

June 24, 2020

Ms. Kathy Austin, Administrative Assistant
City of Crestview General Employees' Retirement Board
P. O. Drawer 1209
Crestview, FL 32536

RE: GASB Statement No.67 and No.68 – City of Crestview General Employees' Retirement Plan

Dear Board:

We are pleased to present to the Board a GASB Statement No.67 and No.68 measured as of September 30, 2019 for the City of Crestview General Employees' Retirement Plan.

The calculation of the liability associated with the benefits referenced in this report was performed for satisfying the requirements of GASB No.67 and No.68 is not applicable for other purposes, such as determining the plan's funding requirements. A calculation of the plan's liability for other purposes may produce significantly different results.

The total pension liability, net pension liability, and certain sensitivity information shown in this report are based on an actuarial valuation performed as of October 1, 2018. The total pension liability was rolled-forward from the valuation date to the plan's fiscal year ending September 30th, 2019 using generally accepted actuarial principles. It is our opinion that the assumptions used for this purpose are internally consistent, reasonable, and comply with the requirements under GASB No.67 and No.68.

Certain schedules should include a 10-year history of information. As provided for in GASB No.67 and No.68, this historical information is only presented for the last 2 years in which the information was measured in conformity with the requirements of GASB No.67 and No.68.

To the best of our knowledge, these statements are complete and accurate and are in accordance with generally recognized actuarial practices and methods. Future actuarial measurements may differ significantly from the current measurements presented in this report for a variety of reasons including changes in applicable laws, changes in plan provisions, changes in assumptions, or plan experience differing from expectations. Due to the limited scope of the valuation, we did not perform an analysis of the potential range of such future measurements.

If there are any questions, concerns, or comments about any of the items contained in this report, please contact me at 239-433-5500.

Respectfully submitted,

Foster & Foster, Inc.



By: _____
Drew D. Ballard, EA, MAAA
Enrolled Actuary #20-8193

Enclosures

STATEMENT OF FIDUCIARY NET POSITION
SEPTEMBER 30, 2019

<u>ASSETS</u>	MARKET VALUE
Cash and Cash Equivalents:	
Money Market	189,667
Total Cash and Equivalents	189,667
Receivables:	
Additional City Contributions	5,795
Total Receivable	5,795
Investments:	
Fixed Income	6,423,645
Equities	11,937,098
Real Estate	1,907,350
Total Investments	20,268,093
Total Assets	20,463,555
<u>LIABILITIES</u>	
Payables:	
Investment Expenses	3,823
Administrative Expenses	572
Total Liabilities	4,395
NET POSITION RESTRICTED FOR PENSIONS	20,459,160

STATEMENT OF CHANGES IN FIDUCIARY NET POSITION
FOR THE YEAR ENDED SEPTEMBER 30, 2019
Market Value Basis

ADDITIONS

Contributions:

Member	303,409	
City	455,980	
Total Contributions		759,389
 Investment Income:		
Net Increase in Fair Value of Investments	420,834	
Interest & Dividends	551,176	
Less Investment Expense ¹	(62,084)	
Net Investment Income		909,926
Total Additions		1,669,315

DEDUCTIONS

Distributions to Members:

Benefit Payments	633,482	
Lump Sum DROP Distributions	23,557	
Lump Sum PLOP Distributions	27,910	
Refunds of Member Contributions	116,007	
Total Distributions		800,956
 Administrative Expense		 58,103
Total Deductions		859,059
Net Increase in Net Position		810,256
 NET POSITION RESTRICTED FOR PENSIONS		
Beginning of the Year		19,648,904
 End of the Year		 20,459,160

¹Investment related expenses include investment advisory, custodial and performance monitoring fees.

NOTES TO THE FINANCIAL STATEMENTS
(For the Year Ended September 30, 2019)

Plan Administration

The Plan is a single-employer defined benefit pension plan administered by the Plan's Board of Trustees comprised of:

- a) Two Council appointees,
- b) Two Plan Members elected by the membership, and
- c) A fifth Member elected by other 4 and appointed by Council.

Plan Membership as of October 1, 2018:

Inactive Plan Members or Beneficiaries Currently Receiving Benefits	51
Inactive Plan Members Entitled to But Not Yet Receiving Benefits	22
Active Plan Members	113
	186

Benefits Provided

The Plan provides retirement, termination, disability and death benefits.

