

**ACTUARIAL VALUATION OF
CITY OF LAUDERHILL CONFIDENTIAL AND
MANAGERIAL EMPLOYEES RETIREMENT PLAN
AS OF OCTOBER 1, 2015**

August, 2016

Determination of Contribution for the
Plan Year ending September 30, 2016
Contribution to be
Paid in Fiscal Year October 1, 2015
through September 30, 2016

**DuLaney and Company, Inc.
Actuarial Services**

D

TABLE OF CONTENTS

	Page
<i>Commentary</i>	1
TABLE I Summary of Retirement Plan Costs	4
TABLE II Comparison of Cost Data of Current and Prior Year Valuations	6
TABLE III Characteristics of Participant Data	7
TABLE IV Statement of Assets	8
TABLE V Reconciliation of Plan Assets	9
TABLE VI Development of Actuarial Value of Assets	10
TABLE VII Changes in Plan, Methods and Assumptions	11
TABLE VIII Development of Actuarial Gains / (Losses)	13
TABLE IX Amortization of Unfunded Liability	14
TABLE X Accounting Disclosure Exhibit	15
TABLE XI Outline of Principal Provisions of the Plan	19
TABLE XII Actuarial Assumptions and Actuarial Cost Methods	23
TABLE XIII Distribution of Active Participants by Age and Service Groups	26
TABLE XIV Reconciliation of Participant Data	27
TABLE XV Statistics for Participants Entitled to or Receiving Plan Benefits	28
TABLE XVI Recent Investment, Salary Increase, and Turnover Experience	29
TABLE XVII State Required Exhibit	30

August 29, 2016

Board of Trustees
City of Lauderdale Confidential and Managerial
Employees Retirement System
c/o Mr. Peter Prior
Benefits USA, Inc.
3810 Inverrary Boulevard
Suite 303
Lauderhill, FL 33319

Dear Board Members:

We are pleased to present the October 1, 2015 Actuarial Valuation for the City of Lauderdale Confidential and Managerial Employees Retirement System. The purpose of this report is to indicate appropriate contribution levels and to satisfy State requirements. The report is prepared for and at the request of the Board of Trustees.

This report consists of this commentary, detail Tables I through XVI and State Required Exhibit - Table XVII. The Tables contain basic Retirement Plan cost figures plus significant detail on the benefits, liabilities and experience of your Plan.

Costs for Fiscal Year Beginning October 1, 2015

This Actuarial Valuation develops the required minimum Retirement Plan payment for the fiscal year beginning October 1, 2015 and ending September 30, 2016 under the Florida Protection of Public Employee Retirement Benefits Act. The minimum payment consists of payment of annual normal cost plus amortization of the unfunded actuarial accrued liability over various periods, and interest, as prescribed by law.

The required funding amount for the plan/fiscal year ending September 30, 2016, to be met by the City, is **\$1,822,643** or 43.1% of covered payroll, if the requirement is met by September 30, 2016.

Changes in Plan Provisions, Actuarial Methods or Assumptions Recognized in this Valuation

This valuation recognized the same benefits as those considered in the October 1, 2014 valuation. The pertinent plan provisions are outlined in Table XI.

We reviewed the actuarial assumptions/methods used and made several changes in this valuation. The assumed interest to be earned by the Fund was changed from 7.75% to 7.65%, net of investment expenses, per annum. We lowered the underlying interest assumption by 0.05% in order to pre-fund the Cost of Living Adjustment (described in Item 19, Table XI), which is awarded to pensioners who have been retired at least two (2) years, following years in which there was an actuarial gain. Additionally, we reduced the interest (funding) assumption by another 0.05%. It is the intent of the trustees to reduce this assumption by 0.05% each year in the future until the interest assumption is 7.50%. The assumed annual salary increase was changed from 6.0% to 5.85% per year.

There were no other changes to the actuarial assumptions/methods from those used in the October 1, 2014 valuation.

Comparison of October 1, 2014 and October 1, 2015 Valuation Results

Table II provides information of a comparative nature. The left most column contains the October 1, 2014 valuation results. The center right and right most columns contain the October 1, 2015 valuation results prior to and after the assumptions change.

A comparison of the left most and center columns shows the plan experience for the year. Covered payroll decreased by approximately 2.4% while the number of active participants decreased by 4.0%. Unfunded actuarial accrued liability increased from \$8,344,364 to \$9,545,446, primarily due to the actuarial loss of \$1,596,243 (shown in Table VIII), which was composed of asset losses and liability losses. The City cost increased from 37.2% to 42.4% of the covered pension payroll. Comparing the center and right most columns shows the effect of the change in assumptions. The unfunded actuarial accrued liability increased by \$273,836, to the amount of \$9,819,282. The City funding requirement increased by \$29,810, from \$1,792,833 (42.4%) to \$1,822,643 (43.1%).

Plan Experience

Table XVI provides a summary of certain plan experience during the plan year. The actuarial value of assets return and market value of assets return were 5.9% and -2.4% for the plan year ended September 30, 2015, respectively, as compared to the assumed 7.75%. Investment return was a source of actuarial loss. Employee turnover was about 62% lower than the expected turnover during the last plan year (a source of actuarial loss), and the average salary increase was 7.2%, as compared to the assumption of 6.0% (a source of actuarial loss). A more detailed analysis would be needed to determine the actual magnitude of loss or gain attributable to each of these elements.

Participant Census and Financial Data

Census data for the fiscal year October 1, 2014 through September 30, 2015 was provided by the plan administrator. The data was reviewed for consistency and is believed to be reliable.

Information on Plan assets was received from the Plan's auditors. We did not audit this information, however, we believe it to be reliable.

DuLaney and Company



Donald A. DuLaney, Jr. A.S.A., E.A.
Senior Consulting Actuary



Panrong Xiao, M.A.A.A., E.A.
Enrolled Actuary

DAD/PX
Attachments

Table I

**CITY OF LAUDERHILL CONFIDENTIAL AND MANAGERIAL EMPLOYEES
RETIREMENT PLAN**

Summary of Retirement Plan Costs as of October 1, 2015

	<u>Cost Data</u>	<u>% of Payroll</u>
A. <u>Participant Data Summary (Table III)</u>		
1. Active employees (Post March 1, 2009 Hires: 23)	72	N/A
2. Terminated vested	4	N/A
3. Receiving benefits	52	N/A
4. DROP participants	6	N/A
5. Annual payroll of active employees	\$ 4,231,783	100.0%
B. <u>Total Normal Costs</u>		
1. Age retirement benefits	\$ 653,990	15.5%
2. Deferred vesting benefits	110,164	2.6%
3. Death benefits	6,776	0.2%
4. Disability benefits	29,561	0.7%
5. Estimated expenses	134,898	3.2%
6. Total annual normal costs	\$ 935,389	22.1%
C. <u>Total Actuarial Accrued Liability</u>		
1. Age retirement benefits active employees	\$ 9,566,984	226.1%
2. Termination benefits active employees	366,443	8.7%
3. Death benefits active employees	15,575	0.4%
4. Disability benefits active employees	145,556	3.4%
5. Retired or terminated vested participants receiving benefits	16,443,477	388.6%
6. DROP participants	1,542,912	36.5%
7. Terminated vested participants entitled to future benefits	228,060	5.4%
8. Deceased participants whose beneficiaries are receiving benefits	281,612	6.7%
9. Disabled participants receiving benefits	158,181	3.7%
10. Total actuarial accrued liability	\$ 28,748,800	679.4%

