



October 6, 2021

City of Wilton Manors Pension Plan for General Employees and Police, Pension Board
c/o Ms. Judith Hoekstra
City of Wilton Manors
2020 Wilton Drive
Wilton Manors, FL 33305

**Re: City of Wilton Manors Pension Plan for General Employees & Police Officers
GASB No. 68 Disclosure Information for Reporting Year Ending September 30, 2021**

Dear Board Members:

As requested, we have prepared the actuarial disclosure information required under Governmental Accounting Standards Board (GASB) Statement Number 68 for the City of Wilton Manors Pension Plan for General Employees & Police Officers for use in the preparation of the City's GAAP-basis employer financial statement for the reporting year ending September 30, 2021.

GASB Statement No. 68 establishes the accounting and financial reporting standards for state and local government employers who provide their employees (including former employees) pension benefits through a trust. These calculations have been made on a basis that is consistent with our understanding of this accounting standard. Enclosed are the following exhibits:

- Executive Summary
- Schedule of Changes in Net Pension Liability and Related Ratios for Measurement Year
- Notes to Net Pension Liability
- Pension Expense Under GASB No. 68
- Statement of Outflows and Inflows Arising from Current Reporting Period
- Statement of Outflows and Inflows Arising from Current and Prior Reporting Periods
- Summary of Remaining Deferred Outflows and Inflows of Resources
- Schedule of Contributions
- Notes to Schedule of Contributions
- Sensitivity of Net Pension Liability to the Single Discount Rate Assumption

The actuarial valuation of the liabilities was determined as of the beginning of the year, October 1, 2019 (based on the actuarial valuation results as reported in the revised October 1, 2019 actuarial valuation report dated June 30, 2020) and rolled forward to the September 30, 2020 measurement date. These liabilities are used for GASB Statement No. 68 reporting for the reporting period ending September 30, 2021. Using a measurement date of September 30, 2020 allows for timely reporting at the end of the year. If significant changes occur during the year, such as benefit changes or changes in assumptions or methods, these should be noted in the footnotes.

Required Disclosures

This information is intended to assist in preparation of the financial statements of the Plan. Financial statements are the responsibility of management, subject to the auditor's review. Please let us know if the auditor recommends any changes.

Our actuarial calculations for this report were prepared for the purpose of complying with the requirements of GASB Statement No. 68. These calculations have been made on a basis that is consistent with our understanding of this Statement.

The Net Pension Liability is not an appropriate measure for measuring the sufficiency of plan assets to cover the estimated cost of settling the employer's benefit obligation. The Net Pension Liability is not an appropriate measure for assessing the need for or amount of future employer contributions. A calculation of the plan's liability for purposes other than satisfying the requirements of GASB Statement No. 68 may produce significantly different results. This report may be provided to parties other than the City or Board only in its entirety and only with the permission of the City or Board. GRS is not responsible for unauthorized use of this report.

This report is based upon information, furnished to us by the Plan Administrator and City, concerning Plan benefits, active members, deferred vested members, retirees and beneficiaries, and financial data. This information was checked for internal consistency, but it was not audited. We are not responsible for the accuracy or completeness of the information provided by the Plan Administrator and City.

This report complements that actuarial valuation reports that were provided to the Board and should be considered in conjunction with these reports. Please see the revised actuarial valuation report as of October 1, 2019 dated June 30, 2020, the actuarial valuation report as of October 1, 2020 dated May 24, 2021, and the GASB No. 67 dated March 17, 2021 for additional discussion of the nature of the actuarial calculations and information related to participant data, economic and demographic assumptions, and benefit provisions.

The findings in this report are based on data through September 30, 2019 and financial information through September 30, 2020. 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; 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.

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.



To the best of our knowledge, the information contained with this report is accurate and fairly represents the actuarial position of the Plan. All calculations have been made in conformity with generally accepted actuarial principles and practices as well as with the Actuarial Standards of Practice issued by the Actuarial Standards Board.

The signing actuaries are independent of the plan sponsor.

Theora Braccialarghe and Melissa Zrelack are members of the American Academy of Actuaries (MAAA) and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein. The signing actuaries are independent of the plan sponsor.