A summary of the benefit provisions can be found in the October 1, 2018 Actuarial Valuation Report for the City of Crestview General Employees' Retirement Plan prepared by Foster & Foster Actuaries and Consultants.

Contributions

Member: 6.4% of Salary.

City: 5.0% of Members' salaries plus any remaining amount required in order to pay current costs and amortize unfunded past service cost, if any, as provided in Part VII in Chapter 112, Florida Statutes.

Investment Policy:

The following was the Board's adopted asset allocation policy as of September 30, 2019:

Asset Class	Target Allocation
Domestic Equity	45.0%
International Equity	15.0%
Broad Market Fixed Income	25.0%
Fixed Income (Non-Core)	2.5%
Global Fixed Income	2.5%
Real Estate	10.0%
Total	100.0%

Concentrations:

The Plan did not hold investments in any one organization that represent 5 percent or more of the Pension Plan's Fiduciary Net Position.

Rate of Return:

For the year ended September 30, 2019, the annual money-weighted rate of return on Pension Plan investments, net of Pension Plan investment expense, was 4.64 percent.

The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

Deferred Retirement Option Program

Eligibility: Satisfaction of requirements for Normal Retirement.

Participation: Not more than 60 months.

Rate of Return: At election of Member (may change once during DROP period) either: 1) actual net rate of investment return (total return net of brokerage commissions, transaction costs, and management fees), or 2) 6.5%. Earnings are credited each fiscal quarter.

The DROP balance as September 30, 2019 is \$1,276,901.

NET PENSION LIABILITY OF THE SPONSOR

The components of the Net Pension Liability of the Sponsor on September 30, 2019 were as follows:

Total Pension Liability	\$ 21,871,565
Plan Fiduciary Net Position	\$ (20,459,160)
Sponsor's Net Pension Liability	\$ 1,412,405
Plan Fiduciary Net Position as a percentage of Total Pension Liability	93.54%

Actuarial Assumptions:

The Total Pension Liability was determined by an actuarial valuation as of October 1, 2018 updated to September 30, 2019 using the following actuarial assumptions:

Inflation	2.50%
Salary Increases	Service based
Discount Rate	7.25%
Investment Rate of Return	7.25%

Mortality Rate Healthy Active Lives:

Female: RP2000 Generational, 100% Combined Healthy White Collar, Scale BB.

Male: RP2000 Generational, 50% White Collar / 50% Blue Collar, Scale BB.

Mortality Rate Healthy Inactive Lives:

Female: RP2000 Generational, 100% Annuitant White Collar, Scale BB.

Male: RP2000 Generational, 50% Annuitant White Collar / 50% Annuitant Blue Collar, Scale BB.

Mortality Rate Disabled Lives:

Female: 100% RP2000 Disabled Female set forward two years.

Male: 100% RP2000 Disabled Male setback four years.

The assumed rates of mortality are mandated by Chapter 2015-157, Laws of Florida. This law mandates the use of the assumption used in either of the two most recent valuations of the Florida Retirement System (FRS). The above rates are those outlined in the July 1, 2018 FRS actuarial valuation report for non-special risk lives. We feel this assumption sufficiently accommodates future mortality improvements.

The most recent actuarial experience study used to review the other significant assumptions was dated August 29, 2016.

The Long-Term Expected Rate of Return on Pension Plan investments can be determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of Pension Plan investment expenses and inflation) are developed for each major asset class.

For 2019, the inflation rate assumption of the investment advisor was 2.50%.

These ranges are combined to produce the Long-Term Expected Rate of Return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

Best estimates of geometric real rates of return for each major asset class included in the Pension Plan's target asset allocation as of September 30, 2019 are summarized in the following table:

Asset Class	Long Term Expected Real Rate of Return ¹
Domestic Equity	7.5%
International Equity	8.5%
Broad Market Fixed Income	2.5%
Fixed Income (Non-Core)	2.5%
Global Fixed Income	3.5%
Real Estate	4.5%

¹ Source: AndCo Consulting

GASB 67

Discount Rate:

The Discount Rate used to measure the Total Pension Liability was 7.25 percent.

The projection of cash flows used to determine the Discount Rate assumed that Plan Member contributions will be made at the current contribution rate and that Sponsor contributions will be made at rates equal to the difference between actuarially determined contribution rates and the Member rate. Based on those assumptions, the Pension Plan's Fiduciary Net Position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the Long-Term Expected Rate of Return on Pension Plan investments was applied to all periods of projected benefit payments to determine the Total Pension Liability.

