

TOWN OF INDIALANTIC  
GENERAL EMPLOYEES' PENSION PLAN

ACTUARIAL VALUATION  
AS OF OCTOBER 1, 2019

DETERMINES THE CONTRIBUTION  
FOR THE 2020/21 FISCAL YEAR



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January 13, 2020

## Introduction

This report presents the results of the October 1, 2019 actuarial valuation of the Town of Indialantic General Employees' Pension Plan. The report is based on the participant data and asset information provided by the pension plan administrator and, except for a cursory review for reasonableness including a comparison to the data provided for the previous valuation, we have not attempted to verify the accuracy of this information.

The primary purpose of this report is to provide a summary of the funded status of the plan as of October 1, 2019 and to determine the minimum required contribution under Chapter 112, Florida Statutes, for the 2020/21 plan year. In addition, this report provides a projection of the long-term funding requirements of the plan, statistical information concerning the assets held in the trust, statistical information concerning the participant population, and a summary of any recent plan changes.

The liabilities and cost presented in this report are based on numerous assumptions concerning the cost of benefits to be provided in the future, long-term investment returns, and the future demographic experience of the current participants. Anyone referring to this report should remember that the cost developed herein is only an *estimate* of the true cost of providing post-employment pension benefits. No one can predict with certainty whether the true cost will be higher or lower than the cost presented in this report. The calculated cost is entirely dependent upon the assumptions that are described in Table IV-A. If any of the assumptions is changed, then the cost shown in this report will change accordingly. Likewise, if any of the assumptions is not completely realized, then the cost shown in this report will change in the future.

Certain assumptions play a bigger role than others in determining the cost of the post-employment pension benefits. In some cases, relatively small changes in a particular assumption can have a dramatic impact on the anticipated cost of benefits. Although a thorough analysis of the impact of such changes is beyond the scope of this report, Table I-B illustrates the impact that alternative long-term investment returns would have on the minimum required contribution rate.

## Minimum Required Contribution

Table I-A shows the development of the minimum required contribution for the 2020/21 plan year. The minimum required contribution rate is 14.84% of covered payroll, which represents a decrease of 2.19% of payroll from the prior valuation.

Table I-C provides a breakdown of the sources of change in the contribution rate. Significantly, the rate decreased by 0.10% of payroll due to investment gains and decreased by another 2.09% of payroll due to demographic experience. Although the market value of assets earned 5.30% during the 2018/19 plan year, the actuarial value of assets is based on the prior year's actuarial value increased by the four-year average market value return. On this basis, the actuarial



value of assets earned 7.32% during the 2018/19 plan year, whereas a 7.00% annual investment return was required to maintain a stable contribution rate.

Chapter 112, Florida Statutes, sets forth the rules concerning the minimum required contribution for public pension plans within the state. Essentially, the Town must contribute an amount equal to the annual normal cost of the plan plus an amortization payment towards the unfunded liability, where the amortization period is no longer than 30 years and where both amounts are adjusted as necessary for administrative expenses and to reflect interest on any delayed payment of the contribution beyond the valuation date. On this basis, the Town's 2020/21 minimum required contribution will be equal to 14.84% multiplied by the total pensionable earnings for the 2020/21 fiscal year for the active employees who are covered by the plan.

Based on the current assets, participant data, and actuarial assumptions and methods that are used to value the plan, the present-day value of the total long-term funding requirement is \$2,534,458. As illustrated in Table I-A, current assets are sufficient to cover \$1,507,025 of this amount, the employer's 2019/20 expected contribution will cover \$115,793 of this amount, the employer's 2020/21 expected contribution will cover \$104,929 of this amount, and future employee contributions are expected to cover \$223,056 of this amount, leaving \$583,655 to be covered by future employer funding beyond the 2020/21 fiscal year. Again, demographic and investment experience that differs from that assumed will either increase or decrease the future employer funding requirement.

### Identification and Assessment of Risk

The liabilities and cost presented in this report are based on numerous assumptions concerning the cost of benefits to be provided in the future, long-term investment returns, and the future demographic experience of the current participants. Anyone referring to this report should remember that the cost developed herein is only an *estimate* of the true cost of providing post-employment pension benefits. No one can predict with certainty whether the true cost will be higher or lower than the cost presented in this report. The calculated cost is entirely dependent upon the assumptions that are described in Table IV-A. If any of the assumptions is changed, then the cost shown in this report will change accordingly. Likewise, there is always a risk that, should these assumptions not be realized, the liabilities of the plan, the contributions required to fund the plan, and the funded status of the plan may be significantly different than the amounts shown in this report.

Although a thorough analysis of the risk of not meeting the assumptions is beyond the scope of this report, this discussion is intended to identify the significant risks faced by the plan. In some cases, a more detailed review of the risks, including numerical analysis, may be appropriate to help the plan sponsor and other interested parties assess the specific impact of not realizing certain assumptions. For example, Table I-B illustrates the impact that alternative long-term investment returns would have on the contribution rate. Note that this report is not intended to provide advice on the management or reduction of the identified risks nor is this report intended to provide investment advice.

The most significant risk faced by most defined benefit pension plans is investment risk, i.e. the risk that long-term investment returns will be less than assumed. Other related risks include a risk that, if the investments of the plan decline dramatically over a short period of time (such as occurred with many pension plans in 2008), the plan's assets may not have sufficient time to recover before benefits become due. Even if the assets of the plan grow in accordance



with the assumed investment return over time, if benefit payments are expected to be large in the short-term (for example, if the plan provides an actuarial equivalent lump sum payment option and a large number of participants are expected to become entitled to such a lump sum in the near future), the plan's assets may not be sufficient to support such a high level of benefit payments. We have provided a 10-year projection of the expected benefit payments in Table III-G to help the Trustees in formulating an investment policy that is expected to provide an investment return that meets both the short- and long-term cash flow needs of the pension plan.

Another source of risk is demographic experience. This is the risk that participants will receive salary increases that are different than the amount assumed, that participants will retire, become disabled, or terminate their employment at a rate that is different than assumed, and that participants will live longer than assumed, just to cite a few examples of the demographic risk faced by the plan. Although for most pension plans, the demographic risk is not as significant as the investment risk, particularly in light of the fact that the mortality assumption includes a component for future life expectancy increases, the demographic risk can nevertheless be a significant contributing factor to liabilities and contribution rates that become higher than anticipated.

A third source of risk is the risk that the plan sponsor (or other contributing entities) will not make, or will not have the ability to make, the contributions that are required to keep the plan funded at a sufficient level. Material changes in the number of covered employees, covered payroll, and, in some cases, hours worked by active participants can also significantly impact the plan's liabilities and the level of contributions received by the plan.

Finally, an actuarial funding method has been used to allocate the gap between projected liabilities and assets to each year in the future. The contribution rate under some funding methods is higher during the early years of the plan and then is lower during the later years of the plan. Other funding methods provide for lower contribution rates initially, with increasing contribution rates over time.

The Trustees have adopted the frozen initial liability funding method for this plan, which is expected to result in a contribution rate that decreases over time as a percentage of payroll. A brief description of the actuarial funding method is provided in Table IV-A.

