

EMPLOYEE PENSION PLAN OF THE
CITY OF FROSTPROOF, FLORIDA

ACTUARIAL VALUATION
AS OF OCTOBER 1, 2017

DETERMINES THE CONTRIBUTION
FOR THE 2017/18 FISCAL YEAR



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February 3, 2018

Introduction

This report presents the results of the October 1, 2017 actuarial valuation for the Employee Pension Plan of the City of Frostproof, Florida. 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, 2017 and to determine the minimum required contribution under Chapter 112, Florida Statutes, for the 2017/18 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 2017/18 plan year. The minimum required contribution rate is 6.27% of covered payroll, which represents a decrease of 0.55% of payroll from the prior valuation.

The normal cost rate is 6.06%, which is 0.52% of payroll less 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 2.13% of payroll due to investment gains, increased by 0.26% of payroll due to demographic experience, increased by 0.07% of payroll due to the plan amendment that is described below, and increased by another 1.28% of



payroll due to the assumption change that is described below. The market value of assets earned 13.40% during the 2016/17 plan year, whereas a 7.25% 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 2017/18 minimum required contribution will be equal to 6.27% multiplied by the total pensionable earnings for the 2017/18 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 \$1,789,584. As illustrated in Table I-A, current assets are sufficient to cover \$1,368,693 of this amount, the employer's 2017/18 expected contribution will cover \$35,423 of this amount, and future employee contributions are expected to cover \$59,645 of this amount, leaving \$325,823 to be covered by future employer funding beyond the 2017/18 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, 2017, the advance employer contribution is \$155,172, which reflects the advance employer contribution of \$159,987 as of October 1, 2016 minus \$4,815 to cover the shortfall between actual employer contributions and the minimum required contribution for the 2016/17 plan year 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 the 2017/18 plan year or for any later 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, 2017 would reduce the minimum required contribution rate for the 2017/18 plan year to 3.58% of payroll.

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 of assets, adjusted to reflect the advance employer contribution. 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, 2017, as well as a summary of the changes that have occurred since the previous valuation report was prepared.

Plan Amendment

The vesting schedule was changed for participants who have earned between five and 10 years of vested service. Previously, such participants were not vested. After the plan change, these participants are partially vested at 50% with five years of service, 60% with six years of service, 70% with seven years of service, 80% with eight years of service, and 90% with nine years of service. This change increased the minimum required contribution for the 2017/18 plan year by 0.07% of payroll.

Assumption Change

The assumed interest (or discount) rate has been decreased from 7.25% per annum to 7.00% per annum to reflect lower expected long-term investment earnings. This change increased the minimum required contribution for the 2017/18 plan year by 1.28% of payroll.

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.

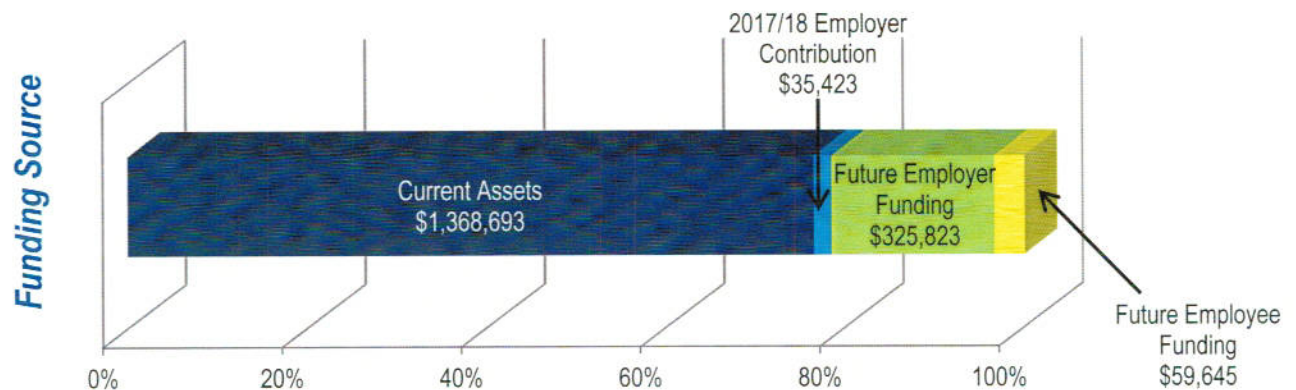
Enrolled Actuary No. 17-04927

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 2017/18 Plan Year

Present Value of Future Benefits	\$1,712,521
Present Value of Future Administrative Expenses	\$77,063
Actuarial Value of Assets	(\$1,368,693)
Present Value of Future Employee Contributions	(\$59,645)
Present Value of Future Normal Costs	\$361,246
Present Value of Future Payroll	÷ \$5,964,547
Normal Cost Rate	= 6.0566%
Expected Payroll	x \$564,733
Normal Cost	\$34,203
Adjustment to Reflect Semi-Monthly Employer Contributions	\$1,220
Preliminary Employer Contribution for the 2017/18 Plan Year	\$35,423
Expected Payroll for the 2017/18 Plan Year	÷ \$564,733

