City of Tamarac
Elected and Appointed Officers And Non-Represented Employees Retirement Plan
(Revised)

Actuarial Valuation
As of October 1, 2014

Determines the Contribution For the 2014/15 Fiscal Year

SOUTHERN ACTUARIAL SERVICES

Table of Contents

		Page
Discussion		1
Funding Results		
Table I-A	Minimum Required Contribution	I-1
Table I-B	Sensitivity Analysis	I-2
Table I-C	Gain and Loss Analysis	I-3
Table I-D	Present Value of Future Benefits	I-4
Table I-E	Present Value of Accrued Benefits	I-5
Table I-F	Present Value of Vested Benefits	I-6
Table I-G	Entry Age Normal Accrued Liability	I-7
Table I-H	Entry Age Normal Cost	I-8
Table I-I	Unfunded Liability Bases	I-9
Accounting Results		
Table II-A	GASB 25/27 Results	II-1
Table II-B	GASB 25/27 Disclosures	II-2
Table II-C	SFAS 35 Disclosures	II-3
Assets		
Table III-A	Actuarial Value of Assets	III-1
Table III-B	Market Value of Assets	III-2
Table III-C	Investment Return	III-3
Table III-D	Asset Reconciliation	III-4
Table III-E	Historical Trust Fund Detail	III-5
Table III-F	Other Reconciliations	III-6
Data		
Table IV-A	Summary of Participant Data	IV-1
Table IV-B	Data Reconciliation	IV-2
Table IV-C	Active Participant Data	IV-3
Table IV-D	Active Age-Service Distribution	IV-4
Table IV-E	Active Age-Service-Salary Table	IV-5
Table IV-F	Inactive Participant Data	IV-6
Table IV-G	Projected Benefit Payments	IV-7
Methods & Assumptions		
Table V-A	Summary of Actuarial Methods and Assumptions	V-1
Table V-B	Changes in Actuarial Methods and Assumptions	V-3
Plan Provisions		
Table VI-A	Summary of Plan Provisions	VI-1
Table VI-B	Summary of Plan Amendments	VI-5

April 2, 2015

Introduction

This report presents the revised results of the October 1, 2014 actuarial valuation of the City of Tamarac Elected and Appointed Officers and Non-Represented Employees Retirement Plan. The report is based on the participant data and asset information provided by the pension plan administrator and, except for a cursory review for reasonableness including a comparison to the data provided for the previous valuation, we have not attempted to verify the accuracy of this information. The revisions reflects the assumption that no decrements occur during the first year following the valuation date.

The primary purpose of this report is to provide a summary of the funded status of the plan as of October 1, 2014 and to determine the minimum required contribution under Chapter 112, Florida Statutes, for the 2014/15 plan year. In addition, this report provides a projection of the long-term funding requirements of the plan, accounting disclosures pursuant to Governmental Accounting Standards Board Statement Nos. 25 and 27 (GASB 25/27), statistical information concerning the assets held in the trust, statistical information concerning the participant population, and a summary of any recent plan changes.

The liabilities and cost presented in this report are based on numerous assumptions concerning the cost of benefits to be provided in the future, long-term investment returns, and the future demographic experience of the current participants. Anyone referring to this report should remember that the cost developed herein is only an *estimate* of the true cost of providing post-employment pension benefits. No one can predict with certainty whether the true cost will be higher or lower than the cost presented in this report. The calculated cost is entirely dependent upon the assumptions that are described in Table V-A. If any of the assumptions is changed, then the cost shown in this report will change accordingly. Likewise, if any of the assumptions is not completely realized, then the cost shown in this report will change in the future.

Certain assumptions play a bigger role than others in determining the cost of the post-employment pension benefits. In some cases, relatively small changes in a particular assumption can have a dramatic impact on the anticipated cost of benefits. Although a thorough analysis of the impact of such changes is beyond the scope of this report, Table I-B illustrates the impact that alternative long-term investment returns would have on the minimum required contribution rate.

Minimum Required Contribution

Table I-A shows the development of the minimum required contribution for the 2014/15 plan year. The minimum required contribution rate is 30.42% of covered payroll, which represents a decrease of 3.37% of payroll from the prior valuation.

Table I-C provides a breakdown of the sources of change in the contribution rate. Significantly, the rate increased by 2.43% of payroll due to investment losses, decreased by 1.82% of payroll due to demographic experience, and decreased by another 3.98% of payroll due to the assumption changes discussed below. Although the market value of assets earned 8.53% during the 2013/14 plan year, the actuarial value of assets is based on the market value adjusted to reflect a five-year phase-in of the net investment earnings that occur after September 30, 2013. On this basis, the actuarial value of assets earned 1.65% during the 2013/14 plan year, whereas a 7.00% annual investment return was required to maintain a stable contribution rate.

Chapter 112, Florida Statutes, sets forth the rules concerning the minimum required contribution for public pension plans within the state. Essentially, the City must contribute an amount equal to the annual normal cost of the plan plus an amortization payment towards the unfunded liability, where the amortization period is no longer than 30 years and where both amounts are adjusted as necessary for administrative expenses and to reflect interest on any delayed payment of the contribution beyond the valuation date. On this basis, the City's 2014/15 minimum required contribution will be equal to 30.42% multiplied by the total pensionable earnings for the 2014/15 fiscal year for the active employees who are covered by the plan.

Based on the current assets, participant data, and actuarial assumptions and methods that are used to value the plan, the present-day value of the total long-term funding requirement is $49,493,497. As illustrated in Table I-A, current assets are sufficient to cover $29,484,473 of this amount, the employer's 2014/15 expected contribution will cover $2,024,774 of this amount, and future employee contributions are expected to cover $4,208,949 of this amount, leaving $13,775,301 to be covered by future employer funding beyond the 2014/15 fiscal year. Again, demographic and investment experience that differs from that assumed will either increase or decrease the future employer funding requirement.

Amortization of the Unfunded Liability

This plan uses the entry age normal cost method to develop an unfunded liability each year. The unfunded liability is then amortized or "paid off" over a period of time. The period over which the unfunded liability is amortized is often referred to as the "funding period" of the plan. Under Chapter 112 the maximum allowable funding period is 30 years and this is the funding period that is used for new components of the unfunded liability. In addition, the annual payment towards the outstanding balance of the unfunded liability is calculated as a level dollar amount. Table I-I shows the various components of the unfunded liability and the respective funding period for each component.

Advance Employer Contribution

The City has made contributions to the plan in excess of the minimum amount that was required to be contributed pursuant to Chapter 112. In this report, the excess contributions are referred to as an "advance employer contribution." As of October 1, 2014, the advance employer contribution is $981,881, which reflects the advance employer contribution of $981,881 as of October 1, 2013 as shown in Table III-F.

The City may apply all or any portion of the advance employer contribution towards the minimum required contribution for the 2014/15 plan year or for any later plan year. The minimum required contribution for that plan year will be reduced dollar-for-dollar by the amount of the advance employer contribution that is applied in this manner.

Alternatively, at any time, the City may apply all or any portion of the advance employer contribution as an *extra* contribution in excess of the minimum required contribution. In this case, the immediate application of the entire balance of the advance employer contribution as of October 1, 2014 would reduce the minimum required contribution for the 2014/15 plan year to 29.31% of payroll.

Contents of the Report

Tables I-D through I-H provide a detailed breakdown of various liability amounts by type of benefit and by participant group. Tables II-A through II-C provide information needed by both the plan's and the employer's accountants in order to prepare the relevant financial statements that cover the period October 1, 2013 through September 30, 2014. Tables III-A through III-F provide information concerning the assets of the trust fund. Specifically, Table III-A shows the development of the actuarial value of assets, which is based on a five-year phase-in of the net investment earnings that occur after September 30, 2013 in order to provide a more stable and predictable contribution rate for the employer. Tables IV-A through IV-G provide statistical information concerning the plan's participant population. In particular, Table IV-G gives a 10-year projection of the cash that is expected to be required from the trust fund in order to pay benefits to the current group of participants. Finally, Tables V-A through VI-B provide a summary of the actuarial assumptions and methods that are used to value the plan's benefits and of the relevant plan provisions as of October 1, 2014, as well as a summary of the changes that have occurred since the previous valuation report was prepared.