Table I
(continued two)

	<u>Cost Data</u>	<u>% of Payroll</u>
D. <u>Actuarial Value of Assets (Table VI)</u>	\$ 18,929,518	447.3%
E. <u>Unfunded Actuarial Accrued Liability (C.-D.)</u>	\$ 9,819,282	232.0%
F. <u>Actuarial Gains / (Losses)</u>	\$ (1,596,243)	(37.7%)
G. <u>Minimum Funding Requirements</u>		
1. Total normal cost	\$ 935,389	22.1%
2. Amortization of unfunded actuarial accrued liability	1,155,638	27.3%
3. Interest adjustment	<u>70,159</u>	<u>1.7%</u>
4. Total payment	\$ 2,161,186	51.1%
H. <u>Contribution Sources</u>		
1. City	\$ 1,822,643	43.1%
2. Employees	\$ 338,543	8.0%
I. <u>Actuarial Present Value of Vested Accrued Benefits</u>		
1. Retired, terminated vested, beneficiaries and disabled receiving benefits	\$ 16,883,270	399.0%
2. DROP participants	1,542,912	36.5%
3. Terminated vested participants entitled to future benefits	228,060	5.4%
4. Active participants entitled to future benefits	<u>6,800,313</u>	<u>160.7%</u>
5. Total actuarial present value of vested accrued benefits	\$ 25,454,555	601.5%
J. <u>Market Value of Assets (Table IV)</u>	\$ 17,810,675	420.9%
K. <u>Unfunded Actuarial Present Value of Vested Accrued Benefits (I. - J., not less than \$0)</u>	\$ 7,643,880	180.6%
L. <u>Vested Benefit Security Ratio (J. ÷ I.)</u>	70.0%	N/A

Table II

CITY OF LAUDERHILL CONFIDENTIAL AND MANAGERIAL EMPLOYEES RETIREMENT PLAN

Comparison of Cost Data of October 1, 2014 and October 1, 2015 Actuarial Valuations

	October 1, 2014		Prior Assumptions October 1, 2015		Current Assumptions October 1, 2015	
	Cost Data	% of Annual Compensation	Cost Data	% of Annual Compensation	Cost Data	% of Annual Compensation
A. Participants						
1. Active employees						
a. Hired by March 1, 2009	53	N/A	49	N/A	49	N/A
b. Hired after March 1, 2009	22	N/A	23	N/A	23	N/A
c. Total	75	N/A	72	N/A	72	N/A
2. Terminated vested	4	N/A	4	N/A	4	N/A
3. Receiving benefits	49	N/A	52	N/A	52	N/A
4. DROP participants	3	N/A	6	N/A	6	N/A
5. Annual payroll of active employees	\$ 4,337,897	100.0%	\$ 4,231,783	100.0%	\$ 4,231,783	100.0%
B. Total Normal Costs	\$ 936,838	21.6%	\$ 929,775	22.0%	\$ 935,389	22.1%
C. Total Actuarial Accrued Liability	\$ 26,236,829	604.8%	\$ 28,474,964	672.9%	\$ 28,748,800	679.4%
D. Actuarial Value of Assets	\$ 17,892,465	412.5%	\$ 18,929,518	447.3%	\$ 18,929,518	447.3%
E. Unfunded Actuarial Accrued Liability	\$ 8,344,364	192.4%	\$ 9,545,446	225.6%	\$ 9,819,282	232.0%
F. Actuarial Gain / (Loss)	\$ 822,070	19.0%	\$ (1,596,243)	(37.7%)	\$ (1,596,243)	(37.7%)
G. Net City Cost	\$ 1,614,792	37.2%	\$ 1,792,833	42.4%	\$ 1,822,643	43.1%
H. Unfunded Actuarial Present Value of Vested Accrued Benefits ¹	\$ 4,594,132	105.9%	\$ 7,399,772	174.9%	\$ 7,643,880	180.6%
Vested Benefit Security Ratio ¹	80.0%	N/A	70.6%	N/A	70.0%	N/A

¹ Computed based on market value of assets.



Table III

**CITY OF LAUDERHILL CONFIDENTIAL AND MANAGERIAL EMPLOYEES
RETIREMENT PLAN**

**Characteristics of Participants in
Actuarial Valuation as of October 1, 2015**

A. Characteristic of Active Participants

1.	Active participants as of beginning of prior year	75
2.	New entrants during prior year	6
3.	Exits during prior year	<u>(9)</u>
4.	Active participants as of beginning of year	72
5.	Active participants fully vested	45
6.	Active participants partially vested	0
7.	Active participants non-vested	27
8.	Annual payroll of active participants	\$ 4,231,783
9.	Average pay	\$ 58,775
10.	Average attained age	46.6 years
11.	Percent female	58.3%

B. Characteristics of Inactive Participants

1.	Inactives as of beginning of prior year	56
2.	Newly inactive during prior year	7
3.	Exits during prior year	<u>(1)</u>
4.	Inactives as of beginning of year	62
5.	Age retirees	50
6.	Annual benefit for age retirees	\$ 1,526,556
7.	DROP participants	6
8.	Annual benefit for DROP participants	\$ 142,399
9.	Beneficiaries receiving benefits	1
10.	Annual benefits for beneficiaries receiving benefits	\$ 27,306
11.	Disabled participants receiving benefits	1
12.	Annual benefits for disabled participants	\$ 12,866
13.	Terminated vested due deferred benefits	4
14.	Annual benefits for terminated vested participants	\$ 31,384

Table IV

**CITY OF LAUDERHILL CONFIDENTIAL AND MANAGERIAL EMPLOYEES
RETIREMENT PLAN**

Statement of Assets as of October 1, 2015¹

	<u>Market Value</u>
A. <u>Assets</u>	
1. Cash and Short Term Investments	\$ 671,042
2. U. S. Government Securities	0
3. Fixed income mutual Funds	5,496,367
4. Domestic Equity Funds	8,638,460
5. International Equity Funds	2,953,696
6. Absolute Return - Mutual Fund	0
7. Note Receivable	<u>400,000</u>
8. Total Assets	\$ 18,159,565
B. <u>Receivables</u>	
1. Member Contributions	\$ 0
2. City Contributions	1,239
3. Service Purchase and Buyback Payments Due	169,426
4. Accrued Interest and Dividends	7,005
5. Prepaid Expenses	<u>0</u>
6. Total Receivables	\$ 177,670
C. <u>Liabilities</u>	
1. DROP Accounts Payable	\$ 369,404
2. Accounts Payable	17,945
3. Prepaid Contribution	<u>139,211</u>
4. Total Liabilities	\$ 526,560
D. <u>Net Assets (Item A.8. + Item B.6. - Item C.4.)</u>	<u>\$ 17,810,675</u>

¹ At market value as reported by Plan's Auditors.



