if the actuarial accrued liability is 2.5 times the payroll, a change in liability 2% other than assumed would equal 5% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in liability (and also plan sponsor contributions) as a percentage of payroll.

### RATIO OF ACTIVES TO RETIREES AND BENEFICIARIES

A young plan with many active members and few retirees will have a high ratio of active to retirees. A mature open plan may have close to the same number of actives to retirees resulting in a ratio near 1.0. A super-mature or closed plan may have significantly more retirees than actives resulting in a ratio below 1.0.

### RATIO OF NET CASH FLOW TO MARKET VALUE OF ASSETS

A positive net cash flow means contributions exceed benefits and expenses. A negative cash flow means existing funds are being used to make payments. A certain amount of negative net cash flow is generally expected to occur when benefits are prefunded through a qualified trust. Large negative net cash flows as a percent of assets may indicate a super-mature plan or a need for additional contributions.



## **ADDITIONAL RISK ASSESSMENT**

Additional risk assessment is outside the scope of the annual actuarial valuation. Additional assessment may include scenario tests, sensitivity tests, stochastic modeling, stress tests, and a comparison of the present value of accrued benefits at low-risk discount rates with the actuarial accrued liability.

## RECENT HISTORY OF PLAN CHANGES

1. Effective October 1, 2007, the City closed the amortization period so the number of years for new bases would go down each year.
2. Effective October 1, 2010, the assumed rate of investment return on plan assets was changed from 8.0% per annum to 7.5% per annum. Additionally, the remaining amortization period has been shortened to 20 years. The number of years for new bases will continue to go down each year.
3. Effective October 1, 2013, the mortality rates were changed from the 1994 Group Annuity Mortality Table for males and females to the fully generational RP-2000 Combined Healthy Participant Mortality Table for males and females, with a one-year age set-forward, plus an additional five-year age set-forward for impaired mortality, using projection scale AA to project mortality improvement to all future years from the year 2000.
4. Effective October 1, 2014, the one-year age set-forward in the mortality rates was eliminated from the mortality rates that became effective October 1, 2013. Additionally, the assumed rate of investment return on plan assets was changed from a 7.5% gross investment return to a 7.0% assumption net of investment expenses.
5. Effective October 1, 2016, the mortality rates were changed from the RP-2000 Combined Healthy Participant Mortality Tables for males and females, using projection scale AA to project mortality improvements to all future years after 2000, to the mortality rates used by the Florida Retirement System (FRS) for Regular Class members (General Employees) and Special Risk Class members (Police Officers) in the July 1, 2016 actuarial valuation. This change was made in accordance with Chapter 112.63 of the Florida Statutes, which requires use of the same mortality rates used in either of the last two actuarial valuation reports of FRS.
6. Effective October 1, 2018, the assumed rate of investment return on plan assets was changed from 7.0% net of investment expenses to 6.9%, net of investment expenses. Additionally, new bases will be amortized over 15 years.
7. Effective October 1, 2019, the mortality tables were updated to the mortality tables for Regular Class members (General Employees) and Special Risk members (Police Officers) of the Florida Retirement System (FRS) used in the July 1, 2019 actuarial valuation, in accordance with Chapter 112.63 of the Florida Statutes, which requires use of the same mortality tables used in either of the two most recently published actuarial valuation reports of FRS. Additionally, the assumed rate of return was reduced from 6.9% net of investment expenses to 6.6% net of investment expenses.

## **SECTION II**

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### **VALUATION RESULTS**

<b>COMPARATIVE SUMMARY OF VALUATION RESULTS FOR ALL EMPLOYEES AS OF OCTOBER 1</b>		
	2020	2019
<b>Covered Group</b>		
A. Number of Participants		
Actives	5	6
Retirees, Disabilities, Beneficiaries and Vested Terminations	76	76
Total Annual Covered Payroll	\$ 405,576	\$ 449,077
<b>Long Range Cost</b>		
B. Actuarial Present Value of Projected Benefits	\$ 38,274,122	\$ 38,360,509
C. Actuarial Present Value of Future Normal Costs	<u>150,961</u>	<u>180,076</u>
D. Actuarial Accrued Liability (AAL): B - C	<u>38,123,161</u>	<u>38,180,433</u>
E. Valuation Assets	27,441,275	26,516,080
F. Unfunded Actuarial Accrued Liability (UAAL): D - E	10,681,886	11,664,353
<b>Current Cost</b>		
G. Payment Required to Amortize UAAL	\$ 1,452,796	\$ 1,471,029
As % of Payroll	358.21%	327.57%
H. Total Normal Cost (for current year)	184,591	185,579
As % of Payroll	45.51%	41.32%
I. Plan Year to which Contributions Apply	2020/21	2019/20
J. Interest	56,817	57,485
K. Total Required Contribution	1,694,204	1,714,093
As % of Payroll	417.73%	381.69%
L. Expected Member Contribution	42,366	47,177
As % of Payroll	10.45%	10.51%
M. Estimate of State Contributions	0	0
N. Total Remaining Required City Contribution	1,651,838	1,666,916
As % of Payroll	407.28%	371.19%



<b>COMPARATIVE SUMMARY OF VALUATION RESULTS FOR GENERAL EMPLOYEES AS OF OCTOBER 1</b>		
	2020	2019
<b>Covered Group</b>		
A. Number of Participants		
Actives	3	4
Retirees, Disabilities, Beneficiaries and Vested Terminations	45	45
Total Annual Covered Payroll	\$ 180,797	\$ 226,909
<b>Long Range Cost</b>		
B. Actuarial Present Value of Projected Benefits	\$ 17,239,194	\$ 17,454,713
C. Actuarial Present Value of Future Normal Costs	67,144	81,057
D. Actuarial Accrued Liability (AAL): B - C	<u>17,172,050</u>	<u>17,373,656</u>
E. Valuation Assets	12,494,454	12,241,331
F. Unfunded Actuarial Accrued Liability (UAAL): D - E	4,677,596	5,132,325
<b>Current Cost</b>		
G. Payment Required to Amortize UAAL	\$ 642,553	\$ 652,493
As % of Payroll	355.40%	287.56%
H. Total Normal Cost (for current year)	88,380	96,052
As % of Payroll	48.88%	42.33%
I. Plan Year to which Contributions Apply	2020/21	2019/20
J. Interest	25,363	25,975
K. Total Required Contribution	756,296	774,520
As % of Payroll	418.31%	341.34%
L. Expected Member Contribution	19,888	24,960
As % of Payroll	11.00%	11.00%
M. Estimate of State Contributions	N/A	N/A
N. Total Remaining Required City Contribution	736,408	749,560
As % of Payroll	407.31%	330.34%



<b>COMPARATIVE SUMMARY OF VALUATION RESULTS FOR POLICE OFFICERS AS OF OCTOBER 1</b>		
	2020	2019
<b>Covered Group</b>		
A. Number of Participants		
Actives	2	2
Retirees, Disabilities, Beneficiaries and Vested Terminations	31	31
Total Annual Covered Payroll	\$ 224,779	\$ 222,168
<b>Long Range Cost</b>		
B. Actuarial Present Value of Projected Benefits	\$ 21,034,928	\$ 20,905,796
C. Actuarial Present Value of Future Normal Costs	83,817	99,019
D. Actuarial Accrued Liability (AAL): B - C	<u>20,951,111</u>	<u>20,806,777</u>
E. Valuation Assets	14,946,821	14,274,749
F. Unfunded Actuarial Accrued Liability (UAAL): D - E	6,004,290	6,532,028
<b>Current Cost</b>		
G. Payment Required to Amortize UAAL	\$ 810,243	\$ 818,536
As % of Payroll	360.46%	368.43%
H. Total Normal Cost (for current year)	96,211	89,527
As % of Payroll	42.80%	40.30%
I. Plan Year to which Contributions Apply	2020/21	2019/20
J. Interest	31,454	31,510
K. Total Required Contribution	937,908	939,573
As % of Payroll	417.26%	422.91%
L. Expected Member Contribution	22,478	22,217
As % of Payroll	10.00%	10.00%
N. Estimate of State Contributions	0	0
M. Total Remaining Required City Contribution	915,430	917,356
As % of Payroll	407.26%	412.91%



<b>DERIVATION OF NORMAL COST - GENERAL EMPLOYEES AS OF OCTOBER 1</b>		
	2020	2019
A. Entry Age Normal Cost for		
Service Retirement Benefits	\$ 36,362	\$ 46,992
Vesting Benefits	3,247	3,794
Preretirement Death Benefits	529	767
Disability	2,405	2,900
Return of Contributions	1,722	1,979
Total	<u>44,265</u>	<u>56,432</u>
B. Normal Cost for Administrative Expenses	44,115	39,620
C. Total Normal Cost: A + B	88,380	96,052

