



**City of Miami  
Elected Officers' Retirement Trust**

**Actuarial Valuation Report**

**January 1, 2017**

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## Highlights

Cowden Associates, Inc. has prepared this report for the City of Miami to

- Present the results of an actuarial valuation of the City of Miami Elected Officers' Retirement Trust (EORT) as of January 1, 2017;
- Provide a recommended employer contribution amount for the 2017 plan year; and
- Provide reporting information as required under Florida Statute Chapter 112 for financial statements, governmental agencies, and other interested parties.

### Contribution Results

The recommended contribution amounts for the current and prior year are shown below. The contribution amount payable as of January 1 should be increased with interest at an annual rate of 3.75% to the actual contribution date.

	<u>2017</u>	<u>2016</u>
Contribution if paid on		
January 1	\$ 446,637	\$ 392,203
December 31 (3.75% interest added)	\$ 463,386	\$ 406,911

The 2017 contribution of \$463,386 at December 31, 2017 is approximately \$56,500 higher than the comparable 2016 amount. Changes are attributable to the following items

Asset return of 0.81% for 2016, as compared to 3.75% assumed return	\$ 44,600
Actuarial mortality loss (No participants died in 2016.)	9,400
Unreimbursed excess benefit payments for 2016	2,600
Section 415 limit increase of 2.38% for 2017, as compared to 2.50% assumption	<u>(100)</u>
Net increase or (decrease) to contribution	\$ 56,500

### Assumption Change

There have been no actuarial assumption changes since the prior valuation.

### Plan Changes

No plan amendments have been adopted since the prior valuation.

## **Highlights (continued)**

### **Plan Interpretation and Administration**

Please note that interpretation of existing plan provisions and decisions related to administration of the EORT are the responsibility of the City, as plan sponsor. Cowden Associates is not a law firm and cannot provide legal advice in this regard. Cowden has relied on guidance provided by the City as to the interpretation of certain plan provisions in order to calculate estimated projected benefits for funding purposes.

### **Pension Accounting Standards**

The Governmental Accounting Standards Board (GASB) sets forth accounting standards for governmental pension plans. GASB 68 covers employer financial reporting for pension obligations. The City implemented the GASB 68 standards beginning with its 2015 CAFR.

The results presented in this valuation report do not include balance sheet and expense calculations that are required under GASB 68. That information will be provided in a separate report.

### **Additional Disclosure Information Under F.S. Section 112.664**

Florida Statutes were amended in 2013 to require additional actuarial disclosure information for local government pension plans to be submitted to the State. The requirements are described in Section 112.664 of the Florida Statutes. Legislation passed in 2015 required the use of a prescribed mortality assumption, described in F.S. Section 112.63(1)(f).

The additional disclosure information required under Section 112.664 will be provided in separate correspondence.

## Principal Valuation Results

Principal results from the current valuation and the prior valuation are shown below.

	Actuarial Valuation as of January 1	
	2017	2016
<u>Plan Participants</u>		
Active, earning future benefits	0	0
Active, with frozen benefit	1	1
Active, payment suspended due to return to office	1	1
Terminated, with deferred benefit	2	2
Retired, benefit in payment status	6	6
Total	10	10
<u>Funding Valuation</u>		
Present Value of Projected Benefits	\$ 8,694,583	\$ 8,642,267
Value of Plan Assets	7,102,802	6,962,265
Present Value of Future City Contributions	\$ 1,591,781	\$ 1,680,002
<u>Recommended Contribution for Plan Year</u>		
If paid on valuation date	\$ 446,637	\$ 392,203
If paid 12 months after valuation date (3.75% interest added)	\$ 463,386	\$ 406,911
<u>Participant Statistics</u>		
<u>Average Age</u>		
Active participants earning future benefits	n/a	n/a
Active participants with frozen or suspended benefits	72.9	71.9
Terminated participants with deferred benefit	50.6	49.6
Retired participants in payment status	69.1	68.1
<u>Average Monthly Benefit</u>		
Active participants earning future benefits (projected)	\$ n/a	\$ n/a
Active participants with frozen or suspended benefits	4,188	4,188
Terminated participants with deferred benefit	8,442	8,442
Retired participants in payment status	4,427	4,427

