



# FPPTA Resources

---

Fred Nesbitt, FPPTA Media Consultant

Sean McKinstry, Assistant Director of  
Education



# FPPTA Pension Plan Data Center

---

ON-LINE INFORMATION ON THE FPPTA WEBSITE: [FPPTA.ORG](http://FPPTA.ORG)

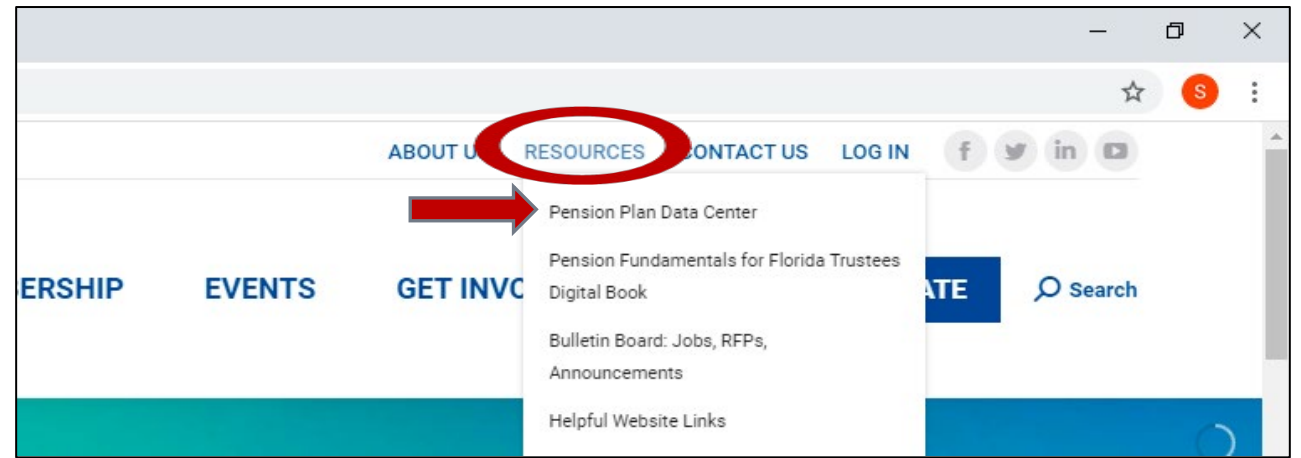
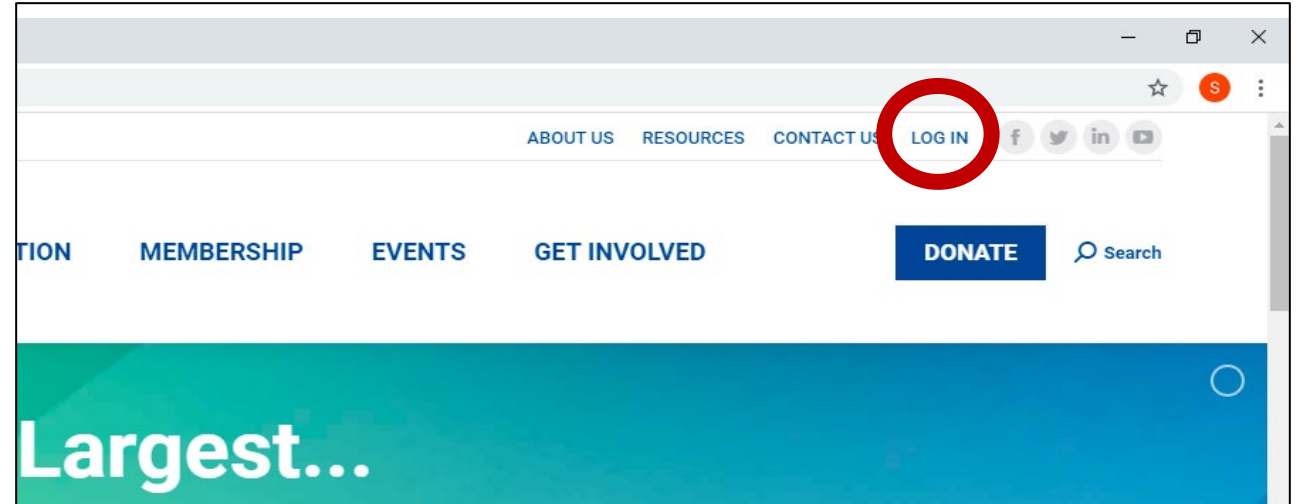
# **Pension Data Center Mission**

---

**“The FPPTA Pension Plan Data Center provides plan statistics on Florida’s 481 local defined benefit plans. It allows FPPTA members to better understand their plan and make comparisons to all Florida defined benefit plans.”**

# Accessing the Data Center

- Step 1: The Pension Plan Data Center is a members' only resource. Go to [www.fppta.org](http://www.fppta.org) and **log in** to your member account.
- Step 2: Once logged into your account, hover your cursor over the **Resources** menu and click on **Pension Plan Data Center**.



