



March 24, 2016

Mr. Martin Lebowitz
Administrator
City of North Miami Beach
17011 N.E. 19th Avenue – Room 311
North Miami Beach, Florida 33162

**Re: Retirement Plan for General Employees of the City of North Miami Beach
Actuarial Valuation**

Dear Marty:

As requested, we are pleased to enclose twelve (12) copies of the October 1, 2015 Actuarial Valuation Report for the Retirement Plan for General Employees' of the City of North Miami Beach.

Please note that a copy of the Report should be filed with the State at the following address upon approval by the Board.

Mr. Douglas E. Beckendorf, A.S.A.
Bureau of Local Retirement Services
Division of Retirement
Building 8
Post Office Box 9000
Tallahassee, Florida 32315-9000

We appreciate the opportunity to have performed this important assignment on behalf of the Board.

If you should have any questions concerning the above, please do not hesitate to call.

Sincerest regards,

Lawrence F. Wilson, A.S.A.
Senior Consultant and Actuary

Enclosures



RETIREMENT PLAN FOR GENERAL EMPLOYEES OF THE CITY OF NORTH MIAMI BEACH

PROJECTION ACTUARIAL VALUATION AS OF OCTOBER 1, 2015

This Valuation Determines the Annual Contribution for Plan Year October 1, 2016 through September 30, 2017 with City Contribution to be Paid in Fiscal Year October 1, 2016 to September 30, 2017

March 2016

**Retirement Plan for General Employees
of the City of North Miami Beach**

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March 24, 2016

Retirement Committee
c/o Mr. Martin Lebowitz
Administrator
City of North Miami Beach
17011 N.E. 19th Avenue – Room 311
North Miami Beach, Florida 33162

Dear Committee Members:

October 1, 2015 Projection Actuarial Valuation

We are pleased to present our October 1, 2015 Projection Actuarial Valuation for the Retirement Plan for General Employees of the City of North Miami Beach. The purpose of this report is to indicate appropriate contribution levels, comment on the actuarial stability of the Plan and to satisfy State requirements. Gabriel, Roeder, Smith & Company (GRS), as Plan actuary, is authorized by the Board of Trustees to prepare an annual actuarial valuation under Section 5.06 of the Plan.

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

Pension Plan Costs

Our Actuarial Valuation develops the required minimum Retirement Plan payment for fiscal year beginning October 1, 2016 under the Florida Protection of Public Employee Retirement Benefits Act. The minimum payment consists of payment of annual normal costs plus amortization of the components of the unfunded actuarial accrued liability over various periods as prescribed by law. The total required contribution for the fiscal year ending September 30, 2017 is **\$3,839,638 (45.5%)**. The figure in parentheses is the Plan cost expressed as a percentage of projected covered annual payroll for fiscal year beginning October 1, 2016 (\$8,435,083).

This total cost is to be met by Member and City contributions. We anticipate Member contributions will be **\$590,456 (7.0%)** leaving **\$3,249,182 (38.5%)** which must be contributed to the Plan by the City for the fiscal year ending September 30, 2017 assuming the City contributes full payment on October 1, 2016.

Changes in Actuarial Assumptions, Methods and Plan Benefits

Plan benefits remain unchanged from our Actuarial Valuation as of October 1, 2014. Plan provisions are outlined on Table X.

The actuarial assumptions and methods remain unchanged from our Actuarial Valuation as of October 1, 2014. Actuarial assumptions and methods are outlined on Table XI.

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

Table II of our report provides information of a comparative nature. The left columns of the Table indicate the costs as calculated for our Actuarial Valuation as of October 1, 2014. The right columns indicate the costs as calculated for October 1, 2015.

Comparing the left and right columns of Table II shows the effect of Plan experience during the year. The number of active participants decreased by approximately 1% while covered payroll decreased by approximately 2%. The normal cost decreased as a dollar amount but increased as a percentage of covered payroll. The unfunded actuarial accrued liability decreased both as a dollar amount and as a percentage of covered payroll. The City's minimum required contribution also decreased both as a dollar amount and as a percentage of covered payroll.

The value of vested accrued benefits exceeds the market value of Plan assets, resulting in a Vested Benefit Security Ratio of 76.4% - a decrease from 81.7% as of our October 1, 2014 Actuarial Valuation.

Plan Experience

Table VII indicates the Plan experienced an actuarial gain of \$418,958. This suggests actual overall experience was more favorable than expected.

Our Actuarial Valuation report tracks the actual experience in three areas that are very significant in determining whether an actuarial gain or loss occurs. Table XVI presents salary experience and tracks employee turnover. Table XVII provides information on investment return.

The salary experience indicates actual salary increases averaged approximately 0.66%. This was less than our assumption for salary increases of 4.87% and was a contributing source of actuarial gain. Three, five and ten-year average salary increases are 2.08%, 2.02% and 3.5%, respectively.

Employee turnover this year was 200% of the assumed turnover and was generally an additional source of actuarial gain. Three, five and ten-year average turnover experience are 130%, 130% and 120%, respectively of the assumed turnover rates.

Smoothed actuarial value investment return of 7.77%, net of investment expense, was slightly more than the 7.75% investment return assumption. Three, five and ten-year average smoothed actuarial value net investment returns are 8.64%, 6.34% and 5.9%, respectively. Smoothed actuarial value investment return was a minor additional source of actuarial gain during the previous year. Market value net returns for the one, three, five and ten-year periods have been -0.34%, 7.38%, 8.00% and 6.0%, respectively.

Member Census and Financial Data

The Board provided the Member census data as of October 1, 2015 used for this actuarial valuation to us. This information contains name, Social Security number, date of birth, date of hire, date of participation, October 1, 2015 rate of pay, actual salary paid and employee contributions deducted for the previous year. Dates of termination and retirement are provided where applicable. The Board updated information on inactive participants including retirees, beneficiaries and vested terminees.

We receive audited financial information concerning fund assets as of September 30, 2015 from the Board. We do not audit the Member census data and asset information provided to us. However, we perform certain reasonableness checks and on this basis we believe that the information that we received is reliable.

Summary

In our opinion the benefits provided for under the current 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. Each assumption represents an estimate of future Plan experience. The latest Experience Study is based upon the five-year period ended September 30, 2011.

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. 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 percent of covered payroll and a level percent amortization payment using an initial amortization period of 30 years.

The Unfunded Actuarial Accrued Liability (UAAL) may not be appropriate for assessing the sufficiency of Plan assets to meet the estimated cost of settling benefit obligations but may be appropriate for assessing the need for or the amount of future contributions. The UAAL would be different if it reflected the market value of assets rather than the actuarial value of assets.

The Unfunded Actuarial Present Value of Vested Accrued Benefits and the corresponding Vested Benefit Security Ratio may be appropriate for assessing the sufficiency of Plan assets to meet the estimated cost of settling benefit obligations but may not be appropriate for assessing the need for or the amount of future contributions.

The GASB Net Pension Liability and 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.

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 anticipated under the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period) and changes in Plan provisions or applicable law. Due to the limited scope of the actuary's assignment, the actuary did not perform an analysis of the potential range of such future measurements.

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 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,



Lawrence F. Wilson, A.S.A., E.A.
Senior Consultant and Actuary



Jennifer M. Borregard, E.A.
Consultant and Actuary

Table I

**Retirement Plan for General Employees
of the City of North Miami Beach**

Summary of Retirement Plan Costs as of October 1, 2015

	<u>Cost Data</u>	<u>% of Payroll</u>
A. Participant Data Summary		
1. Active employees	191	N/A
2. Terminated vested	34	N/A
3. Receiving benefits	239	N/A
4. DROP participants	33	N/A
5. Annual payroll of active employees	\$ 8,435,083	100.0%
B. Total Normal Costs		
1. Age retirement benefits	\$ 846,785	10.0%
2. Termination benefits	187,477	2.2%
3. Death benefits	32,411	0.4%
4. Disability benefits	89,392	1.1%
5. Estimated expenses	159,900	1.9%
6. Total annual normal costs (City and Member)	<u>\$ 1,315,965</u>	15.6%
C. Total Actuarial Accrued Liability		
1. Age retirement benefits active employees	\$ 26,455,830	313.6%
2. Termination benefits active employees	383,922	4.6%
3. Death benefits active employees	305,650	3.6%
4. Disability benefits active employees	1,274,281	15.1%
5. Retired or terminated vested participants receiving benefits	48,593,931	576.1%
6. DROP participants	14,215,212	168.5%
7. Terminated vested participants entitled to future benefits	4,171,728	49.5%
8. Deceased participants whose beneficiaries are receiving benefits	6,543,789	77.6%
9. Disabled participants receiving benefits	2,551,730	30.3%
10. Miscellaneous liability	215,357	2.6%
11. Total actuarial accrued liability	<u>\$ 104,711,430</u>	1241.4%
D. Assets		
1. Smoothed actuarial value	\$ 77,343,898	916.9%
2. Market value	\$ 74,770,502	886.4%
E. Unfunded Actuarial Accrued Liability (C. - D.1.)	\$ 27,367,532	324.4%

