

RETIREMENT PLAN FOR THE FIREFIGHTERS
OF THE CITY OF LABELLE

ACTUARIAL VALUATION
AS OF OCTOBER 1, 2016

DETERMINES THE CONTRIBUTION
FOR THE 2016/17 FISCAL YEAR



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December 8, 2016

Introduction

This report presents the results of the October 1, 2016 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, 2016 and to determine the minimum required contribution under Chapter 112, Florida Statutes, for the 2016/17 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 2016/17 plan year. The minimum required contribution rate is 22.50% of payroll, which represents an increase of 22.50% of payroll from the prior valuation.

The normal cost rate is 21.72%, which is 21.72% higher 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 increased by 0.29% of payroll due to investment losses, decreased by 1.36% of payroll due to demographic experience, increased by 19.25% of payroll due to the plan changes that are described below, and increased by another 3.54% of payroll due to the assumption changes that are described below. The market value of assets lost



0.08% during the 2014/15 plan year and earned 8.11% during the 2015/16 plan year, for an average annual return of 3.93% during this period, whereas a 6.75% 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 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 2016/17 minimum required contribution is 22.50% of payroll. Furthermore, if an actuarial valuation is not prepared as of October 1, 2017, then the City should contribute 22.50% of payroll for the 2017/18 plan year as well.

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 \$1,194,670. As illustrated in Table I-A, current assets are sufficient to cover \$834,992 of this amount, the employer's 2016/17 contribution is expected to cover \$34,035 of this amount, and future employee contributions are expected to cover \$15,833 of this amount, leaving \$309,810 to be covered by future employer contributions after the 2016/17 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, 2016, the advance employer contribution is \$227,925, which reflects the advance employer contribution of \$172,128 as of October 1, 2014 plus \$55,797 of actual City contributions in excess of the minimum required contribution for the period October 1, 2014 through September 30, 2016 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, 2016 would reduce the minimum required contribution for the 2016/17 plan year to 7.58% of payroll.

Excess Chapter 175/185 Contributions

As of October 1, 2016, the plan has accumulated excess Chapter 175/185 contributions of \$278,964 as shown in Table II-F. This amount is equal to the \$261,897 accumulated excess Chapter 175/185 contribution balance as of October 1, 2014 plus an additional \$17,067 in excess Chapter 175/185 contributions during the period October 1, 2014



through September 30, 2016. The total Chapter 175/185 distribution received during the 2014/15 and 2015/16 plan years was \$37,843, of which \$20,776 was allowed to be used to offset the City's minimum required contribution. This amount consisted of a \$19,538 distribution for the 2014/15 plan year and an \$18,305 distribution for the 2015/16 plan year. Tables II-G and II-H provide a history of the Chapter 175/185 contributions and the portion that is allowed to be recognized.

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, 2016, as well as a summary of the changes that have occurred since the previous valuation report was prepared.

Plan Changes

Since the previous valuation was completed, the plan was amended effective August 11, 2016 as follows:

- (1) 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;
- (2) The benefit formula multiplier was increased from 2% to 3%;
- (3) The minimum service-connected disability benefit was increased from 42% of average compensation to 50% of average compensation; and
- (4) A Deferred Retirement Option Plan (DROP) was added for those participants who attain normal retirement age.

These changes increased the normal cost rate by 19.25% of payroll.

Assumption Change

Pursuant to the requirements of State law, the mortality basis has been 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. This change increased the normal cost rate by 3.54% of payroll.



Refund of Participant Contributions

It is our understanding that there are 36 participants who are due a refund of their contributions. We have estimated the accumulated amount of their refunds to be \$6,901 as of October 1, 2016. The average amount owed to these individuals is \$192. 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
Consulting Actuary
Southern Actuarial Services Company, Inc.

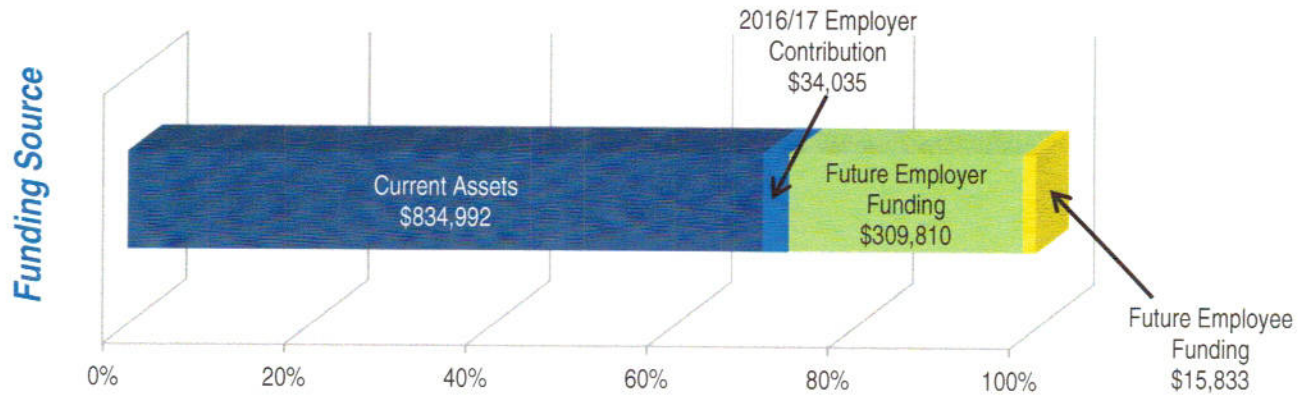
Enrolled Actuary No. 14-04927

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 2016/17 Plan Year

Present Value of Future Benefits	\$1,025,468
Present Value of Future Administrative Expenses	\$169,202
Actuarial Value of Assets	(\$834,992)
Present Value of Future Employee Contributions	(\$15,833)
Present Value of Future Normal Costs	\$343,845
Present Value of Future Payroll	÷ \$1,583,254
Normal Cost Rate	= 21.7176%
Expected Payroll	x \$151,296
Normal Cost	\$32,858
Adjustment to Reflect Monthly Employer Contributions	\$1,177
Preliminary Employer Contribution for the 2016/17 Plan Year	\$34,035
Expected Payroll for the 2016/17 Plan Year	÷ \$151,296

