GRS Gabriel Roeder Smith & Company
Consultants & Actuaries

BAY MEDICAL CENTER PENSION PLAN

CHAPTER 112.664, F.S. COMPLIANCE REPORT

In Connection with the January 1, 2016 Funding Actuarial Valuation Report
and the Plan's Financial Reporting for the Year Ended December 31, 2015

GRS

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August 26, 2016

Board of Trustees
c/o Ms. Karen Thomason
Director of Operations
Bay Health Foundation
528 North MacArthur Avenue
Panama City, Florida 32401

Re: January 1, 2016 Chapter 112.664 Compliance Report

Dear Board Members:

Gabriel, Roeder, Smith & Company (GRS) has been engaged by the Board of Trustees (Board) of the Bay Medical Center Pension Plan (Plan) to prepare a disclosure report to satisfy the requirements set forth in Chapter 112.664, F.S. and as further required pursuant to Chapter 60T-1.0035, F.A.C.

This report was prepared at the request of the Board and is intended for use by the Board and those designated or approved by the Board. This report may be provided to parties other than the Board only in its entirety and only with the permission of the Board.

The purpose of the report is to provide the required information specified in Chapter 112.664, F.S. and to supplement this information with additional exhibits. This report should not be relied on for any purpose other than the purpose described above.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: Plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the Plan's funded status); and changes in Plan provisions or applicable law. The scope of this engagement does not include an analysis of the potential range of such measurements.

This report was based upon information furnished by the Foundation and the Board concerning Plan benefits, Plan provisions and Plan membership as used in the corresponding Actuarial Valuation Reports for the Valuation Dates indicated. Financial information was provided by the Foundation and Board as of December 31, 2015. We reviewed the information provided for internal and year-to-year consistency, but did not otherwise audit the data. We are not responsible for the accuracy or completeness of the information provided by the Foundation and Board.

Except where specific assumptions are required under Chapter 112.664, F.S, this report was prepared using actuarial assumptions adopted by the Board as described in Section C. The mortality assumption is updated effective January 1, 2016 as prescribed under 112.63(1)(f), F.S. The remaining Board's assumptions are based on past and expected future Plan experience and represent an estimate of future Plan experience.

The investment return assumption of 2% higher than the investment return assumption utilized in the Actuarial Valuation Report does not represent an estimate of future Plan experience nor observation of the estimates inherent in market data. This assumption is provided as a counterpart to the Chapter 112.664, F.S. requirement to utilize an investment return assumption of 2% lower than the investment return assumption utilized in the Actuarial Valuation Report. The inclusion of the additional 2% higher assumption shows a more complete assessment of the range of potential results as opposed to the *one-sided* range required by statute.

If all actuarial assumptions are met and if all current and future minimum required contributions are paid Plan assets will be sufficient to pay all Plan benefits. Plan minimum required contributions are determined in compliance with the requirements of the Florida Protection of Public Employee Retirement Benefits Act with normal cost determined as a level dollar amount and a level dollar amortization payment using a maximum amortization period of 15 years.

The Plan's funded ratio as of January 1, 2016 is 79.6% defined as the ratio of the market value of Plan assets to the actuarial accrued liability.

The Plan's funded ratio and the GASB Net Pension Liability may not be appropriate for assessing the sufficiency of Plan assets to meet the estimated cost of settling benefit obligations but may be appropriate for assessing the need for or the amount of future contributions.

The undersigned are members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein. The signing actuaries are independent of the Plan sponsor.

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. To the best of our knowledge the information contained in this report is accurate and presents the actuarial position of the Plan as of the valuation date as required by statute. All calculations have been made in conformity with generally accepted actuarial principles and practices, with the Actuarial Standards of Practice issued by the Actuarial Standards Board and with applicable statutes.

With respect to the reporting standards for defined benefit retirement plans or systems contained in Section 112.664(1), F.S., the actuarial disclosures required under this section were 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, meet the requirements of Section 112.664(1), F.S., and Section 60T-1.0035, F.A.C.

Respectfully submitted,

GABRIEL, ROEDER, SMITH AND COMPANY

By L. F. Wilson

Lawrence F. Wilson, M.A.A.A
Enrolled Actuary No. 14-02802
Senior Consultant & Actuary

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Enrolled Actuary No. 14-07624
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Date: August 26, 2016

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SECTION A

CHAPTER 112.664, F.S. RESULTS

Bay Medical Center Pension Plan

Net Pension Liability
Using Financial Reporting Assumptions per GASB Statements No. 67 and No. 68

	Measurement Date		December 31, 2015
A.	Total Pension Liability (TPL)		
	Service Cost	$	0
	Interest		7,966,699
	Benefit Changes		0
	Difference Between Actual and Expected Experience		566,504
	Assumption Changes		0
	Benefit Payments		(7,617,588)
	Other		0
	Net Change in Total Pension Liability	$	915,615
	Total Pension Liability (TPL) - (beginning of year)		109,464,942
	Total Pension Liability (TPL) - (end of year)	$	110,380,557
B.	Plan Fiduciary Net Position		
	Contributions - Sponsor	$	1,625,102
	Contributions - Member		0
	Net Investment Income		126,484
	Benefit Payments		(7,617,588)
	Administrative Expenses		0
	Other		0
	Net Change in Plan Fiduciary Net Position	$	(5,866,002)
	Plan Fiduciary Net Position - (beginning of year)		97,809,794
	Plan Fiduciary Net Position - (end of year)	$	91,943,792
C.	Net Pension Liability (NPL) - (end of year): (A) - (B)	$	18,436,765
	Valuation Date		January 1, 2015

Certain Key Assumptions

Investment Return Assumption 7.5%

Mortality Table:

Healthy Members: RP-2000 Combined Healthy Participant Mortality Tables, separate rates for males and females, projected to 2018 with Scale AA. Disabled Members: Internal Revenue Service Revenue Ruling 96-7 table for post 1994 disabilities.

Bay Medical Center Pension Plan

Net Pension Liability
Using Assumptions Required Under 112.664(1)(a), F.S.

	Measurement Date		December 31, 2015
A.	Total Pension Liability (TPL)		
	Service Cost	$	0
	Interest		8,092,485
	Benefit Changes		0
	Difference Between Actual and Expected Experience		563,827
	Assumption Changes		0
	Benefit Payments		(7,617,588)
	Other		0
	Net Change in Total Pension Liability	$	1,038,724
	Total Pension Liability (TPL) - (beginning of year)		111,144,766
	Total Pension Liability (TPL) - (end of year)	$	112,183,490
B.	Plan Fiduciary Net Position		
	Contributions - Sponsor	$	1,625,102
	Contributions - Member		0
	Net Investment Income		126,484
	Benefit Payments		(7,617,588)
	Administrative Expenses		0
	Other		0
	Net Change in Plan Fiduciary Net Position	$	(5,866,002)
	Plan Fiduciary Net Position - (beginning of year)		97,809,794
	Plan Fiduciary Net Position - (end of year)	$	91,943,792
C.	Net Pension Liability (NPL) - (end of year): (A) - (B)	$	20,239,698
	Valuation Date		January 1, 2015

Certain Key Assumptions

Investment Return Assumption	7.5%

Mortality Table:

RP-2000 Combined Healthy Participant Mortality Tables, separate rates for males and females, with fully generational mortality improvements projected to each future payment date with Scale AA.

Bay Medical Center Pension Plan

Net Pension Liability
Using Assumptions Required Under 112.664(1)(b), F.S.

	Measurement Date		December 31, 2015
A.	Total Pension Liability (TPL)		
	Service Cost	$	0
	Interest		7,330,017
	Benefit Changes		0
	Difference Between Actual and Expected Experience		850,107
	Assumption Changes		0
	Benefit Payments		(7,617,588)
	Other		0
	Net Change in Total Pension Liability	$	562,536
	Total Pension Liability (TPL) - (beginning of year)		136,231,721
	Total Pension Liability (TPL) - (end of year)	$	136,794,257
B.	Plan Fiduciary Net Position		
	Contributions - Employer	$	1,625,102
	Contributions - Member		0
	Net Investment Income		126,484
	Benefit Payments		(7,617,588)
	Administrative Expenses		0
	Other		0
	Net Change in Plan Fiduciary Net Position	$	(5,866,002)
	Plan Fiduciary Net Position - (beginning of year)		97,809,794
	Plan Fiduciary Net Position - (end of year)	$	91,943,792
C.	Net Pension Liability (NPL) - (end of year): (A) - (B)	$	44,850,465
	Valuation Date		January 1, 2015

Certain Key Assumptions

Investment Return Assumption 5.5%

Mortality Table:

RP-2000 Combined Healthy Participant Mortality Tables, separate rates for males and females, with fully generational mortality improvements projected to each future payment date with Scale AA.

Bay Medical Center Pension Plan

Net Pension Liability
Using Assumptions Required Under 112.664(1)(a), F.S. Plus 2% on Investment Return Assumption

	Measurement Date		December 31, 2015
A.	Total Pension Liability (TPL)		
	Service Cost	$	0
	Interest		8,525,105
	Benefit Changes		0
	Difference Between Actual and Expected Experience		357,229
	Assumption Changes		0
	Benefit Payments		(7,617,588)
	Other		0
	Net Change in Total Pension Liability	$	1,264,746
	Total Pension Liability (TPL) - (beginning of year)		93,189,510
	Total Pension Liability (TPL) - (end of year)	$	94,454,256
B.	Plan Fiduciary Net Position		
	Contributions - Sponsor	$	1,625,102
	Contributions - Member		0
	Net Investment Income		126,484
	Benefit Payments		(7,617,588)
	Administrative Expenses		0
	Other		0
	Net Change in Plan Fiduciary Net Position	$	(5,866,002)
	Plan Fiduciary Net Position - (beginning of year)		97,809,794
	Plan Fiduciary Net Position - (end of year)	$	91,943,792
C.	Net Pension Liability (NPL) - (end of year): (A) - (B)	$	2,510,464
	Valuation Date		January 1, 2015

Certain Key Assumptions

Investment Return Assumption 9.5%

Mortality Table:

RP-2000 Combined Healthy Participant Mortality Tables, separate rates for males and females, with fully generational mortality improvements projected to each future payment date with Scale AA.

Bay Medical Center Pension Plan

Asset and Benefit Payment Projection
Not Reflecting Any Future Contributions

Using Financial Reporting Assumptions per GASB Statements No. 67 and No. 68
and Using Assumptions Required Under 112.664(1)(a), F.S.

FYE	Market Value of Assets (BOY)	Expected Investment Return	Projected Benefit Payments	Market Value of Assets (EOY)
2016	$ 91,943,792	$ 6,521,133	$ 9,325,207	$ 89,139,718
2017	89,139,718	6,359,297	8,118,776	87,380,239
2018	87,380,239	6,210,365	8,541,199	85,049,405
2019	85,049,405	6,021,534	8,890,117	82,180,822
2020	82,180,822	5,790,055	9,296,717	78,674,160
2021	78,674,160	5,523,373	9,388,372	74,809,161
2022	74,809,161	5,222,427	9,663,935	70,367,653
2023	70,367,653	4,881,320	9,862,918	65,386,055
2024	65,386,055	4,508,987	9,830,882	60,064,160
2025	60,064,160	4,107,447	9,890,556	54,281,051
2026	54,281,051	3,671,776	9,938,791	48,014,036
2027	48,014,036	3,198,483	10,020,099	41,192,420
2028	41,192,420	2,695,818	9,797,191	34,091,047
2029	34,091,047	2,163,718	9,784,676	26,470,089
2030	26,470,089	1,595,755	9,694,833	18,371,011
2031	18,371,011	994,833	9,532,826	9,833,018
2032	9,833,018	356,140	9,491,598	697,560
2033	697,560	-	9,309,001	-
2034	-	-	9,184,894	-
2035	-	-	8,935,066	-
2036	-	-	8,686,972	-
2037	-	-	8,438,312	-
2038	-	-	8,180,579	-
2039	-	-	7,880,814	-
2040	-	-	7,567,178	-
2041	-	-	7,238,571	-

Number of years for which current market value of assets are adequate to sustain the payment of expected retirement benefits reflecting no contributions from the Foundation: 17.00

Certain Key Assumptions

Investment return assumption 7.5%

Mortality Table:

For healthy male participants, RP 2000 Annuitant Male Mortality Table, with 50% White Collar / 50% Blue Collar Adjustment and fully generational mortality improvements projected to each future decrement date with Scale BB. For healthy female participants, RP 2000 Annuitant Female Mortality Table, with White Collar Adjustment and fully generational mortality improvements projected to each future decrement date with Scale BB. For disabled male participants, RP 2000 Disabled Male Mortality Table, setback four years, without projected mortality improvements. For disabled female participants, RP 2000 Disabled Female Mortality Table, set forward two years, without projected mortality improvements.

Note: As required in Section 112.664(c) of the Florida Statutes, the projection of Plan assets does not include future contributions from the Foundation. For this reason, this projection should not be viewed as representative of the amount of time the Plan can sustain benefit payments. Under Government Accounting Standards Board standards, which include future Foundation contributions, the Plan is expected to be able to pay all future benefit payments.

Bay Medical Center Pension Plan

Asset and Benefit Payment Projection
Not Reflecting Any Future Contributions
<u>Using Assumptions Required Under 112.664(1)(b), F.S.</u>

FYE	Market Value of Assets (BOY)	Expected Investment Return	Projected Benefit Payments	Market Value of Assets (EOY)
2016	$ 91,943,792	$ 4,781,367	$ 9,325,207	$ 87,399,952
2017	87,399,952	4,567,104	8,118,776	83,848,280
2018	83,848,280	4,359,280	8,541,199	79,666,361
2019	79,666,361	4,118,965	8,890,117	74,895,209
2020	74,895,209	3,844,537	9,296,717	69,443,029
2021	69,443,029	3,541,959	9,388,372	63,596,616
2022	63,596,616	3,212,264	9,663,935	57,144,945
2023	57,144,945	2,851,543	9,862,918	50,133,570
2024	50,133,570	2,466,864	9,830,882	42,769,552
2025	42,769,552	2,060,079	9,890,556	34,939,075
2026	34,939,075	1,627,978	9,938,791	26,628,262
2027	26,628,262	1,168,481	10,020,099	17,776,644
2028	17,776,644	688,228	9,797,191	8,667,681
2029	8,667,681	192,232	9,784,676	-
2030	-	-	9,694,833	-
2031	-	-	9,532,826	-
2032	-	-	9,491,598	-
2033	-	-	9,309,001	-
2034	-	-	9,184,894	-
2035	-	-	8,935,066	-
2036	-	-	8,686,972	-
2037	-	-	8,438,312	-
2038	-	-	8,180,579	-
2039	-	-	7,880,814	-
2040	-	-	7,567,178	-
2041	-	-	7,238,571	-

Number of years for which current market value of assets are adequate to sustain the payment of expected retirement benefits reflecting no contributions from the Foundation: 13.83

Certain Key Assumptions

Investment return assumption 5.5%

Mortality Table:

For healthy male participants, RP 2000 Annuitant Male Mortality Table, with 50% White Collar / 50% Blue Collar Adjustment and fully generational mortality improvements projected to each future decrement date with Scale BB. For healthy female participants, RP 2000 Annuitant Female Mortality Table, with White Collar Adjustment and fully generational mortality improvements projected to each future decrement date with Scale BB. For disabled male participants, RP 2000 Disabled Male Mortality Table, setback four years, without projected mortality improvements. For disabled female participants, RP 2000 Disabled Female Mortality Table, set forward two years, without projected mortality improvements.

Note: As required in Section 112.664(c) of the Florida Statutes, the projection of Plan assets does not include future contributions from the Foundation. For this reason, this projection should not be viewed as representative of the amount of time the Plan can sustain benefit payments. Under Government Accounting Standards Board standards, which include future Foundation contributions, the Plan is expected to be able to pay all future benefit payments.

Bay Medical Center Pension Plan

Asset and Benefit Payment Projection
Not Reflecting Any Future Contributions
Using Assumptions Required Under 112.664(1)(a), F.S. Plus 2% on Investment Return Assumption

FYE	Market Value of Assets (BOY)	Expected Investment Return	Projected Benefit Payments	Market Value of Assets (EOY)
2016	$ 91,943,792	$ 8,261,453	$ 9,325,207	$ 90,880,038
2017	90,880,038	8,221,617	8,118,776	90,982,879
2018	90,982,879	8,209,951	8,541,199	90,651,631
2019	90,651,631	8,160,776	8,890,117	89,922,290
2020	89,922,290	8,070,856	9,296,717	88,696,429
2021	88,696,429	7,949,748	9,388,372	87,257,805
2022	87,257,805	7,799,096	9,663,935	85,392,966
2023	85,392,966	7,611,838	9,862,918	83,141,886
2024	83,141,886	7,399,612	9,830,882	80,710,616
2025	80,710,616	7,165,613	9,890,556	77,985,673
2026	77,985,673	6,904,295	9,938,791	74,951,177
2027	74,951,177	6,611,892	10,020,099	71,542,970
2028	71,542,970	6,299,424	9,797,191	68,045,203
2029	68,045,203	5,967,771	9,784,676	64,228,298
2030	64,228,298	5,609,725	9,694,833	60,143,190
2031	60,143,190	5,229,860	9,532,826	55,840,224
2032	55,840,224	4,823,171	9,491,598	51,171,797
2033	51,171,797	4,388,936	9,309,001	46,251,732
2034	46,251,732	3,927,828	9,184,894	40,994,666
2035	40,994,666	3,441,084	8,935,066	35,500,684
2036	35,500,684	2,931,745	8,686,972	29,745,457
2037	29,745,457	2,397,617	8,438,312	23,704,762
2038	23,704,762	1,836,829	8,180,579	17,361,012
2039	17,361,012	1,249,385	7,880,814	10,729,583
2040	10,729,583	635,314	7,567,178	3,797,719
2041	3,797,719	78,908	7,238,571	-

Number of years for which current market value of assets are adequate to sustain the payment of expected retirement benefits reflecting no contributions from the Foundation: 25.50

Certain Key Assumptions

Investment return assumption 9.5%

Mortality Table:

For healthy male participants, RP 2000 Annuitant Male Mortality Table, with 50% White Collar / 50% Blue Collar Adjustment and fully generational mortality improvements projected to each future decrement date with Scale BB. For healthy female participants, RP 2000 Annuitant Female Mortality Table, with White Collar Adjustment and fully generational mortality improvements projected to each future decrement date with Scale BB. For disabled male participants, RP 2000 Disabled Male Mortality Table, setback four years, without projected mortality improvements. For disabled female participants, RP 2000 Disabled Female Mortality Table, set forward two years, without projected mortality improvements.

Note: As required in Section 112.664(c) of the Florida Statutes, the projection of Plan assets does not include future contributions from the Foundation. For this reason, this projection should not be viewed as representative of the amount of time the Plan can sustain benefit payments. Under Government Accounting Standards Board standards, which include future Foundation contributions, the Plan is expected to be able to pay all future benefit payments.

Bay Medical Center Pension Plan

ACTUARIALLY DETERMINED CONTRIBUTION

	Valuation Assumptions and 112.664(1)(a), F.S. Assumption	112.664(1)(b), F.S. Assumptions	112.664(1)(a), F.S. Assumptions Plus 2% on Investment Return Assumption
A. Valuation Date	January 1, 2016	January 1, 2016	January 1, 2016
B. Actuarial Determined Contribution to Be Paid During Fiscal Year Ending	September 30, 2017	September 30, 2017	September 30, 2017
C. Annual Payroll of Active Employees	$ 0	$ 0	$ 0
D. Total Minimum Funding Requirement			
1. Total Normal Cost	$ 0	$ 0	$ 0
2. Annual Payment to Amortize Unfunded Actuarial Liability	2,785,468	5,072,148	817,790
3. Interest Adjustment	208,910	278,968	77,690
4. Total Minimum Funding Requirement	$ 2,994,378	$ 5,351,116	$ 895,480
E. Expected Contribution Sources ($)			
1. Foundation	$ 2,994,378	$ 5,351,116	$ 895,480
2. Member	0	0	0
3. State	0	0	0
4. Total	$ 2,994,378	$ 5,351,116	$ 895,480

Bay Medical Center Pension Plan

Unfunded Actuarial Accrued Liabilities Bases and Amortization Payments

			Amortization Payment			
	Amortization Base	Current Unfunded Liabilities	Valuation and 112.664(1)(a), F.S. Assumptions	112.664(1)(b), F.S. Assumptions	112.664(1)(a), F.S. Assumptions Plus 2%	Remaining Funding Period
01/01/2009	Method Change	$ 3,297,445	$ 523,686	$ 493,410	$ 554,229	8 years
01/01/2010	Actuarial Loss / (Gain)	(919,696)	(134,119)	(125,392)	(142,956)	9 years
01/01/2010	Assumption Change	442,400	64,515	60,317	68,766	9 years
01/01/2011	Actuarial Loss / (Gain)	1,172,608	158,914	147,457	170,554	10 years
01/01/2011	Assumption Change	51,466	6,975	6,472	7,486	10 years
01/01/2011	Plan Amendment	(1,985,120)	(269,027)	(249,632)	(288,733)	10 years
01/01/2012	Actuarial Loss / (Gain)	3,052,950	388,214	357,588	419,431	11 years
01/01/2012	Plan Amendment and Assumption Change	2,041,896	259,648	239,164	280,527	11 years
01/01/2013	Actuarial Loss / (Gain)	6,482,391	779,562	712,935	847,670	12 years
01/01/2013	Method Change	(2,250,990)	(270,701)	(247,565)	(294,351)	12 years
01/01/2014	Actuarial Loss / (Gain)	(6,025,803)	(689,824)	(626,479)	(754,750)	13 years
01/01/2014	Assumption Change	3,965,011	453,908	412,227	496,630	13 years
01/01/2015	Actuarial Loss / (Gain)	2,184,303	239,354	215,903	263,449	14 years
01/01/2016	Actuarial Loss / (Gain)	6,981,550	735,740	659,281	814,474	15 years
01/01/2016	Assumption Change	5,111,076	538,623	482,648	596,263	15 years
01/01/2016	Assumption Change - 112.664(1)(b), F.S. Assumptions	26,832,203	N/A	2,533,814	N/A	15 years
01/01/2016	Assumption Change - 112.664(1)(a), F.S. Assumptions Plus 2%	(19,037,220)	N/A	N/A	(2,220,899)	15 years

SECTION B

SUMMARY OF PLAN PROVISIONS

Bay Medical Center Pension Plan

Outline of Principal Provisions of the Retirement Plan (as of January 1, 2016)

A. Effective Date:

January 1, 2004, incorporating the prior *Staffing Plan*; amended and restated January 1, 2008; subsequently amended and restated effective December 31, 2009, December 31, 2010, March 31, 2012, October 29, 2012, January 1, 2013 and December 8, 2014.

B. Eligibility Requirements:

Active participants in the Staffing Plan on December 31, 2003 are included in this plan as of January 1, 2004. All other *benefit eligible employees* participate the first day of the month next following the attainment of age 21 and the completion of one (1) year of service.

One year of service is defined as 1,000 hours in a twelve month period commencing with the date of hire or rehire. However, if the employee fails to work 1,000 in the twelve month period from date of hire, the measurement period shifts to the plan year.

Benefit eligible employees exclude independent contractors, leased employees, per diem employees, employees in a "non-benefited status position", and any employees covered under a collective bargaining agreement.

Effective March 31, 2012, Plan closed - no new entrants.

C. Credited Service:

Service on or after January 1, 2004 - One year of service is granted for each year in which the eligible employee has worked at least 1,000 hours.

Service prior to January 1, 2004 - Defined by the BayMed Staffing, Inc. Pension Plan as follows:

Service on or after January 1, 1997 - One year of service is granted for each year in which the eligible employee has worked at least 1,000 hours.

Service for June 23, 1996 through December 31, 1996 - One half year of service is granted if the eligible employee worked at least 500 hours.

Service prior to June 23, 1996 - Employees actively participating in the Florida Retirement System (FRS) will be granted the FRS service provided that any service due to employee contributions will remain in FRS until the Participant's Severance Date and no refund of the contributions is or has been taken prior to or at the Severance Date.

Service with Bay Medical Center prior to July 1, 1979 - Any service that was not credited in the FRS and not eligible to be purchased from FRS will be included in this plan.

Outline of Principal Provisions of the Retirement Plan (as of January 1, 2016)

C. Credited Service (continued):

Upon meeting the various special rules and conditions regarding purchased service, purchased FRS Service will be included.

Vesting Service is calculated the same as above. However, a participant hired or transferred in 1996 will earn one year of vesting service for 1996 if they worked at least 1,000 hours in 1996.

Service earned on or after January 1, 2011 will not be included for determining the amount of benefits under the Conversion Benefit or for determining entitlement to the increased benefit rate percentage under the Special Postponed Retirement Benefit or the Early Retirement Benefit.

Effective March 31, 2012, one year of credited service is earned if 1,000 hours through March 31, 2012. Solely for satisfying the 30 years of service required for unreduced early retirement benefits or for satisfying the 5 years of service for vesting, one month of imputed credit service is earned on the first day of each month ending on the date of death.

D. Compensation:

Conversion Earnings for plan years beginning on or after January 1, 1997, and Cash Balance Earnings for plan years beginning on or after January 1, 2004 -

> Wages received from the employer for purposes of income tax withholding, other than compensation in the form of qualified or previously qualified deferred compensation that is includible in the gross income for that year plus salary deferrals under IRC Sections 125, 132(f)(4), 402(e)(3), 457(b), or 403(b). Earnings exclude certain lump sum payments, bonuses as defined under the FRS, third party payments, automobile allowances, and housing allowances.

Conversion Earnings for periods prior to June 30, 1996 -

> FRS earnings for the twelve month period beginning July 1 and ending June 30.

Conversion earnings for 1996 - Greater of:

> a) FRS earnings for July 1, 1995 through June 30, 1996
>
> b) the sum of FRS earnings for January 1, 1996 through June 30, 1996 and Bay Medical Center earnings as defined in the first paragraph of this section for July 1, 1996 through December 31, 1996

D. Compensation (continued):

Cash Balance Earnings for plan years prior to 2004 -

Wages received from the employer for actual work performed, paid time off, extended illness days plus salary deferrals under IRC Sections 125, 132(f)(4), 402(e)(3), 457(b), or 403(b). Earnings exclude pay for overtime, incentive payments, differentials, certain lump sum payments and bonuses, third party payments, automobile allowances, and housing allowances.

Earnings are limited in accordance with Code Section 401(a)(17)(B).

No compensation considered after March 31, 2012.

E. Employee Contributions:

No employee contributions are permitted or required.

F. Average Annual Compensation (AAC)

Final Average Conversion Earnings is the average earnings of the five highest Plan years proceeding January 1, 2011.

G. Normal Retirement:

1. Eligibility:

Attainment of age 62 and completion of 5 years of credited service but no later than 65 and 5th anniversary of Plan participation.

2. Benefit:

A monthly life annuity of two benefits combined, the conversion benefit and the cash balance benefit.

Conversion Benefit:

1.6% times Final Average Conversion Earnings times years of credited service both as of December 31, 2010 reduced by any benefit due from FRS.

G. <u>Normal Retirement (continued):</u>

Cash Balance Benefit:

The retirement account balance converted to an actuarially equivalent life annuity. The retirement account balance is the sum of retirement credits and interest credits.

Retirement credits:

Effective May 23, 2009, 2% of pay will be credited to eligible participant's retirement account on the last day of the Plan year for every Plan year at least 1,000 hours are worked. However if 1,000 hours were earned in the 2009 Plan year prior to May 23, 2009, 5% of pay will be credited. For Plan years prior to 2009, 5% of pay will be credited to eligible participant's retirement account on the last day of the Plan year for every Plan year at least 1,000 hours are worked.

Retirement credits earned in 2012 if 1,000 hours by March 31, 2012 - no retirement credits thereafter.

Interest credits:

The interest credit rate is based on the lesser of the 30 year Treasury rate and the 1 year Treasury rate as of the end of the prior Plan year. For each Plan year prior to benefit commencement a participant's retirement account will be credited with interest on the last day of the Plan year in the amount of the retirement account balance on the first day of the Plan year multiplied by the interest credit rate.

H. <u>Early Retirement:</u>

1. <u>Eligibility:</u>

Attainment of age 50 with completion of 5 years of credited service prior to April 1, 2012. Participants with less than 5 years of service at April 1, 2012 will be credited with one month of imputed credit service on the first day of each month ending on the date of death.

2. <u>Benefit:</u>

Conversion Benefit:

As calculated for normal retirement but reduced 5% for each year the early retirement benefit commences prior to normal retirement. The benefits of participants with 30 or more years of credited service are not reduced and the 1.6% multiplier is increased in the same manner as for late retirement.

H. Early Retirement (continued):

Cash Balance Benefit:

The retirement account balance converted to an actuarially equivalent life annuity commencing on the date of early retirement.

I. Late Retirement:

Calculated the same as for normal retirement as of deferred retirement date. For benefits accrued as a conversation benefit, the 1.6% multiplier is increased according to the following table:

Number of years after normal retirement date	Increased Multiplier
1	1.63%
2	1.65%
3 or more	1.68%

The number of years after normal retirement date is based on age and service as of December 31, 2010.

J. Disability Retirement:

1. Eligibility:

Completion of ten (10) years of credited service and termination of employment due to disability which prevents the participant from providing any useful or efficient service incurred prior to April 1, 2012 - no disability retirements after March 31, 2012.

2. Benefit:

A monthly life annuity of two benefits combined, the conversion benefit and the cash balance benefit.

Conversion Benefit:

The unreduced accrued benefit as of December 31, 2010.

Cash Balance Benefit:

The retirement account balance converted to an actuarially equivalent life annuity as of the benefit commencement date.

Outline of Principal Provisions of the Retirement Plan
(as of January 1, 2016)

K. Death Benefit:

If the death occurs after attainment of early, normal or late retirement benefit payable is 50% of the benefit payable to spouse had the participant retired on the date of death.

If the death occurs prior to attainment of early, normal or late retirement but after completion of five (5) years of credited service the benefit payable is 50% of the benefit payable had the participant terminated on the date of death and commenced receipt of benefits on the earliest date possible with a 50% Joint and Survivor form of payment selected.

Notwithstanding the above, a spouse of a participant with a retirement account may elect lump sum payment of the participant's retirement account.

L. Vested Benefit Upon Termination:

1. Eligibility:

   100% vesting upon the completion of 5 years of vesting service.

2. Benefit:

   The benefit payable at normal retirement date is the accrued benefit as of termination date. A participant with 5 years of Credited Service at severance may elect to receive a reduced benefit following the attainment of age 50.

M. Optional Forms of Retirement Income (actuarially equivalent):

Life annuity (normal form), 10 years certain and life annuity, 50% or 100% joint and survivor annuity, 66⅔% joint and last survivor annuity and lump sum payment (cash balance benefit only).

N. Cost of Living Adjustment (COLA)

Effective May 23, 2009, 3% cost of living adjustment paid to retirees and beneficiaries who were in payment status of a conversion benefit on September 1, 2009.

O. Health Insurance Subsidy

1. Eligibility:

   Effective May 23, 2009, the health insurance subsidy payable to retirees and beneficiaries in payment status of a conversion benefit on September 1, 2009.

2. Benefit:

   The monthly benefit is $3 per year of credited service (minimum $15 / maximum $90) reduced by the amount payable from FRS for this benefit.

P. Changes Since Previous Valuation

None.

SECTION C

ACTUARIAL ASSUMPTIONS AND COST METHODS USED FOR FUNDING

Actuarial Assumptions and Actuarial Cost Methods Used in the Valuation (as of January 1, 2016)

A. Mortality

For healthy male participants, RP 2000 Annuitant Male Mortality Table, with 50% White Collar / 50% Blue Collar Adjustment and fully generational mortality improvements projected to each future decrement date with Scale BB. For healthy female participants, RP 2000 Annuitant Female Mortality Table, with White Collar Adjustment and fully generational mortality improvements projected to each future decrement date with Scale BB.

For disabled male participants, RP 2000 Disabled Male Mortality Table, setback four years, without projected mortality improvements. For disabled female participants, RP 2000 Disabled Female Mortality Table, set forward two years, without projected mortality improvements.

B. Investment Return

7.5%, compounded annually.

C. Lump sum conversion basis for cash balance participants

5.0% per year.

D. Allowances for Expenses or Contingencies

None

E. Employee Withdrawal Rates

None - severance date not later than March 31, 2012.

F. Disability Rates

None - severance date not later than March 31, 2012.

G. Marriage Assumptions

85% of all participants not in pay status are assumed to be married.

Females are assumed to be 3 years younger than their male spouses.

H. Salary Increase Factors

None - severance date not later than March 31, 2012.

Bay Medical Center Pension Plan

Actuarial Assumptions and Actuarial Cost Methods Used in the Valuation (as of January 1, 2016)

I. Cash Balance Interest Credit Rate

Retirement account balances are assumed to be credited with the following interest credit rates each year. Valuation Year is the actual rate for the year.

Year	Interest Credit Rate
Valuation Year	0.25%
Valuation Year + 1	0.75%
Valuation Year + 2	1.50%
Valuation Year + 3	2.25%
Valuation Year + 4	3.00%
Valuation Year + 5	3.25%
Valuation Year + 6	3.25%
Thereafter	3.50%

J. Assumed Retirement Age

Participants are assumed to retire at the following rates:

Age	Conversion Participants	Cash Balance Participants
50	7.5%	100.0%
51 - 52	10.0%	N/A
53	5.0%	N/A
54	12.5%	N/A
55	15.0%	N/A
56 - 58	10.0%	N/A
59 - 60	12.5%	N/A
61	27.5%	N/A
62	100.0%	N/A

Notwithstanding the above, 100% of conversion participants are assumed to retire after attaining their unreduced retirement of 30 years of service.

Actuarial Assumptions and Actuarial Cost Methods Used in the Valuation (as of January 1, 2016)

K. Form and Timing of Payment

We assume all participants receiving a conversion benefit elect a life annuity. 80% of cash balance participants are assumed to receive a lump sum payment and 20% of cash balance participants are assumed to elect a life annuity.

L. Actuarial Asset Valuation Method

The actuarial value of assets is market value.

M. Cost Method

Normal Retirement, Termination, Disability, and Death Benefits: Projected Unit Credit Cost Method

Under this method projected benefits payable in the event of death, termination, disability and retirement are determined for all active participants. The projected benefit for each future event is allocated equally to each of the participants' years of service. The normal cost is equal to the actuarial present value of the benefits allocated to the current year. The normal cost for the Plan is the sum of such amounts for all employees. Since the Plan is now frozen there is no normal cost.

The liability for inactive participants is determined as the actuarial present value of the benefits expected to be paid. These participants include retired participants and their beneficiaries currently receiving benefits and terminated vested participants not yet receiving benefits. No normal costs are now payable with respect to these participants.

The actuarial accrued liability as of any valuation date for each active employee or inactive employee who is eligible to receive benefits under the Plan is the excess of the actuarial present value of estimated future benefits over the actuarial present value of current and future normal costs. The unfunded actuarial accrued liability as of any valuation date is the excess of the actuarial accrued liability over the assets of the Plan.

For GASB No. 67 and No. 68, the Entry Age Normal Level Percent of Pay method was used as required by GASB. However, since there are no active members in the plan the liability under Entry Age Normal and Projected Unit Credit are equivalent.

N. Change From Previous Valuation

Mortality was:

For healthy participants, RP 2000 Combined Healthy Participant Mortality Tables, separate rates for males and females, projected to 2018 with Scale AA.

For disabled participants, IRS RR 96-7 Mortality Tables for post 1994 disabilities, separate rates for males and females.

GLOSSARY

Actuarial Accrued Liability	The difference between the Actuarial Present Value of Future Benefits, and the Actuarial Present Value of Future Normal Costs.
Actuarial Assumptions	Assumptions about future plan experience that affect costs or liabilities, such as: mortality, withdrawal, disablement, and retirement; future increases in salary; future rates of investment earnings; future investment and administrative expenses; characteristics of members not specified in the data, such as marital status; characteristics of future members; future elections made by members and other items.
Actuarial Cost Method	A procedure for allocating the Actuarial Present Value of Future Benefits between the Actuarial Present Value of Future Normal Costs and the Actuarial Accrued Liability.
Actuarial Equivalent	Of equal Actuarial Present Value, determined as of a given date and based on a given set of Actuarial Assumptions.
Actuarial Present Value	The amount of funds required to provide a payment or series of payments in the future. It is determined by discounting the future payments with an assumed interest rate and with the assumed probability each payment will be made.
Actuarial Present Value of Future Benefits	The Actuarial Present Value of amounts which are expected to be paid at various future times to active members, retired members, beneficiaries receiving benefits and inactive, non-retired members entitled to either a refund or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.
Actuarial Valuation	The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a plan. An Actuarial Valuation for a governmental retirement system typically also includes calculations of items needed for compliance with GASB No. 67.
Actuarial Value of Assets	The value of the assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets or a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the actuarially required contribution.

Amortization Method	A method for determining the Amortization Payment. The most common methods used are level dollar and level percentage of payroll. Under the Level Dollar method, the Amortization Payment is one of a stream of payments, all equal, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the Amortization Payment is one of a stream of increasing payments, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the stream of payments increases at the rate at which total covered payroll of all active members is assumed to increase.
Amortization Payment	That portion of the plan contribution which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.
Amortization Period	The period used in calculating the Amortization Payment.
Annual Required Contribution	The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation. The annual required contribution consists of the Employer Normal Cost and Amortization Payment plus interest adjustment.
Closed Amortization Period	A specific number of years that is reduced by one each year, and declines to zero with the passage of time. For example if the amortization period is initially set at 30 years, it is 29 years at the end of one year, 28 years at the end of two years, etc.
Employer Normal Cost	The portion of the Normal Cost to be paid by the employer. This is equal to the Normal Cost less expected member contributions.
Equivalent Single Amortization Period	For plans that do not establish separate amortization bases (separate components of the UAAL), this is the same as the Amortization Period. For plans that do establish separate amortization bases, this is the period over which the UAAL would be amortized if all amortization bases were combined upon the current UAAL payment.
Experience Gain/Loss	A measure of the difference between actual experience and that expected based upon a set of Actuarial Assumptions, during the period between two actuarial valuations. To the extent that actual experience differs from that assumed, Unfunded Actuarial Accrued Liabilities emerge which may be larger or smaller than projected. Gains are due to favorable experience, e.g., the assets earn more than projected, salaries do not increase as fast as assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as projected by the actuarial assumptions. Losses are the result of unfavorable experience, i.e., actual results that produce Unfunded Actuarial Accrued Liabilities which are larger than projected.
Funded Ratio	The ratio of the Actuarial Value of Assets to the Actuarial Accrued Liability.
GASB	Governmental Accounting Standards Board.

GASB No. 67 and GASB No. 68	These are the governmental accounting standards that set the accounting rules for public retirement plans and the employers that sponsor or contribute to them. Statement No. 67 sets the accounting rules for the plans themselves, while Statement No. 68 sets the accounting rules for the employers that sponsor or contribute to public retirement plans.
Normal Cost	The annual cost assigned, under the Actuarial Cost Method, to the current plan year.
Open Amortization Period	An open amortization period is one which is used to determine the Amortization Payment but which does not change over time. In other words, if the initial period is set as 30 years, the same 30-year period is used in determining the Amortization Period each year. In theory, if an Open Amortization Period is used to amortize the Unfunded Actuarial Accrued Liability, the UAAL will never completely disappear, but will become smaller each year, either as a dollar amount or in relation to covered payroll.
Unfunded Actuarial Accrued Liability	The difference between the Actuarial Accrued Liability and Actuarial Value of Assets.
Valuation Date	The date as of which the Actuarial Present Value of Future Benefits are determined. The benefits expected to be paid in the future are discounted to this date.