City of Hollywood, Florida Employees' Retirement Fund

Financial Report
September 30, 2014

McGladrey

Assurance ▪ Tax ▪ Consulting

Contents

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Independent Auditor's Report

To the Board of Trustees
City of Hollywood, Florida Employees' Retirement Fund
Hollywood, Florida

We have audited the accompanying financial statements of plan net position of the City of Hollywood, Florida Employees' Retirement Fund (the "Plan") as of September 30, 2014 and 2013, and the related statements of changes in plan net position for the years then ended, and the related notes to the financial statements, as listed in the table of contents.

Management's Responsibility for the Financial Statements
Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility
Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards,* issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion
In our opinion, the financial statements referred to above present fairly, in all material respects, the Plan net position of the City of Hollywood, Florida Employees' Retirement Fund as of September 30, 2014 and 2013, and the respective changes in Plan net position for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Member of the RSM International network of independent accounting, tax and consulting firms.

Emphasis of Matter
As discussed in Note 7 to the accompanying financial statements, the Plan adopted the recognition and disclosure requirements of Governmental Accounting Standards Board Statement No. 67, *Financial Reporting for Pension Plans, an amendment of GASB Statement No. 25*, effective October 1, 2013. Our opinion is not modified with respect to this matter.

Other Matters

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, schedule of employer contributions, schedule of changes in the employer's net pension liability and related ratios, schedules of investment return and employer's net pension liability, and schedule of employer contributions be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audits of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Reporting Required by *Government Auditing Standards*
In accordance with *Government Auditing Standards*, we have also issued our reports dated October 6, 2015 and August 29, 2014 on our consideration of the Plan's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of those reports is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on internal control over financial reporting or on compliance. Those reports are an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Plan's internal control over financial reporting and compliance.

McGladrey LLP

Fort Lauderdale, Florida
October 6, 2015

Management's Discussion and Analysis

Our discussion and analysis of the City of Hollywood, Florida Employees' Retirement Fund's (the Plan) financial performance provides an overview of the Plan's financial activities for the fiscal years ended September 30, 2014 and 2013. Please read it in conjunction with the financial statements, which follow this discussion.

Financial Highlights

- Plan net position held for benefits exceeded liabilities at the close of fiscal years ended September 30, 2014 and 2013 by $287,775,008 and $262,596,805 (reported as net position held in trust for pension benefits), respectively. Net position is held in trust to meet future benefit payments. The *Schedule of Employer's Net Pension Liability* of the Plan is disclosed in the required supplementary information in this report.
- As of September 30, 2014, liabilities increased by $1,269,484 (or 249%) primarily as a result of amounts due to brokers. As of September 30, 2013, liabilities decreased by $800,010 (or 61%) primarily as a result of amounts due to brokers.
- For the fiscal year ended September 30, 2014, employer contributions to the Plan amounted to $23,160,583, an increase of $6,480,768 (or 38.9%) over fiscal year 2013. In fiscal year 2014, the City made contributions in excess of the actuarially determined amount of $20,341,256, in order to reduce interest accruing on the Plan's unfunded net pension liability. For the fiscal year ended September 30, 2013, employer contributions to the Plan amounted to $16,679,815, a decrease of $1,727,063 (or 9.4%) over fiscal year 2012.
- For the fiscal year ended September 30, 2014, employee contributions were $2,671,277, an increase of $30,729 (or 1.2%) over the prior year as a result of higher overall pensionable earnings of plan members offset by a decrease of the member contribution rate from 9% to 8%, when compared to prior year. For the fiscal year ended September 30, 2013, $2,640,548, a decrease of $26,035 (or 1.0%) over fiscal year 2012 as a result of lower overall pensionable earnings of plan members as compared to the prior year.
- For the fiscal year ended September 30, 2014, net investment income decreased by $3,889,260 (or 12.2%) to $28,111,526 net of investment expenses of $801,423 in comparison to fiscal year 2013. Gross return on plan assets in 2014 was 10.1% versus 13.5% in 2013 generating the decrease noted. For fiscal year ended September 30, 2013, net investment income decreased by $6,916,072 (or 17.8%) to $32,000,786 net of investment expenses of $582,287 in comparison to fiscal year 2012. Gross return on plan assets in 2013 was 13.54% versus 20.29% in 2012 generating the decrease noted.
- For the fiscal year ended September 30, 2014, benefit payments, administrative expenses and refund of contributions increased by $3,607,458 (or 14.3%) to $28,765,183 over fiscal year 2013. For the fiscal year ended September 30, 2013, benefit payments, administrative expenses and refund of contributions increased by $621,169 (or 2.5%) to $25,157,725 over fiscal year 2012.

Plan Highlights

For the fiscal year ended September 30, 2014, the relative gross gain of the portfolio was 11.19% for the trailing year exceeding the policy index for a portfolio with a similar composition of 9.80%, with net investment gain of $28,111,526 for the year. For the fiscal year ended September 30, 2013, the relative gross gain of the portfolio was 13.54% for the trailing year exceeding the policy index for a portfolio with a similar composition of 12.76%, with net investment gain of $32,000,786 for the year.

Using the Audited Financial Statements

The financial statements, which reflect the activities of the Plan, are reported in the statements of plan net position and the statements of changes in plan net position. These statements are presented on a full accrual basis and reflect all trust activities as incurred and account balances of investments for the fiscal period then ended.

