

CITY OF PALM COAST
VOLUNTEER FIREFIGHTERS' RETIREMENT TRUST FUND
ACTUARIAL VALUATION
AS OF OCTOBER 1, 2019
CONTRIBUTIONS APPLICABLE TO THE
PLAN/FISCAL YEAR ENDING SEPTEMBER 30, 2021
GASB 67/68 DISCLOSURE INFORMATION
AS OF SEPTEMBER 30, 2019



FOSTER & FOSTER
ACTUARIES AND CONSULTANTS

January 7, 2020

Board of Trustees
City of Palm Coast
Volunteer Firefighters' Retirement Trust Fund Board

Re: City of Palm Coast Volunteer Firefighters' Retirement Trust Fund

Dear Board of Trustees:

We are pleased to present to the Board this report of the annual actuarial valuation of the City of Palm Coast Volunteer Firefighters' Retirement Trust Fund. Included are the related results for GASB Statements No. 67 and No. 68. The funding 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 calculation of the liability for GASB results was performed for the purpose of satisfying the requirements of GASB Statements No. 67 and No. 68. Use of the results for other purposes may not be applicable and may produce significantly different results.

The valuations have 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 reflect laws and regulations issued to date pursuant to the provisions of Chapters 112 and 175, Florida Statutes, as well as applicable federal laws and regulations. In our opinion, the assumptions used in the valuations, as adopted by the Board of Trustees, represent reasonable expectations of anticipated plan experience. Future actuarial measurements may differ significantly from the current measurements presented in this report for a variety of reasons including: changes in applicable laws, changes in plan provisions, changes in assumptions, or plan experience differing from expectations. Due to the limited scope of the valuation, we did not perform an analysis of the potential range of such future measurements.

In conducting the valuations, we have relied on personnel, plan design, and asset information supplied by the City of Palm Coast, 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 total pension liability, net pension liability, and certain sensitivity information shown in this report are based on an actuarial valuation performed as of October 1, 2018. The total pension liability was rolled-forward from the valuation date to the plan's fiscal year ending September 30, 2019 using generally accepted actuarial principles. It is our opinion that the assumptions used for this purpose are internally consistent, reasonable, and comply with the requirements under GASB No. 67 and No. 68.

The undersigned are familiar with the immediate and long-term aspects of pension valuations, and meet 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.

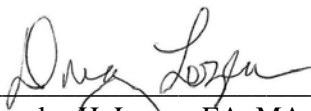
To our knowledge, no associate of Foster & Foster, Inc. working on valuations of the program has any direct financial interest or indirect material interest in the City of Palm Coast, nor does anyone at Foster & Foster, Inc. act as a member of the Board of Trustees of the Volunteer Firefighters' Retirement Trust Fund. 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 us at 239-433-5500.

Respectfully submitted,

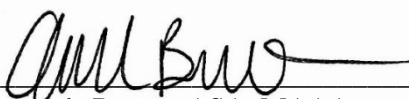
Foster & Foster, Inc.

By:



Douglas H. Lozen, EA, MAAA
Enrolled Actuary #17-7778

By:



Amanda Brown, ASA, MAAA

Enclosures

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SUMMARY OF REPORT

The regular annual actuarial valuation of the City of Palm Coast Volunteer Firefighters' Retirement Trust Fund, performed as of October 1, 2019, has been completed and the results are presented in this Report. The contribution amounts set forth herein are applicable to the plan/fiscal year ending September 30, 2021.

The contribution requirements, compared with those set forth in the October 1, 2018 actuarial valuation report, are as follows:

Valuation Date Applicable to Fiscal Year Ending	10/1/2019 <u>9/30/2021</u>	10/1/2018 <u>9/30/2020</u>
Minimum Required Contribution ¹	\$86,230	\$91,485
Member Contributions	0	0
City And State Required Contribution	86,230	91,485
State Contribution (Est.) ²	200,000	200,000
City Required Contribution ³	\$0	\$0

¹ The City must contribute an amount equal to the applicable Normal Cost (adjusted for interest), less the applicable State Contribution. The Minimum Required Contribution disclosed above reflects this statutory requirement under Chapter 112.66(13).

² As per a Mutual Consent Agreement between the Membership and the City, State Monies received up to \$200,000 each year are available to offset the City's required contribution. State Monies in excess of \$200,000 are allocated to the Share Plan.

³ The City has access to a \$301,147.26 reserve in the event its contribution requirement is ever greater than \$0.

Plan experience was favorable overall on the basis of the plan's actuarial assumptions. The primary sources of actuarial gain included an 8.36% investment return (net of fees, Actuarial Asset Basis), exceeding the 7.00% assumption and favorable active turnover. These gains were partially offset by inactive mortality experience.

CHANGES SINCE PRIOR VALUATION

Plan Changes

There have been no changes in benefits since the prior valuation.

Actuarial Assumption/Method Changes

There have been no changes of actuarial assumptions or methods since the prior valuation.

COMPARATIVE SUMMARY OF PRINCIPAL VALUATION RESULTS

	<u>10/1/2019</u>	<u>10/1/2018</u>
A. Participant Data		
Actives	23	27
Service Retirees	25	25
Beneficiaries	0	0
Disability Retirees	0	0
Terminated Vested	<u>5</u>	<u>4</u>
Total	53	56
 Total Annual Payroll	 \$0	 \$0
Payroll Under Assumed Ret. Age	0	0
 Annual Rate of Payments to:		
Service Retirees	135,752	135,752
Beneficiaries	0	0
Disability Retirees	0	0
Terminated Vested	19,500	15,600
 B. Assets		
Actuarial Value (AVA) ¹	4,567,621	4,246,433
Market Value (MVA) ¹	4,581,418	4,396,693
 C. Liabilities		
Present Value of Benefits		
Actives		
Retirement Benefits	861,483	797,448
Disability Benefits	16,714	14,904
Death Benefits	7,930	7,079
Vested Benefits	126,908	144,079
Refund of Contributions	0	0
Service Retirees	1,083,583	1,118,048
Beneficiaries	0	0
Disability Retirees	0	0
Terminated Vested	55,049	46,519
Share Plan Balances ¹	846,779	880,778
City Reserve ¹	<u>301,147</u>	<u>301,147</u>
Total	3,299,593	3,310,002

C. Liabilities - (Continued)	<u>10/1/2019</u>	<u>10/1/2018</u>
Present Value of Future Salaries	0	0
Present Value of Future Member Contributions	0	0
Normal Cost (Retirement)	62,820	66,272
Normal Cost (Disability)	2,306	1,604
Normal Cost (Death)	826	693
Normal Cost (Vesting)	12,084	14,223
Normal Cost (Refunds)	<u>0</u>	<u>0</u>
Total Normal Cost	78,036	82,792
Present Value of Future Normal Costs	325,361	364,320
Accrued Liability (Retirement)	608,337	516,173
Accrued Liability (Disability)	9,326	7,980
Accrued Liability (Death)	4,845	4,072
Accrued Liability (Vesting)	65,166	70,965
Accrued Liability (Refunds)	0	0
Accrued Liability (Inactives)	1,138,632	1,164,567
Share Plan Balances ¹	846,779	880,778
City Reserve ¹	<u>301,147</u>	<u>301,147</u>
Total Actuarial Accrued Liability (EAN AL)	2,974,232	2,945,682
Unfunded Actuarial Accrued Liability (UAAL)	(1,593,389)	(1,300,751)
Funded Ratio (AVA / EAN AL)	153.6%	144.2%

D. Actuarial Present Value of		
Accrued Benefits	<u>10/1/2019</u>	<u>10/1/2018</u>
Vested Accrued Benefits		
Inactives + Share Plan Balances ¹	1,985,411	2,045,345
Actives	452,205	356,225
Member Contributions	<u>0</u>	<u>0</u>
Total	2,437,616	2,401,570
Non-vested Accrued Benefits	<u>93,893</u>	<u>101,535</u>
Total Present Value		
Accrued Benefits (PVAB)	2,531,509	2,503,105
Funded Ratio (MVA / PVAB)	181.0%	175.6%
Increase (Decrease) in Present Value of		
Accrued Benefits Attributable to:		
Plan Amendments	0	
Assumption Changes	0	
Plan Experience	112,628	
Benefits Paid	(250,668)	
Interest	166,444	
Other	<u>0</u>	
Total	28,404	

Valuation Date	10/1/2019	10/1/2018
Applicable to Fiscal Year Ending	<u>9/30/2021</u>	<u>9/30/2020</u>

E. Pension Cost

Normal Cost ²	\$86,230	\$91,485
Administrative Expenses ²	32,246	32,067
Payment Required to Amortize Unfunded Actuarial Accrued Liability over 30 years (as of 10/1/2019) ²	(142,683)	(115,290)
Minimum Required Contribution (Reflects Normal Cost Minimum)	86,230	91,485
Expected Member Contributions ²	0	0
Expected City and State Contribution	86,230	91,485

F. Past Contributions

Plan Years Ending:	<u>9/30/2019</u>
City and State Requirement	149,747
Actual Contributions Made:	
Members (excluding buyback)	0
City	0
State	<u>200,000</u> ³
Total	200,000

G. Net Actuarial (Gain)/Loss	(119,519)
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¹ The asset values and liabilities include accumulated Share Plan Balances and City Reserve as of 9/30/2019 and 9/30/2018.

