Actuarial Valuation Report

General Employees' Pension Plan for the City of Tampa

Funding Results for the Year Ending September 30, 2019

Accounting Results for the Year Ending September 30, 2018

Measurement Date January 1, 2018

Empower Results©

Introduction

This report documents the results of the actuarial valuation of the General Employees’ Pension Plan for the City of Tampa for the plan sponsor and for the Board of the General Employees’ Pension Plan. The results presented are for the fiscal year ending September 30, 2018 for accounting and the fiscal year ending September 30, 2019 for funding. The plan is a single-employer plan and does not issue a separate financial statement. As a result, all reporting requirements are included in the employer’s financial statement. These results are based on a Measurement Date of January 1, 2018. The information provided in this report is intended strictly for documenting information relating to city and plan disclosure and reporting requirements and plan funding.

Determinations for purposes other than the financial accounting requirements may be significantly different from the results in this report. Thus, the use of this report for purposes other than those expressed here may not be appropriate.

This valuation has been conducted in accordance with generally accepted actuarial principles and practices, including the applicable Actuarial Standards of Practice as issued by the Actuarial Standards Board. In addition, the valuation results are based on our understanding of the financial accounting and reporting requirements under U.S. Generally Accepted Accounting Principles as set forth in Government Accounting Standards Board Statement 68 (GASB 68) including any guidance or interpretations provided by the Company and/or its audit partners prior to the issuance of this report. The information in this report is not intended to supersede or supplant the advice and interpretations of the Company's auditors.

Future actuarial measurements may differ significantly from the current measurements presented in this report due (but not limited to) to such factors as the following:

- Plan experience differing from that anticipated by the economic or demographic assumptions;
- Changes in actuarial methods or 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 our assignment, we did not perform an analysis of the potential range of such future measurements.

Funded status measurements shown in this report are determined based on various measures of plan assets and liabilities. For entity and plan disclosure and reporting purposes, funded status is determined using plan assets measured at market value. Plan liabilities are measured based on the interest rates and other assumptions summarized in the Actuarial Assumptions and Methods section of this report.

These funded status measurements may not be appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan’s benefit obligations, and funded status measurements for the City of Tampa and plan disclosure and reporting purposes may not be appropriate for assessing the need for or the amount of future contributions.

In conducting the valuation, we have relied on personnel, plan design, and asset information supplied by City of Tampa as of the valuation date. While we cannot verify the accuracy of all the information, the supplied information was reviewed for consistency and reasonableness. As a result of this review, we have no reason to doubt the substantial accuracy or completeness of the information and believe that it has produced appropriate results.

The actuarial assumptions and methods used in this valuation are described in the Actuarial Assumptions and Methods section of this report. City of Tampa selected the economic and demographic assumptions and prescribed them for use for purposes of compliance with GASB 68. Aon provided guidance with respect to these assumptions, and it is our belief that the assumptions represent reasonable expectations of anticipated plan experience.

The undersigned are familiar with the near-term and long-term aspects of pension valuations and collectively meet the Qualification Standards of the American Academy of Actuaries necessary to render the actuarial opinions contained herein. The information provided in this report is dependent upon various factors as documented throughout this report, which may be subject to change. Each section of this report is considered to be an integral part of the actuarial opinions.

To our knowledge, no colleague of Aon providing services to City of Tampa has any material direct or indirect financial interest in the City of Tampa. Thus, we believe there is no relationship existing that might affect our capacity to prepare and certify this actuarial report for the City of Tampa.

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

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Discussion of Results

The results of the actuarial valuation of the City of Tampa General Employees' Pension Plan as of January 1, 2018, are contained in this report. The actuarial valuation is based upon census data and trust fund financial statements provided to us by the City.

Assumption Changes

The discount rate decreased from 8.00% to 7.90%, as step one in a five year process to move to 7.5%. The active mortality table was updated to RP-2000 Generational, 100% Combined Healthy with White Collar Adjustment, Scale BB for Female, and RP-2000 Generational, 50% Combined Healthy with White Collar Adjustment / 50% Combined Healthy with Blue Collar Adjustment, Scale BB for Male.

Plan Changes

No plan changes were recognized this year.

Required Contribution

The State minimum required contribution is developed on pages 5 and 6. The required contribution increased from $20,190,042 to $21,400,156, i.e., an increase of $1,210,114. The City’s new policy to true-up at fiscal year-end any residual balance of employer contributions owed was reflected for the first time in the January 1, 2018 valuation.

	Plan Year Ended		
	09/30/2017	**09/30/2018**	**09/30/2019**
State Minimum Required Contribution Paid Quarterly[1]	$ 18,520,923	$ 20,190,042	$ 21,400,156
Percent of Participants' Compensation	13.6%	14.3%	14.2%
State Minimum Required Contribution Paid at Beginning of the Year[1]	$ 17,821,775	$ 19,427,886	$ 20,601,850
Percent of Participants' Compensation	13.0%	13.8%	13.7%

One component of change each year in the minimum required contribution is the reimbursement of plan expenses. The actual expenses for the calendar year ended December 31, 2017, were $4,450,982. This becomes the estimated expense provision for fiscal year end 2019. The make-up provision was an additional $879,983. Thus the total provision for expenses is $5,330,965, which is more than the calendar year end 2017 expense.

[1] The City has adopted the “Percentage Method” rather than the “Dollar Method.” This means that the actual required contribution is not this number, which is based on projected Participants’ Compensation Below Maximum Assumed Retirement Age (age 70). Rather it is to be based on the percent shown and actual Participants’ Compensation Below Maximum Assumed Retirement Age for that plan year.

Actuarial Experience

The investment return on the Actuarial Value of Assets was 8.5% for the year ended December 31, 2017—compared to the assumed rate of return of 8.0% annually. The market value return was 16.9%, net of investment expenses. Actual investment return compounded over the last five years has been approximately 9.5% per year. Credible compensation[1] for continuing participants increased 6.1% on average—compared to the assumed graded salary increase that averages approximately 4.5% annually. Compensation increases compounded over the last five years have been approximately 3.1% per year.

The following table summarizes the factors which affected the valuation results, along with their approximate impact:

	Impact on Present Value of Benefits (000s)	**Impact on Actuarial Value of Assets (000s)**	**Impact on Required Contribution (000s)**
Expected Increase Due to Passage of Time	$ 12,305	$ 11,268	$ (913)
Expected Increase Due to Expected Payroll Increase	N/A	N/A	12
Investment Performance Greater Than Expected	N/A	11,582	(1,632)
Change in Plan Expenses and Make-Up	N/A	N/A	1,694
Change in Past Excess Contributions	N/A	N/A	(499)
Updating Assumptions	8,187	N/A	1,088
All Other Experience	9,544	N/A	1,424
	$ 30,036	$ 22,850	$ 1,174

Funded Status

A traditional measure of the Funded Status (the method required under GASB 67/68) uses the Entry Age Normal Accrued Liability. This accrued liability equals the Present Value of Benefits less the Present Value of Future Entry Age Normal Costs. (See the description of the entry age normal method on the "Actuarial Cost Method" pages herein.) This accrued liability is independent of the actual plan assets and therefore may be a more reasonable "mile post" of how funded the Plan should be. It recognizes future compensation increases and is a measure of where the level of assets should be to date if all participants are proportionately funded over their individual careers as a level percentage of each participant's compensation. Table below shows the funded status comparing the Entry Age Normal liability to both the Market Value and Actuarial Value of Assets:

	01/01/2017	**01/01/2018**
Entry Age Normal Accrued Liability	$ 751,364,846	$ 779,465,374
Market Value of Assets	$ 665,837,528	$ 738,837,282
– Funded Ratio	88.6%	94.8%
Actuarial Value of Assets	$ 700,320,299	$ 723,168,848
– Funded Ratio	93.2%	92.8%
Discount Rate	8.00%	7.90%

[1] Credible compensation is actual pensionable pay and includes overtime and bonuses.

Another measure of the Funded Status of a defined benefit plan is the level of funding of the Accumulated Plan Benefits and Vested Benefits. Accumulated Plan Benefits are those future benefit payments that are attributable to employees' service rendered prior to the valuation date based on employees' actual pay histories (or estimates thereof). This measurement of benefits does not take into account the effect of potential future salary increases. Vested Benefits are those benefits which become non-forfeitable after six years of service or which are attributable to employee contributions.

	01/01/2017[1]	**01/01/2018**[1]
Actuarial Value of Assets	$ 700,320,299	$ 723,168,848
Actuarial Present Value of Accumulated Plan Benefits		
Vested Portion	$ 688,557,329	$ 713,765,542
– Percent Funded	101.7%	101.3%
Total	$ 693,783,551	$ 717,612,681
– Percent Funded	100.9%	100.8%
Discount Rate	8.00%	7.90%

[1] Includes DROP Balance.