Minimum Required Contribution Rate **22.50%**

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

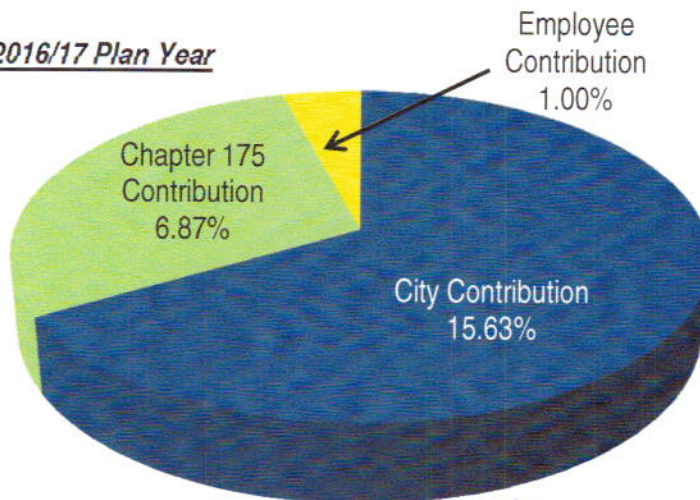


Minimum Required Contribution

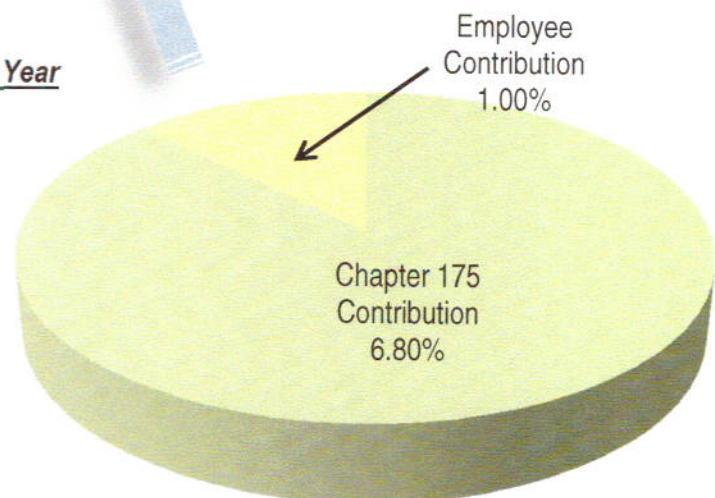
Table I-A
(continued)

The minimum required contribution rate of 22.50% 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 15.63% based on the allowable Chapter 175 contribution for the previous year. The chart below shows the expected contribution rate by source for the 2016/17 plan year based on the expected payroll. A comparative chart shows the contribution rate by source for the previous plan year.

