

CITY OF OVIEDO  
FIREFIGHTERS' PENSION TRUST FUND

ACTUARIAL VALUATION  
AS OF OCTOBER 1, 2016

CONTRIBUTIONS APPLICABLE TO THE PLAN  
FISCAL YEAR ENDING SEPTEMBER 30, 2018

October 31, 2016

Board of Trustees  
c/o Ms. Sheila Hutcheson, Plan Administrator  
3860 Grantline Road  
Mims, FL 32754

Re: City of Oviedo  
Firefighters' Pension Trust Fund

Dear Board:

We are pleased to present to the Board this report of the annual actuarial valuation of the City of Oviedo Firefighters' Pension Trust Fund. The valuation was performed to determine whether the assets and contributions are sufficient to provide the prescribed benefits and to develop the appropriate funding requirements for the applicable plan year. Please note that this valuation may not be applicable for any other purposes.

The valuation has been conducted in accordance with generally accepted actuarial principles and practices, including the applicable Actuarial Standards of Practice as issued by the Actuarial Standards Board, and reflects laws and regulations issued to date pursuant to the provisions of Chapters 112, and 175, Florida Statutes, as well as applicable federal laws and regulations. In our opinion, the assumptions used in this valuation, as adopted by the Board of Trustees, represent reasonable expectations of anticipated plan experience. Future actuarial measurements may differ significantly from the current measurements presented in this report for a variety of reasons including: changes in applicable laws, changes in plan provisions, changes in assumptions, or plan experience differing from expectations.

In conducting the valuation, we have relied on personnel, plan design, and asset information supplied by the Board of Trustees, financial reports prepared by the custodian bank, and the actuarial assumptions and methods described in the Actuarial Assumptions section of this report. While we cannot verify the accuracy of all this information, the supplied information was reviewed for consistency and reasonableness. As a result of this review, we have no reason to doubt the substantial accuracy of the information and believe that it has produced appropriate results. This information, along with any adjustments or modifications, is summarized in various sections of this report.

The undersigned is familiar with the immediate and long-term aspects of pension valuations, and meets the Qualification Standards of the American Academy of Actuaries necessary to render the actuarial opinions contained herein. All of the sections of this report are considered an integral part of the actuarial opinions.

To our knowledge, no associate of Foster & Foster, Inc. working on valuations of the program has any direct financial interest or indirect material interest in the City of Oviedo, nor does anyone at Foster & Foster, Inc. act as a member of the Board of Trustees of the City of Oviedo Firefighters' Pension Trust Fund. Thus, there is no relationship existing that might affect our capacity to prepare and certify this actuarial report.

If there are any questions, concerns, or comments about any of the items contained in this report, please contact me at 239-433-5500.

Respectfully submitted,

Foster & Foster, Inc.

By:



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Douglas H. Lozen, EA, MAAA  
Enrolled Actuary #14-7778

DHL/lke

Enclosures

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SUMMARY OF REPORT

The regular annual actuarial valuation of the City of Oviedo Firefighters' Pension Trust Fund, performed as of October 1, 2016, has been completed and the results are presented in this Report. The contribution amounts set forth herein are applicable to the plan/fiscal year ended September 30, 2018.

The applicable funding requirements, compared with the amounts developed in the October 1, 2015 actuarial valuation, are as follows:

Valuation Date	10/1/2016	10/1/2015
Applicable Plan/Fiscal Year End	<u>9/30/2018</u>	<u>9/30/2017</u>
Total Required Contribution % of Total Annual Payroll	24.8%	21.8%
Member Contributions (Est.) % of Total Annual Payroll	7.0%	7.0%
City and State Required Contribution % of Total Annual Payroll	17.8%	14.8%
State Contribution (est.) <sup>1</sup> % of Total Annual Payroll	254,755 9.2%	254,755 9.2%
Balance from City <sup>2</sup> % of Total Annual Payroll	8.6%	5.6%

<sup>1</sup> Reflects actual State Contributions received in Calendar 2016. By way of mutual consent with the Plan Membership, pursuant to the provisions of Chapter 2015-39, Florida Statutes, the City may use the amount of State Monies received in fiscal 2013 (\$273,286.09) plus 50% of annual monies received in excess of this amount. The remaining 50% excess is allocated to the Share Plan.

<sup>2</sup> For budgeting purposes, the required Sponsor Contribution (City and State) is 14.8% of Pensionable Earnings for the fiscal year ending September 30, 2017, and 17.8% of Pensionable Earnings for the fiscal year ending September 30, 2018. The precise City requirement for each year is the applicable percentage, less State Monies described above. Please also note that the City has access to a prepaid contribution of \$160,619 that is available for the current year funding requirements.

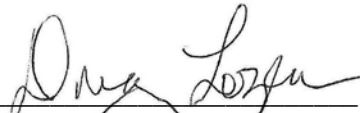
Experience during the last 12 months was less favorable than expected, on the basis of the Plan's actuarial assumptions. The primary component of unfavorable experience included a 5.63% investment return (Actuarial Value basis), falling short of the 7.75% assumption. These investment losses were partially offset by average increases in pensionable compensation that were less than the assumption.

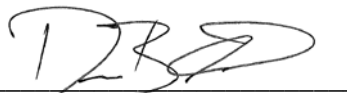
Additionally, the Total Required Contribution has increased due to a mandated change to the assumed rates of mortality (as described on the following page).

The balance of this Report presents additional details of the actuarial valuation and the general operation of the Fund. The undersigned would be pleased to meet with the Board of Trustees in order to discuss the Report and answer any pending questions concerning its contents.

Respectfully submitted,

FOSTER & FOSTER, INC.

By:   
Douglas H. Lozen, EA, MAAA

By:   
Drew D. Ballard, EA, MAAA

PLAN CHANGES SINCE PRIOR VALUATION

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

ACTUARIAL ASSUMPTION/METHOD CHANGES SINCE PRIOR VALUATION

As mandated by Chapter 2015-157, Laws of Florida, the assumed rates of mortality were changed from the RP-2000 Combined Healthy Table to the mortality table used by the Florida Retirement System actuary. The impact of this change is shown on the comparative summary section of this report.

COMPARATIVE SUMMARY OF PRINCIPAL VALUATION RESULTS

	New Assump <u>10/1/2016</u>	Old Assump <u>10/1/2016</u>	<u>10/1/2015</u>
A. Participant Data			
Actives	48	48	52
Service Retirees	5	5	4
DROP Retirees	4	4	0
Beneficiaries	0	0	0
Disability Retirees	2	2	2
Terminated Vested	<u>2</u>	<u>2</u>	<u>2</u>
 Total	 61	 61	 60
 Total Annual Payroll	 \$2,766,914	 \$2,766,914	 \$3,090,252
Payroll Under Assumed Ret. Age	2,766,914	2,766,914	3,090,252
Annual Rate of Payments to:			
Service Retirees	214,206	214,206	178,294
DROP Retirees	234,076	234,076	0
Beneficiaries	0	0	0
Disability Retirees	32,718	32,718	32,718
Terminated Vested	28,981	28,981	28,981
B. Assets			
Actuarial Value (AVA) <sup>1</sup>	12,287,550	12,287,550	11,195,572
Market Value (MVA) <sup>1</sup>	11,781,519	11,781,519	10,787,652
C. Liabilities			
Present Value of Benefits			
Actives			
Retirement Benefits	13,371,018	13,323,974	15,303,706
Disability Benefits	160,660	175,039	189,823
Death Benefits	215,488	92,542	99,759
Vested Benefits	656	636	0
Refund of Contributions	41,939	42,020	48,052
Service Retirees	2,563,487	2,494,794	2,092,807
DROP Retirees <sup>1</sup>	2,834,536	2,740,478	0
Beneficiaries	0	0	0
Disability Retirees	377,444	387,463	390,548
Terminated Vested	128,845	129,148	119,736
Share Plan	<u>0</u>	<u>0</u>	<u>0</u>
 Total	 19,694,073	 19,386,094	 18,244,431



C. Liabilities - (Continued)	New Assump <u>10/1/2016</u>	Old Assump <u>10/1/2016</u>	<u>10/1/2015</u>
Present Value of Future Salaries	28,515,614	28,847,632	29,156,868
Present Value of Future Member Contributions	1,996,093	2,019,334	2,040,981
Total Normal Cost	387,197	383,151	414,678
Present Value of Future Normal Costs (EAN)	4,819,539	4,823,826	4,907,663
Total Actuarial Accrued Liability (AL)	15,703,653	15,391,388	14,331,903
Unfunded Actuarial Accrued Liability (UAAL)	3,416,103	3,103,838	3,136,331
Funded Ratio (AVA / AL)	78.2%	79.8%	78.1%

