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# City of Rockledge

## Fire Employees Retirement Plan

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Actuarial Valuation as of October 1, 2019

APPROVED BY FIRE EMPLOYEES' RETIREMENT BOARD AT ITS  
QUARTERLY MEETING ON FEBRUARY 21, 2020.



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February 14, 2020

REPORT TO DETERMINE MINIMUM FUNDING REQUIREMENTS  
FOR THE PLAN AND FISCAL YEAR  
BEGINNING OCTOBER 1, 2020





February 14, 2020

Board of Trustees  
City of Rockledge Fire Employees Retirement Plan  
Rockledge, Florida

**RE: Actuarial Valuation as of October 1, 2019**

Dear Board Members:

We are pleased to present the actuarial valuation as of October 1, 2019 for the City of Rockledge Fire Employees Retirement Plan (the Plan). This report provides a review of the current funded status of the Plan, establishes the minimum funding requirements for the fiscal year ending September 30, 2021, and provides an analysis of experience since the last valuation. In addition to providing the summary and derivation of actuarial findings, this report describes the data, assumptions, and methods used to create these results.

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.

Statement by Enrolled Actuary:

"This actuarial valuation and/or cost determination was prepared and completed by me or under my direct supervision, and I acknowledge responsibility for the results. To the best of my knowledge, the results are complete and accurate, and in my opinion, the techniques and assumptions used are reasonable and meet the requirements and intent of Part VII, Chapter 112, Florida Statutes. 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 taken into account 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."

We look forward to the presentation of these results to you in person and we are always available to answer any questions you may have.

Sincerely,

A handwritten signature in black ink, appearing to read 'Chad M. Little'.

Chad M. Little, ASA, EA  
Partner, Consulting Actuary  
Enrollment Number 17-6619

A handwritten signature in black ink, appearing to read 'Paula C. Freiman'.

Paula C. Freiman, ASA, EA  
Partner, Consulting Actuary  
Enrollment Number 17-5796



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## Section

## 1

## Board Summary

A summary of the key valuation findings are compared with the results of the prior valuation below.

## Summary of Principal Valuation Results

<b>Fiscal Year Ending September 30,</b>	<b>2020</b>	<b>2021</b>
Minimum Funding Requirements		
<u>As a Dollar Amount</u>		
Estimated Minimum Required City Contribution	\$455,893	\$459,417
Estimated State Contribution	<u>144,344</u>	<u>155,266</u>
Total Minimum Funding Requirement (City plus State)	\$600,237	\$614,683
<u>As a Percent of Valuation Payroll</u>		
Estimated Minimum Required City Contribution	28.99%	24.99%
Estimated State Contribution	<u>9.18%</u>	<u>8.45%</u>
Total Minimum Funding Requirement (City plus State)	38.17%	33.44%

Note: \$614,683 is the minimum funding requirement for fiscal 2021 including both contributions from the City and those from the State of Florida. We have estimated the City portion as \$459,417 which must be deposited on December 15, 2020.

The annual contribution paid by the City should take into account the actual amount of premium tax revenues received from the State of Florida that may be applied toward the actuarially determined contribution so that the total deposit for fiscal 2021 is \$614,683.

## Funded Status

<b>Valuation as of October 1,</b>	<b>2018</b>	<b>2019</b>
Accrued Liability (AL)	\$15,027,537	\$15,141,304
Actuarial Value of Assets	<u>(11,787,843)</u>	<u>(12,224,500)</u>
Unfunded Accrued Liability (UAL)	\$3,239,694	\$2,916,804
Funded Percentage	78.44%	80.74%

## Key Assumptions

<b>Valuation as of October 1,</b>	<b>2018</b>	<b>2019</b>
Assumed Investment Return, Net of Expenses	7.80%	7.80%
Salary Increase Assumption	6.00%	6.00%

## Summary of Significant Events

Determination of the funded status of the Plan and minimum funding requirements are based on funding policy, participant data, asset information, Plan provisions, actuarial methods and assumptions, as well as contributions made to the Plan by the State of Florida. Any significant events associated with these items are discussed in the following.

In preparing our report we relied, without audit, on information (some oral and some written) supplied by the Plan Administrator and the City. This information includes, but is not limited to, statutory provisions, employee census, and financial information. In our examination of these data, we have found them to be reasonably consistent and comparable with data used for other purposes. Since the valuation results are dependent on the integrity of the data supplied, the results can be expected to differ if the underlying data is incomplete or missing. It should be noted that if any data or other information is inaccurate or incomplete, our calculations may need to be revised.

### Participant Data

During the year active membership increased from 32 to 36 members due to 9 new hires, 1 DROP entrant, 1 vested termination and 3 non-vested terminations. The following provides a summary comparing the actual and expected pay increases for the 12-month periods ending on the date specified.

Year Ended September 30,	Individual		Total Payroll Increase
	Actual	Expected	
2019	7.5%	6.0%	16.9%
2018	3.9%	6.0%	(1.2%)
2017	5.2%	6.0%	4.1%
2016	5.8%	6.0%	7.1%
2015	6.4%	6.0%	0.8%
2014	4.7%	6.0%	8.9%
2013	3.4%	6.0%	(8.4%)
2012	(3.0%)	6.0%	(2.6%)
2011	3.0%	6.0%	(10.9%)
2010	1.6%	6.0%	(12.4%)
Average:	3.8%	6.0%	(0.2%)

Pay increases were more than expected with the actual average pay increases amongst continuing actives at 7.5% in comparison to the 6.0% salary increase assumption. In addition, total payroll decreased 0.2% on average over the last 10 years. Florida Statutes 112.64(5)(a) requires that the payroll growth assumption not exceed the average payroll growth for the prior ten years. This requirement is met in that the Unfunded Accrued Liability is amortized as a level dollar amount.

Overall, there was a demographic gain primarily due to termination experience which was offset by pay increases more than expected. Should a pattern of consistent gains or losses develop, assumptions will be adjusted as needed. We recommend a review of actuarial experience be conducted.

### Assets

The investment return on the Market Value of Assets was 3.49% and the return on the Actuarial Value of Assets was 7.14%, each in comparison to the 7.8% net investment return assumption. Because the return on the Actuarial Value of Assets was less than the net assumed investment return, there was an actuarial investment loss.





Note only a portion of actual investment gains or losses are recognized in the current year Actuarial Value of Assets with the remainder recognized over the next four years. Even if all assumptions are realized in the next several years, the Plan will experience changes in the required contribution rate until prior gains and losses are fully recognized.

The table below provides a comparison of the investment return on the Market Value of Assets and the Actuarial Value of Assets in comparison to the investment return assumed in the valuation of the Plan.

<b>12-Month Period Ended September 30,</b>	<b>% Market Return</b>	<b>% Actuarial Return</b>	<b>% Assumed Return</b>
2019	3.49 %	7.14 %	7.80 %
2018	9.59 %	8.16 %	7.90 %
2017	12.17 %	7.44 %	7.90 %
2016	9.14 %	6.98 %	8.00 %
2015	0.23 %	4.67 %	8.00 %
2014	8.75 %	7.19 %	8.00 %
2013	8.07 %	5.85 %	8.00 %
2012	11.41 %	1.26 %	8.00 %
2011	(2.67%)	0.92 %	8.00 %
2010	7.82 %	1.69 %	8.00 %
Average	6.70 %	5.10 %	7.96 %

Investment returns less than the assumed rate of return result in increased annual minimum required contributions in the future.