Table V

**CITY OF LAUDERHILL CONFIDENTIAL AND MANAGERIAL EMPLOYEES
RETIREMENT PLAN**

Reconciliation of Plan Assets¹

A.	<u>Market Value of Assets as of October 1, 2014</u>		\$ 18,325,836
B.	<u>Receipts During Period</u>		
1.	Contributions		
a.	City	\$ 1,614,792	
b.	Employee	419,320	
c.	Buyback payments	0	
e.	Total		\$ 2,034,112
2.	Investment income		
a.	Interest and dividends	\$ 992,285	
b.	Net appreciation (depreciation)		
i.	Realized appreciation (depreciation)	0	
ii.	Unrealized appreciation (depreciation)	(1,458,426)	
iii.	Net	(1,458,426)	
c.	Total		\$ (466,141)
3.	Total receipts during period (1.e. + 2.c.)		\$ 1,567,971
C.	<u>Disbursements During Period</u>		
1.	Pension plus DROP payments		\$ 1,618,667
2.	DROP participant's earnings		0
3.	Contribution refunds		17,044
4.	Decrease in buyback contributions receivable		277,243
5.	Investment expenses		35,280
6.	Administrative expenses		134,898
7.	Total disbursements during period		\$ 2,083,132
D.	<u>Market Value of Assets as of October 1, 2015 (A. + B.3. - C.7.)</u>		<u>\$ 17,810,675</u>
E.	<u>Reconciliation of DROP Accounts Balance</u>		
1.	DROP accounts balance as of October 1, 2014		\$ 235,237
2.	Benefit payments into DROP accounts during year		134,167
3.	Disbursements from DROP accounts during year		0
4.	Investment gains/(losses) during year ²		0
5.	DROP accounts balance as of September 30, 2015		\$ 369,044

¹ As reported by Plan's Auditors.

² Based on actual Fund performance, but not to be negative for any given plan year.

Table VI

CITY OF LAUDERHILL CONFIDENTIAL AND MANAGERIAL EMPLOYEES
RETIREMENT PLAN

Development of Actuarial Value of Assets

	10/1/2014 – 9/30/2015	10/1/2013 – 9/30/2014	10/1/2012 – 9/30/2013	10/1/2011 – 9/30/2012
A. Market value of assets as of beginning of year	\$ 18,325,836	\$ 16,372,931	\$ 14,540,894	\$ 12,191,912
B. Contributions	2,034,112	2,137,421	2,006,014	1,885,220
C. Benefit payments and expenses	2,047,852	1,552,554	1,733,936	1,511,533
D. Expected investment income (A. x .0775 + (B.-C.) x .03875)	1,419,720	1,291,566	1,137,462	959,354
E. Expected assets at end of year (A. + B. – C. + D.)	19,731,816	18,249,364	15,950,434	13,524,953
F. Actual market value at end of year	17,810,675	18,325,836	16,372,931	14,540,894
G. Excess/(shortfall) of actual over expected assets (F. – E.)				
1. From previous plan year	(1,921,141)	76,472	422,497	1,015,941
2. From two plan years ago	76,472	422,497	1,015,941	(1,438,403)
3. From three plan years ago	422,497	1,015,941	(1,438,403)	10,947
4. From four plan years ago	1,015,941	(1,438,403)	10,947	(689,806)
H. Deferred recognized amounts of excess/(shortfall)				
1. 80% from previous plan year	(1,536,913)	61,178	337,998	812,753
2. 60% from two plan years ago	45,883	253,498	609,565	(863,042)
3. 40% from three plan years ago	168,999	406,376	(575,361)	4,379
4. 20% from four plan years ago	203,188	(287,681)	2,189	(137,961)
5. Total	(1,118,843)	433,371	374,391	(183,871)
I. Preliminary actuarial value of assets at end of year (F. – H.5.)	\$ 18,929,518	\$ 17,892,465	\$ 15,998,540	\$ 14,724,765
J. 80% of end of year market value of assets (F. x 0.80)	14,248,540	14,660,669	13,098,345	11,632,715
K. 120% of end of year market value of assets (F. x 1.20)	21,372,810	21,991,003	19,647,517	17,449,073
L. Actuarial value of assets (I., but not less than J. and not more than K.)	\$ 18,929,518	\$ 17,892,465	\$ 15,988,540	\$ 14,724,765

D

Table VII

**CITY OF LAUDERHILL CONFIDENTIAL AND MANAGERIAL EMPLOYEES
RETIREMENT PLAN**

Changes in Plan, Methods and Assumptions

- A. City Ordinance No. 020-09-165, effective October 1, 2002. It established the City of Lauderhill Confidential and Managerial Employees Retirement Plan.
- B. City Ordinance No. 040-01-108, effective May 3, 2004, established the following:
- Provided for pre-retirement death benefits for unmarried members who are not survived by children
 - Provided for credited service prior to October 1, 2004 for former members of the 401(a) plan who repaid refunds with interest
 - Increased the benefit accrual multiplier to 3.0% for service prior to October 1, 1994 for former General Employees Retirement System members who became members of this plan prior to September 30, 2002
 - Provided for a 2.5% multiplier for service prior to October 1, 1994, and 3.0% thereafter for former Defined Contribution Plan members
- C. City Ordinance No. 040-12-234, effective January 10, 2005. It established the Deferred Retirement Option Plan (DROP).
- D. City Ordinance No. 050-06-157, passed August 31, 2005 and effective October 1, 2004. It provided for a benefit accrual multiplier of 3.5% per year for credited service on or after October 1, 2004.
- E. Change in assumptions: The October 1, 2006 valuation instituted a change in mortality assumption from the 1983 Group Annuity Mortality Table rates to the 1994 Group Annuity Mortality Table rates.
- F. City Ordinance No. 060-03-116, effective April 10, 2006. It provided for the employer subsidized purchase of past service credit.
- G. City Ordinance No. 060-08-159, passed September 11, 2006 and effective March 1, 2006. It changed the Normal Retirement Age from age 62 with 7 years of credited service to age 55 with 7 years of credited service.
- H. City Ordinance No. 07R-08-148, passed September 10, 2007 and effective October 1, 2006. It provided for coordination of benefits in benefit eligibilities with the General Employees' Pension Plan.
- I. Effective with the October 1, 2006 valuation, new amortization bases would be funded for less than or equal to 15 years.
- J. Change in assumptions: the October 1, 2007 valuation incorporated a change in retirement rate assumption to add one (1) year minimum of future service assumed for members eligible for normal retirement on the valuation date, in order to reflect actual plan experience.
- K. Change in Methods: the October 1, 2008 valuation utilized a new asset valuation method for purposes of determining the plan's actuarial value of assets, which smoothes the differences between the expected and actual investment gains or losses over a five (5) year period, instead of the previous method of using market value of assets.