D. Actuarial Present Value of Accrued Benefits	New Assump <u>10/1/2016</u>	Old Assump <u>10/1/2016</u>	<u>10/1/2015</u>
Vested Accrued Benefits			
Inactives <sup>1</sup>	5,904,312	5,751,883	2,603,091
Actives	4,035,573	3,935,469	5,795,817
Member Contributions	<u>1,684,589</u>	<u>1,684,589</u>	<u>1,818,479</u>
Total	11,624,474	11,371,941	10,217,387
Non-vested Accrued Benefits	<u>294,150</u>	<u>292,817</u>	<u>254,700</u>
Total Present Value Accrued Benefits (PVAB)	11,918,624	11,664,758	10,472,087
Funded Ratio (MVA / PVAB)	98.8%	101.0%	103.0%
Increase (Decrease) in Present Value of Accrued Benefits Attributable to:			
Plan Amendments	0	0	
Assumption Changes	253,866	0	
New Accrued Benefits	0	612,708	
Benefits Paid	0	(222,983)	
Interest	0	802,946	
Other	<u>0</u>	<u>0</u>	
Total	253,866	1,192,671	

	New Assump	Old Assump	
Valuation Date	10/1/2016	10/1/2016	10/1/2015
Applicable to Fiscal Year Ending	<u>9/30/2018</u>	<u>9/30/2018</u>	<u>9/30/2017</u>

#### E. Pension Cost

Normal Cost (with interest)			
% of Total Annual Payroll <sup>2</sup>	14.5	14.4	13.9
Administrative Expenses (with interest)			
% of Total Annual Payroll <sup>2</sup>	2.1	2.1	1.4
Payment Required to Amortize Unfunded Actuarial Accrued Liability over 28 years (as of 10/1/2016, with interest)			
% of Total Annual Payroll <sup>2</sup>	8.2	7.3	6.5
Total Required Contribution			
% of Total Annual Payroll <sup>2</sup>	24.8	23.8	21.8
Expected Member Contributions			
% of Total Annual Payroll <sup>2</sup>	7.0	7.0	7.0
Expected City and State Contribution			
% of Total Annual Payroll <sup>2</sup>	17.8	16.8	14.8

#### F. Past Contributions

Plan Years Ending:	<u>9/30/2016</u>
Total Required Contribution	718,140
City and State Requirement	514,619
Actual Contributions Made:	
Members (excluding buyback)	203,522
City	257,003
State	<u>257,616</u>
Total	718,141

#### G. Net Actuarial (Gain)/Loss

N/A

<sup>1</sup> The asset values and liabilities for DROP Members include accumulated DROP Balances as of 9/30/2016 and 9/30/2015.

<sup>2</sup> Contributions developed as of 10/1/2016 are expressed as a percentage of total annual payroll at 10/1/2016 of \$2,766,914.

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

<u>Year</u>	<u>Projected Unfunded Actuarial Accrued Liability</u>
2016	3,416,103
2017	3,445,753
2018	3,470,648
2025	3,456,038
2031	3,013,308
2038	1,316,471
2044	0

I. (i) 3 Year Comparison of Actual and Assumed Salary Increases

		<u>Actual</u>	<u>Assumed</u>
Year Ended	9/30/2016	3.34%	5.72%
Year Ended	9/30/2015	1.27%	6.00%
Year Ended	9/30/2014	2.30%	6.00%

(ii) 3 Year Comparison of Investment Return on Actuarial Value

		<u>Actual</u>	<u>Assumed</u>
Year Ended	9/30/2016	5.63%	7.75%
Year Ended	9/30/2015	1.86%	7.00%
Year Ended	9/30/2014	11.81%	8.00%

(iii) Average Annual Payroll Growth

(a) Payroll as of:	10/1/2016	\$2,766,914
	10/1/2006	2,010,045
(b) Total Increase		37.65%
(c) Number of Years		10.00
(d) Average Annual Rate		3.25%

STATEMENT BY ENROLLED ACTUARY

This actuarial valuation was prepared and completed by me or under my direct supervision, and I acknowledge responsibility for the results. To the best of my knowledge, the results are complete and accurate, and in my opinion, the techniques and assumptions used are reasonable and meet the requirements and intent of Part VII, Chapter 112, Florida Statutes. There is no benefit or expense to be provided by the plan and/or paid from the plan's assets for which liabilities or current costs have not been established or otherwise taken into account in the valuation. All known events or trends which may require a material increase in plan costs or required contribution rates have been taken into account in the valuation.



Douglas H. Lozen, EA, MAAA  
Enrolled Actuary #14-7778

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

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

Ms. Sarah Carr  
Municipal Police and Fire  
Pension Trust Funds  
Division of Retirement  
Post Office Box 3010  
Tallahassee, FL 32315-3010

RECONCILIATION OF UNFUNDED ACTUARIAL ACCRUED LIABILITIES

(1) Unfunded Actuarial Accrued Liability as of October 1, 2015	\$3,136,331
(2) Sponsor Normal Cost developed as of October 1, 2015	198,360
(3) Expected administrative expenses for the year ended September 30, 2016	42,279
(4) Expected interest on (1), (2) and (3)	260,077
(5) Sponsor contributions to the System during the year ended September 30, 2016	514,619
(6) Expected interest on (5)	18,590
(7) Unfunded Actuarial Accrued Liability as of September 30, 2016 (1)+(2)+(3)+(4)-(5)-(6)	3,103,838
(8) Change to UAAL due to Assumption Change	312,265
(9) Unfunded Actuarial Accrued Liability as of October 1, 2016	3,416,103

Type of <u>Base</u>	<u>Date Established</u>	<u>Years Remaining</u>	<u>10/1/2016 Amount</u>	<u>Amortization Amount</u>
Initial Liability	4/1/2002	25	\$1,884,135	\$122,863
Amendment	10/1/2005	19	403,627	30,923
Amendment	10/1/2006	20	464,215	34,445
Amendment	10/1/2008	22	633,230	44,372
Assumption	10/1/2010	24	181,045	12,073
Assumption	10/1/2014	28	940,399	57,817
Assumption	10/1/2015	19	(1,004,508)	(76,959)
Method	10/1/2015	19	(398,305)	(30,516)
Assumption	10/1/2016	20	<u>312,265</u>	<u>23,170</u>
			3,416,103	218,188

## ACTUARIAL ASSUMPTIONS AND METHODS

### Mortality Rate

#### *Healthy Lives:*

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

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

#### *Disabled Lives:*

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

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

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

Previously, the RP 2000 Combined Healthy – Sex Distinct with disabled lives set forward 5 years was utilized.

### Interest Rate

7.75 % per year, compounded annually, net of investment-related expenses. This assumption is consistent with the Plan's asset allocation and long term expected returns by asset class.

### Normal Retirement

Earlier of 1) Age 55 with 10 years of Credited Service, and 2) Age 52 with 25 years of Credited Service. Active Members eligible for Normal Retirement on the valuation date are assumed to continue employment for one additional year.

The above rates are considered reasonable based on Plan provisions.

### Early Retirement

Commencing with the earliest Early Retirement Age (age 50 with 10 years of Credited Service), Members are assumed to retire with an immediate subsidized benefit at the rate of 5% (10% for the prior valuation) per year. This assumption is also considered reasonable for the given Plan provisions.

Payroll Growth

3% per year. This assumption is consistent with the current ten-year payroll growth average.

Expenses

\$55,230, based on administrative expenses incurred in the prior fiscal year.

Funding Method

Frozen Entry Age Actuarial Cost Method.

Salary Increases

<u>Years of Service</u>	<u>Salary Increase</u>
Less than 1 Year	13.0%
1-15	5.5%
16-20	4.0%
21+	3.0%

The above rates are based on results of the July 25, 2014 Experience Study.

Disability Rate

See table below (1201). Additionally, it is assumed that 75% of Disability occurrences are duty-related.

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

The above rates are consistent with those utilized by other Florida public safety Plans.

Termination Rates

<u>Service</u>	<u>Termination Probability</u>
Less than 1 Year	20.0%
1-5 Years	5.0%
6-9 Years	3.0%
10+ Years	0.0%

The above rates are based on results of the July 25, 2014 Experience Study.

