

CITY OF ORMOND BEACH
GENERAL EMPLOYEES' PENSION PLAN

ACTUARIAL VALUATION AND REPORT
AS OF OCTOBER 1, 2013

CONTRIBUTIONS APPLICABLE TO THE
FISCAL YEAR ENDED SEPTEMBER 30, 2015

December 10, 2013

Board of Trustees
City of Ormond Beach
General Employees' Pension Plan
P. O. Box 277
Ormond Beach, FL 32175-0277

Re: City of Ormond Beach
General Employees' Pension Plan

Dear Board:

We are pleased to present to the Board this report of the annual actuarial valuation of the City of Ormond Beach General Employees' Pension Plan. The valuation was performed to determine whether the assets and contributions are sufficient to provide the prescribed benefits and to develop the appropriate funding requirements for the applicable plan year.

The valuation has been conducted in accordance with generally accepted actuarial principles and practices, including the applicable Actuarial Standards of Practice as issued by the Actuarial Standards Board, and reflects laws and regulations issued to date pursuant to the provisions of Chapter 112, Florida Statutes, as well as applicable federal laws and regulations. In our opinion, the assumptions used in this valuation, as adopted by the Board of Trustees, represent reasonable expectations of anticipated plan experience.

In conducting the valuation, we have relied on personnel, plan design, and asset information supplied by the Board of Trustees, financial reports prepared by the custodian bank, and the actuarial assumptions and methods described in the Actuarial Assumptions section of this report. While we cannot verify the accuracy of all this information, the supplied information was reviewed for consistency and reasonableness. As a result of this review, we have no reason to doubt the substantial accuracy of the information and believe that it has produced appropriate results. This information, along with any adjustments or modifications, is summarized in various sections of this report.

The undersigned is familiar with the immediate and long-term aspects of pension valuations, and meets the Qualification Standards of the American Academy of Actuaries necessary to render the actuarial opinions contained herein. All of the sections of this report are considered an integral part of the actuarial opinions.

To our knowledge, no associate of Foster & Foster, Inc. working on valuations of the program has any direct financial interest or indirect material interest in the City of Ormond Beach, nor does anyone at Foster & Foster, Inc. act as a member of the Board of Trustees of the City of Ormond Beach General Employees' Pension Plan. Thus, there is no relationship existing that might affect our capacity to prepare and certify this actuarial report.

If there are any questions, concerns, or comments about any of the items contained in this report, please contact me at 239-433-5500.

Respectfully submitted,

Foster & Foster, Inc.

By:



Patrick T. Donlan, ASA, MAAA
Enrolled Actuary #11-6595

PTD/lke

Enclosures

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SUMMARY OF REPORT

The regular annual actuarial valuation of the City of Ormond Beach General Employees' Pension Plan, performed as of October 1, 2013, has been completed, and the results are presented in this Report. The results of this valuation are applicable to the plan/fiscal year ended September 30, 2013.

The applicable contribution requirements, compared with amounts developed in the July 29, 2013 Actuarial Impact Statement, determined as of October 1, 2012, are as follows:

| | | |
|--|------------------|------------------|
| Valuation Date | 10/1/2012 | 10/1/2013 |
| Applicable Plan/Fiscal Year End | <u>9/30/2014</u> | <u>9/30/2015</u> |
| Total Required Contribution % of Total Annual Payroll | 35.0% | 31.9% |
| Member Contributions (Est.) % of Total Annual Payroll | 4.0% | 4.0% |
| Balance from City * % of Total Annual Payroll | 31.0% | 27.9% |

* At the request of the Division of Retirement, the required contribution from the City for the year ending September 30, 2015, is 27.9% of the actual pensionable payroll realized in that year. Please also note the City has a prepaid contribution of \$7,635.54 (see Page 18) that can be used to help offset the City's fiscal 2014 requirement.

As can be seen, the Total Required Contribution has decreased when expressed as a percentage of Total Annual Payroll. This decrease is the result of net favorable actuarial experience over the past year. The principal components of favorable experience were average increases in Pensionable Compensation that were less than the assumed rate, greater than expected retiree mortality, larger than expected turnover and a 10.0% investment return (Actuarial Asset Basis) that exceeded the 7.5% assumed rate.

For informational purposes, the City's funding requirement, when expressed as a percentage of payroll, including an estimate of the annual pay for the DROP participants, is approximately 26.5% for the fiscal year ending September 30, 2015. Similarly, the City's funding requirement for the 2014 fiscal year is approximately 29.5% when an estimate for the DROP payroll is included. It is important to note that these funding rates are for illustration purposes only. The City should budget based on the information provided above.

Please also note that the Board amended the investment return assumption, in conjunction with this

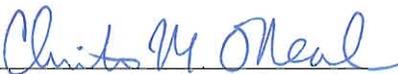
report from 7.5% to 7.25%, net of investment related expenses.

The balance of this Report presents additional details of the actuarial valuation and the general operation of the Fund. The undersigned would be pleased to meet with the Board of Trustees in order to discuss the Report and any pending questions concerning its contents.

Respectfully submitted,

FOSTER & FOSTER, INC.