For the 2016/17 Plan Year

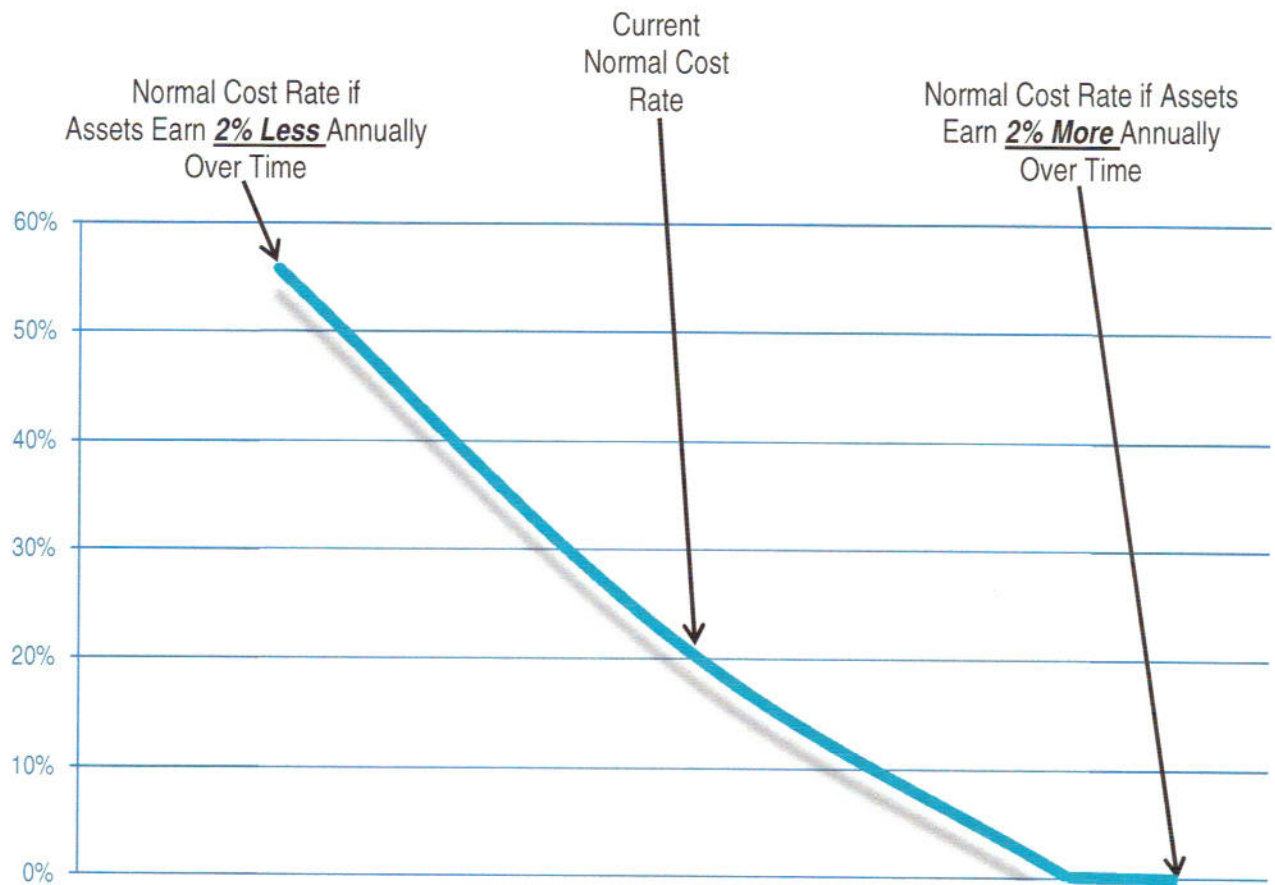


For the 2015/16 Plan Year



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	0.00%
Increase (decrease) due to investment gains and losses	0.29%
Increase (decrease) due to demographic experience	-1.36%
Increase (decrease) due to plan amendments	19.25%
Increase (decrease) due to actuarial assumption changes	3.54%
Increase (decrease) due to actuarial method changes	0.00%
Current normal cost rate	<u>21.72%</u>



Present Value of Future Benefits

Table I-D

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
<u>Actively Employed Participants</u>			
Retirement benefits	\$580,061	\$841,789	\$883,513
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$580,061	\$841,789	\$883,513
<u>Deferred Vested Participants</u>			
Retirement benefits	\$128,664	\$128,664	\$135,054
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$128,664	\$128,664	\$135,054
<u>Due a Refund of Contributions</u>	\$6,901	\$6,901	\$6,901
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$0	\$0	\$0
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$0	\$0	\$0
Sub-total	\$0	\$0	\$0
<u>Grand Total</u>	<u>\$715,626</u>	<u>\$977,354</u>	<u>\$1,025,468</u>
Present Value of Future Payroll	\$1,894,167	\$1,583,254	\$1,583,254
Present Value of Future Employee Contribs.	\$18,942	\$15,833	\$15,833
Present Value of Future Employer Contribs.	-\$20,230	\$287,792	\$343,845



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	\$156,918	\$329,337	\$342,954
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$156,918	\$329,337	\$342,954
<u>Deferred Vested Participants</u>			
Retirement benefits	\$128,664	\$128,664	\$135,054
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$128,664	\$128,664	\$135,054
<u>Due a Refund of Contributions</u>	\$6,901	\$6,901	\$6,901
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$0	\$0	\$0
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$0	\$0	\$0
Sub-total	\$0	\$0	\$0
<u>Grand Total</u>	<u>\$292,483</u>	<u>\$464,902</u>	<u>\$484,909</u>
<u>Funded Percentage</u>	363.41%	228.63%	219.20%



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	\$112,990	\$253,714	\$263,667
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$112,990	\$253,714	\$263,667
<u>Deferred Vested Participants</u>			
Retirement benefits	\$128,664	\$128,664	\$135,054
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$128,664	\$128,664	\$135,054
<u>Due a Refund of Contributions</u>	\$6,901	\$6,901	\$6,901
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$0	\$0	\$0
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$0	\$0	\$0
Sub-total	\$0	\$0	\$0
<u>Grand Total</u>	<u>\$248,555</u>	<u>\$389,279</u>	<u>\$405,622</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	\$266,387	\$446,518	\$465,717
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$266,387	\$446,518	\$465,717
<u>Deferred Vested Participants</u>			
Retirement benefits	\$128,664	\$128,664	\$135,054
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$128,664	\$128,664	\$135,054
<u>Due a Refund of Contributions</u>	\$6,901	\$6,901	\$6,901
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$0	\$0	\$0
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$0	\$0	\$0
Sub-total	\$0	\$0	\$0
<u>Grand Total</u>	<u>\$401,952</u>	<u>\$582,083</u>	<u>\$607,672</u>



Actuarial Value of Assets

Table II-A

Market Value of Assets as of October 1, 2016	\$1,341,881
Minus advance employer contributions	(\$227,925)
Minus excess Chapter 175/185 contributions	(\$278,964)
Actuarial Value of Assets as of October 1, 2016	<u>\$834,992</u>

Historical Actuarial Value of Assets

October 1, 2007	\$195,843
October 1, 2008	\$128,329
October 1, 2009	\$193,657
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

