

RETIREMENT PLAN FOR THE FIREFIGHTERS
OF THE CITY OF LABELLE

ACTUARIAL VALUATION
AS OF OCTOBER 1, 2019

DETERMINES THE CONTRIBUTION
FOR THE 2019/20 FISCAL YEAR



	<u>Page</u>
Discussion	1
 <u>Funding Results</u>	
Table I-A Minimum Required Contribution	I-1
Table I-B Sensitivity Analysis	I-3
Table I-C Gain and Loss Analysis	I-4
Table I-D Present Value of Future Benefits	I-5
Table I-E Present Value of Accrued Benefits	I-6
Table I-F Present Value of Vested Benefits	I-7
Table I-G Entry Age Normal Accrued Liability	I-8
 <u>Accounting Results</u>	
GASB 67/68 Supplement as of September 30, 2019	
 <u>Assets</u>	
Table II-A Actuarial Value of Assets	II-1
Table II-B Market Value of Assets	II-2
Table II-C Investment Return	II-3
Table II-D Asset Reconciliation	II-4
Table II-E Historical Trust Fund Detail	II-5
Table II-F Other Reconciliations	II-6
Table II-G Historical Chapter 175/185 Contributions	II-8
 <u>Data</u>	
Table III-A Summary of Participant Data	III-1
Table III-B Data Reconciliation	III-2
Table III-C Active Participant Data	III-3
Table III-D Active Age-Service Distribution	III-4
Table III-E Active Age-Service-Salary Table	III-5
Table III-F Inactive Participant Data	III-6
Table III-G Projected Benefit Payments	III-7
 <u>Methods & Assumptions</u>	
Table IV-A Summary of Actuarial Methods and Assumptions	IV-1
Table IV-B Changes in Actuarial Methods and Assumptions	IV-3
 <u>Plan Provisions</u>	
Table V-A Summary of Plan Provisions	V-1
Table V-B Summary of Plan Amendments	V-5



March 17, 2020

Introduction

This report presents the results of the October 1, 2019 actuarial valuation for the Retirement Plan for the Firefighters of the City of LaBelle. 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 2019/20 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 normal cost rate.

Minimum Required Contribution

Table I-A shows the development of the minimum required contribution for the 2019/20 plan year. The minimum required contribution rate is 14.53% of payroll, which represents a decrease of 9.66% of payroll from the prior valuation.

The normal cost rate is 14.03%, which is 9.33% lower than the normal cost rate that was developed in the prior valuation. Table I-C provides a breakdown of the sources of change in the normal cost rate. Significantly, the rate decreased by 3.07% of payroll due to investment gains and decreased by another 6.26% of payroll due to demographic experience. The market value of assets earned 7.47% during the 2017/18 plan year and 5.45% during



the 2018/19 plan year, whereas a 6.75% annual investment return was required to maintain a stable contribution rate. The demographic loss occurred primarily because salary increases were much less than expected.

Chapter 112, Florida Statutes, sets forth the rules concerning the minimum required contribution for public pension plans within the state. Essentially, the City must contribute an amount equal to the annual normal cost of the plan plus an adjustment as necessary to reflect interest on any delayed payment of the contribution beyond the valuation date. On this basis, the City's 2019/20 minimum required contribution is 14.53% of payroll minus the allowable portion of the Chapter 175/185 distribution for the 2019/20 plan year.

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 \$1,595,537. As illustrated in Table I-A, current assets are sufficient to cover \$1,283,730 of this amount, the employer's 2019/20 contribution is expected to cover \$20,882 of this amount, and future employee contributions are expected to cover \$20,749 of this amount, leaving \$270,176 to be covered by future employer contributions after the 2019/20 fiscal year. Again, demographic and investment experience that differs from that assumed will either increase or decrease the future employer funding requirement.

Advance Employer Contribution

The City has made contributions to the plan in excess of the minimum amount that was required to be contributed pursuant to Chapter 112. In this report, the excess contributions are referred to as an "advance employer contribution." As of October 1, 2019, the advance employer contribution is \$204,110, which reflects the advance employer contribution of \$218,991 as of October 1, 2017 less \$14,881 to cover the net shortfall between actual employer contributions and the minimum required contribution for the 2017/18 and 2018/19 plan years as shown in Table II-F.

The City may apply all or any portion of the advance employer contribution towards the minimum required contribution for any future plan year. The minimum required contribution for that plan year will be reduced dollar-for-dollar by the amount of the advance employer contribution that is applied in this manner.

Alternatively, at any time, the City may apply all or any portion of the advance employer contribution as an *extra* contribution in excess of the minimum required contribution. In this case, the immediate application of the entire balance of the advance employer contribution as of October 1, 2019 would reduce the minimum required contribution for the 2019/20 plan year to 4.34% of payroll.

Excess Chapter 175/185 Contributions

As of October 1, 2019, the plan has accumulated excess Chapter 175/185 contributions of \$293,670 as shown in Table II-F. This amount is equal to the \$283,485 accumulated excess Chapter 175/185 contribution balance as of October 1, 2017 plus an additional \$10,185 of excess Chapter 175/185 contributions for the 2017/18 and 2018/19 plan years. The total Chapter 175/185 distribution received during the 2017/18 plan year was \$16,815, of which \$10,388 was allowed to be used to offset the City's minimum required contribution. The total Chapter 175/185 distribution



received during the 2017/18 plan year was \$14,146, of which \$10,388 was allowed to be used to offset the City's minimum required contribution. Table II-G provides a history of the Chapter 175/185 contributions and the portion that is allowed to be recognized.

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 aggregate funding method for this plan, which is expected to result in a contribution rate that is level as a percentage of payroll over the working life of the plan's active participants. 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 market value adjusted to reflect any excess Chapter 175/185 contributions and advance employer contributions. 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.

Refund of Participant Contributions

It is our understanding that there are 45 participants who are due a refund of their contributions. We have estimated the accumulated amount of their refunds to be \$10,220 as of October 1, 2019. The average amount owed to these individuals is \$227. We recommend that the accumulated contributions be distributed to these individuals if possible in order to simplify the administration of the plan and to reduce future administrative costs.

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

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

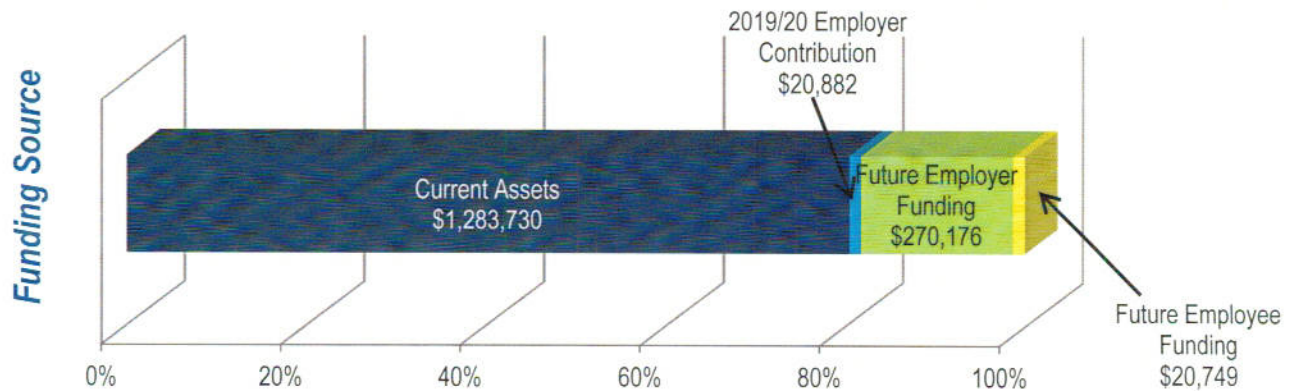
Enrolled Actuary No. 17-04927

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 2019/20 Plan Year

Present Value of Future Benefits	\$1,369,560
Present Value of Future Administrative Expenses	\$225,977
Actuarial Value of Assets	(\$1,283,730)
Present Value of Future Employee Contributions	(\$20,749)
Present Value of Future Normal Costs	\$291,058
Present Value of Future Payroll	÷ \$2,074,768
Normal Cost Rate	= 14.0285%
Expected Payroll	x \$143,707
Normal Cost	\$20,160
Adjustment to Reflect Monthly Employer Contributions	\$722
Preliminary Employer Contribution for the 2019/20 Plan Year	\$20,882
Expected Payroll for the 2019/20 Plan Year	÷ \$143,707