### Plan Provisions

The following changes in Plan provisions were adopted after the October 1, 2019 actuarial valuation date.

Ordinance No. 1774-2020 adopted January 15, 2020 provided for a revision to employee contribution crediting from 5% interest accumulation to 1.5% effective October 1, 2019. This change in Plan provisions has been reflected in this October 1, 2019 actuarial valuation of the Plan. Whereas the accrued liability decreased due to this change in Plan provisions, there was a small increase to minimum funding requirements.

There is no material impact associated with the Plan restatement adopted December 4, 2019 with Ordinance No. 1763-2019 where spousal consent is no longer required for optional form of benefit selection. There is no material impact associated with Ordinance No. 1768-2019 adopted December 18, 2019 related to prior fire service purchases and the line of duty presumption related to certain cancers. Additionally, there is no material impact associated with Ordinance No. 1770-2020 adopted January 15, 2020 which provides for staggered trustee terms.

The impact of the change in Plan provisions may be found in the reconciliation of the funded status and minimum funding requirements found at the end of Section 2 of this report. See "Reconciliations" in the table of contents.

### Assumptions and Methods

There were no changes in Assumptions or Methods since the prior valuation of the Plan.

This October 1, 2019 actuarial valuation has been performed using a 7.8% net assumed rate of investment return assumption as directed by the Board of Trustees. The 7.8% net assumed return is a prescribed assumption as defined by Actuarial Standard of Practice No. 27 (ASOP 27), as it is set by the Board. The prescribed assumption significantly conflicts with our judgment regarding what would

constitute a reasonable assumption for the purpose of the measurement as discussed in ASOP 27. As discussed with the Board we recommend lowering the net assumed return.

### State Contributions

The Estimated Minimum Required City Contribution shown on page 1 assumes that the premium tax money received from the State will be in the same amount received in the prior year. Should the amount received in the fiscal year ending September 30, 2020 or 2021 be less than expected, or should a portion of the State contribution be used towards the DC component of the Plan, the City will need to contribute any potential shortfall to the Plan.

### Assessment and Disclosure of Risk

As described in Actuarial Standard of Practice No. 51 (ASOP 51), this section is meant to address the assessment and disclosure of risk in a pension funding valuation. This is not meant to be a comprehensive summary but should provide information regarding risks related to this plan. Additional historical information provided in this report also contain relevant information regarding asset size, asset mix, pay increases, benefits and contributions. This information can be used to understand the changes over time to identify trends.

Note that ASOP 51 defines risk as "The potential of actual future measurements deviating from expected future measurements resulting from actual future experience deviating from actuarially assumed experience...." The following provides examples of potential risk.

**Investment Risk:** As noted previously, investment returns less than the assumed rate of return result in increased annual minimum required contributions payable in a subsequent year.

**Interest Rate Risk:** Interest rates are used to discount the value of benefits. If the long-term expectation of returns is higher or lower than the assumed net investment return, the assumed net investment return should be adjusted. When the assumed net investment return is increased the estimated liability is decreased. When the assumed net investment return is decreased the estimated liability is increased. The chart below shows what the funded status of the plan is on a market value of assets basis after changing the net assumed return by 1% or 2%.

<b>Funded Status on Market Value of Assets Basis</b>						
<b>As of 10/1</b>	<b>Valuation Net Assumed Return</b>			<b>Valuation Net Assumed Return Assumption</b>		
	<b>2% Decrease</b>	<b>1% Decrease</b>	<b>1% Increase</b>	<b>2% Increase</b>		
2019	63.86%	71.81%	80.06%	88.57%	97.29%	7.80%
2018	64.39%	72.31%	80.51%	88.95%	97.57%	7.80%
2017	62.21%	69.69%	77.40%	85.30%	93.34%	7.90%
2016		65.10%	72.44%	79.98%		7.90%
2015		64.56%	71.60%	78.86%		8.00%
2014		67.86%	75.37%	83.12%		8.00%

**Longevity and Other Demographic Risks:** The estimated liability of the Plan is based on assumptions related to mortality, retirement, disability and termination. To the extent that Plan experience is different than these assumptions the gains and losses affect future required contributions and estimated liability.

**Contribution Risk:** The possibility that the plan sponsor does not make contributions to the plan according to the funding policy.

Intergenerational equity risk: Intergenerational equity is the concept that resources do not belong to a specific generation and they must be preserved for future generations. One way to alleviate this risk is to pay for benefits over the average future service of the group receiving benefits. Members may feel there are inequities when one is paying more than others, receiving less than others, or paying more than others in relation to what they are receiving.

Plan maturity measures may help understand the risks associated with the plan. As the Plan matures, the ratio of the Market Value of Assets to the Covered Payroll increases. As this ratio gets larger, the impact of asset volatility has a larger effect on the volatility of the Minimum Required Contribution as a percentage of pay.

<b>Year Ending 9/30</b>	<b>Market Value of Assets</b>	<b>Payroll</b>	<b>Asset Volatility Ratio</b>
2019	\$12,122,748	\$1,867,373	6.5
2018	12,099,256	1,668,674	7.3
2017	11,652,598	1,513,002	7.7
2016	10,449,992	1,554,319	6.7
2015	9,790,114	1,366,711	7.2
2014	10,087,057	1,424,542	7.1
2013	9,600,740	1,512,764	6.3
2012	8,568,635	1,541,232	5.6
2011	7,408,817	1,592,229	4.7
2010	7,354,559	1,704,570	4.3
2009	6,551,286	1,875,511	3.5
2008	6,117,865	1,847,639	3.3
2007	6,856,342	1,817,193	3.8
2006	5,949,223	1,696,370	3.5
2005	5,159,717	1,637,147	3.2

Another measure of a pension plan's maturity is the Ratio of Benefit Payments to Contributions. Over the life of a pension plan, it is expected that the majority of the benefits will be paid for by returns rather than contributions. For this to happen, as a plan matures, the plan will eventually pay out more in benefits than it receives in contributions. It is important to understand the magnitude of this difference so that steps can be taken, if necessary, to manage cash flows going forward. The table below provides the Ratio of Benefit Payments to Contributions. Note that there are other cash flows to be considered such as interest and dividends earned or expenses paid by a pension plan.

<b>Year Ending 9/30</b>	<b>Benefit Payments</b>	<b>Contributions</b>	<b>Ratio of Benefit Payments to Contributions</b>
2019	1,107,999	784,632	1.41
2018	1,315,062	740,435	1.78
2017	675,538	679,288	0.99
2016	815,013	649,426	1.25
2015	806,383	636,621	1.27
2014	936,323	665,730	1.41
2013	214,827	609,213	0.35
2012	228,085	554,662	0.41
2011	231,470	537,354	0.43
2010	75,850	401,526	0.19
2009	148,046	521,807	0.28
2008	111,371	383,659	0.29
2007	74,217	436,587	0.17
2006	79,712	381,948	0.21
2005	28,687	357,772	0.08

When looking at Net Cash Flows, it is useful to understand the relative size of the cash flows in comparison to the Market Value of Assets. The following table provides the ratio of the Net Cash Flows divided by the Market Value of Assets. As mentioned previously, there are other cash flows to be considered such as interest and dividends earned or expenses paid by a pension plan.