# Role of the Trustee

---

**#1** – Set the assumed rate of return for the plan

**#2** – Approve an investment strategy that outlines the asset allocation

**#3** – Administer the plan documents

# **FY22 Data Report**

---

**Three categories of data analysis:**

- 1) FPPTA Membership**
- 2) Plan Funding**
- 3) Assets Invested**

# FPPTA Membership – Who are we?

---

- **75% (143,944) of plan participants belong to FPPTA**
- **63% (304) of local DB plans belong**
- **78% are active plans vs closed and frozen**
- **76% of plans are covered by Social Security**
- **30% plans are general employees**
- **29% are firefighters**
- **29% police officers**
- **10% police and firefighters**
- **2% other**

# Plan Funding: FY22

---

**84.2% average pre-funded ratio**

**(12.2%) market return**

**6.98% Assumed Rate - down since FY16**

**\$2.3 billion contribution: 55% normal  
cost and 45% unfunded liability**



# Plan Funding: FY22

---

## General Employee Plans

- ❑ **\$1.2 billion required contribution**
- ❑ **6.2% employees**
- ❑ **39.3% city**
- ❑ **54.5% investments**

# Plan Funding: FY22

---

## **Police and Firefighter Plans**

- ☐ \$1.1 billion required contribution**
- ☐ 7.1% employees**
- ☐ 29.9% city**
- ☐ 7.9% state funding (175/185)**
- ☐ 55.1% investments**

# Actuarial Fact Sheet

Pension Plan Data Center – Florid x Actuarial\_Fact\_Sheets-2018.pdf x +

fppta.org/wp-content/uploads/2020/09/Actuarial\_Fact\_Sheets-2018.pdf

Actuarial\_Fact\_Sheets-2018.pdf 1 / 10 | 100%

One Page Fact Sheets

City Name	Plan Type	County Name
<a href="#">ALACHUA COUNTY LIBRARY</a>	General	Alachua
<a href="#">ALACHUA COUNTY SCHOOL BOARD</a>	Early Retirement Plan	Alachua
<a href="#">ALTAMONTE SPRINGS</a>	General	Seminole
<a href="#">ALTAMONTE SPRINGS</a>	Police	Seminole
<a href="#">APOPKA</a>	Fire	Orange
<a href="#">APOPKA</a>	General	Orange
<a href="#">APOPKA</a>	Police	Orange
<a href="#">ARCADIA</a>	General	De Soto
<a href="#">ARCADIA</a>	Police And Fire	De Soto
<a href="#">ATLANTIC BEACH</a>	General	Duval
<a href="#">ATLANTIC BEACH</a>	Police	Duval
<a href="#">ATLANTIS</a>	Police	Palm Beach
<a href="#">AUBURNDALE</a>	Fire	Polk
<a href="#">AUBURNDALE</a>	General	Polk
<a href="#">AUBURNDALE</a>	Police	Polk
<a href="#">AVENTURA</a>	Police	Miami-Dade
<a href="#">AVON PARK</a>	Fire	Highlands
<a href="#">AVON PARK</a>	Police	Highlands
<a href="#">BAL HARBOUR VILLAGE</a>	General	Miami-Dade
<a href="#">BAL HARBOUR VILLAGE</a>	Police	Miami-Dade
<a href="#">BARTOW</a>	Fire	Polk
<a href="#">BARTOW</a>	General	Polk
<a href="#">BARTOW</a>	Police	Polk
<a href="#">BAY HARBOR ISLANDS</a>	General	Miami-Dade
<a href="#">BAY HARBOR ISLANDS</a>	Police	Miami-Dade
<a href="#">BAY MEDICAL CENTER</a>	General	Bay
<a href="#">BELLE GLADE</a>	General	Palm Beach
<a href="#">BELLE GLADE (RETIRED)</a>	Police And Fire	Palm Beach
<a href="#">BELLE GLADE HOUSING</a>	General	Palm Beach
<a href="#">BELLE GLADE</a>	Police	Palm Beach