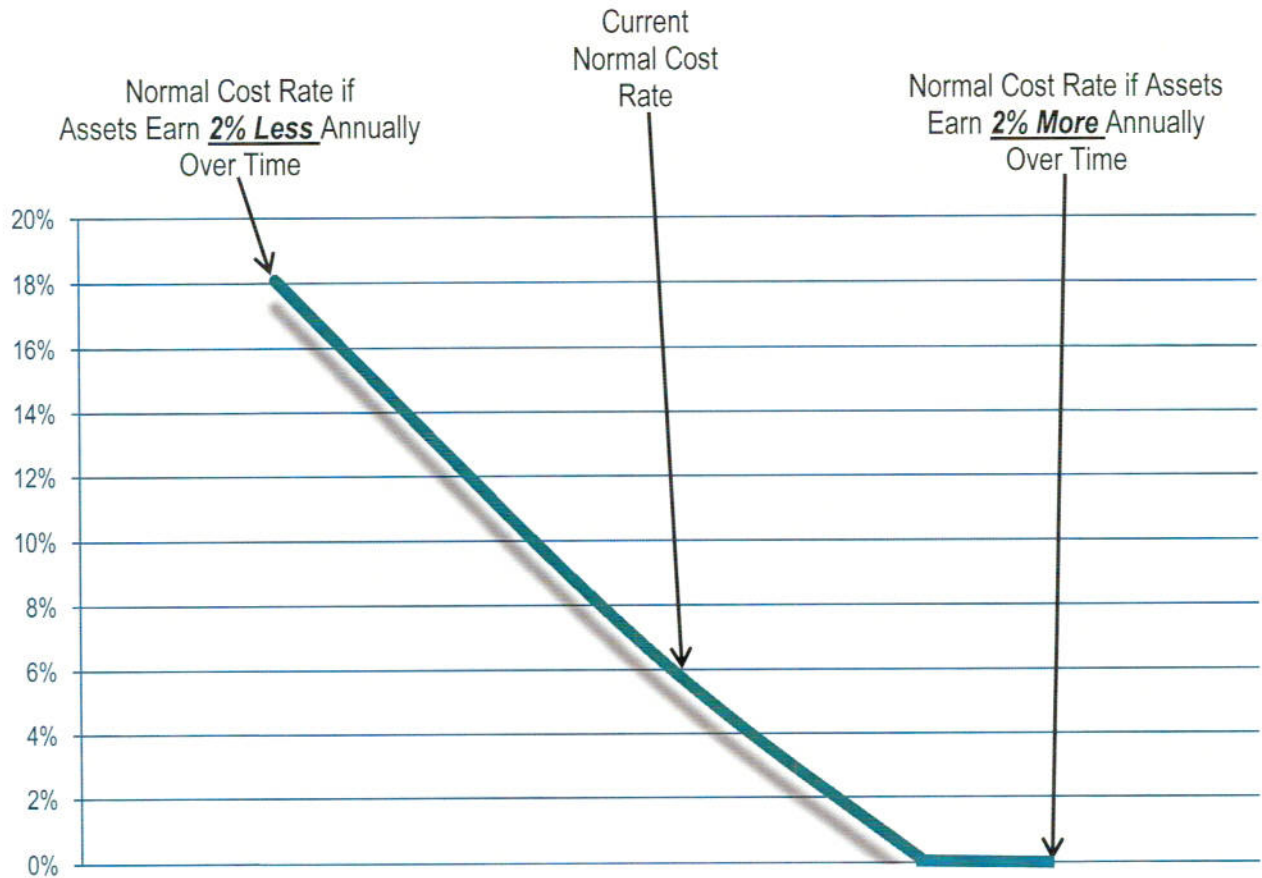
Minimum Required Contribution Rate **6.27%**

(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 normal cost rate to changes in the long-term investment return.



Gain and Loss Analysis

Table I-C

Previous normal cost rate	6.58%
Increase (decrease) due to investment gains and losses	-2.13%
Increase (decrease) due to demographic experience	0.26%
Increase (decrease) due to plan amendments	0.07%
Increase (decrease) due to actuarial assumption changes	1.28%
Increase (decrease) due to actuarial method changes	0.00%
Current normal cost rate	<u>6.06%</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	\$1,049,296	\$1,049,296	\$1,111,115
Termination benefits	\$60,312	\$66,133	\$71,025
Disability benefits	\$27,811	\$27,811	\$29,596
Death benefits	\$38,008	\$38,008	\$40,359
Refund of employee contributions	\$2,648	\$617	\$620
Sub-total	\$1,178,075	\$1,181,865	\$1,252,715
<u>Deferred Vested Participants</u>			
Retirement benefits	\$20,723	\$20,723	\$21,652
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$20,723	\$20,723	\$21,652
<u>Due a Refund of Contributions</u>	\$10,255	\$10,255	\$10,255
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$385,575	\$385,575	\$392,170
Disability retirements	\$13,679	\$13,679	\$14,010
Beneficiaries receiving	\$21,523	\$21,523	\$21,719
DROP participants	\$0	\$0	\$0
Sub-total	\$420,777	\$420,777	\$427,899
<u>Grand Total</u>	<u>\$1,629,830</u>	<u>\$1,633,620</u>	<u>\$1,712,521</u>
Present Value of Future Payroll	\$5,854,105	\$5,854,105	\$5,964,547
Present Value of Future Employee Contribs.	\$58,542	\$58,542	\$59,645
Present Value of Future Employer Contribs.	\$275,937	\$279,898	\$361,246



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	\$303,569	\$303,569	\$318,601
Termination benefits	\$32,181	\$34,414	\$36,594
Disability benefits	\$12,872	\$12,872	\$13,601
Death benefits	\$14,256	\$14,256	\$15,014
Refund of employee contributions	\$1,343	\$385	\$387
Sub-total	\$364,221	\$365,496	\$384,197
<u>Deferred Vested Participants</u>			
Retirement benefits	\$20,723	\$20,723	\$21,652
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$20,723	\$20,723	\$21,652
<u>Due a Refund of Contributions</u>	\$10,255	\$10,255	\$10,255
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$385,575	\$385,575	\$392,170
Disability retirements	\$13,679	\$13,679	\$14,010
Beneficiaries receiving	\$21,523	\$21,523	\$21,719
DROP participants	\$0	\$0	\$0
Sub-total	\$420,777	\$420,777	\$427,899
<u>Grand Total</u>	<u>\$815,976</u>	<u>\$817,251</u>	<u>\$844,003</u>
<u>Funded Percentage</u>	186.75%	186.46%	180.55%