By: 
Patrick T. Donlan, EA, ASA, MAAA

By: 
Christine M. O'Neal, EA, ASA, MAAA

CHANGES SINCE PRIOR VALUATION

Plan Changes - There Plan was closed since the prior valuation. See our July 29, 2013 Actuarial Impact Statement for more details.

Actuarial Assumption/Method Changes – In conjunction with this report, the Board of Trustees amended the investment return assumption from 7.5% to 7.25%, net of investment related expenses. The Comparative Summary of Principal Valuation Results that follows provides information on the effect this had on the funding requirements.

COMPARATIVE SUMMARY OF PRINCIPAL VALUATION RESULTS

| | New Assum <u>10/1/2013</u> | Old Assum <u>10/1/2013</u> | Old Assum <u>10/1/2012</u> |
|--------------------------------|-------------------------------|-------------------------------|-------------------------------|
| A. Participant Data | | | |
| Number Included | | | |
| Actives | 175 | 175 | 191 |
| Service Retirees | 129 | 129 | 128 |
| Beneficiaries | 15 | 15 | 15 |
| Terminated Vested | 49 | 49 | 45 |
| Disability Retirees | 4 | 4 | 4 |
| DROP Retirees | 8 | 8 | 5 |
| Total | <u>380</u> | <u>380</u> | <u>388</u> |
| Total Annual Payroll | \$7,720,628 | \$7,720,628 | \$7,781,341 |
| Payroll Under Assumed Ret. Age | 7,720,628 | 7,720,628 | 7,781,341 |
| Annual Rate of Payments to: | | | |
| Service Retirees | 2,115,598 | 2,115,598 | 2,118,980 |
| Beneficiaries | 174,999 | 174,999 | 174,999 |
| Terminated Vested | 272,904 | 272,904 | 265,269 |
| Disability Retirees | 23,038 | 23,038 | 23,038 |
| DROP Retirees | 167,264 | 167,264 | 107,233 |
| B. Assets | | | |
| Actuarial Value ¹ | 34,738,878 | 34,738,878 | 31,428,468 |
| Market Value ¹ | 36,888,869 | 36,888,869 | 32,238,717 |
| C. Liabilities | | | |
| Present Value of Benefits | | | |
| Active Members | | | |
| Retirement Benefits | 23,890,006 | 22,973,900 | 23,394,741 |
| Disability Benefits | 1,401,619 | 1,351,902 | 1,527,018 |
| Death Benefits | 402,474 | 385,714 | 458,514 |
| Vested Benefits | 939,619 | 886,548 | 1,091,308 |
| Refund of Contributions | 24,926 | 24,866 | 49,275 |
| Service Retirees | 20,952,750 | 20,558,755 | 20,662,572 |
| Beneficiaries | 1,664,524 | 1,632,042 | 1,657,397 |
| Terminated Vested | 2,126,403 | 2,062,809 | 1,989,172 |
| Disability Retirees | 146,537 | 144,422 | 147,119 |
| DROP Retirees ¹ | 1,947,225 | 1,904,720 | 1,352,006 |
| Total | <u>53,496,083</u> | <u>51,925,678</u> | <u>52,329,122</u> |

| C. Liabilities - (Continued) | New Assum <u>10/1/2013</u> | Old Assum <u>10/1/2013</u> | Old Assum <u>10/1/2012</u> |
|--|-------------------------------|-------------------------------|-------------------------------|
| Present Value of Future Salaries | 52,897,392 | 52,264,548 | 53,644,735 |
| Present Value of Future Member Contributions | 2,115,896 | 2,090,582 | 2,145,789 |
| EAN Normal Cost (Retirement) | 862,651 | 823,470 | 870,937 |
| EAN Normal Cost (Disability) | 68,816 | 66,197 | 59,219 |
| EAN Normal Cost (Death) | 22,288 | 21,303 | 19,421 |
| EAN Normal Cost (Vesting) | 60,476 | 56,815 | 34,072 |
| EAN Normal Cost (Refunds) | 7,353 | 7,336 | 9,211 |
| Total Normal Cost (Entry Age Method) | <u>1,021,584</u> | <u>975,121</u> | <u>992,860</u> |
| Present Value of Future Normal Costs (Entry Age) | 6,895,277 | 6,487,154 | 6,773,267 |
| Accrued Liability (Retirement) | 18,105,316 | 17,531,931 | 17,666,659 |
| Accrued Liability (Disability) | 866,106 | 843,659 | 1,003,768 |
| Accrued Liability (Death) | 268,848 | 259,929 | 300,745 |
| Accrued Liability (Vesting) | 513,152 | 490,307 | 754,774 |
| Accrued Liability (Refunds) | 9,945 | 9,950 | 21,643 |
| Accrued Liability (Inactives) ¹ | 26,837,439 | 26,302,748 | 25,808,266 |
| Total Actuarial Accrued Liability | <u>46,600,806</u> | <u>45,438,524</u> | <u>45,555,855</u> |
| Unfunded Actuarial Accrued Liability (UAAL) | 11,861,928 | 10,699,646 | 14,127,387 |
| D. Actuarial Present Value of Accrued Benefits | | | |
| Vested Accrued Benefits | | | |
| Inactives ¹ | 26,837,439 | 26,302,748 | 25,808,266 |
| Actives | 11,410,373 | 10,964,789 | 11,470,068 |
| Member Contributions | 2,641,316 | 2,641,316 | 2,599,375 |
| Total | <u>40,889,128</u> | <u>39,908,853</u> | <u>39,877,709</u> |
| Non-vested Accrued Benefits | <u>594,805</u> | <u>569,205</u> | <u>257,351</u> |
| Total Present Value Accrued Benefits | 41,483,933 | 40,478,058 | 40,135,060 |
| Increase (Decrease) in Present Value of Accrued Benefits Attributable to: | | | |
| Plan Amendments | 0 | 0 | |
| Assumption Changes | 1,005,875 | 0 | |
| New Accrued Benefits | 0 | 3,036 | |
| Benefits Paid | 0 | (2,573,655) | |
| Interest | 0 | 2,913,617 | |
| Other | 0 | 0 | |
| Total: | <u>1,005,875</u> | <u>342,998</u> | |