Table I

**Retirement Plan for General Employees
of the City of North Miami Beach**

Summary of Retirement Plan Costs as of October 1, 2015

	<u>Cost Data</u>	<u>% of Payroll</u>
F. Total Minimum Funding Requirement		
1. Total normal cost (City and Member)	\$ 1,315,965	15.6%
2. Amortization of unfunded liability	2,502,439	29.7%
3. Interest adjustment	21,234	0.3%
4. Total payment	<u>\$ 3,839,638</u>	45.5%
G. Expected payroll of active employees for 2016 - 2017 year ((\$8,435,083 x 1.000))	\$ 8,435,083	100.0%
H. Expected Contribution Sources (percent of expected 2016 - 2017 payroll)		
1. Member	\$ 590,456	7.0%
2. City	3,249,182	38.5%
3. Total	<u>\$ 3,839,638</u>	45.5%
I. Actuarial Gains / (Losses)	\$ 418,958	5.0%
J. Actuarial Present Value of Vested Accrued Benefits		
1. Retired, terminated vested, beneficiaries and disabled receiving benefits	\$ 57,689,450	683.9%
2. DROP participants	14,215,212	168.5%
3. Terminated vested participants entitled to future benefits and miscellaneous	4,387,085	52.0%
4. Active participants entitled to future benefits	<u>21,558,458</u>	255.6%
5. Total actuarial present value of vested accrued benefits	\$ 97,850,205	1160.0%
K. Unfunded Actuarial Present Value of Vested Accrued Benefits (J. - D.2.)	\$ 23,079,703	273.6%
L. Vested Benefit Security Ratio (D.2. ÷ J.)	76.4%	N/A

Table II

**Retirement Plan for General Employees
of the City of North Miami Beach**

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

	October 1, 2014		October 1, 2015	
	Cost Data	% of Annual Compensation	Cost Data	% of Annual Compensation
A. Participants				
1. Active employees	193	N/A	191	N/A
2. Terminated vested	30	N/A	34	N/A
3. Receiving benefits	230	N/A	239	N/A
4. DROP participants	42	N/A	33	N/A
5. Annual payroll of active employees	\$ 8,613,816	100.0%	\$ 8,435,083	100.0%
B. Total Normal Costs	\$ 1,316,670	15.3%	\$ 1,315,965	15.6%
C. Total Actuarial Accrued Liability	\$ 102,997,448	1195.7%	\$ 104,711,430	1241.4%
D. Smoothed Actuarial Value of Assets	\$ 74,521,908	865.1%	\$ 77,343,898	916.9%
E. Unfunded Actuarial Accrued Liability	\$ 28,475,540	330.6%	\$ 27,367,532	324.4%
F. Expected City Contribution	\$ 3,285,155 *	38.1%	\$ 3,249,182	38.5%
G. Unfunded Actuarial Present Value of Vested Accrued Benefits	\$ 17,402,890	202.0%	\$ 23,079,703	273.6%
H. Actuarial Gain (Loss)	\$ 314,175	3.6%	\$ 418,958	5.0%
I. Vested Benefit Security Ratio	81.7%	N/A	76.4%	N/A

* Based on full City contribution paid at beginning of year

Table III**Retirement Plan for General Employees
of the City of North Miami Beach****Characteristics of Participants in Actuarial
Valuation as of October 1, 2015****A. Active Plan Participants Summary**

1. Active participants fully vested	144
2. Active participants partially vested	0
3. Active participants non-vested	47
4. Total active participants	<u>191</u>
5. Annual rate of pay of active participants	\$ 8,435,083

B. Retired and Terminated Vested Participant Summary

1. Retired or terminated vested participants receiving benefits	171
2. DROP participants	33
3. Terminated vested participants entitled to future benefits	34
4. Deceased participants whose beneficiaries are receiving benefits	52
5. Disabled participants receiving benefits	16

C. Projected Annual Retirement Benefits

1. Retired or terminated vested receiving benefits	\$ 4,384,463
2. DROP participants	\$ 876,409
3. Terminated vested entitled to future benefits	\$ 582,631
4. Beneficiaries of deceased participants receiving benefits	\$ 611,858
5. Disabled participants	\$ 256,874

Table IV**Retirement Plan for General Employees
of the City of North Miami Beach****Statement of Assets as of September 30, 2015**

	<u>Market Value</u>
A. <u>Cash</u>	\$ 23,151
B. <u>Investments</u>	
1. Short term investments	\$ 1,411,571
2. Corporate bonds	\$ 2,043,583
3. Government and agency fixed income obligations	\$ 15,560,161
4. Common stocks	\$ 42,847,349
5. Real Estate	\$ 5,470,422
6. Hedge Funds	\$ 7,272,331
C. <u>Receivables</u>	
1. Accrued interest and dividends	\$ 146,441
2. Receivable from other funds	\$ 74,628
3. Contribution receivable	\$ 20,668
D. <u>Payables</u>	\$ 99,803
E. <u>Total Fund</u> (A. + B. + C. - D.)	\$ 74,770,502

Table V

**Retirement Plan for General Employees
of the City of North Miami Beach**

Reconciliation of Plan Assets

A.	<u>Total Market Value of Assets as of October 1, 2014</u>		\$ 77,890,314
B.	<u>Receipts During Period</u>		
	1. Contributions		
	a. Employee	\$ 632,868	
	b. City	3,528,201	
	c. Total	\$ 4,161,069	
	2. Investment income		
	a. Interest and dividends	\$ 1,839,293	
	b. Investment expense	(395,996)	
	c. Net	\$ 1,443,297	
	3. Other income		7,061
	4. Realized appreciation (depreciation)		6,152,429
	5. Unrealized appreciation (depreciation)		(7,864,050)
	6. Total receipts during period		\$ 3,899,806
C.	<u>Disbursements During Period</u>		
	1. Pension payments		\$ 4,985,243
	2. DROP distributions		1,726,122
	3. Refunds of accumulated employee contributions		148,353
	4. Administrative expenses		159,900
	5. Total disbursements during period		\$ 7,019,618
D.	<u>Total Market Value of Assets as of September 30, 2015</u>		\$ 74,770,502
E.	<u>Reconciliation of DROP Account Balances</u>		
	1. DROP account balances as of October 1, 2014		\$ 2,914,766
	2. Benefit payments into DROP accounts during year		976,942
	3. Investment credits during year		74,575
	4. Distributions from DROP accounts during year		(1,726,122)
	5. DROP account balances as of September 30, 2015		\$ 2,240,161

**Retirement Plan for General Employees
of the City of North Miami Beach**

Development of Smoothed Actuarial Value of Assets as of September 30

	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
A. Preliminary total smoothed actuarial value from prior year	69,374,663	74,521,908	77,343,898			
B. Total market value end of year	77,890,314	74,770,502				
C. Total market value beginning of year	71,776,351	77,890,314	74,770,502			
D. Non-investment net cash flow	(1,355,118)	(2,858,549)				
E. Investment return						
1. Total market value return: B. - C. - D.	7,469,081	(261,263)				
2. Amount for immediate recognition (7.75%)	5,510,156	5,925,731				
3. Amount for phased-in recognition: E.1. - E.2.	1,958,925	(6,186,994)				
F. Phased-in recognition of investment return						
1. Current year: 20% of E.3.	391,785	(1,237,399)				
2. First prior year	600,422	391,785	(1,237,399)			
3. Second prior year		600,422	391,785	(1,237,399)		
4. Third prior year			600,422	391,785	(1,237,399)	
5. Fourth prior year				600,422	391,785	(1,237,398)
6. Total phased-in recognition of investment return	<u>992,207</u>	<u>(245,192)</u>	<u>(245,192)</u>	<u>(245,192)</u>	<u>(845,614)</u>	<u>(1,237,398)</u>
G. Total smoothed actuarial value end of year						
1. Preliminary smoothed actuarial value end of year: A. + D. + E.2. + F.6.	74,521,908	77,343,898				
2. Upper corridor limit: 120% of B.	93,468,377	89,724,602				
3. Lower corridor limit: 80% of B.	62,312,251	59,816,402				
4. Total smoothed actuarial value end of year: G.1., not more than G.2., nor less than G.3.	74,521,908	77,343,898				
H. Difference between market value and smoothed actuarial valu	3,368,406	(2,573,396)				
I. Smoothed actuarial value rate of return	9.47%	7.77%				
J. Market value rate of return	10.51%	(0.34%)				

Table VII

**Retirement Plan for General Employees
of the City of North Miami Beach**

**Actuarial Gain / (Loss) for
Plan Year Ended September 30, 2015**

A. Derivation of Actuarial Gain / (Loss)

1. City net normal cost previous actuarial valuation	\$	713,703
2. Unfunded actuarial accrued previous actuarial valuation		28,475,540
3. City contributions previous year		3,528,201
4. Interest on:		
(a) City net normal cost	\$	55,312
(b) Unfunded actuarial accrued liability		2,206,854
(c) Contributions		136,718
(d) Net interest: (a) + (b) - (c)	\$	2,125,448
5. Expected unfunded actuarial accrued liability current year (1. + 2. - 3. + 4.)		27,786,490
6. Actual unfunded actuarial accrued liability current year		27,367,532
7. Actuarial gain / (loss): (5. - 6.)	\$	418,958