(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 w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
<u>Actively Employed Participants</u>			
Retirement benefits	\$303,569	\$303,569	\$318,601
Termination benefits	\$26,998	\$31,891	\$33,893
Disability benefits	\$12,872	\$12,872	\$13,601
Death benefits	\$14,292	\$14,292	\$15,052
Refund of employee contributions	\$2,830	\$1,123	\$1,131
Sub-total	\$360,561	\$363,747	\$382,278
<u>Deferred Vested Participants</u>			
Retirement benefits	\$20,723	\$20,723	\$21,652
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$20,723	\$20,723	\$21,652
<u>Due a Refund of Contributions</u>	\$10,255	\$10,255	\$10,255
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$385,575	\$385,575	\$392,170
Disability retirements	\$13,679	\$13,679	\$14,010
Beneficiaries receiving	\$21,523	\$21,523	\$21,719
DROP participants	\$0	\$0	\$0
Sub-total	\$420,777	\$420,777	\$427,899
<u>Grand Total</u>	<u>\$812,316</u>	<u>\$815,502</u>	<u>\$842,084</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	\$586,804	\$586,804	\$611,882
Termination benefits	\$40,348	\$43,374	\$46,062
Disability benefits	\$17,967	\$17,967	\$18,909
Death benefits	\$22,761	\$22,761	\$23,847
Refund of employee contributions	\$1,426	\$395	\$396
Sub-total	\$669,306	\$671,301	\$701,096
<u>Deferred Vested Participants</u>			
Retirement benefits	\$20,723	\$20,723	\$21,652
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$20,723	\$20,723	\$21,652
<u>Due a Refund of Contributions</u>	\$10,255	\$10,255	\$10,255
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$385,575	\$385,575	\$392,170
Disability retirements	\$13,679	\$13,679	\$14,010
Beneficiaries receiving	\$21,523	\$21,523	\$21,719
DROP participants	\$0	\$0	\$0
Sub-total	\$420,777	\$420,777	\$427,899
<u>Grand Total</u>	<u>\$1,121,061</u>	<u>\$1,123,056</u>	<u>\$1,160,902</u>



Actuarial Value of Assets

Table II-A

Market Value of Assets as of October 1, 2017	\$1,523,865
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Minus advance employer contributions	(\$155,172)
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Actuarial Value of Assets as of October 1, 2017	<u>\$1,368,693</u>
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Historical Actuarial Value of Assets

October 1, 2008	\$975,550
October 1, 2009	\$951,934
October 1, 2010	\$1,044,732
October 1, 2011	\$986,391
October 1, 2012	\$1,106,835
October 1, 2013	\$1,250,105
October 1, 2014	\$1,284,071
October 1, 2015	\$1,235,125
October 1, 2016	\$1,203,578
October 1, 2017	\$1,368,693

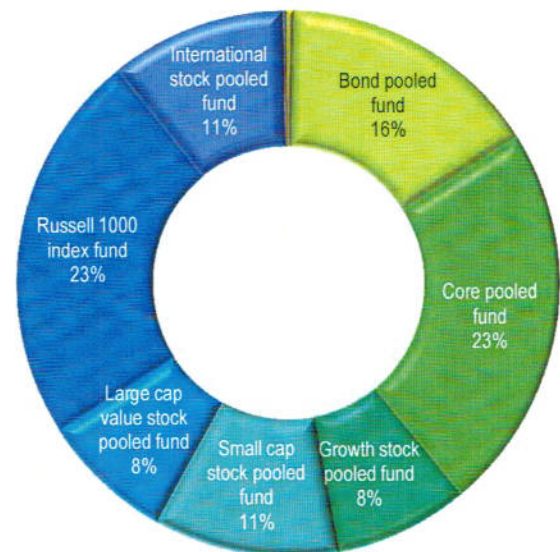


Market Value of Assets

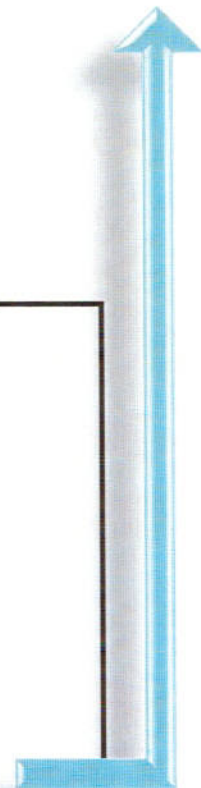
Table II-B

As of October 1, 2017

Market Value of Assets	<u>\$1,523,865</u>
Cash	\$6,086
Bond pooled fund	\$238,884
Core pooled fund	\$351,478
Growth stock pooled fund	\$121,724
Small cap stock pooled fund	\$167,371
Large cap value stock pooled fund	\$120,203
Russell 1000 index fund	\$354,521
International stock pooled fund	\$161,284
Employer contribution receivable	\$1,983
Employee contribution receivable	\$331