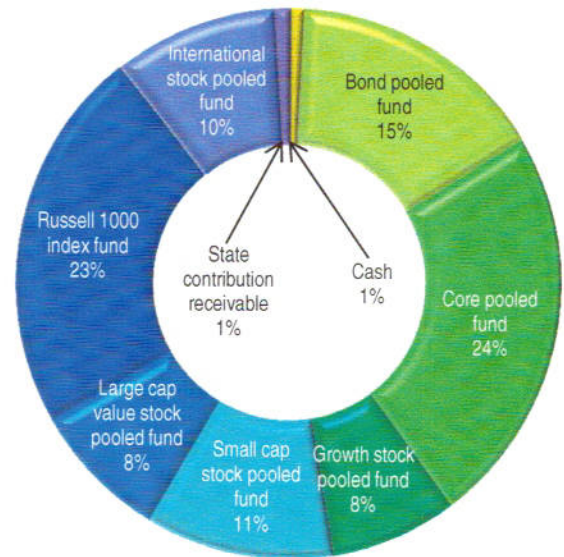


Market Value of Assets

Table II-B

As of October 1, 2016

Market Value of Assets	<u>\$1,341,881</u>
Cash	\$10,629
Bond pooled fund	\$207,276
Core pooled fund	\$316,229
Growth stock pooled fund	\$100,981
Small cap stock pooled fund	\$150,142
Large cap value stock pooled fund	\$108,953
Russell 1000 index fund	\$304,271
International stock pooled fund	\$130,212
State contribution receivable	\$13,188

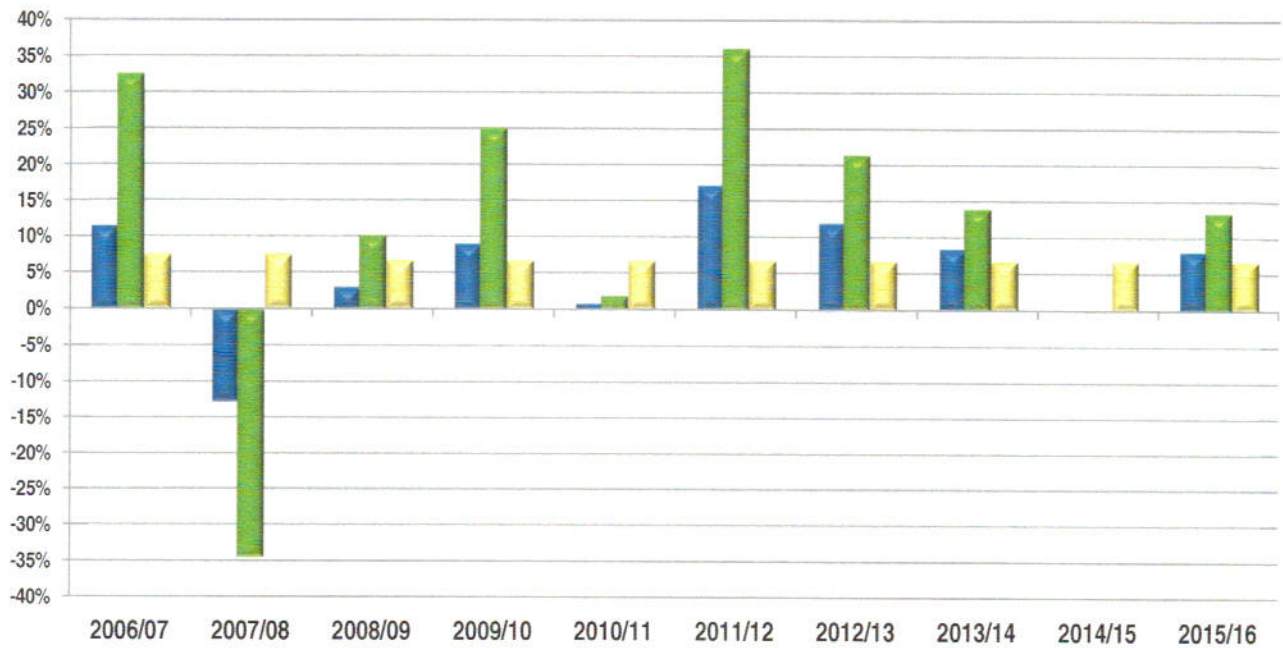
**Historical Market Value of Assets**

October 1, 2007	\$497,514
October 1, 2008	\$494,247
October 1, 2009	\$569,287
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



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
2006/07	11.47%	32.61%	7.50%
2007/08	-12.74%	-34.45%	7.50%
2008/09	2.98%	10.21%	6.75%
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%
10yr. Avg.	5.40%	10.06%	6.90%



Asset Reconciliation

Table II-D

	<u>Market Value</u>	<u>Actuarial Value</u>
As of October 1, 2014	\$1,174,681	\$740,656
<i>Increases Due To:</i>		
Employer Contributions	\$35,021	\$35,021
Chapter 175/185 Contributions	\$37,843	\$37,843
Employee Contributions	\$2,877	\$2,877
Service Purchase Contributions	\$0	\$0
Total Contributions	<u>\$75,741</u>	<u>\$75,741</u>
Interest and Dividends	\$0	
Realized Gains (Losses)	\$0	
Unrealized Gains (Losses)	\$98,410	
Total Investment Income	<u>\$98,410</u>	\$98,410
Other Income	\$0	
Total Income	<u>\$174,151</u>	<u>\$174,151</u>
<i>Decreases Due To:</i>		
Monthly Benefit Payments	\$0	\$0
Refund of Employee Contributions	\$0	\$0
Total Benefit Payments	<u>\$0</u>	<u>\$0</u>
Investment Expenses	\$0	
Administrative Expenses	(\$6,951)	(\$6,951)
Advance Employer Contribution		(\$55,797)
Excess Chapter 175/185 Contribution		(\$17,067)
Total Expenses	<u>(\$6,951)</u>	<u>(\$79,815)</u>
As of October 1, 2016	<u>\$1,341,881</u>	<u>\$834,992</u>