Asset Methodology

The annual difference between expected and actual investment earnings (Market Value, net of investment-related expenses), is phased in over a four-year period.



## VALUATION NOTES

Total Annual Payroll is the projected annual rate of pay for the fiscal year following the valuation date of all covered Members.

Present Value of Benefits is the single sum value on the valuation date of all future benefits to be paid to current Members, Retirees, Beneficiaries, Disability Retirees and Vested Terminations.

Normal (Current Year's) Cost Rate is determined in the aggregate as the ratio of (a) and (b) as follows:

- (a) The present value of benefits for all Plan participants, less the actuarial value of assets, less the Unfunded Actuarial Accrued Liability (UAAL).
- (b) The present value of future compensation over the anticipated number of years of participation, determined as of the valuation date.

The Normal Cost dollar requirement is the ratio of (a) and (b), multiplied by the Total Annual Payroll as of the valuation date.

Frozen Initial Liability Funding Method (Level Percent of Compensation) is the method used to determine required contributions under the Plan. The use of this method involves the systematic funding of the Normal Cost (described above) and the

Unfunded Actuarial Accrued Liability (UAAL). The UAAL is reconciled each valuation with charges and credits as follows:

- (a) Charges: the Normal Cost for the prior year, in addition to interest (at the prior year valuation assumption) on the Normal Cost and prior year's UAAL balance.
- (b) Credits: Sponsor contributions with interest at the prior year valuation assumption.

New UAAL bases will be created only for changes in methods, assumptions, or benefits. Actuarial gains and losses are funded as part of the Normal Cost.

Total Required Contribution is equal to the Normal Cost plus an amount sufficient to amortize the Unfunded Accrued Liability over no more than 30 years (the initial base is amortized over 40 years). The required amount is adjusted for interest according to the timing of sponsor contributions during the year.

PARTIAL HISTORY OF PREMIUM TAX REFUNDS

<u>Received During Fiscal Year</u>	<u>Amount</u>	<u>Increase from Previous Year</u>
2003	106,867.02	_____%
2004	98,319.59	-8.0%
2005	131,124.94	33.4%
2006	150,235.20	14.6%
2007	147,560.86	-1.8%
2008	209,595.71	42.0%
2009	245,233.78	17.0%
2010	204,825.95	-16.5%
2011	264,069.77	28.9%
2012	273,592.19	3.6%
2013	273,286.09	-0.1%
2014	280,765.05	2.7%
2015	281,878.94	0.4%
2016	257,616.09	-8.6%

STATEMENT OF FIDUCIARY NET POSITION  
SEPTEMBER 30, 2016

<u>ASSETS</u>	COST VALUE	MARKET VALUE
Cash and Cash Equivalents:		
Short Term Investments	224,374.97	224,374.97
Total Cash and Equivalents	224,374.97	224,374.97
Receivables:		
Investment Income	9,040.84	9,040.84
Total Receivable	9,040.84	9,040.84
Investments:		
Stocks	5,765,514.04	6,757,158.77
Mutual Funds:		
Fixed Income	3,993,687.69	3,802,522.17
Pooled/Common/Commingled Funds:		
Real Estate	1,077,156.83	1,149,040.63
Total Investments	10,836,358.56	11,708,721.57
Total Assets	11,069,774.37	11,942,137.38
<u>LIABILITIES</u>		
Payables:		
Prepaid City Contribution	160,618.59	160,618.59
Total Liabilities	160,618.59	160,618.59
NET POSITION RESTRICTED FOR PENSIONS	10,909,155.78	11,781,518.79

STATEMENT OF CHANGES IN FIDUCIARY NET POSITION  
FOR THE YEAR ENDED SEPTEMBER 30, 2016  
Market Value Basis

ADDITIONS

Contributions:		
Member		203,521.54
City		257,002.66
State		257,616.09
Total Contributions		718,140.29
Investment Income:		
Net Realized Gain (Loss)	(7,286.50)	
Unrealized Gain (Loss)	346,045.62	
Net Increase in Fair Value of Investments		338,759.12
Interest & Dividends		283,223.50
Less Investment Expense <sup>1</sup>		(68,044.07)
Net Investment Income		553,938.55
Total Additions		1,272,078.84

DEDUCTIONS

Distributions to Members:		
Benefit Payments		222,982.60
Lump Sum DROP Distributions		0.00
Refunds of Member Contributions		0.00
Total Distributions		222,982.60
Administrative Expense		55,229.67
Total Deductions		278,212.27
Net Increase in Net Position		993,866.57

NET POSITION RESTRICTED FOR PENSIONS

Beginning of the Year		10,787,652.22
End of the Year		11,781,518.79

<sup>1</sup>Investment related expenses include investment advisory, custodial and performance monitoring fees.

ACTUARIAL ASSET VALUATION  
September 30, 2016

Actuarial Assets for funding purposes are developed by recognizing the total actuarial investment gain or loss for each Plan Year over a four year period. In the first year, 25% of the gain or loss is recognized. In the second year 50%, in the third year 75%, and in the fourth year 100% of the gain or loss is recognized. The actuarial investment gain or loss is defined as the actual return on investments minus the actuarial assumed investment return. Actuarial Assets shall not be less than 80% nor greater than 120% of Market Value of Assets.

Plan Year Ending	Gain/Loss	<u>Gains/(Losses) Not Yet Recognized</u>			
		Amounts Not Yet Recognized by Valuation Year			
		2016	2017	2018	2019
09/30/2013	N/A				
09/30/2014	N/A				
09/30/2015	(543,894)	(271,947)	(135,973)	0	
09/30/2016	(312,112)	(234,084)	(156,056)	(78,028)	0
Total		(506,031)	(292,029)	(78,028)	0

<u>Development of Investment Gain/(Loss)</u>	
Market Value of Assets, including Prepaid Contributions, 09/30/2015	10,961,504
Contributions Less Benefit Payments & Administrative Expenses	426,694
Expected Investment Earnings*	866,051
Actual Net Investment Earnings	553,939
2016 Actuarial Investment Gain/(Loss)	<u>(312,112)</u>

\*Expected Investment Earnings =  $0.0775 * (10,961,504 + 0.5 * 426,694)$

<u>Development of Actuarial Value of Assets</u>	
(1) Market Value of Assets, 09/30/2016	11,781,519
(2) Gains/(Losses) Not Yet Recognized	<u>(506,031)</u>
(3) Actuarial Value of Assets, 09/30/2016, (1) - (2)	12,287,550
 (A) 09/30/2015 Actuarial Assets, including Prepaid Contributions:	 11,369,424
(I) Net Investment Income:	
1. Interest and Dividends	283,224
2. Realized Gains (Losses)	(7,287)
3. Change in Actuarial Value	444,157
4. Investment Expenses	<u>(68,044)</u>
Total	652,050
 (B) 09/30/2016 Actuarial Assets, including Prepaid Contributions:	 12,448,168
 Actuarial Asset Rate of Return = $2I/(A+B-I)$ :	 5.63%
Market Value of Assets Rate of Return:	5.00%
 Actuarial Gain/(Loss) due to Investment Return (Actuarial Asset Basis)	 (245,615)
 10/01/2016 Limited Actuarial Assets, not including Prepaid:	 12,287,550

CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS  
 SEPTEMBER 30, 2016  
 Actuarial Asset Basis

REVENUES

Contributions:		
Member	203,521.54	
City	257,002.66	
State	257,616.09	
 Total Contributions		 718,140.29
Earnings from Investments:		
Interest & Dividends	283,223.50	
Net Realized Gain (Loss)	(7,286.50)	
Change in Actuarial Value	444,156.62	
 Total Earnings and Investment Gains		 720,093.62

EXPENDITURES

Distributions to Members:		
Benefit Payments	222,982.60	
Lump Sum DROP Distributions	0.00	
Refunds of Member Contributions	0.00	
 Total Distributions		 222,982.60
Expenses:		
Investment related <sup>1</sup>	68,044.07	
Administrative	55,229.67	
 Total Expenses		 123,273.74
 Change in Net Assets for the Year		 1,091,977.57
 Net Assets Beginning of the Year		 11,195,572.22
 Net Assets End of the Year <sup>2</sup>		 12,287,549.79

<sup>1</sup>Investment related expenses include investment advisory, custodial and performance monitoring fees.