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

1. Smoothed actuarial value of assets previous year	\$	74,521,908
2. Contributions during year		4,161,069
3. Benefits and administrative expenses during year		7,019,618
4. Expected appreciation for period		5,664,679
5. Expected smoothed actuarial value of assets current year: (1. + 2. - 3. + 4.)	\$	77,328,038
6. Smoothed actuarial value of assets current year	\$	77,343,898
7. Approximate gain / (loss) due to investments: (6. - 5.)	\$	15,860

C. Approximate Portion of Gain / (Loss)
due to Liabilities: A. - B.

\$ 403,098

Table VIII

**Retirement Plan for General Employees
of the City of North Miami Beach**

Amortization of Unfunded Actuarial Accrued Liability

A. Unfunded Actuarial Accrued Liability

<u>Date</u>	<u>Unfunded Liability</u>	<u>Amortization Payment</u>
October 1, 2015	\$ 27,367,532	\$ 2,502,439
October 1, 2016	\$ 26,792,138	\$ 2,502,439
October 1, 2017	\$ 26,172,151	\$ 2,502,439
October 1, 2018	\$ 25,504,115	\$ 2,502,439
October 1, 2019	\$ 24,784,306	\$ 2,502,439
...		
...		
October 1, 2045	\$ 0	\$ 0

B. Covered Payroll History

<u>Date</u>	<u>Covered Payroll</u>	<u>Annual Increase</u>
October 1, 2015	\$ 8,435,083	(2.1%)
October 1, 2014	\$ 8,613,816	(4.6%)
October 1, 2013	\$ 9,032,997	(14.9%)
October 1, 2012	\$ 10,612,185	(6.3%)
October 1, 2011	\$ 11,326,066	(11.2%)
October 1, 2010	\$ 12,754,334	(1.5%)
October 1, 2009	\$ 12,953,446	(0.6%)
October 1, 2008	\$ 13,029,957	(0.6%)
October 1, 2007	\$ 13,111,784	2.0%
October 1, 2006	\$ 12,852,968	0.8%
October 1, 2005	\$ 12,748,757	N/A
Ten-Year Average Annual Increase		(4.0%)

Table IX

**Retirement Plan for General Employees
of the City of North Miami Beach
Accounting Disclosure Exhibit**

	10/01/2014	10/01/2015
I. <u>Number of Plan Participants</u>		
a. Retirees, beneficiaries and disableds receiving benefits	230	239
b. DROP participants	42	33
c. Terminated plan participants entitled to but not yet receiving benefits	30	34
d. Active plan participants	193	191
e. Total	495	497
II. <u>Financial Accounting Standards Board Allocation</u>		
<u>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	\$ 51,561,906	\$ 57,689,450
b. DROP participants	17,660,918	14,215,212
c. Other participants	26,070,380	25,945,543
d. Total	\$ 95,293,204	\$ 97,850,205
2. Actuarial present value of accumulated non-vested plan benefits	2,751,207	2,404,027
3. Total actuarial present value of accumulated plan benefits	\$ 98,044,411	\$ 100,254,232
B. <u>Statement of Change in Accumulated Plan Benefits</u>		
1. Actuarial present value of accumulated plan benefits as of October 1, 2014		\$ 98,044,411
2. Increase (decrease) during year attributable to:		
a. Plan amendments / changes in actuarial assumptions		\$ 0
b. Benefits paid (including DROP distributions and refunds)		(6,859,718)
c. Other, including benefits accumulated and increase for interest due to decrease in the discount period		9,069,539
d. Net increase		\$ 2,209,821
3. Actuarial present value of accumulated plan benefits as of October 1, 2015		\$ 100,254,232
C. <u>Significant Matters Affecting Calculations</u>		
1. Assumed rate of return used in determining actuarial present values		7.75%
2. Change in plan provisions		None.
3. Change in actuarial assumptions and methods		None.

Retirement Plan for General Employees
of the City of North Miami Beach

Accounting Disclosure Exhibit

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

Measurement Date	9/30/2014	9/30/2015	Projected 9/30/2016*
A. <u>Total Pension Liability (TPL)</u>			
Service Cost	\$ 1,258,325	\$ 1,151,136	\$ 1,156,065
Interest	7,539,274	7,805,702	7,924,553
Benefit Changes	0	0	0
Difference between Actual and Expected Experience	515,726	867,625	(260,849)
Assumption Changes	0	0	0
Benefit Payments, including Refunds of Member Contributions	(5,377,791)	(6,859,718)	(7,230,406)
Net Change in Total Pension Liability	\$ 3,935,534	\$ 2,964,745	\$ 1,589,363
Total Pension Liability (TPL) - (beginning of year)	98,072,000	102,007,534	104,972,279
Total Pension Liability (TPL) - (end of year)	<u>\$ 102,007,534</u>	<u>\$ 104,972,279</u>	<u>\$ 106,561,642</u>
B. <u>Plan Fiduciary Net Position</u>			
Contributions - City	\$ 3,545,108	\$ 3,528,201	\$ 3,285,155
Contributions - Member	643,099	632,868	590,456
Net Investment Income	7,469,081	(261,263)	5,658,519
Benefit Payments, including Refunds of Member Contributions	(5,377,791)	(6,859,718)	(7,230,406)
Administrative Expenses	(165,534)	(159,900)	(159,900)
Other	0	0	0
Net Change in Plan Fiduciary Net Position	\$ 6,113,963	\$ (3,119,812)	\$ 2,143,824
Plan Fiduciary Net Position - (beginning of year)	71,776,351	77,890,314	74,770,502
Plan Fiduciary Net Position - (end of year)	<u>\$ 77,890,314</u>	<u>\$ 74,770,502</u>	<u>\$ 76,914,326</u>
C. <u>Net Pension Liability (NPL) - (end of year): (A) - (B)</u>	\$ 24,117,220	\$ 30,201,777	\$ 29,647,316
D. <u>Plan Fiduciary Net Position as a Percentage of TPL: (B) / (A)</u>	76.36 %	71.23 %	72.18 %
E. <u>Covered Employee Payroll**</u>	\$ 11,482,161	\$ 10,445,300	\$ 10,530,686
F. <u>NPL as a Percentage of Covered Employee Payroll: (C) / (E)</u>	210.04 %	289.14 %	281.53 %
G. <u>Notes to Schedule:</u>			
Valuation Date	10/01/2013	10/01/2014	10/01/2015
Update procedures used to roll forward TPL excluding DROP account balances to the measurement dates - actual DROP account balances as of measurement dates included in TPL.			
No assumption changes or benefit changes during the year.			

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

**As reported for Actuarial Valuation - GASB Statement Nos. 67 and 68 reference total payroll

**Table IX
(Cont'd)**

**Retirement Plan for General Employees
of the City of North Miami Beach**

Accounting Disclosure Exhibit

IV. Schedule of Employer Contributions (GASB No. 67 & No. 68)

<u>Fiscal Year Ended</u>	<u>Actuarially Determined Contribution</u>	<u>Actual Contribution</u>	<u>Contribution Deficiency (Excess)</u>	<u>Covered Payroll^{1,2,3}</u>	<u>Actual Contribution as a % of Covered Payroll</u>
2006	\$ 1,830,267	\$ 1,858,727	\$ (28,460)	12,748,757	14.58%
2007	2,114,806	2,133,251	(18,445)	12,852,968	16.60%
2008	2,271,608	2,333,440	(61,832)	13,111,784	17.80%
2009	2,126,565	2,122,612	3,953	13,029,957	16.29%
2010	2,649,170	2,649,170	0	12,953,446	20.45%
2011	2,812,799	2,812,799	0	12,754,334	22.05%
2012	2,677,804	2,927,951	(250,147)	11,326,066	25.85%
2013	3,220,136	3,381,418	(161,282)	10,612,185	31.86%
2014	3,545,108	3,545,108	0	11,482,161	30.87%
2015	3,528,201	3,528,201	0	10,445,300	33.78%
2016 ⁴	3,285,155	3,285,155	0	10,530,686	31.20%

¹ Projected prior to fiscal year ended September 30, 2014

² Excludes DROP payroll, if any, prior to fiscal year ended September 30, 2014

³ As reported for Actuarial Valuation - GASB Statement Nos. 67 and 68 reference total payroll

⁴ Projected - actual amounts will be available after fiscal year end

**Retirement Plan for General Employees
of the City of North Miami Beach**

Accounting Disclosure Exhibit

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

Valuation Date: Actuarially determined contributions are calculated as of October 1st - two year(s) prior to the fiscal year end in which contributions are paid.

