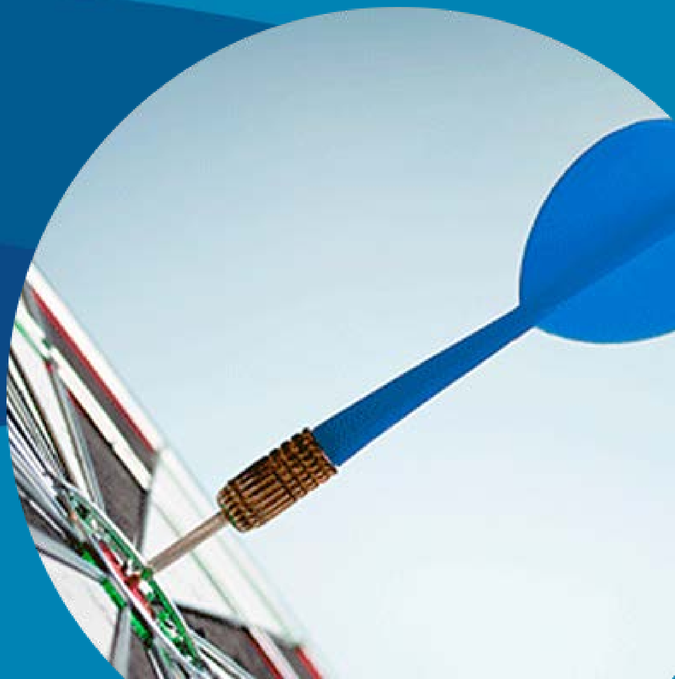
# West Palm Beach Police Pension Fund

## City Commission Workshop
## June 11, 2018



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# Agenda

- Pension Plan Basics
  - Retirement benefit
  - DROP and Share Plan
- Pension Plan Funding
  - Pension Obligation Bond
  - Recent investment experience
  - Current contribution requirements
  - Investment return assumption
  - What we know about future cost
  - Funded ratio
- Recent Plan Changes
  - Impact of 3% benefit multiplier
  - Comparison to other Public Safety Plans

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# Pension Plan Basics

- High Level Plan Provisions
  - Benefit multiplier for service
    - after 9/30/2017 is 3.00%
    - between 9/30/2011 and 9/30/2017 is 2.68%
    - before 10/1/2011 is 3.00%
  - Average Final Compensation (AFC) is determined over the three best years of pensionable earnings
    - Pensionable earnings include base pay plus up to 300 hours of overtime
  - Normal Retirement Date is the earliest of age 55 with 10 years of service or age 50 with 20 years of service or 25 years of service regardless of age
  - Member contribution rate is 11% of pensionable earnings

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# Pension Plan Basics

- High Level Plan Provisions
  - DROP program
    - Any member eligible for normal retirement may enter the DROP
    - Upon DROP entry the benefit is calculated as if the member has retired
      - Benefits reflect service and pay as of DROP entry
    - Member agrees to terminate employment with the City at the end of the DROP period
    - Maximum participation period in the DROP is the earlier of 5 years or 30 years of service
    - The payments will be accumulated in an account and are credited with investment related earnings
      - In general, 8% per year unless the average annual return on assets since October 1, 2011 is less than 8% in which case the investment earnings will equal 4%
      - The fund would have to lose 7.0% during FYE 2018 in order for the average annual return since 2011 to be less than 8%
    - There is no forced distribution of the DROP account when a member terminates employment

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# Pension Plan Basics

- Share Plan
  - The Share Plan is funded by annual premium tax revenue
  - Amount of annual premium tax revenue is based on tax collections on casualty insurance policies written within the City's limits
  - Annual premium tax revenue was approximately $1.33 million in 2017 for the West Palm Beach Police Pension Fund
  - Each active member will receive an equal share of the annual premium tax revenue provided they worked the full year (roughly $4,700 per active member in 2017)
  - There were 278 active officers (including DROP members) as of October 1, 2016
  - The annual premium tax revenue for FYE 2012, 2013 and 2015 was used to fund the Pension Plan rather than being used to fund the members' Share Plan accounts
  - Interest calculated the same as shown above for DROP accounts

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# Pension Plan Basics

- Sample Benefit Illustration
  - Date of Birth 10/1/1968
    - Age 50 as of 10/1/2018
  - Date of Hire 10/1/1998
    - 20 years of service as of 10/1/2018
  - AFC as of 10/1/2018: $85,000 (average pay for the 250 active non-DROP members is $86,600)
  - Member enters a 5 year DROP on October 1, 2018
- Calculation of Pension Benefit
  - Pension Benefit = [3.00% * 13 + 2.68% * 6 + 3.00% * 1] * $85,000
  - Equals $49,368 per year or $4,114 per month
    - This benefit will be paid as a 66.67% Joint and Survivor annuity for married members and as a 10 year certain and life annuity for unmarried members
  - The pension benefit will include a COLA starting at age 65
    - The COLA will be based on CPI up to 3% and will reflect simple interest
  - The value of this benefit using the valuation assumptions is approximately $665,000