	1% Decrease 6.25%	Current Discount Rate 7.25%	1% Increase 8.25%
Sponsor's Net Pension Liability	\$ 4,048,575	\$ 1,412,405	\$ (770,908)

SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS
Last 2 Fiscal Years

	09/30/2019	09/30/2018
Total Pension Liability		
Service Cost	611,990	555,982
Interest	1,518,916	1,462,086
Changes of benefit terms	-	-
Differences between Expected and Actual Experience	(197,435)	(407,213)
Changes of assumptions	-	570,521
Benefit Payments, including Refunds of Employee Contributions	(800,956)	(761,657)
Net Change in Total Pension Liability	1,132,515	1,419,719
Total Pension Liability - Beginning	20,739,050	19,319,331
Total Pension Liability - Ending (a)	<u>\$ 21,871,565</u>	<u>\$ 20,739,050</u>
Plan Fiduciary Net Position		
Contributions - Employer	455,980	343,359
Contributions - Employee	303,409	285,401
Net Investment Income	909,926	1,522,216
Benefit Payments, including Refunds of Employee Contributions	(800,956)	(761,657)
Administrative Expense	(58,103)	(55,635)
Net Change in Plan Fiduciary Net Position	810,256	1,333,684
Plan Fiduciary Net Position - Beginning	19,648,904	18,315,220
Plan Fiduciary Net Position - Ending (b)	<u>\$ 20,459,160</u>	<u>\$ 19,648,904</u>
Net Pension Liability - Ending (a) - (b)	<u>\$ 1,412,405</u>	<u>\$ 1,090,146</u>
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	93.54%	94.74%
Covered Payroll	\$ 4,740,758	\$ 4,459,380
Net Pension Liability as a percentage of Covered Payroll	29.79%	24.45%

Notes to Schedule:*Changes of assumptions:*

For measurement date 09/30/2018, amounts reported as changes of assumptions resulted from lowering the investment return assumption from 7.50% to 7.25% per year, net of investment related expenses.

SCHEDULE OF CONTRIBUTIONS
Last 2 Fiscal Years

Fiscal Year Ended	Actuarially Determined Contribution	Contributions in relation to the Actuarially Determined Contributions	Contribution Deficiency (Excess)	Covered Payroll	Contributions as a percentage of Covered Payroll
09/30/2019	\$ 497,780	\$ 455,980	\$ 41,800	\$ 4,740,758	9.62%
09/30/2018	\$ 379,047	\$ 343,359	\$ 35,688	\$ 4,459,380	7.70%

Notes to Schedule

Calculation Timing: The Actuarially Determined Contribution is calculated using a October 1, 2017 valuation date.

Assumptions and methods used for determining the Actuarially Determined Contribution can be found in the October 1, 2017 Actuarial Valuation Report for the City of Crestview General Employees' Retirement Plan prepared by Foster & Foster Actuaries and Consultants.

SCHEDULE OF INVESTMENT RETURNS
Last 2 Fiscal Years

Fiscal Year Ended	Annual Money-Weighted Rate of Return Net of Investment Expense
09/30/2019	4.64%
09/30/2018	8.35%

NOTES TO THE FINANCIAL STATEMENTS
(For the Year Ended September 30, 2020)

Plan Description

The Plan is a single-employer defined benefit pension plan administered by the Plan's Board of Trustees comprised of:

- a) Two Council appointees,
- b) Two Plan Members elected by the membership, and
- c) A fifth Member elected by other 4 and appointed by Council.

Full-time employees who are not classified as Police Officers or Firefighters participate as a condition of employment.

Plan Membership as of October 1, 2018:

Inactive Plan Members or Beneficiaries Currently Receiving Benefits	51
Inactive Plan Members Entitled to But Not Yet Receiving Benefits	22
Active Plan Members	113
	186
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Benefits Provided

The Plan provides retirement, termination, disability and death benefits.

A summary of the benefit provisions can be found in the October 1, 2018 Actuarial Valuation Report for the City of Crestview General Employees' Retirement Plan prepared by Foster & Foster Actuaries and Consultants.

Contributions

Member: 6.4% of Salary.

City: 5.0% of Members' salaries plus any remaining amount required in order to pay current costs and amortize unfunded past service cost, if any, as provided in Part VII in Chapter 112, Florida Statutes.

Net Pension Liability

The measurement date is September 30, 2019.