Methods and Assumptions Used to Determine Contribution Rates:

Actuarial Cost Method	Entry Age Normal
Amortization Method	Level percentage of pay, closed
Amortization Period	30 years
Asset Valuation Method	Smoothed market value
Inflation	3.25%
Salary Increases	3.75% - 8.00%
Investment Rate of Return	7.75%
Payroll Growth Assumption	4.0%, per year not greater than average annual increase over most recent ten years (-4.0%), not less than 0.0%.
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition
Mortality	For healthy participants, RP 2000 Mortality Tables, separate rates for males and females and for annuitants and non-annuitants, with fully generational mortality improvements projected to each future decrement date with Scale AA. For disabled participants, RP 2000 Disabled Mortality Tables, separate rates for males and females, with fully generational mortality improvements projected to each future decrement date with Scale AA.
Cost-of-Living Increases	0.00%, 0.75%, 2.25%

Other Information:

Benefit Changes

2012 - Normal retirement eligibility, benefit, vesting and DROP participation changed to: (members not eligible for normal retirement as of September 30, 2013 and non-IUPA members) earlier of age 62 with 10 years of credited service or age 60 with 25 years of credited service along with a multiplier of 2.5% for service after September 30, 2013 - vesting requirement increased to 10 years of service (members with less than 6 years of service as of September 30, 2013) - maximum DROP participation period reduced to 36 months. Normal retirement eligibility, benefit, vesting and DROP participation changed to: (IUPA members not eligible for normal retirement as of December 31, 2013) earlier of age 66 with 6 years of credited service or age 59 with 30 years of credited service along with a multiplier of 2.0% for service after December 31, 2013 - DROP closed to IUPA members not age 55 with 20 years of credited service as of December 31, 2013. Effective July 1, 2012: DROP interest credit reduced to 3% per annum. 2006 - DROP program adopted.

**Retirement Plan for General Employees
of the City of North Miami Beach**

Accounting Disclosure Exhibit

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

Assumption Changes

2012 - Assumed DROP participation period 48 months for members eligible to participate in DROP for sixty 60 months - assumed DROP participation period 36 months for members eligible to participate in the DROP for 36 months. Smoothed value of assets marked to market value. 2011 - Assumed retirement rates updated - investment return assumption reduced to 7.75% - assumed employee withdrawal rates, rates of retirement and salary increase assumptions updated. 2008 - Mortality assumptions for healthy and impaired lives updated - investment return assumption reduced to 8.25% - employee withdrawal rates and rates of retirement were updated. 2006 - Retirement rates updated in conjunction with adoption of DROP program.

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

A discount rate of 7.75% was used to measure the TPL. This discount rate was based on the expected rate of return on Plan investments of 7.75%. The projection of cash flows used to determine this discount rate assumed member contributions will be made at the current contribution rate and employer contributions will be made at rates equal to the difference between actuarially determined current contribution rates and the member contribution rate. Based on these assumptions, the pension Plan's fiduciary net position was projected to be available to make all projected future expected 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.

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

Measurement date: 9/30/2015

	<u>1% Decrease</u>	<u>Current Discount Rate</u>	<u>1% Increase</u>
Discount Rate	6.75%	7.75%	8.75%
NPL	\$ 41,942,043	\$ 30,201,777	\$ 20,353,712

Measurement date: 9/30/2016*

	<u>1% Decrease</u>	<u>Current Discount Rate</u>	<u>1% Increase</u>
Discount Rate	6.75%	7.75%	8.75%
NPL	\$ 41,463,654	\$ 29,647,316	\$ 19,730,492

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

**Retirement Plan for General Employees
of the City of North Miami Beach**

Accounting Disclosure Exhibit

VIII. Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (GASB No. 68)

Pension Expense for Fiscal Year Ending September 30, 2016 \$ 3,879,982

Summary of Outstanding Deferred Inflows and Outflows of Resources as of September 30, 2016

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between actual and expected experience on liabilities	740,759	0
Changes of assumptions or other inputs	0	0
Net difference between projected and actual earnings on pension plan investments	3,774,240	0
Total	\$ 4,514,999	\$ 0

Projected Deferred Outflows for City Contributions to Be Recognized in the Pension Expense for Fiscal Year Ending September 30, 2017 \$ 3,285,155

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

Year Ending 30-Sep	Amount
2017	\$ 1,321,843
2018	1,110,144
2019	845,614
2020	1,237,398
2021	0
Thereafter	0

**Table IX
(Cont'd)**

**Retirement Plan for General Employees
of the City of North Miami Beach**

Accounting Disclosure Exhibit

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

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

Measurement Date	<u>9/30/2014</u>	<u>9/30/2015</u>	<u>Projected 9/30/2016*</u>
Service Cost	\$ 1,258,325	\$ 1,151,136	\$ 1,156,065
Interest on Total Pension Liability	7,539,274	7,805,702	7,924,553
Current-Period Benefit Changes	0	0	0
Contributions - Member	(643,099)	(632,868)	(590,456)
Projected Earnings on Plan Investments	(5,510,156)	(5,925,731)	(5,658,519)
Administrative Expenses	165,534	159,900	159,900
Other Changes in Plan Fiduciary Net Position	0	0	0
Recognition of Beginning Deferred Outflows / (Inflows) due to Liabilities	166,363	476,229	383,069
Recognition of Beginning Deferred Outflows / (Inflows) due to Assets	<u>(391,785)</u>	<u>845,614</u>	<u>845,614</u>
Total Pension Expense	<u>\$ 2,584,456</u>	<u>\$ 3,879,982</u>	<u>\$ 4,220,226</u>

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

**Retirement Plan for General Employees
of the City of North Miami Beach**

Accounting Disclosure Exhibit

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

X. Recognition of Deferred Outflows and (Inflows) due to Liabilities (GASB No. 68)

Recognition of Deferred Outflows due to Differences Between Actual and Expected Experience on Liabilities

Established	Initial Balance	Initial Recognition Period	Remaining Recognition Period as of 9/30/2015	Recognition Amount for 2014 / 2015	Balance as of 9/30/2015
2013 / 2014	\$ 515,726	3.1	1.1	\$ 166,363	\$ 183,000
2014 / 2015	867,625	2.8	1.8	309,866	557,759
TOTAL				\$ 476,229	\$ 740,759

Recognition of Deferred (Inflows) due to Differences Between Actual and Expected Experience on Liabilities

Established	Initial Balance	Initial Recognition Period	Remaining Recognition Period as of 9/30/2015	Recognition Amount for 2014 / 2015	Balance as of 9/30/2015
2013 / 2014	\$ 0	3.1	1.1	\$ 0	\$ 0
2014 / 2015	0	2.8	1.8	0	0
TOTAL				\$ 0	\$ 0

Recognition of Deferred Outflows due to Changes of Assumptions or Other Inputs

Established	Initial Balance	Initial Recognition Period	Remaining Recognition Period as of 9/30/2015	Recognition Amount for 2014 / 2015	Balance as of 9/30/2015
2013 / 2014	\$ 0	3.1	1.1	\$ 0	\$ 0
2014 / 2015	0	2.8	1.8	0	0
TOTAL				\$ 0	\$ 0

**Retirement Plan for General Employees
of the City of North Miami Beach**

Accounting Disclosure Exhibit

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

X. Recognition of Deferred Outflows and (Inflows) due to Liabilities (GASB No. 68) (cont'd)

Recognition of Deferred (Inflows) due to Changes of Assumptions or Other Inputs

Established	Initial Balance	Initial Recognition Period	Remaining Recognition Period as of 9/30/2015	Recognition Amount for 2014 / 2015	Balance as of 9/30/2015
2013 / 2014	\$ 0	3.1	1.1	\$ 0	\$ 0
2014 / 2015	0	2.8	1.8	0	0
TOTAL				\$ 0	\$ 0

XI. Recognition of Deferred Outflows and (Inflows) due to Assets (GASB No. 68)

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

Established	Initial Balance	Initial Recognition Period	Remaining Recognition Period as of 9/30/2015	Recognition Amount for 2014 / 2015	Balance as of 9/30/2015
2013 / 2014	\$ (1,958,925)	5	3	\$ (391,785)	\$ (1,175,355)
2014 / 2015	6,186,994	5	4	1,237,399	4,949,595
TOTAL				\$ 845,614	\$ 3,774,240

**Retirement Plan for General Employees
of the City of North Miami Beach**

Outline of Principal Provisions of the Retirement Plan

A. Effective Date:

July 1, 1957 as Amended and Restated under Ordinance No. 89.19. Most recently amended under Ordinance No. 2013-19.

B. Eligibility Requirements:

1. Permanent full-time or *contract* employees excluding Police Officers, Firefighters, City Councilmen and the City Attorney.
2. Completion of two (2) years of credited service.

C. Credited Service:

Service measured in completed calendar months from date of employment to date of retirement or prior termination.

D. Final Monthly Compensation (FMC):

Average monthly rate of basic compensation during the best 60 successive calendar months out of the last 120 calendar months preceding date of retirement or prior termination. Basic compensation is defined as compensation actually paid to a participant excluding commissions, bonuses, overtime, expense allowances and all other extraordinary compensation.

E. Normal Retirement:

1. For members who are either (1) members of the AFSCME bargaining group or (2) not included in any bargaining unit and have attained age 62 or have attained age 55 with 20 years of credited service as of September 30, 2013 or for members of the IUPA bargaining group who have attained age 62 or have attained age 55 with 20 years of credited service as of December 31, 2013:
 - a. Eligibility: Attainment of age 62, or attainment of age 55 with 20 years of credited service.
 - b. Benefit: 3.0% of FMC times credited service.
2. For all other members of the IUPA bargaining group:
 - a. Eligibility: Attainment of age 66 with 6 years of credited service, or attainment of age 59 with 30 years of credited service.
 - b. Benefit: 3.0% of FMC times credited service through December 31, 2013 - 2.0% of FMC times credited service after December 31, 2013.