<b>PRESENT VALUE OF PROJECTED BENEFITS - GENERAL EMPLOYEES AS OF OCTOBER 1</b>		
	2020	2019
A. Present Value of Future Salaries	\$ 270,498	\$ 324,575
B. Present Value of Future Member Contributions	29,755	35,703
C. Present Value of Projected Benefits		
1. Active Members		
Service Retirement Benefits	1,692,698	2,087,404
Vesting Benefits	0	0
Preretirement Death Benefits	6,283	6,329
Disability	6,250	6,282
Return of Contributions	0	0
Total	<u>1,705,231</u>	<u>2,100,015</u>
2. Inactive Members		
Service Retirees	14,655,245	14,468,583
DROP Participants	323,537	325,252
Disability Retirees	98,938	100,646
Beneficiaries	393,703	401,890
Terminated Vested	62,540	58,327
Total	<u>15,533,963</u>	<u>15,354,698</u>
3. Grand Total	17,239,194	17,454,713



<b>DERIVATION OF NORMAL COST - POLICE OFFICERS AS OF OCTOBER 1</b>		
	2020	2019
A. Entry Age Normal Cost for		
Service Retirement Benefits	\$ 35,339	\$ 34,888
Vesting Benefits	4,626	4,556
Preretirement Death Benefits	567	564
Disability	577	570
Return of Contributions	<u>3,377</u>	<u>3,329</u>
Total	44,486	43,907
B. Normal Cost for Administrative Expenses	51,725	45,620
C. Total Normal Cost: A + B	96,211	89,527

<b>PRESENT VALUE OF PROJECTED BENEFITS - POLICE OFFICERS AS OF OCTOBER 1</b>		
	2020	2019
A. Present Value of Future Salaries	\$ 425,127	\$ 517,468
B. Present Value of Future Member Contributions	42,513	51,747
C. Present Value of Projected Benefits		
1. Active Members		
Service Retirement Benefits	2,684,505	2,575,053
Vesting Benefits	0	0
Preretirement Death Benefits	7,247	8,402
Disability	10,318	12,146
Return of Contributions	<u>0</u>	<u>0</u>
Total	2,702,070	2,595,601
2. Inactive Members		
Service Retirees	16,191,905	16,125,971
DROP Participants	0	0
Disability Retirees	252,447	261,184
Beneficiaries	1,888,506	1,923,040
Terminated Vested	<u>0</u>	<u>0</u>
Total	18,332,858	18,310,195
3. Grand Total	21,034,928	20,905,796



## LIQUIDATION OF THE UNFUNDED ACTUARIAL ACCRUED LIABILITY AS OF OCTOBER 1, 2020 – GENERAL EMPLOYEES

The Unfunded Actuarial Accrued Liability (UAAL) is being amortized as a level dollar amount over the number of years remaining. Details relating to the UAAL are as follows:

Original			Current		
Date & Source	Amortization Period	Amount	Years Remaining	Amount	Payment
10/1/94 Method Change	30		3	6,509	2,310
10/1/94 Assumption Changes	30		3	(3,763)	(1,335)
10/1/95 Plan Amendment	30		4	195,625	53,690
10/1/96 Assumption Change	30		5	44,778	10,135
10/1/98 Plan Amendment	30		7	9,294	1,595
10/1/03 Plan Amendment	30	624,219	10	360,339	47,242
10/1/03 Asset Method Change	30	(785,623)	10	(453,513)	(59,457)
10/1/04 Cost Method Change	30	1,443,006	10	846,855	111,026
10/1/05 (Gain)/Loss	30	540,168	10	321,826	42,193
10/1/05 Plan Amendment	30	26,548	10	15,817	2,074
10/1/06 (Gain)/Loss	30	203,371	10	122,848	16,106
10/1/06 Assumption Change	30	151,335	10	91,415	11,985
10/1/06 Plan Amendment	30	(238,605)	10	(144,132)	(18,896)
10/1/07 (Gain)/Loss	29	(429,960)	10	(273,746)	(35,889)
10/1/08 (Gain)/Loss	28	262,546	10	168,900	22,143
10/1/09 (Gain)/Loss	27	938,436	10	611,703	80,196
10/1/10 (Gain)/Loss	26	336,348	10	222,122	29,121
10/1/10 Assumption Change	20	713,404	10	471,127	61,766
10/1/11 (Gain)/Loss	19	767,956	10	519,710	68,136
10/1/12 (Gain)/Loss	18	828,428	10	575,794	75,489
10/1/13 (Gain)/Loss	17	(55,169)	10	(39,480)	(5,176)
10/1/13 Assumption Change	17	(3,377)	10	(2,417)	(317)
10/1/14 (Gain)/Loss	16	(368,125)	10	(272,069)	(35,669)
10/1/14 Assumption Change	16	1,022,253	10	755,508	99,050
10/1/15 (Gain)/Loss	15	144,135	10	110,583	14,498
10/1/16 (Gain)/Loss	14	(109,647)	10	(87,672)	(11,494)
10/1/16 Assumption Change	14	434,327	10	347,280	45,530
10/1/17 (Gain)/Loss	13	(43,129)	10	(36,111)	(4,734)
10/1/18 (Gain)/Loss	15	(5,925)	13	(5,422)	(595)
10/1/18 Assumption Change	15	153,160	13	140,170	15,378
10/1/19 (Gain)/Loss	15	25,413	14	24,359	2,551
10/1/19 Assumption Change	15	133,863	14	128,308	13,435
10/1/20 (Gain)/Loss	15	(94,949)	15	(94,949)	(9,534)
				4,677,596	642,553



<b>Amortization Schedule Illustration - General</b>	
<b>Year Ended</b>	<b>Projected UAAL</b>
2020	\$ 4,677,596
2021	4,301,359
2022	3,900,291
2023	3,472,751
2024	3,018,033
2029	630,362
2034	(9,534)
2035	0

## LIQUIDATION OF THE UNFUNDED ACTUARIAL ACCRUED LIABILITY AS OF OCTOBER 1, 2020 – POLICE OFFICERS

The Unfunded Actuarial Accrued Liability (UAAL) is being amortized as a level dollar amount over the number of years remaining. Details relating to the UAAL are as follows:

Original			Current		
Date & Source	Amortization Period	Amount	Years Remaining	Amount	Payment
10/1/94 Method Change	30		3	6,457	2,291
10/1/94 Assumption Changes	30		3	2,782	987
10/1/95 Plan Amendment	30		4	159,119	43,671
10/1/96 Assumption Change	30		5	16,684	3,776
10/1/03 Plan Amendment	30	293,612	10	182,549	23,933
10/1/03 Asset Method Change	30	(694,013)	10	(431,490)	(56,570)
10/1/04 Cost Method Change	30	1,473,123	10	931,665	122,145
10/1/05 (Gain)/Loss	30	962,062	10	617,119	80,906
10/1/05 Plan Amendment	30	1,135,420	10	728,321	95,485
10/1/06 (Gain)/Loss	30	351,747	10	238,526	31,272
10/1/06 Assumption Change	30	200,570	10	130,316	17,085
10/1/07 (Gain)/Loss	29	170,330	10	109,059	14,298
10/1/08 (Gain)/Loss	28	475,229	10	307,362	40,296
10/1/09 (Gain)/Loss	27	285,316	10	186,613	24,466
10/1/10 (Gain)/Loss	26	539,626	10	365,931	47,975
10/1/10 Assumption Change	20	961,187	10	651,797	85,453
10/1/11 (Gain)/Loss	19	650,191	10	440,908	57,805
10/1/12 (Gain)/Loss	18	712,742	10	496,195	65,053
10/1/13 (Gain)/Loss	17	14,424	10	10,337	1,355
10/1/13 Assumption Change	17	387,602	10	277,760	36,415
10/1/14 (Gain)/Loss	16	(268,596)	10	(198,730)	(26,054)
10/1/14 Assumption Change	16	1,500,251	10	1,110,017	145,527
10/1/15 (Gain)/Loss	15	(594,387)	10	(456,410)	(59,837)
10/1/16 (Gain)/Loss	14	(28,873)	10	(23,101)	(3,029)
10/1/16 Assumption Change	14	80,804	10	64,646	8,475
10/1/17 (Gain)/Loss	13	(141,211)	10	(118,274)	(15,506)
10/1/18 (Gain)/Loss	15	83,045	13	76,010	8,339
10/1/18 Assumption Change	15	237,517	13	217,397	23,851
10/1/19 (Gain)/Loss	15	148,923	14	142,752	14,947
10/1/19 Assumption Change	15	(161,755)	14	(155,050)	(16,235)
10/1/20 (Gain)/Loss	15	(82,977)	15	(82,977)	(8,332)
				6,004,290	810,243



Amortization Schedule Illustration - Police	
Year Ended	Projected UAAL
2020	\$ 6,004,290
2021	5,536,853
2022	5,038,564
2023	4,507,389
2024	3,944,651
2029	805,685
2034	(8,332)
2035	0

**RECENT HISTORY OF VALUATION RESULTS**

Valuation Date	Number of Members		Covered Annual Payroll	Actuarial Value of Assets	UAAL	Employer Normal Cost	
	Active	Inactive				Amount	% of Payroll
10/1/20	5	76	\$ 405,576	\$ 27,441,275	\$ 10,681,886	\$ 142,225	35.07 %
10/1/19	6	76	449,077	26,516,080	11,664,353	138,402	30.82
10/1/18	6	76	441,483	26,065,028	12,255,047	139,854	31.68
10/1/17	9	74	599,770	25,301,063	12,456,578	172,063	28.69
10/1/16	10	74	628,572	24,581,894	13,276,053	168,011	26.73
10/1/15	10	74	633,899	23,662,510	13,478,125	162,328	25.61
10/1/14	10	74	578,109	22,793,785	14,489,671	149,524	25.86
10/1/13	10	74	564,797	21,420,030	13,044,143	268,734	47.58
10/1/12	11	75	622,190	20,937,359	13,101,177	264,125	42.45
10/1/11	14	74	849,026	22,002,880	11,893,885	324,959	38.27



