

**AGENDA**  
**REGULAR RETIREMENT COMMITTEE MEETING**  
**CITY OF DELRAY BEACH GENERAL EMPLOYEES' RETIREMENT PLAN**  
**THURSDAY, MAY 21, 2020 at 1:00 PM**

**Dial-in Number: (352) 448-9762 / Conference ID: 547 195 758#**

This meeting will be conducted exclusively using electronic communications media technology in accordance with Executive Order 20-69. Participants, including the public, may join the meeting by telephone using the above Dial-in Number and Conference ID. You may submit a public comment via email (include your name, address, and comment) to the Pension Administrator at [castronovo@mydelraybeach.com](mailto:castronovo@mydelraybeach.com) by no later than 5:00 p.m. Wednesday, May 20, 2020. **NOTE:** your full email will be reviewable by the Board of Trustees and will be made part of the record. For additional information or if you have difficulty accessing the virtual meeting, please send an email to the Pension Administrator. Backup material for Agenda items are available from the Pension Administrator via email if requested by no later than 5:00 p.m. Wednesday, May 20, 2020.

- 1. Call to Order, Roll Call, Meeting Instructions, Agenda Adoption**
  - A. Agenda Adoption – May 21, 2020
- 2. Public Comments**
- 3. Consent Agenda**
  - A. February 20, 2020 Regular Meeting Minutes
  - B. Ratification of Plan Expenses and Termination Refunds
  - C. Approval/Ratification of New Retirement/DROP/Vested/Death Annuities
- 4. Gabriel, Roeder, Smith & Company – Jeffrey Amrose**
  - A. Actuarial Valuation Report as of October 1, 2019
  - B. Comparison of FRS vs. General Employees' Retirement Plan actuarial assumptions
- 5. AndCo Consulting – Brendon Vavrica**
  - A. Portfolio Performance Review – Quarter End March 31, 2020
  - B. Flash Report – April 2020 and May 2020 Estimate
  - C. Review Near Term Cash Requirements and possible Asset Rebalancing
  - D. Primer on Infrastructure Investments
  - E. Term Asset-backed Securities Loan Facility (TALF)
- 6. Pension Administrator Report – Lisa Castronovo**
- 7. Other Business**
  - A. September 30, 2019 Audit Report - provided by Caler, Donten, Levine, Cohen, Porter & Veil
- 8. Adjournment**

IN ACCORDANCE WITH THE AMERICAN WITH DISABILITIES ACT OF 1990, PERSONS NEEDING A SPECIAL ACCOMMODATION TO PARTICIPATE IN THIS PROCEEDING SHOULD CONTACT THE PLAN ADMINISTRATOR NO LATER THAN TWO (2) DAYS PRIOR TO THE PROCEEDING, TELEPHONE (561) 243-4707 FOR ASSISTANCE; IF HEARING IMPAIRED, TELEPHONE THE FLORIDA RELAY SERVICE NUMBERS (800) 955-8771(TDD) OR (800) 955-8770 (VOICE) FOR ASSISTANCE. NOTICE IS GIVEN TO ALL INTERESTED PARTIES THAT IF ANY PERSON DECIDES TO APPEAL ANY DECISION MADE AT THE FORTHCOMING MEETING OF THE CITY OF DELRAY BEACH GENERAL EMPLOYEES' RETIREMENT PLAN, SUCH PERSON WILL NEED A RECORD OF THE PROCEEDINGS CONDUCTED AT SUCH MEETING AND FOR SUCH PURPOSE, HE OR SHE MAY NEED TO ENSURE THAT A VERBATIM RECORD OF THE PROCEEDING IS MADE, WHICH RECORDS INCLUDE THE TESTIMONY AND EVIDENCE UPON WHICH ANY APPEAL MAY BE BASED. FLORIDA STATUTE, SECTION 286.0105.

# STATE OF FLORIDA

## OFFICE OF THE GOVERNOR EXECUTIVE ORDER NUMBER 20-69

(Emergency Management – COVID-19 – Local Government Public Meetings)

**WHEREAS**, on March 1, 2020, I issued Executive Order 20-51 directing the Florida Department of Health to issue a Public Health Emergency as a result of COVID-19; and

**WHEREAS**, on March 1, 2020, the State Surgeon General and State Health Officer declared a Public Health Emergency exists in the State of Florida as a result of COVID-19; and

**WHEREAS**, on March 9, 2020, I issued Executive Order 20-52 declaring a state of emergency for the entire State of Florida as a result of COVID-19; and

**WHEREAS**, on March 16, 2020, President Donald J. Trump and the Centers for Disease Control and Prevention (“CDC”) issued the “15 Days to Slow the Spread” guidance advising individuals to adopt far-reaching social distancing measures, such as working from home and avoiding gatherings of more than 10 people; and

**WHEREAS**, on March 17, 2020, I wrote a letter to Attorney General Ashley Moody seeking an advisory opinion regarding concerns raised by local government bodies about their ability to hold meetings through teleconferencing and other technological means in order to protect the public and follow the CDC guidance regarding social distancing; and

**WHEREAS**, on March 19, 2020, Attorney General Ashley Moody delivered an opinion to me indicating that certain provisions of Florida law require a physical quorum be present for local government bodies to conduct official business, and that local government bodies may only conduct meetings by teleconferencing or other technological means if either a statute permits a quorum to be present by means other than in person, or that the in person requirement for constituting a quorum is lawfully suspended during the state of emergency; and

WHEREAS, it is necessary and appropriate to take action to ensure that COVID-19 remains controlled, and that residents and visitors in Florida remain safe and secure;

NOW, THEREFORE, I, RON DESANTIS, as Governor of Florida, by virtue of the authority vested in me by Article IV, Section (1)(a) of the Florida Constitution, Chapter 252, Florida Statutes, and all other applicable laws, promulgate the following Executive Order to take immediate effect:

Section 1. I hereby suspend any Florida Statute that requires a quorum to be present in person or requires a local government body to meet at a specific public place.

Section 2. Local government bodies may utilize communications media technology, such as telephonic and video conferencing, as provided in section 120.54(5)(b)2., Florida Statutes.

Section 3. This Executive Order does not waive any other requirement under the Florida Constitution and "Florida's Government in the Sunshine Laws," including Chapter 286, Florida Statutes.

Section 4. This Executive Order shall expire at the expiration of Executive Order 20-52, including any extension.



IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Florida to be affixed, at Tallahassee, this 20th day of March, 2020

  
RON DESANTIS, GOVERNOR

ATTEST:

  
SECRETARY OF STATE

FILED  
2020 MAR 20 AM 9:38  
TALLAHASSEE, FLORIDA

## **Item 1**

**Call to Order, Roll Call,  
Meeting Instructions, Agenda Adoption**



**AGENDA**  
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RON DESANTIS, GOVERNOR

ATTEST:

  
SECRETARY OF STATE

FILED  
2020 MAR 20 AM 9:38  
TALLAHASSEE, FLORIDA

## **Item 2**

### **Public Comments**

**(No backup for this Item)**

## **Item 3**

### **Consent Agenda**

**Item 3.A.**

**February 20, 2020  
Regular Meeting Minutes**

**MINUTES**  
**REGULAR RETIREMENT COMMITTEE MEETING**  
**CITY OF DELRAY BEACH GENERAL EMPLOYEES' RETIREMENT PLAN**  
**FEBRUARY 20, 2020**

**1. Call to Order**

Chair James Smith called the meeting to order at 1:00 p.m.

The Retirement Committee ("Committee") reviewed the Committee's recently adopted electronic device participation policy and discussed if they would accept Mr. Frankel's attendance at the Committee meeting via telephone.

**MOTION** made by Mr. MacManus, seconded by Ms. Kalka, to allow Mr. Frankel to attend the February 20, 2020 Committee meeting via telephone. In a voice vote by the members present, **Motion** passed 4-0.

**Roll Call**

Committee Members present: Chair James Smith, William Ellingsworth, Adam Frankel (via telephone; departed at 2:00 p.m.), Marie Kalka, and Thomas MacManus (departed at 3:18 p.m.).

Also present: Brendon Vavrica (AndCo Consulting), Janice Rustin (Lewis, Longman & Walker), City of Delray Beach ("DB") Assistant City Attorney Kelly Brandon, Jeff Amrose (Gabriel, Roeder, Smith & Company ("GRS")), and Pension Administrator Lisa Castronovo.

**Agenda Adoption**

**MOTION** made by Mr. MacManus, seconded by Mr. Ellingsworth, to adopt the February 20, 2020 Agenda. In a roll call vote, **Motion** passed 5-0.

**2. PUBLIC COMMENTS**

There were no public comments.

**3. CONSENT AGENDA**

- A. November 21, 2019 Regular Meeting Minutes
- B. January 30, 2020 Workshop Minutes
- C. Investment Policy
- D. NFP Retirement, Inc. Agreement
- E. Information on SECURE Act
- F. Fiduciary Liability Insurance
- G. Ratification of Plan Expenses and Termination Refunds
- H. Approval/Ratification of New Retirement/DROP/Vested/Death Annuities
- I. Ratification of Bank Deposits

Agenda Item 3.C. Investment Policy was pulled and renumbered 3.1. Agenda Item 3.G. Ratification of Plan Expenses and Termination Refunds was pulled and renumbered 3.2.

**MOTION** made by Mr. Ellingsworth, seconded by Ms. Kalka, to approve the Consent Agenda as amended to remove Items 3.C. and 3.G. In a roll call vote, **Motion** passed 5-0.

**3.1 Investment Policy**

The Investment Policy was revised to permit out-of-state travel but limited to one U.S. continental trip per calendar year. There was a brief discussion regarding whether or not a dollar limit should be placed on the out-of-state travel. The Committee agreed that they would adopt the Investment Policy as presented but also wanted to adopt a travel policy.

**MOTION** made by Mr. Ellingsworth, seconded by Mr. MacManus, to adopt the Investment Policy. In a roll call vote, **Motion** passed 5-0.

**MOTION** made by Mr. Ellingsworth, seconded by Mr. Frankel, to have Ms. Castronovo present a travel policy to the Committee as its next regular meeting. In a roll call vote, **Motion** passed 5-0.

### 3.2 Ratification of Plan Expenses and Termination Refunds

Mr. MacManus questioned the calculation of the quarterly fee charged by Garcia Hamilton & Associates noting that it appeared to be calculated incorrectly.

**MOTION** made by Mr. MacManus, seconded by Mr. Ellingsworth, to have Ms. Castronovo confirm that the Garcia Hamilton & Associates charges are correct. In a roll call vote, **Motion** passed 5-0.

## 4. UPDATE ON PROPOSED STATE LAW – Adam Frankel

Mr. Frankel reported that during January's Palm Beach County Days in Tallahassee, he met with Florida State Representative Michael Caruso to discuss a proposed state law that would allow all municipal pension boards the option of buying and selling equities, fixed income, real estate and other alternative investments directly from in-house Florida Retirement System money managers. Mr. Caruso requested Mr. Frankel to put together a package for his review and consideration.

Chair Smith asked Mr. Frankel if he had the opportunity to meet with the Chairs of the Police Officers' and Firefighters' Boards of Trustees, Police Union Representative Vincent Gray, PBC League of Cities Executive Director Richard Radcliffe, and FPPTA's Dwight Mattingly & Peter Hapgood. Mr. Frankel said he was waiting for a bullet-point summary of the proposal. Ms. Kalka volunteered to work with Ms. Castronovo to draft a bullet-point package for delivery to Representative Caruso via his legislative aide, Beth Lerner.

Chair Smith thanked Mr. Frankel for his efforts, and in recognition of Mr. Frankel's busy schedule, offered to do the "grunt" work necessary to move the project forward. Mr. Frankel accepted Chair Smith's offer. Mr. Frankel said he would be happy to meet with anyone later in the process should such a meeting be needed.

## 5. PENSION ADMINISTRATOR REPORT – Lisa Castronovo

Ms. Castronovo provided information as shared by Salem Trust regarding their transition to TMI Trust Company. Ms. Castronovo also provided a monthly detail of actual administrative and investment-related expenses incurred in the current fiscal year through mid-February 2020.

Ms. Castronovo presented the idea of the Board acquiring a Board-specific credit card primarily for her use when registering the Committee members for conferences and making their travel arrangements (hotel reservations, flight reservations, etc.). Before proceeding, however, Ms. Castronovo said she wanted to discuss the idea further with the City's Assistant Finance Director and would provide a follow-up report at the Committee's next regular meeting.

**MOTION** made by Mr. Frankel, seconded by Mr. MacManus, to approve the acquisition of a Committee-specific credit card subject to approval by the Finance Department. In a roll call vote, **Motion** passed 5-0.

Ms. Castronovo said the idea of "paperless" meetings had been raised once again and so she wanted to know the Committee members' opinions regarding the idea. Two members noted they already used electronic devices, either their own or City-issued ones, to view the Committee meeting backup material so while they supported paperless meetings, they would not need Plan-purchased devices. Discussion continued as to who would pay for the devices, specifically the Plan or the City.



**MOTION** made by Mr. Frankel, seconded by Mr. MacManus, that a Committee member can request the Plan purchase a laptop/tablet for them but only to be used exclusively for Committee business. In a roll call vote, **Motion** passed 5-0.

Chair Smith noted that prior pension administrators were notaries, but Ms. Castronovo was not.

**MOTION** made by Mr. MacManus, seconded by Mr. Ellingsworth, that Ms. Castronovo acquire her notary certification with all notary fees paid for by the City. In a roll call vote, **Motion** passed 5-0.

**6. GABRIEL, ROEDER, SMITH & COMPANY - Jeffrey Amrose**

**A. Actuarial Funding Policy**

Mr. Amrose presented an updated draft actuarial funding policy based on information provided to him by the Committee at their November Committee meeting.

**MOTION** made by Mr. MacManus, seconded by Mr. Ellingsworth, to adopt the Actuarial Funding Policy as presented. In a voice vote by the members present, **Motion** passed 4-0.

**B. New Mortality Tables**

Mr. Amrose reported that the Florida Retirement System (FRS) changed its mortality table effective July 1, 2019. As mandated by State law, all local law pension funds must adopt the mortality table used by FRS. Therefore, the City's three plans could adopt the new mortality tables effective October 1, 2019 or October 1, 2020. Mr. Amrose expected use of the new mortality tables would result in very small gains for each plan.

**7. ANDCO CONSULTING – Brendon Vavrica**

**A. Portfolio Performance Review – Quarter End December 31, 2019**

Report made part of these Minutes.

Mr. Vavrica presented the Investment Performance Review Report for quarter end December 31, 2019 noting that the quarter was unequivocally phenomenal. The excellent returns were due in part to decreasing fears about a United States trade war with China. Mr. Vavrica continued that for the first time in 2019, the yield curve did not have a dip but rather had a steady incline. The Retirement System's rate of return, net of fees, for quarter end December 31, 2019 was 6.64% and for the twelve months ended December 31, 2019 was 23.33%. Mr. Vavrica cautioned that the optimism experienced in the fourth quarter of 2019 could turn to pessimism due to fears over the coronavirus influenza sweeping through China and entering the United States.

Mr. MacManus asked Mr. Vavrica if Garcia Hamilton had changed its outlook regarding future market returns to which Mr. Vavrica responded they had not. Mr. MacManus and Chair Smith both said they were not happy with Garcia Hamilton's (GH) outlook. Mr. Vavrica was asked to contact GH letting them know their performance was not in compliance with General's investment policy and that the Board would be monitoring their performance for future compliance.

Mr. Vavrica shared a chart showing annual asset class performances over the past 15 years which demonstrated quite clearly the reason for diversification since not one single asset class has consistently ever performed at the top, middle or bottom. Mr. Vavrica also shared a graph showing how markets perform in election years and the years immediately after election years.

**B. Flash Report – January 2020**

Report made part of these Minutes.

Mr. Vavrica reviewed the returns for January 2020 noting that they were quite poor for the markets in general. The Plan's overall return for January was -0.63% compared to the benchmark of 0.51%. Mr. Vavrica explained that the poor performance for January was not cause for alarm since it was only one month.

C. Review Near Term Cash Requirements and Possible Asset Rebalancing

Mr. Vavrica said the Plan's cash needs for the next three months' worth of benefit payments, DROP deposits and invoices was approximately \$2M. However, since the necessary funds were already in the Vanguard Total Stock Market Index fund within the receipts and disbursements account, there was no need to transfer money into the account.

Chair Smith asked if an Accounts Payable Requirements Report could be generated by City staff. By generating an Accounts Payable Requirement Report, Chair Smith said the Committee would be able to minimize cash on hand. Ms. Kalka volunteered to take on the project.

D. Asset Allocation Discussion

Mr. Vavrica reported he discussed private equity and private debt investments with the Firefighters' Board with them being more interested in private debt investing rather than private equity investing. However, they did not want to move forward with any private debt investing until they knew how the General Employees' Committee or the Police Officers' Board wanted to proceed.

Mr. Vavrica provided a handout with various asset class mixes some of which included infrastructure investments. Mr. Vavrica explained that infrastructure investing was similar to real estate investing as they shared similar risk and return profiles and were less volatile than equity investments. Chair Smith said he liked the idea of infrastructure investing since it was a growth area of investing given the need for extensive infrastructure repair throughout the United States. Chair Smith asked Mr. Vavrica to prepare and provide a packet about infrastructure investments for the next meeting for the Committee's consideration and discussion at a future meeting.

**8. OTHER BUSINESS**

No other business was discussed.

**9. AGENDA ITEM SUGGESTIONS FOR MAY 21, 2020 COMMITTEE MEETING**

Chair Smith noted the following items will be on the May 21, 2020 meeting agenda: October 1, 2019 actuarial valuation report, new federal and state legislation affecting public pension plans, attendance policy, enhanced multiplier ordinance, complete pension ordinance revision, administrative travel policy, credit card and policy and the Fiduciary First Quarterly Reports for the periods ending December 31, 2019 and March 31, 2020.

**10. ADJOURNMENT**

The meeting adjourned at 3:20 p.m.

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James Smith, Chair

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Date

**Item 3.B.**  
**Ratification of Plan Expenses**  
**&**  
**Termination Refunds**

**GENERAL EMPLOYEES' RETIREMENT PLAN**  
**Plan Expenses**  
**May 21, 2020 Regular Committee Meeting**

**February 2020**

	<u>Amount</u>	<u>Description</u>
Lewis, Longman & Walker	368.00	Legal Services - January 2020

**March 2020**

AndCo	8,357.18	Qtr end 3/31/2020
City of Delray Beach	2,950.21	Pension Administrator - February 2020

**May 2020**

City of Delray Beach	2,950.21	Pension Administrator - March 2020
Gabriel, Roeder, Smith & Company	4,354.00	Actuarial Consulting
Lewis, Longman & Walker	2,687.50	Legal Services - Feb - April 2020
Relation Insurance	15,311.00	Fiduciary Liability Insurance 2020/21
BNYMellon	11,790.71	Qtr end 6/30/2020
Garcia Hamilton & Associates	14,113.87	Qtr end 3/31/2020
RhumbLine	6,093.00	Qtr end 3/31/2020

**\$ 68,975.68 TOTAL**

**FEBRUARY 2020**

**LLW****LEWIS  
LONGMAN  
WALKER**

515 North Flagler Drive, Suite 1500  
West Palm Beach, FL 33401  
Tel 561-640-0820  
Fax 561-640-8202  
Tax ID No. 65-0500793

City of Delray Beach  
Attn: Pension Dept.  
100 NW 1st Ave  
Delray Beach, FL 33444

February 10, 2020  
**Invoice No. JWL-134158**

CLIENT: 1187 - City of Delray Beach  
Re: 012 General Pension Board Matters

Date		Services	Hours	Amount
01/21/20	JDR	Attention to Fiduciary First agreement; review proposed revisions from vendor.	1.00	230.00
01/27/20	JDR	Attention to Fiduciary First agreement; finalize and transmit agreement for execution.	0.60	138.00

**Summary of Services**

	Rate	Hours	Amount
JDR Rustin, Janice D.	230.00	1.60	368.00
<b>Total for Services</b>		<b>1.60</b>	<b>\$368.00</b>

<b>Total for Services and Expenses</b>	<b>\$368.00</b>
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Previous Balance	2,369.00
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Payments Since Last Invoice	-2,369.00
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<b>Amount Due</b>	<b>\$368.00</b>
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**MARCH 2020**

**MONIES OWED BY PENSION FUNDS TO CITY FOR PENSION ADMINISTRATORS**

<b>Pension Administrators:</b>	<b>LISA CASTRONOVO</b>	<b>DOH</b>
		<b>5/29/2018</b>

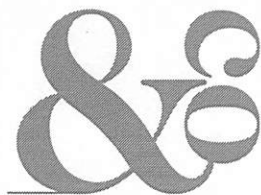
**MONIES OWED BY PENSION FUNDS TO CITY FOR PENSION ADMINISTRATOR**

Position Budget:

	Salary	83,137.00
	FICA	5,154.49
	Medicare	1,205.49
	Pension	7,005.12
	Medical Ins	9,253.14
	Life Ins	214.50
	LTD	171.68
	Unemployment	35.62
	EAP	31.72
<b>ANNUAL</b>	<b>TOTAL</b>	<b>106,208.76</b>
<b>MONTHLY</b>		<b>8,850.73</b>

<b>LISA CASTRONOVO:</b>	<b>ANNUAL</b>	<b>MONTHLY</b>
		<b>Beg. 10/1/19</b>
<b>FIRE</b>	<b>\$35,402.57</b>	<b>\$2,950.21</b>
<b>POLICE</b>	<b>\$35,402.57</b>	<b>\$2,950.21</b>
<b>GENERAL</b>	<b>\$35,402.57</b>	<b>\$2,950.21</b>





AndCo  
**PLEASE NOTE OUR TEMPORARY  
ADDRESS:**

201 N. New York Ave.  
Suite 300  
Winter Park, FL 32789

Date	Invoice #
2/28/2020	34457

Bill To:

Delray Beach General  
Lisa Castronovo  
Pension Administrator  
City of Delray Beach  
100 NW 1st Avenue

Description	Amount
Consulting Services and Performance Evaluation, Billed Quarterly (January, 2020)	2,785.73
Consulting Services and Performance Evaluation, Billed Quarterly (February, 2020)	2,785.73
Consulting Services and Performance Evaluation, Billed Quarterly (March, 2020)	2,785.72
Executive Summary Report for Prior Quarter End.	
We look forward to continuing to provide 100% independent investment consulting and putting clients first!	<b>Balance Due \$8,357.18</b>

**MAY 2020**

**MONIES OWED BY PENSION FUNDS TO CITY FOR PENSION ADMINISTRATORS**

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		<b>5/29/2018</b>

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<b>GENERAL</b>	<b>\$35,402.57</b>	<b>\$2,950.21</b>

**Gabriel, Roeder, Smith & Company**

One East Broward Blvd.  
Suite 505  
Ft. Lauderdale, Florida 33301-1804  
(954) 527-1616

**Invoice**

Date	Invoice
4/8/2020	454478

Bill To:	Please Remit To:
----------	------------------

Attention: Ms. Lisa Castronovo  
Pension Administrator  
City of Delray Beach  
Finance Department  
100 NW 1st Avenue  
Delray Beach, Florida 33444

Dept. # 78009  
Gabriel, Roeder, Smith & Company  
PO Box 78000  
Detroit, Michigan 48278-0009

Federal Tax ID
38-1691268

Client 103030	Amount
---------------	--------

For services rendered through 3/31/2020

1. Charges since 2/29/2020 for preparation of 10/1/2019 Actuarial Valuation Report and Employee Benefit Statements; total charges to date equal \$5,247	3,904.00
2. Service purchase calculation for: Arbeau	450.00
<b>Amount Due</b>	<b>\$4,354</b>



515 North Flagler Drive, Suite 1500  
West Palm Beach, FL 33401  
Tel 561-640-0820  
Fax 561-640-8202  
Tax ID No. 65-0500793

City of Delray Beach  
Attn: Pension Dept.  
100 NW 1st Ave  
Delray Beach, FL 33444

April 6, 2020  
**Statement**  
JWL

CLIENT: 1187 - City of Delray Beach  
Re: 012 General Pension Board Matters

<b>Total for Services and Expenses</b>	<b>\$0.00</b>
Previous Balance	2,687.50
Payments Since Last Invoice	-0.00
<b>Amount Due</b>	<b>\$2,687.50</b>

Open Invoices for this Matter

Date	Invoice No.	Amount Billed	Amount Paid	Amount Due
03/10/20	134691	2,687.50	0.00	2,687.50
Outstanding Amount Due:				<b>2,687.50</b>

**Current and Outstanding Amount Due:** **\$2,687.50**

**Relation Insurance Services of Florida, Inc.**

700 Central Parkway  
Stuart, FL 34994

City of Delray Beach  
100 NW 1st Avenue  
Delray Beach, FL 33444

**INVOICE**

Customer	City of Delray Beach
Acct #	20516
Date	02/27/2020
Customer Service	Mary Sundeen
Page	1 of 1

Payment Information	
Invoice Summary	\$ 15,311.00
Payment Amount	
Payment for:	Invoice#1177588
SFD31210482-05	

Thank You

Please detach and return with payment



Customer: City of Delray Beach

Invoice	Effective	Transaction	Description	Amount
1177588	03/01/2020	Renew policy	Policy #SFD31210482-05 03/01/2020-03/01/2021 AM1 - Hudson Insurance Company ERISA - General EE's Retirement Plan Due Date: 3/1/2020	15,311.00
				<b>Total</b>
				\$ 15,311.00

Thank You

Relation Insurance Services of Florida, Inc.  
700 Central Parkway  
Stuart, FL 34994

(772)287-7650

Date

02/27/2020



BNY MELLON | INVESTMENT MANAGEMENT

04/22/2020  
Invoice 126705

Lisa Castronovo  
Pension Administrator  
City of Delray Beach  
100 NW 1st Avenue  
Delray Beach, FL 33444

### Delray Beach General Employees' Retirement

This fee is calculated in accordance with terms set forth in the agreement between the Manager and Client.

<b>Billing Period</b>	<b>04/01/2020 - 06/30/2020</b>
<b>Account Name</b>	<b>Amount due</b>
City of Delray Beach General Employees' Retirement Plan	\$ 11,790.71
<b>Total:</b>	<b>\$ 11,790.71</b>
<b>Total Due for Current Period:</b>	<b><u>\$ 11,790.71</u></b>

The following is a statement of transactions pertaining to your account(s).

For any questions pertaining to this bill, please contact the Billing Department at (617) 382-8210 or email us at [Billing@bnymellon.com](mailto:Billing@bnymellon.com). Thank you.

### Remittance Slip

Invoice Number:	126705	Billing Period:	04/01/2020 - 06/30/2020
Invoice Date:	04/22/2020	Account Number:	BOS353

**Amount Due:** \$ 11,790.71

Please Wire Transfer To:

BNY Mellon, N.A.  
ABA # 011-00-1234  
SWIFT IRVTUS3N  
Further Credit to:  
Mellon Investments Corporation  
A/C #: 000010-4388

Make Check Payable To:

Mellon Investments Corporation  
Box 81249  
Woburn, MA 01813-1249

Please reference invoice number in wire transmission

**Billing Detail**Billing period:  
04/01/2020 - 06/30/2020Invoice date:  
04/22/2020**Management fee****City of Delray Beach General Employees' Retirement Plan - BOS353: Equity Income Management SM**

Activity	Date	Basis in USD
Market value	03/31/2020	11,790,705.92
<b>Partial Basis: (32.23% of total)</b>		<b>\$ 11,790,705.92</b>

**Aggregation participants not billed on this Invoice**

	Basis in USD
Bases that are not billed on this Invoice	24,789,237.31
<b>Total:</b>	<b>\$ 24,789,237.31</b>

**Total Assets/Basis in USD - used for fee calculations** **\$ 36,579,943.23**

**Annual Fee Calculation in USD - From: 04/01/2020 To: 06/30/2020**

(adjusted by: 90 / 360)

Fee Schedule Tiers	Annual (%)	Applied Assets	Annual Fee	Periodic Fee
0.00 and above	0.000000	36,579,943.23	0.00	0.00
<b>Totals:</b>		<b>\$ 36,579,943.23</b>		

**Annual Fee Calculation in USD - From: 04/01/2020 To: 06/30/2020**

(adjusted by: 90 / 360)

Fee Schedule Tiers	Annual (%)	Applied Assets	Annual Fee	Periodic Fee
0.00 up to 50,000,000.00	0.400000	36,579,943.23	146,319.77	36,579.94
50,000,000.00 and above	0.300000	0.00	0.00	0.00
<b>Totals:</b>		<b>\$ 36,579,943.23</b>	<b>\$ 146,319.77</b>	<b>\$ 36,579.94</b>

**Quarterly Net Fee Calculation in USD**

	Quarterly Net Fee
City of Delray Beach General Employees' Retirement Plan - BOS353: Equity Income Management SM (\$11,790,705.92 * 0.100000%)	11,790.71
<b>Net Fee:</b>	<b><u>\$ 11,790.71</u></b>

**Aggregated Participant Fees in USD**

Account Number	Account - Product	Allocated fee
BOS353	City of Delray Beach General Employees' Retirement Plan - Equity Income Management SM	11,790.71
		<b>\$ 11,790.71</b>



Billing Detail

Billing period:  
04/01/2020 - 06/30/2020

Invoice date:  
04/22/2020

Aggregated Fee Allocation in USD			
Account Number	Account - Product	Allocation	Allocated fee
BOS353	City of Delray Beach General Employees' Retirement Plan - Equity Income Management SM	100.00%	11,790.71
	Fees that are not billed on this Invoice	0.00%	0.00
			<b>\$ 11,790.71</b>

Billing Summary	
Management fee	\$ 11,790.71
<b>Total Current Charges:</b>	<b><u>\$ 11,790.71</u></b>

INVOICE # 31971

**GH&A**  
GARCIA HAMILTON & ASSOCIATES, L.P.

5 HOUSTON CENTER  
1401 MCKINNEY, SUITE 1600  
HOUSTON, TX 77010  
TEL: (713) 853-2322  
FAX: (713) 853-2308  
WWW.GARCIAHAMILTONASSOCIATES.COM

April 2, 2020

**DELRAY BEACH GENERAL EMPLOYEES' RETIREMENT SYSTEM**

(0740001797) drbg

Via email: Salemops@salemtrust.com

Nancy Graham: graham@mydelraybeach.com

\*, \* \*

GARCIA HAMILTON & ASSOCIATES  
SUMMARY OF MANAGEMENT FEES

For The Period January 1, 2020 through March 31, 2020

Portfolio Value with Accrued Interest as of 01-31-20	29,123,980.27
Portfolio Value with Accrued Interest as of 02-29-20	29,370,068.57
Portfolio Value with Accrued Interest as of 03-31-20	28,945,130.20
Average of 3 Months	\$ 29,146,393.01

Percent of Total	39.92
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Brackets(000's)	Rates(%)			
0 - 50,000	0.2000	50,000,000	pro-rated @ 0.080 % per annum	9,979.90
50,000 - 1,000,000	0.1800	23,012,705	pro-rated @ 0.072 % per annum	4,133.96
Quarterly Management Fee				\$ 14,113.87

TOTAL DUE AND PAYABLE	\$ 14,113.87
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Investment Advisory Fees for 1st Quarter 2020  
Client: Delray Beach General Employees Pension Plan

April 6, 2020  
Invoice #: gdelray2020Q1

<b>Billable Assets:</b>	<b>10mdelra</b>	<b>4mdelray</b>	<b>6mdelray</b>
<b>Period Ending:</b>	<b>(RU1000GP)</b>	<b>(SP400P)</b>	<b>(RU1000VP)</b>
01-31-2020	\$32,441,757	\$21,240,473	\$13,949,886
02-29-2020	30,236,536	19,226,235	12,601,393
03-31-2020	27,275,240	15,348,243	10,458,099
Average Assets:	\$29,984,511	\$18,604,984	\$12,336,459
<b>Billable Assets:</b>	<b><u>\$60,925,954</u></b>		
<b>Fee Calculation:</b>	<b>Asset Tier</b>	<b>Rate (BPs)</b>	<b>Fee</b>
	\$60,925,954	0.00040000	\$24,370
<b>Total:</b>	<b><u>\$60,925,954</u></b>		<b><u>\$24,370</u></b>
Annual Fee:			\$24,370
Quarterly Calculated Fee:			\$6,093
<b>Total Quarterly Fee Due:</b>			<b><u>\$6,093</u></b>

	<b>10mdelra</b>	<b>4mdelray</b>	<b>6mdelray</b>
<b>Fee Allocation:</b>	<b>(RU1000GP)</b>	<b>(SP400P)</b>	<b>(RU1000VP)</b>
Fee:	\$2,999	\$1,860	\$1,234

Wire Transfer Information:  
RhumbLine Advisers  
Furnished Upon Request

Or by check, make payment to:  
RhumbLine Advisers  
265 Franklin Street, 21st Floor  
Boston, MA 02110-3326  
Attn: Kim McCant

## **TERMINATION REFUNDS**

**GENERAL EMPLOYEES' RETIREMENT PLAN**  
**Termination Refunds**  
**May 21, 2020 Regular Committee Meeting**

<b>Name</b>	<b>Monthly Benefit</b>
Gerstenkorn, Rhea-Lyn	\$ 15,284.57
Steenburg, Margaret	865.12
Stivers, Christine	2,150.15
Thomas, Derek	242.31 *
Thompson, Casetra	1,452.19

\* Backup not available due to method of delivery to Pension Administrator



**CITY OF DELRAY BEACH GENERAL EMPLOYEES' RETIREMENT PLAN**  
**BENEFIT PAYMENT REQUEST FORM**

**Section One**  
**Report of Plan Administrator**

Plan Name: Delray Beach General Employees' Retirement Plan Account Number: 740003439  
Participant Name: Rhea-Lyn Gerstenkorn Soc. Sec. Number: \*\*\*-\*\*-3730  
Beneficiary/  
Alternate Payee: N/A Soc. Sec. Number: \_\_\_\_\_  
Relationship to  
Participant: N/A Date of Birth: \_\_\_\_\_  
Check Address  
of Payee: 544 SW Kabot Avenue  
Port St. Lucie, FL 34953  
Will tax form be sent to the address of Payee indicated above: Yes X No \_\_\_\_\_

If no, enter tax address: \_\_\_\_\_

X Termination/Resignation Event Date: 3/11/2020  
Death Participation Date: 5/24/2010  
Other (full time to part time) Date of Birth: 11/12/1980

Date benefits will commence: \_\_\_\_\_ (or as soon as administratively practical thereafter)

**AMOUNT OF REFUND:**

Taxable Portion: \$ 13,486.72 Non-Taxable Portion: \$ 0.00 Interest: \$ 1,797.85 TOTAL: \$ 15,284.57

**Section Two**  
**Distribution Request by Payee**

**Part A**

I, the payee, make the following distribution election:

\_\_\_\_\_ A DIRECT ROLLOVER OF THE ENTIRE TAXABLE AMOUNT of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two, with any non-taxable amount paid to me in a lump sum.

X

A DIRECT ROLLOVER OF THE ENTIRE TAXABLE AND NON-TAXABLE AMOUNT of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two.

\_\_\_\_\_ A DIRECT ROLLOVER OF THE FOLLOWING PORTION OF THE TAXABLE AMOUNT of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two:  
\$ \_\_\_\_\_ (not less than \$500)

\_\_\_\_\_ A DIRECT ROLLOVER OF THE FOLLOWING PORTION OF THE NON-TAXABLE AMOUNT of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two:  
\$ \_\_\_\_\_ (not less than \$500)

\_\_\_\_\_ A DIRECT ROLLOVER OF \$ \_\_\_\_\_ or \_\_\_\_\_ % (not less than \$500) OF THE TAXABLE PORTION of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two, with the balance paid in a lump sum (less 20% Federal Income Tax withholding, if taxable distribution is in excess of \$200).

\_\_\_\_\_ A DIRECT ROLLOVER OF \$ \_\_\_\_\_ or \_\_\_\_\_ % (not less than \$500) OF THE TAXABLE AND NON-TAXABLE PORTION of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two, with the balance paid in a lump sum (less 20% Federal Income Tax withholding, if taxable distribution is in excess of \$200).

\_\_\_\_\_ A LUMP SUM OF MY ENTIRE VESTED ACCOUNT BALANCE (less 20% Federal Income Tax withholding, if taxable distribution is in excess of \$200).



**Part B** (Complete this section if you elect to receive distribution of your refund in other than a lump sum)

I represent that the IRA or other tax-qualified plan designated below is a proper recipient plan for a direct rollover. I understand that the check will be payable to the IRA account or tax-qualified plan listed below.

Name of IRA/Tax-Qualified Plan: Rollover IRA

Account Number: \_\_\_\_\_

Name of Trustee/Custodian: \_\_\_\_\_

For the Benefit of: \_\_\_\_\_

Address to Send Direct Rollover: \_\_\_\_\_

**Part C** Release and Acknowledgements (Payee should read the statements and sign below)

- For and in consideration of payment of my vested benefit amount, I hereby release the Plan, the Trust, the Plan Sponsor, the Plan Administrator and the Custodian from any further liability.
- I understand I should consult my professional tax advisor about this distribution due to the complexity of the tax laws.
- I certify that my social security number shown on this application for benefits is my correct taxpayer identification number and my full legal name is provided in Section One.
- I understand this election supersedes any previous election made under this Plan.
- I understand I will be forfeiting all future monthly benefits should I elect to receive a refund of my contributions.

Rhea-Lem Gerstenkorn  
Signature of Payee (Required)

5/2/2020  
Date

**INTERNAL REVENUE SERVICE SPECIAL TAX NOTICE REGARDING PLAN PAYMENTS**

You should review the provided "Special Tax Notice Regarding Plan Payments" before deciding how to receive benefits from this Plan. In particular, the Special Tax Notice explains that 20% of your Plan distribution is required to be withheld for federal income tax purposes unless you elect a direct roll-over of your Plan benefits to another employer plan or an individual retirement arrangement (IRA). (If you have not received the Special Tax Notice, request it from the Pension Administrator.)

I have reviewed and understand the provisions of the Special Tax Notice Regarding Plan Payments.

Rhea-Lem Gerstenkorn  
Signature of Payee (Required)

5/2/2020  
Date

**PAYEE'S CERTIFICATION - WAIVER OF 30-DAY WAITING PERIOD**

I wish to have my distribution from the Plan made as soon as possible. Therefore, I hereby waive the 30-day time period otherwise required between the date the Special Tax Notice Regarding Plan Payments was provided to me and the date my election regarding my disbursement is implemented.

In connection with this waiver, I hereby confirm the following:

I acknowledge receipt of a written Special Tax Notice Regarding Plan Payments informing me of some of the tax implications associated with the distribution options available to me. I understand that I am entitled to a reasonable period of not less than 30 days from the date the notice was provided to me until the date my distribution is actually implemented to decide whether or not to elect a direct rollover or lump sum.

Rhea-Lem Gerstenkorn  
Signature of Payee

5/2/2020  
Date

**CITY OF DELRAY BEACH GENERAL EMPLOYEES' RETIREMENT PLAN**  
**BENEFIT PAYMENT REQUEST FORM**

**Section One**  
**Report of Plan Administrator**

Plan Name: Delray Beach General Employees' Retirement Plan Account Number: 3040002181

Participant Name: Margaret Steenburg Soc. Sec. Number: \*\*\*-\*\*-0907

Beneficiary/  
Alternate Payee: N/A Soc. Sec. Number: \_\_\_\_\_

Relationship to  
Participant: N/A Date of Birth: \_\_\_\_\_

Check Address  
of Payee: 1630 NE 42nd Ct  
Pompano Beach, FL 33064

Will tax form be sent to the address of Payee indicated above: Yes X No \_\_\_\_\_

If no, enter tax address: \_\_\_\_\_

X Termination/Resignation Event Date: 09/28/2018

Death Participation Date: 03/06/2017

Other – Promotion; Opted-Out Date of Birth: 04/25/1985

Date benefits will commence: \_\_\_\_\_ (or as soon as administratively practical thereafter)

**AMOUNT OF REFUND:**

Taxable Portion: \$816.16 Non-Taxable Portion: \$ Interest: \$48.96 TOTAL: \$865.12

**Section Two**  
**Distribution Request by Payee**

**Part A**

I, the payee, make the following distribution election:

- \_\_\_\_\_ A DIRECT ROLLOVER OF THE ENTIRE TAXABLE AMOUNT of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two, with any non-taxable amount paid to me in a lump sum.
- \_\_\_\_\_ A DIRECT ROLLOVER OF THE ENTIRE TAXABLE AND NON-TAXABLE AMOUNT of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two.
- \_\_\_\_\_ A DIRECT ROLLOVER OF THE FOLLOWING PORTION OF THE TAXABLE AMOUNT of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two:  
\$ \_\_\_\_\_ (not less than \$500)
- \_\_\_\_\_ A DIRECT ROLLOVER OF THE FOLLOWING PORTION OF THE NON-TAXABLE AMOUNT of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two:  
\$ \_\_\_\_\_ (not less than \$500)
- \_\_\_\_\_ A DIRECT ROLLOVER OF \$ \_\_\_\_\_ or \_\_\_\_\_ % (not less than \$500) OF THE TAXABLE PORTION of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two, with the balance paid in a lump sum (less 20% Federal Income Tax withholding, if taxable distribution is in excess of \$200).
- \_\_\_\_\_ A DIRECT ROLLOVER OF \$ \_\_\_\_\_ or \_\_\_\_\_ % (not less than \$500) OF THE TAXABLE AND NON-TAXABLE PORTION of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two, with the balance paid in a lump sum (less 20% Federal Income Tax withholding, if taxable distribution is in excess of \$200).
- X A LUMP SUM OF MY ENTIRE VESTED ACCOUNT BALANCE (less 20% Federal Income Tax withholding, if taxable distribution is in excess of \$200).




**Part B (Complete this section if you elect to receive distribution of your refund in other than a lump sum)**

I represent that the IRA or other tax-qualified plan designated below is a proper recipient plan for a direct rollover. I understand that the check will be payable to the IRA account or tax-qualified plan listed below.

Name of IRA/Tax-Qualified Plan: \_\_\_\_\_  
Account Number: \_\_\_\_\_  
Name of Trustee/Custodian: \_\_\_\_\_  
For the Benefit of: \_\_\_\_\_  
Address to Send Direct Rollover: \_\_\_\_\_  
\_\_\_\_\_

**Part C Release and Acknowledgements (Payee should read the statements and sign below)**

- For and in consideration of payment of my vested benefit amount, I hereby release the Plan, the Trust, the Plan Sponsor, the Plan Administrator and the Custodian from any further liability.
- I understand I should consult my professional tax advisor about this distribution due to the complexity of the tax laws.
- I certify that my social security number shown on this application for benefits is my correct taxpayer identification number and my full legal name is provided in Section One.
- I understand this election supersedes any previous election made under this Plan.
- I understand I will be forfeiting all future monthly benefits should I elect to receive a refund of my contributions.


  
\_\_\_\_\_  
Signature of Payee (Required)

\_\_\_\_\_  
April 14, 2020  
Date

**INTERNAL REVENUE SERVICE SPECIAL TAX NOTICE REGARDING PLAN PAYMENTS**

You should review the provided "Special Tax Notice Regarding Plan Payments" before deciding how to receive benefits from this Plan. In particular, the Special Tax Notice explains that 20% of your Plan distribution is required to be withheld for federal income tax purposes unless you elect a direct roll-over of your Plan benefits to another employer plan or an individual retirement arrangement (IRA). *(If you have not received the Special Tax Notice, request it from the Pension Administrator.)*

I have reviewed and understand the provisions of the Special Tax Notice Regarding Plan Payments.

  
\_\_\_\_\_  
Signature of Payee (Required)

\_\_\_\_\_  
April 14, 2020  
Date

**PAYEE'S CERTIFICATION – WAIVER OF 30-DAY WAITING PERIOD**

I wish to have my distribution from the Plan made as soon as possible. Therefore, I hereby waive the 30-day time period otherwise required between the date the Special Tax Notice Regarding Plan Payments was provided to me and the date my election regarding my disbursement is implemented.

In connection with this waiver, I hereby confirm the following:

I acknowledge receipt of a written Special Tax Notice Regarding Plan Payments informing me of some of the tax implications associated with the distribution options available to me. I understand that I am entitled to a reasonable period of not less than 30 days from the date the notice was provided to me until the date my distribution is actually implemented to decide whether or not to elect a direct rollover or lump sum.

  
\_\_\_\_\_  
Signature of Payee

\_\_\_\_\_  
April 14, 2020  
Date

**CITY OF DELRAY BEACH GENERAL EMPLOYEES' RETIREMENT PLAN**  
**BENEFIT PAYMENT REQUEST FORM**

**Section One**  
**Report of Plan Administrator**

Plan Name: Delray Beach General Employees' Retirement Plan Account Number: 740003439  
Participant Name: Christine Stivers Soc. Sec. Number: \*\*\*-\*\*-4270  
Beneficiary/  
Alternate Payee: N/A Soc. Sec. Number: \_\_\_\_\_  
Relationship to  
Participant: N/A Date of Birth: \_\_\_\_\_  
Check Address  
of Payee: 142 Orange Drive  
Boynton Beach, FL 33436

Will tax form be sent to the address of Payee indicated above: Yes X No \_\_\_\_\_

If no, enter tax address: \_\_\_\_\_

X Termination/Resignation Event Date: 3/18/2020  
\_\_\_\_ Death Participation Date: 4/3/2018  
\_\_\_\_ Other (full time to part time) Date of Birth: 9/16/1965

Date benefits will commence: \_\_\_\_\_ (or as soon as administratively practical thereafter)

**AMOUNT OF REFUND:**

Taxable Portion: \$ 2,102.17 Non-Taxable Portion: \$ 0.00 Interest: \$ 47.98 TOTAL: \$ 2,150.15

**Section Two**  
**Distribution Request by Payee**

**Part A**

I, the payee, make the following distribution election:

\_\_\_\_\_ A DIRECT ROLLOVER OF THE ENTIRE TAXABLE AMOUNT of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two, with any non-taxable amount paid to me in a lump sum.

✓ A DIRECT ROLLOVER OF THE ENTIRE TAXABLE AND NON-TAXABLE AMOUNT of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two.

\_\_\_\_\_ A DIRECT ROLLOVER OF THE FOLLOWING PORTION OF THE TAXABLE AMOUNT of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two:

\$ \_\_\_\_\_ (not less than \$500)

\_\_\_\_\_ A DIRECT ROLLOVER OF THE FOLLOWING PORTION OF THE NON-TAXABLE AMOUNT of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two:

\$ \_\_\_\_\_ (not less than \$500)

\_\_\_\_\_ A DIRECT ROLLOVER OF \$ \_\_\_\_\_ or \_\_\_\_\_ % (not less than \$500) OF THE TAXABLE PORTION of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two, with the balance paid in a lump sum (less 20% Federal Income Tax withholding, if taxable distribution is in excess of \$200).

\_\_\_\_\_ A DIRECT ROLLOVER OF \$ \_\_\_\_\_ or \_\_\_\_\_ % (not less than \$500) OF THE TAXABLE AND NON-TAXABLE PORTION of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two, with the balance paid in a lump sum (less 20% Federal Income Tax withholding, if taxable distribution is in excess of \$200).

\_\_\_\_\_ A LUMP SUM OF MY ENTIRE VESTED ACCOUNT BALANCE (less 20% Federal Income Tax withholding, if taxable distribution is in excess of \$200).

**Part B (Complete this section if you elect to receive distribution of your refund in other than a lump sum)**

I represent that the IRA or other tax-qualified plan designated below is a proper recipient plan for a direct rollover. I understand that the check will be payable to the IRA account or tax-qualified plan listed below.

Name of IRA/Tax-Qualified Plan: Janus Traditional IRA

Account Number: \_\_\_\_\_

Name of Trustee/Custodian: \_\_\_\_\_

For the Benefit of: \_\_\_\_\_

Address to Send Direct Rollover: \_\_\_\_\_

**Part C Release and Acknowledgements (Payee should read the statements and sign below)**

- For and in consideration of payment of my vested benefit amount, I hereby release the Plan, the Trust, the Plan Sponsor, the Plan Administrator and the Custodian from any further liability.
- I understand I should consult my professional tax advisor about this distribution due to the complexity of the tax laws.
- I certify that my social security number shown on this application for benefits is my correct taxpayer identification number and my full legal name is provided in Section One.
- I understand this election supersedes any previous election made under this Plan.
- I understand I will be forfeiting all future monthly benefits should I elect to receive a refund of my contributions.

 \_\_\_\_\_ Date 5-1-2020

Signature of Payee (Required)

**INTERNAL REVENUE SERVICE SPECIAL TAX NOTICE REGARDING PLAN PAYMENTS**

You should review the provided "Special Tax Notice Regarding Plan Payments" before deciding how to receive benefits from this Plan. In particular, the Special Tax Notice explains that 20% of your Plan distribution is required to be withheld for federal income tax purposes unless you elect a direct roll-over of your Plan benefits to another employer plan or an individual retirement arrangement (IRA). *(If you have not received the Special Tax Notice, request it from the Pension Administrator.)*

I have reviewed and understand the provisions of the Special Tax Notice Regarding Plan Payments.

 \_\_\_\_\_ Date 5-1-2020

Signature of Payee (Required)

**PAYEE'S CERTIFICATION – WAIVER OF 30-DAY WAITING PERIOD**

I wish to have my distribution from the Plan made as soon as possible. Therefore, I hereby waive the 30-day time period otherwise required between the date the Special Tax Notice Regarding Plan Payments was provided to me and the date my election regarding my disbursement is implemented.

In connection with this waiver, I hereby confirm the following:

I acknowledge receipt of a written Special Tax Notice Regarding Plan Payments informing me of some of the tax implications associated with the distribution options available to me. I understand that I am entitled to a reasonable period of not less than 30 days from the date the notice was provided to me until the date my distribution is actually implemented to decide whether or not to elect a direct rollover or lump sum.

 \_\_\_\_\_ Date 5-1-2020

Signature of Payee

**CITY OF DELRAY BEACH GENERAL EMPLOYEES' RETIREMENT PLAN  
BENEFIT PAYMENT REQUEST FORM**

**Section One  
Report of Plan Administrator**

Plan Name: Delray Beach General Employees' Retirement Plan Account Number: 3040035324

Participant Name: CASETRA THOMPSON Soc. Sec. Number: \*\*\*-\*\*-7024

Beneficiary/  
Alternate Payee: N/A Soc. Sec. Number: \_\_\_\_\_

Relationship to  
Participant: N/A Date of Birth: \_\_\_\_\_

Check Address  
of Payee: 917 W. Broome Street  
Lantana, FL 33462

Will tax form be sent to the address of Payee indicated above: Yes   X   No \_\_\_\_\_

If no, enter tax address: \_\_\_\_\_

  X   Termination/Resignation Event Date: 3/6/2020

Death Participation Date: 7/9/2018

Other (full time to part time) Date of Birth: 10/18/1979

Date benefits will commence: \_\_\_\_\_ (or as soon as administratively practical thereafter)

**AMOUNT OF REFUND:**

Taxable Portion: \$ 1,427.14 Non-Taxable Portion: \$ 0.00 Interest: \$ 25.05 TOTAL: \$ 1,452.19

**Section Two  
Distribution Request by Payee**

**Part A**

I, the payee, make the following distribution election:

\_\_\_\_\_ A DIRECT ROLLOVER OF THE ENTIRE TAXABLE AMOUNT of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two, with any non-taxable amount paid to me in a lump sum.

\_\_\_\_\_ A DIRECT ROLLOVER OF THE ENTIRE TAXABLE AND NON-TAXABLE AMOUNT of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two.

\_\_\_\_\_ A DIRECT ROLLOVER OF THE FOLLOWING PORTION OF THE TAXABLE AMOUNT of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two:  
\$ \_\_\_\_\_ (not less than \$500)

\_\_\_\_\_ A DIRECT ROLLOVER OF THE FOLLOWING PORTION OF THE NON-TAXABLE AMOUNT of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two:  
\$ \_\_\_\_\_ (not less than \$500)

\_\_\_\_\_ A DIRECT ROLLOVER OF \$ \_\_\_\_\_ or \_\_\_\_\_ % (not less than \$500) OF THE TAXABLE PORTION of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two, with the balance paid in a lump sum (less 20% Federal Income Tax withholding, if taxable distribution is in excess of \$200).

\_\_\_\_\_ A DIRECT ROLLOVER OF \$ \_\_\_\_\_ or \_\_\_\_\_ % (not less than \$500) OF THE TAXABLE AND NON-TAXABLE PORTION of my vested account balance to an IRA or other tax-qualified Plan designated in Part B of this Section Two, with the balance paid in a lump sum (less 20% Federal Income Tax withholding, if taxable distribution is in excess of \$200).

  X   A LUMP SUM OF MY ENTIRE VESTED ACCOUNT BALANCE (less 20% Federal Income Tax withholding, if taxable distribution is in excess of \$200).

**Part B (Complete this section if you elect to receive distribution of your refund in other than a lump sum)**

I represent that the IRA or other tax-qualified plan designated below is a proper recipient plan for a direct rollover. I understand that the check will be payable to the IRA account or tax-qualified plan listed below.

Name of IRA/Tax-Qualified Plan: \_\_\_\_\_  
Account Number: \_\_\_\_\_  
Name of Trustee/Custodian: \_\_\_\_\_  
For the Benefit of: \_\_\_\_\_  
Address to Send Direct Rollover: \_\_\_\_\_  
\_\_\_\_\_

**Part C Release and Acknowledgements (Payee should read the statements and sign below)**

- For and in consideration of payment of my vested benefit amount, I hereby release the Plan, the Trust, the Plan Sponsor, the Plan Administrator and the Custodian from any further liability.
- I understand I should consult my professional tax advisor about this distribution due to the complexity of the tax laws.
- I certify that my social security number shown on this application for benefits is my correct taxpayer identification number and my full legal name is provided in Section One.
- I understand this election supersedes any previous election made under this Plan.
- I understand I will be forfeiting all future monthly benefits should I elect to receive a refund of my contributions.

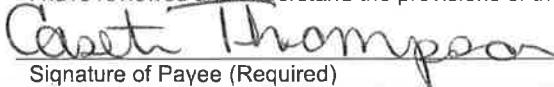
  
Signature of Payee (Required)


  
Date

**INTERNAL REVENUE SERVICE SPECIAL TAX NOTICE REGARDING PLAN PAYMENTS**

You should review the provided "Special Tax Notice Regarding Plan Payments" before deciding how to receive benefits from this Plan. In particular, the Special Tax Notice explains that 20% of your Plan distribution is required to be withheld for federal income tax purposes unless you elect a direct roll-over of your Plan benefits to another employer plan or an individual retirement arrangement (IRA). *(If you have not received the Special Tax Notice, request it from the Pension Administrator.)*

I have reviewed and understand the provisions of the Special Tax Notice Regarding Plan Payments.

  
Signature of Payee (Required)

  
Date

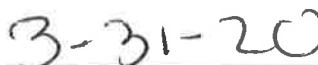
**PAYEE'S CERTIFICATION – WAIVER OF 30-DAY WAITING PERIOD**

I wish to have my distribution from the Plan made as soon as possible. Therefore, I hereby waive the 30-day time period otherwise required between the date the Special Tax Notice Regarding Plan Payments was provided to me and the date my election regarding my disbursement is implemented.

In connection with this waiver, I hereby confirm the following:

I acknowledge receipt of a written Special Tax Notice Regarding Plan Payments informing me of some of the tax implications associated with the distribution options available to me. I understand that I am entitled to a reasonable period of not less than 30 days from the date the notice was provided to me until the date my distribution is actually implemented to decide whether or not to elect a direct rollover or lump sum.

  
Signature of Payee

  
Date

**Item 3.C.**

**Approval/Ratification of  
New Retirement/DROP/Vested/Death  
Annuities**

**GENERAL EMPLOYEES' RETIREMENT PLAN**  
**New Retirement/DROP/Vested/Death Annuities - Monthly Amounts**  
**May 21, 2020 Regular Committee Meeting**

**March 2020**

---

Bathelemy, Anna - beneficiary	1,994.40
Worthington, Caitlin - beneficiary	320.96

**May 2020**

---

Puddie, Ronald - new retirement	\$ 1,128.70
---------------------------------	-------------

**Benefits Ceased**

---

Bathelemy, Otes - died 2/22/2020	\$ 1,994.40
Dostal, Mary - died 3/20/2020	1,003.34
Fashaw, Bertram - died 4/11/2020	754.86
Worthington, Larry - died 2/12/2020	641.92

**MARCH 2020**





## Account Maintenance

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Name: BATHELEMY, OTES SSN:

General

SEIU (Blue Collar)

Deceased

[Summary](#) [Personal](#) [Beneficiaries](#) [Employment](#) [Service](#) [Wages](#) [Contributions](#) [Retirement](#) [Payment Setup](#) [Health/Life](#) [Comments](#) [Forms](#)

### RETIREMENT INFORMATION

Retirement Date:	<input type="text" value="10/1/2011"/>	Benefit Stop/Change Date:	<input type="text"/>
DROP Ending Date:	<input type="text"/>	Fully Taxable Date:	<input type="text" value="10/1/2041"/>
Retirement Type:	<input type="text" value="Early Incentive"/>	Removal Date:	<input type="text" value="2/22/2020"/>
Retirement Option:	<input type="text" value="100% Joint &amp; Survivor"/>	Removal Reason:	<input type="text" value="Deceased"/>
Average Monthly Earnings:	<input type="text" value="3421.33"/>		

### REGULARLY SCHEDULED MONTHLY PAYMENTS (1)

	Effective Date	First Payment Date	Amount	Non-Taxable Amount	Reason	Comment
<input type="checkbox"/>	10/1/2011	10/1/2011	1994.40	3.76	Original Benefit	1 yr insurance incentive.

### SINGLE PAYMENTS (0)

**NO DATA FOUND.**



## Account Maintenance

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Name: WORTHINGTON, LARRY SSN:

General

SEIU (Blue Collar)

Deceased

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### RETIREMENT INFORMATION

Retirement Date:	<input type="text" value="8/1/2007"/>	Benefit Stop/Change Date:	<input type="text"/>
DROP Ending Date:	<input type="text"/>	Fully Taxable Date:	<input type="text" value="8/1/2007"/>
Retirement Type:	<input type="text" value="Deferred Retirement"/>	Removal Date:	<input type="text" value="2/12/2020"/>
Retirement Option:	<input type="text" value="50% Joint &amp; Survivor"/>	Removal Reason:	<input type="text" value="Deceased"/>
Average Monthly Earnings:	<input type="text" value="2064.35"/>		

### REGULARLY SCHEDULED MONTHLY PAYMENTS (1)

	Effective Date	First Payment Date	Amount	Non-Taxable Amount	Reason	Comment
<input type="checkbox"/>	8/1/2007	8/1/2007	641.92	0.00	Original Benefit	

### SINGLE PAYMENTS (0)

**NO DATA FOUND.**

**MAY 2020**

CITY OF DELRAY BEACH GENERAL EMPLOYEES RETIREMENT PLAN

Notification of Benefits Payable as a Result of Retirement

Participant's Name: RONALD PUDDIE

You are eligible for a Normal Retirement Benefit from the Plan. Your benefit is payable at the beginning of each month commencing on May 1, 2020. The amount of your monthly benefit depends on the optional form of annuity that you choose. Please check and initial the one optional annuity form listed below that you elect to receive:

1. **NORMAL FORM OF BENEFIT:** This option provides monthly payments of \$1,217.59 to you as long as you are living. After your death, monthly payments to your surviving spouse until death or remarriage will be \$1,217.59 for the 12 months following your death and then \$730.55 thereafter. If you should die before you have received an amount equal to your own contributions to the Plan, payments will continue to your beneficiary until your own accumulated contributions have been used up.
2. **TEN YEAR CERTAIN AND LIFE THEREAFTER ANNUITY:** This option provides monthly payments of \$1,312.44 to you as long as you live. If you should die before 120 monthly payments have been made, the same amount will continue to be paid to your beneficiary until a total of 120 monthly payments have been made in all.
- X

3. **100% JOINT AND SURVIVOR ANNUITY:** This option provides monthly payments of \$1,128.70 to you as long as you live. Your designated beneficiary, if living at the time of your death, will then receive monthly payments of \$1,128.70 as long as he/she lives.
4. **75% JOINT AND SURVIVOR ANNUITY:** This option provides monthly payments of \$1,182.67 to you as long as you live. Your designated beneficiary, if living at the time of your death, will then receive monthly payments of \$887.00 as long as he/she lives.
5. **66 2/3% JOINT AND SURVIVOR ANNUITY:** This option provides monthly payments of \$1,201.86 to you as long as you live. Your designated beneficiary, if living at the time of your death, will then receive monthly payments of \$801.24 as long as he/she lives.
6. **50% JOINT AND SURVIVOR ANNUITY:** This option provides monthly payments of \$1,242.04 to you as long as you live. Your designated beneficiary, if living at the time of your death, will then receive monthly payments of \$621.02 as long as he/she lives.

The preceding amounts are based on the following information:

Your Date of Birth:	May 1, 1951	Credited Service Date:	April 16, 2007
Date of Termination:	April 20, 2020	Years of Credited Service:	13.0000
Average Monthly Earnings:	\$3,746.45	Vesting Percentage:	100%
Beneficiary Name:	Sylvia Puddie	Date of Birth:	May 30, 1957

Participant's Name: RONALD PUDDIE

After-Tax Contributions:	\$0.00	
Pre-Tax Contributions:	N/A	
Interest on Contributions:	N/A	
Accumulated Employee Contributions:	N/A	
Nontaxable Portion of Monthly Benefit for Option 2:	---	Number of Months Nontaxable Portion Continues: ---
Nontaxable Portion of Monthly Benefit for Options 1, 3, 4, 5 or 6:	---	Number of Months Nontaxable Portion Continues: ---

The Survivor Annuity benefit amounts shown above are based on the beneficiary named above and are payable only to this beneficiary. Should you wish to change your beneficiary before your payments begin, new amounts will have to be calculated.

This calculation is subject to correction. If you are or become aware of errors in the data that was used, the calculations that were made, or the plan provisions that were applied, it is your responsibility to contact the plan administrator. The plan has the right to recover from you amounts that were paid to you in error.

BOARD OF TRUSTEES: By \_\_\_\_\_ DATE: \_\_\_\_\_

I accept the terms above, including my choice of annuity form, and confirm the information shown above to be correct.

PARTICIPANT'S SIGNATURE: Ronald Puddie DATE: 5-6-20

Calculation Date: May 4, 2020

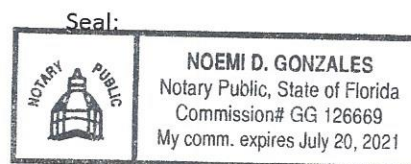
State of Florida

County of Polk Beach

The foregoing instrument was acknowledged before me by means of ☒ physical presence or ☐ online notarization this 6<sup>th</sup> day of May, 2020 by Ronald Puddie, who is personally known to me or who has produced the following identification: P300720511610

Noemi D. Gonzales (Notary Signature)

Noemi D. Gonzales (Print Name of Notary)



## **Item 4**

**Gabriel, Roeder, Smith & Company**

**Item 4.A.**  
**October 1, 2019 Actuarial  
Valuation Report**

**(Will be provided electronically when received)**



# City of Delray Beach General Employees' Retirement Plan

ACTUARIAL VALUATION REPORT  
AS OF OCTOBER 1, 2019

ANNUAL EMPLOYER CONTRIBUTION FOR THE FISCAL YEAR  
ENDING SEPTEMBER 30, 2021







May 15, 2020

Board of Trustees  
City of Delray Beach General  
Employees' Retirement Plan  
Delray Beach, Florida

**Re: Actuarial Valuation as of October 1, 2019**

Dear Board Members:

The results of the October 1, 2019 Annual Actuarial Valuation of the City of Delray Beach General Employees' Retirement Plan are presented in this report. This report does not reflect the recent and still developing impact of COVID-19, which may significantly impact demographic and economic experience.

The computed contribution rate shown on page 1 may be considered as a minimum contribution rate that complies with the Board's funding policy. Users of this report should be aware that contributions made at that rate do not guarantee benefit security. Given the importance of benefit security to any retirement system, we suggest that contributions to the System in excess of those presented in this report be considered.

This report was prepared at the request of the Board and is intended for use by the Retirement System and those designated or approved by the Board. This report may be provided to parties other than the System only in its entirety and only with the permission of the Board. GRS is not responsible for unauthorized use of this report.

The purposes of the valuation are to measure the System's funding progress, to determine the employer contribution rate for the fiscal year ending September 30, 2021, and to determine the actuarial information for GASB Statement No. 67 and No. 68 for the fiscal year ending September 30, 2019. This report also includes estimated GASB Statement 67 information for the fiscal year ending September 30, 2020. This report should not be relied on for any purpose other than the purposes described herein. Determinations of financial results, associated with the benefits described in this report, for purposes other than those identified above may be significantly different.

The contribution rate in this report is determined using the actuarial assumptions and methods disclosed in Section B of this report. This report includes risk metrics in Section A but does not include a more robust assessment of the risks of future experience not meeting the actuarial assumptions. Additional assessment of risks was outside the scope of this assignment.

The findings in this report are based on data or other information through September 30, 2019. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. The scope of an actuarial valuation does not include an analysis of the potential range of such measurements.

This valuation assumed the continuing ability of the plan sponsor to make the contributions necessary to fund this plan. A determination regarding whether or not the plan sponsor is actually able to do so is outside our scope of expertise and was not performed.

The valuation was based upon information furnished by the Plan Administrator and City concerning Retirement System benefits, financial transactions, plan provisions and active members, terminated members, retirees and beneficiaries. We checked for internal and year-to-year consistency, but did not audit the data. We are not responsible for the accuracy or completeness of the information provided by the Plan Administrator and City.

This report was prepared using certain assumptions approved by the Board as authorized under Florida Statutes and prescribed by the Florida Statutes as described in the section of this report entitled Actuarial Assumptions and Methods. The investment return assumption was prescribed by the Board and the assumed mortality rates detailed in the Actuarial Assumptions and Methods section were prescribed by the Florida Statutes in accordance with Chapter 112.63, Florida Statutes. All actuarial assumptions used in this report are reasonable for purposes of this valuation.

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. To the best of our knowledge the information contained in this report is accurate and fairly presents the actuarial position of the Retirement System as of the valuation date. All calculations have been made in conformity with generally accepted actuarial principles and practices, with the Actuarial Standards of Practice issued by the Actuarial Standards Board and with applicable statutes.

Jeffrey Amrose and Trisha Amrose are members of the American Academy of Actuaries. These actuaries meet the Academy's Qualification Standards to render the actuarial opinions contained herein.

The signing actuaries are independent of the plan sponsor.

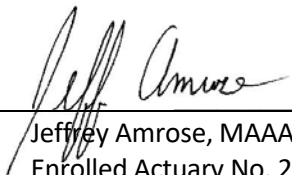
This actuarial valuation and/or cost determination was prepared and completed by me or under my direct supervision, and I acknowledge responsibility for the results. To the best of my knowledge, the results are complete and accurate. In my opinion, the techniques and assumptions used are reasonable, meet the requirements and intent of Part VII, Chapter 112, Florida Statutes, and are based on generally accepted actuarial principles and practices. There is no benefit or expense to be provided by the plan and/or paid from the plan's assets for which liabilities or current costs have not been established or otherwise taken into account in the valuation. All known events or trends which may require a material increase in plan costs or required contribution rates have been taken into account in the valuation.

Gabriel, Roeder, Smith & Company will be pleased to review this valuation and Report with the Board of Trustees and to answer any questions pertaining to the valuation.


Respectfully submitted,

GABRIEL, ROEDER, SMITH AND COMPANY

By

  
Jeffrey Amrose, MAAA  
Enrolled Actuary No. 20-6599  
Senior Consultant & Actuary

By

  
Trisha Amrose, MAAA  
Enrolled Actuary No. 20-8010  
Consultant & Actuary



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## SECTION A

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### DISCUSSION OF VALUATION RESULTS

## DISCUSSION OF VALUATION RESULTS

### Comparison of Required Employer Contributions

The required employer contribution developed in this year's valuation is compared below to last year's results:

	For FYE 9/30/2021 Based on 10/1/2019 Valuation	For FYE 9/30/2020 Based on 10/1/2018 Valuation	Increase (Decrease)
Required Employer Contribution			
If Paid on October 1			
Date of Payment	10/1/2020	10/1/2019	
Dollar Amount	\$ 3,123,630	\$ 2,866,796	\$ 256,834
As % of Covered Payroll	14.88 %	14.32 %	0.56 %
If Paid on December 31			
Date of Payment	12/31/2020	12/31/2019	
Dollar Amount	\$ 3,175,056	\$ 2,913,994	\$ 261,062
As % of Covered Payroll	15.12 %	14.55 %	0.57 %

This Report reflects an employer contribution of \$2,866,796 paid in October, 2019 for the fiscal year ending September 30, 2020. The required contribution was \$2,866,796 as determined in the October 1, 2018 Actuarial Valuation Report.

### Revisions in Benefits

There were no revisions in benefits since the previous valuation.

### Revisions in Actuarial Assumptions or Methods

The mortality tables were updated from the mortality rates used by the Florida Retirement System (FRS) for Regular members in the July 1, 2018 FRS Actuarial Valuation to the rates used in the July 1, 2019 FRS Actuarial Valuation. Please see the Actuarial Assumptions and Cost Method Section for more details.

This change decreased the required contribution by \$284,837 or 1.36% of pay.

### Actuarial Experience

There has been a net actuarial loss of \$233,575 for the year, which means that actual experience was less favorable than expected. The net loss caused the required employer contribution to increase by approximately \$19,000 or 0.09% of covered payroll. Actual mortality experience was a source of experience loss, as there was a lower decrease in benefit payments due to mortality experience than expected (\$51,912 versus \$146,620 expected). This loss was partially offset by gains from a recognized return on the actuarial value of assets of 7.5% compared to the assumed rate of 6.75%.



## Funded Ratio

The funded ratio, one measure of the Plan's financial health, is equal to the actuarial value of assets divided by the actuarial accrued (past service) liability. The funded ratio this year is 94.8% compared to 93.1% last year. The funded ratio was 93.2% before the change in the mortality assumption this year.

## Analysis of Change in Employer Contribution

The increase in the normal cost caused the required employer contribution to increase by about \$130,000 before reflecting the assumption change. The increase in the normal cost is primarily due to a 4.85% increase in the total covered payroll from October 1, 2018 to October 1, 2019. This increase in total covered payroll is due to the following two factors:

- Average annual salary increases of 5.0% for the 337 continuing active members.
  - These actual average salary increases of 5.0% were in line with the expected increase of 5.1%.
  - The 5.0% average salary increases translated into \$864,000 of pay increases as compared to the \$885,000 of expected pay increases from an average increase of 5.1%.
  - There were 318 continuing active members in last year's report which compares unfavorably to 337 continuing active members in this year's report (i.e., contributed to higher payroll in 2019 compared to 2018).
- There were 14 more active members (55 new members and 41 who terminated or retired) as of October 1, 2019 as compared to October 1, 2018.

The components of change in the required contribution as a percent of payroll are as follows:

Contribution rate last year*	14.55 %
Changes in Assumptions	(1.36)
Experience gain/loss	0.09
Change in Normal Cost rate	(0.12)
Amortization payment on UAAL	1.73
Change in administrative expense	<u>0.23</u>
Contribution rate this year*	15.12

\* Assuming the contribution is paid on December 31.

## Components of Required City Contribution

The required City contribution for the fiscal year ending September 30, 2021 is \$3,123,630 assuming the full payment is made on October 1, 2020. Below is a breakdown of this required contribution amount from last year and this year reflecting an October 1 payment date.

	For FYE 9/30/2021 Based on 10/1/2019 Valuation	For FYE 9/30/2020 Based on 10/1/2018 Valuation	Increase (Decrease)
Employer Normal Cost	2,289,630	2,238,987	50,643
Amortization Payments on UAAL due to:			
Prior experience gains and losses	(187,935)	(207,528)	19,593
Changes in assumptions	606,676	806,906	(200,230)
Change in Salary increase assumption	(171,760)	(171,760)	0
Change in Funding Method	450,846	450,846	0
Creating of Tiered benefit structure	0	(386,827)	386,827
Plan Amendment - Prior ERIP's	135,270	135,270	0
Plan Amendment - 0% Ee Contributions at 30 YOS	903	902	1
<b>Total Required Contribution</b>	<b>3,123,630</b>	<b>2,866,796</b>	<b>256,834</b>

The Employer Normal Cost remained relatively level as a percentage of covered payroll from the October 1, 2018 valuation to the October 1, 2019 valuation, but covered payroll increased by about 5% which caused the Employer Normal Cost to increase as a dollar amount. The Amortization Payments on the UAAL due to prior experience gains and losses increased because an experience loss base was established as of October 1, 2019. Additionally, the Amortization Payments on the UAAL increased due to the expiring credit base from the creation of the tiered benefit structure in 2009. Finally, the Amortization Payments on the UAAL decreased due to the change in the mortality assumption for the current valuation.