Respectfully submitted,

GABRIEL, ROEDER, SMITH & COMPANY

By *Theora Braccialarghe*

Theora P. Braccialarghe, FSA, EA, MAAA
Senior Consultant & Actuary

Melissa Zrelack

Melissa Zrelack, EA, MAAA
Consultant & Actuary

Enclosures



EXECUTIVE SUMMARY
GASB Statement No. 68

Actuarial Valuation Date	October 1, 2019
Measurement Date of the Net Pension Liability	September 30, 2020
Employer's Fiscal Year Ending Date (Reporting Date)	September 30, 2021

Membership as of Actuarial Valuation Date

Number of	
- Retirees and Beneficiaries	75
- Inactive, Nonretired Members	1
- Active Members	6
- Total	82
Covered Payroll	\$ 406,596

Net Pension Liability

Total Pension Liability	\$ 38,114,396
Plan Fiduciary Net Position	27,638,013
Net Pension Liability	\$ 10,476,383
Plan Fiduciary Net Position as a Percentage of Total Pension Liability	72.51 %
Net Pension Liability as a Percentage of Covered Payroll	2,576.61 %

Development of the Single Discount Rate

Single Discount Rate	6.60 %
Long-Term Expected Rate of Investment Return	6.60 %
Long-Term Municipal Bond Rate*	2.41 %
Last year ending September 30 in the 2021 to 2120 projection period for which projected benefit payments are fully funded	2120

Total Pension Expense \$ 383,656

**Deferred Outflows and Deferred Inflows of Resources by
Source to be recognized in Future Pension Expenses**

	<u>Deferred Outflows</u>	<u>Deferred Inflows</u>
Difference between expected and actual experience	\$ -	\$ -
Changes in assumptions	-	-
Net difference between projected and actual earnings on pension plan investments	554,322	577,319
Total	\$ 554,322	\$ 577,319

**Source: "Fidelity General Obligation AA" rate as of September 30, 2020. This is the rate for Fixed Income Market Data/Yield Curve/Data Municipal bonds with 20 years to maturity that include only federally tax-exempt municipal bonds as reported in Fidelity Investments' "20-Year Municipal GO AA Index." In describing this index, Fidelity notes that the municipal curves are constructed using option adjusted analytics of a diverse population of over 10,000 tax exempt securities.*



**SCHEDULE OF CHANGES IN THE EMPLOYER'S
NET PENSION LIABILITY AND RELATED RATIOS
FOR REPORTING YEAR ENDED SEPTEMBER 30, 2021
GASB Statement No. 68**

Measurement Year Ended September 30,	2020	2019	2018	2017	2016	2015	2014
A. Total Pension Liability							
1. Service Cost	\$ 95,178	\$ 90,882	\$ 131,863	\$ 141,672	\$ 141,736	\$ 129,615	\$ 112,087
2. Interest on the Total Pension Liability	2,562,751	2,568,156	2,591,888	2,547,674	2,545,418	2,571,868	2,578,844
3. Changes of Benefit Terms	-	-	-	-	-	-	-
4. Difference Between Expected and Actual Experience of the Total Pension Liability	(119,148)	55,056	(344,394)	68,713	(360,289)	-	115,752
5. Changes of Assumptions	(135,320)	383,306	-	549,447	-	2,522,504	-
6. Benefit Payments	(2,670,408)	(2,626,235)	(2,728,566)	(2,603,571)	(2,706,165)	(2,756,178)	(3,224,482)
7. Refunds	-	-	-	-	-	-	-
8. Other (Change in State Contribution Reserve)	-	-	-	-	-	-	-
9. Net Change in Total Pension Liability	\$ (266,947)	\$ 471,165	\$ (349,209)	\$ 703,935	\$ (379,300)	\$ 2,467,809	\$ (417,799)
10. Total Pension Liability – Beginning	38,381,343	37,910,178	38,259,387	37,555,452	37,934,752	35,466,943	35,884,742
11. Total Pension Liability – Ending	<u>\$ 38,114,396</u>	<u>\$ 38,381,343</u>	<u>\$ 37,910,178</u>	<u>\$ 38,259,387</u>	<u>\$ 37,555,452</u>	<u>\$ 37,934,752</u>	<u>\$ 35,466,943</u>
B. Plan Fiduciary Net Position							
1. Contributions – City	\$ 1,666,916	\$ 1,674,468	\$ 1,667,049	\$ 1,685,242	\$ 1,638,492	\$ 1,676,869	\$ 1,645,738
2. Contributions – State	-	-	-	-	-	-	-
3. Contributions – Other (Non-Employer Contributing Entity)	-	-	-	-	-	-	-
4. Contributions – Employee (Including Buyback Contributions)	42,595	44,771	55,551	64,490	63,650	64,249	59,289
5. Net Investment Income	1,521,387	1,341,884	2,759,884	2,437,040	1,717,354	(1,489,322)	2,836,305
6. Benefit Payments	(2,670,408)	(2,626,235)	(2,728,566)	(2,603,571)	(2,706,165)	(2,756,178)	(3,224,482)
7. Refunds	-	-	-	-	-	-	-
8. Pension Plan Administrative Expense	(95,840)	(85,240)	(93,091)	(104,068)	(95,119)	(88,375)	(81,815)
9. Other	-	-	-	-	(1)	9,974	2,154
10. Net Change in Plan Fiduciary Net Position	\$ 464,650	\$ 349,648	\$ 1,660,827	\$ 1,479,133	\$ 618,211	\$ (2,582,783)	\$ 1,237,189
11. Plan Fiduciary Net Position – Beginning	27,173,363	26,823,715	25,162,888	23,683,755	23,065,544	25,648,327	24,411,138
12. Plan Fiduciary Net Position – Ending	<u>\$ 27,638,013</u>	<u>\$ 27,173,363</u>	<u>\$ 26,823,715</u>	<u>\$ 25,162,888</u>	<u>\$ 23,683,755</u>	<u>\$ 23,065,544</u>	<u>\$ 25,648,327</u>
C. Net Pension Liability	<u>\$ 10,476,383</u>	<u>\$ 11,207,980</u>	<u>\$ 11,086,463</u>	<u>\$ 13,096,499</u>	<u>\$ 13,871,697</u>	<u>\$ 14,869,208</u>	<u>\$ 9,818,616</u>
D. Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	72.51%	70.80%	70.76%	65.77%	63.06%	60.80%	72.32%
E. Covered Payroll	\$ 406,596	\$ 426,154	\$ 523,862	\$ 604,422	\$ 595,805	\$ 600,852	\$ 554,092
F. Net Pension Liability as a Percentage of Covered Payroll	2576.61%	2630.03%	2116.29%	2166.78%	2328.23%	2474.69%	1772.02%