<b>Year Ending 9/30</b>	<b><u>Contributions</u></b>	<b><u>Disbursements</u></b>	<b><u>Assets</u></b>	<b>Net Cash Flow Divided by <u>Assets</u></b>
2019	784,632	1,176,081	12,122,748	(0.03)
2018	740,435	1,380,574	12,099,256	(0.05)
2017	679,288	744,105	11,652,598	(0.01)
2016	649,426	874,293	10,449,992	(0.02)
2015	636,621	877,661	9,790,114	(0.02)
2014	665,730	1,004,398	10,087,057	(0.03)
2013	609,213	281,807	9,600,740	0.03
2012	554,662	256,822	8,568,635	0.03
2011	537,354	283,717	7,408,817	0.03
2010	401,526	121,828	7,354,559	0.04
2009	521,807	179,244	6,551,286	0.05
2008	383,659	151,126	6,117,865	0.04
2007	436,587	116,838	6,856,342	0.05
2006	381,948	99,682	5,949,223	0.05
2005	357,772	45,149	5,159,717	0.06

## Section 2 Results Derivation

In this section, the assets and liabilities of the Plan are shown in detail. Assets and liabilities are then compared to determine the funded status and minimum funding requirements.

While asset information is based on the fair market value of assets, along with any techniques used to smooth out market fluctuations, liabilities are determined through a combination of the benefit provisions, participant census data which contains information for the members who will receive those benefits, and the methods and assumptions used with regard to how benefits will be paid to members. A summary of participant data, an outline of the benefit provisions, and a description of the methods and assumptions used in this valuation are described in Section 4.

### Financial Information

Over the life of the Plan, the majority of assets are typically generated from investment return. In this section, we describe how the assets of the Plan are invested, show how the actuarial value of assets is derived, and review the investment results since the prior valuation.

#### Investment Allocation

Valuation Date	October 1, 2018		October 1, 2019	
Stocks	\$8,962,429	74%	\$8,516,443	70%
Fixed Income Securities	2,128,571	18%	2,253,747	19%
Cash and Cash Equivalents	413,343	3%	166,903	1%
Real Estate	571,062	5%	1,171,736	10%
Net Receivables	<u>23,851</u>	<u>0%</u>	<u>13,919</u>	<u>0%</u>
Fair Market Value of Assets	\$12,099,256	100%	\$12,122,748	100%

## Reconciliation of Market Value of Assets

Year Ending September 30,	2018	2019
1. <b>Market Value of Assets at Beginning of Year</b>	\$11,652,598	\$12,099,256
2. Contributions		
a. Employer	\$479,284	\$498,650
b. State	144,344	155,266
c. Plan Members	<u>116,807</u>	<u>130,716</u>
d. Total Contributions	\$740,435	\$784,632
3. Investment Income		
a. Realized Appreciation (Depreciation)	\$10,530	\$(3,965)
b. Unrealized Appreciation (Depreciation)	816,183	208,828
c. Interest plus Dividends	294,679	251,742
d. Investment Expense	<u>(34,595)</u>	<u>(41,664)</u>
e. Net Investment Income	\$1,086,797	\$414,941
4. Deductions		
a. Benefits	\$(648,426)	\$(762,517)
b. Refund of Contributions	(23,234)	(13,236)
c. DROP Balance Disbursement	(643,402)	(332,246)
d. Administrative Expense	<u>(65,512)</u>	<u>(68,082)</u>
e. Total Deductions	\$(1,380,574)	\$(1,176,081)
5. Net Increase	<u>\$446,658</u>	<u>\$23,492</u>
6. <b>Market Value of Assets at End of Year</b>	\$12,099,256	\$12,122,748
7. <b>Return on Market Value of Assets = 2I / (A + B - I)</b>	9.59 %	3.49 %

## Development of Actuarial Value of Assets

The Market Value of Assets is adjusted to recognize investment earnings greater than (or less than) the assumed net investment return over a five-year period. The Actuarial Value of Assets is no more than 120% and no less than 80% of the Market Value of Assets.

1.	Market Value of Assets as of October 1, 2019			\$12,122,748
2.	Phase-In Gains (Losses) Over Five Year Period			
	<u>Year Ending</u>	<u>Original Gain (Loss)</u>	<u>Percent Unrecognized</u>	<u>Unrecognized Gain (Loss)</u>
	a. September 30, 2019	\$(519,348)	80%	\$(415,478)
	b. September 30, 2018	186,515	60%	111,909
	c. September 30, 2017	446,193	40%	178,477
	d. September 30, 2016	116,700	20%	<u>23,340</u>
	e. Total			\$(101,752)
3.	Preliminary Actuarial Value of Assets			\$12,224,500
4.	Corridor Around Market Value			
	a. Minimum = 80% of Market Value of Assets			\$9,698,198
	b. Maximum = 120% of Market Value of Assets			\$14,547,298
	c. Corridor Adjustment to Preliminary Actuarial Value			\$0
5.	Actuarial Value of Assets as of October 1, 2019			\$12,224,500



## Development of Historical Gain or Loss on Market Value of Assets

<b>Fiscal Year End</b>	<b>2019</b>	<b>2018</b>
1. Market Value of Assets - Beginning of Year	\$12,099,256	\$11,652,598
2. Expected Interest on Assets	943,742	920,555
3. Contributions	784,632	740,435
4. Benefit Payments + Administrative Expenses	(1,176,081)	(1,380,574)
5. Interest on items (3) and (4)	<u>(9,453)</u>	<u>(20,273)</u>
6. Expected Value of Assets at End of Year	\$12,642,096	\$11,912,741
7. Market Value of Assets - End of Year	\$12,122,748	\$12,099,256
8. Gain (Loss) for Plan Year = (7) - (6)	\$(519,348)	\$186,515

  

<b>Fiscal Year End</b>	<b>2017</b>	<b>2016</b>
1. Market Value of Assets - Beginning of Year	\$10,449,992	\$9,790,114
2. Expected Interest on Assets	825,549	783,209
3. Contributions	679,288	649,426
4. Benefit Payments + Administrative Expenses	(744,105)	(874,293)
5. Interest on items (3) and (4)	<u>(4,319)</u>	<u>(15,164)</u>
6. Expected Value of Assets at End of Year	\$11,206,405	\$10,333,292
7. Market Value of Assets - End of Year	\$11,652,598	\$10,449,992
8. Gain (Loss) for Plan Year = (7) - (6)	\$446,193	\$116,700

## Historical Asset Values

<u>Year Ending September 30,</u>	<u>Actuarial Value of Assets</u>	<u>Market Value of Assets</u>	<u>% Market Return</u>	<u>% Actuarial Return</u>	<u>% Assumed Return</u>
2019	\$12,224,500	\$12,122,748	3.49 %	7.14 %	7.80 %
2018	11,787,843	12,099,256	9.59 %	8.16 %	7.90 %
2017	11,514,438	11,652,598	12.17 %	7.44 %	7.90 %
2016	10,779,413	10,449,992	9.14 %	6.98 %	8.00 %
2015	10,293,985	9,790,114	0.23 %	4.67 %	8.00 %
2014	10,070,624	10,087,057	8.75 %	7.19 %	8.00 %
2013	9,298,953	9,600,740	8.07 %	5.85 %	8.00 %
2012	8,466,891	8,568,635	11.41 %	1.26 %	8.00 %
2011	8,065,659	7,408,817	(2.67%)	0.92 %	8.00 %
2010	7,819,188	7,354,559	7.82 %	1.69 %	8.00 %

