



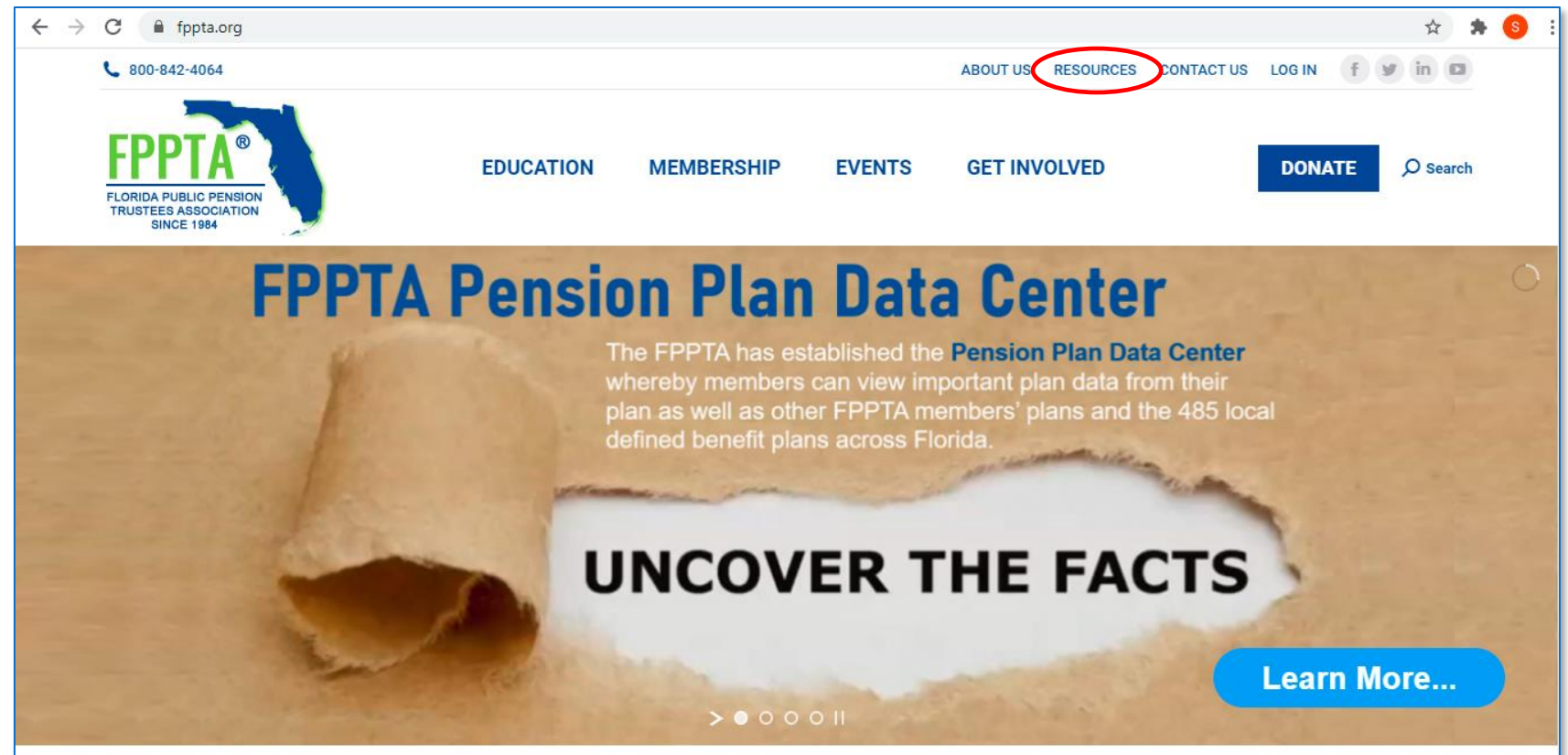
# CONNECT

IDEAS. PEOPLE. ADVOCACY.