Table VII
(continued two)

- L. City Ordinances No. 09O-02-111 (passed February 23, 2009) and No. 09O-06-125 (passed June 29, 2009). Effective March 1, 2009, members may purchase up to five (5) years of credited service at an accrual rate of three (3%) percent per year by rendering the full actuarial cost.

In addition, the following changes were made for members hired after March 1, 2009:

- Changed the vesting requirement to be the completion of 10 years of credited service.
 - Changed the requirement for Normal Retirement benefits to be the earlier of the completion of 20 years of credited service or the attainment of age 55 with the completion of 10 years of credited service.
 - Changed the benefit accrual multiplier to 3.0% per year.
 - DROP members shall have their accounts earn interest at the same rate as the actual investment earnings of the fund.
- J. Change in assumptions: the October 1, 2011 valuation implemented the following changes in actuarial assumptions and methods:
- Changed the assumed mortality rates for health lives from the 1994 Group Annuity Mortality Table rates to the RP-2000 Mortality Table with dynamic rates by applying projections with Scale AA to future valuation years for anticipated future mortality improvements.
 - Changed the assumed mortality rates for disabled lives from the 1994 Group Annuity Mortality Table rates with five (5) years added to ages to the RP-2000 Disabled Mortality Table rates.
 - Changed the assumed interest to be earned by the Fund from 8.0% gross, before investment and administrative expenses, compounded annually, to 7.75% per year, net of investment expenses.
 - Changed the allowances for expenses from the average of the prior two (2) years' investment plus administrative expenses to the prior year's administrative expenses only.
 - Changed the assumed current salaries increase rate from 7.0% per year to 6.0% per year until retirement.
- K. Change in assumptions: the October 1, 2015 valuation implemented the following changes in actuarial assumptions and methods:
- Changed the assumed interest to be earned by the Fund from 7.75% to 7.65% per year, net of investment expenses.
 - Changed the assumed current salaries increase rate from 6.0% per year to 5.85% per year until retirement.

Table VIII

CITY OF LAUDERHILL CONFIDENTIAL AND MANAGERIAL EMPLOYEES
RETIREMENT PLAN

Actuarial Gains / (Losses) for Plan Year Ended September 30, 2015

A. Derivation of Actuarial Gain / (Loss)

1. City normal cost previous valuation	\$ 589,806
2. Unfunded actuarial accrued liability previous valuation	\$ 8,344,364
3. City contributions previous year	\$ 1,614,792
4. Interest on:	
(a) City normal costs	\$ 45,710
(b) Unfunded actuarial accrued liability	646,688
(c) City contributions	<u>62,573</u>
(d) Net total: (a) + (b) - (c)	\$ 629,825
5. Increase in unfunded actuarial accrued liability from assumptions change	\$ 273,836
6. Expected unfunded actuarial accrued liability current year: 1. + 2. - 3. + 4. + 5.	\$ 8,223,039
7. Actual unfunded actuarial accrued liability current year	\$ 9,688,333
8. Actuarial gain / (loss): 6. - 7.	\$ (1,596,243)

B. Approximate Portion of Gain / (Loss) Due to Investments

1. Actuarial value of assets previous year	\$17,892,465
2. Contributions during year	\$ 2,034,112
3. Disbursements during year (expenses & benefits)	\$ 2,047,852
4. Expected appreciation for period	<u>\$ 1,386,134</u>
5. Expected actuarial value of assets current year 1. + 2. - 3. + 4.	\$19,264,859
6. Actual actuarial value of assets current year	\$18,929,518
7. Approximate gain / (loss): 6. - 5.	\$ (335,341)

C. Approximate Portion of Gain / (Loss) Due to Liabilities: A. - B. \$ (1,260,902)

Table IX

CITY OF LAUDERHILL CONFIDENTIAL AND MANAGERIAL EMPLOYEES
RETIREMENT PLAN

Amortization of Unfunded Liability

<u>Date</u>	<u>Total Unfunded Liability</u>	<u>Amortization Payment</u>
10/01/2015	\$ 9,819,282	\$ 1,155,638
10/01/2016	\$ 9,326,413	\$ 1,131,927
10/01/2017	\$ 8,821,364	\$ 1,131,927
10/01/2018	\$ 8,277,679	\$ 1,131,927
10/01/2035	\$ 0	\$ 0

Table X

**CITY OF LAUDERHILL CONFIDENTIAL AND MANAGERIAL EMPLOYEES
RETIREMENT PLAN**

Accounting Disclosure Exhibit

I. <u>Number of Plan Participants</u>	<u>10/01/2014</u>	<u>10/01/2015</u>
1. Retirees, disabled and beneficiaries receiving benefits	49	52
2. Terminated plan participants entitled to but not yet receiving benefits	4	4
3. DROP participants	3	6
4. Active plan participants	<u>75</u>	<u>72</u>
5. Total	131	134
II. <u>Financial Accounting Standards Board Allocations as of October 1, 2015</u>		
A. <u>Statement of Accumulated Plan Benefits</u>		
1. Actuarial present value of accumulated vested plan benefits		
a. Participants currently receiving benefits	\$ 15,604,249	\$ 16,883,270
b. DROP participants	971,271	1,542,912
c. Participants due deferred vested benefits	208,091	228,060
d. Others	<u>6,136,357</u>	<u>6,800,313</u>
e. Total	\$ 22,919,968	\$ 25,454,555
2. Actuarial present value of accumulated non-vested plan benefits	<u>1,369,759</u>	<u>1,068,013</u>
3. Total actuarial present value of accumulated plan benefits	\$ 24,289,727	\$ 26,522,568
B. <u>Statement of Change in Accumulated Plan Benefits</u>		
1. Actuarial present value of accumulated plan benefits as of October 1, 2014	\$ 24,289,727	
2. Increase (decrease) during year attributable to:		
a. Plan amendment	\$ 0	
b. Actuarial assumptions and method changes	257,312	
c. Benefits paid and contribution refunds (including DROP)	(1,635,711)	
d. Other, including benefits accumulated and increase for interest due to decrease in the discount period	<u>3,611,240</u>	
e. Net increase	\$ 2,232,841	
3. Actuarial present value of accumulated plan benefits as of October 1, 2015	\$ 26,522,568	