Benefits based upon credited service through December 31, 2013 may be paid upon attainment of age 62 or attainment of age 55 with 20 years of credited service.

**Retirement Plan for General Employees
of the City of North Miami Beach**

Outline of Principal Provisions of the Retirement Plan

3. For all other members who are either (1) members of the AFSCME bargaining group or (2) not included in any bargaining unit:
- a. **Eligibility:** Attainment of age 62 with 10 years of credited service, or attainment of age 60 with 25 years of credited service.
 - b. **Benefit:** 3.0% of FMC times credited service through September 30, 2013 - 2.5% of FMC times credited service after September 30, 2013.

Benefits based upon credited service through September 30, 2013 may be paid upon attainment of age 62 or attainment of age 55 with 20 years of credited service.

F. **Early Retirement:**

- a. **Eligibility:** Attainment of age 55 and completion of 15 years of credited service, or completion of 20 years of credited service.
- b. **Benefit:** Benefit accrued to date of retirement, actuarially reduced to reflect commencement of benefit at an earlier age.

G. **Deferred Retirement:**

- a. **Eligibility:** Retirement subsequent to normal retirement date.
- b. **Benefit:** Benefit calculated as for normal retirement based upon FMC and credited service as of deferred retirement date.

H. **Disability Retirement:**

- a. **Eligibility:** Total and permanent disability prior to normal retirement age for 6 months.
- b. **Benefit:** The greater of (i) or (ii) below, payable for the lifetime of the participant.
 - (i) $A - B$, where A is 60% of FMC at date of disability and B is 64% of the monthly Social Security disability benefit to which the participant is entitled.
 - (ii) The participant's accrued benefit as of date of disability.

Monthly disability retirement income payable until the earliest of recovery from disability, death or normal retirement date. If the participant remains disabled until normal retirement date, the same benefit will be payable for 10 years certain (measured from normal retirement date) and life thereafter.

Retirement Plan for General Employees
of the City of North Miami Beach

Outline of Principal Provisions of the Retirement Plan

If death of a disabled participant occurs prior to normal retirement date, benefit to beneficiary payable for 10 years certain and life thereafter, which can be supported by the greater of A or B, where A is the single-sum value of the accrued deferred benefit at date of death assuming continued credited service and assuming continued pay at last monthly rate to date of death and B is the lesser of (1) and (2), where (1) is 24 times FMC at date of disability and (2) is 100 times the anticipated monthly normal retirement benefit.

I. Death Benefit:

Benefit to beneficiary (payable for 10 years certain and life thereafter) which can be supported by the greater of A or B, where A is the single-sum value of the accrued deferred benefit at date of death and B is the lesser of (i) and (ii), where (i) is 24 times monthly rate of pay on October 1 preceding date of death and (ii) is 100 times anticipated normal retirement benefit.

If death occurs subsequent to normal retirement date, benefit to beneficiary payable for 10 years certain and life thereafter, which can be supported by the single sum value of the accrued benefit as of date of death.

J. Employee Contributions:

7% of basic annual compensation contributed on a *pre-tax* basis beginning after completion of two years of service eligibility requirement continuing until termination or actual retirement date.

K. Vested Benefit Upon Termination:

a. Eligibility: 100% vesting upon completion of ten (10) years of credited service - members who have completed six (6) years of credited service as of September 30, 2013 are 100% vested. Members of the IUPA bargaining group are 100% vested upon completion of six (6) years of credited service.

b. Benefit: Accrued benefit as of date of termination multiplied by vesting percentage, payable as of normal retirement date in the normal form. After 20 years of credited service, an immediate, actuarially reduced benefit is optional.

L. Termination Benefit:

a. Eligibility: Less than 100% vested at date of termination.

b. Benefit: Return of employee contributions plus interest at the rate of 3%, compounded annually.

**Retirement Plan for General Employees
of the City of North Miami Beach**

Outline of Principal Provisions of the Retirement Plan

M. Cost of Living Adjustment (COLA)

For members who are either (1) members of the AFSCME bargaining group or (2) not included in any bargaining unit and have attained age 62 or have attained age 55 with 20 years of credited service as of September 30, 2013 or for members of the IUPA bargaining group who have attained age 62 or have attained age 55 with 20 years of credited service as of December 31, 2013, COLA adjustments of 2.25% per annum commencing October 1st following receipt of benefits for one (1) year.

For all other members of the IUPA bargaining group, COLA adjustments of 2.25% per annum commencing October 1st following receipt of benefits for one (1) year for 3.00% accrual service benefits and no automatic COLA adjustments for 2.00% accrual service benefits. The City Council may grant an ad hoc COLA for 2.00% accrual service benefits whenever the cumulative net actuarial gain is sufficient to fund the COLA and the funded ratio of the Plan is 100% or more.

For all other members who are either (1) members of the AFSCME bargaining group or (2) not included in any bargaining unit, COLA adjustments of 2.25% per annum commencing October 1st following receipt of benefits for one (1) year for 3.00% accrual service benefits and COLA adjustments of 0.75% per annum commencing October 1st after three (3) years following termination of employment for 2.50% accrual service benefits.

N. Normal Form of Payment of Retirement Income:

10 years certain and life thereafter, subject to applicable COLA adjustments.

O. Deferred Retirement Option Program (DROP)

1. Eligibility - Upon attainment of normal retirement eligibility. For members of the IUPA bargaining group who have not attained age 62 or have not attained age 55 with 20 years of credited service as of December 31, 2013, the DROP shall be closed.
2. The maximum period of participation in the DROP is sixty (60) months. For members who have not attained age 62 or attained of age 55 with 20 years of credited service as of September 30, 2013 and are either (1) members of the AFSCME bargaining group or (2) not included in any bargaining unit, maximum period of participation in the DROP is thirty-six (36) months.
3. COLA is not payable during DROP participation period.
4. Interest is credited at the fixed rate of 6.5% per annum through June 30, 2012 - 3.0% per annum thereafter.

P. Changes Since Most Recent Actuarial Valuation

None.

**Retirement Plan for General Employees
of the City of North Miami Beach**

**Actuarial Assumptions and Actuarial Cost Methods
Used in the Valuation**

A. Mortality

For healthy participants, RP 2000 Mortality Tables, separate rates for males and females and for annuitants and non-annuitants, with fully generational mortality improvements projected to each future decrement date with Scale AA.

For disabled participants, RP 2000 Disabled Mortality Tables, separate rates for males and females, with fully generational mortality improvements projected to each future decrement date with Scale AA.

B. Investment Return

7.75%, compounded annually, net of investment expenses.

C. Allowances for Expenses or Contingencies

Provision for payment of administrative costs added to normal cost based upon non-investment expenses paid in previous year.

D. Employee Withdrawal Rates

<u>Age</u>	<u>Withdrawal Rates Per 100 Employees</u>			
	<u>Males</u>		<u>Females</u>	
	<u>First 4 Years</u>	<u>4+ Years</u>	<u>First 4 Years</u>	<u>4+ Years</u>
20	12.0	8.0	12.0	12.0
25	12.0	7.9	12.0	12.0
30	12.0	7.6	10.0	10.0
35	12.0	7.4	8.0	7.9
40	12.0	5.4	8.0	7.4
45	12.0	3.0	8.0	7.1
50	12.0	3.0	8.0	6.0
55	12.0	3.0	8.0	8.0
60 & Over	12.0	3.0	8.0	8.0

**Retirement Plan for General Employees
of the City of North Miami Beach**

**Actuarial Assumptions and Actuarial Cost Methods
Used in the Valuation**

E. Disability Incidence

1985 Class One Disability Study Table with separate rates for males and females.

Disability Rates Per 100 Employees		
<u>Age</u>	<u>Male</u>	<u>Female</u>
20	0.03	0.03
25	0.04	0.05
30	0.05	0.08
35	0.07	0.14
40	0.12	0.21
45	0.20	0.32
50	0.36	0.53
55	0.72	0.95
60	1.26	1.16
65	1.75	1.36
70	0.00	0.00

F. Salary Increase Assumptions

Effective October 1, 2014 salary increase assumptions are as follows:

<u>Service</u>	<u>Salary Increase</u>
0 - 5	8.00%
6 - 10	5.50%
11 - 14	4.50%
15 + years	4.25%

G. Increase in Covered Payroll

4.0%, per year not greater than the average annual increase over most recent ten years (-4.0%), not less than 0.0%.

**Retirement Plan for General Employees
of the City of North Miami Beach**

**Actuarial Assumptions and Actuarial Cost Methods
Used in the Valuation**

H. Rates of Retirement

1. For members of the AFSCME bargaining group or members not included in any bargaining unit hired prior to October 1, 2013 and for members of the IUPA bargaining group hired prior to January 1, 2014:

<u>Age</u>	<u>Rates of Retirement</u>	
	<u><20 years</u>	<u>20+ years</u>
< 55	N/A	8%
55	5%	40%
56 - 59	5%	20%
60	5%	15%
61	25%	15%
62	35%	35%
63 - 64	20%	20%
65	50%	100%
66 - 69	20%	100%
70 - 74	35%	100%
75 & Over	100%	100%

35% of employees enter the DROP when first eligible for members of the AFSCME bargaining group and members not included in any bargaining unit.