Historical Trust Fund Detail

Table II-E

Income

Plan Year	Employer Contribs.	Chapter Contribs.	Employee Contribs.	Service Purchase Contribs.	Interest / Dividends	Realized Gains / Losses	Unrealized Gains / Losses	Other Income
2006/07	\$21,006	\$36,842	\$1,732	\$0	\$0	\$0	\$48,240	\$0
2007/08	\$23,943	\$40,304	\$1,967	\$0	\$0	\$0	-\$67,470	\$0
2008/09	\$28,005	\$31,036	\$2,306	\$0	\$0	\$0	\$15,638	\$0
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

Expenses

Plan Year	Monthly Benefit Payments	Contrib. Refunds	Admin. Expenses	Invest. Expenses	<u>Other Actuarial Adjustments</u>	
					Advance Employer Contribs.	Excess Chapter Contribs.
2006/07	\$0	\$533	\$1,837	\$0	\$31,394	\$26,454
2007/08	\$0	\$0	\$2,011	\$0	\$34,331	\$29,916
2008/09	\$0	\$0	\$1,945	\$0	-\$10,936	\$20,648
2009/10	\$0	\$0	\$2,196	\$0	-\$7,461	\$12,724
2010/11	\$0	\$0	\$2,672	\$0	-\$11,310	\$12,326
2011/12	\$0	\$0	\$2,900	\$0	\$2,698	\$13,482
2012/13	\$0	\$0	\$2,887	\$0	\$3,007	\$15,582
2013/14	\$0	\$0	\$3,896	\$0	\$4,415	\$12,932
2014/15	\$0	\$0	\$3,448	\$0	\$26,824	\$9,150
2015/16	\$0	\$0	\$3,503	\$0	\$28,973	\$7,917

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, 2014	\$172,128
Additional Employer Contribution	\$26,824
Minimum Required Contribution	\$0
Net Increase in Advance Employer Contribution	\$26,824
Advance Employer Contribution as of October 1, 2015	\$198,952
Additional Employer Contribution	\$28,973
Minimum Required Contribution	\$0
Net Increase in Advance Employer Contribution	\$28,973
Advance Employer Contribution as of October 1, 2016	\$227,925

Excess Chapter 175/185 Contribution

Excess Chapter 175/185 Contribution as of October 1, 2014	\$261,897
Additional Chapter 175/185 Contribution	\$19,538
Allowable Chapter 175/185 Contribution	(\$10,388)
Net Increase in Excess Chapter 175/185 Contribution	\$9,150
Excess Chapter 175/185 Contribution as of October 1, 2015	\$271,047
Additional Chapter 175/185 Contribution	\$18,305
Allowable Chapter 175/185 Contribution	(\$10,388)
Net Increase in Excess Chapter 175/185 Contribution	\$7,917
Excess Chapter 175/185 Contribution as of October 1, 2016	\$278,964



Allowable Chapter 175/185 Contribution

Table II-G

1997 Base Amounts

Chapter 175 Regular Distribution	\$7,572
Chapter 175 Supplemental Distribution	\$2,816
Chapter 185 Distribution	\$0



Historical Chapter 175/185 Contributions

Table II-H

Total Accumulated Excess Chapter 175/185 Contribution **\$278,964**

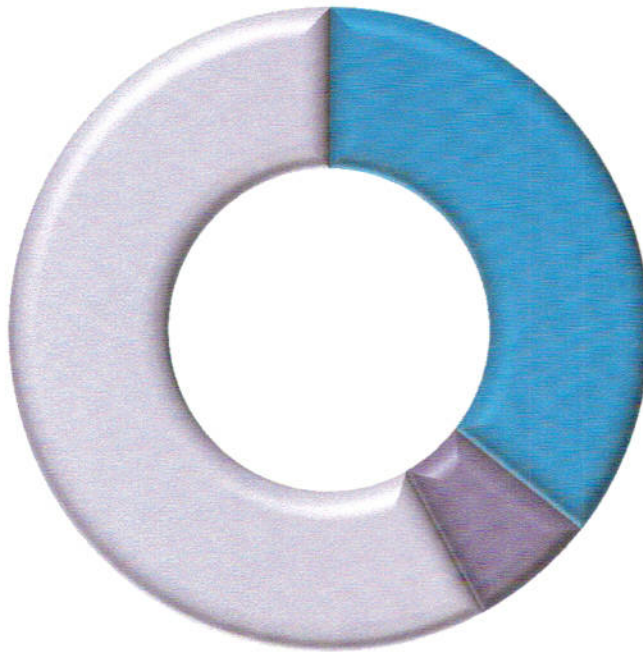
	Chapter 175 Regular <u>Distribution</u>	Chapter 175 Supplemental <u>Distribution</u>	Chapter 185 <u>Distribution</u>	Allowable <u>Amount</u>
1998 Distribution	\$7,756	\$0	\$0	(\$7,572)
1999 Distribution	\$10,206	\$3,872	\$0	(\$10,388)
2000 Distribution	\$9,313	\$5,823	\$0	(\$10,388)
2001 Distribution	\$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)
Interest Adjustment				\$4,934



Summary of Participant Data

Table III-A

As of October 1, 2016

Actively Employed Participants

Active Participants	22
DROP Participants	0

Inactive Participants

Deferred Vested Participants	4
Due a Refund of Contributions	36
Deferred Beneficiaries	0

Participants Receiving a Benefit

Service Retirements	0
Disability Retirements	0
Beneficiaries Receiving	0

Total Participants 62Number of Participants Included in Prior Valuations

	<i>Active</i>	<i>DROP</i>	<i>Inactive</i>	<i>Retired</i>	<i>Total</i>
October 1, 2007	N/A	N/A	N/A	N/A	N/A
October 1, 2008	21	0	7	0	28
October 1, 2009	N/A	N/A	N/A	N/A	N/A
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