# FPPTA RESOURCES

- The FPPTA offers a wealth of materials, research, and information at your fingertips.
- The FPPTA Tool Box
- [www.fppta.org](http://www.fppta.org) > Resources
- FPPTA publications and communications



# FPPTA TOOL BOX

- Fact Sheets
- Videos
- Infographics
- Social Media Content
- Tutorials
- FPPTA Publications
- Pension Plan Data Center
- Digital Reference Book
- News Clips, Reports & Studies

→ [fppta.org/fpptatoolbox/](https://fppta.org/fpptatoolbox/) ☆ ⚙️ S

## FPPTA Communications Tool Box

<h3>Facts Sheets</h3> <a href="#">Learn More</a> <p>Just the facts. Neatly packaged and highly informational. A communications tool for the straight shooter.</p>	<h3>Videos</h3> <a href="#">Learn More</a> <p>Videos are a gripping, dynamic, and highly effective communications tool. Learn how to incorporate video into your multimedia communications campaign.</p>	<h3>Infographics</h3> <a href="#">Learn More</a> <p>Infographics are a great way to tell a simple story and convey a message without all the jargon.</p>
<h3>Social Media Content</h3> <a href="#">Learn More</a> <p>Know your audience and how to match content with the appropriate platforms. Content tailored to be shared on social media.</p>	<h3>Tutorials</h3> <a href="#">Learn More</a> <p>You have the content, how do you use it effectively? A series of tips, instructional videos, and advice on how to craft and distribute your message.</p>	<h3>FPPTA Publications</h3> <a href="#">Learn More</a> <p>FPPTA newsletter, Voice Magazine, and other pieces authored and published by the FPPTA.</p>
<h3>Pension Plan Data Center</h3>	<h3>Pension Fundamentals for Florida Trustees Digital Book</h3>	<h3>News Clips, Reports &amp; Studies</h3>

English

# FPPTA TOOL BOX

- Fact Sheets
- Videos
- Infographics
- Social Media Content
- Tutorials
- FPPTA Publications
- Pension Plan Data Center
- Digital Reference Book
- News Clips, Reports & Studies

Just the facts. Neatly packaged and highly informational. A communications tool for the straight shooter.

## Social Media Content

[Learn More](#)

Know your audience and how to match content with the appropriate platforms. Content tailored to be shared on social media.

## Pension Plan Data Center

[Learn More](#)

Compilation of data for the 485 local defined benefit plans in Florida. All of the data were collected from reports issued by the Bureau of Local Retirement Systems in the Department of Management Services' Division of Retirement,

English

Videos are a gripping, dynamic, and highly effective communications tool. Learn how to incorporate video into your multimedia communications campaign.

## Tutorials

[Learn More](#)

You have the content, how do you use it effectively? A series of tips, instructional videos, and advice on how to craft and distribute your message.

## Pension Fundamentals for Florida Trustees Digital Book

[Learn More](#)

A resource book for trustees of any experience level. This digital book offers a comprehensive look at defined benefit plans, the responsibilities of the trustee, and the many service providers that keep a plan running.

Infographics are a great way to tell a simple story and convey a message without all the jargon.

## FPPTA Publications

[Learn More](#)

FPPTA newsletter, Voice Magazine, and other pieces authored and published by the FPPTA.

## News Clips, Reports & Studies

[Learn More](#)

Research and analysis from trusted and credible sources.



# PENSION FUNDAMENTALS FOR FLORIDA TRUSTEES

- A resource book for trustees of any experience level. This digital book offers a comprehensive look at defined benefit plans, the responsibilities of the trustee, and the many service providers that keep a plan running.
- Published digitally and available to all FPPTA members at no cost.



# FPPTA TOOL BOX

- Fact Sheets
- Videos
- Infographics
- Social Media Content
- Tutorials
- FPPTA Publications
- Pension Plan Data Center
- Digital Reference Book
- News Clips, Reports & Studies

→ [fppta.org/fpptatoolbox/](https://fppta.org/fpptatoolbox/) ☆ ⚙ S

## FPPTA Communications Tool Box

<h3>Facts Sheets</h3> <a href="#">Learn More</a> <p>Just the facts. Neatly packaged and highly informational. A communications tool for the straight shooter.</p>	<h3>Videos</h3> <a href="#">Learn More</a> <p>Videos are a gripping, dynamic, and highly effective communications tool. Learn how to incorporate video into your multimedia communications campaign.</p>	<h3>Infographics</h3> <a href="#">Learn More</a> <p>Infographics are a great way to tell a simple story and convey a message without all the jargon.</p>
<h3>Social Media Content</h3> <a href="#">Learn More</a> <p>Know your audience and how to match content with the appropriate platforms. Content tailored to be shared on social media.</p>	<h3>Tutorials</h3> <a href="#">Learn More</a> <p>You have the content, how do you use it effectively? A series of tips, instructional videos, and advice on how to craft and distribute your message.</p>	<h3>FPPTA Publications</h3> <a href="#">Learn More</a> <p>FPPTA newsletter, Voice Magazine, and other pieces authored and published by the FPPTA.</p>
<h3>Pension Plan Data Center</h3>	<h3>Pension Fundamentals for Florida Trustees Digital Book</h3>	<h3>News Clips, Reports &amp; Studies</h3>