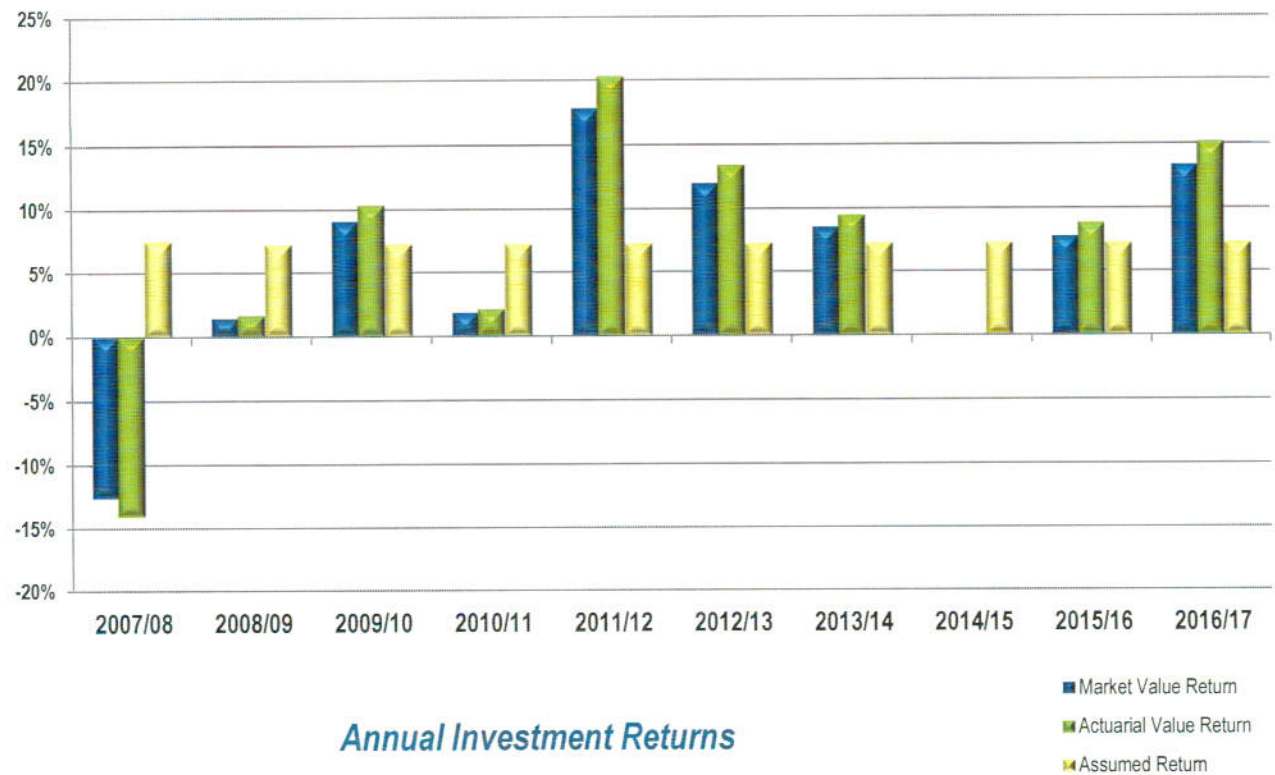
**Historical Market Value of Assets**

October 1, 2008	\$1,111,310
October 1, 2009	\$1,085,194
October 1, 2010	\$1,178,546
October 1, 2011	\$1,119,463
October 1, 2012	\$1,239,176
October 1, 2013	\$1,381,206
October 1, 2014	\$1,414,070
October 1, 2015	\$1,389,126
October 1, 2016	\$1,363,565
October 1, 2017	\$1,523,865



Investment Return

Table II-C

*Annual Investment Returns*

Plan Year	Market Value Return	Actuarial Value Return	Assumed Return
2007/08	-12.56%	-14.01%	7.50%
2008/09	1.45%	1.65%	7.25%
2009/10	9.08%	10.36%	7.25%
2010/11	1.87%	2.11%	7.25%
2011/12	17.81%	20.30%	7.25%
2012/13	12.00%	13.43%	7.25%
2013/14	8.57%	9.49%	7.25%
2014/15	0.06%	0.07%	7.25%
2015/16	7.80%	8.85%	7.25%
2016/17	13.40%	15.16%	7.25%
10yr. Avg.	5.62%	6.32%	7.27%



Asset Reconciliation

Table II-D

	<u>Market Value</u>	<u>Actuarial Value</u>
As of October 1, 2016	\$1,363,565	\$1,203,578
<i>Increases Due To:</i>		
Employer Contributions	\$35,973	\$35,973
Employee Contributions	\$5,981	\$5,981
Service Purchase Contributions	\$0	\$0
Total Contributions	<u>\$41,954</u>	<u>\$41,954</u>
Interest and Dividends	\$0	
Realized Gains (Losses)	\$0	
Unrealized Gains (Losses)	<u>\$181,290</u>	
Total Investment Income	\$181,290	\$181,290
Other Income	\$0	
Total Income	<u>\$223,244</u>	<u>\$223,244</u>
<i>Decreases Due To:</i>		
Monthly Benefit Payments	(\$51,462)	(\$51,462)
Refund of Employee Contributions	(\$1,577)	(\$1,577)
Total Benefit Payments	<u>(\$53,039)</u>	<u>(\$53,039)</u>
Investment Expenses	\$0	
Administrative Expenses	(\$9,905)	(\$9,905)
Advance Employer Contribution		\$4,815
Total Expenses	<u>(\$62,944)</u>	<u>(\$58,129)</u>
As of October 1, 2017	<u><u>\$1,523,865</u></u>	<u><u>\$1,368,693</u></u>



Historical Trust Fund Detail

Table II-E

Income

Plan	Employer	Employee	Service	Interest /	Realized	Unrealized	Other
<u>Year</u>	<u>Contribs.</u>	<u>Contribs.</u>	<u>Purchase</u>	<u>Dividends</u>	<u>Gains /</u>	<u>Gains /</u>	<u>Income</u>
			<u>Contribs.</u>		<u>Losses</u>	<u>Losses</u>	
2007/08	\$26,176	\$4,363	\$0	\$0	\$0	-\$160,758	\$0
2008/09	\$27,221	\$4,537	\$0	\$0	\$0	\$15,761	\$0
2009/10	\$31,635	\$5,273	\$0	\$0	\$0	\$98,326	\$0
2010/11	\$34,140	\$5,690	\$0	\$0	\$0	\$21,249	\$0
2011/12	\$33,742	\$5,624	\$0	\$0	\$0	\$192,891	\$0
2012/13	\$33,793	\$5,632	\$0	\$0	\$0	\$148,295	\$0
2013/14	\$30,010	\$5,002	\$0	\$0	\$0	\$114,850	\$0
2014/15	\$32,578	\$5,394	\$0	\$0	\$0	\$827	\$0
2015/16	\$33,151	\$5,521	\$0	\$0	\$0	\$103,295	\$0
2016/17	\$35,973	\$5,981	\$0	\$0	\$0	\$181,290	\$0

Expenses

Plan	Monthly	Contrib.	Admin.	Invest.
<u>Year</u>	<u>Benefit</u>	<u>Refunds</u>	<u>Expenses</u>	<u>Expenses</u>
	<u>Payments</u>			
2007/08	\$42,722	\$0	\$3,494	\$0
2008/09	\$37,499	\$26,324	\$9,812	\$0
2009/10	\$37,499	\$786	\$3,597	\$0
2010/11	\$32,979	\$78,051	\$9,132	\$0
2011/12	\$32,979	\$74,647	\$4,918	\$0
2012/13	\$32,979	\$3,291	\$9,420	\$0
2013/14	\$108,058	\$4,020	\$4,920	\$0
2014/15	\$51,462	\$1,434	\$10,847	\$0
2015/16	\$156,316	\$397	\$10,815	\$0
2016/17	\$51,462	\$1,577	\$9,905	\$0

Other Actuarial Adjustments

Advance
Employer
<u>Contribs.</u>
\$5,991
-\$2,500
\$554
-\$742
-\$731
-\$1,240
-\$1,102
\$24,002
\$5,986
-\$4,815