Statements of Plan Net Position

The following condensed comparative statements of plan net position demonstrate the investment position of the Plan at September 30th (in thousands):

	2014	2013	2012
Cash and short-term investments	**$ 11,595**	$ 7,259	$ 11,223
Investments	**277,570**	255,449	225,999
Receivables	**390**	400	522
Total assets	**289,555**	263,108	237,744
Liabilities	**1,780**	511	1,311
Net position held in trust for pension benefits	**$ 287,775**	$ 262,597	$ 236,433

Statements of Changes in Plan Net Position

The statement of changes in plan net position displays the effect of pension fund transactions that occurred during the fiscal year, where additions minus deductions equal net increase or (decrease) in plan net position. The table below reflects a condensed comparative summary of the changes in net position and reflects the activities of the Plan for the year ended September 30th (in thousands):

	2014	2013	2012
Additions:			
Contributions:			
City	**$ 23,161**	$ 16,680	$ 18,407
Participants	**2,671**	2,641	2,666
Total contributions	**25,832**	19,321	21,073
Net investment income	**28,111**	32,001	38,917
Total additions	**53,943**	51,322	59,990
Deductions:			
Pension benefits	**28,191**	24,588	23,725
Administrative expenses	**342**	328	315
Refund of contributions	**232**	242	497
Total deductions	**28,765**	25,158	24,537
Net increase (decrease)	**25,178**	26,164	35,453
Net position held in trust for pension benefits, beginning of year	**262,597**	236,433	200,980
Net position held in trust for pension benefits, end of year	**$ 287,775**	$ 262,597	$ 236,433

The Plan's investment activities, measured as of the end of any month, quarter, or year, are a function of the underlying marketplace for the period measured and the investment policy's asset allocation. Actual returns for the fiscal year ended September 30, 2014 decreased from those of fiscal year ended September 30, 2013. Actual returns for the fiscal year ended September 30, 2013 decreased from those of fiscal year ended September 30, 2012.

The benefit payments are a function of changing payments to retirees or their beneficiary (i.e, retiree deceased, new retirements during the period, etc.).

Asset Allocation

At September 30, 2014 the domestic equity portion comprised 49.9% ($144,174,903) of the total portfolio. The allocation to fixed income securities was 23.2% ($67,024,845), while cash and cash equivalents comprised 4.0% ($11,593,907). Real estate partnerships comprised 8.4% ($24,193,184) and international equities comprised 14.6% ($42,177,315).

At September 30, 2013 the domestic equity portion comprised 46.9% ($123,289,098) of the total portfolio. The allocation to fixed income securities was 26.6% ($69,713,650), while cash and cash equivalents comprised 2.8% ($7,259,280). Real estate partnerships comprised 8.1% ($21,369,737) and international equities comprised 15.6% ($41,076,041).

The target asset allocation ranges as of September 30, 2014 and 2013 were as follows:

Asset Class	Asset Allocation
Domestic equities	27.5 – 57.5%
Fixed income	22.5 – 42.5%
International equities	10 – 20%
Real estate	5 – 15%

Contacting the Plan's Financial Management

This financial report is designed to provide the board of trustees, our membership, taxpayers, investors and creditors with a general overview of the Plan finances and to demonstrate accountability for the money they receive. If you have any questions about this report or need additional financial information, contact the City of Hollywood Employees' Retirement Fund, 2600 Hollywood Boulevard, City Hall Annex, Room 20, Hollywood, Florida 33020, Phone: (954) 921-3333.

City of Hollywood, Florida
Employees' Retirement Fund

Statements of Plan Net Position
September 30, 2014 and 2013

	2014	2013
Assets:		
Cash and short-term investments	**$ 11,594,829**	$ 7,259,280
Investments:		
U.S. government securities	**27,287,418**	24,345,577
U.S. government agency securities	**10,511,648**	14,859,361
Corporate bonds	**29,225,779**	30,508,712
Corporate stocks	**19,534,097**	17,919,644
Equity index fund - mutual funds	**98,371,401**	88,381,417
Partnership	**26,269,405**	16,988,037
Real estate investment trust	**24,193,184**	21,369,737
Collective funds trusts	**42,177,315**	41,076,041
Total investments	**277,570,247**	255,448,526
Receivables:		
Accrued interest and dividends	**389,938**	399,521
Total assets	**289,555,014**	263,107,327
Liabilities:		
Accrued expenses	**178,564**	86,963
Due to brokers	**1,421,841**	400,763
Due to City of Hollywood	**179,601**	22,796
Total liabilities	**1,780,006**	510,522
Net position held in trust for pension benefits	**$ 287,775,008**	$ 262,596,805

See Notes to Financial Statements.

City of Hollywood, Florida
Employees' Retirement Fund

Statements of Changes in Plan Net Position
For Fiscal Year Ended September 30, 2014 and 2013

	2014	2013
Additions:		
Contributions:		
City	**$ 23,160,583**	$ 16,679,815
Participants	**2,671,277**	2,640,548
Total contributions	**25,831,860**	19,320,363
Investment income:		
Net appreciation in fair value of plan investments	**24,657,322**	29,464,144
Interest and dividends	**4,255,627**	3,118,929
	28,912,949	32,583,073
Less: investment expense	**801,423**	582,287
Net investment income	**28,111,526**	32,000,786
Total additions	**53,943,386**	51,321,149
Deductions:		
Pension benefits paid	**28,191,052**	24,588,392
Administrative expenses	**342,423**	327,687
Refunds of contributions to participants	**231,708**	241,646
Total deductions	**28,765,183**	25,157,725
Net increase in plan net position	**25,178,203**	26,163,424
Net position held in trust for pension benefits, beginning of year	**262,596,805**	236,433,381
Net position held in trust for pension benefits, end of year	**$ 287,775,008**	$ 262,596,805

See Notes to Financial Statements.