English



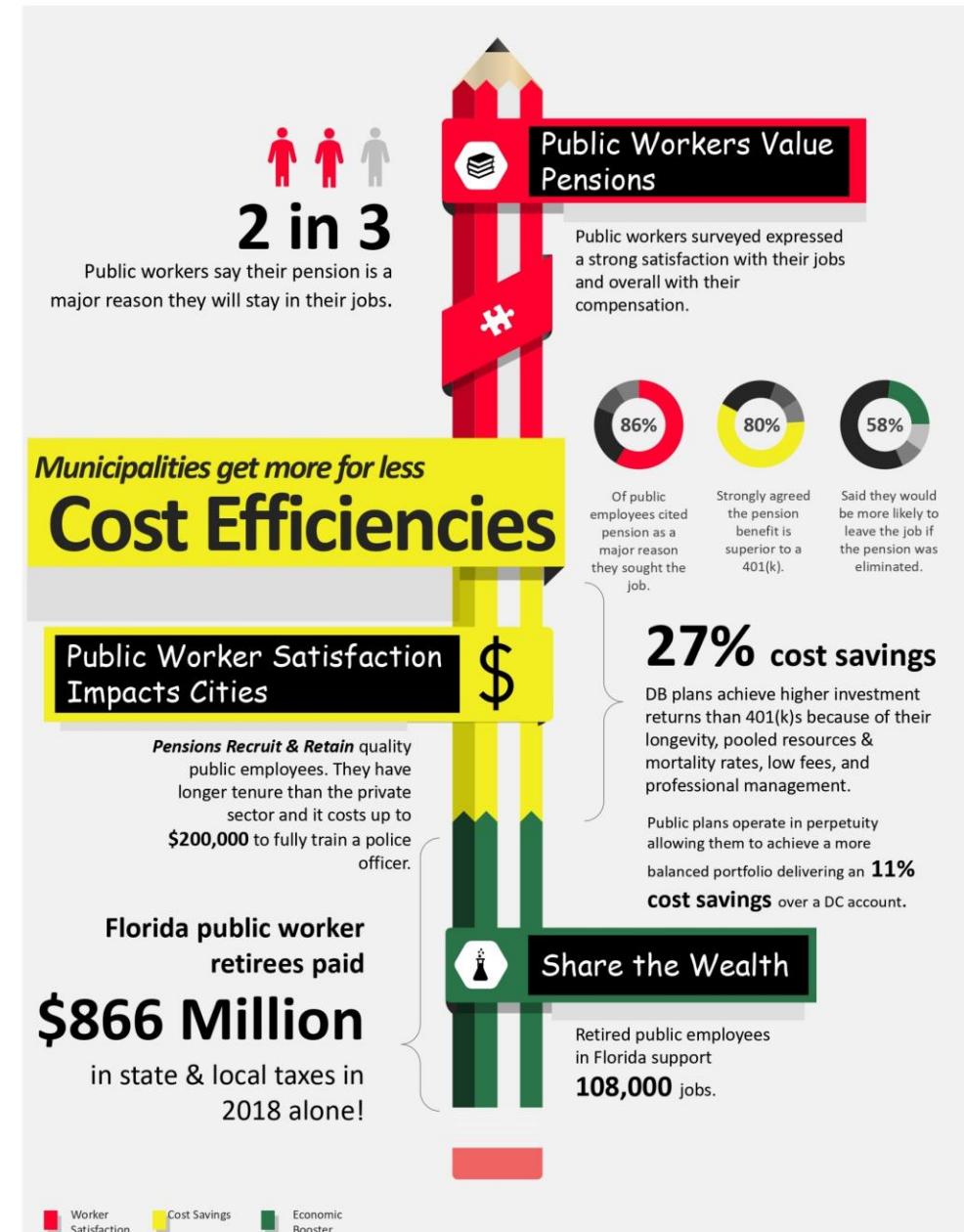
# WHAT IS AN INFOGRAPHIC? (VIDEO TUTORIAL)





# USING INFOGRAPHICS

- Does your municipality want to move away from defined benefit pension?
- Have they thought about what effect that would have on employee retention?
- Have they really thought about the costs?
- Have they thought about the economic impact?
- Infographics use a combination of facts, statistics, and visuals to make a compelling case.