## ACTUARIAL GAINS AND LOSSES

The assumptions used to anticipate mortality, employment turnover, investment income, expenses, salary increases, and other factors have been based on long-range trends and expectations. Actual experience can vary from these expectations. The variance is measured by the gain and loss for the period involved. If significant long-term experience reveals consistent deviation from what has been expected and that deviation is expected to continue, the assumptions should be modified. The net actuarial gains (losses) for this and previous years are as follows:

	General	Police
A. Derivation of Actuarial Gain / (Loss)		
1. Unfunded Actuarial Accrued Liability (UAAL) Previous Valuation	\$ 5,132,325	\$ 6,532,028
2. Employer Normal Cost (NC) Previous Valuation	71,092	67,310
3. Employer Contributions Previous Year	749,560	917,356
4. Interest on:		
a. UAAL and NC	343,426	435,556
b. Contributions	24,738	30,271
c. Net Total: (a) - (b)	318,688	405,285
5. Expected UAAL Current Year Before Changes: (1) + (2) - (3) + (4)	4,772,545	6,087,267
6. Change Due to Plan Amendments	0	0
7. Change Due to Assumptions or Methods	0	0
8. Expected UAAL Current Year After Changes: (5) + (6) + (7)	4,772,545	6,087,267
9. Actual UAAL Current Year	4,677,596	6,004,290
10. Actuarial Gain / (Loss): (8) - (9)	94,949	82,977
B. Approximate Portion of Gain / (Loss) Due to Investments	141,550	153,565
C. Approximate Portion of Gain / (Loss) Due to Liabilities: (A) - (B)	\$ (46,601)	\$ (70,588)

Year Ending	Historical Actuarial Gain / (Loss)		
	General	Police Officers	Combined
9/30/20	\$ 94,949	\$ 82,977	\$ 177,926
9/30/19	(25,413)	(148,923)	(174,336)
9/30/18	5,925	(83,045)	(77,120)
9/30/17	43,129	141,211	184,340
9/30/16	109,647	28,873	138,520

The fund earnings and salary increase assumptions have considerable impact on the cost of the Plan so it is important that they be in line with the actual experience. The following table shows the fund earnings on actuarial value of assets and salary increase rates compared to the assumed rates for the last few years:

Year Ended	Investment Rate of Return on Actuarial Value of Assets, General & Police Combined		Salary Increases		
	Actual	Assumed	General Actual	Police Actual	Assumed
9/30/20	7.7 %	6.6 %	5.7 %	6.7 %	5.5 %
9/30/19	5.8	6.9	1.9	1.5	5.5
9/30/18	6.9	7.0	0.4	3.9	5.5
9/30/17	6.5	7.0	0.9	5.7	5.5
9/30/16	7.9	7.0	(2.3)	2.4	5.5
9/30/15	7.4	7.0	7.3	15.4	5.5
9/30/14	10.9	7.5	2.7	5.9	5.5
9/30/13	8.3	7.5	1.5	7.1	5.5
9/30/12	1.3	7.5	3.8	5.7	5.5
9/30/11	0.4	7.5	(1.8)	(4.1)	5.5

The actual investment return rates shown above are based on the actuarial value of assets. The actual salary increase rates shown above are the increases received by those active members who were included in the actuarial valuation both at the beginning and end of each year.

**SCHEDULE OF FUNDING PROGRESS**

Actuarial Valuation Date	Actuarial Value of Assets: (a)	Actuarial Accrued Liability (AAL): (b)	Unfunded AAL (UAAL): (b)-(a)	Funded Ratio: (a)/(b)	Covered Payroll: (c)	UAAL As % of Covered Payroll: [(b)-(a)]/(c)
10/1/20	\$ 27,441,275	\$ 38,123,161	\$ 10,681,886	72.0 %	\$ 405,576	2633.8 %
10/1/19	26,516,080	38,180,433	11,664,353	69.4	449,077	2597.4
10/1/18	26,065,028	38,320,075	12,255,047	68.0	441,483	2775.9
10/1/17	25,301,063	37,757,641	12,456,578	67.0	599,770	2076.9
10/1/16	24,581,894	37,857,947	13,276,053	64.9	628,572	2112.1
10/1/15	23,662,510	37,140,635	13,478,125	63.7	633,899	2126.2
10/1/14	22,793,785	37,283,456	14,489,671	61.1	578,109	2506.4
10/1/13	21,420,030	34,464,173	13,044,143	62.2	564,797	2309.5
10/1/12	20,937,359	34,038,536	13,101,177	61.5	622,190	2105.7
10/1/11	22,002,880	33,896,765	11,893,885	64.9	849,026	1400.9



**FASB NO. 35 INFORMATION  
ALL EMPLOYEES AS OF OCTOBER 1**

	2020	2019
<b>A. Actuarial Present Value of Accumulated Plan Benefits</b>		
1. Vested Benefits		
a. Members Currently Receiving Benefits	\$ 33,480,744	\$ 33,281,314
b. DROP Participants	417,533	386,813
c. Terminated Vested Members	62,540	58,327
d. Other Members	4,031,364	4,183,561
e. Total	<u>37,992,181</u>	<u>37,910,015</u>
2. Non-Vested Benefits	<u>0</u>	<u>0</u>
3. Total: (1) + (2)	37,992,181	37,910,015
4. Accumulated Contributions of Active Members	710,659	759,802
<b>B. Statement of Change in Accumulated Plan Benefits</b>		
1. Total Value at Beginning of Year	37,910,015	37,951,727
2. Increase (decrease) during year attributable to:		
a. Plan Amendment	0	0
b. Change in actuarial assumptions & methods	0	(30,018)
c. Benefits paid and contribution refunds	(2,670,408)	(2,626,235)
d. Other, including latest member data, benefits accumulated and decrease in discount period	2,752,574	2,614,541
e. Net Increase	<u>82,166</u>	<u>(41,712)</u>
3. Total Value at End of Year	37,992,181	37,910,015
<b>C. Market Value of Assets</b>	27,638,013	27,173,363
<b>D. Assumed rate of return</b>	6.60%	6.60%
<b>E. Funded Ratio</b>	72.75%	71.68%

**FASB NO. 35 INFORMATION  
GENERAL EMPLOYEES AS OF OCTOBER 1**

	2020	2019
<b>A. Actuarial Present Value of Accumulated Plan Benefits</b>		
1. Vested Benefits		
a. Members Currently Receiving Benefits	\$ 15,147,886	\$ 14,971,119
b. DROP Participants	417,533	386,813
c. Terminated Vested Members	62,540	58,327
d. Other Members	1,613,312	1,988,569
e. Total	<u>17,241,271</u>	<u>17,404,828</u>
2. Non-Vested Benefits	<u>0</u>	<u>0</u>
3. Total: (1) + (2)	17,241,271	17,404,828
4. Accumulated Contributions of Active Members	388,935	459,384
<b>B. Statement of Change in Accumulated Plan Benefits</b>		
1. Total Value at Beginning of Year	17,404,828	17,449,626
2. Increase (decrease) during year attributable to:		
a. Plan Amendment	0	0
b. Change in actuarial assumptions & methods	0	136,660
c. Benefits paid and contribution refunds	(1,373,378)	(1,272,614)
d. Other, including latest member data, benefits accumulated and decrease in discount period	1,209,821	1,091,156
e. Net Increase	<u>(163,557)</u>	<u>(44,798)</u>
3. Total Value at End of Year	17,241,271	17,404,828
<b>C. Market Value of Assets</b>	12,641,406	12,587,744
<b>D. Assumed rate of return</b>	6.60%	6.60%
<b>E. Funded Ratio</b>	73.32%	72.32%

**FASB NO. 35 INFORMATION  
POLICE OFFICERS AS OF OCTOBER 1**

	2020	2019
<b>A. Actuarial Present Value of Accumulated Plan Benefits</b>		
1. Vested Benefits		
a. Members Currently Receiving Benefits	\$ 18,332,858	\$ 18,310,195
b. DROP Participants	0	0
c. Terminated Vested Members	0	0
d. Other Members	<u>2,418,052</u>	<u>2,194,992</u>
e. Total	20,750,910	20,505,187
2. Non-Vested Benefits	<u>0</u>	<u>0</u>
3. Total: (1) + (2)	20,750,910	20,505,187
4. Accumulated Contributions of Active Members	321,724	300,418
<b>B. Statement of Change in Accumulated Plan Benefits</b>		
1. Total Value at Beginning of Year	20,505,187	20,502,101
2. Increase (decrease) during year attributable to:		
a. Plan Amendment	0	0
b. Change in actuarial assumptions & methods	0	(166,678)
c. Benefits paid and contribution refunds	(1,297,030)	(1,353,621)
d. Other, including latest member data, benefits accumulated and decrease in discount period	<u>1,542,753</u>	<u>1,523,385</u>
e. Net Increase	245,723	3,086
3. Total Value at End of Year	20,750,910	20,505,187
<b>C. Market Value of Assets</b>	14,996,607	14,585,619
<b>D. Assumed rate of return</b>	6.60%	6.60%
<b>E. Funded Ratio</b>	72.27%	71.13%