Assumption Changes

Since the previous valuation was prepared, two assumptions have been changed. First, the mortality basis was updated from the 1994 Group Annuity Reserving Table, projected to 2002 by Scale AA, to the RP-2000 Mortality Table, projected to 2015 by Scale AA. Second, no decrements have been assumed to occur during the first year following the valuation date. These assumption changes resulted in a decrease in the contribution rate equal to 3.98% of covered payroll.

Certification

This actuarial valuation was prepared 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 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 change in plan costs or required contribution rates have been taken into account in the valuation.

For the firm,

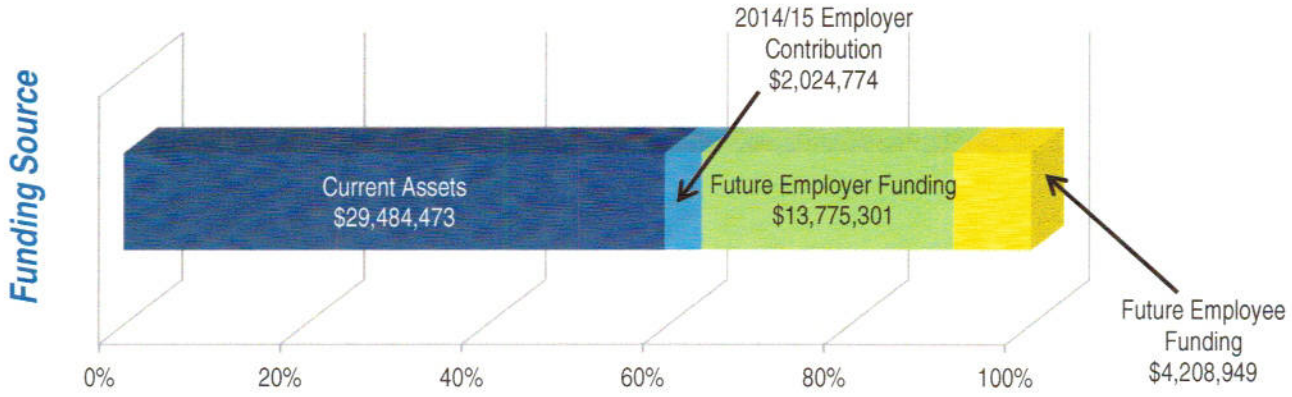
Charles T. Carr
Consulting Actuary
Southern Actuarial Services Company, Inc.

Enrolled Actuary No. 14-04927

The individual above is a member of the American Academy of Actuaries and meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

Minimum Required Contribution

Table I-A



	For the 2014/15 Plan Year
Entry Age Normal Cost	$1,939,802
Unfunded Liability Amortization Payment	$703,941
Expense Allowance	$46,589
Expected Employee Contribution	($665,558)
	$2,024,774
Adjustment to Reflect Beginning-of-Year Employer Contribution	$0
Preliminary Employer Contribution for the 2014/15 Plan Year	$2,024,774
Expected Payroll for the 2014/15 Plan Year	÷ *$6,655,576*
Minimum Required Contribution Rate	**30.42%**

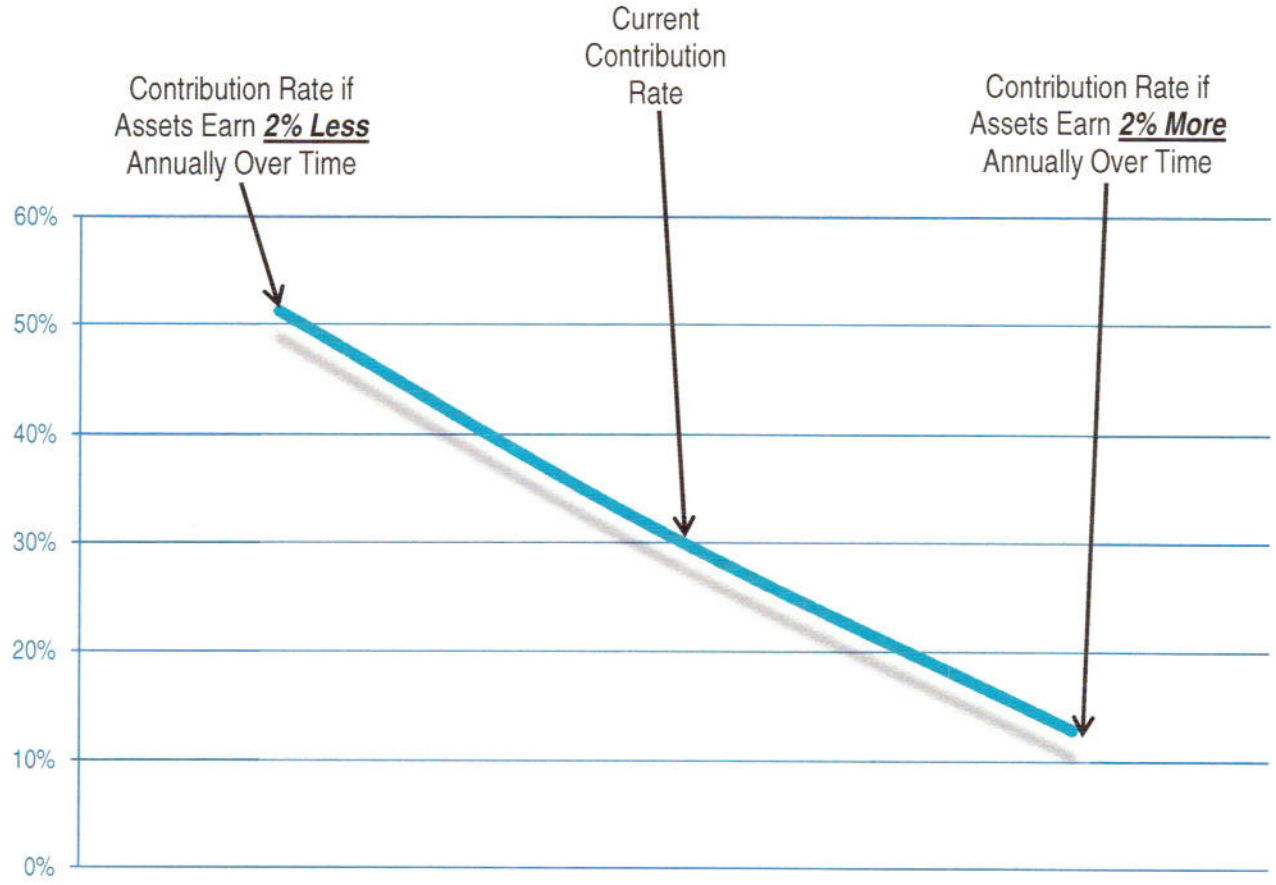
(The actual contribution should be based on the minimum required contribution rate multiplied by the actual payroll for the year.)

Additional Disclosures

Present Value of Future Compensation	$42,089,470
Present Value of Future Employer Contributions	$15,800,075
Present Value of Future Employee Contributions	$4,208,949

Sensitivity Analysis

Table I-B



The line above illustrates the sensitivity of the contribution rate to changes in the long-term investment return.

Gain and Loss Analysis

Table I-C

Source of Change in the Contribution Rate

Previous minimum required contribution rate	33.79%
Increase (decrease) due to investment gains and losses	2.43%
Increase (decrease) due to demographic experience	-1.82%
Increase (decrease) due to plan amendments	0.00%
Increase (decrease) due to actuarial assumption changes	-3.98%
Increase (decrease) due to actuarial method changes	0.00%
Current minimum required contribution rate	30.42%

Source of Change in the Unfunded Liability

Previous unfunded liability	$7,680,408
Increase due to employer normal cost for the prior year	$868,320
Increase due to interest on normal cost and unfunded liability	$598,411
Decrease due to employer contributions	($2,129,940)
Decrease due to interest on employer contributions	($60,783)
Expected unfunded liability	$6,956,416
Increase (decrease) due to plan experience	$898,369
Increase (decrease) due to plan amendments	$0
Increase (decrease) due to actuarial assumption changes	$99,452
Increase (decrease) due to actuarial method changes	$0
Current unfunded liability	$7,954,237