## **Actuarial Certification**

I certify that I have performed an actuarial valuation of the City of Miami Elected Officers' Retirement Trust for the plan's sponsor, the City of Miami, as of January 1, 2017 in accordance with generally accepted actuarial principles applied consistently with the preceding valuation. I meet the Qualification Standards of the American Academy of Actuaries to render this actuarial opinion, and to the best of my knowledge do not have a conflict of interest, and am able to act independently in rendering this opinion.

Participant data and asset information used for this valuation were provided by the City of Miami Finance Department. We have reviewed the participant data and found it to be reasonable and of sufficient quality for valuation purposes. The plan sponsor is solely responsible for the accuracy and comprehensiveness of data provided as of the valuation date.

The plan document, in the form of the most-recently updated EORT Ordinance, was provided by the City by way of an online resource. The plan sponsor has provided guidance on the interpretation of certain plan provisions for the purpose of benefit projections for funding calculations.

The actuarial assumptions, including discount rates, mortality tables and other assumptions identified in this report, meet the requirements and intent of Part VII, Chapter 112 of the Florida Statutes. The City of Miami is responsible for selecting the Plan's funding policy, actuarial valuation methods, asset valuation methods and assumptions. Methods and assumptions used for the valuation are described in Section 4.

This report does not include an analysis of the range of future costs. Future measurements may differ significantly from the current measurement.

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 in the valuation. All known events or trends which may require a material increase in plan costs or required contributions rates have been taken into account in the valuation.

**Actuarial Certification (continued)**

I am available to provide further information or answer any questions with respect to this report.

Certified by

Robert W. Hazy  
Robert W. Hazy, EA, FCA, MAAA  
Enrollment No. 17-4204

11/16/2017  
Date

Assisted by

Frank M. Canonico  
Frank M. Canonico, EA, MAAA  
Enrollment No. 17-7504

11/16/2017  
Date

## **Section 1 – Participant Data and Cost Calculations**

Participant data and the calculation of plan liability as of January 1, 2017 and the recommended contribution for 2017 are shown in this section.

The recommended annual contribution has been determined under the Projected Unit Credit Cost Method, which was adopted effective with the January 1, 2012 actuarial valuation.

The Projected Unit Credit method develops two components for the annual contribution, as follows:

- A Normal Cost, which is the liability for benefits to be earned in the current year by those participants who are still earning additional benefits, and
- An amortization payment toward the Unfunded Accrued Liability for past service benefits.
  - The Unfunded Accrued Liability is the liability for benefits earned to date minus plan assets.
  - The Unfunded Accrued Liability is amortized over a specified period of years.

The Unfunded Accrued Liability as of January 1, 2012 is being amortized over a 10-year period from that date. Actuarial experience gains and losses and assumption changes occurring after January 1, 2012 are amortized over a 5-year period.



## Section 1 – Participant Data and Cost Calculations

### A. Basic Data

<u>Status</u>	<u>Name</u>	<u>Gender</u>	<u>Date of Birth</u>	<u>Plan Entry Date</u>	<u>End of Term in Office</u>	<u>Benefit Commencement Date</u>	<u>Monthly Benefit</u>
AF	Regalado, Tomas	M	5/24/1947	9/4/1996	12/1/2017	12/1/2017 a	\$ 7,045.99
AFS	Gort, Wilfredo	M	11/9/1940	1/1/2010 b	12/1/2019	12/1/2019 a	1,329.17
TD	Sanchez, Joe M	M	4/13/1965	6/5/1998	11/9/2009	5/1/2020	6,283.28
TD	Spence-Jones, Michelle	F	8/2/1967	12/2/2005	12/1/2013	9/1/2022	10,600.90
RP	Carollo, Joe	M	3/12/1955			11/19/2001	7,071.96 c
RP	Diaz, Manuel A	M	11/5/1954			11/11/2009	6,875.00
RP	Ferre, Maurice A	M	6/23/1935			10/1/1994	326.39
RP	Gonzalez, Angel	M	10/28/1944			11/16/2009	4,794.17
RP	Plummer, J L	M	12/3/1936			11/2/1999	2,455.92
RP	Sarnoff, Marc D	M	12/28/1959	12/2/2006	12/1/2015	12/1/2015	5,039.38