² Contributions developed as of 10/1/2019 displayed above have been adjusted to account for a year and a half interest load.

³ Reflectes Mutual Consent.

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

<u>Year</u>	<u>Projected Unfunded Actuarial Accrued Liability</u>
2019	(1,593,389) ¹

I. (i) 5 Year Comparison of Actual and Assumed Salary Increases

	<u>Actual</u>	<u>Assumed</u>
Year Ended 9/30/2019	N/A	N/A
Year Ended 9/30/2018	N/A	N/A
Year Ended 9/30/2017	N/A	N/A
Year Ended 9/30/2016	N/A	N/A
Year Ended 9/30/2015	N/A	N/A

(ii) 5 Year Comparison of Investment Return on Market Value and Actuarial Value

	<u>Market Value</u>	<u>Actuarial Value</u>	<u>Assumed</u>
Year Ended 9/30/2019	5.08%	8.36%	7.00%
Year Ended 9/30/2018	7.30%	6.98%	7.00%
Year Ended 9/30/2017	13.21%	7.22%	7.00%
Year Ended 9/30/2016	8.02%	6.75%	7.65%
Year Ended 9/30/2015	-0.18%	8.60%	7.65%

(iii) Average Annual Payroll Growth

(a) Payroll as of:	10/1/2019	\$0
	10/1/2019	0
(b) Total Increase		0.00%
(c) Number of Years		0.00
(d) Average Annual Rate		0.00%

¹ Since the City may not offset its funding requirement with a negative amortization payment, no projection of the UAAL is provided with this valuation.

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.



Douglas H. Lozen, EA, MAAA
Enrolled Actuary #17-7778

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

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

Mr. Steve Bardin
Municipal Police and Fire
Pension Trust Funds
Division of Retirement
Post Office Box 3010
Tallahassee, FL 32315-3010

RECONCILIATION OF UNFUNDED ACTUARIAL ACCRUED LIABILITIES

(1)	Unfunded Actuarial Accrued Liability as of October 1, 2018	(\$1,300,751)
(2)	Sponsor Normal Cost developed as of October 1, 2018	82,792
(3)	Expected administrative expenses for the year ended September 30, 2019	29,020
(4)	Expected interest on (1), (2) and (3)	(84,241)
(5)	Sponsor contributions to the System during the year ended September 30, 2019	200,000
(6)	Expected interest on (5)	690
(7)	Expected Unfunded Actuarial Accrued Liability as of September 30, 2019 (1)+(2)+(3)+(4)-(5)-(6)	(1,473,870)
(8)	Change to UAAL due to Assumption Change	0
(9)	Change to UAAL due to Actuarial (Gain)/Loss	(119,519)
(10)	Unfunded Actuarial Accrued Liability as of October 1, 2019	(1,593,389)

Type of Base	Date Established	Years Remaining	10/1/2019 Amount	Amortization Amount
Method Change	10/1/2005	16	897,037	88,746
Actuarial Gain	10/1/2006	17	(351,854)	(33,681)
Actuarial Gain	10/1/2007	18	(729,468)	(67,774)
Benefit Change	10/1/2007	18	4,031	375
Actuarial Gain	10/1/2008	19	(234,926)	(21,243)
Method Change	10/1/2008	19	(155,443)	(14,056)
Actuarial Loss	10/1/2009	20	118,786	10,479
Actuarial Loss	10/1/2010	21	15,171	1,309
Assump Change	10/1/2010	21	19,530	1,684
Benefit Change	10/1/2010	21	(253,651)	(21,878)
Actuarial Gain	10/1/2011	22	(26,652)	(2,252)
Actuarial Gain	10/1/2012	23	(143,702)	(11,914)
Assump Change	10/1/2012	23	51,100	4,237
Actuarial Gain	10/1/2013	24	(154,704)	(12,606)
Software Change	10/1/2013	24	81,853	6,670
Actuarial Gain	10/1/2014	25	(271,826)	(21,800)
Actuarial Gain	10/1/2015	26	(348,942)	(27,577)
Assump Change	10/1/2016	27	259,930	20,266
Actuarial Loss	10/1/2016	27	12,236	954
Actuarial Gain	10/1/2017	28	(101,862)	(7,844)
Actuarial Gain	10/1/2018	29	(160,514)	(12,218)
Actuarial Gain	10/1/2019	30	<u>(119,519)</u>	<u>(9,002)</u>
			(1,593,389)	(129,125)

DETAILED ACTUARIAL (GAIN)/LOSS ANALYSIS

(1) Unfunded Actuarial Accrued Liability (UAAL) as of October 1, 2018	(\$1,300,751)
(2) Expected UAAL as of October 1, 2019	(1,473,870)
(3) Summary of Actuarial (Gain)/Loss, by component:	
Investment Return (Actuarial Asset Basis)	(57,544)
Active Decrements	(26,616)
Inactive Mortality	28,439
Other	<u>(63,798)</u>
Increase in UAAL due to (Gain)/Loss	(119,519)
Assumption Changes	<u>0</u>
(4) Actual UAAL as of October 1, 2019	(\$1,593,389)

ACTUARIAL ASSUMPTIONS AND METHODS

Mortality Rate

Healthy Active Lives:

Female: RP2000 Generational, 100% Combined Healthy White Collar, Scale BB

Male: RP2000 Generational, 10% Combined Healthy White Collar / 90% Combined Healthy Blue Collar, Scale BB

Healthy Inactive Lives:

Female: RP2000 Generational, 100% Annuitant White Collar, Scale BB

Male: RP2000 Generational, 10% Annuitant White Collar / 90% Annuitant Blue Collar, Scale BB

Disabled Lives:

Female: 60% RP2000 Disabled Female set forward two years / 40% Annuitant White Collar with no setback, no projection scale

Male: 60% RP2000 Disabled Male setback four years / 40% Annuitant White Collar with no setback, no projection scale

The above assumption rates were mandated by Chapter 2015-157, Laws of Florida. This law mandates the use of the assumptions used in either of the two most recent valuations of the Florida Retirement System (FRS). The above rates are those outlined in Milliman's July 1, 2018 FRS valuation report for special risk employees. We feel this assumption sufficiently accommodates future mortality improvements.

Interest Rate

7.00% per year compounded annually, net of investment related expenses. This is supported by the target asset allocation of the trust and the expected long-term return by asset class.

Payroll Growth

None.

Administrative Expenses

\$29,182 annually, based on the average of actual expenses incurred in the prior two fiscal years (previously \$29,020 annually, based on actual expenses incurred in the prior fiscal year).

Normal Retirement

The earlier of attainment of age 55 with 10 years of credited service, age 52 with 25 years of credited service, or age 62 with 5 years of credited service. Also, any member who has reached Normal Retirement is assumed to continue employment for one additional year. This assumption is consistent with historical plan experience.

Early Retirement

Commencing with attainment of Early Retirement Status (age 50 with 10 years of service), members are assumed to retire with an immediate subsidized benefit at the rate of 5% per year. This assumption is reasonable for the existing plan provisions regarding Early Retirement.

Termination Rates

Below are sample termination rates:

<u>Age</u>	<u>Termination Rate</u>
20	14.4%
30	12.5%
40	7.7%
50	3.5%

This assumption is consistent with other Florida public safety plans.

Disability Rates

75% of disabled lives are assumed to be service-related. This assumption is consistent with other Florida public safety plans. Below are sample disability rates:

<u>Age</u>	<u>Disability Rate</u>
20	0.03%
30	0.04%
40	0.07%
50	0.18%

Funding Method

Entry Age Normal Actuarial Cost Method.
An interest load of 1.5 years (at the current valuation assumption of 7.00%) has been applied for the determination of Sponsor funding requirement.

Asset Valuation Method

Each year, the prior Actuarial Value of Assets is brought forward utilizing the historical geometric four-year average Market Value return. It is possible that over time this technique will produce an insignificant bias above or below Market Value.

Amortization Method

New UAAL amortization bases are established according to the following amortization periods:

Experience: 30 Years.

Assumption/Method Changes: 30 Years.

Benefit Changes: 30 Years.

GLOSSARY

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.