Present Value of Future Benefits

Table I-D

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
Actively Employed Participants			
Retirement benefits	$33,474,717	$33,474,717	$34,303,035
Termination benefits	$0	$0	$0
Disability benefits	$1,235,569	$1,235,569	$1,193,976
Death benefits	$363,292	$363,292	$394,383
Refund of employee contributions	$1,648	$1,648	$749
Sub-total	**$35,075,226**	**$35,075,226**	**$35,892,143**
Deferred Vested Participants			
Retirement benefits	$3,249,021	$3,249,021	$3,279,901
Termination benefits	$0	$0	$0
Disability benefits	$0	$0	$0
Death benefits	$0	$0	$0
Refund of employee contributions	$0	$0	$0
Sub-total	**$3,249,021**	**$3,249,021**	**$3,279,901**
Due a Refund of Contributions	**$0**	**$0**	**$0**
Deferred Beneficiaries	**$0**	**$0**	**$0**
Retired Participants			
Service retirements	$9,327,040	$9,327,040	$9,517,731
Disability retirements	$0	$0	$0
Beneficiaries receiving	$492,474	$492,474	$509,096
DROP participants	$0	$0	$0
Sub-total	**$9,819,514**	**$9,819,514**	**$10,026,827**
Grand Total	**$48,143,761**	**$48,143,761**	**$49,198,871**
Present Value of Future Payroll	$39,763,456	$39,763,456	$42,089,470
Present Value of Future Employee Contribs.	$3,976,346	$3,976,346	$4,208,949
Present Value of Future Employer Contribs.	$14,961,286	$14,961,286	$15,800,075

Present Value of Accrued Benefits

Table I-E

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
Actively Employed Participants			
Retirement benefits	$18,905,519	$18,905,519	$18,445,244
Termination benefits	$0	$0	$0
Disability benefits	$575,035	$575,035	$516,317
Death benefits	$243,784	$243,784	$252,024
Refund of employee contributions	$73,422	$73,422	$73,067
Sub-total	**$19,797,760**	**$19,797,760**	**$19,286,652**
Deferred Vested Participants			
Retirement benefits	$3,249,021	$3,249,021	$3,279,901
Termination benefits	$0	$0	$0
Disability benefits	$0	$0	$0
Death benefits	$0	$0	$0
Refund of employee contributions	$0	$0	$0
Sub-total	**$3,249,021**	**$3,249,021**	**$3,279,901**
Due a Refund of Contributions	**$0**	**$0**	**$0**
Deferred Beneficiaries	**$0**	**$0**	**$0**
Retired Participants			
Service retirements	$9,327,040	$9,327,040	$9,517,731
Disability retirements	$0	$0	$0
Beneficiaries receiving	$492,474	$492,474	$509,096
DROP participants	$0	$0	$0
Sub-total	**$9,819,514**	**$9,819,514**	**$10,026,827**
Grand Total	**$32,866,295**	**$32,866,295**	**$32,593,380**

Present Value of Vested Benefits

Table I-F

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
Actively Employed Participants			
Retirement benefits	$17,922,474	$17,922,474	$17,432,542
Termination benefits	$0	$0	$0
Disability benefits	$575,035	$575,035	$516,317
Death benefits	$151,781	$151,781	$158,118
Refund of employee contributions	$99,006	$99,006	$91,154
Sub-total	**$18,748,296**	**$18,748,296**	**$18,198,131**
Deferred Vested Participants			
Retirement benefits	$3,249,021	$3,249,021	$3,279,901
Termination benefits	$0	$0	$0
Disability benefits	$0	$0	$0
Death benefits	$0	$0	$0
Refund of employee contributions	$0	$0	$0
Sub-total	**$3,249,021**	**$3,249,021**	**$3,279,901**
Due a Refund of Contributions	**$0**	**$0**	**$0**
Deferred Beneficiaries	**$0**	**$0**	**$0**
Retired Participants			
Service retirements	$9,327,040	$9,327,040	$9,517,731
Disability retirements	$0	$0	$0
Beneficiaries receiving	$492,474	$492,474	$509,096
DROP participants	$0	$0	$0
Sub-total	**$9,819,514**	**$9,819,514**	**$10,026,827**
Grand Total	**$31,816,831**	**$31,816,831**	**$31,504,859**

Entry Age Normal Accrued Liability

Table I-G

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
Actively Employed Participants			
Retirement benefits	$23,319,351	$23,319,351	$23,222,617
Termination benefits	$0	$0	$0
Disability benefits	$731,323	$731,323	$673,869
Death benefits	$218,969	$218,969	$235,219
Refund of employee contributions	$1,080	$1,080	$277
Sub-total	**$24,270,723**	**$24,270,723**	**$24,131,982**
Deferred Vested Participants			
Retirement benefits	$3,249,021	$3,249,021	$3,279,901
Termination benefits	$0	$0	$0
Disability benefits	$0	$0	$0
Death benefits	$0	$0	$0
Refund of employee contributions	$0	$0	$0
Sub-total	**$3,249,021**	**$3,249,021**	**$3,279,901**
Due a Refund of Contributions	**$0**	**$0**	**$0**
Deferred Beneficiaries	**$0**	**$0**	**$0**
Retired Participants			
Service retirements	$9,327,040	$9,327,040	$9,517,731
Disability retirements	$0	$0	$0
Beneficiaries receiving	$492,474	$492,474	$509,096
DROP participants	$0	$0	$0
Sub-total	**$9,819,514**	**$9,819,514**	**$10,026,827**
Grand Total	**$37,339,258**	**$37,339,258**	**$37,438,710**
less Actuarial Value of Assets	*($29,484,473)*	*($29,484,473)*	*($29,484,473)*
Unfunded Accrued Liability	**$7,854,785**	**$7,854,785**	**$7,954,237**

Entry Age Normal Cost

Table I-H

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
Actively Employed Participants			
Retirement benefits	$1,225,721	$1,225,721	$1,833,761
Termination benefits	$0	$0	$0
Disability benefits	$78,223	$78,223	$81,546
Death benefits	$21,890	$21,890	$24,216
Refund of employee contributions	$340	$340	$279
Sub-total	**$1,326,174**	**$1,326,174**	**$1,939,802**
Deferred Vested Participants			
Retirement benefits	$0	$0	$0
Termination benefits	$0	$0	$0
Disability benefits	$0	$0	$0
Death benefits	$0	$0	$0
Refund of employee contributions	$0	$0	$0
Sub-total	**$0**	**$0**	**$0**
Due a Refund of Contributions	**$0**	**$0**	**$0**
Deferred Beneficiaries	**$0**	**$0**	**$0**
Retired Participants			
Service retirements	$0	$0	$0
Disability retirements	$0	$0	$0
Beneficiaries receiving	$0	$0	$0
DROP participants	$0	$0	$0
Sub-total	**$0**	**$0**	**$0**
Grand Total	**$1,326,174**	**$1,326,174**	**$1,939,802**

Unfunded Liability Bases

Table I-I

Description	Original Amount	Outstanding Balance	Amortization Payment	Years Rem.
	Total	***$7,954,237***	***$703,941***	
Initial Unfunded Liability	$8,427,025	$8,423,860	$726,570	21
2005/06 Experience Gain	($537,954)	($533,190)	($45,050)	22
2006/07 Experience Loss	$713,345	$699,408	$57,988	23
10/1/2008 Method Change	($996,242)	($964,226)	($78,570)	24
2007/08 Experience Loss	$1,540,614	$1,491,103	$121,503	24
2008/09 Experience Loss	$915,268	$872,798	$69,996	25
2009/10 Experience Loss	$2,556,391	$2,397,622	$189,482	26
2010/11 Experience Loss	$105,907	$97,536	$7,605	27
1/1/2012 Amendment	($11)	($8)	($1)	27
2011/12 Experience Loss	$118,781	$110,571	$8,514	28
10/1/2013 Method Change	($4,498,116)	($4,181,572)	($318,302)	29
2012/13 Experience Gain	($1,567,817)	($1,457,486)	($110,944)	29
2013/14 Experience Loss	$898,369	$898,369	$67,660	30
10/1/2014 Assumption Change	$99,452	$99,452	$7,490	30

GASB 25/27 Results

Table II-A

Development of the Net Pension Obligation (Asset)

Net Pension Obligation (Asset) as of October 1, 2013	($1,612,590)
Annual Pension Cost for the 2013/14 Plan Year	$1,553,790
Employer Contributions for the 2013/14 Plan Year	($2,129,940)
Net Increase (Decrease) in NPO	($576,150)
Net Pension Obligation (Asset) as of October 1, 2014	**($2,188,740)**