## Variability of Future Contribution Rates

The Actuarial Cost Method used to determine the contribution rate is intended to produce contribution rates which are generally level as a percent of payroll. Even so, when experience differs from the assumptions, as it often does, the employer's contribution rate can vary significantly from year-to-year. Over time, if the year-to-year gains and losses offset each other, the contribution rate would be expected to return to the current level, but this does not always happen.

The Market Value of Assets exceeds the Actuarial Value of Assets by \$3,664,910 as of the valuation date (see Section C). This difference will be gradually recognized and, in the absence of offsetting losses, the computed contribution rate will gradually decrease by approximately 1.5% of covered payroll.

Additionally, next year, an amortization charge base will expire which will cause the required employer contribution for the fiscal year ending September 30, 2022 to decrease by approximately \$135,000.



## Estimated Required City Contribution for FYE 2022

The estimated required employer contribution for FYE 2022 is compared to the required employer contribution for FYE 2021 reflecting a December 31 payment date:

	Estimated Required Employer Contribution for FYE 9/30/2022	For FYE 9/30/2021 Based on 10/1/2019 Valuation	Increase (Decrease)
Required Employer Contribution			
Date of Payment	12/31/2021	12/31/2020	
Dollar Amount	\$ 3,050,000 <sup>1, 2</sup>	\$ 3,175,056	\$ (125,056)
As % of Covered Payroll	14.10 % <sup>1, 2</sup>	15.12 %	(1.02) %

<sup>1</sup> Estimated Required Employer Contribution for FYE 2022 assuming no gains, losses, or assumption changes and a 3% increase in total covered payroll for FYE 2020.

<sup>2</sup> For each new hire and vacancy that is added after the valuation date, the Required Employer Contribution will increase by approximately 10.2% of their covered payroll.

## Relationship to Market Value

If Market Value had been the basis for the valuation, the City contribution rate would have been 13.63% (assuming a contribution payment date of December 31, 2020) and the funded ratio would have been 97.5%. In the absence of other gains and losses, the City contribution rate should decrease to that level over the next several years.

## Conclusion

The remainder of this Report includes detailed actuarial valuation results, information relating to the pension fund, financial accounting information, employee data and a summary of plan provisions.



## **RISKS ASSOCIATED WITH MEASURING THE ACCRUED LIABILITY AND ACTUARIALLY DETERMINED CONTRIBUTION**

The determination of the accrued liability and the actuarially determined contribution requires the use of assumptions regarding future economic and demographic experience. Risk measures, as illustrated in this report, are intended to aid in the understanding of the effects of future experience differing from the assumptions used in the course of the actuarial valuation. Risk measures may also help with illustrating the potential volatility in the accrued liability and the actuarially determined contribution that result from the differences between actual experience and the actuarial assumptions.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions due to changing conditions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period, or additional cost or contribution requirements based on the Plan's funded status); and changes in plan provisions or applicable law. The scope of an actuarial valuation does not include an analysis of the potential range of such future measurements.

Examples of risk that may reasonably be anticipated to significantly affect the plan's future financial condition include:

1. Investment risk – actual investment returns may differ from the expected returns;
2. Contribution risk – actual contributions may differ from expected future contributions. For example, actual contributions may not be made in accordance with the plan's funding policy or material changes may occur in the anticipated number of covered employees, covered payroll, or other relevant contribution base;
3. Salary and Payroll risk – actual salaries and total payroll may differ from expected, resulting in actual future accrued liability and contributions differing from expected;
4. Longevity risk – members may live longer or shorter than expected and receive pensions for a period of time other than assumed;
5. Other demographic risks – members may terminate, retire or become disabled at times or with benefits other than assumed resulting in actual future accrued liability and contributions differing from expected.

The effects of certain trends in experience can generally be anticipated. For example if the investment return since the most recent actuarial valuation is less (or more) than the assumed rate, the cost of the plan can be expected to increase (or decrease). Likewise if longevity is improving (or worsening), increases (or decreases) in cost can be anticipated.

The computed contribution rate shown on page 1 may be considered as a minimum contribution rate that complies with the Board's funding policy. The timely receipt of the actuarially determined contributions is critical to support the financial health of the plan. Users of this report should be aware that contributions made at the actuarially determined rate do not necessarily guarantee benefit security.

## PLAN MATURITY MEASURES

Risks facing a pension plan evolve over time. A young plan with virtually no investments and paying few benefits may experience little investment risk. An older plan with a large number of members in pay status and a significant trust may be much more exposed to investment risk. Generally accepted plan maturity measures include the following:

	2019	2018
Ratio of the market value of assets to total payroll	6.47	6.80
Ratio of actuarial accrued liability to payroll	6.64	6.80
Ratio of actives to retirees and beneficiaries	1.10	1.08
Ratio of net cash flow to market value of assets	(2.9) %	(3.2) %

### RATIO OF MARKET VALUE OF ASSETS TO PAYROLL

The relationship between assets and payroll is a useful indicator of the potential volatility of contributions. For example, if the market value of assets is 2.0 times the payroll, a return on assets 5% different than assumed would equal 10% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in plan sponsor contributions as a percentage of payroll.

### RATIO OF ACTUARIAL ACCRUED LIABILITY TO PAYROLL

The relationship between actuarial accrued liability and payroll is a useful indicator of the potential volatility of contributions for a fully funded plan. A funding policy that targets a funded ratio of 100% is expected to result in the ratio of assets to payroll and the ratio of liability to payroll converging over time.

The ratio of liability to payroll may also be used as a measure of sensitivity of the liability itself. For example, if the actuarial accrued liability is 2.5 times the payroll, a change in liability 2% other than assumed would equal 5% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in liability (and also plan sponsor contributions) as a percentage of payroll.

### RATIO OF ACTIVES TO RETIREES AND BENEFICIARIES

A young plan with many active members and few retirees will have a high ratio of active to retirees. A mature open plan may have close to the same number of actives to retirees resulting in a ratio near 1.0. A super-mature or closed plan may have significantly more retirees than actives resulting in a ratio below 1.0.

### RATIO OF NET CASH FLOW TO MARKET VALUE OF ASSETS

A positive net cash flow means contributions exceed benefits and expenses. A negative cash flow means existing funds are being used to make payments. A certain amount of negative net cash flow is generally expected to occur when benefits are prefunded through a qualified trust. Large negative net cash flows as a percent of assets may indicate a super-mature plan or a need for additional contributions.

## **ADDITIONAL RISK ASSESSMENT**

Additional risk assessment is outside the scope of the annual actuarial valuation. Additional assessment may include scenario tests, sensitivity tests, stochastic modeling, stress tests, and a comparison of the present value of accrued benefits at low-risk discount rates with the actuarial accrued liability.

## SECTION B

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### VALUATION RESULTS

<b>PARTICIPANT DATA</b>			
	October 1, 2019 <i>After Changes</i>	October 1, 2019 <i>Before Changes</i>	October 1, 2018
<b>ACTIVE MEMBERS</b>			
Number	392	392	378
Covered Annual Payroll	\$ 20,997,013	\$ 20,997,013	\$ 20,025,730
Average Annual Payroll	\$ 53,564	\$ 53,564	\$ 52,978
Average Age	47.7	47.7	47.5
Average Past Service	9.1	9.1	9.3
Average Age at Hire	38.6	38.6	38.2
<b>RETIREES, BENEFICIARIES &amp; DROP</b>			
Number	354	354	347
Annual Benefits	\$ 7,714,379	\$ 7,714,379	\$ 7,359,542
Average Annual Benefit	\$ 21,792	\$ 21,792	\$ 21,209
Average Age	69.7	69.7	69.4
<b>DISABILITY RETIREES</b>			
Number	2	2	3
Annual Benefits	\$ 34,011	\$ 34,011	\$ 46,412
Average Annual Benefit	\$ 17,006	\$ 17,006	\$ 15,471
Average Age	58.7	58.7	60.4
<b>TERMINATED VESTED MEMBERS</b>			
Number	81	81	78
Annual Benefits	\$ 1,353,632	\$ 1,353,632	\$ 1,288,700
Average Annual Benefit	\$ 16,712	\$ 16,712	\$ 16,522
Average Age	50.9	50.9	50.5

### ACTUARIALLY DETERMINED EMPLOYER CONTRIBUTION (ADEC)

A. Valuation Date	October 1, 2019 <i>After Changes</i>	October 1, 2019 <i>Before Changes</i>	October 1, 2018
B. ADEC to Be Paid During Fiscal Year Ending	9/30/2021	9/30/2021	9/30/2020
C. Assumed Date of Employer Contrib.	12/31/2020	12/31/2020	12/31/2019
D. Annual Payment to Amortize Unfunded Actuarial Liability	\$ 781,264	\$ 968,833	\$ 588,110
E. Employer Normal Cost	2,144,853	2,219,788	2,097,413
F. ADEC if Paid on the Valuation Date: D + E	2,926,117	3,188,621	2,685,523
G. ADEC if Paid on the First Day of the Next Fiscal Year	3,123,630	3,403,853	2,866,796
H. ADEC if Paid on December 31	3,175,056	3,459,893	2,913,994
I. ADEC as % of Covered Payroll*	15.12 %	16.48 %	14.55 %
J. Assumed Rate of Increase in Covered Payroll to Contribution Year	0.00 %	0.00 %	0.00 %
K. Covered Payroll for Contribution Year	20,997,013	20,997,013	20,025,730
L. ADEC for Contribution Year*	3,175,056	3,459,893	2,913,994
M. ADEC as % of Covered Payroll in Contribution Year: L ÷ K*	15.12 %	16.48 %	14.55 %

\*Assuming the contribution is paid on the date in Item C.



## ACTUARIAL VALUE OF BENEFITS AND ASSETS

A. Valuation Date	October 1, 2019 <i>After Changes</i>	October 1, 2019 <i>Before Changes</i>	October 1, 2018
B. Actuarial Present Value of All Projected Benefits for			
1. Active Members			
a. Service Retirement Benefits	\$ 59,708,344	\$ 60,386,539	\$ 58,319,878
b. Vesting Benefits	3,650,226	3,773,119	3,605,331
c. Disability Benefits	946,779	927,362	1,135,535
d. Preretirement Death Benefits	1,891,046	2,581,032	2,400,133
e. Return of Member Contributions	155,890	155,789	156,961
f. Total	<u>66,352,285</u>	<u>67,823,841</u>	<u>65,617,838</u>
2. Inactive Members			
a. Service Retirees & Beneficiaries	84,569,624	85,665,643	81,990,594
b. Disability Retirees	331,353	327,882	462,629
c. Terminated Vested Members	<u>8,867,668</u>	<u>9,172,248</u>	<u>8,364,319</u>
d. Total	<u>93,768,645</u>	<u>95,165,773</u>	<u>90,817,542</u>
3. Total for All Members	160,120,930	162,989,614	156,435,380
C. Actuarial Accrued (Past Service) Liability (Entry Age Normal)	139,342,065	141,728,974	136,185,423
D. Actuarial Value of Accumulated Plan Benefits per FASB No. 35	125,672,282	127,859,976	122,883,899
E. Plan Assets			
1. Market Value	135,796,532	135,796,532	136,078,674
2. Actuarial Value	132,131,622	132,131,622	126,825,625
F. Unfunded Actuarial Accrued Liability	7,210,443	9,597,352	9,359,798
G. Actuarial Present Value of Projected Covered Payroll	166,963,778	166,408,410	156,870,145
H. Actuarial Present Value of Projected Member Contributions	5,523,366	5,506,417	5,156,526

## CALCULATION OF EMPLOYER NORMAL COST

A. Valuation Date	October 1, 2019 <i>After Changes</i>	October 1, 2019 <i>Before Changes</i>	October 1, 2018
B. Normal Cost for			
1. Service Retirement Benefits	\$ 2,170,124	\$ 2,189,407	\$ 2,080,421
2. Vesting Benefits	347,362	358,442	343,656
3. Disability Benefits	42,577	41,740	68,737
4. Preretirement Death Benefits	129,786	175,087	165,632
5. Return of Member Contributions	<u>60,478</u>	<u>60,586</u>	<u>57,807</u>
6. Total for Future Benefits	2,750,327	2,825,262	2,716,253
7. Assumed Amount for Administrative Expenses	<u>122,724</u>	<u>122,724</u>	<u>75,401</u>
8. Total Normal Cost	2,873,051	2,947,986	2,791,654
C. Expected Member Contribution	728,198	728,198	694,241
D. Employer Normal Cost: B8-C	2,144,853	2,219,788	2,097,413
E. Employer Normal Cost as a % of Covered Payroll	10.22%	10.57%	10.47%



## LIQUIDATION OF THE UNFUNDED ACTUARIAL ACCRUED LIABILITY

UAAL Amortization Period and Payments								
Original UAAL				Current UAAL				
Years	Source	Amort. Period (Years)	Amount	Years	Amount	10/1/2019 Payment	Estimated 10/1/2020 Payment	Estimated 10/1/2021 Payment
10/1/2009	Method Change - Aggregate to Entry Age	25	\$ 5,602,731	15	\$ 4,171,903	\$ 422,338	\$ 422,338	\$ 422,338
10/1/2010	Experience Loss	25	394,904	16	304,770	29,724	29,724	29,724
10/1/2011	Experience Loss	25	1,799,033	17	1,451,517	136,869	136,869	136,869
10/1/2011	Assumption Change - Salary Scale	25	(2,114,885)	17	(1,706,355)	(160,899)	(160,899)	(160,899)
10/1/2012	Experience Loss	25	539,648	18	453,588	41,482	41,482	41,482
10/1/2012	Plan Amendment - 0% Ee Contributions at 30	25	11,000	18	9,246	846	846	846
10/1/2013	Experience Gain	25	(1,043,610)	19	(325,355)	(28,938)	(28,938)	(28,938)
10/1/2014	Experience Gain	25	(769,762)	20	(693,483)	(60,134)	(60,134)	(60,134)
10/1/2015	Experience Gain	25	(1,180,685)	21	(1,099,029)	(93,114)	(93,114)	(93,114)
10/1/2015	Plan Amendment - ERIP	5	554,774	1	126,717	126,717	-	-
10/1/2016	Experience Gain	25	(1,268,865)	22	(1,205,006)	(99,945)	(99,945)	(99,945)
10/1/2016	Mandated Mortality Assumption Change	25	2,414,868	22	2,293,334	190,212	190,212	190,212
10/1/2017	Experience Gain	25	(450,190)	23	(435,439)	(35,418)	(35,418)	(35,418)
10/1/2018	Experience Gain	25	(1,080,810)	24	(1,063,099)	(84,933)	(84,933)	(84,933)
10/1/2018	Assumption Changes (Exp. Sty)	25	7,198,427	24	7,080,468	565,671	565,671	565,671
10/1/2019	Experience Loss	25	233,575	25	233,575	18,355	18,355	18,355
10/1/2019	Mandated Mortality Assumption Change	25	(2,386,909)	25	(2,386,909)	(187,569)	(187,569)	(187,569)
			\$ 5,606,540		\$ 7,210,443	\$ 781,264	\$ 654,547	\$ 654,547

The UAAL is being liquidated as a level dollar amount over the number of years remaining in the amortization period. The expected amortization schedule is as follows:

Amortization Schedule					
Year	Expected UAAL	UAAL Payment	Year	Expected UAAL	UAAL Payment
2019	\$ 7,210,443	\$ 781,264	2032	\$ 2,712,494	\$ 654,547
2020	6,863,154	654,547	2033	2,196,858	654,547
2021	6,627,688	654,547	2034	1,646,417	232,209
2022	6,376,328	654,547	2035	1,509,667	202,485
2023	6,108,001	654,547	2036	1,395,417	226,515
2024	5,821,562	654,547	2037	1,247,803	184,187
2025	5,515,789	654,547	2038	1,135,410	213,125
2026	5,189,375	654,547	2039	984,539	273,259
2027	4,840,929	654,547	2040	759,292	366,373
2028	4,468,963	654,547	2041	419,441	276,106
2029	4,071,889	654,547	2042	153,010	311,524
2030	3,648,013	654,547	2043	-	-
2031	3,195,525	654,547	2044	-	-



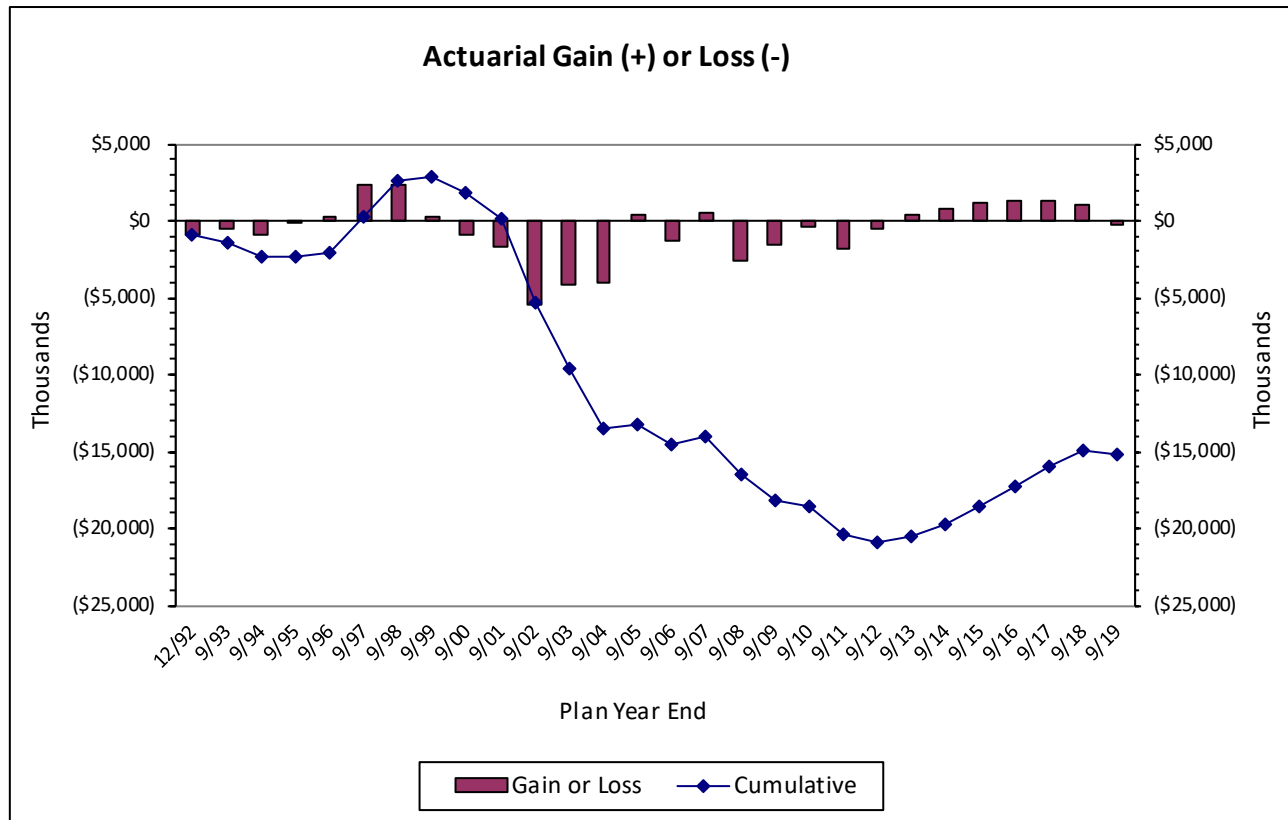
## ACTUARIAL GAINS AND LOSSES

The assumptions used to anticipate mortality, employment turnover, investment income, expenses, salary increases, and other factors have been based on long range trends and expectations. Actual experience can vary from these expectations. The variance is measured by the gain and loss for the period involved. If significant long term experience reveals consistent deviation from what has been expected and that deviation is expected to continue, the assumptions should be modified. The net actuarial gain (loss) for the past year is computed as follows:

1. Last Year's UAAL	\$ 9,359,798
2. Last Year's Employer Normal Cost	2,097,413
3. Last Year's Contributions	2,866,796
4. Interest at the Assumed Rate on:	
a. 1 and 2 for one year	773,362
b. 3 from dates paid	0
c. a - b	773,362
5. This Year's Expected UAAL Prior to Revision: 1 + 2 - 3 + 4c	9,363,777
6. Change in UAAL Due to Plan Amendments and/or Changes in Actuarial Assumptions	(2,386,909)
7. This Year's Expected UAAL (after changes): 5 + 6	6,976,868
8. This Year's Actual UAAL (after changes)	7,210,443
9. Net Actuarial Gain/(Loss): 7 - 8	(233,575)
10. Gain/(Loss) Due to Investment	916,227
11. Gain/(Loss) Due to Other Sources	(1,149,802)

Net actuarial gains in previous years have been as follows:

Year Ended	Gain (Loss)
12/31/92	\$ (939,614)
9/30/93	(492,398)
9/30/94	(937,094)
9/30/95	(32,368)
9/30/96	260,299
9/30/97	2,354,556
9/30/98	2,333,750
9/30/99	246,466
9/30/00	(955,923)
9/30/01	(1,750,230)
9/30/02	(5,428,126)
9/30/03	(4,212,406)
9/30/04	(3,989,929)
9/30/05	351,084
9/30/06	(1,334,136)
9/30/07	563,904
9/30/08	(2,574,633)
9/30/09	(1,599,294)
9/30/10	(394,904)
9/30/11	(1,799,033)
9/30/12	(539,648)
9/30/13	373,386
9/30/14	769,762
9/30/15	1,180,685
9/30/16	1,268,865
9/30/17	450,190
9/30/18	1,080,810
9/30/19	(233,575)



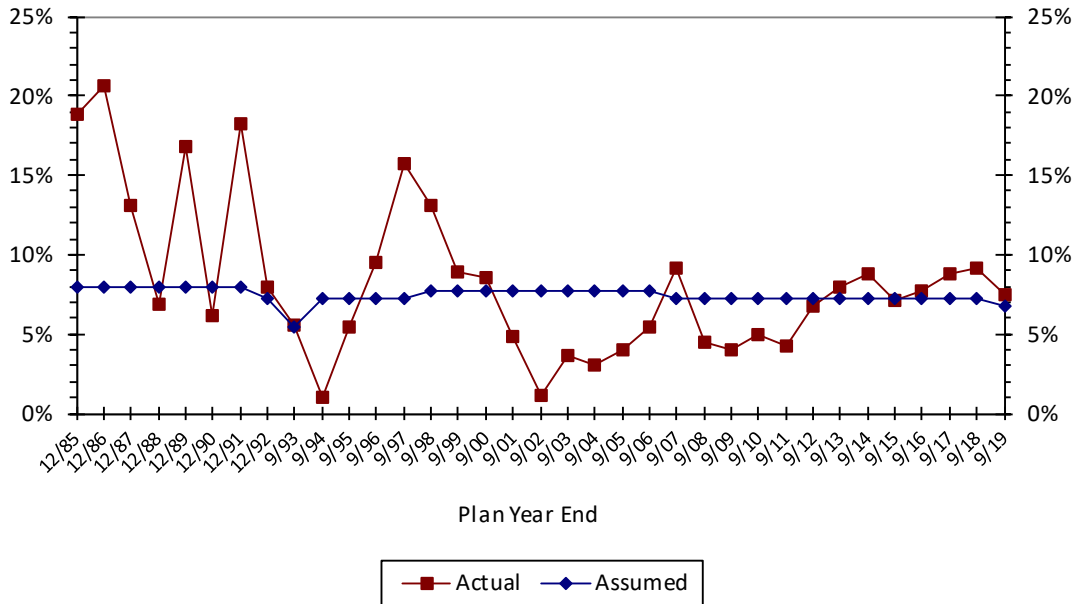
The fund earnings and salary increase assumptions have considerable impact on the cost of the Plan so it is important that they are in line with the actual experience. The following table shows the actual fund earnings and salary increase rates compared to the assumed rates for the last few years.

Year Ending	Investment Return		Salary Increases	
	Actual	Assumed	Actual	Assumed
12/31/1985	18.8 %	8.0 %	5.6 %	7.0 %
12/31/1986	20.6	8.0	9.7	7.0
12/31/1987	13.1	8.0	11.4	7.0
12/31/1988	6.9	8.0	4.6	7.0
12/31/1989	16.8	8.0	9.0	7.0
12/31/1990	6.2	8.0	9.7	7.0
12/31/1991	18.2	8.0	4.6	7.0
12/31/1992	7.9	7.25	5.9	5.0
9/30/1993 (9 mos.)	5.6	5.4	3.8	3.8
9/30/1994	1.0	7.25	3.3	5.0
9/30/1995	5.5	7.25	3.3	5.0
9/30/1996	9.5	7.25	3.5	5.0
9/30/1997	15.7	7.25	4.7	5.0
9/30/1998	13.1	7.75	3.0	5.0
9/30/1999	8.9	7.75	4.5	5.0
9/30/2000	8.6	7.75	5.2	5.0
9/30/2001	4.9	7.75	5.3	5.0
9/30/2002	1.1	7.75	5.9	5.0
9/30/2003	3.6	7.75	7.6	5.0
9/30/2004	3.1	7.75	4.5	5.0
9/30/2005	4.0	7.75	5.6	5.0
9/30/2006	5.5	7.75	5.3	5.0
9/30/2007	9.1	7.25	6.9	5.6
9/30/2008	4.5	7.25	4.8	5.8
9/30/2009	4.0	7.25	1.5	5.8
9/30/2010	5.0	7.25	0.9	5.7
9/30/2011	4.3	7.25	1.1	5.7
9/30/2012	6.7	7.25	0.5	2.0
9/30/2013	8.0	7.25	2.3	2.0
9/30/2014	8.8	7.25	4.0	2.0
9/30/2015	7.1	7.25	3.4	5.7
9/30/2016	7.7	7.25	6.3	5.6
9/30/2017	8.8	7.25	8.4	5.7
9/30/2018	9.2	7.25	5.5	5.9
9/30/2019	7.5	6.75	5.0	5.1
Averages	8.2 %	---	5.1 %	---

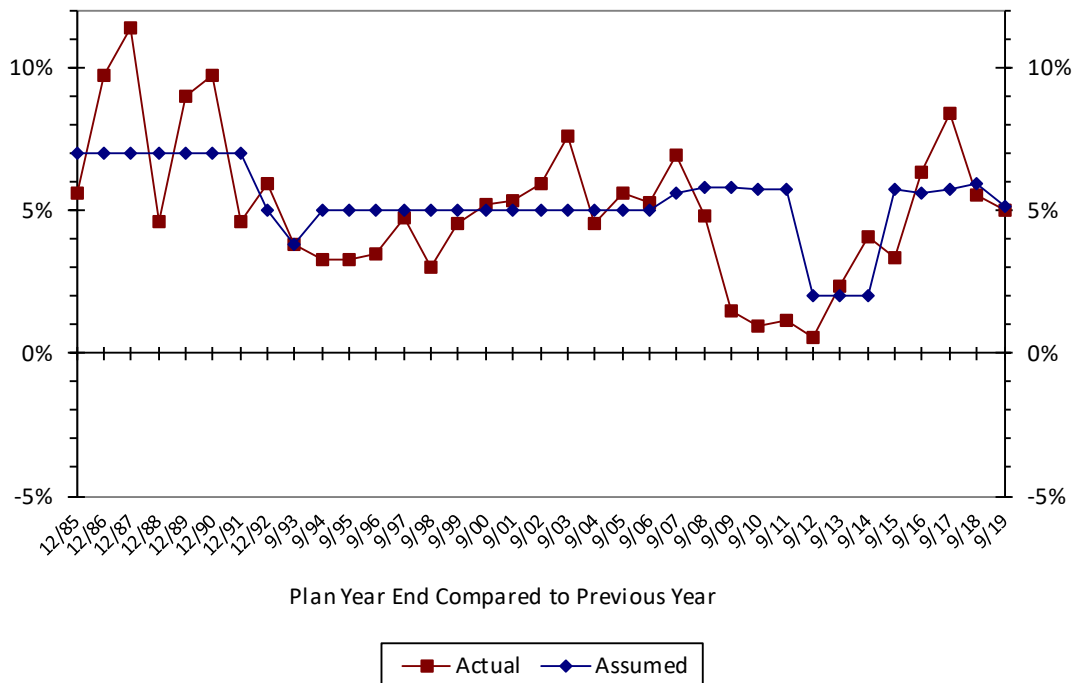
Note: Figures prior to 1990 were determined by the Wyatt Company.

The actual investment return rates shown above are based on the actuarial value of assets. The actual salary increase rates shown above are the increases received by those active members who were included in the actuarial valuations both at the beginning and the end of each year.

### History of Investment Return Based on Actuarial Value of Assets



### History of Salary Increases



**Actual (A) Compared to Expected (E) Decrements  
Among Active Employees**

Year Ended	Number Added During Year		Service & DROP Retirement		Disability Retirement		Death		Terminations				Active Members End of Year
	A	E	A	E	A	E	A	E	A	A	Totals		
											A	E	
9/30/2002	46	20	8	15	0	1	0	1	6	6	12	15	379
9/30/2003	34	29	9	15	1	1	0	1	10	9	19	16	384
9/30/2004	41	28	9	13	2	1	0	1	8	9	17	15	397
9/30/2005	30	38	8	13	1	1	1	1	13	15	28	15	389
9/30/2006	44	40	13	15	0	1	1	1	13	13	26	15	393
9/30/2007	45	36	20 *	13	0	1	1	1	6	9	15	21	402
9/30/2008	40	27	13	11	0	1	0	1	8	6	14	22	415
9/30/2009	24	15	7	11	0	1	0	1	3	5	8	23	424
9/30/2010	21	28	11	13	1	1	0	1	4	12	16	22	417
9/30/2011	13	41	26	14	0	1	1	1	10	4	14	20	389
9/30/2012	17	34	17	13	0	1	2	1	10	5	15	17	372
9/30/2013	26	39	16 *	12	0	1	2	1	7	14	21	16	359
9/30/2014	17	34	15	12	0	1	0	1	9	10	19	16	342
9/30/2015	35	48	20 *	12	0	1	1	1	19	8	27	14	329
9/30/2016	37	45	16	13	0	1	1	1	16	12	28	16	321
9/30/2017	75	39	13	11	0	1	1	1	13	12	25	16	357
9/30/2018	60	39	13	13	0	1	1	1	6	19	25	22	378
9/30/2019	55	41	11	14	0	1	1	1	4	25	29	25	392
9/30/2020				12		1		1				28	
18 Yr Totals **	660	621	245	233	5	18	13	18	165	193	358	326	

\* Reflects Early Retirement Incentive Program during the Plan Year.

\*\* Totals are through current Plan Year only.

### RECENT HISTORY OF VALUATION RESULTS

Valuation Date	Number of		Covered Annual Payroll	Actuarial Value of Assets	UAAL	Employer Normal Cost	
	Active Members	Inactive Members				Amount	% of Payroll
1/1/90	283	88	\$ 7,217,876	\$ 18,735,866	\$ (935,024)	\$ 742,838	10.3 %
1/1/91	309	90	8,119,144	19,989,234	(4,673,532)	1,136,638	14.0
1/1/92	324	101	8,653,137	23,834,584	0	425,248	4.9
1/1/93	337	101	9,402,160	25,545,873	0	590,537	6.3
10/1/93	350	103	9,976,616	29,169,341	0	698,784	7.0
10/1/94	350	108	10,140,270	29,541,506	0	703,611	6.9
10/1/95	343	112	10,123,923	31,138,947	0	707,347	7.0
10/1/96	352	121	10,483,367	33,939,706	0	705,909	6.7
10/1/97	354	132	10,838,339	39,004,018	0	0	---
10/1/98	350	137	10,830,498	47,654,038	0	0	---
10/1/99	351	145	11,221,039	51,167,747	0	0	---
10/1/00	352	158	11,683,131	54,085,492	0	76,657	0.7
10/1/01	353	167	12,166,399	55,160,299	0	299,443	2.5
10/1/02	379	173	13,369,199	54,452,798	0	638,906	4.8
10/1/03	384	183	14,807,342	56,610,019	0	1,313,414	8.9
10/1/04	397	197	15,844,035	58,552,571	0	1,832,201	11.6
10/1/05	389	215	16,203,652	61,455,670	0	1,829,172	11.3
10/1/06	393	232	16,839,131	70,326,850	0	2,088,750	12.4
10/1/07	399	252	17,817,350	77,436,230	0	2,293,259	12.9
10/1/08	415	261	18,990,051	80,987,834	0	2,745,258	14.5
10/1/09	424	267	19,359,146	84,476,640	2,756,027	2,073,422	10.7
10/1/10	417	272	18,988,947	87,826,931	3,269,096	2,059,007	10.8
10/1/11	389	292	17,817,131	90,513,860	3,032,918	1,869,059	10.5
10/1/12	372	311	16,937,526	94,643,819	3,679,352	1,792,979	10.6
10/1/13	359	326	16,527,919	99,910,051	4,040,481	1,746,728	10.6
10/1/14	342	346	15,895,095	106,280,221	3,268,828	1,700,725	10.7
10/1/15	329	373	15,371,826	110,517,353	2,657,108	1,632,887	10.6
10/1/16	321	394	15,449,062	114,758,424	3,777,860	1,674,276	10.8
10/1/17	357	414	18,060,007	120,289,534	3,283,106	1,940,915	10.7
10/1/18	378	428	20,025,730	126,825,625	9,359,798	2,097,413	10.5
10/1/19	392	437	20,997,013	132,131,622	7,210,443	2,144,853	10.2





## RECENT HISTORY OF UAAL AND FUNDED RATIO

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) - Entry Age (b)	Unfunded AAL (UAAL) - Entry Age (b) - (a)	Funded Ratio (a) / (b)	Covered Payroll (c)	UAAL As % of Covered Payroll (b - a) / c
10/1/1996	33,939,706	27,354,746	(6,584,960)	124.1	10,483,367	(62.8)
10/1/1997	39,004,018	27,946,800	(11,057,218)	139.6	10,838,339	(102.0)
10/1/1998	43,376,078	30,159,065	(13,217,013)	143.8	10,830,498	(122.0)
10/1/1999	51,167,747	36,138,126	(15,029,621)	141.6	11,221,039	(133.9)
10/1/2000	54,085,492	41,859,407	(12,226,085)	129.2	11,683,131	(104.6)
10/1/2001	55,160,299	44,423,811	(10,736,488)	124.2	12,166,399	(88.2)
10/1/2002	54,452,798	48,000,804	(6,451,994)	113.4	13,369,199	(48.3)
10/1/2003	56,610,019	53,583,420	(3,026,599)	105.6	14,807,342	(20.4)
10/1/2004	58,552,571	59,247,630	695,059	98.8	15,844,035	4.4
10/1/2005	61,455,670	62,126,597	670,927	98.9	16,203,652	4.1
10/1/2006	70,326,850	71,373,310	1,046,460	98.5	16,839,131	6.2
10/1/2007	77,436,230	78,839,518	1,403,288	98.2	17,817,350	7.9
10/1/2008	80,987,834	84,913,592	3,925,758	95.4	18,990,051	20.7
10/1/2009	84,476,640	87,232,667	2,756,027	96.8	19,359,146	14.2
10/1/2010	87,826,931	91,096,027	3,269,096	96.4	18,988,947	17.2
10/1/2011	90,513,860	93,546,778	3,032,918	96.8	17,817,131	17.0
10/1/2012	94,643,819	98,323,171	3,679,352	96.3	16,937,526	21.7
10/1/2013	99,910,051	103,950,532	4,040,481	96.1	16,527,919	24.4
10/1/2014	106,280,221	109,549,049	3,268,828	97.0	15,895,095	20.6
10/1/2015	110,517,353	113,174,461	2,657,108	97.7	15,371,826	17.3
10/1/2016	114,758,424	118,536,284	3,777,860	96.8	15,449,062	24.5
10/1/2017	120,289,534	123,572,640	3,283,106	97.3	18,060,007	18.2
10/1/2018	126,825,625	136,185,423	9,359,798	93.1	20,025,730	46.7
10/1/2019	132,131,622	139,342,065	7,210,443	94.8	20,997,013	34.3

RECENT HISTORY OF REQUIRED AND ACTUAL CONTRIBUTIONS				
Valuation	End of Year To Which Valuation Applies	Required Contributions		Actual Contributions
		Amount	% of Payroll	
1/1/90	9/30/91	\$ 769,008	10.65 %	\$ 769,008
1/1/91	9/30/92	824,612	10.16	824,612
1/1/92	9/30/93	456,078	5.27	456,078
1/1/93	9/30/94	633,351	6.74	633,351
10/1/93	9/30/95	762,329	7.64	762,329
10/1/94	9/30/96	767,595	7.57	767,595
10/1/95	9/30/97	771,671	7.62	771,671
10/1/96	9/30/98	770,101	7.35	770,101
10/1/97	9/30/99	0	---	0
10/1/98	9/30/00	0	---	0
10/1/99	9/30/01	0	---	0
10/1/00	9/30/02	84,122	0.72	84,122
10/1/01	9/30/03	328,603	2.70	328,603
10/1/02	9/30/04	701,388	5.25	701,388
10/1/03	9/30/05	1,441,861	9.74	1,441,861
10/1/04	9/30/06	2,011,383	12.69	2,011,383
10/1/05	9/30/07	2,008,058	12.39	2,008,058
10/1/06 *	9/30/08	2,398,379	14.35	2,398,379
10/1/07	9/30/09	2,502,936	14.05	2,502,936
10/1/08	9/30/10	2,996,262	15.78	2,996,262
10/1/09 **	9/30/11	2,305,392	11.91	2,305,392
10/1/10	9/30/12	2,365,620	12.46	2,365,620
10/1/11	9/30/13	2,128,666	11.95	2,128,666
10/1/12 ***	9/30/14	2,093,769	12.36	2,093,769
10/1/13	9/30/15	2,168,192	13.12	2,168,192
10/1/14	9/30/16	2,046,827	12.88	2,046,827
10/1/15 ****	9/30/17	1,969,163	12.81	1,969,163
10/1/16	9/30/18	2,114,120	13.68	2,114,120
10/1/17	9/30/19	2,360,582	13.07	2,360,582
10/1/18	9/30/20	2,866,796	14.32	2,866,796
10/1/19	9/30/21	3,175,056	15.12	---

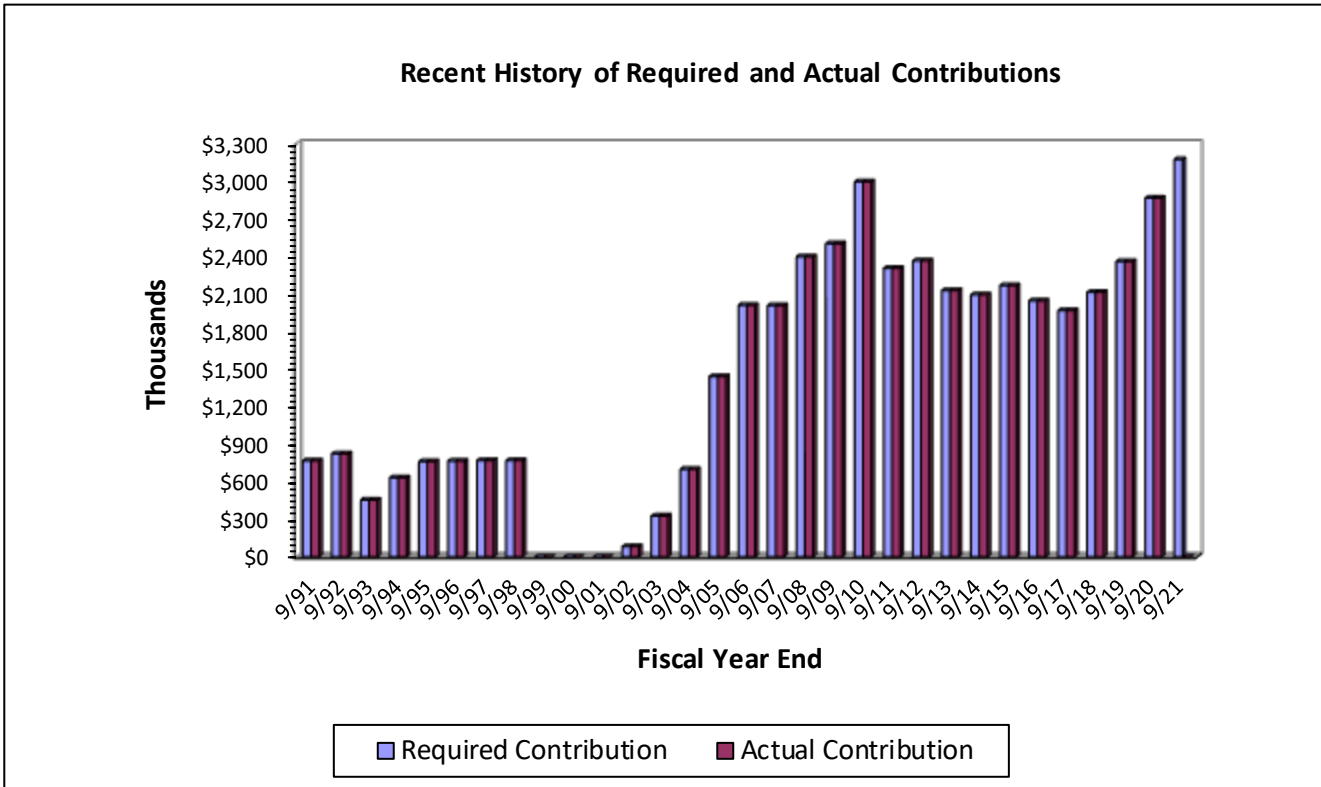
\* From October 19, 2007 Actuarial Impact Statement.

\*\* From October 4, 2010 Actuarial Impact Statement.

\*\*\* From September 13, 2013 Actuarial Impact Statement.

\*\*\*\* From May 6, 2016 Actuarial Impact Statement.





# ACTUARIAL ASSUMPTIONS AND COST METHOD

## Valuation Methods

**Actuarial Cost Method** - Normal cost and the allocation of benefit values between service rendered before and after the valuation date were determined using an **Individual Entry-Age Actuarial Cost Method** having the following characteristics:

- (i) the annual normal cost for each individual active member, payable from the date of employment to the date of retirement, is sufficient to accumulate the value of the member's benefit at the time of retirement;
- (ii) each annual normal cost is a constant percentage of the member's year by year projected covered pay.

Actuarial gains/(losses), as they occur, reduce (increase) the Unfunded Actuarial Accrued Liability.

**Financing of Unfunded Actuarial Accrued Liabilities** - Unfunded Actuarial Accrued Liabilities (full funding credit if assets exceed liabilities) were amortized by level (principal & interest combined) dollar contributions over a reasonable period of future years.

**Actuarial Value of Assets** - The Actuarial Value of Assets phase in the difference between the expected actuarial value and actual market value of assets at the rate of 20% per year. The Actuarial Value of Assets will be further adjusted to the extent necessary to fall within the corridor whose lower limit is 80% of the Market Value of plan assets and whose upper limit is 120% of the Market Value of plan assets. During periods when investment performance exceeds the assumed rate, Actuarial Value of Assets will tend to be less than Market Value. During periods when investment performance is less than assumed rate, Actuarial Value of Assets will tend to be greater than Market Value.

## Valuation Assumptions

**The actuarial assumptions used** in the valuation are shown in this Section. Both the economic and decrement assumptions were established following the Experience Investigation for the Eight Years Ended September 30, 2018, dated June 12, 2019. The mortality assumption is mandated by Chapter 112.63, Florida Statutes.

## Economic Assumptions

**The investment return rate** assumed in the valuations is 6.75% per year, compounded annually (net after investment expense).

The **Inflation Rate** assumed in this valuation was 2.50% per year. The Inflation Rate is defined to be the expected long-term rate of increases in the prices of goods and services.

The assumed **real rate of return** over inflation is defined to be the portion of total investment return that is more than the assumed inflation rate. Considering other economic assumptions, the 6.75% investment return rate translates to an assumed real rate of return over inflation of 4.25%.

**Pay increase assumptions** for individual active members are shown below. Part of the assumption for each age is for merit and/or seniority increase, and the other 2.50% recognizes wage inflation, including price inflation, productivity increases, and other macroeconomic forces.

**The rates of salary increase** used for individual members are in accordance with the following table. This assumption is used to project a member's current salary to the salaries upon which benefits will be based.

Years of Service	% Increase in Salary		
	Merit and Seniority	Base (Economic)	Total Increase
1	4.25%	2.50%	6.75%
2	4.25%	2.50%	6.75%
3	3.25%	2.50%	5.75%
4	3.25%	2.50%	5.75%
5 - 14	2.50%	2.50%	5.00%
15 - 19	2.00%	2.50%	4.50%
20 and higher	1.25%	2.50%	3.75%

## Demographic Assumptions

**The mortality table** for General Employees is the PUB-2010 Headcount Weighted Below Median Employee Male Table (pre-retirement), the PUB-2010 Headcount Weighted Below Median Employee Female Table (pre-retirement), the PUB-2010 Headcount Weighted Below Median Healthy Retiree Male Table (post-retirement) and the PUB-2010 Headcount Weighted Below Median Retiree Female Table (post-retirement). These tables use ages set back one year for males and future improvements in mortality projected to all future years after 2010 using scale MP 2018. These are the same rates used for Regular Class members of the Florida Retirement System (FRS) in their actuarial valuation as of July 1, 2019.



### FRS Healthy Post-Retirement Mortality for Regular Class Members

Sample Attained Ages (in 2019)	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
50	0.19 %	0.58 %	32.93	36.77
55	0.98	0.58	28.57	32.33
60	1.15	0.60	24.50	27.81
65	1.30	0.69	20.48	23.25
70	1.81	1.10	16.49	18.78
75	2.90	1.92	12.79	14.60
80	4.91	3.47	9.52	10.87

### FRS Healthy Pre-Retirement Mortality for Regular Class Members

Sample Attained Ages (in 2019)	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
50	0.19 %	0.11 %	37.55	40.11
55	0.30	0.18	32.54	34.99
60	0.47	0.26	27.70	29.98
65	0.65	0.37	23.04	25.06
70	0.90	0.57	18.50	20.24
75	1.37	0.95	14.07	15.56
80	2.17	1.60	9.78	11.07

For disabled retirees, the mortality table used was the PUB-2010 Headcount-Weighted General Disabled Retiree Tables with ages set forward 3 years for males and females.

### FRS Healthy Disabled Mortality for Regular Class Members

Sample Attained Ages	Probability of Dying Next Year		Future Life Expectancy (years)	
	Men	Women	Men	Women
50	2.02 %	1.64 %	20.99	23.92
55	2.53	1.91	18.18	20.88
60	3.08	2.27	15.50	17.88
65	3.93	2.83	12.94	14.91
70	5.08	3.79	10.53	12.07
75	6.98	5.46	8.29	9.45
80	10.12	8.31	6.33	7.19

**The rates of retirement** used to measure the probability of eligible members retiring during the next year were as follows:

Early Retirement		
Age	Service	Rates
0 - 54	20 +	4.0%
55 - 59	All	7.5%

**Normal Retirement for Members  
Within Ten Years of Age 60 or 30 Years  
of Service as of October 5, 2010**

Years of		
Age	Service	Rates
0 - 59	30	80.0%
0 - 59	31+	25.0%
60	All	70.0%
61 - 62	All	25.0%
63 - 64	All	45.0%
65	All	85.0%
66 - 69	All	55.0%
70+	All	100.0%

**Normal Retirement for Other Members  
Hired Before October 5, 2010**

Years of		
Age	Service	Rates
0 - 61	30	80.0%
0 - 61	31+	25.0%
62	All	70.0%
63 - 64	All	25.0%
65 - 66	All	45.0%
67	All	85.0%
68 - 69	All	55.0%
70 +	All	100.0%

**Normal Retirement for Other Members  
Hired After October 5, 2010**

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<b>Age</b>	<b>Rates</b>
65	70.0%
66 - 67	25.0%
68 - 69	45.0%
70+	100.0%

***Rates of disability*** among active members (20% of future disability retirements are assumed to be service-connected):

<b>Sample Ages</b>	<b>% Becoming Disabled within Next Year</b>
0 - 24	0.20 %
25 - 29	0.18
30 - 34	0.18
35 - 39	0.20
40 - 44	0.24
45 - 49	0.27
50 - 54	0.33
55 - 59	0.45



***Rates of separation from active membership*** were as shown below (rates do not apply to members eligible to retire and do not include separation on account of death or disability). This assumption measures the probabilities of members remaining in employment.

<b>Sample Ages</b>	<b>Years of Service</b>	<b>% of Active Members Separating Within Next Year</b>
ALL	0	15.0 %
	1	15.0
	2	14.5
	3	10.5
	4	9.0
20	5 and over	9.0
25		9.0
30		9.0
35		9.0
40		5.5
45		4.8
50		4.0
55		4.0
60		3.5

#### **Changes Since Prior Valuation**

The mortality tables were updated from the mortality rates used by the Florida Retirement System (FRS) for Regular Class members in the July 1, 2018 FRS Actuarial Valuation to the rates used in the July 1, 2019 FRS Actuarial Valuation.

## Miscellaneous and Technical Assumptions

<b><i>Administrative &amp; Investment Expenses</i></b>	The investment return assumption is intended to be the return before considering investment expenses. Annual administrative and investment expenses are assumed to be equal to the average of the expenses over the previous 2 years. Assumed administrative and investment expenses are added to the Normal Cost.
<b><i>Benefit Service</i></b>	Exact fractional service is used to determine the amount of benefit payable.
<b><i>Decrement Operation</i></b>	Disability and mortality decrements operate during retirement eligibility.
<b><i>Decrement Timing</i></b>	Decrement of all types are assumed to occur at the beginning of the year.
<b><i>Eligibility Testing</i></b>	Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.
<b><i>Forfeitures</i></b>	For vested separations from service, it is assumed that 0% of members separating will withdraw their contributions and forfeit an employer financed benefit. It was further assumed that the liability at termination is the greater of the vested deferred benefit (if any) or the member's accumulated contributions.
<b><i>Incidence of Contributions</i></b>	Employer contributions are assumed to be made in one payment at the end of December. Member contributions are assumed to be received continuously throughout the year based upon the computed percent of payroll shown in this report, and the actual payroll payable at the time contributions are made.
<b><i>Marriage Assumption</i></b>	100% of males and 100% of females are assumed to be married for purposes of death-in-service benefits. Male spouses are assumed to be three years older than female spouses for active member valuation purposes.
<b><i>Normal Form of Benefit</i></b>	Life Annuity. For married participants within ten years of attaining age 60 or 30 years of service as of October 5, 2010, a monthly income payable for life of member; upon death of member, 100% of member's benefit payable to spouse for one year and 60% thereafter until death or remarriage of spouse. Other optional forms are also available.
<b><i>Pay Increase Timing</i></b>	End of fiscal year. This is equivalent to assuming that reported pays represent the rate of pay on the valuation date.
<b><i>Service Credit Accruals</i></b>	It is assumed that members accrue one year of service credit per year.

## GLOSSARY

<b><i>Actuarial Accrued Liability (AAL)</i></b>	The difference between the Actuarial Present Value of Future Benefits, and the Actuarial Present Value of Future Normal Costs.
<b><i>Actuarial Assumptions</i></b>	Assumptions about future plan experience that affect costs or liabilities, such as: mortality, withdrawal, disablement, and retirement; future increases in salary; future rates of investment earnings; future investment and administrative expenses; characteristics of members not specified in the data, such as marital status; characteristics of future members; future elections made by members; and other items.
<b><i>Actuarial Cost Method</i></b>	A procedure for allocating the Actuarial Present Value of Future Benefits between the Actuarial Present Value of Future Normal Costs and the Actuarial Accrued Liability.
<b><i>Actuarially Determined Employer Contribution (ADEC)</i></b>	The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation. The ADEC consists of the Employer Normal Cost and Amortization Payment.
<b><i>Actuarial Equivalent</i></b>	Of equal Actuarial Present Value, determined as of a given date and based on a given set of Actuarial Assumptions.
<b><i>Actuarial Present Value (APV)</i></b>	The amount of funds required to provide a payment or series of payments in the future. It is determined by discounting the future payments with an assumed interest rate and with the assumed probability each payment will be made.
<b><i>Actuarial Present Value of Future Benefits (APVFB)</i></b>	The Actuarial Present Value of amounts which are expected to be paid at various future times to active members, retired members, beneficiaries receiving benefits, and inactive, nonretired members entitled to either a refund or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.
<b><i>Actuarial Valuation</i></b>	The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a plan. An Actuarial Valuation for a governmental retirement system typically also includes calculations of items needed for compliance with GASB No. 67.

<b><i>Actuarial Value of Assets</i></b>	The value of the assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets or a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the actuarially determined employer contribution (ADEC).
<b><i>Amortization Method</i></b>	A method for determining the Amortization Payment. The most common methods used are level dollar and level percentage of payroll. Under the Level Dollar method, the Amortization Payment is one of a stream of payments, all equal, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the Amortization Payment is one of a stream of increasing payments, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the stream of payments increases at the rate at which total covered payroll of all active members is assumed to increase.
<b><i>Amortization Payment</i></b>	That portion of the plan contribution or ADEC which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.
<b><i>Amortization Period</i></b>	The period used in calculating the Amortization Payment.
<b><i>Closed Amortization Period</i></b>	A specific number of years that is reduced by one each year, and declines to zero with the passage of time. For example if the amortization period is initially set at 30 years, it is 29 years at the end of one year, 28 years at the end of two years, etc.
<b><i>Employer Normal Cost</i></b>	The portion of the Normal Cost to be paid by the employer. This is equal to the Normal Cost less expected member contributions.
<b><i>Equivalent Single Amortization Period</i></b>	For plans that do not establish separate amortization bases (separate components of the UAAL), this is the same as the Amortization Period. For plans that do establish separate amortization bases, this is the period over which the UAAL would be amortized if all amortization bases were combined upon the current UAAL payment.
<b><i>Experience Gain/Loss</i></b>	A measure of the difference between actual experience and that expected based upon a set of Actuarial Assumptions, during the period between two actuarial valuations. To the extent that actual experience differs from that assumed, Unfunded Actuarial Accrued Liabilities emerge which may be larger or smaller than projected. Gains are due to favorable experience, e.g., the assets earn more than projected, salaries do not increase as fast as assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as

projected by the actuarial assumptions. On the other hand, losses are the result of unfavorable experience, i.e., actual results that produce Unfunded Actuarial Accrued Liabilities which are larger than projected.

***Funded Ratio***

The ratio of the Actuarial Value of Assets to the Actuarial Accrued Liability.

***GASB***

Governmental Accounting Standards Board.

***GASB No. 67 and  
GASB No. 68***

These are the governmental accounting standards that set the accounting rules for public retirement systems and the employers that sponsor or contribute to them. Statement No. 68 sets the accounting rules for the employers that sponsor or contribute to public retirement systems, while Statement No. 67 sets the rules for the systems themselves.

***Normal Cost***

The annual cost assigned, under the Actuarial Cost Method, to the current plan year.

***Open Amortization Period***

An open amortization period is one which is used to determine the Amortization Payment but which does not change over time. In other words, if the initial period is set as 30 years, the same 30-year period is used in determining the Amortization Period each year. In theory, if an Open Amortization Period is used to amortize the Unfunded Actuarial Accrued Liability, the UAAL will never completely disappear, but will become smaller each year, either as a dollar amount or in relation to covered payroll.

***Unfunded Actuarial  
Accrued Liability***

The difference between the Actuarial Accrued Liability and Actuarial Value of Assets.

***Valuation Date***

The date as of which the Actuarial Present Value of Future Benefits are determined. The benefits expected to be paid in the future are discounted to this date.

## SECTION C

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### PENSION FUND INFORMATION

## Statement of Plan Assets at Market Value

Item	September 30	
	2019	2018
A. Cash and Cash Equivalents (Operating Cash)	\$ 1,566,938	\$ 1,423,509
B. Receivables		
1. Member Contributions	\$ -	\$ -
2. Employer Contributions	2,866,796	2,360,582
3. Investment Income and Other Receivables	664,080	1,045,946
4. Total Receivables	\$ 3,530,876	\$ 3,406,528
C. Investments		
1. Short Term Investments	\$ -	\$ -
2. Domestic Equities	86,275,362	94,623,512
3. International Equities	5,836,687	5,928,136
4. Domestic and International Fixed Income	39,260,185	31,670,349
5. Real Estate	-	-
6. DROP Accounts (ICMA)	6,826,645	7,033,390
7. Total Investments	\$ 138,198,879	\$ 139,255,387
D. Liabilities		
1. Benefits Payable	\$ -	\$ -
2. Accrued Expenses and Other Payables	(673,516)	(973,360)
3. Total Liabilities	\$ (673,516)	\$ (973,360)
E. Total Market Value of Assets Available for Benefits	\$ 142,623,177	\$ 143,112,064
F. DROP Accounts	\$ (6,826,645)	\$ (7,033,390)
G. Market Value Net of Reserves	\$ 135,796,532	\$ 136,078,674
H. Allocation of Investments*		
1. Short Term Investments	0.0%	0.0%
2. Domestic Equities	62.4%	67.9%
3. International Equities	4.3%	4.3%
4. Domestic and International Fixed Income	28.4%	22.7%
5. Real Estate	0.0%	0.0%
6. DROP Accounts (ICMA)	4.9%	5.1%
7. Total Investments	100.0%	100.0%

## Reconciliation of Plan Assets

Item	September 30	
	2019	2018
A. Market Value of Assets at Beginning of Year	\$ 136,078,674	\$ 127,065,505
B. Revenues and Expenditures		
1. Contributions		
a. Employee Contributions*	\$ 1,206,890	\$ 799,106
b. Employer Contributions	2,866,796	2,360,582
c. Total	<u>\$ 4,073,686</u>	<u>\$ 3,159,688</u>
2. Investment Income		
a. Interest, Dividends, and Other Income	\$ 3,029,749	\$ 3,870,239
b. Net Realized/Unrealized Gains/(Losses)**	842,429	9,636,994
c. Investment Expenses	<u>(251,664)</u>	<u>(272,812)</u>
d. Net Investment Income	<u>\$ 3,620,514</u>	<u>\$ 13,234,421</u>
3. Benefits and Refunds		
a. Regular Monthly Benefits	\$ (7,686,562)	\$ (7,181,239)
b. Refunds	(117,583)	(126,451)
c. Lump Sum Benefits Paid	-	-
d. Total	<u>\$ (7,804,145)</u>	<u>\$ (7,307,690)</u>
4. Administrative and Miscellaneous Expenses	\$ (172,197)	\$ (73,250)
5. Transfers	\$ -	\$ -
C. Market Value of Assets at End of Year	\$ 135,796,532	\$ 136,078,674

\* Includes buyback payments.

\*\* The breakdown of this amount between realized gains/(losses) and unrealized gains/(losses) was not provided.



## Actuarial Value of Assets

The Actuarial Value of Assets is determined by recognizing 20% of the difference between market value of assets and expected actuarial asset value.

Item	September 30	
	2019	2018
A. Beginning of Year Assets		
1. Market Value	\$ 136,078,674	\$ 127,065,505
2. Actuarial Value	126,825,625	120,289,534
B. End of Year Market Value of Assets	135,796,532	136,078,674
C. Net of Contributions Less Disbursements*	(3,902,656)	(4,221,252)
D. Actual Net Investment Earnings*	3,620,514	13,234,421
E. Expected Investment Earnings*	8,292,426	8,444,081
F. Expected Actuarial Value End of Year: A2 + C + E	131,215,395	124,512,363
G. End of Year Market Value Less Expected Actuarial Value: B - F	4,581,137	11,566,311
H. 20% of Difference	916,227	2,313,262
I. End of Year Assets		
1. Actuarial Value: F + H	132,131,622	126,825,625
2. Final Actuarial Value Within 80% to 120% of Market Value	132,131,622	126,825,625
J. Recognized Investment Earnings	9,208,653	10,757,343
K. Recognized Rate of Return	7.5%	9.2%

\* Net of investment expenses.



### Investment Rate of Return

Year Ended	Market Value	Actuarial Value	Investment
	Basis*	Basis	Return Assumption
12/31/85	24.0 %	18.8 %	8.0 %
12/31/86	21.1	20.6	8.0
12/31/87	5.8	13.1	8.0
12/31/88	8.6	6.9	8.0
12/31/89	24.2	16.8	8.0
12/31/90	3.3	6.2	8.0
12/31/91	28.3	18.2	8.0
12/31/92	6.3	7.9	7.25
9/30/93 (9 months)	4.3	5.6	5.40
9/30/94	(2.9)	1.0	7.25
9/30/95	21.1	5.5	7.25
9/30/96	14.8	9.5	7.25
9/30/97	23.3	15.7	7.25
9/30/98	5.6	13.1	7.75
9/30/99	12.2	8.9	7.75
9/30/00	8.7	8.6	7.75
9/30/01	(1.0)	4.9	7.75
9/30/02	(5.1)	1.1	7.75
9/30/03	13.8	3.6	7.75
9/30/04	6.4	3.1	7.75
9/30/05	8.1	4.0	7.75
9/30/06	6.2	5.5	7.75
9/30/07	11.3	9.1	7.25
9/30/08	(12.4)	4.5	7.25
9/30/09	1.9	4.0	7.25
9/30/10	9.6	5.0	7.25
9/30/11	1.2	4.3	7.25
9/30/12	18.1	6.7	7.25
9/30/13	13.0	8.0	7.25
9/30/14	12.0	8.8	7.25
9/30/15	0.4	7.1	7.25
9/30/16	10.4	7.7	7.25
9/30/17	12.8	8.8	7.25
9/30/18	10.7	9.2	7.25
9/30/19	2.7	7.5	6.75
<b>Average Returns:</b>			
Last 5 Years	7.3 %	8.1 %	7.1 %
Last 10 Years	8.9 %	7.3 %	7.2 %
All Years	9.1 %	8.2 %	7.5 %

\* Net of investment expenses after 2005.

The above rates are based on the retirement system's financial information reported to the actuary. They may differ from figures that the investment consultant reports, in part because of differences in the handling of administrative and investment expenses, and in part because of differences in the handling of cash flows.

### DROP Account Reconciliation

Year	Investment				
Ending 9/30	Beginning Balance	Credits	Earnings (net of fees)	Distributions	Ending Balance
2007	\$1,188,609	\$ 435,466	\$ 92,530	\$ 264,147	\$1,452,458
2008	1,452,458	507,624	(33,856)	163,223	1,763,003
2009	1,763,003	558,740	98,242	249,723	2,170,262
2010	2,170,262	674,648	105,540	901,876	2,048,574
2011	2,048,574	778,292	51,293	524,993	2,353,166
2012	2,353,166	945,467	169,156	331,627	3,136,162
2013	3,136,162	1,199,170	148,168	282,268	4,201,232
2014	4,201,232	1,259,921	154,600	879,338	4,736,415
2015	4,736,415	1,445,136	66,143	909,785	5,337,909
2016	5,337,909	1,204,795	176,791	1,053,317	5,666,178
2017	5,666,178	1,307,136	254,780	729,336	6,498,758
2018	6,498,758	1,142,565	284,457	892,390	7,033,390
2019	7,033,390	1,484,185	161,785	1,852,715	6,826,645

## SECTION D

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### FINANCIAL ACCOUNTING INFORMATION

## FASB NO. 35 INFORMATION

A. Valuation Date	October 1, 2019	October 1, 2018
B. Actuarial Present Value of Accumulated Plan Benefits		
1. Vested Benefits		
a. Members Currently Receiving Payments	\$ 84,900,977	\$ 82,453,223
b. Terminated Vested Members	8,867,668	8,364,319
c. Other Members	<u>30,054,514</u>	<u>30,346,634</u>
d. Total	123,823,159	121,164,176
2. Non-Vested Benefits	1,849,123	1,719,723
3. Total Actuarial Present Value of Accumulated Plan Benefits: 1d + 2	125,672,282	122,883,899
4. Accumulated Contributions of Active Members	5,129,400	4,741,414
C. Changes in the Actuarial Present Value of Accumulated Plan Benefits		
1. Total Value at Beginning of Year	122,883,899	110,937,038
2. Increase (Decrease) During the Period Attributable to:		
a. Plan Amendment	0	0
b. Change in Actuarial Assumptions	(2,187,694)	6,853,641
c. Latest Member Data, Benefits Accumulated and Decrease in the Discount Period	12,780,222	12,400,910
d. Benefits Paid	<u>(7,804,145)</u>	<u>(7,307,690)</u>
e. Net Increase	2,788,383	11,946,861
3. Total Value at End of Period	125,672,282	122,883,899
D. Market Value of Assets	135,796,532	136,078,674
E. Actuarial Assumptions - See page entitled Actuarial Assumptions and Methods		

# **SCHEDULE OF CHANGES IN THE EMPLOYER'S NET PENSION LIABILITY AND RELATED RATIOS** **GASB Statement No. 67**

Fiscal year ending September 30,	2020*	2019	2018	2017	2016	2015	2014
<b>Total Pension Liability</b>							
Service Cost	\$ 2,825,262	\$ 2,741,412	\$ 2,493,225	\$ 2,119,345	\$ 2,192,881	\$ 2,203,313	\$ 2,249,595
Interest	9,377,641	9,169,248	8,777,037	8,375,249	8,161,233	7,791,771	7,502,443
Benefit Changes	-	-	-	-	522,720	-	-
Difference between actual & expected experience	1,621,501	1,452,111	1,447,271	(821,344)	(1,097,920)	1,375,784	-
Assumption Changes	(2,628,018)	7,018,332	-	2,634,532	-	-	-
Benefit Payments	(8,144,378)	(7,686,562)	(7,181,239)	(6,903,465)	(6,468,203)	(5,882,586)	(5,355,711)
Refunds	(70,139)	(117,583)	(126,451)	(68,352)	(66,862)	(111,160)	(80,592)
<b>Net Change in Total Pension Liability</b>	<b>2,981,869</b>	<b>12,576,958</b>	<b>5,409,843</b>	<b>5,335,965</b>	<b>3,243,849</b>	<b>5,377,122</b>	<b>4,315,735</b>
<b>Total Pension Liability - Beginning</b>	<b>140,210,004</b>	<b>127,633,046</b>	<b>122,223,203</b>	<b>116,887,238</b>	<b>113,643,389</b>	<b>108,266,267</b>	<b>103,950,532</b>
<b>Total Pension Liability - Ending (a)</b>	<b>\$ 143,191,873</b>	<b>\$ 140,210,004</b>	<b>\$ 127,633,046</b>	<b>\$ 122,223,203</b>	<b>\$ 116,887,238</b>	<b>\$ 113,643,389</b>	<b>\$ 108,266,267</b>
<b>Plan Fiduciary Net Position</b>							
Contributions - Employer	\$ 2,866,796	\$ 2,360,582	\$ 2,151,438	\$ 1,969,163	\$ 2,046,827	\$ 2,168,946	\$ 2,093,769
Contributions - Member	728,198	1,206,890	799,106	717,598	618,705	948,466	1,126,054
Net Investment Income	8,909,461	3,620,514	13,197,103	14,474,143	11,005,137	445,258	12,196,449
Benefit Payments	(8,144,378)	(7,686,562)	(7,181,239)	(6,903,465)	(6,468,203)	(5,882,586)	(5,355,711)
Refunds	(70,139)	(117,583)	(126,451)	(68,352)	(66,862)	(111,160)	(80,592)
Administrative Expense	(122,724)	(172,197)	(73,250)	(77,552)	(82,336)	(73,706)	(79,025)
Other	-	-	-	-	-	-	-
<b>Net Change in Plan Fiduciary Net Position</b>	<b>4,167,214</b>	<b>(788,356)</b>	<b>8,766,707</b>	<b>10,111,535</b>	<b>7,053,268</b>	<b>(2,504,782)</b>	<b>9,900,944</b>
<b>Plan Fiduciary Net Position - Beginning</b>	<b>132,929,736</b>	<b>133,718,092</b>	<b>124,951,385</b>	<b>114,839,850</b>	<b>107,786,582</b>	<b>110,291,364</b>	<b>100,390,420</b>
<b>Plan Fiduciary Net Position - Ending (b)</b>	<b>\$ 137,096,950</b>	<b>\$ 132,929,736</b>	<b>\$ 133,718,092</b>	<b>\$ 124,951,385</b>	<b>\$ 114,839,850</b>	<b>\$ 107,786,582</b>	<b>\$ 110,291,364</b>
<b>Net Pension Liability - Ending (a) - (b)</b>	<b>6,094,923</b>	<b>7,280,268</b>	<b>(6,085,046)</b>	<b>(2,728,182)</b>	<b>2,047,388</b>	<b>5,856,807</b>	<b>(2,025,097)</b>
<b>Plan Fiduciary Net Position as a Percentage</b>							
of Total Pension Liability	95.74 %	94.81 %	104.77 %	102.23 %	98.25 %	94.85 %	101.87 %
<b>Covered Payroll</b>	<b>\$ 20,997,013</b>	<b>\$ 20,025,730</b>	<b>\$ 18,060,007</b>	<b>\$ 15,449,062</b>	<b>\$ 15,371,826</b>	<b>\$ 15,895,095</b>	<b>\$ 16,527,919</b>
<b>Net Pension Liability as a Percentage</b>							
of Covered Payroll	29.03 %	36.35 %	(33.69)%	(17.66)%	13.32 %	36.85 %	(12.25)%

**\* These figures are estimates only. Actual figures will be provided after the end of the fiscal year.**



## SCHEDULE OF THE EMPLOYER'S NET PENSION LIABILITY

### GASB Statement No. 67

FY Ending September 30,	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	\$ 108,266,267	\$ 110,291,364	\$ (2,025,097)	101.87%	\$ 16,527,919	(12.25)%
2015	113,643,389	107,786,582	5,856,807	94.85%	15,895,095	36.85%
2016	116,887,238	114,839,850	2,047,388	98.25%	15,371,826	13.32%
2017	122,223,203	124,951,385	(2,728,182)	102.23%	15,449,062	(17.66)%
2018	127,633,046	133,718,092	(6,085,046)	104.77%	18,060,007	(33.69)%
2019	140,210,004	132,929,736	7,280,268	94.81%	20,025,730	36.35%
2020*	143,191,873	137,096,950	6,094,923	95.74%	20,997,013	29.03%

**\*These figures are estimates only. Actual figures will be provided after the end of the fiscal year.**

## **NOTES TO SCHEDULE OF THE EMPLOYER'S NET PENSION LIABILITY**

### **GASB Statement No. 67**

**Valuation Date:** October 1, 2019  
**Measurement Date:** September 30, 2020

**Methods and Assumptions Used to Determine Net Pension Liability:**

Actuarial Cost Method	Entry Age Normal
Inflation	2.5%
Salary Increases	3.75% - 6.75% based on service, including inflation
Investment Rate of Return	6.75%
Retirement Age	Experience-based table of rates
Mortality	PUB-2010 Headcount Weighted Below Median Employee Male Table (pre-retirement), the PUB-2010 Headcount Weighted Below Median Employee Female Table (pre-retirement), the PUB-2010 Headcount Weighted Below Median Healthy Retiree Male Table (post-retirement) and the PUB-2010 Headcount Weighted Below Median Retiree Female Table (post-retirement). These tables use ages set back one year for males and future improvements in mortality projected to all future years after 2010 using scale MP 2018. These are the same rates used for Regular Class members of the Florida Retirement System (FRS) in their actuarial valuation as of July 1, 2019.

**Other Information:**

Notes See Discussion of Valuation Results in the October 1, 2019 Actuarial Valuation Report.



## SCHEDULE OF CONTRIBUTIONS

### GASB Statement No. 67

<u>FY Ending September 30,</u>	<u>Actuarially Determined Contribution</u>	<u>Actual Contribution</u>	<u>Contribution Deficiency (Excess)</u>	<u>Covered Payroll</u>	<u>Actual Contribution as a % of Covered Payroll</u>
2014	\$ 2,093,769	\$ 2,093,769	\$ -	\$ 16,527,919	12.67%
2015	2,168,946	2,168,946	-	15,895,095	13.65%
2016	2,046,827	2,046,827	-	15,371,826	13.32%
2017	1,969,163	1,969,163	-	15,449,062	12.75%
2018	2,151,438	2,151,438	-	18,060,007	11.91%
2019	2,360,582	2,360,582	-	20,025,730	11.79%
2020*	2,866,796	2,866,796	-	20,997,013	13.65%

\* These figures are estimates only. Actual figures will be provided after the end of the fiscal year.