## SAMPLE ACTUARIAL FACT SHEET

<b>City/District Name:</b> Boynton Beach		<b>Employee group(s) covered:</b> Police	
<b>Current actuarial valuation date:</b> 10/1/2019		<b>Plan Status:</b> Active	<b>Date prepared:</b> 1/14/2021
<b>Number of plan participants:</b>	295	<b>GASB 67 Reporting</b>	
<b>Actuarial Value of Plan Assets (AVA):</b>	\$108,078,649	<b>Discount Rate</b>	7.25%
<b>Actuarial Accrued Liability (AAL):</b>	\$152,640,260	<b>Total Pension Liability</b>	151,965,967
<b>Unfunded Accrued Liability (UAL):</b>	\$44,561,611	<b>Market Value of Plan Assets</b>	107,146,116
<b>Market Value of Plan Assets (MVA):</b>	\$107,300,912	<b>Net Pension Liability</b>	44,819,851
<b>MVA Funded Ratio (5-year history):</b>		<b>GASB 67 Funded Ratio</b>	70.51%
		<b>Averages for all plans with 2019 current actuarial valuation date</b>	
Current valuation	70.30%	86.62%	*
1 year prior	70.18%	88.75%	*
2 years prior	69.00%	85.83%	*
3 years prior	68.16%	82.35%	*
4 years prior	66.30%	82.16%	*
<b>Rate of Actuarial Value, Actual (2019 Plan Year)</b>	6.73%	7.12%	
<b>Return: Market Value, Actual</b>	5.17%	3.94%	
Assumed	7.25%	7.19%	
<b>Funding requirement as percentage of payroll:</b>	63.19%	59.70%	**
<b>Percentage of payroll contributed by employee:</b>	7.00%	6.47%	**
<b>Funding requirement as dollar amount:</b>	7,092,483	N/A	

**Benefit Formula Description:** 3.00% X AFC X SC  
**AFC Averaging Period (years):** 5  
**Employees covered by Social Security?** Yes

Additional actuarial disclosures required by section 112.664, Florida Statutes:

Florida Statute Chapter	Discount Rate	Pension Liability	Market Value of Plan Assets	Net Pension Liability	Years assets sustain benefit payments	Total Dollar Contribution	Total % of Pay Contribution
112.664(1)(a)	7.25%	151,965,967	107,146,116	44,819,851	17.42	7,269,849	63.19
112.664(1)(b)	5.25%	188,389,240	107,146,116	81,243,124	14.17	10,967,475	95.33
Valuation Basis	7.25%	N/A	N/A	N/A	17.42	7,269,849	63.19

Link to annual financial statements: <https://frs.fl.gov/forms/LOC5340083PDF10012019N1.pdf>

\*Adjusted by excluding plans from average whose Funded Ratios were not within two standard deviations from the mean

\*\*Excludes plans with zero payroll

(For explanation of terms, see glossary on page 2)