The measurement period for the pension expense was October 1, 2018 to September 30, 2019.

The reporting period is October 1, 2019 through September 30, 2020.

The Sponsor's Net Pension Liability was measured as of September 30, 2019.

The Total Pension Liability used to calculate the Net Pension Liability was determined as of that date.

Actuarial Assumptions:

The Total Pension Liability was determined by an actuarial valuation as of October 1, 2018 updated to September 30, 2019 using the following actuarial assumptions:

Inflation	2.50%
Salary Increases	Service based
Discount Rate	7.25%
Investment Rate of Return	7.25%

Mortality Rate Healthy Active Lives:

Female: RP2000 Generational, 100% Combined Healthy White Collar, Scale BB.

Male: RP2000 Generational, 50% White Collar / 50% Blue Collar, Scale BB.

Mortality Rate Healthy Inactive Lives:

Female: RP2000 Generational, 100% Annuitant White Collar, Scale BB.

Male: RP2000 Generational, 50% Annuitant White Collar / 50% Annuitant Blue Collar, Scale BB.

Mortality Rate Disabled Lives:

Female: 100% RP2000 Disabled Female set forward two years.

Male: 100% RP2000 Disabled Male setback four years.

The assumed rates of mortality are mandated by Chapter 2015-157, Laws of Florida. This law mandates the use of the assumption used in either of the two most recent valuations of the Florida Retirement System (FRS). The above rates are those outlined in the July 1, 2018 FRS actuarial valuation report for non-special risk lives. We feel this assumption sufficiently accomodates future mortality improvements.

The most recent actuarial experience study used to review the other significant assumptions was dated August 29, 2016.

The Long-Term Expected Rate of Return on Pension Plan investments can be determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of Pension Plan investment expenses and inflation) are developed for each major asset class.

For 2019, the inflation rate assumption of the investment advisor was 2.50%.

These ranges are combined to produce the Long-Term Expected Rate of Return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

Best estimates of geometric real rates of return for each major asset class included in the Pension Plan's target asset allocation as of September 30, 2019 are summarized in the following table:

Asset Class	Target Allocation	Long Term Expected Real Rate of Return ¹
Domestic Equity	45.0%	7.5%
International Equity	15.0%	8.5%
Broad Market Fixed Income	25.0%	2.5%
Fixed Income (Non-Core)	2.5%	2.5%
Global Fixed Income	2.5%	3.5%
Real Estate	10.0%	4.5%
Total	100.0%	

¹ Source: AndCo Consulting

Discount Rate:

The Discount Rate used to measure the Total Pension Liability was 7.25 percent.

The projection of cash flows used to determine the Discount Rate assumed that Plan Member contributions will be made at the current contribution rate and that Sponsor contributions will be made at rates equal to the difference between actuarially determined contribution rates and the Member rate. Based on those assumptions, the Pension Plan's Fiduciary Net Position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the Long-Term Expected Rate of Return on Pension Plan investments was applied to all periods of projected benefit payments to determine the Total Pension Liability.

CHANGES IN NET PENSION LIABILITY

	Increase (Decrease)		
	Total Pension Liability	Plan Fiduciary Net Position	Net Pension Liability
	(a)	(b)	(a)-(b)
Reporting Period Ending September 30, 2019	\$ 20,739,050	\$ 19,648,904	\$ 1,090,146
Changes for a Year:			
Service Cost	611,990	-	611,990
Interest	1,518,916	-	1,518,916
Differences between Expected and Actual Experience	(197,435)	-	(197,435)
Changes of assumptions	-	-	-
Changes of benefit terms	-	-	-
Contributions - Employer	-	455,980	(455,980)
Contributions - Employee	-	303,409	(303,409)
Net Investment Income	-	909,926	(909,926)
Benefit Payments, including Refunds of Employee Contributions	(800,956)	(800,956)	-
Administrative Expense	-	(58,103)	58,103
Net Changes	1,132,515	810,256	322,259
Reporting Period Ending September 30, 2020	\$ 21,871,565	\$ 20,459,160	\$ 1,412,405

Sensitivity of the Net Pension Liability to changes in the Discount Rate.

	Current Discount		
	1% Decrease	Rate	1% Increase
	6.25%	7.25%	8.25%
Sponsor's Net Pension Liability	\$ 4,048,575	\$ 1,412,405	\$ (770,908)

Pension Plan Fiduciary Net Position.