## NOTES TO SCHEDULE OF CONTRIBUTIONS

### GASB Statement No. 67

**Valuation Date:** October 1, 2018

**Notes** Actuarially determined contributions are calculated as of October 1, which is two years prior to the end of the fiscal year in which contributions are reported.

**Methods and Assumptions Used to Determine Contribution Rates:**

Actuarial Cost Method	Entry Age Normal
Amortization Method	Level Dollar, Closed
Remaining Amortization Period	25 years
Asset Valuation Method	5-year smoothed market
Inflation	2.5%
Salary Increases	3.75% - 6.75% based on service, including inflation
Investment Rate of Return	6.75%
Retirement Age	Experience-based table of rates
Mortality	RP-2000 Combined Healthy Participant Mortality Table (for pre-retirement mortality) and the RP-2000 Mortality Table for Annuitants (for postretirement mortality), with mortality improvements projected to all future years after 2000 using Scale BB. For males, the base mortality rates include a 50% blue collar adjustment and a 50% white collar adjustment. For females, the base mortality rates include a 100% white collar adjustment. These are the same rates used for Regular Class members of the Florida Retirement System (FRS) in the July 1, 2018 FRS actuarial valuation, as mandated by Chapter 112.63, Florida Statutes.

**Other Information:**

**Notes** See Discussion of Valuation Results from the October 1, 2018 Actuarial Valuation Report.



## SINGLE DISCOUNT RATE GASB Statement No. 67

A single discount rate of 6.75% was used to measure the total pension liability. This single discount rate was based on the expected rate of return on pension plan investments of 6.75%. The projection of cash flows used to determine this single discount rate assumed that plan member contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the difference between the total actuarially determined contribution rates and the member rate. Based on these assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments (6.75%) was applied to all periods of projected benefit payments to determine the total pension liability.

Regarding the sensitivity of the net pension liability to changes in the single discount rate, the following presents the plan's net pension liability, calculated using a single discount rate of 6.75%, as well as what the plan's net pension liability would be if it were calculated using a single discount rate that is 1-percentage-point lower or 1-percentage-point higher:

### Sensitivity of the Net Pension Liability to the Single Discount Rate Assumption for September 30, 2019 Reporting Date

1% Decrease 5.75%	Current Single Discount Rate Assumption 6.75%	1% Increase 7.75%
\$ 23,964,175	\$ 7,280,268	\$ (6,688,949)

### Sensitivity of the Net Pension Liability to the Single Discount Rate Assumption for September 30, 2020 Reporting Date\*

1% Decrease 5.75%	Current Single Discount Rate Assumption 6.75%	1% Increase 7.75%
\$ 22,789,483	\$ 6,094,923	\$ (7,927,666)

\* These figures are estimates only. Actual figures will be provided after the end of the fiscal year.

## SECTION E

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### MISCELLANEOUS INFORMATION

<b>RECONCILIATION OF MEMBERSHIP DATA</b>		
	<b>From 10/01/18 To 10/01/19</b>	<b>From 10/01/17 To 10/01/18</b>
<b>A. Active Members</b>		
1. Number Included in Last Valuation	378	357
2. New Members Included in Current Valuation	55	60
3. Non-Vested Employment Terminations	(25)	(19)
4. Vested Employment Terminations	(4)	(6)
5. Service Retirements	(2)	(1)
6. Disability Retirements	0	0
7. Deaths	(1)	(1)
8. Transfer to Police & Fire	0	0
9. DROP Retirements	(9)	(12)
10. ERIP and Early Retirements	<u>0</u>	<u>0</u>
11. Number Included in This Valuation	392	378
<b>B. Terminated Vested Members</b>		
1. Number Included in Last Valuation	78	79
2. Additions from Active Members	4	7
3. Lump Sum Payments/Refund of Contributions	0	(1)
4. Payments Commenced	(2)	(7)
5. Deaths	0	0
6. Other - Data Correction	<u>1</u>	<u>0</u>
7. Number Included in This Valuation	81	78
<b>C. DROP Plan Members</b>		
1. Number Included in Last Valuation	42	39
2. Additions from Active Members	9	12
3. Retirements	(14)	(9)
4. Deaths Resulting in No Further Payments	0	0
5. Other- Death benefit moved to beneficiaries	<u>(1)</u>	<u>0</u>
6. Number Included in This Valuation	36	42
<b>D. Service Retirees, Disability Retirees and Beneficiaries</b>		
1. Number Included in Last Valuation	308	296
2. Additions from Active Members	2	1
3. Additions from Terminated Vested Members	2	7
4. Additions from DROP Plan	14	9
5. Deaths Resulting in No Further Payments	(7)	(5)
6. Deaths Resulting in New Survivor Benefits	1	(3)
7. End of Certain Period - No Further Payments *	(1)	0
8. Other- Data Correction	<u>1</u>	<u>3</u>
9. Number Included in This Valuation	320	308

\*Includes deferred death benefit.

## ACTIVE PARTICIPANT SCATTER

Age Group	Years of Service to Valuation Date											Totals
	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30 & Up	
20-24 NO.	0	2	2	1	0	0	0	0	0	0	0	5
TOT PAY	0	82,234	65,927	38,272	0	0	0	0	0	0	0	186,433
AVG PAY	0	41,117	32,964	38,272	0	0	0	0	0	0	0	37,287
25-29 NO.	0	6	6	6	1	3	0	0	0	0	0	22
TOT PAY	0	261,877	212,527	248,582	38,413	105,969	0	0	0	0	0	867,368
AVG PAY	0	43,646	35,421	41,430	38,413	35,323	0	0	0	0	0	39,426
30-34 NO.	1	8	6	4	3	5	3	1	0	0	0	31
TOT PAY	41,704	326,586	279,581	146,181	114,813	230,092	176,951	60,000	0	0	0	1,375,908
AVG PAY	41,704	40,823	46,597	36,545	38,271	46,018	58,984	60,000	0	0	0	44,384
35-39 NO.	0	9	4	9	2	12	6	2	0	0	0	44
TOT PAY	0	431,055	235,280	469,153	66,723	589,721	309,700	70,924	0	0	0	2,172,556
AVG PAY	0	47,895	58,820	52,128	33,362	49,143	51,617	35,462	0	0	0	49,376
40-44 NO.	0	8	9	7	2	7	9	5	0	0	0	47
TOT PAY	0	427,845	407,698	442,828	91,694	303,264	521,266	274,019	0	0	0	2,468,614
AVG PAY	0	53,481	45,300	63,261	45,847	43,323	57,918	54,804	0	0	0	52,524
45-49 NO.	2	5	4	3	2	6	10	12	6	1	0	51
TOT PAY	131,800	318,016	243,708	169,966	139,785	290,338	480,319	661,942	386,412	64,650	0	2,886,936
AVG PAY	65,900	63,603	60,927	56,655	69,892	48,390	48,032	55,162	64,402	64,650	0	56,607
50-54 NO.	0	4	7	8	6	8	12	9	6	5	0	65
TOT PAY	0	304,060	509,888	336,520	420,363	437,272	670,476	502,487	367,629	309,621	0	3,858,316
AVG PAY	0	76,015	72,841	42,065	70,060	54,659	55,873	55,832	61,272	61,924	0	59,359
55-59 NO.	0	9	9	3	1	6	14	15	11	3	4	75
TOT PAY	0	414,914	553,067	96,482	47,503	332,710	760,009	742,291	676,761	285,415	260,989	4,170,141
AVG PAY	0	46,102	61,452	32,161	47,503	55,452	54,286	49,486	61,524	95,138	65,247	55,602
60-64 NO.	0	1	3	10	3	8	10	1	2	1	0	39
TOT PAY	0	49,754	133,002	493,086	116,292	574,634	580,856	58,714	131,152	43,805	0	2,181,295
AVG PAY	0	49,754	44,334	49,309	38,764	71,829	58,086	58,714	65,576	43,805	0	55,931
65 & Up NO.	0	1	1	3	1	4	1	1	0	0	1	13
TOT PAY	0	28,650	142,223	174,485	71,885	237,635	45,429	42,208	0	0	86,931	829,446
AVG PAY	0	28,650	142,223	58,162	71,885	59,409	45,429	42,208	0	0	86,931	63,804
TOT NO.	3	53	51	54	21	59	65	46	25	10	5	392
TOT AMT	173,504	2,644,991	2,782,901	2,615,555	1,107,471	3,101,635	3,545,006	2,412,585	1,561,954	703,491	347,920	20,997,013
AVG AMT	57,835	49,905	54,567	48,436	52,737	52,570	54,539	52,448	62,478	70,349	69,584	53,564



## INACTIVE PARTICIPANT DISTRIBUTION

Age	Terminated Vested		Disabled		Retired		Beneficiary		Total	
	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits	Number	Benefits
Under 20	0	0	0	0	0	0	1	2,952	1	2,952
20 - 24	0	0	0	0	0	0	1	7,894	1	7,894
25 - 29	0	0	0	0	0	0	0	0	0	0
30 - 34	1	11,904	0	0	0	0	2	15,648	3	27,552
35 - 39	5	38,628	0	0	0	0	1	6,410	6	45,038
40 - 44	12	115,044	0	0	0	0	3	8,510	15	123,554
45 - 49	17	325,760	0	0	0	0	3	11,726	20	337,486
50 - 54	20	380,208	0	0	7	328,406	0	0	27	708,614
55 - 59	24	450,120	2	34,011	9	395,121	5	78,312	40	957,564
60 - 64	2	31,968	0	0	75	2,293,922	3	26,466	80	2,352,356
65 - 69	0	0	0	0	76	1,753,234	5	77,145	81	1,830,379
70 - 74	0	0	0	0	63	1,293,576	7	57,913	70	1,351,489
75 - 79	0	0	0	0	30	668,762	6	56,178	36	724,940
80 - 84	0	0	0	0	20	254,998	5	36,204	25	291,202
85 - 89	0	0	0	0	15	194,511	4	22,309	19	216,820
90 - 94	0	0	0	0	8	89,268	2	9,554	10	98,822
95 - 99	0	0	0	0	0	0	2	17,766	2	17,766
100 & Over	0	0	0	0	1	7,594	0	0	1	7,594
<b>Total</b>	<b>81</b>	<b>1,353,632</b>	<b>2</b>	<b>34,011</b>	<b>304</b>	<b>7,279,392</b>	<b>50</b>	<b>434,987</b>	<b>437</b>	<b>9,102,022</b>
<b>Average Age</b>		<b>51</b>		<b>59</b>		<b>70</b>		<b>67</b>		<b>66</b>

## SECTION F

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### SUMMARY OF PLAN PROVISIONS



# City of Delray Beach

## General Employees' Retirement Plan

### SUMMARY OF PLAN PROVISIONS

#### A. Ordinances

The Plan was established under the Code of Ordinances for the City of Delray Beach, Florida, Title 3, Chapter 35, Sections 35.085-35.110 and was most recently amended under Ordinance No. 30-15 passed and adopted on its second reading on November 17, 2015. The Plan is also governed by certain provisions of Part VII, Chapter 112, Florida Statutes (F.S.) and the Internal Revenue Code.

#### B. Effective Date

January 1, 1965; restated April 22, 1974

#### C. Plan Year

October 1 through September 30

#### D. Type of Plan

Qualified, governmental defined benefit retirement plan; for GASB purposes it is a single employer plan.

#### E. Eligibility Requirements

Full-time employees who are not police officers or firefighters are eligible upon completion of one year of service. City commissioners may not be included.

#### F. Credited Service

Service is measured as the period of continuous employment, expressed in years and tenths of a year, as a general employee from the employee's most recent date of hire to the date of termination. Credited service includes all periods of paid leave and all periods of unpaid leave up to a maximum of 30 days except as required by the Uniformed Services Employment and Reemployment Rights Act of 1994.

In the event that a member of this plan also has credited service with the City as a police officer or firefighter subsequent to membership in this plan, then such other credited service shall be used in determining vesting and eligibility for normal retirement. Such other credited service will not be considered in determining benefits under this system.



## **G. Compensation**

Basic compensation paid to a participant for services rendered to the City excluding overtime, commissions, bonuses, expenses allowances and any other extraordinary compensation.

## **H. Final Monthly Compensation (FMC)**

For members hired on or before October 5, 2010, the average of the highest 36 consecutive months of Compensation out of the last 120 months of Credited Service immediately preceding retirement or termination; the FMC will not be less than the 24-month average of Compensation as of October 5, 2010. For members hired after October 5, 2010, the average of the highest 60 consecutive months of Compensation out of the last 120 months of Credited Service immediately preceding retirement or termination. Payments for unused leave are not included.

## **I. Normal Retirement**

**Eligibility:** Members within ten years of attaining age 60 or 30 years of service as of October 5, 2010 may retire on the first day of the month coincident with or next following the earlier of:

- (1) age 60 with 10 years of Credited Service, or
- (2) 30 years of Credited Service regardless of age.

Other members hired on or before October 5, 2010 may retire on the first day of the month coincident with or next following the earlier of:

- (1) age 62 with 10 years of Credited Service, or
- (2) 30 years of Credited Service regardless of age.

Members hired after October 5, 2010 may retire on the first day of the month coincident with or next following attainment of age 65 with 10 years of Credited Service.

**Benefit:** 2.50% of FMC multiplied by Credited Service with a maximum benefit of 75% of FMC. For members with 10 or more years of Credited Service, the minimum monthly benefit is \$500.

Members may elect to receive a 3% multiplier for future service (and a maximum benefit of 90% of Average Monthly Earnings) by contributing an additional 3.45% of pay. These members may also choose to purchase the 3% multiplier for past service by contributing the full actuarial cost.

**Normal Form**

**of Benefit:** Life annuity. For married participants within ten years of attaining age 60 or 30 years of service as of October 5, 2010, a monthly income payable for life of member; upon death of member, 100% of member's benefit payable to spouse for one year and 60% thereafter until death or remarriage of spouse. Other optional forms are also available.

**COLA:** None

**J. Early Retirement**

**Eligibility:** A member may elect to retire earlier than the Normal Retirement Eligibility upon attainment of:

- (1) age 55 with 15 years of Credited Service, or
- (2) 20 years of Credited Service regardless of age.

**Benefit:** The Normal Retirement Benefit is actuarially reduced by 5% for each year by which the Early Retirement date precedes the Normal Retirement date.

**Normal Form**

**of Benefit:** Life annuity. For married participants within ten years of attaining age 60 or 30 years of service as of October 5, 2010, a monthly income payable for life of member; upon death of member, 100% of member's benefit payable to spouse for one year and 60% thereafter until death or remarriage of spouse. Other optional forms are also available.

**COLA:** None

**K. Delayed Retirement**

Same as Normal Retirement taking into account compensation earned and service credited until the date of actual retirement.

**L. Service Connected Disability**

**Eligibility:** Any member who incurs a total and permanent disability arising out of and in the course of city employment is immediately eligible for a disability benefit.

**Benefit:** 60% of FMC in effect at date of disability, reduced by amounts payable from Social Security, and in certain cases, by compensation earned from other sources.

Benefit begins 5 months after the date of disability and is payable until the earlier of:

- (a) death
- (b) recovery from disability
- (c) age 65 for those who became disabled prior to age 60 or 5 years after the date of disability for those who became disabled after age 60.

Normal Form: Life annuity

COLA: None

#### **M. Non-Service Connected Disability**

**Eligibility:** Any member who becomes totally and permanently disabled after completing 10 years of Credited Service is immediately eligible for a disability benefit.

**Benefit:** 2.0% of FMC in effect at date of disability multiplied by Credited Service with a maximum benefit of 50% of FMC. Benefits will be reduced by amounts payable from Social Security, and in certain cases, by compensation earned from other sources.

Benefit begins 5 months after the date of disability and is payable until the earlier of:

- (a) death
- (b) recovery from disability
- (c) age 65 for those who became disabled prior to age 60 or 5 years after the date of disability for those who became disabled after age 60.

Normal Form: Life annuity

COLA: None

#### **N. Death in the Line of Duty**

**Eligibility:** Any member whose death arises out of and in the course of city employment is immediately eligible for a survivor benefit.

**Benefit:** \$10,000 lump sum, plus a monthly income of 60% of FMC on the date of death payable to the spouse until death or remarriage, or in the case of a non-spouse beneficiary, the actuarial equivalent of the member's lifetime benefit of 60% of FMC payable for life, plus a monthly income of 7 1/2% of the FMC payable to each unmarried child under age 18 (age 22 if full-time student), subject to an overall limitation of 90% of FMC.

Normal Form

of Benefit: Lump sum in addition to monthly benefits payable until death or the remarriage of a spouse. Children's benefits are payable until death, marriage or the attainment of age 18 (age 22 if a full-time student).

COLA: None

**O. Other Pre-Retirement Death**

Eligibility: Members are eligible for survivor benefits after the completion of 1 or more years of Credited Service.

Benefit: For those with less than 5 years of Credited Service, a \$5,000 lump sum is payable to the spouse or designated beneficiary.

For those with 5 or more years of Credited Service, a \$10,000 lump sum, plus a monthly income paid to the spouse until death or remarriage equal to 65% of the member's Normal Retirement Benefit accrued on the date of death with a minimum equal to 20% of the member's FMC, or in the case of a non-spouse beneficiary, the actuarial equivalent of the member's lifetime benefit of 65% of the member's Normal Retirement Benefit paid for life, plus a monthly income of 7 1/2% of the FMC payable to each unmarried child under age 18 (age 22 if full-time student), subject to an overall limitation of 50% of FMC.

Normal Form

of Benefit: Lump sum in addition to monthly benefits payable until death or the remarriage of a spouse. Children's benefits are payable until death, marriage or the attainment of age 18 (age 22 if a full-time student).

COLA: None

**P. Post Retirement Death**

Benefit determined by the form of benefit elected upon retirement.

**Q. Optional Forms**

In lieu of electing the Normal Form of benefit, the optional forms of benefits available to retirees are the 10 Year Certain and Life option or the 50%, 66 2/3%, 75% or 100% Joint and Survivor options. Lump sums may be paid when the monthly benefit is less than \$50.

**R. Vested Termination**

Eligibility: A member has earned a non-forfeitable right to Plan benefits after the completion of 5 years of Credited Service (See vesting table below).

**Benefit:** The benefit is the member's accrued Normal Retirement Benefit as of the date of termination. Benefit begins at the Normal Retirement Date.

**Normal Form**

**of Benefit:** Life annuity. For married participants within ten years of attaining age 60 or 30 years of service as of October 5, 2010, a monthly income payable for life of member; upon death of member, 100% of member's benefit payable to spouse for one year and 60% thereafter until death or remarriage of spouse. Other optional forms are also available.

**COLA:** None

Vesting is determined in accordance with the following table.

<b>YEARS OF CREDITED SERVICE</b>	<b>% OF NORMAL RETIREMENT BENEFITS</b>
Less Than 5	None
5	50%
6	60
7	70
8	80
9	90
10 or more	100

**S. Non-vested Termination**

**Eligibility:** All members terminating employment with less than 5 years of Credited Service are eligible.

**Benefit:** Refund of the member's contributions.

**T. Member Contributions**

3.05%. Those members who elect to receive the 3% multiplier must contribute an additional 3.45%, for a total of 6.50%. Contributions cease upon attainment of 30 years of Credited Service.

**U. Employer Contributions**

The amount determined by the actuary needed to fund the plan properly according to State laws.

**V. Cost of Living Increases**

Not Applicable



## **W. 13<sup>th</sup> Check**

Not Applicable

## **X. Deferred Retirement Option Plan**

**Eligibility:** Members within ten years of attaining age 60 or 30 years of service as of October 5, 2010 who have met one of the following criteria are eligible for the DROP:

- (1) age 60 with 10 years of Credited Service, or
- (2) 30 years of Credited Service regardless of age.

Other members hired on or before October 5, 2010 who have met one of the following criteria are eligible for the DROP:

- (1) age 62 with 10 years of Credited Service, or
- (2) 30 years of Credited Service regardless of age.

Members hired after October 5, 2010 are eligible for the DROP upon attaining age 65 with 10 years of Credited Service.

Members who meet eligibility must submit a written election to participate in the DROP.

**Benefit:** The member's Credited Service and FMC are frozen upon entry into the DROP. The monthly retirement benefit as described under Normal Retirement is calculated based upon the frozen Credited Service and FMC.

**Maximum  
DROP Period:** 60 months

**Interest  
Credited:** The member's DROP account is credited at an interest rate equal to the actual investment return earned by the pension plan or by the member's self directed investments.

**Normal Form  
of Benefit:** Lump Sum, or equal quarterly or annual installments spread over a period of time designated by the retiree.

## **Y. Other Ancillary Benefits**

There are no ancillary benefits-retirement type benefits not required by statutes but which might be deemed a City of Delray Beach General Employees' Retirement Plan liability if continued beyond the availability of funding by the current funding source.

## **Z. Changes from Previous Valuation**

See Section A of the report under the Revisions in Benefits section.



**Item 4.B.**

**Comparison of FRS vs. General Employees'  
Actuarial Assumptions**

**(Will be provided electronically when received)**



**Item 5**

**AndCo Consulting**

**Putting clients first.**



Delray Beach General  
Plan Summary  
March 31, 2020

The stock market started 2020 by continuing the expansion and setting a new high on February 19. From that point the market contracted significantly as investors moved into perceived haven assets such as US Treasuries due to the expanding concerns related to the COVID-19 pandemic. Equity market volatility, as measured by the VIX Index, reached its highest level since the Financial Crisis in 2008. The rising economic concerns led the Fed to reduce the Fed Funds rate to 0% to 0.25% along with the US government rolling out a stimulus package aimed to help bridge the gap until businesses can reopen. The large cap S&P 500 Index lost -19.6% during the quarter while the small cap Russell 2000 Index lost -30.6% for the same period. Returns over the 1-year period were -7.0% and -24.0% for the S&P 500 and Russell 2000 respectively. Fixed income returns were positive, with the Bloomberg Barclays US Aggregate index up 3.1% for the quarter and 8.9% for the year.

The plan ended the quarter with assets of \$115,599,793 and all asset classes are within their normal ranges meaning that no rebalancing is needed at this time. For the quarter, the plan was down -17.80% vs. -17.49% for the benchmark and placed in the 99th percentile. Harding Loevner International outperformed for the quarter while Mellon (Boston) Garcia Hamilton, J.P Morgan, and BlackRock underperformed their benchmark. For the fiscal year-to-date period, the plan returned -12.34% vs. -12.06% for the benchmark.

The plan has seen a strong rebound in April with assets up to \$126,483,068 and the plan returning 9.36% vs. the benchmark of 9.88%. That brings the fiscal year-to-date return to -4.21% through 4/30/2020.

**Item 5.A.**  
**Portfolio Performance Review**  
**Quarter End March 31, 2020**

Investment Performance Review  
Period Ending March 31, 2020

## **Delray Beach General Employees Pension Fund**

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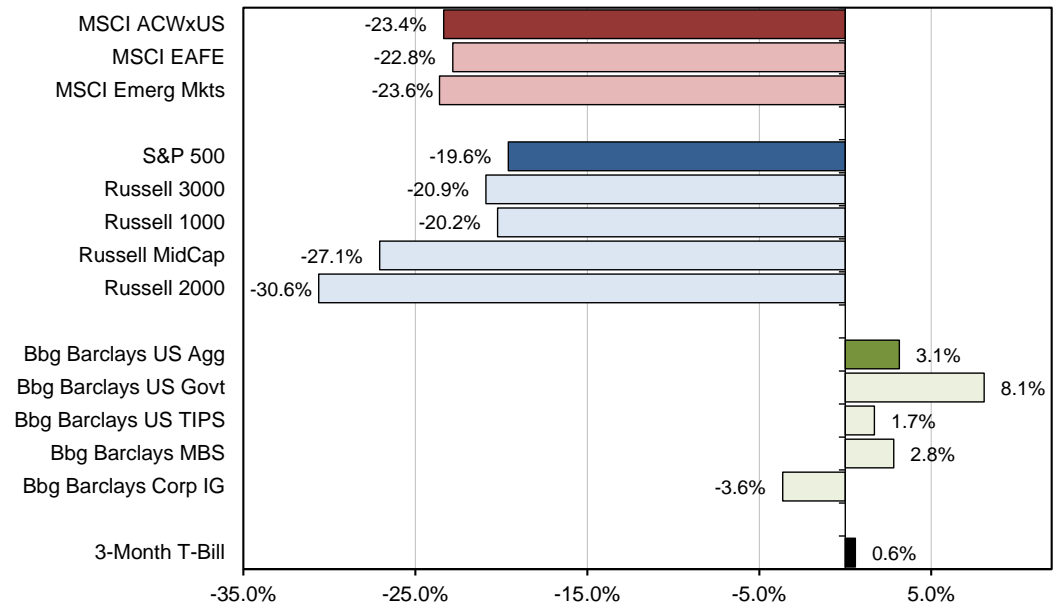
## **1st Quarter 2020 Market Environment**



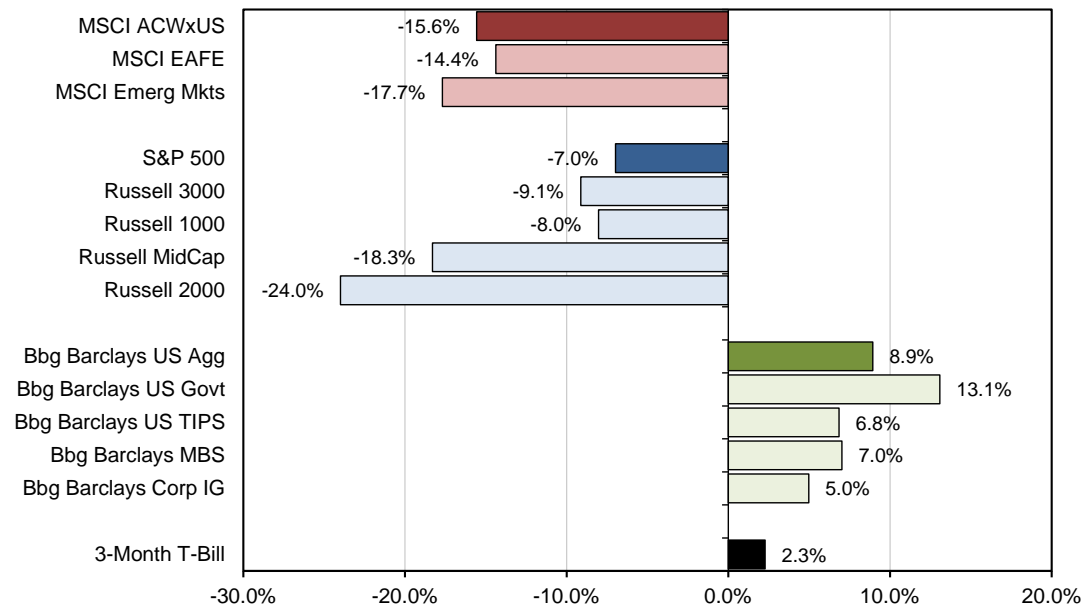
- Global risk asset class returns declined significantly during the 1st quarter of 2020 due primarily to the COVID-19 (Coronavirus) pandemic. Both domestic and international equities experienced significant drawdowns as investors moved into perceived haven assets such as US Treasury bonds. Equity market volatility, as measured by the VIX Index, reached its highest level since the Financial Crisis in 2008. Through the quarter, global economic growth turned negative as countries responded to the pandemic by shuttering their economies. In the US, as a result of the decision to institute social distancing and shelter-in-place orders, labor markets suffered significant losses as businesses closed or furloughed employees. Rising economic concerns resulted in swift action by the Federal Reserve (Fed) which cut its overnight lending rate to between 0% to 0.25%. Importantly, the US government responded with a stimulus package consisting of forgivable loans and other short-term benefits, that is designed to act as a bridge for the economy until businesses can reopen. Within domestic equity markets, large cap stocks outperformed small cap equities during the quarter with the S&P 500 Index returning -19.6% versus a -30.6% return for the small cap Russell 2000 Index. US equity returns over the 1-year period turned negative as a result of the drawdown with large and mid-cap stocks returning -7.0% and -18.3% respectively, while small cap stocks fell -24.0%.
- International markets also posted negative returns for the 1st quarter. Similar to US markets, international returns were impacted by the Coronavirus and deteriorating economic fundamentals. International returns also faced headwinds from a strengthening US dollar (USD) which appreciated against most major currencies during the period. Developed markets outpaced emerging markets during the period with the MSCI EAFE Index falling -22.8% versus a -23.6% decline for the MSCI Emerging Markets Index. Both developing and emerging markets posted losses over the 1-year period, returning -14.4% and -17.7% respectively.
- As expected during periods of rising volatility, high quality fixed income outperformed equities during the 1st quarter as investors looked for relative safety amid the equity market drawdown. The broad market Bloomberg Barclays Aggregate Index gained 3.1% as interest rates fell following rising concerns related to the Coronavirus and central bank stimulus from the Fed and other global central banks. US Government bonds were the best performing securities for the 1st quarter returning 8.1%. Investment grade corporate bonds suffered negative returns on concerns about economic growth prospects in the future. The bond market has meaningfully outperformed the equity market over the trailing 1-year period with the Bloomberg Barclays Aggregate posting a solid 8.9% return.

Source: Investment Metrics

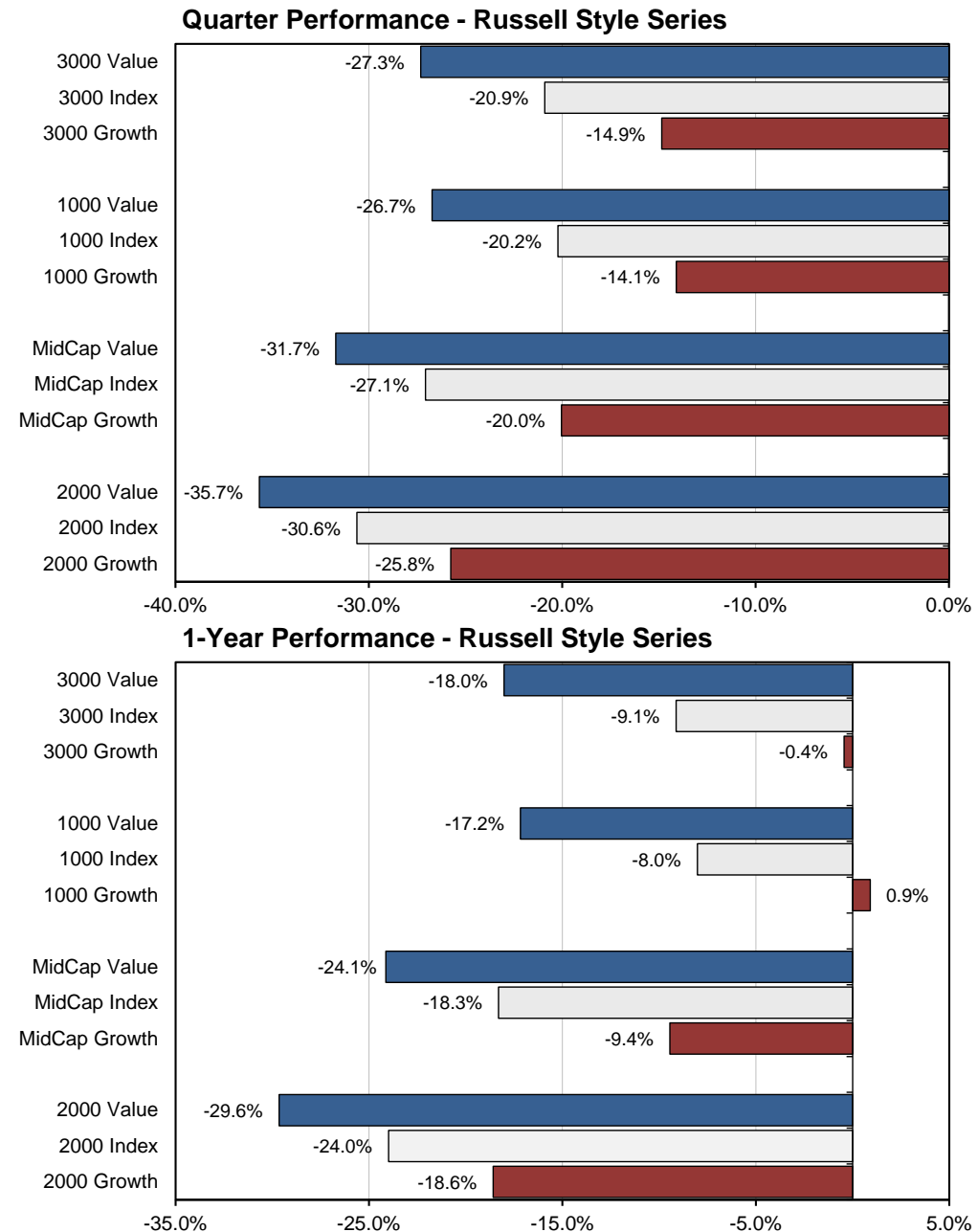
### Quarter Performance



### 1-Year Performance



- US equity returns were significantly lower during the 1st quarter with varied results across both style and market capitalization. Concerns related to the Coronavirus, in combination with signs that the US economy could be entering into recession weighed on equities. Labor markets came under significant pressure during the quarter as companies began laying off employees in response to the government's decision to mandate a shelter-in-place approach to dealing with the pandemic. In response to the deteriorating economic conditions, the Fed took unprecedented action on March 15th and lowered the Fed Fund's rate to between 0% to 0.25%. The Fed also announced that it would be purchasing up to \$500 billion in US Treasury bonds and \$200 billion in mortgage-backed bonds. Subsequently, the Fed announced on March 23rd that it would begin purchasing unlimited amounts of US Treasury and mortgage-backed bonds. This announcement was well received by investors and marked the recent low in equity markets.
- During the quarter, higher market capitalization stocks were down less than lower market capitalization stocks across the style spectrum. The large cap Russell 1000 Index lost -20.2% during the period versus a -30.6% return for the small cap Russell 2000 Index. Investors preferred large cap stocks relative to small cap stocks as they are typically viewed as less risky during periods of rising market volatility given the size of their balance sheets and ability to generate cash flow. When viewed over the most recent 1-year period, large cap stocks significantly outpaced small cap stocks with the Russell 1000 posting a -8.0% loss compared to the -24.0% drawdown in the Russell 2000.
- In general, value stocks underperformed growth stocks across market capitalizations during the 1st quarter despite value stocks trading near all-time lows based on valuation metrics. Importantly, value indexes contain large exposures to such sectors as energy, consumer durables and financials, all of which came under pressure during the quarter. Large cap growth stocks held up better than large cap value stocks due to larger weightings in the technology and industrials sectors as well as a smaller exposure to the underperforming energy sector. The Russell 1000 Growth Index was the least negative style index for the period, returning -14.1%. Results over the 1-year period were mixed with value stocks underperforming across market capitalizations while large cap stocks outpaced both mid and small cap stocks due in large part to the exposure to technology stocks and relative underweights to both energy and financial stocks.

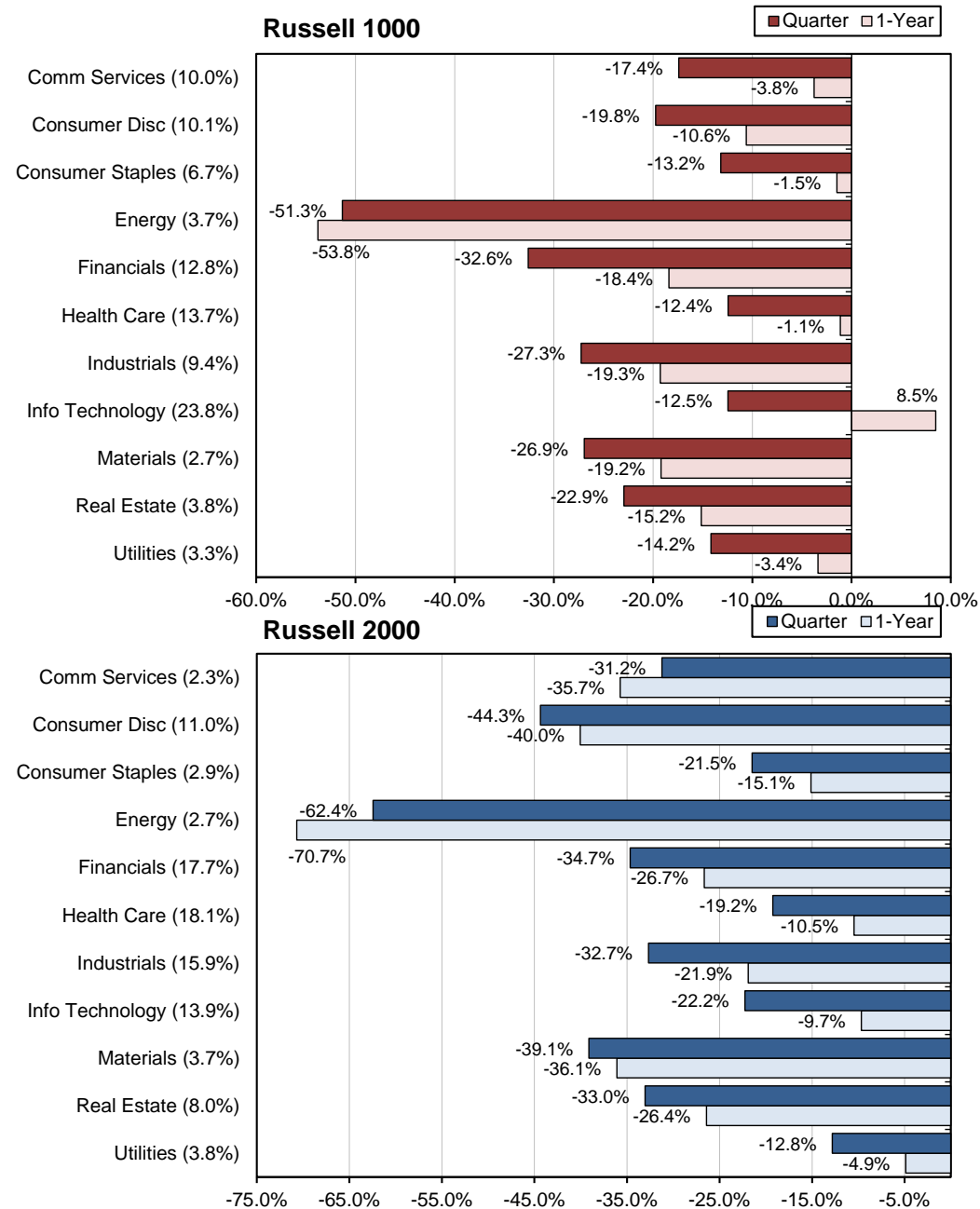


Source: Investment Metrics





- Generally, sector performance was negative across large cap sectors for the 1st quarter. The outlier during the period was the energy sector which saw significant losses due primarily to the drop in oil prices as a result of demand destruction related to the Coronavirus and the inability of OPEC to agree on production cuts. Health care and technology were the two of the least negative during the quarter returning -12.4% and -12.5%. Energy stocks fell a staggering -51.3% during the quarter as crude oil prices fell as global economic growth receded during the period. Financial stocks also lagged, declining -32.6%, as interest rates fell and a flat yield curve, in combination with fewer borrowers, increased pressure on financial stocks. Returns over the 1-year period were also generally negative with only the technology sector showing a positive return (+8.5%). Similar to the quarter's results, energy stocks underperformed by a considerable margin relative to other sectors. Industrials, materials, and financials also lagged for the year returning -19.3%, -19.2% and -18.4% respectively.
- Quarterly results for small capitalization sectors were generally worse than their large capitalization counterparts with only utilities outperforming during the period. All eleven economic sectors saw substantial losses during the period with only three of eleven sectors outpacing the Russell 2000 Index return for the quarter. Similar to large capitalization sectors, defensive sectors were less negative as investors gravitated toward their relative safety and higher yields. Utilities was the least negative sector, returning -12.8%, while healthcare and consumer staples returned -19.2% and -21.5%, respectively. The cyclically oriented energy sector was the largest detractor for the period, posting a disconcerting loss of -62.4% as global energy prices collapsed. Consumer discretionary stocks also fell substantially during the quarter returning -44.3% as consumer activity fell sharply following the decision to impose shelter-in-place orders. Financial stocks, which were down -34.7% for the quarter, were negatively impacted by the Fed's decision to lower interest rates and the significant decline in lending activity. Similar to quarterly performance, the trailing 1-year period returns were broadly negative. Utilities, technology and health care sectors were the down the least, returning -4.9%, -9.7% and -10.5%, respectively.



Source: Morningstar Direct

As a result of the GICS classification changes on 9/28/2018 and certain associated reporting limitations, sector performance represents backward looking performance for the prior year of each sector's current constituency, post creation of the Communication Services sector.



**The Market Environment**  
**Top 10 Index Weights & Quarterly Performance for the Russell 1000 & 2000**  
As of March 31, 2020

Top 10 Weighted Stocks				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Microsoft Corp	5.09%	0.3%	35.5%	Information Technology
Apple Inc	4.47%	-13.2%	35.6%	Information Technology
Amazon.com Inc	3.48%	5.5%	9.5%	Consumer Discretionary
Facebook Inc A	1.70%	-18.7%	0.1%	Communication Services
Berkshire Hathaway Inc B	1.53%	-19.3%	-9.0%	Financials
Alphabet Inc Class C	1.49%	-13.0%	-0.9%	Communication Services
Johnson & Johnson	1.49%	-9.5%	-3.6%	Health Care
Alphabet Inc A	1.48%	-13.2%	-1.3%	Communication Services
JPMorgan Chase & Co	1.20%	-35.0%	-8.4%	Financials
Visa Inc Class A	1.18%	-14.1%	3.8%	Information Technology

Top 10 Performing Stocks (by Quarter)				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Moderna Inc	0.03%	53.1%	47.2%	Health Care
Legg Mason Inc	0.02%	37.2%	86.1%	Financials
Taubman Centers Inc	0.01%	36.6%	-15.3%	Real Estate
Virtu Financial Inc A	0.00%	31.9%	-7.8%	Financials
Zscaler Inc	0.02%	30.9%	-14.2%	Information Technology
Regeneron Pharmaceuticals Inc	0.17%	30.0%	18.9%	Health Care
Citrix Systems Inc	0.07%	28.0%	44.0%	Information Technology
RingCentral Inc Class A	0.07%	25.6%	96.6%	Information Technology
NortonLifeLock Inc	0.04%	25.4%	40.9%	Information Technology
Tesla Inc	0.32%	25.3%	87.2%	Consumer Discretionary

Bottom 10 Performing Stocks (by Quarter)				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Centennial Resource Dev. Inc A	0.00%	-94.3%	-97.0%	Energy
Kosmos Energy Ltd	0.00%	-84.0%	-85.0%	Energy
Apache Corp	0.01%	-83.5%	-87.5%	Energy
Transocean Ltd	0.00%	-83.1%	-86.7%	Energy
Apergy Corp	0.00%	-83.0%	-86.0%	Energy
Targa Resources Corp	0.01%	-82.7%	-81.7%	Energy
Norwegian Cruise Line Holdings Ltd	0.01%	-81.2%	-80.1%	Consumer Discretionary
MFA Financial Inc	0.00%	-79.7%	-76.9%	Financials
Chesapeake Energy Corp	0.00%	-79.1%	-94.4%	Energy
Macerich Co	0.00%	-78.4%	-85.6%	Real Estate

Top 10 Weighted Stocks				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Teladoc Health Inc	0.77%	85.2%	178.8%	Health Care
NovoCure Ltd	0.40%	-20.1%	39.8%	Health Care
Amedisys Inc	0.40%	10.0%	48.9%	Health Care
Generac Holdings Inc	0.39%	-7.4%	81.9%	Industrials
Lumentum Holdings Inc	0.38%	-7.1%	30.4%	Information Technology
Repligen Corp	0.35%	4.4%	63.4%	Health Care
Haemonetics Corp	0.35%	-13.3%	13.9%	Health Care
ACADIA Pharmaceuticals Inc	0.33%	-1.2%	57.4%	Health Care
Trex Co Inc	0.32%	-10.8%	30.3%	Industrials
Rexford Industrial Realty Inc	0.32%	-9.7%	16.6%	Real Estate

Top 10 Performing Stocks (by Quarter)				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Waitr Holdings Inc Class A	0.00%	282.0%	-90.0%	Consumer Discretionary
Novavax Inc	0.03%	241.2%	23.3%	Health Care
Vir Biotechnology Inc	0.02%	172.5%	N/A	Health Care
Athersys Inc	0.03%	143.9%	100.0%	Health Care
Forty Seven Inc	0.17%	142.4%	490.5%	Health Care
Kala Pharmaceuticals Inc	0.01%	138.2%	6.3%	Health Care
Aduro Biotech Inc	0.01%	132.2%	-31.2%	Health Care
Tocagen Inc	0.00%	128.8%	-88.8%	Health Care
Inovio Pharmaceuticals Inc	0.05%	125.5%	99.5%	Health Care
Neon Therapeutics Inc	0.00%	123.7%	-59.1%	Health Care

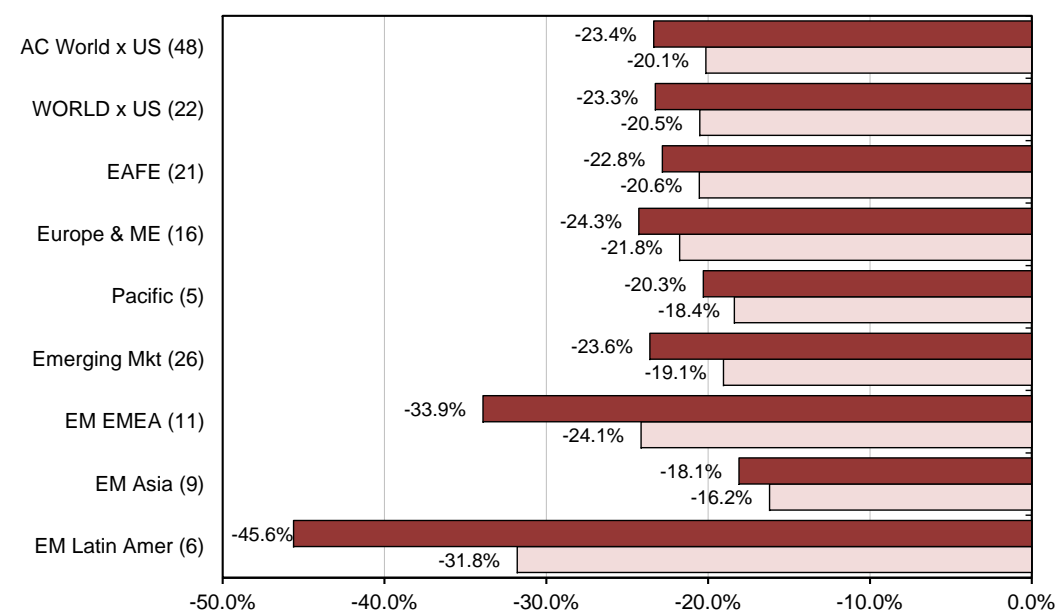
Bottom 10 Performing Stocks (by Quarter)				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Independence Contract Drilling Inc	0.00%	-93.0%	-97.5%	Energy
QEP Resources Inc	0.01%	-92.5%	-95.6%	Energy
Whiting Petroleum Corp	0.00%	-90.9%	-97.4%	Energy
Amplify Energy Corp	0.00%	-90.4%	-93.0%	Energy
Penn Virginia Corp	0.00%	-89.8%	-93.0%	Energy
Pacific Drilling SA	0.00%	-89.8%	-97.1%	Energy
Nine Energy Service Inc	0.00%	-89.7%	-96.4%	Energy
Forum Energy Technologies Inc	0.00%	-89.4%	-96.5%	Energy
Oasis Petroleum Inc	0.01%	-89.3%	-94.2%	Energy
SM Energy Co	0.01%	-89.1%	-93.0%	Energy

Source: Morningstar Direct

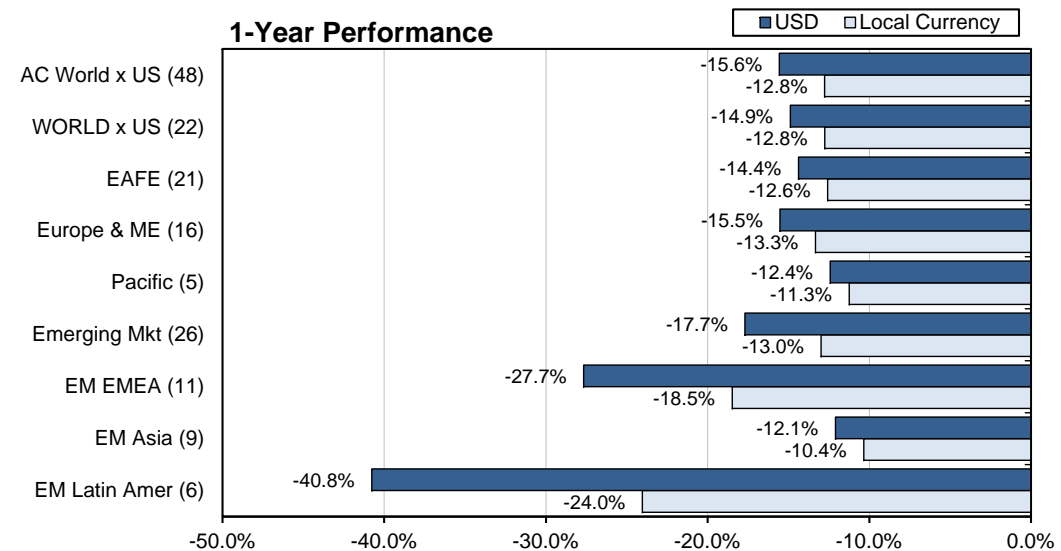


- International equity returns were negative in USD terms for the 1st quarter as markets were negatively impacted by the Coronavirus. In local currency terms, developed and emerging markets performed slightly better due to US dollar (USD) strength against most major currencies which created a significant headwind for US investors. The MSCI ACWI ex US Index lost -20.1% in local currency terms while a USD investor experienced a loss of -23.4% due to the aforementioned currency effect. Similar to US markets, international equity markets were severely impacted by concerns regarding headwinds from slowing economic data. Global central banks reacted by providing additional stimulus measures which are designed to provide the market with liquidity and restore confidence. The European Central Bank (ECB) and the Japanese Central Bank (JCB) announced new programs to purchase securities in an effort to boost markets while the Bank of England (BOE) cut its policy rate to 0.1% and announced additional quantitative easing in an effort to counteract a deterioration in the economy.
- Results for developed market international indices were negative in both local currency terms and USD terms for the 1st quarter. Prior to the onset of the Coronavirus, there were notable developments within the political sphere. The UK formally withdrew from the EU in January. While there remains much uncertainty surrounding what the relationship between the UK and the EU will look like, both sides are continuing to negotiate for a final withdrawal later this year. In Europe, Italy and Spain were hard hit by the Coronavirus. Already beset by relatively low GDP growth in historical terms, the region is expected to experience recession. In Japan, the economy was already under pressure as a result of declining trade with China prior to the onset of the Coronavirus. The Olympics were also rescheduled to 2021 in an effort to reduce the number of potential infections.
- Emerging markets continued their trend from 2019, underperforming relative to developed markets during the 1st quarter. The MSCI Emerging Markets Index fell -23.6% and -19.1% in USD and local currency terms, respectively. The US and China made headway in resolving their trade war by signing the Phase One trade deal in January. Countries with greater sensitivities to commodity prices or a strong USD tended to underperform during the period. Regionally, Asian countries outperformed both EMEA and Latin America, primarily due to their aggressive response to the Coronavirus. Within Latin America, Brazil and Mexico were hard hit as a result of the selloff in oil prices. Argentina underperformed as the country considered delaying the payment of interest on its sovereign debt.

### Quarter Performance



### 1-Year Performance



Source: MSCI Global Index Monitor (Returns are Net)



**The Market Environment**  
**US Dollar International Index Attribution & Country Detail**  
As of March 31, 2020

MSCI - EAFE	Sector Weight	Quarter Return	1-Year Return
Communication Services	5.5%	-18.0%	-11.5%
Consumer Discretionary	11.1%	-26.8%	-15.0%
Consumer Staples	12.6%	-13.5%	-8.5%
Energy	4.0%	-36.2%	-37.9%
Financials	16.5%	-31.6%	-24.7%
Health Care	14.3%	-8.9%	7.1%
Industrials	14.2%	-26.4%	-16.0%
Information Technology	7.6%	-17.7%	-1.7%
Materials	6.7%	-26.8%	-20.5%
Real Estate	3.3%	-27.6%	-27.1%
Utilities	4.2%	-13.2%	-5.1%
<b>Total</b>	<b>100.0%</b>	<b>-22.8%</b>	<b>-14.4%</b>

MSCI - ACWixUS	Sector Weight	Quarter Return	1-Year Return
Communication Services	7.5%	-14.1%	-9.9%
Consumer Discretionary	11.8%	-24.1%	-12.9%
Consumer Staples	10.5%	-14.7%	-9.9%
Energy	5.2%	-38.5%	-37.1%
Financials	19.2%	-31.0%	-24.9%
Health Care	10.5%	-9.2%	4.6%
Industrials	11.4%	-26.2%	-17.1%
Information Technology	10.2%	-17.5%	1.3%
Materials	7.0%	-27.5%	-22.8%
Real Estate	3.0%	-27.6%	-25.9%
Utilities	3.7%	-15.9%	-8.7%
<b>Total</b>	<b>100.0%</b>	<b>-23.4%</b>	<b>-15.6%</b>

MSCI - Emerging Mkt	Sector Weight	Quarter Return	1-Year Return
Communication Services	13.1%	-9.6%	-8.2%
Consumer Discretionary	15.4%	-18.1%	-8.3%
Consumer Staples	6.6%	-19.8%	-15.7%
Energy	5.9%	-39.9%	-35.8%
Financials	21.6%	-31.1%	-27.6%
Health Care	3.6%	-8.5%	-8.5%
Industrials	4.9%	-28.0%	-26.5%
Information Technology	16.9%	-17.8%	3.2%
Materials	6.7%	-30.7%	-31.3%
Real Estate	2.9%	-26.7%	-21.5%
Utilities	2.5%	-26.0%	-23.4%
<b>Total</b>	<b>100.0%</b>	<b>-23.6%</b>	<b>-17.7%</b>

Country	MSCI-EAFE Weight	MSCI-ACWixUS Weight	Quarter Return	1- Year Return
Japan	26.3%	17.4%	-16.8%	-6.7%
United Kingdom	15.1%	10.0%	-28.8%	-23.0%
France	10.8%	7.1%	-27.6%	-17.7%
Switzerland	10.7%	7.1%	-11.5%	3.5%
Germany	8.3%	5.5%	-27.0%	-17.5%
Australia	5.9%	3.9%	-33.3%	-26.3%
Netherlands	4.2%	2.7%	-20.7%	-7.7%
Hong Kong	3.8%	2.5%	-17.3%	-21.1%
Sweden	2.8%	1.8%	-21.4%	-11.2%
Spain	2.6%	1.7%	-29.8%	-26.5%
Denmark	2.2%	1.4%	-8.0%	4.5%
Italy	2.2%	1.4%	-29.3%	-21.4%
Singapore	1.2%	0.8%	-28.2%	-22.3%
Finland	1.0%	0.7%	-19.1%	-18.0%
Belgium	0.9%	0.6%	-32.6%	-30.2%
Israel	0.6%	0.4%	-18.1%	-18.4%
Ireland	0.6%	0.4%	-25.7%	-8.3%
Norway	0.5%	0.4%	-33.4%	-31.3%
New Zealand	0.3%	0.2%	-16.4%	-1.0%
Portugal	0.2%	0.1%	-13.1%	-2.5%
Austria	0.2%	0.1%	-42.9%	-39.7%
<b>Total EAFE Countries</b>	<b>100.0%</b>	<b>66.0%</b>	<b>-22.8%</b>	<b>-14.4%</b>
Canada		6.3%	-27.5%	-19.9%
<b>Total Developed Countries</b>		<b>72.3%</b>	<b>-23.3%</b>	<b>-14.9%</b>
China		11.3%	-10.2%	-5.8%
Taiwan		3.4%	-19.1%	1.3%
Korea		3.3%	-22.5%	-16.8%
India		2.1%	-31.1%	-30.9%
Brazil		1.4%	-50.2%	-41.9%
South Africa		1.0%	-40.3%	-37.1%
Russia		0.9%	-36.4%	-14.4%
Saudi Arabia		0.7%	-24.0%	-28.9%
Thailand		0.6%	-33.8%	-32.5%
Mexico		0.5%	-35.5%	-31.9%
Malaysia		0.5%	-19.2%	-21.1%
Indonesia		0.4%	-39.6%	-36.8%
Qatar		0.3%	-17.3%	-15.1%
Philippines		0.2%	-32.2%	-30.5%
Poland		0.2%	-36.5%	-39.9%
Chile		0.2%	-33.6%	-47.1%
United Arab Emirates		0.2%	-27.1%	-30.3%
Turkey		0.1%	-30.1%	-19.8%
Peru		0.1%	-35.8%	-39.4%
Colombia		0.1%	-49.7%	-47.3%
Hungary		0.1%	-39.0%	-31.3%
Greece		0.1%	-45.2%	-30.4%
Argentina		0.0%	-39.3%	-51.0%
Egypt		0.0%	-27.1%	-10.8%
Czech Republic		0.0%	-38.5%	-38.3%
Pakistan		0.0%	-39.7%	-39.0%
<b>Total Emerging Countries</b>		<b>27.7%</b>	<b>-23.6%</b>	<b>-17.7%</b>
<b>Total ACWixUS Countries</b>		<b>100.0%</b>	<b>-23.4%</b>	<b>-15.6%</b>

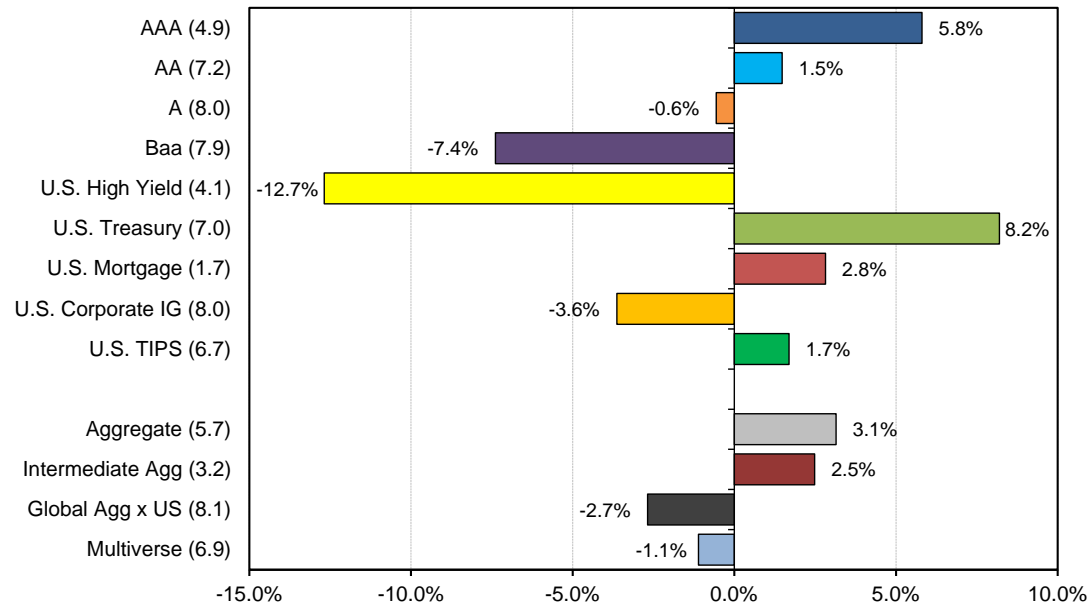
Source: Morningstar Direct, MSCI Global Index Monitor (Returns are Net in USD)

As a result of the GICS classification changes on 9/28/2018 and certain associated reporting limitations, sector performance represents backward looking performance for the prior year of each sector's current constituency, post creation of the Communication Services sector.

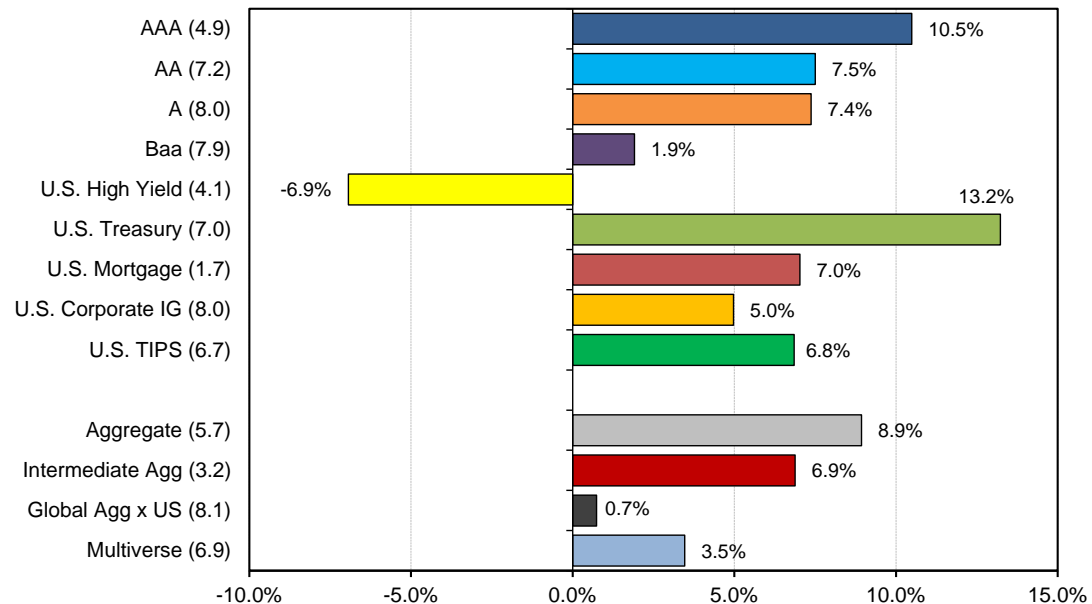


- Fixed income market returns during the 1st quarter were bifurcated between high- and low-quality bonds. Interest rates fell across the US Treasury Yield Curve through the quarter as investors sought safety and lower volatility assets. As a result of the deterioration of the US economy, the Fed took unprecedented action and lowered interest rates to between 0% to 0.25%. As a result, short term interest rates fell dramatically. The benchmark US Treasury 10-Year bond yield fell by more than 120 basis points during the quarter ending the period at a yield of 0.70%. In addition to lowering interest rates, the Fed committed to purchasing near unlimited US Treasury bonds and Agency mortgage bonds while implementing additional programs that allow for the purchase of corporate bonds. The bellwether Bloomberg Barclays US Aggregate Index posted positive returns for both the 1st quarter and the 1-year period, returning 3.1% and 8.9%, respectively.
- Within investment grade credit, higher quality issues outperformed lower quality issues during the quarter. More specifically, investors rotated out of lower quality issues due to the expectation for deterioration in the economy as a result of shelter-in-place protection measures. On an absolute basis, without negating the duration differences in the sub-indices, high yield credit was the worst performing sector returning -12.7% for the quarter, while AAA was the best performing, returning 5.8%. High yield spreads relative to comparable US Treasury issues widened to their highest levels since the 2008 Financial Crisis at nearly 1,100 basis points. Within investment grade bonds, Baa also underperformed, returning -7.4%. Much has been made in recent years about the growth of Baa bond issues outstanding and the potential for downgrades should a recession ensue. Returns over the 1-year period show generally positive returns with only high yield bonds posting a negative result. Within investment grade bonds, AAA bonds outperformed returning 10.5% compared to 7.5%, 7.4% and 1.9%, respectively, for AA, A and Baa rated issues.
- Within the Bloomberg Barclays US Aggregate Bond Index, defensive US Treasury, government agency and mortgage backed sectors outperformed investment grade corporate issues over the 1-year period. The defensive sectors benefited from the flight to quality as investors preferred lower volatility issues despite their lower relative yields. Over the 1-year period, US Treasury bonds returned 13.2% while US mortgage backed and investment grade corporate issues returned 7.0% versus a 5.0%, respectively. High yield bonds were the only negative performer for the year in the chart primarily due to the quarter's dramatic spread widening and resulting weak performance. Additionally, commodity-related lower quality issues were negatively impacted with the significant decline in oil prices.

### Quarter Performance



### 1-Year Performance



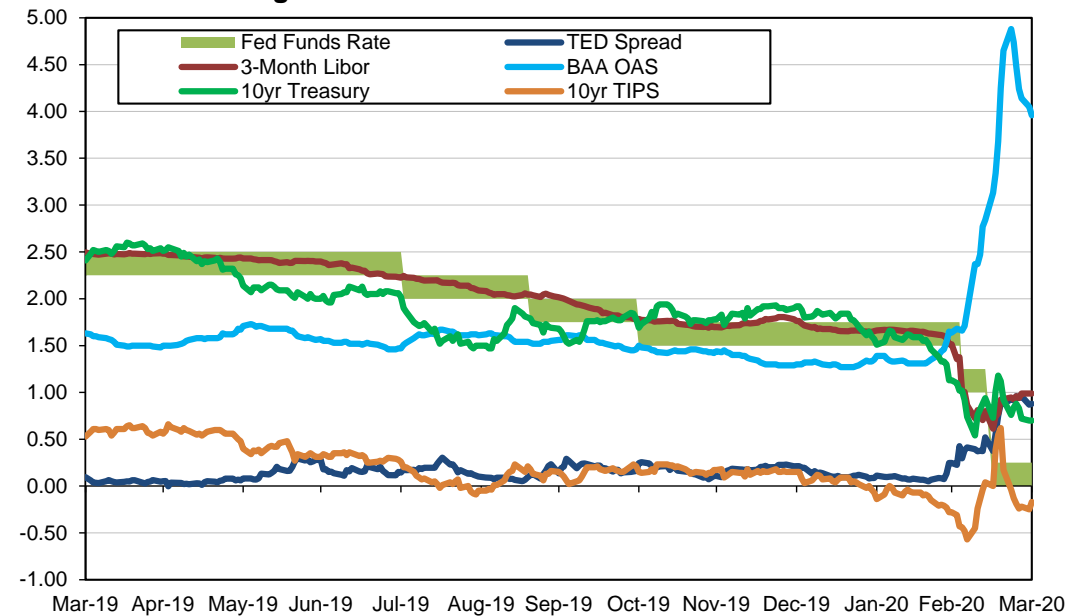
Source: Bloomberg



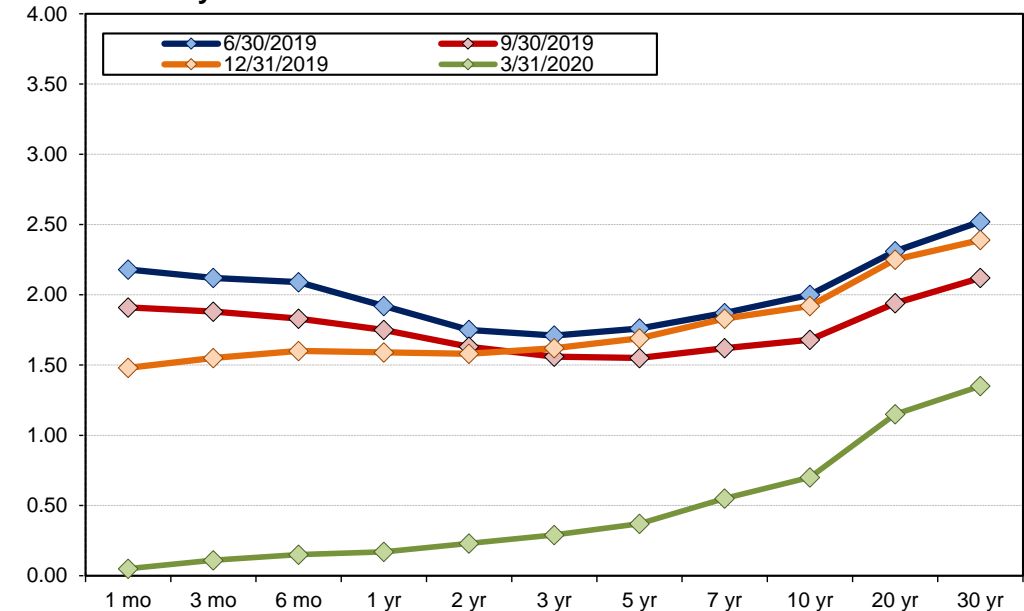


- Global fixed income returns continued their relative underperformance when compared to their domestic counterparts during the 1st quarter. Yields across developed markets fell in the first quarter following the onset of the Coronavirus. While the number of negative yielding bonds has recently subsided, countries such as Germany, Sweden and Switzerland continue to have lower, or in some cases negative yields. As mentioned, the USD appreciated against most developed currencies during the quarter, acting as a headwind to global bond index performance. The return on global bonds, as represented by the Bloomberg Barclays Global Aggregate ex US Index, was -2.7% for the period. Global bonds also trailed over the 1-year period with the Global Aggregate ex US Index returning 0.7% versus 8.9% return for the domestic Bloomberg Barclays Aggregate Index. Global growth is expected to slow considerably in the 1st and 2nd quarters as countries continue to manage through the Coronavirus pandemic. Importantly, global central banks are acting in coordination to provide sufficient liquidity in an effort to calm markets. As a result, interest rates, and bond returns, are expected to remain low until economic activity resumes.
- Much of the index performance detailed in the bar graphs on the previous page is visible on a time series basis by reviewing the line graphs to the right. The '1-Year Trailing Market Rates' chart illustrates that over the last year, the 10-year Treasury yield (green line) has fallen from roughly 2.5% to roughly 0.7%. The blue line illustrates changes in the BAA OAS (Option Adjusted Spread). This measure quantifies the additional yield premium that investors require to purchase and hold non-Treasury issues. This line illustrates an abrupt increase in credit spreads during the 1st quarter of 2020 as investors moved to higher quality assets during the quarter's risk-off environment. Prior to that, spreads had remained relatively range bound over the previous three quarters as investors sought out higher relative yields in corporate bonds. The orange line illustrates US Treasury TIPS which reflect investor expectations of future inflation. Over the trailing year, TIPS yields had already been trending generally lower due to concerns about the sustainability of global economic growth. Following the drawdown in the 1st quarter, TIPS yields were negative as investors believed that the US economy would enter a recession.
- The lower graph provides a snapshot of the US Treasury yield curve at the end of each of the last four calendar quarters. The downward shift in US interest rates is clearly visible over the last quarter. The primary driver of this change in the curve was due to the supportive actions taken by the Fed, which reversed recent interest rate increases, and a broad flight to the perceived safety of US Treasury securities.

**1-Year Trailing Market Rates**



**Treasury Yield Curve**



Source: US Department of Treasury, FRED (Federal Reserve of St. Louis)



Total Fund Compliance			
	Yes	No	N/A
A. The total plan return equaled or exceeded the total plan benchmark over the trailing three year period.			
B. The total plan return ranked in the top 50% of its peers over the trailing three year period.			
C. The total plan return equaled or exceeded 8.0% (the current assumed actuarial rate of return is 6.75%), and equaled or exceeded the CPI+5%, over the trailing one year period.			

Manager's Compliance	VG T. Stock Market (VTSAX)			Boston			Rhumblin (R1000V)			Rhumblin (R1000G)		
	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A
A. Perform above the bottom quartile (75th percentile) of his or her peer group over two consecutive quarters or annual period.												
B. Did not fall in the southeastern quadrant of the risk/return scattergram for three- and/or five-year time periods.												
C. Five-year risk-adjusted return (alpha) is above that of the median manager within the appropriate peer group.												
D. Did not underperform its index for four consecutive quarters.												
E. Performed above the median (50th percentile) of his or her peer group over rolling three-year periods.												
F. Positive alpha for three-year time periods.												
G. Has there been organizational stability related to changes in professionals.												
H. Has there been organizational stability related to significant account losses.												
I. Has there been organizational stability related to significant growth of new business.												
J. Has there been organizational stability related to change in ownership.												