Funding Requirements

Development of Normal Cost

		01/01/2017	01/01/2018
1.	Number of Participants		
	Active Members	2,367	2,412
	Terminated Members with Vested Benefits	580	606
	Retired Members and Beneficiaries	2,118	2,138
	Disabled Members	81	82
	Total	5,146	5,238
2.	Participants' Compensation		
	a. Under Maximum Assumed Retirement Age	$ 138,394,848	$ 147,577,982
	b. Beyond Maximum Assumed Retirement Age	614,124	575,203
	c. Total Compensation	$ 139,008,972	$ 148,153,185
3.	Present Value of Benefits		
	Active Members	$ 249,105,448	$ 259,326,431
	Terminated Members with Vested Benefits	33,866,661	36,238,414
	Retired Members and Beneficiaries	489,902,260	509,251,406
	Disabled Members	11,332,123	11,377,672
	DROP Balances	15,321,225	13,369,470
	Total	$ 799,527,717	$ 829,563,393
4.	Remaining Unfunded Liabilities	$ 6,879,836	$ 5,359,270
5.	Actuarial Value of Assets	$ 700,320,299	$ 723,168,848
6.	Present Value of Future Employee Contributions	$ 18,624	$ 11,763
7.	Present Value of Future City Normal Costs = (3) – (4) – (5) – (6) (Not less than $0)	$ 92,308,958	$ 101,023,512
8.	Present Value of Future Compensation	$ 998,016,499	$1,062,419,174
9.	Normal Cost Rate = (7) ÷ (8) x ½ Year of Interest	9.61%	9.88%
10.	Projected Participants' Compensation for the Upcoming Plan Year = (2a) x 1.02	$ 141,162,745	$ 150,529,542
11.	City Normal Cost Payable Quarterly = (9) x (10)	$ 13,565,740	$ 14,872,319
12.	Discount Rate	8.00%	7.90%

State Minimum Required Contribution

	Plan Year Ending		
	09/30/2017	**09/30/2018**	**09/30/2019**
1. Normal Cost Payable Quarterly	$ 14,726,105	$ 13,565,740	$ 14,872,319
2. Annual Amortization of Frozen Initial Liability Payable Quarterly	$ 1,206,211	$ 1,206,211	$ 1,196,872
3. Expenses			
a. Current Year Estimate (Equal to the Second Prior Calendar Year's Actual Expenses)	$ 3,570,999	$ 4,107,109	$ 4,450,982
b. Make up for Shortfall in Second Prior Plan Year's Estimate	300,999	554,109	879,983
c. Total	$ 3,871,998	$ 4,661,218	$ 5,330,965
4. Subtotal	$ 19,804,314	$ 19,433,169	$ 21,400,156
% of Pay	14.5%	13.8%	14.2%
5. Past Excess Contributions Account, Plus Interest	$ 1,283,391	$ (756,873)	N/A[1]
6. Minimum Required Contribution by City for Fiscal Year if Paid Quarterly = (4) – (5), Not Less Than $0	$ 18,520,923	$ 20,190,042	$ 21,400,156
% of Pay	13.6%	14.3%	14.2%
7. Minimum Required Contribution by City for Fiscal Year if Paid at Beginning of the Year	$ 17,821,775	$ 19,427,886	$ 20,601,850
% of Pay	13.0%	13.8%	13.7%

[1] Past Excess Contributions Account is obsolete as of the January 1, 2018 valuation under the City's new policy to true-up at Fiscal year-end any residual balance of employer contributions owed.

History of Unfunded Frozen Initial and Supplemental Liabilities

	Initial Date	Initial Amount to be Amortized	Beginning Amortization Period	Original Amortization Period (Years)	Years Remaining	Plan Year Beginning Annual Amortization Amount	Plan Year Beginning Annual Amortization Amount[1] (7.90%)	Unamortized Balance at Valuation Date
Benefit Improvement[2]	01/01/2004	$ 577,178	10/01/2004	15.0000	1.7500	$ 66,146	$ 66,414	$ 120,874
Benefit Improvement[3]	01/01/2005	$ 4,908,273	10/01/2005	17.1566	4.1566	525,506	544,092	$ 2,276,745
Benefit Improvement[4]	01/01/2006	$ 5,365,251	10/01/2006	17.5000	6.2500	569,025	541,718	$ 2,961,651
						$ 1,160,677	$ 1,152,224	

1. Unamortized Balance as of 01/01/18	$ 5,359,270
2. Past Excess Contributions Account	N/A[5]
3. Remaining Unfunded Liabilities = (1) – (2)	$ 5,359,270

[1] Effective January 1, 2018, the amortization payment has been changed to reflect the new interest rate of 7.9%.
[2] Decreased vesting requirements for Division B participants from 10 years to six years and increased the cost-of-living adjustment from 2% to 2.2% for Division A participants and from 1% to 1.2% for Division B participants.
[3] Increased benefit multiplier for Division B participants from 1.1% to 1.15%.
[4] Increased benefit multiplier for Division B participants from 1.15% to 1.20%.
[5] Past Excess Contributions Account is obsolete as of the January 1, 2018 valuation under the City’s new policy to true-up at Fiscal year-end any residual balance of employer contributions owed.

Schedule Illustrating the Amortization of Unfunded Liabilities Existing This Date—Projected Unfunded Actuarial Accrued Liability

January 1	Liability
2018	$ 5,359,269
2019	$ 4,535,198
2020	$ 3,655,095
2021	$ 2,796,684
2022	$ 1,815,206
2023	$ 893,625
2024	$ 379,340
2025	$ 0
2026	$ 0

The first figure is the Unfunded Actuarial Accrued Liability as of the current valuation date. For each year thereafter, the preceding year’s Unfunded Liability is reduced by the annual amortization payment and adjusted with interest at 7.90% per annum.

Past Excess Contributions Account

	09/30/2016	09/30/2017[1]
Charges		
Required City Contribution, per State[2]	$ 15,807,667	N/A
Interest	620,135	N/A
Total Charges	$ 16,427,802	N/A
Credits		
Excess Contribution Brought Forward	$ 1,258,934	N/A
City Contribution[3]	13,264,540	N/A
Interest	1,161,878	N/A
Total Credits	$ 15,685,352	N/A
Projection to Next Valuation Date		
Balance as of 09/30	$ (742,450)	N/A
Interest on Balance for One Quarter	(14,423)	N/A
Balance as of 12/31	$ (756,873)	N/A

[1] Past Excess Contributions Account is obsolete as of the January 1, 2018 valuation under the City's new policy to true-up at Fiscal year-end any residual balance of employer contributions owed.
[2] Required contribution shown is the amount required before past excess contribution credit is applied.
[3] Employer contribution made beginning of the year.

Market Value of Assets

	01/01/2017	01/01/2018
Assets		
Cash and Cash Equivalents	$ 11,760,561	$ 14,813,672
Interest and Dividends Receivable	1,344,927	1,273,489
Debt and Other Interest Bearing Investments	180,764,719	202,073,233
Equity Securities	432,354,444	459,519,600
Real Estate Investments	40,345,283	62,135,143
Accounts Receivable	466,598	330,007
Receivable Contribution	0	0
Total Assets	$ 667,036,532	$ 740,145,144
Liabilities and Fund Balance		
Liabilities		
Accounts Payable	$ 1,165,731	$ 1,260,178
Accrued Liabilities	33,273	47,684
Total Liabilities	$ 1,199,004	$ 1,307,862
Total Fund Balances	665,837,528	738,837,282
Total Liabilities and Fund Balances	$ 667,036,532	$ 740,145,144

Reconciliation of Assets
January 1, 2017 – December 31, 2017

	Actuarial Value	Market Value
Revenues		
City Contributions	$ 17,600,000	$ 17,600,000
Employee Contributions	26,864	26,864
Interest and Dividends	12,852,530	12,852,530
Unrealized Gains (Losses)	(6,164,071)	43,987,134 [1]
Realized Gains (Losses)	53,585,742	53,585,742
Total Revenues	$ 77,901,065	$ 128,052,270
Expenses		
Pension Payments	$ 50,601,534	$ 50,601,534
Administrative Expenses	4,450,982	4,450,982
Total Expenses	$ 55,052,516	$ 55,052,516
Net Income	$ 22,848,549	$ 72,999,754
Fund Balances, Beginning of Plan Year	$ 700,320,299	$ 665,837,528
Fund Balances, End of Plan Year	$ 723,168,848	$ 738,837,282

[1] Adjusted to reflect Total Revenue in calendar year 2017.

Investment Gain/(Loss)

1.	Date of Actuarial Value of Assets	01/01/2015	01/01/2016	01/01/2017	01/01/2018
2.	Market Value as of Prior Year (including receivable contributions)	$ 687,504,000	$ 692,569,516	$ 657,493,325	$ 665,837,528
3.	Receivable Contribution Included Above	$ 0	$ 0	$ 0	$ 0
4.	Market Value Excluding Receivable (2) – (3)	$ 687,504,000	$ 692,569,516	$ 657,493,325	$ 665,837,528
5.	Employer & Employee Contributions (made for the year, i.e., excluding the receivable contribution, item (3), but including contributions made after the end of the year with no expected return thereon)	$ 19,065,000	$ 13,326,410	$ 17,038,435	$ 17,626,864
6.	Benefit Distributions	$ 45,790,842	$ 45,411,498	$ 47,805,921	$ 50,601,534
7.	Administrative Expenses	$ 3,553,000	$ 3,570,999	$ 4,107,109	$ 4,450,982
8.	Expected Return[1]	$ 54,586,433	$ 54,547,544	$ 51,924,401	$ 52,516,319
9.	Expected Market Value (2) + (5) – (6) – (7) + (8)	$ 711,811,591	$ 711,460,973	$ 674,543,131	$ 680,928,195
10.	Actual Market Value This Year (including receivable contributions)	$ 692,569,516	$ 657,493,325	$ 665,837,528	$ 738,837,282
11.	Investment Gain/(Loss) From Experience	$ (19,242,075)	$ (53,967,648)	$ (8,705,603)	$ 57,909,087
12.	Expected Return %	8.00%	8.00%	8.00%	8.00%[2]

[1] Reflects one quarter of a year of interest on employer contributions and half a year of interest on employee contributions, benefit distributions and administrative expenses.