#### Count Status Description

0	AA	Active participant, still accruing benefits
1	AF	Active participant, benefit frozen on 10/22/2009
1	AFS	Active participant, frozen benefit, payment suspended following return to office
2	TD	Terminated vested participant with deferred benefit payable at age 55
6	RP	Retired participant, in payment status
10		Total number of participants

#### Other notes

- a. Assumed benefit commencement date for active participants is the later of the end of the current term in office or age 55.
- b. Date of return to office
- c. Benefit payable from EORT is limited by Internal Revenue Code Section 415. The limit applicable to the 2011 plan year was \$5,667.36. The limit applicable to the 2012 plan year was \$5,812.68. The limit applicable to the 2013 plan year was \$5,958.00. The limit applicable to the 2014, 2015 and 2016 plan year was \$6,103.31. The limit applicable to the 2017 plan year is \$6,248.63.

## Section 1 – Participant Data and Cost Calculations

### B. Present Value of Projected Benefits

Status	Name	Age (nearest birthday) on:			Projected Monthly Benefit	Present Value of Projected Monthly Benefit
		1/1/2017 Valuation Date	Assumed Termination Date	Benefit Commencement Date		
AF	Regalado, Tomas	70	71	71	\$7,045.99	\$ 962,260
AFS	Gort, Wilfredo	76	79	79	1,329.17	119,200
TD	Sanchez, Joe M	52		55	6,283.28	1,205,548
TD	Spence-Jones, Michelle	49		55	10,600.90	1,908,755
RP	Carollo, Joe	62			7,071.96 *	1,280,290
RP	Diaz, Manuel A	62			6,875.00	1,271,796
RP	Ferre, Maurice A	82			326.39	27,282
RP	Gonzalez, Angel	72			4,794.17	651,793
RP	Plummer, J L	80			2,455.92	229,988
RP	Sarnoff, Marc D	57			5,039.38	<u>1,037,671</u>
	Total					<u>\$8,694,583</u>

\* \$6,248.63 for 2017, assumed to increase at 2.5% per year until reaching ultimate amount in 2023

No participants are earning additional future benefits.

The Accrued Liability is equal to the Present Value of Projected Benefits.

## Section 1 – Participant Data and Cost Calculations

### C. Contribution Calculation

Unfunded Accrued Liability as of January 1, 2017:

Accrued Liability	\$ 8,694,583
Plan Assets	<u>7,102,802</u>
Unfunded Accrued Liability	\$ 1,591,781

Contribution for 2017 Plan Year:

Normal Cost:

Benefit cost	\$ 0
Estimated expenses for 2017	<u>2,400</u>
Total Normal Cost	\$ 2,400

Amortization of Unfunded Accrued  
Liability - see Exhibit D

	<u>444,237</u>
City contribution if paid on January 1, 2017	\$ 446,637
Interest at 3.75% to December 31, 2017	<u>16,749</u>
City contribution if paid on December 31, 2017	\$ 463,386

The interest adjustment should reflect elapsed time between January 1, 2017 and the date of the contribution.

## Section 1 – Participant Data and Cost Calculations

### D. Amortization of Unfunded Accrued Liability

The unfunded accrued liability is amortized by level annual payments in accordance with the schedule below:

Unfunded accrued liability as of January 1, 2012	10 years
Changes in unfunded accrued liability after January 1, 2012:	
Actuarial experience gains or losses	5 years
Actuarial assumption changes	5 years

Amortization payments for 2017 are shown in the table below.