<sup>2</sup>Net Assets may be limited for actuarial consideration.

DEFERRED RETIREMENT OPTION PLAN ACTIVITY  
October 1, 2015 to September 30, 2016

Beginning of the Year Balance	0.00
Plus Additions	144,490.92
Investment Return Earned	1,526.33
Less Distributions	0.00
End of the Year Balance	146,017.25

RECONCILIATION OF CITY'S SHORTFALL/(PREPAID) CONTRIBUTION  
FOR THE FISCAL YEAR ENDED (FYE) SEPTEMBER 30, 2016

(1)	Total Required Contribution Rate	24.7%
(2)	Pensionable Payroll Derived from Member Contributions	\$2,907,450.57
(3)	Total Required Contribution (1) x (2)	718,140.29
(4)	Less Actual Member Contributions	(203,521.54)
(5)	Less Allowable State Contribution	<u>(257,616.09)</u>
(6)	Equals Required City Contribution for Fiscal 2016	257,002.66
(7)	Less 2015 Prepaid Contribution	(173,852.18)
(8)	Less Actual City Contributions	<u>(243,769.07)</u>
(9)	Equals City's Shortfall/(Prepaid) Contribution as of September 30, 2016	(\$160,618.59)



STATISTICAL DATA <sup>1</sup>

	<u>10/1/2013</u>	<u>10/1/2014</u>	<u>10/1/2015</u>	<u>10/1/2016</u>
<u>Actives</u>				
Number	52	51	52	48
Average Current Age	40.7	39.7	37.8	36.5
Average Age at Employment	27.5	26.8	26.6	25.0
Average Past Service	13.3	12.9	11.2	11.5
Average Annual Salary	\$60,954	\$59,401	\$59,487	\$57,644
<u>Service Retirees</u>				
Number	1	4	4	5
Average Current Age	60.8	55.4	56.4	57.1
Average Annual Benefit	\$13,342	\$44,574	\$44,574	\$42,841
<u>DROP Retirees</u>				
Number	0	0	0	4
Average Current Age	N/A	N/A	N/A	60.3
Average Annual Benefit	N/A	N/A	N/A	\$58,519
<u>Beneficiaries</u>				
Number	0	0	0	0
Average Current Age	N/A	N/A	N/A	N/A
Average Annual Benefit	N/A	N/A	N/A	N/A
<u>Disability Retirees</u>				
Number	2	2	2	2
Average Current Age	44.8	45.8	46.8	47.8
Average Annual Benefit	\$16,359	\$16,359	\$16,359	\$16,359
<u>Terminated Vested</u>				
Number	1	2	2	2
Average Current Age	38.7	39.7	37.4	38.4
Average Annual Benefit	\$15,029	\$15,029	\$14,491	\$14,491

<sup>1</sup> Prior to 10/1/2015, averages were salary weighted.

## AGE AND SERVICE DISTRIBUTION

### PAST SERVICE

AGE	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30+	Total
15 - 19	0	0	0	0	0	0	0	0	0	0	0	0
20 - 24	0	0	3	1	0	0	0	0	0	0	0	4
25 - 29	0	2	0	1	3	2	0	0	0	0	0	8
30 - 34	1	0	0	0	0	3	6	0	0	0	0	10
35 - 39	0	0	0	0	0	0	11	0	0	0	0	11
40 - 44	0	0	0	0	0	0	1	2	1	0	0	4
45 - 49	0	0	0	0	0	0	4	1	1	0	0	6
50 - 54	0	0	0	0	0	0	1	1	0	2	1	5
55 - 59	0	0	0	0	0	0	0	0	0	0	0	0
60 - 64	0	0	0	0	0	0	0	0	0	0	0	0
65+	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>23</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>48</b>

VALUATION PARTICIPANT RECONCILIATION

1. Active lives

a. Number in prior valuation 10/1/2015	52
b. Terminations	
i. Vested (partial or full) with deferred benefits	0
ii. Non-vested or full lump sum distribution received	0
c. Deaths	
i. Beneficiary receiving benefits	0
ii. No future benefits payable	0
d. Disabled	0
e. Retired	(1)
f. DROP	<u>(4)</u>
g. Continuing participants	47
h. New entrants	<u>1</u>
i. Total active life participants in valuation	48

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

	Service Retirees, Vested Receiving <u>Benefits</u>	<u>DROP Benefits</u>	Receiving Death <u>Benefits</u>	Receiving Disability <u>Benefits</u>	Vested <u>Deferred</u>	<u>Total</u>
a. Number prior valuation	4	0	0	2	2	8
Retired	1	0	0	0	0	1
DROP	0	4	0	0	0	4
Vested Deferred	0	0	0	0	0	0
Death, With Survivor	0	0	0	0	0	0
Death, No Survivor	0	0	0	0	0	0
Disabled	0	0	0	0	0	0
Refund of Contributions	0	0	0	0	0	0
Rehires	0	0	0	0	0	0
Expired Annuities	0	0	0	0	0	0
Data Corrections	0	0	0	0	0	0
b. Number current valuation	5	4	0	2	2	13

## SUMMARY OF PLAN PROVISIONS

<u>Eligibility</u>	Employees who are classified as full-time or Volunteer Firefighters shall participate in the System as a condition of employment.
<u>Credited Service</u>	Total years and fractional parts of years of employment with the City as a Firefighter.
<u>Salary</u>	Fixed compensation received from the City of Oviedo.
<u>Average Final Compensation</u>	Average Salary for the highest 5 years during the 10 years immediately preceding retirement or termination (determined separately for full-time and volunteer service).
<u>Member Contributions</u>	7.0% of Salary.
<u>City and State Contributions</u>	Remaining amount necessary to pay current costs and amortize past service cost, if any, as provided in Part VII of Chapter 112, <u>Florida Statutes</u> .
<u>Normal Retirement</u>	
Date	Earlier of age 55 and 10 years of Credited Service, or age 52 and 25 years of Credited Service.
Benefit	3.0% of Average Final Compensation times Credited Service.
Form of Benefit	Ten Year Certain and Life Annuity (options available)
<u>Early Retirement</u>	
Eligibility	Age 50 and 10 Years of Credited Service.
Benefit	Accrued benefit, reduced 3.0% per year.

Vesting

Schedule	100% after 10 years of Credited Service.
Benefit Amount	Member will receive the vested portion of his (her) accrued benefit payable at the otherwise Normal Retirement Date.

Disability

Eligibility	
Service Incurred	Covered from Date of Employment.
Non-Service Incurred	10 years of Credited Service.
Exclusions	Disability resulting from use of drugs, illegal participation in riots, service in military, etc.
Benefit	Benefit accrued to date of disability but not less than 42% of Average Final Compensation (Service Incurred) or 25% of Average Final Compensation (Not Service Incurred).
Duration	Payable for life (with a 10 year guarantee) or until recovery (as determined by the Board; optional forms available).

Death Benefits

Pre-Retirement	
Vested	Monthly accrued benefit payable to designated beneficiary for 10 years at the otherwise Normal or Early Retirement Date.
Non-Vested	Refund of accumulated contributions without interest.
Post-Retirement	Benefits payable to beneficiary in accordance with option selected at retirement.

Deferred Retirement Option Plan

Eligibility	Satisfaction of Normal Retirement requirements.
Participation	Not to exceed 36 months.
Rate of Return	At the Member's election, either 1.) net investment return credited each quarter (not less than 0%, nor greater than 10%), or 2.) a fixed annual effective rate of 3.0%, compounded and credited monthly. The Member has the option of changing the investment crediting option once during the period of DROP participation.
Distribution	Cash lump sum (options available) at termination of employment.

Supplemental Benefit:  
Chapter 175 Share Accounts

Effective September 30, 2016, excess Premium tax monies received pursuant to Chapter 175, Florida Statutes will be allocated to individual Member (including DROP participants) share accounts based on years of Credited Service.

Excess Monies	To assist with Plan funding, the City may use the amount of Premium Tax Monies received in fiscal 2013 (\$273,286.09) plus 50% of annual monies received in excess of this amount. The remaining 50% excess is allocated to the Share Plan, beginning with the fiscal year ending September 30, 2016.
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Investment Earnings	Plan earnings, net of investment-related expenses.
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Expenses	Based on expenses related to administration of the Share Plan, debited against individual accounts on a pro-rata basis.
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Board of Trustees

- a. Two Commission appointees,
- b. Two Members of the Department elected by the Membership, and
- c. Fifth Member elected by other 4 and appointed by Commission.