| Valuation Date Applicable to Fiscal Year Ending | New Assum 10/1/2013 <u>9/30/2015</u> | Old Assum 10/1/2013 <u>9/30/2015</u> | Old Assum 10/1/2012 <u>9/30/2014</u> |
|--|--|--|--|
| E. Pension Cost | | | |
| Normal Cost (with interest) % of Total Annual Payroll ² | 13.7 | 13.1 | 13.2 |
| Administrative Expense (with interest) % of Total Annual Payroll ² | 0.5 | 0.5 | 0.4 |
| Payment Required to Amortize Unfunded Actuarial Accrued Liability over 24 years (as of 10/1/13) % of Total Annual Payroll ² | 17.7 | 16.6 | 21.4 |
| Total Required Contribution % of Total Annual Payroll ² | 31.9 | 30.2 | 35.0 |
| Expected Member Contributions % of Total Annual Payroll ² | 4.0 | 4.0 | 4.0 |
| Expected City Contribution % of Total Annual Payroll ² | 27.9 | 26.2 | 31.0 |

F. Past Contributions

| | |
|-----------------------------|------------------|
| Plan Years Ending: | <u>9/30/2013</u> |
| Total Required Contribution | 2,779,993 |
| City Requirement | 2,472,811 |
| Actual Contributions Made: | |
| Members | 307,182 |
| City | <u>2,472,811</u> |
| Total | 2,779,993 |

G. Net Actuarial Gain (Loss) 2,687,776

¹ The asset values and liabilities for DROP Members include accumulated DROP Balances as of 9/30/2012 and 9/30/2013.

² Contributions developed as of 10/1/2013 are expressed as a percentage of total annual payroll at 10/1/13 of \$7,720,628.

H. Schedule Illustrating the Amortization of the Total Unfunded Actuarial Accrued Liability as of:

| <u>Year</u> | <u>Projected Unfunded Accrued Liability</u> |
|-------------|---|
| 2013 | \$11,861,928 |
| 2014 | 11,304,747 |
| 2015 | 10,707,170 |
| 2020 | 7,349,560 |
| 2025 | 5,216,217 |
| 2035 | 260,178 |
| 2037 | 0 |

I. (i) 3 Year Comparison of Actual and Assumed Increases in Pensionable Compensation.

| | | <u>Actual</u> | <u>Assumed</u> |
|------------|-----------|---------------|----------------|
| Year Ended | 9/30/2013 | 2.6% | 4.0% |
| Year Ended | 9/30/2012 | -0.2% | 4.0% |
| Year Ended | 9/30/2011 | 2.2% | 4.0% |

(ii) 3 Year Comparison of Investment Return on Actuarial Value

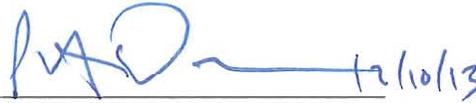
| | | <u>Actual</u> | <u>Assumed</u> |
|------------|-----------|---------------|----------------|
| Year Ended | 9/30/2013 | 10.0% | 7.3% |
| Year Ended | 9/30/2012 | 7.2% | 7.5% |
| Year Ended | 9/30/2011 | -1.8% | 7.5% |

(iii) Average Annual Payroll Growth

| | | |
|-------------------------|-----------|-------------|
| (a) Payroll as of: | 10/1/2013 | \$7,720,628 |
| | 10/1/2003 | 8,262,142 |
| (b) Total Increase | | -6.6% |
| (c) Number of Years | | 10.00 |
| (d) Average Annual Rate | | -0.7% |

STATEMENT BY ENROLLED ACTUARY

This actuarial valuation 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.