Table X
(continued two)

C. Significant Matters Affecting Calculations

- | | |
|--|---------------------|
| 1. Assumed rate of return used in determining actuarial present values | 7.65% |
| 2. Plan amendments | None |
| 3. Change in actuarial assumptions | Item 12, Table XII. |

Table X
(continued three)

III. Schedule of Funding Progress (As required by GASB #25)

(1) Valuation Date	(2) Actuarial Value of Assets (AVA)	(3) Actuarial Accrued Liability (AAL)	(4) Unfunded Actuarial Accrued Liability (UAAL) (3) - (2)	(5) Funded Ratio (2) / (3)	(6) Annual Covered Payroll	(7) UAAL as % of Payroll (4) / (6)
October 1, 2003	\$ 4,050	\$ 6,021	\$ 1,971	67.3%	\$ 2,471	79.8%
October 1, 2004	\$ 5,182	\$ 8,740	\$ 3,558	59.3%	\$ 2,871	124.0%
October 1, 2005	\$ 6,903	\$ 11,926	\$ 5,023	57.9%	\$ 3,329	150.9%
October 1, 2006	\$ 8,170	\$ 14,331	\$ 6,161	57.0%	\$ 3,896	158.1%
October 1, 2007	\$ 10,542	\$ 15,372	\$ 4,829	68.6%	\$ 4,520	106.8%
October 1, 2008	\$ 11,534	\$ 17,401	\$ 5,867	66.3%	\$ 3,493	168.0%
October 1, 2009	\$ 12,313	\$ 19,185	\$ 6,871	64.2%	\$ 3,917	175.4%
October 1, 2010	\$ 13,284	\$ 20,806	\$ 7,522	63.8%	\$ 4,415	170.4%
October 1, 2011	\$ 14,009	\$ 22,211	\$ 8,202	63.1%	\$ 3,995	205.3%
October 1, 2012	\$ 14,725	\$ 24,171	\$ 9,446	60.9%	\$ 3,566	264.9%
October 1, 2013	\$ 15,999	\$ 25,563	\$ 9,564	62.6%	\$ 3,967	241.1%
October 1, 2014	\$ 17,892	\$ 26,237	\$ 8,344	68.2%	\$ 4,338	192.4%
October 1, 2015	\$ 18,930	\$ 28,749	\$ 9,819	65.8%	\$ 4,232	232.0%

Note: Dollar amounts in thousands



Table X
(continued four)

IV. Schedule of Employer Contributions (As required by GASB #25)

Plan Year	Annual Required Contribution ¹	Percentage Contributed
(1)	(2)	(3)
2003	\$ 385,955	100%
2004	548,459	100%
2005	762,751	109%
2006	1,009,804	130%
2007	1,151,671	100%
2008	1,225,513	100%
2009	1,464,812	100%
2010	1,566,677	100%
2011	1,442,701	100%
2012	1,643,680	100%
2013	1,732,035	100%
2014	1,614,792	100%
2015	1,822,643	

V. Notes to Required Supplementary Information

The information presented in the required supplementary schedules was determined as part of the actuarial valuations at the dates indicated. Additional information as of the latest actuarial valuation follows:

Valuation Date	October 1, 2015
Actuarial cost method	Entry Age Normal Level Percent
Amortization method	Layered amortization
Equivalent single amortization period	13 years
Asset valuation method	See Table XII., Item 8.
Actuarial assumptions:	
Investment rate of return*	7.65%
Projected salary increases*	5.85%
Cost-of-living adjustments	Variable cost-of-living benefit increase

* Includes inflation at 3.0%

¹ City contribution as determined by the prior plan year's actuarial valuation for plan years prior to 2006.



Table XI

**CITY OF LAUDERHILL CONFIDENTIAL AND MANAGERIAL EMPLOYEES
RETIREMENT PLAN**

Outline of Principal Provisions of the Plan

1. Effective Date
October 1, 2002. The latest ordinances reflected are City Ordinance No. 09O-02-111 and No. 09O-06-125.
2. Eligibility Requirements
Full-time confidential and managerial employees and elected officials. Police officers and firefighters are excluded.
3. Credited Service
Service of a member from employment date through termination date measured in years and completed months. A member may have purchased prior service as outlined below, however, such options expired on April 1, 2006:

Members who were former participants of the IRC 401(a) or IRC 457 defined contribution plans may transfer their account balances and remit amounts equal to their employee contributions for those years to obtain service credit under this plan back to the later of October 1, 1994 or date of hire. An annual benefit rate of 2.5% would apply to service prior to October 1, 2004, and an annual benefit rate of 3.0% per year would apply to years of service between October 1, 1994 and October 1, 2002.

Also, members may purchase up to five (5) years of service at 3.0% per year by paying the full actuarial cost of the increased service credit.

Effective October 1, 2006, service under this plan was combined with service under the General Employees' plan for the purposes of determining vesting and retirement eligibilities. However, benefits payable under this plan would only be computed based on actual service performed under this plan.
4. Earnable Compensation
Fixed monthly compensation.
5. Final Monthly Compensation (FMC)
Final Monthly Compensation is the average monthly rate of Earnable Compensation during the best sixty (60) consecutive months of employment.
6. Employee Contributions
8.0% of Earnable Compensation.

Table XI
(continued two)

7. Normal Retirement Date

For members hired on or prior to March 1, 2009, the first of the month coincident with or next following the earlier of (i) completion of 20 years of Credited Service or (ii) the attainment of age 55 with completion of seven (7) years of Credited Service.

The Normal Retirement Date for members hired after March 1, 2009 will be the first of the month coincident with or next following the earlier of (i) completion of 20 years of Credited Service or (ii) the attainment of age 55 with completion of 10 years of Credited Service.

8. Amount of Normal Retirement Income

For former General Employees' Plan members who were hired on or before March 1, 2009:

The monthly retirement income is equal to 3.0% times FMC for Credited Service through September 30, 2004 plus 3.5% times FMC for Credited Service thereafter, payable under the normal form of payment under the plan.

For former Defined Contribution Plan Members who were hired on or before March 1, 2009:

The monthly retirement income is equal to 3.0% times FMC for Credited Service through September 30, 2004, plus 3.5% times FMC for Credited Service thereafter, payable under the normal form of payment under the plan.

For members hired after March 1, 2009:

The monthly retirement income is equal to 3.0% times FMC for each year of Credited Service.

9. Early Retirement Date

The attainment of age 55 and completion of 15 years of Credited Service.

10. Amount of Early Retirement Income

Benefit accrued to Early Retirement Date payable at Normal Retirement Date, or actuarially reduced from age 62, with reductions of 1/15 for each of the first five (5) years and 1/30 for each additional year thereafter.