### Contents of the Report

Tables I-D through I-G provide a detailed breakdown of various liability amounts by type of benefit and by participant group. Tables II-A through II-F provide information concerning the assets of the trust fund. Specifically, Table II-A shows the development of the actuarial value of assets, which is based on the prior year actuarial value of assets increased by the four-year average of the market value returns. Tables III-A through III-G provide statistical information concerning the plan's participant population. In particular, Table III-G gives a 10-year projection of the cash that is expected to be required from the trust fund in order to pay benefits to the current group of participants. Finally, Tables IV-A through V-B provide a summary of the actuarial assumptions and methods that are used to value the plan's benefits and of the relevant plan provisions as of October 1, 2019, as well as a summary of the changes that have occurred since the previous valuation report was prepared.



### Certification

This actuarial valuation was prepared 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 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 change in plan costs or required contribution rates have been taken into account in the valuation.

For the firm,



Charles T. Carr  
Consulting Actuary  
Southern Actuarial Services Company, Inc.

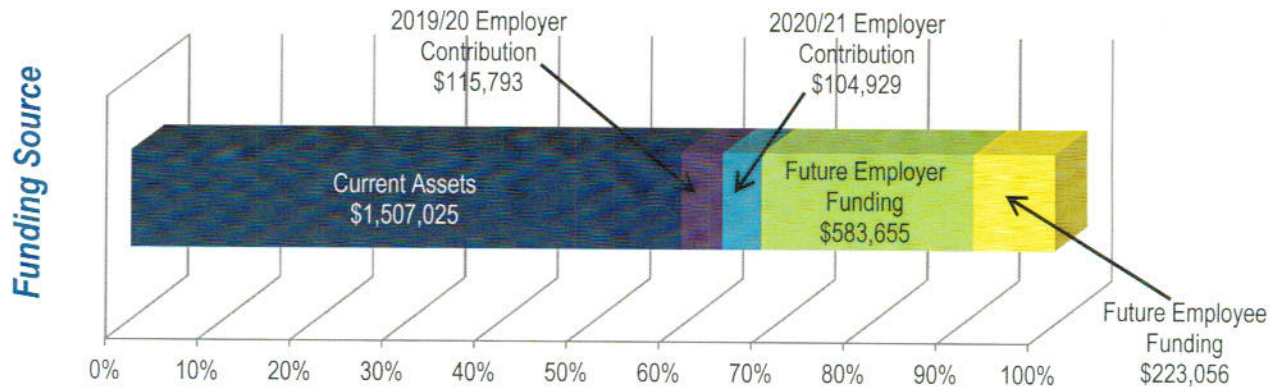
Enrolled Actuary No. 17-04927

*The individual above is a member of the American Academy of Actuaries and meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.*



## Minimum Required Contribution

Table I-A



### For the 2020/21 Plan Year

Normal Cost for the 2019/20 Plan Year	\$38,813
Unfunded Liability Amortization Payment for the 2019/20 Plan Year	\$50,371
Expense Allowance for the 2019/20 Plan Year	\$12,100
	<hr/>
	\$101,284
Adjustment to Reflect Quarterly Employer Contributions	\$4,356
Expected Employer Contribution for the 2019/20 Plan Year	(\$115,793)
Remaining Contribution Due/(Credit) for the 2019/20 Plan Year	(\$10,153)
	x 0.07
One Year's Interest Charge/(Credit) on the Remaining Contribution	(\$711)
	<hr/>
Preliminary Employer Contribution for the 2020/21 Plan Year	\$104,929
Expected Payroll for the 2020/21 Plan Year	÷ \$707,131

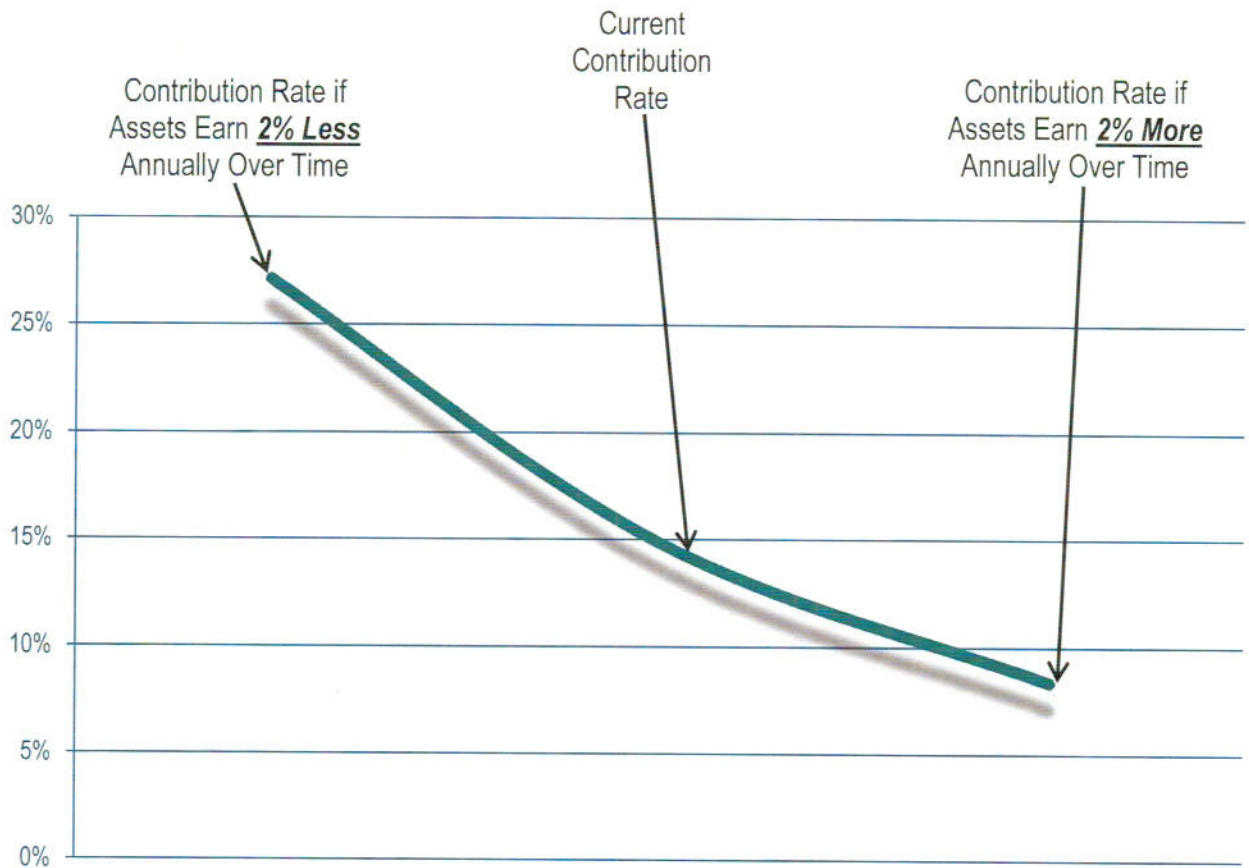
**Minimum Required Contribution Rate for the 2020/21 Plan Year** **14.84%**

*(The actual contribution should be based on the minimum required contribution rate multiplied by the actual payroll for the year.)*



Sensitivity Analysis

Table I-B



*The line above illustrates the sensitivity of the contribution rate to changes in the long-term investment return.*



