



SUMMARY ANNUAL REPORT

**For the Fiscal Year Ended
June 30, 2020**

CITY OF ANN ARBOR EMPLOYEES' RETIREMENT SYSTEM

532 S Maple Rd.

Ann Arbor, MI 48103

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The Northern Trust Company

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36 South
AEW Core Property Trust
Arboretum
Beach Point Capital Management
Carlyle
Constitution Capital Partners
Dimensional Fund Advisor
DRA G&I Fund VIII & XI Real Estate Investment Trusts
First Eagle
GQG Partners
Hexavest
Income Research and Management

INVESCO, Inc.
Loomis, Sayles & Company, L.P.
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Sculptor Credit
SKY Harbor Capital Management
Stone Harbor Investment Partners
SVB Strategic Investors Fund
Summit Credit Partners
TSE Capital
WCM
Wellington TALF

INVESTMENT MANAGEMENT CONSULTANT

Meketa Investment Group

LEGAL COUNSEL

Michael J. VanOverbeke; VanOverbeke, Michaud & Timmony, P.C.

WEB ADDRESS: www.a2gov.org

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City of Ann Arbor
Employees' Retirement System
Board of Trustees

532 S. Maple Rd. • Ann Arbor, Michigan 48103 (734) 794-6710 • Fax (734) 994-9205

CITY OF ANN ARBOR EMPLOYEES' RETIREMENT SYSTEM
CHAIRPERSON'S LETTER

We are pleased to submit the City of Ann Arbor Employees' Retirement System's (System) Summary Annual Report for the year ended June 30, 2020.

The Annual Report is presented in four sections: (1) the Introductory Section, which contains the Chairperson's Letter, and provides information of a general nature regarding the System and a Summary of Benefits; (2) the Investment Section which contains performance and asset allocation information for the System's assets, (3) the Actuarial Section, which contains information regarding the membership, benefit levels, funding and contribution requirements for the System, (4) the Financial Section, which contains the Report of the Independent Accountants, the financial statements of the System and certain required supplementary information.

We hope that as you read the Annual Report you will find it useful for evaluation and recognition of the strong financial position of the System.

ORGANIZATION

The City Charter of the City of Ann Arbor, as amended April 1, 1968, provides for the adoption of an ordinance to establish the City of Ann Arbor Employees' Retirement System, to provide for its operation through a Board of Trustees, and for financing the System through contributions by the membership and special tax to be levied annually on all personal and real property in the City of Ann Arbor. The purpose of the System is to secure and provide retirement, disability, and survivor benefits for long-term employees of the City of Ann Arbor.

The System is presently open to all active City employees who meet the definition of "member" in the Ann Arbor City Ordinance.

ADMINISTRATION OF SYSTEM

The Board of Trustees is vested with the general administration, management and responsibility for the proper operation of the System and for making effective and construing the provisions of the System Ordinance adopted pursuant to the Charter. The Board consists of nine Trustees:

- (1) Five Trustees are appointed by and serve at the pleasure of City Council;
- (2) The Chief Financial Officer of the City, who serves by virtue of his office;
- (3) One Trustee elected by the general City members from their own number including retirees (general City members being members other than sworn police and fire members);
- (4) One Trustee elected by the police members from their own number including retirees; and
- (5) One Trustee elected by the fire members from their own number including retirees.

The Board of Trustees retains an **Executive Director** to assist in the administration of the System and supervise the System's clerical staff. Additionally, the Board retains clerical staff to also assist in the administration of the System.

Professional Services

The Board of Trustees for the City of Ann Arbor Employees' Retirement System has a fiduciary responsibility for the management of the System. The Board retains the services of the following various professionals to aid in the administration and management of the System:

An **Actuary** who prepares an annual actuarial valuation to determine the adequacy of the funding of retirement benefits and liabilities accrued by System members.

An **Investment Management Consultant** to assist in the development of the System's Statement of Investment Policy, the selection and performance measurement of the investment managers and to assist in other investment related services when deemed necessary.

Investment Managers to invest the System's assets consistent with the objectives and direction of the Board of Trustees and as specified in the Statement of Investment Policy.

An **Independent Auditor** to perform an annual audit of the System's records to insure that the financial statements accurately reflect the annual financial position of the System and conform to generally accepted accounting principles.

A **Medical Director** to review and evaluate medical evidence regarding applications for duty and non-duty disability retirements and conduct re-examinations of disability retirees.

A **Custodial Bank** for the safeguarding and maintenance of System assets, and the accounting and reporting of assets and benefit payments.