Minimum Required Contribution Rate **14.53%**

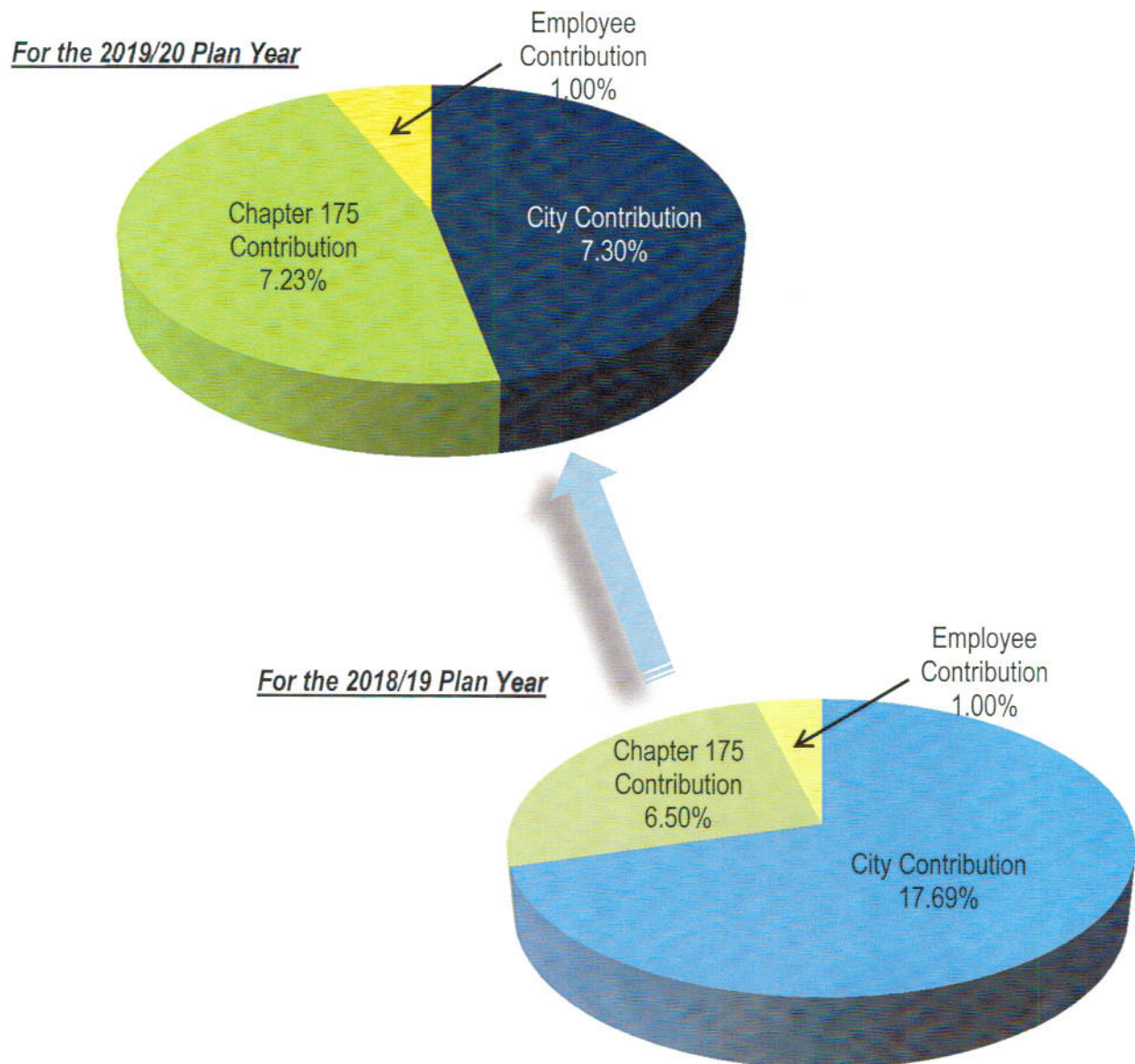
(The actual contribution should be based on the minimum required contribution rate multiplied by the actual payroll for the year.)



Minimum Required Contribution

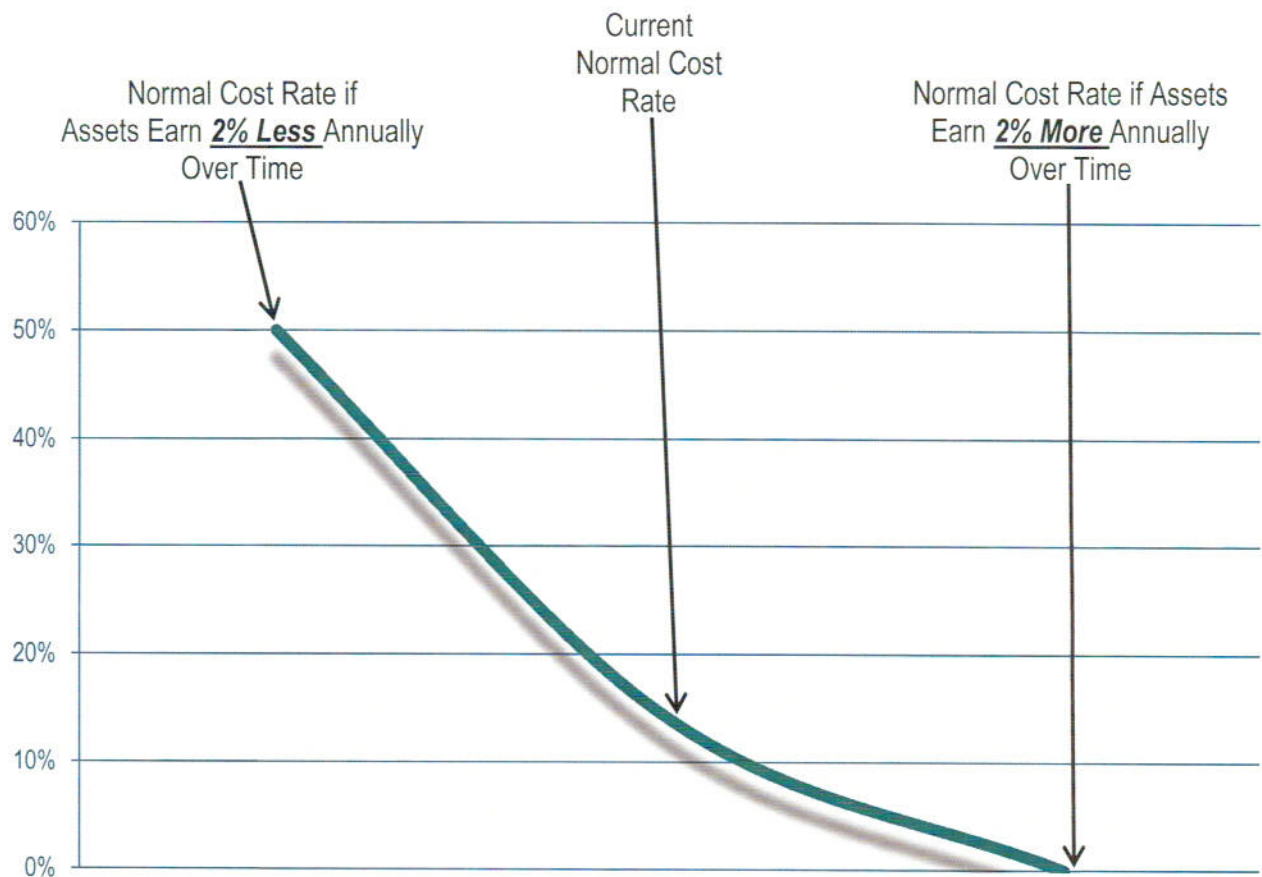
Table I-A
(continued)

The minimum required contribution rate of 14.53% includes both the City contribution and the allowable Chapter 175 contribution. In addition, employees are required to contribute 1.00% of pensionable earnings. The actual City contribution rate is expected to be approximately 7.30% based on the allowable Chapter 175 contribution for the previous year. The chart below shows the expected contribution rate by source for the 2019/20 plan year based on the expected payroll. A comparative chart shows the contribution rate by source for the previous plan year.