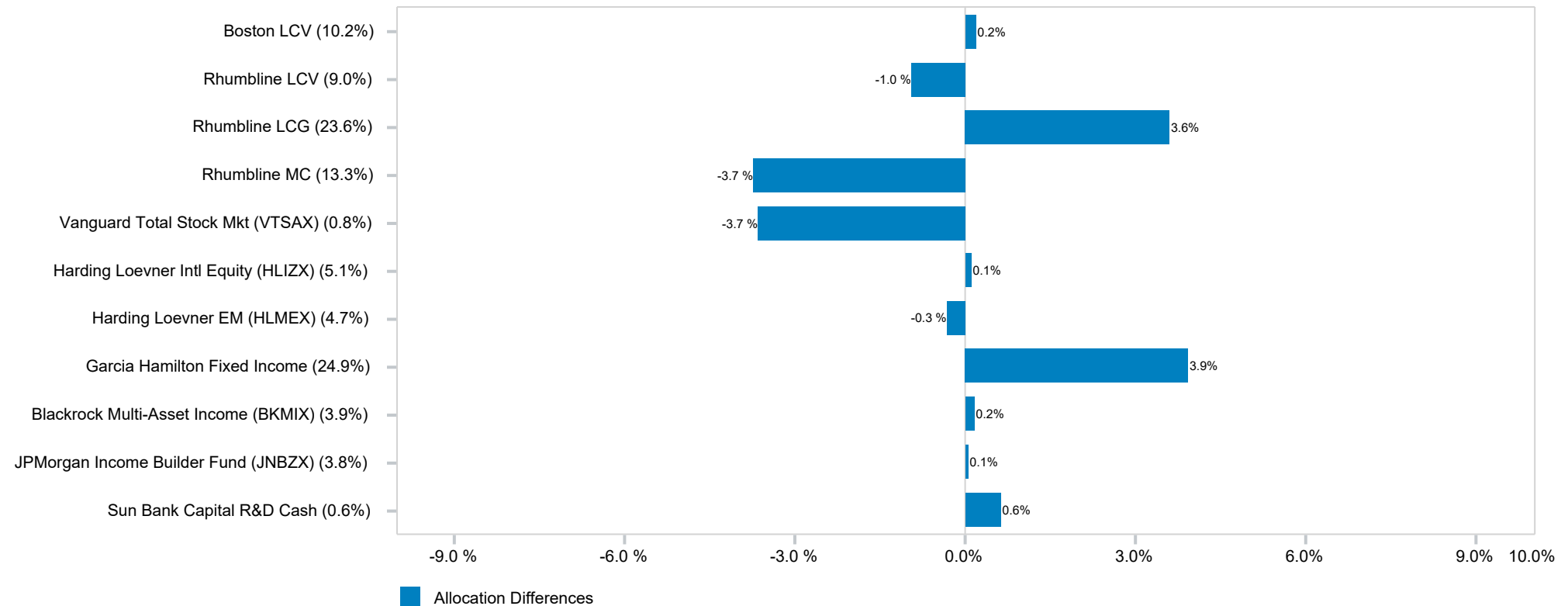
Manager's Compliance	Rhumbline Mid-Cap			H.L. Intl Equity (HLMEX)			H.L. EM Equity (HLIZX)			Garcia Hamilton Fixed Income		
	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A
A. Perform above the bottom quartile (75th percentile) of his or her peer group over two consecutive quarters or annual period.												
B. Did not fall in the southeastern quadrant of the risk/return scattergram for three- and/or five-year time periods.												
C. Five-year risk-adjusted return (alpha) is above that of the median manager within the appropriate peer group.												
D. Did not underperform its index for four consecutive quarters.												
E. Performed above the median (50th percentile) of his or her peer group over rolling three-year periods.												
F. Positive alpha for three-year time periods.												
G. Has there been organizational stability related to changes in professionals.												
H. Has there been organizational stability related to significant account losses.												
I. Has there been organizational stability related to significant growth of new business.												
J. Has there been organizational stability related to change in ownership.												

Manager's Compliance	JPMorgan Inc Builder (JNBZX)			Blacrock Multi-Asset I (BKMIX)								
	Yes	No	N/A	Yes	No	N/A						
A. Perform above the bottom quartile (75th percentile) of his or her peer group over two consecutive quarters or annual period.												
B. Did not fall in the southeastern quadrant of the risk/return scattergram for three- and/or five-year time periods.												
C. Five-year risk-adjusted return (alpha) is above that of the median manager within the appropriate peer group.												
D. Did not underperform its index for four consecutive quarters.												
E. Performed above the median (50th percentile) of his or her peer group over rolling three-year periods.												
F. Positive alpha for three-year time periods.												
G. Has there been organizational stability related to changes in professionals.												
H. Has there been organizational stability related to significant account losses.												
I. Has there been organizational stability related to significant growth of new business.												
J. Has there been organizational stability related to change in ownership.												

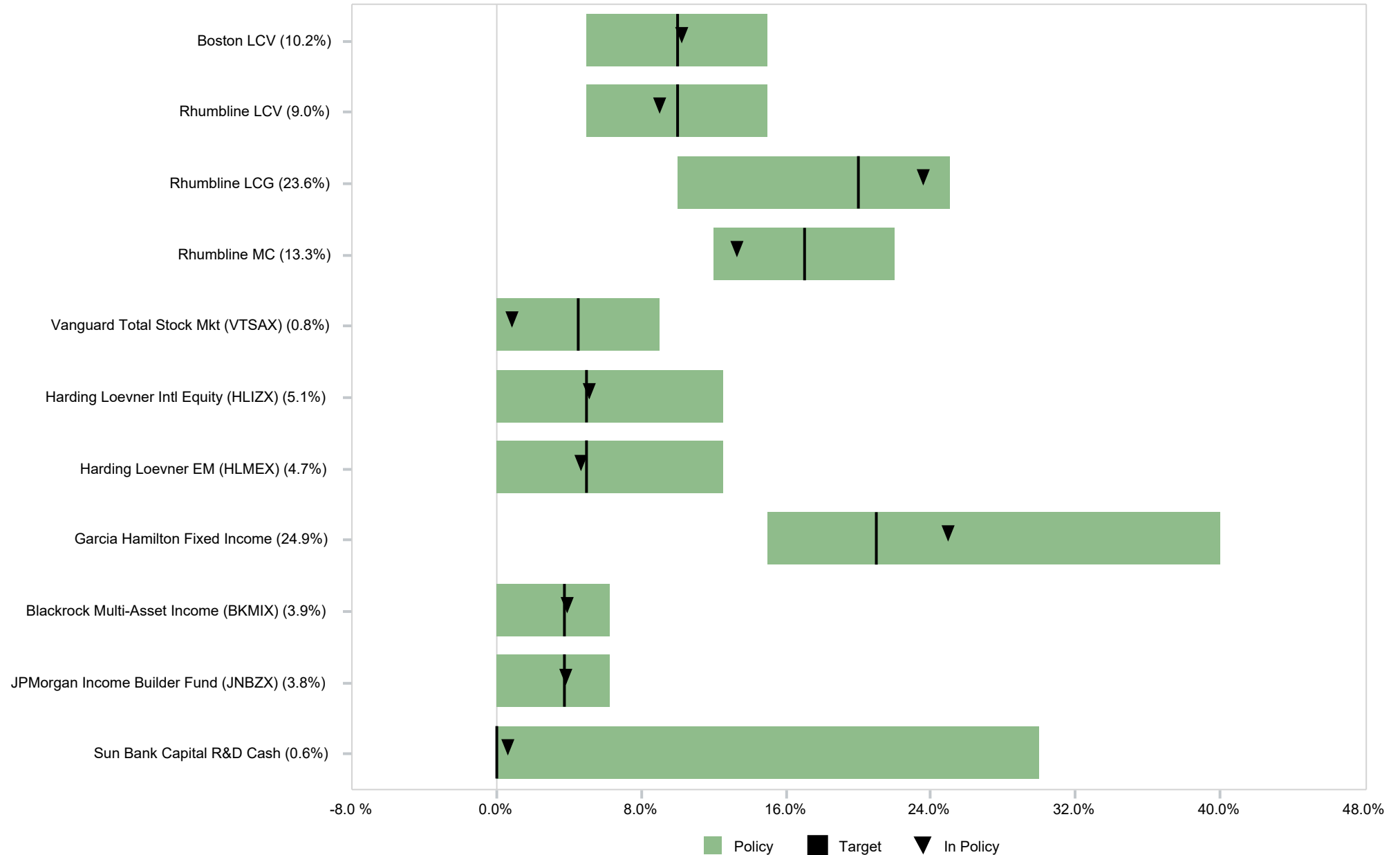


**Asset Allocation Compliance**

	<b>Asset Allocation \$</b>	<b>Current Allocation (%)</b>	<b>Target Allocation (%)</b>	<b>Differences (%)</b>	<b>Target Rebal. (\$000)</b>
Total Fund	115,599,793	100.0	100.0	0.0	-
Boston LCV	11,787,554	10.2	10.0	0.2	-227,575
Rhumblin LCV	10,458,099	9.0	10.0	-1.0	1,101,880
Rhumblin LCG	27,275,240	23.6	20.0	3.6	-4,155,282
Rhumblin MC	15,348,243	13.3	17.0	-3.7	4,303,722
Vanguard Total Stock Mkt (VTSAX)	973,657	0.8	4.5	-3.7	4,228,333
Harding Loevner Intl Equity (HLIZX)	5,893,734	5.1	5.0	0.1	-113,744
Harding Loevner EM (HLMEX)	5,401,759	4.7	5.0	-0.3	378,230
Garcia Hamilton Fixed Income	28,820,433	24.9	21.0	3.9	-4,544,477
Blackrock Multi-Asset Income (BKMIX)	4,515,526	3.9	3.8	0.2	-180,534
JPMorgan Income Builder Fund (JNBZX)	4,393,312	3.8	3.8	0.1	-58,320
Sun Bank Capital R&D Cash	732,234	0.6	0.0	0.6	-732,234



**Executive Summary**

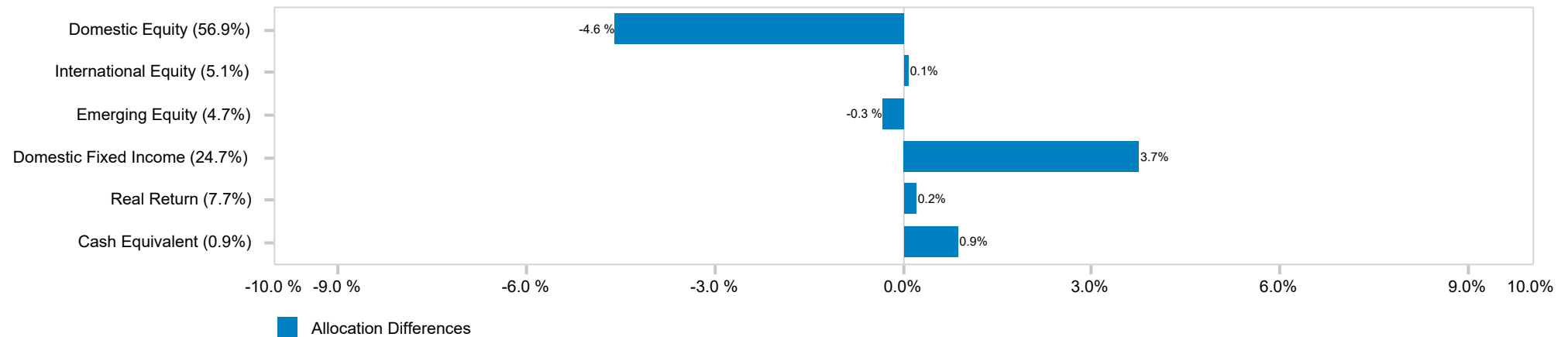


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**Asset Allocation Compliance**

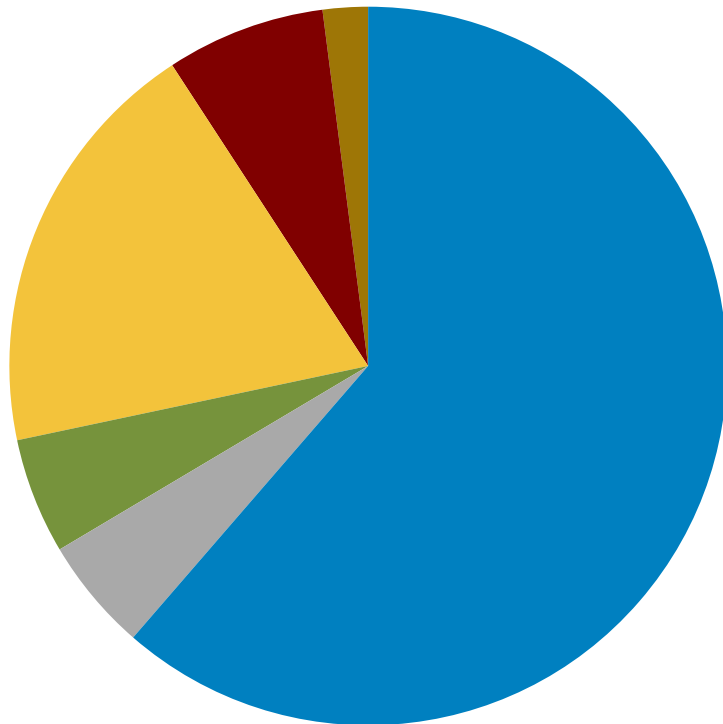
	Asset Allocation \$	Current Allocation (%)	Target Allocation (%)	Differences (%)	Target Rebal. (\$000)
Domestic Equity	65,783,246	56.9	61.5	-4.6	5,310,626
International Equity	5,893,734	5.1	5.0	0.1	-113,744
Emerging Equity	5,401,759	4.7	5.0	-0.3	378,230
Domestic Fixed Income	28,609,126	24.7	21.0	3.7	-4,333,169
Real Return	8,908,838	7.7	7.5	0.2	-238,854
Cash Equivalent	1,003,089	0.9	0.0	0.9	-1,003,089
Total Fund	115,599,793	100.0	100.0	0.0	-



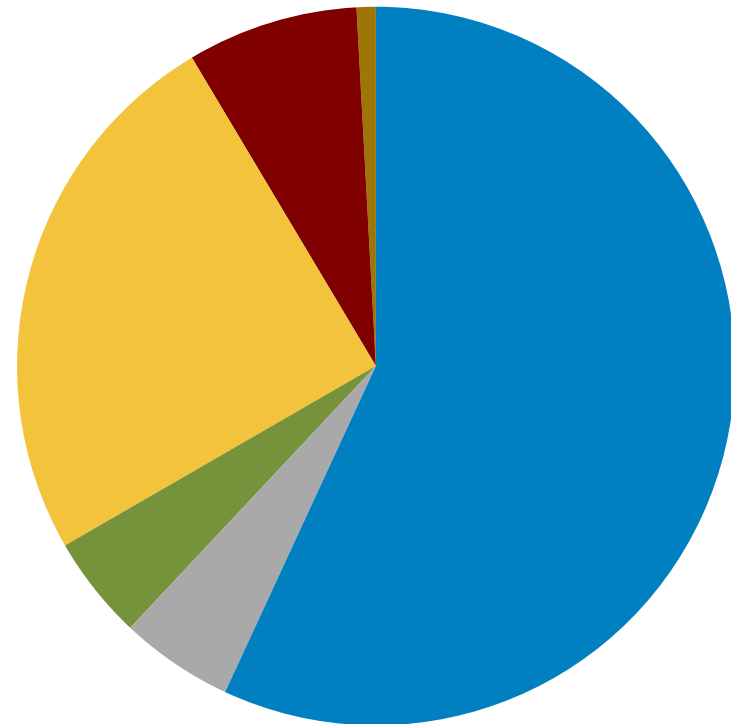
**Executive Summary**



Asset Allocation By Segment as of  
December 31, 2019 : \$143,168,202

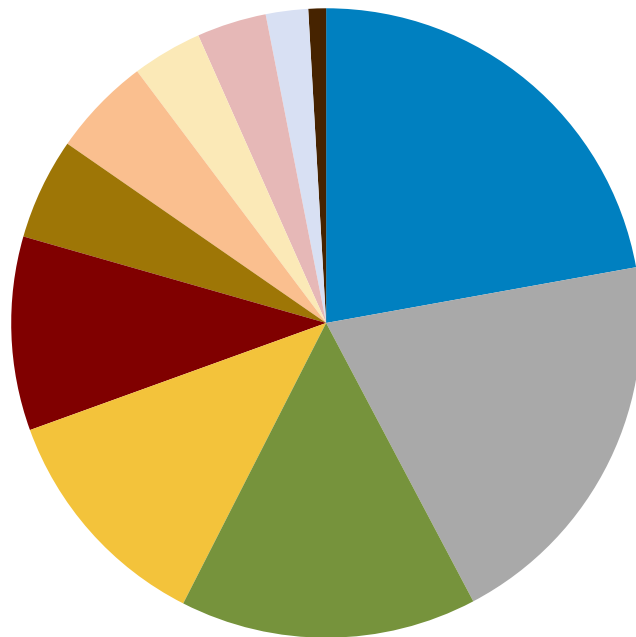


Asset Allocation By Segment as of  
March 31, 2020 : \$115,599,793

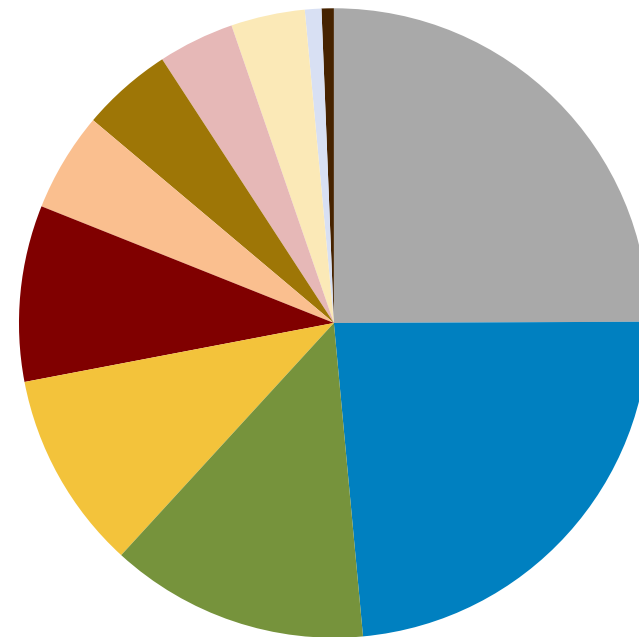


Allocation			Allocation		
Segments	Market Value	Allocation	Segments	Market Value	Allocation
Domestic Equity	87,855,183	61.4	Domestic Equity	65,783,246	56.9
International Equity	7,306,510	5.1	International Equity	5,893,734	5.1
Emerging Equity	7,464,610	5.2	Emerging Equity	5,401,759	4.7
Domestic Fixed Income	27,368,630	19.1	Domestic Fixed Income	28,609,126	24.7
Real Return	10,258,461	7.2	Real Return	8,908,838	7.7
Cash Equivalent	2,914,808	2.0	Cash Equivalent	1,003,089	0.9

Asset Allocation By Manager as of  
December 31, 2019 : \$143,168,202



Asset Allocation By Manager as of  
March 31, 2020 : \$115,599,793



Allocation			Allocation		
	Market Value	Allocation		Market Value	Allocation
Rhumblin LCG	31,729,696	22.2	Garcia Hamilton Fixed Income	28,820,433	24.9
Garcia Hamilton Fixed Income	28,785,260	20.1	Rhumblin LCG	27,275,240	23.6
Rhumblin MC	21,805,816	15.2	Rhumblin MC	15,348,243	13.3
Boston LCV	17,152,350	12.0	Boston LCV	11,787,554	10.2
Rhumblin LCV	14,256,362	10.0	Rhumblin LCV	10,458,099	9.0
Harding Loevner EM (HLMEX)	7,464,610	5.2	Harding Loevner Intl Equity (HLIZX)	5,893,734	5.1
Harding Loevner Intl Equity (HLIZX)	7,306,510	5.1	Harding Loevner EM (HLMEX)	5,401,759	4.7
JPMorgan Income Builder Fund (JNBZX)	5,144,260	3.6	Blackrock Multi-Asset Income (BKMIX)	4,515,526	3.9
Blackrock Multi-Asset Income (BKMIX)	5,114,200	3.6	JPMorgan Income Builder Fund (JNBZX)	4,393,312	3.8
Vanguard Total Stock Mkt (VTSAX)	3,108,250	2.2	Vanguard Total Stock Mkt (VTSAX)	973,657	0.8
Sun Bank Capital R&D Cash	1,300,886	0.9	Sun Bank Capital R&D Cash	732,234	0.6

**Financial Reconciliation**  
**Total Fund**  
**1 Quarter Ending March 31, 2020**

<b>Financial Reconciliation Quarter to Date</b>									
	<b>Market Value 01/01/2020</b>	<b>Contributions</b>	<b>Distributions</b>	<b>Net Transfers</b>	<b>Management Fees</b>	<b>Other Expenses</b>	<b>Income</b>	<b>Apprec./ Deprec.</b>	<b>Market Value 03/31/2020</b>
Vanguard Total Stock Mkt (VTSAX)	3,108,250	-	-	-1,753,478	-	-	7,498	-388,613	973,657
Boston LCV	17,152,350	-	-	-	-16,894	-1,927	99,604	-5,445,579	11,787,554
Rhumblin LCV	14,256,362	-	-	3,288	-3,288	-496	72,051	-3,869,818	10,458,099
Rhumblin LCG	31,729,696	-	-	3,288	-3,288	-1,488	73,781	-4,526,749	27,275,240
Rhumblin MC	21,805,816	-	-	-	-	-751	71,476	-6,528,298	15,348,243
Harding Loevner EM (HLMEX)	7,464,610	-	-	-	-	-	-	-2,062,851	5,401,759
Harding Loevner Intl Equity (HLIZX)	7,306,510	-	-	-	-	-	-	-1,412,776	5,893,734
Garcia Hamilton Fixed Income	28,785,260	-	-	-	-13,944	-3,224	168,049	-115,708	28,820,433
JPMorgan Income Builder Fund (JNBZX)	5,144,260	-	-	-	-	-	47,843	-798,791	4,393,312
Blackrock Multi-Asset Income (BKMIX)	5,114,200	-	-	-	-	-	52,700	-651,375	4,515,526
Sun Bank Capital R&D Cash	1,300,886	261,548	-2,553,548	1,746,903	-	-25,465	1,910	-	732,234
<b>Total Fund</b>	<b>143,168,202</b>	<b>261,548</b>	<b>-2,553,548</b>	<b>-</b>	<b>-37,413</b>	<b>-33,351</b>	<b>594,912</b>	<b>-25,800,557</b>	<b>115,599,793</b>



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## Asset Allocation &amp; Performance

	Allocation		Performance(%)									
	Market Value \$	%	QTR		FYTD		1 YR		3 YR		5 YR	
<b>Total Fund Composite</b>	<b>115,599,793</b>	<b>100.0</b>	<b>-17.80</b>	<b>(99)</b>	<b>-12.34</b>	<b>(98)</b>	<b>-8.28</b>	<b>(95)</b>	<b>2.12</b>	<b>(79)</b>	<b>3.39</b>	<b>(59)</b>
Policy Index			-17.49	(99)	-12.06	(97)	-8.39	(95)	1.76	(89)	3.31	(62)
Difference			-0.31		-0.28		0.11		0.36		0.08	
All Public Plans-Total Fund Median			-13.14		-8.52		-4.73		2.88		3.52	
<b>Total Equity Composite</b>	<b>77,138,288</b>	<b>66.7</b>	<b>-23.48</b>		<b>-16.55</b>		<b>-12.44</b>		<b>1.81</b>		<b>4.13</b>	
Total Equity Index			-23.55		-16.92		-13.56		1.27		3.89	
Difference			0.07		0.37		1.12		0.54		0.24	
<b>Total Domestic Equity</b>	<b>65,842,794</b>	<b>57.0</b>										
Vanguard Total Stock Mkt (VTSAX)	973,657	0.8	-20.87	(41)	-13.78	(37)	-9.28	(35)	N/A		N/A	
CRSP U.S. Total Market TR Index			-20.88	(41)	-13.76	(37)	-9.24	(35)	3.99	(31)	5.74	(24)
Difference			0.01		-0.02		-0.04		N/A		N/A	
IM U.S. Equity (MF) Median			-23.21		-17.64		-14.20		-0.07		2.18	
Boston LCV	11,787,554	10.2	-31.20	(86)	-25.62	(85)	-19.33	(70)	-2.59	(68)	1.96	(58)
Russell 1000 Value Index			-26.73	(57)	-21.30	(59)	-17.17	(58)	-2.18	(63)	1.90	(58)
Difference			-4.47		-4.32		-2.16		-0.41		0.06	
IM U.S. Large Cap Value Equity (SA+CF) Median			-26.27		-20.54		-16.16		-1.15		2.38	
Rhumblin LCV	10,458,099	9.0	-26.64	(52)	-21.22	(51)	-17.08	(50)	-2.13	(53)	1.94	(36)
Russell 1000 Value Index			-26.73	(53)	-21.30	(51)	-17.17	(51)	-2.18	(54)	1.90	(37)
Difference			0.09		0.08		0.09		0.05		0.04	
IM U.S. Large Cap Value Equity (MF) Median			-26.58		-21.10		-17.13		-1.92		1.48	
Rhumblin LCG	27,275,240	23.6	-14.03	(63)	-4.92	(46)	0.97	(27)	11.33	(42)	10.36	(24)
Russell 1000 Growth Index			-14.10	(64)	-4.98	(48)	0.91	(28)	11.32	(42)	10.36	(24)
Difference			0.07		0.06		0.06		0.01		0.00	
IM U.S. Large Cap Growth Equity (MF) Median			-13.43		-5.12		-0.82		10.65		9.07	
Rhumblin MC	15,348,243	13.3	-29.61	(71)	-24.66	(68)	-22.44	(73)	-4.07	(66)	0.55	(58)
S&P MidCap 400 Index			-29.70	(71)	-24.73	(68)	-22.51	(73)	-4.09	(67)	0.56	(58)
Difference			0.09		0.07		0.07		0.02		-0.01	
IM U.S. Mid Cap Equity (MF) Median			-25.45		-20.60		-17.11		-1.19		1.76	

**Asset Allocation & Performance**
**Total Fund Composite (Gross)**

As of March 31, 2020

	Allocation		Performance(%)									
	Market Value \$	%	QTR		FYTD		1 YR		3 YR		5 YR	
Total International Equity												
Harding Loevner Intl Equity (HLIZX)	5,893,734	5.1	-19.37	(18)	-11.25	(16)	-9.52	(17)	0.86	(20)	2.14	(13)
MSCI EAFE Index			-22.72	(41)	-16.37	(49)	-13.92	(38)	-1.33	(37)	-0.13	(36)
Difference			3.35		5.12		4.40		2.19		2.27	
IM International Equity (MF) Median			-23.74		-16.56		-15.96		-2.51		-0.95	
Harding Loevner EM (HLMEX)	5,401,759	4.7	-27.64	(78)	-18.84	(68)	-20.55	(69)	-3.55	(57)	-0.62	(41)
MSCI Emerging Markets Index			-23.57	(35)	-14.45	(29)	-17.36	(45)	-1.25	(30)	0.01	(32)
Difference			-4.07		-4.39		-3.19		-2.30		-0.63	
IM Emerging Markets Equity (MF) Median			-24.82		-16.34		-18.26		-3.02		-1.13	
Total Fixed Income Composite												
Total Fixed Income Index	28,820,433	24.9	0.18		0.51		4.43		3.30		2.24	
Difference			2.40		2.78		6.88		3.88		2.78	
			-2.22		-2.27		-2.45		-0.58		-0.54	
Garcia Hamilton Fixed Income	28,820,433	24.9	0.18	(77)	0.51	(80)	4.43	(78)	N/A		N/A	
Bloomberg Barclays Intermediate US Govt/Credit Idx			2.40	(24)	2.78	(24)	6.88	(21)	3.79	(44)	2.76	(64)
Difference			-2.22		-2.27		-2.45		N/A		N/A	
IM U.S. Intermediate Duration (SA+CF) Median			1.30		1.72		5.76		3.72		2.83	
Total Real Return Composite												
JPMorgan Income Builder Fund (JNBZX)	4,393,312	3.8	-14.60	(45)	-12.07	(55)	-8.12	(48)	N/A		N/A	
50% MSCI World Index (Net)/50% BB US Agg Index			-9.42	(14)	-5.51	(13)	-0.64	(11)	3.68	(5)	3.57	(7)
Difference			-5.18		-6.56		-7.48		N/A		N/A	
IM Flexible Portfolio (MF) Median			-15.32		-11.36		-8.40		-0.06		1.15	
Blackrock Multi-Asset Income (BKMIX)	4,515,526	3.9	-11.71	(24)	-9.60	(33)	-5.90	(30)	N/A		N/A	
50% MSCI World Index (Net)/50% BB US Agg Index			-9.42	(14)	-5.51	(13)	-0.64	(11)	3.68	(5)	3.57	(7)
Difference			-2.29		-4.09		-5.26		N/A		N/A	
IM Flexible Portfolio (MF) Median			-15.32		-11.36		-8.40		-0.06		1.15	
Sun Bank Capital R&D Cash	732,234	0.6										



Asset Allocation & Performance							
	Allocation		Performance(%)				
	Market Value \$	%	QTR	FYTD	1 YR	3 YR	5 YR
<b>Total Fund Composite</b>	<b>115,599,793</b>	<b>100.0</b>	<b>-17.82</b>	<b>-12.40</b>	<b>-8.37</b>	<b>2.01</b>	<b>3.24</b>
Policy Index			-17.49	-12.06	-8.39	1.76	3.31
Difference			-0.33	-0.34	0.02	0.25	-0.07
<b>Total Equity Composite</b>	<b>77,138,288</b>	<b>66.7</b>	<b>-23.50</b>	<b>-16.62</b>	<b>-12.51</b>	<b>1.70</b>	<b>4.00</b>
Total Equity Index			-23.55	-16.92	-13.56	1.27	3.89
Difference			0.05	0.30	1.05	0.43	0.11
<b>Total Domestic Equity</b>	<b>65,842,794</b>	<b>57.0</b>					
Vanguard Total Stock Mkt (VTSAX)	973,657	0.8	-20.87	-13.78	-9.28	N/A	N/A
CRSP U.S. Total Market TR Index			-20.88	-13.76	-9.24	3.99	5.74
Difference			0.01	-0.02	-0.04	N/A	N/A
Boston LCV	11,787,554	10.2	-31.27	-25.91	-19.65	-2.97	1.66
Russell 1000 Value Index			-26.73	-21.30	-17.17	-2.18	1.90
Difference			-4.54	-4.61	-2.48	-0.79	-0.24
Rhumblin LCV	10,458,099	9.0	-26.66	-21.25	-17.12	-2.17	1.88
Russell 1000 Value Index			-26.73	-21.30	-17.17	-2.18	1.90
Difference			0.07	0.05	0.05	0.01	-0.02
Rhumblin LCG	27,275,240	23.6	-14.04	-4.93	0.94	11.29	10.31
Russell 1000 Growth Index			-14.10	-4.98	0.91	11.32	10.36
Difference			0.06	0.05	0.03	-0.03	-0.05
Rhumblin MC	15,348,243	13.3	-29.61	-24.67	-22.46	-4.11	0.50
S&P MidCap 400 Index			-29.70	-24.73	-22.51	-4.09	0.56
Difference			0.09	0.06	0.05	-0.02	-0.06

# Asset Allocation & Performance

## Total Fund Composite (Net)

As of March 31, 2020

	Allocation		Performance(%)				
	Market Value \$	%	QTR	FYTD	1 YR	3 YR	5 YR
<b>Total International Equity</b>							
Harding Loevner Intl Equity (HLIZX)	5,893,734	5.1	-19.37	-11.25	-9.52	0.86	2.14
MSCI EAFE Index			-22.72	-16.37	-13.92	-1.33	-0.13
Difference			3.35	5.12	4.40	2.19	2.27
Harding Loevner EM (HLMEX)	5,401,759	4.7	-27.64	-18.84	-20.55	-3.55	-0.62
MSCI Emerging Markets Index			-23.57	-14.45	-17.36	-1.25	0.01
Difference			-4.07	-4.39	-3.19	-2.30	-0.63
<b>Total Fixed Income Composite</b>							
Total Fixed Income Index	28,820,433	24.9	0.13	0.42	4.23	3.09	2.08
Difference			2.40	2.78	6.88	3.88	2.78
			-2.27	-2.36	-2.65	-0.79	-0.70
Garcia Hamilton Fixed Income	28,820,433	24.9	0.13	0.42	4.23	N/A	N/A
Bloomberg Barclays Intermediate US Govt/Credit Idx			2.40	2.78	6.88	3.79	2.76
Difference			-2.27	-2.36	-2.65	N/A	N/A
<b>Total Real Return Composite</b>							
JPMorgan Income Builder Fund (JNBZX)	4,393,312	3.8	-14.60	-12.07	-8.12	N/A	N/A
50% MSCI World Index (Net)/50% BB US Agg Index			-9.42	-5.51	-0.64	3.68	3.57
Difference			-5.18	-6.56	-7.48	N/A	N/A
Blackrock Multi-Asset Income (BKMIX)	4,515,526	3.9	-11.71	-9.60	-5.90	N/A	N/A
50% MSCI World Index (Net)/50% BB US Agg Index			-9.42	-5.51	-0.64	3.68	3.57
Difference			-2.29	-4.09	-5.26	N/A	N/A
Sun Bank Capital R&D Cash	732,234	0.6					



## Asset Allocation &amp; Performance

	Allocation		Performance(%)									
	Market Value \$	%	FYTD	Oct-2018 To Sep-2019	Oct-2017 To Sep-2018	Oct-2016 To Sep-2017	Oct-2015 To Sep-2016	Oct-2014 To Sep-2015	Oct-2013 To Sep-2014	Oct-2012 To Sep-2013	Oct-2011 To Sep-2012	Oct-2010 To Sep-2011
<b>Total Fund Composite</b>	<b>115,599,793</b>	<b>100.0</b>	<b>-12.34 (98)</b>	<b>3.11 (80)</b>	<b>10.95 (4)</b>	<b>13.03 (27)</b>	<b>10.68 (24)</b>	<b>0.48 (22)</b>	<b>12.47 (9)</b>	<b>13.40 (30)</b>	<b>19.38 (18)</b>	<b>0.85 (47)</b>
Policy Index			-12.06 (97)	3.34 (77)	9.71 (11)	12.18 (45)	11.13 (17)	0.05 (31)	10.98 (32)	11.68 (55)	17.79 (48)	2.69 (18)
Difference			-0.28	-0.23	1.24	0.85	-0.45	0.43	1.49	1.72	1.59	-1.84
All Public Plans-Total Fund Median			-8.52	4.32	7.13	11.82	9.74	-0.78	9.93	12.02	17.55	0.68
<b>Total Equity Composite</b>	<b>77,138,288</b>	<b>66.7</b>	<b>-16.55</b>	<b>1.64</b>	<b>15.22</b>	<b>19.43</b>	<b>14.32</b>	<b>-0.50</b>	<b>16.60</b>	<b>22.52</b>	<b>29.57</b>	<b>-2.25</b>
Total Equity Index			-16.92	1.28	14.77	18.57	14.84	-1.30	15.96	21.23	28.59	0.04
Difference			0.37	0.36	0.45	0.86	-0.52	0.80	0.64	1.29	0.98	-2.29
<b>Total Domestic Equity</b>	<b>65,842,794</b>	<b>57.0</b>										
Vanguard Total Stock Mkt (VTSAX)	973,657	0.8	-13.78 (37)	2.88 (34)	17.62 (31)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CRSP U.S. Total Market TR Index			-13.76 (37)	2.92 (34)	17.62 (31)	18.64 (40)	14.99 (27)	-0.55 (46)	17.77 (23)	21.59 (55)	29.96 (29)	0.46 (32)
Difference			-0.02	-0.04	0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
IM U.S. Equity (MF) Median			-17.64	0.12	13.30	17.48	12.11	-0.92	13.74	22.54	27.33	-1.87
Boston LCV	11,787,554	10.2	-25.62 (85)	3.21 (44)	14.27 (29)	19.42 (35)	15.54 (30)	-3.23 (49)	20.35 (26)	27.45 (21)	32.67 (10)	-5.35 (86)
Russell 1000 Value Index			-21.30 (59)	4.00 (39)	9.45 (78)	15.12 (76)	16.19 (26)	-4.42 (65)	18.89 (42)	22.30 (60)	30.92 (26)	-1.89 (62)
Difference			-4.32	-0.79	4.82	4.30	-0.65	1.19	1.46	5.15	1.75	-3.46
IM U.S. Large Cap Value Equity (SA+CF) Median			-20.54	2.32	11.76	17.92	13.30	-3.29	18.36	23.68	28.16	-0.98
Dana LCG	-	0.0	N/A	N/A	N/A	23.86 (18)	8.58 (79)	5.07 (31)	19.65 (35)	19.30 (63)	29.94 (33)	N/A
Russell 1000 Growth Index			-4.98 (37)	3.71 (52)	26.30 (37)	21.94 (38)	13.76 (23)	3.17 (54)	19.15 (40)	19.27 (64)	29.19 (39)	3.78 (30)
Difference			N/A	N/A	N/A	1.92	-5.18	1.90	0.50	0.03	0.75	N/A
IM U.S. Large Cap Growth Equity (SA+CF) Median			-6.14	3.82	24.44	20.83	11.60	3.53	18.19	20.25	27.69	1.38
Rhumblin LCV	10,458,099	9.0	-21.22 (51)	4.03 (30)	9.43 (61)	15.13 (71)	16.17 (17)	-4.56 (44)	18.82 (20)	22.20 (53)	30.80 (17)	-1.87 (29)
Russell 1000 Value Index			-21.30 (51)	4.00 (30)	9.45 (61)	15.12 (71)	16.19 (17)	-4.42 (41)	18.89 (19)	22.30 (52)	30.92 (15)	-1.89 (30)
Difference			0.08	0.03	-0.02	0.01	-0.02	-0.14	-0.07	-0.10	-0.12	0.02
IM U.S. Large Cap Value Equity (MF) Median			-21.10	1.87	10.42	16.68	12.47	-4.90	17.21	22.35	28.44	-3.39
Rhumblin LCG	27,275,240	23.6	-4.92 (46)	3.71 (33)	26.25 (39)	21.93 (28)	13.70 (18)	3.17 (44)	19.11 (23)	19.24 (52)	29.11 (36)	3.77 (17)
Russell 1000 Growth Index			-4.98 (48)	3.71 (33)	26.30 (38)	21.94 (28)	13.76 (18)	3.17 (44)	19.15 (22)	19.27 (52)	29.19 (35)	3.78 (17)
Difference			0.06	0.00	-0.05	-0.01	-0.06	0.00	-0.04	-0.03	-0.08	-0.01
IM U.S. Large Cap Growth Equity (MF) Median			-5.12	2.32	25.06	20.13	10.96	2.84	16.89	19.37	27.40	0.50
Rhumblin MC	15,348,243	13.3	-24.66 (68)	-2.49 (75)	14.16 (47)	17.50 (39)	15.10 (15)	1.47 (38)	11.81 (50)	27.55 (44)	28.53 (26)	-1.12 (39)
S&P MidCap 400 Index			-24.73 (68)	-2.49 (75)	14.21 (47)	17.52 (39)	15.33 (15)	1.40 (38)	11.82 (50)	27.68 (42)	28.54 (26)	-1.28 (40)
Difference			0.07	0.00	-0.05	-0.02	-0.23	0.07	-0.01	-0.13	-0.01	0.16
IM U.S. Mid Cap Equity (MF) Median			-20.60	1.77	13.62	16.47	10.50	-0.20	11.75	27.09	25.48	-2.48

AllianzGI FI Convert Fund was taken out of Total Fixed Income composite as of 10/1/2016.



# Asset Allocation & Performance

## Total Fund Composite (Gross)

As of March 31, 2020

	Allocation		Performance(%)									
	Market Value \$	%	FYTD	Oct-2018 To Sep-2019	Oct-2017 To Sep-2018	Oct-2016 To Sep-2017	Oct-2015 To Sep-2016	Oct-2014 To Sep-2015	Oct-2013 To Sep-2014	Oct-2012 To Sep-2013	Oct-2011 To Sep-2012	Oct-2010 To Sep-2011
<b>Total International Equity</b>												
Harding Loevner Intl Equity (HLIZX)	5,893,734	5.1	-11.25 (16)	-3.34 (62)	5.85 (10)	18.66 (57)	17.62 (13)	-9.03 (52)	4.34 (49)	16.27 (57)	19.57 (20)	N/A
MSCI EAFE Index			-16.37 (49)	-0.82 (41)	3.25 (21)	19.65 (48)	7.06 (65)	-8.27 (47)	4.70 (44)	24.29 (19)	14.33 (66)	-8.94 (24)
Difference			5.12	-2.52	2.60	-0.99	10.56	-0.76	-0.36	-8.02	5.24	N/A
IM International Equity (MF) Median			-16.56	-1.94	0.08	19.36	9.32	-8.75	4.26	17.81	16.20	-12.08
Harding Loevner EM (HLMEX)	5,401,759	4.7	-18.84 (68)	0.78 (46)	-4.30 (54)	21.95 (42)	19.76 (18)	-17.44 (42)	7.12 (21)	5.79 (23)	23.46 (6)	N/A
MSCI Emerging Markets Index			-14.45 (29)	-1.63 (66)	-0.44 (20)	22.91 (35)	17.21 (38)	-18.98 (58)	4.66 (46)	1.33 (60)	17.34 (45)	-15.89 (35)
Difference			-4.39	2.41	-3.86	-0.96	2.55	1.54	2.46	4.46	6.12	N/A
IM Emerging Markets Equity (MF) Median			-16.34	0.29	-3.95	21.11	15.70	-18.44	4.28	2.31	16.83	-17.84
<b>Total Fixed Income Composite</b>	<b>28,820,433</b>	<b>24.9</b>	<b>0.51</b>	<b>7.48</b>	<b>0.00</b>	<b>0.33</b>	<b>4.95</b>	<b>1.36</b>	<b>4.05</b>	<b>-1.24</b>	<b>5.25</b>	<b>5.25</b>
Total Fixed Income Index			2.78	8.17	-1.04	0.16	5.43	1.83	3.65	-1.51	5.10	5.26
Difference			-2.27	-0.69	1.04	0.17	-0.48	-0.47	0.40	0.27	0.15	-0.01
Denver Core FI	-	0.0	N/A	N/A	N/A	0.49 (75)	4.26 (97)	2.62 (59)	3.70 (92)	-0.54 (39)	N/A	N/A
Denver FI Index			2.89 (22)	8.59 (89)	-1.01 (76)	0.20 (84)	3.85 (99)	2.73 (55)	2.88 (98)	-1.18 (63)	N/A	N/A
Difference			N/A	N/A	N/A	0.29	0.41	-0.11	0.82	0.64	N/A	N/A
IM U.S. Broad Market Fixed Income (SA+CF) Median			1.35	10.40	-0.62	1.03	5.92	2.82	4.94	-0.85	7.47	5.19
Garcia Hamilton Fixed Income	28,820,433	24.9	0.51 (80)	7.48 (79)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Bloomberg Barclays Intermediate US Govt/Credit Idx			2.78 (24)	8.17 (38)	-0.96 (96)	0.23 (87)	3.52 (76)	2.68 (52)	2.20 (84)	-0.50 (66)	4.40 (81)	3.40 (62)
Difference			-2.27	-0.69	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
IM U.S. Intermediate Duration (SA+CF) Median			1.72	7.98	-0.39	0.69	3.90	2.70	2.88	-0.27	5.56	3.61
State Street Core FI	-	0.0	N/A	N/A	N/A	0.06 (65)	5.22 (49)	2.97 (7)	3.94 (60)	-1.76 (57)	5.17 (81)	5.25 (14)
SS Fixed Inc Index			3.33 (12)	10.30 (24)	-1.22 (41)	0.07 (64)	5.19 (51)	2.94 (9)	3.96 (59)	-1.68 (53)	5.16 (81)	5.26 (14)
Difference			N/A	N/A	N/A	-0.01	0.03	0.03	-0.02	-0.08	0.01	-0.01
IM U.S. Broad Market Core Fixed Income (MF) Median			0.74	9.81	-1.34	0.48	5.21	1.98	4.19	-1.62	6.79	4.30
<b>Total Real Return Composite</b>	<b>8,908,838</b>	<b>7.7</b>										
JPMorgan Income Builder Fund (JNBZX)	4,393,312	3.8	-12.07 (55)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50% MSCI World Index (Net)/50% BB US Agg Index			-5.51 (13)	6.40 (18)	4.93 (36)	8.80 (53)	8.47 (51)	-0.98 (19)	8.10 (49)	8.84 (46)	13.48 (64)	0.72 (35)
Difference			-6.56	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
IM Flexible Portfolio (MF) Median			-11.36	2.59	3.38	9.02	8.55	-4.23	7.99	8.17	15.66	-0.87
Blackrock Multi-Asset Income (BKMIX)	4,515,526	3.9	-9.60 (33)	6.39 (18)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50% MSCI World Index (Net)/50% BB US Agg Index			-5.51 (13)	6.40 (18)	4.93 (36)	8.80 (53)	8.47 (51)	-0.98 (19)	8.10 (49)	8.84 (46)	13.48 (64)	0.72 (35)
Difference			-4.09	-0.01	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
IM Flexible Portfolio (MF) Median			-11.36	2.59	3.38	9.02	8.55	-4.23	7.99	8.17	15.66	-0.87

AllianzGI FI Convert Fund was taken out of Total Fixed Income composite as of 10/1/2016.



# Asset Allocation & Performance

## Total Fund Composite (Gross)

As of March 31, 2020

	Allocation		Performance(%)									
	Market Value \$	%	FYTD	Oct-2018 To Sep-2019	Oct-2017 To Sep-2018	Oct-2016 To Sep-2017	Oct-2015 To Sep-2016	Oct-2014 To Sep-2015	Oct-2013 To Sep-2014	Oct-2012 To Sep-2013	Oct-2011 To Sep-2012	Oct-2010 To Sep-2011
<b>Convertible</b>												
AllianzGI FI Convert	-	0.0	N/A	N/A	N/A	13.56 (19)	7.21 (73)	-2.50 (71)	N/A	N/A	N/A	N/A
ICE BofAML All Convertibles ex Mandatory Difference			-6.43 (43)	3.71 (75)	12.96 (12)	16.52 (9)	9.84 (41)	-2.51 (71)	14.45 (16)	20.71 (11)	16.46 (31)	-0.69 (48)
IM U.S. Convertible Bonds (SA+CF) Median			-6.74	4.63	8.99	9.90	8.65	-0.14	9.93	15.41	14.01	-0.83
Sun Bank Capital R&D Cash	732,234	0.6										

AllianzGI FI Convert Fund was taken out of Total Fixed Income composite as of 10/1/2016.



## Asset Allocation &amp; Performance

	Allocation		FYTD	Performance(%)								
	Market Value \$	%		Oct-2018 To Sep-2019	Oct-2017 To Sep-2018	Oct-2016 To Sep-2017	Oct-2015 To Sep-2016	Oct-2014 To Sep-2015	Oct-2013 To Sep-2014	Oct-2012 To Sep-2013	Oct-2011 To Sep-2012	Oct-2010 To Sep-2011
<b>Total Fund Composite</b>	<b>115,599,793</b>	<b>100.0</b>	<b>-12.40</b>	<b>3.04</b>	<b>10.81</b>	<b>12.85</b>	<b>10.49</b>	<b>0.29</b>	<b>12.25</b>	<b>13.20</b>	<b>19.17</b>	<b>0.71</b>
Policy Index			-12.06	3.34	9.71	12.18	11.13	0.05	10.98	11.68	17.79	2.69
Difference			-0.34	-0.30	1.10	0.67	-0.64	0.24	1.27	1.52	1.38	-1.98
<b>Total Equity Composite</b>	<b>77,138,288</b>	<b>66.7</b>	<b>-16.62</b>	<b>1.60</b>	<b>15.10</b>	<b>19.23</b>	<b>14.09</b>	<b>-0.53</b>	<b>16.59</b>	<b>22.52</b>	<b>29.57</b>	<b>-2.26</b>
Total Equity Index			-16.92	1.28	14.77	18.57	14.84	-1.30	15.96	21.23	28.59	0.04
Difference			0.30	0.32	0.33	0.66	-0.75	0.77	0.63	1.29	0.98	-2.30
<b>Total Domestic Equity</b>	<b>65,842,794</b>	<b>57.0</b>										
Vanguard Total Stock Mkt (VTSAX)	973,657	0.8	-13.78	2.88	17.62	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CRSP U.S. Total Market TR Index			-13.76	2.92	17.62	18.64	14.99	-0.55	17.77	21.59	29.96	0.46
Difference			-0.02	-0.04	0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Boston LCV	11,787,554	10.2	-25.91	3.10	13.80	18.83	15.48	-3.23	20.35	27.45	32.67	-5.35
Russell 1000 Value Index			-21.30	4.00	9.45	15.12	16.19	-4.42	18.89	22.30	30.92	-1.89
Difference			-4.61	-0.90	4.35	3.71	-0.71	1.19	1.46	5.15	1.75	-3.46
Dana LCG	-	0.0	N/A	N/A	N/A	23.31	8.10	4.58	19.10	18.79	29.38	N/A
Russell 1000 Growth Index			-4.98	3.71	26.30	21.94	13.76	3.17	19.15	19.27	29.19	3.78
Difference			N/A	N/A	N/A	1.37	-5.66	1.41	-0.05	-0.48	0.19	N/A
Rhumblin LCV	10,458,099	9.0	-21.25	4.00	9.39	15.07	16.10	-4.64	18.81	22.20	30.80	-1.89
Russell 1000 Value Index			-21.30	4.00	9.45	15.12	16.19	-4.42	18.89	22.30	30.92	-1.89
Difference			0.05	0.00	-0.06	-0.05	-0.09	-0.22	-0.08	-0.10	-0.12	0.00
Rhumblin LCG	27,275,240	23.6	-4.93	3.68	26.21	21.85	13.63	3.10	19.10	19.24	29.11	3.76
Russell 1000 Growth Index			-4.98	3.71	26.30	21.94	13.76	3.17	19.15	19.27	29.19	3.78
Difference			0.05	-0.03	-0.09	-0.09	-0.13	-0.07	-0.05	-0.03	-0.08	-0.02
Rhumblin MC	15,348,243	13.3	-24.67	-2.52	14.11	17.43	15.04	1.39	11.79	27.55	28.53	-1.15
S&P MidCap 400 Index			-24.73	-2.49	14.21	17.52	15.33	1.40	11.82	27.68	28.54	-1.28
Difference			0.06	-0.03	-0.10	-0.09	-0.29	-0.01	-0.03	-0.13	-0.01	0.13



# Asset Allocation & Performance

## Total Fund Composite (Net)

As of March 31, 2020

	Allocation		Performance(%)									
	Market Value \$	%	FYTD	Oct-2018 To Sep-2019	Oct-2017 To Sep-2018	Oct-2016 To Sep-2017	Oct-2015 To Sep-2016	Oct-2014 To Sep-2015	Oct-2013 To Sep-2014	Oct-2012 To Sep-2013	Oct-2011 To Sep-2012	Oct-2010 To Sep-2011
Total International Equity												
Harding Loevner Intl Equity (HLIZX)	5,893,734	5.1	-11.25	-3.34	5.85	18.66	17.62	-9.03	4.34	16.27	19.57	N/A
MSCI EAFE Index			-16.37	-0.82	3.25	19.65	7.06	-8.27	4.70	24.29	14.33	-8.94
Difference			5.12	-2.52	2.60	-0.99	10.56	-0.76	-0.36	-8.02	5.24	N/A
Harding Loevner EM (HLMEX)	5,401,759	4.7	-18.84	0.78	-4.30	21.95	19.76	-17.44	7.12	5.79	23.46	N/A
MSCI Emerging Markets Index			-14.45	-1.63	-0.44	22.91	17.21	-18.98	4.66	1.33	17.34	-15.89
Difference			-4.39	2.41	-3.86	-0.96	2.55	1.54	2.46	4.46	6.12	N/A
Total Fixed Income Composite												
Total Fixed Income Index	28,820,433	24.9	0.42	7.27	-0.22	0.15	4.81	1.36	4.02	-1.24	5.25	5.25
Difference			2.78	8.17	-1.04	0.16	5.43	1.83	3.65	-1.51	5.10	5.26
			-2.36	-0.90	0.82	-0.01	-0.62	-0.47	0.37	0.27	0.15	-0.01
Denver Core FI	-	0.0	N/A	N/A	N/A	0.27	4.03	2.40	3.46	-0.73	N/A	N/A
Denver FI Index			2.89	8.59	-1.01	0.20	3.85	2.73	2.88	-1.18	N/A	N/A
Difference			N/A	N/A	N/A	0.07	0.18	-0.33	0.58	0.45	N/A	N/A
Garcia Hamilton Fixed Income	28,820,433	24.9	0.42	7.27	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Bloomberg Barclays Intermediate US Govt/Credit Idx			2.78	8.17	-0.96	0.23	3.52	2.68	2.20	-0.50	4.40	3.40
Difference			-2.36	-0.90	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
State Street Core FI	-	0.0	N/A	N/A	N/A	-0.02	5.17	2.97	3.94	-1.76	5.17	5.25
SS Fixed Inc Index			3.33	10.30	-1.22	0.07	5.19	2.94	3.96	-1.68	5.16	5.26
Difference			N/A	N/A	N/A	-0.09	-0.02	0.03	-0.02	-0.08	0.01	-0.01
Total Real Return Composite												
	8,908,838	7.7										
JPMorgan Income Builder Fund (JNBZX)	4,393,312	3.8	-12.07	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50% MSCI World Index (Net)/50% BB US Agg Index			-5.51	6.40	4.93	8.80	8.47	-0.98	8.10	8.84	13.48	0.72
Difference			-6.56	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Blackrock Multi-Asset Income (BKMIX)	4,515,526	3.9	-9.60	6.39	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50% MSCI World Index (Net)/50% BB US Agg Index			-5.51	6.40	4.93	8.80	8.47	-0.98	8.10	8.84	13.48	0.72
Difference			-4.09	-0.01	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Convertible												
AllianzGI FI Convert	-	0.0	N/A	N/A	N/A	13.56	7.21	-2.50	N/A	N/A	N/A	N/A
ICE BofAML All Convertibles ex Mandatory			-6.43	3.71	12.96	16.52	9.84	-2.51	14.45	20.71	16.46	-0.69
Difference			N/A	N/A	N/A	-2.96	-2.63	0.01	N/A	N/A	N/A	N/A
Sun Bank Capital R&D Cash	732,234	0.6										

AllianzGI FI Convert Fund was taken out of Total Fixed Income composite as of 10/1/2016.



# Historical Rolling Performance

## Total Fund

As of March 31, 2020

Historical Rolling Performance					
	QTR	1 YR	3 YR	5 YR	Inception
03/31/2020	-17.80	-8.28	2.12	3.39	7.86
12/31/2019	6.64	23.33	10.54	8.10	8.66
09/30/2019	0.99	3.11	8.94	7.54	8.49
06/30/2019	3.59	6.28	9.74	7.18	8.53
03/31/2019	10.53	4.68	9.58	7.21	8.48
12/31/2018	-10.84	-5.69	6.45	5.58	8.17
09/30/2018	4.10	10.95	11.55	9.42	8.69
06/30/2018	2.03	10.32	8.01	9.53	8.61
03/31/2018	-0.42	10.93	7.15	9.24	8.62
12/31/2017	4.89	16.15	8.27	10.73	8.72
09/30/2017	3.51	13.03	7.92	9.90	8.61
06/30/2017	2.60	12.71	6.45	10.11	8.55
03/31/2017	4.26	13.31	6.85	9.17	8.53
12/31/2016	2.08	10.12	6.19	10.07	8.44
09/30/2016	3.22	10.68	7.75	11.11	8.44
06/30/2016	3.14	1.35	8.23	8.45	8.39
03/31/2016	1.33	-2.12	7.36	7.98	8.35
12/31/2015	2.60	-0.76	9.18	8.46	8.38
09/30/2015	-5.49	0.48	8.62	9.06	8.35
06/30/2015	-0.38	5.61	12.32	11.82	8.69
03/31/2015	2.73	10.00	11.82	10.91	8.80
12/31/2014	3.89	9.58	13.93	11.18	8.77
09/30/2014	-0.67	12.47	15.04	11.00	8.69
06/30/2014	3.76	18.46	11.92	13.06	8.82
03/31/2014	2.34	14.92	10.89	13.71	8.75
12/31/2013	6.63	19.67	11.33	12.39	8.74
09/30/2013	4.62	13.40	10.93	8.82	8.53
06/30/2013	0.66	13.27	11.81	6.27	8.41
03/31/2013	6.57	10.60	9.91	5.93	8.48
12/31/2012	1.04	12.76	9.01	3.27	8.27
09/30/2012	4.50	19.38	9.73	3.36	8.32
06/30/2012	-1.71	4.48	11.24	3.06	8.20
03/31/2012	8.65	7.29	14.36	4.04	8.38
12/31/2011	6.97	2.27	9.95	2.61	8.06
09/30/2011	-8.54	0.85	4.08	2.12	7.82
06/30/2011	0.93	18.10	4.63	4.80	8.38
03/31/2011	3.57	11.90	3.98	4.45	8.44
12/31/2010	5.48	12.33	0.62	4.00	8.36
09/30/2010	7.11	9.75	-0.67	3.27	8.18
06/30/2010	-4.37	11.57	-1.97	2.17	7.91

Returns for periods greater than one year are annualized.  
Returns are expressed as percentages.



# Historical Rolling Performance Policy Index

As of March 31, 2020

Historical Rolling Performance					
	QTR	1 YR	3 YR	5 YR	Inception
03/31/2020	-17.49	-8.39	1.76	3.31	7.88
12/31/2019	6.59	23.05	9.98	7.87	8.66
09/30/2019	0.67	3.34	8.34	7.18	8.50
06/30/2019	3.47	6.94	9.27	6.89	8.55
03/31/2019	10.82	5.44	8.94	6.97	8.50
12/31/2018	-10.49	-5.58	5.93	5.22	8.18
09/30/2018	4.18	9.71	11.00	8.72	8.69
06/30/2018	2.02	8.67	7.66	8.72	8.61
03/31/2018	-0.76	9.09	6.81	8.30	8.61
12/31/2017	4.01	14.48	7.92	9.82	8.73
09/30/2017	3.19	12.18	7.64	9.10	8.65
06/30/2017	2.42	12.26	6.29	9.31	8.61
03/31/2017	4.15	12.39	6.79	8.54	8.59
12/31/2016	1.91	9.96	6.06	9.16	8.51
09/30/2016	3.27	11.13	7.26	10.17	8.52
06/30/2016	2.54	2.29	7.59	7.82	8.47
03/31/2016	1.90	-0.61	6.72	7.51	8.45
12/31/2015	3.00	-0.15	8.26	7.90	8.45
09/30/2015	-4.95	0.05	7.44	8.45	8.41
06/30/2015	-0.37	4.57	10.76	11.18	8.73
03/31/2015	2.37	9.02	10.49	10.19	8.84
12/31/2014	3.21	8.66	12.18	10.59	8.83
09/30/2014	-0.66	10.98	13.44	10.63	8.78
06/30/2014	3.87	16.42	10.86	13.04	8.90
03/31/2014	2.03	12.17	9.85	14.37	8.83
12/31/2013	5.41	16.93	10.47	12.67	8.83
09/30/2013	4.21	11.68	10.54	8.80	8.68
06/30/2013	0.08	11.62	11.75	6.78	8.59
03/31/2013	6.36	10.29	9.93	6.41	8.68
12/31/2012	0.67	11.11	9.19	4.18	8.48
09/30/2012	4.16	17.79	10.17	3.97	8.55
06/30/2012	-1.11	4.83	12.41	3.61	8.45
03/31/2012	7.15	7.14	16.51	4.51	8.61
12/31/2011	6.73	3.77	11.80	3.30	8.36
09/30/2011	-7.30	2.69	5.04	2.74	8.13
06/30/2011	1.06	19.26	5.85	5.28	8.62
03/31/2011	3.79	12.43	4.91	4.90	8.68
12/31/2010	5.61	12.90	2.10	4.45	8.59
09/30/2010	7.67	10.56	0.15	3.59	8.41
06/30/2010	-4.73	13.60	-1.51	2.35	8.11

Returns for periods greater than one year are annualized.  
Returns are expressed as percentages.



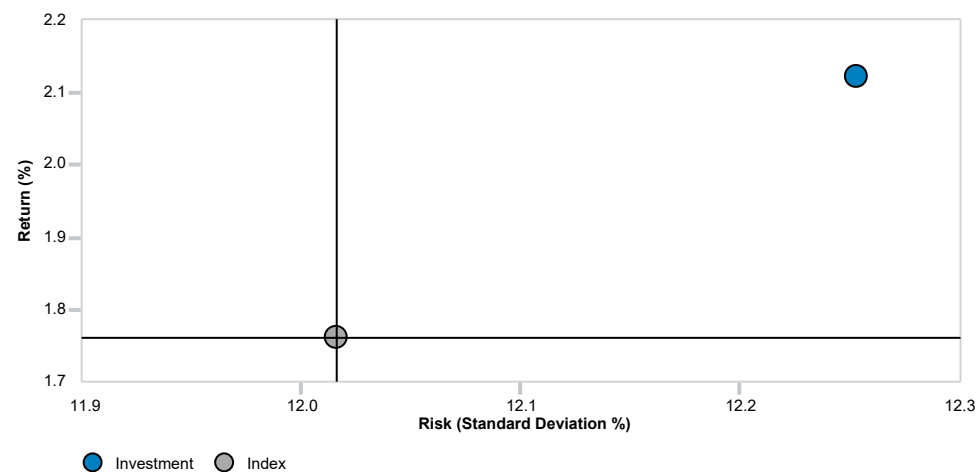
### Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	2.12	12.25	0.09	104.36	9	102.31	3
Index	1.76	12.02	0.06	100.00	9	100.00	3

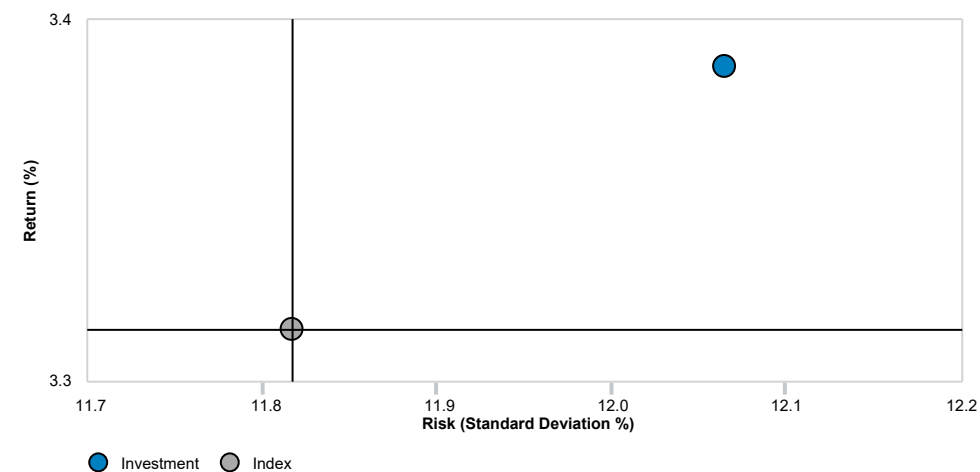
### Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	3.39	12.06	0.24	102.58	15	102.56	5
Index	3.31	11.82	0.24	100.00	15	100.00	5

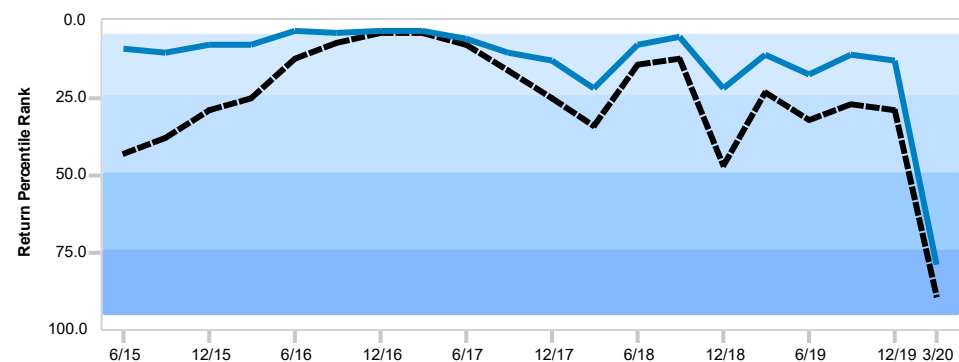
### Risk and Return 3 Years



### Risk and Return 5 Years

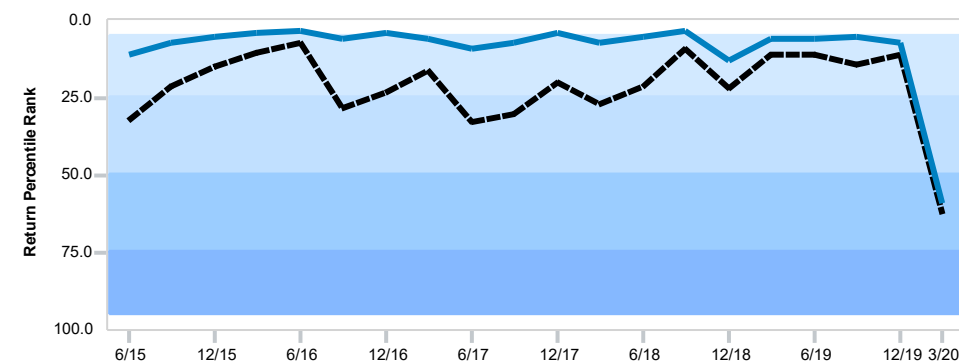


### 3 Year Rolling Percentile Rank All Public Plans-Total Fund



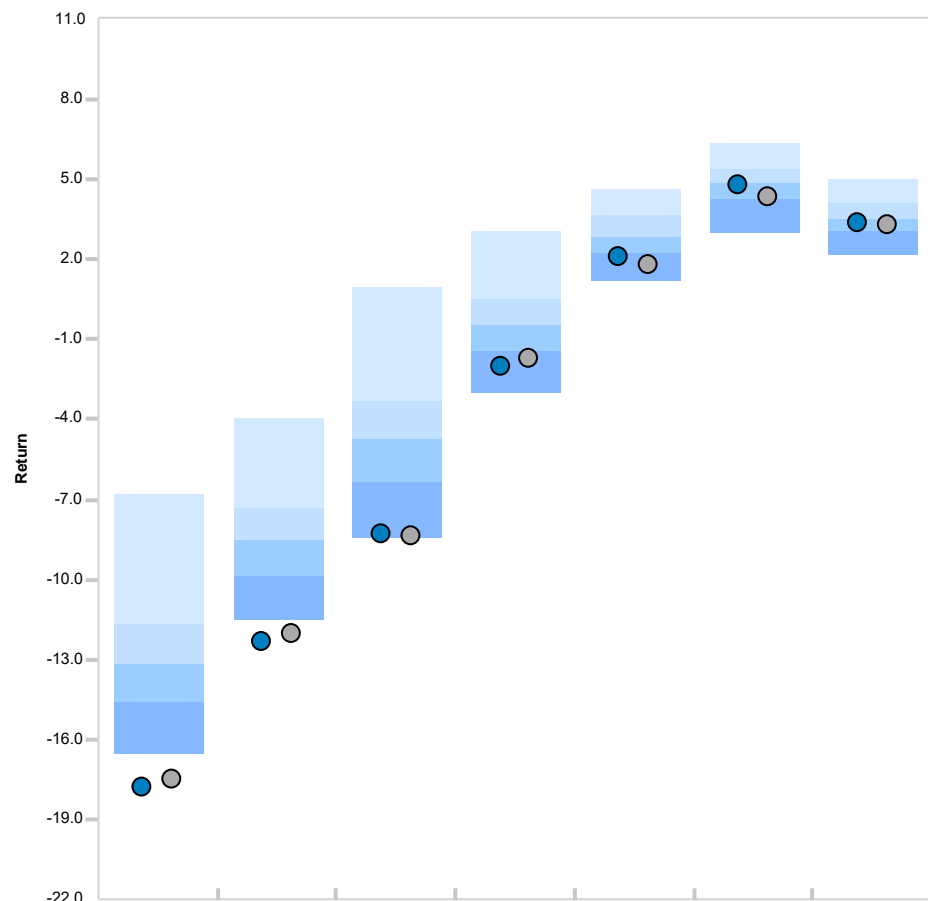
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	19 (95%)	0 (0%)	0 (0%)	1 (5%)
Index	20	11 (55%)	8 (40%)	0 (0%)	1 (5%)

### 5 Year Rolling Percentile Rank All Public Plans-Total Fund

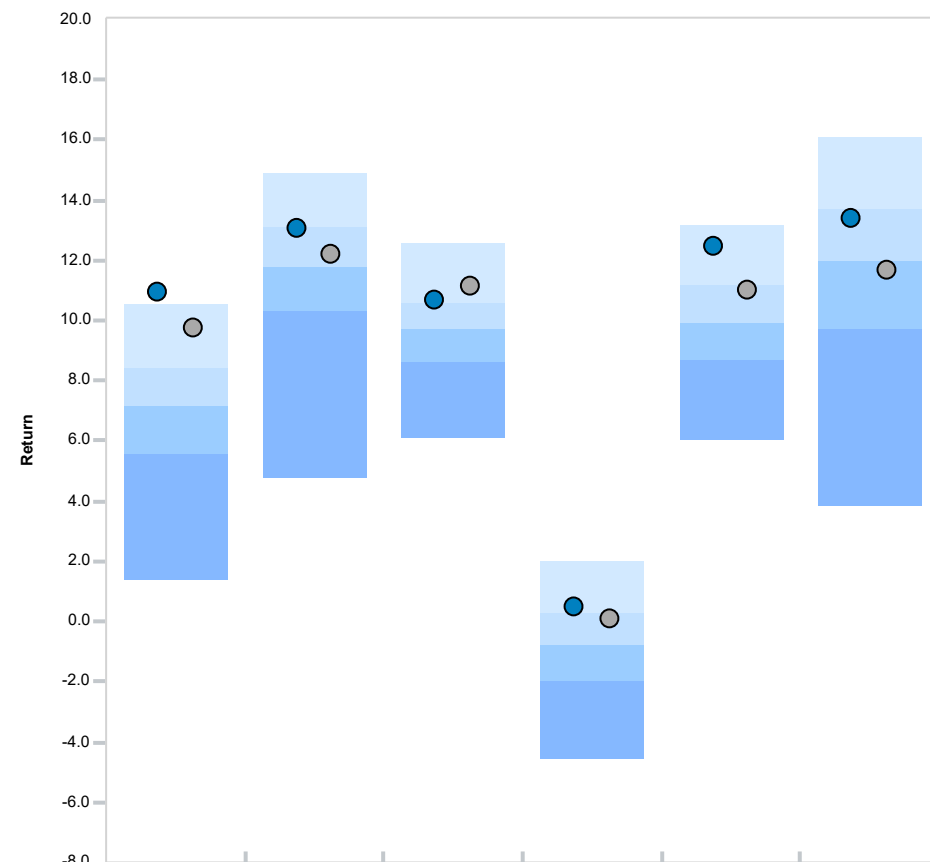


	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	19 (95%)	0 (0%)	1 (5%)	0 (0%)
Index	20	14 (70%)	5 (25%)	1 (5%)	0 (0%)

### Plan Sponsor Peer Group Analysis vs. All Public Plans-Total Fund



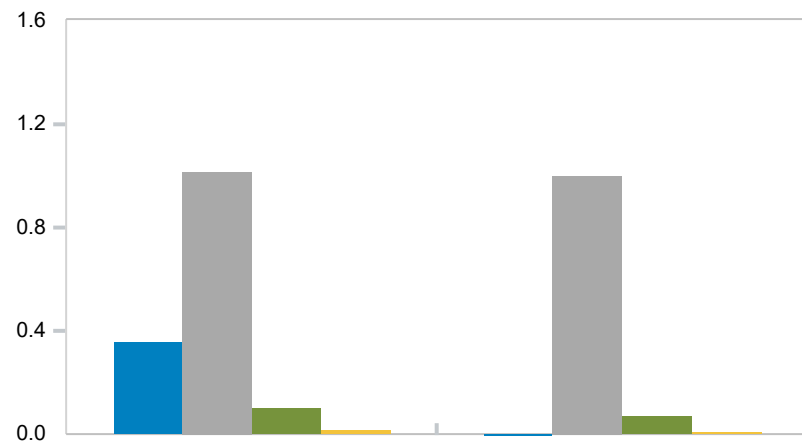
### Plan Sponsor Peer Group Analysis vs. All Public Plans-Total Fund