## Historical Contribution Amounts

<u>Year Ending September 30,</u>	<u>Employer</u>	<u>State</u>	<u>Members</u>	<u>Total</u>
2019	\$498,650	\$155,266	\$130,716	\$784,632
2018	479,284	144,344	116,807	740,435
2017	434,969	138,409	105,910	679,288
2016	390,264	154,239	104,923	649,426
2015	362,979	173,333	100,309	636,621
2014	381,796	185,014	98,920	665,730
2013	325,124	178,961	105,128	609,213
2012	269,266	175,451	109,945	554,662
2011	256,606	169,439	111,309	537,354
2010	119,320	162,886	119,320	401,526

## Historical Deductions from Fund

<u>Year Ending September 30,</u>	<u>Benefits</u>	<u>Refunds</u>	<u>Administrative Expense</u>	<u>Total</u>
2019	\$1,094,763	\$13,236	\$68,082	\$1,176,081
2018	1,291,828	23,234	65,512	1,380,574
2017	673,973	1,565	68,567	744,105
2016	805,753	9,260	59,280	874,293
2015	722,075	84,308	71,278	877,661
2014	936,323	0	68,075	1,004,398
2013	193,660	21,167	66,980	281,807
2012	184,815	43,270	28,737	256,822
2011	231,470	0	52,247	283,717
2010	75,850	0	45,978	121,828

## Historical State Contributions

Year Ending September 30	State Contributions		
	Regular	Supplemental	Total
2019	\$155,266	\$0	\$155,266
2018	141,704	2,640	144,344
2017	134,986	3,423	138,409
2016	133,157	21,082	154,239
2015	135,220	38,113	173,333
2014	133,388	51,626	185,014
2013	134,063	44,898	178,961
2012	133,555	41,896	175,451
2011	138,034	31,405	169,439
2010	129,388	33,498	162,886
2009	125,721	133,266	258,987
2008	123,083	0	123,083
2007	114,831	66,820	181,651
2006	110,777	26,327	137,104
2005	107,444	14,272	121,716
2004	96,823	9,247	106,070
2003	89,380	2,684	92,064
2002	86,480	0	86,480
2001	75,807	0	75,807
2000	74,000	0	74,000
1999	69,146	0	69,146
1998	59,994	0	59,994

## Present Value of Benefits

Valuation as of October 1,	2018	2019
<b>1. Active Members</b>		
a. Retirement Benefits	\$6,289,727	\$6,204,866
b. Deferred Benefits	299,623	315,013
c. Survivor Benefits	106,574	115,427
d. Disability Retirement	<u>166,209</u>	<u>174,518</u>
e. Total for Active Members	\$6,862,133	\$6,809,824
<b>2. Inactive Members</b>		
a. Retired Members	\$10,122,421	\$10,474,862
b. Terminated members	249,727	388,447
c. Beneficiaries	152,976	151,540
d. Disability Retirement	<u>78,349</u>	<u>77,282</u>
e. Total for Inactive Members	\$10,603,473	\$11,092,131
<b>3. Present Value of Benefits</b>	\$17,465,606	\$17,901,955

## Accrued Liability

Valuation as of October 1,	2018	2019
<b>1. Active Members</b>		
a. Retirement Benefits	\$4,292,752	\$3,934,700
b. Deferred Benefits	11,891	(1,928)
c. Survivor Benefits	47,383	46,862
d. Disability Retirement	<u>72,038</u>	<u>69,539</u>
e. Total for Active Members	\$4,424,064	\$4,049,173
<b>2. Inactive Members</b>		
a. Retired Members	\$10,122,421	\$10,474,862
b. Terminated members	249,727	388,447
c. Beneficiaries	152,976	151,540
d. Disability Retirement	<u>78,349</u>	<u>77,282</u>
e. Total for Inactive Members	\$10,603,473	\$11,092,131
<b>3. Accrued Liability</b>	\$15,027,537	\$15,141,304

## Normal Cost

Valuation as of October 1,		2018	2019
1.	<b>Preliminary Normal Cost</b>		
a.	Retirement Benefits	\$229,218	\$269,555
b.	Deferred Benefits	33,095	39,250
c.	Survivor Benefits	7,233	8,636
d.	Disability Retirement	<u>11,517</u>	<u>13,407</u>
e.	Total	\$281,063	\$330,848
2.	<b>Total Normal Cost</b>		
a.	Preliminary Normal Cost	\$281,063	\$330,848
b.	Estimated Administrative Expense	<u>65,512</u>	<u>68,082</u>
c.	Total Normal Cost	\$346,575	\$398,930
d.	Total Normal Cost as a Percent of Pay	22.04%	21.70%
3.	<b>Employer Normal Cost</b>		
a.	Preliminary Normal Cost	\$281,063	
b.	Actual Administrative Expense	68,082	
c.	Actual Employee Contributions	<u>(130,716)</u>	
d.	Employer Normal Cost	\$218,429	
4.	<b>Valuation Payroll</b>	\$1,572,562	\$1,838,159

## Unfunded Accrued Liability

### **Unfunded Accrued Liability**

1. Accrued Liability	\$15,141,304
2. Actuarial Value of Assets	<u>(12,224,500)</u>
3. Unfunded Accrued Liability	\$2,916,804

### **Determination of Expected Unfunded Accrued Liability**

1. Unfunded Accrued Liability as of Prior Year	\$3,239,694
2. Interest for a full year on (1)	252,696
3. Employer Normal Cost (Including Administrative Expenses) Prior Yr.	218,429
4. Interest for a full year on (3)	17,037
5. City Plus State Contribution	(653,916)
6. Interest on Contribution for Time on Deposit	(31,316)
7. Change in Plan, Methods or Assumptions	<u>(12,971)</u>
8. Expected Unfunded Accrued Liability	\$3,029,653

### **Calculation of (Gain) or Loss**

1. Actual Unfunded Accrued Liability	\$2,916,804
2. Expected Unfunded Accrued Liability	<u>3,029,653</u>
3. Total (Gain) or Loss	\$(112,849)

### **Reconciliation of Unfunded Accrued Liability**

1. Unfunded Accrued Liability as of Prior Year	\$3,239,694
2. Total Change in Unfunded Accrued Liability	
a. Expected Change in Unfunded Accrued Liability	\$(197,070)
b. Change in Plan, Methods or Assumptions	(12,971)
c. Change Due to (Gain) or Loss	
i. Portion of (Gain) / Loss Due to Investments	\$81,893
ii. Portion of (Gain) / Loss Due to Demographic Experience	<u>(194,742)</u>
iii. Total (Gain) or Loss	\$(112,849)
d. Total Change in Unfunded Accrued Liability	\$(322,890)
3. Unfunded Accrued Liability	\$2,916,804

### **Determination of Investment Gain (Loss)**

1. Actuarial Value of Assets - Beginning of Year	\$11,787,843
2. Expected Interest on Beginning Value	919,452
3. Contributions (Employer)	498,650
4. Contributions (State)	155,266
5. Contributions (Employee)	130,716
6. Benefit Payments	(1,107,999)
7. Administrative Expenses	(68,082)
8. Interest on Contributions and Disbursements	<u>(9,453)</u>
9. Expected Value of Assets at End of Year	\$12,306,393
10. Actuarial Value of Assets - End of Year	\$12,224,500
11. Gain (Loss) for Plan Year = (10) - (9)	\$(81,893)
12. Actuarial Investment Income	\$828,106
13. Return on Actuarial Value of Assets	7.14 %

## Amortization of Unfunded Liability

The Unfunded Actuarial Accrued Liability is being amortized as a level dollar amount based on the net assumed return assumption. Changes in the Unfunded Actuarial Accrued Liability due to plan changes, assumption changes, method changes, or gains and losses are all amortized over a 25-year period.