GASB 25/27 Disclosures

Table II-B

Schedule of Employer Contributions

Year Ended September 30	Annual Required Contribution	% Contrib.	Annual Pension Cost	% Contrib.
2009	$1,363,166	100%	$1,363,166	100%
2010	$1,528,317	130%	$1,528,317	130%
2011	$1,763,595	111%	$1,751,520	112%
2012	$1,805,899	122%	$1,788,273	124%
2013	$1,777,424	128%	$1,748,469	130%
2014	$1,545,220	138%	$1,553,790	137%

Schedule of Funding Progress

Actuarial Valuation Date	(1) Actuarial Value of Assets	(2) Actuarial Accrued Liability (AAL)	(3) Unfunded AAL (UAAL) (2) – (1)	(4) Funded Ratio (1) ÷ (2)	(5) Covered Payroll	(6) UAAL as % of Covered Payroll (3) ÷ (5)
October 1, 2009	$11,195,853	$22,028,355	$10,832,502	50.82%	$4,833,856	224.10%
October 1, 2010	$13,583,013	$27,179,851	$13,596,838	49.97%	$5,261,520	258.42%
October 1, 2011	$15,665,465	$29,623,846	$13,958,381	52.88%	$4,992,711	279.58%
October 1, 2012	$18,675,782	$32,519,617	$13,843,835	57.43%	$5,048,120	274.24%
October 1, 2013	$27,153,986	$34,834,394	$7,680,408	77.95%	$4,573,118	167.95%
October 1, 2014	$29,484,473	$37,438,710	$7,954,237	78.75%	$6,655,576	119.51%

Additional Information

Valuation Date ***October 1, 2014***

Actuarial Cost Method ***Entry age normal***

Amortization Method ***Level dollar, closed***

Remaining Amortization Period ***30 years***

Asset Valuation Method ***Five-year smoothed market value***

Discount Rate ***7.00%***

Salary Increase Rate ***5.00%***

SFAS 35 Disclosures

Table II-C

Actuarial Present Value of Accrued Benefits

	As of October 1, 2013	As of October 1, 2014
Vested Benefits		
Participants currently receiving benefits	$9,991,539	$10,026,827
Other participants	$19,313,122	$21,478,032
Sub-total	$29,304,661	$31,504,859
Non-Vested Benefits	$891,948	$1,088,521
Total Benefits	**$30,196,609**	**$32,593,380**
Funded Percentage (based on the market value of assets)	93.18%	99.66%

Statement of Change in Actuarial Present Value of Accrued Benefits

Actuarial Present Value as of October 1, 2013	**$30,196,609**
Increase (Decrease) Due To:	
Interest	$2,113,763
Benefits accumulated	$1,419,386
Benefits paid	($863,463)
Plan amendments	$0
Changes in actuarial methods and assumptions	($272,915)
Net increase (decrease)	**$2,396,771**
Actuarial Present Value as of October 1, 2014	**$32,593,380**

Actuarial Value of Assets

Table III-A

	Net Investment Gain (Loss)		Unrecognized Gain (Loss)
For the 2010/11 plan year	*N/A*	*x 20%*	*N/A*
For the 2011/12 plan year	*N/A*	*x 40%*	*N/A*
For the 2012/13 plan year	*N/A*	*x 60%*	*N/A*
For the 2013/14 plan year	*$2,518,348*	*x 80%*	*$2,014,678*
			$2,014,678

Market Value of Assets as of October 1, 2014	$32,481,032
Minus advance employer contributions	($981,881)
Adjustment for unrecognized gain or loss as shown above, but restricted to an amount that keeps the actuarial value of assets within an 80%-120% corridor of the market value	($2,014,678)
Actuarial Value of Assets as of October 1, 2014	**$29,484,473**

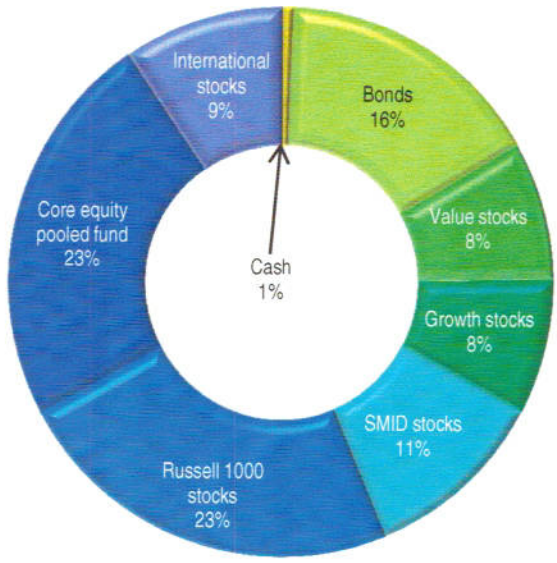
Historical Actuarial Value of Assets

October 1, 2005	$0
October 1, 2006	$6,051,404
October 1, 2007	$8,287,371
October 1, 2008	$9,628,373
October 1, 2009	$11,195,853
October 1, 2010	$13,583,013
October 1, 2011	$15,665,465
October 1, 2012	$18,675,782
October 1, 2013	$27,153,986
October 1, 2014	$29,484,473

Market Value of Assets

Table III-B

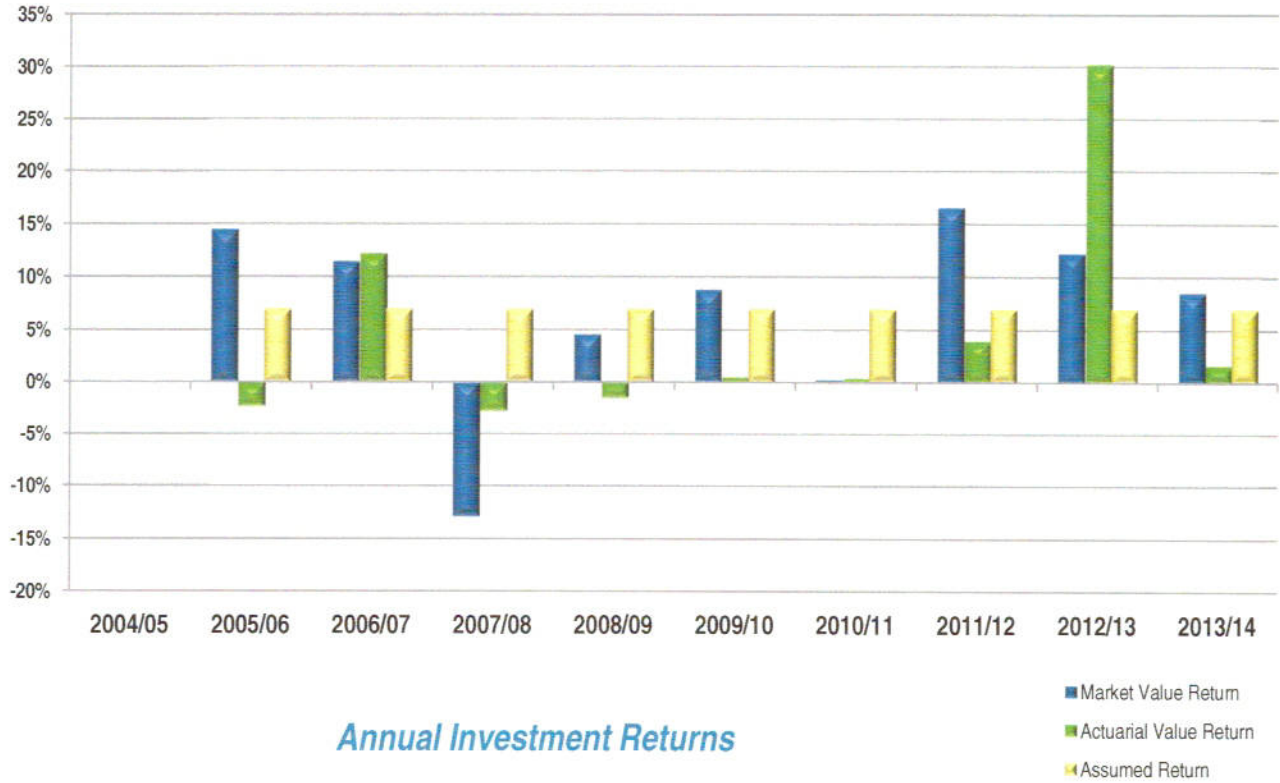
	As of October 1, 2014
Market Value of Assets	**$32,481,032**
Cash	$195,083
Bonds	$5,198,959
Value stocks	$2,664,466
Growth stocks	$2,599,479
SMID stocks	$3,541,790
Russell 1000 stocks	$7,603,477
Core equity pooled fund	$7,603,477
International stocks	$3,086,882
Accounts payable	($12,581)