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

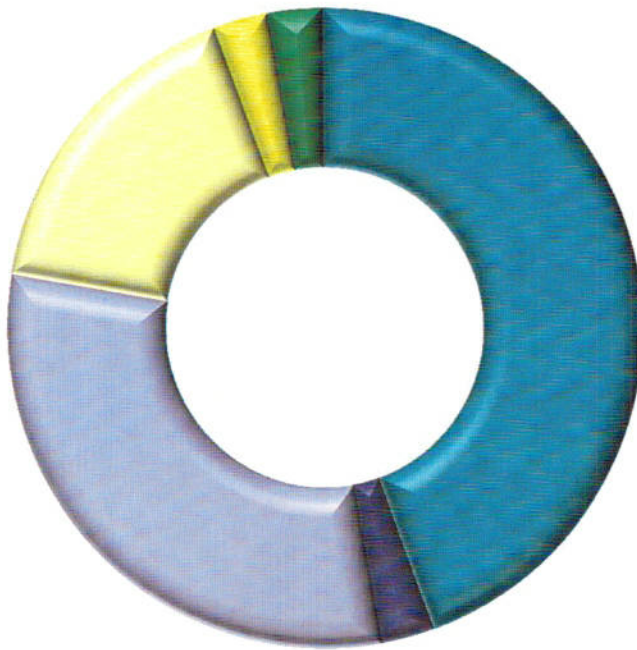
Advance Employer Contribution as of October 1, 2016	\$159,987
Additional Employer Contribution	\$35,973
Minimum Required Contribution	(\$40,788)
Net Increase in Advance Employer Contribution	(\$4,815)
Advance Employer Contribution as of October 1, 2017	<u>\$155,172</u>



Summary of Participant Data

Table III-A

As of October 1, 2017

*Participant Distribution by Status*Actively Employed Participants

Active Participants	16
DROP Participants	0

Inactive Participants

Deferred Vested Participants	1
Due a Refund of Contributions	11
Deferred Beneficiaries	0

Participants Receiving a Benefit

Service Retirements	6
Disability Retirements	1
Beneficiaries Receiving	1

Total Participants 36Number of Participants Included in Prior Valuations

	<i>Active</i>	<i>DROP</i>	<i>Inactive</i>	<i>Retired</i>	<i>Total</i>
October 1, 2008	14	0	9	5	28
October 1, 2009	N/A	N/A	N/A	N/A	N/A
October 1, 2010	19	0	10	5	34
October 1, 2011	N/A	N/A	N/A	N/A	N/A
October 1, 2012	19	0	7	5	31
October 1, 2013	N/A	N/A	N/A	N/A	N/A
October 1, 2014	18	0	7	7	32
October 1, 2015	15	0	10	7	32
October 1, 2016	20	0	9	7	36
October 1, 2017	16	0	12	8	36



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, 2016</u>	20	0	1	8	0	5	1	1	36
<u>Change in Status</u>									
Re-employed									
Terminated	(4)			4					
Retired	(1)					1			
<u>Participation Ended</u>									
Transferred Out									
Cashed Out				(1)					(1)
Died									
<u>Participation Began</u>									
Newly Hired	1								1
Transferred In									
New Beneficiary									
<u>Other Adjustment</u>									
<u>October 1, 2017</u>	16	0	1	11	0	6	1	1	36

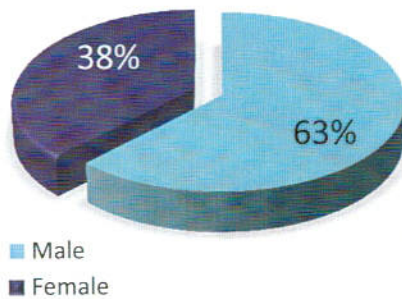


Active Participant Data

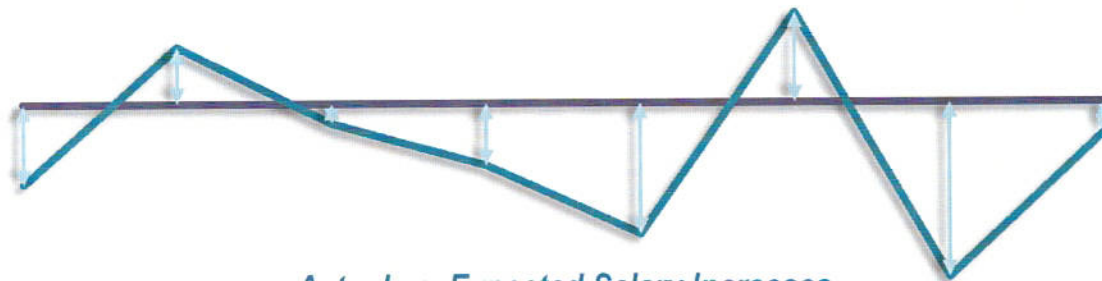
Table III-C

As of October 1, 2017

Gender Mix



Average Age	46.3 years
Average Service	9.8 years
Total Annualized Compensation for the Prior Year	\$536,759
Total Expected Compensation for the Current Year	\$564,733
Average Increase in Compensation for the Prior Year	4.21%
Expected Increase in Compensation for the Current Year	5.50%