STATEMENT OF FIDUCIARY NET POSITION  
SEPTEMBER 30, 2016

<u>ASSETS</u>	MARKET VALUE
Cash and Cash Equivalents:	
Short Term Investments	224,375
Total Cash and Equivalents	224,375
Receivables:	
Investment Income	9,041
Total Receivable	9,041
Investments:	
Stocks	6,757,159
Mutual Funds:	
Fixed Income	3,802,522
Real Estate	1,149,041
Total Investments	11,708,722
Total Assets	11,942,138
Total Liabilities	0
NET POSITION RESTRICTED FOR PENSIONS	11,942,138

STATEMENT OF CHANGES IN FIDUCIARY NET POSITION  
FOR THE YEAR ENDED SEPTEMBER 30, 2016  
Market Value Basis

ADDITIONS

## Contributions:

Member	203,522	
City	417,621	
State	257,616	
<b>Total Contributions</b>		<b>878,759</b>
 Investment Income:		
Net Increase in Fair Value of Investments	338,759	
Interest & Dividends	283,225	
Less Investment Expense <sup>1</sup>	(68,044)	
<b>Net Investment Income</b>		<b>553,940</b>
<b>Total Additions</b>		<b>1,432,699</b>

DEDUCTIONS

## Distributions to Members:

Benefit Payments	222,983	
Refunds of Member Contributions	0	
<b>Total Distributions</b>		<b>222,983</b>
 Administrative Expense		 55,230
<b>Total Deductions</b>		<b>278,213</b>
<b>Net Increase in Net Position</b>		<b>1,154,486</b>
 <b>NET POSITION RESTRICTED FOR PENSIONS</b>		
Beginning of the Year		10,787,652
End of the Year		11,942,138

<sup>1</sup>Investment related expenses include investment advisory, custodial and performance monitoring fees.



**NOTES TO THE FINANCIAL STATEMENTS**  
(For the Year Ended September 30, 2016)

Plan Description

*Plan Administration*

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

- a. Two Commission appointees,
- b. Two Members of the Department elected by the Membership, and
- c. A fifth Member elected by other four and appointed by Commission.

*Plan Membership as of October 1, 2015:*

Inactive Plan Members or Beneficiaries Currently Receiving Benefits	6
Inactive Plan Members Entitled to But Not Yet Receiving Benefits	2
Active Plan Members	52
	60

*Benefits Provided*

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

Normal Retirement:

Date: The earlier of age 55 and 10 years of Credited Service, or age 52 and 25 years of Credited Service.

Benefit: 3.0% of Average Final Compensation times Credited Service.

Early Retirement:

Date: Age 50 and 10 years of Credited Service.

Benefit: Accrued benefit, reduced 3% per year.

Vesting (Termination):

Schedule: 100% after 10 years of Credited Service.

Benefit Amount: Member will receive the vested portion of his (her) accrued benefit payable at the otherwise Normal Retirement Date.

Disability:

Eligibility: Service Incurred Covered from Date of Employment. Non-Service Incurred 10 years of Credited Service.

Benefit: Benefit accrued to date of disability but not less than 42% of Average Final Compensation (Service Incurred) or 25% of Average Final Compensation (Not Service Incurred).

Pre-Retirement Death Benefits:

Vested: Monthly accrued benefit payable to designated beneficiary for 10 years at the otherwise Normal or Early Retirement Date.

Non-Vested: Refund of accumulated contributions without interest.

Supplemental Benefit Chapter 175 Share Accounts:

Effective September 30, 2016, excess Premium tax monies received pursuant to Chapter 175, Florida Statutes will be allocated to individual Member (including DROP participants) share accounts based on years of Credited Service.

Excess Monies: To assist with Plan funding, the City may use the amount of Premium Tax Monies received in fiscal 2013 (\$273,286.09) plus 50% of annual monies received in excess of this amount. The remaining 50% excess is allocated to the Share Plan, beginning with the fiscal year ending September 30, 2016.

Investment Earnings: Plan earnings, net of investment-related expenses.

Expenses: Based on expenses related to administration of the Share Plan, debited against individual accounts on a pro-rata basis.

*Contributions*

Member Contributions 7.0% of Salary.

City and State Contributions: Remaining amount necessary to pay current costs and amortize past service cost, if any, as provided in Part VII of Chapter 112, Florida Statutes.

## GASB 67

### Investments

#### *Investment Policy:*

The following was the Board's adopted asset allocation policy as of September 30, 2016:

<u>Asset Class</u>	<u>Target Allocation</u>
Domestic Equity	55%
International	15%
Broad Market Income	30%
Total	100%

#### *Concentrations:*

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

#### *Rate of Return:*

For the year ended September 30, 2016 the annual money-weighted rate of return on Pension Plan investments, net of Pension Plan investment expense, was 5.0 percent.

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

NET PENSION LIABILITY OF THE SPONSOR

The components of the Net Pension Liability of the Sponsor on September 30, 2016 were as follows:

Total Pension Liability	\$ 14,872,977
Plan Fiduciary Net Position	<u>\$ (11,942,138)</u>
Sponsor's Net Pension Liability	<u>\$ 2,930,839</u>
Plan Fiduciary Net Position as a percentage of Total Pension Liability	80.29%

*Actuarial Assumptions:*

The Total Pension Liability was determined by an actuarial valuation as of October 1, 2015 updated to September 30, 2016 using the following actuarial assumptions:

Inflation	2.50%
Salary Increases	Service based
Discount Rate	7.75%
Investment Rate of Return	7.75%

*Mortality Rate Healthy Lives:*

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

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

*Mortality Rate Disabled Lives:*

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

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

The other significant assumptions are based upon the most recent actuarial experience study dated, July 25, 2014, for the period 2004-2013.

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

For 2016 the inflation rate assumption of the investment advisor was 2.50%.

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

Best estimates of arithmetic real rates of return for each major asset class included in the Pension Plan's target asset allocation as of September 30, 2016 are summarized in the following table:

<u>Asset Class</u>	<u>Long Term Expected Real Rate of Return</u>
Domestic Equity	7.5%
International	8.5%
Broad Market Income	2.5%

**GASB 67**

**Discount Rate:**

The Discount Rate used to measure the Total Pension Liability was 7.75 percent.

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

	1% Decrease	Current Discount Rate	1% Increase
	6.75%	7.75%	8.75%
Sponsor's Net Pension Liability	\$ 4,990,211	\$ 2,930,839	\$ 1,228,187

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

	09/30/2016	09/30/2015
Total Pension Liability		
Service Cost	552,414	550,448
Interest	1,109,552	1,045,163
Changes of benefit terms	-	-
Differences between Expected and Actual Experience	(736,901)	(341,180)
Changes of assumptions	295,018	224,555
Contributions - Buy Back	-	829
Benefit Payments, including Refunds of Employee Contributions	(222,983)	(236,053)
Net Change in Total Pension Liability	997,100	1,243,762
Total Pension Liability - Beginning	13,875,877	12,632,115
Total Pension Liability - Ending (a)	\$ 14,872,977	\$ 13,875,877
Plan Fiduciary Net Position		
Contributions - Employer	417,621	199,738
Contributions - State	257,616	281,879
Contributions - Employee	203,522	203,092
Contributions - Buy Back	-	829
Net Investment Income	553,940	123,073
Benefit Payments, including Refunds of Employee Contributions	(222,983)	(236,053)
Administrative Expense	(55,230)	(42,279)
Net Change in Plan Fiduciary Net Position	1,154,486	530,279
Plan Fiduciary Net Position - Beginning	10,787,652	10,257,373
Plan Fiduciary Net Position - Ending (b)	\$ 11,942,138	\$ 10,787,652
Net Pension Liability - Ending (a) - (b)	\$ 2,930,839	\$ 3,088,225
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	80.29%	77.74%
Covered Employee Payroll	\$ 2,907,451	\$ 3,406,171
Net Pension Liability as a percentage of Covered Employee Payroll	100.80%	90.67%

**Notes to Schedule:**

*Changes of assumptions:*

For the ending year 09/30/2016, amounts reported as changes of assumptions, as a result of Chapter 2015-157, Florida Statutes, the assumed rate of mortality was changed to the assumption used by the Florida Retirement System.

The inflation assumption rate was lowered from 3.00% to 2.50%, matching the long-term inflation assumption utilized by the Plan's investment consultant.