Historical Market Value of Assets	
October 1, 2005	$0
October 1, 2006	$6,333,670
October 1, 2007	$8,855,344
October 1, 2008	$9,273,617
October 1, 2009	$11,803,150
October 1, 2010	$15,284,596
October 1, 2011	$17,339,652
October 1, 2012	$22,741,134
October 1, 2013	$28,135,867
October 1, 2014	$32,481,032

Investment Return

Table III-C



Annual Investment Returns

Plan Year	Market Value Return	Actuarial Value Return	Assumed Return
2004/05	N/A	N/A	N/A
2005/06	14.51%	-2.33%	7.00%
2006/07	11.46%	12.18%	7.00%
2007/08	-12.86%	-2.74%	7.00%
2008/09	4.60%	-1.47%	7.00%
2009/10	8.85%	0.49%	7.00%
2010/11	0.23%	0.44%	7.00%
2011/12	16.56%	4.01%	7.00%
2012/13	12.24%	30.23%	7.00%
2013/14	8.53%	1.65%	7.00%
9yr. Avg.	6.76%	4.29%	7.00%

Asset Reconciliation

Table III-D

	Market Value	Actuarial Value
As of October 1, 2013	**$28,135,867**	**$27,153,986**
Increases Due To:		
Employer Contributions	$2,129,940	$2,129,940
Employee Contributions	$630,346	$630,346
Service Purchase Contributions	$0	$0
Total Contributions	$2,760,286	$2,760,286
Interest and Dividends	$8	
Realized Gains (Losses)	$0	
Unrealized Gains (Losses)	$2,518,348	
Total Investment Income	$2,518,356	$464,697
Other Income	$0	
Total Income	**$5,278,642**	**$3,224,983**
Decreases Due To:		
Monthly Benefit Payments	($758,768)	($758,768)
Refund of Employee Contributions	($104,695)	($104,695)
Total Benefit Payments	($863,463)	($863,463)
Investment Expenses	($38,981)	
Administrative Expenses	($31,033)	($31,033)
Advance Employer Contribution		$0
Total Expenses	**($933,477)**	**($894,496)**
As of October 1, 2014	**$32,481,032**	**$29,484,473**

Historical Trust Fund Detail

Table III-E

Income

Plan Year	Employer Contribs.	Employee Contribs.	Service Purchase Contribs.	Interest / Dividends	Realized Gains / Losses	Unrealized Gains / Losses	Other Income
2004/05	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2005/06	$1,419,583	$874,651	$3,658,388	$0	$0	$428,539	$0
2006/07	$1,182,130	$720,283	$0	$0	$0	$823,354	$0
2007/08	$1,364,737	$537,676	$0	$0	$0	-$1,245,321	$0
2008/09	$1,697,115	$578,043	$0	$0	$0	$473,819	$0
2009/10	$1,986,045	$626,059	$0	$1,684	$0	$1,166,924	$1,508
2010/11	$1,958,981	$685,143	$0	$157	$0	$64,610	$0
2011/12	$2,211,719	$713,434	$130,210	$57	$0	$3,103,964	$0
2012/13	$2,278,870	$883,964	$0	$13	$0	$2,970,636	$0
2013/14	$2,129,940	$630,346	$0	$8	$0	$2,518,348	$0

Expenses

Plan Year	Monthly Benefit Payments	Contrib. Refunds	Admin. Expenses	Invest. Expenses
2004/05	N/A	N/A	N/A	N/A
2005/06	$21,624	$2,086	$23,781	$0
2006/07	$32,458	$122,528	$49,107	$0
2007/08	$78,815	$100,553	$59,451	$0
2008/09	$166,204	$8,879	$44,361	$0
2009/10	$244,728	$0	$33,955	$22,091
2010/11	$560,250	$22,114	$44,108	$27,363
2011/12	$555,067	$139,141	$25,348	$38,346
2012/13	$640,550	$33,641	$28,287	$36,272
2013/14	$758,768	$104,695	$31,033	$38,981

Other Actuarial Adjustments

	Advance Employer Contribs.
2004/05	N/A
2005/06	-$217,734
2006/07	$285,707
2007/08	$73,513
2008/09	$333,949
2009/10	$6,446
2010/11	$0
2011/12	$0
2012/13	$0
2013/14	$0

Note: Prior to October 1, 2009, information was not available to separate the investment expenses from the investment income nor was information available to separate the investment income by source. Monthly benefit payments include contribution refunds for the 2009/10 plan year.

Other Reconciliations

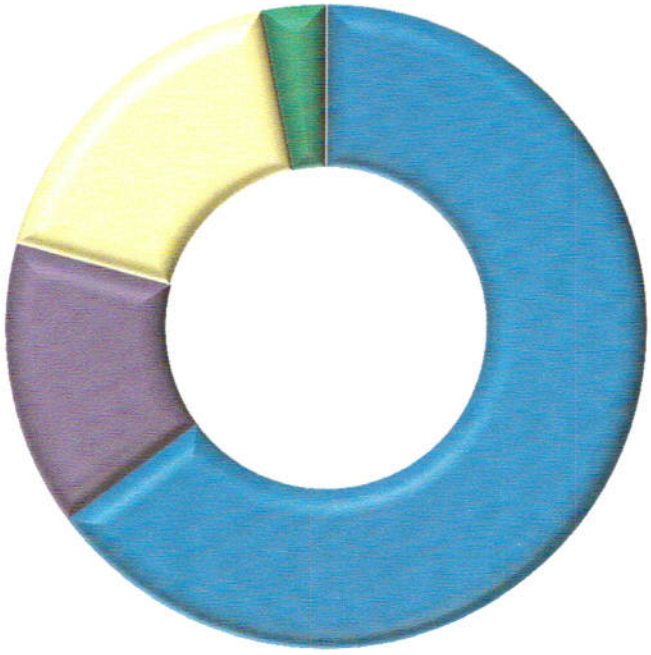
Table III-F

Advance Employer Contribution

Advance Employer Contribution as of October 1, 2013	$981,881
Additional Employer Contribution	$2,129,940
Minimum Required Contribution	($2,129,940)
Net Increase in Advance Employer Contribution	$0
Advance Employer Contribution as of October 1, 2014	$981,881

Summary of Participant Data

Table IV-A



Participant Distribution by Status

As of October 1, 2014

Actively Employed Participants	
Active Participants	81
DROP Participants	0
Inactive Participants	
Deferred Vested Participants	18
Due a Refund of Contributions	0
Deferred Beneficiaries	0
Participants Receiving a Benefit	
Service Retirements	22
Disability Retirements	0
Beneficiaries Receiving	4
Total Participants	**125**

Number of Participants Included in Prior Valuations

	Active	*DROP*	*Inactive*	*Retired*	*Total*
October 1, 2005	75	0	3	0	78
October 1, 2006	80	0	6	2	88
October 1, 2007	78	0	9	4	91
October 1, 2008	81	0	13	5	99
October 1, 2009	79	0	15	8	102
October 1, 2010	75	0	17	14	106
October 1, 2011	73	0	15	18	106
October 1, 2012	81	0	14	21	116
October 1, 2013	77	0	17	24	118
October 1, 2014	81	0	18	26	125

Data Reconciliation

Table IV-B

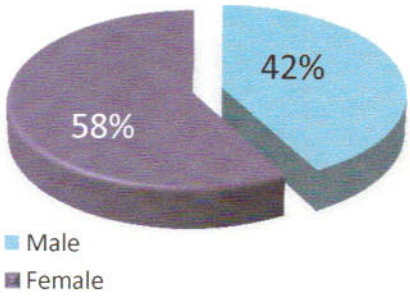
	Active	DROP	Deferred Vested	Due a Refund	Def. Benef.	Service Retiree	Disabled Retiree	Benef. Rec'v.	Total
October 1, 2013	77	0	17	0	0	22	0	2	**118**
Change in Status									
Re-employed	1		(1)						
Terminated	(5)		4	1					
Retired	(1)					1			
Participation Ended									
Transferred Out									
Cashed Out			(1)	(1)					**(2)**
Died			(1)			(1)			**(2)**
Participation Began									
Newly Hired	7								**7**
Transferred In	2								**2**
New Beneficiary								2	**2**
Other Adjustment									
October 1, 2014	81	0	18	0	0	22	0	4	**125**