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# Pension Plan Basics

- Calculation of DROP Balance after 5 years
  - Pension benefit will be paid into the DROP Plan for five years as the member continues to work for the City
  - Value of the DROP balance at the end of five years will be approximately $290,000 assuming an average return of 6%
    - Member can withdraw account or leave it in earning between 4% and 8% per year

- Summary of Pension Benefit for Sample Member
  - Member will receive $4,114 per month starting at age 55
    - This monthly benefit will increase with CPI up to 3% per year starting at age 65
    - This COLA is based on simple interest instead of compound interest
    - The value of this benefit is roughly $665,000
  - Member's DROP balance will be approximately $290,000
    - Balance can remain in the fund earning between 4% and 8%
  - Member's Share Plan balance will be approximately $150,000
    - Balance can remain in the fund earning between 4% and 8%

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# Pension Plan Basics

- Summary of Pension Benefit for Sample Member (continued)
  - The value of the member contributions paid for the 20 years is approximately $240,000 assuming a 5% salary scale and assuming that the 11% member contribution was in place since the member was hired
    - The total member contributions for the 20 years are approximately $122,000
  - The member is not eligible for social security benefits

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# Pension Plan Funding

- In July, 2016 a $50 million Pension Obligation Bond (POB) was issued which paid off about 90% of the Unfunded Actuarial Accrued Liability (UAAL)
  - The funded ratio increased from 82.4% to 97.1%
  - The UAAL decreased from $56.7 million to $9.5 million as of October 1, 2015
  - The annual amortization payment on the UAAL decreased by $6.5 million

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# Pension Plan Funding

- The proceeds from the POB have earned the following rates of return:
  - 11.86% over the past year
  - 10.94% per annum since inception
- Both of these rates are significantly above the amounts paid to bondholders, which is approximately 3.5%.

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# Pension Plan Funding

- In addition to the issuance of the POB, the investment returns over recent years have put downward pressure on the required contribution

| Year Ending | Investment Return |
|---|---|
| 9/30/2017 | 16.1% |
| 9/30/2016 | 7.7% |
| 9/30/2015 | -2.1% |
| 9/30/2014 | 10.0% |
| 9/30/2013 | 16.4% |
| 9/30/2012 | 23.0% |

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# Pension Plan Funding

- There are two components of the Actuarially Determined Employer Contribution (ADEC)
  - Employer Normal Cost – Represents the value of the accruals from the active members of the Plan
    - Expected to remain a fairly level percentage of covered payroll absent any assumption, method, or plan changes
  - Amortization Payments on the UAAL
    - Changes in the UAAL that occur as a result of a plan change, experience gain / loss, assumption change or method change are not paid for immediately
      - Instead these changes in the UAAL are paid for over a period of time not to exceed 30 years

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# Pension Plan Funding

- The Actuarially Determined Employer Contributions (ADEC) for the current and next fiscal years are:

| | ADEC for FYE ($ millions) | | | |
|---|---|---|---|---|
| | 2019[4] | 2019[3] | 2019[2] | 2018[1] |
| **Employer Normal Cost[5]** | | | | |
| $ amount | 3.42 | 2.98 | 2.83 | 2.62 |
| % of covered payroll | 14.63% | 12.74% | 12.11% | 12.06% |
| **Amortization Payments of the UAL** | | | | |
| $ amount | 1.10 | 0.95 | 0.66 | 0.63 |
| % of covered payroll | 4.72% | 4.06% | 2.81% | 2.89% |
| **State contribution[6]** | | | | |
| $ amount | 0.00 | 0.00 | 0.00 | 0.00 |
| % of covered payroll | 0.00% | 0.00% | 0.00% | 0.00% |
| **ADEC (reflecting quarterly payments)** | | | | |
| $ amount | 4.53 | 3.93 | 3.49 | 3.25 |
| % of covered payroll | 19.35% | 16.80% | 14.92% | 14.95% |
| Expected Covered Payroll | 23.41 | 23.41 | 23.41 | 21.76 |
| **ADEC (reflecting beginning of year payment)** | | | | |
| $ amount | 4.36 | 3.79 | 3.36 | 3.13 |

[1] *Reflects update to required mortality table and 0.125% reduction in the investment return assumption to 7.875%*

[2] *Before assumption and plan changes*

[3] *Reflects lowering the investment return assumption from 7.875% to 7.75%*

[4] *Reflects increase in benefit multiplier for service on or after 10/1/2017 from 2.68% to 3.00%*

[5] *Includes administrative expenses*

[6] *State contributions in FYE 2012, 2013 and 2015 were used to fund the pension plan*