Patrick T. Donlan, EA, ASA, MAAA
Enrolled Actuary #11-6595

Please let us know when the report is approved by the Board and unless otherwise directed we will provide a copy of the report to the following office to comply with Chapter 112 Florida Statutes:

Mr. Keith Brinkman
Bureau of Local
Retirement Systems
Post Office Box 9000
Tallahassee, FL 32315-9000

RECONCILIATION OF UNFUNDED ACTUARIAL ACCRUED LIABILITIES

| | | |
|-----|--|--------------|
| (1) | Unfunded Actuarial Accrued Liability as of October 1, 2012 | \$14,127,387 |
| (2) | City Normal Cost Applicable for the year * | 712,579 |
| (3) | Interest on (1) and (2) | 1,112,997 |
| (4) | Sponsor Contributions to the System during the year ending September 30, 2013 | 2,472,811 |
| (5) | Interest on (4) | 92,730 |
| (6) | Expected UAAL as of October 1, 2013 (1)+(2)+(3)-(4)-(5) | 13,387,422 |
| (7) | Change in UAAL due to Actuarial (Gain)/Loss | (2,687,776) |
| (8) | Change in UAAL due to Assumption Change | 1,162,282 |
| (9) | Unfunded Actuarial Accrued Liability as of October 1, 2013 | \$11,861,928 |

| | <u>Date Established</u> | <u>Years Remaining</u> | <u>10/1/2013 Amount</u> | <u>Amortization Amount</u> |
|------------------|-----------------------------|----------------------------|-----------------------------|--------------------------------|
| | 9/1/1993 | 10 | (\$184,325) | (\$24,753) |
| | 9/1/1993 | 10 | 343,918 | 46,185 |
| | 10/1/1995 | 12 | 657,208 | 78,182 |
| | 10/1/1996 | 13 | 476,578 | 53,924 |
| | 10/1/2000 | 17 | 2,337,021 | 227,068 |
| Method Change | 10/1/2004 | 21 | 1,716,346 | 150,672 |
| Actuarial Loss | 10/1/2004 | 15 | 1,605,943 | 167,010 |
| Actuarial Loss | 10/1/2005 | 15 | 127,941 | 13,305 |
| Actuarial Gain | 10/1/2006 | 15 | (644,757) | (67,052) |
| Actuarial Gain | 10/1/2007 | 15 | (589,422) | (61,297) |
| Benefit Improve. | 10/1/2007 | 24 | 1,620,559 | 134,648 |
| Actuarial Loss | 10/1/2008 | 5 | 223,498 | 51,165 |
| Method Change | 10/1/2008 | 15 | 568,871 | 59,160 |
| Actuarial Loss | 10/1/2009 | 6 | 1,100,838 | 217,004 |
| Assum Change | 10/1/2009 | 16 | 266,807 | 26,772 |
| Actuarial Loss | 10/1/2010 | 7 | 1,061,490 | 185,252 |
| Assum Changes | 10/1/2010 | 17 | 1,179,564 | 114,608 |
| Actuarial Loss | 10/1/2011 | 8 | 2,236,159 | 352,560 |
| Actuarial Gain | 10/1/2012 | 9 | (1,526,868) | (220,841) |
| Assum Change | 10/1/2012 | 19 | 810,053 | 74,453 |
| Actuarial Gain | 10/1/2013 | 10 | (2,687,776) | (360,945) |
| Assum Change | 10/1/2013 | 20 | 1,162,282 | 104,291 |
| | | | <u>\$11,861,928</u> | <u>\$1,321,371</u> |

*Includes \$30,973 for administrative expenses.

ACTUARIAL ASSUMPTIONS AND METHODS

| | |
|--------------------------------|---|
| <u>Mortality Rate</u> | RP 2000 Combined Healthy (sex distinct), projected to valuation date using scale AA. Disableds are set forward 5 years. |
| <u>Termination Rates</u> | See Tables below (Mod T-6). |
| <u>Disability Rates</u> | See Tables below (1202). |
| <u>Retirement Age</u> | Earlier of age 62 and 5 years of service or when age plus service equal 85 (but at least age 55). Also, any member who has reached Normal Retirement Age is assumed to continue employment for one additional year. |
| <u>Early Retirement</u> | Commencing at the member's eligibility for Early Retirement (Age 60 with 5 years of Service or when age plus service equal 80), members are assumed to retire with an immediate, subsidized benefit at the rate of 2% per year. |
| <u>Interest Rate</u> | 7.25% (previously 7.5%) per year, compounded annually, net of investment related expenses. |
| <u>Salary Increases</u> | 4.0% per year up to the assumed retirement age; see Table below. |
| <u>Payroll Growth</u> | None. |
| <u>Administrative Expenses</u> | \$40,458 annually. |
| <u>Funding Method</u> | Entry Age Normal Actuarial Cost Method. |
| <u>Asset Valuation Method</u> | Each year, the prior Actuarial Value of Assets is brought forward utilizing the historical geometric 4-year average Market Value return. It is possible that over time this technique will produce an insignificant bias above or below Market Value. |

| <u>Age</u> | <u>% Terminating During the Year</u> | <u>% Becoming Disabled During the Year</u> | <u>Current Salary as % of Salary at age 60</u> |
|------------|--|--|--|
| 20 | 55.0% | 0.05% | 20.8% |
| 30 | 38.4 | 0.06 | 30.8 |
| 40 | 4.2 | 0.12 | 45.6 |
| 50 | 1.7 | 0.43 | 67.6 |
| 60 | 0.0 | 1.61 | 100.0 |

VALUATION NOTES

Total Annual Payroll is the projected annual rate of pay for the year beginning on the valuation date of all covered Members.