Sensitivity Analysis

Table I-B



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



Gain and Loss Analysis

Table I-C

Previous normal cost rate	23.36%
Increase (decrease) due to investment gains and losses	-3.07%
Increase (decrease) due to demographic experience	-6.26%
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 normal cost rate	<u>14.03%</u>



Present Value of Future Benefits

Table I-D

	Old Assumptions <u>w/o Amendment</u>	Old Assumptions <u>w/ Amendment</u>	New Assumptions <u>w/ Amendment</u>
<u>Actively Employed Participants</u>			
Retirement benefits	\$832,206	\$832,206	\$832,206
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$832,206	\$832,206	\$832,206
<u>Deferred Vested Participants</u>			
Retirement benefits	\$197,203	\$197,203	\$197,203
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$197,203	\$197,203	\$197,203
<u>Due a Refund of Contributions</u>	\$10,220	\$10,220	\$10,220
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$42,931	\$42,931	\$42,931
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$287,000	\$287,000	\$287,000
Sub-total	\$329,931	\$329,931	\$329,931
<u>Grand Total</u>	<u>\$1,369,560</u>	<u>\$1,369,560</u>	<u>\$1,369,560</u>
Present Value of Future Payroll	\$2,074,768	\$2,074,768	\$2,074,768
Present Value of Future Employee Contribs.	\$20,749	\$20,749	\$20,749
Present Value of Future Employer Contribs.	\$291,058	\$291,058	\$291,058



Present Value of Accrued Benefits

Table I-E

	Old Assumptions <u>w/o Amendment</u>	Old Assumptions <u>w/ Amendment</u>	New Assumptions <u>w/ Amendment</u>
<u>Actively Employed Participants</u>			
Retirement benefits	\$161,320	\$161,320	\$161,320
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$161,320	\$161,320	\$161,320
<u>Deferred Vested Participants</u>			
Retirement benefits	\$197,203	\$197,203	\$197,203
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$197,203	\$197,203	\$197,203
<u>Due a Refund of Contributions</u>	\$10,220	\$10,220	\$10,220
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$42,931	\$42,931	\$42,931
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$287,000	\$287,000	\$287,000
Sub-total	\$329,931	\$329,931	\$329,931
<u>Grand Total</u>	<u>\$698,674</u>	<u>\$698,674</u>	<u>\$698,674</u>
<u>Funded Percentage</u>	212.95%	212.95%	212.95%

(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>
<u>Actively Employed Participants</u>			
Retirement benefits	\$115,159	\$115,159	\$115,159
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$115,159	\$115,159	\$115,159
<u>Deferred Vested Participants</u>			
Retirement benefits	\$197,203	\$197,203	\$197,203
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$197,203	\$197,203	\$197,203
<u>Due a Refund of Contributions</u>	\$10,220	\$10,220	\$10,220
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$42,931	\$42,931	\$42,931
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$287,000	\$287,000	\$287,000
Sub-total	\$329,931	\$329,931	\$329,931
<u>Grand Total</u>	<u>\$652,513</u>	<u>\$652,513</u>	<u>\$652,513</u>



Entry Age Normal Accrued Liability

Table I-G

	Old Assumptions <u>w/o Amendment</u>	Old Assumptions <u>w/ Amendment</u>	New Assumptions <u>w/ Amendment</u>
<u>Actively Employed Participants</u>			
Retirement benefits	\$254,112	\$254,112	\$254,112
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$254,112	\$254,112	\$254,112
<u>Deferred Vested Participants</u>			
Retirement benefits	\$197,203	\$197,203	\$197,203
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$197,203	\$197,203	\$197,203
<u>Due a Refund of Contributions</u>	\$10,220	\$10,220	\$10,220
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$42,931	\$42,931	\$42,931
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$287,000	\$287,000	\$287,000
Sub-total	\$329,931	\$329,931	\$329,931
<u>Grand Total</u>	<u>\$791,466</u>	<u>\$791,466</u>	<u>\$791,466</u>



Actuarial Value of Assets

Table II-A

Market Value of Assets as of October 1, 2019	\$1,832,405
Minus DROP account balances	(\$50,895)
Minus advance employer contributions	(\$204,110)
Minus excess Chapter 175/185 contributions	(\$293,670)
Actuarial Value of Assets as of October 1, 2019	<u>\$1,283,730</u>

Historical Actuarial Value of Assets

October 1, 2010	\$288,579
October 1, 2011	\$340,050
October 1, 2012	\$495,745
October 1, 2013	\$631,248
October 1, 2014	\$740,656
October 1, 2015	\$737,576
October 1, 2016	\$834,992
October 1, 2017	\$1,037,905
October 1, 2018	\$1,180,469
October 1, 2019	\$1,283,730

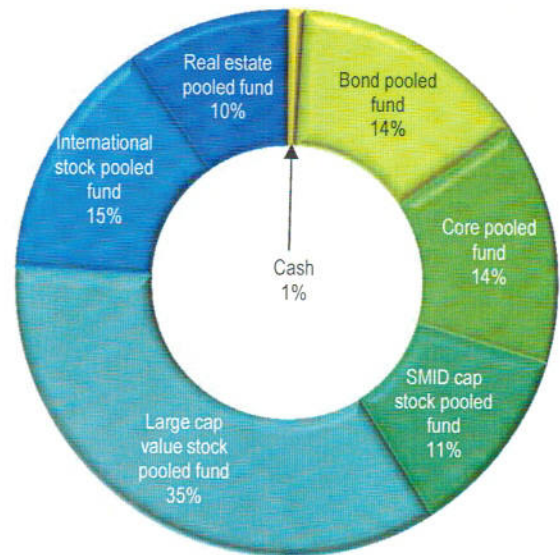


Market Value of Assets

Table II-B

As of October 1, 2019

Market Value of Assets	<u>\$1,832,405</u>
Cash	\$16,492
Bond pooled fund	\$263,866
Core pooled fund	\$262,034
SMID cap stock pooled fund	\$210,726
Large cap value stock pooled fund	\$635,845
International stock pooled fund	\$265,699
Real estate pooled fund	\$177,743