Gain and Loss Analysis

Table I-C

**Source of Change in the Contribution Rate**

Previous minimum required contribution rate	17.03%
Increase (decrease) due to investment gains and losses	-0.10%
Increase (decrease) due to other experience	-2.09%
Increase (decrease) due to plan amendments	0.00%
Increase (decrease) due to actuarial assumption changes	0.00%
Increase (decrease) due to actuarial method changes	0.00%
Current minimum required contribution rate	<u>14.84%</u>

**Source of Change in the Unfunded Liability**

Previous unfunded liability	\$542,518
Increase due to employer normal cost and expenses	\$56,952
Increase due to interest on normal cost and unfunded liability	\$41,963
Decrease due to employer contributions	(\$116,013)
Decrease due to interest on employer contributions	(\$3,992)
Expected unfunded liability	<u>\$521,428</u>
Increase (decrease) due to plan amendments	\$0
Increase (decrease) due to actuarial assumption changes	\$0
Increase (decrease) due to actuarial method changes	\$0
Current unfunded liability	<u>\$521,428</u>



## Present Value of Future Benefits

Table I-D

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
<i>Actively Employed Participants</i>			
Retirement benefits	\$900,978	\$900,978	\$900,978
Termination benefits	\$113,373	\$113,373	\$113,373
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$7,820	\$7,820	\$7,820
Sub-total	<b>\$1,022,171</b>	<b>\$1,022,171</b>	<b>\$1,022,171</b>
<i>Deferred Vested Participants</i>			
Retirement benefits	\$180,177	\$180,177	\$180,177
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	<b>\$180,177</b>	<b>\$180,177</b>	<b>\$180,177</b>
<i>Due a Refund of Contributions</i>	<b>\$1,879</b>	<b>\$1,879</b>	<b>\$1,879</b>
<i>Deferred Beneficiaries</i>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<i>Retired Participants</i>			
Service retirements	\$1,330,231	\$1,330,231	\$1,330,231
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$0	\$0	\$0
Sub-total	<b>\$1,330,231</b>	<b>\$1,330,231</b>	<b>\$1,330,231</b>
<i>Grand Total</i>	<b><u>\$2,534,458</u></b>	<b><u>\$2,534,458</u></b>	<b><u>\$2,534,458</u></b>
Present Value of Future Payroll	\$4,956,803	\$4,956,803	\$4,956,803
Present Value of Future Employee Contribs.	\$223,056	\$223,056	\$223,056
Present Value of Future Employer Contribs.	\$804,377	\$804,377	\$804,377



## Present Value of Accrued Benefits

Table I-E

	<u>Old Assumptions w/o Amendment</u>	<u>Old Assumptions w/ Amendment</u>	<u>New Assumptions w/ Amendment</u>
<i><u>Actively Employed Participants</u></i>			
Retirement benefits	\$303,456	\$303,456	\$303,456
Termination benefits	\$60,070	\$60,070	\$60,070
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$1,961	\$1,961	\$1,961
Sub-total	<b>\$365,487</b>	<b>\$365,487</b>	<b>\$365,487</b>
<i><u>Deferred Vested Participants</u></i>			
Retirement benefits	\$180,177	\$180,177	\$180,177
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	<b>\$180,177</b>	<b>\$180,177</b>	<b>\$180,177</b>
<i><u>Due a Refund of Contributions</u></i>	<b>\$1,879</b>	<b>\$1,879</b>	<b>\$1,879</b>
<i><u>Deferred Beneficiaries</u></i>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<i><u>Retired Participants</u></i>			
Service retirements	\$1,330,231	\$1,330,231	\$1,330,231
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$0	\$0	\$0
Sub-total	<b>\$1,330,231</b>	<b>\$1,330,231</b>	<b>\$1,330,231</b>
<i><u>Grand Total</u></i>	<b><u>\$1,877,774</u></b>	<b><u>\$1,877,774</u></b>	<b><u>\$1,877,774</u></b>
<i><u>Funded Percentage</u></i>	81.51%	81.51%	81.51%

(Note: Funded percentage is equal to the ratio of the usable portion of the market value of assets divided by the present value of accrued benefits.)



## Present Value of Vested Benefits

Table I-F

	Old Assumptions <u>w/o Amendment</u>	Old Assumptions <u>w/ Amendment</u>	New Assumptions <u>w/ Amendment</u>
<i><u>Actively Employed Participants</u></i>			
Retirement benefits	\$274,951	\$274,951	\$274,951
Termination benefits	\$59,695	\$59,695	\$59,695
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$2,291	\$2,291	\$2,291
Sub-total	<b>\$336,937</b>	<b>\$336,937</b>	<b>\$336,937</b>
<i><u>Deferred Vested Participants</u></i>			
Retirement benefits	\$180,177	\$180,177	\$180,177
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	<b>\$180,177</b>	<b>\$180,177</b>	<b>\$180,177</b>
<i><u>Due a Refund of Contributions</u></i>	<b>\$1,879</b>	<b>\$1,879</b>	<b>\$1,879</b>
<i><u>Deferred Beneficiaries</u></i>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<i><u>Retired Participants</u></i>			
Service retirements	\$1,330,231	\$1,330,231	\$1,330,231
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$0	\$0	\$0
Sub-total	<b>\$1,330,231</b>	<b>\$1,330,231</b>	<b>\$1,330,231</b>
<i><u>Grand Total</u></i>	<b><u>\$1,849,224</u></b>	<b><u>\$1,849,224</u></b>	<b><u>\$1,849,224</u></b>



## Entry Age Normal Accrued Liability

Table I-G

	<u>Old Assumptions w/o Amendment</u>	<u>Old Assumptions w/ Amendment</u>	<u>New Assumptions w/ Amendment</u>
<i><u>Actively Employed Participants</u></i>			
Retirement benefits	\$529,816	\$529,816	\$529,816
Termination benefits	\$81,388	\$81,388	\$81,388
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$1,979	\$1,979	\$1,979
Sub-total	<b>\$613,183</b>	<b>\$613,183</b>	<b>\$613,183</b>
<i><u>Deferred Vested Participants</u></i>			
Retirement benefits	\$180,177	\$180,177	\$180,177
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	<b>\$180,177</b>	<b>\$180,177</b>	<b>\$180,177</b>
<i><u>Due a Refund of Contributions</u></i>	<b>\$1,879</b>	<b>\$1,879</b>	<b>\$1,879</b>
<i><u>Deferred Beneficiaries</u></i>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<i><u>Retired Participants</u></i>			
Service retirements	\$1,330,231	\$1,330,231	\$1,330,231
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$0	\$0	\$0
Sub-total	<b>\$1,330,231</b>	<b>\$1,330,231</b>	<b>\$1,330,231</b>
<i><u>Grand Total</u></i>	<b><u>\$2,125,470</u></b>	<b><u>\$2,125,470</u></b>	<b><u>\$2,125,470</u></b>



## Unfunded Liability Bases

Table I-H

<u>Description</u>	<u>Original Amount</u>	<u>Outstanding Balance</u>	<u>Amortization Payment</u>	<u>Years Rem.</u>
	<b>Total</b>	<b>\$521,428</b>	<b>\$50,371</b>	
		↓	↓	
10/1/1997 Initial UAAL		\$282,059	\$26,206	18
10/1/2005 Amendment		\$152,403	\$15,078	16
10/1/2008 Method Change		(\$66,235)	(\$9,501)	9
10/1/2008 Assumption Change		\$70,493	\$10,112	9
10/1/2012 Assumption Change		\$28,903	\$3,232	13
10/1/2012 Amendment		(\$7,320)	(\$607)	23
10/1/2016 Assumption Change	\$66,916	\$61,125	\$5,851	17