Note 1. Plan Description

The City of Hollywood, Florida Employee's Retirement Fund (also known as the General Employees' Retirement Fund) (the Plan) is a single-employer defined-benefit plan. The Plan was established on October 1, 1958, as set forth in Article X, Section 10.01 of the City of Hollywood, Florida (the City) charter and is governed by various state and federal laws. The Plan is managed by a seven (7) member board of trustees (the Board). The Board is comprised of two (2) persons designated as citizen members who are residents of the City appointed by the City Commission; the City Manager or his/her designee; two (2) members representing the employees, who shall be employee members (including DROP participants) with at least six (6) years of credited service and elected by vote of all employee members (including DROP participants); one (1) member representing the retirees, who shall be a retiree (but not a DROP participant) elected by vote of all retired members (excluding DROP participants); and one (1) member appointed by the City Manager, representing the employees whose positions are not included in a collective bargaining unit and has accounting or investment experience. The Board can recommend to the City changes to the provisions of the Plan.

The City requires that substantially all full-time general employees of the City contribute to the Plan. Contributions required from Plan members were at the rate of 9% of compensation until March 15, 2014, when it changed to a rate of 8%. These contributions have been on a tax-deferred basis since 1994. The City is required to contribute the remaining amounts necessary to fund the Plan using an actuarial basis as required by state statute. The City's actuarially determined required contribution rate for fiscal year 2014 is 67.51% of annual covered payroll. The vesting period for Plan members hired prior to July 15, 2009 is five (5) years of creditable service. For Plan members hired on or after July 15, 2009 and General Fund members hired on or after October 1, 2011, the vesting period is seven (7) years of creditable service.

Since the Plan is a single-employer public employee retirement system sponsored by the City, the Plan is included as a pension trust fund in the City's Comprehensive Annual Financial Report (CAFR) as part of the City's financial reporting entity for the year ended September 30, 2014. For further information on the City, please see the CAFR.

At October 1, 2013 and 2012, membership in the Plan consisted of:

	October 1	
	2013	2012
Retirees and beneficiaries currently receiving benefits and terminated employees entitled to benefits but not yet receiving them	**1,091**	1,074
Current employees:		
Vested	**436**	458
Nonvested	**80**	64
Total current employees	**516**	522
Total all plan participants	**1,607**	1,596

Note 1. Plan Description (Continued)

Normal retirement: A Plan member hired prior to July 15, 2009 must attain the age of 55 with 5 years of creditable service, or complete 25 years of creditable service, regardless of age, in order to be eligible for normal retirement. For Plan members hired on or after July 15, 2009, normal retirement date shall be age fifty-seven (57) or older with twenty-five (25) years of credited service; age sixty (60) or older with seven (7) years of credited service; or thirty (30) years of credited service, regardless of age.

For a Plan member hired prior to July 15, 2009 and who is currently employed by the City, who has been contributing to the Plan during their full period of employment, and who exercises normal retirement is entitled to receive a retirement benefit equal to 3% of their member's average monthly compensation (based on the three highest consecutive years of employment) multiplied by years of creditable service, up to a maximum of 27 years, with a maximum benefit equal to 81% of the member's average monthly compensation.

<u>For employees hired prior to July 15, 2009</u>

- For Plan members hired prior to July 15, 2009 who retire on or after August 17, 2009 without entering the DROP, a two percent (2%) COLA shall be payable annually three (3) years after retirement benefits begin. Members hired prior to July 15, 2009 who enter the DROP on or after August 17, 2009, a two percent (2%) COLA shall be payable annually commencing the later of three (3) years after retirement benefits begin or one (1) year after separation employment following participation in the DROP.

- Contributions for these employees will increase to eight percent (8%) of compensation on October 1, 2009 and then to nine percent (9%) of compensation on October 1, 2010.

- For Plan members hired prior to July 15, 2009 who retire or enter the DROP on or after August 17, 2009 compensation shall exclude all earnings and payouts for blood time and compensatory time. Payouts for accumulated annual leave that may be counted as compensation for such members shall not exceed 125 hours per year for employees covered by the General employees' bargaining unit: and shall not exceed 60 hours per year for employees who retire from a position not covered by the General employees' bargaining unit.

- Members who were hired from October 1, 1976 to September 30, 1989 and elected to participate on a contributory basis in early 1991 had the option of keeping their benefit accrual rate of 1% for creditable years of service prior to the date the member started contributions, or paying additional contributions to obtain an increased benefit accrual rate for creditable years of service prior to the date the member started contributions. Upon exercising normal retirement, the monthly retirement benefit for such members who elected not to pay the additional contribution would be computed using a combination of a rate of 1% for creditable years of service prior to the date the member started contributions, and currently a benefit accrual rate of 3% for creditable years of service after the date the member started contributions.

- Employees who retire after September 30, 1998 will receive a benefit of 3% of average monthly salary with a maximum benefit equal to 81% of average monthly salary. Any former noncontributory member who does not "buy-back" previous service is subject to a 1% benefit rate for service prior to their election to enter the Plan. Further, members who were in the noncontributory group on July 1, 1999 receive a 1% benefit rate for service prior to July 1, 1999.

Note 1. Plan Description (Continued)

For Plan members hired on or after July 15, 2009, upon reaching normal retirement date, a member is entitled to a normal retirement benefit of two and one-half percent (2.5%) of average final compensation for each year of credited service, up to a maximum benefit of eighty-one (81%) of average final compensation. Average final compensation shall be based on the member's highest one hundred and four (104) consecutive bi-weekly pay periods of credited service.