Normal (Current Year's) Cost is determined for each participant as the present value of future benefits, determined as of the Member's entry age, amortized as a level percentage of compensation over the anticipated number of years of participation, determined as of the entry age.

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.

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.

DISCUSSION OF RISK

ASOP No. 51, Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions, states that the actuary should identify risks that, in the actuary's professional judgment, may reasonably be anticipated to significantly affect the plan's future financial condition.

Throughout this report, actuarial results are determined using various actuarial assumptions. These results are based on the premise that all future plan experience will align with the plan's actuarial assumptions; however, there is no guarantee that actual plan experience will align with the plan's assumptions. It is possible that actual plan experience will differ from anticipated experience in an unfavorable manner that will negatively impact the plan's funded position.

Below are examples of ways in which plan experience can deviate from assumptions and the potential impact of that deviation. Typically, this results in an actuarial gain or loss representing the current-year financial impact on the plan's unfunded liability of the experience differing from assumptions; this gain or loss is amortized over a period of time determined by the plan's amortization method. When assumptions are selected that adequately reflect plan experience, gains and losses typically offset one another in the long term, resulting in a relatively low impact on the plan's contribution requirements associated with plan experience. When assumptions are too optimistic, losses can accumulate over time and the plan's amortization payment could potentially grow to an unmanageable level.

- Investment Return: When the rate of return on the Actuarial Value of Assets falls short of the assumption, this produces a loss representing assumed investment earnings that were not realized. Further, it is unlikely that the plan will experience a scenario that matches the assumed return in each year as capital markets can be volatile from year to year. Therefore, contribution amounts can vary in the future.
- Demographic Assumptions: Actuarial results take into account various potential events that could happen to a plan participant, such as retirement, termination, disability, and death. Each of these potential events is assigned a liability based on the likelihood of the event and the financial consequence of the event for the plan. Accordingly, actuarial liabilities reflect a blend of financial consequences associated with various possible outcomes (such as retirement at one of various possible ages). Once the outcome is known (e.g. the participant retires) the liability is adjusted to reflect the known outcome. This adjustment produces a gain or loss depending on whether the outcome was more or less favorable than other outcomes that could have occurred.

Impact of Plan Maturity on Risk

For newer pension plans, most of the participants and associated liabilities are related to active members who have not yet reached retirement age. As pension plans continue in operation and active members reach retirement ages, liabilities begin to shift from being primarily related to active members to being shared amongst active and retired members. Plan maturity is a measure of the extent to which this shift has occurred. It is important to understand that plan maturity can have an impact on risk tolerance and the overall risk characteristics of the plan. For example, closed plans with a large amount of retired liability do not have as long of a time horizon to recover from losses (such as losses on investments due to lower than expected investment returns) as plans where the majority of the liability is attributable to active members. For this reason, less tolerance for investment risk may be warranted for highly mature closed plans with a substantial inactive liability. Similarly, mature closed plans paying substantial retirement benefits resulting in a small positive or net negative cash flow can be more sensitive to near term investment volatility, particularly if the size of the fund is shrinking, which can result in less assets being available for investment in the market.

To assist with determining the maturity of the plan, we have provided some relevant metrics in the table following titled “Plan Maturity Measures and Other Risk Metrics”. Highlights of this information are discussed below:

- The Support Ratio, determined as the ratio of active to inactive members, has decreased from 154.2% on October 1, 2016 to 76.7% on October 1, 2019, indicating that the plan has been maturing during the period.
- The Accrued Liability Ratio, determined as the ratio of the Inactive Accrued Liability, which is the liability associated with members who are no longer employed but are due a benefit from the plan, to the Total Accrued Liability, is 38.3%. With a plan of this maturity, losses due to lower than expected investment returns or demographic factors may result in lower volatility in contribution requirements when compared to a more mature plan. Please note Chapter 112, Florida Statutes, requires that the plan sponsor contributes the minimum required contribution; thus, there is minimal solvency risk to the plan.
- The Funded Ratio, determined as the ratio of the Actuarial Value of Assets to the Total Accrued Liability, has increased from 132.5% on October 1, 2016 to 153.6% on October 1, 2019.
- The Net Cash Flow Ratio, determined as the ratio of the Net Cash Flow (contributions minus benefit payments and administrative expenses) to the Market Value of Assets, increased from -7.6% on October 1, 2016 to -0.7% on October 1, 2019. The current Net Cash Flow Ratio of -0.7% indicates that contributions are not currently covering the plan's benefit payments and administrative expenses.

It is important to note that the actuary has identified the risks in this section as the most significant risks based on the characteristics of the plan and the nature of the project, however, it is not an exhaustive list of potential risks that could be considered. Additional advanced modeling, as well as the identification of additional risks, can be provided at the request of the audience addressed on page 2 of this report.

PLAN MATURITY MEASURES AND OTHER RISK METRICS

	<u>10/1/2016</u>	<u>10/1/2017</u>	<u>10/1/2018</u>	<u>10/1/2019</u>
<u>Support Ratio</u>				
Total Actives	37	39	27	23
Total Inactives	24	26	29	30
Actives / Inactives	154.2%	150.0%	93.1%	76.7%
 <u>Accrued Liability (AL) Ratio</u>				
Inactive Accrued Liability	966,559	983,572	1,164,567	1,138,632
Total Accrued Liability (EAN)	2,716,393	2,849,781	2,945,682	2,974,232
Inactive AL / Total AL	35.6%	34.5%	39.5%	38.3%
 <u>Funded Ratio</u>				
Actuarial Value of Assets (AVA)	3,599,205	3,905,224	4,246,433	4,567,621
Total Accrued Liability (EAN)	2,716,393	2,849,781	2,945,682	2,974,232
AVA / Total Accrued Liability (EAN)	132.5%	137.0%	144.2%	153.6%
 <u>Net Cash Flow Ratio</u>				
Net Cash Flow ¹	(269,309)	44,610	66,320	(32,540)
Market Value of Assets (MVA)	3,537,093	4,040,315	4,396,693	4,581,418
Ratio	-7.6%	1.1%	1.5%	-0.7%

¹ Determined as total contributions minus benefit payments and administrative expenses.

PARTIAL HISTORY OF PREMIUM TAX REFUNDS

Received During <u>Fiscal Year</u>	<u>Amount</u>	<u>Increase from Previous Year</u>
2003	14,328.55	N/A
2004	62,129.98	333.6%
2005	96,546.34	55.4%
2006	128,816.42	33.4%
2007	242,231.00	88.0%
2008	380,757.00	57.2%
2009	499,181.00	31.1%
2010	339,246.90	-32.0%
2011	359,373.51	5.9%
2012	377,962.48	5.2%
2013	364,571.49	-3.5%
2014	381,967.45	4.8%
2015	324,642.30	-15.0%
2016	273,487.45	-15.8%
2017	232,596.92	-15.0%
2018	263,090.68	13.1%
2019	247,471.42	-5.9%

STATEMENT OF FIDUCIARY NET POSITION
SEPTEMBER 30, 2019

<u>ASSETS</u>	MARKET VALUE
Cash and Cash Equivalents:	
Cash	41,232.77
Total Cash and Equivalents	41,232.77
Total Receivable	0.00
Investments:	
Mutual Funds:	
Fixed Income	1,314,867.00
Equity	2,780,920.81
Pooled/Common/Commingled Funds:	
Real Estate	444,397.56
Total Investments	4,540,185.37
Total Assets	4,581,418.14
<u>LIABILITIES</u>	
Total Liabilities	0.00
NET POSITION RESTRICTED FOR PENSIONS	4,581,418.14

STATEMENT OF CHANGES IN FIDUCIARY NET POSITION
FOR THE YEAR ENDED SEPTEMBER 30, 2019
Market Value Basis

ADDITIONS

Contributions:

State	247,471.42	
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Total Contributions		247,471.42
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Earnings/(Losses) as disclosed in FMPTF statement	225,794.61	
Less Investment Expense ¹	(8,529.84)	

Net Investment Income		217,264.77
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Total Additions		464,736.19
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DEDUCTIONS

Distributions to Members:

Benefit Payments	135,752.23	
Lump Sum Share Distributions	114,915.38	

Total Distributions		250,667.61
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Administrative Expense		29,343.46
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Total Deductions		280,011.07
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Net Increase in Net Position		184,725.12
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NET POSITION RESTRICTED FOR PENSIONS

Beginning of the Year		4,396,693.02
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End of the Year		4,581,418.14
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¹Investment related expenses include investment advisory, custodial and performance monitoring fees.