For the year ending 09/30/2015, amounts reported as changes of assumptions were based on results of the July 25, 2014 Experience Study, the following assumption and method changes have been modified:

- Normal and Early Retirement Rates
- Investment Return
- Salary Scale
- Termination Rates
- Actuarial Asset Value

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

	<u>09/30/2014</u>	<u>09/30/2013</u>
Total Pension Liability		
Service Cost	585,000	541,667
Interest	941,288	835,095
Changes of benefit terms	-	-
Differences between Expected and Actual Experience	-	-
Changes of assumptions	-	-
Contributions - Buy Back	-	-
Benefit Payments, including Refunds of Employee Contributions	(150,549)	(34,824)
Net Change in Total Pension Liability	<u>1,375,739</u>	<u>1,341,938</u>
Total Pension Liability - Beginning	<u>11,256,376</u>	<u>9,914,438</u>
Total Pension Liability - Ending (a)	<u><u>\$ 12,632,115</u></u>	<u><u>\$ 11,256,376</u></u>
Plan Fiduciary Net Position		
Contributions - Employer	325,118	467,981
Contributions - State	280,765	273,286
Contributions - Employee	206,887	209,229
Contributions - Buy Back	-	-
Net Investment Income	1,052,994	848,892
Benefit Payments, including Refunds of Employee Contributions	(150,549)	(34,824)
Administrative Expense	(35,600)	(41,252)
Net Change in Plan Fiduciary Net Position	<u>1,679,615</u>	<u>1,723,312</u>
Plan Fiduciary Net Position - Beginning	<u>8,577,758</u>	<u>6,854,446</u>
Plan Fiduciary Net Position - Ending (b)	<u><u>\$ 10,257,373</u></u>	<u><u>\$ 8,577,758</u></u>
Net Pension Liability - Ending (a) - (b)	<u><u>\$ 2,374,742</u></u>	<u><u>\$ 2,678,618</u></u>
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	81.20%	76.20%
Covered Employee Payroll	\$ 2,955,529	\$ 2,988,980
Net Pension Liability as a percentage of Covered Employee Payroll	80.35%	89.62%

SCHEDULE OF CONTRIBUTIONS

Last 10 Fiscal Years

	09/30/2016	09/30/2015	09/30/2014	09/30/2013
Actuarially Determined Contribution	514,619	481,617	605,883	741,267
Contributions in relation to the Actuarially Determined Contributions	675,237	481,617	605,883	741,267
Contribution Deficiency (Excess)	\$ (160,618)	\$ -	\$ -	\$ -
Covered Employee Payroll	\$ 2,907,451	\$ 3,406,171	\$ 2,955,529	\$ 2,988,980
Contributions as a percentage of Covered Employee Payroll	23.22%	14.14%	20.50%	24.80%

Notes to Schedule

Valuation Date: 10/01/2014

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

Methods and assumptions used to determine contribution rates:

- Funding Method: Frozen Entry Age Actuarial Cost Method.
- Amortization Method: Level Percentage of Pay, Closed.
- Remaining Amortization Period: 30 Years (as of 10/01/2014).
- Mortality: RP-2000 Combined Healthy Mortality Table, Sex Distinct. Disabled lives are set forward 5 years. Based on a study of over 650 public safety funds, this table reflects a 10.00% margin for future mortality improvements.
- Interest Rate: 7.00% per year, compounded annually, gross of investment related expenses.
- Retirement Age: 10.0% (previously 5.0%) per year eligible for Early Retirement. 10.0% per year eligible for Normal Retirement (with 100% at Age 52 with 25 Years of Service). Also, any member who has reached Normal Retirement Age on the valuation date is assumed to continue employment for one additional year.
- Early Retirement: Commencing with the earliest Early Retirement Age (age 50 with 10 years of Credited Service), Members are assumed to retire with an immediate subsidized benefit at the rate of 5.00% per year.
- Disability Rates: See table below (1201). Additionally, it is assumed that 75% of Disability occurrences are duty-related.

Age	Disability Probability
20	0.03%
30	0.04%
40	0.07%
50	0.18%

Termination Rates:	Termination Probability
Service 0-2 Years	15.0%
Service 3+ Years	5.0%

Payroll Growth: 3% per year.

Asset Methodology: Fair Market Value, net of investment-related expenses.

Salary Increases:	Years of Service	Salary Increase
	0	10.0%
	1	8.0%
	2-4	7.0%
	5+	5.5%

**SCHEDULE OF INVESTMENT RETURNS**  
Last 10 Fiscal Years

	<u>09/30/2016</u>	<u>09/30/2015</u>	<u>09/30/2014</u>	<u>09/30/2013</u>
Annual Money-Weighted Rate of Return				
Net of Investment Expense	5.00%	1.17%	11.81%	11.50%



NOTES TO THE FINANCIAL STATEMENTS

(For the Year Ended September 30, 2017)

General Information about the Pension Plan

*Plan Description*

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

- a. Two Commission appointees,
- b. Two Members of the Department elected by the Membership, and
- c. A fifth Member elected by other four and appointed by Commission.

Employees who are classified as full-time or Volunteer Firefighters shall participate in the System as a condition of employment.

*Plan Membership as of October 1, 2015:*

Inactive Plan Members or Beneficiaries Currently Receiving Benefits	6
Inactive Plan Members Entitled to But Not Yet Receiving Benefits	2
Active Plan Members	52
	60
	60

*Benefits Provided*

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

Normal Retirement:

Date: The earlier of age 55 and 10 years of Credited Service, or age 52 and 25 years of Credited Service.

Benefit: 3.0% of Average Final Compensation times Credited Service.

Early Retirement:

Date: Age 50 and 10 years of Credited Service.

Benefit: Accrued benefit, reduced 3% per year.

Vesting (Termination):

Schedule: 100% after 10 years of Credited Service.

Benefit Amount: Member will receive the vested portion of his (her) accrued benefit payable at the otherwise Normal Retirement Date.

Disability:

Eligibility: Service Incurred Covered from Date of Employment. Non-Service Incurred 10 years of Credited Service.

Benefit: Benefit accrued to date of disability but not less than 42% of Average Final Compensation (Service Incurred) or 25% of Average Final Compensation (Not Service Incurred).

Pre-Retirement Death Benefits:

Vested: Monthly accrued benefit payable to designated beneficiary for 10 years at the otherwise Normal or Early Retirement Date.

Non-Vested: Refund of accumulated contributions without interest.

Supplemental Benefit Chapter 175 Share Accounts:

Effective September 30, 2016, excess Premium tax monies received pursuant to Chapter 175, Florida Statutes will be allocated to individual Member (including DROP participants) share accounts based on years of Credited Service.

Excess Monies: To assist with Plan funding, the City may use the amount of Premium Tax Monies received in fiscal 2013 (\$273,286.09) plus 50% of annual monies received in excess of this amount. The remaining 50% excess is allocated to the Share Plan, beginning with the fiscal year ending September 30, 2016.

Investment Earnings: Plan earnings, net of investment-related expenses.

Expenses: Based on expenses related to administration of the Share Plan, debited against individual accounts on a pro-rata basis.

*Contributions*

Member Contributions 7.0% of Salary.

City and State Contributions: Remaining amount necessary to pay current costs and amortize past service cost, if any, as provided in Part VII of Chapter 112, Florida Statutes.

Net Pension Liability

The measurement date is September 30, 2016.

The measurement period for the pension expense was October 1, 2015 to September 30, 2016.

The reporting period is October 1, 2016 through September 30, 2017.

The Sponsor's Net Pension Liability was measured as of September 30, 2016.

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

*Actuarial Assumptions:*

The Total Pension Liability was determined by an actuarial valuation as of October 1, 2015 updated to September 30, 2016 using the following actuarial assumptions:

Inflation	2.50%
Salary Increases	Service based
Discount Rate	7.75%
Investment Rate of Return	7.75%

*Mortality Rate Healthy Lives:*

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

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

*Mortality Rate Disabled Lives:*

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

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

The other significant assumptions are based upon the most recent actuarial experience study dated, July 25, 2014, for the period 2004-2013.

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

For 2016 the inflation rate assumption of the investment advisor was 2.50%.

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

Best estimates of arithmetic real rates of return for each major asset class included in the Pension Plan's target asset allocation as of September 30, 2016 are summarized in the following table:

Asset Class	Target Allocation	Long Term Expected Real Rate of Return
Domestic Equity	55%	7.50%
International	15%	8.50%
Broad Market Income	30%	2.50%
Total	100%	

Discount Rate:

The Discount Rate used to measure the Total Pension Liability was 7.75 percent.