<u>For employees hired on or after July 15, 2009</u>

- Vesting period will be 7 years of credited service.
- Normal retirement date shall be age fifty-seven (57) or older with twenty-five (25) years of credited service: age sixty (60) or older with seven (7) years of credited service; or thirty (30) years of credited service, regardless of age.
- Upon reaching normal retirement date, a member is entitled to a normal retirement benefit of two and one-half percent (2.5%) of average final compensation for each year of credited service, up to a maximum benefit of eighty-one (81%) of average final compensation.
- Average final compensation shall be based on the member's highest one hundred four (104) consecutive bi-weekly pay periods of credited service.
- Compensation shall include only the member's base pay, which includes longevity pay, but no other payments shall be included.
- Eligibility for non-duty disability benefits shall commence upon the member completing seven (7) years of credited service.
- A vested member who separates from city employment prior to his or her normal retirement date and does not receive a refund of contributions shall have a right to receive a retirement benefit beginning at age sixty (60) based on the benefit formula in effect on the date of separation from city employment, years of credited service and average final compensation on that date.
- Members shall contribute nine percent (9%) of their compensation to the Plan.
- Members shall not be eligible to participate in the DROP.
- Members shall not be eligible for a COLA after their retirement benefits commence.

<u>For employees hired on or after October 1, 2011</u>

As of September 30, 2011, benefits under the previously existing plan were frozen. The plan had numerous changes that were effective October 1, 2011 impacting mainly General Fund Plan members and employees. The pension plan changes were designed to help reduce the City's future pension costs.

Effective October 1, 2011, General Fund members are subject to a new benefit structure applicable to future credited service. Any General Fund member who was eligible to retire with normal retirement benefits on or before September 30, 2011 and is so eligible on September 30, 2011, the benefit structure in effect on September 30, 2011 shall remain in effect beyond September 30, 2011 and shall not be frozen; provided, however that any such General Fund member who did not enter the DROP on or before September 30, 2011 shall not be eligible to participate in the DROP. There are no changes in pension benefits to employees paid in the City's Enterprise Funds. Under the benefit structure effective October 1, 2011, the normal retirement date for a General Fund member with less than ten (10) years of credited service as of September 30, 2011 shall be age 65 or older with seven (7) years of credited service; age 62 or older with 25 years of credited service ; or age 60 or older with 30 years of credited service, provided, however, that the normal retirement date of a General Fund member hired prior to July 15, 2009 shall remain as it was as on September 30, 2011.

Note 1. Plan Description (Continued)

The vesting period for General Fund members not vested in the plan as of September 30, 2011 becomes 7 years of credited service. A General Fund member is entitled to a normal retirement benefit of 2% of average final credited compensation earned on or after October 1, 2011 up to the benefit equal to the net result of subtracting from 81% the product of 3% times the number of years of credited service earned up to September 30, 2011. Average final compensation for General Fund members effective October 1, 2011 shall include only the member's base pay which includes longevity but no other payments shall be included. A General Fund member's entitlement to a benefit in the form of a COLA shall be frozen as of September 30, 2011. Under the benefit structure effective October 1, 2011, a General Fund member shall not be eligible for a COLA.

Members hired on or after October 1, 2011 shall receive the same retirement benefits as members hired on or after July 15, 2009 but prior to October 1, 2011 subject to the following:

(1) Normal retirement date shall be age 65 or older with seven (7) years credited service; age 62 or older with 25 years of credited service; or age 60 with 30 years of credited service.
(2) Vesting period is seven (7) years of credited service
(3) Upon reaching normal retirement date, a General Fund member is entitled to a normal retirement benefit of 2% of average final compensation for each year of credited service, up to a maximum of 81% of average final compensation.
(4) Average final compensation for a General Fund member is based on the highest 130 consecutive bi-weekly pay periods of the last 260 bi-weekly pay periods of credited service
(5) Eligibility for non-duty disability benefits shall commence after completing seven (7) years of credited service
(6) General Fund member is not eligible to participate in the DROP
(7) General Fund members will not be eligible for a COLA.
(8) General Fund member who separate from the City prior to his or her normal retirement date having completed seven (7) years of credited service, does not receive a refund of contributions shall have the right to receive a service retirement benefit beginning at age 65 based on the benefit formula in effect on the date of separation from City, years of credited service and average final compensation on that date.

Disability retirement: After five years of creditable service, a Plan member hired prior to July 15, 2009 who becomes totally and permanently disabled, as defined by the Plan, may retire on a nonservice incurred disability retirement benefit. For Plan members hired on or after July 15, 2009, and General Fund Plan members hired on or after October 1, 2011, eligibility for non-duty disability benefits shall commence upon the member completing seven (7) years of creditable service.

A Plan member under a disability retirement shall be entitled to receive a retirement benefit equal to 75% of the member's compensation if the disability occurred in service. Such benefit is payable from the first day of disability. For a nonservice incurred disability retirement, the member hired prior to July 15, 2009 must have completed 5 years of credited service and shall be entitled to receive a retirement benefit equal to the member's accrued benefits, but not less than 20% of the member's average monthly compensation, which is payable until the member's death or recovery. For Plan members hired on or after July 15, 2009, eligibility for non-duty disability benefits shall commence upon the member completing seven (7) years of credited service.

Note 1. Plan Description (Continued)

Preretirement death benefits: Effective April 5, 2006 for members included in the American Federation of State, County and Municipal Employees (AFSCME) General bargaining unit, March 7, 2007 for members included in the AFSCME Professional and Supervisory bargaining units, and July 18, 2007 for members not included in any bargaining unit, when an employed member of the employees' retirement fund of the City, who is vested, dies before retirement, his or her designated beneficiary (or beneficiaries) shall have the option of receiving the members' contribution to the fund, plus simple interest at the rate of four percent (4%) per year, or benefit payments until his or her own death equal to the benefit payments the deceased member would have received had he or she retired on the day of his or her death having selected to receive his or her annuity as joint and last survivor, whereby the retired member shall receive a reduced monthly benefit for life, and following the retired member's death, the same monthly benefit is paid to the member's designated beneficiary for life.