Type of Base	Amortization Period			Balances		Amortization Payment at Jan. 1, 2017
	Date Created	Initial Years	Years Left	Initial	Outstanding at Jan. 1, 2017	
Initial Unfunded	1/1/2012	10	5	\$ 1,558,360	\$ 850,688	\$ 182,890
Actuarial Loss	1/1/2013	5	1	148,007	31,820	31,820
Assumption Change	1/1/2013	5	1	210,124	45,174	45,174
Actuarial Loss	1/1/2014	5	2	18,374	7,758	3,950
Actuarial Loss	1/1/2015	5	3	156,317	97,219	33,607
Assumption Change	1/1/2015	5	3	228,406	142,055	49,105
Actuarial Loss	1/1/2016	5	4	201,201	163,868	43,256
Actuarial Loss	1/1/2017	5	5	253,199	<u>253,199</u>	<u>54,435</u>
<b>Total</b>					<b>\$ 1,591,781</b>	<b>\$ 444,237</b>

## Section 2 – Information Required by Florida Statute, Chapter 112

The Florida Protection of Public Employee Retirement Benefits Act is set forth in Part VII of Chapter 112 of the Florida Statutes (sections 112.60 through 112.67). Section 112.63 requires each retirement system to have a regularly scheduled actuarial report and sets forth the information required for each actuarial report.

Chapter 60T-1 of the Florida Administrative Code sets forth rules under which municipal and special district units of government are to provide information on their retirement systems to the Division of Retirement (Bureau of Program Services) pursuant to Part VII of Chapter 112 of the Florida Statutes. Specific exhibits are described in subsection 1.003. Required information is shown in this section.

Additional disclosure information that is required under Section 112.664 will be provided in separate correspondence.

	Actuarial valuation prepared as of:	
	1/1/2017	1/1/2016
<b>1. Participant Data</b>		
a. Active members (earning future benefits):		
i. Number	0	0
ii. Total annual payroll on which benefits are based	\$ 0	\$ 0
iii. Average annual pay on which benefits are based	\$ 0	\$ 0
b. Retired members and beneficiaries (other than disabled):		
i. Number	6	6
ii. Total annualized benefit (without regard to IRC Section 415 limit)	\$ 318,754	\$ 318,754
c. Disabled members receiving benefits:		
i. Number	0	0
ii. Total annualized benefit	\$ 0	\$ 0
d. Terminated vested members and active members with frozen benefits		
i. Number	4	4
ii. Total annualized benefit	\$ 303,112	\$ 303,112
<b>2. Assets</b>		
a. Actuarial value of assets	\$ 7,102,802	\$ 6,962,265
b. Market value of assets	\$ 7,102,802	\$ 6,962,265

## Section 2 – Information Required by Florida Statute, Chapter 112

	Actuarial valuation prepared as of:	
	1/1/2017	1/1/2016
<b>3. Liabilities</b>		
a. Present value of all future expected benefit payments:		
i. Active members		
- Retirement benefits	\$ 0	\$ 0
- Vesting benefits	0	0
- Disability benefits	0	0
- Death benefits	0	0
- Return of contributions	<u>0</u>	<u>0</u>
- Total	\$ 0	\$ 0
ii. Terminated vested members and active members with frozen benefits	\$ 4,195,763	\$ 4,044,109
iii. Retired members and beneficiaries:		
- Retired (other than disabled) and beneficiaries	\$ 4,498,820	\$ 4,598,158
- Disabled members	<u>0</u>	<u>0</u>
- Total	\$ 4,498,820	\$ 4,598,158
iv. Total present value of all future expected benefit payments	\$ 8,694,583	\$ 8,642,267
b. Actuarial accrued liability	\$ 8,694,583	\$ 8,642,267
c. Unfunded actuarial accrued liability = (3b) - (2a)	\$ 1,591,781	\$ 1,680,002
<b>4. Pension Cost</b>		
a. Normal cost at valuation date		
i. Benefit cost	\$ 0	\$ 0
ii. Estimated expenses	<u>2,400</u>	<u>2,400</u>
iii. Total normal cost	\$ 2,400	\$ 2,400
b. Amortization of unfunded accrued liability See amortization schedule in Section 1, Exhibit D	<u>444,237</u>	<u>389,803</u>
c. Total required contribution	\$ 446,637	\$ 392,203
- as a percentage of payroll	n/a	n/a
d. Amount to be contributed by members	n/a	n/a
- as a percentage of payroll	n/a	n/a
e. Amount to be contributed by City	\$ 446,637	\$ 392,203
- as a percentage of payroll	n/a	n/a