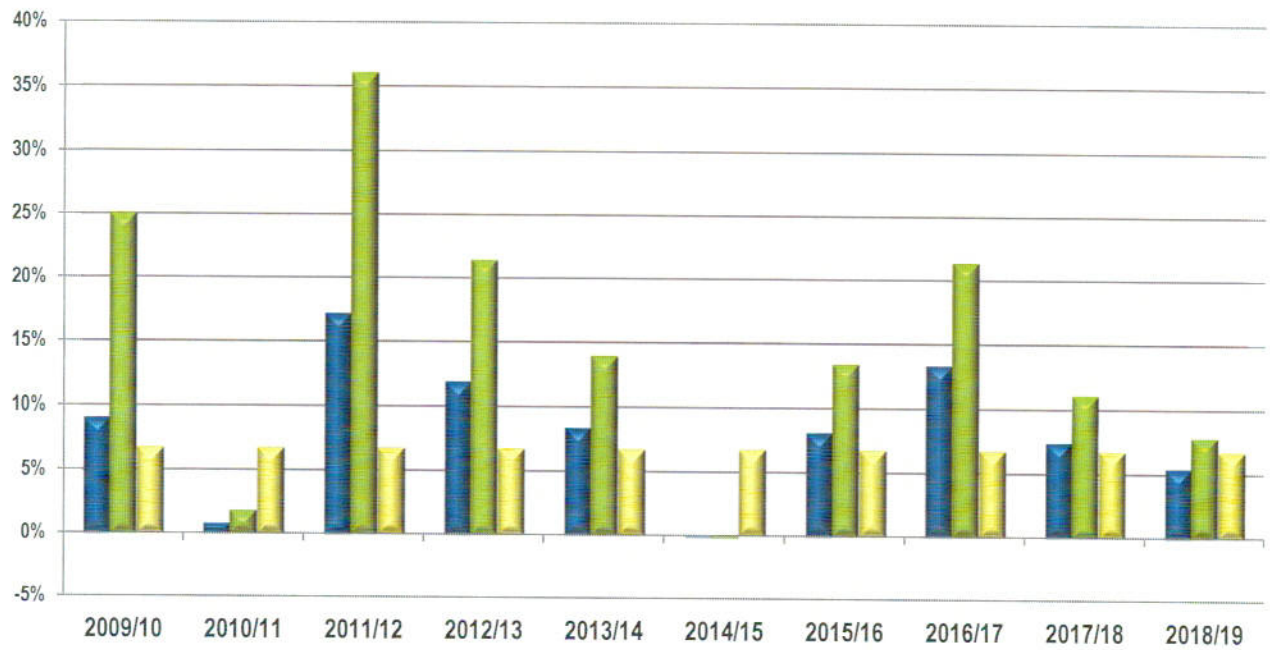
**Historical Market Value of Assets**

October 1, 2010	\$669,472
October 1, 2011	\$721,959
October 1, 2012	\$893,834
October 1, 2013	\$1,047,926
October 1, 2014	\$1,174,681
October 1, 2015	\$1,207,575
October 1, 2016	\$1,341,881
October 1, 2017	\$1,548,600
October 1, 2018	\$1,699,456
October 1, 2019	\$1,832,405



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	9.07%	25.09%	6.75%
2010/11	0.84%	1.87%	6.75%
2011/12	17.16%	36.05%	6.75%
2012/13	11.93%	21.49%	6.75%
2013/14	8.42%	14.01%	6.75%
2014/15	-0.08%	-0.13%	6.75%
2015/16	8.11%	13.49%	6.75%
2016/17	13.38%	21.43%	6.75%
2017/18	7.47%	11.14%	6.75%
2018/19	5.45%	7.90%	6.75%
10yr. Avg.	8.06%	14.76%	6.75%



Asset Reconciliation

Table II-D

	<u>Market Value</u>	<u>Actuarial Value</u>
As of October 1, 2017	\$1,548,600	\$1,037,905
<i>Increases Due To:</i>		
Employer Contributions	\$61,746	\$61,746
Chapter 175/185 Contributions	\$30,961	\$30,961
Employee Contributions	\$4,027	\$4,027
Service Purchase Contributions	\$0	\$0
Total Contributions	\$96,734	\$96,734
Interest and Dividends	\$0	
Realized Gains (Losses)	\$0	
Unrealized Gains (Losses)	\$210,691	
Total Investment Income	\$210,691	\$210,691
Other Income	\$0	
Total Income	\$307,425	\$307,425
<i>Decreases Due To:</i>		
Monthly Benefit Payments	(\$4,413)	(\$4,413)
Refund of Employee Contributions	\$0	\$0
DROP Credits		(\$42,676)
Total Benefit Payments	(\$4,413)	(\$47,089)
Investment Expenses	\$0	
Administrative Expenses	(\$19,207)	(\$19,207)
Advance Employer Contribution		\$14,881
Excess Chapter 175/185 Contribution		(\$10,185)
Total Expenses	(\$23,620)	(\$61,600)
As of October 1, 2019	\$1,832,405	\$1,283,730



Historical Trust Fund Detail

Table II-E

Income

Plan	Employer	Chapter	Employee	Service		Realized	Unrealized	
<u>Year</u>	<u>Contribs.</u>	<u>Contribs.</u>	<u>Contribs.</u>	<u>Purchase</u>	<u>Interest /</u>	<u>Gains /</u>	<u>Gains /</u>	<u>Other</u>
				<u>Contribs.</u>	<u>Dividends</u>	<u>Losses</u>	<u>Losses</u>	<u>Income</u>
2009/10	\$23,571	\$23,112	\$1,936	\$0	\$0	\$0	\$53,762	\$0
2010/11	\$24,611	\$22,714	\$2,022	\$0	\$0	\$0	\$5,812	\$0
2011/12	\$21,498	\$23,870	\$1,752	\$0	\$0	\$0	\$127,655	\$0
2012/13	\$20,018	\$25,970	\$1,645	\$0	\$0	\$0	\$109,346	\$0
2013/14	\$16,199	\$23,320	\$1,331	\$0	\$0	\$0	\$89,801	\$0
2014/15	\$16,436	\$19,538	\$1,350	\$0	\$0	\$0	-\$982	\$0
2015/16	\$18,585	\$18,305	\$1,527	\$0	\$0	\$0	\$99,392	\$0
2016/17	\$24,337	\$14,909	\$1,940	\$0	\$0	\$0	\$181,230	\$0
2017/18	\$29,548	\$16,815	\$2,428	\$0	\$0	\$0	\$117,008	\$0
2018/19	\$32,198	\$14,146	\$1,599	\$0	\$0	\$0	\$93,683	\$0

Expenses

Plan	Monthly				<u>Other Actuarial Adjustments</u>		
<u>Year</u>	<u>Benefit</u>	<u>Contrib.</u>	<u>Admin.</u>	<u>Invest.</u>	<u>DROP</u>	<u>Advance</u>	<u>Excess</u>
	<u>Payments</u>	<u>Refunds</u>	<u>Expenses</u>	<u>Expenses</u>	<u>Credits</u>	<u>Employer</u>	<u>Chapter</u>
2009/10	\$0	\$0	\$2,196	\$0	\$0	-\$7,461	\$12,724
2010/11	\$0	\$0	\$2,672	\$0	\$0	-\$11,310	\$12,326
2011/12	\$0	\$0	\$2,900	\$0	\$0	\$2,698	\$13,482
2012/13	\$0	\$0	\$2,887	\$0	\$0	\$3,007	\$15,582
2013/14	\$0	\$0	\$3,896	\$0	\$0	\$4,415	\$12,932
2014/15	\$0	\$0	\$3,448	\$0	\$0	\$26,824	\$9,150
2015/16	\$0	\$0	\$3,503	\$0	\$0	\$28,973	\$7,917
2016/17	\$0	\$0	\$15,697	\$0	\$8,219	-\$8,934	\$4,521
2017/18	\$1,471	\$0	\$13,472	\$0	\$20,650	-\$18,785	\$6,427
2018/19	\$2,942	\$0	\$5,735	\$0	\$22,026	\$3,904	\$3,758

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, 2017	\$218,991
Additional Employer Contribution	\$39,936
Minimum Required Contribution	(\$58,721)
Net Increase in Advance Employer Contribution	(\$18,785)
Advance Employer Contribution as of October 1, 2018	<u>\$200,206</u>
Additional Employer Contribution	\$42,586
Minimum Required Contribution	(\$38,682)
Net Increase in Advance Employer Contribution	\$3,904
Advance Employer Contribution as of October 1, 2019	<u>\$204,110</u>