11. Delayed Retirement Date

A member may continue to work beyond his Normal Retirement Date and retire on any subsequent first day of the month.

12. Amount of Delayed Retirement Income

The benefit accrued on Delayed Retirement Date.

Table XI
(continued three)

13. Benefits on Termination of Service

In the event of termination of service prior to Normal Retirement Date or Early Retirement Date, for reasons other than death, early retirement or disability, a monthly benefit will be payable commencing at age 62, equal to the benefit accrued up to the date of termination, or the refund of accumulated employee contributions made, if the terminated member has completed seven (7) or more years of Credited Service (10 years of Credited Service for members hired after March 1, 2009). Otherwise, the member is entitled only to the refund of accumulated employee contributions made with 3.0% interest compounded annually.

14. Disability Retirement Benefits

Serviced Incurred Disability eligibility: total and permanent disability as a result of injury suffered in the line of duty.

Non-Service Incurred Disability eligibility: total and permanent disability with the completion of seven (7) years of Credited Service.

The monthly disability benefit shall be the greater of the benefit accrued at date of disability or 20% of the rate of monthly earnings at the date of disability. However, the total benefits payable from the plan due to disability shall not exceed 100% of the rate of monthly earnings at the date of disability less (i) 100% of Worker's Compensation benefit, and (ii) 100% of Social Security benefit. The benefit would be payable until the earlier of death or recovery from disability.

15. Death Benefits

Service Incurred:

Eligibility: Death that occurred while in the line of duty.

Benefits: 20% of monthly salary at the date of death, payable until the later of (i) death or remarriage of surviving spouse, or (ii) when the youngest child reaches the age of 18.

Non-Service Incurred:

Eligibility: The member must be eligible for Early or Normal Retirement at the date of death

Benefits: If the deceased member has a surviving spouse, the benefit payable would be one payable as if the member had retired and elected a 50% joint and survivor benefit at the date of death, with the 50% survivor benefit payable until the later of (i) death or remarriage of the surviving spouse, or (ii) when the youngest child reaches the age of 18. If the deceased member does not have a spouse, then the benefit payable would be computed and payable to the beneficiary or beneficiaries as if the member had retired and elected a 10 year certain and life thereafter benefit at the date of death. Such benefit would be payable for at least 10 years or until the date the youngest child reaches the age of 18, whichever is later.

D

Table XI
(continued four)

16. Normal Form of Retirement Income

The normal form of payment is a life only annuity for the retiree.

17. Optional Forms of Retirement Income

The following optional forms of retirement income may be elected by a member without presenting evidence of good health, if elected at least one year prior to his date of retirement:

Option 1 A retirement annuity payable to the member during the joint lifetime of the member and a joint pensioner designated by the member, and following the death of the retiree, 50%, 66-2/3%, 75%, or 100% depending on the retiree's election, of such smaller monthly amount payable to the surviving joint pensioner for his or her lifetime.

Option 2 A 10 year certain and life annuity payable during the lifetime of the participant with 120 guaranteed payments.

Option 3 For any joint and survivor benefit, the member may elect to purchase the option of permitting the substitution of a new survivor in the event of the death of the survivor or dissolution of marriage.

18. Deferred Retirement Option Plan (DROP)

The DROP is available only if the member makes an irrevocable election to participate upon the eligibility of Normal or Early Retirement. The DROP has a five (5) year maximum participation period. The DROP account shall be credited with the actual fund investment return per year. If the member dies or becomes disabled during the DROP period, the member will have presumed to have retired on a normal retirement on the day prior to disability or death.

19. Cost of Living Adjustment

If the plan has a positive actuarial experience for the prior fiscal year, the Board of Trustees may authorize a non-recurring cost of living adjustment benefit increase for retired members commencing in the third year after retirement. Such increase, if any, would not exceed 3.0% of the annual benefit in any given year.

20. Changes from Most Recent Valuation

None.

Table XII

**CITY OF LAUDERHILL CONFIDENTIAL AND MANAGERIAL EMPLOYEES
RETIREMENT PLAN**

Actuarial Assumptions and Actuarial Cost Methods

1. Mortality:

For healthy lives, the RP-2000 Combined Mortality Table with dynamic rates for assumed future mortality improvements by applying projections with Scale AA to future valuation years. The follow are sample values:

Age as of Current Valuation Date	Assumed Deaths Per 100 Lives					
	50	55	60	65	70	75
Males	0.169	0.282	0.547	1.06	1.825	3.150
Females	0.134	0.245	0.474	0.909	1.569	2.532

For disabled lives, the RP-2000 Disabled Mortality Table with no future mortality improvement assumed.

Twenty-five percent (25%) of pre-retirement deaths are assumed to be service related.

2. Interest to be Earned by Fund:

7.65%, net of investment expenses, compounded annually.

3. Allowances for Expenses:

The actual administrative expenses of the prior year.

4. Employee Withdrawal Rates:

Withdrawal rates were used in accordance with a table per the following illustrative example:

<u>Age</u>	<u>Withdrawal Rates Per 100 Employees</u>
20	25.0
25	24.0
30	17.0
35	13.2
40	10.2
45	7.2
50	4.2
55	1.2
60 & over	0.0

Table XII
(continued two)

5. Retirement Age Assumption:

For members hired prior to March 1, 2009, the earlier of the completion of 20 years of Credited Service or the attainment of age 55 with completion of seven (7) years of Credited Service. For members hired after March 1, 2009, the earlier of the completion of 20 years of Credited Service or the attainment of age 55 with completion of 10 years of Credited Service. However, members eligible for immediate normal retirement on the valuation date are assumed to have at least one (1) year of future service.

6. Salary Increase Factors:

Current salaries are assumed to increase at a rate of 5.85% per year until retirement.

7. Disability Rates:

Disability incidence rates were used in accordance with a table per the following illustrative example:

<u>Age</u>	<u>Disability Rates</u> <u>Per 100 Employees</u>
20	0.07
25	0.09
30	0.11
35	0.14
40	0.19
45	0.30
50	0.51
55	0.96
60	1.66
65 & over	0.00

25% of disabilities assumed to be service incurred, 75% assumed to be non-service incurred.

8. Asset Valuation Method:

The actuarial value of assets is determined by smoothing the differences between actual investment earnings and assumed investment earnings over five (5) years. This method was adopted effective October 1, 2008 with no phase-in. The resulting value is then limited to between 80% and 120% of market value.

Table XII
(continued three)

9. Actuarial Cost Method:

Normal Retirement, Termination, Disability and Pre-Retirement Death Benefits: Entry-Age-Actuarial Cost Method.

Under this method the normal cost for each active employee is the amount which is calculated to be a level percentage of pay that would be required annually from his date of hire to his retirement age to fund his estimated benefits, assuming the plan had always been in effect. The normal cost for the plan is the sum of the individual normal costs for all active 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 actuarial value of assets of the plan.