### Comparative Performance

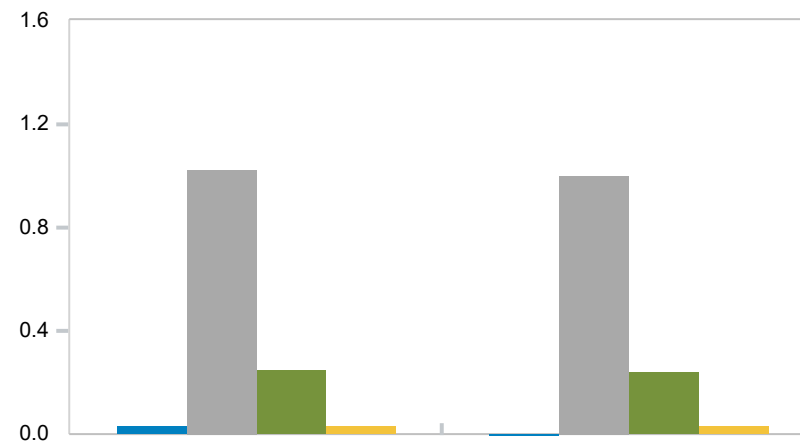
	1 Qtr Ending Dec-2019	1 Qtr Ending Sep-2019	1 Qtr Ending Jun-2019	1 Qtr Ending Mar-2019	1 Qtr Ending Dec-2018	1 Qtr Ending Sep-2018
Investment	6.64 (7)	0.99 (37)	3.59 (17)	10.53 (4)	-10.84 (98)	4.10 (4)
Index	6.59 (7)	0.67 (64)	3.47 (26)	10.82 (3)	-10.49 (97)	4.18 (4)
Median	5.23	0.84	3.26	8.43	-7.54	2.58

## Risk / Reward Historical Statistics 3 Years Ending March 31, 2020



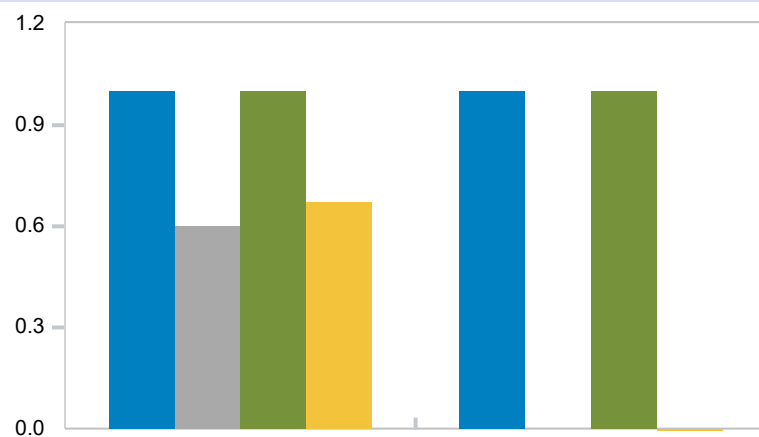
	Total Fund	Policy Index
Alpha	0.35	0.00
Beta	1.02	1.00
Sharpe Ratio	0.10	0.07
Treynor Ratio	0.01	0.01

## Risk / Reward Historical Statistics 5 Years Ending March 31, 2020



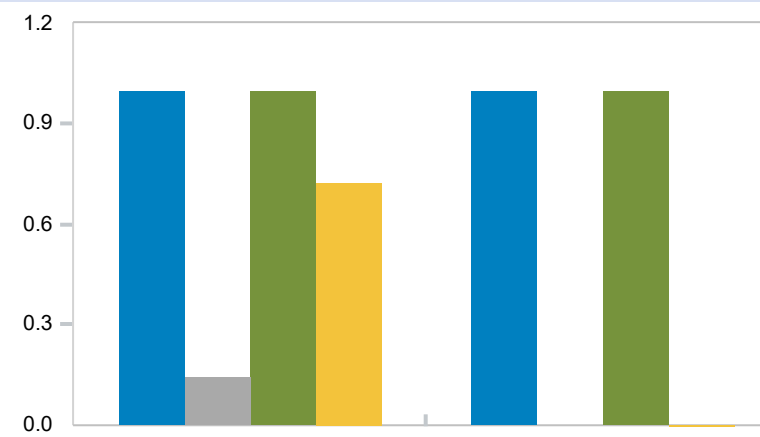
	Total Fund	Policy Index
Alpha	0.03	0.00
Beta	1.02	1.00
Sharpe Ratio	0.24	0.24
Treynor Ratio	0.03	0.03

## Benchmark Relative Historical Statistics 3 Years Ending March 31, 2020



	Total Fund	Policy Index
Actual Correlation	1.00	1.00
Information Ratio	0.60	N/A
R-Squared	1.00	1.00
Tracking Error	0.67	0.00

## Benchmark Relative Historical Statistics 5 Years Ending March 31, 2020



	Total Fund	Policy Index
Actual Correlation	1.00	1.00
Information Ratio	0.14	N/A
R-Squared	1.00	1.00
Tracking Error	0.73	0.00

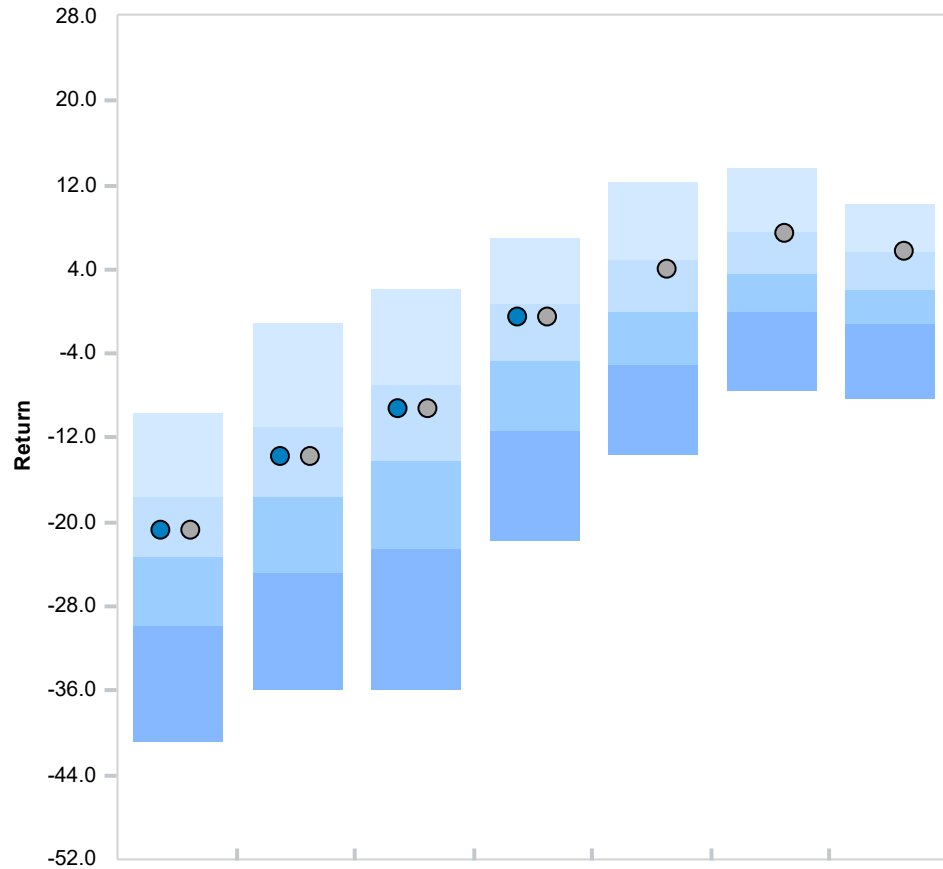
Benchmark: Policy Index



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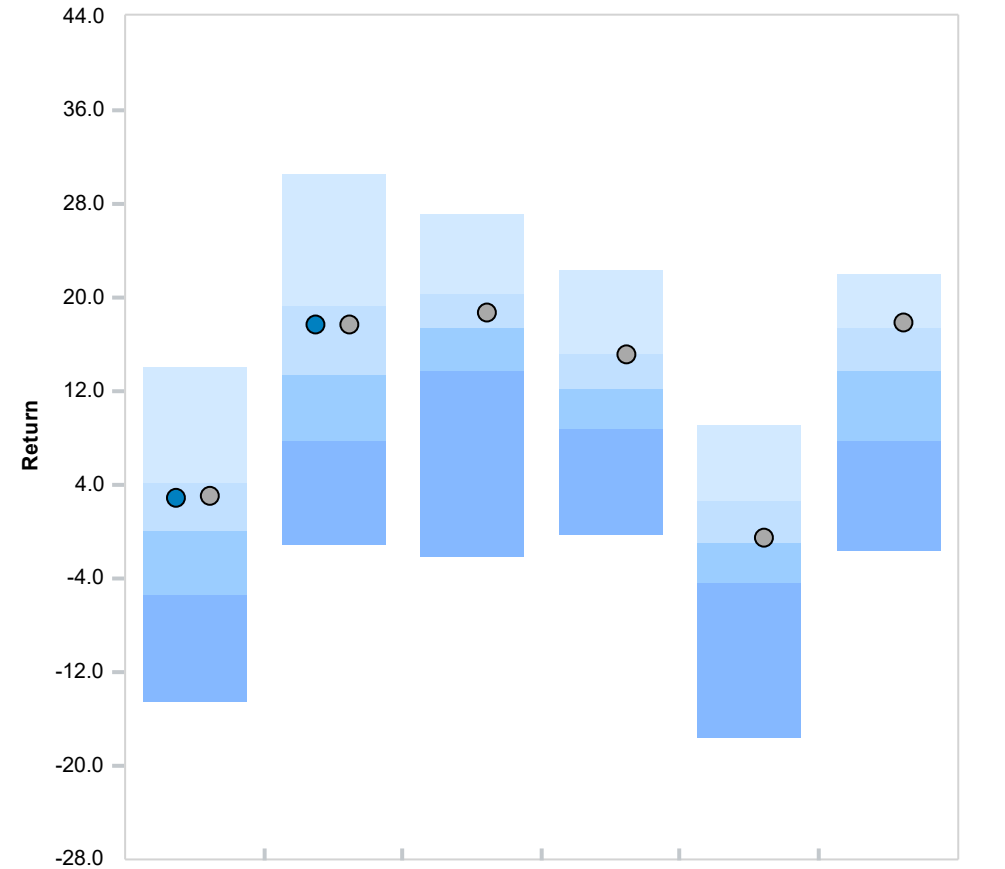
**Peer Group Analysis - IM U.S. Equity (MF)**



**Comparative Performance**

	1 Qtr Ending Dec-2019	1 Qtr Ending Sep-2019	1 Qtr Ending Jun-2019	1 Qtr Ending Mar-2019	1 Qtr Ending Dec-2018	1 Qtr Ending Sep-2018
Investment	8.95 (34)	1.09 (38)	4.09 (40)	14.04 (46)	-14.26 (41)	7.09 (30)
Index	9.00 (33)	1.11 (38)	4.08 (40)	14.06 (46)	-14.26 (41)	7.08 (30)
Median	7.91	0.38	3.52	13.62	-15.37	5.33

**Peer Group Analysis - IM U.S. Equity (MF)**





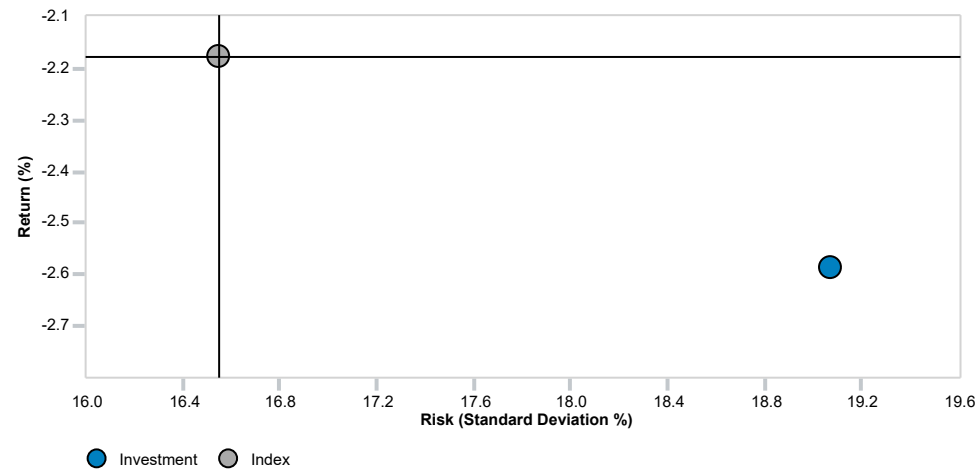
### Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	-2.59	19.07	-0.13	118.20	9	117.16	3
Index	-2.18	16.55	-0.15	100.00	9	100.00	3

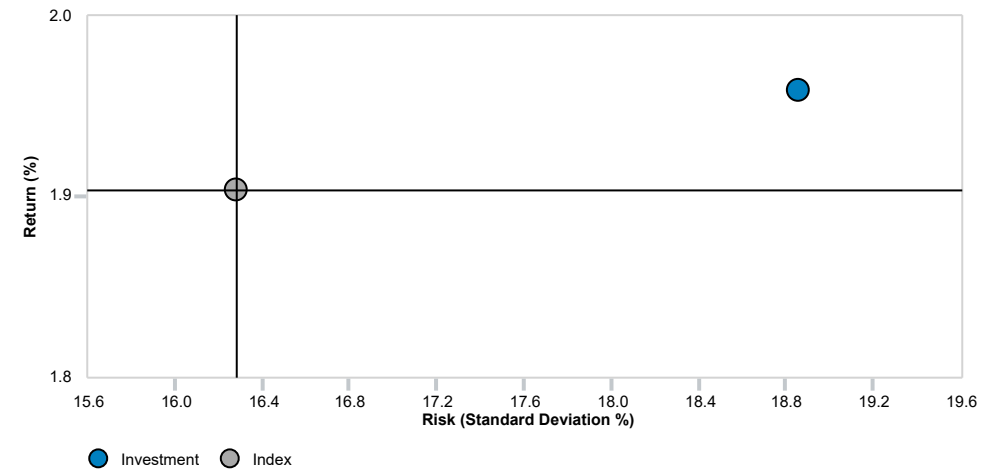
### Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	1.96	18.86	0.15	115.39	15	114.37	5
Index	1.90	16.29	0.14	100.00	16	100.00	4

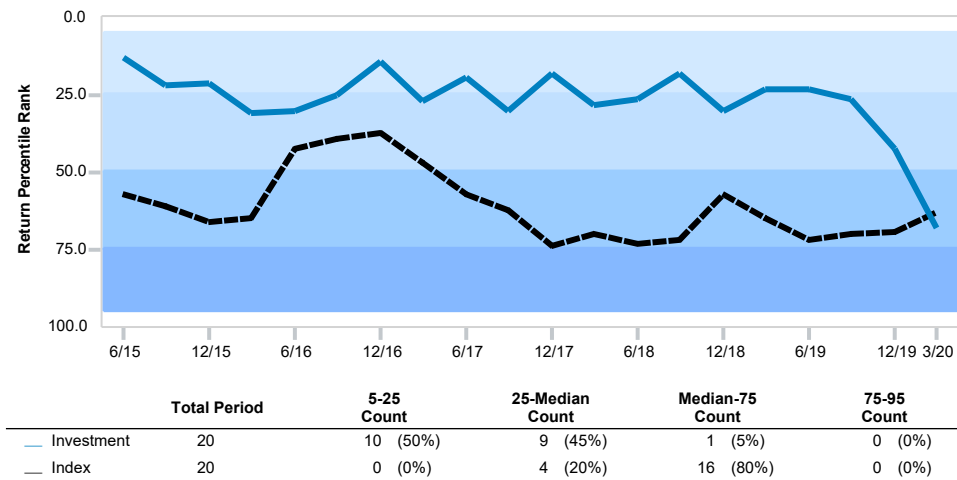
### Risk and Return 3 Years



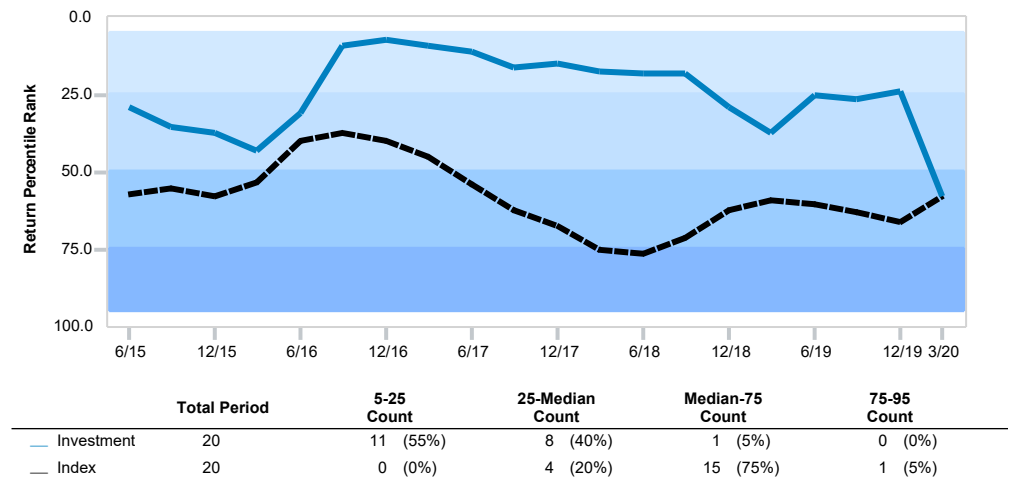
### Risk and Return 5 Years



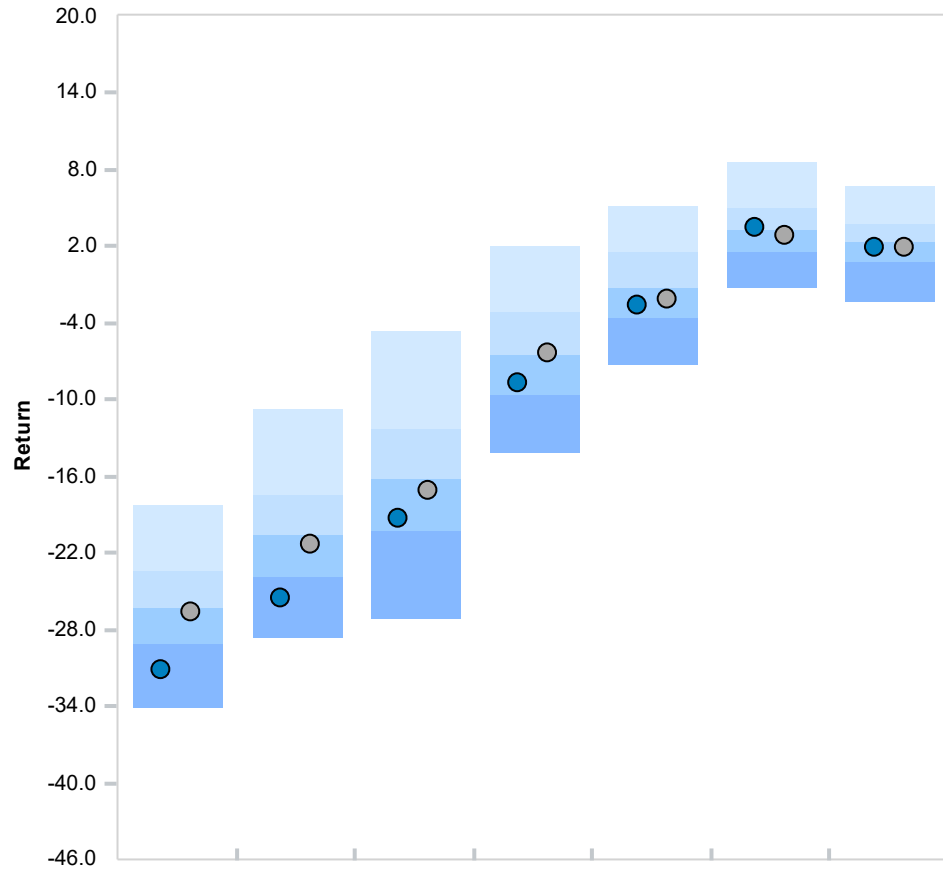
### 3 Year Rolling Percentile Rank IM U.S. Large Cap Value Equity (SA+CF)



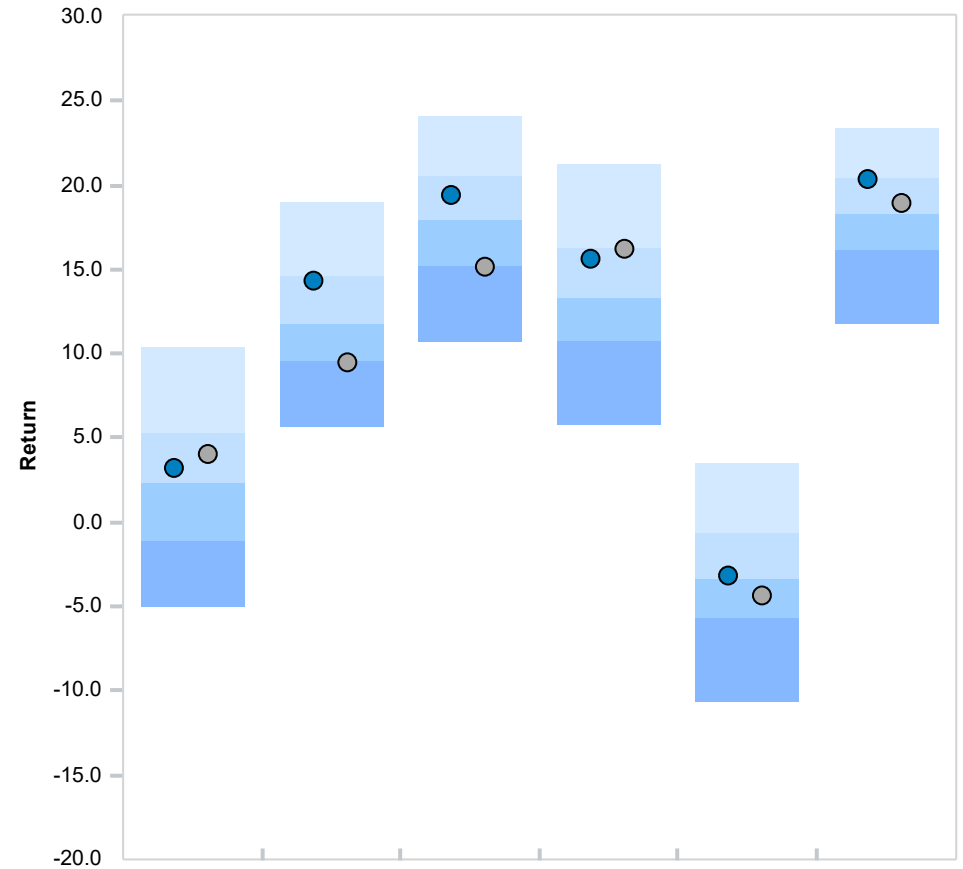
### 5 Year Rolling Percentile Rank IM U.S. Large Cap Value Equity (SA+CF)



Peer Group Analysis - IM U.S. Large Cap Value Equity (SA+CF)



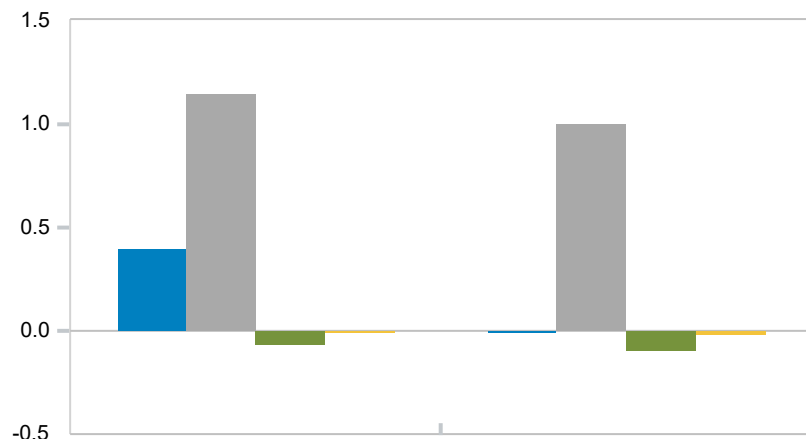
Peer Group Analysis - IM U.S. Large Cap Value Equity (SA+CF)



Comparative Performance

	1 Qtr Ending Dec-2019	1 Qtr Ending Sep-2019	1 Qtr Ending Jun-2019	1 Qtr Ending Mar-2019	1 Qtr Ending Dec-2018	1 Qtr Ending Sep-2018
Investment	8.10 (45)	2.78 (21)	5.51 (13)	10.79 (70)	-14.10 (62)	6.10 (41)
Index	7.41 (60)	1.36 (60)	3.84 (53)	11.93 (45)	-11.72 (31)	5.70 (51)
Median	7.90	1.67	3.96	11.74	-13.40	5.71

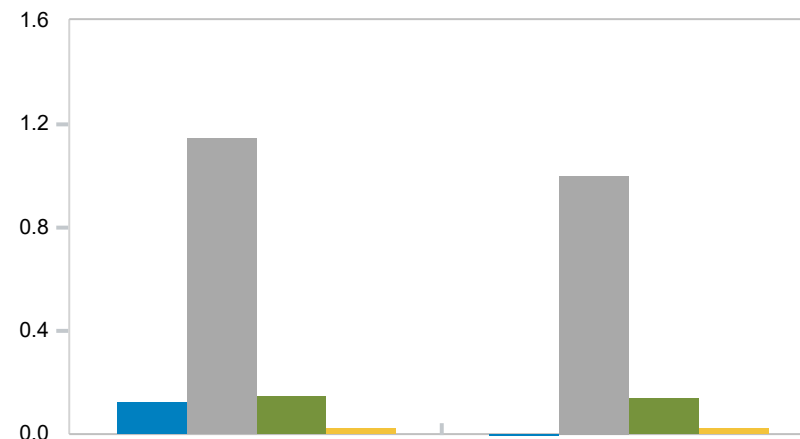
## Risk / Reward Historical Statistics 3 Years Ending March 31, 2020



	Boston LCV	Russell 1000 Value Index
Alpha	0.39	0.00
Beta	1.14	1.00
Sharpe Ratio	-0.06	-0.09
Treynor Ratio	-0.01	-0.02

Alpha  
Beta  
Sharpe Ratio  
Treynor Ratio

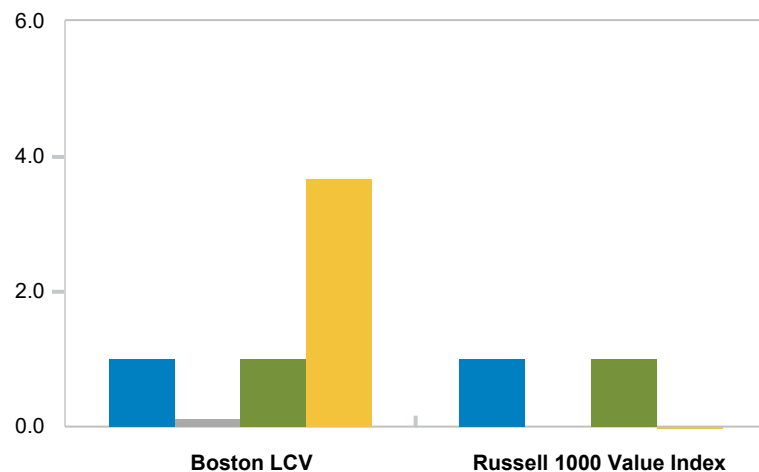
## Risk / Reward Historical Statistics 5 Years Ending March 31, 2020



	Boston LCV	Russell 1000 Value Index
Alpha	0.13	0.00
Beta	1.15	1.00
Sharpe Ratio	0.15	0.14
Treynor Ratio	0.02	0.02

Alpha  
Beta  
Sharpe Ratio  
Treynor Ratio

## Benchmark Relative Historical Statistics 3 Years Ending March 31, 2020

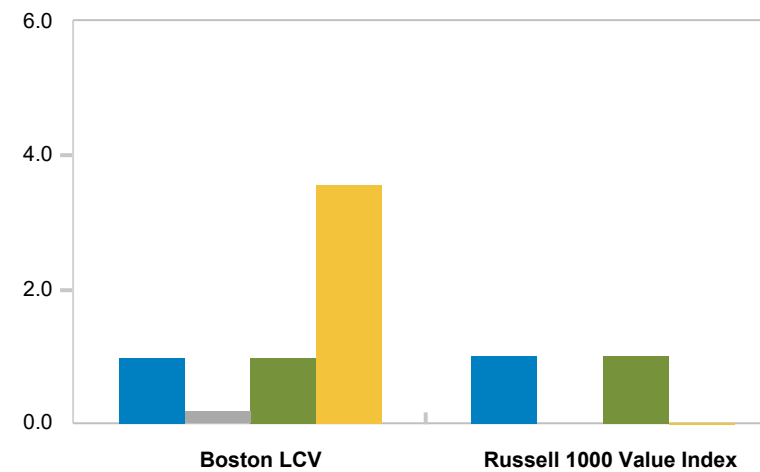


Actual Correlation  
Information Ratio  
R-Squared  
Tracking Error

0.99  
0.10  
0.99  
3.69

1.00  
N/A  
1.00  
0.00

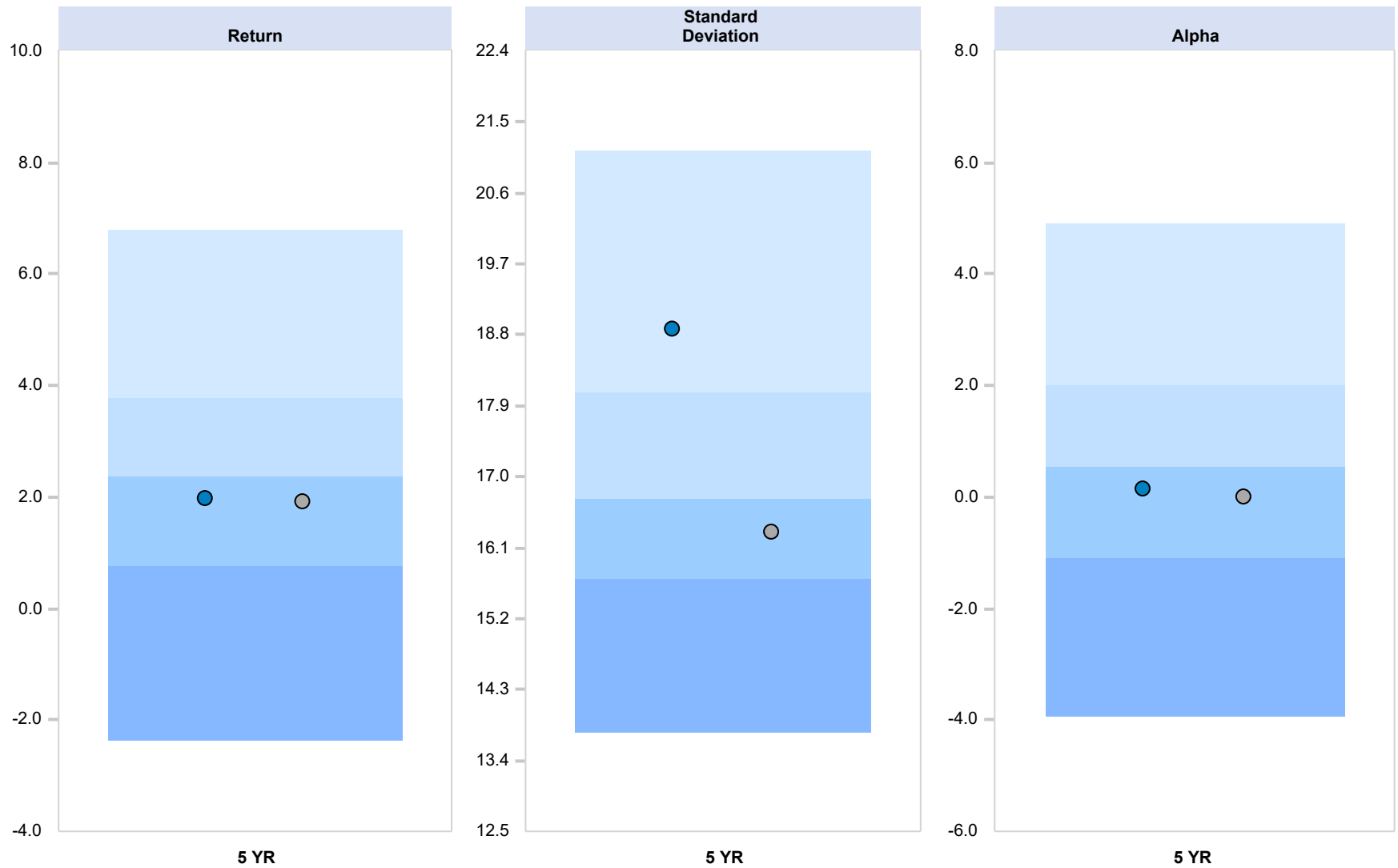
## Benchmark Relative Historical Statistics 5 Years Ending March 31, 2020



Actual Correlation  
Information Ratio  
R-Squared  
Tracking Error

0.99  
0.17  
0.98  
3.58

1.00  
N/A  
1.00  
0.00



● Boston LCV  
● Russell 1000 Value Index

5th Percentile  
1st Quartile  
Median  
3rd Quartile  
95th Percentile

1.96 (58)  
1.90 (58)  
6.79  
3.78  
2.38  
0.75  
-2.36

18.86 (18)  
16.29 (60)  
21.15  
18.08  
16.71  
15.70  
13.75

0.13 (57)  
0.00 (58)  
4.89  
1.99  
0.55  
-1.08  
-3.94

Parentheses contain percentile rankings.  
Calculation based on quarterly periodicity.



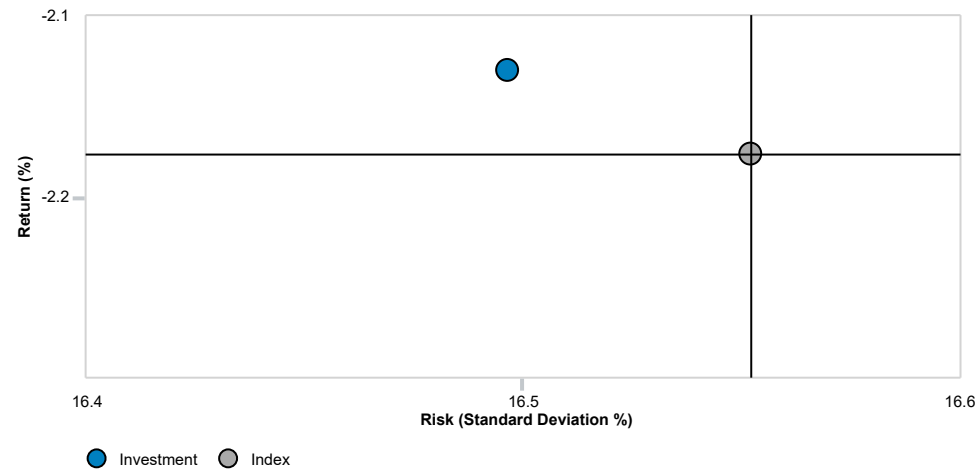
### Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	-2.13	16.50	-0.15	99.82	9	99.64	3
Index	-2.18	16.55	-0.15	100.00	9	100.00	3

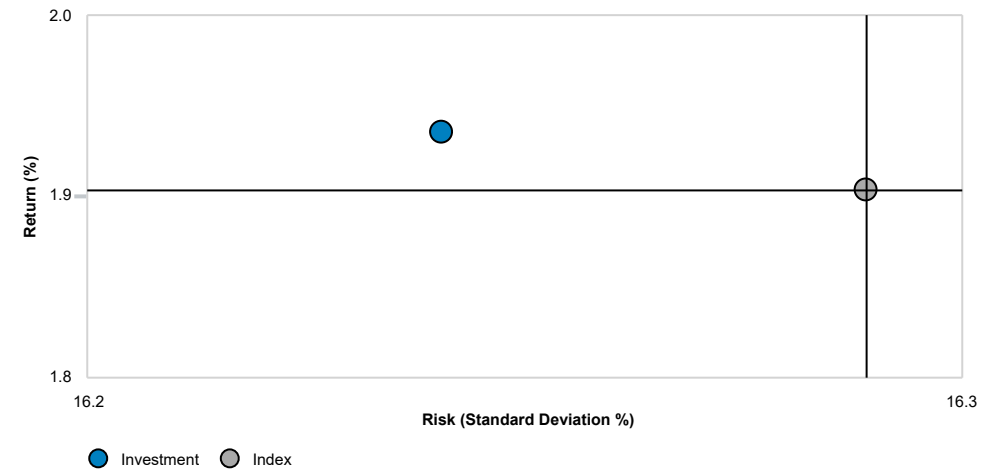
### Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	1.94	16.24	0.14	99.89	16	99.63	4
Index	1.90	16.29	0.14	100.00	16	100.00	4

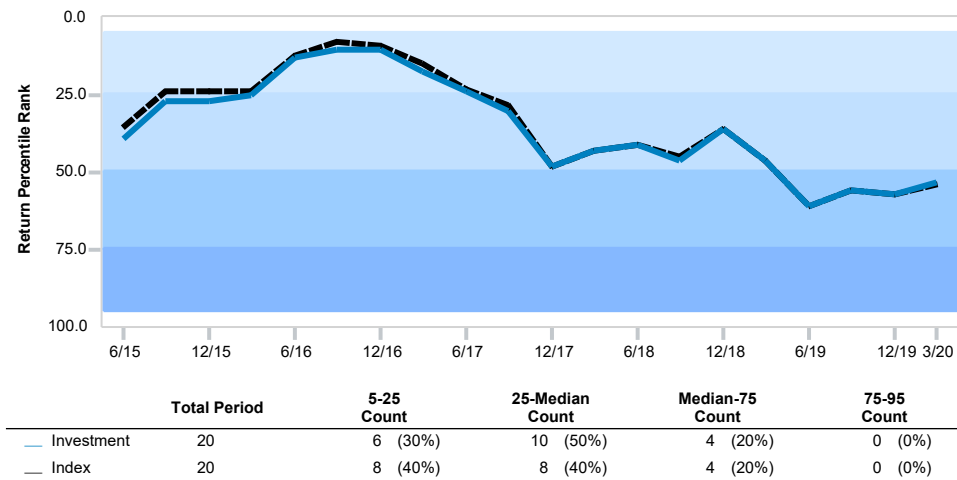
### Risk and Return 3 Years



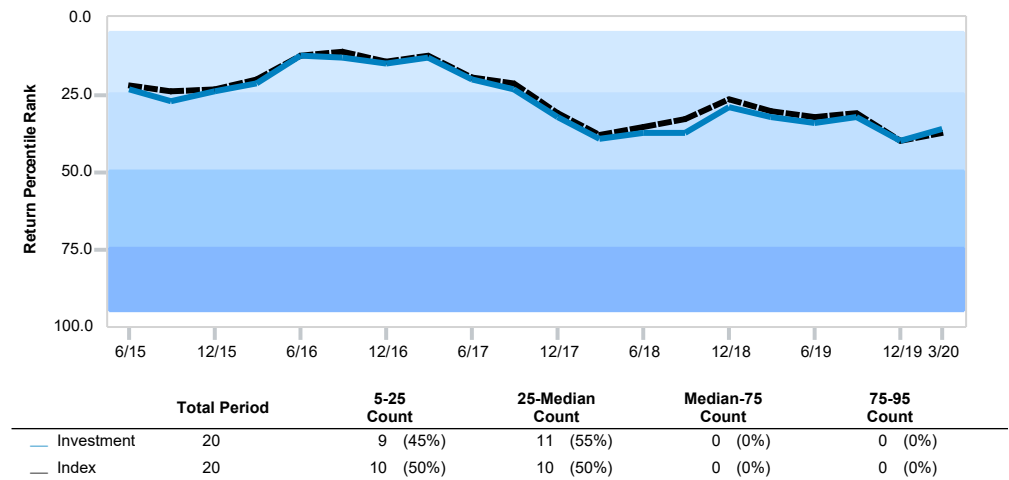
### Risk and Return 5 Years



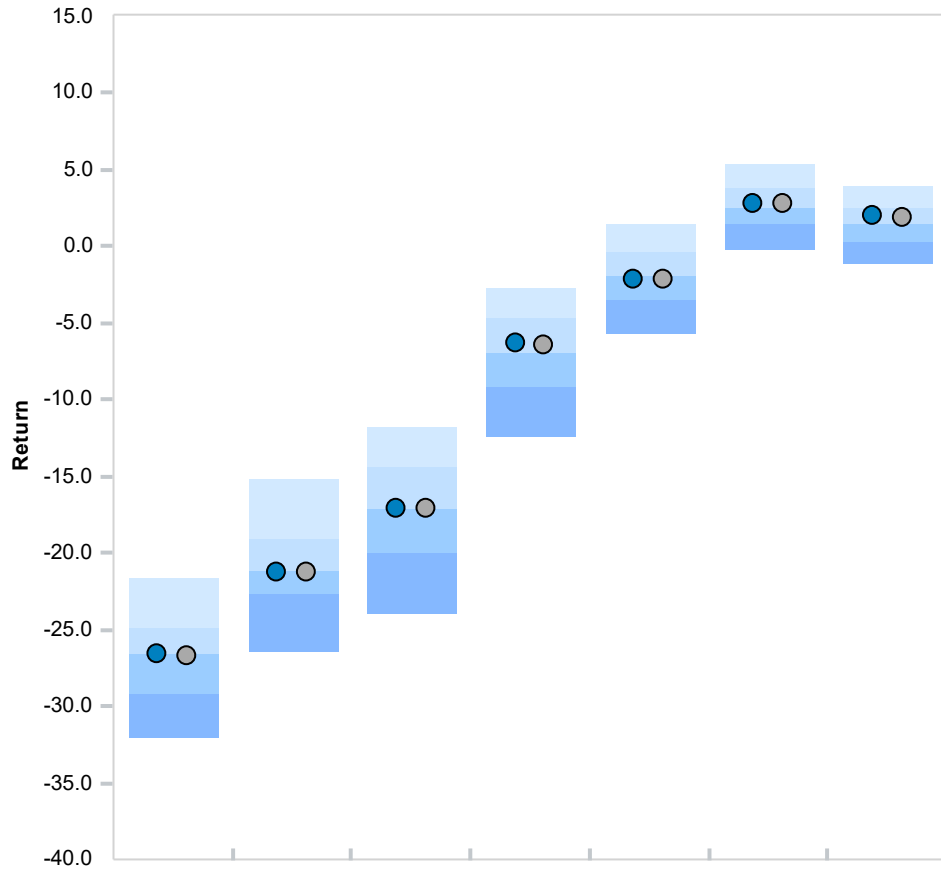
### 3 Year Rolling Percentile Rank IM U.S. Large Cap Value Equity (MF)



### 5 Year Rolling Percentile Rank IM U.S. Large Cap Value Equity (MF)



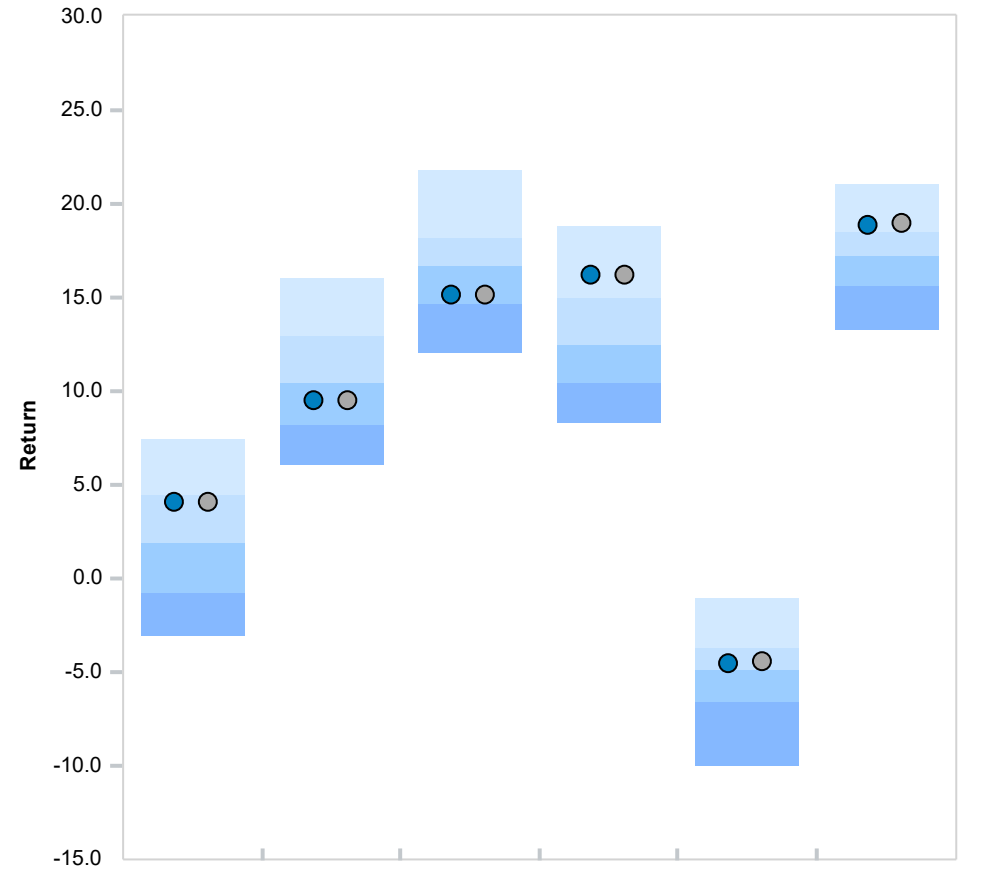
Peer Group Analysis - IM U.S. Large Cap Value Equity (MF)



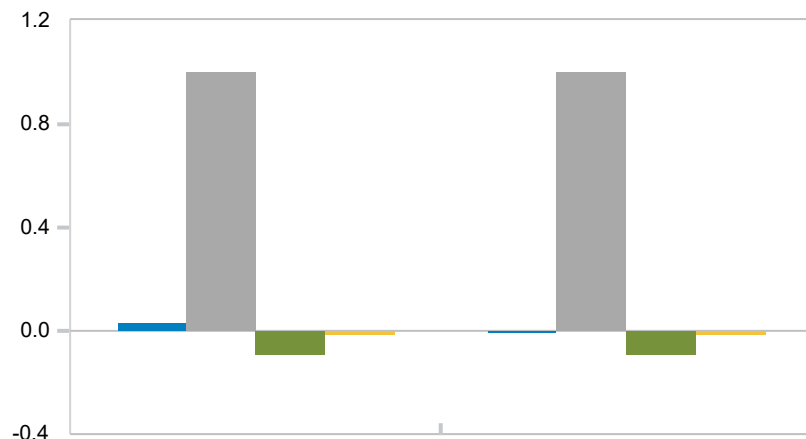
Comparative Performance

	1 Qtr Ending Dec-2019	1 Qtr Ending Sep-2019	1 Qtr Ending Jun-2019	1 Qtr Ending Mar-2019	1 Qtr Ending Dec-2018	1 Qtr Ending Sep-2018
Investment	7.39 (56)	1.36 (53)	3.85 (39)	11.91 (41)	-11.68 (29)	5.71 (57)
Index	7.41 (55)	1.36 (53)	3.84 (39)	11.93 (40)	-11.72 (29)	5.70 (57)
Median	7.57	1.41	3.49	11.58	-12.92	5.95

Peer Group Analysis - IM U.S. Large Cap Value Equity (MF)

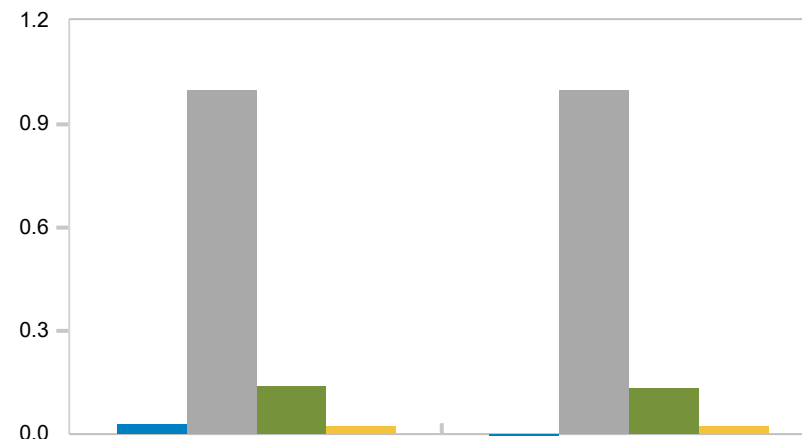


Risk / Reward Historical Statistics 3 Years Ending March 31, 2020



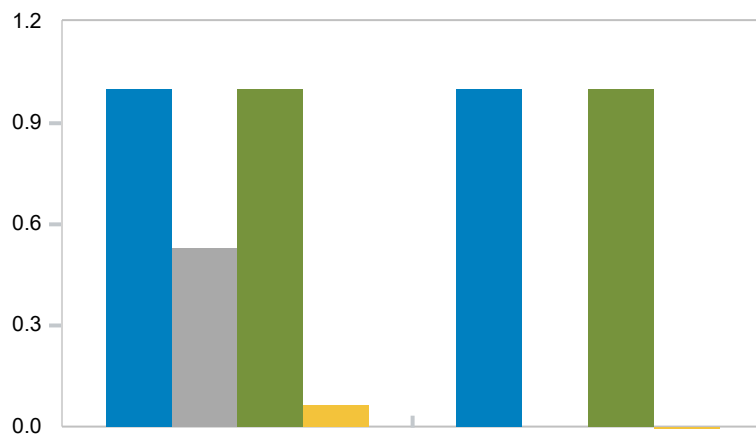
	Rhumbline LCV	Russell 1000 Value Index
Alpha	0.03	0.00
Beta	1.00	1.00
Sharpe Ratio	-0.09	-0.09
Treynor Ratio	-0.02	-0.02

Risk / Reward Historical Statistics 5 Years Ending March 31, 2020



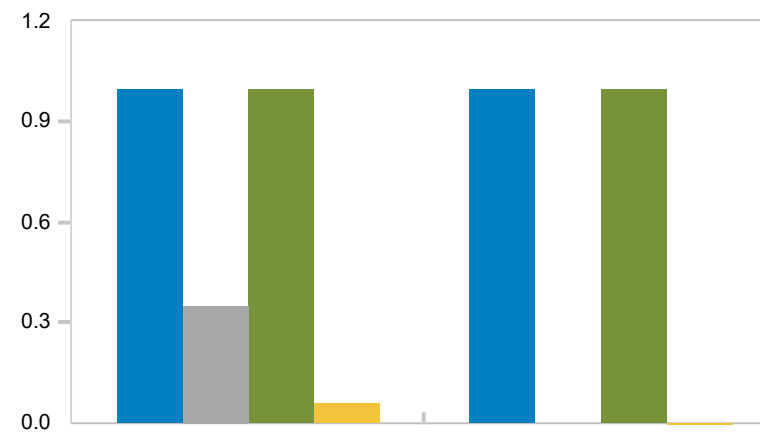
	Rhumbline LCV	Russell 1000 Value Index
Alpha	0.03	0.00
Beta	1.00	1.00
Sharpe Ratio	0.14	0.14
Treynor Ratio	0.02	0.02

Benchmark Relative Historical Statistics 3 Years Ending March 31, 2020



	Rhumbline LCV	Russell 1000 Value Index
Actual Correlation	1.00	1.00
Information Ratio	0.53	N/A
R-Squared	1.00	1.00
Tracking Error	0.06	0.00

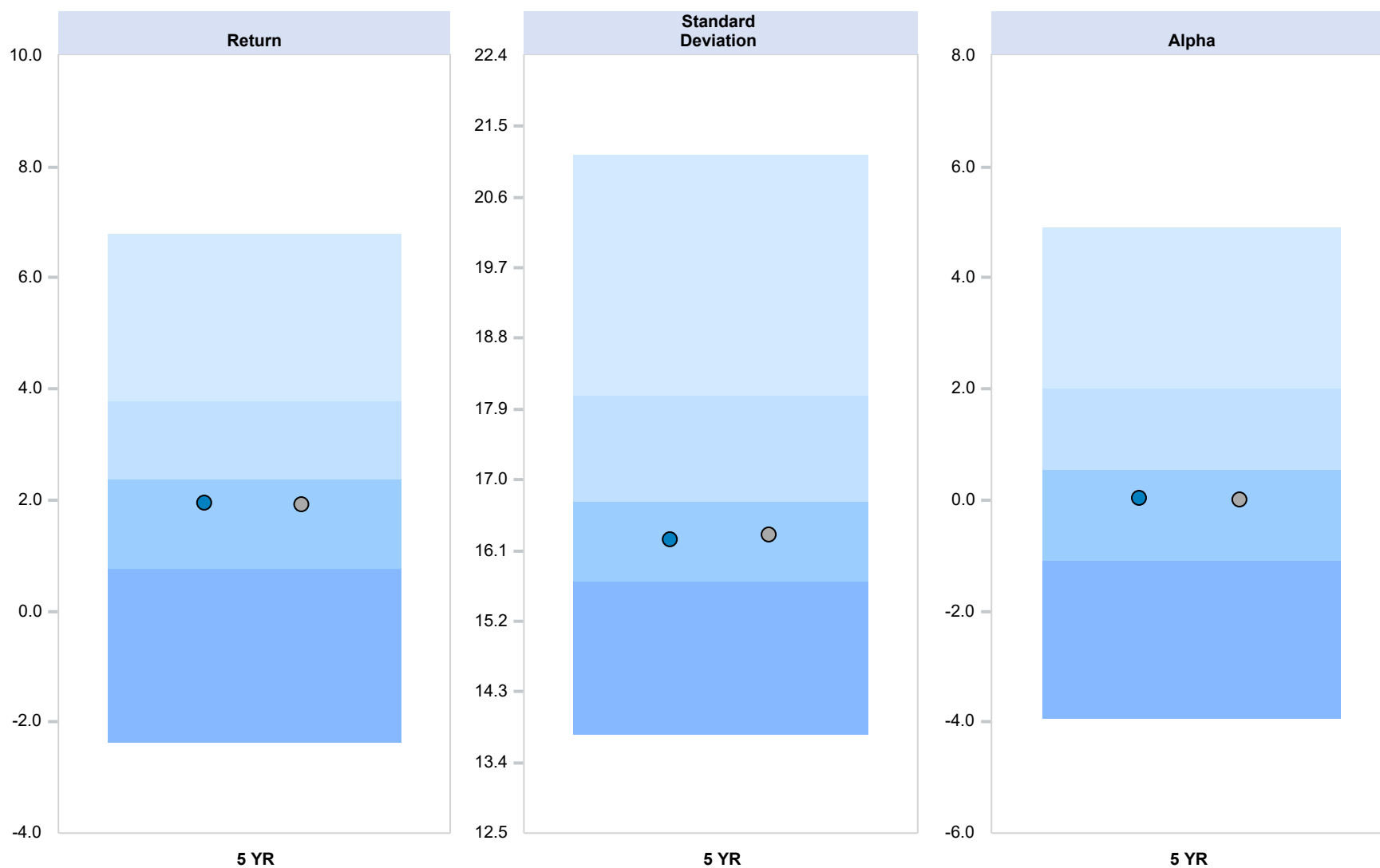
Benchmark Relative Historical Statistics 5 Years Ending March 31, 2020



	Rhumbline LCV	Russell 1000 Value Index
Actual Correlation	1.00	1.00
Information Ratio	0.35	N/A
R-Squared	1.00	1.00
Tracking Error	0.06	0.00

Benchmark: Russell 1000 Value Index





● Rhumblin LCV  
● Russell 1000 Value Index

5th Percentile  
1st Quartile  
Median  
3rd Quartile  
95th Percentile

1.94 (58)  
1.90 (58)  
6.79  
3.78  
2.38  
0.75  
-2.36

16.24 (61)  
16.29 (60)  
21.15  
18.08  
16.71  
15.70  
13.75

0.03 (58)  
0.00 (58)  
4.89  
1.99  
0.55  
-1.08  
-3.94

Parentheses contain percentile rankings.  
Calculation based on quarterly periodicity.





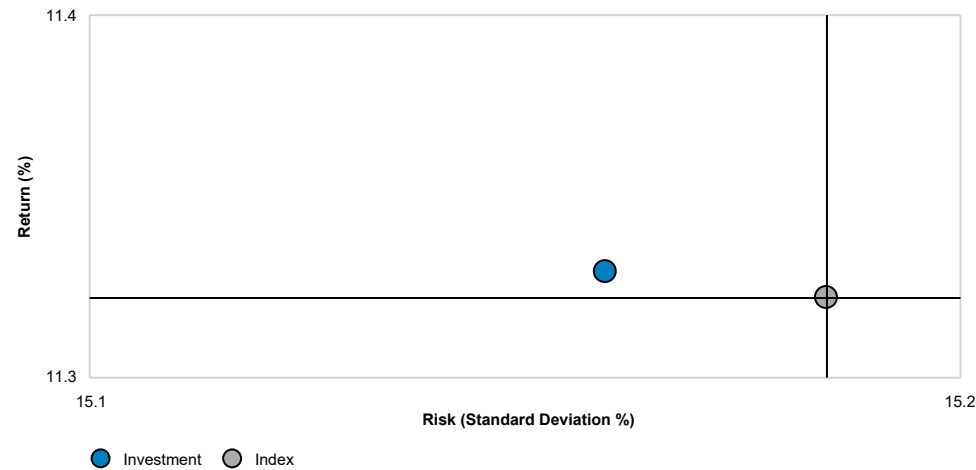
### Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	11.33	15.16	0.67	99.91	10	99.83	2
Index	11.32	15.18	0.67	100.00	10	100.00	2

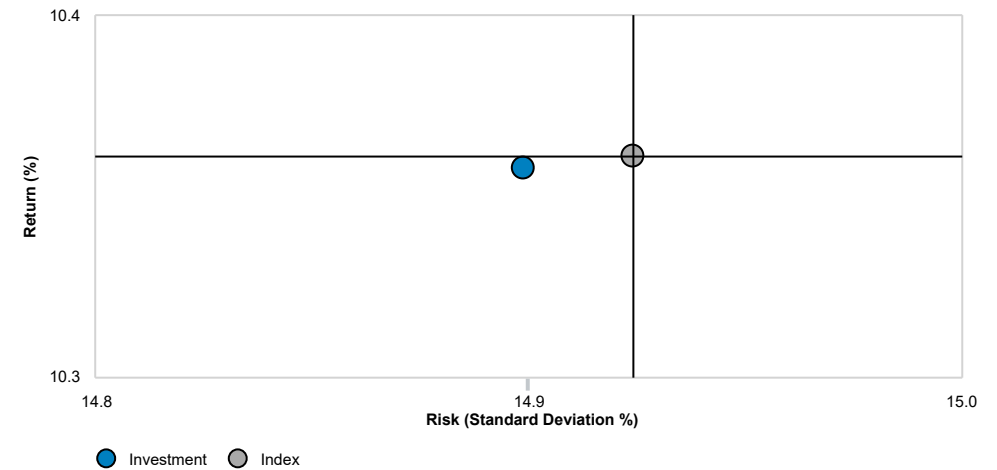
### Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	10.36	14.90	0.67	99.86	17	99.74	3
Index	10.36	14.92	0.67	100.00	17	100.00	3

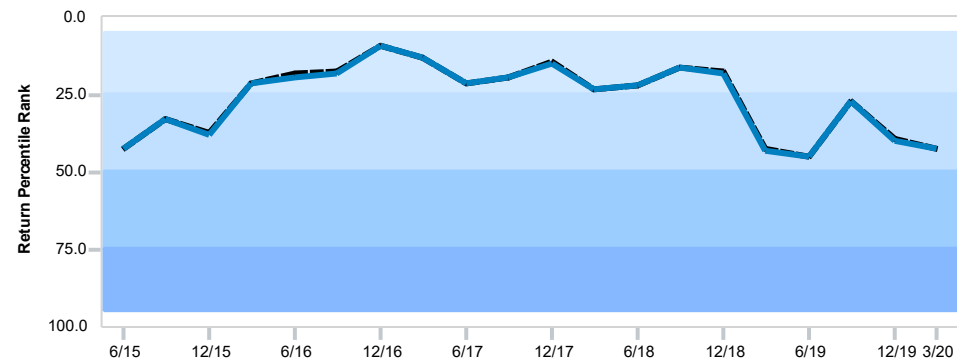
### Risk and Return 3 Years



### Risk and Return 5 Years

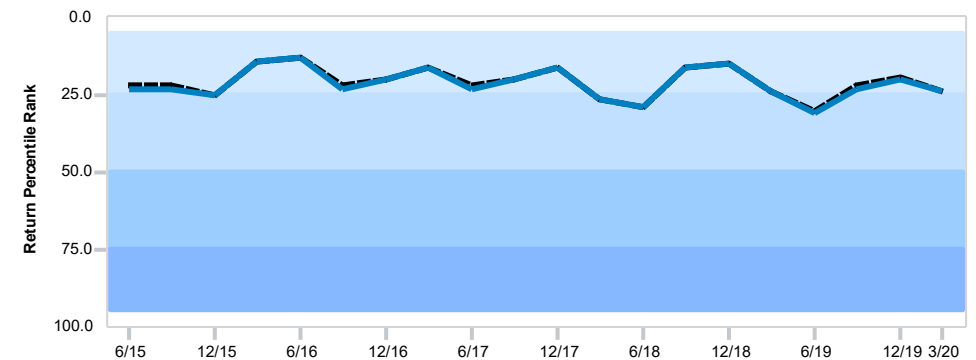


### 3 Year Rolling Percentile Rank IM U.S. Large Cap Growth Equity (MF)



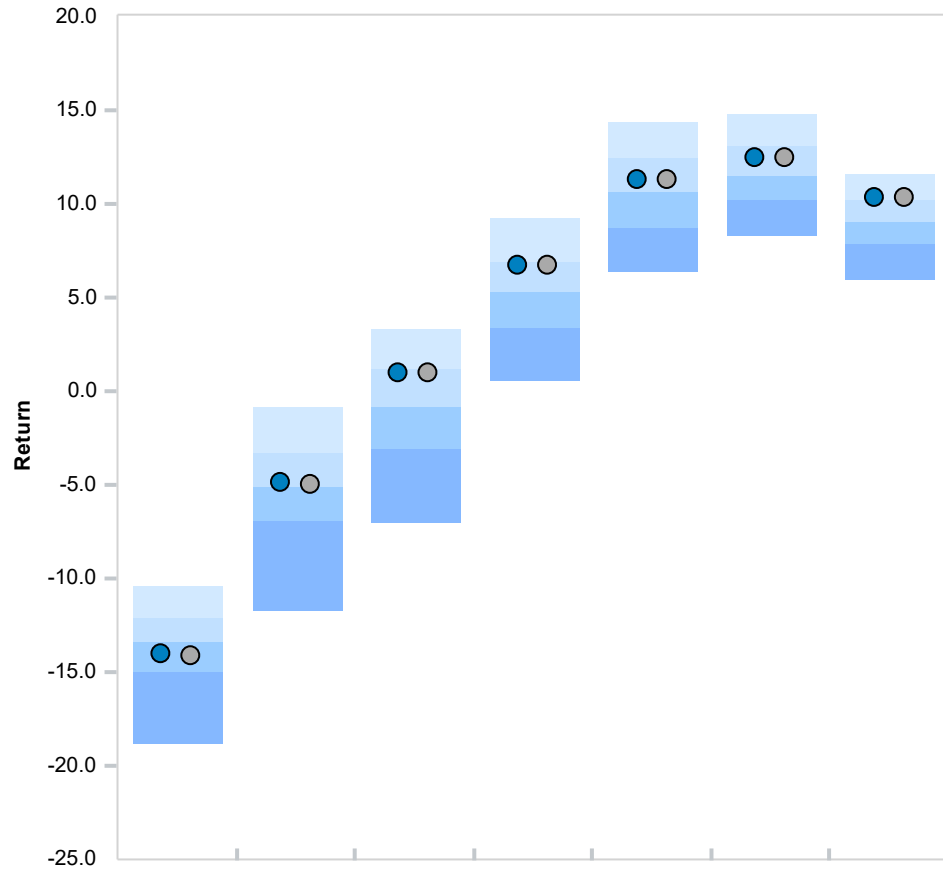
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	12 (60%)	8 (40%)	0 (0%)	0 (0%)
Index	20	12 (60%)	8 (40%)	0 (0%)	0 (0%)

### 5 Year Rolling Percentile Rank IM U.S. Large Cap Growth Equity (MF)



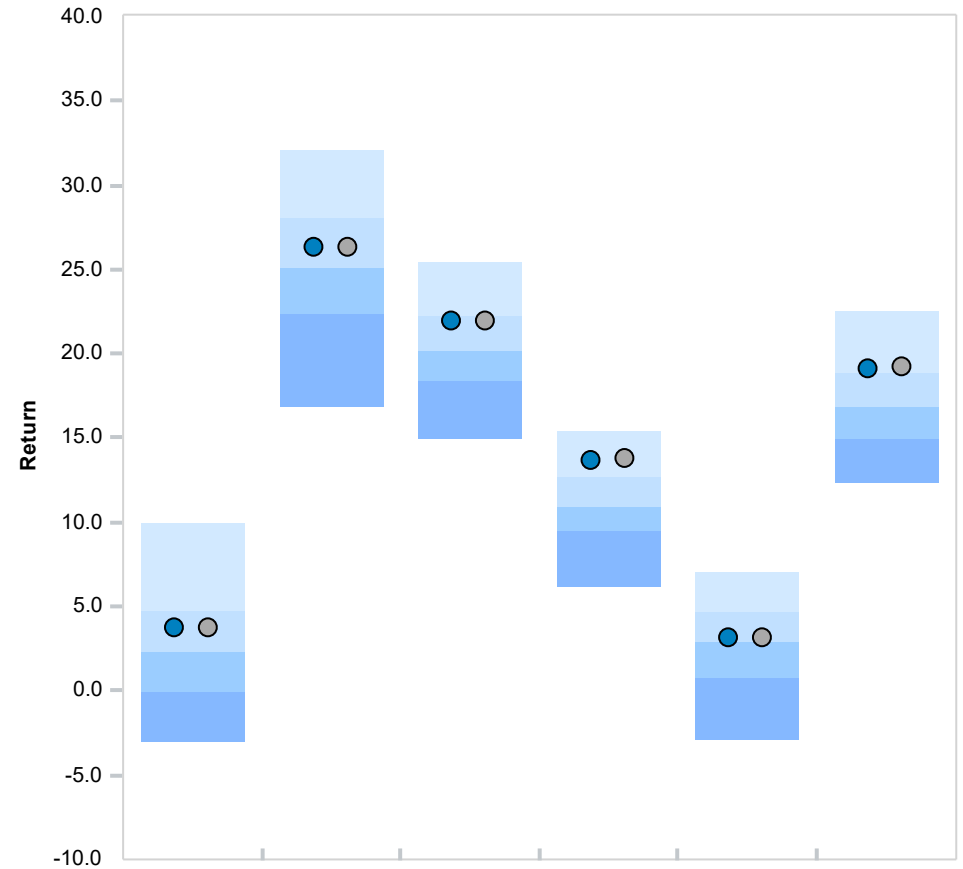
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	17 (85%)	3 (15%)	0 (0%)	0 (0%)
Index	20	17 (85%)	3 (15%)	0 (0%)	0 (0%)

Peer Group Analysis - IM U.S. Large Cap Growth Equity (MF)



	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR
Investment	-14.03 (63)	-4.92 (46)	0.97 (27)	6.69 (29)	11.33 (42)	12.41 (36)	10.36 (24)
Index	-14.10 (64)	-4.98 (48)	0.91 (28)	6.67 (29)	11.32 (42)	12.41 (36)	10.36 (24)
Median	-13.43	-5.12	-0.82	5.37	10.65	11.53	9.07

Peer Group Analysis - IM U.S. Large Cap Growth Equity (MF)

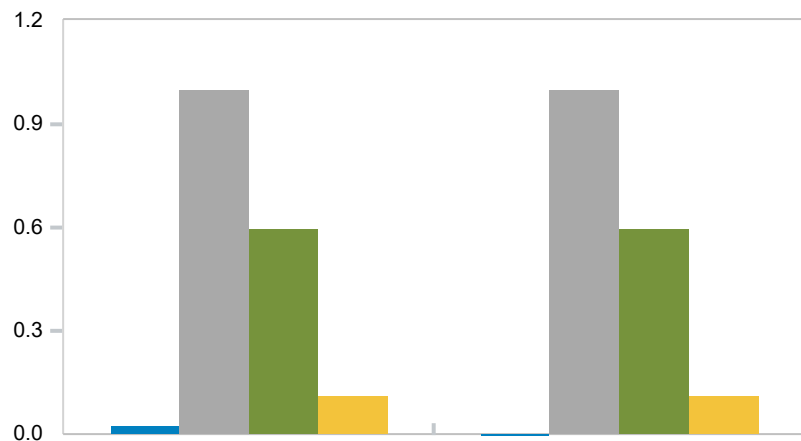


	Oct-2018 To Sep-2019	Oct-2017 To Sep-2018	Oct-2016 To Sep-2017	Oct-2015 To Sep-2016	Oct-2014 To Sep-2015	Oct-2013 To Sep-2014
Investment	3.71 (33)	26.25 (39)	21.93 (28)	13.70 (18)	3.17 (44)	19.11 (23)
Index	3.71 (33)	26.30 (38)	21.94 (28)	13.76 (18)	3.17 (44)	19.15 (22)
Median	2.32	25.06	20.13	10.96	2.84	16.89

Comparative Performance

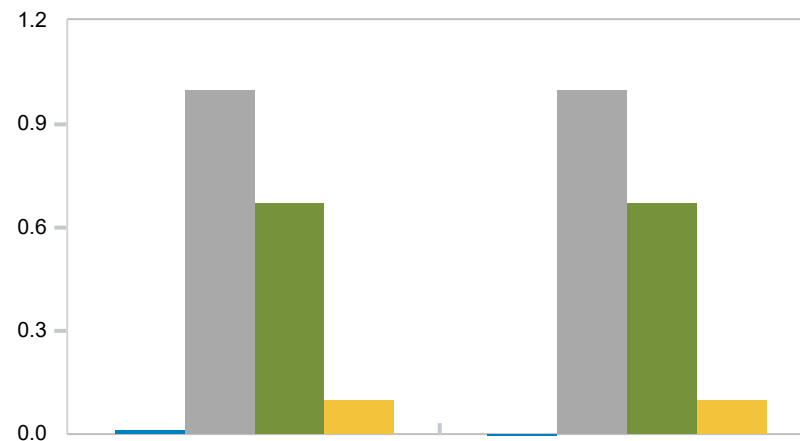
	1 Qtr Ending Dec-2019	1 Qtr Ending Sep-2019	1 Qtr Ending Jun-2019	1 Qtr Ending Mar-2019	1 Qtr Ending Dec-2018	1 Qtr Ending Sep-2018
Investment	10.60 (28)	1.49 (16)	4.63 (56)	16.09 (56)	-15.87 (53)	9.16 (12)
Index	10.62 (27)	1.49 (16)	4.64 (56)	16.10 (55)	-15.89 (53)	9.17 (11)
Median	9.69	-0.01	4.76	16.25	-15.76	7.78

### Risk / Reward Historical Statistics 3 Years Ending March 31, 2020



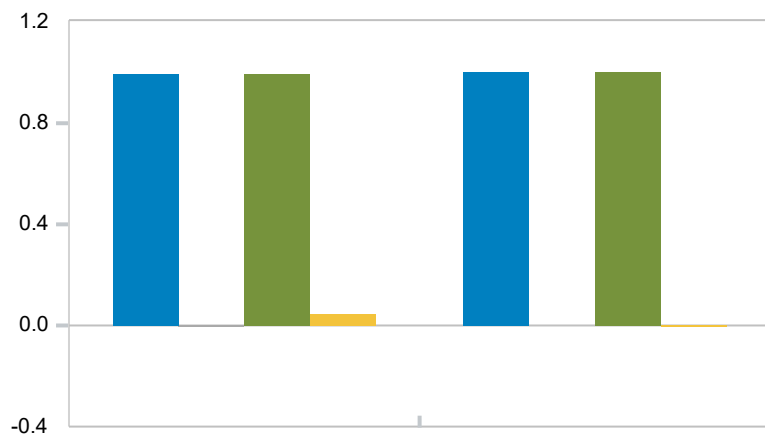
Alpha	0.02	0.00
Beta	1.00	1.00
Sharpe Ratio	0.60	0.60
Treynor Ratio	0.11	0.11

### Risk / Reward Historical Statistics 5 Years Ending March 31, 2020



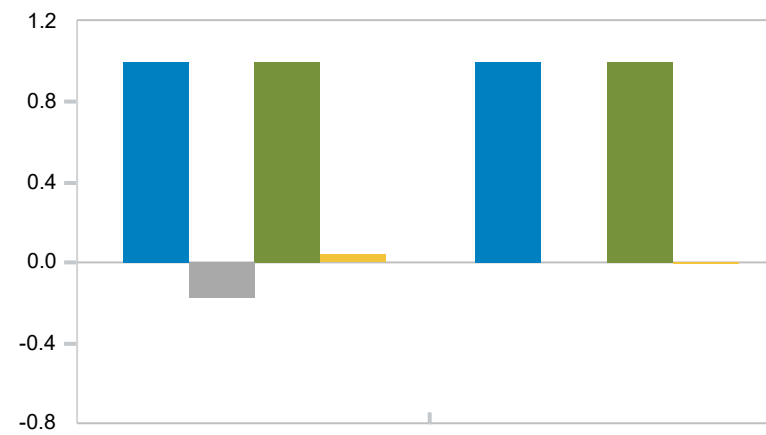
Alpha	0.01	0.00
Beta	1.00	1.00
Sharpe Ratio	0.67	0.67
Treynor Ratio	0.10	0.10

### Benchmark Relative Historical Statistics 3 Years Ending March 31, 2020



Actual Correlation	1.00	1.00
Information Ratio	-0.01	N/A
R-Squared	1.00	1.00
Tracking Error	0.04	0.00

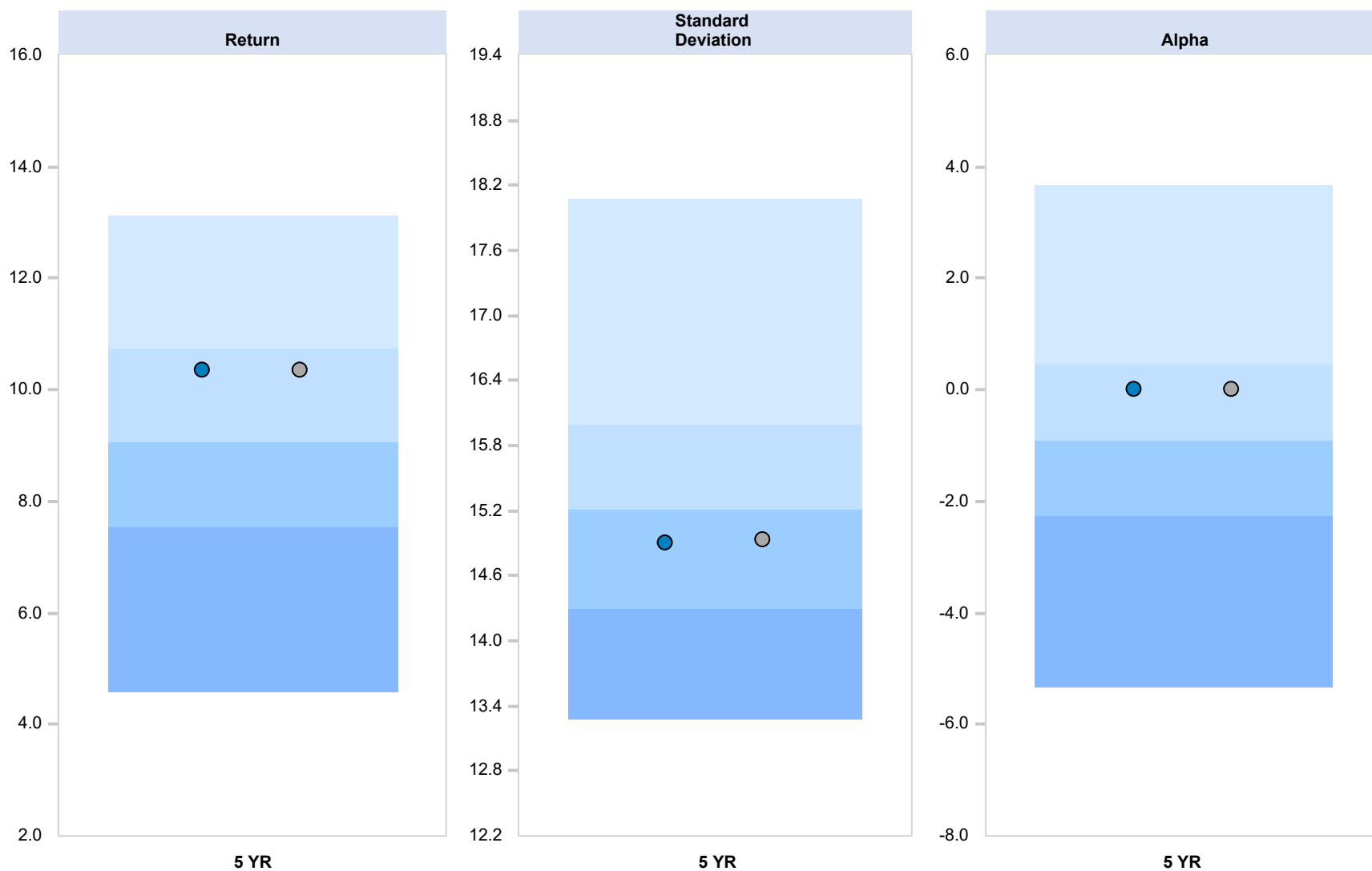
### Benchmark Relative Historical Statistics 5 Years Ending March 31, 2020



Actual Correlation	1.00	1.00
Information Ratio	-0.18	N/A
R-Squared	1.00	1.00
Tracking Error	0.04	0.00

Benchmark: Russell 1000 Growth Index





● Rhumblin LCG  
● Russell 1000 Growth Index

5th Percentile	13.13	18.07	3.67
1st Quartile	10.76	15.99	0.46
Median	9.07	15.20	-0.93
3rd Quartile	7.55	14.30	-2.27
95th Percentile	4.58	13.27	-5.32

Parentheses contain percentile rankings.  
Calculation based on quarterly periodicity.