# SCHEDULE OF CHANGES IN THE EMPLOYER'S NET PENSION LIABILITY AND RELATED RATIOS

## GASB Statement No. 67

Fiscal year ending September 30,	2021*	2020	2019	2018	2017	2016	2015	2014
<b>Total pension liability</b>								
Service Cost	\$ 88,751	\$ 95,178	\$ 90,882	\$ 131,863	\$ 141,672	\$ 141,736	\$ 129,615	\$ 112,087
Interest	2,427,774	2,562,751	2,568,156	2,591,888	2,547,674	2,545,418	2,571,868	2,578,844
Benefit Changes	-	-	-	-	-	-	-	-
Difference between actual & expected experience	109,543	(119,148)	55,056	(344,394)	68,713	(360,289)	60,844	54,908
Assumption Changes	-	(135,320)	383,306	-	549,447	-	2,522,504	-
Benefit Payments & DROP Distributions	(2,837,378)	(2,670,408)	(2,626,235)	(2,728,566)	(2,603,571)	(2,706,165)	(2,756,178)	(3,224,482)
Refunds	-	-	-	-	-	-	-	-
<b>Net Change in Total Pension Liability</b>	<b>(211,310)</b>	<b>(266,947)</b>	<b>471,165</b>	<b>(349,209)</b>	<b>703,935</b>	<b>(379,300)</b>	<b>2,528,653</b>	<b>(478,643)</b>
<b>Total Pension Liability - Beginning</b>	<b>38,114,396</b>	<b>38,381,343</b>	<b>37,910,178</b>	<b>38,259,387</b>	<b>37,555,452</b>	<b>37,934,752</b>	<b>35,406,099</b>	<b>35,884,742</b>
<b>Total Pension Liability - Ending (a)</b>	<b>\$ 37,903,086</b>	<b>\$ 38,114,396</b>	<b>\$ 38,381,343</b>	<b>\$ 37,910,178</b>	<b>\$ 38,259,387</b>	<b>\$ 37,555,452</b>	<b>\$ 37,934,752</b>	<b>\$ 35,406,099</b>
<b>Plan Fiduciary Net Position</b>								
Contributions - Employer and State	\$ 1,651,838	\$ 1,666,916	\$ 1,674,468	\$ 1,667,049	\$ 1,685,242	\$ 1,638,492	\$ 1,676,869	\$ 1,645,738
Contributions - Member	42,366	42,595	44,771	55,551	64,490	63,650	64,249	59,289
Net Investment Income	1,783,221	1,521,387	1,341,884	2,759,884	2,437,040	1,717,354	(1,489,322)	2,836,305
Benefit Payments & DROP Distributions	(2,837,378)	(2,670,408)	(2,626,235)	(2,728,566)	(2,603,571)	(2,706,165)	(2,756,178)	(3,224,482)
Refunds	-	-	-	-	-	-	-	-
Administrative Expense	(95,840)	(95,840)	(85,240)	(93,091)	(104,068)	(95,119)	(88,375)	(81,815)
Other	-	-	-	-	-	(1)	9,974	2,154
<b>Net Change in Plan Fiduciary Net Position</b>	<b>544,207</b>	<b>464,650</b>	<b>349,648</b>	<b>1,660,827</b>	<b>1,479,133</b>	<b>618,211</b>	<b>(2,582,783)</b>	<b>1,237,189</b>
<b>Plan Fiduciary Net Position - Beginning</b>	<b>27,638,013</b>	<b>27,173,363</b>	<b>26,823,715</b>	<b>25,162,888</b>	<b>23,683,755</b>	<b>23,065,544</b>	<b>25,648,327</b>	<b>24,411,138</b>
<b>Plan Fiduciary Net Position - Ending (b)</b>	<b>\$ 28,182,220</b>	<b>\$ 27,638,013</b>	<b>\$ 27,173,363</b>	<b>\$ 26,823,715</b>	<b>\$ 25,162,888</b>	<b>\$ 23,683,755</b>	<b>\$ 23,065,544</b>	<b>\$ 25,648,327</b>
<b>Net Pension Liability - Ending (a) - (b)</b>	<b>9,720,866</b>	<b>10,476,383</b>	<b>11,207,980</b>	<b>11,086,463</b>	<b>13,096,499</b>	<b>13,871,697</b>	<b>14,869,208</b>	<b>9,757,772</b>
<b>Plan Fiduciary Net Position as a Percentage</b>								
<b>of Total Pension Liability</b>	74.35 %	72.51 %	70.80 %	70.76 %	65.77 %	63.06 %	60.80 %	72.44 %
<b>Covered Payroll**</b>	405,576	\$ 406,596	\$ 426,154	\$ 523,862	\$ 604,422	\$ 595,805	\$ 600,852	\$ 554,092
<b>Net Pension Liability as a Percentage</b>								
<b>of Covered Payroll</b>	2,396.81 %	2,576.61 %	2,630.03 %	2,116.29 %	2,166.78 %	2,328.23 %	2,474.69 %	1,761.04 %

\*These figures are estimates only. Actual figures will be provided after the end of the fiscal year.

\*\*Covered payroll for the fiscal year is estimated from the actual member contributions to the plan for the same period. This amount should be updated to actual Covered Payroll (as defined in GASB No. 67) for the fiscal year, if needed.



## SCHEDULE OF THE EMPLOYER'S NET PENSION LIABILITY

### GASB Statement No. 67

FY Ending Sept. 30	Total Pension Liability	Plan Net Position	Net Pension Liability	Plan Net Position as a % of Total Pension Liability	Covered Payroll**	Net Pension Liability as a % of Covered Payroll
2021*	\$ 37,903,086	\$ 28,182,220	\$ 9,720,866	74.35%	\$ 405,576	2396.81%
2020	38,114,396	27,638,013	10,476,383	72.51%	406,596	2576.61%
2019	38,381,343	27,173,363	11,207,980	70.80%	426,154	2630.03%
2018	37,910,178	26,823,715	11,086,463	70.76%	523,862	2116.29%
2017	38,259,387	25,162,888	13,096,499	65.77%	604,422	2166.78%
2016	37,555,452	23,683,755	13,871,697	63.06%	595,805	2328.23%
2015	37,934,752	23,065,544	14,869,208	60.80%	600,852	2474.69%
2014	35,406,099	25,648,327	9,757,772	72.44%	554,092	1761.04%

\* These figures are estimates only. Actual figures will be provided after the end of the fiscal year.

\*\* Covered payroll for the fiscal year is estimated from the actual member contributions to the plan for the same period. This amount should be updated to actual Covered Payroll (as defined in GASB No. 67) for the fiscal year, if needed.



# NOTES TO SCHEDULE OF THE EMPLOYER'S NET PENSION LIABILITY GASB Statement No. 67

## Significant Methods and Assumptions Used to Determine Net Pension Liability

The Total Pension Liability was determined by the actuarial valuation as of October 1, 2020, using the following actuarial assumptions and methods, applied to all periods included in the measurement:

Actuarial Cost Method	Entry Age Normal
Salary Increases	5.50%
Annual Cost-of-Living Adjustments for Eligible Retirees	3.00%
Investment Rate of Return	6.60%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition
Mortality (General)	Same mortality tables used for Regular Class members of the Florida Retirement System (FRS) in the July 1, 2019 actuarial valuation.
Mortality (Police)	Same mortality tables used for Special Risk Class members of the Florida Retirement System (FRS) in the July 1, 2019 actuarial valuation.

Standard actuarial update procedures were used to "roll forward" the Total Pension Liability to September 30, 2021, the Plan's fiscal year end.

### Other Information:

See Discussion of Valuation Results beginning on page 1.



## SCHEDULE OF CONTRIBUTIONS

### GASB Statement No. 67

FY Ending Sept. 30	Actuarially Determined Contribution	Actual Contribution	Contribution Deficiency (Excess)	Covered Payroll**	Actual Contribution as a % of Covered Payroll
2021*	\$ 1,651,838	\$ 1,651,838	\$ -	\$ 405,576	407.28%
2020	1,666,916	1,666,916	-	406,596	409.97%
2019	1,674,468	1,674,468	-	426,154	392.93%
2018	1,667,049	1,667,049	-	523,862	318.22%
2017	1,685,242	1,685,242	-	604,422	278.82%
2016	1,638,492	1,638,492	-	595,805	275.00%
2015	1,674,023	1,676,869	(2,846)	600,852	279.08%
2014	1,645,738	1,645,738	-	554,092	297.02%

\* These figures are estimates only. Actual figures will be provided after the end of the fiscal year.

\*\* Covered payroll for the fiscal year is estimated from the actual member contributions to the plan for the same period. This amount should be updated to actual Covered Payroll (as defined in GASB No. 67) for the fiscal year, if needed.