**Section 2 – Information Required by Florida Statute, Chapter 112**

**5. Past Contributions**

	Plan Year		
	2017	2016	2015
a. Required contribution (if paid on January 1)	\$ 446,637	\$ 392,203	\$ 452,482
b. Actual contribution made by City	to be determined	\$ 406,911	\$ 469,450

**6. Other Disclosures**

	Actuarial valuation prepared as of:	
	1/1/2017	1/1/2016
a. Present value of active members':		
i. Future salaries:		
- at attained age	\$ 0	\$ 0
- at entry age	n/a	n/a
ii. Future contributions	\$ 0	\$ 0
b. Present value of future City contributions	\$ 1,591,781	\$ 1,680,002
c. Present value of future expected benefit payments for active members at entry age	n/a	n/a
d. Amount of active and inactive members' accumulated contributions	\$ 0	\$ 0

**Section 2 – Information Required by Florida Statute, Chapter 112**

	<u>Asset measurement date:</u>	
	<u>12/31/2016</u>	<u>12/31/2015</u>
<b>7. Statement of Assets as of Valuation Date</b>		
a. Market value:		
i. Cash	\$ 3,244,360	\$ 1,747,793
ii. Bonds	3,854,970	5,209,775
iii. Contributions receivable	0	0
iv. Other receivables (accrued income)	3,472	4,697
v. Benefits payable	<u>0</u>	<u>0</u>
vi. Total	\$ 7,102,802	\$ 6,962,265
b. Statement value:		
i. Cash	\$ 3,244,360	\$ 1,747,793
ii. Bonds	<u>3,872,437</u>	<u>5,247,845</u>
iii. Total	\$ 7,116,797	\$ 6,995,638

The actuarial value is set equal to the market value of assets.  
Asset figures were provided by the City.

**8. Plan Asset Reconciliation**

a. Market value of assets as of December 31, 2015	\$ 6,962,265
b. Income:	
i. Employer contributions for 2016 plan year (including receivables)	\$ 406,911
ii. Interest and dividends	59,584
iii. Realized gain or (loss)	(25,407)
iv. Unrealized gain or (loss)	20,603
v. Other income	<u>0</u>
vi. Total income	\$ 461,691
c. Disbursements:	
i. Regular benefit payments (including benefits receivable)	\$ (318,754)
ii. Other benefit payments	0
iii. Investment expenses	0
iv. Administrative expenses	<u>(2,400)</u>
v. Total disbursements	\$ (321,154)
d. Market value of assets as of December 31, 2016	\$ 7,102,802



**Section 2 – Information Required by Florida Statute, Chapter 112**

**9. Plan Experience Review**

a. Salary scale:	
i. Assumed annual salary increases	0.00%
ii. Actual salary increases:	
- 2016	n/a
- 2015	n/a
- 2014	-0.10%
b. Investment return:	
i. Assumed rate of return on assets	3.75%
ii. Actual rate of return on assets	
- 2016	0.81%
- 2015	0.65%
- 2014	0.93%

**10. Statement of Actuarial Present Value of Accrued Benefits**

	Actuarial valuation date:	
	1/1/2017	1/1/2016
a. Vested accrued benefits		
i. Active participants	\$ 0	\$ 0
ii. Inactive participants receiving benefits	4,498,820	4,598,158
iii. Terminated vested and actives with frozen benefits	<u>4,195,763</u>	<u>4,044,109</u>
iv. Total value of all vested accrued benefits	\$ 8,694,583	\$ 8,642,267
b. Non-vested accrued benefits	<u>0</u>	<u>0</u>
c. Total actuarial present value of all accrued benefits	\$ 8,694,583	\$ 8,642,267