ACTUARIAL ASSET VALUATION
SEPTEMBER 30, 2019

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 ¹	
09/30/2016	8.02%	
09/30/2017	13.21%	
09/30/2018	7.30%	
09/30/2019	5.08%	
Annualized Rate of Return for prior four (4) years:		8.36%
(A) 10/01/2018 Actuarial Assets:		\$4,246,432.95
(I) Net Investment Income:		
1. Earnings/(Losses) in FMPTF	225,794.61	
2. Change in Actuarial Value	136,463.32	
3. Investment Related Expenses	(8,529.84)	
Total		353,728.09
(B) 10/01/2019 Actuarial Assets:		\$4,567,621.39
Actuarial Asset Rate of Return = 2I/(A+B-I):		8.36%
10/01/2019 Limited Actuarial Assets:		\$4,567,621.39
10/01/2019 Market Value of Assets:		\$4,581,418.14
Actuarial Gain/(Loss) due to Investment Return (Actuarial Asset Basis)		\$57,544.28

¹Market Value Basis, net of investment related expenses.

CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
SEPTEMBER 30, 2019
Actuarial Asset Basis

REVENUES

Contributions:		
State	247,471.42	
Total Contributions		247,471.42
Earnings from Investments:		
Earnings/(Losses) as disclosed in FMPTF statement	225,794.61	
Change in Actuarial Value	136,463.32	
Total Earnings and Investment Gains		362,257.93
	EXPENDITURES	
Distributions to Members:		
Benefit Payments	135,752.23	
Lump Sum Share Distributions	114,915.38	
Total Distributions		250,667.61
Expenses:		
Investment related ¹	8,529.84	
Administrative	29,343.46	
Total Expenses		37,873.30
Change in Net Assets for the Year		321,188.44
Net Assets Beginning of the Year		4,246,432.95
Net Assets End of the Year ²		4,567,621.39

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

²Net Assets may be limited for actuarial consideration.

SUPPLEMENTAL CHAPTER 175 SHARE PLAN ACTIVITY
October 1, 2018 through September 30, 2019

9/30/2018 Balance (est.)	880,778
Prior Year Adjustment	(10,752)
Plus Additions	47,471
Investment Return Earned (est.)	44,197
Administrative Fees	0
Less Distributions	<u>(114,915)</u>
9/30/2019 Balance (est.)	846,779

CITY CONTRIBUTIONS IN EXCESS OF MINIMUM REQUIREMENT
FOR THE FISCAL YEAR ENDED (FYE) SEPTEMBER 30, 2019

(1) Required City and State Contributions	\$149,747.00
(2) Less Allowable State Contribution	<u>(200,000.00)</u>
(3) Required City Contribution for Fiscal 2019	0.00
(4) Less 2018 Prepaid Contribution	0.00
(5) Less Actual City Contributions	<u>0.00</u>
(6) City Contributions in Excess of Minimum Requirement Applied to Reduce Unfunded Actuarial Accrued Liability as of September 30, 2019	\$0.00

STATISTICAL DATA

	<u>10/1/2016</u>	<u>10/1/2017</u>	<u>10/1/2018</u>	<u>10/1/2019</u>
<u>Actives</u>				
Number	37	39	27	23
Average Current Age	43.4	41.5	39.2	42.9
Average Age at Employment	40.4	38.6	35.3	38.1
Average Past Service	3.0	2.9	3.9	4.8
<u>Service Retirees</u>				
Number	21	22	25	25
Average Current Age	75.5	75.9	75.8	76.8
Average Annual Benefit	\$5,479	\$5,418	\$5,430	\$5,430
<u>Beneficiaries</u>				
Number	1	1	0	0
Average Current Age	84.4	85.4	N/A	N/A
Average Annual Benefit	\$3,600	\$3,600	N/A	N/A
<u>Disability Retirees</u>				
Number	0	0	0	0
Average Current Age	N/A	N/A	N/A	N/A
Average Annual Benefit	N/A	N/A	N/A	N/A
<u>Terminated Vested</u>				
Number	2	3	4	5
Average Current Age	28.7	29.2	37.3	36.9
Average Annual Benefit	\$3,900	\$3,900	\$3,900	\$3,900

AGE AND SERVICE DISTRIBUTION

PAST SERVICE

AGE	<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5-9</u>	<u>10-14</u>	<u>15-19</u>	<u>20-24</u>	<u>25-29</u>	<u>30+</u>	<u>Total</u>
15 - 19												
20 - 24	2		1									3
25 - 29	2											2
30 - 34	3			1								4
35 - 39	1			1								2
40 - 44							2					2
45 - 49	1					1	1					3
50 - 54	1					1						2
55 - 59						1						1
60 - 64						1	1					2
65+					1	1						2
Total	10		1	2	1	5	4					23

VALUATION PARTICIPANT RECONCILIATION

1. Active lives

a. Number in prior valuation 10/1/2018	27
b. Terminations	
i. Vested (partial or full) with deferred annuity	(1)
ii. Nonvested Termination	(11)
c. Deaths	
i. Beneficiary receiving benefits	0
ii. No future benefits payable	0
d. Disabled	0
e. Retired	0
f. Continuing participants	15
g. New entrants	<u>8</u>
h. Total active life participants in valuation	23

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

	Service Retirees, Vested Receiving <u>Benefits</u>	Receiving Death <u>Benefits</u>	Receiving Disability <u>Benefits</u>	Vested (Deferred Annuity) <u> </u>	<u>Total</u>
a. Number prior valuation	25	0	0	4	29
Retired	0	0	0	0	0
Vested (Deferred Annuity)	0	0	0	1	1
Hired/Terminated in Same Year	0	0	0	0	0
Death, With Survivor	0	0	0	0	0
Death, No Survivor	0	0	0	0	0
Disabled	0	0	0	0	0
Rehires	0	0	0	0	0
Expired Annuities	0	0	0	0	0
Data Corrections	0	0	0	0	0
b. Number current valuation	25	0	0	5	30

SUMMARY OF CURRENT PLAN

Credited Service

Total years and fractional parts of years of service with the City as Firefighter. Credited Service is based on "Length of Service Award Pension Program – Qualification Criteria."

Normal Retirement

Date

Earlier of age 62 with the completion of 5 years of Credited Service, age 55 with the completion of 10 years of Credited Service, or age 52 with the completion of 25 years of Credited Service.

Benefit (Monthly)

\$65.00 times Credited Service.

Form of Benefit

10 Year Certain and Life thereafter (options available).

Early Retirement

Date

Age 50 & 10 years of Credited Service.

Benefit Amount

Accrued benefit, reduced 3% per year, from Age 55 or 62.

Disability Benefits

Eligibility

Service Incurred

Covered from Date of Employment.

Non-Service Incurred

Ten 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 (with 120 payments guaranteed) or until recovery (as determined by the Board).

Death Benefits

Eligibility

Five years of Credited Service.

Benefit

Accrued benefit paid to Beneficiary for ten years, beginning at the Member's Normal Retirement Date (unreduced) or Early Retirement Date (reduced).

Post-Retirement

According to option selected, if any.

Vesting (Termination)

Eligibility

Five years of Credited Service.

Benefit

Accrued benefit payable at the Member's election, on his otherwise Early or Normal Retirement Date.

Contributions

Premium Tax	1.85% tax on premiums for fire insurance policies.
City	Remaining amount necessary for payment of Normal (current year's) Cost and amortization of the accrued past service liability over 30 years.

Supplement Benefit (Share Accounts)

Initial Crediting	80% of the \$1,505,738 Excess State Monies Reserve, established as of September 30, 2014, is allocated to eligible participants.
Annual Crediting	Annual Premium tax revenues received by the City in excess of the \$200,000 applicable frozen amount shall be allocated to participant accounts on a pro-rata basis (based on Credited Service).
Investment earnings	Eligible Share Accounts shall be credited or debited annually, based on the Plan's net-of-fees investment performance for the immediately preceding Plan Year.
Maximum Benefit	\$3,000 combined for benefits payable under the "Length of Service Award Pension Program" and allocations pursuant to the Supplement Benefit program.
Vesting	Five years of Credited Service.
Eligibility for Distribution	Eligible for Normal or Early Retirement.