Deferred Retirement Option Plan (DROP): This option is available to all Plan members hired before July 15, 2009 and it must be elected on or after the member attains the age of 55, with at least 10 years of creditable service, or 25 years of creditable service, regardless of age, but prior to the completion of 30 years of creditable service. The maximum participation in the DROP is 60 full months or until the member's creditable service plus DROP participation period equals 32 years. Members of the AFSCME General Bargaining unit entering the DROP on or after May 1, 2006 are required to sign an irrevocable election to separate from City employment at the conclusion of their DROP participation period. This same requirement applies to the AFSCME Professional and Supervisory Bargaining unit members entering the DROP on or after July 1, 2007. Members hired on or after July 15, 2009 and General Fund plan members hired on or after October 1, 2011 shall not be eligible to participate in the DROP. Any General Fund member of the Plan who did not enter the DROP on or before September 30, 2011 shall not be eligible to participate in the DROP.

A Plan member's creditable service, accrued benefits and compensation calculation are frozen upon participation in the DROP. The monthly benefit amount is calculated based on creditable service, average monthly compensation, and retirement option selected. Average monthly compensation is based on the three highest consecutive years of employment preceding participation in the DROP.

Upon commencement of participation in the DROP, the member's contribution and the City's contribution to the Plan for the member cease as the member will not earn further creditable service for pension purposes. For each member electing participation in the DROP, an individual DROP account shall be created. Payment shall be made by the Plan into the member's DROP account in an amount equal to the normal monthly retirement benefit, which the member would have received had the member separated from service and commenced receipt of pension benefits. Payments received by the member in the DROP account are tax deferred. Effective July 1, 2006 for Plan members included in the AFSCME General Bargaining unit, May 1, 2007 for Plan members included in the AFSCME Professional and Supervisory units, and July 1, 2007 for Plan members not included in any bargaining unit, DROP payments shall earn interest at the same rate as the net rate of investment returns on Plan assets. These amounts are included in the Plan's net position held in trust for pension benefit.

Upon termination of employment, members shall receive normal monthly retirement benefits as well as their funds from the DROP account in one of the following manners:

- Lump-sum distribution, or
- Rollover of the balance to another qualified retirement Plan

Note 1. Plan Description (Continued)

DROP participation does not affect any other death or disability benefits provided to general employees under federal law, state law, City ordinance or any rights or benefits under any applicable collective bargaining agreement. At October 1, 2013 and 2012, there were 134 and 154 DROP participants, respectively.

Cost-of-living adjustment (COLA): On an annual basis, members hired before July 15, 2009 shall receive an increase in the monthly retirement benefit of 2% for cost-of-living adjustment starting three years after the member retires or enters into the DROP after October 1, 1989. Plan members hired on or after July 15, 2009 and General Fund members hired on or after October 1, 2011 shall not be eligible for a COLA after the member retires.

Other: Operating expenses incurred by the Plan for investment management services totaled $801,423 and $582,287 for the fiscal years ended September 30, 2014 and 2013, respectively.

Administrative expenses incurred by the Plan for expenses with the Pension Coordinator's Office, legal fees and custodian fees totaled $342,423 and $327,687 for fiscal years September 30, 2014 and 2013, respectively. Administrative costs of the Plan incurred by the City were approximately $65,409 and $45,647 for the years ended September 30, 2014 and 2013, respectively, and are not reflected in the accompanying financial statements.

Note 2. Summary of Significant Accounting Policies

Basis of accounting: The financial statements are prepared using the accrual basis of accounting. Contributions from members are recorded in the period the City makes payroll deductions from participants (members). City contribution requirements are actuarially determined and are normally remitted on a biweekly basis with the members contributions. Benefit payments and refunds to members are recognized when due and payable in accordance with the terms of the Plan. Plan member contributions are recognized in the period in which the contributions are due. Employer contributions to the plan are recognized when due and the employer has made a formal commitment to provide the contributions.

During fiscal years 2014 and 2013, the City remitted the balance of the required contribution in a lump sum during December 2013 and December 2012, respectively, in order to reduce interest accruing on the Plan's unfunded liability.

Use of estimates: The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions and deductions in net position available for Plan benefits. Actual results could differ from those estimates.

Certain significant estimates: Investments are exposed to various risks, such as interest rate, market and credit risk. Due to the level of risk associated with certain investments and the level of uncertainty related to changes in the value of investments, it is at least reasonably possible that changes in risks in the near term could materially affect balances and the amounts reported in the statements of net position available for benefits.

Note 2. Summary of Significant Accounting Policies (Continued)

The actuarial present value of accumulated Plan benefits are prepared based on certain assumptions pertaining to interest rates, investment returns, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is reasonably possible that changes in this estimate and assumptions in the near term could be material to the financial statements.

Cash and cash equivalents: The Plan considers all highly liquid investments, with original maturities of three (3) months or less when purchased, to be cash equivalents.

Investments: Investments are carried at fair value, which is determined as follows: securities traded on a national securities exchange are valued at the last reported sales price on the last business day of the fiscal year; securities traded in the over-the-counter market and listed securities for which no sale was reported on that date are valued at the last reported bid price; commercial paper, time deposits and short-term investment pools are valued at amortized cost, which approximates fair value.

The Pooled Investment Funds of the Plan are valued as follows:

- Alternative investments are investments in the real estate investment trusts (REIT) where no readily ascertainable market value exits, management, in consultation with the REIT manager and investment advisors have determined the fair value of the REIT based upon the REIT's most recent available information. The REIT is valued based on the values of real estate properties and real estate properties held in underlying partnerships, giving consideration to the income, cost and sales comparison approaches of estimating property value. The values for operating companies in the partnership have been prepared giving consideration to market capitalization rates and projected income streams.

- Partnerships are valued based on the fair value of investments held by the Partnership which are measured using Level 1 inputs which represents unadjusted quoted prices in active markets that the General Partner has the ability to access at the balance sheet date.