Active Participant Data

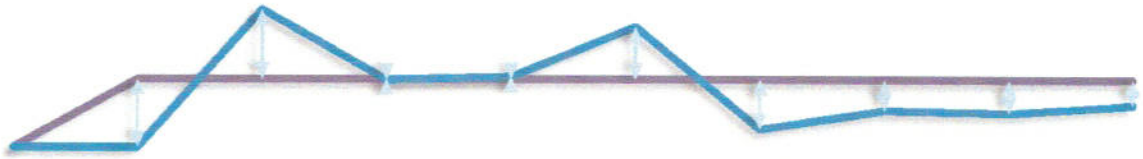
Table IV-C

As of October 1, 2014

Gender Mix



Average Age	50.1 years
Average Service	10.8 years
Total Annualized Compensation for the Prior Year	$6,338,644
Total Expected Compensation for the Current Year	$6,655,576
Average Increase in Compensation for the Prior Year	3.15%
Expected Increase in Compensation for the Current Year	5.00%
Accumulated Contributions for Active Employees	$6,554,370



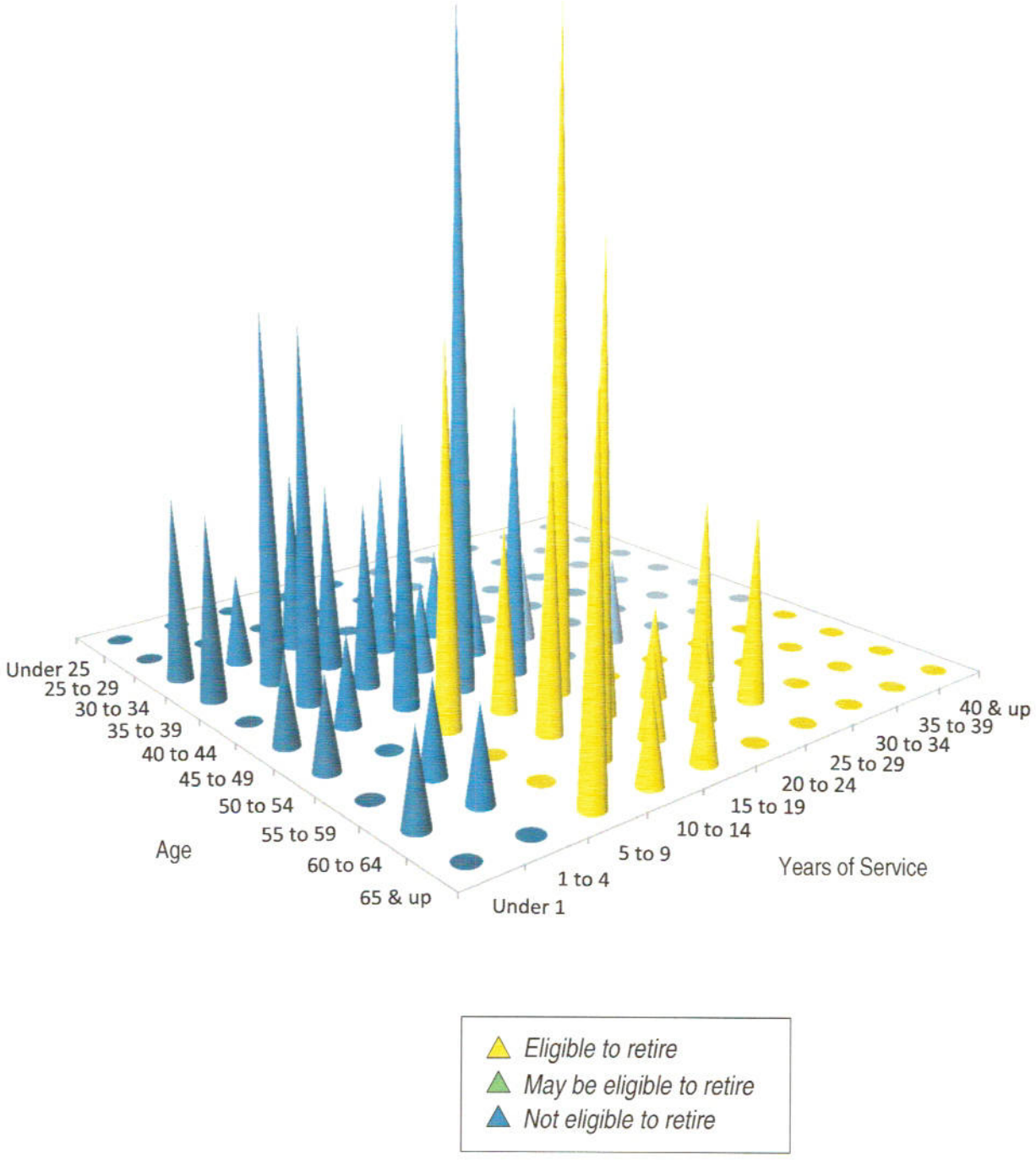
Actual vs. Expected Salary Increases

Active Participant Statistics From Prior Valuations

	Average Age	*Average Service*	*Average Salary*	*Average Expected Salary Increase*	*Average Actual Salary Increase*
October 1, 2005	49.0	7.9	$56,136	N/A	N/A
October 1, 2006	48.3	7.8	$58,721	5.00%	N/A
October 1, 2007	47.7	8.3	$65,578	5.00%	10.16%
October 1, 2008	47.7	8.6	$65,587	5.00%	4.99%
October 1, 2009	48.8	8.8	$70,828	5.00%	5.21%
October 1, 2010	48.1	8.7	$77,000	5.00%	8.88%
October 1, 2011	48.6	9.6	$77,029	5.00%	1.38%
October 1, 2012	49.8	10.3	$77,535	5.00%	2.75%
October 1, 2013	50.0	11.0	$77,861	5.00%	2.56%
October 1, 2014	50.1	10.8	$78,255	5.00%	3.15%