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, 2014</u>	19	0	4	32	0	0	0	0	55
<u>Change in Status</u>									
Re-employed									
Terminated	(4)			4					
Retired									
<u>Participation Ended</u>									
Transferred Out									
Cashed Out									
Died									
<u>Participation Began</u>									
Newly Hired	7								7
Transferred In									
New Beneficiary									
Other Adjustment									
<u>October 1, 2016</u>	22	0	4	36	0	0	0	0	62

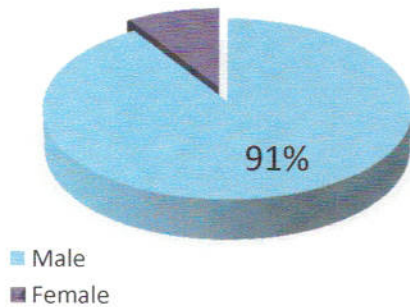


Active Participant Data

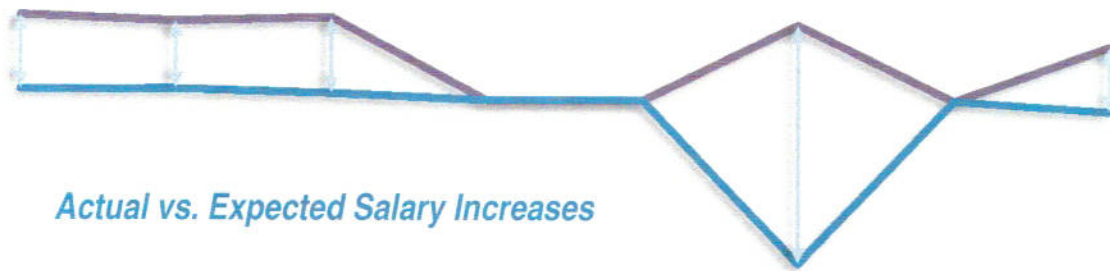
Table III-C

Gender Mix

As of October 1, 2016



Average Age	34.9 years
Average Service	5.9 years
Total Annualized Compensation for the Prior Year	\$145,475
Total Expected Compensation for the Current Year	\$151,296
Average Increase in Compensation for the Prior Year	-0.73%
Expected Increase in Compensation for the Current Year	4.00%



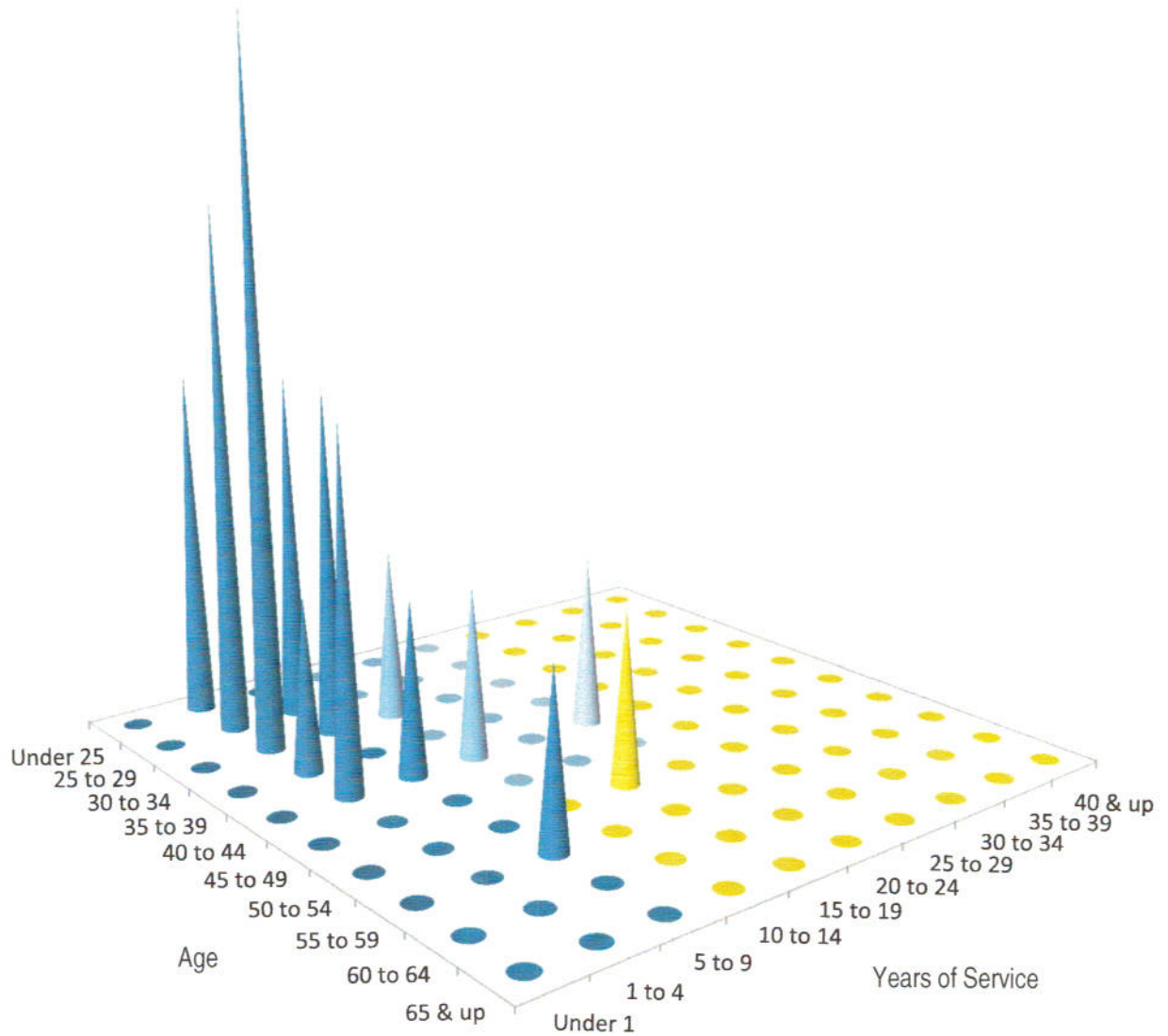
Active Participant Statistics From Prior Valuations