## Amortization Bases

	10/1	Source	Original Balance	Remaining Balance	Adjusted Remaining Balance	Years Remain	Level \$ Amort
1.	2005	Method Change	\$712,901	\$558,500	\$534,899	16	\$55,344
2.	2006	Actuarial Gain	(389,008)	(306,379)	(293,432)	17	(29,444)
3.	2007	Actuarial Loss	146,070	115,275	110,404	18	10,777
4.	2007	Assumption Change	109,095	86,099	82,461	18	8,049
5.	2008	Actuarial Loss	1,281,746	1,010,626	967,920	19	92,154
6.	2008	Method Change	(1,048)	(825)	(790)	19	(75)
7.	2008	Method Change	(1,111,615)	(876,481)	(839,444)	19	(79,922)
8.	2009	Actuarial Loss	332,686	261,401	250,355	20	23,303
9.	2010	Actuarial Loss	717,799	560,720	537,026	21	48,972
10.	2011	Actuarial Loss	668,509	525,574	503,365	22	45,054
11.	2011	Assumption Change	436,124	342,874	328,385	22	29,392
12.	2012	Actuarial Gain	(149,835)	(118,737)	(113,720)	23	(10,007)
13.	2012	Asmp/Method Chg	905,104	717,254	686,945	23	60,448
14.	2013	Actuarial Loss	173,126	138,576	132,720	24	11,499
15.	2013	Assumption Change	10,903	8,726	8,357	24	724
16.	2014	Actuarial Gain	(56,425)	(52,147)	(49,943)	25	(4,266)
17.	2014	Assumption Change	11,756	10,865	10,406	25	889
18.	2015	Actuarial Loss	100,723	92,210	88,313	21	8,053
19.	2015	Assumption Change	12,388	11,342	10,863	21	991
20.	2016	Actuarial Loss	31,933	29,992	28,725	22	2,571
21.	2016	Assumption Change	307,379	288,688	276,489	22	24,747
22.	2017	Actuarial Gain	(56,192)	(53,565)	(51,302)	23	(4,514)
23.	2017	Assumption Change	(59)	(56)	(54)	23	(5)
24.	2018	Actuarial Gain	(330,276)	(325,625)	(311,865)	24	(27,020)
25.	2018	Assumption Change	154,133	151,962	145,541	24	12,610
26.	2019	Actuarial Gain	(112,849)	(112,849)	(112,849)	25	(9,640)
27.	2019	Plan Change	(12,971)	(12,971)	(12,971)	25	(1,108)
Scheduled Amortization Payment							\$269,576
Outstanding Bases				\$3,051,049	\$2,916,804		



## Projected Unfunded Accrued Liability and Amortization Payments

<b>Plan Year Beginning October 1</b>	<b>Total Outstanding Bases</b>	<b>Total Amortization Payment</b>
2019	\$2,916,804	\$269,576
2020	2,853,712	269,575
2021	2,785,699	269,577
2022	2,712,380	269,575
2023	2,633,344	269,578
2024	2,548,140	269,575
2025	2,456,293	269,575
2026	2,357,282	269,575
2027	2,250,548	269,577
2028	2,135,486	269,573
2029	2,011,455	269,574
2030	1,877,747	269,577
2031	1,733,608	269,576
2032	1,578,226	269,572
2033	1,410,729	269,574
2034	1,230,165	269,575
2035	1,035,516	214,230
2036	885,346	243,677
2037	691,719	224,848
2038	503,286	212,697
2039	313,256	189,390
2040	133,527	131,371
2041	2,324	29,612
2042	(29,416)	(16,313)
2043	(14,125)	(14,125)
2044	0	0

## Actions Taken to Reduce Unfunded Actuarial Accrued Liability

The required contributions calculated each year include a payment for the amortization of the unfunded actuarial accrued liability. This payment is designed to reduce the unfunded actuarial accrued liability in an orderly fashion over the next 25 years.

## Minimum Funding Requirements

### Determination of Required Contribution

<b>Valuation as of October 1, Funding for Year Ending September 30,</b>	<b>2018 2020</b>	<b>2019 2021</b>
<b>1. Minimum Required Contribution</b>		
a. Total Normal Cost	\$346,575	\$398,930
b. Amortization of Unfunded Accrued Liability	<u>292,692</u>	<u>269,576</u>
c. Beginning of Year Contribution	\$639,267	\$668,506
d. Interest	<u>71,049</u>	<u>74,848</u>
e. Minimum Required Contribution	\$710,316	\$743,354
<b>2. Contribution by Source - \$ Amount</b>		
a. City Policy Contribution	\$455,893	\$459,417
b. Expected State Contribution	144,344	155,266
c. Expected Member Contributions	<u>110,079</u>	<u>128,671</u>
d. Total	\$710,316	\$743,354
<b>3. Contribution by Source - % Pay</b>		
a. City Policy Contribution	28.99 %	24.99 %
b. Expected State Contribution	9.18 %	8.45 %
c. Expected Member Contributions	<u>7.00 %</u>	<u>7.00 %</u>
d. Total	45.17 %	40.44 %
<b>5. Valuation Payroll</b>	\$1,572,562	\$1,838,159
<b>5. Key Assumptions</b>		
a. Net Assumed Rate of Return	7.80 %	7.80 %
b. Assumed Valuation Payroll Increase	0.00 %	0.00 %

Note: The \$455,893 minimum funding requirement for fiscal 2020 must be deposited on December 15, 2019. The \$459,417 minimum funding requirement for fiscal 2021 must be deposited on December 15, 2020. The actual premium tax distributions for the fiscal years ending September 30, 2020 and 2021 are not yet known. If state contributions are less than expected the City contributions must be increased to make up the difference.

## Reconciliations

### Reconciliation of Funded Status

	<b>Unfunded Accrued Liability</b>	<b>Funded Percentage</b>	<b>Change in Unfunded Accrued Liability</b>	<b>Change in Funded Percentage</b>
<b>As of Prior Valuation</b>	<b>\$3,239,694</b>	<b>78.44 %</b>		
Changes in due to:				
Normal Operation of Plan	3,042,624	80.18 %	\$(197,070)	1.74 %
Investment Experience	3,124,517	79.64 %	81,893	(0.54)%
Demographic Experience	2,929,775	80.67 %	(194,742)	1.03 %
Plan Change	2,916,804	80.74 %	<u>(12,971)</u>	<u>0.07 %</u>
Total Changes			\$(322,890)	2.30 %
<b>As of Current Valuation</b>	<b>\$2,916,804</b>	<b>80.74 %</b>		

### Reconciliation of City Minimum Funding Requirement

	<b>Dollar Amount</b>	<b>% of Pay</b>
<b>City Required Contribution for Fiscal 2020</b>	<b>\$455,893</b>	<b>28.99 %</b>
Changes in Contribution due to:		
Normal Operation of Plan	\$0	0.00 %
Change in Expenses	2,816	0.18 %
Change in State \$	(10,284)	(0.65)%
Investment Experience	7,653	0.49 %
Demographic Experience	2,632	(4.06)%
Plan Change	<u>707</u>	<u>0.04 %</u>
Total Changes	\$3,524	(4.00)%
<b>City Required Contribution for Fiscal 2021</b>	<b>\$459,417</b>	<b>24.99 %</b>

Note: The City required contributions shown above must be deposited on December 15.