[2] 8.00% is the expected return for the year beginning January 1, 2017. For the year beginning January 1, 2018, the expected return is 7.90%.

Actuarial Value of Assets

5 -year Smoothed Market Value without Phase-in	**January 1, 2018**
1. Market Value of Assets	$ 738,837,282
2. Investment Gains/(Losses) for Four Prior Years	
a. 01/01/2017	$ 57,909,087
b. 01/01/2016	(8,705,603)
c. 01/01/2015	(53,967,648)
d. 01/01/2014	(19,242,075)
3. Unrecognized Investment Gains/(Losses)	
a. 01/01/2017 80% of (2)(a)	$ 46,327,270
b. 01/01/0216 60% of (2)(b)	(5,223,362)
c. 01/01/2015 40% of (2)(c)	(21,587,059)
d. 01/01/2014 20% of (2)(d)	(3,848,415)
e. Total: (a) + (b) + (c) + (d)	$ 15,668,434
4. Preliminary Actuarial Value of Assets = (1) – (3)(e)	$ 723,168,848
5. Adjustment to Be Within 20% of Market Value	$ 0
6. Actuarial Value of Assets = (4) + (5)	$ 723,168,848

Reconciliation of DROP Participants and Assets

		Division A	Division B
Participants as of	01/01/2017	35	139
New DROP Members		2	39
New DROP's, Withdrew During Year		0	0
All Other Withdrawals		(12)	(30)
Corrections		0	0
Participants as of	01/01/2018	25	148

		Total
Assets as of	01/1/2017	$ 15,321,225
	Payments into DROP	4,036,250
	Earnings	955,580
	Distributions	(6,943,608)
	Expenses	(3,255)
	Adjustments	3,278
Assets as of	01/01/2018	$ 13,369,470

Accounting Requirements

Development of GASB 68 Net Pension Expense[1]

Calculation Details

The following table illustrates the Net Pension Liability under GASB 68.

	Fiscal Year End 09/30/2017	Fiscal Year End 09/30/2018
(1) Total Pension Liability	$ 751,141,662	$ 779,465,374
(2) Plan Fiduciary Net Position	$ 665,837,528	$ 738,837,282
(3) Net Pension Liability	$ 85,304,134	$ 40,628,092
(4) Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	88.64%	94.79%

The following table illustrates the pension expense under GASB 68.

	Fiscal Year Ending 09/30/2017	Fiscal Year Ending 09/30/2018
(1) Service Cost	$ 6,751,373	$ 7,010,114
(2) Interest Cost	$ 57,831,275	$ 58,667,019
(3) Expected Investment Return	$ (50,864,482)	$ (51,450,226)
(4) Employee Contributions	$ (38,435)	$ (26,864)
(5) Admin Expense	$ 4,107,109	$ 4,450,982
(6) Plan Changes	$ 0	$ 0
(7) Amortization of Unrecognized		
(a) Liability (Gain)/Loss	$ (6,522,505)	$ (4,365,405)
(b) Asset (Gain)/Loss	15,374,539	3,579,503
(c) Assumption Changes	8,961,800	10,719,474
(8) Total Expense	$ 35,600,674	$ 28,584,597

[1] The plan uses a nine month lookback for GASB 68 reporting. As a result, figures shown as of September 30 are for the period January 1 through December 31 preceding the reporting date.

Expense Component Development[1]

Shown below are details regarding the calculation of Service and Interest Cost components of the Expense.

	Fiscal Year End 09/30/2017	Fiscal Year End 09/30/2018
(1) Development of Service Cost		
(a) Normal Cost at Measurement Date	$ 6,751,373	$ 7,010,114
(2) Development of Interest Cost		
(a) Total Pension Liability at Measurement Date	$ 740,042,522	$751,141,662
(b) Normal Cost at Measurement Date	$ 6,751,373	$ 7,010,114
(c) Actual Benefit Payments	$ 47,805,921	$ 50,601,534
(d) Discount Rate	8.00%	8.00%
(e) Interest Cost	$ 57,831,275	$ 58,667,019
(3) Development of Expected Investment Return[2]		
(a) Plan Fiduciary Net Position at Measurement Date	$ 657,493,325	$665,837,528
(b) Actual Contributions—Employer	$ 17,000,000	$ 17,600,000
(c) Actual Contributions—Employee	$ 38,435	$ 26,864
(d) Actual Benefit Payments	$ 47,805,921	$ 50,601,534
(e) Administrative Expenses	$ 4,107,109	$ 4,450,982
(f) Other	$ 0	$ 0
(g) Expected Return on Assets	8.00%	8.00% [1]
(h) Expected Return	$ 50,864,482	$ 51,450,226

[1] The plan uses a nine month lookback for GASB 68 reporting. As a result, figures shown as of September 30 are for the period January 1 through December 31 preceding the reporting date. The January 1, 2018 interest rate of 7.90% will first be used to determine Interest Cost and Expected Investment Return for FYE September 30, 2019.

[2] Expected Return assumes employer contributions are made October 1.

Liability (Gain)/Loss[1]

The following table illustrates the liability gain/loss under GASB 68.

		Fiscal Year End September 30, 2017	Fiscal Year End September 30, 2018
(1)	Pension Liability Prior Measurement Date	$ 740,042,522	$ 751,141,662
(2)	Service Cost	$ 6,751,373	$ 7,010,114
(3)	Interest Cost	$ 57,831,275	$ 58,667,019
(4)	Plan Changes	$ 0	$ 0
(5)	Assumption Changes	$ 0	$ 6,807,187
(6)	Benefit Payments	$ 47,805,921	$ 50,601,534
(7)	Expected Pension Liability	$ 756,819,249	$ 773,024,448
(8)	Actual Pension Liability	751,141,662	779,465,374
(9)	Pension Liability (Gain)/Loss	$ (5,677,587)	$ 6,440,926
(10)	Average Future working Life Expectancy	3.80	3.64
(11)	Pension Liability (Gain)/Loss Amortization	$ (1,494,102)	$ 1,769,485

Asset (Gain)/Loss[1]

The following table illustrates the asset gain loss under GASB 68.

		Fiscal Year End September 30, 2017	Fiscal Year End September 30, 2018
(1)	Pension Asset Prior Measurement Date	$ 657,493,325	$ 665,837,528
(2)	Contributions—Employer and Employee	$ 17,038,435	$ 17,626,864
(3)	Expected Investment Income	$ 50,864,482	$ 51,450,226
(4)	Benefit Payments	$ 47,805,921	$ 50,601,534
(5)	Administrative Expense	$ 4,107,109	$ 4,450,982
(6)	Other	$ 0	$ 0
(7)	Expected Pension Asset	$ 673,483,212	$ 679,862,102
(7)	Actual Pension Asset	665,837,528	738,837,282
(9)	Pension Asset (Gain)/Loss	$ 7,645,684	$ (58,975,180)
(10)	Amortization Factor	5	5
(11)	Pension Asset (Gain)/Loss Amortization	$ 1,529,137	$ (11,795,036)

[1] The plan uses a nine month lookback for GASB 68 reporting. As a result, figures shown as of September 30 are for the period January 1 through December 31 preceding the reporting date.

Deferred Outflows/Inflows[1]

The following table illustrates the Deferred Inflows and Outflows at the end of the fiscal year under GASB 68.

	Deferred Outflows	Deferred Inflows
(1) Difference Between Actual and Expected Experience		
(a) Measurement Date January 1, 2015	$ 0	$ 0
(b) Measurement Date January 1, 2016	$ 0	$ (155,742)
(c) Measurement Date January 1, 2017	$ 0	$ (2,689,383)
(d) Measurement Date January 1, 2018	$ 4,671,441	$ 0
(2) Assumption Changes		
(a) Measurement Date January 1, 2015	$ 0	$ 0
(b) Measurement Date January 1, 2016	$ 6,422,934	$ 0
(c) Measurement Date January 1, 2017	$ 0	$ 0
(d) Measurement Date January 1, 2018	$ 4,937,081	$ 0
(3) Net Difference Between Expected and Actual Earnings on Pension Plan Investments		
(a) Measurement Date January 1, 2015	$ 3,218,689	$ 0
(b) Measurement Date January 1, 2016	$ 21,253,429	$ 0
(c) Measurement Date January 1, 2017	$ 4,587,410	$ 0
(d) Measurement Date January 1, 2018	$ 0	$ (47,180,144)
(4) Total	$ 45,090,984	$ (50,025,269)

[1] The plan uses a nine month lookback for GASB 68 reporting. As a result, figures shown as of September 30 are for the period January 1 through December 31 preceding the reporting date.

Amortization of Deferred Inflows/Outflows[1]

The table below lists the amortization bases included in the deferred inflows/outflows as of September 30, 2018.