Present Value of Benefits is the single sum value on the valuation date of all future benefits to be paid to current Members, Retirees, Beneficiaries, Disability Retirees and Vested Terminations.

Normal (Current Year's) Cost is the current year's cost for benefits yet to be funded.

Unfunded Actuarial Accrued Liability (UAAL) is a liability which arises when a pension plan is initially established or improved and such establishment or improvement is applicable to all years of past service. Under the Entry Age Normal Actuarial Cost Method, there is also a new UAAL created each year equal to the actuarial gain or loss for that year.

Total Required Contribution is equal to the Normal Cost plus an amount sufficient to amortize the Unfunded Accrued Liability over no more than 30 years. The required amount is adjusted for interest according to the timing of contributions during the year.

Entry Age Normal Cost Method - Under this method, the normal cost is the sum of the individual normal costs for all active participants. For an active participant, the normal cost is the participant's normal cost accrual rate, multiplied by the participant's current compensation.

(a) The normal cost accrual rate equals:

- (i) the present value of future benefits for the participant, determined as of the participant's entry age, divided by
- (ii) the present value of the compensation expected to be paid to the participant for each year of the participant's anticipated future service, determined as of the participant's entry age.

(b) In calculating the present value of future compensation, the salary scale is applied both retrospectively and prospectively to estimate compensation in years prior to and subsequent to the valuation year based on the compensation used for the valuation.

(c) The accrued liability is the sum of the individual accrued liabilities for all participants and beneficiaries. A participant's accrued liability equals the present value, at the participant's attained age, of future benefits less the present value at the participant's attained age of the individual normal costs payable in the future. A beneficiary's accrued liability equals the present value, at the beneficiary's attained age, of future benefits. The unfunded accrued liability equals the total accrued liability less the actuarial value of assets.

(d) Under this method, the entry age used for each active participant is the participant's age at the time he or she would have commenced participation if the plan had always been in existence under current terms, or the age as of which he or she first earns service credits for purposes of benefit accrual under the current terms of the plan.

BALANCE SHEET
September 30, 2013

| <u>ASSETS</u> | COST VALUE | MARKET VALUE |
|---|---------------|---------------|
| Cash and Cash Equivalents: | | |
| Money Market | 1,039,878.63 | 1,039,878.63 |
| Total Cash and Equivalents | 1,039,878.63 | 1,039,878.63 |
| Receivable: | | |
| Member Contributions in Transit | 5.11 | 5.11 |
| Accrued Income | 95,417.73 | 95,417.73 |
| Total Receivable | 95,422.84 | 95,422.84 |
| Investments: | | |
| Corporate Bonds | 10,466,755.54 | 10,381,287.46 |
| Stocks | 20,020,107.43 | 25,379,915.85 |
| Total Investments | 30,486,862.97 | 35,761,203.31 |
| TOTAL ASSETS | 31,622,164.44 | 36,896,504.78 |
| <u>LIABILITIES AND NET ASSETS</u> | | |
| Liabilities: | | |
| Prepaid City Contribution | 7,635.54 | 7,635.54 |
| Total Liabilities | 7,635.54 | 7,635.54 |
| Net Assets, including DROP Account Balances | 31,614,528.90 | 36,888,869.24 |
| TOTAL LIABILITIES AND NET ASSETS | 31,622,164.44 | 36,896,504.78 |

CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
September 30, 2013
Market Value Basis

REVENUES

| | | |
|-------------------------------------|--------------|---------------|
| Contributions: | | |
| Member | 307,181.53 | |
| City | 2,472,811.32 | |
| Total Contributions | | 2,779,992.85 |
| Earnings from Investments | | |
| Interest & Dividends | 967,462.52 | |
| Miscellaneous Income | 10,453.82 | |
| Net Realized Gain (Loss) | 1,157,208.42 | |
| Unrealized Gain (Loss) | 2,528,318.11 | |
| Total Earnings and Investment Gains | | 4,663,442.87 |
| | | |
| | EXPENDITURES | |
| Expenses: | | |
| Investment Related ¹ | 179,171.30 | |
| Administrative | 40,457.90 | |
| Total Expenses | | 219,629.20 |
| Distributions to Members: | | |
| Benefit Payments | 2,312,450.62 | |
| Lump Sum DROP Balances | 194,175.39 | |
| Termination Payments | 67,028.50 | |
| Total Distributions | | 2,573,654.51 |
| Change in Net Assets for the Year | | 4,650,152.01 |
| Net Assets Beginning of the Year | | 32,238,717.23 |
| Net Assets End of the Year | | 36,888,869.24 |

¹Investment Related expenses include investment advisory, custodial and performance monitoring fees.

ACTUARIAL ASSET VALUATION
September 30, 2013

Actuarial Assets for funding purposes are developed by increasing the Actuarial Assets used in the most recent actuarial valuation of the Fund by the average annual market value rate of return (net of investment related expenses) for the past four years. Actuarial Assets shall not be less than 80% nor greater than 120% of Market Value of Assets.