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

CHANGES IN NET PENSION LIABILITY

	Increase (Decrease)		
	Total Pension Liability	Plan Fiduciary Net Position	Net Pension Liability
	(a)	(b)	(a)-(b)
Reporting Period Ending at September 30, 2016	\$ 13,875,877	\$ 10,787,652	\$ 3,088,225
Changes for a Year:			
Service Cost	552,414	-	552,414
Interest	1,109,552	-	1,109,552
Differences between Expected and Actual Experience	(736,901)	-	(736,901)
Changes of assumptions	295,018	-	295,018
Changes of benefit terms	-	-	-
Contributions - Employer	-	417,621	(417,621)
Contributions - State	-	257,616	(257,616)
Contributions - Employee	-	203,522	(203,522)
Contributions - Buy Back	-	-	-
Net Investment Income	-	553,940	(553,940)
Benefit Payments, including Refunds of Employee Contributions	(222,983)	(222,983)	-
Administrative Expense	-	(55,230)	55,230
Net Changes	997,100	1,154,486	(157,386)
Reporting Period Ending at September 30, 2017	\$ 14,872,977	\$ 11,942,138	\$ 2,930,839

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

	Current Discount		
	1% Decrease	Rate	1% Increase
	6.75%	7.75%	8.75%
Sponsor's Net Pension Liability	\$ 4,990,211	\$ 2,930,839	\$ 1,228,187

*Pension Plan Fiduciary Net Position.*

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

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

For the year ended September 30, 2017 the Sponsor will recognize a Pension Expense of \$743,310.  
On September 30, 2017 the Sponsor reported Deferred Outflows of Resources and Deferred Inflows of Resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between Expected and Actual Experience	-	959,810
Changes of assumptions	457,564	-
Net difference between Projected and Actual Earnings on Pension Plan investments	535,899	-
Employer and State contributions subsequent to the measurement date	TBD	-
<b>Total</b>	<b>TBD</b>	<b>\$ 959,810</b>

The outcome of the Deferred Outflows of resources related to pensions resulting from Employer and State contributions subsequent to the measurement date will be recognized as a reduction of the Net Pension Liability in the year ended September 30, 2017. Other amounts reported as Deferred Outflows of Resources and Deferred Inflows of Resources related to pensions will be recognized in Pension Expense as follows:

Year ended September 30:					
2018			\$	88,951	
2019			\$	88,952	
2020			\$	157,293	
2021			\$	14,532	
2022			\$	(46,542)	
Thereafter			\$	(269,533)	

## SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS

Last 10 Fiscal Years

Reporting Period Ending	09/30/2017	09/30/2016
Measurement Date	09/30/2016	09/30/2015
Total Pension Liability		
Service Cost	552,414	550,448
Interest	1,109,552	1,045,163
Changes of benefit terms	-	-
Differences between Expected and Actual Experience	(736,901)	(341,180)
Changes of assumptions	295,018	224,555
Contributions - Buy Back	-	829
Benefit Payments, including Refunds of Employee Contributions	(222,983)	(236,053)
Net Change in Total Pension Liability	997,100	1,243,762
Total Pension Liability - Beginning	13,875,877	12,632,115
Total Pension Liability - Ending (a)	<u>\$ 14,872,977</u>	<u>\$ 13,875,877</u>
Plan Fiduciary Net Position		
Contributions - Employer	417,621	199,738
Contributions - State	257,616	281,879
Contributions - Employee	203,522	203,092
Contributions - Buy Back	-	829
Net Investment Income	553,940	123,073
Benefit Payments, including Refunds of Employee Contributions	(222,983)	(236,053)
Administrative Expense	(55,230)	(42,279)
Net Change in Plan Fiduciary Net Position	1,154,486	530,279
Plan Fiduciary Net Position - Beginning	10,787,652	10,257,373
Plan Fiduciary Net Position - Ending (b)	<u>\$ 11,942,138</u>	<u>\$ 10,787,652</u>
Net Pension Liability - Ending (a) - (b)	<u>\$ 2,930,839</u>	<u>\$ 3,088,225</u>
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	80.29%	77.74%
Covered Employee Payroll	\$ 2,907,451	\$ 3,406,171
Net Pension Liability as a percentage of Covered Employee Payroll	100.80%	90.67%

**Notes to Schedule:***Changes of assumptions:*

For the reporting ending year 09/30/2017, amounts reported as changes of assumptions, as a result of Chapter 2015-157, Florida Statutes, the assumed rate of mortality was changed to the assumption used by the Florida Retirement System. The inflation assumption rate was lowered from 3.00% to 2.50%, matching the long-term inflation assumption utilized by the Plan's investment consultant.

For the reporting ending year 09/30/2016, amounts reported as changes of assumptions were based on results of the July 25, 2014 Experience Study, the following assumption and method changes have been modified:

- Normal and Early Retirement Rates
- Investment Return
- Salary Scale
- Termination Rates
- Actuarial Asset Value

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## SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS

Last 10 Fiscal Years

Reporting Period Ending	09/30/2015	09/30/2014
Measurement Date	09/30/2014	09/30/2013
Total Pension Liability		
Service Cost	585,000	541,667
Interest	941,288	835,095
Changes of benefit terms	-	-
Differences between Expected and Actual Experience	-	-
Changes of assumptions	-	-
Contributions - Buy Back	-	-
Benefit Payments, including Refunds of Employee Contributions	(150,549)	(34,824)
Net Change in Total Pension Liability	1,375,739	1,341,938
Total Pension Liability - Beginning	11,256,376	9,914,438
Total Pension Liability - Ending (a)	<u>\$ 12,632,115</u>	<u>\$ 11,256,376</u>
Plan Fiduciary Net Position		
Contributions - Employer	325,118	467,981
Contributions - State	280,765	273,286
Contributions - Employee	206,887	209,229
Contributions - Buy Back	-	-
Net Investment Income	1,052,994	848,892
Benefit Payments, including Refunds of Employee Contributions	(150,549)	(34,824)
Administrative Expense	(35,600)	(41,252)
Net Change in Plan Fiduciary Net Position	1,679,615	1,723,312
Plan Fiduciary Net Position - Beginning	8,577,758	6,854,446
Plan Fiduciary Net Position - Ending (b)	<u>\$ 10,257,373</u>	<u>\$ 8,577,758</u>
Net Pension Liability - Ending (a) - (b)	<u>\$ 2,374,742</u>	<u>\$ 2,678,618</u>
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	81.20%	76.20%
Covered Employee Payroll	\$ 2,955,529	\$ 2,988,980
Net Pension Liability as a percentage of Covered Employee Payroll	80.35%	89.62%

SCHEDULE OF CONTRIBUTIONS

Last 10 Fiscal Years

	09/30/2016	09/30/2015	09/30/2014	09/30/2013
Actuarially Determined Contribution	514,619	481,617	605,883	741,267
Contributions in relation to the Actuarially Determined Contributions	675,237	481,617	605,883	741,267
Contribution Deficiency (Excess)	\$ (160,618)	\$ -	\$ -	\$ -
Covered Employee Payroll	\$ 2,907,451	\$ 3,406,171	\$ 2,955,529	\$ 2,988,980
Contributions as a percentage of Covered Employee Payroll	23.22%	14.14%	20.50%	24.80%

Notes to Schedule

Valuation Date: 10/01/2014

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

Methods and assumptions used to determine contribution rates:

Funding Method: Frozen Entry Age Actuarial Cost Method.

Amortization Method: Level Percentage of Pay, Closed.

Remaining Amortization Period: 30 Years (as of 10/01/2014).

Mortality: RP-2000 Combined Healthy Mortality Table, Sex Distinct. Disabled lives are set forward 5 years. Based on a study of over 650 public safety funds, this table reflects a 10.00% margin for future mortality improvements.

Interest Rate: 7.00% per year, compounded annually, gross of investment related expenses.

Retirement Age: 10.0% (previously 5.0%) per year eligible for Early Retirement. 10.0% per year eligible for Normal Retirement (with 100% at Age 52 with 25 Years of Service). Also, any member who has reached Normal Retirement Age on the valuation date is assumed to continue employment for one additional year.