Detailed information about the pension Plan's Fiduciary Net Position is available in a separately issued Plan financial report.

**FINAL PENSION EXPENSE AND DEFERRED OUTFLOWS OF RESOURCES AND DEFERRED
INFLOWS OF RESOURCES RELATED TO PENSIONS
FISCAL YEAR SEPTEMBER 30, 2019**

For the year ended September 30, 2019, the Sponsor has recognized a Pension Expense of \$687,391.

On September 30, 2019, the Sponsor reported Deferred Outflows of Resources and Deferred Inflows of Resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between Expected and Actual Experience	334,647	474,768
Changes of assumptions	868,932	-
Net difference between Projected and Actual Earnings on Pension Plan investments		243,013
Employer contributions subsequent to the measurement date	455,980	-
Total	\$ 1,659,559	\$ 717,781

The outcome of the Deferred Outflows of resources related to pensions resulting from Employer contributions subsequent to the measurement date has been recognized as a reduction of the Net Pension Liability in the year ended September 30, 2019.

Other amounts reported as Deferred Outflows of Resources and Deferred Inflows of Resources related to pensions will be recognized in Pension Expense as follows:

Year ended September 30:		
2020	\$	364,138
2021	\$	45,123
2022	\$	75,005
2023	\$	1,532
2024	\$	-
Thereafter	\$	-

Payable to the Pension Plan

On September 30, 2019, the Sponsor reported a payable of \$5,795 for the outstanding amount of contributions of the Pension Plan required for the year ended September 30, 2019.

**PRELIMINARY PENSION EXPENSE AND DEFERRED OUTFLOWS OF RESOURCES AND
DEFERRED INFLOWS OF RESOURCES RELATED TO PENSIONS
FISCAL YEAR SEPTEMBER 30, 2020**

For the year ended September 30, 2020, the Sponsor will recognize a Pension Expense of \$891,521.

On September 30, 2020, the Sponsor reported Deferred Outflows of Resources and Deferred Inflows of Resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between Expected and Actual Experience	223,098	476,775
Changes of assumptions	607,127	-
Net difference between Projected and Actual Earnings on Pension Plan investments	19,066	-
Employer contributions subsequent to the measurement date	TBD	-
Total	TBD	\$ 476,775

The outcome of the Deferred Outflows of resources related to pensions resulting from Employer contributions subsequent to the measurement date will be recognized as a reduction of the Net Pension Liability in the year ended September 30, 2020.

Other amounts reported as Deferred Outflows of Resources and Deferred Inflows of Resources related to pensions will be recognized in Pension Expense as follows:

Year ended September 30:

2021	\$	107,837
2022	\$	137,719
2023	\$	64,246
2024	\$	62,714
2025	\$	-
Thereafter	\$	-

Payable to the Pension Plan

On September 30, 2019, the Sponsor reported a payable of \$5,795 for the outstanding amount of contributions of the Pension Plan required for the year ended September 30, 2019.

SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS
Last 2 Fiscal Years

Reporting Period Ending	09/30/2020	09/30/2019
Measurement Date	<u>09/30/2019</u>	<u>09/30/2018</u>
Total Pension Liability		
Service Cost	611,990	555,982
Interest	1,518,916	1,462,086
Changes of benefit terms	-	-
Differences between Expected and Actual Experience	(197,435)	(407,213)
Changes of assumptions	-	570,521
Benefit Payments, including Refunds of Employee Contributions	<u>(800,956)</u>	<u>(761,657)</u>
Net Change in Total Pension Liability	1,132,515	1,419,719
Total Pension Liability - Beginning	<u>20,739,050</u>	<u>19,319,331</u>
Total Pension Liability - Ending (a)	<u>\$ 21,871,565</u>	<u>\$ 20,739,050</u>
Plan Fiduciary Net Position		
Contributions - Employer	455,980	343,359
Contributions - Employee	303,409	285,401
Net Investment Income	909,926	1,522,216
Benefit Payments, including Refunds of Employee Contributions	(800,956)	(761,657)
Administrative Expense	<u>(58,103)</u>	<u>(55,635)</u>
Net Change in Plan Fiduciary Net Position	810,256	1,333,684
Plan Fiduciary Net Position - Beginning	<u>19,648,904</u>	<u>18,315,220</u>
Plan Fiduciary Net Position - Ending (b)	<u>\$ 20,459,160</u>	<u>\$ 19,648,904</u>
Net Pension Liability - Ending (a) - (b)	<u>\$ 1,412,405</u>	<u>\$ 1,090,146</u>
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	93.54%	94.74%
Covered Payroll	\$ 4,740,758	\$ 4,459,380
Net Pension Liability as a percentage of Covered Payroll	29.79%	24.45%

Notes to Schedule:*Changes of assumptions:*

For measurement date 09/30/2018, amounts reported as changes of assumptions resulted from lowering the investment return assumption from 7.50% to 7.25% per year, net of investment related expenses.