The amortization bases would be funded by the excess of actual contributions over prior year's normal cost, adjusted with interest. For each existing base, the funding is done proportionally, determined based on the individual base's required amortization payment as a percentage of the overall total required total amortization payment for the prior year. New bases are then added to the total outstanding unfunded actuarial accrued liability as new layers.

10. Marriage Assumptions:

100% of active participants were assumed married, with husbands three (3) years older than wives.

11. Inflation Assumption:

3.0% per year.

12. Changes from Last Actuarial Valuation:

- Changed the assumed interest to be earned by the Fund from 7.75% to 7.65% per year, net of investment expenses.
- Changed the assumed current salaries increase rate from 6.0% per year to 5.85% per year until retirement.

Table XIII

CITY OF LAUDERHILL CONFIDENTIAL AND MANAGERIAL EMPLOYEES RETIREMENT PLAN

Distribution of Active Participants by Age and Service Groups
as of October 1, 2015

Age	Years of Credited Service							Total
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 & Over	
Under 25	2	.	.	.	.	.	.	2
25 - 29	5	.	.	.	.	.	.	5
30 - 34	2	2	1	.	.	.	.	5
35 - 39	1	6	3	1	.	.	.	11
40 - 44	2	3	3	.	.	.	.	8
45 - 49	2	8	3	2	.	.	.	15
50 - 54	0	1	2	1	.	.	.	4
55 - 59	3	4	.	2	.	1	.	10
60 - 64	3	5	2	1	.	.	.	11
65 & Over	1	.	.	.	.	.	.	1
TOTAL	21	29	14	7	0	1	0	72

	10/01/2014	10/01/2015
Average Attained Age	46.3 years	46.6 years
Average Covered Pay	\$57,839	\$58,775
Percent Female	54.7%	58.3%

Table XIV

**CITY OF LAUDERHILL CONFIDENTIAL AND MANAGERIAL EMPLOYEES
RETIREMENT PLAN**

Reconciliation of Participant Data

A. <u>Active Participants</u>	
1. Active participants previous year	75
2. Retired during year	(4)
3. Entered DROP during year	(3)
4. Died during year	0
5. Disabled during year	0
6. Terminated vested during year	0
7. Terminated non-vested during period	(2)
8. New active participants	6
9. Rehired	0
10. Active participants current year	<u>72</u>
B. <u>Participants Receiving Benefits</u>	
1. Participants receiving benefits previous year	49
2. New retired participants	4
3. New terminated vested receiving benefits	0
4. New disabled receiving benefits	0
5. New beneficiaries receiving benefits	1
6. DROP participants exited and retired	0
7. Died or ceased payment during year	(2)
8. Retired or terminated vested receiving benefits current year	<u>52</u>
C. <u>Terminated Participants Entitled to Future Benefits</u>	
1. Terminated participants entitled to future benefits previous year	4
2. Died during year	0
3. Commenced receiving benefits during year	0
4. New terminated participants	0
5. Terminated participants entitled to future benefits current year	<u>4</u>
D. <u>DROP Participants</u>	
1. DROP participants previous year	3
2. New entrants during year	3
3. Died during year	0
4. Exited and retired during year	0
5. DROP participants current year	<u>6</u>

Table XV

**CITY OF LAUDERHILL CONFIDENTIAL AND MANAGERIAL EMPLOYEES
RETIREMENT PLAN**

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

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	\$ 0
40 - 44	0	0	0
45 - 49	1	8,625	8,625
50 - 54	2	20,874	10,437
55 - 59	0	0	0
60 - 64	1	1,885	1,885
65 & over	<u>0</u>	<u>0</u>	<u>0</u>
TOTAL	4	\$ 31,384	\$ 7,846

B. Receiving Benefits (including DROPs)

<u>Current Age Group</u>	<u>Count</u>	<u>Total Annual Benefit</u>	<u>Average Annual Benefit</u>
Less than 40	0	\$ 0	\$ 0
40 - 44	4	147,119	36,780
45 - 49	1	42,022	42,022
50 - 54	4	232,686	58,171
55 - 59	15	397,933	26,529
60 - 64	10	349,645	34,965
65 & over	<u>24</u>	<u>539,722</u>	<u>22,488</u>
TOTAL	58	\$ 1,709,127	\$ 29,468

Table XVI

**CITY OF LAUDERHILL CONFIDENTIAL AND MANAGERIAL EMPLOYEES
RETIREMENT PLAN**

Recent Investment, Salary Increase, and Turnover Experience

A. Investment Return*

Comparison of actual to assumed investment return for the last five years:

Year Ended	Rate of Return		
	Market Value	Actuarial Value	Assumed
09/30/2015	(2.4%)	5.9%	7.75%
09/30/2014	8.2%	8.0%	7.75%
09/30/2013	10.6%	6.7%	7.75%
09/30/2012	16.0%	2.4%	7.75%
09/30/2011	(3.6%)	2.0%	8.00%
Last 3 Yrs.	5.3%	6.9%	7.75%
Last 5 Yrs.	5.5%	5.0%	7.80%

B. Recent Salary Increase and Turnover Experience

Year Ended	Salary Increase		Ratio of Actual Turnover to Expected
	Actual	Assumed	
09/30/2015	7.2%	6.0%	0.38
09/30/2014	3.1%	6.0%	0.63
09/30/2013	5.3%	6.0%	1.23
09/30/2012	0.5%	6.0%	0.65
09/30/2011	1.9%	7.0%	0.75
Last 3 Yrs.	5.2%	6.0%	0.75
Last 5 Yrs.	3.6%	6.2%	0.73

Table XVII

**CITY OF LAUDERHILL CONFIDENTIAL AND MANAGERIAL EMPLOYEES
RETIREMENT PLAN**

State Required Exhibit

	<u>10/01/2014</u>	<u>10/01/2015</u>
A. <u>Participant Data</u>		
1. Active participants	75	72
2. Retired participants and beneficiaries receiving benefits	48	51
3. DROP participants	3	6
4. Disabled participants receiving benefits	1	1
5. Terminated vested participants	4	4
6. Total participants	131	134
7. Annual payroll of active participants	\$ 4,337,897	\$ 4,231,783
8. Annual benefits payable to those currently receiving benefits	\$ 1,448,078	\$ 1,526,556
9. Annual benefits payable to terminated vested participants	\$ 31,384	\$ 31,384
10. Annual benefits payable to DROP participants	\$ 92,790	\$ 142,399
B. <u>Assets</u>		
1. Actuarial Value	\$ 17,892,465	\$ 18,929,518
2. Market Value	\$ 18,325,836	\$ 17,810,675
C. <u>Liabilities</u>		
1. Actuarial present value of future expected benefit payments for active members		
a. Age retirement benefits	\$ 11,463,001	\$ 11,913,678
b. Vesting benefits	894,334	927,212
c. Death benefits	33,239	35,183
d. Disability benefits	231,701	245,740
e. Total	<u>\$ 12,622,275</u>	<u>\$ 13,121,813</u>
2. Actuarial present value of future expected benefit payments for terminated vested members	\$ 208,091	\$ 228,060
3. Actuarial present value of future expected benefit payments for those receiving benefits		
a. Service retired	\$ 15,451,212	\$ 16,443,477
b. DROP participants	971,271	1,542,912
c. Disability retired	153,037	158,181
d. Beneficiaries	0	281,612
e. Total	<u>\$ 16,575,520</u>	<u>\$ 18,426,182</u>