# Using Data Center Information

---

**#1** - Compare your plan with 481 Florida plans

**#2** - Defend your plan's actuarial data and explain your plan's situation

**#3** - Improve your plan's numbers through communications with other FPPTA plans and your consultants

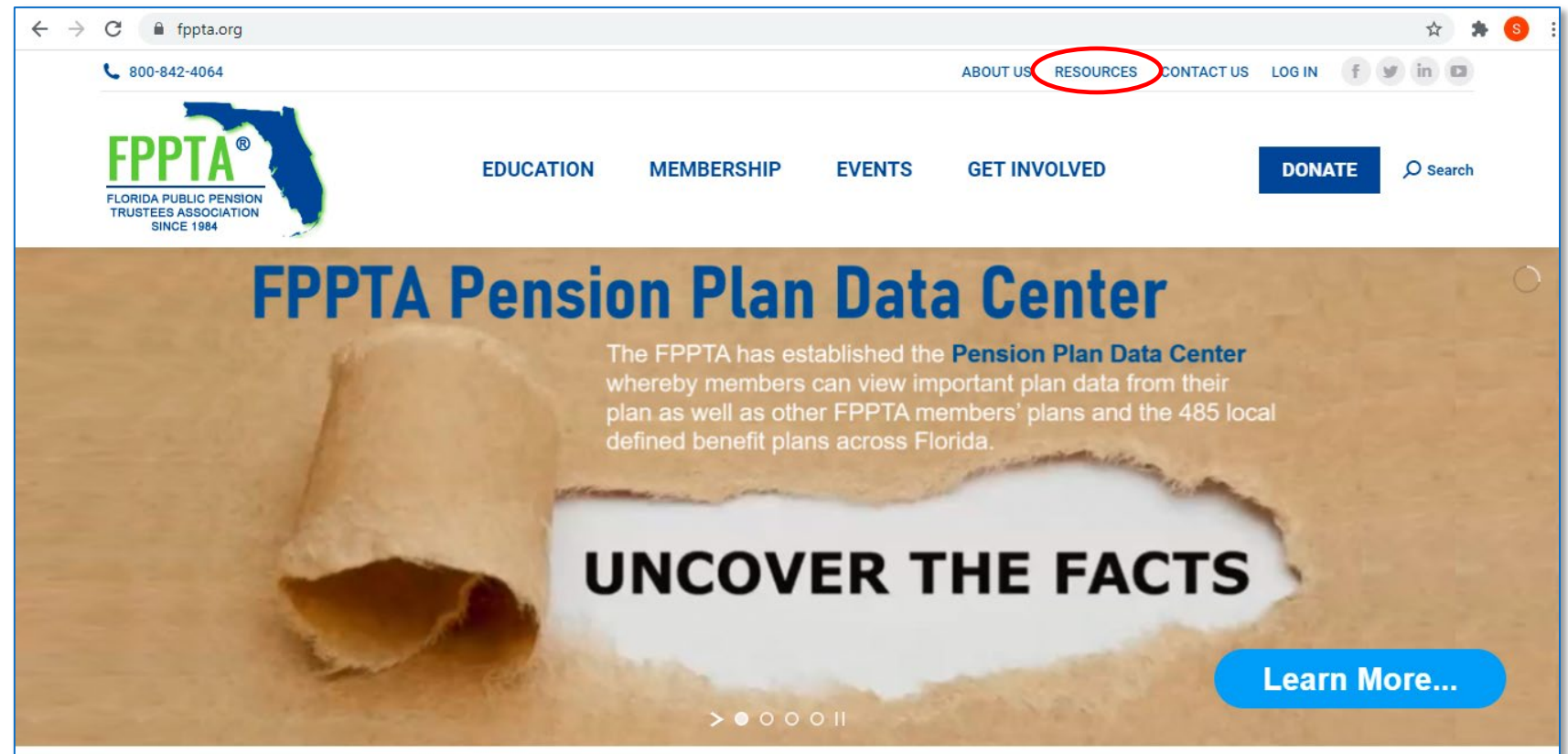
# Other Resources

---

FPPTA HAS MANY ADDITIONAL RESOURCES ON THEIR WEBSITE  
AT [FPPTA.ORG](http://FPPTA.ORG)

# 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/

## FPPTA Communications Tool Box

<h3>Facts Sheets</h3> <p><a href="#">Learn More</a></p> <p>Just the facts. Neatly packaged and highly informational. A communications tool for the straight shooter.</p>	<h3>Videos</h3> <p><a href="#">Learn More</a></p> <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> <p><a href="#">Learn More</a></p> <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> <p><a href="#">Learn More</a></p> <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> <p><a href="#">Learn More</a></p> <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> <p><a href="#">Learn More</a></p> <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