# Busting Public Pension Funding Myths

There are lots of hyperbolic claims about the dangers of public pension costs, but very few people really understand how public plans are funded, how they rank in public spending, and who pays into them.

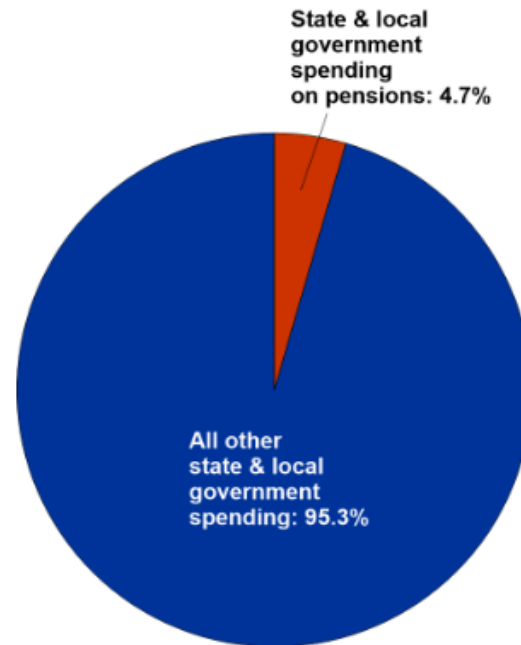
## Myth #03



**BUSTED**

According to the National Association of State Retirement Administrators, most public retirement plans require a very low percentage of total budget for pension plan contributions. While contributions can fluctuate, depending on the number of current beneficiaries, or the need to prefund current workers, the average amount is between 3-5% of total budget.

**Public pensions crowd out funding for other services.**









# Florida's Story

"Retired public workers pay more than \$866 MILLION in state and local taxes."



## Taxpayer Contribution Factor



=



**\$1.00**

Contributed by taxpayers to Florida pensions over 30 years

**\$6.15**

in goods and services produced in the economy by those tax dollars.



## Pension Benefit Multiplier



=



**\$1.00**

For every pension dollar paid to Florida retirees....

**\$1.67**

is returned to the local economy in additional purchases and hiring.

"Retired public workers support nearly 108,370 jobs in Florida."



and more than \$1.6 billion

\$6.8 billion in direct

# FPPTA TOOL BOX

- Fact Sheets
- Videos
- Infographics
- Social Media Content
- Tutorials
- FPPTA Publications
- Pension Plan Data Center
- Digital Reference Book
- News Clips, Reports & Studies

The screenshot shows the website [fppta.org/fpptatoolbox/](https://fppta.org/fpptatoolbox/). The page is titled "FPPTA Communications Tool Box" and displays a grid of nine tool categories. The "Facts Sheets" category is highlighted with a red circle.

Facts Sheets	Videos	Infographics
<a href="#">Learn More</a>	<a href="#">Learn More</a>	<a href="#">Learn More</a>
Just the facts. Neatly packaged and highly informational. A communications tool for the straight shooter.	Videos are a gripping, dynamic, and highly effective communications tool. Learn how to incorporate video into your multimedia communications campaign.	Infographics are a great way to tell a simple story and convey a message without all the jargon.
Social Media Content	Tutorials	FPPTA Publications
<a href="#">Learn More</a>	<a href="#">Learn More</a>	<a href="#">Learn More</a>
Know your audience and how to match content with the appropriate platforms. Content tailored to be shared on social media.	You have the content, how do you use it effectively? A series of tips, instructional videos, and advice on how to craft and distribute your message.	FPPTA newsletter, Voice Magazine, and other pieces authored and published by the FPPTA.
Pension Plan Data Center	Pension Fundamentals for Florida Trustees Digital Book	News Clips, Reports & Studies

At the bottom left, there is a language selector set to "English".