**11. Statement of Changes in Total Actuarial Present Value of Accrued Benefits**

a. Actuarial present value of accrued benefits at beginning of year	\$ 8,642,267
b. Increase or (decrease) during the year attributable to:	
i. Increase for interest and probability of payment due to decrease in discount period and benefits accrued	\$ 317,656
ii. Benefits paid	(318,754)
iii. Assumption changes	0
iv. Plan changes	0
v. (Gains) or losses	<u>53,414</u>
vi. Net increase or (decrease)	\$ 52,316
c. Actuarial present value of accrued benefits at end of year	\$ 8,694,583

### **Section 3 – Actuarial Assumptions and Methods**

Actuarial assumptions are used to determine the present value of expected benefit payments from the Plan. The actuarial cost method is used to determine an annual contribution to fund the value of expected benefits that is in excess of current assets. Actuarial assumptions and the cost method are selected by the City, in consultation with the actuary. The assumptions, cost method and other calculation methods are described below.

#### **A. Actuarial Assumptions**

##### **Interest Rate**

3.75% compounded annually, net of any investment expenses.

The interest assumption reflects the expected long-term rate of return on the trust assets. Trust investments are restricted to primarily fixed income investments, in accordance with Section 40-294(c) of the Plan. The interest assumption was most recently revised in 2009.

##### **Salary Increases**

No future salary increases are assumed for current office holders.

##### **Mortality Rate After Commencement of Monthly Benefits**

RP-2000 Mortality Table, sex-distinct, rates for annuitants, adjusted for white-collar employees, and with fully-generational mortality improvement projected under Scale BB2D.

##### **Mortality Rate Prior to Commencement of Monthly Benefits**

No mortality is assumed for years prior to the expected commencement date for monthly benefits. This assumption is consistent the Plan's pre-retirement death benefit, which provides a lump sum payment equal to the present value of the participant's accrued benefit for death prior to retirement.

##### **Termination of Employment**

Termination of covered employment for each participant currently in office is assumed to occur at the end of the current term of office, provided that the participant will have enough service for full vesting under the Plan.

Each of the two current office holders will have more than 7 years of service, and therefore, be vested, at the end of their current terms of office.

## **Section 3 – Actuarial Assumptions and Methods**

### **Commencement of Benefits**

Payment of monthly lifetime benefits for current office holders is assumed to occur at the later of the assumed employment termination date or attainment of age 55. Age 55 is the minimum age for benefit commencement under the Plan.

### **Increase to Legal Benefit Limits**

The limit applicable to benefits that can be paid from a qualified retirement trust as described in Section 415(b) of the Internal Revenue Code is assumed to be indexed, with annual increases of 2.5% after 2017.

### **Estimated Expenses**

Estimated administrative expenses paid from the trust have been added to the normal cost. Estimated expenses for 2017 are equal to actual expenses paid in the previous year.

### **Prescribed Assumptions**

Effective January 1, 2016, Florida Statutes Section 112.63(1)(f) requires covered plans to use the mortality tables and methodology employed by the Florida Retirement System (FRS) in one of its two most recently published actuarial valuation reports.

The mortality assumption used for the January 1, 2017 EORT actuarial valuation reflects the mortality assumption as described in the July 1, 2016 Actuarial Valuation Report for FRS.

## Section 3 – Actuarial Assumptions and Methods

### **B. Actuarial Cost Method**

Effective with the January 1, 2012 valuation, the City's annual contribution is determined using the Projected Unit Credit Cost Method.

The Projected Unit Credit method develops two components for the annual contribution:

- A Normal Cost, which is the present value for benefits to be earned in the current year (reflecting one additional year of service and compensation projected to the assumed retirement date) for those participants who are still earning additional benefits, and
- An amortization payment toward the Unfunded Accrued Liability for past service benefits.
  - The Accrued Liability is the present value for benefits based on service earned to date and compensation projected to the assumed retirement date.
  - The Unfunded Accrued Liability is the Accrued Liability *minus* Plan Assets.
  - The Unfunded Accrued Liability is amortized over a specified period of years.