- All other pooled investment funds (Collective Fund Trust, Equity Index Fund – Mutual Funds, and Equity Securities) are valued based on the underlying fair value of the investments (mutual funds, stocks, debt obligations, etc.) held in the pool.

The Plan's pooled investments are valued based on the net asset value of the respective pooled investment fund.

Realized and unrealized gains and losses are reported as net appreciation (depreciation) in fair value of investments on the statements of changes in plan net position along with realized gains and losses on sale of investments. Purchases and sales of securities are reflected on a trade-date basis. Gains or losses on sales of securities are based on average cost. Dividends and interest income are recorded as earned.

Note 2. Summary of Significant Accounting Policies (Continued)

The investment policy is determined by the board of trustees and is implemented by investment advisors. At September 30, 2014, guidelines permit the following investments:

- Bonds, notes or other obligations of the U.S. government and its agencies;
- Common and preferred stock issued by a corporation created or existing under the laws of the United States or any state, district or territory thereof, provided that such securities shall be listed at the date of the purchase on a major stock exchange with an aggregate limitation of 57.5% of the total plan assets;
- Fixed income investments, provided that no one issue of these obligations is more than 5% of the investment manager's portfolio;
- Time deposits or time certificates in any banking institution organized under the laws of the United States, provided that such investments are not more than 5% of the short-term investment account;
- International equity investments made through the purchase of units of commingled funds or group trusts are limited to a maximum of 20.0% of plan investments; and
- Real estate investments in pooled real estate vehicles, limited partnerships or other types of real estate investments, limited to a maximum of 15.0% of plan investments, as determined by the Board of Trustees in consultation with the investment consultant.
- The Board, after consulting with the Investment Consultant, may authorize the use of any other investment for an account provided that such investment is considered prudent for a retirement fund. Assets that provide appropriate diversification (specifically low correlation with existing assets) will be considered.

Prohibited assets and/or transactions under the Plan's investment policy include selling short, letter stock, options other than covered call writing, and any investments not listed in the investment policy.

The Plan's target asset allocation ranges as of September 30, 2014 and 2013, were as follows:

Asset Class	Asset Allocation
Domestic equities	27.5 – 57.5%
Fixed income	22.5 – 42.5%
International equities	10 – 20%
Real estate	5 – 15%

Income tax status: The Plan is exempt from Federal income taxes under the Internal Revenue Code and, therefore, records no such income tax liability or expense.

Note 3. Deposits and Investments

Interest rate risk: Interest rate risk is the risk that changes in market interest rates will adversely affect the fair value of investments. Generally, the longer the maturity of an investment the greater the sensitivity of its fair value to changes in market interest rates. The Plan's investment policy limits interest rate risk, as a result of changes in interest rates on its investments, by attempting to match investment maturities with known cash needs and anticipated cash flow requirements.

As a means of limiting its exposure to interest rate risk, the Plan limits the majority of its debt type investments to a maximum of 10 years.

At September 30, 2014, the Plan had the following fixed income investments and maturities:

		Investment Maturities (in thousands)			
	Fair Value	**1 Year**	**1 – 5 Years**	**6 – 10 Years**	**More Than 10 Years**
U.S. government securities:					
U.S. government agencies	**$ 10,512**	**$ -**	**$ 1,433**	**$ 819**	**$ 8,260**
U.S. treasuries	**27,287**	**7,061**	**11,021**	**5,706**	**3,499**
Total U.S. government securities	**37,799**	**7,061**	**12,454**	**6,525**	**11,759**
Corporate bonds	**29,266**	**919**	**13,122**	**9,971**	**5,214**
Total plan fixed income investments	**$ 67,065**	**$ 7,980**	**$ 25,576**	**$ 16,496**	**$ 16,973**

At September 30, 2013, the Plan had the following fixed income investments and maturities:

		Investment Maturities (in thousands)			
	Fair Value	1 Year	1 – 5 Years	6 – 10 Years	More Than 10 Years
U.S. government securities:					
U.S. government agencies	$ 14,859	$ -	$ 2,191	$ 579	$ 12,089
U.S. treasuries	24,346	940	12,722	6,798	3,886
Total U.S. government securities	39,205	940	14,913	7,377	15,975
Corporate bonds	30,509	283	16,106	8,683	5,437
Total plan fixed income investments	$ 69,714	$ 1,223	$ 31,019	$ 16,060	$ 21,412

Note 3. Deposits and Investments (Continued)

Credit risk: Credit risk is the risk that an issuer of an investment will not fulfill its obligation to the holder of the investment. This is measured by the assignment of a rating by a nationally recognized statistical rating organization. U.S government and U.S government guaranteed securities are not considered to have credit risk.

The following table discloses credit ratings by fixed income investment type for the Plan at September 30th as applicable (in thousands):

	2014		2013	
	Fair Value	**Percentage of Portfolio**	Fair Value	Percentage of Portfolio
Employees Retirement Fund:				
U.S. government guaranteed	**$ 37,799**	**56.40%**	$ 39,205	56.24%
Quality rating of credit risk debt securities:				
AA	**6,513**	**9.72%**	9,652	13.85%
A	**11,524**	**17.19%**	10,564	15.15%
BB	**329**	**0.49%**	24	0.03%
BBB	**10,860**	**16.20%**	10,269	14.73%
Total credit risk of debt securities	**29,226**	**43.60%**	30,509	43.76%
Total plan fixed income securities	**$ 67,025**	**100.00%**	$ 69,714	100.00%

Custodial credit risk: For investments, this is the risk that in the event of the failure of the counterparty, the Plan will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party. For deposits, this is the risk that in the event of the failure of the bank the Plan will not be able to recover its deposits.