Table XVII
(continued two)

	<u>10/01/2014</u>	<u>10/01/2015</u>
4. Total actuarial present value of future expected benefit payments	\$ 29,405,886	\$ 31,776,055
5. Actuarial accrued liabilities	\$ 26,236,829	\$ 28,748,800
6. Unfunded actuarial liabilities (see footnote 1/ for separation)	\$ 8,344,364	\$ 9,819,282
D. <u>Statement of Accumulated Plan Benefits</u>		
1. Actuarial present value of accumulated vested plan benefits		
a. Participants currently receiving benefits	\$ 15,604,249	\$ 16,883,270
b. DROP participants	971,271	1,542,912
c. Participants due deferred vested benefits	208,091	228,060
d. Other participants	<u>6,136,357</u>	<u>6,800,313</u>
e. Total	\$ 22,919,968	\$ 25,454,555
2. Actuarial present value of accumulated non-vested plan benefits	<u>1,369,759</u>	<u>1,068,013</u>
3. Total actuarial present value of accumulated plan benefits	\$ 24,289,727	\$ 26,552,568
E. <u>Statement of Change in Accumulated Plan Benefits</u>		
1. Actuarial present value of accumulated plan benefits as of October 1, 2014	\$ 24,289,727	
2. Increase (decrease) during year attributable to:		
a. Plan amendment	\$ 0	
b. Actuarial assumptions and methods changes	257,312	
c. Benefits paid and contribution refunds (including DROP)	(1,635,711)	
d. Other, including benefits accumulated and increase for interest due to decrease in the discount period	<u>3,611,240</u>	
e. Net increase (decrease)	\$ 2,232,841	
3. Actuarial present value of accumulated plan benefits as of October 1, 2015	\$ 26,522,568	

Table XVII
(continued three)

	<u>10/01/2014</u>	<u>10/01/2015</u>
F. <u>Pension Cost</u>		
1. Total normal cost including expenses	\$ 936,838	\$ 935,389
2. Expected member contributions	347,032	338,543
3. Item 2. as percentage of payroll	<u>8.0%</u>	<u>8.0%</u>
4. Net employer normal cost	\$ 589,806	\$ 596,846
5. Payment required to amortize unfunded liability	<u>962,074</u>	<u>1,155,638</u>
6. Total employer required contribution (including interest)	\$ 1,614,792	\$ 1,822,643
7. Item 6. as a percentage of payroll	37.2%	43.1%
G. <u>Past Contributions</u>		
1. Total contribution required	\$ 1,961,824	\$ 2,161,186
2. Actual contributions made:		
a. Employees	419,320	N/A
b. City	<u>1,614,792</u>	N/A
c. Total	2,034,112	N/A
H. <u>Net Actuarial Gain / (Loss)</u>	\$ 822,070	\$ (1,596,243)
I. <u>Disclosure of Following Items:</u>		
1. Actuarial present value of future salaries - attained age	\$ 18,861,527	\$ 18,173,934
2. Actuarial present value of future employee contributions - attained age	\$ 1,508,922	\$ 1,453,915
3. Actuarial present value of future contributions from other sources	N/A	N/A
4. Amount of active members' accumulated contributions	\$ 2,822,847	\$ 2,751,483
5. Actuarial present value of future salaries and future benefits at entry age	Not provided by software	
6. Actuarial present value of future employee contributions at entry age	Not provided by software	

**Table XVII
(continued four)**

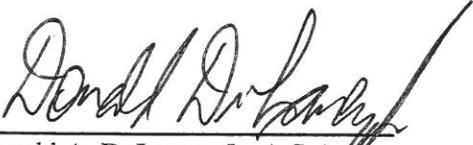
1/ Unfunded Actuarial Accrued Liabilities

Description and Amount of Original Liability	Remaining Amortization Period	Unamortized Amount as of Valuation Date	Amortization Payment
10/01/2002 Allocation of Actuarial (Gain) / Loss*	17 years	41,930	4,171
10/01/2002 Plan Amendment and 10/01/2003 Actuarial (Gain) / Loss	17 years	1,433,277	142,573
10/01/2004 Actuarial (Gain) / Loss	19 years	773,795	72,973
10/01/2004 Plan Amendment	19 years	507,171	47,829
10/01/2005 Actuarial (Gain) / Loss	20 years	1,224,492	112,853
10/01/2005 Assumption Change	20 years	88,284	8,137
10/01/2005 Plan Amendment	20 years	18,680	1,722
10/01/2006 Plan Amendment	1 years	23,711	23,711
10/01/2006 Actuarial (Gain) / Loss	6 years	473,035	94,046
10/01/2007 Actuarial (Gain) / Loss	7 years	(523,854)	(92,352)
10/01/2007 Assumption Change	7 years	(21,788)	(3,841)
10/01/2008 Actuarial (Gain) / Loss	8 years	1,672,616	266,796
10/01/2008 Asset Method Change	8 years	(887,215)	(141,518)
10/01/2009 Actuarial (Gain) / Loss	9 years	830,963	121,775
10/01/2011 Actuarial (Gain) / Loss	10 years	654,241	89,148
10/01/2001 Actuarial (Gain) / Loss	11 years	209,767	26,834
10/01/2011 Assumption Changes	11 years	453,864	58,059
10/01/2012 Actuarial (Gain) / Loss	12 years	1,334,035	161,471
10/01/2013 Actuarial (Gain) / Loss	13 years	432,922	49,906
10/01/2014 Actuarial (Gain) / Loss	14 years	(790,723)	(87,293)
10/01/2015 Actuarial (Gain) / Loss	15 years	1,596,243	169,551
10/01/2015 Assumption Changes	15 years	273,836	29,087
 TOTAL		 <u>\$ 9,819,282</u>	 <u>\$ 1,155,638</u>

* Bases spun off from the Lauderhill General Employees' Retirement Plan as of October 1, 2002.

Table XVII
(continued five)

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



Donald A. DuLaney, Jr. A.S.A.
Senior Consulting Actuary

8/29/16

Date

14-04191

Enrollment Number



Panrong Xiao, M.A.A.A.
Enrolled Actuary

8/29/2016

Date

14-07551

Enrollment Number

D