Actual vs. Expected Salary Increases

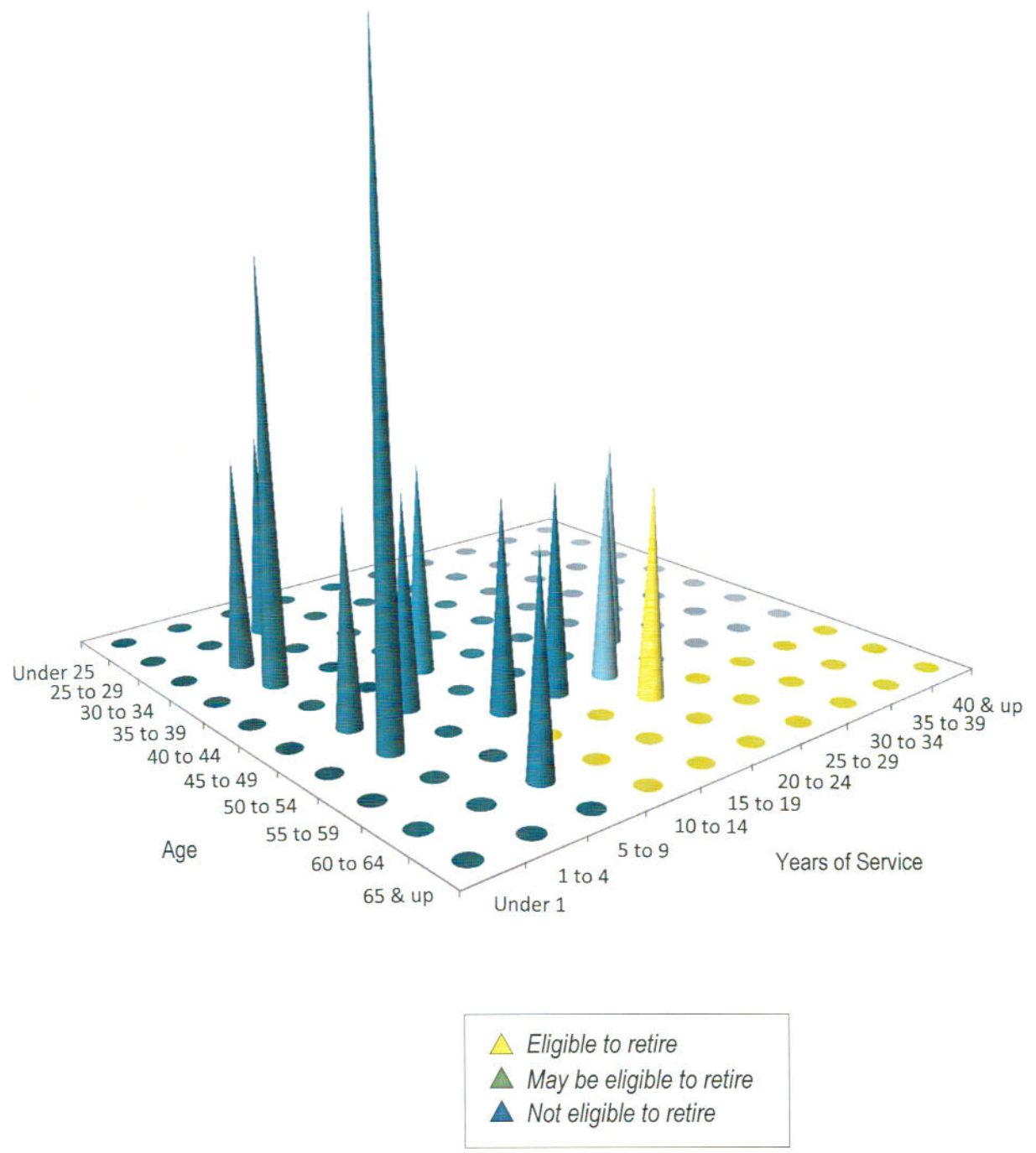
Active Participant Statistics From Prior Valuations

	Average Age	Average Service	Average Salary	Average Expected Salary Increase	Average Actual Salary Increase
October 1, 2008	47.7	10.0	\$29,165	5.50%	10.24%
October 1, 2009	N/A	N/A	N/A	5.50%	4.18%
October 1, 2010	48.4	8.6	\$25,903	5.50%	2.15%
October 1, 2011	N/A	N/A	N/A	5.50%	7.83%
October 1, 2012	46.1	9.4	\$28,588	5.50%	4.67%
October 1, 2013	N/A	N/A	N/A	5.50%	2.91%
October 1, 2014	47.6	7.4	\$25,763	5.50%	0.02%
October 1, 2015	46.7	9.1	\$31,195	5.50%	9.21%
October 1, 2016	44.8	7.9	\$26,615	5.50%	-1.82%
October 1, 2017	46.3	9.8	\$33,547	5.50%	4.21%