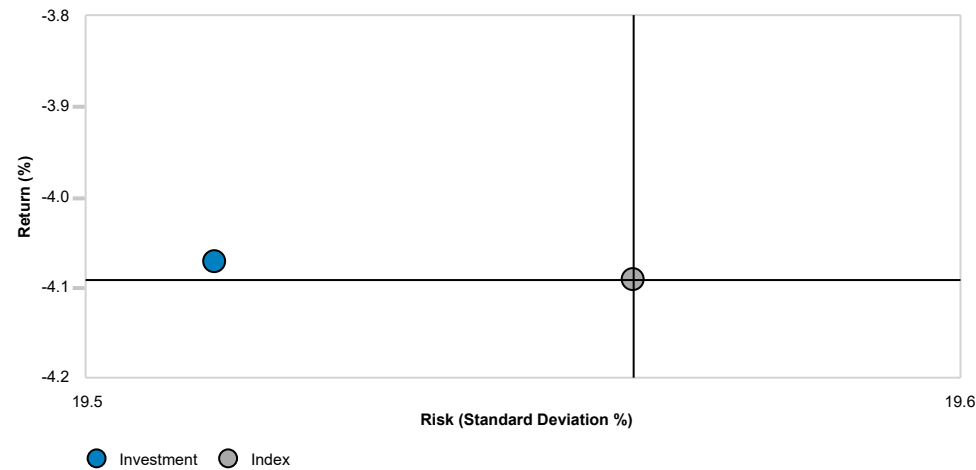
### Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	-4.07	19.51	-0.20	99.81	8	99.80	4
Index	-4.09	19.56	-0.20	100.00	8	100.00	4

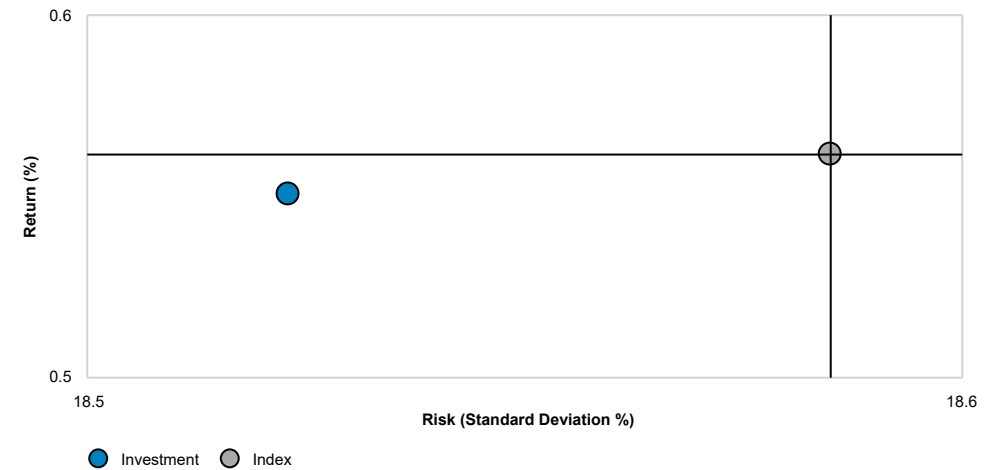
### Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	0.55	18.52	0.07	99.52	14	99.64	6
Index	0.56	18.59	0.07	100.00	14	100.00	6

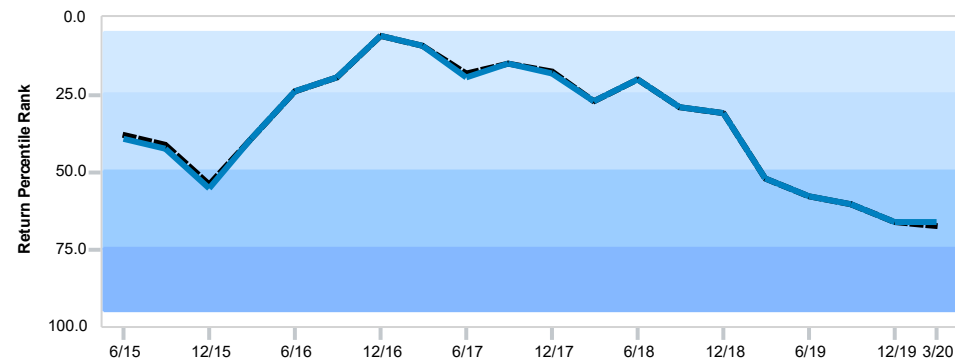
### Risk and Return 3 Years



### Risk and Return 5 Years

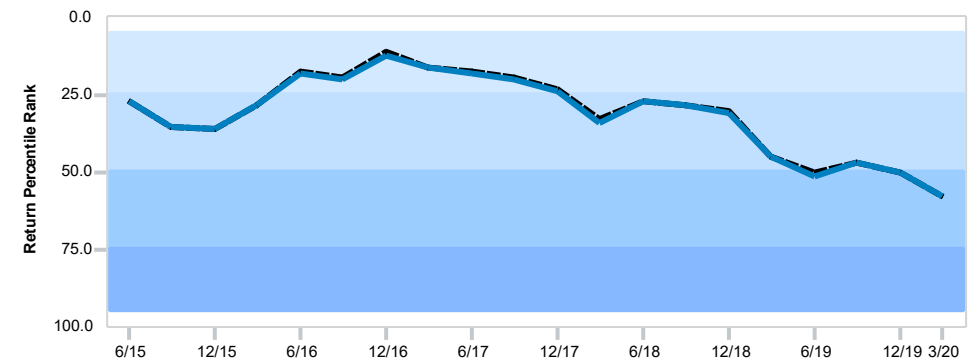


### 3 Year Rolling Percentile Rank IM U.S. Mid Cap Equity (MF)



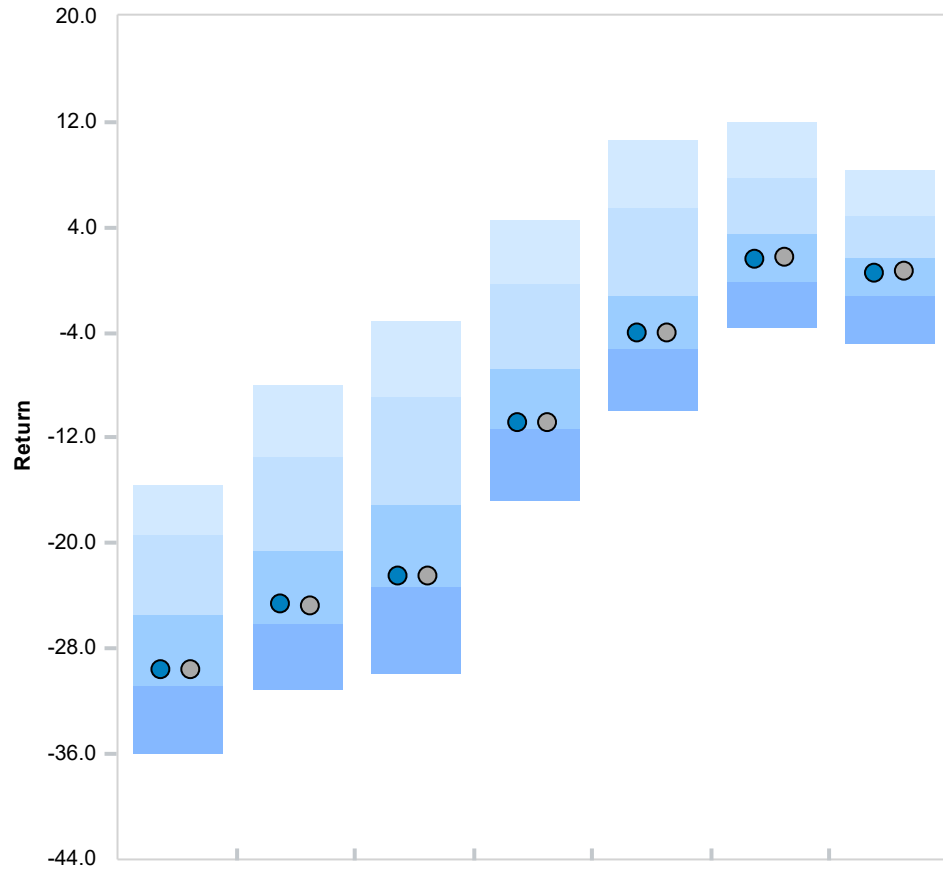
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	8 (40%)	6 (30%)	6 (30%)	0 (0%)
Index	20	8 (40%)	6 (30%)	6 (30%)	0 (0%)

### 5 Year Rolling Percentile Rank IM U.S. Mid Cap Equity (MF)

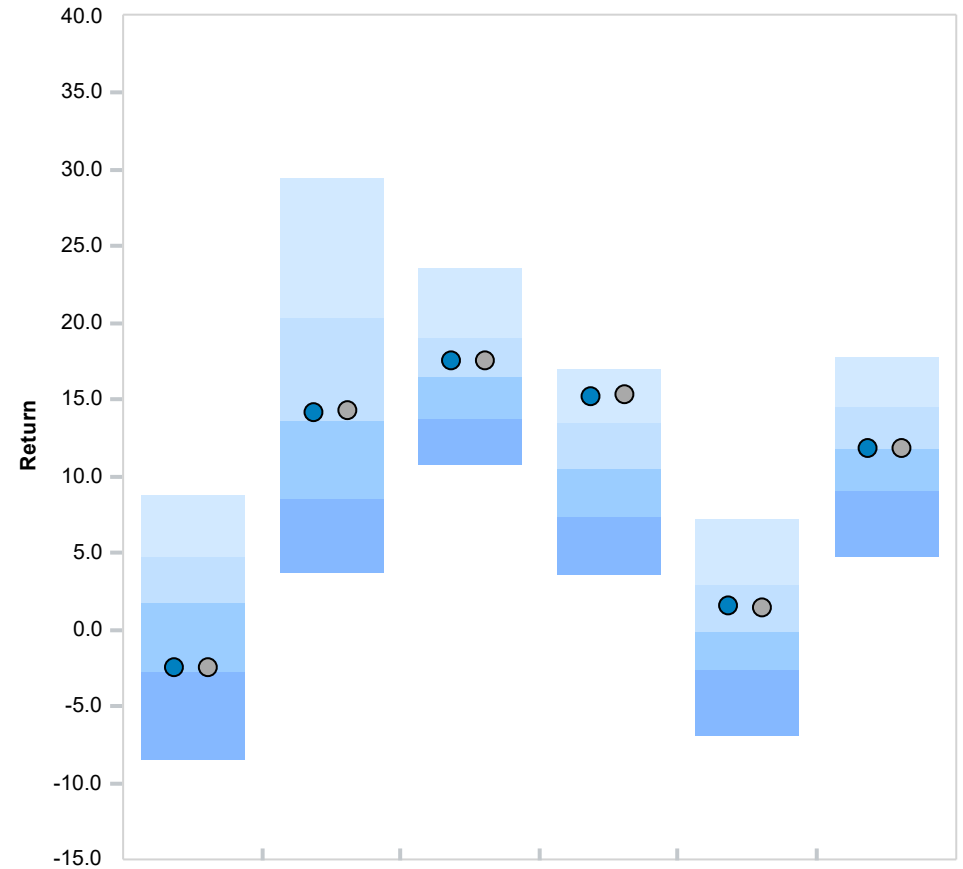


	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	7 (35%)	11 (55%)	2 (10%)	0 (0%)
Index	20	7 (35%)	12 (60%)	1 (5%)	0 (0%)

Peer Group Analysis - IM U.S. Mid Cap Equity (MF)



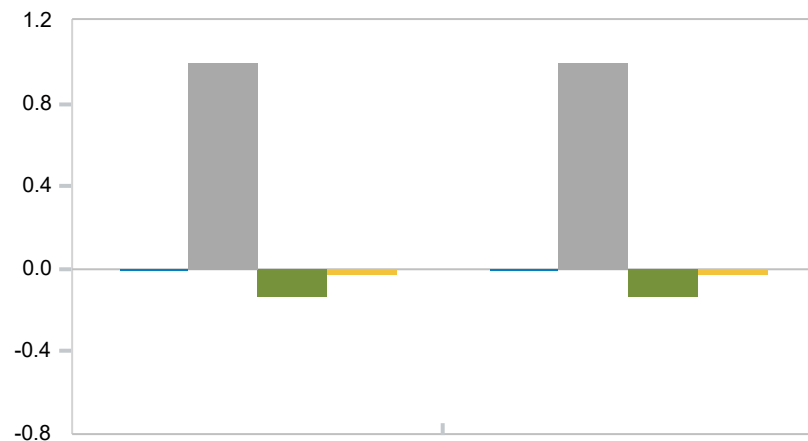
Peer Group Analysis - IM U.S. Mid Cap Equity (MF)



Comparative Performance

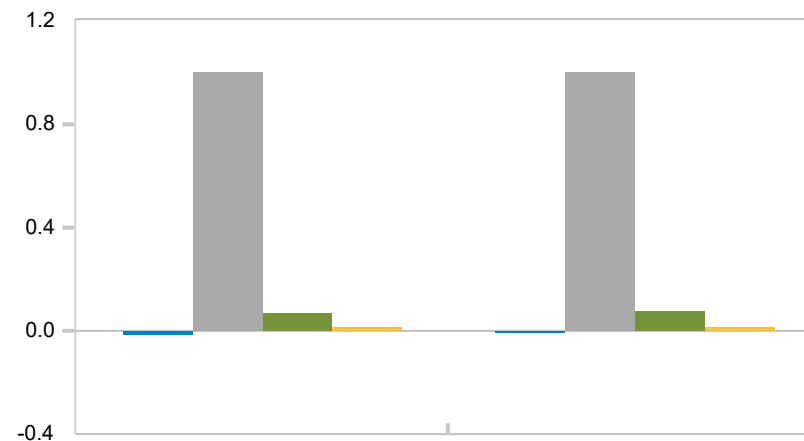
	1 Qtr Ending Dec-2019	1 Qtr Ending Sep-2019	1 Qtr Ending Jun-2019	1 Qtr Ending Mar-2019	1 Qtr Ending Dec-2018	1 Qtr Ending Sep-2018
Investment	7.03 (49)	-0.10 (52)	3.05 (76)	14.45 (67)	-17.24 (62)	3.85 (63)
Index	7.06 (48)	-0.09 (52)	3.05 (76)	14.49 (66)	-17.28 (63)	3.86 (63)
Median	6.98	0.07	4.65	15.71	-16.60	4.68

## Risk / Reward Historical Statistics 3 Years Ending March 31, 2020



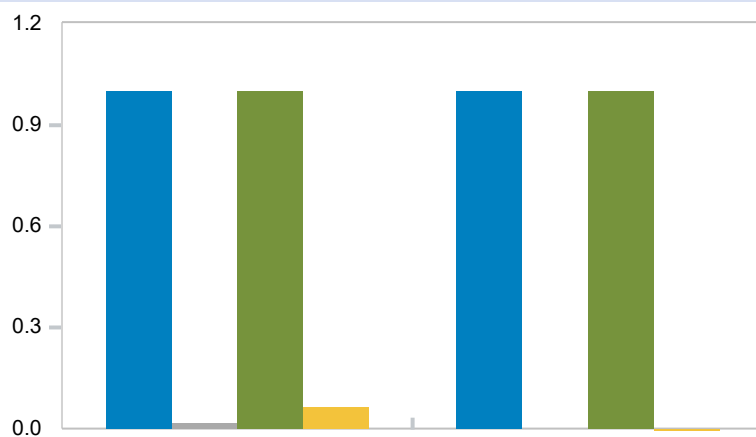
	Rhumbline MC	S&P MidCap 400 Index
Alpha	0.00	0.00
Beta	1.00	1.00
Sharpe Ratio	-0.13	-0.13
Treynor Ratio	-0.03	-0.03

## Risk / Reward Historical Statistics 5 Years Ending March 31, 2020



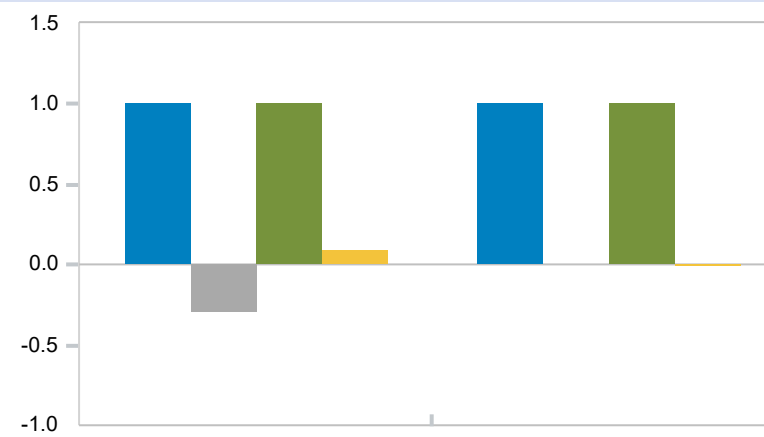
	Rhumbline MC	S&P MidCap 400 Index
Alpha	-0.02	0.00
Beta	1.00	1.00
Sharpe Ratio	0.07	0.07
Treynor Ratio	0.01	0.01

## Benchmark Relative Historical Statistics 3 Years Ending March 31, 2020



	Rhumbline MC	S&P MidCap 400 Index
Actual Correlation	1.00	1.00
Information Ratio	0.02	N/A
R-Squared	1.00	1.00
Tracking Error	0.07	0.00

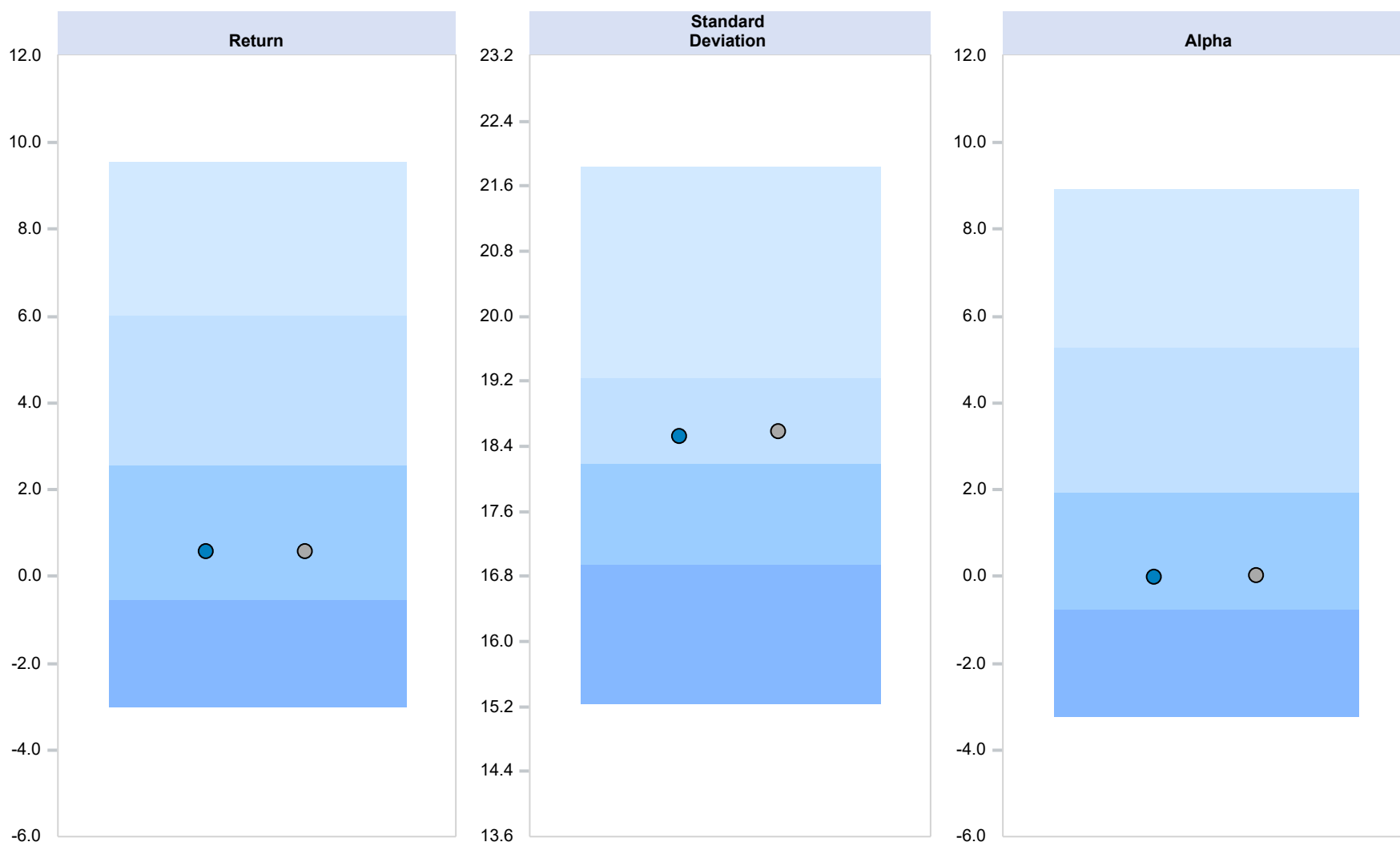
## Benchmark Relative Historical Statistics 5 Years Ending March 31, 2020



	Rhumbline MC	S&P MidCap 400 Index
Actual Correlation	1.00	1.00
Information Ratio	-0.30	N/A
R-Squared	1.00	1.00
Tracking Error	0.09	0.00

Benchmark: S&amp;P MidCap 400 Index





	5 YR	5 YR	5 YR
● Rhumblin MC	0.55 (69)	18.52 (39)	-0.02 (70)
● S&P MidCap 400 Index	0.56 (69)	18.59 (36)	0.00 (69)
5th Percentile	9.55	21.85	8.95
1st Quartile	6.04	19.25	5.28
Median	2.54	18.19	1.94
3rd Quartile	-0.55	16.95	-0.78
95th Percentile	-3.03	15.24	-3.24

Parenttheses contain percentile rankings.  
Calculation based on quarterly periodicity.





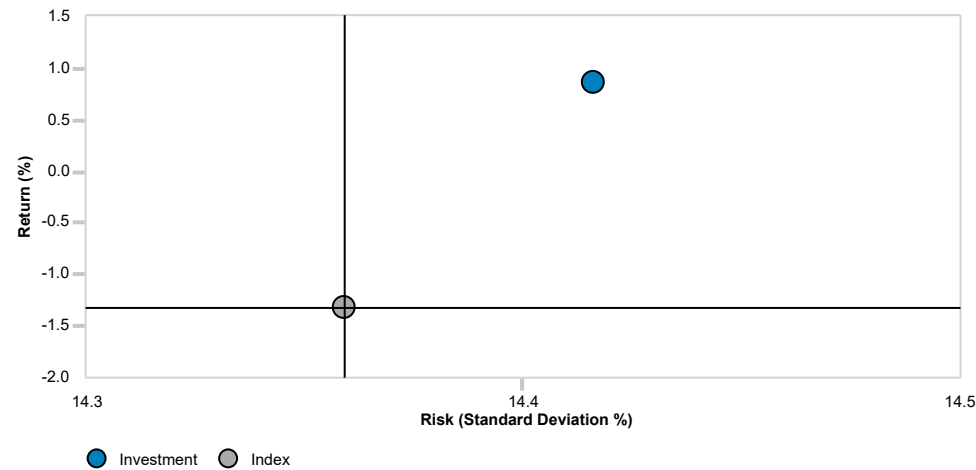
### Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	0.86	14.42	0.01	105.79	8	94.23	4
Index	-1.33	14.36	-0.14	100.00	7	100.00	5

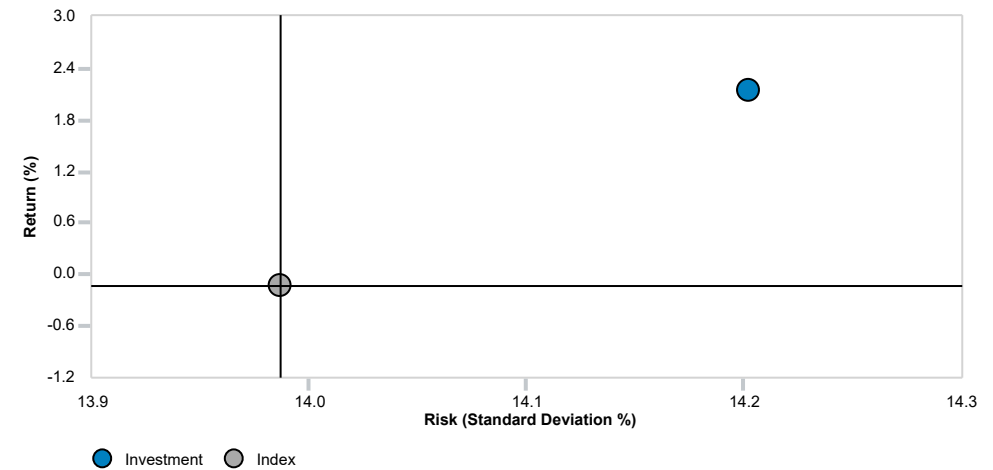
### Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	2.14	14.20	0.14	102.69	14	90.60	6
Index	-0.13	13.99	-0.02	100.00	11	100.00	9

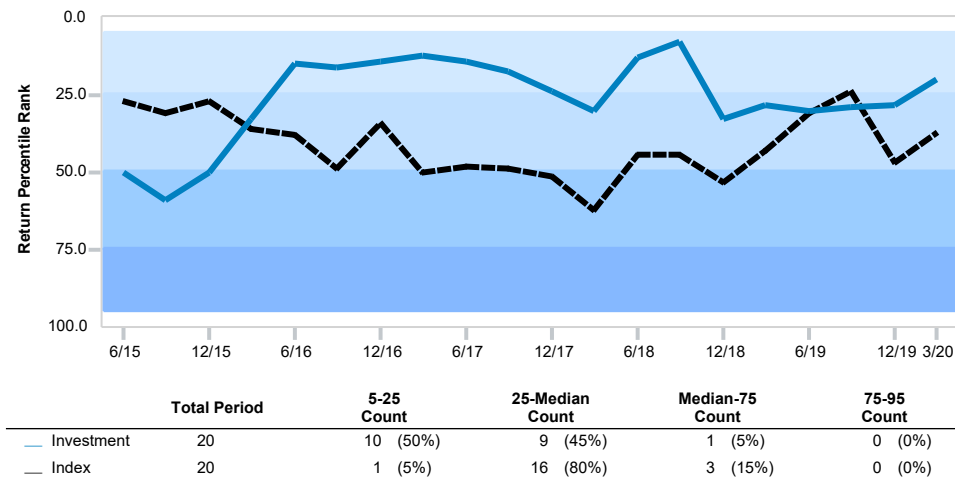
### Risk and Return 3 Years



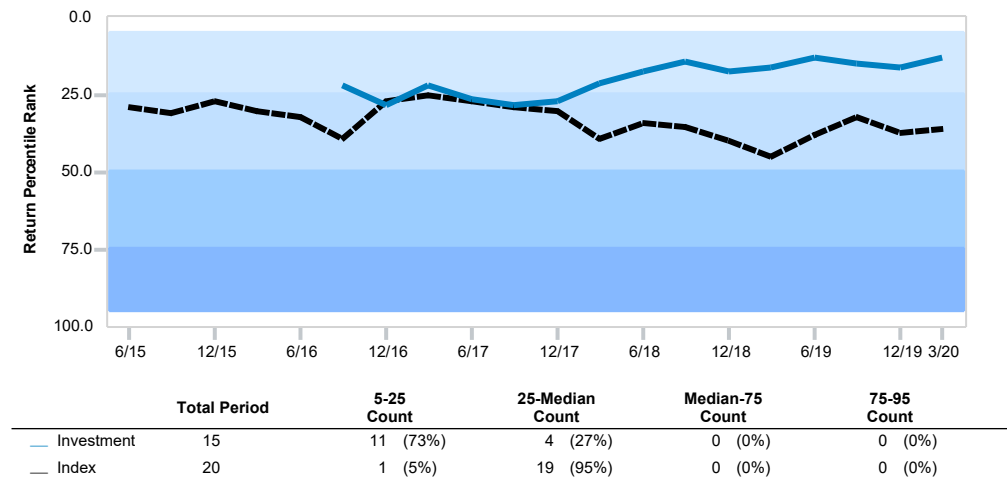
### Risk and Return 5 Years



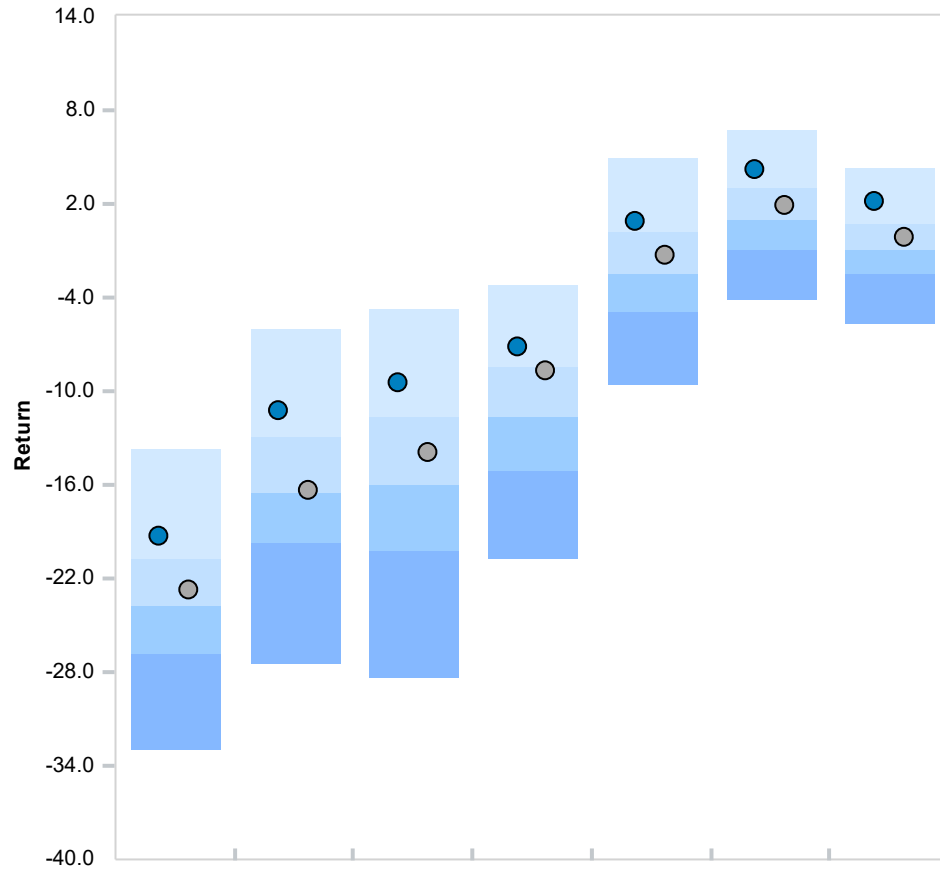
### 3 Year Rolling Percentile Rank IM International Equity (MF)



### 5 Year Rolling Percentile Rank IM International Equity (MF)



Peer Group Analysis - IM International Equity (MF)

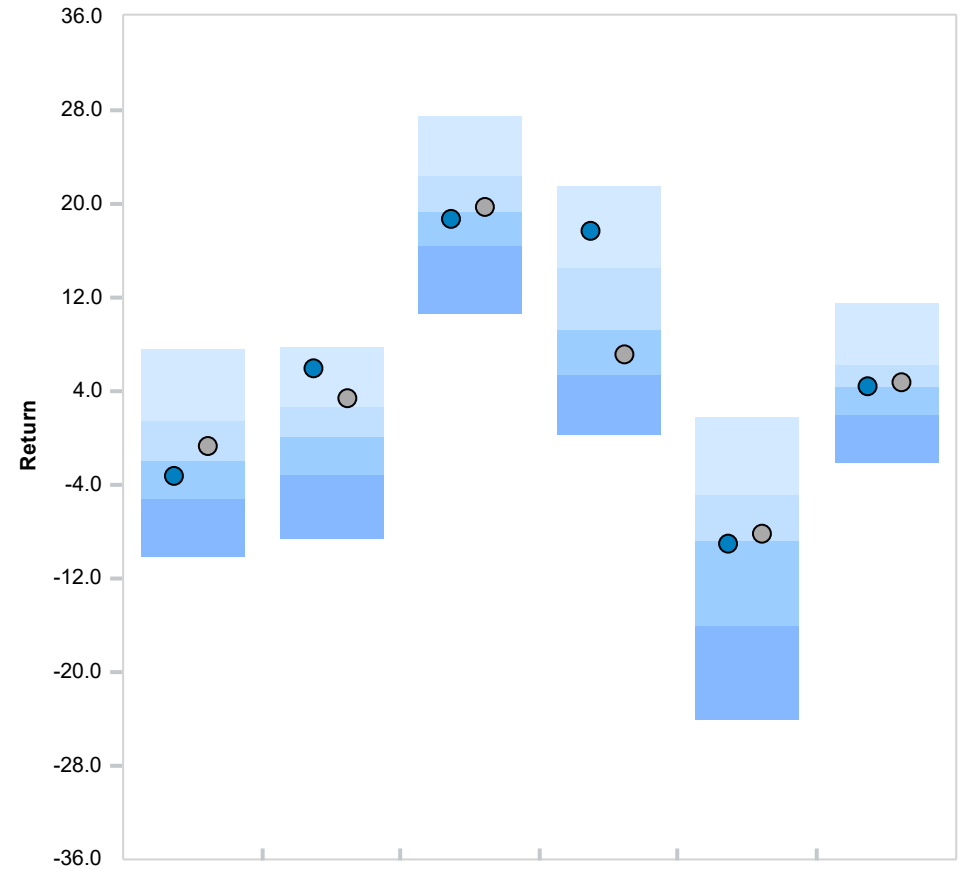


	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR
Investment	-19.37 (18)	-11.25 (16)	-9.52 (17)	-7.22 (19)	0.86 (20)	4.23 (16)	2.14 (13)
Index	-22.72 (41)	-16.37 (49)	-13.92 (38)	-8.73 (27)	-1.33 (37)	1.90 (37)	-0.13 (36)
Median	-23.74	-16.56	-15.96	-11.68	-2.51	0.99	-0.95

Comparative Performance

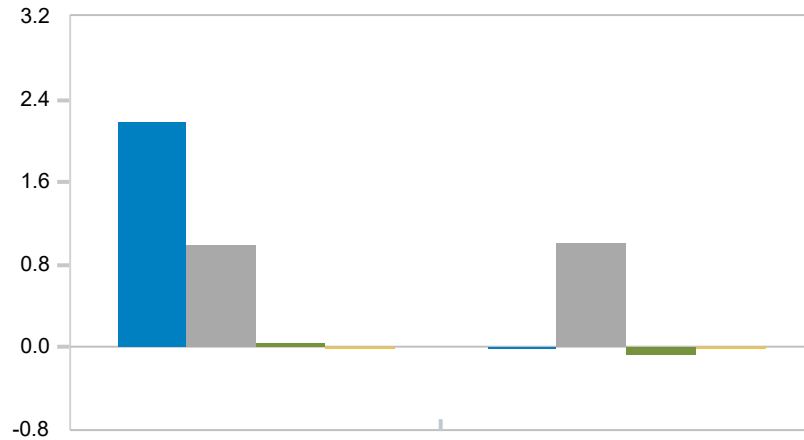
	1 Qtr Ending Dec-2019	1 Qtr Ending Sep-2019	1 Qtr Ending Jun-2019	1 Qtr Ending Mar-2019	1 Qtr Ending Dec-2018	1 Qtr Ending Sep-2018
Investment	10.07 (43)	-2.40 (61)	4.45 (18)	11.60 (35)	-15.04 (81)	1.67 (13)
Index	8.21 (75)	-1.00 (25)	3.97 (25)	10.13 (59)	-12.50 (53)	1.42 (17)
Median	9.60	-1.90	2.58	10.54	-12.22	-0.27

Peer Group Analysis - IM International Equity (MF)



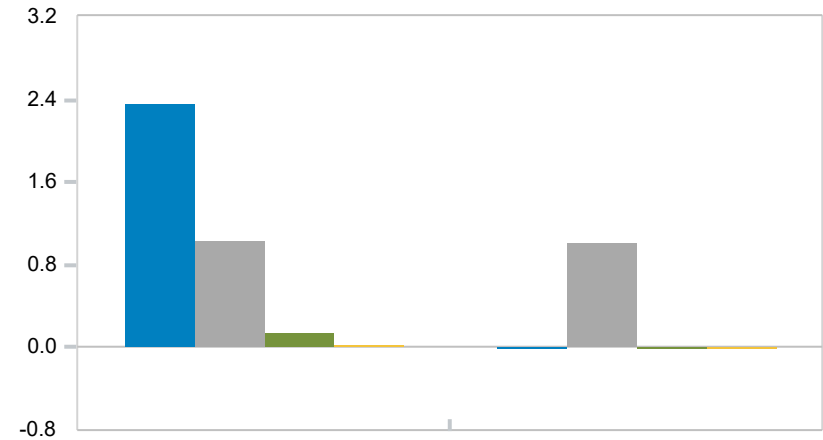
	Oct-2018 To Sep-2019	Oct-2017 To Sep-2018	Oct-2016 To Sep-2017	Oct-2015 To Sep-2016	Oct-2014 To Sep-2015	Oct-2013 To Sep-2014
Investment	-3.34 (62)	5.85 (10)	18.66 (57)	17.62 (13)	-9.03 (52)	4.34 (49)
Index	-0.82 (41)	3.25 (21)	19.65 (48)	7.06 (65)	-8.27 (47)	4.70 (44)
Median	-1.94	0.08	19.36	9.32	-8.75	4.26

Risk / Reward Historical Statistics 3 Years Ending March 31, 2020



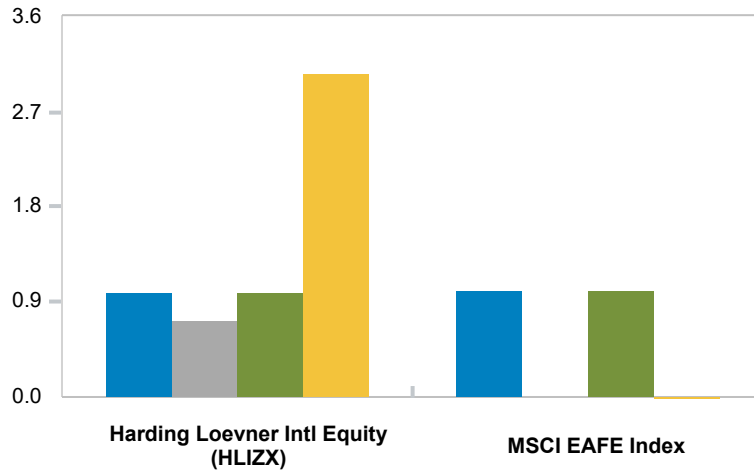
	Harding Loevner Intl Equity (HLIZX)	MSCI EAFE Index
Alpha	2.19	0.00
Beta	0.99	1.00
Sharpe Ratio	0.04	-0.08
Treynor Ratio	0.01	-0.01

Risk / Reward Historical Statistics 5 Years Ending March 31, 2020



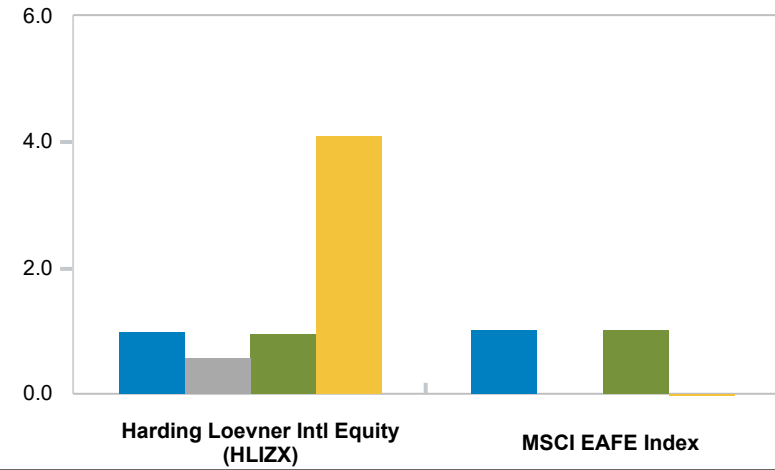
	Harding Loevner Intl Equity (HLIZX)	MSCI EAFE Index
Alpha	2.36	0.00
Beta	1.02	1.00
Sharpe Ratio	0.14	0.00
Treynor Ratio	0.02	0.00

Benchmark Relative Historical Statistics 3 Years Ending March 31, 2020



	Harding Loevner Intl Equity (HLIZX)	MSCI EAFE Index
Actual Correlation	0.99	1.00
Information Ratio	0.71	N/A
R-Squared	0.97	1.00
Tracking Error	3.06	0.00

Benchmark Relative Historical Statistics 5 Years Ending March 31, 2020

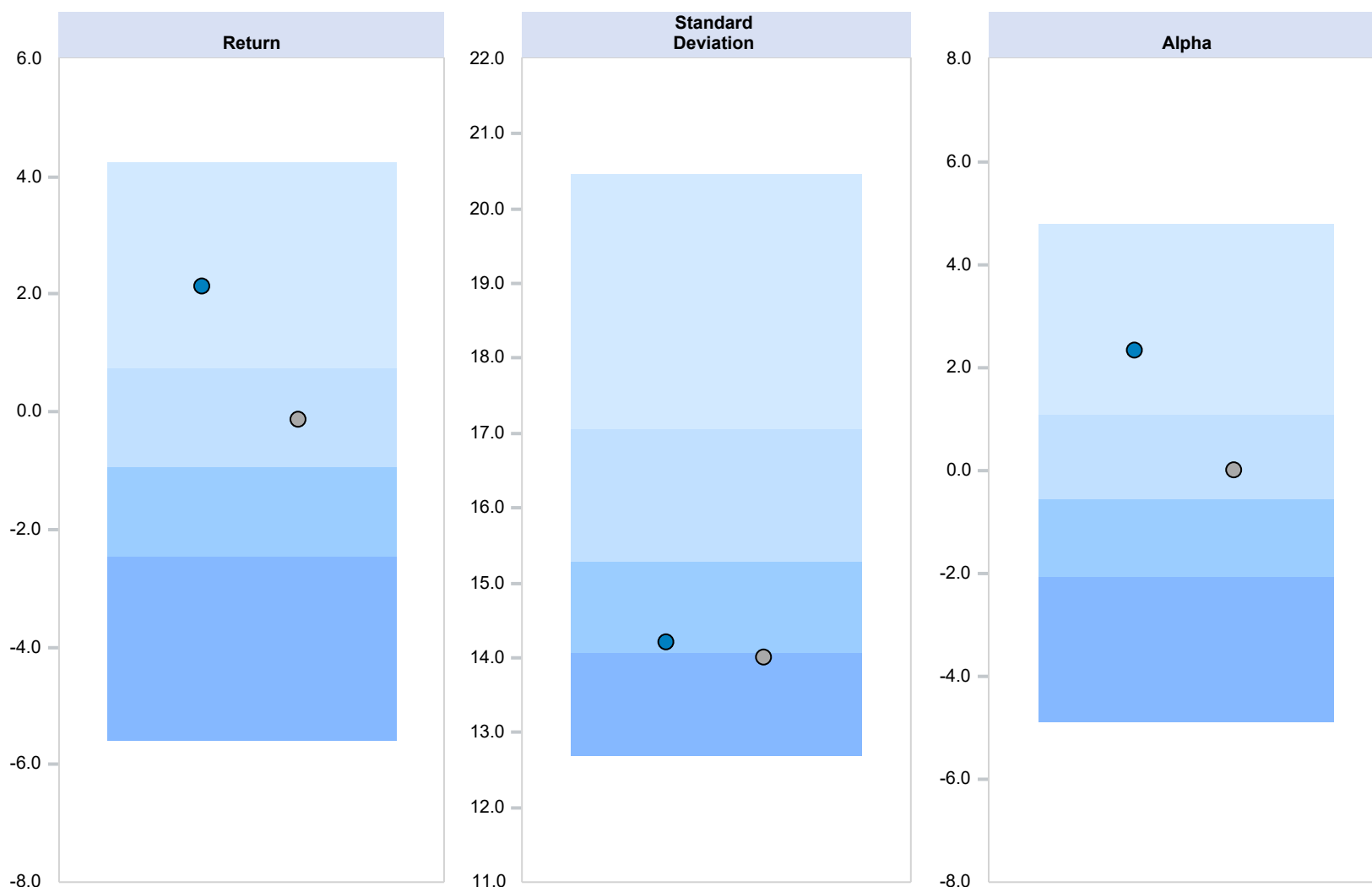


	Harding Loevner Intl Equity (HLIZX)	MSCI EAFE Index
Actual Correlation	0.97	1.00
Information Ratio	0.57	N/A
R-Squared	0.94	1.00
Tracking Error	4.11	0.00

Benchmark: MSCI EAFE Index



As of March 31, 2020



	Return		Standard Deviation		Alpha	
	5 YR		5 YR		5 YR	
● Harding Loevner Intl Equity (HLIZX)	2.14	(13)	14.20	(71)	2.32	(15)
● MSCI EAFE Index	-0.13	(36)	13.99	(77)	0.00	(40)
5th Percentile	4.25		20.47		4.79	
1st Quartile	0.74		17.06		1.09	
Median	-0.95		15.28		-0.56	
3rd Quartile	-2.46		14.06		-2.06	
95th Percentile	-5.60		12.68		-4.89	

Parenttheses contain percentile rankings.  
Calculation based on monthly periodicity.



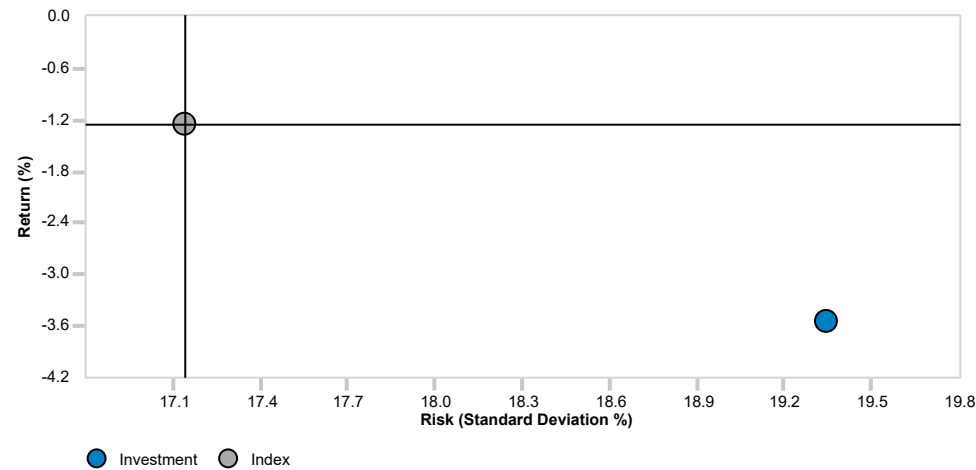
### Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	-3.55	19.34	-0.18	100.95	7	109.30	5
Index	-1.25	17.14	-0.09	100.00	7	100.00	5

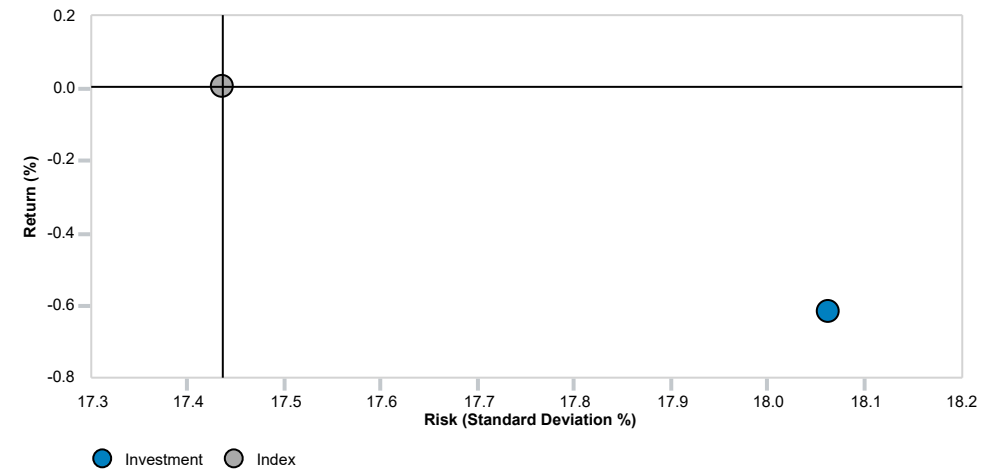
### Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	-0.62	18.06	-0.01	96.49	13	98.35	7
Index	0.01	17.44	0.02	100.00	13	100.00	7

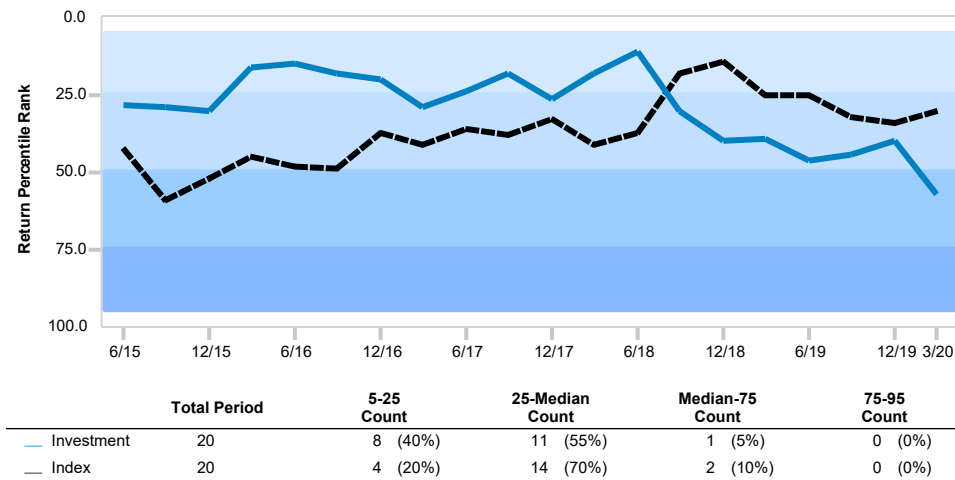
### Risk and Return 3 Years



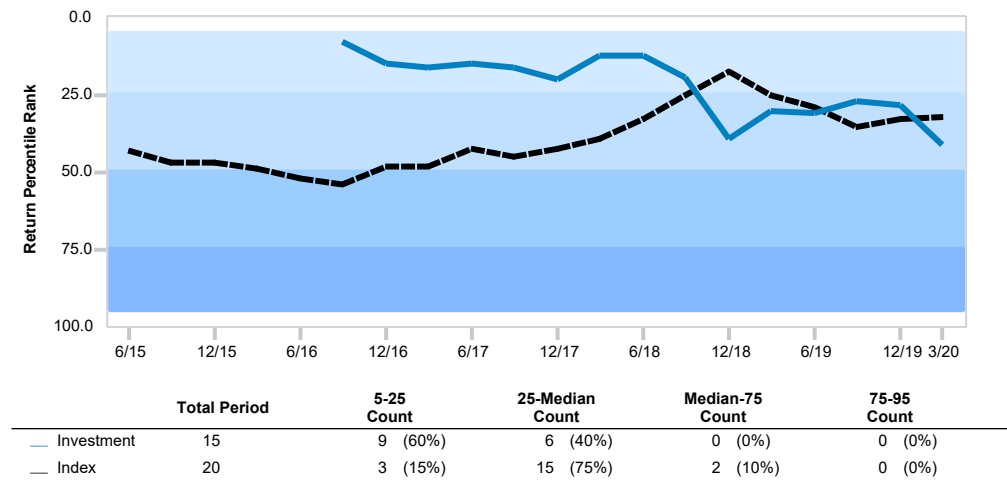
### Risk and Return 5 Years



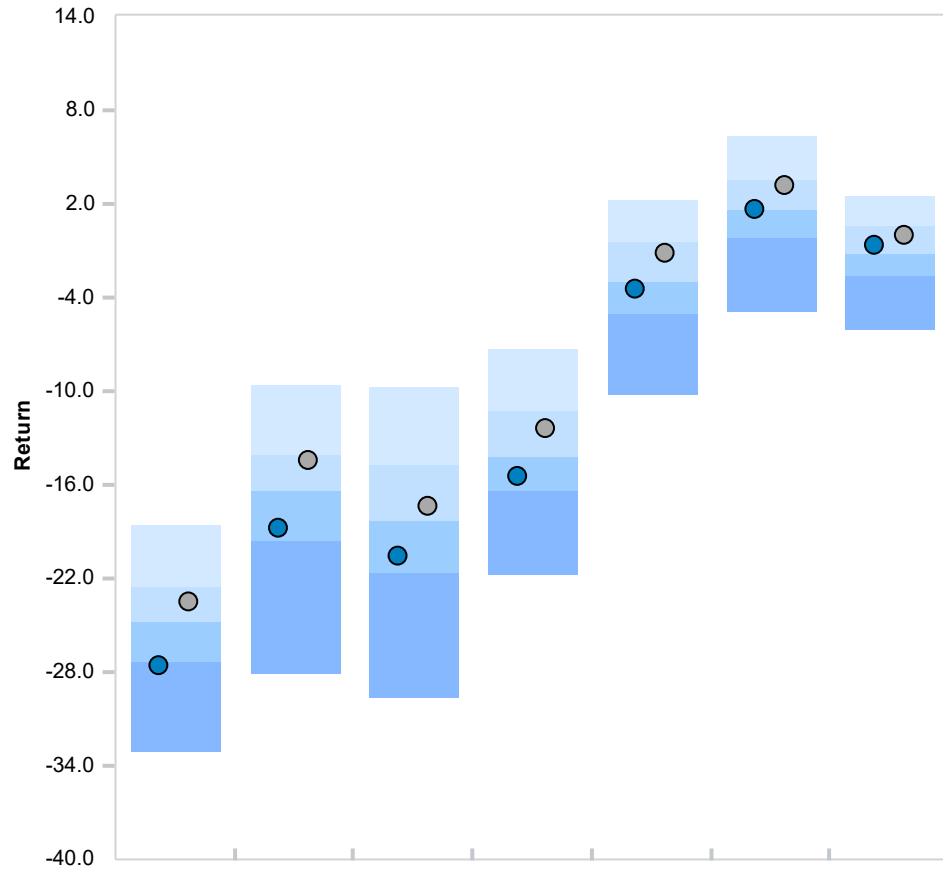
### 3 Year Rolling Percentile Rank IM Emerging Markets Equity (MF)



### 5 Year Rolling Percentile Rank IM Emerging Markets Equity (MF)



**Peer Group Analysis - IM Emerging Markets Equity (MF)**

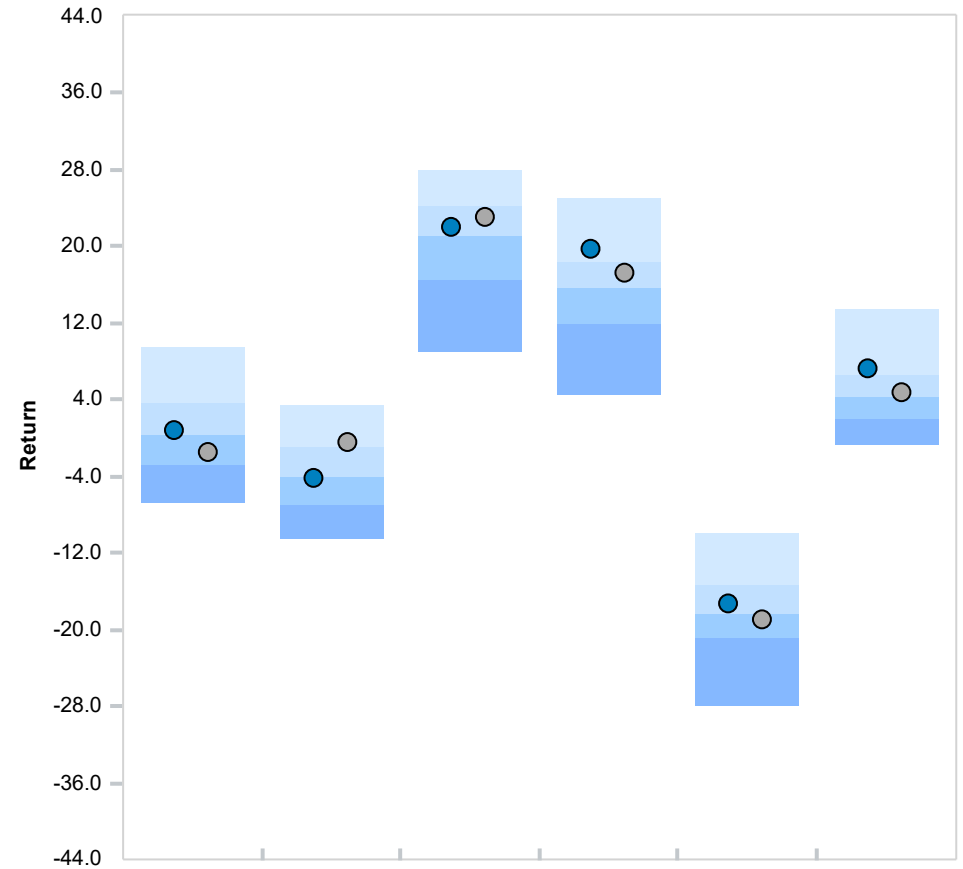


	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR
● Investment	-27.64 (78)	-18.84 (68)	-20.55 (69)	-15.46 (65)	-3.55 (57)	1.58 (52)	-0.62 (41)
● Index	-23.57 (35)	-14.45 (29)	-17.36 (45)	-12.36 (35)	-1.25 (30)	3.17 (29)	0.01 (32)
Median	-24.82	-16.34	-18.26	-14.20	-3.02	1.66	-1.13

**Comparative Performance**

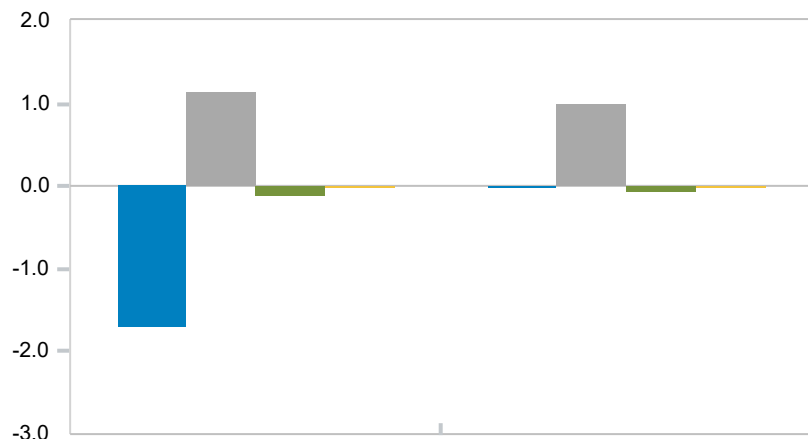
	1 Qtr Ending Dec-2019	1 Qtr Ending Sep-2019	1 Qtr Ending Jun-2019	1 Qtr Ending Mar-2019	1 Qtr Ending Dec-2018	1 Qtr Ending Sep-2018
Investment	12.16 (25)	-3.40 (49)	1.34 (55)	14.54 (9)	-10.12 (89)	-5.41 (83)
Index	11.93 (30)	-4.11 (65)	0.74 (72)	9.97 (59)	-7.40 (46)	-0.95 (23)
Median	11.05	-3.46	1.60	10.38	-7.62	-2.45

**Peer Group Analysis - IM Emerging Markets Equity (MF)**



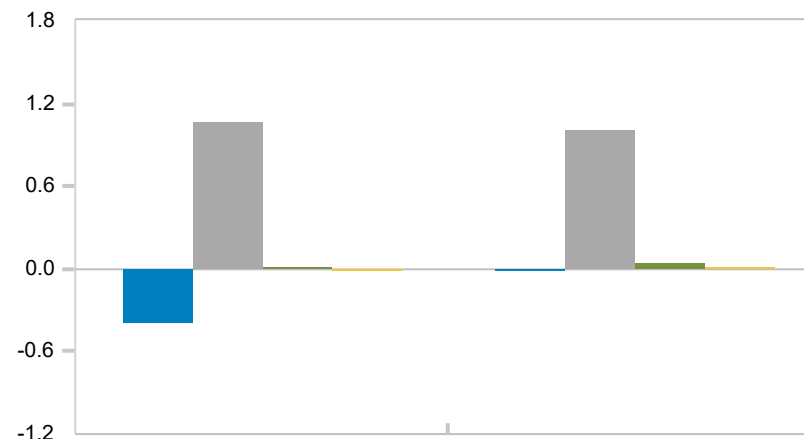
	Oct-2018 To Sep-2019	Oct-2017 To Sep-2018	Oct-2016 To Sep-2017	Oct-2015 To Sep-2016	Oct-2014 To Sep-2015	Oct-2013 To Sep-2014
● Investment	0.78 (46)	-4.30 (54)	21.95 (42)	19.76 (18)	-17.44 (42)	7.12 (21)
● Index	-1.63 (66)	-0.44 (20)	22.91 (35)	17.21 (38)	-18.98 (58)	4.66 (46)
Median	0.29	-3.95	21.11	15.70	-18.44	4.28

Risk / Reward Historical Statistics 3 Years Ending March 31, 2020



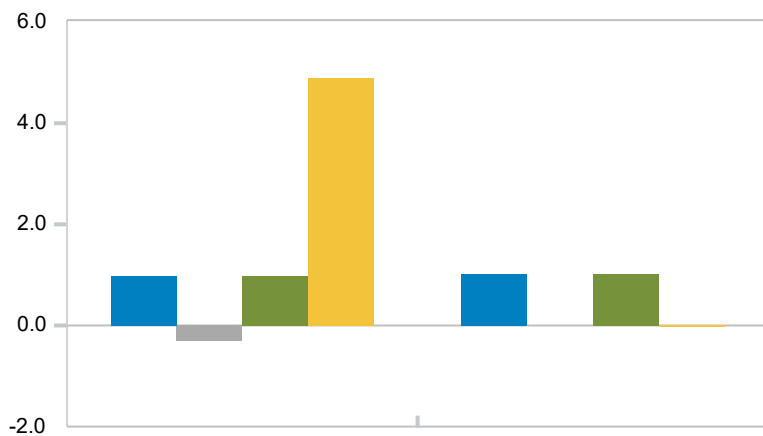
	Harding Loevner EM (HLMEX)	MSCI Emerging Markets Index
Alpha	-1.71	0.00
Beta	1.14	1.00
Sharpe Ratio	-0.12	-0.06
Treynor Ratio	-0.02	-0.01

Risk / Reward Historical Statistics 5 Years Ending March 31, 2020



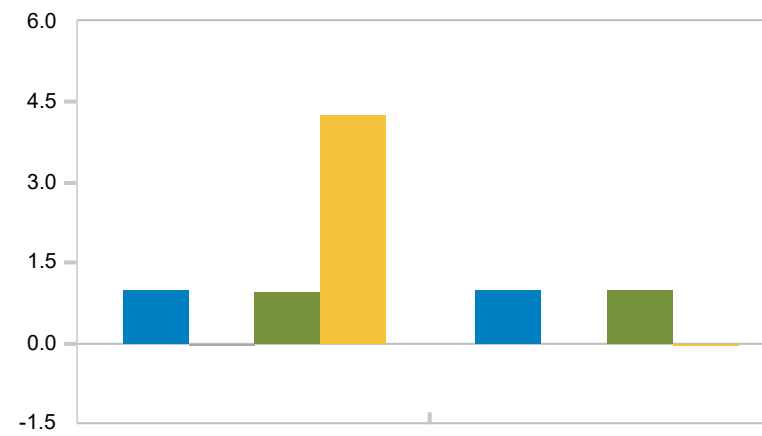
	Harding Loevner EM (HLMEX)	MSCI Emerging Markets Index
Alpha	-0.39	0.00
Beta	1.07	1.00
Sharpe Ratio	0.02	0.03
Treynor Ratio	0.00	0.01

Benchmark Relative Historical Statistics 3 Years Ending March 31, 2020



	Harding Loevner EM (HLMEX)	MSCI Emerging Markets Index
Actual Correlation	0.98	1.00
Information Ratio	-0.33	N/A
R-Squared	0.97	1.00
Tracking Error	4.92	0.00

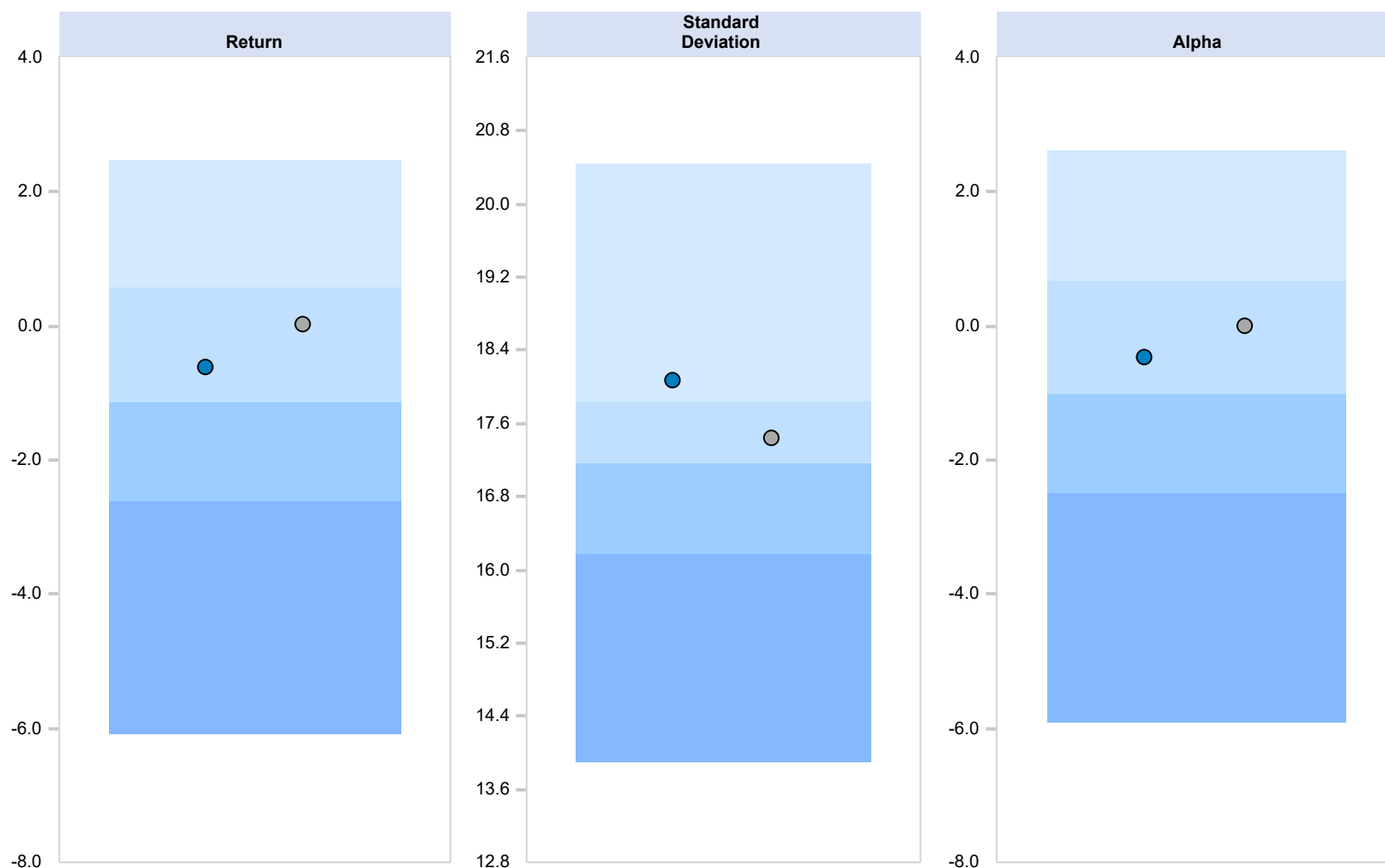
Benchmark Relative Historical Statistics 5 Years Ending March 31, 2020



	Harding Loevner EM (HLMEX)	MSCI Emerging Markets Index
Actual Correlation	0.98	1.00
Information Ratio	-0.06	N/A
R-Squared	0.96	1.00
Tracking Error	4.25	0.00

Benchmark: MSCI Emerging Markets Index





	5 YR	5 YR	5 YR
● Harding Loevner EM (HLMEX)	-0.62 (41)	18.06 (20)	-0.48 (39)
● MSCI Emerging Markets Index	0.01 (32)	17.44 (36)	0.00 (33)
5th Percentile	2.47	20.45	2.62
1st Quartile	0.59	17.85	0.67
Median	-1.13	17.16	-1.01
3rd Quartile	-2.63	16.18	-2.50
95th Percentile	-6.08	13.90	-5.91

Parentheses contain percentile rankings.  
Calculation based on monthly periodicity.