Early Retirement: Commencing with the earliest Early Retirement Age (age 50 with 10 years of Credited Service), Members are assumed to retire with an immediate subsidized benefit at the rate of 5.00% per year.

Disability Rates: See table below (1201). Additionally, it is assumed that 75% of Disability occurrences are duty-related.

Age	Disability Probability
20	0.0003
30	0.0004
40	0.0007
50	0.0018

Service	Termination Probability
0-2 Years	15.0%
3+ Years	0.05

Payroll Growth: 3% per year.

Asset Methodology: Fair Market Value, net of investment-related expenses.

Years of Service	Salary Increase
0	10.00%
1	8.00%
2-4	7.00%
5+	5.50%

FINAL COMPONENTS OF PENSION EXPENSE  
FISCAL YEAR SEPTEMBER 30, 2016

	Net Pension Liability	Deferred Inflows	Deferred Outflows	Pension Expense
Beginning balance	\$ 2,374,742	\$ 273,367	\$ 481,617	\$ -
Employer and State Contributions made after 09/30/2015	-	-	675,237	-
Total Pension Liability Factors:				
Service Cost	550,448	-	-	550,448
Interest	1,045,163	-	-	1,045,163
Changes in benefit terms	-	-	-	-
Contributions - Buy Back	829	-	-	829
Differences between Expected and Actual Experience with regard to economic or demographic assumptions	(341,180)	341,180	-	-
Current year amortization of experience difference	-	(28,431)	-	(28,431)
Change in assumptions about future economic or demographic factors or other inputs	224,555	-	224,555	-
Current year amortization of change in assumptions	-	-	(18,712)	18,712
Benefit Payments	(236,053)	-	-	(236,053)
Net change	<u>1,243,762</u>	<u>312,749</u>	<u>881,080</u>	<u>1,350,668</u>
Plan Fiduciary Net Position:				
Contributions - Employer	199,738	-	(199,738)	-
Contributions - State	281,879	-	(281,879)	-
Contributions - Employee	203,092	-	-	(203,092)
Contributions - Buy Back	829	-	-	(829)
Net Investment Income	836,878	-	-	(836,878)
Difference between projected and actual earnings on Pension Plan investments	(713,805)	-	713,805	-
Current year amortization	-	(68,342)	(142,761)	74,419
Benefit Payments	(236,053)	-	-	236,053
Administrative Expenses	(42,279)	-	-	42,279
Net change	<u>530,279</u>	<u>(68,342)</u>	<u>89,427</u>	<u>(688,048)</u>
Ending Balance	<u>\$ 3,088,225</u>	<u>\$ 517,774</u>	<u>\$ 1,452,124</u>	<u>\$ 662,620</u>



**PRELIMINARY COMPONENTS OF PENSION EXPENSE**  
**FISCAL YEAR SEPTEMBER 30, 2017**

	Net Pension Liability	Deferred Inflows	Deferred Outflows	Pension Expense
Beginning balance	\$ 3,088,225	\$ 517,774	\$ 1,452,124	\$ -
Employer and State Contributions made after 09/30/2016	-	-	TBD*	-
Total Pension Liability Factors:				
Service Cost	552,414	-	-	552,414
Interest	1,109,552	-	-	1,109,552
Change in Excess State Money	-	-	-	-
Changes in benefit terms	-	-	-	-
Differences between Expected and Actual Experience with regard to economic or demographic assumptions	(736,901)	736,901	-	-
Current year amortization of experience difference	-	(89,840)	-	(89,840)
Change in assumptions about future economic or demographic factors or other inputs	295,018	-	295,018	-
Current year amortization of change in assumptions	-	-	(43,297)	43,297
Benefit Payments	(222,983)	-	-	(222,983)
Net change	<u>997,100</u>	<u>647,061</u>	<u>251,721</u>	<u>1,392,440</u>
Plan Fiduciary Net Position:				
Contributions - Employer	417,621	-	(417,621)	-
Contributions - State	257,616	-	(257,616)	-
Contributions - Employee	203,522	-	-	(203,522)
Net Investment Income	859,314	-	-	(859,314)
Difference between projected and actual earnings on Pension Plan investments	(305,374)	-	305,374	-
Current year amortization	-	(68,342)	(203,835)	135,493
Benefit Payments	(222,983)	-	-	222,983
Administrative Expenses	(55,230)	-	-	55,230
Net change	<u>1,154,486</u>	<u>(68,342)</u>	<u>(573,698)</u>	<u>(649,130)</u>
Ending Balance	<u>\$ 2,930,839</u>	<u>\$ 1,096,493</u>	<u>TBD</u>	<u>\$ 743,310</u>

\* Employer and State contributions subsequent to the measurement date made after September 30, 2016 but made on or before September 30, 2017 needs to be added.

AMORTIZATION SCHEDULE - INVESTMENT

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

Plan Year Ending	Differences Between Projected and Actual Earnings	Recognition Period (Years)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
2014	\$ (341,709)	5	\$ (68,341)	\$ (68,342)	\$ (68,342)	\$ (68,342)	\$ (68,342)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2015	\$ 713,805	5	\$ -	\$ 142,761	\$ 142,761	\$ 142,761	\$ 142,761	\$ 142,761	\$ -	\$ -	\$ -	\$ -	\$ -
2016	\$ 305,374	5	\$ -	\$ -	\$ 61,074	\$ 61,075	\$ 61,075	\$ 61,075	\$ 61,075	\$ -	\$ -	\$ -	\$ -
2017	\$ -	5	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2018	\$ -	5	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2019	\$ -	5	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2020	\$ -	5	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2021	\$ -	5	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2022	\$ -	5	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2023	\$ -	5	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net Increase (Decrease) in Pension Expense			\$ (68,341)	\$ 74,419	\$ 135,493	\$ 135,494	\$ 135,494	\$ 203,836	\$ 61,075	\$ -	\$ -	\$ -	\$ -

AMORTIZATION SCHEDULE - CHANGES OF ASSUMPTIONS

Increase (Decrease) in Pension Expense Arising from the Recognition of the Effects of Changes of Assumptions

Plan Year Ending	Changes of Assumptions	Recognition Period (Years)	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
2015	\$ 224,555	12	\$ 18,712	\$ 18,713	\$ 18,713	\$ 18,713	\$ 18,713	\$ 18,713	\$ 18,713	\$ 18,713	\$ 18,713	\$ 18,713	\$ 18,713	\$ 18,713	\$ -
2016	\$ 295,018	12	\$ -	\$ 24,584	\$ 24,584	\$ 24,585	\$ 24,585	\$ 24,585	\$ 24,585	\$ 24,585	\$ 24,585	\$ 24,585	\$ 24,585	\$ 24,585	\$ 24,585
2017	\$ -	1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2018	\$ -	1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2019	\$ -	1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2020	\$ -	1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2021	\$ -	1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2022	\$ -	1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2023	\$ -	1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net Increase (Decrease) in Pension Expense			\$ 18,712	\$ 43,297	\$ 43,297	\$ 43,298	\$ 43,298	\$ 43,298	\$ 43,298	\$ 43,298	\$ 43,298	\$ 43,298	\$ 43,298	\$ 43,298	\$ 24,585

AMORTIZATION SCHEDULE - EXPERIENCE

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

Plan Year Ending	Differences Between Expected and Actual Experience	Recognition Period (Years)	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
2015	\$ (341,180)	12	\$ (28,431)	\$ (28,431)	\$ (28,431)	\$ (28,431)	\$ (28,432)	\$ (28,432)	\$ (28,432)	\$ (28,432)	\$ (28,432)	\$ (28,432)	\$ (28,432)	\$ (28,432)	\$ -
2016	\$ (736,901)	12	\$ -	\$ (61,409)	\$ (61,409)	\$ (61,409)	\$ (61,409)	\$ (61,409)	\$ (61,408)	\$ (61,408)	\$ (61,408)	\$ (61,408)	\$ (61,408)	\$ (61,408)	\$ (61,408)
2017	\$ -	1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2018	\$ -	1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2019	\$ -	1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2020	\$ -	1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2021	\$ -	1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2022	\$ -	1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2023	\$ -	1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net Increase (Decrease) in Pension Expense			\$ (28,431)	\$ (89,840)	\$ (89,840)	\$ (89,840)	\$ (89,841)	\$ (89,841)	\$ (89,840)	\$ (89,840)	\$ (89,840)	\$ (89,840)	\$ (89,840)	\$ (89,840)	\$ (61,408)