The Plan's policy requires that time deposits made at banks must be made with Qualified Public Depositories in accordance with Chapter 280, Florida Statutes. The Plan deposits funds only in Qualified Public Depositories which have deposit insurance under the provision of the FDIC. As of September 30, 2014 and 2013, the Plan's bank deposits were in Qualified Public Depositories and as such the deposits were not exposed to custodial credit risk.

As of September 30, 2014 and 2013, the Plan's investments are held by third-party safekeeping custodians selected by their board of trustees and registered in the Plan's name.

Note 3. Deposits and Investments (Continued)

Concentration of credit risk: The investment policy of the Plan contains a limitation on the amount that can be invested in any one issuer, as well as portfolio allocation ranges and maximum percentages by types of investments. At September 30, 2014 and 2013, the Plan had 8.4% and 8.1%, respectively, of plan assets invested in Morgan Stanley – Prime Property Fund, LLC. At September 30, 2014, the plan had 14.6% of plan assets invested in Wellington Trust Company's WTC – CTF International Opportunities Portfolio and 15.6% of plan assets invested in Northern Trust's MSCI ACWI EX-US index fund at September 30, 2013. In addition, at September 30, 2014, the Plan had 6.6% of plan assets invested in Frontier Capital – Frontier Capital Appreciation Fund.

Foreign currency risk: Foreign currency risk is the risk that changes in exchange rates will adversely affect fair value of an investment or a deposit in foreign currency.

The Plan's pro rata share in a commingled equity investment fund exposes it to foreign currency risk as follows (in thousands):

	2014	2013
	Fair Value	Fair Value
Currency:		
Euro	**$ 12,273**	$ 8,960
British pound	**6,314**	5,523
Japanese yen	**8,760**	6,178
Swiss franc	**4,230**	2,741
Chinese renminbi	**-**	1,227
Canadian dollar	**2,109**	2,782
Brazilian real	**4**	941
Australian dollar	**-**	2,250
Hong Kong dollar	**1,295**	1,268
Korean won	**806**	1,268
Indian rupee	**734**	532
Russian ruble	**-**	532
Taiwan dollar	**342**	1,023
Norwegian krone	**38**	245
South African Rand	**-**	614
Singapore dollar	**-**	450
Swedish Krona	**721**	941
Mexican Peso	**55**	491
Danish Krone	**105**	327
Malaysian Ringitt	**-**	327
Indonesian Rupiah	**-**	245
Other	**-**	1,146
Total	**$ 37,786**	$ 40,011

Note 3. Deposits and Investments (Continued)

Pooled investment funds were comprised of the following types of investments as of September 30th:

	Balance	
Description	**2014**	2013
Equity Index Fund - Mutual Funds	**$ 98,371,401**	$ 88,381,417
Partnership	**26,269,405**	16,988,037
Real Estate Investment Trust	**24,193,184**	21,369,737
Collective Funds Trusts	**42,177,315**	41,076,041
	$ 191,011,305	$ 167,815,232

The Equity Index Fund seeks to provide investment results approximating the aggregate price and dividend performance of the securities included in the S&P 500 Index. The Equity Index Fund invests substantially all of its net assets in the equity securities included in the S&P 500 Index, in weightings that approximate the relative composition of the securities contained in the S&P 500 Index and in S&P 500 Index futures.

The Partnership invest in common stock of both domestic and foreign companies in the following industries – technology, healthcare, consumer discretionary, energy and related, material and processing, producer durables, financial services, and durables.

The Real Estate Investment Trust (REIT) acquires, owns, holds for investment and ultimately disposes of investments in real estate and real estate related assets with the intention of achieving current income, capital appreciation or both.

The Collective Funds Trusts is a fund of funds that invest in both domestic and international funds, each with its own investment objective. Northern Trust Investments, Inc. "NTI), a wholly-owned subsidiary of The Northern Trust Company serves as trustee. NTI has established this trust for the commingling of assets of eligible employee benefit plan accounts in accordance with the Declaration of Trust.

Note 4. Due to / from Brokers

The "Due to brokers" balances of $1,421,841 and $400,763 represent investments purchased, for which the sale has not reached the settlement date at September 30, 2014 and 2013, respectively.

Note 5. Net Pension Liability

The components of the net pension liability for the City (employer) at September 30, 2014, were as follows:

Total Pension Liability	$ 424,767,705
Plan Fiduciary Net Position	(287,775,008)
Net Pension Liability	$ 136,992,697
Plan Fiduciary Net Position as a % of the Total Pension Liability	67.75%

The total pension liability was determined by an actuarial valuation as of October 1, 2013 with updated asset information as of September 30, 2014, using the following actuarial assumptions applied to all prior periods included in the measurement:

Actuarial Assumptions:	
Assumed Rate of Return on Investments	8.0% per annum
Annual Salary Increases	4.0% to 9.0% depending on service, including inflation
Inflation Rate	3.50%
Cost-of-Living Adjustments	None

Mortality rates were based on the RP-2000 Combined Healthy Participant Mortality Table for males and females with mortality improvement projected to 2016 using Scale AA.

The long-term expected rate of return on pension plan investments are developed for each major asset class by weighing the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates of real rates of return for each major asset class included in the pension plan's target asset allocation as of September 30, 2014, are summarized in the following table:

Asset Class	Real Rate of Return
Fixed Income	1.56%
Domestic Equity	6.55%
International Equity	7.23%
Real Estate	4.40%

The discount rate used to measure the total pension liability was 8.0%. The projection of cash flows used to determine the discount rate assumes plan members will contribute at the current contribution rate and the City will continue to make future contributions at the actuarially determined contribution 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.

Note 5. Net Pension Liability (Continued)

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.