Development of the Normal Cost and Interest Adjustment

Table I-1

**Normal Cost as of October 1, 2019**

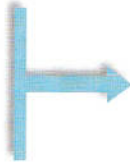
Present Value of Future Benefits	\$2,534,458
Unfunded Frozen Liability	(\$521,428)
Actuarial Value of Assets	(\$1,507,025)
Present Value of Future Employee Contributions	<u>(\$223,056)</u>
Present Value of Future Normal Cost	\$282,949
Present Value of Future Compensation	<u>÷ \$4,956,803</u>
Normal Cost Accrual Rate	5.708296%
Expected Payroll for the Current Year	<u>x \$679,934</u>
Normal Cost	<u><u>\$38,813</u></u>



Actuarial Value of Assets

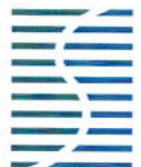
Table II-A

Market Value Rate of Return

For the 2015/16 plan year	3.30%		Average return for the preceding four years
For the 2016/17 plan year	13.50%		7.32%
For the 2017/18 plan year	7.45%		
For the 2018/19 plan year	5.30%		

Actuarial Value of Assets as of October 1, 2018	\$1,411,974
Plus contributions for the 2018/19 plan year	\$146,025
Minus benefit payments and administrative expenses for the 2018/19 plan year	(\$154,049)
Minus change in advance employer contribution	\$0
Adjustment for interest at the average rate shown above, but restricted to an amount that keeps the actuarial value of assets within an 80%-120% corridor of the market value	\$103,075
<b>Actuarial Value of Assets as of October 1, 2019</b>	<b><u>\$1,507,025</u></b>

<u>Historical Actuarial Value of Assets</u>	
October 1, 2010	N/A
October 1, 2011	N/A
October 1, 2012	N/A
October 1, 2013	N/A
October 1, 2014	\$1,163,068
October 1, 2015	\$1,240,147
October 1, 2016	\$1,282,622
October 1, 2017	\$1,332,164
October 1, 2018	\$1,411,974
October 1, 2019	\$1,507,025

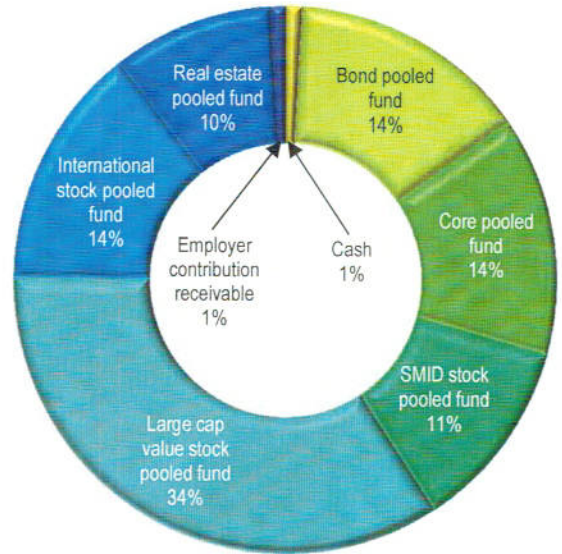


Market Value of Assets

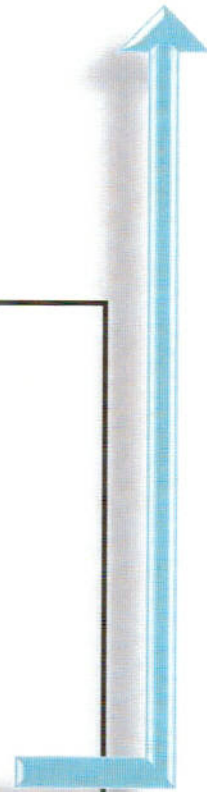
Table II-B

As of October 1, 2019

<b>Market Value of Assets</b>	<b><u>\$1,530,604</u></b>
Cash	\$13,644
Bond pooled fund	\$218,305
Core pooled fund	\$216,789
SMID stock pooled fund	\$174,340
Large cap value stock pooled fund	\$526,054
International stock pooled fund	\$219,821
Real estate pooled fund	\$147,052
Employer contribution receivable	\$14,599

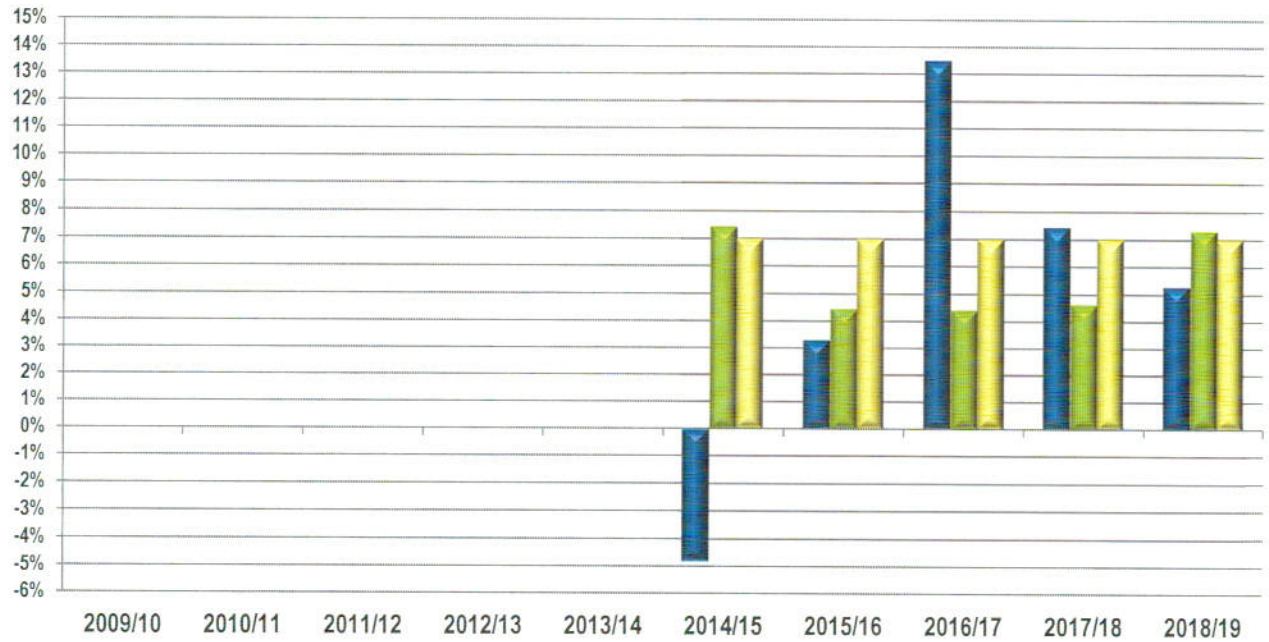


<u>Historical Market Value of Assets</u>	
October 1, 2010	N/A
October 1, 2011	N/A
October 1, 2012	N/A
October 1, 2013	N/A
October 1, 2014	\$1,232,017
October 1, 2015	\$1,168,599
October 1, 2016	\$1,190,743
October 1, 2017	\$1,343,203
October 1, 2018	\$1,461,370
October 1, 2019	\$1,530,604