# NOTES TO SCHEDULE OF CONTRIBUTIONS

## GASB Statement No. 67

**Valuation Date:** October 1, 2020  
**Notes:** Actuarially determined contribution rates are calculated as of the October 1 which is one year prior to the end of the fiscal year in which contributions are reported.

**Methods and Assumptions Used to Determine Contribution Rates:**

Actuarial Cost Method	Entry Age Normal
Amortization Method	Level Dollar, Closed
Remaining Amortization Period	15 years
Asset Valuation Method	5-year smoothed market
Salary Increases	5.50%
Investment Rate of Return	6.60%
Annual Cost-of-Living Adjustment for Eligible Retirees	3.00%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition
Mortality (General)	Same Mortality Tables used by the Florida Retirement System for the Regular Class members in the July 1, 2019 actuarial valuation.
Mortality (Police)	Same Mortality Tables used by the Florida Retirement System for the Special Risk Class members in the July 1, 2019 actuarial valuation.

**Other Information:**  
**Notes:** See Discussion of Valuation Results beginning on page 1.



## SINGLE DISCOUNT RATE GASB Statement No. 67

A single discount rate of 6.60% was used to measure the total pension liability. This single discount rate was based on the expected rate of return on pension plan investments of 6.60%. The projection of cash flows used to determine this single discount rate assumed that employer contributions will be made at the actuarially determined contribution rates. Based on these assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Regarding the sensitivity of the net pension liability to changes in the single discount rate, the following presents the plan's net pension liability, calculated using a single discount rate of 6.60%, as well as what the plan's net pension liability would be if it were calculated using a single discount rate that is 1-percentage-point lower or 1-percentage-point higher:

### Sensitivity of the Net Pension Liability to the Single Discount Rate Assumption\*

1% Decrease	Current Single Discount Rate Assumption	1% Increase
5.60%	6.60%	7.60%
\$13,713,878	\$9,720,866	\$6,369,331

\*These figures are estimates only. Actual figures will be provided after the end of the fiscal year.

# ACTUARIAL ASSUMPTIONS AND ACTUARIAL COST METHODS AS OF OCTOBER 1, 2020

## Valuation Assumptions

The active member group size is not of a size sufficient to provide statistically significant experience on which to base certain demographic assumptions. Mortality is based on a commonly used fully generational mortality table and projection scale. The retirement age assumption tracks the eligibility requirements for normal retirement. Note that a member must be eligible for normal retirement in order to enter the DROP.

## Economic Assumptions

**The investment return rate** assumed in the valuation is 6.60% per direction from the Board of Trustees based on information from their investment consultant. The investment return rate is per year, compounded annually, net of investment expenses.

**The inflation rate** assumed in this valuation is 2.10% per year. The Inflation Rate is defined to be the long-term rate of annual increases in goods and services.

**The assumed real rate of return** over inflation is defined to be the portion of total investment return that is more than the assumed inflation rate. Considering other economic assumptions, the 6.60% investment return rate translates to an assumed real rate of return over inflation of 4.50%.

**Administrative Expenses** paid out of the fund are assumed to be the same as the actual expenses incurred for the preceding plan year.

**Pay increase assumptions** for individual active members is 5.5% per year. Part of the assumption for each age is for merit and/or seniority increase, and the other 2.10% recognizes inflation, productivity increases, and other macro-economic forces.

## Demographic Assumptions

**The mortality tables** used are based on the PUB-2010 Headcount Weighted Mortality Tables described on the following page, with mortality improvements projected to all future years after 2010 using scale MP-2018. No mortality improvement is projected for disability retirees.



## General Employees:

	Pre-Retirement PUB-2010 Table	Post-Retirement PUB-2010 Table
Healthy Female	Headcount Weighted General Below Median Employee Female Table	Headcount Weighted General Below Median Healthy Retiree Female Table
Healthy Male	Headcount Weighted General Below Median Employee Male Table, set back 1 year	Headcount Weighted General Below Median Healthy Retiree Male Table, set back 1 year
Disabled Female	N/A	Headcount Weighted General Disabled Retiree Female Table, set forward 3 years
Disabled Male	N/A	Headcount Weighted General Disabled Retiree Male Table, set forward 3 years

## Police Officers:

	Pre-Retirement PUB-2010 Table	Post-Retirement PUB-2010 Table
Healthy Female	Headcount Weighted Safety Employee Female Table, set forward 1 year	Headcount Weighted Safety Healthy Retiree Female Table, set forward 1 year
Healthy Male	Headcount Weighted Safety Below Median Employee Male Table, set forward 1 year	Headcount Weighted Safety Below Median Healthy Retiree Male Table, set forward 1 year
Disabled Female	N/A	80% Headcount Weighted General Disabled Retiree Female Table; 20% Headcount Weighted Safety Disabled Retiree Female Table
Disabled Male	N/A	80% Headcount Weighted General Disabled Retiree Male Table; 20% Headcount Weighted Safety Disabled Retiree Male Table

These are the same rates as used for Regular Class members (General) and Special Risk Class members (Police) of the Florida Retirement System (FRS) in their July 1, 2019 actuarial valuation, in accordance with Florida Statutes Chapter 112.63(1)(f), which mandates the use of the mortality tables used in either of the two most recently published actuarial valuation reports of FRS. The following tables present mortality rates and life expectancies at illustrative ages. These assumptions are used to measure the probabilities of active members dying prior to retirement, and for inactive members, the probabilities of each benefit payment being made after retirement:



## General Employees

Sample Ages 2020	FRS Healthy Pre-Retirement		Future Life	
	Mortality for Regular Class		Expectancy (years)	
	Men	Women	Men	Women
20	0.04 %	0.01 %	68.86	71.82
25	0.05	0.02	63.54	66.48
30	0.07	0.03	58.26	61.15
35	0.09	0.04	53.04	55.86
40	0.11	0.06	47.87	50.60
45	0.14	0.07	42.74	45.38
50	0.19	0.11	37.64	40.19

Sample Ages 2020	FRS Healthy Post-Retirement		Future Life	
	Mortality for Regular Class		Expectancy (years)	
	Men	Women	Men	Women
50	0.19 %	0.58 %	33.04	36.86
55	0.97	0.58	28.67	32.42
60	1.15	0.60	24.59	27.89
65	1.29	0.69	20.55	23.32
70	1.80	1.10	16.55	18.85
75	2.88	1.90	12.85	14.66
80	4.87	3.44	9.58	10.92

Sample Ages 2020	FRS Disabled		Future Life	
	Mortality for Regular Class		Expectancy (years)	
	Men	Women	Men	Women
50	2.02 %	1.64 %	20.99	23.92
55	2.53	1.91	18.18	20.88
60	3.08	2.27	15.50	17.88
65	3.93	2.83	12.94	14.91
70	5.08	3.79	10.53	12.07
75	6.98	5.46	8.29	9.45
80	10.12	8.31	6.33	7.19

## Police Officers

Sample Ages 2020	FRS Healthy Pre-Retirement		Future Life	
	Mortality for Special Risk Class		Expectancy (years)	
	Men	Women	Men	Women
20	0.05 %	0.02 %	66.84	71.04
25	0.06	0.02	61.55	65.71
30	0.08	0.04	56.30	60.41
35	0.09	0.05	51.09	55.14
40	0.10	0.06	45.90	49.91
45	0.12	0.08	40.73	44.70
50	0.17	0.11	35.58	39.50

Sample Ages 2020	FRS Healthy Post-Retirement		Future Life	
	Mortality for Special Risk Class		Expectancy (years)	
	Men	Women	Men	Women
50	0.42 %	0.20 %	32.40	36.24
55	0.56	0.36	27.63	31.21
60	0.93	0.61	23.05	26.43
65	1.32	0.92	18.80	21.93
70	2.09	1.45	14.80	17.68
75	3.56	2.44	11.21	13.75
80	6.35	4.19	8.14	10.30

Sample Ages 2020	FRS Disabled		Future Life	
	Mortality for Special Risk Class		Expectancy (years)	
	Men	Women	Men	Women
50	1.45 %	1.25 %	24.04	26.84
55	1.91	1.50	20.88	23.54
60	2.37	1.81	17.92	20.32
65	3.00	2.22	15.07	17.17
70	3.91	2.90	12.39	14.10
75	5.30	4.13	9.87	11.22
80	7.66	6.21	7.60	8.67

**Rates of separation from active membership.** This assumption measures the probabilities of members remaining in employment. Rates do not apply to members eligible to retire and do not include separation on account of death or disability. Sample rates follow:

<u>Age</u>	<u>Males</u>	<u>Females</u>
20	22.4%	37.4%
25	24.9	22.4
30	10.4	14.9
35	7.4	10.4
40	4.3	7.4
45	2.7	4.3
50	0.9	2.7
55+	0.0	0.0

**Rates of disability.** This assumption measures the probability of members retiring with a disability benefit. Sample rates follow:

<u>Age</u>	<u>Males</u>	<u>Females</u>
20	0.17%	0.34%
25	0.17	0.34
30	0.17	0.34
35	0.18	0.36
40	0.20	0.40
45	0.23	0.46
50	0.29	0.58
55	0.39	0.78
60	0.59	1.18
65+	0.00	0.00

**Rates of retirement.** This assumption measures the probability of members retiring or entering the DROP during the next year. Employees eligible for Normal Retirement or the DROP as of the valuation date are assumed to retire one half year after the valuation date.