Note: Covered Payroll for the fiscal year is estimated from actual member contributions to the plan for the same period. This amount should be updated to actual Covered Payroll (as defined in GASB No. 68) for the fiscal year, if needed.



NOTES TO NET PENSION LIABILITY
GASB Statement No. 68

Significant Methods and Assumptions Used to Determine Net Pension Liability

The Total Pension Liability was determined by the actuarial valuation as of October 1, 2019, using the actuarial assumptions and methods shown below, applied to all periods included in the measurement.

Actuarial Cost Method	Entry Age Normal
Inflation	2.10%
Salary Increases	5.50%
Investment Rate of Return	6.60%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition
Mortality, Regular Class	<p>Pre-retirement (Healthy) - PUB-2010 Headcount Weighted General Below Median Employee Male and Female Tables, setback 1 year for males.</p> <p>Post-Retirement (Healthy) - PUB-2010 Headcount Weighted General Below Median Healthy Retiree Male and Female Tables, setback 1 year for males.</p> <p>Post-Retirement (Disabled) - PUB-2010 Headcount Weighted General Disabled Retiree Male and Female Tables set-forward 3 years.</p>
Mortality, Special Risk	<p>Pre-retirement (Healthy) - PUB-2010 Headcount Weighted Safety Below Median Employee Male Table and the PUB-2010 Headcount Weighted Safety Employee Female Table, set forward 1 year for males and females.</p> <p>Post-retirement (Healthy) - PUB-2010 Headcount Weighted Safety Below Median Healthy Retiree Male Table and the PUB-2010 Headcount Weighted Safety Healthy Retiree Female Table, set forward 1 year for males and females.</p> <p>Post-Retirement (Disabled) - 80% PUB-2010 Headcount Weighted General Disabled Retiree Male and Female Tables and 20% PUB-2010 Headcount Weighted Safety Disabled Retiree Male and Female Tables.</p>
Mortality Improvements	Mortality improvements are being made for each year after 2010 using gender-specific MP-2018 projection scales. There is no provision for mortality improvements for disabled members. The mortality assumption is the same as used for Regular Class Members (for General Employees) and Special Risk Members (for Police Officers) of the Florida Retirement System (FRS) in the July 1, 2019 actuarial valuation, in compliance with Florida Statutes.

Standard actuarial update procedures were used to “roll forward” the Total Pension Liability to September 30, 2020, the Plan’s fiscal year end.

Other Information:

Notes See Discussion of Valuation Results beginning on page 1 of the revised October 1, 2019 Actuarial Valuation Report dated June 30, 2020.