Date		Period		Balance		Annual
Established	Type of Base	Original	Remaining	Original	Remaining	Payment
10/1/2014	Liability (Gain)	3.92	0	$ (18,993,096)	$ 0	$ (4,457,563)
10/1/2015	Liability (Gain)	3.85	0.85	$ (705,417)	$ (155,742)	$ (183,225)
10/1/2016	Liability (Gain)	3.8	1.8	$ (5,677,587)	$ (2,689,383)	$ (1,494,102)
10/1/2017	Liability Loss	3.64	2.64	$ 6,440,926	$ 4,671,441	$ 1,769,485
10/1/2014	Assumption Changes	3.92	0	$ 5,509,188	$ 0	$ 1,292,973
10/1/2015	Assumption Changes	3.85	0.85	$ 29,092,119	$ 6,422,934	$ 7,556,395
10/1/2017	Assumption Changes	3.64	2.64	$ 6,807,187	$ 4,937,081	$ 1,870,106
10/1/2014	Asset Loss	5	1	$ 16,093,437	$ 3,218,689	$ 3,218,687
10/1/2015	Asset Loss	5	2	$ 53,133,574	$ 21,253,429	$ 10,626,715
10/1/2016	Asset Loss	5	3	$ 7,645,684	$ 4,587,410	$ 1,529,137
10/1/2017	Asset (Gain)	5	4	$ (58,975,180)	$ (47,180,144)	$ (11,795,036)
	Total Charges				$ **(4,934,285)**	**$ 9,933,572**

Amounts Recognized in the deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in the pension expense as follows:

Year Ended September 30

2019	$ 11,992,186
2020	$ 2,805,125
2021	$ (7,936,560)
2022	$(11,795,036)
2023	$ 0
Thereafter	$ 0

[1] The plan uses a nine month lookback for GASB 68 reporting. As a result, figures shown as of September 30 are for the period January 1 through December 31 preceding the reporting date.

Reconciliation of Net Pension Liability[1]

Shown below are details regarding the Total Pension Liability, Plan Fiduciary Net Position, and Net Pension Liability for the Measurement Period from January 1, 2017 to January 1, 2018:

	Increase (Decrease)		
	Total Pension Liability (a)	**Plan Fiduciary Net Position (b)**	**Net Pension Liability (c) = (a) – (b)**
Balance Recognized at 10/1/2017 (based on 1/1/2017 Measurement Date)	$ 751,141,662	$ 665,837,528	$ 85,304,134
Changes Recognized for the Fiscal Year			
Service Cost	7,010,114	N/A	7,010,114
Interest on the Total Pension Liability	58,667,019	N/A	58,667,019
Changes of Benefit Terms	0	N/A	0
Differences Between Expected and Actual Experience	6,440,926	N/A	6,440,926
Changes of Assumptions	6,807,187	N/A	6,807,187
Contributions From the Employer	N/A	17,600,000	(17,600,000)
Contributions From the Employee	N/A	26,864	(26,864)
Net Investment Income[2]	N/A	110,425,406	(110,425,406)
Benefit Payments	(50,601,534)	(50,601,534)	0
Administrative Expense[2]	N/A	(4,450,982)	4,450,982
Net Changes	28,323,712	72,999,754	(44,676,042)
Balance Recognized at 9/30/2018 (based on 1/1/2018 Measurement Date)	$ 779,465,374	$ 738,837,282	$ 40,628,092

[1] The plan uses a nine month lookback for GASB 68 reporting. As a result, figures shown as of September 30 are for the period January 1 through December 31 preceding the reporting date.
[2] Includes investment expense as the City contribution includes an expense allowance.

Sensitivity[1]

GASB Requirements

The following table illustrates the impact of interest rate sensitivity on the Net Pension Liability for fiscal year end September 30, 2017:

	1% Decrease (7.00%)	**Current Rate (8.00%)**	**1% Increase (9.00%)**
(1) Total Pension Liability	$ 834,962,486	$ 751,141,662	$ 680,821,386
(2) Plan Fiduciary Net Position	665,837,528	665,837,528	665,837,528
(3) Net Pension Liability	$ 169,124,958	$ 85,304,134	$ 14,983,858

The following table illustrates the impact of interest rate sensitivity on the Net Pension Liability for fiscal year end September 30, 2018:

	1% Decrease (6.90%)	**Current Rate (7.90%)**	**1% Increase (8.90%)**
(1) Total Pension Liability	$ 866,154,368	$ 779,465,374	$ 706,638,573
(2) Plan Fiduciary Net Position	738,837,282	738,837,282	738,837,282
(3) Net Pension Liability	$ 127,317,086	$ 40,628,092	$ (32,198,709)

[1] The plan uses a nine month lookback for GASB 68 reporting. As a result, figures shown as of September 30 are for the period January 1 through December 31 preceding the reporting date.

Disclosure—Changes in the Net Pension Liability and Related Ratios[1]

Changes in the Net Pension Liability and Related Ratios

GASB 68 is effective for fiscal year ending September 30, 2016. The follow exhibit is a 10 year history of change in Net Pension Liability.

	Fiscal Year Ending				
	2014	**2015**	**2016**	**2017**	**2018**
Total Pension Liability					
Service Cost	N/A	$ 5,622,896	$ 6,178,852	$ 6,751,373	$ 7,010,114
Interest Cost	N/A	$ 54,286,720	$ 54,397,153	$ 57,831,275	$ 58,667,019
Changes of Benefit Terms	N/A	$ -	$ -	$ -	$ -
Differences Between Expected and Actual Experiences	N/A	$ (18,993,096)	$ (705,417)	$ (5,677,587)	$ 6,440,926
Changes of Assumptions	N/A	$ 5,509,188	$ 29,092,119	$ -	$ 6,807,187
Benefit Payments, Including Refunds of Member Contributions	N/A	$ (45,791,000)	$ (45,411,498)	$ (47,805,921)	$ (50,601,534)
Net Change in Total Pension Liability	N/A	$ 634,708	$ 43,551,209	$ 11,099,140	$ 28,323,712
Total Pension Liability (Beginning)	N/A	$ 695,856,605	$ 696,491,313	$ 740,042,522	$ 751,141,662
Total Pension Liability (Ending)	$ 695,856,605	$ 696,491,313	$ 740,042,522	$ 751,141,662	$ 779,465,374
Plan Fiduciary Net Position					
Contributions—Employer	N/A	$ 17,047,000	$ 13,264,540	$ 17,000,000	$ 17,600,000
Contributions—Member	N/A	$ 81,000	$ 61,870	$ 38,435	$ 26,864
Net Investment Income	N/A	$ 37,277,445	$ 580,412	$ 43,218,798	$ 110,425,406
Benefit Payments, Including Refunds of Member Contributions	N/A	$ (45,791,000)	$ (45,411,498)	$ (47,805,921)	$ (50,601,534)
Administrative Expense	N/A	$ (3,549,445)	$ (3,570,999)	$ (4,107,109)	$ (4,450,982)
Other	N/A	$ -	$ -	$ -	$ -
Net Change in Plan Fiduciary Net Position	N/A	$ 5,065,000	$ (35,075,675)	$ 8,344,203	$ 72,999,754
Plan Fiduciary Net Position (Beginning)	N/A	$ 687,504,000	$ 692,569,000	$ 657,493,325	$ 665,837,528
Plan Fiduciary Net Position (Ending)	$ 687,504,000	$ 692,569,000	$ 657,493,325	$ 665,837,528	$ 738,837,282
Net Pension Liability (Ending)	$ 8,352,605	$ 3,922,313	$ 82,549,197	$ 85,304,134	$ 40,628,092
Net Position as a % of Pension Liability	98.80%	99.44%	88.85%	88.64%	94.79%
Covered-Employee Payroll	$ 124,594,728	$ 127,097,787	$ 138,663,748	$ 141,162,745	$ 150,529,542
Net Pension Liability as a % of Payroll	6.70%	3.09%	59.53%	60.43%	26.99%

[1] The plan uses a nine month lookback for GASB 68 reporting. As a result, figures shown as of September 30 are for the period January 1 through December 31 preceding the reporting date.

Disclosure—Contribution Schedule[1]

Contributions

GASB 68 is effective for fiscal year ending September 30, 2016. The follow exhibit is a 10 year history of Contributions.

	Fiscal Year Ending				
	2014	2015	2016	2017	2018
Actuarially Determined Contribution	$ 24,369,057	$ 16,757,642	$ 13,927,551	$ 17,607,540	N/A [2]
Contributions made in Relation to the Actuarially Determined Contribution	$ 24,627,660	$ 17,047,000	$ 13,264,540	$ 17,000,000	$ 17,600,000
Contribution Deficiency (excess)	$ (258,603)	$ (289,358)	$ 663,011	$ 607,540	N/A[2]
Covered-Employee Payroll	$ 124,594,728	$ 127,097,787	$ 138,663,748	$ 141,162,745[3]	$ 150,529,542 [3]
Contributions as a % of Payroll	19.77%	13.41%	9.57%	12.04%	11.69%

Notes to Schedule:

Valuation Date: Actuarially determined contribution rates are calculated as of January 1, one year prior to the end of the fiscal year in which contributions are reported.

Methods and assumptions used to determine contribution rates:

Actuarial Cost Method: Entry Age Normal with Frozen Initial Liability

Asset Valuation Method: Actuarial Value—five year smoothed market value.

IRS Limit Increases: 2.5%—same as general inflation.

Salary Increases: Graded by age—see assumptions section for rates.

Investment Rate of Return: 7.90% for 2018, 8.00% for 2014 through 2017, net of pension plan investment expense, including inflation.

Retirement Age: Graded by age and Division—see assumption section for rates.

Mortality: RP-2000 Generational, 50% Combined Healthy with White Collar Adjustment / 50% Combined Healthy Blue Collar Adjustment, Scale BB for Active Males and RP-2000 Generational, 100% Combined Healthy with White Collar Adjustment, Scale BB for Active Females. RP-2000 Generational, 50% Annuitant White Collar / 50% Annuitant Blue Collar, Scale BB for Inactive Males and RP-2000 Generational, 100% Annuitant White Collar, Scale BB for Inactive Females.