Probability of Retirement					
Reduced Early Retirement			Unreduced		
Ages	General	Police	Ages	General	Police
40-44	0 %	0 %	40-44	2 %	5 %
45-49	0	0	45-49	5	50
50-54	5	5	50-54	50	100
55	10	10	55	50	
56	10	10	56	50	
57	10	10	57	50	
58	25	25	58	50	
59	25	25	59	50	
60 & Up	100	100		100	

## Valuation Methods

**Actuarial Cost Method** - Normal cost and the allocation of benefit values between service rendered before and after the valuation date were determined using an **Entry Age Normal Actuarial Cost Method** having the following characteristics:

- (i) The annual normal cost for each active member, payable from the date of employment to the date of retirement, is sufficient to accumulate the value of the member's benefit at the time of retirement.
- (ii) Each annual normal cost is a constant percentage of the member's yearly projected covered pay.

Under this method, actuarial gains/(losses), as they occur, reduce (increase) the Unfunded Actuarial Accrued Liability. The Unfunded Actuarial Accrued Liability is funded as a level dollar amount. The amortization period for new bases is 15 years.

**Actuarial Value of Assets** - Effective with the October 1, 2003 valuation, the assets are valued using an IRS approved smoothed market value without phase in, beginning with the market value at October 1, 1999, as if the method had always been in effect. It recognizes the difference between actual and expected investment income at the rate of 20% per year. The actuarial value of assets is calculated as market value minus unrecognized excesses (shortages) of actual investment income as compared to expected. Actual contributions and expenses are used to determine the expected return. The actuarial value of assets is further adjusted to the extent necessary to fall within the corridor of 80% to 120% of the fair market value of plan assets.

**Asset Allocation** - Assets for this Plan are invested along with the assets for the Firefighter's Fund. Earnings are then allocated based on weighted assets. The earnings allocated to the Firefighter's Fund are excluded from consideration for purposes of the valuation of this Plan.

### **Rationale for Assumptions:**

The assumed investment return is 6.6%, per direction from the Board of Trustees based on information from their investment consultant. The mortality tables are based on assumptions used for Regular Class members (General) and Special Risk Class members (Police) by the Florida Retirement System in the July 1, 2019, in accordance with Florida Statutes. About 89% of the present value of benefits is for inactive lives, and the only two assumptions used to value inactive lives are mortality and investment return. All of the assumptions are reasonable for members of public plans in Florida.

### **Changes Since Last Valuation:**

None.



## MISCELLANEOUS AND TECHNICAL ASSUMPTIONS

Administrative Expenses	The expenses paid out of the fund are assumed to be equal to the actual amount for the previous year.
Benefit Service	Exact Fractional service is used to determine the benefit payable.
Decrement Operation	Turnover does not operate during Normal Retirement eligibility; mortality and disability operate during Normal Retirement eligibility.
Decrement Timing	Decrements of all types are assumed to occur mid-year.
Eligibility Testing	Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the valuation date.
Incidence of Contributions	All contributions are assumed to be received monthly throughout the year.
Marriage Assumption	100% of males and 100% of females are assumed to be married for purposes of death-in-service benefits. Male spouses are assumed to be three years older than female spouses for active member valuation purposes.
Pay Increase Timing	Beginning of (fiscal) year.
Reemployment, Transfers Service Purchases	No assumption.
Service Credit Accruals	It is assumed that members accrue one year of service credit per year.
Technical Adjustments	No adjustments were made.
Vested Terminated Members	Receive the greater value of a refund of accumulated member contributions, with interest if applicable, or the vested deferred benefit.

## GLOSSARY OF TERMS

<b><i>Actuarial Accrued Liability (AAL)</i></b>	The difference between the Actuarial Present Value of Future Benefits, and the Actuarial Present Value of Future Normal Costs.
<b><i>Actuarial Assumptions</i></b>	Assumptions about future plan experience that affect costs or liabilities, such as: mortality, withdrawal, disablement, and retirement; future increases in salary; future rates of investment earnings; future investment and administrative expenses; characteristics of members not specified in the data, such as marital status; characteristics of future members; future elections made by members; and other items.
<b><i>Actuarial Cost Method</i></b>	A procedure for allocating the Actuarial Present Value of Future Benefits between the Actuarial Present Value of Future Normal Costs and the Actuarial Accrued Liability.
<b><i>Actuarial Equivalent</i></b>	Of equal Actuarial Present Value, determined as of a given date and based on a given set of Actuarial Assumptions.
<b><i>Actuarial Present Value (APV)</i></b>	The amount of funds required to provide a payment or series of payments in the future. It is determined by discounting the future payments with an assumed interest rate and with the assumed probability each payment will be made.
<b><i>Actuarial Present Value of Future Benefits (APVFB)</i></b>	The Actuarial Present Value of amounts which are expected to be paid at various future times to active members, retired members, beneficiaries receiving benefits, and inactive, non-retired members entitled to either a refund or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.
<b><i>Actuarial Valuation</i></b>	The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a plan. An Actuarial Valuation for a governmental retirement system typically also includes calculations of items needed for compliance with GASB.
<b><i>Actuarial Value of Assets</i></b>	The value of the assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets or a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the actuarially determined employer contribution (ADEC).

<b><i>Amortization Method</i></b>	A method for determining the Amortization Payment. The most common methods used are level dollar and level percentage of payroll. Under the Level Dollar method, the Amortization Payment is one of a series of payments, all equal, whose Actuarial Present Value is equal to the UAAL.
<b><i>Amortization Payment</i></b>	That portion of the plan contribution or ADEC which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.
<b><i>Amortization Period</i></b>	The period used in calculating the Amortization Payment.
<b><i>Annual Determined Employer Contribution (ADEC)</i></b>	The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation, determined under GASB. The ADEC consists of the Employer Normal Cost and Amortization Payment.
<b><i>Closed Amortization Period</i></b>	A specific number of years that is reduced by one each year, and declines to zero with the passage of time. For example, if the amortization period is initially set at 30 years, it is 29 years at the end of one year, 28 years at the end of two years, etc.
<b><i>Employer Normal Cost</i></b>	The portion of the Normal Cost to be paid by the employer. This is equal to the Normal Cost less expected member contributions.
<b><i>Equivalent Single Amortization Period</i></b>	The period over which the UAAL would be amortized if all amortization bases were combined upon the current UAAL payment.
<b><i>Experience Gain/Loss</i></b>	A measure of the difference between the normal cost rate from last year and the normal cost rate from this year.
<b><i>Funded Ratio</i></b>	The ratio of the Actuarial Value of Assets to the Actuarial Accrued Liability.
<b><i>GASB</i></b>	Governmental Accounting Standards Board.
<b><i>GASB No. 67 and GASB No. 68</i></b>	These are the governmental accounting standards that set the accounting rules for public retirement systems and the employers that sponsor or contribute to them. Statement No. 68 sets the accounting rules for the employers that sponsor or contribute to public retirement systems, while Statement No. 67 sets the rules for the systems themselves.
<b><i>Normal Cost</i></b>	The annual cost assigned, under the Actuarial Cost Method, to the current plan year.



***Unfunded Actuarial Accrued Liability*** The difference between the Actuarial Accrued Liability and Actuarial Value of Assets.

***Valuation Date*** The date as of which the Actuarial Present Value of Future Benefits are determined. The benefits expected to be paid in the future are discounted to this date.

**SECTION III**

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**TRUST FUND**

**STATEMENT OF ASSETS AT MARKET VALUE  
AS OF OCTOBER 1, 2020**

	General	Police	Total
Cash & Cash Equivalents	\$ 324,735	\$ 385,936	\$ 710,671
General Investments			
Common and Foreign Stock	8,032,346	9,546,158	17,578,504
Government Securities	2,215,862	2,633,474	4,849,336
Equity Mutual Funds	0	0	0
Corporate Bonds and Notes	2,902,911	3,450,006	6,352,917
Sub-Total	<u>13,151,119</u>	<u>15,629,638</u>	<u>28,780,757</u>
Total Cash & Investments	13,475,854	16,015,574	29,491,428
Receivables/(Prepaid)			
Member Contributions	0	0	0
Deferred Revenue	0	(29,055)	(29,055)
State Contributions	0	0	0
Net Due From/(To) Brokers	0	0	0
Accrued Interest & Dividends	17,488	20,746	38,234
Sub-Total	<u>17,488</u>	<u>(8,309)</u>	<u>9,179</u>
Payables	10,047	11,918	21,965
Total Pension Fund Assets	13,483,295	15,995,347	29,478,642
Less: Pension Fund Assets Allocated to the Volunteer Firefighter's Plan	841,889	998,740	1,840,629
Net Pension Fund Assets	12,641,406	14,996,607	27,638,013