SCHEDULE OF CONTRIBUTIONS

Last 2 Fiscal Years

Fiscal Year Ended	Actuarially Determined Contribution	Contributions in relation to the Actuarially Determined Contributions	Contribution Deficiency (Excess)	Covered Payroll	Contributions as a percentage of Covered Payroll
09/30/2019	\$ 497,780	\$ 455,980	\$ 41,800	\$ 4,740,758	9.62%
09/30/2018	\$ 379,047	\$ 343,359	\$ 35,688	\$ 4,459,380	7.70%

Notes to ScheduleCalculation Timing:

The Actuarially Determined Contribution is calculated using a October 1, 2017 valuation date.

Assumptions and methods used for determining the Actuarially Determined Contribution can be found in the October 1, 2017 Actuarial Valuation Report for the City of Crestview General Employees' Retirement Plan prepared by Foster & Foster Actuaries and Consultants.

EXPENSE DEVELOPMENT AND AMORTIZATION SCHEDULES

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

FINAL COMPONENTS OF PENSION EXPENSE
FISCAL YEAR SEPTEMBER 30, 2019

	Net Pension Liability	Deferred Inflows	Deferred Outflows	Pension Expense
Beginning Balance	\$ 1,004,111	\$ 942,735	\$ 2,029,889	\$ -
Employer contributions made after 09/30/2018	-	-	455,980	-
Total Pension Liability Factors:				
Service Cost	555,982	-	-	555,982
Interest	1,462,086	-	-	1,462,086
Changes in benefit terms	-	-	-	-
Differences between Expected and Actual Experience with regard to economic or demographic assumptions	(407,213)	407,213	-	-
Current year amortization of experience difference	-	(205,161)	(111,549)	(93,612)
Change in assumptions about future economic or demographic factors or other inputs	570,521	-	570,521	-
Current year amortization of change in assumptions	-	-	(261,806)	261,806
Benefit Payments, including Refunds of Employee Contributions	(761,657)	-	-	-
Net change	<u>1,419,719</u>	<u>202,052</u>	<u>653,146</u>	<u>2,186,262</u>
Plan Fiduciary Net Position:				
Contributions - Employer	343,359	-	(343,359)	-
Contributions - Employee	285,401	-	-	(285,401)
Projected Net Investment Income	1,366,572	-	-	(1,366,572)
Difference between projected and actual earnings on Pension Plan investments	155,644	155,644	-	-
Current year amortization	-	(235,577)	(333,044)	97,467
Benefit Payments, including Refunds of Employee Contributions	(761,657)	-	-	-
Administrative Expenses	(55,635)	-	-	55,635
Net change	<u>1,333,684</u>	<u>(79,933)</u>	<u>(676,403)</u>	<u>(1,498,871)</u>
Ending Balance	<u>\$ 1,090,146</u>	<u>\$ 1,064,854</u>	<u>\$ 2,006,632</u>	<u>\$ 687,391</u>