	Average Age	Average Service	Average Salary	Average Expected Salary Increase	Average Actual Salary Increase
October 1, 2007	N/A	N/A	N/A	N/A	N/A
October 1, 2008	34.9	3.9	\$9,110	6.53%	3.09%
October 1, 2009	N/A	N/A	N/A	6.24%	0.82%
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%



Active Age-Service Distribution

Table III-D



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



Active Age-Service-Salary Table

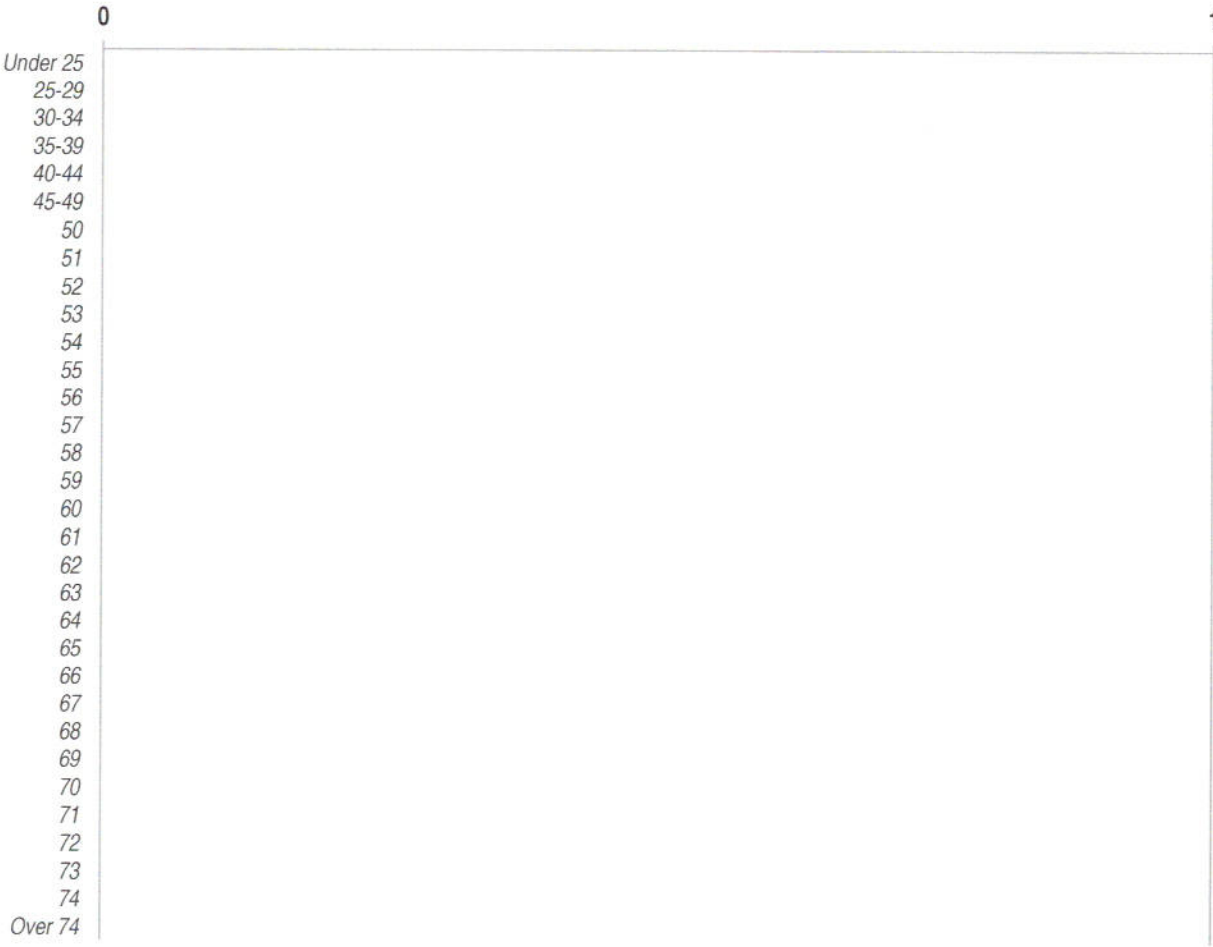
Table III-E

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	2,680	0	0	0	0	0	0	0	0	2,680
25 to 29	0	3	2	0	0	0	0	0	0	0	5
Avg.Pay	0	6,533	2,448	0	0	0	0	0	0	0	4,899
30 to 34	0	4	2	1	0	0	0	0	0	0	7
Avg.Pay	0	6,131	7,140	12,140	0	0	0	0	0	0	7,278
35 to 39	0	1	0	0	0	0	0	0	0	0	1
Avg.Pay	0	5,480	0	0	0	0	0	0	0	0	5,480
40 to 44	0	2	1	1	0	1	0	0	0	0	5
Avg.Pay	0	3,460	3,065	2,345	0	32,840	0	0	0	0	9,034
45 to 49	0	0	0	0	0	0	0	0	0	0	0
Avg.Pay	0	0	0	0	0	0	0	0	0	0	0
50 to 54	0	0	0	0	1	0	0	0	0	0	1
Avg.Pay	0	0	0	0	4,705	0	0	0	0	0	4,705
55 to 59	0	0	1	0	0	0	0	0	0	0	1
Avg.Pay	0	0	9,320	0	0	0	0	0	0	0	9,320
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	12	6	2	1	1	0	0	0	0	22
Avg.Pay	0	5,157	5,260	7,243	4,705	32,840	0	0	0	0	6,613