[1] The plan uses a nine month lookback for GASB 68 reporting. As a result, figures shown as of September 30 are for the period January 1 through December 31 preceding the reporting date.
[2] The final actuarial determined contribution will be updated once actual payroll is known.
[3] Projected.

State Requirements

Sensitivity[1]

The following table illustrates the impact of interest rate sensitivity on the Net Pension Liability for fiscal year end September 30, 2017:

	2% Decrease (6.00%)	**Current Rate (8.00%)**	**FRS Interest (7.60%)**
(1) Total Pension Liability	$ 935,735,982	$ 751,141,662	$ 782,876,763
(2) Plan Fiduciary Net Position	665,837,528	665,837,528	665,837,528
(3) Net Pension Liability	$ 269,898,454	$ 85,304,134	$ 117,039,235

The following table illustrates the impact of interest rate sensitivity on the Net Pension Liability for fiscal year end September 30, 2018:

	2% Decrease (5.90%)	**Current Rate (7.90%)**	**FRS Interest (7.10%)**
(1) Total Pension Liability	$ 970,215,110	$ 779,465,374	$ 847,552,486
(2) Plan Fiduciary Net Position	738,837,282	738,837,282	738,837,282
(3) Net Pension Liability	$ 231,377,828	$ 40,628,092	$ 108,715,204

Adequacy of Assets

The following table illustrates the number of years and fractions for which the Market Value of Assets are adequate to sustain expected retirement benefits.

Assumptions	**Years and Fractions**
RP 2000 Mortality and 7.90% Interest	23.25
RP 2000 Mortality and 5.90% Interest	17.42

[1] The plan uses a nine month lookback for GASB 68 reporting. As a result, figures shown as of September 30 are for the period January 1 through December 31 preceding the reporting date.

State Required Disclosure—Changes in the Net Pension Liability and Related Ratios[1]

Changes in the Net Pension Liability and Related Ratios

GASB 68 is effective for fiscal year ending September 30, 2016. The follow exhibit is a 10 year history of change in Net Pension Liability.

	Fiscal Year Ending				
	2014	2015	2016	2017	2018
Total Pension Liability					
Service Cost	N/A	$ 9,288,710	$ 10,172,963	$ 11,198,194	$ 11,591,600
Interest Cost	N/A	$ 50,846,033	$ 50,926,078	$ 54,645,660	$ 54,424,448
Changes of Benefit Terms	N/A	$ -	$ -	$ -	$ -
Differences Between Expected and Actual Experiences	N/A	$ (24,204,488)	$ 1,823,341	$ (5,767,719)	$ 9,218,157
Changes of Assumptions	N/A	$ 10,120,838	$ 44,654,126	$ -	$ 9,846,457
Benefit Payments, Including Refunds of Member Contributions	N/A	$ (45,791,000)	$ (45,411,498)	$ (47,805,921)	$ (50,601,534)
Net Change in Total Pension Liability	N/A	$ 260,093	$ 62,165,010	$ 12,270,214	$ 34,479,128
Total Pension Liability (Beginning)	N/A	$ 861,040,665	$ 861,300,758	$ 923,465,768	$ 935,735,982
Total Pension Liability (Ending)	$ 861,040,665	$ 861,300,758	$ 923,465,768	$ 935,735,982	$ 970,215,110
Plan Fiduciary Net Position					
Contributions—Employer	N/A	$ 17,047,000	$ 13,264,540	$ 17,000,000	$ 17,600,000
Contributions—Member	N/A	$ 81,000	$ 61,870	$ 38,435	$ 26,864
Net Investment Income	N/A	$ 37,277,445	$ 580,412	$ 43,218,798	$ 110,425,406
Benefit Payments, Including Refunds of Member Contributions	N/A	$ (45,791,000)	$ (45,411,498)	$ (47,805,921)	$ (50,601,534)
Administrative Expense	N/A	$ (3,549,445)	$ (3,570,999)	$ (4,107,109)	$ (4,450,982)
Other	N/A	$ -	$ -	$ -	$ -
Net Change in Plan Fiduciary Net Position	N/A	$ 5,065,000	$ (35,075,675)	$ 8,344,203	$ 72,999,754
Plan Fiduciary Net Position (Beginning)	N/A	$ 687,504,000	$ 692,569,000	$ 657,493,325	$ 665,837,528
Plan Fiduciary Net Position (Ending)	$ 687,504,000	$ 692,569,000	$ 657,493,325	$ 665,837,528	$ 738,837,282
Net Pension Liability (Ending)	$ 173,536,665	$ 168,731,758	$ 265,972,443	$ 269,898,454	$ 231,377,828
Net Position as a % of Pension Liability	79.85%	80.41%	71.20%	71.16%	76.15%
Covered-Employee Payroll	$ 124,594,728	$ 127,097,787	$ 138,663,748	$ 141,162,745	$ 150,529,542
Net Pension Liability as a % of Payroll	139.28%	132.76%	191.81%	191.20%	153.71%

[1] The plan uses a nine month lookback for GASB 68 reporting. As a result, figures shown as of September 30 are for the period January 1 through December 31 preceding the reporting date.

State Required Disclosure—Contribution Schedule[1]

Contributions

GASB 68 is effective for fiscal year ending September 30, 2016. The follow exhibit is a 10 year history of Contributions.

	Fiscal Year Ending				
	2014	2015	2016	2017	2018
Actuarially Determined Contribution	$ 24,369,057	$ 16,757,642	$ 13,927,551	$ 17,607,540	N/A
Contributions made in Relation to the Actuarially Determined Contribution	$ 24,627,660	$ 17,047,000	$ 13,264,540	$ 17,000,000	$ 17,600,000
Contribution Deficiency (excess)	$ (258,603)	$ (289,358)	$ 663,011	$ 607,540	N/A
Covered-Employee Payroll	$ 124,594,728	$ 127,097,787	$ 138,663,748	$ 141,162,745[2]	$ 150,529,542[2]
Contributions as a % of Payroll	19.77%	13.41%	9.57%	12.04%	11.69%

Notes to Schedule:

Valuation Date: Actuarially determined contribution rates are calculated as of January 1, one year prior to the end of the fiscal year in which contributions are reported.

Methods and assumptions used to determine contribution rates:

Actuarial Cost Method: Entry Age Normal with Frozen Initial Liability

Asset Valuation Method: Actuarial Value—five year smoothed market value.

IRS Limit Increases: 2.5% - same as general inflation

Salary Increases: Graded by age—see assumptions section for rates.

Investment Rate of Return: 5.90% for 2018, 6.00% for 2014 through 2017, net of pension plan investment expense, including inflation.

Retirement Age: Graded by age and Division—see assumption section for rates.

Mortality: RP-2000 Generational, 50% Combined Healthy with White Collar Adjustment / 50% Combined Healthy Blue Collar Adjustment, Scale BB for Active Males and RP-2000 Generational, 100% Combined Healthy with White Collar Adjustment, Scale BB for Active Females. RP-2000 Generational, 50% Annuitant White Collar / 50% Annuitant Blue Collar, Scale BB for Inactive Males and RP-2000 Generational, 100% Annuitant White Collar, Scale BB for Inactive Females.

[1] The plan uses a nine month lookback for GASB 68 reporting. As a result, figures shown as of September 30 are for the period January 1 through December 31 preceding the reporting date.
[2] Projected.

Actuarial Present Value of Accrued Benefits

	01/01/2017	01/01/2018
Vested Benefits		
Participants Currently Receiving Payments	$ 501,234,383	$ 520,629,079
DROP Balances	15,321,225	13,369,470
All Other Participants	172,001,721	179,766,993
Total Vested Benefits	$ 688,557,329	$ 713,765,542
Nonvested Benefits	5,226,222	3,847,139
Total Actuarial Present Value of Accumulated Plan Benefits	$ 693,783,551	$ 717,612,681

Statement of Changes in Total Accrued Benefits	
Accrued Benefits at January 1, 2017	$ 693,783,551
Increase (Decrease) attributable to	
Plan Amendments	$ 0
Changes in Actuarial Assumptions	$ 6,948,844
Changes in Other gain/loss	$ (5,505,278)
Increase for Interest, Probability of Payment Due to	
Decrease in Discount Period and Benefits Accrued/(Forfeited)	$ 74,938,853
Benefits Paid	$ (50,601,534)
DROP Balances	$ (1,951,755)
Other Changes (Transfers)	$ 0
Net Increase (Decrease)	$ 23,829,130
Accrued Benefits at January 1, 2018	$ 717,612,681

15 Year Projection of Emerging Liabilities

January 1	Expected Benefit Payments
2018	$50,158,231
2019	$52,053,795
2020	$53,861,794
2021	$55,843,618
2022	$57,792,333
2023	$59,715,802
2024	$61,562,190
2025	$63,528,538
2026	$65,563,148
2027	$67,422,099
2028	$69,022,765
2029	$70,699,054
2030	$72,185,087
2031	$73,385,833
2032	$74,601,535

Appendix

Participant Data

The actuarial valuation was based on personnel information from City of Tampa records as of January 1, 2018. Following are some of the pertinent characteristics from the personnel data as of that date. Prior year characteristics are also provided for comparison purposes. Both age and service have been determined using years and months as of the valuation date.