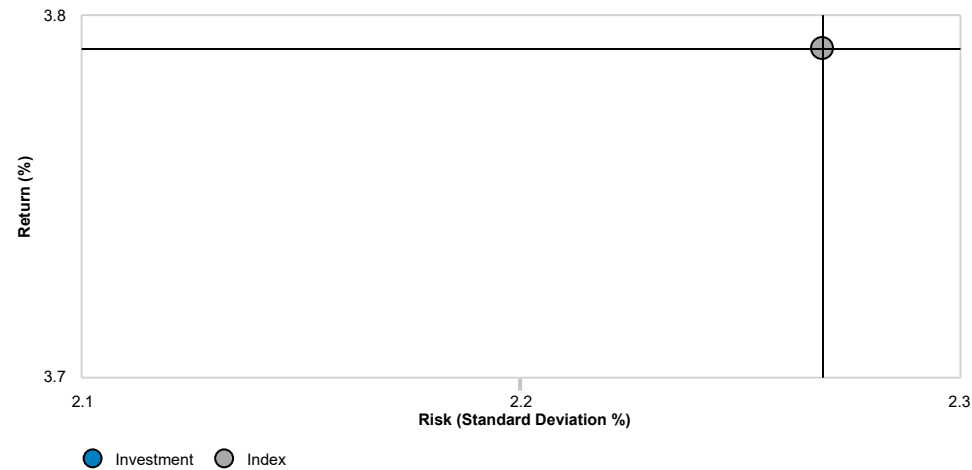
### Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Index	3.79	2.27	0.87	100.00	10	100.00	2

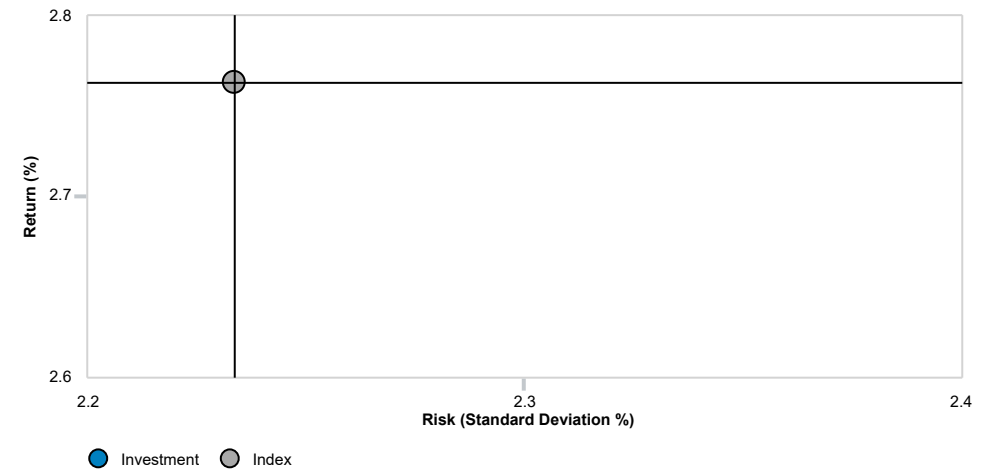
### Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Index	2.76	2.23	0.73	100.00	15	100.00	5

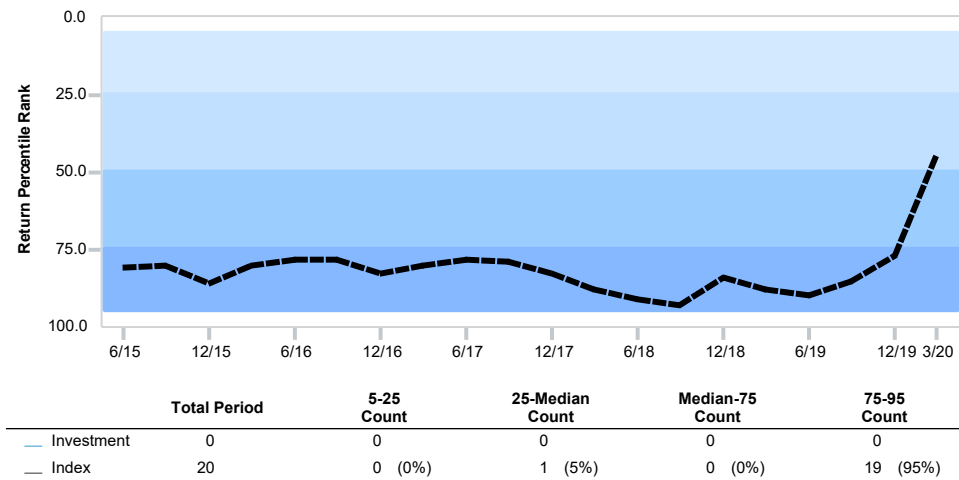
### Risk and Return 3 Years



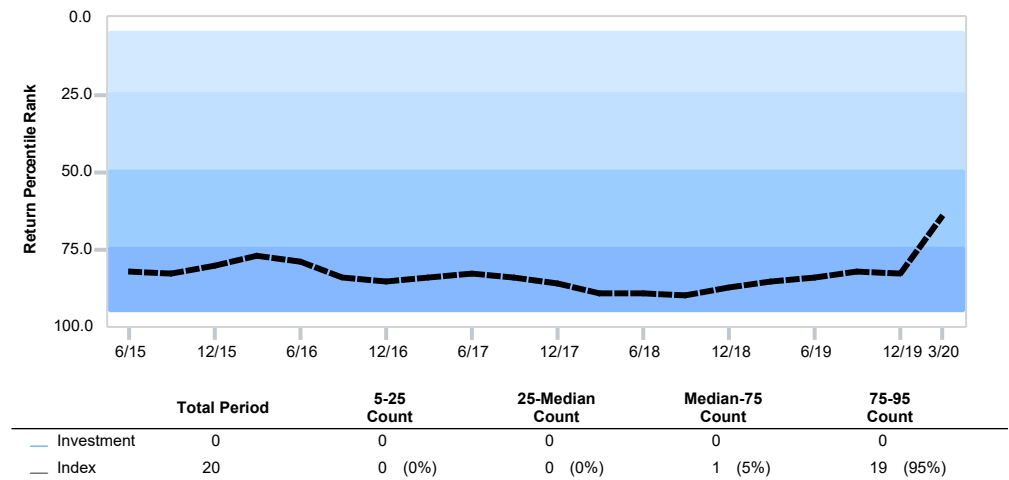
### Risk and Return 5 Years



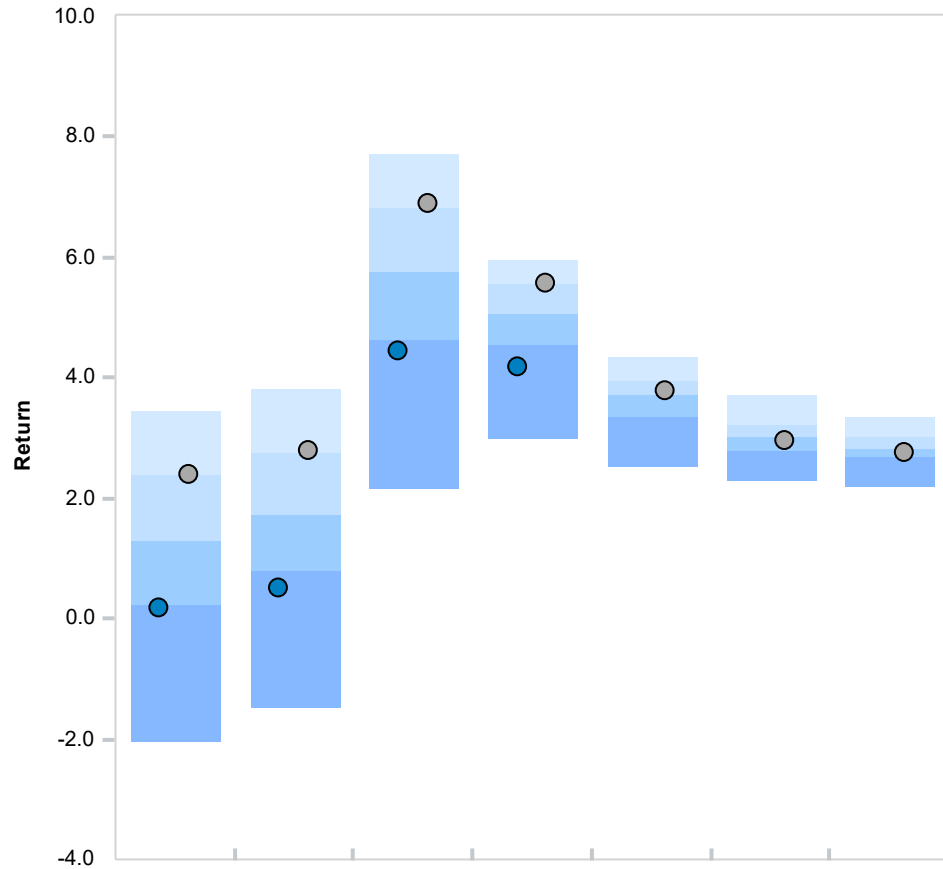
### 3 Year Rolling Percentile Rank IM U.S. Intermediate Duration (SA+CF)



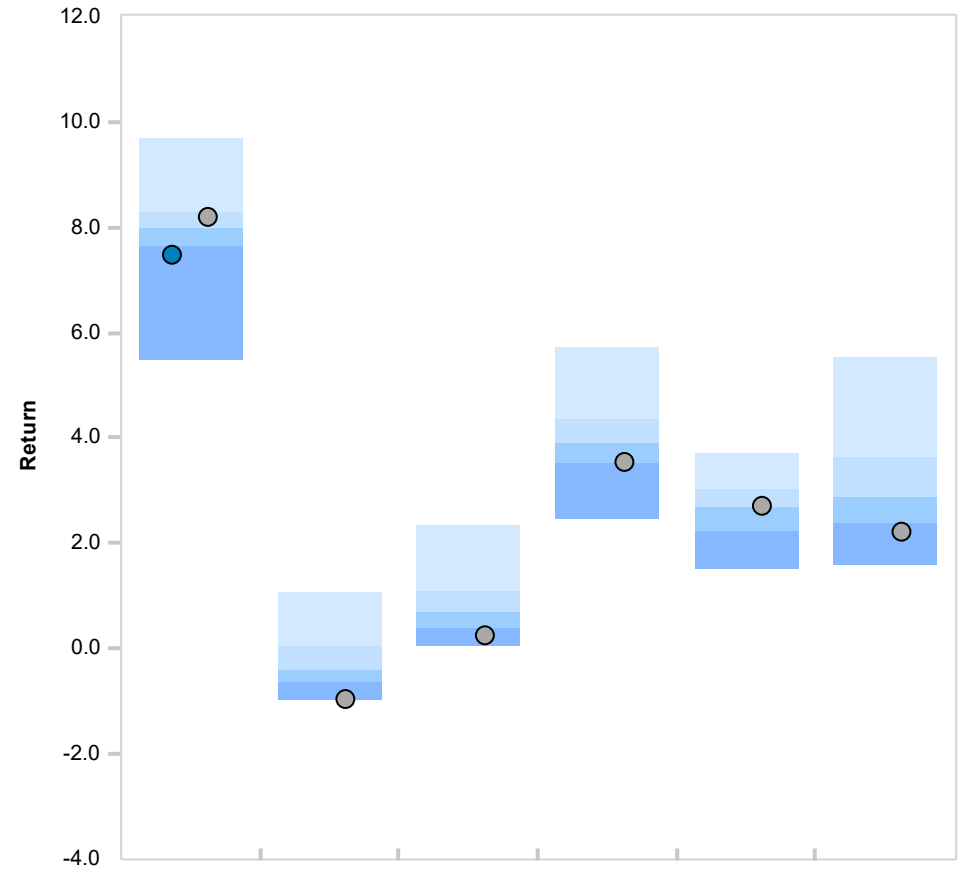
### 5 Year Rolling Percentile Rank IM U.S. Intermediate Duration (SA+CF)



**Peer Group Analysis - IM U.S. Intermediate Duration (SA+CF)**



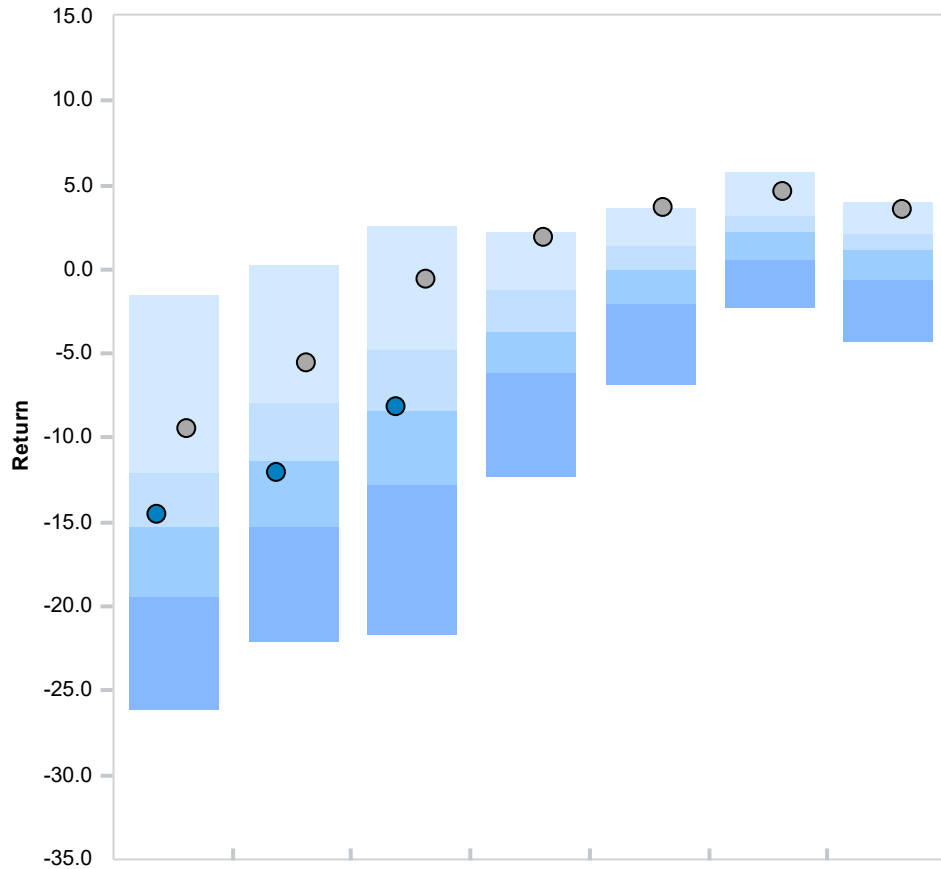
**Peer Group Analysis - IM U.S. Intermediate Duration (SA+CF)**



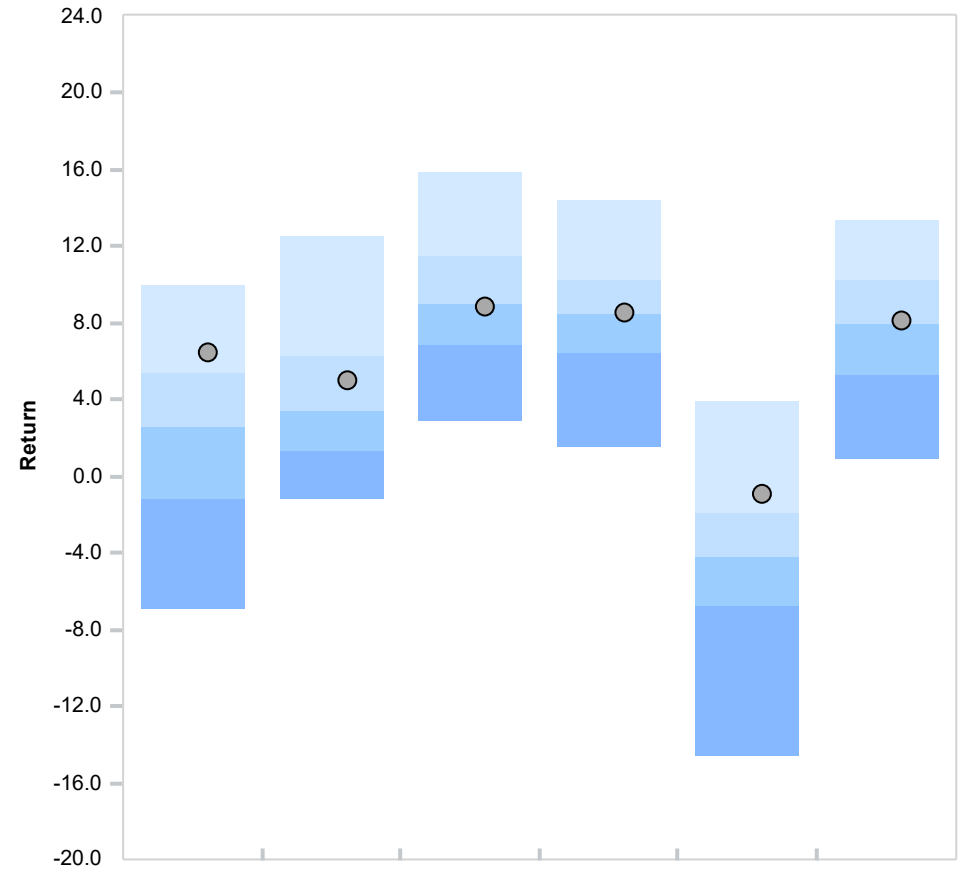
**Comparative Performance**

	1 Qtr Ending Dec-2019	1 Qtr Ending Sep-2019	1 Qtr Ending Jun-2019	1 Qtr Ending Mar-2019	1 Qtr Ending Dec-2018	1 Qtr Ending Sep-2018
Investment	0.33 (79)	1.69 (9)	2.17 (81)	2.13 (80)	1.30 (57)	0.07 (97)
Index	0.37 (70)	1.37 (62)	2.59 (32)	2.32 (68)	1.65 (22)	0.21 (85)
Median	0.44	1.42	2.51	2.45	1.38	0.37

**Peer Group Analysis - IM Flexible Portfolio (MF)**



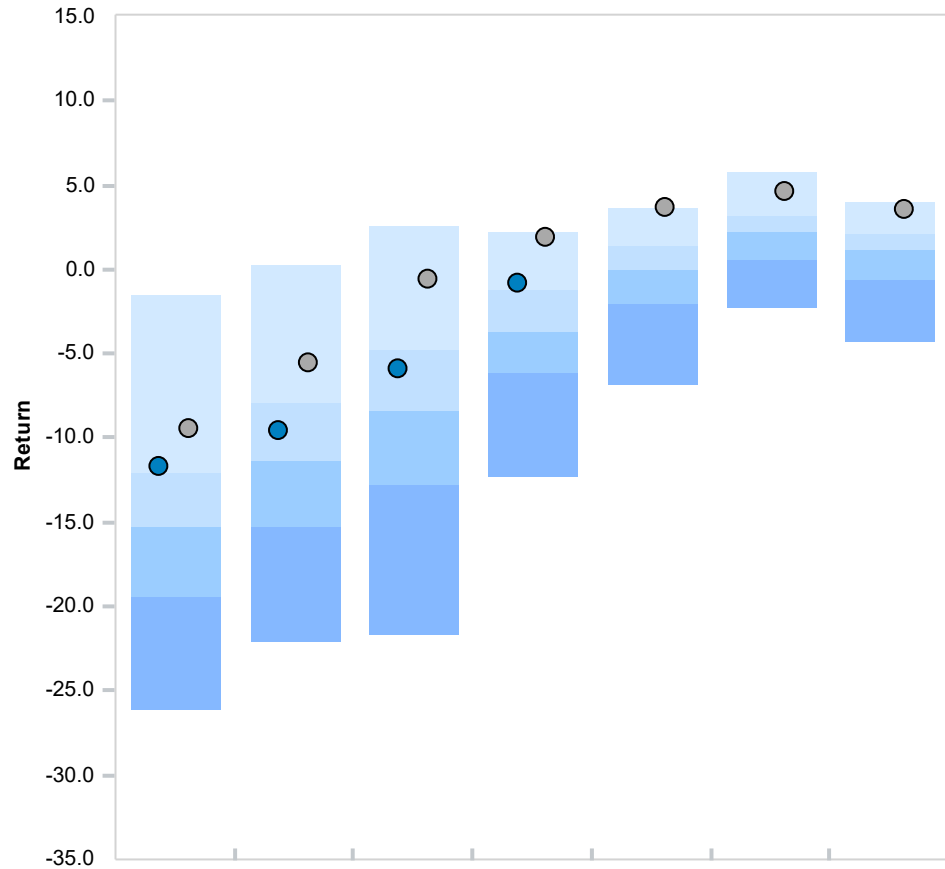
**Peer Group Analysis - IM Flexible Portfolio (MF)**



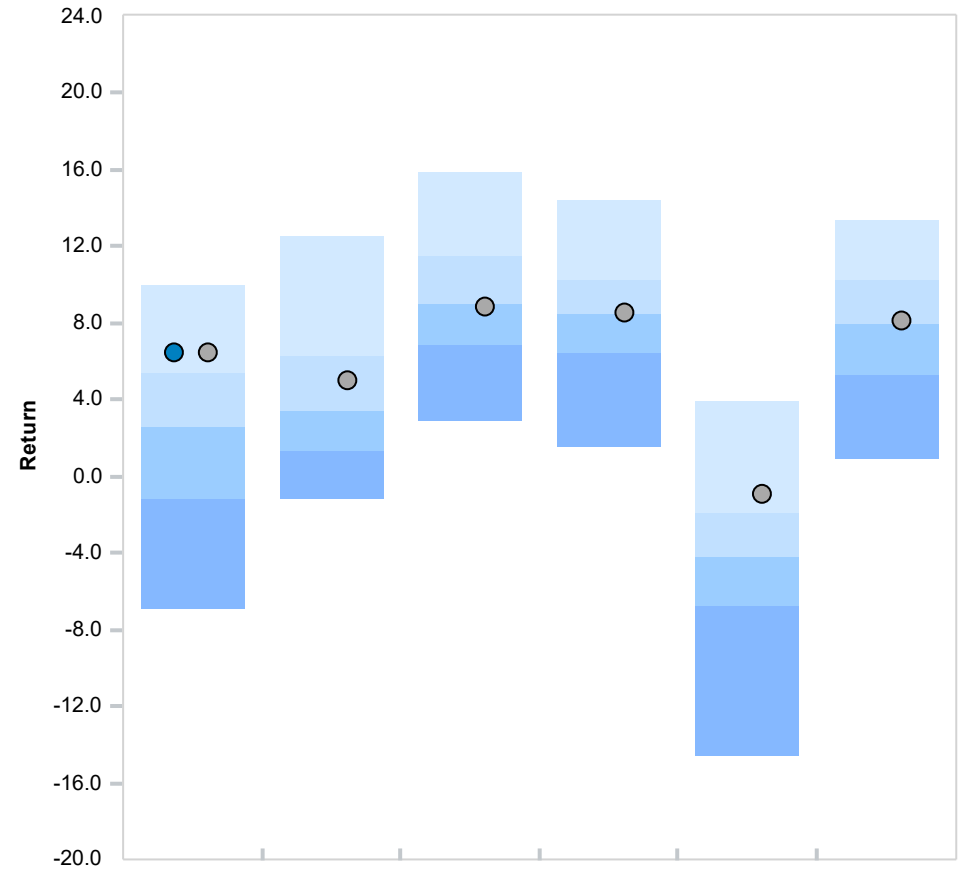
**Comparative Performance**

	1 Qtr Ending Dec-2019	1 Qtr Ending Sep-2019	1 Qtr Ending Jun-2019	1 Qtr Ending Mar-2019	1 Qtr Ending Dec-2018	1 Qtr Ending Sep-2018
Investment	2.96 (70)	1.43 (31)	3.03 (30)	N/A	N/A	N/A
Index	4.31 (47)	1.43 (31)	3.67 (11)	7.67 (53)	-6.03 (31)	2.48 (35)
Median	4.10	0.73	2.53	7.78	-7.63	1.74

**Peer Group Analysis - IM Flexible Portfolio (MF)**



**Peer Group Analysis - IM Flexible Portfolio (MF)**



**Comparative Performance**

	1 Qtr Ending Dec-2019	1 Qtr Ending Sep-2019	1 Qtr Ending Jun-2019	1 Qtr Ending Mar-2019	1 Qtr Ending Dec-2018	1 Qtr Ending Sep-2018
Investment	2.39 (82)	1.28 (34)	2.77 (41)	6.99 (63)	-4.48 (18)	2.13 (41)
Index	4.31 (47)	1.43 (31)	3.67 (11)	7.67 (53)	-6.03 (31)	2.48 (35)
Median	4.10	0.73	2.53	7.78	-7.63	1.74

**Financial Reconciliation**  
**Total Fund**  
**1 Quarter Ending December 31, 2019**

<b>Financial Reconciliation Quarter to Date</b>									
	<b>Market Value 10/01/2019</b>	<b>Contributions</b>	<b>Distributions</b>	<b>Net Transfers</b>	<b>Management Fees</b>	<b>Other Expenses</b>	<b>Income</b>	<b>Apprec./ Deprec.</b>	<b>Market Value 12/31/2019</b>
Vanguard Total Stock Mkt (VTSAX)	2,062,425	-	-	628,192	-	-	20,036	397,596	3,108,250
Boston LCV	15,910,859	2,762	-	-	-46,061	-1,788	99,971	1,186,606	17,152,350
Dana LCG	-	-	-	-	-	-	-	-	-
Rhumblin LCV	13,275,473	-	-	2,071	-2,071	-	-	980,890	14,256,362
Rhumblin LCG	28,687,781	-	-	2,071	-2,071	-	-	3,041,914	31,729,696
Rhumblin MC	20,373,535	-	-	2,071	-2,071	-	-	1,432,281	21,805,816
Harding Loevner EM (HLMEX)	5,836,687	-	-	850,000	-	-	107,674	670,249	7,464,610
Harding Loevner Intl Equity (HLIZX)	6,165,342	-	-	500,000	-	-	118,891	522,278	7,306,510
Garcia Hamilton Fixed Income	28,706,949	-	-	-	-13,863	-3,213	183,510	-88,123	28,785,260
Westwood Income Opp (WHGIX)	-	-	-	-	-	-	-	-	-
JPMorgan Income Builder Fund (JNBZX)	5,416,064	-	-	-425,000	-	-	42,060	111,137	5,144,260
Blackrock Multi-Asset Income (BKMIX)	5,415,917	-	-	-425,000	-	-	62,185	61,098	5,114,200
Sun Bank Capital R&D Cash	1,240,236	3,167,569	-1,951,631	-1,134,404	-	-23,720	2,837	-	1,300,886
<b>Total Fund</b>	<b>133,091,268</b>	<b>3,170,331</b>	<b>-1,951,631</b>	<b>-</b>	<b>-66,136</b>	<b>-28,721</b>	<b>637,164</b>	<b>8,315,927</b>	<b>143,168,202</b>



**Financial Reconciliation**  
**Total Fund**  
**1 Quarter Ending September 30, 2019**

<b>Financial Reconciliation Quarter to Date</b>									
	<b>Market Value 07/01/2019</b>	<b>Contributions</b>	<b>Distributions</b>	<b>Net Transfers</b>	<b>Management Fees</b>	<b>Other Expenses</b>	<b>Income</b>	<b>Apprec./ Deprec.</b>	<b>Market Value 09/30/2019</b>
Vanguard Total Stock Mkt (VTSAX)	3,802,786	-	-	-1,775,948	-	-	12,222	23,365	2,062,425
Boston LCV	15,481,664	-	-	-	-	-1,740	108,403	322,532	15,910,859
Dana LCG	-	-	-	-	-	-	-	-	-
Rhumblin LCV	13,097,902	-	-	-	-	-	-	177,571	13,275,473
Rhumblin LCG	28,266,474	-	-	-	-	-	-	421,307	28,687,781
Rhumblin MC	20,393,257	-	-	-	-	-	-	-19,722	20,373,535
Harding Loevner EM (HLMEX)	6,042,386	-	-	-	-	-	-	-205,698	5,836,687
Harding Loevner Intl Equity (HLIZX)	6,314,042	-	-	-	-	-	-	-148,700	6,165,342
Garcia Hamilton Fixed Income	28,247,705	-	-	-	-13,590	-3,162	201,865	274,132	28,706,949
Westwood Income Opp (WHGIX)	-	-	-	-	-	-	-	-	-
JPMorgan Income Builder Fund (JNBZX)	5,339,848	-	-	-	-	-	50,955	25,261	5,416,064
Blackrock Multi-Asset Income (BKMIX)	5,347,217	-	-	-	-	-	68,657	43	5,415,917
Sun Bank Capital R&D Cash	1,272,830	207,867	-1,987,965	1,775,948	-	-31,905	3,463	-	1,240,236
<b>Total Fund</b>	<b>133,606,110</b>	<b>207,867</b>	<b>-1,987,965</b>	<b>-</b>	<b>-13,590</b>	<b>-36,808</b>	<b>445,565</b>	<b>870,090</b>	<b>133,091,268</b>

**Financial Reconciliation**  
**Total Fund**  
**1 Quarter Ending June 30, 2019**

<b>Financial Reconciliation Quarter to Date</b>									
	<b>Market Value 04/01/2019</b>	<b>Contributions</b>	<b>Distributions</b>	<b>Net Transfers</b>	<b>Management Fees</b>	<b>Other Expenses</b>	<b>Income</b>	<b>Apprec./ Deprec.</b>	<b>Market Value 06/30/2019</b>
Vanguard Total Stock Mkt (VTSAX)	2,959,915	-	-	729,757	-	-	6,348	106,765	3,802,786
Boston LCV	14,674,388	-	-	-	-	-1,649	97,834	711,091	15,481,664
Dana LCG	-	-	-	-	-	-	-	-	-
Rhumblin LCV	12,612,617	1,279	-	-	-1,279	-	-	485,284	13,097,902
Rhumblin LCG	29,393,463	2,926	-	-2,500,000	-2,926	-172	-	1,373,183	28,266,474
Rhumblin MC	19,790,504	1,998	-	-	-1,998	-	-	602,754	20,393,257
Harding Loevner EM (HLMEX)	5,962,392	-	-	-	-	-	-	79,994	6,042,386
Harding Loevner Intl Equity (HLIZX)	6,044,762	-	-	-	-	-	-	269,279	6,314,042
Garcia Hamilton Fixed Income	27,664,386	-	-	-	-13,359	-3,096	212,957	386,818	28,247,705
Westwood Income Opp (WHGIX)	-	-	-	-	-	-	-	-	-
JPMorgan Income Builder Fund (JNBZX)	5,182,828	-	-	-	-	-	61,977	95,043	5,339,848
Blackrock Multi-Asset Income (BKMIX)	5,202,868	-	-	-	-	-	70,807	73,541	5,347,217
Sun Bank Capital R&D Cash	1,235,666	375,086	-1,972,961	1,770,243	-	-139,261	4,058	-	1,272,830
<b>Total Fund</b>	<b>130,723,788</b>	<b>381,289</b>	<b>-1,972,961</b>	<b>-</b>	<b>-19,562</b>	<b>-144,178</b>	<b>453,981</b>	<b>4,183,752</b>	<b>133,606,110</b>



**Delray Beach General  
Fee Analysis  
As of March 31, 2020**

	Estimated Annual Fee (%)	Market Value (\$)	Estimated Annual Fee (\$)	Fee Schedule
Vanguard Total Stock Mkt (VTSAX)	0.04	973,657	389	0.04 % of Assets
Boston LCV	0.50	11,787,554	58,938	0.50 % of First \$50 M 0.40 % Thereafter
Rhumblin LCV	0.04	10,458,099	4,183	0.04 % of Assets
Rhumblin LCG	0.04	27,275,240	10,910	0.04 % of Assets
Rhumblin MC	0.04	15,348,243	6,139	0.04 % of Assets
<b>Total Domestic Equity Composite</b>	<b>0.12</b>	<b>65,842,794</b>	<b>80,560</b>	
Harding Loevner Intl Equity (HLIZX)	0.82	5,893,734	48,329	0.82 % of Assets
Harding Loevner EM (HLMEX)	1.28	5,401,759	69,143	1.28 % of Assets
<b>Total International Equity Composite</b>	<b>1.04</b>	<b>11,295,494</b>	<b>117,471</b>	
<b>Total Equity Composite</b>	<b>0.26</b>	<b>77,138,288</b>	<b>198,031</b>	
Garcia Hamilton Fixed Income	0.20	28,820,433	57,641	0.20 % of First \$50 M 0.18 % Thereafter
<b>Total Fixed Income Composite</b>	<b>0.20</b>	<b>28,820,433</b>	<b>57,641</b>	
JPMorgan Income Builder Fund (JNBZX)	0.52	4,393,312	22,845	0.52 % of Assets
Blackrock Multi-Asset Income (BKMIX)	0.59	4,515,526	26,642	0.59 % of Assets
<b>Total Real Return Composite</b>	<b>0.56</b>	<b>8,908,838</b>	<b>49,487</b>	
<b>Total Fund</b>	<b>0.26</b>	<b>115,599,793</b>	<b>305,159</b>	





**Total Policy Historical Hybrid Composition**

Allocation Mandate	Weight (%)	Allocation Mandate	Weight (%)
<b>Oct-1990</b>		<b>Jul-2003</b>	
Blmbg. Barc. U.S. Gov't/Credit	50.00	S&P 500 Index	50.00
S&P 500 Index	50.00	Blmbg. Barc. U.S. Gov't/Credit	50.00
<b>Jul-1999</b>		<b>Apr-2007</b>	
Blmbg. Barc. U.S. Gov't/Credit	46.00	Blmbg. Barc. U.S. Aggregate Index	45.00
S&P 500 Index	49.00	Russell 1000 Growth Index	24.50
FTSE 3 Month T-Bill	5.00	S&P 500 Value	24.50
<b>Oct-1999</b>		S&P MidCap 400 Index	6.00
S&P 500 Index	50.70	<b>Jul-2009</b>	
Blmbg. Barc. U.S. Gov't/Credit	44.35	Blmbg. Barc. U.S. Aggregate Index	45.00
FTSE 3 Month T-Bill	4.95	Russell 1000 Growth Index	24.50
<b>Jan-2000</b>		Russell 1000 Value Index	12.25
S&P 500 Index	49.93	S&P 500 Value	12.25
Blmbg. Barc. U.S. Gov't/Credit	43.55	S&P MidCap 400 Index	6.00
FTSE 3 Month T-Bill	6.52	<b>Oct-2009</b>	
<b>Apr-2000</b>		Blmbg. Barc. U.S. Aggregate Index	45.00
S&P 500 Index	53.18	Russell 1000 Value Index	24.50
Blmbg. Barc. U.S. Gov't/Credit	42.58	Russell 1000 Growth Index	24.50
FTSE 3 Month T-Bill	4.24	S&P MidCap 400 Index	6.00
<b>Jul-2000</b>		<b>Jul-2011</b>	
S&P 500 Index	53.24	Blmbg. Barc. U.S. Aggregate Index	45.00
Blmbg. Barc. U.S. Gov't/Credit	42.87	Russell 1000 Value Index	22.00
FTSE 3 Month T-Bill	3.89	Russell 1000 Growth Index	22.00
<b>Oct-2000</b>		S&P MidCap 400 Index	6.00
S&P 500 Index	51.18	MSCI EAFE (Net) Index	2.50
Blmbg. Barc. U.S. Gov't/Credit	43.03	MSCI Emerging Markets (Net) Index	2.50
FTSE 3 Month T-Bill	5.79	<b>Jan-2012</b>	
<b>Jan-2001</b>		Blmbg. Barc. U.S. Aggregate Index	39.00
S&P 500 Index	51.44	Russell 1000 Value Index	22.00
Blmbg. Barc. U.S. Gov't/Credit	43.95	Russell 1000 Growth Index	22.00
FTSE 3 Month T-Bill	4.61	Bloomberg Barclays Intermediate US Govt/Credit Idx	6.00
<b>Apr-2001</b>		S&P MidCap 400 Index	6.00
S&P 500 Index	50.00	MSCI EAFE (Net) Index	2.50
Blmbg. Barc. U.S. Gov't/Credit	50.00	MSCI Emerging Markets (Net) Index	2.50

<b>Allocation Mandate</b>	<b>Weight (%)</b>
<b>Jan-2013</b>	
Blmbg. Barc. U.S. Aggregate Index	34.00
Russell 1000 Value Index	20.00
Russell 1000 Growth Index	20.00
S&P MidCap 400 Index	15.00
Bloomberg Barclays Intermediate US Govt/Credit Idx	6.00
MSCI EAFE (Net) Index	2.50
MSCI Emerging Markets (Net) Index	2.50
<b>Apr-2014</b>	
Bloomberg Barclays Intermediate US Govt/Credit Idx	17.50
Blmbg. Barc. U.S. Aggregate Index	15.00
Russell 1000 Value Index	20.00
Russell 1000 Growth Index	20.00
S&P MidCap 400 Index	15.00
MSCI EAFE (Net) Index	2.50
MSCI Emerging Markets (Net) Index	2.50
ICE BofAML All Convertibles ex Mandatory	7.50
<b>Mar-2018</b>	
Bloomberg Barclays Intermediate US Govt/Credit Idx	24.75
Blmbg. Barc. U.S. Aggregate Index	0.00
Russell 1000 Value Index	20.00
Russell 1000 Growth Index	20.00
S&P MidCap 400 Index	17.00
MSCI EAFE (Net) Index	5.00
MSCI Emerging Markets (Net) Index	5.00
ICE BofAML All Convertibles ex Mandatory	0.00
S&P 500 Index	3.75
Russell 2500 Index	4.50

Total Equity Historical Hybrid Composition		Total Fixed Income Historical Hybrid Composition	
Allocation Mandate	Weight (%)	Allocation Mandate	Weight (%)
<b>Oct-1990</b>		<b>Apr-1997</b>	
S&P 500 Index	100.00	Bimbg. Barc. U.S. Gov't/Credit	100.00
<b>Apr-2007</b>		<b>Jul-2003</b>	
Russell 1000 Growth Index	44.50	Bimbg. Barc. U.S. Aggregate Index	100.00
S&P 500 Value	44.50		
S&P MidCap 400 Index	11.00	<b>Jan-2012</b>	
<b>Jul-2009</b>		Bimbg. Barc. U.S. Aggregate Index	87.00
Russell 1000 Growth Index	44.50	Bloomberg Barclays Intermediate US Govt/Credit Idx	13.00
Russell 1000 Value Index	22.25		
S&P 500 Value	22.25	<b>Jan-2013</b>	
S&P MidCap 400 Index	11.00	Bimbg. Barc. U.S. Aggregate Index	85.00
		Bloomberg Barclays Intermediate US Govt/Credit Idx	15.00
<b>Oct-2009</b>		<b>Apr-2014</b>	
Russell 1000 Value Index	44.50	Bloomberg Barclays Intermediate US Govt/Credit Idx	43.00
Russell 1000 Growth Index	44.50	Bimbg. Barc. U.S. Aggregate Index	38.00
S&P MidCap 400 Index	11.00	ICE BofAML All Convertibles ex Mandatory	19.00
<b>Jul-2011</b>		<b>Oct-2016</b>	
Russell 1000 Value Index	40.00	Bloomberg Barclays Intermediate US Govt/Credit Idx	55.00
Russell 1000 Growth Index	40.00	Bimbg. Barc. U.S. Aggregate Index	45.00
S&P MidCap 400 Index	11.00		
MSCI EAFE (Net) Index	4.50	<b>Mar-2018</b>	
MSCI Emerging Markets (Net) Index	4.50	Bloomberg Barclays Intermediate US Govt/Credit Idx	100.00
		Bimbg. Barc. U.S. Aggregate Index	0.00
<b>Jan-2013</b>			
Russell 1000 Value Index	33.30		
Russell 1000 Growth Index	33.30		
S&P MidCap 400 Index	25.00		
MSCI EAFE (Net) Index	4.20		
MSCI Emerging Markets (Net) Index	4.20		
Russell 2500 Index	0.00		
S&P 500 Index	0.00		
<b>Mar-2018</b>			
Russell 1000 Value Index	26.50		
Russell 1000 Growth Index	26.50		
S&P MidCap 400 Index	23.00		
MSCI EAFE (Net) Index	6.50		
MSCI Emerging Markets (Net) Index	6.50		
Russell 2500 Index	6.00		
S&P 500 Index	5.00		

<b>Active Return</b>	- Arithmetic difference between the manager's performance and the designated benchmark return over a specified time period.
<b>Alpha</b>	- A measure of the difference between a portfolio's actual performance and its expected return based on its level of risk as determined by beta. It determines the portfolio's non-systemic return, or its historical performance not explained by movements of the market.
<b>Beta</b>	- A measure of the sensitivity of a portfolio to the movements in the market. It is a measure of the portfolio's systematic risk.
<b>Consistency</b>	- The percentage of quarters that a product achieved a rate of return higher than that of its benchmark. Higher consistency indicates the manager has contributed more to the product's performance.
<b>Distributed to Paid In (DPI)</b>	- The ratio of money distributed to Limited Partners by the fund, relative to contributions. It is calculated by dividing cumulative distributions by paid in capital. This multiple shows the investor how much money they got back. It is a good measure for evaluating a fund later in its life because there are more distributions to measure against.
<b>Down Market Capture</b>	- The ratio of average portfolio performance over the designated benchmark during periods of negative returns. A lower value indicates better product performance
<b>Downside Risk</b>	- A measure similar to standard deviation that utilizes only the negative movements of the return series. It is calculated by taking the standard deviation of the negative quarterly set of returns. A higher factor is indicative of a riskier product.
<b>Excess Return</b>	- Arithmetic difference between the manager's performance and the risk-free return over a specified time period.
<b>Excess Risk</b>	- A measure of the standard deviation of a portfolio's performance relative to the risk free return.
<b>Information Ratio</b>	- This calculates the value-added contribution of the manager and is derived by dividing the active rate of return of the portfolio by the tracking error. The higher the Information Ratio, the more the manager has added value to the portfolio.
<b>Public Market Equivalent (PME)</b>	- Designs a set of analyses used in the Private Equity Industry to evaluate the performance of a Private Equity Fund against a public benchmark or index.
<b>R-Squared</b>	- The percentage of a portfolio's performance that can be explained by the behavior of the appropriate benchmark. A high R-Squared means the portfolio's performance has historically moved in the same direction as the appropriate benchmark.
<b>Return</b>	- Compounded rate of return for the period.
<b>Sharpe Ratio</b>	- Represents the excess rate of return over the risk free return divided by the standard deviation of the excess return. The result is an absolute rate of return per unit of risk. A higher value demonstrates better historical risk-adjusted performance.
<b>Standard Deviation</b>	- A statistical measure of the range of a portfolio's performance. It represents the variability of returns around the average return over a specified time period.
<b>Total Value to Paid In (TVPI)</b>	- The ratio of the current value of remaining investments within a fund, plus the total value of all distributions to date, relative to the total amount of capital paid into the fund to date. It is a good measure of performance before the end of a fund's life
<b>Tracking Error</b>	- This is a measure of the standard deviation of a portfolio's returns in relation to the performance of its designated market benchmark.
<b>Treynor Ratio</b>	- Similar to Sharpe ratio but utilizes beta rather than excess risk as determined by standard deviation. It is calculated by taking the excess rate of return above the risk free rate divided by beta to derive the absolute rate of return per unit of risk. A higher value indicates a product has achieved better historical risk-adjusted performance.
<b>Up Market Capture</b>	- The ratio of average portfolio performance over the designated benchmark during periods of positive returns. A higher value indicates better product performance.

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**Item 5.B.**  
**Flash Report**

**April 2020**

Investment Performance Review  
Monthly Flash  
Period Ending April 30, 2020

## **Delray Beach General Employees Pension Fund**

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Equities	Index Returns (%)					
	Month	3 M	YTD	1 Year	3 Yr Ann	5 Yr Ann
S&P 500 Total Return	12.82	(9.26)	(9.29)	0.86	9.04	9.12
Russell Midcap Index	14.36	(15.92)	(16.60)	(10.00)	3.46	4.81
Russell 2000 Index	13.74	(18.47)	(21.08)	(16.39)	(0.82)	2.88
Russell 1000 Growth Index	14.80	(3.54)	(1.39)	10.84	15.69	13.34
Russell 1000 Value Index	11.24	(16.70)	(18.49)	(11.01)	1.42	3.90
Russell 3000 Index	13.24	(10.33)	(10.42)	(1.04)	8.02	8.33
MSCI EAFE NR	6.46	(16.09)	(17.84)	(11.34)	(0.58)	(0.17)
MSCI EM NR	9.16	(12.52)	(16.60)	(12.00)	0.57	(0.10)

Fixed Income	Index Returns (%)					
	Month	3 M	YTD	1 Year	Mod. Adj. Duration	Yield to Worst
U.S. Aggregate	1.78	3.00	4.98	10.84	5.72	1.31
U.S. Corporate Investment Grade	5.24	(0.91)	1.42	9.88	8.34	2.67
U.S. Corporate High Yield	4.51	(8.78)	(8.75)	(4.11)	3.91	8.05
Global Aggregate	1.96	0.35	1.63	6.56	7.18	1.00

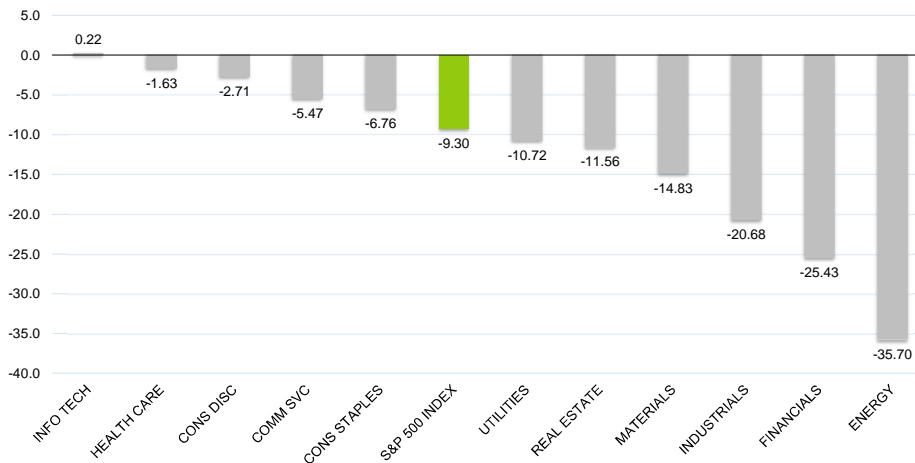
Key Rates	Levels (%)				
	04/30/20	12/31/19	12/31/18	12/31/17	12/31/16
US Generic Govt 3 Mth	0.08	1.54	2.35	1.38	0.50
US Generic Govt 2 Yr	0.20	1.57	2.49	1.88	1.19
US Generic Govt 10 Yr	0.64	1.92	2.68	2.41	2.44
US Generic Govt 30 Yr	1.28	2.39	3.01	2.74	3.07
ICE LIBOR USD 3M	0.56	1.91	2.81	1.69	1.00
Euribor 3 Month ACT/360	(0.27)	(0.38)	(0.31)	(0.33)	(0.32)
Bankrate 30Y Mortgage Rates Na	3.52	3.86	4.51	3.85	4.06
Prime	3.25	4.75	5.50	4.50	3.75

Russell Indices Style Returns						
V	B	G		V	B	G
-18.5	-9.7	-1.4	L	26.5	31.4	36.4
-22.6	-16.6	-7.5	M	27.0	30.5	35.5
-27.7	-21.1	-14.7	S	22.4	25.5	28.4
YTD				2019		

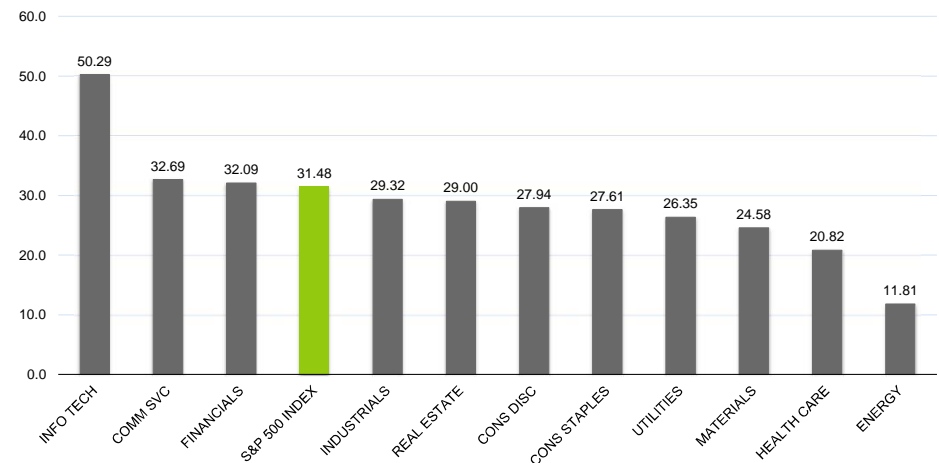
Currencies	Levels		
	04/30/20	12/31/19	12/31/18
Euro Spot	1.10	1.12	1.15
British Pound Spot	1.26	1.33	1.28
Japanese Yen Spot	107.18	108.61	109.69
Swiss Franc Spot	0.97	0.97	0.98

Commodities	Levels		
	04/30/20	12/31/19	12/31/18
Oil	18.84	59.44	49.11
Gasoline	1.78	2.59	2.26
Natural Gas	1.95	2.25	2.51
Gold	1,694.20	1,535.10	1,187.30
Silver	14.97	18.09	16.50
Copper	234.40	281.45	266.20
Corn	320.00	401.00	417.25
BBG Commodity TR Idx	129.91	172.00	159.72

YTD Sector Returns



2019 Sector Returns



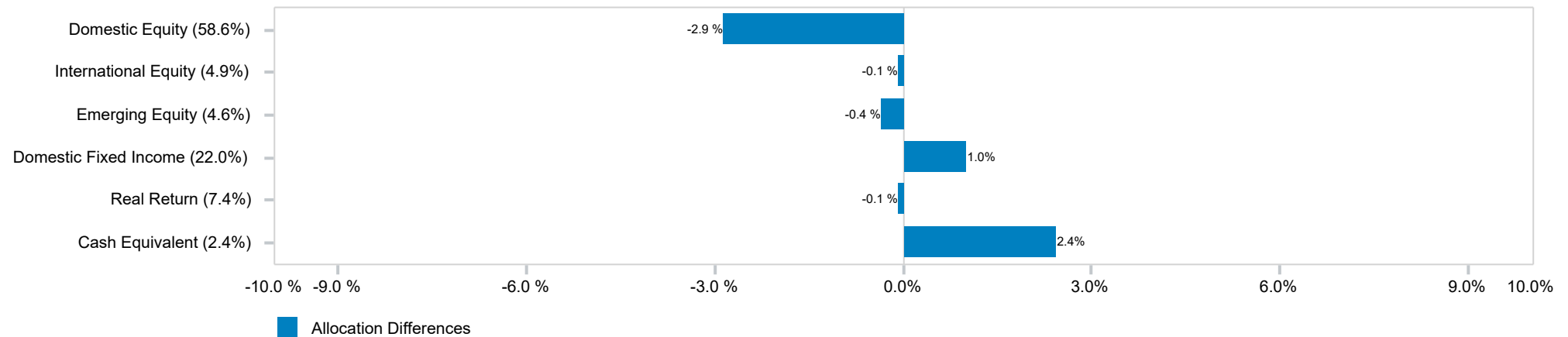
## Asset Allocation &amp; Performance

	Allocation		Performance(%)							
	Market Value \$	%	MTH	QTD	YTD	FYTD	1 YR	3 YR	Inception	Inception Date
<b>Total Fund Composite</b>	<b>126,483,068</b>	<b>100.0</b>	<b>9.36</b>	<b>9.36</b>	<b>-10.13</b>	<b>-4.21</b>	<b>-2.88</b>	<b>4.76</b>	<b>7.84</b>	<b>10/01/1990</b>
Policy Index			9.88	9.88	-9.34	-3.36	-2.17	4.67	8.20	
Difference			-0.52	-0.52	-0.79	-0.85	-0.71	0.09	-0.36	
<b>Total Equity Composite</b>	<b>86,332,682</b>	<b>68.3</b>	<b>12.58</b>	<b>12.58</b>	<b>-13.88</b>	<b>-6.13</b>	<b>-5.62</b>	<b>5.40</b>	<b>9.36</b>	<b>10/01/1990</b>
Total Equity Index			12.69	12.69	-13.85	-6.38	-6.15	5.00	9.65	
Difference			-0.12	-0.12	-0.03	0.25	0.53	0.40	-0.29	
<b>Total Domestic Equity</b>	<b>74,245,746</b>	<b>58.7</b>								
Vanguard Total Stock Mkt (VTSAX)	607,862	0.5	13.26	13.26	-10.38	-2.35	-1.18	N/A	7.74	07/01/2017
Russell 3000 Index			13.24	13.24	-10.42	-2.27	-1.04	8.02	7.78	
Difference			0.02	0.02	0.04	-0.08	-0.14	N/A	-0.04	
Boston LCV	13,186,654	10.4	11.88	11.88	-23.10	-17.11	-15.03	0.93	7.92	04/01/1996
Russell 1000 Value Index			11.24	11.24	-18.49	-12.45	-11.01	1.42	7.82	
Difference			0.64	0.64	-4.61	-4.66	-4.02	-0.49	0.10	
Rhumblin LCV	11,630,880	9.2	11.22	11.22	-18.43	-12.42	-10.98	1.42	10.74	07/01/2009
Russell 1000 Value Index			11.24	11.24	-18.49	-12.45	-11.01	1.42	10.89	
Difference			-0.02	-0.02	0.06	0.03	0.03	0.00	-0.15	
Rhumblin LCG	31,300,831	24.7	14.76	14.76	-1.35	9.10	10.84	15.64	15.96	07/01/2009
Russell 1000 Growth Index			14.80	14.80	-1.39	9.08	10.84	15.69	16.02	
Difference			-0.04	-0.04	0.04	0.02	0.00	-0.05	-0.06	
Rhumblin MC	17,519,519	13.9	14.15	14.15	-19.65	-14.01	-14.91	-0.06	6.86	04/01/2007
S&P MidCap 400 Index			14.18	14.18	-19.73	-14.06	-14.94	-0.03	6.84	
Difference			-0.03	-0.03	0.08	0.05	0.03	-0.03	0.02	

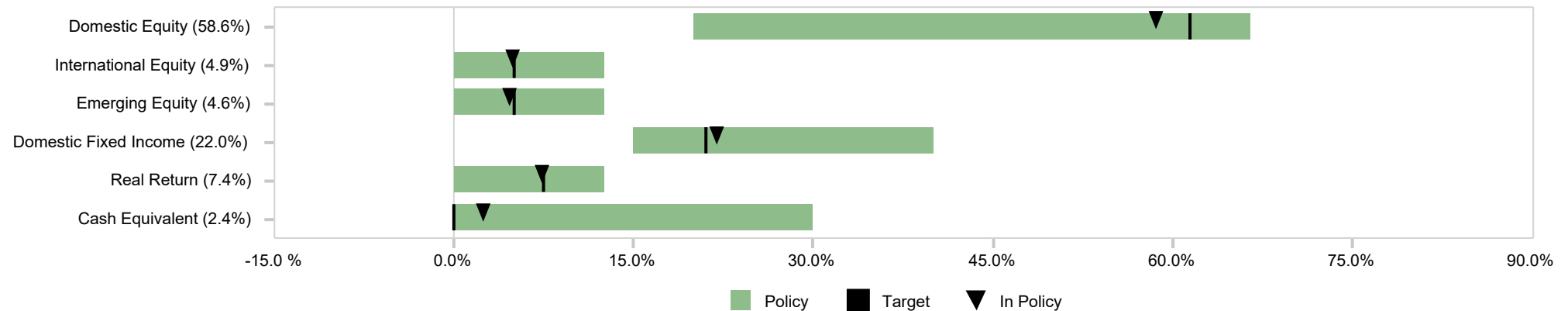
	Allocation		Performance(%)							
	Market Value \$	%	MTH	QTD	YTD	FYTD	1 YR	3 YR	Inception	Inception Date
<b>Total International Equity</b>										
Harding Loevner Intl Equity (HLIZX)	6,222,358	4.9	5.63	5.63	-14.83	-6.26	-7.85	1.69	5.25	09/01/2011
MSCI EAFE Index			6.54	6.54	-17.66	-10.90	-10.89	-0.09	4.33	
Difference			-0.91	-0.91	2.83	4.64	3.04	1.78	0.92	
Harding Loevner EM (HLMEX)	5,864,579	4.6	8.57	8.57	-21.43	-11.88	-16.81	-1.84	2.32	09/01/2011
MSCI Emerging Markets Index			9.18	9.18	-16.55	-6.60	-11.65	0.94	1.47	
Difference			-0.61	-0.61	-4.88	-5.28	-5.16	-2.78	0.85	
<b>Total Fixed Income Composite</b>										
Total Fixed Income Index	29,483,839	23.3	2.31	2.31	2.45	2.74	6.58	3.65	5.23	04/01/1996
Difference			1.41	1.41	3.84	4.23	8.18	4.13	N/A	
Difference			0.90	0.90	-1.39	-1.49	-1.60	-0.48	N/A	
Garcia Hamilton Fixed Income	29,483,839	23.3	2.31	2.31	2.45	2.74	6.58	N/A	4.65	02/01/2018
Bloomberg Barclays Intermediate US Govt/Credit Idx			1.41	1.41	3.84	4.23	8.18	4.06	5.53	
Difference			0.90	0.90	-1.39	-1.49	-1.60	N/A	-0.88	
<b>Total Real Return Composite</b>										
	9,363,269	7.4	5.12	5.12	-8.71	-6.26	-3.40	N/A	0.40	01/01/2018
JPMorgan Income Builder Fund (JNBZX)	4,598,513	3.6	4.67	4.67	-10.61	-7.97	-5.00	N/A	-3.54	04/01/2019
50% MSCI World Index (Net)/50% BB US Agg Index			6.35	6.35	-3.66	0.49	3.82	5.44	5.22	
Difference			-1.68	-1.68	-6.95	-8.46	-8.82	N/A	-8.76	
Blackrock Multi-Asset Income (BKMIX)	4,764,756	3.8	5.56	5.56	-6.80	-4.57	-1.84	N/A	1.08	01/01/2018
50% MSCI World Index (Net)/50% BB US Agg Index			6.35	6.35	-3.66	0.49	3.82	5.44	3.77	
Difference			-0.79	-0.79	-3.14	-5.06	-5.66	N/A	-2.69	
R&D Cash	1,303,278	1.0								

**Asset Allocation Compliance**

	Asset Allocation \$	Current Allocation (%)	Target Allocation (%)	Differences (%)	Target Rebal. (\$000)
Domestic Equity	74,158,718	58.6	61.5	-2.9	3,628,369
International Equity	6,222,358	4.9	5.0	-0.1	101,795
Emerging Equity	5,864,579	4.6	5.0	-0.4	459,575
Domestic Fixed Income	27,816,934	22.0	21.0	1.0	-1,255,489
Real Return	9,363,269	7.4	7.5	-0.1	122,961
Cash Equivalent	3,057,211	2.4	0.0	2.4	-3,057,211
Total Fund	126,483,068	100.0	100.0	0.0	-



**Executive Summary**



AndCo compiled this report for the sole use of the client for which it was prepared. AndCo is responsible for evaluating the performance results of the Total Fund along with the investment advisors by comparing their performance with indices and other related peer universe data that is deemed appropriate. AndCo uses the results from this evaluation to make observations and recommendations to the client.

AndCo uses time-weighted calculations which are founded on standards recommended by the CFA Institute. The calculations and values shown are based on information that is received from custodians. AndCo analyzes transactions as indicated on the custodian statements and reviews the custodial market values of the portfolio. As a result, this provides AndCo with a reasonable basis that the investment information presented is free from material misstatement. This methodology of evaluating and measuring performance provides AndCo with a practical foundation for our observations and recommendations. Nothing came to our attention that would cause AndCo to believe that the information presented is significantly misstated.

This performance report is based on data obtained by the client's custodian(s), investment fund administrator, or other sources believed to be reliable. While these sources are believed to be reliable, the data providers are responsible for the accuracy and completeness of their statements. Clients are encouraged to compare the records of their custodian(s) to ensure this report fairly and accurately reflects their various asset positions.

The strategies listed may not be suitable for all investors. We believe the information provided here is reliable, but do not warrant its accuracy or completeness. Past performance is not an indication of future performance. Any information contained in this report is for informational purposes only and should not be construed to be an offer to buy or sell any securities, investment consulting, or investment management services.

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**Item 5.E.**

**Term Asset-backed Securities Loan Facility  
(TALF)**

**(Will be provided electronically when received)**

**Item 5.D.**  
**Primer on Infrastructure**  
**Investments**



# Introduction to Private Infrastructure A Primer for Institutional Clients

Putting clients first.



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# The Investment Challenge

- Expected return from a traditional institutional portfolio will be challenged to meet return targets

Equities		Fixed Income	
U.S. Large Cap	6.41%	Core	3.32%
U.S. Mid Cap	6.93%	High Yield	5.59%
U.S. Small Cap	7.35%		
International	7.61%		

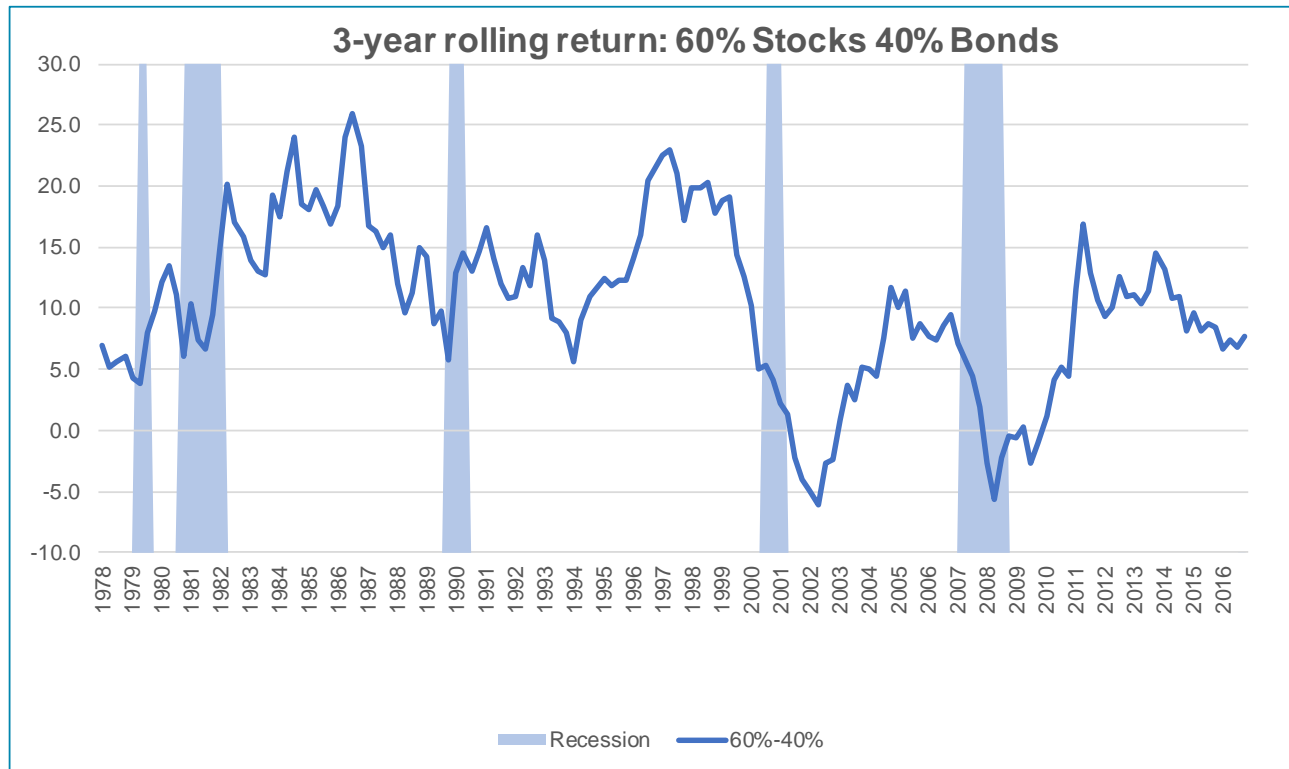
- Traditional asset classes (Equities and Fixed Income) tend to be highly correlated

	U.S. Large Cap	U.S. Mid Cap	U.S. Small Cap	International	Core FI	High Yield
U.S. Large Cap	1.00					
U.S. Mid Cap	0.96	1.00				
U.S. Small Cap	0.90	0.95	1.00			
International Equities	0.88	0.86	0.76	1.00		
Core Fixed Income	0.00	-0.01	-0.10	0.10	1.00	
High Yield	0.69	0.74	0.65	0.74	0.19	1.00

Source: Expected return and correlation are from the "2018 JPMorgan Long-Term Capital Market Assumptions"

# The Investment Challenge

- The risk in most traditional institutional portfolios comes from exposure to economic growth, returns tend to decline significantly around recessions



*\*60-40 portfolio is comprised of 60% S&P 500 and 40% Bloomberg Barclays U.S. Aggregate Bond, rebalanced quarterly*

# Addressing the Investment Challenge

## ***Infrastructure assets have characteristics that can address these challenges:***

- Strong cash flow profile and expected total return
  - Relatively steady cash flow through an economic cycle
- Lower correlation to other asset classes
- Inflation protection
  - Some countries contractually link cash flows to inflation measures.
  - Overall value of investment should increase with inflation
- Less economic sensitivity than public equities
  - Essential nature of asset maintains cash flow during downturns
- Additionally, long term nature of assets match profile of institutional investor's liabilities

***Ultimately, these benefits improve the risk-return characteristics of a traditional institutional portfolio, resulting in a more optimal asset allocation for institutional investors***

# Defining Infrastructure

***Infrastructure is defined as essential public services and facilities needed for the general economic operation of a region.***

Characteristics include:

- Monopolistic or semi-monopolistic position, high barriers to entry
- Long useful life
- Operate in regulated environments
- Stable, relatively predictable cash flows
- Lower exposure to business cyclicity

**Common types of Infrastructure assets:**

Sectors	Transportation	Energy/Utilities	Communications	Social
Subsectors	Toll roads/bridges/tunnels Municipal Parking Airports Rail Mass Transit Networks Port Facilities	Oil and Gas Pipelines Regulated Utilities Renewable Energy Water Treatment/Distribution	Communication Towers Cable Networks Satellite Systems	Education Facilities Healthcare Facilities Correctional Facilities

# Institutional Investment in Infrastructure

- Infrastructure is a global asset class with a majority of the assets in North America, Western Europe, and Asia/Australia.
  - Infrastructure transactions in emerging markets also continue to grow. Oxford Economics forecasts 48% of annual global infrastructure spending will occur in Emerging Asia by 2025, up from 30% in 2012.
- Infrastructure investing has been popular in Australia for many years within its superannuation funds. It has also been widely implemented as an asset class in the public retirement systems of Canada and Western Europe.
  - Based on Preqin data, as of March 2017, there was approximately \$425 billion of unlisted infrastructure assets under management compared to \$110 billion as of December 2008.
- Acceptance of the asset class among U.S. institutional investors is increasing with numerous potential opportunities. Investing in U.S. infrastructure assets allows investors exposure to the asset class without the currency risk exposure.
- In 2016, Oxford Economics forecasts total global infrastructure spending from 2015 to 2020 will be in the \$26 to \$28 trillion range

# Benefits of Implementing an Allocation to Infrastructure

## Risk-Adjusted Return Potential

Private global infrastructure is anticipated to generate an attractive long-term, risk-adjusted return profile relative to equities and fixed income, and a similar profile to core private real estate.

	Return	Standard Deviation
Global Infrastructure*	6.89	11.75
U.S. Large Cap	6.41	14.00
U.S. Mid Cap	6.93	16.00
U.S. Small Cap	7.35	18.75
International Equities	7.61	17.25
Core Fixed Income	3.32	3.75
High Yield	5.59	8.50
U.S. Core Real Estate*	5.79	10.75

Source: Forecast returns are from the "2018 JPMorgan Long-Term Capital Market Assumptions"

\*The JPMorgan assumptions for infrastructure real estate are unlevered returns.



# Benefits of Implementing an Allocation to Infrastructure

## Diversification

Private global infrastructure has a low correlation with equities, fixed income, and core private real estate.