**INCOME AND DISBURSEMENTS  
FOR THE YEAR ENDED SEPTEMBER 30, 2020**

	General	Police	Total
A. Market Value as of Beginning of Year	\$ 12,587,744	\$ 14,585,619	\$ 27,173,363
B. Receipts During Period			
1. Contributions			
a. Employee	21,289	21,306	42,595
b. City	749,560	917,356	1,666,916
d. Total	<u>770,849</u>	<u>938,662</u>	<u>1,709,511</u>
2. Investment Earnings			
a. Interest & Dividends	334,209	391,847	726,056
b. Net Realized Appreciation	456,610	535,357	991,967
c. Net Unrealized Appreciation	(64,720)	(75,881)	(140,601)
d. Total	<u>726,099</u>	<u>851,323</u>	<u>1,577,422</u>
3. Other Non-investment Income	0	0	0
4. Total Receipts During Period	1,496,948	1,789,985	3,286,933
C. Disbursements During Period			
1. Benefits			
a. Pension Payments	1,373,378	1,297,030	2,670,408
b. DROP Distributions	0	0	0
c. Refunds	0	0	0
d. Total	<u>1,373,378</u>	<u>1,297,030</u>	<u>2,670,408</u>
2. Allocated Expenses			
a. Investment Expenses	25,793	30,242	56,035
b. Administrative Expenses	44,115	51,725	95,840
c. Total Expenses	<u>69,908</u>	<u>81,967</u>	<u>151,875</u>
3. Total Disbursements During Period	1,443,286	1,378,997	2,822,283
D. Market Value as of End of Year	12,641,406	14,996,607	27,638,013

<b>Development of Funding Value of Assets for General Employees as of October 1</b>		
	<b>2020</b>	<b>2019</b>
A. Market Value of Assets at End of Last Year	\$12,587,744	12,509,120
B. Contributions	770,849	767,108
C. Disbursements		
1. Benefit Payments & DROP Distributions	1,373,378	1,272,614
2. Non Investment Expenses	44,115	39,620
3. Total Disbursements	1,417,493	1,312,234
D. Expected Investment Income	809,452	844,322
E. Expected Assets End of Year: A+B-C+D	12,750,552	12,808,316
F. Actual Market Value at End of Year	12,641,406	12,587,744
G. Excess/(Shortfall) of Actual over Expected Assets: F-E		
1. From This Year	(109,146)	(220,572)
2. From One Year Ago	(220,572)	487,557
3. From Two Years Ago	487,557	387,964
4. From Three Years Ago	387,964	67,949
H. Decreasing Fractions of Excess/(Shortfall)		
1. 80% From This Year	(87,317)	(176,458)
2. 60% From One Year Ago	(132,343)	292,534
3. 40% From Two Years Ago	195,023	155,186
4. 20% From Three Years Ago	<u>77,593</u>	<u>13,590</u>
5. Total	52,956	284,852
I. Preliminary Actuarial Value as of End of Year: F-H5	12,588,450	12,302,892
J. Final Valuation Assets must be within the range of 80% to 120% of Market Value		
1. 80% of Market Value	10,113,125	10,070,195
2. 120% of Market Value	15,169,687	15,105,293
3. Valuation Assets	12,588,450	12,302,892
K. Adjustment for DROP Reserves	93,996	61,561
L. Net Valuation Assets	12,494,454	12,241,331
M. Net Market Value of Assets	12,547,410	12,526,183

<b>Development of Funding Value of Assets for Police Officers as of October 1</b>		
	<b>2020</b>	<b>2019</b>
A. Market Value of Assets at Beginning of Year	\$14,585,619	14,314,595
B. Contributions	938,662	952,131
C. Disbursements		
1. Benefit Payments & DROP Distributions	1,297,030	1,353,621
2. Non Investment Expenses	51,725	45,620
3. Total Disbursements	1,348,755	1,399,241
D. Expected Investment Income	949,118	972,282
E. Expected Assets End of Year: A+B-C+D	15,124,644	14,839,767
F. Actual Market Value at End of Year	14,996,607	14,585,619
G. Excess/(Shortfall) of Actual over Expected Assets: F-E		
1. From This Year	(128,037)	(254,148)
2. From One Year Ago	(254,148)	549,392
3. From Two Years Ago	549,392	424,740
4. From Three Years Ago	424,740	73,286
H. Decreasing Fractions of Excess/(Shortfall)		
1. 80% From This Year	(102,430)	(203,318)
2. 60% From One Year Ago	(152,489)	329,635
3. 40% From Two Years Ago	219,757	169,896
4. 20% From Three Years Ago	<u>84,948</u>	<u>14,657</u>
5. Total	49,786	310,870
I. Preliminary Actuarial Value as of End of Year: F-H5	14,946,821	14,274,749
J. Final Valuation Assets must be within the range of 80% to 120% of Market Value		
1. 80% of Market Value	11,997,286	11,668,495
2. 120% of Market Value	17,995,928	17,502,743
3. Valuation Assets	14,946,821	14,274,749
K. Adjustment for DROP Reserves	0	0
L. Net Valuation Assets	14,946,821	14,274,749
M. Net Market Value of Assets	14,996,607	14,585,619



**RECONCILIATION OF DROP ACCOUNTS  
FOR THE YEAR ENDED SEPTEMBER 30, 2020**

	General	Police	Total
A. Account Balances as of Beginning of Year	\$61,561	\$0	\$61,561
B. Receipts During Period			
1 Deposits & Adjustments	25,770	0	25,770
2 Investment Earnings, net fees	6,665	0	6,665
3 Total	<u>32,435</u>	<u>0</u>	<u>32,435</u>
C. Withdrawals During Period	0	0	0
D. Account Balances as of End of Year	93,996	0	93,996

## INVESTMENT RATE OF RETURN

The investment rate of return for the General and Police Plan combined has been calculated on the following bases:

- Basis 1: Market Value Basis** - interest, dividends, realized gains (losses) and unrealized appreciation (depreciation), divided by the weighted average of the market value of the fund during the year. This figure is normally called the Total Rate of Return. Beginning with the plan year ending 9/30/2015 the returns are net of investment expenses.
- Basis 2: Valuation Asset Basis** - investment earnings recognized in the Actuarial Value of Assets divided by the weighted average of the Actuarial Value of Assets during the year.

Year Ended	Investment Rate of Return	
	Basis 1	Basis 2
9/30/2020	5.7 %	7.7 %
9/30/2019	5.1	5.8
9/30/2018	11.2	6.9
9/30/2017	10.5	6.5
9/30/2016	7.6	7.9
9/30/2015	(5.9)	7.4
9/30/2014	12.6	10.9
9/30/2013	11.5	8.3
9/30/2012	20.7	1.3
9/30/2011	(0.4)	0.4
Average Compounded Rate of Return for Last 5 Years	8.0	7.0
Average Compounded Rate of Return for Last 10 Years	7.6	6.3

## **SECTION IV**

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### **MEMBER STATISTICS**

<b>STATISTICAL DATA, GENERAL EMPLOYEES</b>			
	<b>10/1/20</b>	<b>10/1/19</b>	<b>10/1/18</b>
<b>Active Participants</b>			
Number	3	4	4
Total Annual Earnings	\$ 180,797	\$ 226,909	\$ 222,699
Average Annual Earnings	60,266	56,727	55,675
<b>Averages</b>			
Current Age	58.9	58.9	57.9
Age at Employment	30.9	31.7	31.7
Past Service	28.0	27.2	26.2
Service at Age 60	29.1	28.3	28.3
<b>Members Receiving Benefits</b>			
Number	43	43	43
Total Annual Pensions	\$ 1,397,086	\$ 1,357,244	\$ 1,354,231
Average Monthly Benefit	2,708	2,630	2,624
Average Current Age*	69.6	69.4	68.4
<b>DROP Participants</b>			
Number	1	1	1
Total Annual Pensions	\$ 28,290	\$ 28,290	\$ 28,290
Average Monthly Benefit	2,358	2,358	2,358
Average Current Age	59.1	58.1	57.1
<b>Terminated Members with Vested Benefits</b>			
Number	1	1	1
Total Annual Pensions	\$ 7,897	\$ 7,897	\$ 7,897
Average Monthly Benefit	658	658	658
Average Current Age	53.4	52.4	51.4

*Note: Pensions shown include monthly supplement for members receiving benefits.*

*\* Average current age of service retirees only (excludes beneficiaries and disability retirees)*



STATISTICAL DATA, POLICE OFFICERS			
	10/1/20	10/1/19	10/1/18
<b>Active Participants</b>			
Number	2	2	2
Total Annual Earnings	\$ 224,779	\$ 222,168	\$ 218,784
Average Annual Earnings	112,390	111,084	109,392
Averages			
Current Age	46.1	45.1	44.1
Age at Employment	21.7	21.7	21.7
Past Service	24.4	23.4	22.4
Service at Age 60	38.3	38.3	38.3
<b>Members Receiving Benefits</b>			
Number	31	31	31
Total Annual Pensions	\$ 1,323,469	\$ 1,298,321	\$ 1,292,117
Average Monthly Benefit	3,558	3,490	3,473
Average Current Age*	65.2	64.2	64.0
<b>DROP Participants</b>			
Number	0	0	0
Total Annual Pensions	\$ 0	\$ 0	\$ 0
Average Monthly Benefit	0	0	0
Average Current Age	0.0	0.0	0.0
<b>Terminated Members with Vested Benefits</b>			
Number	0	0	0
Total Annual Pensions	\$ 0	\$ 0	\$ 0
Average Monthly Benefit	0	0	0
Average Current Age	0.0	0.0	0.0