Investment Return

Table II-C



**Annual Investment Returns**

- Market Value Return
- Actuarial Value Return
- Assumed Return

Plan Year	Market Value Return	Actuarial Value Return	Assumed Return
2009/10	N/A	N/A	N/A
2010/11	N/A	N/A	N/A
2011/12	N/A	N/A	N/A
2012/13	N/A	N/A	N/A
2013/14	N/A	N/A	N/A
2014/15	-4.78%	7.43%	7.00%
2015/16	3.30%	4.45%	7.00%
2016/17	13.50%	4.43%	7.00%
2017/18	7.45%	4.65%	7.00%
2018/19	5.30%	7.32%	7.00%
5yr. Avg.	4.78%	5.65%	7.00%



## Asset Reconciliation

Table II-D

	<u>Market Value</u>	<u>Actuarial Value</u>
As of October 1, 2018	\$1,461,370	\$1,411,974
<i>Increases Due To:</i>		
Employer Contributions	\$116,013	\$116,013
Employee Contributions	\$30,012	\$30,012
Total Contributions	<u>\$146,025</u>	<u>\$146,025</u>
Interest and Dividends	\$0	
Realized Gains (Losses)	\$0	
Unrealized Gains (Losses)	\$77,258	
Total Investment Income	<u>\$77,258</u>	\$103,075
Other Income	\$0	
<b>Total Income</b>	<u><b>\$223,283</b></u>	<u><b>\$249,100</b></u>
<i>Decreases Due To:</i>		
Monthly Benefit Payments	(\$132,149)	(\$132,149)
Refund of Employee Contributions	(\$9,800)	(\$9,800)
Total Benefit Payments	<u>(\$141,949)</u>	<u>(\$141,949)</u>
Investment Expenses	\$0	
Administrative Expenses	(\$12,100)	(\$12,100)
Advance Employer Contribution		\$0
<b>Total Expenses</b>	<u><b>(\$154,049)</b></u>	<u><b>(\$154,049)</b></u>
<b>As of October 1, 2019</b>	<u><u><b>\$1,530,604</b></u></u>	<u><u><b>\$1,507,025</b></u></u>



## Historical Trust Fund Detail

Table II-E

Income

<u>Plan</u> <u>Year</u>	<u>Employer</u> <u>Contribs.</u>	<u>Employee</u> <u>Contribs.</u>	<u>Interest /</u> <u>Dividends</u>	<u>Realized</u> <u>Gains /</u> <u>Losses</u>	<u>Unrealized</u> <u>Gains /</u> <u>Losses</u>	<u>Other</u> <u>Income</u>
2009/10	N/A	N/A	N/A	N/A	N/A	N/A
2010/11	N/A	N/A	N/A	N/A	N/A	N/A
2011/12	N/A	N/A	N/A	N/A	N/A	N/A
2012/13	N/A	N/A	N/A	N/A	N/A	N/A
2013/14	N/A	N/A	N/A	N/A	N/A	N/A
2014/15	\$57,449	\$25,271	\$64,332	\$12,913	-\$129,890	\$0
2015/16	\$56,400	\$26,715	\$0	\$0	\$38,332	\$0
2016/17	\$72,405	\$26,148	\$0	\$0	\$160,185	\$0
2017/18	\$89,870	\$26,889	\$0	\$0	\$100,762	\$0
2018/19	\$116,013	\$30,012	\$0	\$0	\$77,258	\$0

Expenses

<u>Plan</u> <u>Year</u>	<u>Monthly</u> <u>Benefit</u> <u>Payments</u>	<u>Contrib.</u> <u>Refunds</u>	<u>Admin.</u> <u>Expenses</u>	<u>Invest.</u> <u>Expenses</u>
2009/10	N/A	N/A	N/A	N/A
2010/11	N/A	N/A	N/A	N/A
2011/12	N/A	N/A	N/A	N/A
2012/13	N/A	N/A	N/A	N/A
2013/14	N/A	N/A	N/A	N/A
2014/15	\$65,929	\$7,301	\$14,152	\$6,111
2015/16	\$83,609	\$5,352	\$10,342	\$0
2016/17	\$85,631	\$4,425	\$16,222	\$0
2017/18	\$85,631	\$2,044	\$11,679	\$0
2018/19	\$132,149	\$9,800	\$12,100	\$0

Other Actuarial Adjustments

<u>Advance</u> <u>Employer</u> <u>Contribs.</u>
N/A
N/A
N/A
N/A
N/A
\$4,375
-\$3,799
-\$576
\$0
\$0

Note: Information was not available to separate the investment expenses from the investment income nor was information available to separate the investment income by source.

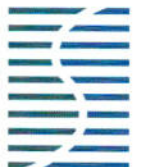


## Other Reconciliations

Table II-F

Advance Employer Contribution

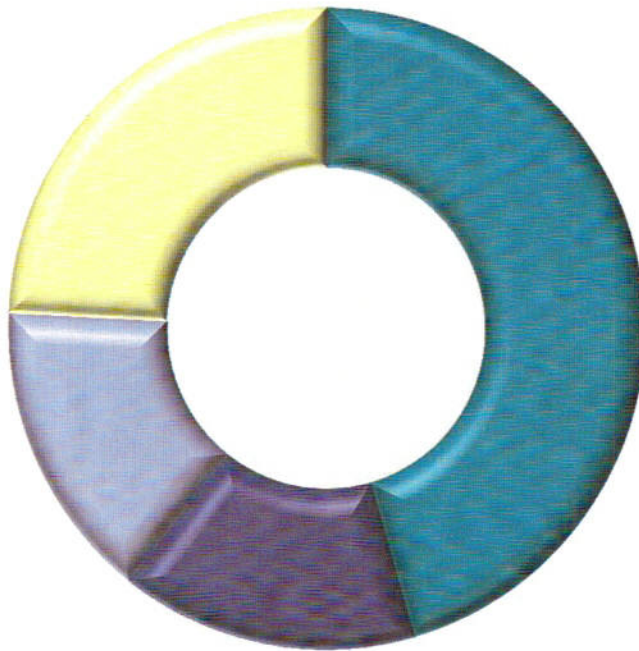
Advance Employer Contribution as of October 1, 2018	\$0
Additional Employer Contribution	\$116,013
Minimum Required Contribution	<u>(\$116,013)</u>
Net Increase in Advance Employer Contribution	\$0
Advance Employer Contribution as of October 1, 2019	<u><u>\$0</u></u>



Summary of Participant Data

Table III-A

As of October 1, 2019



Participant Distribution by Status

<u>Actively Employed Participants</u>		
◆	Active Participants	15
◆	DROP Participants	0
<u>Inactive Participants</u>		
◆	Deferred Vested Participants	5
◆	Due a Refund of Contributions	5
◆	Deferred Beneficiaries	0
<u>Participants Receiving a Benefit</u>		
◆	Service Retirements	8
◆	Disability Retirements	0
◆	Beneficiaries Receiving	0
<b>Total Participants</b>		<b>33</b>