Active Age-Service Distribution

Table IV-D



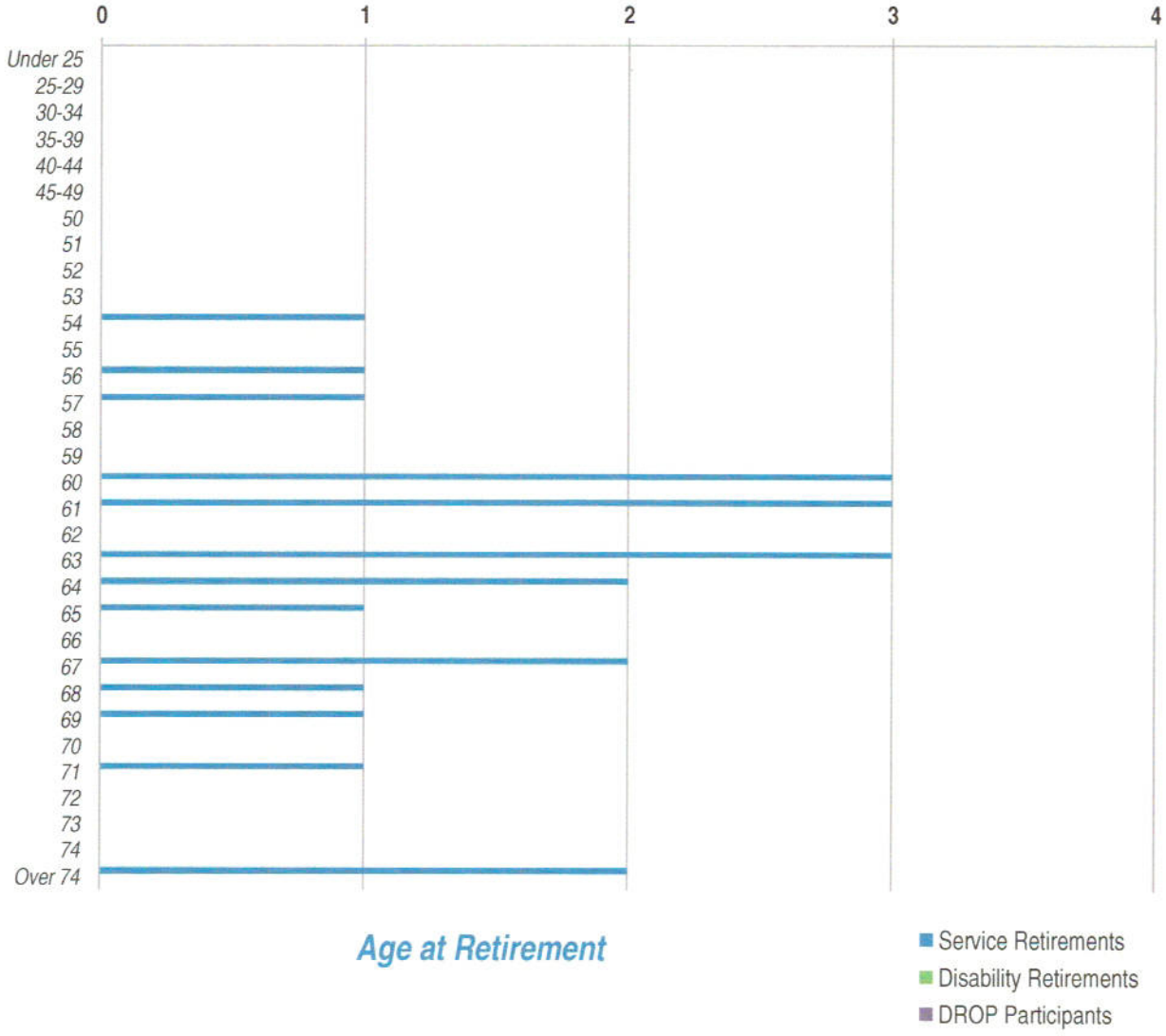
Active Age-Service-Salary Table

Table IV-E

Attained Age	Completed Years of Service										
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & up	Total
Under 25	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Avg.Pay	0	0	0	0	0	0	0	0	0	0	0
25 to 29	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Avg.Pay	0	0	0	0	0	0	0	0	0	0	0
30 to 34	**2**	**1**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**5**
Avg.Pay	45,018	52,394	79,949	0	0	0	0	0	0	0	60,465
35 to 39	**2**	**4**	**2**	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**11**
Avg.Pay	54,642	52,015	70,140	59,734	67,155	0	0	0	0	0	58,568
40 to 44	**0**	**4**	**2**	**1**	**1**	**1**	**0**	**0**	**0**	**0**	**9**
Avg.Pay	0	55,689	92,765	79,718	60,882	80,938	0	0	0	0	69,980
45 to 49	**1**	**1**	**3**	**7**	**3**	**0**	**1**	**0**	**0**	**0**	**16**
Avg.Pay	127,480	49,919	84,947	94,723	79,267	0	65,284	0	0	0	87,399
50 to 54	**1**	**0**	**4**	**2**	**7**	**0**	**0**	**0**	**0**	**0**	**14**
Avg.Pay	76,308	0	71,670	88,312	68,186	0	0	0	0	0	72,636
55 to 59	**0**	**1**	**0**	**3**	**2**	**1**	**2**	**0**	**0**	**0**	**9**
Avg.Pay	0	157,580	0	123,895	119,032	65,066	96,444	0	0	0	113,920
60 to 64	**1**	**1**	**0**	**5**	**1**	**1**	**2**	**0**	**0**	**0**	**11**
Avg.Pay	37,437	72,179	0	88,964	173,458	78,540	76,883	0	0	0	87,291
65 & up	**0**	**0**	**4**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**6**
Avg.Pay	0	0	60,937	63,990	53,731	0	0	0	0	0	60,245
Total	**7**	**12**	**17**	**21**	**16**	**3**	**5**	**0**	**0**	**0**	**81**
Avg.Pay	62,935	63,574	74,763	91,399	81,774	74,848	82,387	0	0	0	78,255

Inactive Participant Data

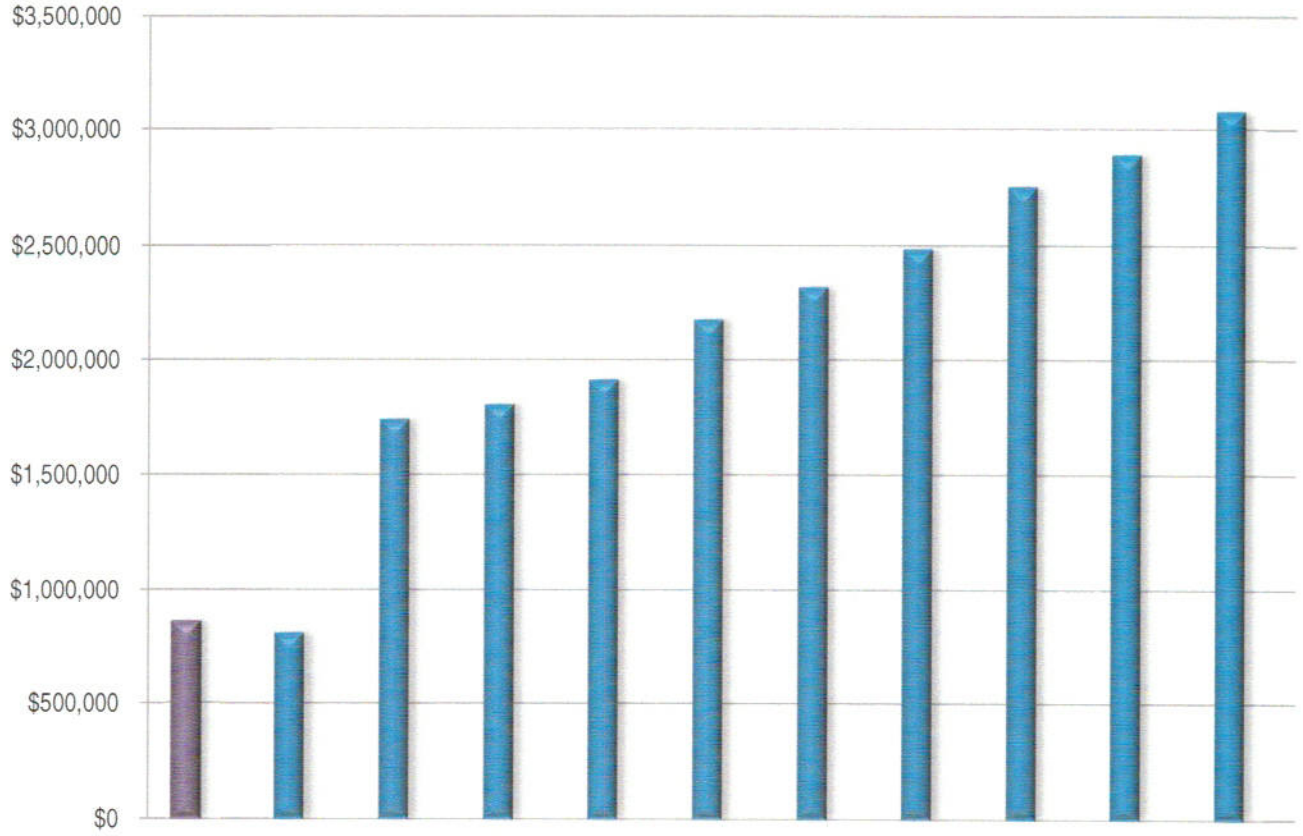
Table IV-F



	Average Monthly Benefit
Service Retirements	*$2,746.25*
Disability Retirements	*Not applicable*
Beneficiaries Receiving	*$813.86*
DROP Participants	*Not applicable*
Deferred Vested Participants	*$1,312.38*
Deferred Beneficiaries	*Not applicable*

Projected Benefit Payments

Table IV-G



Actual	
For the period October 1, 2013 through September 30, 2014	$863,463
Projected	
For the period October 1, 2014 through September 30, 2015	$810,916
For the period October 1, 2015 through September 30, 2016	$1,742,737
For the period October 1, 2016 through September 30, 2017	$1,806,066
For the period October 1, 2017 through September 30, 2018	$1,915,054
For the period October 1, 2018 through September 30, 2019	$2,180,269
For the period October 1, 2019 through September 30, 2020	$2,322,228
For the period October 1, 2020 through September 30, 2021	$2,487,990
For the period October 1, 2021 through September 30, 2022	$2,754,492
For the period October 1, 2022 through September 30, 2023	$2,894,352
For the period October 1, 2023 through September 30, 2024	$3,080,355

Summary of Actuarial Methods and Assumptions

Table V-A

1. Actuarial Cost Method

Individual entry age normal cost method. Under this actuarial cost method, a level funding cost is developed with respect to each benefit for each participant. The level funding cost for each benefit applies to the period beginning when the participant's service commences and ends when the participant is assumed to cease active participation due to each respective decrement. The actuarial accrued liability is equal to the accumulated level funding cost to the valuation date for all participants. The normal cost is equal to the level funding cost for the year immediately following the valuation date for all active participants.