	January 1, 2017	January 1, 2018
Actives Participants		
Number	2,367	2,412
Average Current Age	46.8	46.6
Average Years of Service	12.9	12.6
Average Compensation	$ 54,599	$ 56,930
Inactives with Deferred Benefits[1]		
Number	580	606
Average Current Age	50.5	50.9
Average Monthly Benefit[2]	$ 725	$ 715
Inactives Receiving Payment		
Number	2,199	2,220
Average Current Age	71.9	72.1
Average Monthly Benefit	$ 1,763	$ 1,819
Total Participants		
Number	5,146	5,238

[1] Excludes three duplicate records and includes 4 deferred Beneficiaries at January 1, 2018.
[2] Before adjustment for assumed retirement age.

Participant Data Summary

Reconciliation—Division A

	Active	DROP	Terminated Vested	Disabled	Retired	Beneficiaries	Total
January 1, 2017	6	35	3	22	726	366	1,158
Changes During Year							
New Participants							0
Retirements		(12)	(1)		13		0
Disabilities							0
Non-Vested Terminations							0
Vested Terminations							0
DROP Enrollments	(2)	2					0
Deaths				(1)	(37)	(31)	(69)
Rehires							0
New Beneficiaries						18	18
Benefits Expired						(1)	(1)
Other							0
January 1, 2018	4	25	2	21	702	352	1,106
Average Age	59.9	60.5	72.0	73.4	74.1	79.5	

Reconciliation—Division B

	Active	DROP	Terminated Vested	Disabled	Retired	Beneficiaries	Total
January 1, 2017	2,361	139	580	59	730	122	3,991
Changes During Year							
New Participants	242						242
Retirements	(30)	(30)	(13)		73		0
Disabilities	(3)		(1)	4			0
Non-Vested Terminations	(84)						(84)
Vested Terminations	(42)		42				0
DROP Enrollments	(39)	39					0
Deaths	(2)		(6)	(2)	(19)	(5)	(34)
Rehires	5		(4)		(1)		0
New Beneficiaries						14	14
Benefits Expired							0
Other			5		2	(1)	6
January 1, 2018	2,408	148	603	61	785	130	4,135
Average Age	46.5	64.9	50.9	58.0	70.2	68.0	

Reconciliation—Total

	Active	DROP	Terminated Vested	Disabled	Retired	Beneficiaries[1]	Total
January 1, 2017	2,367	174	583	81	1,456	488	5,149
Changes During Year							
New Participants	242						242
Retirements	(30)	(42)	(14)		86		0
Disabilities	(3)		(1)	4			0
Non-Vested Terminations	(84)						(84)
Vested Terminations	(42)		42				0
DROP Enrollments	(41)	41					0
Deaths	(2)		(6)	(3)	(56)	(36)	(103)
Rehires	5		(4)		(1)		0
New Beneficiaries						32	32
Benefits Expired						(1)	(1)
Other			5		2	(1)	6
January 1, 2018	2,412	173	605	82	1,487	482	5,241
Average Age	46.6	64.3	51.0	61.9	72.0	76.4	

[1] New Beneficiaries includes 4 records that are new deferred Beneficiaries

Active Participants Age/Years of Service Distribution

Shown below is the distribution of active participants based on age and years of service since their hire date.

	Years of Service as of 01/01/2018							
Age	**0–4**	**5–9**	**10–14**	**15–19**	**20–24**	**25–29**	**30+**	**Total**
Under 25	107	4						**111**
25–29	103	32	2					**137**
30–34	111	44	34	1				**190**
35–39	107	44	59	32	3			**245**
40–44	97	49	65	43	27			**281**
45–49	90	41	66	67	50	36	6	**356**
50–54	76	44	80	94	60	61	57	**472**
55–59	52	31	61	63	51	45	79	**382**
60–64	31	21	31	22	28	21	41	**195**
65 and over	9	12	6	7	1	1	7	**43**
Total	**783**	**322**	**404**	**329**	**220**	**164**	**190**	**2,412**

Asset Allocation

The following table illustrates the allocation of the Plan Fiduciary Net Position as of December 31, 2017:

Asset Class	Total Allocation
Bonds	30%
Equity	60%
Real Estate	10%
Cash	0%
Total	100%

The following table illustrates the expected rate of return for each of the asset classes in Plan Fiduciary Net Position as of December 31, 2017:

Asset Class	Expected Nominal Return	Expected Real Rate of Return
Bonds	4.9%	2.4%
Equity	7.0%	4.5%
Real Estate	6.0%	3.5%
Cash	2.6%	0.1%

Five Year History of Asset Returns and Portfolio Percentages

Year Ended December 31,	Assumed Return	Actual Return	Percentage of Bonds	Percentage of Stocks	Percentage of Real Estate	Percentage of Cash
2012	8.0%	14.5%	30%	62%	5%	3%
2013	8.0%	18.8%	26%	66%	5%	3%
2014	8.0%	5.6%	29%	65%	5%	1%
2015	8.0%	0.1%	27%	65%	6%	2%
2016	8.0%	6.8%	27%	65%	6%	2%
2017	8.0%	17.5%	30%	60%	10%	0%

The actual experience figures are the approximate time-weighted rates of return for the particular year. Income includes dividends, interest, and unrealized and realized gains (losses), based upon statements of Fund Balances. The time-weighted balance reflects estimated transaction dates for income, employer contributions, expenses, and disbursements.

Five Year History of Actual vs. Assumed Salary Increases

Year Ended December 31,	Assumed Increases	Actual Increases
2012	6.0%	3.4%
2013	6.0%	2.2%
2014	Graded[1]	3.7%
2015	Graded[1]	0.0%
2016	Graded[1]	3.7%
2017[2]	Graded[1]	6.1%

Each figure is the rate of increase in the average compensation from the prior year ("weighted" by each individual participant's compensation), as reported for the actuarial valuations. The average includes only continuing active employees who have a full year of compensation in both the current and prior years, based on their reported dates of employment.

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[1] Assumed salary increase is a graded scale going from 10.0% per year at age 15 to 2.5% at age 65.
[2] Salary is equal to actual pensionable pay and includes overtime and bonuses paid.

Actuarial Assumptions and Methods

Discount Rate	
Funding	7.90%[1]
Accounting	7.90%[2]
20 Year Municipal Bond Rate	3.44%
Municipal Bond Rate Basis	Bond Buyer GO 20-Bond Municipal Bond Index
Salary Increases	See Table 1
Payroll Growth	For purposes of projecting Total Participants' Compensation (under maximum assumed retirement age) from the calendar year forward nine months to the plan year beginning October 1, a 2% increase assumption is applied.
General Inflation	2.5%
Benefit and Compensation Limits	N/A.
Maximum Compensation	Compensation is limited to $270,000 per year, projected to increase at the rate of 2.5% per year.
Maximum Benefit	The maximum accrued benefit payable as a life annuity (the value of the Plan's Survivor Annuity is not subject to this limitation) commencing between ages 62 and 65 is $215,000, projected to increase at the rate of 2.5% per year.
Retirement Age	
Active Participants	See Table 2–3
Terminated Vested Participants	Age 70
Mortality Rates	
Active	Female: RP-2000 Generational, 100% Combined Healthy with White Collar Adjustment, Scale BB Male: RP-2000 Generational, 50% Combined Healthy with White Collar Adjustment / 50% Combined Healthy with Blue Collar Adjustment, Scale BB
Inactive	Female: RP-2000 Generational, 100% Annuitant White Collar, Scale BB Male: RP-2000 Generational, 50% Annuitant White Collar / 50% Annuitant Blue Collar, Scale BB

[1] Effective January 1, 2018 the Board passed a resolution to decrease the funding discount rate and expected return on asset assumptions by 10 basis points annually from 8.00% to an ultimate rate of 7.50%
[2] Based on the employer's funding policy, projected assets are projected to always be sufficient to cover projected benefit payments, so the EROA is used as the discounted rate.

Post-Disablement Mortality	RP-2000 Disabled Male setback four years and Disabled Female set forward two years.
Withdrawal Rates	See Table 4
Disability Rates	See Table 5
Decrement Timing	Middle of year decrements, with 100% retirement occurring at beginning of year.
Surviving Spouse Benefit	It is assumed that 70% of all active males and 55% of all active females have an eligible spouse and that males are three years older than their spouse. The marital status of a terminated vested participant who has not yet elected a form of benefit payment is assumed to be that reported by the participant at his or her date of termination and recorded in the Pension Office.
Remarriage	See Table 6 Using the October 1, 2001, valuation results, an analysis was made of the impact of the reduction in the Survivor Annuity from 75% to 50% upon remarriage (Division A). Based on these remarriage rates, the analysis showed that the impact was equivalent to valuing (1) a 73.63% Survivor Annuity for active, terminated vested, retired and disabled participants and (2) a benefit equal to 99.16% of the actual monthly benefit for beneficiaries already receiving the Survivor Annuity.
Asset Method	Assets are valued using five year smoothed market value without phase-in.
Timing of Contribution	The contribution is assumed to be made at the beginning of the fiscal year.
Employees Covered	All Participants as of the actuarial valuation date.
Actuarial Cost Method	Entry Age Normal with Frozen Initial Liability—Changes in plan provisions, to the extent unfunded, are reflected in a supplemental component of the Unfunded Frozen Initial Liability. Changes in actuarial assumptions are reflected in future Normal Costs.
Fiscal Year End	September 30, 2018
Measurement Date	January 1, 2018

Measurement Period	January 1, 2018 to January 1, 2018
Valuation Date	January 1, 2018
Census Data	As of January 1, 2018
Completeness of Assumptions	All benefits and expenses to be provided by the Plan are recognized in the valuation. All known events are taken into account; no current trends are assumed to discontinue in the future.