Board of Trustees

- a. Two appointees of City Council;
- b. Two Firefighters elected by the members of the department; and
- c. Fifth member elected by the other four and appointed by Council (as a ministerial

STATEMENT OF FIDUCIARY NET POSITION
SEPTEMBER 30, 2019

<u>ASSETS</u>	MARKET VALUE
Cash and Cash Equivalents:	
Cash	41,233
Total Cash and Equivalents	41,233
Total Receivable	0
Investments:	
Mutual Funds:	
Fixed Income	1,314,867
Equity	2,780,921
Pooled/Common/Commingled Funds:	
Real Estate	444,397
Total Investments	4,540,185
Total Assets	4,581,418
Total Liabilities	0
NET POSITION RESTRICTED FOR PENSIONS	4,581,418

STATEMENT OF CHANGES IN FIDUCIARY NET POSITION
FOR THE YEAR ENDED SEPTEMBER 30, 2019
Market Value Basis

ADDITIONS

Contributions:

State	247,471	
Total Contributions		247,471
Investment Income:		
Interest & Dividends	225,795	
Less Investment Expense ¹	(8,530)	
Net Investment Income		217,265
Total Additions		464,736

DEDUCTIONS

Distributions to Members:

Benefit Payments	135,752	
Lump Sum Distributions	0	
Lump Sum Share Distributions	114,916	
Total Distributions		250,668
Administrative Expense		29,343
Total Deductions		280,011
Net Increase in Net Position		184,725

NET POSITION RESTRICTED FOR PENSIONS

Beginning of the Year	4,396,693
End of the Year	4,581,418

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

NOTES TO THE FINANCIAL STATEMENTS

(For the Year Ended September 30, 2019)

Plan Description

Plan Administration

The Plan is a single-employer defined benefit pension plan administered by the Plan's Board of Trustees comprised of:

- a. Two appointees of City Council;
- b. Two Firefighters elected by the members of the department; and
- c. Fifth member elected by the other four and appointed by Council (as a ministerial duty).

Plan Membership as of October 1, 2018:

Inactive Plan Members or Beneficiaries Currently Receiving Benefits	25
Inactive Plan Members Entitled to But Not Yet Receiving Benefits	4
Active Plan Members	27
	56
	56

Benefits Provided

The Plan provides retirement, termination, disability and death benefits.

A summary of the benefit provisions can be found in the October 1, 2018 Actuarial Valuation Report for the City of Palm Coast Volunteer Firefighters' Retirement Trust Fund prepared by Foster & Foster Actuaries and Consultants.

Contributions

Premium Tax: 1.85% tax on premiums for fire insurance policies.

City: Remaining amount necessary for payment of Normal (current year's) Cost and amortization of the accrued past service liability over 30 years.

Investments

Investment Policy:

The following was the Board's adopted asset allocation policy as of September 30, 2019:

Asset Class	Target Allocation
Core Bonds	15.0%
Core Plus	15.0%
U.S. Large Cap Equity	34.0%
U.S. Small Cap Equity	11.0%
Non - U.S. Equity	15.0%
Core Real Estate	10.0%
Total	100.0%

Concentrations:

The Plan did not hold investments in any one organization that represent 5 percent or more of the Pension Plan's Fiduciary Net Position.

Rate of Return:

For the year ended September 30, 2019, the annual money-weighted rate of return on Pension Plan investments, net of Pension Plan investment expense, was 5.08 percent.

The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

NET PENSION LIABILITY OF THE SPONSOR

The components of the Net Pension Liability of the Sponsor on September 30, 2019 were as follows:

Total Pension Liability	\$ 3,000,026
Plan Fiduciary Net Position	\$ (4,581,418)
Sponsor's Net Pension Liability	<u>\$ (1,581,392)</u>
Plan Fiduciary Net Position as a percentage of Total Pension Liability	152.71%

Actuarial Assumptions:

The Total Pension Liability was determined by an actuarial valuation as of October 1, 2018 updated to September 30, 2019 using the following actuarial assumptions:

Inflation	3.00%
Salary Increases	N/A
Discount Rate	7.00%
Investment Rate of Return	7.00%

Mortality Rate Healthy Lives:

Female: RP2000 Generational, 100% Combined Healthy White Collar, Scale BB.

Male: RP2000 Generational, 10% Combined Healthy White Collar / 90% Combined Healthy Blue Collar, Scale BB.

Mortality Rate Healthy Inactive Lives:

Female: RP2000 Generational, 100% Annuitant White Collar, Scale BB.

Male: RP2000 Generational, 10% Annuitant White Collar / 90% Annuitant Blue Collar, Scale BB.

Mortality Rate Disabled Lives:

Female: 60% RP2000 Disabled Female set forward two years / 40% Annuitant White Collar with no setback, no projection scale.

Male: 60% RP2000 Disabled Male setback four years / 40% Annuitant White Collar with no setback, no projection scale.

The above assumption rates were mandated by Chapter 2015-157, Laws of Florida. This law mandates the use of the assumptions used in either of the two most recent valuations of the Florida Retirement System (FRS). The above rates are those outlined in Milliman's July 1, 2016 FRS valuation report for special risk employees. We feel this assumption sufficiently accommodates future mortality improvements.

The date of the most recent experience study for which significant assumptions are based upon is not available.

The Long-Term Expected Rate of Return on Pension Plan investments can be determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of Pension Plan investment expenses and inflation) are developed for each major asset class.

For 2019 the inflation rate assumption of the investment advisor was 2.80%.

These ranges are combined to produce the Long-Term Expected Rate of Return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

Best estimates of geometric real rates of return for each major asset class included in the Pension Plan's target asset allocation as of September 30, 2019 are summarized in the following table:

Asset Class	Long Term Expected Real Rate of Return
Core Bonds	1.6%
Core Plus	2.1%
U.S. Large Cap Equity	4.6%
U.S. Small Cap Equity	5.5%
Non - U.S. Equity	6.7%
Core Real Estate	5.0%

Discount Rate:
The Discount Rate used to measure the Total Pension Liability was 7.00 percent.
The projection of cash flows used to determine the Discount Rate assumed that Plan Member contributions will be made at the current contribution rate and that Sponsor contributions will be made at rates equal to the difference between actuarially determined contribution rates and the Member rate. Based on those assumptions, the Pension Plan's Fiduciary Net Position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the Long-Term Expected Rate of Return on Pension Plan investments was applied to all periods of projected benefit payments to determine the Total Pension Liability.

	1% Decrease	Current	1% Increase
	6.00%	Discount Rate	8.00%
		7.00%	
Sponsor's Net Pension Liability	\$ (1,391,666)	\$ (1,581,392)	\$ (1,737,695)

SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS

Last 10 Fiscal Years

	09/30/2019	09/30/2018	09/30/2017
Total Pension Liability			
Service Cost	83,162	135,458	132,449
Interest	189,732	184,393	170,580
Change in Excess State Money	-	-	-
Share Plan Allocation	47,471	63,091	32,597
Changes of benefit terms	-	-	-
Differences between Expected and Actual Experience	(123,444)	(45,171)	23,865
Changes of assumptions	-	-	-
Benefit Payments, including Refunds of Employee Contributions	(250,668)	(167,751)	(162,594)
Net Change in Total Pension Liability	(53,747)	170,020	196,897
Total Pension Liability - Beginning	3,053,773	2,883,753	2,686,856
Total Pension Liability - Ending (a)	<u>\$ 3,000,026</u>	<u>\$ 3,053,773</u>	<u>\$ 2,883,753</u>
Plan Fiduciary Net Position			
Contributions - State	247,471	263,091	232,597
Net Investment Income	217,265	290,058	458,612
Benefit Payments, including Refunds of Employee Contributions	(250,668)	(167,751)	(162,594)
Administrative Expense	(29,343)	(29,020)	(25,393)
Net Change in Plan Fiduciary Net Position	184,725	356,378	503,222
Plan Fiduciary Net Position - Beginning	4,396,693	4,040,315	3,537,093
Plan Fiduciary Net Position - Ending (b)	<u>\$ 4,581,418</u>	<u>\$ 4,396,693</u>	<u>\$ 4,040,315</u>
Net Pension Liability - Ending (a) - (b)	<u>\$ (1,581,392)</u>	<u>\$ (1,342,920)</u>	<u>\$ (1,156,562)</u>
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	152.71%	143.98%	140.11%
Covered Payroll	N/A	N/A	N/A
Net Pension Liability as a percentage of Covered Payroll	N/A	N/A	N/A

SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS

Last 10 Fiscal Years

	09/30/2016	09/30/2015
Total Pension Liability		
Service Cost	97,464	104,091
Interest	169,505	94,316
Change in Excess State Money	-	-
Share Plan Allocation	129,180	180,335
Changes of benefit terms	-	-
Differences between Expected and Actual Experience	(57,517)	(65,491)
Changes of assumptions	185,644	-
Benefit Payments, including Refunds of Employee Contributions	(513,703)	(543,000)
Net Change in Total Pension Liability	10,573	(229,749)
Total Pension Liability - Beginning	2,676,283	2,906,032
Total Pension Liability - Ending (a)	<u>\$ 2,686,856</u>	<u>\$ 2,676,283</u>
Plan Fiduciary Net Position		
Contributions - State	273,487	324,642
Net Investment Income	262,259	(6,801)
Benefit Payments, including Refunds of Employee Contributions	(513,703)	(543,000)
Administrative Expense	(29,092)	(41,443)
Net Change in Plan Fiduciary Net Position	(7,049)	(266,602)
Plan Fiduciary Net Position - Beginning	3,544,142	3,810,744
Plan Fiduciary Net Position - Ending (b)	<u>\$ 3,537,093</u>	<u>\$ 3,544,142</u>
Net Pension Liability - Ending (a) - (b)	<u>\$ (850,237)</u>	<u>\$ (867,859)</u>
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	131.64%	132.43%
Covered Payroll	N/A	N/A
Net Pension Liability as a percentage of Covered Payroll	N/A	N/A

Notes to Schedule:

Ordinance 2015-10, adopted August 4, 2015, and effective March 3, 2015, amended the "Reserve Amount" utilized for the initial Share Plan allocation. A letter of no actuarial impact was submitted for this amendment.