2. Amortization Method

The unfunded liability is amortized as a level dollar amount over a period of up to 30 years.

3. Asset Method

The actuarial value of assets is equal to the market value of assets, adjusted to reflect a five-year phase-in of the net investment appreciation (both realized and unrealized) that occurs after September 30, 2013.

4. Interest (or Discount) Rate

7.00% per annum

5. Salary Increases

Plan compensation is assumed to increase at the rate of 5.00% per annum, unless actual plan compensation is known for a prior plan year.

6. Decrements

- Pre-retirement mortality: Sex-distinct rates set forth in the RP-2000 Mortality Table for annuitants, projected to 2015 by Scale AA, as published by the Internal Revenue Service (IRS) for purposes of Internal Revenue Code (IRC) section 430; future generational improvements in mortality have not been reflected.

- Post-retirement mortality: Sex-distinct rates set forth in the RP-2000 Mortality Table for annuitants, projected to 2015 by Scale AA, as published by the Internal Revenue Service (IRS) for purposes of Internal Revenue Code (IRC) section 430; future generational improvements in mortality have not been reflected.

Summary of Actuarial Methods and Assumptions

Table V-A

(continued)

• Disability:	Male disability rates set forth in the Wyatt 1985 Disability Study (Class 1)
• Termination:	None assumed
• Retirement:	5% of eligible participants are assumed to retire at each early retirement age and 100% of eligible participants are assumed to retire on their normal retirement age.

No decrements have been assumed to occur during the first year following the valuation date.

7. **Form of Payment**

Future retirees have been assumed to select the 10-year certain and life annuity.

8. **Marriage Assumption**

100% of participants are assumed to be married, with male spouses assumed to be three years older than female spouses.

9. **Expenses**

Administrative expenses are assumed to be 1.00% of covered payroll. In addition, the interest rate set forth in item 4. above is assumed to be net of investment expenses and commissions.

Changes in Actuarial Methods and Assumptions

Table V-B

Since the completion of the previous valuation, the following assumptions have been changed:

(1) The mortality basis was updated from the 1994 Group Annuity Reserving Table, projected to 2002 by Scale AA, to the RP-2000 Mortality Table, projected to 2015 by Scale AA.

(2) No decrements have been assumed to occur during the first year following the valuation date.

Summary of Plan Provisions

Table VI-A

1. Monthly Accrued Benefit

For elected officials:
6⅔% of Average Final Compensation for each completed year of Credited Service, with a pro-rata benefit accrual for a partial year and with the benefit limited to 80% of Average Final Compensation

For City manager and City attorney:
4.00% of Average Final Compensation multiplied by Credited Service, with the benefit limited to 80% of Average Final Compensation

For all other participants:
3.00% of Average Final Compensation multiplied by Credited Service, with the benefit limited to 80% of Average Final Compensation

2. Normal Retirement Age and Benefit

- **Age**
  Age 60 with at least five years of Credited Service;
  Age 57 with at least 20 years of Credited Service; or
  Age 55 with at least 25 years of Credited Service
- **Amount**
  Monthly Accrued Benefit
- **Form of Payment**
  Actuarially equivalent single life annuity (optional);
  10-year certain and life annuity (normal form of payment);
  Actuarially equivalent joint and contingent annuity (optional);
  Actuarially equivalent joint and contingent annuity with "pop-up" feature (optional); or
  Actuarially equivalent annuity plus a partial lump sum payment, with the partial lump sum payment equal to up to three years of monthly benefit payments with simple interest calculated at the rate of 4% per year and a refund of the participant's contributions during the same period

  (Note: All forms of payment guarantee at least the return of the participant's Accumulated Contributions.)

Summary of Plan Provisions

Table VI-A

(continued)

3. Early Retirement Age and Benefit

- **Age**
  Age 50 with at least five years of Credited Service
- **Amount**
  Monthly Accrued Benefit (payable at Normal Retirement Age); or
  Monthly Accrued Benefit reduced by 5% for each year by which the participant's Early Retirement Age precedes age 60 (payable at Early Retirement Age)
- **Form of Payment**
  Same as for Normal Retirement

4. Disability Eligibility and Benefit

- **Eligibility**
  All participants are eligible.
- **Condition**
  The participant must be totally and permanently disabled such that he is unable to perform his duties as a City employee.
- **Amount**
  Monthly Accrued Benefit
- **Form of Payment**
  Same as for Normal Retirement

5. Deferred Vested Benefit

- **Age**
  Any age with at least one year of Credited Service
- **Amount**
  Monthly Accrued Benefit multiplied by the Vested Percentage (payable at Normal Retirement Age); or
  Monthly Accrued Benefit multiplied by the Vested Percentage and reduced by 5% for each year by which the participant's Early Retirement Age precedes age 60 (payable at Early Retirement Age)
- **Form of Payment**
  Same as for Normal Retirement

Summary of Plan Provisions

Table VI-A

(continued)

6. Pre-Retirement Death Benefits

- **Fully or Partially Vested Participant**
  Upon the death prior to retirement of a fully or partially vested participant, the participant's beneficiary receives an immediate Pre-Retirement Survivor Annuity equal to one-half of a 50% joint and contingent annuity based on the participant's Monthly Accrued Benefit calculated without regard to any reduction for early retirement. The Pre-Retirement Survivor Annuity guarantees at least the return of the participant's Accumulated Contributions.
- **Non-Vested Participant**
  In the case of the death of a non-vested participant prior to retirement, his beneficiary will receive the participant's Accumulated Contributions.

7. Vested Percentage

Each participant earns a 20% vested interest in his Monthly Accrued Benefit for each whole year of Credited Service up to five years of Credited Service

8. Average Final Compensation

Average compensation for the highest five consecutive years of service prior to the determination; compensation includes total cash remuneration paid for services rendered to the City, but excludes: (i) bonuses, (ii) employer contributions to any health, dental, disability, or related insurance program, (iii) medical, child care, and other non-taxable reimbursements, (iv) employer contributions to a deferred compensation program under Internal Revenue Code (IRC) section 457, (v) cash payments of unused accumulated leave payable upon employment termination, and (vi) any overtime pay in excess of 300 hours per year after June 30, 2011.

9. Credited Service

The uninterrupted service, expressed in years and completed months, from the participant's date of hire until his date of termination, retirement, or death. For purposes of determining the Monthly Accrued Benefit, Credited Service earned prior to the effective date of the plan is not included for participants other than elected officials unless the participant purchases such credit by paying into the plan 50% of the full actuarial cost thereof. In addition, participants may purchase up to four years of credit for other prior governmental or military service by paying into the plan the full actuarial cost thereof, provided that no other pension benefit is granted for such service by any other governmental employer.

Summary of Plan Provisions

Table VI-A

(continued)

10. Participation Requirement

All managerial and non-bargaining employees, as well as charter officers and elected commissioners, of the City of Tamarac, Florida, may voluntarily participate in the plan. Subject to certain exceptions, those individuals who are hired on or after October 1, 2005 are required to participate in the plan.

11. Accumulated Contributions

The participant's Contributions accumulated with 2.50% simple interest per annum *(Prior to January 1, 2012, the participant's Contributions were accumulated with 4.00% simple interest per annum.)*

12. Participant Contributions

10% of compensation per year; participant Contributions are deemed to be "picked-up" by the City pursuant to Internal Revenue Code (IRC) §414(h)(2).

13. Actuarial Equivalence

Based on 7.00% interest per annum and the unisex mortality rates set forth in the 1994 Group Annuity Reserving Table, projected to 2002 by Scale AA

14. Automatic Cost-of-Living Adjustment

Effective each January 1, retirement, disability, and deferred vested benefits are automatically increased by 2% compounded annually after the participant has been receiving payments for at least five years.

15. Plan Effective Date

October 1, 2005

Summary of Plan Amendments

Table VI-B

No significant plan changes have been adopted since the completion of the previous valuation.