Changes in Methods/Assumptions Since the Prior Year

Method Changes

The funding valuation reflects the following method change:

- Past Excess Contributions Account is obsolete as of the January 1, 2018 valuation under the City's new policy to true-up at Fiscal year-end any residual balance of employer contributions owed.

There have been no other method changes in the funding valuation since the prior year. There have been no method changes in the financial accounting valuation since the prior year.

Assumption Changes

The valuations reflect the following assumption changes:

- A change in the funding discount rate from 8.00% to 7.90%.
- A change in the accounting discount rate from 8.00% to 7.90%.
- The active mortality tables were updated to RP-2000 Generational, 100% Combined Healthy with White Collar Adjustment, Scale BB for Females, and RP-2000 Generational, 50% Combined Healthy with White Collar Adjustment / 50% Combined Healthy with Blue Collar Adjustment, Scale BB for Males to align with the most recent mortality assumptions used by the Florida Retirement System.

Actuarial Assumptions and Methods

Table 1

Salary Merit Increase Rates

Age	Rate	Age	Rate
15	10.00%	45	4.50%
16	10.00%	46	4.50%
17	10.00%	47	4.50%
18	10.00%	48	4.50%
19	10.00%	49	4.50%
20	9.00%	50	4.00%
21	9.00%	51	4.00%
22	9.00%	52	4.00%
23	9.00%	53	4.00%
24	9.00%	54	4.00%
25	8.00%	55	3.50%
26	8.00%	56	3.50%
27	8.00%	57	3.50%
28	8.00%	58	3.50%
29	8.00%	59	3.50%
30	7.00%	60	3.00%
31	7.00%	61	3.00%
32	7.00%	62	3.00%
33	7.00%	63	3.00%
34	7.00%	64	3.00%
35	6.00%	65	2.50%
36	6.00%	66	2.50%
37	6.00%	67	2.50%
38	6.00%	68	2.50%
39	6.00%	69	2.50%
40	5.00%		
41	5.00%		
42	5.00%		
43	5.00%		
44	5.00%		

Table 2

Retirement Rates—Division A

Age	Rate
55	95.00%
56	85.00%
57	40.00%
58	50.00%
59	20.00%
60	60.00%
61	70.00%
62	90.00%
63	10.00%
64	10.00%
65	70.00%
66	100.00%
67	100.00%
68	100.00%
69	100.00%
70+	100.00%

Table 3

Retirement Rates—Division B

Age	Rate
55	5.00%
56	5.00%
57	5.00%
58	5.00%
59	10.00%
60	10.00%
61	25.00%
62	50.00%
63	35.00%
64	35.00%
65	35.00%
66	50.00%
67	40.00%
68	50.00%
69	20.00%
70+	100.00%

Table 4—Page 1 of 2

Withdrawal Rates

	Years of Service		
Age	**0**	**1-3**	**4+**
20	48.30%	38.60%	19.30%
21	45.80%	36.60%	18.30%
22	43.30%	34.60%	17.30%
23	40.90%	32.70%	16.40%
24	38.50%	30.80%	15.40%
25	36.10%	28.90%	14.50%
26	33.80%	27.00%	13.50%
27	31.40%	25.10%	12.60%
28	29.00%	23.20%	11.60%
29	26.60%	21.30%	10.70%
30	24.30%	19.40%	9.70%
31	22.60%	18.10%	9.10%
32	21.10%	16.90%	8.50%
33	19.60%	15.70%	7.90%
34	18.10%	14.50%	7.30%
35	16.60%	13.30%	6.70%
36	15.10%	12.10%	6.10%
37	13.60%	10.90%	5.50%
38	12.10%	9.70%	4.90%
39	10.60%	8.50%	4.30%
40	11.30%	9.00%	4.50%
41	11.90%	9.50%	4.80%
42	12.50%	10.00%	5.00%
43	12.50%	10.00%	5.00%
44	12.50%	10.00%	5.00%
45	12.50%	10.00%	5.00%
46	12.50%	10.00%	5.00%
47	12.50%	10.00%	5.00%
48	12.50%	10.00%	5.00%
49	12.50%	10.00%	5.00%

Table 4—Page 2 of 2

Withdrawal Rates

	Years of Service		
Age	**0**	**1-3**	**4+**
50	12.50%	10.00%	5.00%
51	12.50%	10.00%	5.00%
52	12.50%	10.00%	5.00%
53	12.50%	10.00%	5.00%
54	12.50%	10.00%	5.00%
55	12.50%	10.00%	5.00%
56	12.50%	10.00%	5.00%
57	12.50%	10.00%	5.00%
58	12.50%	10.00%	5.00%
59	12.50%	10.00%	5.00%
60	12.50%	10.00%	5.00%
61	12.50%	10.00%	5.00%
62	12.50%	10.00%	5.00%
63+	0.00%	0.00%	0.00%

Table 5

Disability Rates

Age	Rate	Age	Rate
15	0.000%	45	0.215%
16	0.000%	46	0.232%
17	0.000%	47	0.251%
18	0.000%	48	0.274%
19	0.000%	49	0.301%
20	0.090%	50	0.330%
21	0.092%	51	0.363%
22	0.094%	52	0.403%
23	0.096%	53	0.452%
24	0.098%	54	0.511%
25	0.100%	55	0.580%
26	0.102%	56	0.660%
27	0.104%	57	0.760%
28	0.106%	58	0.880%
29	0.108%	59	1.020%
30	0.110%	60	1.180%
31	0.112%	61	1.360%
32	0.114%	62	1.570%
33	0.116%	63	1.810%
34	0.118%	64	2.080%
35	0.120%	65	2.380%
36	0.123%	66	2.710%
37	0.127%	67	3.070%
38	0.133%	68	3.460%
39	0.141%	69	3.880%
40	0.150%	70	4.300%
41	0.160%	71	4.300%
42	0.171%	72	4.300%
43	0.184%	73	4.300%
44	0.199%	74	4.300%

Table 6

Remarriage Rates

Age	Rate
20	8.755%
30	6.280%
35	4.107%
40	2.614%
45	1.768%
50	1.178%
55	0.744%
60	0.469%
65	0.290%
70	0.198%

Actuarial Assumptions and Methods

Discussion of Actuarial Assumptions and Methods

City of Tampa selected the economic and demographic assumptions and prescribed them for use for purposes of compliance with GASB 68. Aon provided guidance with respect to these assumptions, and it is our belief that the assumptions represent reasonable expectations of anticipated plan experience.

Calculation of Normal Costs and Liabilities

The method used to calculate the service cost and projected benefit obligation for determining pension expense is the entry age normal cost method. Under this cost method, the actuarial accrued liability is based on a prorated portion of the present value of all benefits earned to date over expected future working life time as defined by GASB. The proration is determined so that the cost with respect to service accrued from date of hire is recognized as a level percentage of pay each year. The Normal Cost is equal to the prorated cost for the year of the valuation.

Accounting Information Under GASB 68

Benefit obligations and expense/(income) are calculated under U.S. Generally Accepted Accounting Principles as set forth in Government Accounting Standards Board Statement 68.

The total pension liability represents the actuarial present value of benefits based on the entry age normal cost method as of the measurement date. The service cost represents the actuarial present value of benefits that are attributed to the 2018 fiscal year, reflecting the effect of assumed future pay increases.

The pension expense is the annual amount to be recognized in the income statement as the cost of pension benefits for this plan for the period ending September 30, 2018.

Description of Actuarial Cost Method for Funding

The Entry Age Normal with Frozen Initial Liability cost method spreads the funding of a portion of the pension benefits over the future service of all active Members and the balance is funded in a separate amortization schedule.

The Frozen Initial Liability is determined and fixed in the first year the cost method is adopted, although it may be redetermined or a supplemental piece added when the Plan is amended. The Frozen Initial Liability is the excess of the Present Value of Benefits over the sum of (a) the Present Value of Future Entry Age Normal Costs, (b) the Present Value of Future Employee Contributions, and (c) the Actuarial Value of Assets in the Trust Fund. The Entry Age Normal Cost is the annual cost determined by assuming the current Plan was always in effect and calculating the amount needed to produce level funding of benefits for all current Members from the date they would have entered the Plan. The Frozen Initial Liability may be amortized over as many as 40 years.

In each subsequent year, the order of steps is reversed. The Present Value of Future Normal Costs is calculated as the excess of the Present Value of Benefits over the sum of (a) the unfunded portion of the Frozen Initial Liability, (b) the Actuarial Value of Assets and (c) the Present Value of Future Employee Contributions.

The Normal Cost is developed by spreading the Present Value of Future City Normal Costs over the future compensation of all Members as a level percentage of pay, i.e., by dividing it by the Present Value of Future Compensation to get the Normal Cost Rate. The Normal Cost Rate is presumed to remain constant from the January 1 valuation date to the following Plan Year, October 1 through September 30. The Normal Cost is the product of the Normal Cost Rate and the current Members' Compensation, after the latter is projected forward nine months with a payroll growth assumption. Actuarial gains or losses are included in the Present Value of Future Normal Costs, and are reflected in the Normal Cost Rate and thereby spread over the remaining future service of the Members in the Normal Cost. The Frozen Initial Liability is not adjusted for actuarial gains or losses.