<u>Number of Participants Included in Prior Valuations</u>					
	<i>Active</i>	<i>DROP</i>	<i>Inactive</i>	<i>Retired</i>	<i>Total</i>
October 1, 2010	N/A	N/A	N/A	N/A	N/A
October 1, 2011	N/A	N/A	N/A	N/A	N/A
October 1, 2012	14	0	5	5	24
October 1, 2013	14	0	5	5	24
October 1, 2014	14	0	6	5	25
October 1, 2015	14	0	8	6	28
October 1, 2016	14	0	8	7	29
October 1, 2017	13	0	9	7	29
October 1, 2018	14	0	8	8	30
October 1, 2019	15	0	10	8	33



Data Reconciliation

Table III-B

	<u>Active</u>	<u>DROP</u>	<u>Deferred Vested</u>	<u>Due a Refund</u>	<u>Def. Benef.</u>	<u>Service Retiree</u>	<u>Disabled Retiree</u>	<u>Benef. Rec'v.</u>	<u>Total</u>
<u>October 1, 2018</u>	14	0	5	3	0	8	0	0	30
<u>Change in Status</u>									
Re-employed									
Terminated	(6)			6					
Retired									
<u>Participation Ended</u>									
Transferred Out									
Cashed Out				(4)					(4)
Died									
<u>Participation Began</u>									
Newly Hired	7								7
Transferred In									
New Beneficiary									
<u>Other Adjustment</u>									
<u>October 1, 2019</u>	15	0	5	5	0	8	0	0	33

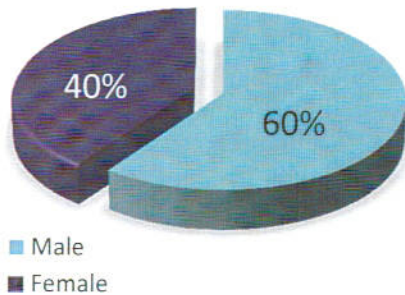


Active Participant Data

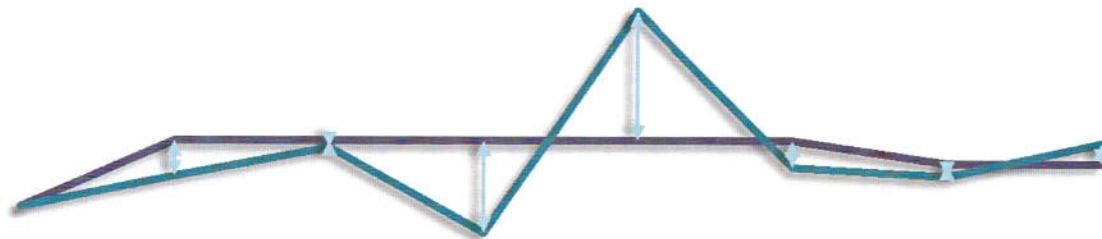
Table III-C

As of October 1, 2019

Gender Mix



Average Age	44.9 years
Average Service	6.7 years
Total Annualized Compensation for the Prior Year	\$720,506
Total Expected Compensation for the Current Year	\$679,934
Average Increase in Compensation for the Prior Year	5.84%
Expected Increase in Compensation for the Current Year	4.00%



Actual vs. Expected Salary Increases

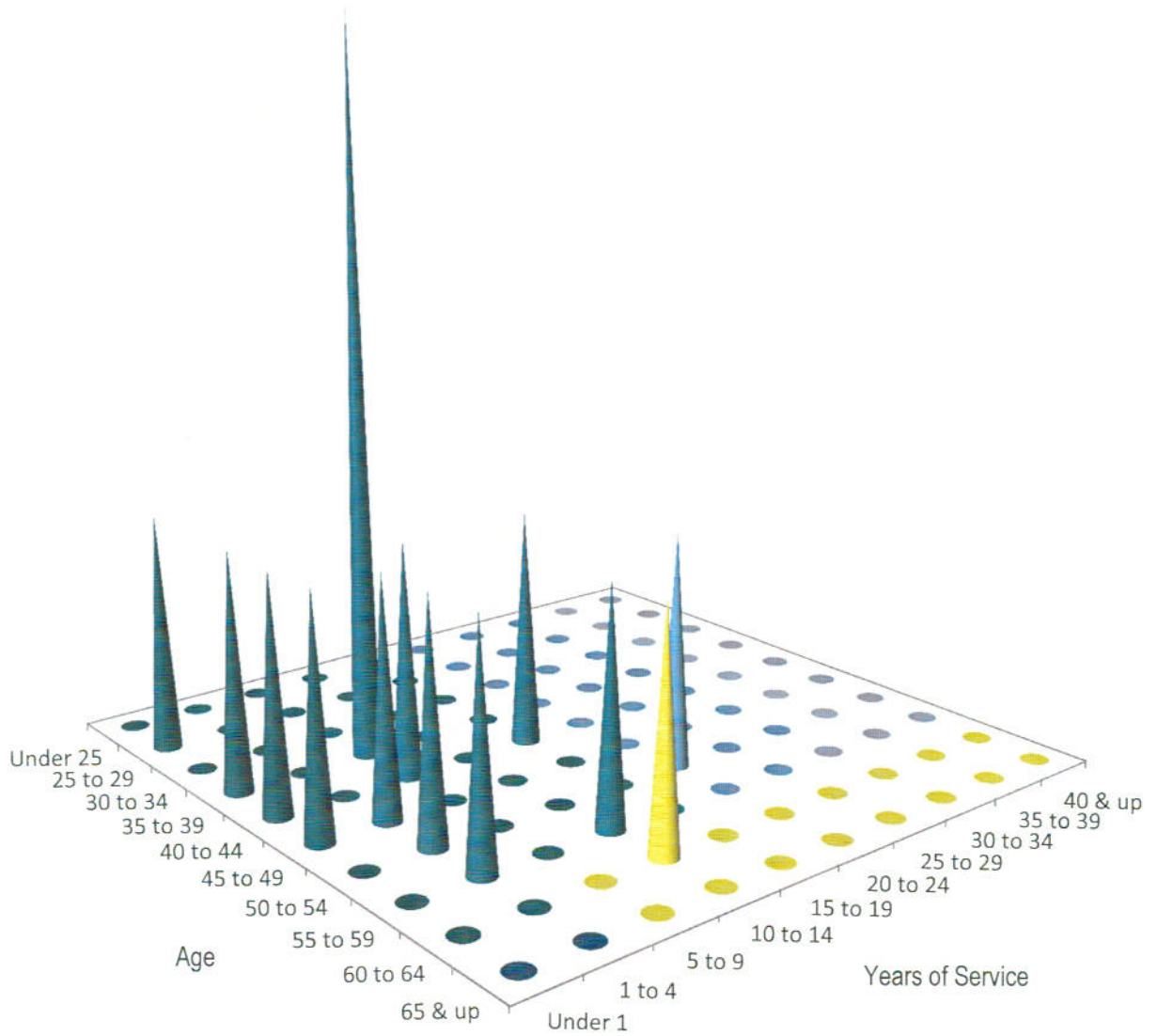
Active Participant Statistics From Prior Valuations