The following table illustrates the impact of discount rate sensitivity on the net pension liability as of September 30, 2014:

	1% Decrease (7.00%)	Current Rate (8.00%)	1% Increase (9.00%)
Net Pension Liability	$ 180,229,166	$ 136,992,697	$ 100,363,763

For the year ended September 30, 2014, the annual money-weighted rate of return on pension plan investments, net of pension plan investment expense was 10.95%. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

Note 6. Deferred Retirement Option Program (DROP) Balances

The Plan includes terms that permit Plan members to be credited for benefit payments into an individual member account within the Plan while continuing to provide services to the employer and to be paid a salary. The balance of the amounts held by the pension plan pursuant to the DROP as of September 30, 2014 was $15,295,545.

Note 7. Adopted Pronouncement

The Plan implemented GASB Statement No. 67, Financial Reporting for Pension Plans, an amendment of GASB Statement No. 25. The disclosures related to the Plan are in accordance with the requirements of GASB Statement No. 67.

Required Supplementary Information

City of Hollywood, Florida
Employees' Retirement Fund

Required Supplementary Information
Schedule of Employer Contributions (Unaudited)

Year Ended September 30th,	Annual Required Contribution	Percentage Contributed
2014	$ 20,341,256	100%
2013	17,913,508	100%
2012	13,050,878	100%
2011	16,734,454	100%
2010	16,406,324	100%
2009	14,743,450	100%
2008	13,761,179	100%
2007	12,087,074	100%
2006	10,559,474	100%
2005	8,817,640	100%

City of Hollywood, Florida
Employees' Retirement Fund

Required Supplementary Information
Schedule of changes in the employer's net pension liability and related ratios

Total Pension Liability	
Service Cost	$ 4,152,898
Interest	32,492,291
Difference Between Actual and Expected Experience	333,165
Benefit Payments	(28,191,052)
Refunds of Contributions	(231,708)
Net Change in Total Pension Liability	8,555,594
Total Pension Liability – Beginning	416,212,111
Total Pension Liability – Ending	424,767,705
Plan Fiduciairy Net Position	
Contributions – City	23,160,583
Contributions – Member	2,671,277
Net Investment Income	28,111,526
Benefit Payments	(28,191,052)
Refunds of Contributions	(231,708)
Administrative Expense	(342,423)
Net change in Plan Fiduciary Net Position	25,178,203
Plan Fiduciary Net Position – Beginning	262,596,805
Plan Fiduciary Net Position – Ending	287,775,008
Net Pension Liability – Ending	$ 136,992,697
Plan Fiduciary Net Position as a Percentage of Total Pension Liability	67.75%
Covered Employee Payroll	28,007,058
Net Pension Liability as a Percentage of Covered Employee Payroll	489.14%

Notes to Schedule:
This Schedule is preseted to illuatrate the requirements of GASB 67. Currently, only data for fiscal year ending September 30, 2014 is available.

City of Hollywood, Florida

Employee's Retirement Fund
Required Supplementary Information (unaudited)

Schedule of Investment Return

The annual money-weighted rate of return, net of investment expense for the pension plan is shown below:

Fiscal Year	Employees Retirement Fund
2014	10.95%

Schedule of Employer's Net Pension Liability

The following schedule reflects significant components of the pension plan's net pension liability.

Fiscal Year	Total Pension Liability	Plan Net Position	Net Pension Liability	Plan Net Position as a % of Total Pension Liability	Covered Payroll	Net Pension Liability as a % of Covered Payroll
2014	$ 424,767,705	$ 287,775,008	$ 136,992,697	67.75%	$ 28,007,058	489.14%

Note to schedules: The schedules are presented to illustrate the requirements of GASB 67. Currently, only data for fiscal year ending September 30, 2014 is available.

City of Hollywood, Florida

Employee's Retirement Fund
Required Supplementary Information (unaudited)

Schedule of Employer Contributions (unaudited)

Year	2014
Actuarially Determined Contribution	$ 19,834,090
Contribution Made	(23,160,583)
Contribution Deficiency (Excess)	$ (3,326,493)
Covered Payroll	$ 28,007,058
Contribution as a Percentage of Covered Employee Payroll	82.70%

The following actuarial methods and assumptions were used to determine contribution rates reported in this schedule:

Valuation Date	10/01/13
Measurement Date	09/30/14
Actuarial Cost Method	Entry Age Normal
Amortization Method	Level Percent Closed
Remaining Amortization Period	30 Years
Asset Valuation Method	5 Year Smoothed Market
Actuarial Assumptions:	
Investment Rate of Return	8.00%
Assumed Annual Salary Increase	4.00% to 9.00%
Inflation	3.50%
Cost-of-Living Adjustment (COLA)	Not applicable
Mortality Rates	RP-2000 Combined Health Participant Mortality Table

Note to schedules: The schedules are presented to illustrate the requirements of GASB 67. Currently, only data for fiscal year ending September 30, 2014 is available.

Other Reports

McGladrey

Independent Auditor's Report
on Internal Control Over Financial Reporting and on
Compliance and Other Matters Based on an Audit of
Financial Statements Performed in Accordance with
Government Auditing Standards

The Board of Trustees
City of Hollywood, Florida Employees' Retirement Fund
Hollywood, Florida

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the statement of plan net position of the City of Hollywood, Florida Employees' Retirement Fund (the Plan) as of September 30, 2014, and the related statement of changes in plan net position for the year then ended, and related notes to the financial statements, and have issued our report thereon dated October 6, 2015.

Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered the Plan's internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, we do not express an opinion on the effectiveness of the Plan's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Plan's financial statements are free of material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Member of the RSM International network of independent accounting, tax and consulting firms.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Plan's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Plan's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

McGladrey LLP

Fort Lauderdale, Florida
October 6, 2015