Section  
3

# Accounting Information

## Information Required by GASB 67/68

A supplemental report provides information under the Governmental Accounting Standards Board No. 67/68.

## Statement of Accumulated Plan Benefits

The following table is based on prior accounting standards and is required by the State. The present value of accrued benefits is an estimate of the liability for all benefits accrued to date.

Valuation as of October 1,	2018	2019
1. Actuarial present value of accumulated benefits		
a. Participants currently receiving benefits	\$10,353,746	\$10,703,684
b. Other participants	<u>3,059,156</u>	<u>2,752,588</u>
c. Vested participants	\$13,412,902	\$13,456,272
d. Nonvested participants	<u>481,082</u>	<u>614,241</u>
e. Total	\$13,893,984	\$14,070,513
2. Change in actuarial present value of accumulated benefits		
a. Actuarial present value of accumulated benefits beginning of year		\$13,893,984
b. Increase (decrease) during year attributable to:		
i. Plan amendment		\$(3,012)
ii. Change in assumptions or methods		0
iii. Increase for interest and probability of payment due to decrease in discount period and benefits accrued		1,287,540
iv. Benefits paid		(1,107,999)
v. Other		<u>0</u>
vi. Net increase (decrease)		\$176,529
c. Actuarial present value of accumulated benefits end of year		\$14,070,513

## Other Disclosures Required by the State of Florida

Valuation as of October 1,	2018	2019
Present value of active member:		
Future salaries (attained age)	\$13,733,689	\$15,600,473
Future contributions (attained age)	\$961,358	\$1,092,033
Balance of contributions with interest for actives	\$1,134,444	\$1,050,444

## Required Disclosure Under F.S. 112.664(1)

As required under F.S. Section 112.664(1) we have produced the following information:

- (a) Total pension liability calculated based on mortality used in one of the last two Florida Retirement System (FRS) valuations. This actuarial valuation assumes mortality as used in the July 1, 2016, 2017, and 2018 actuarial valuations for special risk members of FRS.
- (b) Total pension liability calculated using an assumed interest rate that is 200 basis points lower than that assumed in the valuation of the Plan.
- (c) Determination of the number of months or years for which the current market value of assets is adequate to sustain the payment of expected retirement benefits.
- (d) Recommended contribution to the Plan using the most recent valuation and the contributions necessary prepared pursuant to (a) and (b) stated as a dollar amount and % of payroll.

	2% Decrease (5.80%)	Current Discount Rate (7.80%)	2% Increase (9.80%)
Total pension liability	\$18,984,182	\$15,141,304	\$12,460,070
Plan fiduciary net position	<u>(12,122,748)</u>	<u>(12,122,748)</u>	<u>(12,122,748)</u>
Net pension liability	<u>\$6,861,434</u>	<u>\$3,018,556</u>	<u>\$337,322</u>
 Plan fiduciary net position as a percentage of the total pension liability	 63.86%	 80.06%	 97.29%
 Years of benefit payments:			
Expected for current members:	100	100	100
Paid for with current assets:	14.07	17.10	23.22
 City Plus State Contribution Requirement, Plus Expected Employee Contributions			
Dollar Amount	\$1,177,634	\$743,354	\$387,296
Percent of Payroll	64.07%	40.44%	21.07%

## Required Disclosure Under F.S. 112.664(2)(b)2.

F.S. Section 112.664(2)(b)2. - For the previous five years, beginning with 2013, a side-by-side comparison of the plan's assumed rate of return compared to the actual rate of return, as well as the percentages of cash, equity, bond and alternative investments in the plan portfolio.

<b>Year Ending September 30,</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Assumed rate of return	7.8%	7.9%	7.9%	8.0%	8.0%
Actual rate of return	3.5%	9.6%	12.2%	9.1%	0.2%
Percentages of assets in:					
Cash	1%	3%	3%	2%	2%
Equity	70%	74%	72%	70%	67%
Bond	19%	18%	20%	20%	28%
Alternative	10%	5%	5%	8%	3%
Total	100%	100%	100%	100%	100%

# Section 4 Supplementary Information

## Summary of Participant Data

### Member Statistics

<b>Valuation as of October 1,</b>	<b>2018</b>	<b>2019</b>
<u>Active Participants</u>		
Number	32	36
Average Age	37.7	36.5
Average Credited Service	8.3	6.9
Percent Male	87.5	94.4
Average Valuation Salary	\$51,503	\$51,060
Total Valuation Salary	\$1,648,102	\$1,838,159
Payroll Covered in Valuation	\$1,572,562	\$1,838,159
<u>Terminated with Rights to Deferred Benefits</u>		
Number	4	5
Average Age	40.8	41.6
Percent Male	100.0	100.0
Average Monthly Benefit	\$1,386	\$1,630
<u>Retirements (DROP and Service Retirees)</u>		
Number	21	22
Average Age	59.4	60.0
Percent Male	100.0	100.0
Average Monthly Benefit	\$3,311	\$3,359
Total of DROP Account Balances September 30	\$593,242	\$377,182
<u>Beneficiaries</u>		
Number	1	1
Average Age	58.4	59.4
Percent Male	0.0	0.0
Average Monthly Benefit	\$1,120	\$1,120
<u>Disability Retirements</u>		
Number	1	1
Average Age	57.7	58.7
Percent Male	100.0	100.0
Average Monthly Benefit	\$722	\$722



## Number of Active Members by Age and Service as of October 1, 2019

Age	Service							Total	
	< 1	< 5	< 10	< 15	< 20	< 25	< 30		< 35
< 25	3								3
< 30	2	4	1						7
< 35	3	4	1						8
< 40		2	2	2					6
< 45	1		1		2				4
< 50			2				1		3
< 55					1	2			3
< 60		1	1						2
Total	9	11	8	2	3	2	1		36

## Active Valuation Pay by Age and Service as of October 1, 2019

Age	Service							Total	
	<1	<5	<10	<15	<20	<25	<30		<35
< 25	38,625								38,625
< 30	38,625	40,485	41,818						40,144
< 35	38,625	45,531	50,099						43,512
< 40		44,996	64,229	66,285					58,503
< 45	38,625		51,106		62,520				53,693
< 50			48,977				78,188		58,714
< 55					74,512	71,027			72,189
< 60		84,872	49,807						67,340
Total	38,625	47,175	52,405	66,285	66,517	71,027	78,188		51,060

## Reconciliation of Plan Participants

	<b>Active</b>	<b>Retired</b>	<b>DROP</b>	<b>Deferred Vested</b>	<b>Disabled</b>	<b>Survivor</b>	<b>Total</b>
<b>October 1, 2018</b>	<b>32</b>	<b>18</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>59</b>
Retired		1	(1)				0
DROP Entrant	(1)		1				0
Terminated Vested	(1)			1			0
Nonvested Termination	(3)						(3)
Additions	9						9
<b>October 1, 2019</b>	<b>36</b>	<b>19</b>	<b>3</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>65</b>

## Outline of Plan Provisions

Plan Type: Single-employer Defined Benefit Pension Plan

Effective Date: November 1, 1969. Plan amendment and restatement adopted December 4, 2019 effective December 14, 2019 with Ordinance No. 1763-2019. Subsequently amended by Ordinance No. 1768-2019, 1770-2020, and 1774-2020.