Changes of assumptions:

For measurement date 09/30/2016, amounts reported as changes of assumptions resulted from the following changes:

- As a result of Chapter 2015-157, Laws of Florida, the assumed rates of mortality were changed to the assumptions used by the Florida Retirement System for special risk employees.
- The investment rate of return was lowered from 7.65% to 7.00% per year, compounded annually, net of investment-related-expenses.

SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS
Last 10 Fiscal Years

	09/30/2014	09/30/2013
Total Pension Liability		
Service Cost	113,712	105,631
Interest	103,447	95,623
Change in Excess State Money	237,659	-
Share Plan Allocation	-	-
Changes of benefit terms	-	-
Differences between Expected and Actual Experience	-	-
Changes of assumptions	-	-
Benefit Payments, including Refunds of Employee Contributions	(110,810)	(103,288)
Net Change in Total Pension Liability	344,008	97,966
Total Pension Liability - Beginning	2,562,024	2,464,058
Total Pension Liability - Ending (a)	<u>\$ 2,906,032</u>	<u>\$ 2,562,024</u>
Plan Fiduciary Net Position		
Contributions - State	381,967	364,571
Net Investment Income	270,512	324,552
Benefit Payments, including Refunds of Employee Contributions	(110,810)	(103,288)
Administrative Expense	(60,987)	(25,630)
Net Change in Plan Fiduciary Net Position	480,682	560,205
Plan Fiduciary Net Position - Beginning	3,330,062	2,769,857
Plan Fiduciary Net Position - Ending (b)	<u>\$ 3,810,744</u>	<u>\$ 3,330,062</u>
Net Pension Liability - Ending (a) - (b)	<u>\$ (904,712)</u>	<u>\$ (768,038)</u>
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	131.13%	129.98%
Covered Payroll	N/A	N/A
Net Pension Liability as a percentage of Covered Payroll	N/A	N/A

SCHEDULE OF CONTRIBUTIONS

Last 10 Fiscal Years

Fiscal Year Ended	Actuarially Determined Contribution	Contributions in relation to the Actuarially Determined Contributions	Contribution Deficiency (Excess)	Covered Payroll	Contributions as a percentage of Covered Payroll
09/30/2019	\$ 149,747	\$ 200,000	\$ (50,253)	N/A	N/A
09/30/2018	\$ 146,847	\$ 200,000	\$ (53,153)	N/A	N/A
09/30/2017	\$ 109,250	\$ 200,000	\$ (90,750)	N/A	N/A
09/30/2016	\$ 117,326	\$ 144,307	\$ (26,981)	N/A	N/A
09/30/2015	\$ 127,816	\$ 127,816	\$ -	N/A	N/A
09/30/2014	\$ 130,671	\$ 130,671	\$ -	N/A	N/A
09/30/2013	\$ 120,718	\$ 120,718	\$ -	N/A	N/A

Notes to Schedule

Valuation Date: 10/01/2017

Actuarially determined contribution rates are calculated as of October 1, two years prior to the end of the fiscal year in which contributions are reported.

Methods and assumptions used to determine contribution rates:

Mortality Rates:

Healthy Lives:

Female: RP2000 Generational, 100% Combined Healthy White Collar, Scale BB.

Male: RP2000 Generational, 10% Combined Healthy White Collar / 90%

Combined Healthy Blue Collar, Scale BB.

Healthy Inactive Lives:

Female: RP2000 Generational, 100% Annuitant White Collar, Scale BB.

Male: RP2000 Generational, 10% Annuitant White Collar / 90% Annuitant Blue Collar, Scale BB

Disabled Lives:

Female: 60% RP2000 Disabled Female set forward two years / 40% Annuitant White Collar with no setback, no projection scale.

Male: 60% RP2000 Disabled Male setback four years / 40% Annuitant White Collar with no setback, no projection scale.

The assumed rates of mortality were mandated by Chapter 2015-157, Laws of Florida. This law mandates the use of the assumptions used in either of the two most recent valuations of the Florida Retirement System (FRS). The above rates are those outlined in the July 1, 2016 FRS actuarial valuation report for special risk employees. We feel this assumption sufficiently accommodates future mortality improvements.

Termination Rates: See table on following page (1304B). These rates are conservative compared to long-term plan experience.

Disability Rates: See table on following page (1201); 75% of disabled lives are assumed to be service-related. This assumption is consistent with other Florida public safety plans.

Retirement Age: The earlier of attainment of age 55 with 10 years of credited service, age 52 with 25 years of credited service, or age 62 with 5 years of credited service. Also, any member who has reached Normal Retirement is assumed to continue employment for one additional year.

Interest Rate: The above assumption is consistent with historical plan experience.

7.00% per year, compounded annually, net of investment-related expenses. This assumption is reasonable, given the plan's investment policy and long-term target returns by asset class.

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Early Retirement:	Commencing with attainment of Early Retirement Status (age 50 with 10 years of service), members are assumed to retire with an immediate subsidized benefit at the rate of 5% per year. The above assumption is reasonable for the existing plan provisions regarding Early Retirement.
Payroll Growth:	None.
Asset Valuation Method:	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.

Termination and Disability Rate Table:

Age	% Terminating During the Year	% Becoming Disabled During the Year
20	14.4%	0.03%
30	12.5%	0.04%
40	7.7%	0.07%
50	3.5%	0.18%

SCHEDULE OF INVESTMENT RETURNS
Last 10 Fiscal Years

Fiscal Year Ended	Annual Money-Weighted Rate of Return Net of Investment Expense
09/30/2019	5.08%
09/30/2018	7.30%
09/30/2017	13.21%
09/30/2016	8.02%
09/30/2015	-0.18%
09/30/2014	8.26%
09/30/2013	11.24%

NOTES TO THE FINANCIAL STATEMENTS

(For the Year Ended September 30, 2019)

General Information about the Pension Plan

Plan Description

The Plan is a single-employer defined benefit pension plan administered by the Plan's Board of Trustees comprised of:

- a. Two appointees of City Council;
- b. Two Firefighters elected by the members of the department; and
- c. Fifth member elected by the other four and appointed by Council (as a ministerial duty).

All volunteer firefighters as of February 17, 2009, and all future new volunteer firefighters, shall become members of this system as a condition of employment or upon being added to the roll of volunteer firefighters by the fire chief. All volunteer firefighters are therefore eligible for plan benefits as provided for in the plan document and by applicable law.

Plan Membership as of October 1, 2018:

Inactive Plan Members or Beneficiaries Currently Receiving Benefits	25
Inactive Plan Members Entitled to But Not Yet Receiving Benefits	4
Active Plan Members	27
	56

Benefits Provided

The Plan provides retirement, termination, disability and death benefits.

A summary of the benefit provisions can be found in the October 1, 2018 Actuarial Valuation Report for the City of Palm Coast Volunteer Firefighters' Retirement Trust Fund prepared by Foster & Foster Actuaries and Consultants.

Contributions

Premium Tax: 1.85% tax on premiums for fire insurance policies.

City: Remaining amount necessary for payment of Normal (current year's) Cost and amortization of the accrued past service liability over 30 years.

Net Pension Liability

The measurement date is September 30, 2019.

The measurement period for the pension expense was October 1, 2018 to September 30, 2019.

The reporting period is October 1, 2018 through September 30, 2019.

The Sponsor's Net Pension Liability was measured as of September 30, 2019.

The Total Pension Liability used to calculate the Net Pension Liability was determined as of that date.

Actuarial Assumptions:

The Total Pension Liability was determined by an actuarial valuation as of October 1, 2018 updated to September 30, 2019 using the following actuarial assumptions:

Inflation	3.00%
Salary Increases	N/A
Discount Rate	7.00%
Investment Rate of Return	7.00%

Mortality Rate Healthy Lives:

Female: RP2000 Generational, 100% Combined Healthy White Collar, Scale BB.

Male: RP2000 Generational, 10% Combined Healthy White Collar / 90% Combined Healthy Blue Collar, Scale BB.