Excess Chapter 175/185 Contribution

Excess Chapter 175/185 Contribution as of October 1, 2017	\$283,485
Additional Chapter 175/185 Contribution	\$16,815
Allowable Chapter 175/185 Contribution	(\$10,388)
Net Increase in Excess Chapter 175/185 Contribution	\$6,427
Excess Chapter 175/185 Contribution as of October 1, 2018	<u>\$289,912</u>
Additional Chapter 175/185 Contribution	\$14,146
Allowable Chapter 175/185 Contribution	(\$10,388)
Net Increase in Excess Chapter 175/185 Contribution	\$3,758
Excess Chapter 175/185 Contribution as of October 1, 2019	<u>\$293,670</u>



Other Reconciliations

Table II-F
(continued)DROP Account Reconciliation

DROP Balance as of October 1, 2017	\$8,219
DROP Benefit Credits	\$19,409
DROP Investment Credits	\$1,241
DROP Benefits Paid Out	\$0
Net DROP Credit	\$20,650
DROP Balance as of October 1, 2018	\$28,869
DROP Benefit Credits	\$19,409
DROP Investment Credits	\$2,617
DROP Benefits Paid Out	\$0
Net DROP Credit	\$22,026
DROP Balance as of October 1, 2019	\$50,895



Historical Chapter 175/185 Contributions

Table II-G

Total Accumulated Excess Chapter 175/185 Contribution **\$293,670**

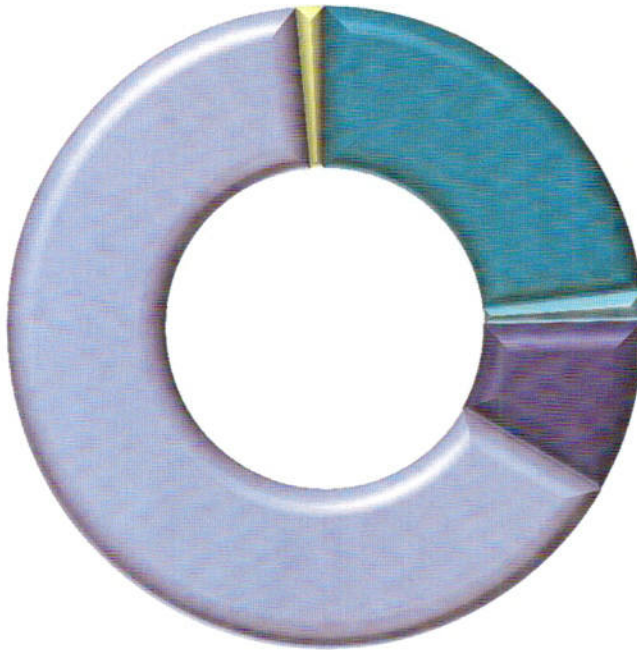
	Chapter 175 Regular <u>Distribution</u>	Chapter 175 Supplemental <u>Distribution</u>	Chapter 185 <u>Distribution</u>	Allowable <u>Amount</u>
1998 Distribution	\$7,756	\$0	\$0	(\$7,572)
1999 Distribution	\$10,206	\$3,872	\$0	(\$10,388)
2000 Distribution	\$9,313	\$5,823	\$0	(\$10,388)
2001 Distribution	\$13,528	\$4,893	\$0	(\$10,388)
2002 Distribution	\$16,674	\$7,499	\$0	(\$10,388)
2003 Distribution	\$37,100	\$9,291	\$0	(\$10,388)
2004 Distribution	\$16,008	\$22,281	\$0	(\$10,388)
2005 Distribution	\$19,698	\$9,245	\$0	(\$10,388)
2006 Distribution	\$25,022	\$11,820	\$0	(\$10,388)
2007 Distribution	\$18,993	\$21,311	\$0	(\$10,388)
2008 Distribution	\$16,128	\$14,908	\$0	(\$10,388)
2009 Distribution	\$14,522	\$8,590	\$0	(\$10,388)
2010 Distribution	\$15,560	\$7,154	\$0	(\$10,388)
2011 Distribution	\$16,424	\$7,446	\$0	(\$10,388)
2012 Distribution	\$17,052	\$8,918	\$0	(\$10,388)
2013 Distribution	\$14,096	\$9,224	\$0	(\$10,388)
2014 Distribution	\$11,742	\$7,796	\$0	(\$10,388)
2015 Distribution	\$13,188	\$5,117	\$0	(\$10,388)
2016 Distribution	\$11,587	\$3,322	\$0	(\$10,388)
2017 Distribution	\$16,185	\$630	\$0	(\$10,388)
2018 Distribution	\$13,722	\$424	\$0	(\$10,388)
Interest Adjustment				\$4,934



Summary of Participant Data

Table III-A

As of October 1, 2019

Actively Employed Participants

Active Participants	16
DROP Participants	1

Inactive Participants

Deferred Vested Participants	6
Due a Refund of Contributions	45
Deferred Beneficiaries	0

Participants Receiving a Benefit

Service Retirements	1
Disability Retirements	0
Beneficiaries Receiving	0

Total Participants 69Number of Participants Included in Prior Valuations

	Active	DROP	Inactive	Retired	Total
October 1, 2010	N/A	N/A	N/A	N/A	N/A
October 1, 2011	30	0	16	0	46
October 1, 2012	N/A	N/A	N/A	N/A	N/A
October 1, 2013	N/A	N/A	N/A	N/A	N/A
October 1, 2014	19	0	36	0	55
October 1, 2015	N/A	N/A	N/A	N/A	N/A
October 1, 2016	22	0	40	0	62
October 1, 2017	25	1	40	0	66
October 1, 2018	N/A	N/A	N/A	N/A	N/A
October 1, 2019	16	1	51	1	69



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, 2017</u>	25	1	4	36	0	0	0	0	66
<u>Change in Status</u>									
Re-employed	1			(1)					
Terminated	(12)		2	10					
Retired	(1)					1			
<u>Participation Ended</u>									
Transferred Out									
Cashed Out									
Died									
<u>Participation Began</u>									
Newly Hired	3								3
Transferred In									
New Beneficiary									
<u>Other Adjustment</u>									
<u>October 1, 2019</u>	16	1	6	45	0	1	0	0	69

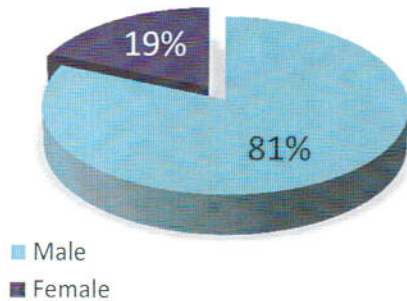


Active Participant Data

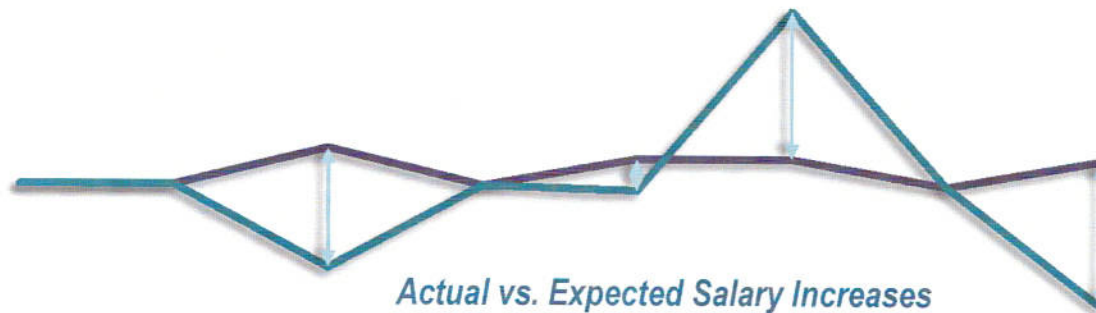
Table III-C

Gender Mix

As of October 1, 2019

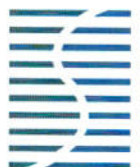


Average Age	33.3 years
Average Service	5.5 years
Total Annualized Compensation for the Prior Year	\$143,190
Total Expected Compensation for the Current Year	\$143,707
Average Increase in Compensation for the Prior Year	-17.35%
Expected Increase in Compensation for the Current Year	4.00%