	Average Age	Average Service	Average Salary	Average Expected Salary Increase	Average Actual Salary Increase
October 1, 2010	N/A	N/A	N/A	N/A	N/A
October 1, 2011	N/A	N/A	N/A	N/A	N/A
October 1, 2012	46.4	10.6	\$39,441	N/A	N/A
October 1, 2013	46.4	10.9	\$42,879	6.00%	2.80%
October 1, 2014	46.4	8.4	\$44,201	6.00%	5.40%
October 1, 2015	39.6	6.6	\$42,024	6.00%	-2.30%
October 1, 2016	45.0	5.1	\$43,083	6.00%	17.54%
October 1, 2017	46.9	6.2	\$47,795	6.00%	3.58%
October 1, 2018	46.6	6.6	\$43,500	4.00%	2.81%
October 1, 2019	44.9	6.7	\$48,034	4.00%	5.84%



Active Age-Service Distribution

Table III-D



-  Eligible to retire
-  May be eligible to retire
-  Not eligible to retire



Active Age-Service-Salary Table

Table III-E

Attained Age	Completed Years of Service										Total	
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & up		
Under 25	0	0	0	0	0	0	0	0	0	0	0	0
Avg.Pay	0	0	0	0	0	0	0	0	0	0	0	0
25 to 29	1	0	0	0	0	0	0	0	0	0	0	1
Avg.Pay	22,698	0	0	0	0	0	0	0	0	0	0	22,698
30 to 34	0	0	0	0	0	0	0	0	0	0	0	0
Avg.Pay	0	0	0	0	0	0	0	0	0	0	0	0
35 to 39	1	0	3	0	0	0	0	0	0	0	0	4
Avg.Pay	28,032	0	46,559	0	0	0	0	0	0	0	0	41,927
40 to 44	1	0	1	0	1	0	0	0	0	0	0	3
Avg.Pay	92,122	0	60,961	0	47,179	0	0	0	0	0	0	66,754
45 to 49	1	1	0	0	0	0	0	0	0	0	0	2
Avg.Pay	36,060	27,734	0	0	0	0	0	0	0	0	0	31,897
50 to 54	0	1	0	0	0	1	0	0	0	0	0	2
Avg.Pay	0	64,484	0	0	0	42,473	0	0	0	0	0	53,479
55 to 59	0	1	0	1	0	0	0	0	0	0	0	2
Avg.Pay	0	35,651	0	87,284	0	0	0	0	0	0	0	61,468
60 to 64	0	0	0	1	0	0	0	0	0	0	0	1
Avg.Pay	0	0	0	36,152	0	0	0	0	0	0	0	36,152
65 & up	0	0	0	0	0	0	0	0	0	0	0	0
Avg.Pay	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>15</b>
Avg.Pay	44,728	42,623	50,159	61,718	47,179	42,473	0	0	0	0	0	48,034



Inactive Participant Data

Table III-F



**Age at Retirement**

- Service Retirements
- Disability Retirements
- DROP Participants

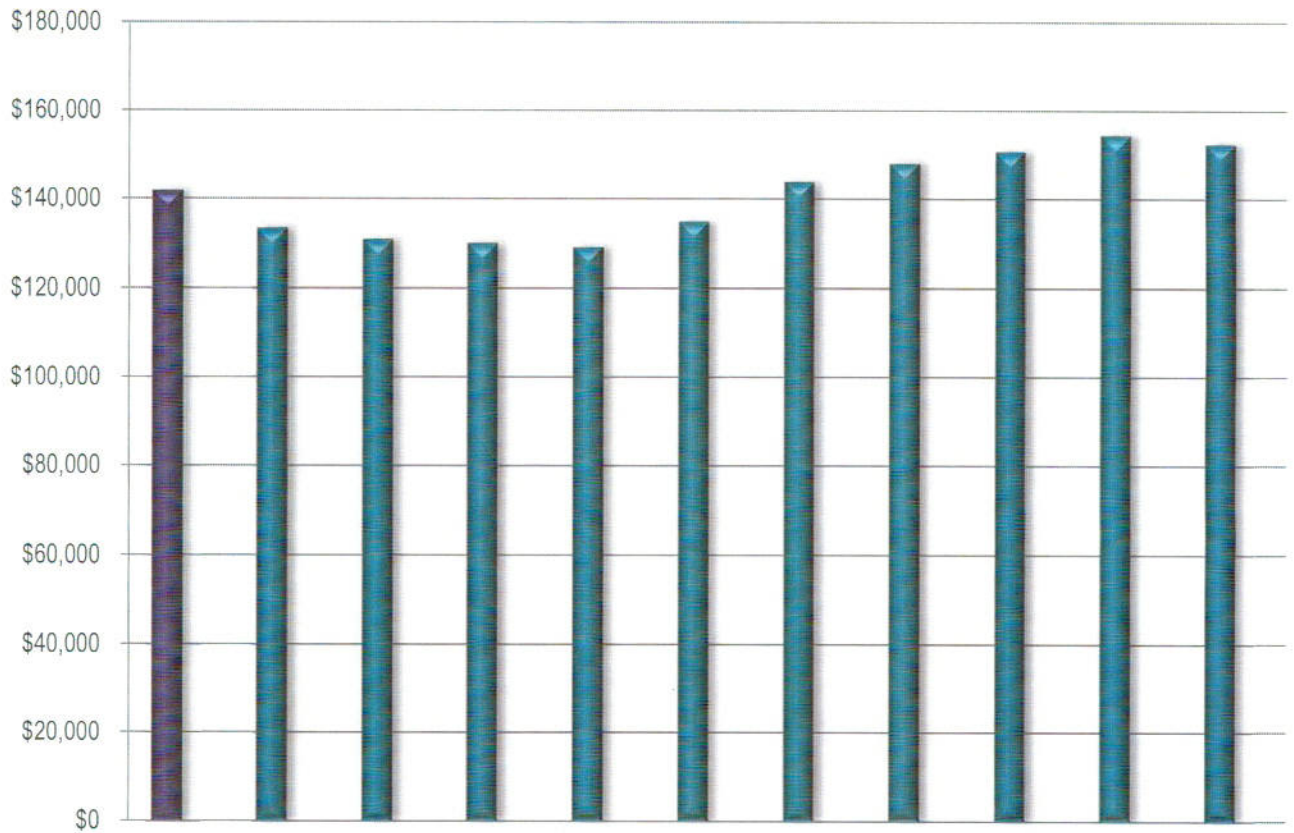
Average Monthly Benefit

Service Retirements	\$1,376.55
Disability Retirements	Not applicable
Beneficiaries Receiving	Not applicable
DROP Participants	Not applicable
Deferred Vested Participants	\$570.43
Deferred Beneficiaries	Not applicable



Projected Benefit Payments

Table III-G



Actual

For the period October 1, 2018 through September 30, 2019 \$141,949

Projected

For the period October 1, 2019 through September 30, 2020 \$133,489  
 For the period October 1, 2020 through September 30, 2021 \$130,965  
 For the period October 1, 2021 through September 30, 2022 \$130,196  
 For the period October 1, 2022 through September 30, 2023 \$129,293  
 For the period October 1, 2023 through September 30, 2024 \$134,972  
 For the period October 1, 2024 through September 30, 2025 \$143,907  
 For the period October 1, 2025 through September 30, 2026 \$148,111  
 For the period October 1, 2026 through September 30, 2027 \$150,770  
 For the period October 1, 2027 through September 30, 2028 \$154,483  
 For the period October 1, 2028 through September 30, 2029 \$152,502



## Summary of Actuarial Methods and Assumptions

Table IV-A

*NOTE: The following assumptions and methods have been selected and approved by the Board of Trustees based in part on the advice of the plan's enrolled actuary in accordance with the authority granted to the Board under the pension ordinances and State law.*

**1. Actuarial Cost Method**

Frozen initial liability cost method. Under this actuarial cost method, an unfunded liability is developed at the inception of the plan using the individual entry age normal cost method. Over time, this unfunded liability is adjusted to reflect changes in the entry age normal accrued liability due to plan amendments and changes in actuarial assumptions and methods. The employer makes a periodic contribution towards the unfunded liability which is intended to eliminate the unfunded liability over a pre-determined period. In addition, each year the total projected liability in excess of the unfunded liability, accumulated assets, and future employee contributions is divided by the present value of future compensation to develop a level funding percentage for the plan as a whole. The level funding percentage is then multiplied by the covered payroll for the year immediately following the valuation date to determine the normal cost for that year.