Details of the derivation are set forth as follows:

| Plan Year End | Rate of Return* | |
|---|-----------------|-----------------|
| 09/30/2010 | 7.69% | |
| 09/30/2011 | -0.64% | |
| 09/30/2012 | 20.07% | |
| 09/30/2013 | 13.87% | |
| Annualized Rate of Return for prior four (4) years: | | 9.98% |
| (A) 10/01/2012 Actuarial Assets: | | \$31,428,468.15 |
| (I) Net Investment Income: | | |
| 1. Interest and Dividends | 977,916.34 | |
| 2. Realized Gains (Losses) | 1,157,208.42 | |
| 3. Change in Actuarial Value | 1,188,576.29 | |
| 4. Investment Related Expenses | (179,171.30) | |
| Total | | 3,144,529.75 |
| (B) 10/01/2013 Actuarial Assets: | | \$34,738,878.34 |
| Actuarial Asset Rate of Return = 2I/(A+B-I): | | 9.98% |
| 10/01/2013 Limited Actuarial Assets: | | \$34,738,878.34 |

*Market Value Basis, net of investment related expenses.

DEFERRED RETIREMENT OPTION PLAN ACTIVITY
October 1, 2012 through September 30, 2013

| | |
|--------------------------|--------------|
| 9/30/12 Balance | 173,856.53 |
| Plus Additions | 213,320.19 |
| Investment Return Earned | 15,146.96 |
| Less Distributions | (194,175.39) |
| 9/30/13 Balance | 208,148.29 |

RECONCILIATION OF CITY'S PREPAID CONTRIBUTION FOR THE
FISCAL YEAR ENDED (FYE) SEPTEMBER 30, 2013

| | |
|---|-----------------------|
| (1) City Required Contribution Rate (from the October 25, 2012 Actuarial Impact Statement) | 32.20% |
| (2) Pensionable Payroll Derived from Member Contributions | \$7,679,538.25 |
| (3) Equals Required City Contribution (1) X (2) | 2,472,811.32 |
| (4) Less Actual City Contributions for fiscal 2013 | <u>(2,480,446.86)</u> |
| (5) Equals City's Prepaid Contribution as of September 30, 2013 | \$7,635.54 |

STATISTICAL DATA

(Averages are salary weighted)

| | <u>10/1/2010</u> | <u>10/1/2011</u> | <u>10/1/2012</u> | <u>10/1/2013</u> |
|---------------------------|------------------|------------------|------------------|------------------|
| <u>Males</u> | | | | |
| Number | 140 | 140 | 139 | 129 |
| Average Current Age | 47.0 | 47.2 | 49.4 | 49.8 |
| Average Age at Employment | 38.3 | 38.1 | 38.5 | 38.3 |
| Average Past Service | 8.7 | 9.1 | 10.9 | 11.5 |
| | | | | |
| | <u>10/1/2010</u> | <u>10/1/2011</u> | <u>10/1/2012</u> | <u>10/1/2013</u> |
| <u>Females</u> | | | | |
| Number | 51 | 50 | 52 | 46 |
| Average Current Age | 51.2 | 50.6 | 49.5 | 50.4 |
| Average Age at Employment | 42.0 | 41.1 | 40.0 | 40.4 |
| Average Past Service | 9.2 | 9.5 | 9.5 | 10.0 |

AGE AND SERVICE DISTRIBUTION

PAST SERVICE

| AGE | 0 | 1 | 2 | 3 | 4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30+ | Total |
|---------|---|----|---|---|----|-----|-------|-------|-------|-------|-----|-------|
| 15 - 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 20 - 24 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| 25 - 29 | 0 | 3 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 5 |
| 30 - 34 | 2 | 2 | 0 | 1 | 3 | 2 | 2 | 0 | 0 | 0 | 0 | 12 |
| 35 - 39 | 0 | 1 | 2 | 2 | 1 | 2 | 4 | 1 | 0 | 0 | 0 | 13 |
| 40 - 44 | 3 | 3 | 0 | 0 | 3 | 10 | 3 | 0 | 1 | 0 | 0 | 23 |
| 45 - 49 | 1 | 2 | 1 | 0 | 3 | 11 | 9 | 1 | 5 | 1 | 0 | 34 |
| 50 - 54 | 0 | 0 | 1 | 3 | 1 | 10 | 4 | 3 | 4 | 5 | 0 | 31 |
| 55 - 59 | 0 | 3 | 0 | 0 | 3 | 5 | 8 | 3 | 6 | 4 | 1 | 33 |
| 60 - 64 | 0 | 2 | 1 | 0 | 1 | 5 | 4 | 3 | 1 | 1 | 0 | 18 |
| 65+ | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 1 | 1 | 0 | 5 |
| Total | 6 | 17 | 6 | 6 | 16 | 48 | 34 | 11 | 18 | 12 | 1 | 175 |