A **General Counsel** to serve as the Board's legal advisor and assist in the administration of the System in compliance with the Retirement Ordinance and in accordance with other applicable state and federal law.

ACCOUNTING SYSTEM AND REPORTS

The accounting records of the City of Ann Arbor Employees' Retirement System are maintained on an accrual basis and all System costs and expenses are borne by the System. Both a sample of benefit payment calculations and the financial statements are audited annually by the Independent auditor.

FUNDING AND SYSTEM OPERATION

The System's funding objective is to meet the City's long-term benefit commitment to retirees through contributions that remain approximately level as a percentage of member payrolls. The System is funded at 84.7% as of June 30, 2020, a slight decrease from the prior year's 85.4% funded level. The long-term basis uses a "smoothed asset value" when calculating the funded status of the Plan.

To fund the retirement allowances promised by the City of Ann Arbor, contribution rates are determined on the basis of the annual actuarial valuation which indicates the required plan sponsor contributions, in addition to the members' contributions and assumed investment income. Funding is provided by these three sources as follows:

Contributions by Members: Members contributed \$3,164,729, including purchased service payments, to the System for the fiscal year ended June 30, 2020. The member contributions are calculated on all pensionable compensation, including overtime.

Contributions by the City: For the fiscal year ended June 30, 2020, the City's contribution was \$14,125,165, which covers the annual cost of providing benefits to the members as well as a payment toward the underfunding in the Plan. The 2020 contribution met the actuarially required amount. The City is expected to contribute \$15,251,454 for fiscal year 2020/2021, and \$16,125,556 for fiscal year 2021/2022. The City will contribute the greater of the actuarial requirement or the past year's contribution plus an inflation factor based on tax revenues. NOTE: Due to the COVID-19 crisis, the City temporarily suspended the funding policy for FYE20 and only contributed the ADC (Actuarially Determined Contribution).

Investment Income: Investment income is the third source of System revenues. For fiscal year ended June 30, 2020, the System's financial experience did not meet its target return, as Plan Net Assets Available for Benefits stayed nearly the same with \$512.7 million as of June 30, 2020 versus \$512.9 million the prior year. Investment performance on a fair value basis was a positive 4.6%. The System had net investment income of \$23,143,999. Investment income is a vital and major contributor to the City of Ann Arbor Employees' Retirement System.

RETIREMENT BOARD

A Retirement Board election was approved by the Board for December 9 & 10, 2020. The Board approved the re-election of Jeremy Flack/Fire Trustee for the January 1, 2021 to December 31, 2023 term.

INVESTMENT PERFORMANCE

The State of Michigan charges the Board of Trustees under the Public Employee Retirement System Investment Act with the responsibility of investing the System's portfolio in a prudent manner. Specifically, the Public Employee Retirement System Investment Act requires the Board of Trustees and the other investment fiduciaries to discharge their duties solely in the interest of participants and beneficiaries and to act with the same care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in a similar capacity and familiar with those matters would use in the conduct of a similar enterprise with similar aims. The law also requires the Board of Trustees to prepare and maintain written objectives, policies, and strategies with clearly defined accountability and responsibility for implementing and executing the System's investments as well as monitor the investment of the System's assets with regard to the limitations of the law. The Act permits assets to be invested in a mix of fixed income, securities, real estate or other instruments, and allows discretion regarding the investing of up to 70% of assets in global equity, up to 20% in equity real estate investment, up to 20% in foreign investment, and up to 20% in other forms of investment not otherwise qualified under the Act.

Extending the significant restructuring of the System's portfolio begun in 2011, Trustees and consultants continue initiatives to:

- Manage investment costs by moving to indexed strategies for certain asset classes for which markets tend to be more efficient
- Reduce risk by expanding asset allocation to a wider selection of asset types with more global participation
- Participate in investment vehicles that offer inflation protection and that may be less correlated to equity returns
- Restructure the hedge fund program to reduce overlap and add more focused strategies.

Assets will continue to be reallocated as appropriate investment opportunities are identified.

The System's portfolio distribution is continually monitored to ensure that it is in compliance with the State of Michigan Public Employee Retirement System Investment Act.