Active Age-Service Distribution

Table III-D



Active Age-Service-Salary Table

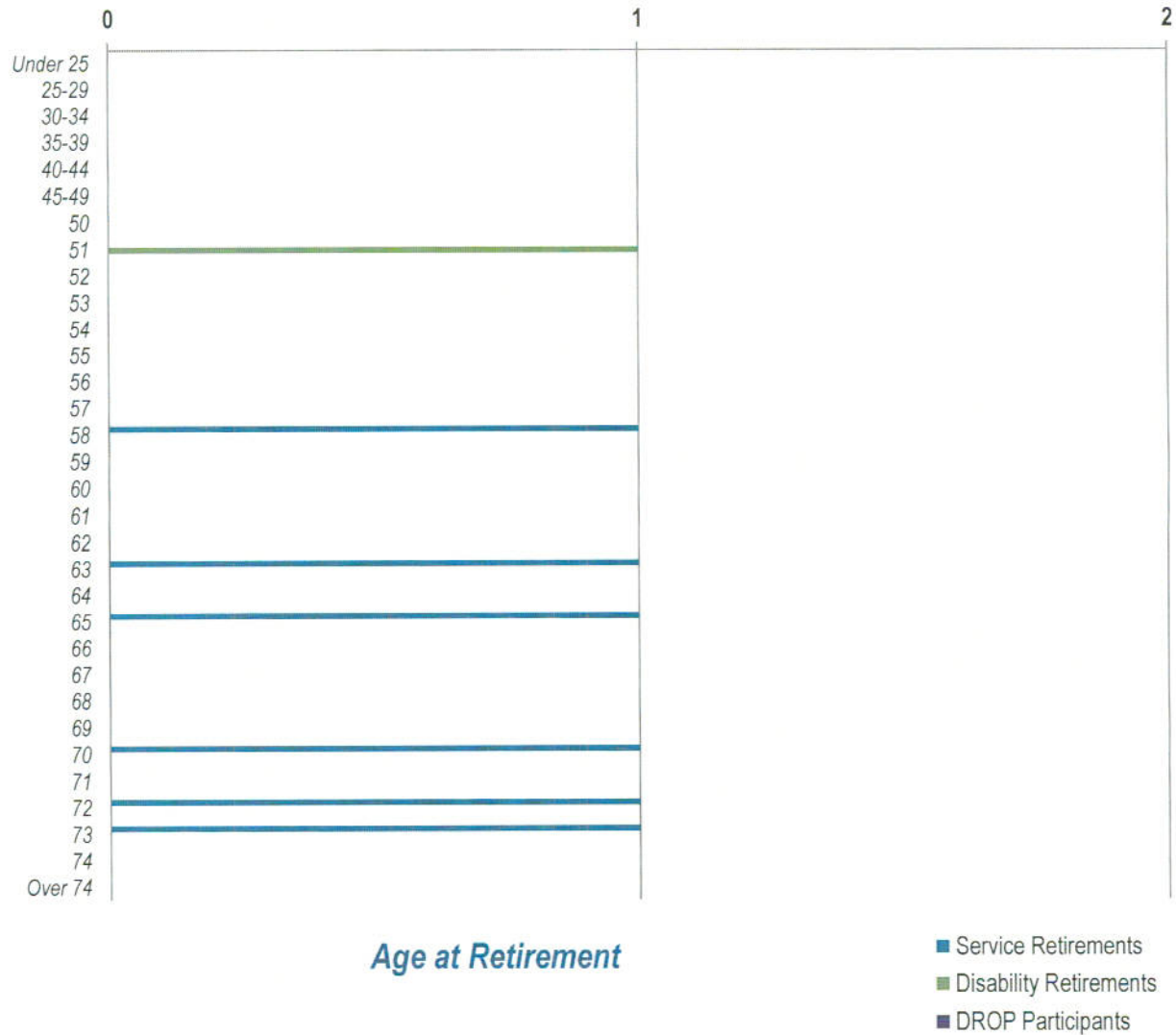
Table III-E

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
Avg. Pay	0	0	0	0	0	0	0	0	0	0	0
25 to 29	0	0	1	0	0	0	0	0	0	0	1
Avg. Pay	0	0	27,610	0	0	0	0	0	0	0	27,610
30 to 34	0	1	0	0	0	0	0	0	0	0	1
Avg. Pay	0	38,540	0	0	0	0	0	0	0	0	38,540
35 to 39	0	2	0	0	0	0	0	0	0	0	2
Avg. Pay	0	13,287	0	0	0	0	0	0	0	0	13,287
40 to 44	0	0	0	1	0	0	0	0	0	0	1
Avg. Pay	0	0	0	28,483	0	0	0	0	0	0	28,483
45 to 49	0	1	1	0	0	0	1	0	0	0	3
Avg. Pay	0	29,680	64,169	0	0	0	47,740	0	0	0	47,196
50 to 54	0	3	0	1	1	1	0	0	0	0	6
Avg. Pay	0	22,612	0	58,069	28,122	26,807	0	0	0	0	30,139
55 to 59	0	0	0	0	0	1	0	0	0	0	1
Avg. Pay	0	0	0	0	0	39,804	0	0	0	0	39,804
60 to 64	0	0	1	0	0	0	0	0	0	0	1
Avg. Pay	0	0	53,325	0	0	0	0	0	0	0	53,325
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	7	3	2	1	2	1	0	0	0	16
Avg. Pay	0	23,233	48,368	43,276	28,122	33,306	47,740	0	0	0	33,547



Inactive Participant Data

Table III-F

*Age at Retirement*

- Service Retirements
- Disability Retirements
- DROP Participants

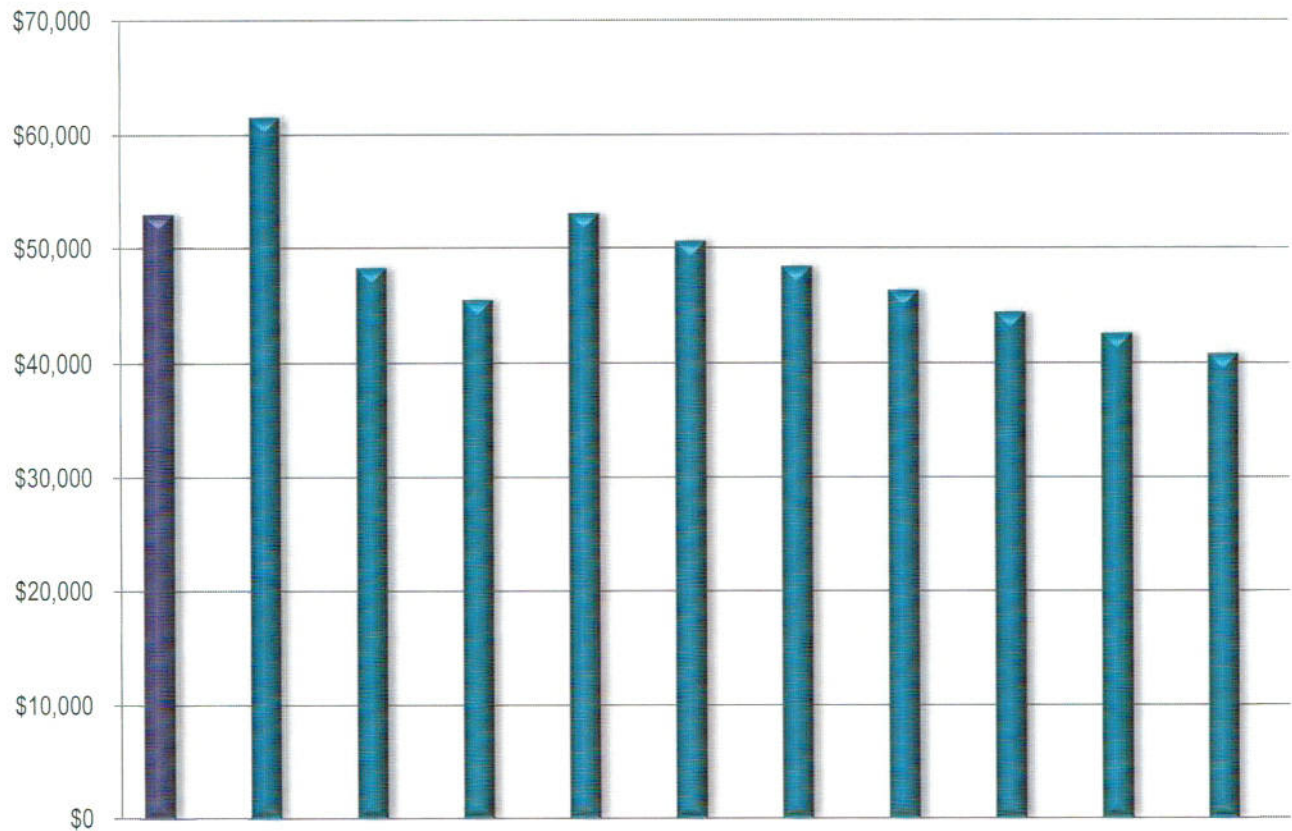
Average Monthly Benefit

Service Retirements	\$675.29
Disability Retirements	\$91.64
Beneficiaries Receiving	\$376.68
DROP Participants	Not applicable
Deferred Vested Participants	\$336.86
Deferred Beneficiaries	Not applicable



Projected Benefit Payments

Table III-G

Actual

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

\$53,039

Projected

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

\$61,570

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

\$48,303

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

\$45,535

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

\$53,114

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

\$50,649

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

\$48,441

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

\$46,373

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

\$44,455

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

\$42,618

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

\$40,869



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**

7.00% per annum

4. **Salary Increases**

Plan compensation is assumed to increase at the rate of 5.50% per annum, unless actual plan compensation is known for a prior plan year. In addition, average monthly earnings have been loaded by 2.50% to account for accumulated sick leave and vacation payments upon termination of employment.