2. For members of the IUPA bargaining group hired after December 31, 2013:

<u>Age</u>	<u>Rates of Retirement</u>		
	<u><20 years</u>	<u>20 - 29 years</u>	<u>30+ years</u>
< 55	N/A	8%	8%
55 - 58	5%	8%	8%
59	5%	8%	40%
60	5%	8%	35%
61	25%	25%	25%
62	30%	35%	35%
63 - 64	20%	20%	20%
65 - 74	50%	50%	50%
75 & Over	100%	100%	100%

**Retirement Plan for General Employees
of the City of North Miami Beach**

**Actuarial Assumptions and Actuarial Cost Methods
Used in the Valuation**

3. For members of the AFSCME bargaining group and members not included in any bargaining unit hired after September 30, 2013:

<u>Age</u>	<u>Rates of Retirement</u>		
	<u><20 years</u>	<u>20 - 24 years</u>	<u>25+ years</u>
< 55	N/A	8%	8%
55 - 59	5%	8%	8%
60	5%	8%	40%
61	25%	25%	20%
62	35%	35%	20%
63 - 64	20%	20%	20%
65	50%	50%	15%
66	20%	20%	15%
67	20%	20%	35%
68 - 69	20%	20%	20%
70 - 74	35%	35%	100%
75 & Over	100%	100%	100%

35% of employees enter the DROP when first eligible.

I. Deferred Retirement Option Program (DROP)

The assumed period of DROP participation is four (4) years for members allowed to participate in the DROP for sixty (60) months (5 year COLA deferral). The assumed period of DROP participation is three (3) years for members allowed to participate in the DROP for thirty-six (36) months (6 year COLA deferral).

J. Smoothed Actuarial Value of Assets

The method used for determining the smoothed actuarial value of assets phases in the deviation between the expected and actual return on assets at the rate of 20% per year. The smoothed actuarial value of assets will be further adjusted to the extent necessary to fall within the corridor whose lower limit is 80% of the fair market value of plan assets and whose upper limit is 120% of the fair market value of plan assets. Smoothed actuarial value of assets marked to market October 1, 2012.

**Retirement Plan for General Employees
of the City of North Miami Beach**

Actuarial Assumptions and Actuarial Cost Methods
Used in the Valuation

K. Actuarial Cost Method

Normal Retirement, Termination, Disability, and Death Benefits: Entry-Age-Normal 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 entry age to his assumed 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 such amounts for all employees. 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.

L. Changes Since Most Recent Actuarial Valuation

None.

**Retirement Plan for General Employees
of the City of North Miami Beach**

**Distribution by Attained Age Groups
and Service Groups as of October 1, 2015**

All Active Participants

<u>Attained Age Group</u>	<u>COMPLETED YEARS OF SERVICE</u>							<u>Total</u>
	<u>0-4</u>	<u>5-9</u>	<u>10-14</u>	<u>15-19</u>	<u>20-24</u>	<u>25-29</u>	<u>30 & Over</u>	
Under 25	-	-	-	-	-	-	-	0
25-29	3	3	-	-	-	-	-	6
30-34	3	5	6	1	-	-	-	15
35-39	3	6	7	2	-	-	-	18
40-44	4	11	6	9	2	-	-	32
45-49	2	6	3	11	8	-	-	30
50-54	6	3	9	12	6	7	1	44
55-59	1	4	9	10	5	-	-	29
60-64	-	2	3	7	-	-	-	12
65 & Over	-	3	-	2	-	-	-	5
TOTAL	22	43	43	54	21	7	1	191

	<u>Prior Year</u>	<u>Current Year</u>
Average Attained Age	47.88 years	48.13 years
Average Hire Age	34.43 years	35.22 years
Average Pay	\$ 44,631	\$ 44,163
Percent Female	31.6%	31.9%

Table XIII

**Retirement Plan for General Employees
of the City of North Miami Beach**

**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 50	15	\$ 215,631	\$ 14,375
50-54	10	257,332	25,733
55-59	7	79,826	11,404
60-64	2	29,842	14,921
65 & Over	0	0	0
TOTAL	<u>34</u>	<u>\$ 582,631</u>	<u>\$ 17,136</u>

B. Retirees Receiving Benefits

<u>Current Age Group</u>	<u>Count</u>	<u>Total Annual Benefit</u>	<u>Average Annual Benefit</u>
Less than 50	0	\$ 0	\$ 0
50-54	0	0	0
55-59	18	580,023	32,224
60-64	33	1,116,195	33,824
65-69	33	879,532	26,652
70-74	28	701,878	25,067
75-79	19	493,081	25,952
80 & Over	40	613,754	15,344
TOTAL	<u>171</u>	<u>\$ 4,384,463</u>	<u>\$ 25,640</u>

**Table XIII
(Cont'd)**

**Retirement Plan for General Employees
of the City of North Miami Beach**

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

C. Beneficiaries Receiving Benefits

<u>Current Age Group</u>	<u>Count</u>	<u>Total Annual Benefit</u>	<u>Average Annual Benefit</u>
Less than 50	8	\$ 50,473	\$ 6,309
50-54	5	52,981	10,596
55-59	5	46,145	9,229
60-64	4	47,860	11,965
65-69	11	190,274	17,298
70-74	9	160,974	17,886
75 & Over	10	63,151	6,315
TOTAL	52	\$ 611,858	\$ 11,767

D. Disabled Participants Receiving Benefits

<u>Current Age Group</u>	<u>Count</u>	<u>Total Annual Benefit</u>	<u>Average Annual Benefit</u>
Less than 50	2	\$ 22,191	\$ 11,096
50-54	2	39,201	19,601
55-59	2	30,996	15,498
60-64	5	110,614	22,123
65-69	3	30,827	10,276
70-74	1	10,190	10,190
75 & Over	1	12,855	12,855
TOTAL	16	\$ 256,874	\$ 16,055

**Table XIII
(Cont'd)**

**Retirement Plan for General Employees
of the City of North Miami Beach**

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

E. DROP Participants

<u>Current Age Group</u>	<u>Count</u>	<u>Total Annual Benefit</u>	<u>Average Annual Benefit</u>
Less than 50	0	\$ 0	\$ 0
50-54	9	358,818	39,869
55-59	10	275,717	27,572
60-64	13	226,536	17,426
65-69	1	15,338	15,338
70-74	0	0	0
75 & Over	0	0	0
TOTAL	33	\$ 876,409	\$ 26,558

**Retirement Plan for General Employees
of the City of North Miami Beach**

Reconciliation of Employee Data

	Active Participants	DROP	Terminated Vested	Retirees & Beneficiaries	Disabled	Total
Participants as of October 1, 2014	193	42	30	214	16	495
Retired	(4)	(13)	(2)	19	0	0
Terminated Vested	(6)	0	6	0	0	0
Terminated Non-Vested	(2)	0	0	0	0	(2)
Disabled	0	0	0	0	0	0
Refunds	(7)	0	0	0	0	(7)
Deceased	0	0	0	(10)	0	(10)
Rehired	0	0	0	0	0	0
QDRO Put in Pay Status	0	0	0	0	0	0
Transfers In	0	0	0	0	0	0
Transfers Out	0	0	0	0	0	0
New Hires	21	0	0	0	0	21
DROP	(4)	4	0	0	0	0
Data Adjustment	0	0	0	0	0	0
Net Change	(2)	(9)	4	9	0	2
Participants as of October 1, 2015	191	33	34	223	16	497

**Retirement Plan for General Employees
of the City of North Miami Beach**

Projected Retirement Benefits

<u>Fiscal Year Ending</u>	<u>Projected Total Annual Payout</u>
2016	6,380,693
2017	6,702,578
2018	6,964,422
2019	7,301,475
2020	7,615,468
2021	7,921,081
2022	8,212,552
2023	8,480,813
2024	8,785,998
2025	9,073,719

The above projected payout of plan benefits during the next ten years is based on assumptions involving all decrements. The actual payout may differ from the above estimates depending upon 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.

**Retirement Plan for General Employees
of the City of North Miami Beach**

Review of Salary and Termination Experience

A. Salary Experience - Current Year

<u>October 1, 2015 Service Groups</u>	<u>Employees*</u>	<u>Actual % Increase</u>	<u>Assumed % Increase</u>
0 - 5	8	1.91%	8.00%
6 - 10	53	0.53%	5.50%
11 - 14	29	1.82%	4.50%
15 + years	78	0.19%	4.25%
TOTAL	168	0.66%	4.87%

B. Recent Salary Experience

<u>Year Ended</u>	<u>Employees*</u>	<u>Actual % Increase</u>	<u>Assumed % Increase</u>
09/30/2014	185	4.92%	3.75%
09/30/2013	194	0.73%	3.75%
09/30/2012	220	0.24%	3.75%
09/30/2011	230	3.62%	6.00%
09/30/2010	247	3.50%	5.96%
09/30/2009	256	2.97%	6.00%
09/30/2008	254	5.8%	5.5%
09/30/2007	270	6.9%	5.5%
09/30/2006	275	5.9%	5.5%
Last 3 Years	547	2.08%	4.12%
Last 5 Years	997	2.02%	4.42%
Last 10 Years	2,299	3.5%	5.1%

* Participants who have full years of pay for both years considered.