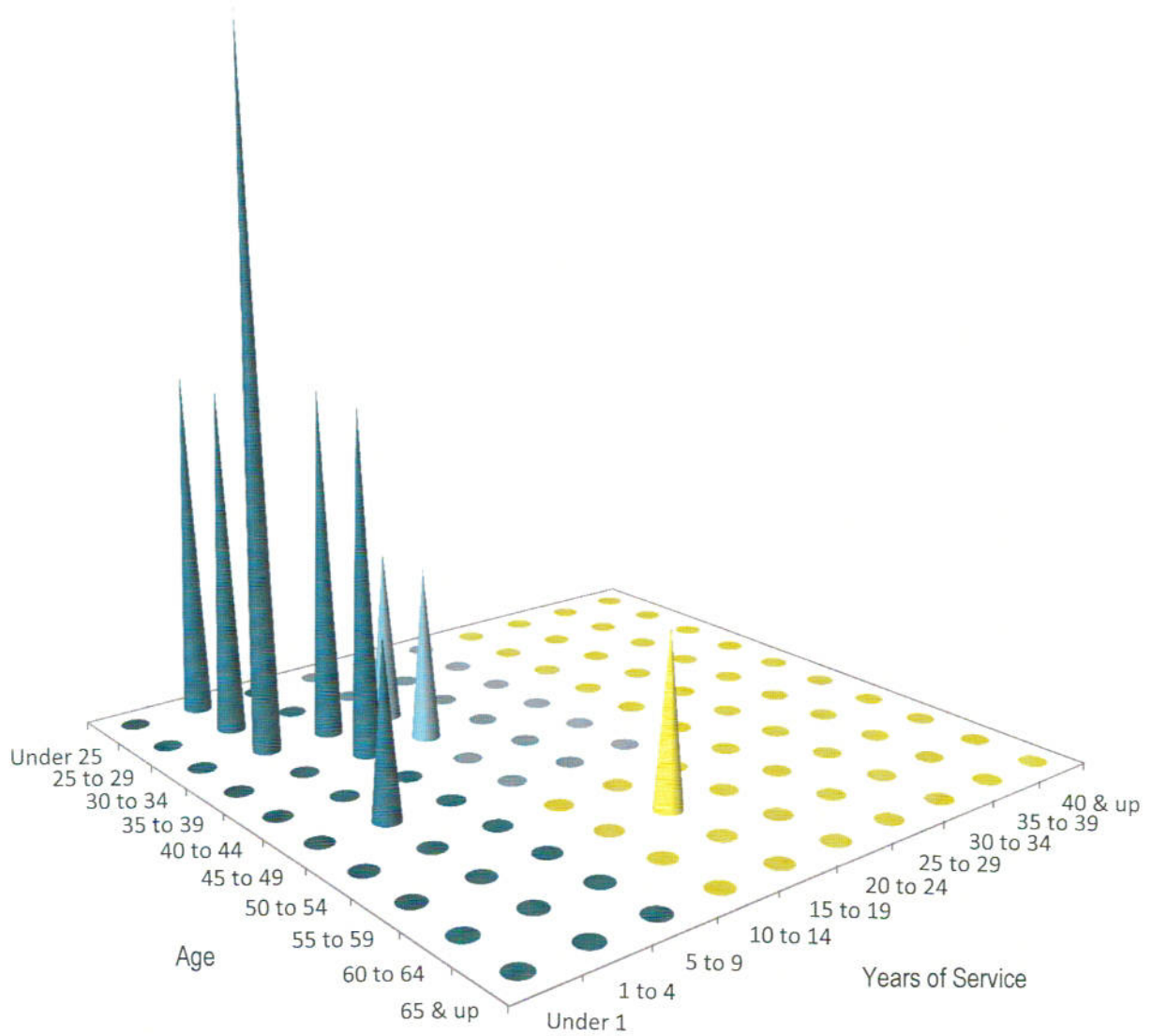
Active Participant Statistics From Prior Valuations

	Average Age	Average Service	Average Salary	Average Expected Salary Increase	Average Actual Salary Increase
October 1, 2010	N/A	N/A	N/A	5.78%	0.83%
October 1, 2011	31.8	3.7	\$7,217	6.04%	0.50%
October 1, 2012	N/A	N/A	N/A	N/A	N/A
October 1, 2013	N/A	N/A	N/A	N/A	N/A
October 1, 2014	33.6	5.8	\$6,871	5.53%	-12.12%
October 1, 2015	N/A	N/A	N/A	N/A	N/A
October 1, 2016	34.9	5.9	\$6,613	4.00%	-0.73%
October 1, 2017	34.4	5.3	\$6,798	4.00%	26.03%
October 1, 2018	N/A	N/A	N/A	N/A	N/A
October 1, 2019	33.3	5.5	\$8,949	4.00%	-17.35%