The Unfunded Accrued Liability is amortized in accordance with the following schedule:

- Unfunded Accrued Liability as of January 1, 2012: 10 years
- Changes in Unfunded Accrued Liability occurring after January 1, 2012
  - Actuarial experience gains or losses: 5 years
  - Changes in actuarial assumptions: 5 years

Beginning with the January 1, 2016 actuarial valuation, no plan members are earning additional future benefits. As a result

- The present value of projected benefits, Accrued Liability and present value of accrued benefits are all equal.
- The Normal Cost for benefits is \$0. Expected administrative expenses are added to the Normal Cost for contribution purposes.

The annual contribution is calculated as payable on the first day of the plan year. Interest at the assumed annual rate of 3.75% should be added for payment at a later date.

## **Section 3 – Actuarial Assumptions and Methods**

### **C. Asset Valuation Method**

The value of assets used for contribution determination is the market value of assets on the valuation date, with contributions receivable for the prior plan year added, benefits payable for the prior plan year subtracted, and accrued income or other payable amounts added or subtracted.

Plan asset values at December 31, 2016, asset transaction information for 2016, and receivable amounts as of December 31, 2016 were provided to us by the City.

## **Section 4 – Summary of Plan Provisions**

Key plan provisions used for actuarial funding calculations are summarized below. This summary should not be relied on for the determination of individual participants' benefits. The legal ordinance or plan document will govern in all cases.

### **Plan Name**

City of Miami Elected Officers' Retirement Trust (EORT)

### **Plan Eligibility**

Elected Officers of the City are covered under this Plan. Elected Officer is defined to be the Mayor or a Commissioner.

Officers first elected after October 22, 2009 are not eligible to participate in the Plan.

### **Contributions**

All contributions are paid by the City. No participant contributions are required.

### **Service**

Years served in the capacity of an Elected Officer are counted as Service under this Plan.

### **Benefit Amount**

For a participant with 7 or more years of Service, an annual benefit of

- 50% of Compensation
- + 5% of Compensation for each year of Service in excess of 7 years

The maximum benefit is 100% of Compensation.

Compensation for benefit calculation purposes is the highest W-2 wage amount during the last three years of the participant's term of office.

Benefits were frozen effective October 22, 2009 for Elected Officers who were vested on that date (that is, officers who had 7 or more years of Service). The Elected Officers who were active participants but had not attained vesting as of October 22, 2009 continued to earn benefits in accordance with the formula above.

The Plan benefit is payable beginning on the date the participant ceases to be an Elected Officer, but no earlier than the participant's 55<sup>th</sup> birthday. The benefit is payable monthly, for the participant's lifetime.

## **Section 4 – Summary of Plan Provisions**

### **Vesting**

Seven years of Service is required for vesting for participants in office or elected between October 1, 2001 and October 22, 2009.

The vesting requirement for a participant whose term of office ended prior to October 1, 2001 was ten years of Service.

### **Pre-Retirement Death Benefit**

A death will be payable on behalf of a participant who dies either

- While in office, without regard to vesting status, or
- After termination of employment with vesting, if prior to the date of commencement for monthly benefit payments

The benefit amount is the lump sum value of the participant's accrued benefit. The lump sum value will be determined using the interest and mortality assumptions used for the most recent actuarial valuation for the Plan.

For a participant with less than 7 years of Service, the accrued benefit will be  
 $50\% \text{ of Compensation} \times \text{Service at date of death} \div 7$

### **Form of Payment**

Single life annuity is the only permitted form of payment.

There is no post-retirement death benefit.

### **Legal Maximum for Benefit Payments**

Section 415 of the Internal Revenue Code imposes a limit on the amount of the monthly benefit that can be paid to an individual participant from a qualified retirement plan. The EORT includes provisions for the payment of benefits that exceed Internal Revenue Code limits. Such payments are to be made from the City's General Fund.