**Table XVI
(Cont'd)**

**Retirement Plan for General Employees
of the City of North Miami Beach**

Review of Salary and Termination Experience

C. Termination Experience - Current Year

<u>October 1, 2014 Age Groups</u>	<u>Number of Participants October 1, 2014</u>	<u>Expected Terminations</u>	<u>Actual Terminations</u>	<u>Ratio of Actual to Expected</u>
19 & Under	0	0.0	0	N/A
20-24	0	0.0	0	N/A
25-29	4	0.4	1	2.5
30-34	15	1.2	2	1.7
35-39	21	1.5	5	3.3
40-44	29	1.4	1	0.7
45-49	31	1.1	0	0.0
50-54	41	1.1	4	3.6
55-59	33	0.6	1	1.7
60-64	13	0.1	1	10.0
65 & Over	<u>6</u>	<u>0.0</u>	<u>0</u>	<u>N/A</u>
TOTAL	193	7.4	15	2.0

D. Recent Termination Experience

<u>Period</u>	<u>Number of Participants Previous Year</u>	<u>Expected Terminations</u>	<u>Actual Terminations</u>	<u>Ratio of Actual to Expected</u>
09/30/2014	209	8.7	6	0.7
09/30/2013	248	11.1	14	1.3
09/30/2012	261	13.8	12	0.9
09/30/2011	292	9.7	20	2.1
09/30/2010	300	10.1	8	0.8
09/30/2009	301	10.6	12	1.1
09/30/2008	317	11.7	18	1.5
09/30/2007	312	11.0	16	1.5
09/30/2006	324	12.5	10	0.8
Last 3 Years	650	27.2	35	1.3
Last 5 Years	1,203	50.7	67	1.3
Last 10 Years	2,757	106.6	131	1.2

**Retirement Plan for General Employees
of the City of North Miami Beach**

Analysis of Investment Yield as of October 1, 2015

This Table sets forth the results of an analysis made of investment yields on the assets held under the Retirement Plan for General Employees of the City of North Miami Beach.

The basic sources for this analysis were the Statements produced by the City.

The basic data was initially checked for internal consistency. Since no difficulties were encountered with the data, yield rates were calculated directly from the transaction information submitted. A summary of the transaction information is set forth on the following page.

**Table XVII
(Cont'd)**

**Retirement Plan for General Employees
of the City of North Miami Beach**

Summary of Transaction Information

<u>Year Ended</u>	<u>Benefits Paid¹</u>	<u>Administrative Expenses</u>	<u>Member Contributions</u>	<u>City Contributions</u>	<u>Smoothed Actuarial Value^{2, 3}</u>
09/30/2015	\$ 6,859,718	\$ 159,900	\$ 632,868	\$ 3,528,201	\$ 77,343,898
09/30/2014	\$ 5,377,791	\$ 165,534	\$ 643,099	\$ 3,545,108	\$ 74,521,908
09/30/2013	\$ 5,412,901	\$ 173,730	\$ 791,648	\$ 3,381,418	\$ 69,374,663
09/30/2012	\$ 5,054,659	\$ 182,427	\$ 793,842	\$ 2,927,951	\$ 60,520,361
09/30/2011	\$ 4,364,366	\$ 159,677	\$ 866,568	\$ 2,812,799	\$ 60,135,822
09/30/2010	\$ 3,786,521	\$ 161,387	\$ 964,773	\$ 2,649,170	\$ 59,444,402
09/30/2009	\$ 3,320,764	\$ 113,221	\$ 924,190	\$ 2,122,612	\$ 57,832,173
09/30/2008	\$ 3,000,899	\$ 119,945	\$ 1,054,435	\$ 2,333,440	\$ 56,504,858
09/30/2007	\$ 2,849,780	\$ 43,851	\$ 900,620	\$ 2,133,251	\$ 53,575,555
09/30/2006	\$ 2,528,070	\$ 116,727	\$ 898,852	\$ 1,858,727	\$ 48,553,562
09/30/2005	\$ 2,433,315	\$ 111,722	\$ 863,779	\$ 1,738,722	\$ 45,627,713
09/30/2004	\$ 2,140,131	\$ 100,910	\$ 851,458	\$ 1,694,679	\$ 44,967,792
09/30/2003	\$ 1,964,374	\$ 76,039	\$ 799,182	\$ 1,547,537	\$ 44,459,457
09/30/2002	\$ 1,798,589	\$ 65,132	\$ 707,765	\$ 701,935	\$ 39,872,430
09/30/2001	\$ 1,798,795	\$ 84,346	\$ 639,170	\$ 634,989	\$ 44,382,287
09/30/2000	\$ 1,578,287	\$ 88,104	\$ 599,825	\$ 576,257	\$ 43,650,926
09/30/1999	\$ 1,539,900	\$ 79,210	\$ 545,770	\$ 533,119	\$ 40,229,429
09/30/1998	\$ 1,579,002	\$ 83,104	\$ 411,522	\$ 411,522	\$ 35,879,000
09/30/1997	\$ 1,624,618	\$ 48,768	\$ 371,603	\$ 349,350	\$ 33,630,000
09/30/1996	\$ 1,185,418	\$ 61,130	\$ 365,210	\$ 274,533	\$ 28,099,000
09/30/1995	\$ 962,600	\$ 138,626	\$ 358,078	\$ 344,348	\$ 25,474,000
09/30/1994	\$ 971,140	\$ 179,416	\$ 357,215	\$ 109,396	\$ 21,909,000

¹ Includes DROP distributions (previously included DROP benefit credits), effective for October 1, 2013 valuation date.

² Includes DROP account balances, effective for October 1, 2013 valuation date.

³ Market value prior to 2001, thousands prior to October 1, 1998

**Table XVII
(Cont'd)**

**Retirement Plan for General Employees
of the City of North Miami Beach**

Recent Plan Experience

	<u>Assumed Investment Return</u>	<u>Market Value Return ¹</u>	<u>Smoothed Actuarial Value Return ^{1,2}</u>
09/30/2015	7.75%	(0.34%)	7.77%
09/30/2014	7.75%	10.51%	9.47%
09/30/2013	7.75%	12.41%	8.68%
09/30/2012	7.75%	18.59%	3.28%
09/30/2011	8.25%	0.08%	2.69%
09/30/2010	8.25%	10.28%	3.41%
09/30/2009	8.25%	5.29%	3.06%
09/30/2008	8.50%	(13.8%)	5.0%
09/30/2007	8.50%	13.6%	10.0%
09/30/2006	8.50%	7.2%	6.2%
Last 3 Years	7.75%	7.38%	8.64%
Last 5 Years	7.85%	8.00%	6.34%
Last 10 Years	8.12%	6.0%	5.9%

¹ Return calculated as $2I/(A+B-I)$

² Marked to market value October 1, 2012

Table XVIII

**Retirement Plan for General Employees
of the City of North Miami Beach**

City Contribution Information

<u>Valuation Date</u>	<u>Contribution Fiscal Year End</u>	<u>Minimum Required Employer Contributions</u>		<u>Actual Employer Contributions Made</u>
10/01/2015	09/30/2017	\$ 3,249,182	**	N/A
10/01/2014	09/30/2016	\$ 3,285,155	**	N/A
10/01/2013	09/30/2015	\$ 3,528,201		\$ 3,528,201
10/01/2012	09/30/2014	\$ 3,545,108		\$ 3,545,108
10/01/2011	09/30/2013	\$ 3,220,136	*	\$ 3,381,418
10/01/2010	09/30/2012	\$ 2,677,804	*	\$ 2,927,951
10/01/2009	09/30/2011	\$ 2,812,799	*	\$ 2,812,799
10/01/2008	09/30/2010	\$ 2,649,170	*	\$ 2,649,170
10/01/2007	09/30/2009	\$ 2,122,612	*	\$ 2,122,612
10/01/2006	09/30/2008	\$ 2,333,440	*	\$ 2,333,440
10/01/2005	09/30/2007	\$ 2,133,251	*	\$ 2,133,251
10/01/2004	09/30/2006	\$ 1,858,727	*	\$ 1,858,727