Active Age-Service Distribution

Table III-D



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



Active Age-Service-Salary Table

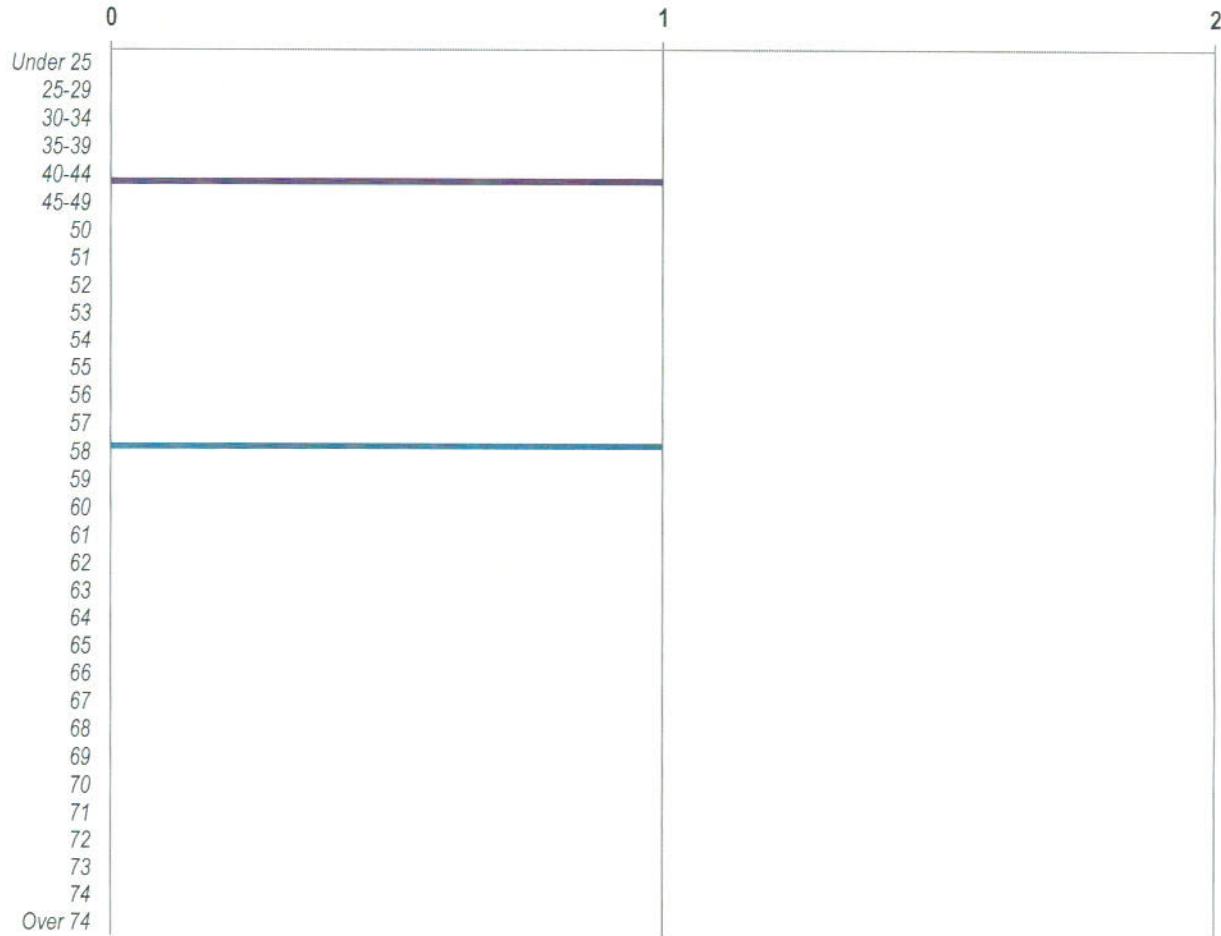
Table III-E

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	2	0	0	0	0	0	0	0	0	2
Avg. Pay	0	6,133	0	0	0	0	0	0	0	0	6,133
25 to 29	0	2	0	0	0	0	0	0	0	0	2
Avg. Pay	0	2,170	0	0	0	0	0	0	0	0	2,170
30 to 34	0	4	2	1	0	0	0	0	0	0	7
Avg. Pay	0	15,029	3,883	1,930	0	0	0	0	0	0	9,973
35 to 39	0	0	2	1	0	0	0	0	0	0	3
Avg. Pay	0	0	11,185	19,645	0	0	0	0	0	0	14,005
40 to 44	0	0	0	0	0	0	0	0	0	0	0
Avg. Pay	0	0	0	0	0	0	0	0	0	0	0
45 to 49	0	1	0	0	0	0	0	0	0	0	1
Avg. Pay	0	9,750	0	0	0	0	0	0	0	0	9,750
50 to 54	0	0	0	0	0	0	0	0	0	0	0
Avg. Pay	0	0	0	0	0	0	0	0	0	0	0
55 to 59	0	0	0	0	1	0	0	0	0	0	1
Avg. Pay	0	0	0	0	5,010	0	0	0	0	0	5,010
60 to 64	0	0	0	0	0	0	0	0	0	0	0
Avg. Pay	0	0	0	0	0	0	0	0	0	0	0
65 & up	0	0	0	0	0	0	0	0	0	0	0
Avg. Pay	0	0	0	0	0	0	0	0	0	0	0
Total	0	9	4	2	1	0	0	0	0	0	16
Avg. Pay	0	9,608	7,534	10,788	5,010	0	0	0	0	0	8,949



Inactive Participant Data

Table III-F

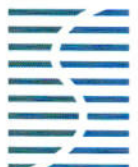


Age at Retirement

- Service Retirements
- Disability Retirements
- DROP Participants

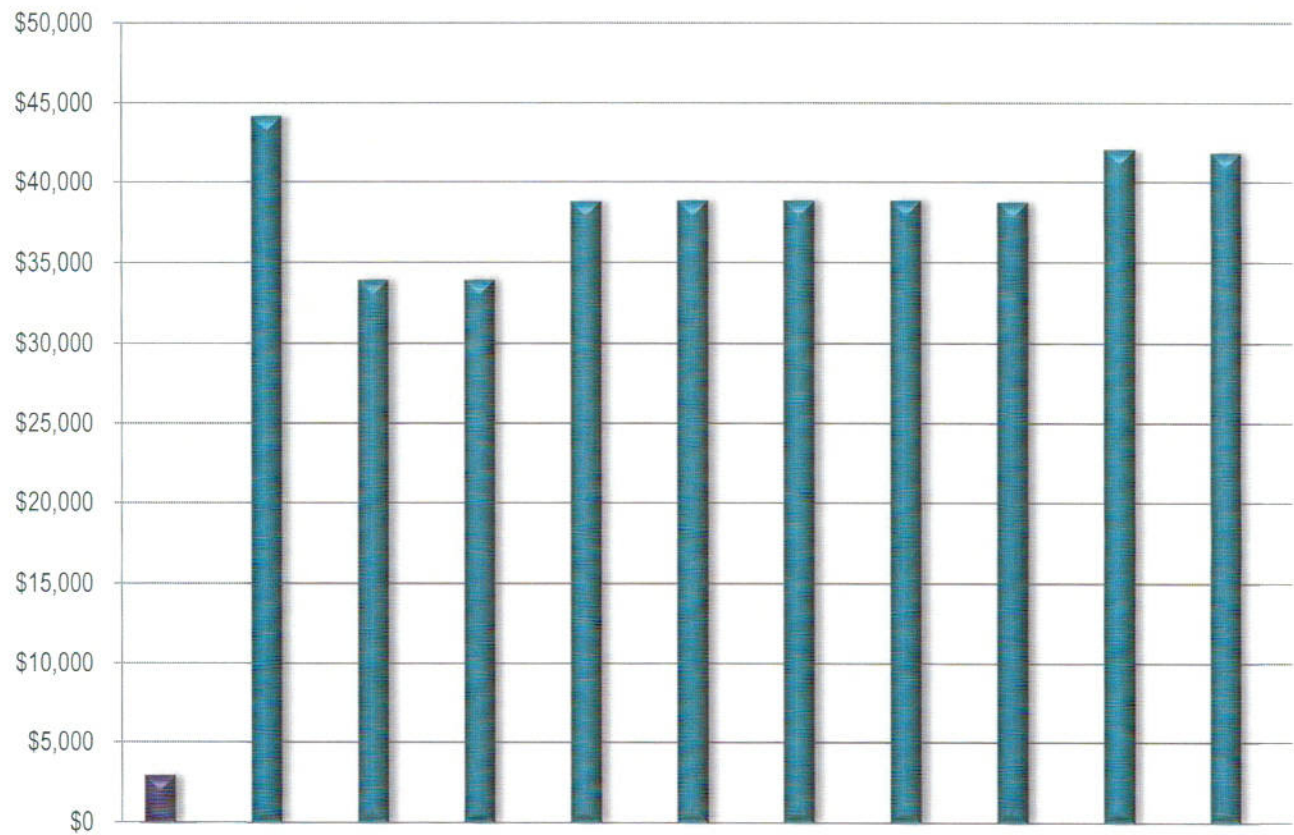
Average Monthly Benefit

Service Retirements	\$245.14
Disability Retirements	Not applicable
Beneficiaries Receiving	Not applicable
DROP Participants	\$1,617.42
Deferred Vested Participants	\$323.53
Deferred Beneficiaries	Not applicable



Projected Benefit Payments

Table III-G

Actual

For the period October 1, 2018 through September 30, 2019

\$2,942

Projected

For the period October 1, 2019 through September 30, 2020

\$44,174

For the period October 1, 2020 through September 30, 2021

\$33,964

For the period October 1, 2021 through September 30, 2022

\$33,976

For the period October 1, 2022 through September 30, 2023

\$38,815

For the period October 1, 2023 through September 30, 2024

\$38,830

For the period October 1, 2024 through September 30, 2025

\$38,846

For the period October 1, 2025 through September 30, 2026

\$38,864

For the period October 1, 2026 through September 30, 2027

\$38,761

For the period October 1, 2027 through September 30, 2028

\$42,056

For the period October 1, 2028 through September 30, 2029

\$41,855



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**

Aggregate cost method. Under this actuarial cost method, a funding cost is developed for the plan as a level percentage of payroll. The level funding percentage is calculated as the excess of the total future benefit liability over accumulated assets and future employee contributions, with this excess spread over the expected future payroll for current active participants. The normal cost is equal to the level funding percentage multiplied by the expected payroll for the year immediately following the valuation date. The actuarial accrued liability is equal to the accumulated assets. Therefore, under the aggregate cost method, no unfunded accrued liability is developed.