VALUATION PARTICIPANT RECONCILIATION

1. Active lives

| | |
|---|------|
| a. Number in prior valuation 10/1/12 | 191 |
| b. Terminations | |
| i. Vested (partial or full) with deferred benefits | 10 * |
| ii. Non-vested or full lump sum distribution received | 4 |
| c. Deaths | |
| i. Beneficiary receiving benefits | 0 |
| ii. No future benefits payable | 1 |
| d. Disabled | 0 |
| e. Retired | 3 |
| f. Entered DROP | 5 |
| g. Continuing participants | 168 |
| h. New entrants | 7 |
| i. Total active life participants in valuation | 175 |

2. Non-Active lives (including beneficiaries receiving benefits)

| | <u>Service Retirees, Vested Receiving Benefits</u> | <u>Receiving Death Benefits</u> | <u>Receiving Disability Benefits</u> | <u>Vested Deferred</u> | <u>DROP</u> | <u>Total</u> |
|-----------------------------|--|---------------------------------|--------------------------------------|------------------------|-------------|--------------|
| a. Number prior valuation | 128 | 15 | 4 | 45 | 5 | 197 |
| b. In | 8 | 0 | 0 | 11 | 5 | 24 |
| c. Out | 7 | 0 | 0 | 7 | 2 | 16 |
| d. Number current valuation | 129 | 15 | 4 | 49 | 8 | 205 |

*Includes Members who terminated non-vested and awaiting refund of contributions.

SUMMARY OF PLAN PROVISIONS
(Through Ordinance No. 2012-46)

| | |
|-------------------------------------|--|
| <u>Eligibility</u> | Full-time employees in permanent positions excluding Firefighters and Police Officers, shall participate in the System as a condition of employment. Employees hired after December 19, 2012 do not participate in this Plan |
| <u>Credited Service</u> | Total years and fractional parts of years of service with the City as a General Employee. |
| <u>Salary</u> | Total compensation, not including bonuses, overtime and lump sums. |
| <u>Average Monthly Compensation</u> | Average Salary for the best 5 years preceding termination. |
| <u>Member Contributions</u> | 4.0% of Salary |
| <u>City Contributions</u> | Remaining amount required in order to pay current costs and amortize unfunded past service cost, if any, over 30 years. |
| <u>Normal Retirement</u> | |
| Date | Earlier of Age 62 and 5 years of Credited Service or when the sum of age and years of service equal 85 but not earlier than age 55. |
| Benefit | 2.50% of Average Monthly Compensation <u>times</u> Credited Service |
| Form of Benefit | Life Annuity (options available). |
| <u>Early Retirement</u> | |
| Eligibility | Age 60 and 5 Years of Credited Service or when the sum of age and years of service equals 80. |
| Benefit | Accrued benefit, reduced 5% for each year that Early Retirement precedes Normal Retirement. |
| <u>Vesting</u> | |
| Schedule | 100% after 5 years of Credited Service. |
| Benefit Amount | Member will receive the vested portion of his (her) accrued benefit payable at the otherwise Normal Retirement Date. |

Disability

| | |
|------------------------|---|
| Eligibility | Total and permanent. |
| Hired before 9/1/93 | Covered from Date of Employment. |
| Hired 9/1/93 and after | 10 years of Credited Service. |
| Exclusions | Disability resulting from use of drugs, illegal participation in riots, service in military, etc. |
| Benefit | Benefit accrued to date of disability. |
| Duration | Payable for life or until recovery (as determined by the Board). |

Death Benefits

| | |
|-----------------|--|
| Pre-Retirement | |
| Vested | Survivorship annuity computed as though the member retired on the date of death; equivalent alternative forms of benefit may be elected. |
| Non-Vested | Refund of accumulated contributions with interest at 4% annually. |
| Post-Retirement | Benefits payable to beneficiary in accordance with the option selected at retirement. |

Board of Trustees

- a. Two Commission appointees,
- b. Two Members elected by the employee membership, and
- c. The Finance Director.

Deferred Retirement Option Plan

| | |
|----------------|--|
| Eligibility | Satisfaction of Normal Retirement requirements. |
| Participation | Not to exceed 36 months. |
| Rate of Return | At Member's election: <ol style="list-style-type: none"> (1) Actual net rate of investment return (total return net of brokerage commissions, management fees and transaction costs) credited each fiscal quarter, or |

(2) 6.5% per annum compounded monthly.

Members may elect to change form of return once during the period of DROP participation.

Form of Distribution

Cash lump sum (options available) at termination of employment.

Early Retirement Incentive Window

Eligibility

Any vested member whose combined years of credited service plus age equals 70 years or more on or before September 30, 2008.

Benefit

Unreduced normal retirement benefit plus a supplemental benefit of \$500 per month for a period not to exceed 36 months.

DISCLOSURE INFORMATION PER STATEMENT NO. 25 OF THE
GOVERNMENTAL ACCOUNTING STANDARDS BOARD

The schedule provided below has been prepared in accordance with the requirements
of paragraph 37 of Statement No. 25 of the Governmental Accounting Standards Board.