PRELIMINARY COMPONENTS OF PENSION EXPENSE
FISCAL YEAR SEPTEMBER 30, 2020

	Net Pension Liability	Deferred Inflows	Deferred Outflows	Pension Expense
Beginning balance	\$ 1,090,146	\$ 1,064,854	\$ 2,006,632	\$ -
Employer Contributions made after 09/30/2019	-	-	TBD*	-
Total Pension Liability Factors:				
Service Cost	611,990	-	-	611,990
Interest	1,518,916	-	-	1,518,916
Changes in benefit terms	-	-	-	-
Differences between Expected and Actual Experience with regard to economic or demographic assumptions	(197,435)	197,435	-	-
Current year amortization of experience difference	-	(195,428)	(111,549)	(83,879)
Change in assumptions about future economic or demographic factors or other inputs	-	-	-	-
Current year amortization of change in assumptions	-	-	(261,805)	261,805
Benefit Payments, including Refunds of Employee Contributions	(800,956)	-	-	-
Net change	<u>1,132,515</u>	<u>2,007</u>	<u>(373,354)</u>	<u>2,308,832</u>
Plan Fiduciary Net Position:				
Contributions - Employer	455,980	-	(455,980)	-
Contributions - Employee	303,409	-	-	(303,409)
Projected Net Investment Income	1,420,933	-	-	(1,420,933)
Difference between projected and actual earnings on Pension Plan investments	(511,007)	-	511,007	-
Current year amortization	-	(186,319)	(435,247)	248,928
Benefit Payments, including Refunds of Employee Contributions	(800,956)	-	-	-
Administrative Expenses	(58,103)	-	-	58,103
Net change	<u>810,256</u>	<u>(186,319)</u>	<u>(380,220)</u>	<u>(1,417,311)</u>
Ending Balance	<u>\$ 1,412,405</u>	<u>\$ 880,542</u>	<u>TBD</u>	<u>\$ 891,521</u>

* Employer Contributions subsequent to the measurement date made after September 30, 2019 but made on or before September 30, 2020 need to be added.

AMORTIZATION SCHEDULE - INVESTMENTS

Increase (Decrease) in Pension Expense Arising from the Recognition of the of Differences Between Projected and Actual Earnings on Pension Plan Investments

Plan Year Ending	Differences Between Projected and Actual Earnings	Recognition Period (Years)	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
2019	\$ 511,007	5	\$ -	\$ 102,203	\$ 102,201	\$ 102,201	\$ 102,201	\$ 102,201	\$ -	\$ -	\$ -	\$ -
2018	\$ (155,644)	5	\$ (31,128)	\$ (31,129)	\$ (31,129)	\$ (31,129)	\$ (31,129)	\$ -	\$ -	\$ -	\$ -	\$ -
2017	\$ (775,951)	5	\$ (155,190)	\$ (155,190)	\$ (155,190)	\$ (155,190)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2016	\$ 70,146	5	\$ 14,029	\$ 14,029	\$ 14,029	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2015	\$ 1,595,075	5	\$ 319,015	\$ 319,015	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2014	\$ (246,296)	5	\$ (49,259)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net Increase (Decrease) in Pension Expense			\$ 97,467	\$ 248,928	\$ (70,089)	\$ (84,118)	\$ 71,072	\$ 102,201	\$ -	\$ -	\$ -	\$ -

AMORTIZATION SCHEDULE - CHANGES OF ASSUMPTIONS

Increase (Decrease) in Pension Expense Arising from the Recognition of the Effects of Changes of Assumptions

Plan Year Ending	Changes of Assumptions	Recognition Period (Years)	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
2018	\$ 570,521	5	\$ 114,105	\$ 114,104	\$ 114,104	\$ 114,104	\$ 114,104	\$ -	\$ -	\$ -	\$ -	\$ -
2017	\$ 585,568	5	\$ 117,114	\$ 117,114	\$ 117,114	\$ 117,114	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2016	\$ 152,935	5	\$ 30,587	\$ 30,587	\$ 30,587	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net Increase (Decrease) in Pension Expense			\$ 261,806	\$ 261,805	\$ 261,805	\$ 231,218	\$ 114,104	\$ -	\$ -	\$ -	\$ -	\$ -

AMORTIZATION SCHEDULE - EXPERIENCE

Increase (Decrease) in Pension Expense Arising from the Recognition of the Effects of Differences between Expected and Actual Experience

Plan Year Ending	Differences Between Expected and Actual Experience	Recognition Period (Years)	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
2019	\$ (197,435)	5	\$ -	\$ (39,487)	\$ (39,487)	\$ (39,487)	\$ (39,487)	\$ (39,487)	\$ -	\$ -	\$ -	\$ -
2018	\$ (407,213)	5	\$ (81,441)	\$ (81,443)	\$ (81,443)	\$ (81,443)	\$ (81,443)	\$ -	\$ -	\$ -	\$ -	\$ -
2017	\$ 557,747	5	\$ 111,549	\$ 111,549	\$ 111,549	\$ 111,549	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2016	\$ (372,488)	5	\$ (74,498)	\$ (74,498)	\$ (74,498)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2015	\$ (196,887)	4	\$ (49,222)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net Increase (Decrease) in Pension Expense			\$ (93,612)	\$ (83,879)	\$ (83,879)	\$ (9,381)	\$ (120,930)	\$ (39,487)	\$ -	\$ -	\$ -	\$ -