PENSION EXPENSE
FISCAL YEAR ENDED SEPTEMBER 30, 2021
BASED ON MEASUREMENT PERIOD ENDING SEPTEMBER 30, 2020
GASB Statement No. 68

Pension Expense

1. Service Cost	\$ 95,178
2. Interest on the Total Pension Liability	2,562,751
3. Current-Period Benefit Changes	-
4. Employee Contributions (made negative for addition here)	(42,595)
5. Projected Earnings on Plan Investments (made negative for addition here)	(1,838,505)
6. Pension Plan Administrative Expense	95,840
7. Other Changes in Plan Fiduciary Net Position	-
8. Other Changes in Total Pension Liability (Change in State Contribution Reserve)	-
9. Recognition of Outflow (Inflow) of Resources due to Liabilities	(254,468)
10. Recognition of Outflow (Inflow) of Resources due to Assets	<u>(234,545)</u>
11. Total Pension Expense	\$ 383,656



**STATEMENT OF OUTFLOWS AND INFLOWS
ARISING FROM CURRENT REPORTING PERIOD
EMPLOYER FISCAL YEAR ENDED SEPTEMBER 30, 2021
BASED ON MEASUREMENT PERIOD ENDING SEPTEMBER 30, 2020
GASB Statement No. 68**

A. Outflows (Inflows) of Resources due to Liabilities

1. Difference between expected and actual experience of the Total Pension Liability due to (gains) or losses	\$ (119,148)
2. Assumption Changes (gains) or losses	(135,320)
3. Recognition period for Liabilities: Average of the expected remaining service lives of all employees {in years}	1.0
4. Outflow (Inflow) of Resources to be recognized in the current pension expense for the difference between expected and actual experience of the Total Pension Liability	(119,148)
5. Outflow (Inflow) of Resources to be recognized in the current pension expense for assumption changes	<u>(135,320)</u>
6. Outflow (Inflow) of Resources to be recognized in the current pension expense due to Liabilities	(254,468)
7. Deferred Outflow (Inflow) of Resources to be recognized in future the difference between expected and actual experience of the Total Pension Liability	-
8. Deferred Outflow (Inflow) of Resources to be recognized in future pension expenses for assumption changes	<u>-</u>
9. Deferred Outflow (Inflow) of Resources to be recognized in future pension expenses due to Liabilities	-

B. Outflows (Inflows) of Resources due to Assets

1. Net difference between projected and actual earnings on pension plan investments due to (gains) or losses	\$ 317,118
2. Recognition period for Assets {in years}	5.0
3. Outflow (Inflow) of Resources to be recognized in the current pension expense due to Assets	63,424
4. Deferred Outflow (Inflow) of Resources to be recognized in future pension expenses due to Assets	253,694

C. Outflow of Resources due to Employer Contribution

1. Deferred Outflow of Resources due to Employer pension contribution made subsequent to 9/30/2020 but before 9/30/2021	TBD
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**STATEMENT OF OUTFLOWS AND INFLOWS
ARISING FROM CURRENT AND PRIOR REPORTING PERIODS
EMPLOYER FISCAL YEAR ENDED SEPTEMBER 30, 2021
BASED ON MEASUREMENT PERIOD ENDING SEPTEMBER 30, 2020
GASB Statement No. 68**

A. Outflows and Inflows of Resources due to Liabilities and Assets to be Recognized in Current Pension Expense

	<u>Outflows</u>	<u>Inflows</u>	<u>Net Outflows</u>
1. Due to Liabilities	\$ -	\$ 254,468	\$ (254,468)
2. Due to Assets	163,634	398,179	(234,545)
3. Total	<u>\$ 163,634</u>	<u>\$ 652,647</u>	<u>\$ (489,013)</u>

B. Outflows and Inflows of Resources by Source to be Recognized in Current Pension Expense

	<u>Outflows</u>	<u>Inflows</u>	<u>Net Outflows</u>
1. Differences between expected and actual experience	\$ -	\$ 119,148	\$ (119,148)
2. Assumption Changes	-	135,320	(135,320)
3. Net Difference between projected and actual earnings on pension plan investments	163,634	398,179	(234,545)
4. Total	<u>\$ 163,634</u>	<u>\$ 652,647</u>	<u>\$ (489,013)</u>

C. Deferred Outflows and Deferred Inflows of Resources by Source to be Recognized in Future Pension Expenses

	<u>Outflows</u>	<u>Inflows</u>	<u>Net Outflows</u>
1. Differences between expected and actual experience	\$ -	\$ -	\$ -
2. Assumption Changes	-	-	-
3. Net Difference between projected and actual earnings on pension plan investments	554,322	577,319	(22,997)
4. Total	<u>\$ 554,322</u>	<u>\$ 577,319</u>	<u>\$ (22,997)</u>