Mortality Rate Healthy Inactive Lives:

Female: RP2000 Generational, 100% Annuitant White Collar, Scale BB.

Male: RP2000 Generational, 10% Annuitant White Collar / 90% Annuitant Blue Collar, Scale BB.

Mortality Rate Disabled Lives:

Female: 60% RP2000 Disabled Female set forward two years / 40% Annuitant White Collar with no setback, no projection scale.

Male: 60% RP2000 Disabled Male setback four years / 40% Annuitant White Collar with no setback, no projection scale.

The above assumption rates were mandated by Chapter 2015-157, Laws of Florida. This law mandates the use of the assumptions used in either of the two most recent valuations of the Florida Retirement System (FRS). The above rates are those outlined in Milliman's July 1, 2016 FRS valuation report for special risk employees. We feel this assumption sufficiently accommodates future mortality improvements.

The date of the most recent experience study for which significant assumptions are based upon is not available.

The Long-Term Expected Rate of Return on Pension Plan investments can be determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, Net of Pension Plan investment expenses and inflation) are developed for each major asset class.

For 2019 the inflation rate assumption of the investment advisor was 2.80%.

These ranges are combined to produce the Long-Term Expected Rate of Return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

Best estimates of geometric real rates of return for each major asset class included in the Pension Plan's target asset allocation as of September 30, 2019 are summarized in the following table:

Asset Class	Target Allocation	Long Term Expected Real Rate of Return
Core Bonds	15.0%	1.6%
Core Plus	15.0%	2.1%
U.S. Large Cap Equity	34.0%	4.6%
U.S. Small Cap Equity	11.0%	5.5%
Non - U.S. Equity	15.0%	6.7%
Core Real Estate	10.0%	5.0%
Total	100.0%	

Discount Rate:

The Discount Rate used to measure the Total Pension Liability was 7.00 percent.

The projection of cash flows used to determine the Discount Rate assumed that Plan Member contributions will be made at the current contribution rate and that Sponsor contributions will be made at rates equal to the difference between actuarially determined contribution rates and the Member rate. Based on those assumptions, the Pension Plan's Fiduciary Net Position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the Long-Term Expected Rate of Return on Pension Plan investments was applied to all periods of projected benefit payments to determine the Total Pension Liability.

CHANGES IN NET PENSION LIABILITY

	Increase (Decrease)		
	Total Pension Liability	Plan Fiduciary Net Position	Net Pension Liability
	(a)	(b)	(a)-(b)
Balances at September 30, 2018	\$ 3,053,773	\$ 4,396,693	\$ (1,342,920)
Changes for a Year:			
Service Cost	83,162	-	83,162
Interest	189,732	-	189,732
Share Plan Allocation	47,471	-	47,471
Differences between Expected and Actual Experience	(123,444)	-	(123,444)
Changes of assumptions	-	-	-
Changes of benefit terms	-	-	-
Contributions - State	-	247,471	(247,471)
Net Investment Income	-	217,265	(217,265)
Benefit Payments, including Refunds of Employee Contributions	(250,668)	(250,668)	-
Administrative Expense	-	(29,343)	29,343
Net Changes	(53,747)	184,725	(238,472)
Balances at September 30, 2019	\$ 3,000,026	\$ 4,581,418	\$ (1,581,392)

Sensitivity of the Net Pension Liability to changes in the Discount Rate.

	Current Discount		
	1% Decrease	Rate	1% Increase
	6.00%	7.00%	8.00%
Sponsor's Net Pension Liability	\$ (1,391,666)	\$ (1,581,392)	\$ (1,737,695)

Pension Plan Fiduciary Net Position.

Detailed information about the pension Plan's Fiduciary Net Position is available in a separately issued Plan financial report.

PENSION EXPENSE AND DEFERRED OUTFLOWS OF RESOURCES AND DEFERRED INFLOWS OF RESOURCES RELATED TO PENSIONS

For the year ended September 30, 2019, the Sponsor will recognize a Pension Expense of \$61,229.

On September 30, 2019, the Sponsor reported Deferred Outflows of Resources and Deferred Inflows of Resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between Expected and Actual Experience	9,546	148,276
Changes of assumptions	37,129	-
Net difference between Projected and Actual Earnings on Pension Plan investments	-	15,526
Total	<u>\$ 46,675</u>	<u>\$ 163,802</u>

Amounts reported as Deferred Outflows of Resources and Deferred Inflows of Resources related to pensions will be recognized in Pension Expense as follows:

Year ended September 30:	
2020	\$ (39,527)
2021	\$ (53,951)
2022	\$ (16,833)
2023	\$ (6,816)
2024	\$ -
Thereafter	\$ -

SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS

Last 10 Fiscal Years

	09/30/2019	09/30/2018	09/30/2017
Total Pension Liability			
Service Cost	83,162	135,458	132,449
Interest	189,732	184,393	170,580
Change in Excess State Money	-	-	-
Share Plan Allocation	47,471	63,091	32,597
Changes of benefit terms	-	-	-
Differences between Expected and Actual Experience	(123,444)	(45,171)	23,865
Changes of assumptions	-	-	-
Benefit Payments, including Refunds of Employee Contributions	(250,668)	(167,751)	(162,594)
Net Change in Total Pension Liability	(53,747)	170,020	196,897
Total Pension Liability - Beginning	3,053,773	2,883,753	2,686,856
Total Pension Liability - Ending (a)	<u>\$ 3,000,026</u>	<u>\$ 3,053,773</u>	<u>\$ 2,883,753</u>
Plan Fiduciary Net Position			
Contributions - State	247,471	263,091	232,597
Net Investment Income	217,265	290,058	458,612
Benefit Payments, including Refunds of Employee Contributions	(250,668)	(167,751)	(162,594)
Administrative Expense	(29,343)	(29,020)	(25,393)
Net Change in Plan Fiduciary Net Position	184,725	356,378	503,222
Plan Fiduciary Net Position - Beginning	4,396,693	4,040,315	3,537,093
Plan Fiduciary Net Position - Ending (b)	<u>\$ 4,581,418</u>	<u>\$ 4,396,693</u>	<u>\$ 4,040,315</u>
Net Pension Liability - Ending (a) - (b)	<u>\$ (1,581,392)</u>	<u>\$ (1,342,920)</u>	<u>\$ (1,156,562)</u>
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	152.71%	143.98%	140.11%
Covered Payroll	N/A	N/A	N/A
Net Pension Liability as a percentage of Covered Payroll	N/A	N/A	N/A

SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS
Last 10 Fiscal Years

	09/30/2016	09/30/2015
Total Pension Liability		
Service Cost	97,464	104,091
Interest	169,505	94,316
Change in Excess State Money	-	-
Share Plan Allocation	129,180	180,335
Changes of benefit terms	-	-
Differences between Expected and Actual Experience	(57,517)	(65,491)
Changes of assumptions	185,644	-
Benefit Payments, including Refunds of Employee Contributions	(513,703)	(543,000)
Net Change in Total Pension Liability	10,573	(229,749)
Total Pension Liability - Beginning	2,676,283	2,906,032
Total Pension Liability - Ending (a)	<u>\$ 2,686,856</u>	<u>\$ 2,676,283</u>
Plan Fiduciary Net Position		
Contributions - State	273,487	324,642
Net Investment Income	262,259	(6,801)
Benefit Payments, including Refunds of Employee Contributions	(513,703)	(543,000)
Administrative Expense	(29,092)	(41,443)
Net Change in Plan Fiduciary Net Position	(7,049)	(266,602)
Plan Fiduciary Net Position - Beginning	3,544,142	3,810,744
Plan Fiduciary Net Position - Ending (b)	<u>\$ 3,537,093</u>	<u>\$ 3,544,142</u>
Net Pension Liability - Ending (a) - (b)	<u>\$ (850,237)</u>	<u>\$ (867,859)</u>
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	131.64%	132.43%
Covered Payroll	N/A	N/A
Net Pension Liability as a percentage of Covered Payroll	N/A	N/A

Notes to Schedule:

Ordinance 2015-10, adopted August 4, 2015, and effective March 3, 2015, amended the "Reserve Amount" utilized for the initial Share Plan allocation. A letter of no actuarial impact was submitted for this amendment.

Changes of assumptions:

For measurement date 09/30/2016, amounts reported as changes of assumptions resulted from the following changes:

- As a result of Chapter 2015-157, Laws of Florida, the assumed rates of mortality were changed to the assumptions used by the Florida Retirement System for special risk employees.
- The investment rate of return was lowered from 7.65% to 7.00% per year, compounded annually, net of investment-related-expenses.

SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS
Last 10 Fiscal Years

	09/30/2014	09/30/2013
Total Pension Liability		
Service Cost	113,712	105,631
Interest	103,447	95,623
Change in Excess State Money	237,659	-
Share Plan Allocation	-	-
Changes of benefit terms	-	-
Differences between Expected and Actual Experience	-	-
Changes of assumptions	-	-
Benefit Payments, including Refunds of Employee Contributions	(110,810)	(103,288)
Net Change in Total Pension Liability	344,008	97,966
Total Pension Liability - Beginning	2,562,024	2,464,058
Total Pension Liability - Ending (a)	<u>\$ 2,906,032</u>	<u>\$ 2,562,024</u>
Plan Fiduciary Net Position		
Contributions - State	381,967	364,571
Net Investment Income	270,512	324,552
Benefit Payments, including Refunds of Employee Contributions	(110,810)	(103,288)
Administrative Expense	(60,987)	(25,630)
Net Change in Plan Fiduciary Net Position	480,682	560,205
Plan Fiduciary Net Position - Beginning	3,330,062	2,769,857
Plan Fiduciary Net Position - Ending (b)	<u>\$ 3,810,744</u>	<u>\$ 3,330,062</u>
Net Pension Liability - Ending (a) - (b)	<u>\$ (904,712)</u>	<u>\$ (768,038)</u>
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	131.13%	129.98%
Covered Payroll	N/A	N/A
Net Pension Liability as a percentage of Covered Payroll	N/A	N/A

SCHEDULE OF CONTRIBUTIONS

Last 10 Fiscal Years

Fiscal Year Ended	Actuarially Determined Contribution	Contributions in relation to the Actuarially Determined Contributions	Contribution Deficiency (Excess)	Covered Payroll	Contributions as a percentage of Covered Payroll
09/30/2019	\$ 149,747	\$ 200,000	\$ (50,253)	N/A	N/A
09/30/2018	\$ 146,847	\$ 200,000	\$ (53,153)	N/A	N/A
09/30/2017	\$ 109,250	\$ 200,000	\$ (90,750)	N/A	N/A
09/30/2016	\$ 117,326	\$ 144,307	\$ (26,981)	N/A	N/A
09/30/2015	\$ 127,816	\$ 127,816	\$ -	N/A	N/A
09/30/2014	\$ 130,671	\$ 130,671	\$ -	N/A	N/A
09/30/2013	\$ 120,718	\$ 120,718	\$ -	N/A	N/A

Notes to Schedule

Valuation Date: 10/01/2017

Actuarially determined contribution rates are calculated as of October 1, two years prior to the end of the fiscal year in which contributions are reported.

Methods and assumptions used to determine contribution rates:

Mortality Rates:

Healthy Lives:

Female: RP2000 Generational, 100% Combined Healthy White Collar, Scale BB.

Male: RP2000 Generational, 10% Combined Healthy White Collar / 90%

Combined Healthy Blue Collar, Scale BB.

Healthy Inactive Lives:

Female: RP2000 Generational, 100% Annuitant White Collar, Scale BB.

Male: RP2000 Generational, 10% Annuitant White Collar / 90% Annuitant Blue Collar, Scale BB

Disabled Lives:

Female: 60% RP2000 Disabled Female set forward two years / 40% Annuitant White Collar with no setback, no projection scale.

Male: 60% RP2000 Disabled Male setback four years / 40% Annuitant White Collar with no setback, no projection scale.

The assumed rates of mortality were mandated by Chapter 2015-157, Laws of Florida. This law mandates the use of the assumptions used in either of the two most recent valuations of the Florida Retirement System (FRS). The above rates are those outlined in the July 1, 2016 FRS actuarial valuation report for special risk employees. We feel this assumption sufficiently accommodates future mortality improvements.

Termination Rates: See table on following page (1304B). These rates are conservative compared to long-term plan experience.

Disability Rates: See table on following page (1201); 75% of disabled lives are assumed to be service-related. This assumption is consistent with other Florida public safety plans.

Retirement Age: The earlier of attainment of age 55 with 10 years of credited service, age 52 with 25 years of credited service, or age 62 with 5 years of credited service. Also, any member who has reached Normal Retirement is assumed to continue employment for one additional year.

Interest Rate: The above assumption is consistent with historical plan experience.

7.00% per year, compounded annually, net of investment-related expenses. This assumption is reasonable, given the plan's investment policy and long-term target returns by asset class.

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Early Retirement:

Commencing with attainment of Early Retirement Status (age 50 with 10 years of service), members are assumed to retire with an immediate subsidized benefit at the rate of 5% per year.

The above assumption is reasonable for the existing plan provisions regarding Early Retirement.

Payroll Growth:

None.

Asset Valuation Method:

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.

Termination and Disability Rate Table:

Age	% Terminating During the Year	% Becoming Disabled During the Year
20	14.4%	0.03%
30	12.5%	0.04%
40	7.7%	0.07%
50	3.5%	0.18%

COMPONENTS OF PENSION EXPENSE
FISCAL YEAR SEPTEMBER 30, 2019

	Net Pension Liability	Deferred Inflows	Deferred Outflows	Pension Expense
Beginning balance	\$ (1,342,920)	\$ 211,151	\$ 146,254	\$ -
Total Pension Liability Factors:				
Service Cost	83,162	-	-	83,162
Interest	189,732	-	-	189,732
Share Plan Allocation	47,471	-	-	47,471
Changes in benefit terms	-	-	-	-
Differences between Expected and Actual Experience with regard to economic or demographic assumptions	(123,444)	123,444	-	-
Current year amortization of experience difference	-	(56,140)	(4,773)	(51,367)
Change in assumptions about future economic or demographic factors or other inputs	-	-	-	-
Current year amortization of change in assumptions	-	-	(37,129)	37,129
Benefit Payments	(250,668)	-	-	-
Net change	<u>(53,747)</u>	<u>67,304</u>	<u>(41,902)</u>	<u>306,127</u>
Plan Fiduciary Net Position:				
Contributions - State	247,471	-	-	-
Projected Net Investment Income	306,630	-	-	(306,630)
Difference between projected and actual earnings on Pension Plan investments	(89,365)	-	89,365	-
Current year amortization	-	(43,161)	(75,550)	32,389
Benefit Payments	(250,668)	-	-	-
Administrative Expenses	(29,343)	-	-	29,343
Net change	<u>184,725</u>	<u>(43,161)</u>	<u>13,815</u>	<u>(244,898)</u>
Ending Balance	<u><u>\$ (1,581,392)</u></u>	<u><u>\$ 235,294</u></u>	<u><u>\$ 118,167</u></u>	<u><u>\$ 61,229</u></u>

AMORTIZATION SCHEDULE - INVESTMENTS

Increase (Decrease) in Pension Expense Arising from the Recognition of the of Differences Between Projected and Actual Earnings on Pension Plan Investments

Plan Year Ending	Differences Between Projected and Actual Earnings	Recognition Period (Years)	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
2019	\$ 89,365	5	\$ 17,873	\$ 17,873	\$ 17,873	\$ 17,873	\$ 17,873	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2018	\$ (4,915)	5	\$ (983)	\$ (983)	\$ (983)	\$ (983)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2017	\$ (209,454)	5	\$ (41,891)	\$ (41,891)	\$ (41,891)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2016	\$ (1,433)	5	\$ (287)	\$ (287)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2015	\$ 288,386	5	\$ 57,677	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net Increase (Decrease) in Pension Expense			\$ 32,389	\$ (25,288)	\$ (25,001)	\$ 16,890	\$ 17,873	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

AMORTIZATION SCHEDULE - CHANGES OF ASSUMPTIONS

Increase (Decrease) in Pension Expense Arising from the Recognition of the Effects of Changes of Assumptions													
Plan Year Ending	Changes of Assumptions	Recognition Period (Years)	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
2016	\$ 185,644	5	\$ 37,129	\$ 37,129	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net Increase (Decrease) in Pension Expense			\$ 37,129	\$ 37,129	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

AMORTIZATION SCHEDULE - EXPERIENCE

Increase (Decrease) in Pension Expense Arising from the Recognition of the Effects of Differences between Expected and Actual Experience

Plan Year Ending	Differences Between Expected and Actual Experience	Recognition Period (Years)	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
2019	\$ (123,444)	5	\$ (24,688)	\$ (24,689)	\$ (24,689)	\$ (24,689)	\$ (24,689)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2018	\$ (45,171)	5	\$ (9,034)	\$ (9,034)	\$ (9,034)	\$ (9,034)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2017	\$ 23,865	5	\$ 4,773	\$ 4,773	\$ 4,773	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2016	\$ (57,517)	5	\$ (11,503)	\$ (11,503)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2015	\$ (65,491)	6	\$ (10,915)	\$ (10,915)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net Increase (Decrease) in Pension Expense			\$ (51,367)	\$ (51,368)	\$ (28,950)	\$ (33,723)	\$ (24,689)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -