

BAY MEDICAL CENTER PENSION PLAN

ACTUARIAL VALUATION AS OF JANUARY 1, 2020

This Valuation Determines the Annual Contribution for the Plan Year January 1, 2020 through December 31, 2020 to be Paid in Fiscal Year October 1, 2020 through September 30, 2021

May 21, 2020



Bay Medical Center Pension Plan

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May 21, 2020

Board of Trustees
c/o Ms. Karen Thomason
Executive Director
Bay Health Foundation
11 Harrison Ave., Unit E
Panama City, FL 32401

Dear Board Members:

[January 1, 2020 Actuarial Valuation](#)

We are pleased to present our January 1, 2020 Actuarial Valuation Report for the Bay Medical Center Pension Plan (Plan). The purpose of this report is to indicate appropriate contribution levels, comment on the actuarial stability of the Plan and to satisfy State requirements. The Board of Trustees has retained Gabriel, Roeder, Smith and Company (GRS) to prepare an annual actuarial valuation under Section 9.02 of the Plan.

This report consists of this commentary, detailed Tables I through XVII, the State Required Exhibit on Table XVIII and a Glossary on Table XIX. The Tables contain basic Plan cost figures plus significant details on the benefits, liabilities and experience of the Plan. We suggest you thoroughly review the report at your convenience and contact us with any questions that may arise.

[Retirement Plan Costs](#)

Our Actuarial Valuation develops the required minimum Plan payment for the 2020 Plan Year under the Florida Protection of Public Employee Retirement Benefits Act. The minimum payment consists of amortization of the components of the unfunded actuarial accrued liability over various periods as prescribed by law. The minimum required contribution is **\$1,245,996** for fiscal year ending September 30, 2021 assuming payment in the last quarter of calendar year 2020.

[Changes in Actuarial Assumptions, Methods and Plan Benefits](#)

The Plan provisions remain unchanged from the January 1, 2019 Actuarial Valuation. The Plan provisions are outlined on Table X.

The mortality assumption has been updated to the mortality assumption used for the Florida Retirement System (FRS) as required under F.S., Chapter 2015-157 based upon the July 1, 2019 FRS Actuarial Valuation. The remaining actuarial assumptions and methods are unchanged from the

January 1, 2019 Actuarial Valuation. The actuarial assumptions and methods are outlined on Table XI.

Comparison of January 1, 2019 and January 1, 2020 Valuation Results

Table II of our report provides information of a comparative nature. The left column of the Table indicates the costs as calculated for January 1, 2019. The center column indicates the costs as calculated for January 1, 2020, prior to the update in actuarial assumptions. The right column indicates the costs as calculated for January 1, 2020, after the update in actuarial assumptions.

Comparing the left and center columns of Table II shows the effect of Plan experience during the year. The number of participants decreased by approximately 2.2%. Both the unfunded actuarial accrued liability and the minimum annual required contribution decreased.

Comparing the right and center columns of Table II shows the effect of update of the actuarial assumptions. Both the unfunded actuarial accrued liability and the minimum annual required contribution decreased.

The value of vested accrued benefits exceeds Plan assets, resulting in a Vested Benefit Security Ratio (VBSR) of 94.9% (93.4% prior to update in assumptions) which is an increase from 81.7% as of the January 1, 2019 Actuarial Valuation. The VBSR is measured on a market value of assets basis.

Plan Experience

The Plan experienced an actuarial gain in the amount of \$10,997,648 this year. This indicates actual overall Plan experience was more favorable than expected.

Table XVI (investment yield) provides figures on recent Plan experience. Table VII provides additional details of the sources of actuarial gains and losses.

Actuarial (market) value investment return of 18.03% was more than the investment return assumption of 7.25%. Actuarial (market) value investment return was the major source of actuarial gain during the year. Three and five-year average annual investment return has been 9.2% and 6.9%, respectively on an actuarial (market) value basis.

Member mortality experience this year was approximately 115% of assumed mortality and was an additional source of actuarial gain. The mortality assumptions are prescribed by statute.



Member Census and Financial Data

The Foundation submitted the Member census data used for this actuarial valuation to us as of January 1, 2020. This information contains name, Social Security number, date of birth, date of hire and date of participation. Dates of termination, dates of first vesting for currently non-vested members, the date at which a participant will be able to receive an unreduced benefit if applicable and dates of retirement are provided where applicable. The Foundation also provided the benefits paid to inactive participants including retirees, beneficiaries and vested terminees during the year ended December 31, 2019.

Financial information concerning Plan assets was provided by the Foundation as of December 31, 2019. We do not audit the Member census data and asset information that is provided to us; however, we perform certain reasonableness checks. The Foundation is responsible for the accuracy of the data.

Risks Associated with Measuring the Accrued Liability and Actuarially Determined Contribution

The determination of the accrued liability and the actuarially determined contribution requires the use of assumptions regarding future economic and demographic experience. Risk measures, as illustrated in this report, are intended to aid in the understanding of the effects of future experience differing from the assumptions used in the course of the actuarial valuation. Risk measures may also help with illustrating the potential volatility in the accrued liability and the actuarially determined contribution requirement resulting from the differences between actual experience and the actuarial assumptions.

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 due to changing conditions; 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 an actuarial valuation does not include an analysis of the potential range of such future measurements.

Examples of risk that may reasonably be anticipated to significantly affect the plan's future financial condition include:

1. Investment risk – actual investment returns may differ from expected returns;
2. Asset / Liability mismatch – changes in asset values may not match changes in liabilities, thereby altering the gap between the accrued liability and assets and consequently altering the funded status and the actuarially determined contribution requirements;



3. Contribution risk – actual contributions may differ from expected future contributions. For example, actual contributions may not be made in accordance with the Plan’s funding policy or material changes may occur in the anticipated number of covered members or other relevant contribution base;
4. Longevity risk – members may live longer or shorter than expected and receive pensions for a period of time other than assumed;
5. Other demographic risks – members may claim benefits at times or with benefits other than assumed resulting in actual future accrued liability and the actuarially determined contributions differing from expected.

The effects of certain trends in experience can generally be anticipated. For example if the investment return since the most recent actuarial valuation is less (or more) than the assumed rate, the actuarially determined contribution can be expected to increase (or decrease). Likewise if longevity is improving (or worsening), increases (or decreases) in the actuarially determined contribution can be anticipated.

The actuarially determined contribution requirement shown on page one may be considered as a minimum contribution rate that complies with the Board’s funding policy. The timely receipt of the actuarially determined contributions is critical to support the financial health of the Plan. Users of this report should be aware that contributions made at the actuarially determined requirement do not necessarily guarantee benefit security.

Plan Maturity Measures

Risks facing a pension plan evolve over time. A young plan with virtually no investments and paying few benefits may experience little investment risk. An older plan with a large number of members in pay status and a significant trust may be much more exposed to investment risk. Generally accepted plan maturity measures include the following:

	<u>2019</u>	<u>2020</u>
Ratio of net cash flow to market value of assets	-1.6%	-4.3%
Duration of the actuarial accrued liability	9.96	9.49

Ratio of Net Cash Flow to Market Value of Assets

A positive net cash flow means contributions exceed benefits and expenses. A negative cash flow means existing funds are being used to make payments. A certain amount of negative net cash flow is generally expected to occur when benefits are prefunded through a qualified trust. Large



negative net cash flows as a percent of assets may indicate a super-mature plan or a need for additional contributions.

Duration of Actuarial Accrued Liability

The duration of the actuarial accrued liability may be used to approximate the sensitivity to a 1% change in the assumed rate of return. For example, a duration of 10 indicates the liability would increase approximately 10% if the assumed rate of return were lowered 1%.

Additional Risk Assessment

Additional risk assessment is outside the scope of the annual actuarial valuation. Additional assessment may include scenario tests, sensitivity tests, stochastic modeling, stress tests and a comparison of the present value of accrued benefits at low-risk discount rates with the actuarial accrued liability.

Summary

In our opinion the benefits currently provided for under the Plan will be sufficiently funded through the payment of the amount as indicated in this and future Actuarial Valuation reports. We will continue to update you on the future payment requirements for the Plan through our actuarial reports. These reports will also continue to monitor the future experience of the Plan.

The actuarial assumptions used in this Actuarial Valuation are as adopted by the Board of Trustees. The economic and demographic actuarial assumptions reflect the results of an actuarial Experience Study for the five-year period January 1, 2013 – December 31, 2017. The mortality assumptions are prescribed by statute. Each assumption represents an estimate of future Plan experience.

If all actuarial assumptions are met and if all future minimum required contributions are paid, Plan assets will be sufficient to pay all Plan benefits, future contributions are expected to remain relatively stable for the next 4 years then decrease until the plan becomes fully funded in 7 years. The funded status of the Plan is expected to improve during the period. 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 (nil) and a level dollar amortization payment with initial amortization period of 15 years.

The Unfunded Actuarial Accrued Liability (UAAL), GASB Net Pension Liability and the GASB Plan Fiduciary Net Position as a Percentage of Total 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.



This report should not be relied on for any purpose other than the purpose described in the primary communication. Determinations of the financial results associated with the benefits described in this report in a manner other than the intended purpose may produce significantly different results.

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 fairly presents the actuarial position of the Plan as of the valuation date. 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.

This report may be provided to parties other than the Board only in its entirety and only with the permission of an approved representative of the Board.

The signing actuaries are independent of the Plan and Plan sponsor.

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 in this report. We are available to respond to any questions with regards to matters covered in this report.

Very truly yours,



Shelly L. Jones, A.S.A., E.A.
Consultant and Actuary



Jennifer Borregard, E.A.
Consultant and Actuary



Summary of Retirement Plan Costs as of January 1, 2020

	<u>Prior Assumptions</u>	<u>Current Assumptions</u>
A. Participant Data Summary (Table III)		
1. Active employees	0	0
2. Inactive not currently receiving	854	854
3. Receiving benefits	683	683
4. Annual payroll of active employees	\$ 0	\$ 0
B. Total Normal Costs	\$ 0	\$ 0
C. Total Actuarial Accrued Liability		
1. Age retirement benefits active employees	\$ 0	\$ 0
2. Termination benefits active employees	0	0
3. Death benefits active employees	0	0
4. Disability benefits active employees	0	0
5. Retired or terminated vested participants receiving benefits	95,229,964	93,721,909
6. Terminated vested participants entitled to deferred benefits	18,259,898	18,010,655
7. Terminated participants entitled to become vested in deferred benefits	0	0
8. Deceased participants whose beneficiaries are receiving benefits	2,287,912	2,236,029
9. Disabled participants receiving benefits	1,543,889	1,533,047
10. Miscellaneous liability	<u>0</u>	<u>0</u>
11. Total actuarial accrued liability	\$ 117,321,663	\$ 115,501,640
D. Actuarial (Market) Value of Assets	\$ 109,556,035	\$ 109,556,035
E. Unfunded Actuarial Accrued Liability (C-D)	\$ 7,765,628	\$ 5,945,605

Summary of Retirement Plan Costs as of January 1, 2020

	<u>Prior Assumptions</u>	<u>Current Assumptions</u>
F. Minimum Required Contribution		
1. Total normal cost	\$ 0	\$ 0
2. Amortization of unfunded liability	1,351,041	1,161,768
3. Interest adjustment	97,950	84,228
4. Minimum required contribution	<u>\$ 1,448,991</u>	<u>\$ 1,245,996</u>
G. Actuarial Gain / (Loss) (Table VII)	\$ 10,997,648	\$ 10,997,648
H. Actuarial Present Value of Vested Accrued Benefits		
1. Retired, terminated vested, beneficiaries and disabled receiving benefits	\$ 99,061,765	\$ 97,490,985
2. Terminated vested participants due deferred benefits and miscellaneous	18,259,898	18,010,655
3. Active participants entitled to future benefits	<u>0</u>	<u>0</u>
4. Total actuarial present value of vested accrued benefits	\$ 117,321,663	\$ 115,501,640
I. Unfunded Actuarial Present Value of Vested Accrued Benefits (H. - D., not less than zero)	\$ 7,765,628	\$ 5,945,605
J. Vested Benefit Security Ratio (D. ÷ H.)	93.4%	94.9%

Comparison of Cost Data of January 1, 2019 and January 1, 2020 Actuarial Valuations

	<u>January 1, 2019</u>	<u>Prior Assumptions January 1, 2020</u>	<u>Current Assumptions January 1, 2020</u>
A. Participants			
1. Active employees	0	0	0
2. Inactive not currently receiving	900	854	854
3. Receiving benefits	672	683	683
4. Total participants	<u>1,572</u>	<u>1,537</u>	<u>1,537</u>
B. Total Normal Cost	\$ 0	\$ 0	\$ 0
C. Total Actuarial Accrued Liability	\$ 118,195,240	\$ 117,321,663	\$ 115,501,640
D. Actuarial (Market) Value of Assets	\$ 96,622,178	\$ 109,556,035	\$ 109,556,035
E. Unfunded Actuarial Accrued Liability	\$ 21,573,062	\$ 7,765,628	\$ 5,945,605
F. Minimum Required Contribution	\$ 2,904,011	\$ 1,448,991	\$ 1,245,996
G. Actuarial Gain / (Loss)	\$ (11,313,016)	\$ 10,997,648	\$ 10,997,648
H. Unfunded Actuarial Present Value of Vested Accrued Benefits	\$ 21,573,062	\$ 7,765,628	\$ 5,945,605
I. Vested Benefit Security Ratio	81.7%	93.4%	94.9%

**Characteristics of Participants in
Actuarial Valuation as of January 1, 2020**

A. <u>Retired and Terminated Participant Summary</u>		
1. Retired or terminated vested participants receiving benefits		643
2. Terminated vested participants entitled to future benefits		854
3. Deceased participants whose beneficiaries are receiving benefits		29
4. Disabled participants receiving benefits		11
5. Terminated non-vested participants entitled to become vested for future benefits		0
B. <u>Projected Annual Retirement Benefits</u>		
1. Retired or terminated vested receiving benefits	\$	7,988,920
2. Terminated participants - future benefits	\$	1,572,597
3. Beneficiaries of deceased participants	\$	223,878
4. Disabled participants	\$	150,122
C. <u>Account Balances of Terminated Participants</u>	\$	5,991,105

Market Value of Assets as of December 31, 2019

	<u>Market Value</u>
A. <u>Cash and cash equivalents</u>	\$ 1,291,853
B. <u>General investments</u>	
1. U.S. Government and Agency Bonds	\$ 5,815,396
2. Corporate Bonds	1,205,913
3. Equities	14,474,510
4. Mutual Funds - Fixed Income	26,442,313
5. Mutual Funds - Equities	59,888,604
6. Municipal Obligations	<u>482,065</u>
7. Total general investments	\$ 108,308,801
C. <u>Receivables</u>	
1. Accrued income	\$ 46,150
2. Accounts receivable	0
3. Contribution receivable	0
4. Due from other Funds	<u>0</u>
5. Total receivables	\$ 46,150
D. <u>Payables</u>	<u>\$ 90,769</u>
E. <u>Total market value of assets</u> (A + B + C - D)	\$ 109,556,035

Reconciliation of Plan Assets

A. <u>Market Value of Assets as of January 1, 2019</u>		\$	96,622,178
B. <u>Receipts During Period</u>			
1. Contributions			4,304,011
2. Investment income			
a. Interest, dividends and other	\$	1,545,320	
b. Investment expenses		(349,430)	
c. Net investment income			1,195,890
3. Realized and unrealized gains / (losses)			
a. Realized gains	\$	2,564,875	
b. Unrealized gains		13,285,720	
c. Net realized and unrealized gains / (losses)			15,850,595
4. Other receipts			0
5. Total receipts during period		\$	21,350,496
C. <u>Disbursements During Period</u>			
1. Pension payments		\$	8,416,639
2. Administrative expenses			0
3. Total disbursements during period		\$	8,416,639
D. <u>Market Value of Assets as of December 31, 2019</u>		\$	109,556,035
E. <u>Net Market Value Rate of Return</u>			18.03%

Schedule of Contributions

Date	Contribution	Funding Year	Fiscal Year
12/19/2017	2,980,173	2017	2018
04/27/2018	2,000,000	2018	2018
05/24/2018	1,000,000	2018	2018
08/01/2018	1,000,000	2018	2018
12/21/2018	2,354,376	2018	2019
08/16/2019	1,400,000	2019	2019
11/06/2019	2,904,011	2019	2020
Total:			
2017 Funding Year	\$2,980,173		
2018 Funding Year	\$6,354,376		
2019 Funding Year	\$4,304,011		
2018 Fiscal Year	\$6,980,173		
2019 Fiscal Year	\$3,754,376		
2020 Fiscal Year	\$2,904,011		

**Actuarial Gain / (Loss) for
Plan Year Ended December 31, 2019**

A. <u>Derivation of Actuarial Gain / (Loss)</u>	
1. Normal cost previous actuarial valuation	\$ 0
2. Unfunded actuarial accrued liability previous actuarial valuation	21,573,062
3. Contributions previous year	4,304,011
4. Interest on:	
(a) Normal cost	\$ 0
(b) Unfunded actuarial accrued liability	1,564,047
(c) Contributions	69,822
(d) Net total: (a) + (b) - (c)	<u>\$ 1,494,225</u>
5. Increase (decrease) in actuarial accrued liability due to assumption changes	\$ (1,820,023)
6. Expected unfunded actuarial accrued liability current year: (1. + 2. - 3. + 4. + 5.)	\$ 16,943,253
7. Actual unfunded actuarial accrued liability current year	5,945,605
8. Actuarial gain / (loss): (6. - 7.)	<u>\$ 10,997,648</u>
B. <u>Approximate Portion of Gain / (Loss) due to Investments</u>	
1. Actuarial value of assets previous year	\$ 96,622,178
2. Contributions and other receipts during period	4,304,011
3. Benefits and administrative expenses during period	8,416,639
4. Expected net appreciation for period	<u>6,769,827</u>
5. Expected actuarial value of assets current year: (1. + 2. - 3. + 4.)	\$ 99,279,377
6. Actual actuarial value of assets current year	\$ 109,556,035
7. Approximate gain / (loss) due to investments: (6. - 5.)	\$ 10,276,658
C. <u>Approximate Portion of Gain / (Loss) due to Liabilities: A. - B.</u>	
	\$ 720,990
D. <u>Approximate Allocation of Liability Gain / (Loss) by Source</u>	
1. Mortality	\$ 562,419
2. Retirements (including cash-outs)	32,974
3. Benefit Payments	80,448
4. Interest Crediting Rate	43,760
5. Other	1,389
6. Total liability gain / (loss)	<u>\$ 720,990</u>

Unfunded Actuarial Accrued Liability

A. Amortization of Unfunded Accrued Liability

<u>Date</u>	Unfunded <u>Liability</u>	Amortization <u>Payment</u>
January 1, 2020	\$ 5,945,605	\$ 1,161,768
January 1, 2021	5,130,665	1,161,768
January 1, 2022	4,256,642	1,161,768
January 1, 2023	3,319,252	1,161,769
January 1, 2024	2,313,901	912,668
January 1, 2025	1,502,822	950,428
January 1, 2026	592,443	592,443
January 1, 2027	0	0
January 1, 2028	0	0
January 1, 2029	0	0
January 1, 2030	0	0
January 1, 2031	0	0
January 1, 2032	0	0
January 1, 2033	0	0
January 1, 2034	0	0
January 1, 2035	0	0

Accounting Disclosure Exhibit

	<u>01/01/2019</u>	<u>Prior Assumptions 01/01/2020</u>	<u>Current Assumptions 01/01/2020</u>
I. <u>Number of Plan Members</u>			
a. Retirees and beneficiaries receiving benefits	672	683	683
b. Terminated plan members entitled to but not yet receiving benefits	900	854	854
c. Active plan members	0	0	0
d. Total	<u>1,572</u>	<u>1,537</u>	<u>1,537</u>
II. <u>Financial Accounting Standards Board Allocation</u>			
A. <u>Statement of Accumulated Plan Benefits</u>			
1. Actuarial present value of accumulated vested plan benefits			
a. Participants currently receiving benefits	\$ 97,419,272	\$ 99,061,765	\$ 97,490,985
b. Other participants	20,775,968	18,259,898	18,010,655
c. Total	<u>\$ 118,195,240</u>	<u>\$ 117,321,663</u>	<u>\$ 115,501,640</u>
2. Actuarial present value of accumulated non-vested plan benefits			
	\$ 0	\$ 0	\$ 0
3. Total actuarial present value of accumulated plan benefits			
	\$ 118,195,240	\$ 117,321,663	\$ 115,501,640
B. <u>Statement of Change in Accumulated Plan Benefits</u>			
1. Actuarial present value of accumulated plan benefits as of January 1, 2019			
			\$ 118,195,240
2. Increase (decrease) during year attributable to:			
a. Change in plan provisions and actuarial assumptions			\$ (1,820,023)
b. Benefits paid			(8,416,639)
c. Other, including benefits accumulated and increase for interest due to decrease in the discount period			7,543,062
d. Net increase			<u>\$ (2,693,600)</u>
3. Actuarial present value of accumulated plan benefits as of January 1, 2020			
			\$ 115,501,640
C. <u>Significant Matters Affecting Calculations</u>			
1. Assumed rate of return used in determining actuarial present values			7.25%
2. Change in plan provisions			None
3. Change in actuarial assumptions			See Table XI., Item N.

Accounting Disclosure Exhibit

III. Net Pension Liability and Related Ratios (GASB No. 67 & No. 68)

Measurement Date	12/31/2014	12/31/2015	12/31/2016	12/31/2017	12/31/2018	12/31/2019	Projected 12/31/2020 *
A. <u>Total Pension Liability (TPL)</u>							
Service Cost	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Interest	7,882,274	7,966,699	8,380,457	8,399,414	8,316,988	8,264,052	7,972,408
Benefit Changes	0	0	0	0	0	0	0
Difference Between Actual and Expected Experience	1,756,490	566,504	53,646	(368,553)	(433,106)	(815,143)	(720,990)
Assumption Changes	4,365,444	0	5,111,076	2,857	2,738,431	0	(1,820,023)
Benefit Payments, including Refunds of Member Contributions	(7,028,644)	(7,617,588)	(7,611,704)	(7,912,306)	(8,047,374)	(8,416,639)	(11,074,786)
Net Change in Total Pension Liability	\$ 6,975,564	\$ 915,615	\$ 5,933,475	\$ 121,412	\$ 2,574,939	\$ (967,730)	\$ (5,643,391)
Total Pension Liability (TPL) - (beginning of year)	102,489,378	109,464,942	110,380,557	116,314,032	116,435,444	119,010,383	118,042,653
Total Pension Liability (TPL) - (end of year)	<u>\$ 109,464,942</u>	<u>\$ 110,380,557</u>	<u>\$ 116,314,032</u>	<u>\$ 116,435,444</u>	<u>\$ 119,010,383</u>	<u>\$ 118,042,653</u>	<u>\$ 112,399,262</u>
B. <u>Plan Fiduciary Net Position</u>							
Contributions - Employer	\$ 1,538,372	\$ 1,625,102	\$ 3,007,355	\$ 2,980,173	\$ 6,354,376	\$ 4,304,011	\$ 1,245,996
Contributions - Member	0	0	0	0	0	0	0
Net Investment Income	5,379,105	126,484	6,349,221	14,327,633	(4,768,988)	17,046,485	7,552,706
Benefit Payments, including Refunds of Member Contributions	(7,028,644)	(7,617,588)	(7,611,704)	(7,912,306)	(8,047,374)	(8,416,639)	(11,074,786)
Administrative Expenses	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Net Change in Plan Fiduciary Net Position	\$ (111,167)	\$ (5,866,002)	\$ 1,744,872	\$ 9,395,500	\$ (6,461,986)	\$ 12,933,857	\$ (2,276,084)
Plan Fiduciary Net Position - (beginning of year)	97,920,961	97,809,794	91,943,792	93,688,664	103,084,164	96,622,178	109,556,035
Plan Fiduciary Net Position - (end of year)	<u>\$ 97,809,794</u>	<u>\$ 91,943,792</u>	<u>\$ 93,688,664</u>	<u>\$ 103,084,164</u>	<u>\$ 96,622,178</u>	<u>\$ 109,556,035</u>	<u>\$ 107,279,951</u>
C. <u>Net Pension Liability (NPL) - (end of year): (A) - (B)</u>	\$ 11,655,148	\$ 18,436,765	\$ 22,625,368	\$ 13,351,280	\$ 22,388,205	\$ 8,486,618	\$ 5,119,311
D. <u>Plan Fiduciary Net Position as a Percentage of TPL: (B) / (A)</u>	89.35 %	83.30 %	80.55 %	88.53 %	81.19 %	92.81 %	95.45 %
E. <u>Covered Employee Payroll</u>	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
F. <u>NPL as a Percentage of Covered Employee Payroll: (C) / (E)</u>	N/A	N/A	N/A	N/A	N/A	N/A	N/A
G. <u>Notes to Schedule:</u>							
Valuation Date	01/01/2014	01/01/2015	01/01/2016	01/01/2017	01/01/2018	01/01/2019	01/01/2020
Reporting Date (GASB No. 68)	09/30/2015	09/30/2016	09/30/2017	09/30/2018	09/30/2019	09/30/2020	09/30/2021

Update procedures were used to roll forward the TPL to the measurement dates.

See Table IX, Item VI. for assumption changes in 2014, 2016, 2017 and 2018. See Table XI, Item N. for assumption changes for 2020. No assumption changes for 2015 and 2019. No benefit changes in 2014, 2015, 2016, 2017, 2018, 2019 or 2020.

* Projected - actual amounts will be available after measurement date.

Accounting Disclosure Exhibit

IV. Schedule of Employer Contributions (GASB No. 67)

<u>Fiscal Year Ended 12/31</u>	<u>Actuarially Determined Contribution</u>	<u>Actual Contribution</u>	<u>Contribution Deficiency / (Excess)</u>	<u>Covered Payroll ¹</u>	<u>Actual Contribution as a % of Covered Payroll</u>
2010	\$ 2,675,573	\$ 3,181,200	\$ (505,627)	\$ 64,389,170	4.94%
2011	1,282,800	1,342,800	(60,000)	72,018,486	1.86%
2012	1,853,911	7,387,252	(5,533,341)	67,145,281	11.00%
2013	1,732,484	2,400,542	(668,058)	0	N/A
2014	1,388,975	1,538,372	(149,397)	0	N/A
2015	1,625,062	1,625,102	(40)	0	N/A
2016	3,007,355	3,007,355	0	0	N/A
2017	2,980,173	2,980,173	0	0	N/A
2018	2,354,376	6,354,376	(4,000,000)	0	N/A
2019	2,904,011	4,304,011	(1,400,000)	0	N/A
2020 ²	1,245,996	1,245,996	0	0	N/A

¹ Projected prior to fiscal year ended December 31, 2013

² Projected - actual amounts will be available after fiscal year end

Accounting Disclosure Exhibit

V. Schedule of Employer Contributions (GASB No. 68)

<u>Fiscal Year End 9/30</u>	<u>Actuarially Determined Contribution</u>	<u>Actual Contribution</u>	<u>Contribution Deficiency (Excess)</u>	<u>Covered Payroll ¹</u>	<u>Actual Contribution as a % of Covered Payroll</u>
2011	\$ 2,675,573	\$ 3,181,200	\$ (505,627)	\$ 70,111,157	4.54%
2012	1,282,800	1,342,800	(60,000)	68,363,582	1.96%
2013	1,853,911	7,387,252	(5,533,341)	16,786,320	44.01%
2014	1,732,484	2,400,542	(668,058)	0	N/A
2015	1,388,975	1,538,372	(149,397)	0	N/A
2016	1,625,062	1,625,102	(40)	0	N/A
2017	3,007,355	3,007,355	0	0	N/A
2018	2,980,173	6,980,173	(4,000,000)	0	N/A
2019	2,354,376	3,754,376	(1,400,000)	0	N/A
2020 ²	2,904,011	2,904,011	0	0	N/A

¹ Based on prorated calendar year pay prior to fiscal year ended September 30, 2014

² Projected - actual amounts will be available after fiscal year end

This schedule is generally required to retroactively show ten years of history. We have shown the history we have available.

Accounting Disclosure Exhibit

VI. Notes to Schedule of Contributions (GASB No. 67 & No. 68)

Valuation Date: Actuarially determined contributions are calculated using a valuation date as of the beginning of the plan year (each January 1st).

Methods and Assumptions Used to Determine Contribution Rates:

Actuarial Cost Method	Projected Unit Credit
Amortization Method	Level dollar, closed
Amortization Period	15 years
Asset Valuation Method	Market Value
Inflation	2.50%
Salary Increases	N/A
Investment Return	7.25%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition
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.
Cost-of-Living Increases	0% or 3%

Other Information:

Benefit Changes

2012: Effective March 31, 2012, the cash balance plan was frozen and interest credits were applied to the retirement account on the last day of each Plan year, one year of credited service will be earned if the employee had worked 1,000 hours through March 31, 2012 and one month of imputed credit service will be earned on the first day of each month ending on the date of death, disability benefits are no longer provided under the Plan, the Plan was closed to new entrants and no compensation will be considered after March 31, 2012, no retirement credits will be earned after March 31, 2012 and one year of vesting service will be earned upon survival to December 31, 2011: The Conversion Benefit formula was frozen effective December 31, 2010 and participants will continue to earn additional benefits under the Cash Balance formula. Additional service accruals may be earned towards the unreduced early retirement option at 30 years but will not be counted towards the increased multiplier under the Special Postponed Retirement Benefit or due to working past 30 years.



Accounting Disclosure Exhibit

VI. Notes to Schedule of Contributions (GASB No. 67 & No. 68) (Cont'd)

Assumption Changes

2018: Investment return was updated to 7.25%, compounded annually. Form and timing of payment, lump sum conversion basis and retirement rates updated. 2017: Cash balance interest crediting rate assumption updated. 2016: Mortality assumption updated. 2014: Assumed retirement ages were updated. 2013: The method used for determining the actuarial value of assets was updated to market value. 2012: Investment return was updated to 7.50%, compounded annually. Employee withdrawal rates, salary increase factors, disability rates and assumed retirement ages were updated. 2011: Healthy lives mortality table was updated to project mortality improvements to 2018.

VII. Discount Rate (GASB No. 67 & No. 68)

A discount rate of 7.25% was used to measure the December 31, 2019 TPL and the December 31, 2020 TPL. This discount rate was based on the expected rate of return on Plan investments of 7.25%. The projection of cash flows used to determine this discount rate assumed sponsor contributions will be made at rates equal to the actuarially determined contribution rates. Based upon these assumptions, the pension Plan's fiduciary net position was projected to be available to make all projected expected future benefit payments of current Plan members. Therefore, the long-term expected rate of return on Plan investments was applied to all periods of projected benefit payments to determine the TPL.

VIII. Sensitivity of the NPL to the Discount Rate Assumption (GASB No. 67 & No. 68)

Measurement Date: December 31, 2019			
	1% Decrease	Current Discount Rate	1% Increase
Discount Rate	6.25%	7.25%	8.25%
NPL	\$ 19,859,770	\$ 8,486,618	\$ (1,189,029)
Measurement Date: December 31, 2020 *			
	1% Decrease	Current Discount Rate	1% Increase
Discount Rate	6.25%	7.25%	8.25%
NPL	\$ 15,663,482	\$ 5,119,311	\$ (3,906,312)

* Projected - actual amounts will be available after measurement date.

Accounting Disclosure Exhibit

IX. Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions - Reporting Date (GASB No. 68)

Pension Expense for Fiscal Year Ending September 30, 2020: \$ 966,787

Summary of Outstanding Deferred Inflows and Outflows of Resources as of September 30, 2020

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between actual and expected experience on liabilities	\$ 0	\$ 0
Changes of assumptions or other inputs	0	0
Net difference between projected and actual earnings on pension plan investments	0	3,931,283
Total	\$ 0	\$ 3,931,283

Summary of Deferred Outflows and Inflows of Resources that will be Recognized in the Pension Expense in Future Years.

Year ending	Amount
9/30/2021	\$ (1,097,014)
9/30/2022	(1,149,239)
9/30/2023	370,300
9/30/2024	(2,055,330)
9/30/2025	0
Thereafter	0

Accounting Disclosure Exhibit

The following information is not required to be disclosed but is provided for informational purposes.

X. Components of Pension Expense (GASB No. 68)

Measurement Date	<u>12/31/2014</u>	<u>12/31/2015</u>	<u>12/31/2016</u>	<u>12/31/2017</u>	<u>12/31/2018</u>	<u>12/31/2019</u>	<u>Projected 12/31/2020 *</u>
Service Cost	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Interest on Total Pension Liability	7,882,274	7,966,699	8,380,457	8,399,414	8,316,988	8,264,052	7,972,408
Current-Period Benefit Changes	0	0	0	0	0	0	0
Contributions - Member	0	0	0	0	0	0	0
Projected Earnings on Plan Investments	(7,080,498)	(7,050,075)	(6,610,346)	(6,729,938)	(7,359,172)	(6,769,827)	(7,552,706)
Administrative Expenses	0	0	0	0	0	0	0
Other Changes in Plan Fiduciary Net Position	0	0	0	0	0	0	0
Recognition of Beginning Deferred Outflows / (Inflows) due to Liabilities	6,121,934	566,504	5,164,722	(365,696)	2,305,325	(815,143)	(2,541,013)
Recognition of Beginning Deferred Outflows / (Inflows) due to Assets	340,279	1,724,997	1,777,222	257,683	2,683,313	287,705	(1,097,014)
Total Pension Expense	<u>\$ 7,263,989</u>	<u>\$ 3,208,125</u>	<u>\$ 8,712,055</u>	<u>\$ 1,561,463</u>	<u>\$ 5,946,454</u>	<u>\$ 966,787</u>	<u>\$ (3,218,325)</u>

* Projected - actual amounts will be available after measurement date.

Accounting Disclosure Exhibit

The following information is not required to be disclosed but is provided for informational purposes.

XI. Recognition of Deferred Outflows / (Inflows) - Measurement Date (GASB No. 68)

Recognition of Deferred Outflows / (Inflows) due to Liabilities

There are no active employees and therefore all changes in liabilities are recognized immediately.

Recognition of Deferred Outflows / (Inflows) due to Differences Between Projected and Actual Earnings on Pension Plan Investments

Established	Initial Balance	Initial Recognition Period	Remaining Recognition Period as of 12/31/2019	Recognition Amount for 2019	Balance as of 12/31/2019
2015	\$ 6,923,591	5	0	\$ 1,384,719	\$ 0
2016	\$ 261,125	5	1	\$ 52,225	\$ 52,225
2017	\$ (7,597,695)	5	2	\$ (1,519,539)	\$ (3,039,078)
2018	\$ 12,128,160	5	3	\$ 2,425,632	\$ 7,276,896
2019	\$ (10,276,658)	5	4	\$ (2,055,332)	\$ (8,221,326)
TOTAL				\$ 287,705	\$ (3,931,283)

Outline of Principal Provisions of the Retirement Plan

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, December 8, 2014, May 1, 2017 and January 1, 2019.

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

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

Outline of Principal Provisions of the Retirement Plan

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.

Outline of Principal Provisions of the Retirement Plan

G. Normal Retirement (continued):

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. Early Retirement:

1. Eligibility:

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. Benefit:

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.

Outline of Principal Provisions of the Retirement Plan

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 conversion benefit, the 1.6% multiplier is increased according to the following table:

<u>Number of years after normal retirement date</u>	<u>Increased Multiplier</u>
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

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.

Actuarial Assumptions and Actuarial Cost Methods Used in the Valuation

A. Mortality

For healthy participants, PUB-2010 Headcount Weighted General Below Median Healthy Retiree Mortality Table, separate rates for males and females, set back 1 year for males, with fully generational mortality improvements projected to each future decrement date with Scale MP-2018.

For disabled participants, PUB-2010 Headcount Weighted General Disabled Retiree Mortality Table, separate rates for males and females, both set forward 3 years, without projected mortality improvements.

Sample Ages (2020)	Future Life Expectancy (Years)	
	Male	Female
55	28.63	32.38
60	24.55	27.84
62	22.93	26.02

Sample Ages (2040)	Future Life Expectancy (Years)	
	Male	Female
55	30.64	34.15
60	26.40	29.51
62	24.72	27.63

B. Investment Return

7.25%, compounded annually, net of investment expenses - includes inflation of 2.50%.

Actuarial Assumptions and Actuarial Cost Methods Used in the Valuation

C. Lump sum conversion basis for cash balance participants

4.25% 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.

I. Cash Balance Interest Credit Rate

Retirement account balances are assumed to be credited with the following interest credit rates

<u>Year</u>	<u>Interest Credit</u> <u>Rate</u>
2020	1.59%
2021	3.25%
2022	3.25%
Thereafter	3.50%

Actuarial Assumptions and Actuarial Cost Methods Used in the Valuation

J. Assumed Retirement Age

Participants are assumed to retire at the following rates:

<u>Age</u>	<u>Conversion Participants</u>	<u>Cash Balance Participants</u>
50 - 59	5.0%	100.0%
60 - 61	10.0%	100.0%
62 & over	100.0%	100.0%

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

K. Form and Timing of Payment

We assume all participants receiving a conversion benefit elect a life annuity. 90% of cash balance participants are assumed to receive a lump sum payment and 10% 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.

Actuarial Assumptions and Actuarial Cost Methods Used in the Valuation

M. Cost Method (cont'd)

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. Changes From Previous Valuation

Mortality was:

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.

Sample Ages (2020)	Future Life Expectancy (Years)	
	Male	Female
55	30.32	33.54
60	25.66	28.63
62	23.82	26.71

Sample Ages (2040)	Future Life Expectancy (Years)	
	Male	Female
55	32.47	35.39
60	27.84	30.47
62	25.99	28.53

**Statistics for Participants Entitled to Deferred Benefits
and Participants Receiving Benefits**

A. Entitled to Deferred Benefits

<u>Current Age Group</u>	<u>Count</u>	<u>Total Annual Benefit</u>	<u>Average Annual Benefit</u>
Less than 40	0	\$ 0	N/A
40 - 44	3	16,128	5,376
45 - 49	33	212,944	6,453
50 - 54	66	409,208	6,200
55 - 59	89	641,505	7,208
60 - 64	37	258,221	6,979
65 & Over	6	34,591	5,765
TOTAL*	234	\$ 1,572,597	\$ 6,721

B. Terminated Participants Cash Account Balance Amounts

<u>Current Age Group</u>	<u>Count</u>	<u>Total Cash Account Balance</u>	<u>Average Account Balance</u>
Less than 40	164	\$ 495,638	\$ 3,022
40 - 44	106	1,004,979	9,481
45 - 49	155	1,875,108	12,097
50 - 54	116	1,319,975	11,379
55 - 59	89	838,344	9,420
60 - 64	41	313,466	7,646
65 & Over	22	143,595	6,527
TOTAL*	693	\$ 5,991,105	\$ 8,645

* Includes 73 participants with both a Cash Balance Amount and Conversion Plan Benefits

C. Receiving Benefits

<u>Current Age Group</u>	<u>Count</u>	<u>Total Annual Benefit</u>	<u>Average Annual Benefit</u>
Less than 50	2	\$ 10,270	\$ 5,135
50 - 54	18	187,246	10,403
55 - 59	75	1,085,259	14,470
60 - 64	168	2,066,991	12,304
65 - 69	153	2,021,049	13,209
70 - 74	133	1,726,213	12,979
75 - 79	93	1,012,964	10,892
80 - 84	35	224,378	6,411
85 & Over	6	28,550	4,758
TOTAL	683	\$ 8,362,920	\$ 12,244

Reconciliation of Member Census Data

A. Participants Receiving Benefits

1. Participants receiving benefits previous year	672
2. New terminated vested receiving benefits	25
3. New beneficiaries receiving benefits	2
4. Died or ceased payment during year	(16)
5. Data adjustment	0
6. Retired or terminated vested receiving benefits current year	683

B. Terminated Vested Participants Due Deferred Benefits

1. Terminated vested due deferred previous year	900
2. Died during year	(1)
3. Commenced receiving benefits during year	(25)
4. Cashed out during year	(20)
5. New beneficiaries during year due deferred benefits	0
6. Data adjustments	0
7. Terminated vested due deferred current year	854

Projected Retirement Benefits

<u>Plan Year</u>	<u>Projected Total Annual Payout</u>
2020	\$ 11,074,786
2021	\$ 9,103,091
2022	\$ 9,437,804
2023	\$ 9,667,085
2024	\$ 9,662,169
2025	\$ 9,755,363
2026	\$ 9,827,654
2027	\$ 9,931,723
2028	\$ 9,694,974
2029	\$ 9,638,539

The above projected payout of plan benefits during the next ten years is based on assumptions involving all decrements. The actual payouts may differ from the above estimates depending upon the death, salary and retirement experience of the plan. However, since the projected payment is recomputed each valuation date, there is an automatic correction to the extent that actual experience varies from expected experience.

Summary of Transaction Information ¹

Valuation Date	Benefits Paid	Administrative Expenses	Employee Contributions	Plan Sponsor ² Contributions	Actuarial Value
01/01/2020	\$ 8,416,639	\$ 0	\$ 0	\$ 4,304,011	\$ 109,556,035
01/01/2019	8,047,374	0	0	6,354,376	96,622,178
01/01/2018	7,912,306	0	0	2,980,173	103,084,164
01/01/2017	7,611,704	0	0	3,007,355	93,688,664
01/01/2016	7,617,588	0	0	1,625,102	91,943,792
01/01/2015	7,028,644	0	0	1,538,372	97,809,794
01/01/2014	7,007,729	0	0	2,400,542	97,920,961
01/01/2013	9,374,551	0	0	7,387,252	87,807,918
01/01/2012	4,832,865	0	0	1,342,800	84,852,382
01/01/2011	4,859,861	0	0	2,716,800	86,362,771
01/01/2010	3,757,197	0	0	2,786,400	85,374,844

¹ Information prior to 2012 as reported by prior actuary

² Includes contribution receivable

Recent Investment Return Experience ¹

Valuation Date	Investment Return ²		
	Market Value Return	Actuarial Value Return	Assumed Rate of Return
01/01/2020	18.03%	18.03%	7.25%
01/01/2019	(4.59%)	(4.59%)	7.25%
01/01/2018	15.7%	15.7%	7.5%
01/01/2017	7.1%	7.1%	7.5%
01/01/2016	0.1%	0.1%	7.5%
01/01/2015	5.7%	5.7%	7.5%
01/01/2014	17.2%	17.2%	7.5%
01/01/2013	13.5%	2.5%	7.5%
01/01/2012	(0.6%)	2.3%	8.0%
01/01/2011	14.0%	3.7%	8.0%
Last 3 Years	9.2%	9.2%	7.3%
Last 5 Years	6.9%	6.9%	7.4%
Last 10 Years	8.3%	6.5%	7.5%

¹ Information prior to 2012 as reported by prior actuaries

² Computed as $2I/(A+B-I)$, where A is beginning value, B is ending value and I is investment return

Employer Contribution Information

Valuation Date	Contribution Fiscal Year End	Minimum Required Contributions	Actual Contributions
01/01/2020	09/30/2021	\$ 1,245,996	N/A
01/01/2019	09/30/2020	\$ 2,904,011	\$ 4,304,011
01/01/2018	09/30/2019	\$ 2,354,376	\$ 6,354,376
01/01/2017	09/30/2018	\$ 2,980,173	\$ 2,980,173
01/01/2016	09/30/2017	\$ 3,007,355	\$ 3,007,355
01/01/2015	09/30/2016	\$ 1,625,062	\$ 1,625,102
01/01/2014	09/30/2015	\$ 1,388,975	\$ 1,538,372
01/01/2013	09/30/2014	\$ 1,732,484	\$ 2,400,542
01/01/2012	09/30/2013	\$ 1,853,911	\$ 7,387,252
01/01/2011	09/30/2012	\$ 1,282,800	\$ 1,342,800
01/01/2010	09/30/2011	\$ 2,675,573	\$ 2,716,800

Actuarial Valuation as of January 1, 2020

	<u>State Required Exhibit</u>		
	<u>01/01/2019</u>	<u>Prior Assumptions 01/01/2020</u>	<u>Current Assumptions 01/01/2020</u>
A. <u>Participant Data</u>			
1. Active participants	0	0	0
2. Retired participants and beneficiaries receiving benefits	661	672	672
3. Disabled participants receiving benefits	11	11	11
4. Terminated participants - deferred benefits	900	854	854
5. Annual payroll of active participants	\$ 0	\$ 0	\$ 0
6. Annual benefits payable to those currently receiving benefits	\$ 8,070,699	\$ 8,362,920	\$ 8,362,920
B. <u>Value of Assets</u>			
1. Actuarial (market) value	\$ 96,622,178	\$ 109,556,035	\$ 109,556,035
C. <u>Liabilities</u>			
1. Actuarial present value of future expected benefit payments for active members			
a. Retirement benefits	\$ 0	\$ 0	\$ 0
b. Vesting benefits	0	0	0
c. Death benefits	0	0	0
d. Disability benefits	0	0	0
e. Total	\$ 0	\$ 0	\$ 0
2. Actuarial present value of future expected benefit payments for terminated members			
	\$ 20,775,968	\$ 18,259,898	\$ 18,010,655
3. Actuarial present value of future expected benefit payments for members currently receiving benefits			
a. Service retired	\$ 93,642,867	\$ 95,229,964	\$ 93,721,909
b. Disability retired	1,547,407	1,543,889	1,533,047
c. Beneficiaries	2,228,998	2,287,912	2,236,029
d. Miscellaneous	0	0	0
e. Total	\$ 97,419,272	\$ 99,061,765	\$ 97,490,985

Actuarial Valuation as of January 1, 2020

	<u>State Required Exhibit</u>		
	<u>01/01/2019</u>	<u>Prior Assumptions 01/01/2020</u>	<u>Current Assumptions 01/01/2020</u>
4. Total actuarial present value of future expected benefit payments	\$ 118,195,240	\$ 117,321,663	\$ 115,501,640
5. Actuarial accrued liabilities	\$ 118,195,240	\$ 117,321,663	\$ 115,501,640
6. Unfunded actuarial accrued liabilities	\$ 21,573,062	\$ 7,765,628	\$ 5,945,605
D. <u>Statement of Accumulated Plan Benefits</u>			
1. Actuarial present value of accumulated vested benefits			
a. Participants currently receiving benefits	\$ 97,419,272	\$ 99,061,765	\$ 97,490,985
b. Other participants	20,775,968	18,259,898	18,010,655
c. Total	<u>\$ 118,195,240</u>	<u>\$ 117,321,663</u>	<u>\$ 115,501,640</u>
2. Actuarial present value of accumulated non-vested plan benefits	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>
3. Total actuarial present value of accumulated plan benefits	\$ 118,195,240	\$ 117,321,663	\$ 115,501,640
E. <u>Statement of Change in Accumulated Plan Benefits</u>			
1. Actuarial present value of accumulated plan benefits as of January 1, 2019			\$ 118,195,240
2. Increase (decrease) during year attributable to:			
a. Change in plan provisions and actuarial assumptions			\$ (1,820,023)
b. Benefits paid			(8,416,639)
c. Other, including benefits accumulated and increase for interest due to decrease in the discount period			7,543,062
d. Net increase			<u>\$ (2,693,600)</u>
3. Actuarial present value of accumulated plan benefits as of January 1, 2020			\$ 115,501,640

Actuarial Valuation as of January 1, 2020

State Required Exhibit

	<u>01/01/2019</u>	<u>Prior Assumptions 01/01/2020</u>	<u>Current Assumptions 01/01/2020</u>
F. <u>Pension Cost</u>			
1. Total normal cost	\$ 0	\$ 0	\$ 0
2. Payment required to amortize unfunded liability	2,707,703	1,351,041	1,161,768
3. Interest adjustment	196,308	97,950	84,228
4. Minimum required contribution	<u>\$ 2,904,011</u>	<u>\$ 1,448,991</u>	<u>\$ 1,245,996</u>
G. <u>Past Contributions</u>			
1. Total contribution required	\$ 2,904,011	\$ 1,448,991	\$ 1,245,996
2. Actual contributions made	\$ 4,304,011	N/A	N/A
H. <u>Net Actuarial Gain / (Loss)</u>	\$ (11,313,016)	\$ 10,997,648	\$ 10,997,648
I. <u>Disclosure of Following Items:</u>			
1. Actuarial present value of future salaries - attained age	N/A	N/A	N/A
2. Actuarial present value of future employee contributions - attained age	N/A	N/A	N/A
3. Actuarial present value of future contributions from other sources	N/A	N/A	N/A
4. Amount of active members' accumulated contributions	N/A	N/A	N/A
5. Actuarial present value of future salaries and future benefits at entry age	N/A	N/A	N/A
6. Actuarial present value of future employee contributions at entry age	N/A	N/A	N/A

**Table XVIII
(Cont'd)**

State Required Exhibit

<u>Unfunded Actuarial Accrued Liabilities</u>		<u>Unfunded Liabilities</u>	<u>Amortization Payment</u>	<u>Remaining Funding Period</u>
01/01/2009	Method Change	\$ 899,851	\$ 249,102	4 years
01/01/2010	Actuarial Loss / (Gain)	(317,772)	(72,747)	5 years
01/01/2010	Assumption Change	152,857	34,993	5 years
01/01/2011	Actuarial Loss / (Gain)	476,220	93,875	6 years
01/01/2011	Assumption Change	20,902	4,120	6 years
01/01/2011	Plan Amendment	(806,198)	(158,923)	6 years
01/01/2012	Actuarial Loss / (Gain)	1,395,028	243,461	7 years
01/01/2012	Plan Amendment and Assumption Change	933,035	162,834	7 years
01/01/2013	Actuarial Loss / (Gain)	3,240,608	510,925	8 years
01/01/2013	Method Change	(1,125,292)	(177,417)	8 years
01/01/2014	Actuarial Loss / (Gain)	(3,233,087)	(467,623)	9 years
01/01/2014	Assumption Change	2,127,387	307,698	9 years
01/01/2015	Actuarial Loss / (Gain)	1,240,738	166,620	10 years
01/01/2016	Actuarial Loss / (Gain)	4,156,048	523,226	11 years
01/01/2016	Assumption Change	3,042,574	383,045	11 years
01/01/2017	Actuarial Loss / (Gain)	(53,982)	(6,422)	12 years
01/01/2017	Assumption Change	1,835	218	12 years
01/01/2018	Actuarial Loss / (Gain)	(5,496,090)	(621,875)	13 years
01/01/2018	Assumption Change	1,875,835	212,248	13 years
01/01/2019	Actuarial Loss / (Gain)	10,232,779	1,107,384	14 years
01/01/2020	Actuarial Loss / (Gain)	(10,997,648)	(1,143,701)	15 years
01/01/2020	Assumption Change	(1,820,023)	(189,273)	15 years
TOTAL		\$ 5,945,605	\$ 1,161,768	

This actuarial valuation and/or cost determination was prepared and completed by us or under our direct supervision, and we acknowledge responsibility for the results. To the best of our knowledge, the results are complete and accurate, and in our 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 other wise provided for in the valuation. All known events or trends which may require material increase in plan costs or required contribution rates have been taken into account in the valuation.

Enrollment Number: 20-08646
Dated: May 21, 2020

Michelle Jones

Shelly L. Jones, A.S.A., E.A.

Enrollment Number: 20-07624
Dated: May 21, 2020

Jennifer Borregard

Jennifer M. Borregard, E.A.



Glossary

<i>Actuarial Accrued Liability</i>	The difference between the Actuarial Present Value of Future Benefits, and the Actuarial Present Value of Future Normal Costs.
<i>Actuarial Assumptions</i>	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.
<i>Actuarial Cost Method</i>	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.
<i>Actuarial Equivalent</i>	Of equal Actuarial Present Value, determined as of a given date and based on a given set of Actuarial Assumptions.
<i>Actuarial Present Value</i>	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.
<i>Actuarial Present Value of Future Benefits</i>	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.
<i>Actuarial Valuation</i>	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.
<i>Actuarial Value of Assets</i>	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.

Glossary

<i>Amortization Method</i>	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.
<i>Amortization Payment</i>	That portion of the plan contribution which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.
<i>Amortization Period</i>	The period used in calculating the Amortization Payment.
<i>Annual Required Contribution</i>	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.
<i>Closed Amortization Period</i>	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.
<i>Employer Normal Cost</i>	The portion of the Normal Cost to be paid by the employer. This is equal to the Normal Cost less expected member contributions.
<i>Equivalent Single Amortization Period</i>	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.

Glossary

<i>Experience Gain/Loss</i>	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.
<i>GASB</i>	Governmental Accounting Standards Board.
<i>GASB No. 67 and GASB No. 68</i>	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.
<i>Normal Cost</i>	The annual cost assigned, under the Actuarial Cost Method, to the current plan year.
<i>Open Amortization Period</i>	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.
<i>Unfunded Actuarial Accrued Liability</i>	The difference between the Actuarial Accrued Liability and Actuarial Value of Assets.
<i>Valuation Date</i>	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.
<i>Vested Benefit Security Ratio</i>	The ratio of the Market Value of Assets to the Actuarial Present Value of