D. Deferred Outflows and Deferred Inflows of Resources by Year to be Recognized in Future Pension Expenses

<u>Year Ending September 30</u>	<u>Net Deferred Outflows</u>
2022	\$ (206,296)
2023	(43,755)
2024	163,632
2025	63,422
2026	-
Thereafter	-
Total	<u>\$ (22,997)</u>



**SUMMARY OF REMAINING DEFERRED
OUTFLOWS AND INFLOWS OF RESOURCES
GASB Statement No. 68**

<u>Date Established</u>	<u>Source</u>	<u>Recognition Period in Years</u>	<u>Original Amount</u>	<u>Years Remaining</u>	<u>Remaining Amount</u>	<u>Amount Recognized in Current Expense</u>
<u>Deferred Outflows of Resources</u>						
9/30/2020	Investment Exp. Loss	5.0	\$ 501,048	4.0	\$ 400,838	\$ 100,210
9/30/2021	Investment Exp. Loss	5.0	317,118	5.0	317,118	63,424
SUBTOTALS:			818,166		717,956	163,634
<u>Deferred Inflows of Resources</u>						
9/30/2017	Investment Exp. Gain	5.0	(141,236)	1.0	(28,248)	(28,248)
9/30/2018	Investment Exp. Gain	5.0	(812,704)	2.0	(325,081)	(162,541)
9/30/2019	Investment Exp. Gain	5.0	(1,036,949)	3.0	(622,169)	(207,390)
9/30/2021	Assumption Changes	1.0	(135,320)	1.0	(135,320)	(135,320)
9/30/2021	Liability Exp. Gain	1.0	(119,148)	1.0	(119,148)	(119,148)
SUBTOTALS:			(2,245,357)		(1,229,966)	(652,647)
GRAND TOTALS:			\$ (1,427,191)		\$ (512,010)	\$ (489,013)

SCHEDULE OF CONTRIBUTIONS
GASB Statement No. 68

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

Note: Covered Payroll for the fiscal year is estimated from actual member contributions to the plan for the same period. This amount should be updated to actual Covered Payroll (as defined in GASB No. 68) for the fiscal year, if needed.

NOTES TO SCHEDULE OF CONTRIBUTIONS
GASB Statement No. 68

Valuation Date: October 1, 2020
Notes Actuarially determined contributions are calculated as of the beginning 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	3.00% for eligible retirees.
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition.
Mortality, Regular Class	Pre-retirement (Healthy) - PUB-2010 Headcount Weighted General Below Median Employee Male and Female Tables, setback 1 year for males. Post-Retirement (Healthy) - PUB-2010 Headcount Weighted General Below Median Healthy Retiree Male and Female Tables, setback 1 year for males. Post-Retirement (Disabled) - PUB-2010 Headcount Weighted General Disabled Retiree Male and Female Tables set-forward 3 years.
Mortality, Special Risk	Pre-retirement (Healthy) - PUB-2010 Headcount Weighted Safety Below Median Employee Male Table and the PUB-2010 Headcount Weighted Safety Employee Female Table, set forward 1 year for males and females. Post-retirement (Healthy) - PUB-2010 Headcount Weighted Safety Below Median Healthy Retiree Male Table and the PUB-2010 Headcount Weighted Safety Healthy Retiree Female Table, set forward 1 year for males and females. Post-Retirement (Disabled) - 80% PUB-2010 Headcount Weighted General Disabled Retiree Male and Female Tables and 20% PUB-2010 Headcount Weighted Safety Disabled Retiree Male and Female Tables.
Mortality Improvements	Mortality improvements are being made for each year after 2010 using gender-specific MP-2018 projection scales. There is no provision for mortality improvements for disabled members. The mortality assumption is the same as used for Regular Class Members (for General Employees) and Special Risk Members (for Police Officers) of the Florida Retirement System (FRS) in the July 1, 2019 actuarial valuation, in compliance with Florida Statutes.
Other Information: Notes	See Discussion of Valuation Results in the October 1, 2020 Actuarial Valuation Report dated May 25, 2021.



**SENSITIVITY OF NET PENSION LIABILITY
TO THE SINGLE DISCOUNT RATE ASSUMPTION
GASB Statement No. 68**

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 Plan member contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the difference between the total actuarially determined contribution rates and the member rate. 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 (6.60%) 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%
\$14,561,864	\$10,476,383	\$7,056,130