# FACT SHEETS

- Fact sheets offer a synopsis of your message using clear and objective truths to summarize a larger story. An effective fact sheet uses easily understood factoids that will lead the reader to an obvious conclusion.
- Fact sheets combine video, images, and text to make your point.

June 2021

Fact Check #4

## Fact Check

Pensions are More Efficient than 401(k)s

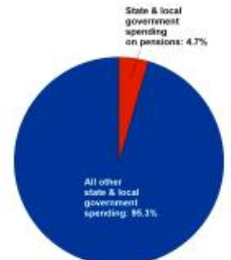
### DB Plan up to 48% Cheaper to run than 401(k)s

A public DB pension plan allows large numbers of people to invest for the average life expectancy of a group and always has new contributors to offset mortality tables. A 10% savings.

Public pension plans are ageless. They operate in perpetuity and so they can achieve a more balanced portfolio over time. Individuals must move assets to less profitable investments as retirement nears. This accounts for a 11% cost savings.

Pension plans achieve higher investment returns as compared to individual investors, because they have lower fees and are managed by investment professionals. This generates a 27% cost savings.

About 69% of every retiree benefit check is paid for with earnings on the fund, 27% with dollars allocated by the plan sponsor (as deferred compensation to employees), and with 13% from employee contributions.



For firms providing other services, public pension plans only account for 3.5% of total budget. Source: National Association of State Retirement Administrators, 2018.

June 2020


Fact Check #2

## Fact Sheet

### What Does it Cost to Train a Firefighter?

#### Firefighters in Florida Facts & Figures

- The average cost of fire academy training is \$5,300, but in Florida most firefighters are also EMTs or Paramedics which comes with an additional price tag of about \$5,622. An associate degree in fire science is increasingly desirable, and a four-year degree is required for promotions above Battalion Chief. To fully equip a firefighter costs about \$12,300.
- The median salary for a firefighter in Florida in 2020 was \$44,667 according to [Glassdoor](#), a jobs pay ranking website. As with all first responder jobs, much of their required skills are learned or perfected on the job, so replacement of an experienced firefighter will cost at least \$175,000 and 3-years on-the-job training. The average annual pension in is \$23,400.
- According to [research](#) by the National Institute on Retirement Security, firefighters overwhelmingly agree their pension benefit is a major reason they chose their job and 99% of them reported they planned to stay in their job until retirement or until they are no longer able to work.



Firefighters put their lives on the line every day. According to the United States Fire Administration, 90 firefighters died in the line of duty in 2019.

### The life of a firefighter...

For love, not money!

Firefighters wear between 5-30 kilograms on their body while fighting a fire. Shifts can last for more than 24 hours and often, in emergency situations, longer.

If a house has a lot of free space and with limited doors and walls, it will burn as fast as a match - and nothing can be seen or heard inside a burning building. The melting point for gold is 1,943 °F, but firefighters work at up to 2,200 °F inside a burning building.


When the bells start ringing, firefighters must launch instantly into action. The stresses of the job take a toll on their health in more ways than one. They are more susceptible to hypertension and heart disease - not to mention on-the-job injuries. They also have higher rates of cancer, because of the toxins they are exposed to.

With an average salary (in Florida) of \$44,667 and an average pension of \$23,000 they're not doing the job for material or financial rewards.

Approximately 25% of firefighters do not receive Social Security benefits, so for these employees, their pension is all they will receive in their retirement.

While every firefighter isn't faced with the worst scenarios on every shift, every firefighter goes to work knowing he/she might face that scenario on every shift.

Firefighters contribute to their pensions with every paycheck - often as much as 10-12% - for the duration of their careers. The pension is part of their compensation package; it is deferred salary towards the retirement benefit.





**The Claim:** “A pension plan’s unfunded liability as an existential threat to future budgets! It will crowd out other services, and it creates an extra burden for taxpayers!”

– Joe Q. Critic

June  
2021

# Fact Check

Fact Check  
#4

Pensions are More Efficient than 401(k)s

## DB Plan up to 48% Cheaper to run than 401(k)s

A public DB pension plan allows large

## Pension Funding Myths

Unfunded liabilities not the same as unfunded plans

Critics often cite a public pension plan’s *unfunded liability* as an existential threat to future budgets, claiming it will crowd out other services, and that it creates an extra burden for taxpayers, but in reality, an unfunded liability is not the same as an underfunded plan.