Plan Administrator: The Board of Trustees

Board Composition: Two members are elected from among the fire employees of the City, who are members of the plan, two city residents appointed by the Commission and one person is chosen by a majority of the previous four members.

Funding Requirements: Employer contributions are actuarially determined and subject to State statute. Employee contributions are as described below and may be amended by ordinance.

Plan Year: The 12-month period from October 1st to the next September 30th.

Member: Full-time firefighters participate in the Plan immediately upon hire.

Credited Service: Employee service computed in years and completed calendar months.

Members may purchase a total of 5 years of combined Credited Service for eligible military service or fire service prior to employment with the City, and receive credit for that time upon full payment and vesting in the Plan.

Vesting: Members become 100% vested after earning 10 years of Credited Service.

Basic Compensation: Total compensation actually paid in a Plan Year by the City including tax deferred compensation and excluding overtime, commissions, bonuses, expense allowances and payment for accrued annual leave, accrued sick leave, and accrued compensatory leave.

Employee Contributions: 7.0% of Basic Compensation. Members receive benefits under the Plan no less than the value of their accumulated Employee Contributions with interest.

Members who terminate non-vested are entitled to the return of Employee Contributions accumulated with interest to the first day of the month in which termination occurs. The interest rate for accumulation was 5% from October 1, 1984 until October 1, 2019 when it was revised to 1.5%. Prior to October 1, 1984 a different interest rate was credited to Employee Contributions.

Average Monthly Compensation: The sum of the highest five successive Plan Years of Basic Compensation in the last ten Plan Years of employment divided by 60.

Normal Retirement Date: The first day of the month coincident with or next following the earlier of attainment of age 52 and 25 years of Credited Service or age 55 and 10 years of Credited Service.

Accrued Benefit: The amount of monthly retirement income payable at the Normal Retirement Date is determined according to the following formulas, but no less than 2% x Average Monthly Compensation x Credited Service. For Members hired before October 1, 2012, the amount of monthly retirement income payable at the Normal Retirement Date is determined according to the following formula:

3% x Average Monthly Compensation x Credited Service up to 25 years



Plus

1.5% x Average Monthly Compensation x Credited Service between 25 and 30 years

For Members hired on or after October 1, 2012, the amount of monthly retirement income payable at the Normal Retirement Date is determined according to the following formula:

2.75% x Average Monthly Compensation x Credited Service up to 25 years

Plus

1.25% x Average Monthly Compensation x Credited Service between 25 and 30 years

The Accrued Benefit is payable in the form of a 10-year certain and continuous annuity. However, any member with a spouse shall receive an actuarially equivalent 50% joint and survivor annuity unless the member chooses another Optional Form of Retirement Income.

Members who terminate employment 100% vested prior the Normal Retirement Date are eligible to receive their Accrued Benefit once the age requirements for the Normal Retirement Date are met, provided Employee Contributions remain in the Plan.

Late Retirement Benefit: The amount of monthly retirement income payable to a Member who retires after the Normal Retirement Date is the greater of (i) the monthly retirement income which can be provided by the single-sum value of the Accrued Benefit payable if he had retired at the Normal Retirement Date, accumulated with interest from the Normal Retirement Date to the date the monthly retirement income payments are to commence, and (ii) the monthly retirement income computed as described for the Accrued Benefit using Credited Service and Average Monthly Compensation determined at the Member's actual retirement date.

Early Retirement Date: The first day of the month coincident with or next following the date an employee retires prior to the Normal Retirement Date after the earlier of attainment of age 45 and 25 years of Credited Service or age 50 and 10 years of Credited Service.

Early Retirement Benefit: The Accrued Benefit is reduced for commencement earlier than the Normal Retirement Date at a rate of 0.25% per month. However, the minimum monthly retirement income for a Member who retires before the Normal Retirement Date with 25 years Credited Service is 50% x Average Monthly Compensation.

Members who terminate employment 100% vested prior to reaching the Early Retirement Date age requirements may elect to receive an Early Retirement Benefit once the age requirements are met, provided Employee Contributions remain in the Plan.

Members who terminate employment 100% vested prior the Normal Retirement Date but on or after their Early Retirement Date but do not commence receipt of an Early Retirement Benefit at that time will receive a monthly retirement income not less than the monthly retirement income which can be provided by the single-sum value of the monthly early retirement income which would have been payable if he had retired immediately upon termination, accumulated with interest from termination to the date the monthly retirement income payments are to commence.

Members who recover from Disability Retirement and who were eligible for an Early Retirement Benefit at the date of disability may elect to receive this benefit upon recovery from disability.

Disability Retirement: This benefit is payable from the first day of the month coincident with or next following the date the Retirement Committee approves the Member's Disability Retirement. The benefit



is payable in the form of a 10 year certain and continuous annuity. The last payment is that due next preceding the earlier of (1) the date of recovery prior to the Normal Retirement Date and (2) the later of the date of death or the 120th payment. The amount of monthly retirement income is determined as follows:

(a) Non-Line of Duty: Members with less than 10 years of Credited Service upon disability receive a monthly retirement income which can be provided by the greater of (i) the single-sum value of the Accrued Benefit and (ii) 2 x Basic Compensation paid in the Plan Year immediately preceding disability. The monthly retirement income which can be provided by (ii) is limited to 60% x Anticipated Monthly Retirement Income at the Normal Retirement Date. In no event shall the benefit payable be less than the benefit required under section 175.191 of the Florida Statutes.

(b) Non-Line of Duty: Members with 10 years of Credited Service or more upon disability receive a monthly retirement income which is the greater of (i) the monthly retirement income which can be provided by the single-sum value of the Accrued Benefit and (ii) 30% x Basic Compensation paid in the Plan Year immediately preceding disability where the single-sum value of this monthly amount does not exceed 100 x the Anticipated Monthly Retirement Income at the Normal Retirement Date. In no event shall the benefit payable be less than the benefit required under section 175.191 of the Florida Statutes.

(c) Line of Duty: Members receive a monthly retirement income which is 50% x Basic Compensation paid in the Plan Year immediately preceding disability where the single-sum value of this monthly amount does not exceed 100 x the Anticipated Monthly Retirement Income at the Normal Retirement Date. In no event shall the benefit payable be less than the benefit required under section 175.191 of the Florida Statutes.

Members who recover from disability and re-enter the service of the City within 30 days of recovery will be deemed to have continuous service except that the period beginning with the first month for which Disability Retirement income was received and ending with the date of service re-entry is not considered as Credited Service.

Anticipated Monthly Retirement Income at the Normal Retirement Date: Determined as described for the Accrued Benefit, but instead using Anticipated Credited Service and Anticipated Average Monthly Compensation. Anticipated Credited Service is employee service computed in years and completed calendar months as if the member remains employed to the Normal Retirement Date. Anticipated Average Monthly Compensation is computed assuming that the last complete Plan Year of Basic Compensation is paid in each Plan Year, without change, to the Normal Retirement Date.

Survivor Benefit at Death of Disabled Member Prior to Disability Retirement: The designated beneficiary of a disabled Member who dies prior to receipt of Disability Retirement benefits is eligible to receive a monthly retirement income payable in the form of a 10 year certain and continuous annuity payable commencing on the first of the month coincident with or next following the date of the disabled Member's death. The designated beneficiary will receive a monthly retirement income which can be provided by the greater of (i) the single-sum value of the Accrued Benefit and (ii) 2 x Basic Compensation paid in the Plan Year immediately preceding disability not more than 100 x Anticipated Monthly Retirement Income at the Normal Retirement Date.