	Global Infrastructure	U.S. Large Cap	U.S. Mid Cap	U.S. Small Cap	International	Core FI	High Yield	U.S. Core RE
Global Infrastructure	1.00							
U.S. Large Cap	0.30	1.00						
U.S. Mid Cap	0.30	0.96	1.00					
U.S. Small Cap	0.28	0.90	0.95	1.00				
International Equities	0.26	0.88	0.76	0.76	1.00			
Core Fixed Income	0.00	0.00	-0.01	-0.10	0.10	1.00		
High Yield	0.22	0.69	0.74	0.65	0.74	0.19	1.00	
U.S. Core Real Estate	0.30	0.30	0.31	0.31	0.26	0.31	0.23	1.00

Source: Correlations are derived from the "2018 JPMorgan Long-Term Capital Market Assumptions"

## Infrastructure Strategies

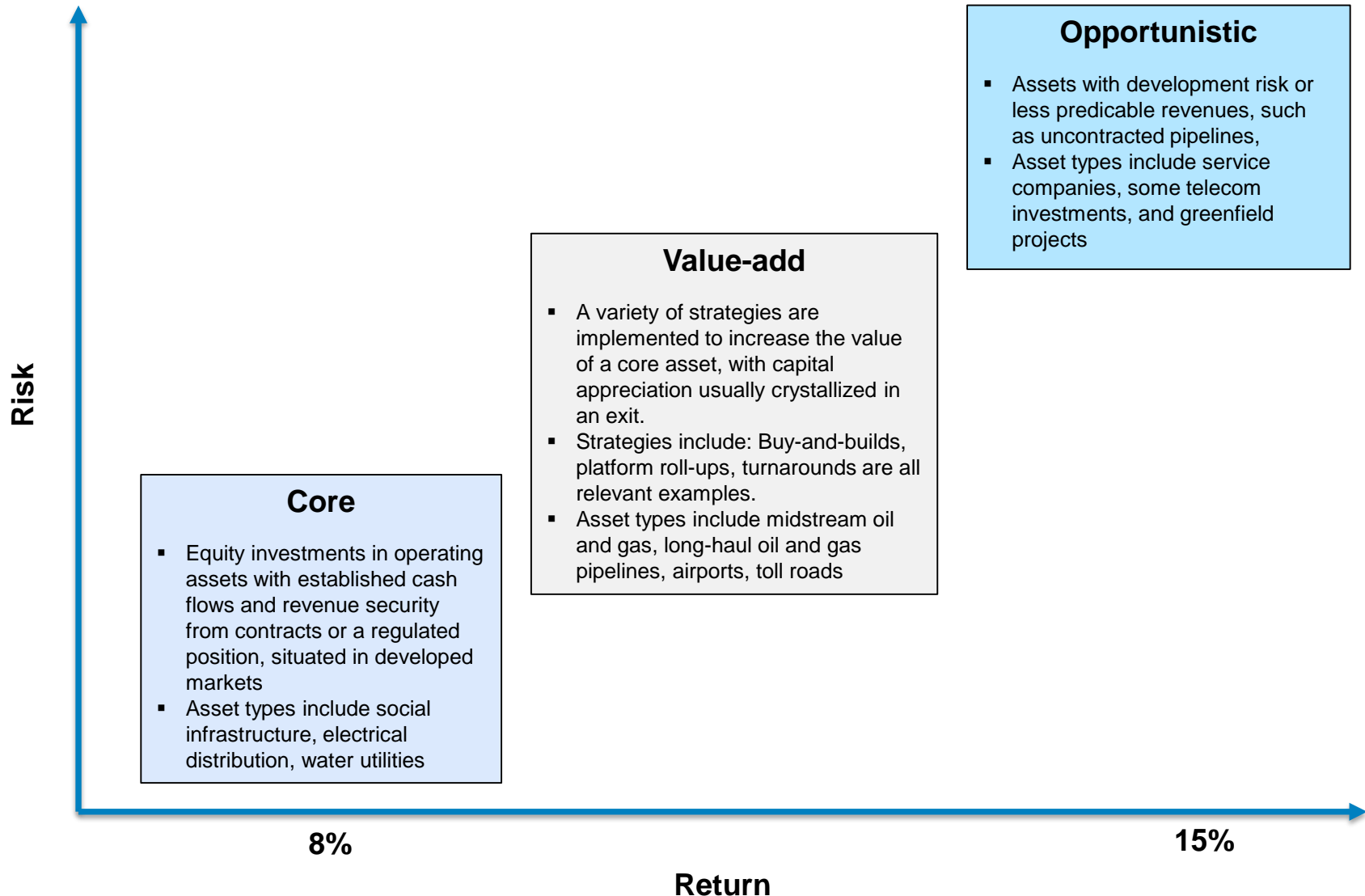
There are three primary types of strategies with varying risk and return profiles that an institution can utilize to construct an infrastructure portfolio.

- Core is a lower-risk strategy, driven primarily by current income
- Value-add provides more upside potential than Core, but also adds more risk. It seeks appreciation while mitigating volatility with some current income generation.
- Opportunistic offers the highest risk and highest return potential. It derives most of its return from appreciation.

	Core	Value-add	Opportunistic
Target Return (net)	8% to 10%	10% to 12%	15% to 17%
Key Risks	Operating	Operating Strategy Execution Construction	Construction Strategy Execution Market, Political
Primary Return Driver	Income	Appreciation	Appreciation
GDP Sensitivity	Low	High	High
Brownfield or Greenfield	Brownfield	Both	Both
Operating Complexity	Medium	High	High
Geography	OECD	OECD/Non OECD	OECD/Non OECD

# Implementation Considerations

## Infrastructure Strategies



## Investment Vehicles

Vehicle type	Minimum Investment	Liquidity	Fund Term	Typical Strategies
Open-end Funds (private)	\$10 million (negotiable)	Quarterly	Perpetual	Core
Closed-end Funds (private)	\$10 million (negotiable)	Illiquid	10 to 12 years	Core Value-add Opportunistic Debt

# Implementation Considerations

## *What to consider when selecting the right strategy for your portfolio*

	Open-end Funds (private assets)	Closed-end Funds (private assets)
<b>Key Advantages</b>	<ul style="list-style-type: none"><li>▪ Current income generated from cash-flowing assets</li><li>▪ Low correlation to equity markets</li><li>▪ Direct exposure to infrastructure assets</li></ul>	<ul style="list-style-type: none"><li>▪ Broadest number of managers and strategies to select from</li><li>▪ Low correlation to public equity markets</li><li>▪ Direct exposure to infrastructure assets</li></ul>
<b>Key Disadvantages</b>	<ul style="list-style-type: none"><li>▪ Higher fees</li><li>▪ Focus on cash-flow, less upside potential</li><li>▪ Leveraged</li><li>▪ Less liquid than listed securities</li></ul>	<ul style="list-style-type: none"><li>▪ Higher fees</li><li>▪ Leveraged</li><li>▪ Blind pool risk</li><li>▪ Liquidity is limited to complex secondary market transactions</li></ul>
<b>Fit within Portfolio</b>	<ul style="list-style-type: none"><li>▪ Tend to focus on investments with long-term hold periods and stable cash flows</li><li>▪ Primary component of an institutional investor's infrastructure program</li></ul>	<ul style="list-style-type: none"><li>▪ Tend to focus on investments with a higher risk/return profile</li><li>▪ Complementary component of an institutional investor's infrastructure program</li></ul>

# Implementation Considerations - Risks

## *Primary considerations to implementing an infrastructure allocation:*

- **Political/Regulatory:**
  - Regulated Infrastructure assets are subject to changes in government regulations and guarantees. Governmental regulators typically determine rates that can be charged to customers. Energy infrastructure, including oil & gas, solar, wind, and nuclear, are particularly vulnerable to this risk.
- **Asset types:**
  - For some assets, rate increases are not built into contracts which reduces the extent of inflation protection. Particularly in US, there is a high reliance on regulators for rate increases, which can be time-consuming.
- **Headline:**
  - High potential for public backlash on rate increases
- **Currency:**
  - Exchange rate fluctuations on foreign investments can severely impact returns.
- **Benchmarking:**
  - There is no benchmarking standard for private infrastructure strategies. Alternatives include absolute return, CPI + x%, public benchmark + x%, or comparison to funds of the same vintage year.
- **Credit:**
  - Private funds typically carry 40% to 70% leverage and are sensitive to credit market conditions

# Implementation Considerations - Risks

## *Primary considerations to implementing an infrastructure allocation:*

- **Liquidity:**
  - Open-end private fund's quarterly liquidity option can lock up depending on withdrawal queue and market conditions.
- **UBTI:**
  - Most funds will structure investments to minimize the impact of Unrelated Business Taxable Income (UBTI). However, certain investments may result in the generation of UBTI. To remedy this, managers may have offshore blocker vehicle options. Please consult your tax advisor to determine the impact of UBTI.
- **ERISA Fiduciary:**
  - Most Private Equity managers are not ERISA fiduciaries by accepting less than 25% of ERISA commitments or by becoming exempt by registering as a venture capital operating company (VCOC). If either of these cases, managers will not comply with ERISA standards.

# Implementation Considerations – Manager/Strategy Selection

## ***What does AndCo look for when evaluating Infrastructure managers?***

- Team stability
  - Due to the long-term nature of the investments it is crucial to partner with a team that has had minimal turnover of key professionals responsible for generating the firm's track record.
- Ability to add value through active management
  - Demonstrated capabilities of adding value through techniques such as adding key management personnel, negotiating contracts, optimizing the capital structure, and pursuing strategic acquisitions.
- Strong network for sourcing deal flow
  - A long history in the space provides the reputation and relationships needed to generate proprietary deals or greater participation in limited auctions, which can drive higher returns.
- Strong balance sheet for financing
  - Most private funds are levered, an ability to access attractive terms on debt will impact total return.
- Valuation Policy
  - Valuations are conducted on a quarterly basis. Managers must follow industry standard best practices that are audited annually by a third party.
- Exit strategy
  - Closed-end funds have a finite life, managers need to demonstrate a clearly defined exit strategy for the assets.
- Track record
  - Open-end funds manage redemptions through either cash inflows from new investors or selling assets. Poor performance can lead to increased redemptions and lack of new inflows. Current investors may be unable to receive redemption proceeds until assets are sold.



## ***AndCo's View***

- Allocating 5% to 10% of an institutional portfolio to Infrastructure can make sense, depending on the investor's objectives.
- We view Infrastructure as a component of a strategic allocation, not a short-term trade idea.
- Investors seeking to reduce equity and fixed income risk without sacrificing significant return potential would benefit from an allocation to infrastructure.
- Lower-risk/return strategies with a focus on investments that have stable cash flows and are less sensitive to economic growth should be the primary component of an infrastructure program.
- Higher-risk/return strategies that are dependent on a manager's operational expertise to create value or take on development risk can serve as a complementary component of an infrastructure program.
- We would avoid listed infrastructure, which does not offer as much diversification or risk reduction as private infrastructure does.

**Brownfield** – projects that have existing assets generating cash flow

**Capital Call** – Occurs when a manager requests a transfer of the portion of the investors' committed capital. The called capital is utilized by the manager to make investments and cover expenses.

**Carried Interest** – performance fee collected by the manager on profits in excess of a predetermined return referred to as a preferred return

**Closed-end Fund** – A fund with specified term the manager must liquidate the investments by, generally eight years or longer

**Committed Capital** – The amount of capital an investor has agreed to invest in a closed-end, private infrastructure fund. The capital is called on an as needed basis by the manager.

**Greenfield** – projects that include the construction of new assets

**Investment Period or Commitment Period** – Refers to the established length of time a manager can call capital for new investments, generally three to four years

**Monopolistic** – markets in which a product is controlled by a single producer and there are few, if any, substitutes

**Open-end Fund** – A perpetual fund with no set end date. New investors buy in at the current Net Asset Value and existing investors sell at the current Net Asset Value.

**Preferred Return** – Also referred to as a hurdle rate. The minimum level of return the investment or fund needs to earn before the manager can earn carried interest.

**Vintage Year** – The calendar year in which the manager begins investing capital of an infrastructure fund

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## **Item 5.C.**

### **Review Near Term Cash Requirements and Possible Asset Rebalancing**

(No backup for this Item)

## **Item 6**

### **Pension Administrator Report**



# MEMORANDUM

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TO: City of Delray Beach General Employees' Retirement Plan  
Retirement Committee

FROM: Lisa Castronovo, Pension Administrator

SUBJECT: FYI Items

DATE: 5/14/2020

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- 1) Following is a memorandum from Janice Rustin regarding active member Michael Vinci. **This item requires Committee action.**
- 2) Following is a detail of the actual administrative and investment-related expenses through April 30, 2020.
- 3) I have provided the NFP (formerly known as Fiduciary First) reports for the General Employees' DROP account for December 31, 2019 and March 31, 2020 as attachments in the email sent that included the Agenda and backup for this meeting.
- 4) Status update of items discussed at the February meeting that required further research, discussion, or action:
  - a) My acquisition of a credit card for the exclusive use to facilitate purchases that are most often Committee travel-related: Marie Kalka and Laura Thezine have approved my acquisition of a City purchasing card but only after I receive approval from the City Attorney for such acquisition; to date, I have not discussed with the City Attorney.
  - b) My acquisition of a notary certification: to date, I have researched to identify the companies that provide the certification, so I have not yet gotten the certification.
  - c) Updated travel policy to include specifics regarding travel outside of Florida: Mr. Frankel provided a travel policy (attached herewith) from December 2007 as adopted by the City's Police and Firefighters' Retirement System Board of Trustees. To date, I have not acquired any other organization's travel policy nor have I drafted a policy for the Committee.
  - d) Bullet-point summary of proposed State law: Ms. Kalka volunteered to draft this summary with my assistance, but due to Ms. Kalka's involvement with the City and my working from home during the City's shutdown, we have not been able to collaborate to prepare the draft summary.
  - e) Accounts payable requirements report: Ms. Kalka volunteered to draft this report with my assistance, but due to Ms. Kalka's involvement with the City and my working from home during the City's shutdown, we have not been able to collaborate to prepare a draft report.
  - f) Detail of actual administrative and investment-related expenses as of September 30, 2019: I will provide as soon as I can.

## **Pension Administrator Report Item 1**

REPLY TO: TALLAHASSEE

**MEMORANDUM**

**TO:** Lynn Gelin, City Attorney  
Marie Kalka, Finance Director  
City of Delray Beach

**FROM:** Jim Linn

**DATE:** May 6, 2020

**SUBJECT: General Employees Retirement Plan – Correction of DROP Entry/Employee Contribution Error (Michael Vinci)**

---

This memo responds to your question as to whether the City can allow a member of the General Employees Retirement Plan whose employee contributions were erroneously stopped in December 2018, to make up for the missed contributions by agreeing to a reduction of his DROP benefits. In sum, Florida law permits pension plan members to voluntarily relinquish their retirement benefits in exchange for something of value. An agreement in which a member agrees not to collect a portion of his DROP payments until his outstanding employee contributions are paid would be a valid agreement under Florida law. Any such agreement should be approved by the Retirement Committee since it has the authority to correct errors in Plan administration.

**Background**

Michael Vinci was hired as a City employee on July 24, 2006. He is a member of the City of Delray Beach General Employees Retirement Plan ("GE Plan"). From July 24, 2007 to March 31, 2017, he contributed 3.05% of his compensation to the GE Plan by way of an automatic payroll deduction. From April 1, 2017 to November 30, 2018, he contributed 6.5% of his compensation to the Plan for the enhanced multiplier. He has not made any contributions to the Plan since November 30, 2018.

Mr. Vinci became eligible for retirement on November 1, 2017. In October 2018, he submitted his application to enter the DROP program starting December 1, 2018. At that time, the plan administrator notified the City payroll department to cease the automatic payroll deduction for

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Mr. Vinci's employee contributions as of December 1, 2018. One week later, Mr. Vinci withdrew his DROP application and decided not to enter the DROP at that time. In March 2020, it was discovered City's payroll department had not been notified that Mr. Vinci withdrew his DROP application. As result, the automatic payroll deductions for Mr. Vinci's employee contributions ceased as of December 2018.

As of March 6, 2020, the total amount of Mr. Vinci's unpaid contributions was \$5,618.94. Mr. Vinci claims he was unaware that the payroll deductions for his employee pension contributions had stopped. He assumed that the increase in his biweekly pay was due to his annual performance increase that was applied in October 2018. Mr. Vinci says he is unable to pay the unpaid contributions at this time as either a lump sum or on an accelerated payment schedule, as he is planning to enter the DROP on May 1, 2020.

You have asked whether the City has the legal authority to permit Mr. Vinci to make up the required employee pension contributions through a reduction in his DROP benefits.

### **Analysis**

Pursuant to IRS rules and regulations, the City has a duty to correct operational errors arising from administration of the GE Plan, in order to maintain the Plan's tax qualified status. Operational errors include failure to withhold mandatory employee contributions equal to the amount stated in the written terms of Plan. See IRS Revenue Procedure 2016-61. GE Plan Section 35.090(B) requires employees to make contributions to the Plan of at least 3.05% of their base compensation. In Mr. Vinci's case, the GE Plan has not been administered in accordance with the written terms of the Plan. Accordingly, the City must take steps to rectify this employee contribution error. Failure to do so could result in disqualification of the Plan. Mr. Vinci has an incentive to work with the City to correct this error, because he cannot receive credited service or benefits under the Plan for the period from December 2018 to the present unless the contributions are paid.

Florida courts have recognized that public employee retirement benefits are in the nature of a contract. Therefore, the question of whether Mr. Vinci can agree to modify his retirement benefits is analyzed within the framework of general contract principles. Parties to a contract may voluntarily relinquish or modify their contractual rights by mutual agreement if the modification is supported by valid consideration and is not contrary to public policy. *St. Joe Corp. v. McIver*, 875 So. 2d 375 (Fla. 2004). Valid consideration may be anything of value, including the relinquishment of a legal right. *Loper v. Weather Shield Mfg., Inc.* 203 So. 3d 898, 903 (Fla. 1st DCA, 2015). In our opinion, an agreement in which Mr. Vinci voluntarily relinquishes his rights to collect a portion of his DROP benefits in exchange for restoring the credited service and benefits he would have earned under the Plan from December 2018 to the present would be consistent with Florida law.

## Procedure

Pursuant to GE Plan Section 35.105 (E), the Retirement Committee has the power to correct errors made in connection with Plan administration:

In order to effectuate the purposes of the plan, the Committee shall have the power to construe the plan, to supply any omissions therein, to reconcile and correct any errors or inconsistencies and to make equitable adjustments for any mistakes or errors made in administration of the plan.

Because Mr. Vinci's contribution error arose in the administration of the Plan, the Retirement Committee should approve any agreement to permit Mr. Vinci to pay back his missed contributions through a reduction in his DROP benefits.

The Retirement Committee should also determine what amount is due to restore Mr. Vinci's participation in the Plan. At a minimum, Mr. Vinci must make a payment equal to the contribution that he should have made under the written terms of the Plan, or \$5,618.94, to avoid Plan qualification issues. In order for the Plan to be in the same position it would have been in if Mr. Vinci's employee contributions had not been stopped in December 2018, terminated, Mr. Vinci would have to make a payment equal to his required employee contribution, plus interest calculated at the Plans' assumed rate of return. However, the Committee has broad authority to make equitable adjustments to correct an error in Plan administration. It is within the Committee's authority to make an equitable adjustment to the payment amount and not require Mr. Vinci to pay interest on the unpaid employee contribution since the early termination of his mandatory employee contribution was an error not of his making.

We recommend that City request that the Retirement Committee consider this issue at its next meeting. Please let us know if you have any questions or want to discuss.

## **Pension Administrator Report Item 2**

## General Employees' Retirement Plan Administrative and Investment Expenditure Detail

	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20
Administrative/Miscellaneous Expenses								
Gabriel Roeder Smith & Company	3,986	7,196	0	2,526	1,738	4,354	0	0
Pension Administrator	2,805	2,950	2,950	2,950	2,950	2,950	2,950	2,950
GRS Hosting Fee	0	0	0	0	0	0	0	0
Fiduciary Insurance	0	0	0	0	0	15,311	0	0
Dues/Education/Travel	30	0	0	3,955	0	0	0	0
Legal Consultant Fees	0	0	0	2,737	2,687	0	0	0
NFP Retirement	0	0	1,020	0	0	934	0	0
Total Admin./Misc. Expenses	6,821	10,146	3,970	12,168	7,375	23,549	2,950	2,950
Investment Manager Expenses								
BNYMellon	30,150	15,911	0	0	16,894	0	0	11,791
Garcia Hamilton	13,863	0	0	0	13,944	0	14,114	
RhumbLine Combined	0	0	6,212	6,575	0	0	6,093	
Total Investment Manager Expenses	44,013	15,911	6,212	6,575	30,838	0	20,207	11,791
Salem Trust Transaction Fees	0	0	0	9,545	0	0	8,985	0
BNYMellon	1,788	0	0	1,927	0	0	1,324	0
Garcia Hamilton	3,213	0	0	3,224	0	0	3,226	0
Total Salem Trust Transaction Fees	5,001	0	0	14,696	0	0	13,535	0
AndCo Consulting Fees	0	8,357	0	0	0	8,357	0	0
Total Investment Expenses	49,014	24,268	6,212	21,271	30,838	8,357	33,742	11,791
Year end Market Value Assets								

## **Item 7**

### **Other Business**

**Item 7.A.**  
**September 30, 2019 Audit Report**

# Fiduciary Funds

Fiduciary Funds are used to account for assets held in trust or as an agent by the City for others and include pension trust funds.

*General Employees' Pension Fund* – This fund is used to account for assets held in a trustee capacity for the retirement pensions of all permanent, full-time City employees except those covered by the Police Officers' and Firefighters' Retirement System Funds.

*Police Officers' Retirement System Fund* – This fund is used to account for assets held in a trustee capacity for the retirement pensions of all non-civilian police department employees of the City. The fund was established by City Ordinance No. 17-16 which created a separate retirement system for all non-civilian police department employees, effective October 1, 2016.

*Firefighters' Retirement System Fund* – This fund is used to account for assets held in a trustee capacity for the retirement pensions of all non-civilian fire department employees of the City. The fund was established by City Ordinance No. 17-16 which created a separate retirement system for all non-civilian fire department employees, effective October 1, 2016.

CITY OF DELRAY BEACH, FLORIDA  
 COMBINING STATEMENT OF FIDUCIARY NET POSITION  
 PENSION TRUST FUNDS  
 September 30, 2019

	General Employees' Pension	Police Officers' Retirement System	Firefighters' Retirement System	Total Pension Trust Funds
<b>ASSETS</b>				
Cash	\$ 23,849	\$ 125,695	\$ 126,738	\$ 276,282
Investments:				
Money market mutual funds	1,543,089	1,577,559	1,896,992	5,017,640
U.S. Government securities	8,743,338	4,562,319	4,942,156	18,247,813
U.S. Government Agency securities	3,895,156	3,566,262	4,103,879	11,565,297
Domestic corporate bonds	15,789,711	12,240,636	13,481,011	41,511,358
Global fixed income investment fund	10,831,980	3,565,215	4,057,331	18,454,526
Global asset allocation investment fund	-	2,802,783	-	2,802,783
Domestic equity securities	15,710,806	22,439,035	39,286,639	77,436,480
Domestic equity mutual funds	6,165,342	9,867,232	-	16,032,574
Domestic equity index funds	64,399,214	10,702,223	10,247,283	85,348,720
International equity mutual funds	5,836,687	14,586,533	16,086,255	36,509,475
Foreign stocks	-	580,897	1,153,883	1,734,780
Timber investment funds	-	1,196,061	1,325,625	2,521,686
Real estate investment trusts	-	-	274,422	274,422
Real estate investment funds	-	8,108,384	8,986,733	17,095,117
Fixed income alternative investment fund	-	2,542,466	2,817,878	5,360,344
Interest and dividends receivable	170,095	137,877	171,986	479,958
Pending trades receivable	493,985	226,241	278,460	998,686
Employee contributions receivable	-	43,704	36,629	80,333
Miscellaneous receivable	-	6,996	-	6,996
Total Assets	133,603,252	98,878,118	109,273,900	341,755,270
<b>LIABILITIES</b>				
Accounts payable	161,530	75,432	94,834	331,796
Pending trades payable	511,986	236,136	275,667	1,023,789
Total Liabilities	673,516	311,568	370,501	1,355,585
<b>NET POSITION</b>				
Restricted for pension benefits	\$ 132,929,736	\$ 98,566,550	\$ 108,903,399	\$ 340,399,685



CITY OF DELRAY BEACH, FLORIDA  
 COMBINING STATEMENT OF CHANGES IN FIDUCIARY NET POSITION  
 PENSION TRUST FUNDS  
 For the Fiscal Year Ended September 30, 2019

	General Employees' Pension	Police Officers' Retirement System	Firefighters' Retirement System	Total Pension Trust Funds
<b>ADDITIONS</b>				
Contributions				
Employer	\$ 2,360,582	\$ 6,247,516	\$ 6,452,812	\$ 15,060,910
State of Florida	-	835,929	1,129,759	1,965,688
Plan members	1,206,890	1,160,807	1,044,994	3,412,691
Total contributions	3,567,472	8,244,252	8,627,565	20,439,289
Investment earnings				
Net appreciation in fair value of investments	842,429	2,005,993	2,419,035	5,267,457
Interest, dividends and investment fund income	3,024,020	2,898,125	3,064,435	8,986,580
Other investment income	5,729	1,865	1,379	8,973
	3,872,178	4,905,983	5,484,849	14,263,010
Less investment expenses	(251,664)	(609,307)	(723,561)	(1,584,532)
Net investment earnings	3,620,514	4,296,676	4,761,288	12,678,478
Total Additions	7,187,986	12,540,928	13,388,853	33,117,767
<b>DEDUCTIONS</b>				
Benefits	7,686,562	7,799,644	8,483,028	23,969,234
Refunds of contributions	117,583	103,178	10,566	231,327
Administrative expenses	172,197	181,670	160,131	513,998
Total Deductions	7,976,342	8,084,492	8,653,725	24,714,559
Change In Plan Net Position	(788,356)	4,456,436	4,735,128	8,403,208
Net Position Restricted for Pension Benefits at October 1, 2018	133,718,092	94,110,114	104,168,271	331,996,477
Net Position Restricted for Pension Benefits at September 30, 2019	\$ 132,929,736	\$ 98,566,550	\$ 108,903,399	\$ 340,399,685

# City of Delray Beach, Florida

## Notes to Financial Statements

September 30, 2019

### 11. Noncurrent Liabilities (Continued)

#### Blended Component Unit – Delray Beach Community Redevelopment Agency (Continued)

The annual debt service requirements on the loan payable to the City from the CRA are summarized as follows:

<b>Fiscal Year Ending September 30,</b>	<b>Principal</b>	<b>Interest</b>	<b>Total</b>
2020	\$ 361,419	\$ 58,730	\$ 420,149
2021	361,419	58,730	420,149
2022	361,419	58,730	420,149
2023	361,419	58,730	420,149
2024	361,419	58,730	420,149
	<u>\$ 1,807,095</u>	<u>\$ 293,650</u>	<u>\$ 2,100,745</u>

### 12. Employee Retirement Plans

#### Description of the Plans

The City contributes to three single-employer defined benefit pension plans covering substantially all full-time City employees. The General Employees' Pension Plan is for employees who have completed one year of credited service, excluding the City Commission, City Manager (and assistants), City Attorney (and assistants) and department heads if they elect not to participate, and firefighters and police officers covered under separate pension plans. The Delray Beach Firefighters' Retirement System covers all firefighters and the Delray Beach Police Officers' Retirement System covers all police officers. Each plan is administered by an independent Board and is accounted for by the City as a separate fund. The costs of administering the plans are financed by the plans' respective investment earnings. Actuarial reports are prepared annually for each plan.

**General Employees' Pension Plan** - The benefit provisions and all other requirements of the General Employees' Pension Plan are established by City Ordinance and are summarized as follows:

The City's Code of Ordinances provides, in general, that funds are to be accumulated from employee contributions, City contributions and income from investment of accumulated funds. The operations of the fund are administered and managed by the General Employees' Pension Fund Board, which consists of a chairperson and four additional members, all of whom are appointed by the City Commission.

**Vesting** - Benefits vest 50% after five years of service plus 10% each additional year up to 100% at 10 years.

**Eligibility for Retirement** - Ordinance No. 33-10 effective October 5, 2010, changed normal retirement eligibility from the earlier of age 60 with ten years of service or 30 years of service regardless of age to the earlier of age 62 with ten years of service or 30 years of service regardless of age. This change did not apply to members who were within ten years of normal retirement eligibility as of October 5, 2010. Normal retirement eligibility for members hired after October 5, 2010, is age 65 with ten years of service.

**Annual Retirement Benefit** - 2.5% of average monthly compensation times years of service with a maximum benefit of 75% of average monthly compensation. Effective October 5, 2010, the normal form of benefit changed from a 60% joint and survivor annuity to a life annuity. This change did not apply to members who were within ten years of normal retirement eligibility as of October 5, 2010. Effective July 2005, participants have the option of a 3% multiplier with a maximum benefit of 90%. Employees selecting this option will contribute an additional 3.45% of earnings. There is also the option to purchase all or a portion of prior service at the increased multiplier.

City of Delray Beach, Florida

Notes to Financial Statements

September 30, 2019

**12. Employee Retirement Plans (Continued)**

**Description of the Plans (Continued)**

*Deferred Retirement Option Plan ("DROP")* - Employees with 10 years of credited service and eligible for normal retirement have the option of entering DROP. When entering DROP, the employee continues employment with the City, but will cease accruing a pension benefit, and the monthly benefit under the plan as of the DROP election date will be directed to the employee's self-administered 401(a) Plan. After a maximum of 60 months, the employee must terminate employment with the City. The balance of amounts held pursuant to DROP was \$6,826,645 at September 30, 2019.

*Other Benefits* - The system also provides for optional retirement benefits, early retirement, extended retirement, disability retirement, and death benefits.

*Employee Contributions* - The employee contribution is 3.05% of the employee's base annual compensation. If the employee chooses the 3% multiplier, there is an additional contribution of 3.45% for a total of 6.5%. If an employee leaves covered employment or dies before five years of credited service, accumulated employee contributions are refunded with interest to the employee or the designated beneficiary.

*City Contributions* - City contributions are based upon actuarially determined amounts, which together with earnings and employee contributions, are sufficient to fund the plan.

***Police and Firefighters' Retirement System*** – The City of Delray Beach Police and Firefighters' Retirement System (the "Legacy Plan") was originally established in 1974 by the City of Delray Beach to provide pension benefits to all full-time City police officers and firefighters. Effective October 1, 2016, the City Commission adopted City Ordinance No. 17-16, which provided for the establishment of separate retirement systems for the City's police officers and firefighters, a new Board for each retirement system, changes in the allocation and use of Chapter 175 and 185 premium tax revenues, and changes to the retirement benefits of police officers and firefighters. Accordingly, during the year ended September 30, 2017, the assets of the Legacy Plan were allocated to the new Delray Beach Police Officers' Retirement System and Delray Beach Firefighters' Retirement System based on an actuarial impact statement dated September 6, 2016 that utilized the ratio of the present value of accrued benefits for each of the police officer and firefighter members (and beneficiaries of such members, if applicable) to the total present value of accrued benefits. The allocation method resulted in an allocation of 47.431% of the Legacy Plan assets to the new Police Officers' Retirement System and 52.569% of the Legacy Plan assets to the new Firefighters' Retirement System. The allocation percentages were not applied to the Excess State Monies Reserves and DROP that were allocated to the new plans based on the actual reserves and balances held for the respective groups. At September 30, 2017, all Legacy Plan assets were fully allocated and operation of the Legacy Plan as a City retirement plan was discontinued.

***Police Officers' Retirement System*** - The benefit provisions and all other requirements of the Police Officers' Retirement System are established by City Ordinance and are summarized as follows:

The City's Code of Ordinances provides, in general, that funds are to be accumulated from employee contributions, City contributions, state appropriations and income from investment of accumulated funds. Florida Statutes provide that, should the accumulated funds at any time be insufficient to meet and pay the benefits due, the City shall supplement the fund by an appropriation from current funds or from any revenues which may lawfully be used for said purposes in an amount sufficient to make up the deficiency. The operations of the System are administered and managed by the Police Officers' Retirement System Board, consisting of two outside members appointed by the City Commission, two full-time City police officers elected by active members and a fifth member chosen by a majority of the other four members.

*Vesting* - Benefits fully vest after 10 years of service.

City of Delray Beach, Florida

Notes to Financial Statements

September 30, 2019

**12. Employee Retirement Plans (Continued)**

**Description of the Plans (Continued)**

*Eligibility for Normal Retirement* - For police officers hired on or before July 7, 2015, eligibility for normal retirement is the earlier of age 55 and 10 years of service or 20 years of service regardless of age. For police officers hired after July 7, 2015, eligibility for normal retirement is the earlier of age 55 and 10 years of service or 25 years of service regardless of age.

*Annual Retirement Benefit* - The annual retirement benefit for police officers is based on the date of hire as follows:

- A) Police Officers hired on or before July 7, 2015 with 20 or more years of service on July 7, 2015, receive 3.5% (if the enhanced multiplier is elected or 3.0% if it is not elected) times the police officers' average final compensation for all credited service (subject to a maximum benefit equal to 87.5% of average final compensation).
- B) Police officers hired on or before July 7, 2015, and retiring with:
  - 1) more than 20 years of service receive 3.5% (if the enhanced multiplier is elected or 3.0% if it is not elected) times the police officer's average final compensation for all credited service prior to July 7, 2015 plus 3.0% times the police officer's average final compensation times all credited service after July 6, 2015.
  - 2) less than 20 years of service receive 2.5% times the police officer's average final compensation times all years of credited service prior to July 7, 2015 plus 3.0% times the police officer's average final compensation times all years of credited service after July 6, 2015 (subject to a maximum annual benefit of \$108,000 but in no event less than 2.0% times average final compensation for each year of service).
- C) Police officers hired after July 7, 2015 receive 2.75% times the police officer's average final compensation times all years of credited service (subject to a maximum annual benefit of \$108,000 and further subject to a maximum of 68.75% of their average final compensation (but in no event less than 2% times average final compensation for each year of service)).
- D) Police Officers hired after April 9, 2013 may not elect the enhanced multiplier.

*Deferred Retirement Option Plan ("DROP")* – Police officers who have met normal retirement eligibility have the option of entering the DROP. When entering the DROP, the police officer continues employment with the City, but will cease accruing a pension benefit under the plan, and the monthly benefit as of the DROP election date will be directed to the police officer's self-administered 401(a) plan. After a maximum of 60 months, the police officer must terminate employment with the City. The balance of amounts held pursuant to DROP was \$8,295,220 at September 30, 2019.

*Other Benefits* - The plan also provides for optional retirement benefits, early retirement, disability retirement, and death benefits.

*Employee Contributions* - Police officers are required to contribute 9.0% of annual compensation. If a police officer leaves employment or dies prior to vesting, contributions are refunded to the police officer or designated beneficiary with interest.

*State of Florida Contributions* - Pursuant to Chapter 185 of the Florida Statutes, a premium tax on certain casualty insurance contracts written on properties within the City is collected by the State and remitted to the City annually as an on-behalf payment for the Police Officers' Retirement System. Chapter 185 tax monies up to \$606,595 annually will be used to offset the City's contributions.

*City Contributions* - City contributions are based upon actuarially determined amounts which, together with earnings, employee and State contributions, are sufficient to fund the plan.

City of Delray Beach, Florida

Notes to Financial Statements

September 30, 2019

**12. Employee Retirement Plans (Continued)**

**Description of the Plans (Continued)**

***Firefighters' Retirement System*** - The benefit provisions and all other requirements of the Firefighters' Retirement System are established by City Ordinance and are summarized as follows:

The City's Code of Ordinances provides, in general, that funds are to be accumulated from employee contributions, City contributions, state appropriations and income from investment of accumulated funds. Florida Statutes provide that, should the accumulated funds at any time be insufficient to meet and pay the benefits due, the City shall supplement the fund by an appropriation from current funds or from any revenues which may lawfully be used for said purposes in an amount sufficient to make up the deficiency. The operations of the System are administered and managed by the Firefighters' Retirement System Board, consisting of two outside members appointed by the City Commission, two full-time City firefighters elected by the active members of the Plan, and a fifth member chosen by the majority of the other four members.

*Vesting* - Benefits fully vest after 10 years of service.

*Eligibility for Normal Retirement* - For firefighters hired on or before October 4, 2016, eligibility for normal retirement is the earlier of age 55 and 10 years of service or 20 years of service regardless of age. For firefighters hired after October 4, 2016, eligibility for normal retirement is the earlier of age 55 and 10 years of service or 25 years of service regardless of age.

*Annual Retirement Benefit* - The annual retirement benefit for firefighters is based on the date of hire as follows:

- A) Firefighters hired on or before October 4, 2016 with 20 or more years of service on October 4, 2016, receive 3.5% (if the enhanced multiplier is elected or 3.0% if it is not elected) times the firefighter's average final compensation for all credited service (subject to a maximum benefit equal to 87.5% of average final compensation).
- B) Firefighters hired on or before October 4, 2016 with less than 20 years of service on October 4, 2016, and retiring with:
  - 1) more than 20 years of service at retirement receive 3.5% (if the enhanced multiplier is elected or 3.0% if it is not elected) times the firefighter's average final compensation for all credited service prior to October 4, 2016 plus 3.0% times the firefighter's average final compensation times all years of credited service after October 4, 2016 (subject to a maximum annual benefit of \$100,000, but not less than 2.0% times average final compensation for each year of credited service).
  - 2) less than 20 years of service at retirement receive 2.5% times the firefighter's average final compensation times all years of credited service prior to October 4, 2016 plus 3.0% times the firefighter's average final compensation times all years of credited service after October 4, 2016 (subject to a maximum annual benefit of \$100,000, but not less than 2.0% times average final compensation for each year of credited service).
- C) Firefighters hired after October 4, 2016 receive 2.75% times the firefighter's average final compensation times all years of credited service (subject to a maximum annual benefit of \$100,000, but not less than 2.0% times average final compensation for each year of credited service).
- D) Firefighters hired after April 9, 2013 may not elect the enhanced multiplier.

*Deferred Retirement Option Plan ("DROP")* - Firefighters who have met normal retirement eligibility have the option of entering the DROP. When entering the DROP, the firefighter continues employment with the City, but will cease accruing a pension benefit under the plan, and the monthly benefit as of the

City of Delray Beach, Florida

Notes to Financial Statements

September 30, 2019

**12. Employee Retirement Plans (Continued)**

**Description of the Plans (Continued)**

DROP election date will be directed to the firefighter's self-administered 401(a) plan. After a maximum of 60 months, the firefighter must terminate employment with the City. The balance of amounts held pursuant to DROP was \$11,582,452 at September 30, 2019.

*Other Benefits* - The plan also provides for optional retirement benefits, early retirement, disability retirement, and death benefits.

*Employee Contributions* - Firefighters are required to contribute 9.0% of annual compensation. If an employee leaves employment or dies prior to vesting, contributions are refunded to the firefighter or designated beneficiary with interest.

*State of Florida Contributions* - Pursuant to Chapter 175 of the Florida Statutes, a premium tax on certain casualty insurance contracts written on properties within the City is collected by the State and remitted to the City annually as an on-behalf payment for the Firefighters' Retirement System Fund. Chapter 175 tax monies up to \$1,206,994 annually will be used to offset the City's contributions.

*City Contributions* - City contributions are based upon actuarially determined amounts which, together with earnings, employee and State contributions, are sufficient to fund the plan.

The net pension liability, deferred outflows/inflows of resources related to pensions and pension expense related to the City's three defined benefit retirement plans are summarized as follows at September 30, 2019:

	<b>General Employees' Pension Plan</b>	<b>Police Officers' Retirement System</b>	<b>Firefighters' Retirement System</b>	<b>Total</b>
Net pension liability	\$ 7,280,268	\$ 57,442,487	\$ 61,357,057	\$ 126,079,812
Deferred outflows/inflows				
Deferred outflows of resources	\$ 7,731,944	\$ 15,204,418	\$ 17,280,053	\$ 40,216,415
Deferred inflows of resources	\$ 1,089,698	\$ 820,630	\$ 1,577,291	\$ 3,487,619
Pension expense	\$ 3,825,456	\$ 12,197,300	\$ 11,939,870	\$ 27,962,626

**Membership**

Membership data of the City's pension plans as of October 1, 2018, the date of the most recent actuarial valuations, is summarized as follows:

	<b>General Employees' Pension Plan</b>	<b>Police Officers' Retirement System</b>	<b>Firefighters' Retirement System</b>
Retirees and beneficiaries receiving benefits	350	141	134
Terminated employees entitled to benefits but not receiving them	78	7	0
Active members	378	146	139

City of Delray Beach, Florida

Notes to Financial Statements

September 30, 2019

**12. Employee Retirement Plans (Continued)**

**Summary of Significant Accounting Policies (Continued)**

The financial statements of each Plan are prepared using the economic resources measurement focus and the accrual basis of accounting. Employee and employer contributions are recognized in the period in which employee services are performed. Benefits and refunds are recognized when due and payable in accordance with the terms of the Plan. Other expenses are recognized when the corresponding liabilities are incurred. Investment income is recognized as revenue when earned. Investments are reported at fair value and are managed by third party money managers. The City's independent custodians and money managers determine the fair value of securities, which is generally based upon quoted prices on a national or international stock exchange or for securities not listed, the mean of the most recent bid and ask prices of each instrument using various third party pricing sources. The net appreciation/(depreciation) in fair value of investments is recorded as an increase/(decrease) to investment income based on the valuation of investments. Investment earnings are reduced for investment related expenses, such as management fees, portfolio evaluation and custodial services.

**Investments**

Investment Policy: The policy in regard to the allocation of invested assets is established and may be amended by a majority vote of the Board of each pension plan. It is the policy of each pension plan Board to pursue an investment strategy that reduces risk through the prudent diversification of the investment portfolio across a broad selection of distinct asset classes. The investment policy of each pension plan discourages the use of cash equivalents, except for liquidity purposes, and aims to refrain from dramatically shifting asset class allocations over short time spans.

The asset allocation policy adopted by each pension plans' Board at September 30, 2019 was as follows:

<b>Asset Class</b>	<b>General Employees' Pension Plan</b>	<b>Police Officers' Retirement System</b>	<b>Firefighters' Retirement System</b>
Fixed income	32.5%	27.5%	27.5%
Domestic equity	55.0	42.5	42.5
International equity	5.0	15.0	15.0
Real estate	0.0	10.0	10.0
Alternatives	7.5	5.0	5.0
Total	100.0%	100.0%	100.0%

Rate of Return: The annual money-weighted rate of return on pension investments, net of pension investment expense, for the General Employees' Pension Plan, the Police Officers' Retirement System and Firefighters' Retirement System, was 2.65%, 4.43% and 4.39%, respectively, for the year ended September 30, 2019. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts invested.

**Net Pension Liability**

The components of the net pension liability for the City's pension plans as of September 30, 2019, the measurement date, were as follows:

City of Delray Beach, Florida

Notes to Financial Statements

September 30, 2019

**12. Employee Retirement Plans (Continued)**

**Net Pension Liability (Continued)**

	<b>General Employees' Pension Plan</b>	<b>Police Officers' Retirement System</b>	<b>Firefighters' Retirement System</b>
Total pension liability	\$ 140,210,004	\$ 156,009,037	\$ 170,260,456
Plan fiduciary net position	132,929,736	98,566,550	108,903,399
Net pension liability	<u>\$ 7,280,268</u>	<u>\$ 57,442,487</u>	<u>\$ 61,357,057</u>
Plan fiduciary net position as a percentage of the total pension liability	<u>94.8%</u>	<u>63.2%</u>	<u>64.0%</u>

Actuarial Assumptions: The total pension liability for the City's pension plans was determined by actuarial valuations as of October 1, 2018, based on the following actuarial assumptions:

	<b>General Employees' Pension Plan</b>	<b>Police Officers' Retirement System</b>	<b>Firefighters' Retirement System</b>
Measurement date	September 30, 2019	September 30, 2019	September 30, 2019
Actuarial cost method	Entry Age Normal	Entry Age Normal	Entry Age Normal
Post-retirement benefit increases	None	Annual increase of 1% plus available State revenue	Annual increase of 1% plus available State revenue
Amortization method	Level Dollar, Closed	Level Dollar, Closed	Level Dollar, Closed
Remaining amortization period	25 years	20 years	20 years
Asset valuation method	5 year Smoothed Market	4 year Smoothed Market	4 year Smoothed Market
Actuarial assumptions:			
Investment rate of return*	6.75%	7.00%	7.00%
Projected salary increases*	4.4% - 7.2% based on service	5.0% - 6.25% based on service	5.0% - 6.25% based on service
Cost of living increases	None	1.0% per year	1.0% per year
Mortality	RP-2000 Combined Healthy Participant, Female - 100% White Collar, Male - 50% White Collar / 50% Blue Collar, Scale BB	RP-2000 Combined Healthy Participant, Female - 100% White Collar, Male - 10% White Collar / 90% Blue Collar, Scale BB	RP-2000 Combined Healthy Participant, Female - 100% White Collar, Male - 10% White Collar / 90% Blue Collar, Scale BB
* Includes inflation rate	2.5%	2.5%	2.5%

The long-term expected rate of return on investments of the pension plans was determined using a building block method in which best estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expenses and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates of arithmetic real rates of return for each major asset class included in the pension plans' target allocation as of September 30, 2019 (see the discussion of each pension plan's investment policy) are summarized in the following table:



City of Delray Beach, Florida

Notes to Financial Statements

September 30, 2019

**12. Employee Retirement Plans (Continued)**

**Net Pension Liability (Continued)**

Asset Class	Long-Term Expected Rate of Return		
	General Employees' Pension Plan	Police Officers' Retirement System	Firefighters' Retirement System
Fixed income	2.5%	2.5%	2.5%
Domestic equity	7.5	7.5	7.5
International equity	8.5	8.5	8.5
Real estate	N/A	4.5	4.5
Alternatives	6.2	6.2	6.2

**Discount Rate:** The discount rates used to measure the total pension liability was 6.75% for the General Employees' Pension Plan and 7.0% for both the Police Officers' and Firefighters' Retirement Systems. The discount rates were based on the expected rate of return on investments of each pension plan. The projection of cash flows used to determine the discount rates assumed that plan member contributions will be made at the current contribution rates and that City contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member rate. Based on those assumptions, the pension plans' fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on investments of the pension plans was applied to all periods of projected benefit payments to determine the projected total pension liability.

**Changes in the Net Pension Liability**

The changes in the net pension liability of the General Employees' Pension Plan, Police Officers' Retirement System and the Firefighters' Retirement System were as follows for the year ended September 30, 2019:

General Employees' Pension Plan	Increase (Decrease)		
	Total Pension Liability	Plan Fiduciary Net Position	Net Pension Liability (Asset)
<b>Balances at October 1, 2018</b>	\$ 127,633,046	\$ 133,718,092	\$ (6,085,046)
<b>Changes for the Current Year</b>			
Service cost	2,741,412	-	2,741,412
Interest	9,169,248	-	9,169,248
Difference between actual and expected experience	1,452,111	-	1,452,111
Changes in assumptions	7,018,332	-	7,018,332
Contributions – City	-	2,360,582	(2,360,582)
Contributions – Employee	-	1,206,890	(1,206,890)
Net investment income	-	3,620,514	(3,620,514)
Benefit payments, including refunds of employee contributions	(7,804,145)	(7,804,145)	-
Administrative expenses	-	(172,197)	172,197
<b>Net Changes</b>	<b>12,576,958</b>	<b>(788,356)</b>	<b>13,365,314</b>
<b>Balances at September 30, 2019</b>	<b>\$ 140,210,004</b>	<b>\$ 132,929,736</b>	<b>\$ 7,280,268</b>

City of Delray Beach, Florida

Notes to Financial Statements

September 30, 2019

**12. Employee Retirement Plans (Continued)**

**Changes in Net Pension Liability (Continued)**

	Increase (Decrease)		
	Total Pension Liability	Plan Fiduciary Net Position	Net Pension Liability
<b>Police Officers' Retirement System</b>			
<b>Balances at October 1, 2018</b>	\$ 143,873,027	\$ 94,110,114	\$ 49,762,913
<b>Changes for the Current Year</b>			
Service cost	2,660,367	-	2,660,367
Interest	10,337,194	-	10,337,194
Difference between actual and expected experience	2,465,331	-	2,465,331
Changes in assumptions	4,575,940	-	4,575,940
Contributions – City	-	6,247,516	(6,247,516)
Contributions – State of Florida	-	835,929	(835,929)
Contributions – Employee	-	1,160,807	(1,160,807)
Net investment income	-	4,296,676	(4,296,676)
Benefit payments, including refunds of employee contributions	(7,902,822)	(7,902,822)	-
Administrative expenses	-	(181,670)	181,670
<b>Net Changes</b>	<b>12,136,010</b>	<b>4,456,436</b>	<b>7,679,574</b>
<b>Balances at September 30, 2019</b>	<b>\$ 156,009,037</b>	<b>\$ 98,566,550</b>	<b>\$ 57,442,487</b>

	Increase (Decrease)		
	Total Pension Liability	Plan Fiduciary Net Position	Net Pension Liability
<b>Firefighters' Retirement System</b>			
<b>Balances at October 1, 2018</b>	\$ 157,086,016	\$ 104,168,271	\$ 52,917,745
<b>Changes for the Current Year</b>			
Service cost	2,996,276	-	2,996,276
Interest	11,298,073	-	11,298,073
Difference between actual and expected experience	2,794,151	-	2,794,151
Changes in assumptions	4,579,534	-	4,579,534
Contributions – City	-	6,452,812	(6,452,812)
Contributions – State of Florida	-	1,129,759	(1,129,759)
Contributions – Employee	-	1,044,994	(1,044,994)
Net investment income	-	4,761,288	(4,761,288)
Benefit payments, including refunds of employee contributions	(8,493,594)	(8,493,594)	-
Administrative expenses	-	(160,131)	160,131
<b>Net Changes</b>	<b>13,174,440</b>	<b>4,735,128</b>	<b>8,439,312</b>
<b>Balances at September 30, 2019</b>	<b>\$ 170,260,456</b>	<b>\$ 108,903,399</b>	<b>\$ 61,357,057</b>

City of Delray Beach, Florida

Notes to Financial Statements

September 30, 2019

**12. Employee Retirement Plans (Continued)**

**Changes in Net Pension Liability (Continued)**

Changes of Assumptions: Effective October 1, 2018, the discount rate for the General Employees' Pension Plan was lowered from 7.00% to 6.75% and the Police Officers' Retirement System and the Firefighters' Retirement System was lowered from 7.25% to 7.00%.

Sensitivity of the Net Pension Liability to Changes in the Discount Rate: The following table presents the net pension liability of the General Employees' Pension Plan, the Police Officers' Retirement System and the Firefighters' Retirement System, calculated using the current discount rate, as well as what the net pension liability (asset) would be if it were calculated using a discount rate that is one percentage point lower or one percentage point higher than the current rate:

	<b>General Employees' Pension Plan</b>	<b>Police Officers' Retirement System</b>	<b>Firefighters' Retirement System</b>
One percentage point lower than current discount rate	\$ 23,964,175	\$ 78,330,486	\$ 82,185,318
Current discount rate	7,280,268	57,442,487	61,357,057
One percentage point higher than current discount rate	(6,688,949)	40,391,693	44,303,692

**Pension Expense and Deferred Inflows/Outflows of Resources Related to Pensions**

For the year ended September 30, 2019, the City recognized pension expense of \$3,825,456, \$12,197,300 and \$11,939,870 for the General Employees' Pension Plan, the Police Officers' Retirement System and the Firefighters' Retirement System, respectively. At September 30, 2019, the City reported deferred inflows/outflows of resources related to the General Employees' Pension Plan, the Police Officers' Retirement System and Firefighters' Retirement System from the following sources:

<b>General Employees' Pension Plan</b>	<b>Deferred Inflows</b>	<b>Deferred Outflows</b>
Differences between expected and actual experience	\$ 172,915	\$ 1,830,005
Changes in assumptions	-	5,901,939
Net difference between projected and actual investment earnings on pension plan investments	916,783	-
<b>Total</b>	<b>\$ 1,089,698</b>	<b>\$ 7,731,944</b>
 <b>Police Officers' Retirement System</b>		
Differences between expected and actual experience	\$ 820,630	\$ 3,450,325
Changes in assumptions	-	10,818,802
Net difference between projected and actual investment earnings on pension plan investments	-	935,291
<b>Total</b>	<b>\$ 820,630</b>	<b>\$ 15,204,418</b>

City of Delray Beach, Florida

Notes to Financial Statements

September 30, 2019

**12. Employee Retirement Plans (Continued)**

**Pension Expense and Deferred Inflows/Outflows of Resources Related to Pensions (Continued)**

<b>Firefighters' Retirement System</b>	<b>Deferred Inflows</b>	<b>Deferred Outflows</b>
Differences between expected and actual experience	\$ 1,577,291	\$ 4,205,026
Changes in assumptions	-	12,184,279
Net difference between projected and actual investment earnings on pension plan investments	-	890,748
<b>Total</b>	<b>\$ 1,577,291</b>	<b>\$ 17,280,053</b>

Amounts reported as deferred inflows/outflows of resources related to pensions will be recognized in pension expense as follows:

<b>Year Ending September 30,</b>	<b>General Employees' Pension Plan</b>	<b>Police Officers' Retirement System</b>	<b>Firefighters' Retirement System</b>
2020	\$ 1,194,549	\$ 5,790,601	\$ 4,726,724
2021	1,479,597	4,461,465	3,727,803
2022	2,364,784	3,134,052	3,539,494
2023	1,603,316	997,670	2,691,681
2024	-	-	1,017,060

**Pension Plans Fiduciary Net Position**

The financial statements for the General Employees' Pension Plan, the Police Officers' Retirement System and Firefighters' Retirement System Fund as of and for the year ended September 30, 2019, are as follows:

City of Delray Beach, Florida

Notes to Financial Statements

September 30, 2019

**12. Employee Retirement Plans (Continued)**

**Pension Plans Fiduciary Net Position (Continued)**

<b>Statements of Fiduciary Net Position</b>			
	<b>General Employees' Pension Plan</b>	<b>Police Officers' Retirement System</b>	<b>Firefighters' Retirement System</b>
<b>ASSETS</b>			
Cash	\$ 23,849	\$ 125,695	\$ 126,738
Investments			
Money market mutual funds	1,543,089	1,577,559	1,896,992
U.S. Government securities	8,743,338	4,562,319	4,942,156
U.S. Government Agency securities	3,895,156	3,566,262	4,103,879
Domestic corporate bonds	15,789,711	12,240,636	13,481,011
Global fixed income investment fund	10,831,980	3,565,215	4,057,331
Global asset allocation investment fund	-	2,802,783	-
Domestic equity securities	15,710,806	22,439,035	39,286,639
Domestic equity mutual funds	6,165,342	9,867,232	-
Domestic equity index funds	64,399,214	10,702,223	10,247,283
International equity mutual funds	5,836,687	14,586,533	16,086,255
Foreign stocks	-	580,897	1,153,883
Timber investment funds	-	1,196,061	1,325,625
Real estate investment trusts	-	-	274,422
Real estate investment funds	-	8,108,384	8,986,733
Fixed income alternative investment fund	-	2,542,466	2,817,878
Interest and dividends receivable	170,095	137,877	171,986
Pending trades receivable	493,985	226,241	278,460
Employee contributions receivable	-	43,704	36,629
Miscellaneous receivable	-	6,996	-
Total assets	133,603,252	98,878,118	109,273,900
<b>LIABILITIES</b>			
Accounts payable	161,530	75,432	94,834
Pending trades payable	511,986	236,136	275,667
Total liabilities	673,516	311,568	370,501
<b>FIDUCIARY NET POSITION</b> restricted for pension benefits	\$ 132,929,736	\$ 98,566,550	\$ 108,903,399

City of Delray Beach, Florida

Notes to Financial Statements

September 30, 2019

**12. Employee Retirement Plans (Continued)**

**Pension Plans Fiduciary Net Position (Continued)**

<b>Statements of Changes in Fiduciary Net Position</b>			
	<b>General Employees' Pension Plan</b>	<b>Police Officers' Retirement System</b>	<b>Firefighters' Retirement System</b>
<b>ADDITIONS</b>			
Contributions:			
Employer	\$ 2,360,582	\$ 6,247,516	\$ 6,452,812
State of Florida	-	835,929	1,129,759
Plan members	1,206,890	1,160,807	1,044,994
Total contributions	3,567,472	8,244,252	8,627,565
Investment earnings			
Net appreciation in fair value of investments	842,429	2,005,993	2,419,035
Interest, dividends and investment fund income	3,024,020	2,898,125	3,064,435
Other investment income	5,729	1,865	1,379
	3,872,178	4,905,983	5,484,849
Less investment expenses	(251,664)	(609,307)	(723,561)
Net investment earnings	3,620,514	4,296,676	4,761,288
Total additions	7,187,986	12,540,928	13,388,853
<b>DEDUCTIONS</b>			
Benefits	7,686,562	7,799,644	8,483,028
Refunds of contributions	117,583	103,178	10,566
Administrative expenses	172,197	181,670	160,131
Total deductions	7,976,342	8,084,492	8,653,725
Change in fiduciary net position	(788,356)	4,456,436	4,735,128
Net position restricted for pension benefits at October 1, 2018	133,718,092	94,110,114	104,168,271
Net position restricted for pension benefits at September 30, 2019	<u>\$ 132,929,736</u>	<u>\$ 98,566,550</u>	<u>\$ 108,903,399</u>

The Police Officers' Retirement System and Firefighters' Retirement System issue separate publicly available financial reports that include financial statements and required supplementary information. These reports are not posted on the internet, but may be obtained by writing to the City of Delray Beach, 100 NW 1<sup>st</sup> Avenue, Delray Beach, FL 33444 or by calling (561) 243-7012. The General Employees' Pension Fund does not issue a separate publicly available financial report.

**Payables to the Pension Plans**

There were no amounts payable by the City to the General Employees' Pension Plan, Police Officers' Retirement System or the Firefighters' Retirement System at September 30, 2019.

**Other Employee Benefit Plans**

The City sponsors a 457 deferred compensation plan and a 401(a) defined contribution retirement plan for department heads and certain eligible management and key employees not covered by one of the City's defined benefit pension plans. The plans allow participants to contribute up to 3% of their base salary to an ICMA Deferred

City of Delray Beach, Florida

Notes to Financial Statements

September 30, 2019

**12. Employee Retirement Plans (Continued)**

**Other Employee Benefit Plans (Continued)**

Compensation Plan or 3% of their base salary to the ICMA 401(a) Plan with the City matching the contribution. Employees who were eligible to participate in the 401(a) Plan could exceed the 3% contribution with after tax dollars. All contributions are in accordance with Internal Revenue Service regulations.

The 401(a) pension plan is a separate defined contribution pension plan with participant directed investment accounts, over which the City has no fiduciary control or access and the plan is not considered part of the City's financial reporting entity. Activity in the 401(a) Plan for the year ended September 30, 2019, is summarized as follows:

Balance at October 1, 2018	\$ 1,050,784
Employer contributions	36,475
Employee contributions	36,475
Investment gain, net of expenses	7,897
Distributions	(264,231)
Balance at September 30, 2019	<u>\$ 867,400</u>

**13. Other Postemployment Benefits (OPEB)**

**Description of the Plans**

The City administers two other postemployment benefit (OPEB) plans as follows:

**City OPEB Plan** - The City administers a single-employer defined benefit plan (the "City OPEB Plan") that provides medical and life insurance benefits to eligible retired employees and their beneficiaries. The City Commission has the authority to establish and amend premiums for and the benefit provisions of the City OPEB Plan. The City OPEB Plan is financed on a "pay-as-you-go" basis and is not administered as a formal qualifying trust. The City OPEB Plan does not issue a publicly available financial report.

Florida Statute 112.0801 requires the City to allow retirees to buy healthcare coverage at the same *group insurance rates* that current employees are charged resulting in an *implicit* healthcare benefit. The State of Florida prohibits the City OPEB Plan from separately rating retirees and active employees. Therefore, both groups (active and retired) are charged an equal, blended rate premium. Although both groups are charged the same blended rate premium, GAAP requires actuarial calculations of OPEB liabilities using age adjusted premiums approximating claim costs for retirees separate from active employees. The use of age adjusted premiums results in the addition of an implicit rate subsidy into the actuarial accrued liability. City OPEB Plan members receiving benefits contribute 100% of the monthly premiums ranging from a minimum of \$241 for single coverage to a maximum of \$1,943 for family coverage.

**Delray Beach Police, Firefighters & Paramedics Retiree Benefit Fund** - The Delray Beach Police, Firefighters & Paramedics Retiree Benefit Fund (the "Retiree Benefit Fund") is a single-employer defined benefit plan established for the purpose of providing full or partial reimbursement for health insurance premiums or other qualified benefits permitted under Section 501(c)(9) of the Internal Revenue Code. The Retiree Benefit Fund was established pursuant to collective bargaining agreements between the City and the Professional Firefighters & Paramedics of Delray Beach, Local 1842, IAFF and the Police Benevolent Association (PBA). A Trust was created on May 14, 2002 and is administered by a separate Board of Trustees consisting of seven individuals, including the President of the Local 1842, IAFF, five union representatives (three PBA, two Local 1842, IAFF) and a non-bargaining unit active firefighter elected by non-bargaining unit participants. The City is neither the trustee nor the administrator of the

City of Delray Beach, Florida

Required Supplementary Information - General Employees' Pension Plan  
Schedule of Changes in the Net Pension Liability (Asset) and Related Ratios

Last Six Fiscal Years

	Fiscal Year	
	2019	2018
<b>Total Pension Liability</b>		
Service cost	\$ 2,741,412	\$ 2,493,225
Interest	9,169,248	8,777,037
Changes of benefit terms	-	-
Differences between expected and actual experience	1,452,111	1,447,270
Changes of assumptions	7,018,332	-
Benefit payments, including refunds	(7,804,145)	(7,307,689)
Net change in total pension liability	12,576,958	5,409,843
Total pension liability, beginning of fiscal year	127,633,046	122,223,203
<b>Total pension liability, end of fiscal year (a)</b>	<b>\$ 140,210,004</b>	<b>\$ 127,633,046</b>
<b>Plan Fiduciary Net Position</b>		
Contributions		
Employer	\$ 2,360,582	\$ 2,151,438
Plan members	1,206,890	799,106
Net investment income	3,620,514	13,197,102
Other income	-	-
Benefit payments, including refunds	(7,804,145)	(7,307,689)
Administration expense	(172,197)	(73,250)
Net change in plan fiduciary net position	(788,356)	8,766,707
Plan fiduciary net position, beginning of fiscal year	133,718,092	124,951,385
<b>Plan fiduciary net position, end of fiscal year (b)</b>	<b>\$ 132,929,736</b>	<b>\$ 133,718,092</b>
<b>Net Pension Liability (Asset), end of fiscal year [(a)-(b)]</b>	<b>\$ 7,280,268</b>	<b>\$ (6,085,046)</b>
Plan Fiduciary Net Position as a Percentage of Total Pension Liability	94.8%	104.8%
Covered Payroll	\$ 20,025,730	\$ 18,060,007
Net Pension Liability (Asset) as a Percentage of Covered Payroll	36.4 %	(33.7)%

**Note to Schedule:**

Information prior to adoption of GASB Statement No. 68 in fiscal year 2014 is not available.



Fiscal Year			
2017	2016	2015	2014
\$ 2,119,345	\$ 2,192,881	\$ 2,203,317	\$ 2,249,595
8,375,249	8,161,229	7,791,771	7,502,443
-	522,720	-	-
(821,344)	(1,097,920)	1,375,784	-
2,634,532	-	-	-
(6,971,817)	(6,535,065)	(5,993,746)	(5,436,303)
5,335,965	3,243,845	5,377,126	4,315,735
116,887,238	113,643,393	108,266,267	103,950,532
<b>\$ 122,223,203</b>	<b>\$ 116,887,238</b>	<b>\$ 113,643,393</b>	<b>\$ 108,266,267</b>

\$ 1,969,163	\$ 2,046,827	\$ 2,178,705	\$ 2,084,010
717,598	618,705	948,466	1,126,054
14,474,141	10,986,275	438,253	12,191,062
-	18,858	7,008	5,387
(6,971,817)	(6,535,065)	(5,993,746)	(5,436,303)
(77,550)	(82,336)	(73,705)	(79,025)
10,111,535	7,053,264	(2,495,019)	9,891,185
114,839,850	107,786,586	110,281,605	100,390,420
<b>\$ 124,951,385</b>	<b>\$ 114,839,850</b>	<b>\$ 107,786,586</b>	<b>\$ 110,281,605</b>
<b>\$ (2,728,182)</b>	<b>\$ 2,047,388</b>	<b>\$ 5,856,807</b>	<b>\$ (2,015,338)</b>

102.2%	98.2%	94.8%	101.9%
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\$ 15,449,062	\$ 15,371,826	\$ 15,895,095	\$ 16,527,919
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(17.7)%	13.3 %	36.8 %	(12.2)%
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City of Delray Beach, Florida

Required Supplementary Information - Pension Funds  
Schedules of Net Pension Liability (Asset)

Last Six Fiscal Years

<b>General Employees' Pension Plan</b>							
Fiscal Year Ended September 30,	Total Pension Liability	Plan Net Position	Net Pension Liability (Asset)	Plan Net Position as a Percentage of Total Pension Liability	Covered Payroll	Net Pension Liability (Asset) as a Percentage of Covered Payroll	
2019	\$ 140,210,004	\$ 132,929,736	7,280,268	94.8%	\$ 20,025,730	36.4 %	
2018	127,633,046	133,718,092	(6,085,046)	104.8%	18,060,007	(33.7)%	
2017	122,223,203	124,951,385	(2,728,182)	102.2%	15,449,062	(17.7)%	
2016	116,887,238	114,839,850	2,047,388	98.2%	15,371,826	13.3 %	
2015	113,643,393	107,786,586	5,856,807	94.8%	15,895,095	36.8 %	
2014	108,266,267	110,281,605	(2,015,338)	101.9%	16,527,919	(12.2)%	

<b>Police Officers' Retirement System</b>							
Fiscal Year Ended September 30, (Note 1)	Total Pension Liability	Plan Net Position	Net Pension Liability	Plan Net Position as a Percentage of Total Pension Liability	Covered Payroll	Net Pension Liability as a Percentage of Covered Payroll	
2019	\$ 156,009,037	\$ 98,566,550	\$ 57,442,487	63.2%	\$ 12,078,834	475.6 %	
2018	143,873,027	94,110,114	49,762,913	65.4%	11,125,424	447.3 %	
2017	128,408,958	87,855,313	40,553,645	68.4%	10,738,126	377.7 %	
2016	251,876,403	167,594,006	84,282,397	66.5%	19,643,308	429.1 %	
2015	238,707,736	153,260,618	85,447,118	64.2%	18,107,436	471.9 %	
2014	230,215,467	154,305,985	75,909,482	67.0%	16,474,658	460.8 %	

<b>Firefighters' Retirement System</b>							
Fiscal Year Ended September 30, (Note 1)	Total Pension Liability	Plan Net Position	Net Pension Liability	Plan Net Position as a Percentage of Total Pension Liability	Covered Payroll	Net Pension Liability as a Percentage of Covered Payroll	
2019	\$ 170,260,456	\$ 108,903,399	\$ 61,357,057	64.0%	\$ 11,003,736	557.6 %	
2018	157,086,016	104,168,271	52,917,745	66.3%	10,494,232	504.3 %	
2017	142,041,316	97,996,277	44,045,039	69.0%	8,954,177	491.9 %	
2016	251,876,403	167,594,006	84,282,397	66.5%	19,643,308	429.1 %	
2015	238,707,736	153,260,618	85,447,118	64.2%	18,107,436	471.9 %	
2014	230,215,467	154,305,985	75,909,482	67.0%	16,474,658	460.8 %	

**Notes to Schedule:**

Information prior to adoption of GASB Statement No. 68 in fiscal year 2014 is not available.

**Note 1 - Change in Reporting Entity**

Prior to 2017, the Police Officers' and Firefighters' Retirement Systems were operated as a single plan covering both employee groups. The City adopted Ordinance No. 17-16 effective October 1, 2016, that established a separate pension plan for police officers and a separate pension plan for firefighters. Information for 2016 and prior years is for the combined pension plan.

City of Delray Beach, Florida  
Required Supplementary Information - Pension Funds  
Schedules of City Contributions

Last Six Fiscal Years

	<b>Fiscal Year</b>	
	<b>2019</b>	<b>2018</b>
<b>General Employees' Pension Plan</b>		
Actuarially determined contribution	\$ 2,360,582	\$ 2,151,438
Contributions in relation to actuarially determined contribution	2,360,582	2,151,438
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>
Covered payroll	<u>\$ 20,025,730</u>	<u>\$ 18,060,007</u>
Contributions as a percentage of covered payroll	<u>11.8%</u>	<u>11.9%</u>
<b>Police Officers' Retirement System</b>		
Actuarially determined contribution	\$ 6,854,111	\$ 5,985,879
Contributions in relation to actuarially determined contribution	6,854,111	5,720,507
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ 265,372</u>
Covered payroll	<u>\$ 12,078,834</u>	<u>\$ 11,125,424</u>
Contributions as a percentage of covered payroll	<u>56.7%</u>	<u>51.4%</u>
<b>Firefighters' Retirement System</b>		
Actuarially determined contribution	\$ 7,582,571	\$ 6,538,017
Contributions in relation to actuarially determined contribution	7,582,571	5,449,212
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ 1,088,805</u>
Covered payroll	<u>\$ 11,003,736</u>	<u>\$ 10,494,232</u>
Contributions as a percentage of covered payroll	<u>68.9%</u>	<u>51.9%</u>

Fiscal Year			
2017	2016 (Note 1)	2015 (Note 1)	2014 (Note 1)
\$ 1,969,163	\$ 2,046,827	\$ 2,178,705	\$ 2,084,010
1,969,163	2,046,827	2,178,705	2,084,010
\$ -	\$ -	\$ -	\$ -
\$ 15,449,062	\$ 15,371,826	\$ 15,895,095	\$ 16,527,919
12.7%	13.3%	13.7%	12.6%
\$ 5,503,513	\$ 11,294,379	\$ 11,293,235	\$ 9,209,334
5,904,709	11,294,379	11,342,291	9,561,997
\$ (401,196)	\$ -	\$ (49,056)	\$ (352,663)
\$ 10,738,126	\$ 19,643,308	\$ 18,107,436	\$ 16,474,658
55.0%	57.5%	62.6%	58.0%
\$ 5,332,347	\$ 11,294,379	\$ 11,293,235	\$ 9,209,334
6,856,203	11,294,379	11,342,291	9,561,997
\$ (1,523,856)	\$ -	\$ (49,056)	\$ (352,663)
\$ 8,954,177	\$ 19,643,308	\$ 18,107,436	\$ 16,474,658
76.6%	57.5%	62.6%	58.0%

City of Delray Beach, Florida  
Required Supplementary Information - Pension Funds  
Notes to Schedules of City Contributions  
Last Six Fiscal Years

**Notes to Schedule:**

Information prior to adoption of GASB Statement No. 68 in fiscal year 2014 is not available.

**Note 1 - Change in Reporting Entity**

Prior to 2017, the Police Officers' and Firefighters' Retirement Systems were operated as a single plan covering both employee groups. The City adopted Ordinance No. 17-16 effective October 1, 2016, that established a separate pension plan for police officers and a separate pension plan for firefighters. Information for 2016 and prior years is for the combined pension plan.

**Note 2 - Significant Actuarial Assumptions**

	<u>General Employees'</u>	<u>Police Officers'</u>	<u>Firefighters'</u>
Actuarial valuation date	10/1/2018	10/1/2018	10/1/2018
Measurement date	9/30/2019	9/30/2019	9/30/2019
Actuarially determined contribution rates are calculated at October 1, one year prior to the end of the fiscal year in which the contributions are reported.			
Methods and assumptions used to determine contribution rates:			
Actuarial cost method	Entry Age Normal	Entry Age Normal	Entry Age Normal
Amortization method	Level Dollar, Closed	Level Dollar, Closed	Level Dollar, Closed
Remaining amortization period	25 years	20 years	20 years
Asset valuation method	5 Year Smoothed	4 Year Smoothed	4 Year Smoothed
Inflation	2.5% / year	2.5% / year	2.5% / year
Salary increases (with inflation)	4.4% - 7.2% / year	6.25% / year for first 10 years, 5.0% thereafter	6.25% / year for first 10 years, 5.0% thereafter
Investment rate of return (net of expenses, with inflation)	6.75% / year	7.00% / year	7.00% / year
Cost of living adjustments	None	1.0% / year	1.0% / year
Retirement age	Experienced-based table of rates	25% retire on normal retirement date, 10% each next two years	25% retire on normal retirement date, 10% each next two years
Mortality	RP-2000 Combined Healthy Participant, Female - 100% White Collar, Male - 50% White Collar/50% Blue Collar, Scale BB	RP-2000 Combined Healthy Participant, Female - 100% White Collar, Male - 10% White Collar/90% Blue Collar, Scale BB	RP-2000 Combined Healthy Participant, Female - 100% White Collar, Male - 10% White Collar/90% Blue Collar, Scale BB

City of Delray Beach, Florida  
Required Supplementary Information - Pension Funds  
Schedules of Investment Returns

Last Six Fiscal Years

Fiscal Year Ended September 30,	Annual money-weighted rate of return, net of investment expenses		
	General Employees' Pension Plan	Police Officers' Retirement System	Firefighters' Retirement System
2019	2.65%	4.43 %	4.39 %
2018	10.68%	7.81 %	8.01 %
2017	12.59%	10.74 %	10.78 %
2016	10.30%	8.86 %	8.86 %
2015	0.43%	(1.23)%	(1.23)%
2014	12.26%	9.32 %	9.32 %

**Notes to Schedule:**

Information prior to adoption of GASB Statement No. 68 in fiscal year 2014 is not available.

Prior to 2017, the Police Officers' and Firefighters' Retirement Systems were operated as a single plan covering both employee groups. The City adopted Ordinance No. 17-16 effective October 1, 2016, that established a separate pension plan for police officers and a separate pension plan for firefighters. Information for 2016 and prior years is for the combined pension plan.

## **Item 8**

### **Adjournment**

**(No backup for this Item)**