2. **Asset Method**

The actuarial value of assets is equal to the market value of assets.

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

6.75% per annum

4. **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.

5. **Decrements**

- Pre-retirement mortality: None is 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 is assumed.
- Termination: None is assumed.
- Retirement: Retirement is assumed to occur at normal retirement age.



Summary of Actuarial Methods and Assumptions

Table IV-A

(continued)

6. Form of Payment

Future retirees have been assumed to select the 10-year certain and life annuity.

7. Expenses

The total projected benefit liability has been loaded by 16.50% to account for anticipated administrative expenses. In addition, the interest rate set forth in item 3. above is assumed to be net of investment expenses and commissions.



Changes in Actuarial Methods and Assumptions

Table IV-B

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

The following additional assumption and method changes were made during the past 10 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.*
- (2) Effective October 1, 2014, the assumed increase in future salaries was changed from a range of rates based on service to a flat 4.00% per year.*
- (3) Effective October 1, 2014, the mortality basis was changed from the 1994 Group Annuity Reserving Table, projected to 2002 by Scale AA, to the RP-2000 Mortality Table, projected to 2015 by Scale AA.*
- (4) Effective October 1, 2014, the expense loading was increased from 6.00% of projected benefit liability to 16.50% of projected benefit liability.*
- (5) Effective October 1, 2011, the administrative expense assumption was changed from a flat \$2,700 per year to 6.00% of the total projected benefit liability.*



Summary of Plan Provisions

Table V-A

1. Monthly Accrued Benefit

3% of Average Final Compensation multiplied by Credited Service

2. Normal Retirement Age and Benefit

- **Age**

Age 55 with at least 10 years of Credited Service; or
Any age with at least 25 years of Credited Service

- **Amount**

Monthly Accrued Benefit

- **Form of Payment**

Actuarially increased single life annuity (optional);
10-year certain and life annuity (normal form of payment);
Actuarially reduced 50% joint and contingent annuity (optional);
Actuarially reduced 66 $\frac{2}{3}$ % joint and contingent annuity (optional);
Actuarially reduced 75% joint and contingent annuity (optional);
Actuarially reduced 100% joint and contingent annuity (optional);
Any other actuarially equivalent form of payment approved by the Board; or
Actuarially equivalent lump sum distribution (automatic if the single sum value of the participant's benefit is less than or equal to \$5,000 or the monthly annuity is less than \$100)

(Note: A participant may change his joint annuitant up to two times after retirement.)

3. Early Retirement Age and Benefit

- **Age**

Age 50 with at least 10 years of Credited Service

- **Amount**

Monthly Accrued Benefit (payable at Normal Retirement Age); or
Monthly Accrued Benefit reduced by 3% for each year by which the participant's Early Retirement Date precedes his Normal Retirement Date (payable at Early Retirement Age)

- **Form of Payment**

Same as for Normal Retirement



Summary of Plan Provisions

Table V-A

(continued)

4. Service Incurred Disability Eligibility and Benefit

- **Eligibility**

The participant is eligible if his disability was incurred during the course of his employment with the City.

- **Condition**

The Board must find that the participant has a physical or mental condition resulting from bodily injury, disease, or a mental disorder which renders him incapable of employment as a firefighter.

- **Amount Payable**

A monthly 10-year certain and life annuity equal to the larger of (a) or (b), as follows, but offset as necessary to preclude the total of the participant's worker's compensation, disability benefit, and other City-provided disability compensation from exceeding his Average Monthly Earnings:

- (a) Monthly Accrued Benefit; or
- (b) 50% of Average Final Compensation

5. Non-Service Incurred Disability Eligibility and Benefit

- **Eligibility**

The participant must have earned at least 10 years of Credited Service if his disability was incurred other than during the course of his employment with the City.

- **Condition**

Same as for a Service Incurred Disability Benefit

- **Amount Payable**

A monthly 10-year certain and life annuity equal to the larger of (a) or (b), as follows, but offset as necessary to preclude the total of the participant's worker's compensation, disability benefit, and other City-provided disability compensation from exceeding his Average Monthly Earnings:

- (a) Monthly Accrued Benefit; or
- (b) 25% of Average Final Compensation

6. 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)

7. Deferred Vested Benefit

- **Age**
Any age with at least 10 years of Credited Service
- **Amount**
Monthly Accrued Benefit (payable at Normal Retirement Age); or
Monthly Accrued Benefit reduced by 3% for each year by which the participant's Early Retirement Date precedes his Normal Retirement Date (payable at Early Retirement Age)
- **Form of Payment**
Same as for Normal Retirement

8. Pre-Retirement Death Benefit

In the case of the death of a vested participant prior to retirement, his beneficiary will receive the participant's Monthly Accrued Benefit payable for 10 years beginning on the participant's early or normal retirement date. In the case of the death of a non-vested participant prior to retirement, his beneficiary will receive the participant's Accumulated Contributions in lieu of any other benefits payable from the plan.

9. Average Final Compensation

Average of the highest five years of Compensation out of the last 10 years of employment (or career average, if higher)

10. Compensation

Fixed monthly remuneration for full-time firefighters or total cash remuneration for services rendered for volunteer firefighters; annual compensation in excess of \$200,000 (as indexed) is excluded in accordance with Internal Revenue Code (IRC) §401(a)(17).

11. Credited Service

The elapsed time from the participant's date of hire until his date of termination, retirement, or death.

12. Participation Requirement

All full-time and volunteer firefighters of the City of Labelle, Florida automatically become a participant in the plan on their date of hire.



Summary of Plan Provisions

Table V-A

(continued)

13. Accumulated Contributions

The Employee Contributions accumulated with no interest; if the participant terminates his employment with less than 10 years of Credited Service, he receives his Accumulated Contributions in lieu of any other benefits payable from the plan.

14. Participant Contribution

1.00% of earnings

15. Definition of Actuarially Equivalent

- **Interest Rate**

6.75% per annum

- **Mortality Table**

Unisex mortality table promulgated by the Secretary of the Treasury for purposes of Internal Revenue Code (IRC) section 417(e)(3)

16. Plan Effective Date

January 1, 1996

17. Deferred Retirement Option Plan (DROP)

A participant who reaches his Normal Retirement Age is eligible to participate in the DROP for a period of up to 60 months. Interest is credited on the DROP accounts at the rate of 6.50% per annum.



Summary of Plan Amendments

Table V-B

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

The following additional plan amendments were adopted during the past 10 years and were reflected in prior valuation reports:

- (1) *Effective August 11, 2016, the normal retirement date was changed from the earlier of age 55 with 10 years of service or age 52 with 25 years of service to the earlier of age 55 with 10 years of service or any age with 25 years of service. (Resolution 2016-10)*
- (2) *Effective August 11, 2016, the benefit formula multiplier was increased from 2% to 3%. (Resolution 2016-10)*
- (3) *Effective August 11, 2016, the minimum service-connected disability benefit was increased from 42% of average compensation to 50% of average compensation. (Resolution 2016-10)*
- (4) *Effective August 11, 2016, a Deferred Retirement Option Plan (DROP) was added for those participants who attain normal retirement age. (Resolution 2016-10)*