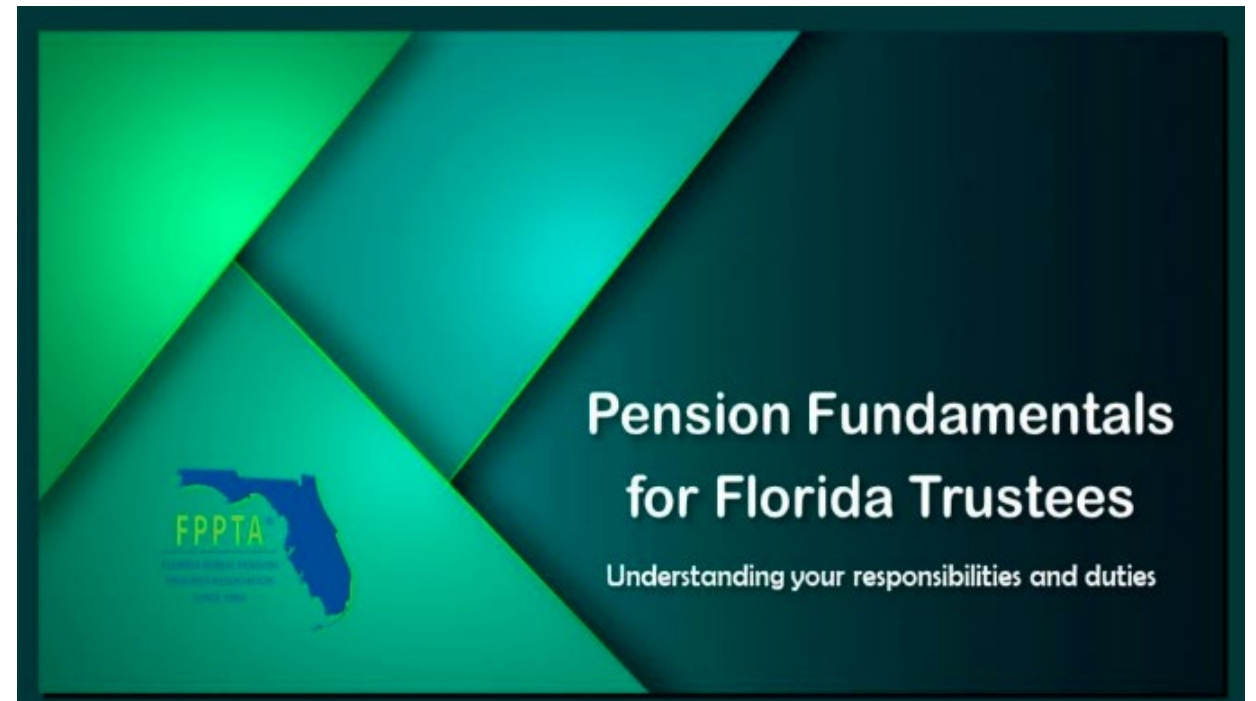
[Learn More](#)

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

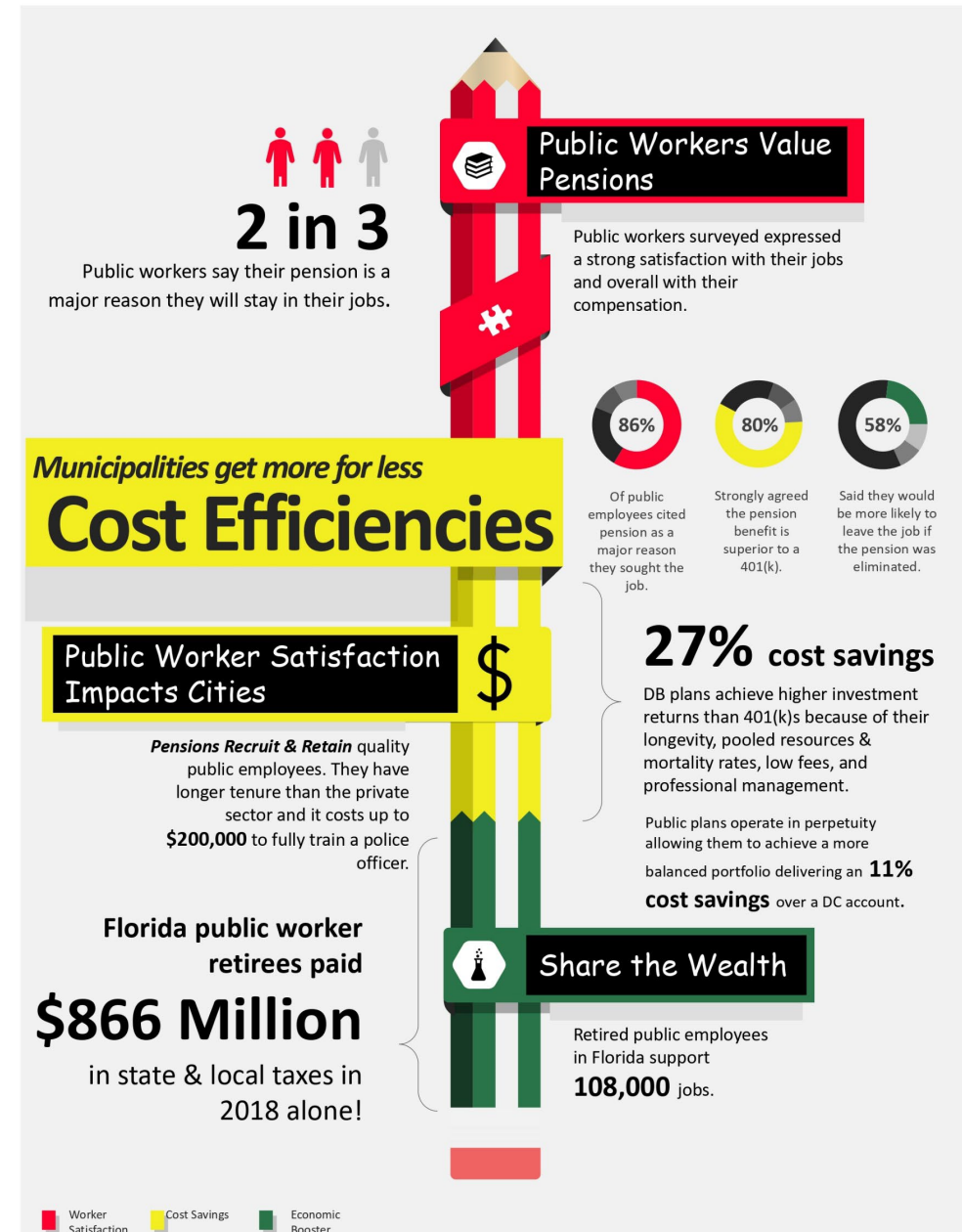
The screenshot shows the website [fppta.org/fpptatoolbox/](https://fppta.org/fpptatoolbox/). The main heading is "FPPTA Communications Tool Box". Below this, there are nine tool categories arranged in a 3x3 grid:

- Facts Sheets**: Just the facts. Neatly packaged and highly informational. A communications tool for the straight shooter.
- Videos**: Videos are a gripping, dynamic, and highly effective communications tool. Learn how to incorporate video into your multimedia communications campaign.
- Infographics**: Infographics are a great way to tell a simple story and convey a message without all the jargon.
- Social Media Content**: Know your audience and how to match content with the appropriate platforms. Content tailored to be shared on social media.
- Tutorials**: 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 Publications**: 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 selection dropdown menu set to "English".

# 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.



# 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 main heading is "FPPTA Communications Tool Box". Below this, there are nine tool categories arranged in a 3x3 grid:

- Facts Sheets**: Just the facts. Neatly packaged and highly informational. A communications tool for the straight shooter. (This category is circled in red in the original image.)
- Videos**: Videos are a gripping, dynamic, and highly effective communications tool. Learn how to incorporate video into your multimedia communications campaign.
- Infographics**: Infographics are a great way to tell a simple story and convey a message without all the jargon.
- Social Media Content**: Know your audience and how to match content with the appropriate platforms. Content tailored to be shared on social media.
- Tutorials**: 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 Publications**: 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 selection dropdown menu 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

Fact Check #1

---

### 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 60% 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.

**Pen Unfund**

Critics often cite a picture of future budgets, charged with the burden for taxpayer unfunded plan.

Public pension plans unfunded liability re benefits to every current unfunded liability re the time they do. No pension plan is 89% retirement benefits.

An underfunded plan required contributions required to pay those what the ARC should next 10-20 years. Moreover, the ARC with negative return contribution, there i

State & local government spending on pensions: 4.7%

All other state & local government spending: 95.3%

*Far from crowding out other services, public pension plans only account for 5.5% of total budget. Source: National Association of State Retirement Administrators, 2018*

June 2020

## Fact Sheet

Fact Check #2

---

### 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 \$12,500.
- 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.

**Equipment (PPE):  
\$12,100**

Firefighters put their lives on the line every day. According to the United States Fire Administration, 96 firefighters died in the line of duty in 2020.

### 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.

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.

Wearing gear weighing up to 20-60 pounds, and working in intense heat with limited visibility, firefighters always answer the call.

**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.







## **RECENT DEVELOPMENTS TO FPPTA PROGRAMS...**

- CPPT Program Enhancements
- Trustee Leadership Council
- Trustee Mentorship Program



## HOW TO STAY CONNECTED BETWEEN EVENTS

- The Connect: Monthly FPPTA Newsletter
- The Voice Magazine
- Virtual Learning



## **FPPTA'S RELATIONSHIPS WITH OTHER ORGANIZATIONS**

- National Institute on Retirement Security (NIRS)
- National Conference on Public Employee Retirement Systems (NCPERS)
- National Association of State Retirement Systems
- Other statewide organizations (Georgia, Texas, Illinois, Pennsylvania)



## **EDUCATION & ADVOCACY**

- You are the expert in eyes of most.
- Questions will arise and incorrect information will be out there.
- Whether reactive or proactive you are likely to be called on.



## **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!**