Survivor Benefit at Death of Vested Terminated Members: The designated beneficiary of vested Member who dies prior to retirement is eligible to receive a monthly retirement income payable in the form of a 10 year certain and continuous annuity payable commencing on the first of the month coincident with or next following the Member's death, which can be provided by the single-sum value of the Member's Accrued Benefit or Early Retirement Benefit.

Survivor Benefit at Death of Active Employee Prior to Normal Retirement Date: The designated beneficiary of a Member who dies while in active service prior to the Normal Retirement Date is eligible

to receive, commencing on the first of the month coincident with or next following the Member's death, a monthly retirement income (payable in the form of a 10 year certain and continuous annuity) which can be provided by the greater of (i) the single-sum value of the Accrued Benefit as of the date of death, not less than the single-sum value of the Early Retirement Benefit which would have been payable if the Member had retired early on the date of death, and (ii) 2 x Basic Compensation paid in the Plan Year immediately preceding death not more than 100 x Anticipated Monthly Retirement Income at the Normal Retirement Date.

Survivor Benefit at Death of Active Employee After Normal Retirement Date: The designated beneficiary of a Member who dies while in active service after the Normal Retirement Date is eligible to receive, commencing on the first of the month coincident with or next following the Member's death, a monthly retirement income (payable in the form of a 10 year certain and continuous annuity) which can be provided by the single-sum value of the Late Retirement Benefit.

Optional Forms of Retirement Income: In addition to the 10 year certain and continuous form of annuity, also available under the terms of the Plan are the life only annuity and the joint and 50%, 66 2/3%, 75%, or 100% survivor annuity. With the joint and survivor options, the member may also elect the pop-up feature. The Plan also allows for other amounts and forms of retirement income that will meet the circumstances of the Participant, in the opinion of the Retirement Committee, and will not substantially affect the actuarial soundness of the Plan.

Deferred Retirement Option Program (DROP): Members are eligible to enter the DROP at the Normal Retirement Date. The Accrued Benefit is frozen and no further Employee Contributions are payable at DROP entry. The Accrued Benefit accumulates with interest in the DROP account and is payable as a single-lump sum (or as an actuarially equivalent annuity) upon DROP exit. The DROP account earns interest at a rate equal to the funds net rate of investment return minus 1% in administration fees, unless the DROP participant, as a one-time irrevocable option, elects a self-directed DROP as approved by the board of trustees. The maximum DROP participation duration is 5 years and participation will end if the employee resigns, dies or is terminated with cause prior to completion of the 5 years.

Defined Contribution (DC) Component: Ordinance 1709-2017 was adopted effective June 7, 2017 creating a DC component which will be funded by a portion of the premium tax revenues if the City and the collective bargaining representative do not reach mutual consent to use the premium tax revenues for an alternative means.

## Description of Assumptions and Methods

Assumed Rate of Investment Return: 7.8% per year, net of investment expenses

Inflation: 2.0% per year (revised from 2.5% per year in the prior valuation). Note this assumption is not used directly in the valuation.

Salary Increase – Individual: 6.0% per year

Salary Increase – Total Payroll: Based on individual salary increase assumptions and other decrements assumed in the valuation of Plan liabilities.

Unfunded accrued liability is amortized as a level dollar amount.

Mortality: The mortality table is that used for special risk employees in the valuation of FRS as of July 1, 2016, 2017 and 2018, as required by state statute. The mortality rates are as follows:

Healthy mortality (Pre-retirement):

Males: 10% RP-00 Combined Healthy White Collar +  
90% RP-00 Combined Healthy Blue Collar  
Females: 100% RP-00 Combined Healthy White Collar  
Both male and female rates fully generational using Scale BB

Healthy mortality (Post-retirement):

Males: 10% RP-00 Annuitant White Collar +  
90% RP-00 Annuitant Blue Collar  
Females: 100% RP-00 Annuitant White Collar  
Both male and female rates fully generational using Scale BB

Disabled mortality:

Males: 60% RP-00 Disabled Retiree Set Back 4 Years +  
40% RP-00 Annuitant White Collar  
Females: 60% RP-00 Disabled Retiree Set Forward 2 Yrs +  
40% RP-00 Annuitant White Collar  
No mortality improvement is assumed for disabled lives.

Retirement: 100% at the earlier of age 55 with 10 years of service or age 52 with 25 years of service.

Termination: Unisex rates based on the experience of the Rockledge firefighters from 1999 through 2005, as follows:

Service	Rate	Service	Rate	Service	Rate	Service	Rate
0	0.2000	7	0.0500	14	0.0175	21	0.0100
1	0.2000	8	0.0250	15	0.0175	22	0.0100
2	0.2000	9	0.0250	16	0.0175	23	0.0100
3	0.2000	10	0.0250	17	0.0150	24	0.0100
4	0.1000	11	0.0200	18	0.0150	>=25	0.0000
5	0.0500	12	0.0200	19	0.0150		
6	0.0500	13	0.0200	20	0.0100		

Disability: Sex distinct rates as used for special risk employees in the Florida Retirement System actuarial valuation report as of July 1, 2005. Linear interpolation has been used between the rates shown in five year age increments, as follows:

Age	Line-of-Duty		Age	Not Line-of-Duty	
	Male	Female		Male	Female
20	0.012%	0.008%	20	0.037%	0.036%
25	0.012%	0.008%	25	0.037%	0.036%
30	0.017%	0.016%	30	0.043%	0.046%
35	0.029%	0.037%	35	0.055%	0.075%
40	0.051%	0.068%	40	0.087%	0.118%
45	0.087%	0.106%	45	0.140%	0.259%
50	0.138%	0.153%	50	0.292%	0.318%
55	0.215%	0.230%	55	0.446%	0.492%
60	0.301%	0.285%	60	0.628%	0.597%
65+	0.231%	0.143%	65+	0.698%	0.380%

Funding Method: Entry Age Normal (level percent of salary)

A description of the funding method is found on the next page entitled "Glossary of Actuarial Terms."



## Glossary of Actuarial Terms

Present Value of Benefits (PVB): The present value, as of the valuation date, of all benefits that will become payable by the Plan for the current group of members in the census.

Normal Cost (NC): Under the Individual Entry Age Normal Cost Method, the annual normal cost for each individual active member is determined as the amount, from the date of employment to the date of retirement, sufficient to accumulate the value of the member's benefit at the time of retirement. The annual normal cost is a constant percentage of the member's projected covered pay.

Accrued Liability (AL): This is the portion of the PVB attributable to the past at the valuation date. For active members, AL is the annual NC accumulated from date of entry to the valuation date for each member. For retired and terminated members, the PVB and the AL are equal. The AL is the estimated liability owed by the pension fund at the valuation date.

Unfunded Accrued Liability (UAL): Any excess of the Accrued Liability over the fund assets. A negative UAL indicates fund assets are greater than the Accrued Liability, otherwise known as a surplus. Actuarial gains/(losses), as they occur, reduce (increase) the Unfunded Actuarial Accrued Liability.

Actuarial Value of Assets: The value of assets used in the actuarial valuation of the Plan which is compared to the AL to determine the UAL and minimum funding requirements. A method may be used to smooth out short term volatility in the fair market value of assets. In this valuation, the Actuarial Value of Assets has been calculated to smooth out unexpected fluctuations in the fair market value of assets over a 5-year period.