* Based on percentage of payroll

** Based on full City contribution paid at beginning of year

**Retirement Plan for General Employees
of the City of North Miami Beach**

Actuarial Valuation as of October 1, 2015

State Required Exhibit

	<u>10/01/2014</u>	<u>10/01/2015</u>
A. <u>Participant Data</u>		
1. Active participants	193	191
2. Retired participants and beneficiaries receiving benefits	214	223
3. DROP participants	42	33
4. Disabled participants receiving benefits	16	16
5. Terminated vested participants	30	34
6. Annual payroll of active participants	\$ 8,613,816	\$ 8,435,083
7. Expected payroll of active employees for the following year	\$ 8,613,816	\$ 8,435,083
8. Annual benefits payable to those currently receiving benefits	\$ 4,754,025	\$ 5,253,195
9. DROP participants receiving benefits	\$ 1,079,171	\$ 876,409
B. <u>Assets</u>		
1. Smoothed Actuarial Value	\$ 74,521,908	\$ 77,343,898
2. Market Value	\$ 77,890,314	\$ 74,770,502
C. <u>Liabilities</u>		
1. Actuarial present value of future expected benefit payments for active members		
a. Retirement benefits	\$ 32,641,275	\$ 31,606,270
b. Vesting benefits	1,769,147	1,547,473
c. Death benefits	504,565	492,518
d. Disability benefits	1,889,424	1,823,394
e. Total	<u>\$ 36,804,411</u>	<u>\$ 35,469,655</u>
2. Actuarial present value of future expected benefit payments for terminated vested members	\$ 3,708,053	\$ 4,171,728
3. Actuarial present value of future expected benefit payments for members currently receiving benefits		
a. Service retired	\$ 42,659,892	\$ 48,593,931
b. DROP participants	17,660,918	14,215,212
c. Disability retired	2,536,783	2,551,730
d. Beneficiaries	6,365,231	6,543,789
e. Miscellaneous	269,195	215,357
f. Total	<u>\$ 69,492,019</u>	<u>\$ 72,120,019</u>

**Retirement Plan for General Employees
of the City of North Miami Beach**

Actuarial Valuation as of October 1, 2015

State Required Exhibit

	10/01/2014	10/01/2015
4. Total actuarial present value of future expected benefit payments	\$ 110,004,483	\$ 111,761,402
5. Actuarial accrued liabilities	\$ 102,997,448	\$ 104,711,430
6. Unfunded actuarial liabilities	\$ 28,475,540	\$ 27,367,532

D. Statement of Accumulated Plan Benefits

1. Actuarial present value of accumulated vested benefits		
a. Participants currently receiving benefits	\$ 51,561,906	\$ 57,689,450
b. DROP participants	17,660,918	14,215,212
c. Other participants	26,070,380	25,945,543
d. Total	\$ 95,293,204	\$ 97,850,205
2. Actuarial present value of accumulated non-vested plan benefits	2,751,207	2,404,027
3. Total actuarial present value of accumulated plan benefits	\$ 98,044,411	\$ 100,254,232

E. Statement of Change in Accumulated Plan Benefits

1. Actuarial present value of accumulated plan benefits as of October 1, 2014		\$ 98,044,411
2. Increase (decrease) during year attributable to:		
a. Plan amendment and change in actuarial assumptions and methods		\$ 0
b. Benefits paid (including DROP distributions and refunds)		(6,859,718)
c. Other, including benefits accumulated and increase for interest due to decrease in the discount period		9,069,539
d. Net increase		\$ 2,209,821
3. Actuarial present value of accumulated plan benefits as of October 1, 2015		\$ 100,254,232

Retirement Plan for General Employees
of the City of North Miami Beach

Actuarial Valuation as of October 1, 2015

State Required Exhibit

	<u>10/01/2014</u>	<u>10/01/2015</u>
F. <u>Pension Cost</u>		
1. Total normal cost	\$ 1,316,670	\$ 1,315,965
2. Payment required to amortize unfunded liability	2,549,767	2,502,439
3. Interest	21,685 *	21,234 *
4. Total required contributions	\$ 3,888,122 *	\$ 3,839,638 *
5. Item 4 as a percentage of payroll	45.1%	45.5%
6. Estimated employee contributions	\$ 602,967	\$ 590,456
7. Item 6 as a percentage of payroll	7.0%	7.0%
8. Expected City contribution	\$ 3,285,155 *	\$ 3,249,182 *
9. Item 8 as a percentage of payroll	38.1%	38.5%
G. <u>Past Contributions</u>		
1. Total contribution required	\$ 4,161,069	\$ 3,888,122
2. Actual contributions made:		
a. Employee	\$ 632,868	N/A
b. City	3,528,201	N/A
c. Total	\$ 4,161,069	N/A
H. <u>Net Actuarial Gain (Loss)</u>	\$ 314,175	\$ 418,958
I. <u>Disclosure of Following Items:</u>		
1. Actuarial present value of future salaries - attained age	\$ 50,377,708	\$ 49,029,721
2. Actuarial present value of future employee contributions - attained age	\$ 3,526,440	\$ 3,432,080
3. Actuarial present value of future contributions from other sources	N/A	N/A
4. Amount of active members' accumulated contributions	\$ 6,978,357	\$ 6,844,917
5. Actuarial present value of future salaries and future benefits at entry age	N/A	N/A
6. Actuarial present value of future employee contributions at entry age	N/A	N/A

* Based on full City contribution paid at beginning of year

**Table XIX
(Cont'd)**

**Retirement Plan for General Employees
of the City of North Miami Beach**

Actuarial Valuation as of October 1, 2015

State Required Exhibit

J. Retirement Experience

Normal Retirement Eligibility: Earlier of age 62 or age 55 with 20 years of credited service.

Attained Age	9/30/1999 - 9/30/2012		9/30/2013		9/30/2014		9/30/2015	
	Eligible	Retired	Eligible	Retired	Eligible	Retired	Eligible	Retired
55	39	16	2	2	2	1	5	4
56	25	6	3	1	2	0	2	1
57	26	3	0	0	2	2	2	0
58	23	8	3	3	0	0	0	0
59	18	2	0	0	0	0	1	0
60	21	4	0	0	0	0	0	0
61	18	1	2	2	0	0	0	0
62	84	25	4	4	7	3	2	2
63	55	11	3	3	0	0	4	0
64	42	5	4	2	0	0	0	0
65	33	13	5	2	2	0	0	0
66	20	6	1	0	3	1	2	1
67	12	2	1	0	1	0	2	0
68	11	3	0	0	1	1	1	0
69	8	0	1	0	0	0	0	0
70	10	2	0	0	1	0	0	0
71	9	5	0	0	0	0	1	0
72	5	1	0	0	0	0	0	0
73	4	0	0	0	0	0	0	0
74	5	0	0	0	0	0	0	0
75	6	1	0	0	0	0	0	0
76	6	0	0	0	0	0	0	0
77	6	3	0	0	0	0	0	0
78	3	1	0	0	0	0	0	0
79	2	0	0	0	0	0	0	0
80	1	0	1	0	0	0	0	0
81	1	0	0	0	1	1	0	0
82	1	0	0	0	0	0	0	0
83	1	1	0	0	0	0	0	0
Total	495	119	30	19	22	9	22	8

Data prior to September 30, 2001 as reported by the prior actuary.

**Table XIX
(Cont'd)**

**Retirement Plan for General Employees
of the City of North Miami Beach**

Actuarial Valuation as of October 1, 2015

State Required Exhibit

	<u>Unfunded Actuarial Accrued Liabilities</u>	<u>Current Unfunded Liabilities</u>	<u>Amortization Payment</u>	<u>Remaining Funding Period</u>
10/01/2001	Assumption / Method Change	\$ (2,557,384)	\$ (263,874)	16 years
10/01/2001	Plan Amendment	34,699	3,580	16 years
10/01/2002	Actuarial Loss / (Gain)	8,783,391	878,812	17 years
10/01/2003	Actuarial Loss / (Gain)	(171,883)	(16,727)	18 years
10/01/2004	Actuarial Loss / (Gain)	4,233,032	401,743	19 years
10/01/2005	Actuarial Loss / (Gain)	3,604,002	334,360	20 years
10/01/2005	Plan Amendment	39,450	3,660	20 years
10/01/2006	Actuarial Loss / (Gain)	1,477,349	134,261	21 years
10/01/2007	Actuarial Loss / (Gain)	(1,761,689)	(157,124)	22 years
10/01/2008	Actuarial Loss / (Gain)	2,675,246	234,554	23 years
10/01/2008	Assumption Change	1,771,711	155,336	23 years
10/01/2009	Actuarial Loss / (Gain)	3,044,756	262,812	24 years
10/01/2010	Actuarial Loss / (Gain)	3,423,828	291,340	25 years
10/01/2011	Actuarial Loss / (Gain)	2,648,336	222,423	26 years
10/01/2011	Assumption Change	5,423,758	455,520	26 years
10/01/2012	Actuarial Loss / (Gain)	1,676,096	139,091	27 years
10/01/2012	Plan Amendment / Method Change	(5,838,484)	(484,508)	27 years
10/01/2012	Plan Amendment	(303,633)	(25,197)	27 years
10/01/2013	Actuarial Loss / (Gain)	(106,292)	(8,724)	28 years
10/01/2014	Actuarial Loss / (Gain)	(309,799)	(25,172)	29 years
10/01/2015	Actuarial Loss / (Gain)	(418,958)	(33,727)	30 years
	TOTAL	\$ 27,367,532	\$ 2,502,439	

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 taken into account 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.

Enrollment Number: 14-02802

Dated: March 24, 2016



Lawrence F. Wilson, A.S.A.