5. **Decrement**

- Pre-retirement mortality: Sex-distinct rates set forth in the RP-2000 Combined Mortality Table, with full generational improvements in mortality using Scale BB
- 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: Age-based rates of disability were assumed, ranging from 0.03% at age 20 to 0.80% at age 60; no disabilities are assumed to be service-related.



Summary of Actuarial Methods and Assumptions

Table IV-A

(continued)

- Termination: With respect to participants with less than seven years of service, the termination rates are service-based, ranging from 8.70% for participants with less than one year of service to 6.00% for participants with between six and seven years of service; with respect to participants with at least seven years of service, the termination rates are age-based, ranging from 5.40% at age 20 to 0.00% at age 60.
- Retirement: 20% of eligible participants are assumed to retire at age 62, 10% of eligible participants are assumed to retire at each of ages 63 and 64, and 100% of eligible participants are assumed to retire at age 65.

6. Form of Payment

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

7. Expenses

The total projected benefit liability has been loaded by 4.50% 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 interest (or discount) rate was decreased from 7.25% per annum to 7.00% per annum.

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 2007 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, 2010, the administrative expense assumption was changed from a flat \$5,000 per year to a 4.50% loading of the total projected benefit liability.*
- (3) Effective October 1, 2008, the pre-retirement mortality assumption was changed from the 1983 Group Annuity Mortality Table, set back five years for females, to the RP-2000 Mortality Table for non-annuitants.*
- (4) Effective October 1, 2008, the post-retirement healthy mortality assumption was changed from the 1983 Group Annuity Mortality Table, set back five years for females, to the RP-2000 Mortality Table for annuitants.*
- (5) Effective October 1, 2008, the post-retirement disabled mortality assumption was changed from the 1983 Group Annuity Mortality Table, set forward five years for males, to the RP-2000 Mortality Table for annuitants.*
- (6) Effective October 1, 2008, the interest (or discount) rate was decreased from 7.50% per annum to 7.25% per annum.*



Summary of Plan Provisions

Table V-A

1. Monthly Accrued Benefit

1.50% of Final Monthly Compensation multiplied by Credited Service

2. Normal Retirement Age and Benefit

- **Age**
Age 65 with at least 10 years of Vested Service
- **Amount**
Monthly Accrued Benefit
- **Form of Payment**
Single life annuity (normal form of payment);
Actuarially reduced certain and life annuity (optional);
Actuarially reduced joint and contingent annuity with 50% to 100% of the benefit payable to the participant's spouse for life after the participant's death (optional);
Actuarially equivalent series of fixed monthly installments (optional); or
Actuarially equivalent lump sum distribution (automatic if the single sum value of the participant's benefit is less than or equal to \$3,500)

3. Early Retirement Age and Benefit

- **Age**
Age 55 with at least 10 years of Vested Service
- **Amount**
Monthly Accrued Benefit (payable at Normal Retirement Age); or
Actuarial Equivalent of the Monthly Accrued Benefit (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. Disability Eligibility and Benefit

- **Eligibility**

All participants are eligible.

- **Condition**

A licensed physician selected by the Trustees must find that the participant is wholly prevented from engaging in any occupation for wage or profit and that he is likely to remain so disabled on a continuous and permanent basis.

- **Amount Payable**

A monthly single life annuity equal to the Actuarial Equivalent of the Monthly Accrued Benefit which would otherwise be payable at Normal Retirement Age

6. Deferred Vested Benefit

- **Age**

Any age with at least five years of Vested Service

- **Amount**

Monthly Accrued Benefit multiplied by the Vested Percentage (payable at Normal Retirement Age); or Actuarial Equivalent of the Monthly Accrued Benefit multiplied by the Vested Percentage (payable at Early Retirement Age)

- **Form of Payment**

Same as for Normal Retirement

7. Pre-Retirement Death Benefit

In the case of the death of a participant prior to retirement, his beneficiary will receive the participant's Monthly Accrued Benefit reduced actuarially as if the participant had elected to retire on his date of death. This benefit is payable as a five-year certain monthly annuity beginning as of the first day of the month following the participant's date of death. In lieu of receiving the five-year certain annuity, the beneficiary may elect to receive an actuarially equivalent single lump sum payment.

8. Final Monthly Compensation

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



Summary of Plan Provisions

Table V-A

(continued)

9. Compensation

Compensation includes regular earnings and overtime payments, but excludes bonuses, commissions, expense allowances, and all other extraordinary compensation; 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, to a maximum of 30 years

11. Vested Service

Plan years during which the participant earns at least 1,000 hours of service

12. Vested Percentage

50% for participants who have earned at least five years of vested service; 60% for participants who have earned at least six years of vested service; 70% for participants who have earned at least seven years of vested service; 80% for participants who have earned at least eight years of vested service; 90% for participants who have earned at least nine years of vested service; or 100% for participants who have earned at least 10 years of vested service

13. Participation Requirement

All employees of the City of Frostproof, Florida, automatically become a participant in the plan on the one-year anniversary of their date of hire, other than firefighters, police officers, and those employees who work less than 20 hours per week or less than five hours per day.

14. Accumulated Contributions

The Employee Contributions accumulated with interest at the rate of 5% per annum; 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.

15. Participant Contribution

1.00% of earnings



Summary of Plan Provisions

Table V-A

(continued)

16. Definition of Actuarially Equivalent

- **Interest Rate**
8.00% per annum
- **Mortality Table (Applied Only After Retirement Age)**
1984 Uninsured Pensioner (UP-84) Mortality Table

17. Plan Effective Date

October 1, 1985



Summary of Plan Amendments

Table V-B

Since the completion of the previous valuation, Ordinance 2017-14 was adopted to be effective January 8, 2018. This ordinance added a graded vesting schedule for those participants who have earned between five and 10 years of vested service.