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# Pension Plan Funding

- Components of ADEC for FYE 2018
  - Normal cost
    - 14.63% of covered payroll or $3.42 million
    - This includes administrative expenses
    - This is often referred to as the “operational” cost of the Plan
  - Amortization Payments on the UAAL
    - The annual payment on the UAAL is 4.72% of covered payroll or $1.10 million
    - The UAAL is $13.8 million as of October 1, 2017 – reflects the mandated mortality table and 7.75% investment return assumption
    - The UAAL was $56.7 million on October 1, 2015 before the POB

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# Pension Plan Funding

- After the UAAL is fully paid off the cost of the Plan will migrate towards the Employer Normal Cost (currently 14.63% of covered payroll) provided:
  - There are no changes in plan provisions, actuarial assumptions and actuarial methods
  - The actuarial gains and losses offset each other
    - More accurate actuarial assumptions will lead to a higher probability of actuarial gains and losses offsetting each other over a long period of time

# Pension Plan Funding

- Effective with the October 1, 2017 valuation, the investment return assumption was lowered from 7.875% to 7.750%
  - The assumption is no longer tied to the benefit multiplier due to an amendment to the Special Act
    - Previously, a reduction of the investment return assumption caused a reduction in the benefit multiplier used to calculate pension benefits
  - The investment return assumption will be lowered by 0.125% each of the next 2 years
    - The ADEC will increase by roughly $425,000 - $450,000 each year

# Pension Plan Funding

- Variability of Future Cost
  - ADEC will increase by roughly $425,000 - $450,000 each of the next three years as the investment return assumption is gradually lowered to 7.5%
  - As of October 1, 2017 there are $8.7 million of unrecognized investment gains
    - If we recognize these gains immediately the ADEC would decrease by approximately $675,000
  - The investment return fiscal year to date is good
    - The return for many of my plans through the first 8 months of the fiscal year is 4% - 6%.

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# Pension Plan Funding

- The funded ratio is one measure of the health of a retirement system
  - It represents the percentage of liability covered by assets
  - Based on actuarial assumptions

- The funded ratio as of October 1, 2017 is 96.2%
  - The funded ratio as of October 1, 2015 before the POB was 82.4%
  - The average funded ratio for 90 of our other clients is in the mid to upper 80% range

- The City has been making the ADEC each year and members have been contributing 11% of covered payroll.

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# Recent Change to the Special Act

- Under Chapter 2018-168 of the Florida Statutes, the Special Act was amended by increasing the benefit multiplier from 2.68% to 3.00% for service accrued on or after October 1, 2017
  - The ADEC increased by approximately $600,000
  - The funded ratio decrease from 96.8% to 96.2%
  - The UAAL increased by $2.0 million
  - The Employer Normal Cost increased by 1.89% of covered payroll
- A 3% benefit multiplier is closer to the average of other Public Safety Plans in Florida

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# Comparison to Other Florida Pension Plan

- Comparison of Employer Normal Cost Rates (value of annual accrual less member contribution rate plus administrative expenses):

| Plan | Employer Normal Cost Rate in 2017 Valuation Report* |
|---|---|
| Boynton Beach Fire | 22.33% |
| Boynton Beach Police | 22.90% |
| Bradenton Police | 18.82% |
| Eustis Police | 27.37% |
| Key Biscayne Police and Fire | 7.99% |
| Lake Mary Fire | 23.20% |
| Lake Worth Police | 23.76% |
| Lake Worth Fire | 29.48% |
| Largo Police and Fire | 15.43% |
| Marco Island Fire | 41.19% |
| Miami Springs Police and Fire | 15.71% |
| North Miami Police | 21.56% |
| Palm Beach Gardens Police | 20.32% |
| Plantation Police | 23.86% |
| Riviera Beach Fire | 34.53% |
| Sarasota Police | 27.47% |
| Sunrise Police | 20.54% |
| Tequesta Public Safety | 21.12% |
| West Palm Beach Fire | 9.63% |
| West Palm Beach Police | 14.63% |
| | |
| Average | 22.09% |

* Employer Normal Cost Rates for GRS Public Safety Plans using Entry Age Normal Funding Methods. Based on the demographic composition of the group as of October 1, 2017. The assumptions used to value the normal cost are not the same amongst all plans.

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# Comparison to Other Florida Pension Plan

- There are a few Florida municipalities that have closed their public safety Defined Benefit Pension Plans (DB Plans) and have replaced them with Defined Contribution Plans (DC Plans)

- Very often the required contribution in the DB Plan increases in the short term as the funding is expedited due to the closed nature of the plan

# Additional Disclosures

- This presentation is intended to be used in conjunction with the September 30, 2017 Actuarial Valuation Report
- This presentation should not be relied on for any purpose other than the purpose described in the valuation report.
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