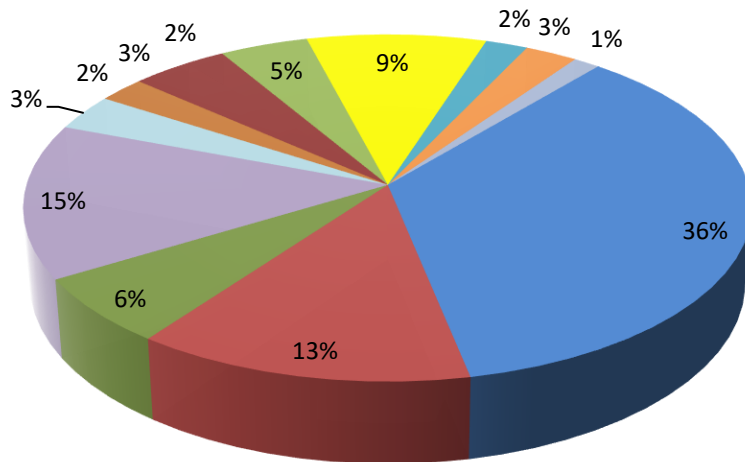
CITY OF ANN ARBOR EMPLOYEES' RETIREMENT SYSTEM
MARKET VALUE AND ASSET CLASS SUMMARY AS OF JUNE 30, 2020

Asset Class	Market Value (\$ Millions)	% of Fund
Domestic Equity	\$182.3	35.7%
International Developed Market Equity	67.8	13.3
International Emerging Market Equity	32.0	6.3
Investment Grade Fixed Income	73.6	14.4
Treasury Inflation Protected Securities	17.2	3.4
High Yield Fixed Income	15.4	3.0
Emerging Market Debt	12.1	2.4
Real Estate	46.3	9.1
Bank Loans	9.9	1.9
Hedge Fund Assets	13.6	2.7
Natural Resources	10.9	2.1
Private Equity	22.8	4.5
Cash	6.8	1.3
Total	\$510.7	100%

Note: Source is Meketa Investment Group. May contain differences from audited financial statements due to timing, manner of presentation, and accounting requirements.

City of Ann Arbor Employees Retirement System

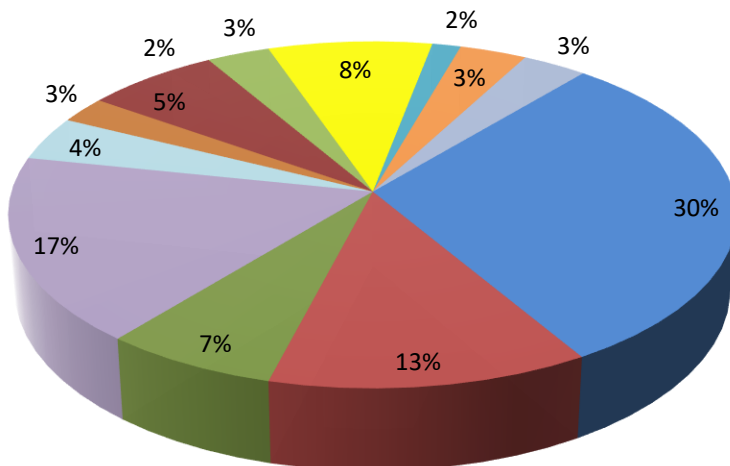
2020 Allocation of Assets



- Domestic Equity
- International Developed Market Equity
- International Emerging Market Equity
- Investment Grade Fixed Income
- Treasury Inflation Protected Securities
- Emerging Market Debt
- High Yield Fixed Income
- Bank Loans
- Private Equity
- Real Estate
- Natural Resources

City of Ann Arbor Employees Retirement System

2019 Allocation of Assets



- Domestic Equity
- International Developed Market Equity
- International Emerging Market Equity
- Investment Grade Fixed Income
- Treasury Inflation Protected Securities
- Emerging Market Debt
- High Yield Fixed Income
- Bank Loans
- Private Equity
- Real Estate
- Natural Resources

Historical Asset Class Performance (%)
By Calendar Year, Most recent 12/31/2019

Asset Class	1 Year 12/31/2019	3 Years 12/31/2016	5 Years 12/31/2014	7 Years 12/31/2012	10 Years 12/31/2009
Total Retirement Plan	17.8%	8.5%	6.1%	11.4%	18.5%
Domestic Equity	30.5	15.7	11.7	16.8	32.5
International Developed Market Equity	24.8	1.3	-5.7	16.4	37.6
International Emerging Market Equity	14.4	15.7	-0.3	8.3	NA
Investment Grade Fixed Income	7.6	2.4	5.5	6.1	11.2
High Yield Fixed Income	13.7	15.7	1.4	13.5	NA
Treasury Inflation Protected Securities	6.9	4.1	0.9	NA	NA
Bank Loans	9.2	5.9	2.7	NA	NA
Emerging Market Debt	13.1	9.0	-8.5	NA	NA
Natural Resources	39.0	NA	NA	NA	NA
Alternative	-1.6	1.6	5.0	1.6	NA
Real Estate	6.7%	5.4%	22.0%	16.7%	-33.3%

Note: Source is Meketa Investment Group. Returns are net of fees on a rolling calendar year basis. Performance updates are available quarterly on the System's website.