**2. Amortization Method**

The unfunded actuarial accrued liability is amortized as a level dollar amount over a period of up to 30 years.

**3. Asset Method**

The actuarial value of assets is equal to the prior year actuarial value of assets increased by a four-year average of the market value returns.

**4. Interest (or Discount) Rate**

7.00% per annum

**5. Salary Increases**

Plan compensation is assumed to increase at the rate of 4.00% per annum, unless actual plan compensation is known for a prior plan year. In addition, average final compensation for employees hired prior to October 1, 2005 has been loaded by either 5.00% (for those who were age 50 or younger as of October 1, 2012) or 10.00% (for those who were older than age 50 as of October 1, 2012) to account for irregular sources of compensation.



## Summary of Actuarial Methods and Assumptions

## Table IV-A

(continued)

**6. Decrements**

- Pre-retirement mortality: None assumed
- Post-retirement mortality: Sex-distinct rates set forth in the RP-2000 Combined Mortality Table, with full generational improvements in mortality using Scale BB
- Disability: None assumed
- Termination: The termination rates are age-based, ranging from 10.00% at age 20, 13.00% at age 30, and 15.00% at age 40 to 12.00% at age 50.
- Retirement: 10% are assumed to retire at each of ages 60 through 64 and 100% are assumed to retire at age 65; those employees who have attained age 65 as of the valuation date are not assumed to retire until one year after the valuation date.

**7. Form of Payment**

Future retirees have been assumed to select the single life annuity.

**8. Marriage Assumption**

100% of non-retired participants are assumed to have an eligible beneficiary upon death prior to retirement.

**9. Expenses**

Administrative expenses are assumed to be equal to the actual prior year's administrative expenses. In addition, the interest rate set forth in item 4. above is assumed to be net of investment expenses and commissions.



## Changes in Actuarial Methods and Assumptions

Table IV-B

No methods or assumptions were changed since the completion of the previous valuation.

The following additional assumption and method changes were made during the past two years:

- (1) *Effective October 1, 2016, the mortality basis was changed from a 2015 projection of the RP-2000 Mortality Table for annuitants to a full generational projection using Scale BB of the RP-2000 Combined Mortality Table as required by State law and the pre-retirement mortality assumption was eliminated.*
- (2) *Effective October 1, 2016, the assumed increase in future salaries was changed from 6.00% per year to 4.00% per year.*
- (3) *Effective October 1, 2016, the method used to amortize the unfunded frozen initial liability was changed from payments based on a level-percentage of payroll, with an underlying assumed 0.50% annual increase in payroll, to level-dollar amortization payments.*



Summary of Plan Provisions

Table V-A

1. **Monthly Accrued Benefit**

2.00% of Average Final Compensation multiplied by Credited Service

2. **Normal Retirement Age and Benefit**

- **Age**

Age 65 with at least five years of Credited Service

- **Amount**

Monthly Accrued Benefit

- **Form of Payment**

Single life annuity (normal form of payment);

Actuarially equivalent 10-year certain and life annuity (optional);

Actuarially equivalent joint and contingent annuity (optional);

Actuarially equivalent social security level income annuity (optional); or

Any other actuarially equivalent form of payment except for a single lump sum payment (optional if approved by the Board of Trustees)

3. **Early Retirement Age and Benefit**

- **Age**

Age 60 with at least five years of Credited Service

- **Amount**

Monthly Accrued Benefit (payable at Normal Retirement Age); or

Monthly Accrued Benefit reduced by  $\frac{1}{15}$  for each year by which the participant's Early Retirement Age precedes age 65 (payable at Early Retirement Age)

- **Form of Payment**

Same as for Normal Retirement

4. **Delayed Retirement Age and Benefit**

- **Age**

After Normal Retirement Age

- **Amount**

Monthly Accrued Benefit

- **Form of Payment**

Same as for Normal Retirement



Summary of Plan Provisions

Table V-A

(continued)

5. **Deferred Vested Benefit**

- **Age**  
Any age with at least five years of Credited Service
- **Amount**  
Monthly Accrued Benefit (payable at Normal Retirement Age); or  
Monthly Accrued Benefit reduced by  $\frac{1}{15}$  for each year by which the participant's Early Retirement Age precedes age 65 (payable at Early Retirement Age)
- **Form of Payment**  
Same as for Normal Retirement

6. **Disability Retirement Eligibility and Benefit**

No disability benefits are provided.

7. **Pre-Retirement Death Benefits**

Monthly Annuity

In the case of the death of a vested participant prior to retirement, his spouse, dependent children, or anyone who was receiving at least 50% of their support from the deceased participant will collectively receive the actuarial equivalent to the participant's Monthly Accrued Benefit payable for 120 months. Alternatively, the beneficiary may choose to receive the participant's Accumulated Contributions in lieu of any other benefits payable from the plan.

Single Lump Sum Payment

In the case of the death prior to retirement of either a non-vested participant or a vested participant who has no beneficiary who is eligible for the monthly annuity, his beneficiary will receive the participant's Accumulated Contributions in lieu of any other benefits payable from the plan.

8. **Average Final Compensation**

Average of the highest five years of Compensation out of the last 10 years of employment



Summary of Plan Provisions

Table V-A

(continued)

**9. Compensation**

Compensation is equal to W-2 earnings, but is limited to 300 hours of overtime after June 30, 2011 and excludes payments for unused vacation earned after June 30, 2011; annual compensation in excess of \$200,000 (as indexed) is excluded in accordance with Internal Revenue Code (IRC) §401(a)(17).

**10. Credited Service**

Years and completed months of employment

**11. Participation Requirement**

All full-time employees of the Town of Indialantic, Florida, excluding the Town Manager

**12. Accumulated Contributions**

The Employee Contributions accumulated without interest; if the participant terminates his employment with less than five years of Credited Service, he receives his Accumulated Contributions in lieu of any other benefits payable from the plan.

**13. Employee Contributions**

All participating employees are required to contribute 4.50% of compensation to the plan.

**14. Definition of Actuarially Equivalent**

- **Interest Rate**  
8.00% per annum
- **Mortality Table**  
1983 Group Annuity Mortality Table, blended 50%/50% for males and females



## Summary of Plan Amendments

Table V-B

No significant plan amendments were adopted since the completion of the previous valuation.