Public pension plans are structured to be prefunded, and they operate in perpetuity. An unfunded liability represents the portion of money that will be needed to pay retirement benefits to every current and future employee in the plan when they retire. The unfunded liability represents only the money that will need to be earned or collected by the time they do. New employees nearly always replace retirees in public systems. If a pension plan is 80% funded, it means the plan already has enough money to pay retirement benefits to 80% of its current and future employees.

An underfunded plan, on the other hand, is one that has not met or made its annual required contribution (ARC), creating instability in the fund’s ability to earn the money required to pay those benefits. Actuaries review the pension fund annually to determine what the ARC should be for the upcoming year and to project what it might be over the next 10-20 years. This allows the plan sponsor to adjust, in real time, to market shifts. Moreover, the ARC is calculated to achieve the required earnings even when confronted with negative return years. If the plan sponsor faithfully makes the annual required contribution, there is little risk of underfunding.

# FPPTA TOOL BOX

- Fact Sheets
- Videos
- Infographics
- Social Media Content
- Tutorials
- FPPTA Publications
- Pension Plan Data Center
- Digital Reference Book
- News Clips, Reports & Studies

Just the facts. Neatly packaged and highly informational. A communications tool for the straight shooter.

## Social Media Content

[Learn More](#)

Know your audience and how to match content with the appropriate platforms. Content tailored to be shared on social media.

## Pension Plan Data Center

[Learn More](#)

Compilation of data for the 485 local defined benefit plans in Florida. All of the data were collected from reports issued by the Bureau of Local Retirement Systems in the Department of Management Services' Division of Retirement,

English

Videos are a gripping, dynamic, and highly effective communications tool. Learn how to incorporate video into your multimedia communications campaign.

## Tutorials

[Learn More](#)

You have the content, how do you use it effectively? A series of tips, instructional videos, and advice on how to craft and distribute your message.

## Pension Fundamentals for Florida Trustees Digital Book

[Learn More](#)

A resource book for trustees of any experience level. This digital book offers a comprehensive look at defined benefit plans, the responsibilities of the trustee, and the many service providers that keep a plan running.

Infographics are a great way to tell a simple story and convey a message without all the jargon.

## FPPTA Publications

[Learn More](#)

FPPTA newsletter, Voice Magazine, and other pieces authored and published by the FPPTA.

## News Clips, Reports & Studies

[Learn More](#)

Research and analysis from trusted and credible sources.



# PENSION PLAN DATA CENTER

- The Florida Public Pension Trustees Association (FPPTA) member trustees often ask: How does our plan compare to other plans in the FPPTA and to all local plans across Florida?
- The FPPTA has established the **Pension Plan Data Center** whereby members can view important plan data from their plan as well as other FPPTA members' plans and the 485 local defined benefit plans across Florida.



# PENSION PLAN DATA CENTER

Using the FPPTA's Pension  
Plan Data Center we were  
able to determine...

Our membership includes 284 of the 482 local defined benefit retirement plans  
across the state of Florida.

1

**63%**

of local Florida's **plan participants** belong  
to the FPPTA member plans.



2

**78%**

of the **actuarial value of plan  
assets** in Florida are managed  
by FPPTA plans.



3

**77%**

of the **market value of plan  
assets** in Florida are managed  
by FPPTA plans.



4

**86%**

In the aggregate, FPPTA plans  
are **pre-funded at 86%**



5

**77%**

FPPTA plans invest assets  
in the amount of **\$33.2  
billion** (FY19 data).





## **CONNECT WITH THE FPPTA!**

- Be sure the FPPTA has your preferred email address so you can stay connected about new educational programs, outreach initiatives, and valuable research and information.
- The FPPTA offers these resources so you can continue your own educational journey as a trustee.
- Go beyond being a good steward of your plan. Be an expert.
- Share! Share! Share! your knowledge and experience.

**TO BE AN EFFECTIVE EDUCATOR, KEEP LEARNING!**



## **WHY IS IT SO IMPORTANT FOR OUR STAFF TO HAVE YOUR CORRECT INFORMATION IN OUR WEBSITE:**

- It is imperative to have your own preferred email address (either personal or work email).
- A phone number to reach you if we have any questions.