Plan Provisions

Effective Date	Created as Chapter 23559, Laws of Florida of 1945. Restated in its present form as of October 1, 1981. Summary includes all amendments through Chapter 2004–431, Special Act of 2004. Summary also includes the amendment passed by the 2005 Florida Legislature, which became effective October 1, 2005, the amendment passed by the 2006 Florida Legislature, which became effective October 1, 2006, and the amendment passed by the 2011 Florida Legislature, which became effective October 1, 2011.
Plan Year	October 1 to September 30.
Eligibility	All permanent employees including elective officers, department heads, and appointive officers, who are not covered by another pension plan. Those hired before October 1, 1981, shall be in Division A. Those hired on or after October 1, 1981, and those Division A employees who elect to change, shall be in Division B.
Current Employee Contributions	
Division A	7.00% of compensation.
Division B	None after October 1, 1981.
Compensation	Wages and salaries earned by an employee including regular longevity bonuses, overtime and shift premiums, but excluding other premiums, allowances, special payments or any casual nonrecurring or unpredictable bonuses; payments for unused accrued bona fide sick, vacation, or other leave; payments received by an employee pursuant to a nonqualified unfunded deferred salary or wages plan; and severance pay that is paid after an employee severs employment with the City. However, salaries or wages earned but not paid to the employee by the employee's severance date with the City shall be considered Compensation for Plan purposes. Compensation shall also include elective amounts that are excludible from the employee's gross income under Sections 125 (including amounts that are not available to the employee in cash in lieu of group health coverage because the employee is unable to certify that he or she has other health coverage, but only if the employer does not request or collect information regarding the employee's other health coverage as part of the enrollment for the health plan); 403(b) (tax-sheltered annuity); 457 (Section 457 plan); and 132(f)(4) of the Internal Revenue Code of 1986, as amended, and the regulations thereunder. Compensation shall be limited to the cap under Section 401(a)(17) if the Code, as adjusted by the IRS for changes in the cost of living.

Average Monthly Compensation	The total compensation received during the three years out of the last six years of continuous service which produces the highest average, divided by 36.
Accrued Pension	The amount determined by applying the benefit formula to an employee's average monthly compensation and service at the date of termination of employment.
Continuous Service (Service)	Unbroken service by an employee. Temporary interruptions of service caused by military service, illness or involuntary severance through no fault of the employee, provided he is reinstated, shall not be deemed to be breaks in continuous service. Also, certain time spent on authorized leave of absence shall be recognized (subject to payment of employee contributions). Under certain conditions specified in the Plan provisions, a terminated or retired employee who is rehired may have his prior service reinstated.
Retirement and Death Benefits—Division A	
Eligibility (Normal Retirement Date)	Completion of at least six years of service and the attainment of age 55.
Normal Retirement Benefit	A monthly pension commencing on or after normal retirement date payable for life equal to 2% of average monthly compensation times years of service, plus an additional 0.5% of average monthly compensation times years of service in excess of 15 years, for years served after January 1, 1975. A maximum of 30 years of service is recognized.
Early Retirement Benefit	None.
Postretirement Death Benefit	The spouse of a deceased retired participant shall receive a monthly benefit equal to 75% of the participant's benefit, paid as a survivor annuity. Dependent children under 18 of a deceased participant shall receive a benefit of $100 per month. The total benefit payable to the spouse and children shall not exceed the amount being received by the deceased participant. Orphaned children under 18 shall receive the spouse's benefit. The survivor annuity ceases upon death of the spouse or upon marriage or attainment of age 18 by the dependent/orphaned children; it reduces to 50% of the participant's benefit upon remarriage of the spouse. Dependent parents shall receive the spouse's benefit, if there is no spouse or children, until their death. Dependent parents may elect to withdraw employee contributions in a lump sum in lieu of the monthly benefit. (Upon the death of a terminated vested participant, the same survivor annuity is payable on or after the date age 55 would have been attained by the participant.) If a retired participant dies and is

	not survived by a spouse, children, or dependent parents, the excess, if any, of such participant's total contributions without interest over the total benefits received until death shall be paid in a lump sum to the legal heirs.
Preretirement Death Benefit	Before completing six years of service, the full amount of the deceased participant's contributions, without interest, shall be paid to the legal heirs. After completing six years of service, the spouse, children, or dependent parents of a participant who dies prior to retiring shall receive the immediate survivor annuity described above, payable as of the date of death. However, if the participant is not survived by a spouse, children, or dependent parents, the full amount of contributions, without interest, shall be paid to the legal heirs.
Cost-of-Living Adjustment	On January 1, 2005, and each January 1 thereafter, the pension benefit being paid to each retiree or beneficiary (whether attributable to retirement, termination, death, or disability benefits) will be increased annually by 2.2%.

Retirement and Death Benefits—Division B

Eligibility (Normal Retirement Date)	Completion of at least six years of service and the attainment of age 62.
Normal Retirement Benefit	A monthly pension commencing on or after normal retirement date payable for life equal to 1.20% of average monthly compensation multiplied by years of service. (The minimum benefit under Section 8(B)(2) for participants who elected to be in Division B is presumed to be no longer controlling.)
Early Retirement Benefit	After the completion of at least six years of service and the attainment of age 55, an active participant may elect to retire and receive a reduced benefit. The reduced benefit is the accrued pension reduced 5/12 of 1% for each month by which the benefit commencement date precedes the normal retirement date.
Postretirement Death Benefit	The spouse of a deceased retired participant shall receive a monthly benefit equal to 50% of the participant's benefit, paid as a survivor annuity. (Upon the death of a terminated vested participant, the same survivor annuity is payable to the spouse on or after the date age 62 would have been attained by the participant.) No survivor annuity is payable unless the spouse and the participant were married on the date of retirement of the participant. Former Division A participants shall also have a lump sum benefit equal to their contributions, without interest, less benefits paid.

Preretirement Death Benefit	Upon the death of an active employee after completing at least six years of service, a lump sum equal to the annual salary is paid to the legal heirs. Also, a surviving spouse shall receive a monthly benefit equal to 50% of the participant's accrued pension, payable as of the employee's normal retirement date, or as of his early retirement date with the 5/12 of 1% per month reduction.
Cost-of-Living Adjustment	On January 1, 2005, and each January 1 thereafter, the pension benefit being paid to each retiree or beneficiary (whether attributable to retirement, termination, death, or disability benefits) will be increased annually by 1.2%.
Disability Benefit	
Eligibility	Total and permanent disability after the completion of at least six years of service.
Disability Benefit	The participant's accrued pension, payable immediately.
Form of Benefit	A monthly annuity for the life of the participant, subject to a requirement to resume employment and discontinue the disability benefit in the case of recovery. After the participant's death, a survivor annuity is provided as described above for the applicable Division A or B benefit, beginning at the date of death.
Vested Termination	
Eligibility	Completion of six years of service.
Termination Benefit	The participant's accrued pension payable as of his normal retirement date, provided employee contributions are not refunded. No early retirement benefit is available.
Form of Benefit	A monthly annuity for the life of the participant. After the participant's death, a survivor annuity is provided as described above for the applicable Division A or B benefit, beginning at the latter of the participant's normal retirement date or date of death.
Non-Vested Termination	
Eligibility	Any actively employed Division A participant.
Benefit	Refund of employee contributions without interest.
Form of Benefit	Lump sum.

Deferred Retirement Option Program (DROP)	
Eligibility	Completion of at least six years of service and the attainment of age 55.
Benefit Amount	The participant’s accrued normal or early retirement pension calculated as of the beginning of the DROP period, accumulated annually with interest (whether positive or negative) and annual cost-of-living adjustments, as described above for the applicable Division A or B benefit, during the DROP period. Prior to each plan year, DROP members elect to have interest accumulate annually during the DROP calculation period at either (i) a rate reflecting the Fund's net investment performance, as determined by the Board of Trustees, or (ii) a rate reflective of a low risk variable rate selected annually by the Board of Trustees, in its sole discretion, that minimizes exposure to market fluctuations. The Trustees are expected to select an actual, separate investment vehicle that will provide the return for option (ii).
Form of Benefit	When the DROP period ends (maximum seven years), the employee must terminate employment. At that time, the accumulated DROP benefits will be distributed to the participant, or if deceased, such participant’s designated beneficiary. In addition, the monthly annuity, including COLA adjustments, will continue to the participant as provided above.
Other Provisions	Employee contributions are no longer collected and continuous service and average monthly compensation are frozen as of the date of entry into DROP. A participant in DROP is no longer eligible for disability benefits. If the participant dies while in the DROP period, the balance of the DROP account will be paid to the designated beneficiary. If the participant has a joint and survivor annuity, the applicable portion will continue to the survivor, otherwise benefits will cease.
Ad Hoc Cost-of-Living Adjustment	Effective October 1, 1999, a single adjustment was made to the benefits being paid retirees or their beneficiaries who retired before January 1, 1975, from active service, equal to 1% per year, compounded annually from the date of retirement to January 1, 1999.
Officers	Elective officers, department heads and appointive officers shall also participate in the plan in the same manner as permanent employees, except for special break-in-service rules explained in the statute.

Maximum Benefit	IRC section 415 limits, as in effect prior to EGTRRA (i.e., based on a dollar limitation of $90,000 per year, indexed), apply as modified for governmental plans.

Plan Changes Since the Prior Year

The funding and financial accounting valuations do not reflect any plan changes.