Inactive Participant Data

Table III-F



Age at Retirement

- Service Retirements
- Disability Retirements
- DROP Participants

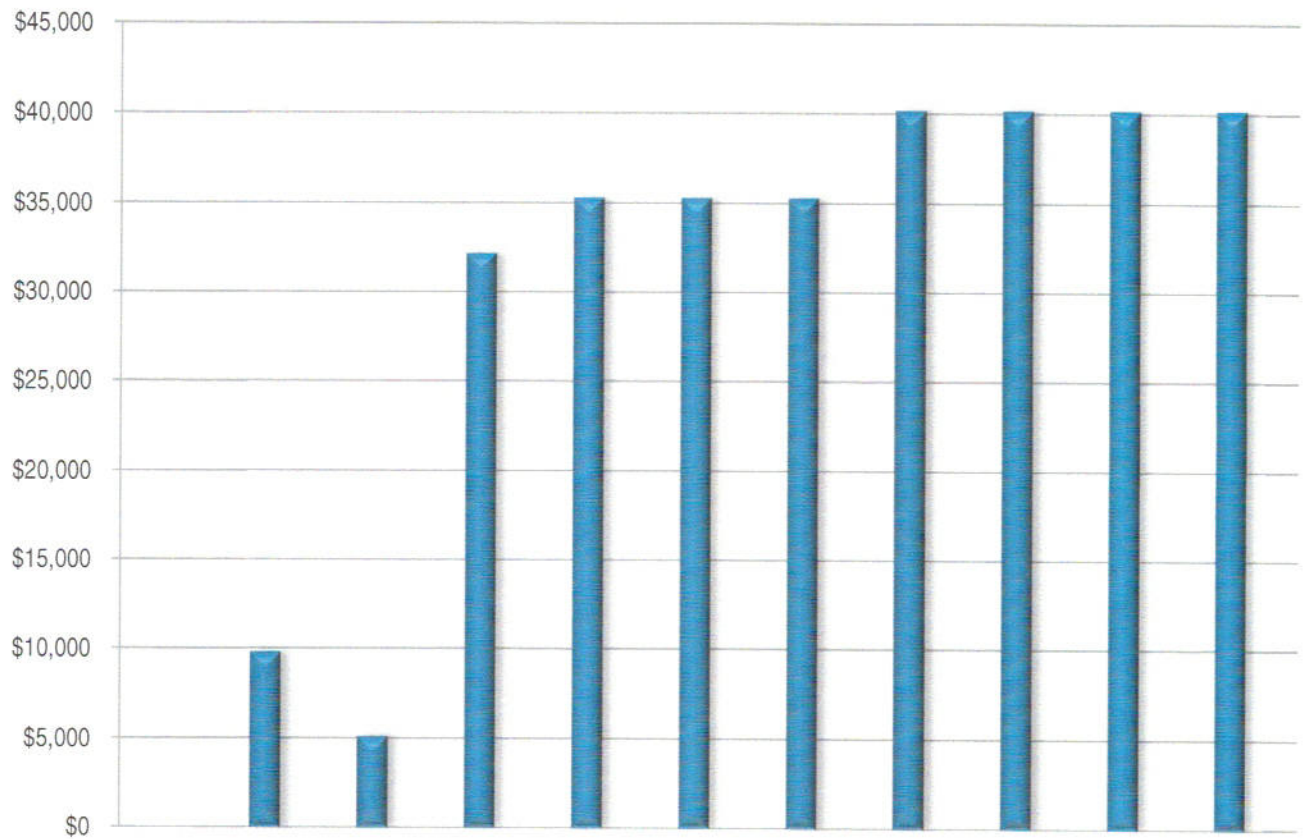
Average Monthly Benefit

Service Retirements	Not applicable
Disability Retirements	Not applicable
Beneficiaries Receiving	Not applicable
DROP Participants	Not applicable
Deferred Vested Participants	\$285.27
Deferred Beneficiaries	Not applicable



Projected Benefit Payments

Table III-G

Actual

For the period October 1, 2015 through September 30, 2016

\$0

Projected

For the period October 1, 2016 through September 30, 2017

\$9,840

For the period October 1, 2017 through September 30, 2018

\$5,168

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

\$32,213

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

\$35,348

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

\$35,348

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

\$35,348

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

\$40,175

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

\$40,175

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

\$40,175

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

\$40,175



Summary of Actuarial Methods and Assumptions

Table IV-A

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.

6. Form of Payment

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



Summary of Actuarial Methods and Assumptions

Table IV-A

(continued)

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.

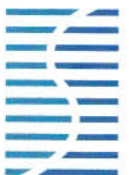


Changes in Actuarial Methods and Assumptions

Table IV-B

Since the completion of the previous valuation, the following assumption has been changed:

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.



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 66²/₃% 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

Since the completion of the previous valuation, Resolution 2016-10 was adopted to be effective August 11, 2016. This resolution made the following changes to the plan:

- (1) 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;
- (2) The benefit formula multiplier was increased from 2% to 3%;
- (3) The minimum service-connected disability benefit was increased from 42% of average compensation to 50% of average compensation; and
- (4) A Deferred Retirement Option Plan (DROP) was added for those participants who attain normal retirement age.