*Note: Pensions shown include monthly supplement for members receiving benefits.*

*\* Average current age of service retirees only (excludes beneficiaries and disability retirees)*

**RECONCILIATION OF MEMBERSHIP DATA  
FROM 10/1/2019 TO 9/30/2020**

	General	Police	Total
<b>A. Active Members</b>			
1 Number Included in Last Valuation	4	2	6
2 New Members Included in Current Valuation	0	0	0
3 Non-Vested Employment Terminations	0	0	0
4 Vested Employment Terminations	0	0	0
5 Non-Vested Transfers to FRS	0	0	0
6 Vested Transfers to FRS	0	0	0
7 Service Retirements	(1)	0	(1)
8 Disability Retirements	0	0	0
9 Deaths	0	0	0
10 DROP Retirements	0	0	0
11 Number Included in This Valuation	<u>3</u>	<u>2</u>	<u>5</u>
<b>B. Terminated Vested Members</b>			
1 Number Included in Last Valuation	1	0	1
2 Additions from Active Members/Data Correction	0	0	0
3 Lump Sum Payments	0	0	0
4 Payments Commenced	0	0	0
5 Returned to Work	0	0	0
6 Refunds	0	0	0
7 Number Included in This Valuation	<u>1</u>	<u>0</u>	<u>1</u>
<b>C. DROP Participants</b>			
1 Number Included in Last Valuation	1	0	1
2 Additions from Active Members	0	0	0
3 Retired	0	0	0
4 Deaths	0	0	0
5 Number Included in This Valuation	<u>1</u>	<u>0</u>	<u>1</u>
<b>D. Service Retirees, Disability Retirees and Beneficiaries</b>			
1 Number Included in Last Valuation	43	31	74
2 Additions from Active Members	1	0	1
3 Additions from Terminated Vested Members	0	0	0
4 Additions from DROP	0	0	0
5 Deaths Resulting in No Further Payments	(1)	0	(1)
6 Number Included in This Valuation	<u>43</u>	<u>31</u>	<u>74</u>



**Age and Service Distribution  
Active General Employees  
As of October 1, 2020**

Ages	Years of Past Service											Totals
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30+	
15-19	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0	0	0	0	0	0
45-49	0	0	0	0	0	0	0	0	0	0	0	0
50-54	0	0	0	0	0	0	0	0	1	0	0	1
55-59	0	0	0	0	0	0	0	0	0	1	0	1
60-64	0	0	0	0	0	0	0	0	0	0	0	0
65&UP	0	0	0	0	0	0	0	0	0	0	1	1
TOTAL	0	0	0	0	0	0	0	0	1	1	1	3

**Age and Service Distribution**  
**Active Police Officers**  
**As of October 1, 2020**

Ages	Years of Past Service											Totals
	<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5-9</u>	<u>10-14</u>	<u>15-19</u>	<u>20-24</u>	<u>25-29</u>	<u>30+</u>	
15-19	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0	0	1	0	0	1
45-49	0	0	0	0	0	0	0	0	1	0	0	1
50-54	0	0	0	0	0	0	0	0	0	0	0	0
55-59	0	0	0	0	0	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0	0	0	0	0	0
65&UP	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	2	0	0	2

## **SECTION V**

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### **SUMMARY OF PLAN PROVISIONS**

# SUMMARY OF RETIREMENT PLAN PROVISIONS AS OF OCTOBER 1, 2020

A. Effective Date:

February 11, 1969, amended and restated effective April 1, 1996. The most recent amendments included as of October 1, 2018 were Ordinance Nos. 894 and 923. The Plan is closed to members hired on or after August 1, 2007, the effective date of the City's participation in FRS.

B. Eligibility Requirements:

All full-time employees (excluding elected officials and the City Administrator) hired prior to August 1, 2007, who elected to remain in the City plan rather than transfer to FRS during the 30-day election period.

C. Credited Service:

Service in completed calendar months from date of participation to the earlier of the participant's termination of service or actual retirement date during which employee contributions are made. Employees hired prior to September, 1968, shall receive credited service from date of hire to September, 1968, regardless of whether contributions were made during that period.

D. Average Monthly Compensation:

Average Monthly Compensation (denoted AMC) is 1/36th of the highest 36 consecutive months of compensation during the 120 months preceding the earliest of his retirement date, date of termination, or date of death or disability. Compensation shall mean regular wages and salaries, including longevity pay, but excluding bonuses, overtime pay, and accumulated leave payments at termination or retirement.

E. Normal Retirement:

General and Police:

Eligibility: Earlier of (i) or (ii), where: (i) is attainment of age 60 and completion of five (5) years of credited service, if later, and (ii) is completion of 20 years of credited service, regardless of age.

Active members with 15 or more years of service as of October 1, 2006 who retire by September 30, 2009, may retire with unreduced benefits, payable when the member would have reached normal retirement date if they had remained continuously employed.

Benefit: 3.0% of AMC multiplied by years of credited service.



F. Early Retirement:

General and Police:

Eligibility: Attainment of age 50 and completion of 15 years of credited service.

Benefit: Benefit accrued to date of retirement reduced by 3% per year (maximum reduction 12%) to reflect commencement of benefits at an earlier age. Effective May 27, 2003, for retirements after that date, there shall be no early retirement reduction for the City Manager, Dept. Directors, Asst. Dept. Directors, or the City Planner.

G. Delayed Retirement:

General and Police:

Eligibility: Retirement after normal retirement date.

Benefit: 3.0% of AMC at delayed retirement date multiplied by years of credited service at delayed retirement date.

H. Post Retirement Supplement:

Effective October 1, 2003 for all active participants and DROP participants actually separating from service after that date, there shall be payable a monthly supplement of \$10 for each year of credited service, but not to exceed \$200 per month. The benefit is not payable during the DROP period. The benefit shall be limited to those employed by the City and participating in the Plan on or before September 30, 2005. The post retirement supplement applies only while the member is alive and does not extend to beneficiaries.

I. Disability Benefit:

General and Police:

Eligibility: Unable to perform duties pertaining to his occupation as determined by the Plan Administrator. Eligibility is immediate for service connected disability; 15 years of service are required to be eligible for non-service connected disability.

Benefit: Service Incurred: 50% of AMC payable after 5 months of continuous disability.

Non-Service Incurred: 25% of AMC payable after 5 months of continuous disability.

Both Service Incurred and Non-Service Incurred liability benefits shall not be less than the participant's accrued benefit. The disability monthly benefit is payable for life, with 120 payments guaranteed.



J. Pre-Retirement Death Benefit:

In the event of a participant's death while still employed by the City, the beneficiary shall be entitled to receive the greater of the participant's accumulated participant contributions, or the present value of the participant's vested accrued benefit computed as of date of death.

K. Termination Benefits:

General and Police:

Eligibility: Less than 5 years of service at date of termination

Benefit: Refund of accumulated participant contributions with interest, if applicable.

L. Vested Benefit Upon Termination:

General and Police:

Eligibility: At least 5 years of credited service at date of termination

Benefit: The benefit payable at normal retirement date equal to the product of his accrued benefit and his vested percentage from the following schedule:

<u>Years of Credited Service</u>	<u>Vested Percentage</u>
Less than 5 Years	0%
5	25%
6	30%
7	35%
8	40%
9	45%
10	50%
11	60%
12	70%
13	80%
14	90%
15 or More	100%

Nevertheless, a member will become 100% vested upon attaining his early or normal retirement age.

M. Employee Contributions:

Police Officers participants shall contribute 10% of basic compensation, and General employees contribute 11 % of basic compensation.

N. Normal Form of Retirement Income:

The normal form of payment shall be a life annuity. If a participant is married as of the date benefits are to commence and he has not elected otherwise, his benefit shall be payable in the form of a Qualified Joint and Survivor Annuity.

O. Deferred Retirement Option Plan (D.R.O.P.):

The D.R.O.P. is available only if the participant makes an irrevocable election to participate after the completion of 20 years of credited service. The D.R.O.P. has a maximum six (6) year participation period (five (5) year period prior to Ordinance 923), after which the participant is deemed separated from the City. If the participant dies during the D.R.O.P. period, the participant will be treated as any other vested participant in the Plan who dies prior to retirement. If the participant becomes disabled during the D.R.O.P. period, the participant will be assumed to have retired on a normal retirement on the day prior to disability.

P. Cost of Living:

Certain members of the police bargaining unit, including non-sworn members participating in the General Employees plan, receive a delayed 3% Cost of Living adjustment (COLA). It applies only to bargaining unit members who retire or enter the DROP during the term of the 2002-2005 Collective Bargaining Agreement, or enter the DROP prior to the 2002-2005 Collective Bargaining Agreement. The COLA begins on the fifth, sixth or seventh anniversary of retirement or DROP, depending on the date of retirement or DROP.

Members of the police bargaining unit, including non-sworn members participating in the General Employees plan, who have a minimum of ten (10) years of credited service with the City as of October 31, 2006 and who hereafter enter the DROP or retire from the City, receive a delayed 3% Cost of Living adjustment (COLA). The COLA begins on the sixth anniversary of retirement or DROP.

The COLA applies only while the member is alive and does not extend to beneficiaries.

Q. Changes From Previous Valuation:

None.



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