SCHEDULE OF FUNDING PROGRESS

| Actuarial Valuation Date | Actuarial Value of Assets (a) | Actuarial Accrued Liability (AAL) - Entry Age (b) | Unfunded AAL (UAAL) (b-a) | Funded Ratio (a/b) | Covered Payroll (c) | UAAL as a % of Covered Payroll ((b-a)/c) |
|--------------------------------|--|--|------------------------------------|--------------------------|---------------------------|--|
| 10/1/2013 | 34,738,878 | 46,600,806 | 11,861,928 | 74.55% | 7,720,628 | 153.64% |
| 10/1/2012 | 31,428,468 | 45,555,855 | 14,127,387 | 68.99% | 7,781,341 | 181.55% |
| 10/1/2011 | 29,342,626 | 44,475,025 | 15,132,399 | 65.98% | 7,737,575 | 195.57% |
| 10/1/2010 | 30,539,925 | 43,135,107 | 12,595,182 | 70.80% | 7,716,941 | 163.21% |
| 10/1/2009 | 31,413,821 | 41,013,954 | 9,600,133 | 76.59% | 7,821,900 | 122.73% |
| 10/1/2008 | 32,013,955 | 39,152,177 | 7,138,222 | 81.77% | 7,956,778 | 89.71% |

The schedule provided below has been prepared in accordance with the requirements
of paragraph 38 of Statement No. 25 of the Governmental Accounting Standards Board.

SCHEDULE OF CONTRIBUTIONS FROM THE EMPLOYER AND OTHER CONTRIBUTING ENTITIES

| Year Ended September 30 | Annual Required Contribution | City Contribution | Percentage Contributed |
|-------------------------------|------------------------------------|----------------------|---------------------------|
| 2013 | 2,472,811 | 2,472,811 | 100.00% |
| 2012 | 1,998,333 | 1,998,333 | 100.00% |
| 2011 | 1,649,904 | 1,649,904 | 100.00% |
| 2010 | 1,001,811 | 1,001,811 | 100.00% |
| 2009 | 1,185,205 | 1,185,205 | 100.00% |
| 2008 | 1,077,815 | 1,077,815 | 100.00% |

DISCLOSURE INFORMATION PER STATEMENT NO. 27 OF THE
GOVERNMENTAL ACCOUNTING STANDARDS BOARD

ANNUAL PENSION COSTS AND RELATED INFORMATION

Contribution rates as of 9/30/2013

| | |
|-------------------------------|------------------------------|
| City | 32.2% |
| Plan Members | 4.0% |
| Annual Pension Cost | 2,474,161 |
| Contributions made | 2,472,811 |
| Actuarial valuation date | 10/1/2011 |
| Actuarial cost method | Entry Age Normal |
| Amortization method | Level % of Payroll, Closed |
| Remaining amortization period | 26 years (as of 10/1/2011) |
| Asset valuation method | 4 Year Smoothed Market Value |
| Actuarial assumptions: | |
| Investment rate of return | 7.5% (as of 10/1/11) |
| Projected salary increase* | 4.0% |
| * Includes inflation at | 3.0% |
| Post Retirement COLA | 0.0% |

THREE YEAR TREND INFORMATION

| <u>Year</u> <u>Ending</u> | <u>Annual</u> <u>Pension Cost</u> <u>(APC)</u> | <u>Percentage</u> <u>of APC</u> <u>Contributed</u> | <u>Net</u> <u>Pension</u> <u>Obligation</u> |
|------------------------------|--|--|---|
| 9/30/2013 | 2,474,161 | 100% | (22,845) |
| 9/30/2012 | 1,999,666 | 100% | (24,195) |
| 9/30/2011 | 1,651,459 | 100% | (25,528) |

DISCLOSURE INFORMATION PER STATEMENT NO. 27 OF THE
GOVERNMENTAL ACCOUNTING STANDARDS BOARD

DEVELOPMENT OF NET PENSION OBLIGATION (NPO)

This municipal Defined Benefit Plan has been subject to the minimum funding standards since the adoption of the "Florida Protection of Public Employee Retirement Benefits Act" (Part VII of Chapter 112, Florida Statutes) in 1980. Accordingly, the sponsor has funded the actuarially determined required contributions for all years from October 1, 1987, through the transition date, October 1, 1997. Thus, the NPO on October 1, 1997, is 0.

The development of the Net Pension Obligation to date is as follows:

| | <u>9/30/11</u> | <u>9/30/12</u> | <u>9/30/13</u> |
|------------------------|----------------|----------------|----------------|
| Actuarially Determined | | | |
| Contribution (A) | 1,649,904 | 1,998,333 | 2,472,811 |
| Interest on NPO | (2,031) | (1,915) | (1,815) |
| Adjustment to (A) | 3,586 | 3,248 | 3,165 |
| | ----- | ----- | ----- |
| Annual Pension Cost | 1,651,459 | 1,999,666 | 2,474,161 |
| Contributions Made | 1,649,904 | 1,998,333 | 2,472,811 |
| | ----- | ----- | ----- |
| Increase in NPO | 1,555 | 1,333 | 1,350 |
| NPO Beginning of Year | (27,083) | (25,528) | (24,195) |
| | ----- | ----- | ----- |
| NPO End of Year | (25,528) | (24,195) | (22,845) |