Expenditures of the System

The cost of all benefits, services, and operations, totaling \$ 40,866,272 in 2020, is borne by the System. The benefit payment amounts reflect actual annual outlays for the given year.

Expenditures of System	2020	2019
Benefit Payments	\$38,377,862	\$37,258,219
Refund of Contributions	1,227,436	363,827
Investment Expenses	571,746	568,172
Administrative Expenses	689,228	671,194
Total	\$40,866,272	38,861,412

Travel Expenditures

	Budget FY 19/20	Actual FY 19/20	Budget FY 20/21
Conference & Training	\$33,400	\$3,518	\$32,800
Due Diligence	\$0	\$0	\$15,000

Actuarial Valuation

GRS became the Board's actuary effective with the June 30, 2019 valuation. The actuary conducts the actuarial valuations and as requested, experience studies and other analyses for the Board. A copy of the Actuarial Valuation Report is available in the System office at 532 S. Maple Rd., Ann Arbor, MI 48103, and on the System's website. Experience studies are conducted every five years by Board policy, with the most recent study conducted in 2018. All recommendations resulting from the experience study were accepted by the Board with the exception of the discount rate, the corridor around the market value of assets and the loading of System administrative expenses into the normal cost.

Highlights of the Valuation

	2020	2019	% Change
Total Annual Benefit Payments Trend	\$39,054,103	\$37,768,548	3.4%
Average Annual Benefit Payment	35,439	34,939	1.4
Average Accumulated Contributions	71,293	71,946	-0.1
Total Annual Valuation Salary	\$56,188,540	55,269,697	1.7%

The Actuarial Report indicates that as of June 30, 2020, the System was funded at a ratio of 84.7%. The City's Annual Required Contribution for the fiscal year 2020/2021 will be \$15,251,454 and is projected to be \$16,125,556 for the fiscal year ending June 30, 2022. The City's total contribution rate as a percentage of its payroll is 26.7% for the fiscal year beginning July 1, 2020.

In 2013, City Council approved a policy that provides that the amount contributed by the City for pension funding in any year will be targeted to be the greater of the Annual Required Contribution or the prior year's contribution increased at the same percentage of increase in General Fund revenue, but no less than 2%.

At the September 17, 2020 Board meeting, the Board of Trustees approved a change to the assumed rate of investment return (i.e., the discount rate) from 7.0% to 6.5% over a 5-year period, with a reduction of 0.1% per year starting with the 2020 valuation analysis. The actuary will only recognize the 0.1% reduction for all future years in the valuation. The Board will annually review the reduction in the assumed rate of return over this 5-year period to determine if additional modifications or time-line considerations should be addressed. Please note that the 6.9% discount rate is used to compute liabilities/future contributions in this valuation. The fund assumed a 7.0% investment return during July 1, 2019 through June 30, 2020 and 6.9% thereafter.

Actuarial Contributions

Fiscal Year Ending Development of Employer Contributions	June 30, 2022	June 30, 2021
Annual Payroll*	\$60,190,569	\$59,206,282
Total Accrued Liability	\$614,077,223	\$601,108,981
Actuarial Value of Assets**	\$520,439,737	\$513,611,366
Unfunded Actuarial Accrued Liability	\$93,637,486	\$87,497,615
Funded Ratio	84.75%	85.44%
UAAL as Percent of Annual Payroll	155.56%	147.78%
Amortization Payment for UAAL***		
a. Amount	\$8,289,574	\$7,645,705
b. As a % of Pay	13.77%	12.91%
Employer Normal Cost		
a. Amount	\$7,835,982	\$7,605,749
b. As a % of Pay	13.02%	12.85%
Actuarial Employer Contributions		
a. Amount	\$16,125,556	\$15,251,454
b. As a % of Pay	26.79%	25.76%
Funding Period	21	22

* Includes a payroll projection factor of 1.0712 to project each active member to the applicable fiscal year.

** Actuarial Value of Assets for the three employee groups are allocated proportional to Actuarial Accrued Liability.

*** At the July 20, 2017 Board meeting, the Board adopted a level dollar 24-year amortization for the fiscal year ending June 30, 2017 contribution. This period is scheduled to decline by one year each year until fiscal year ending June 30, 2026 and thereafter a 15-year amortization period is used.

Schedule of Funding Progress (\$ 000's)

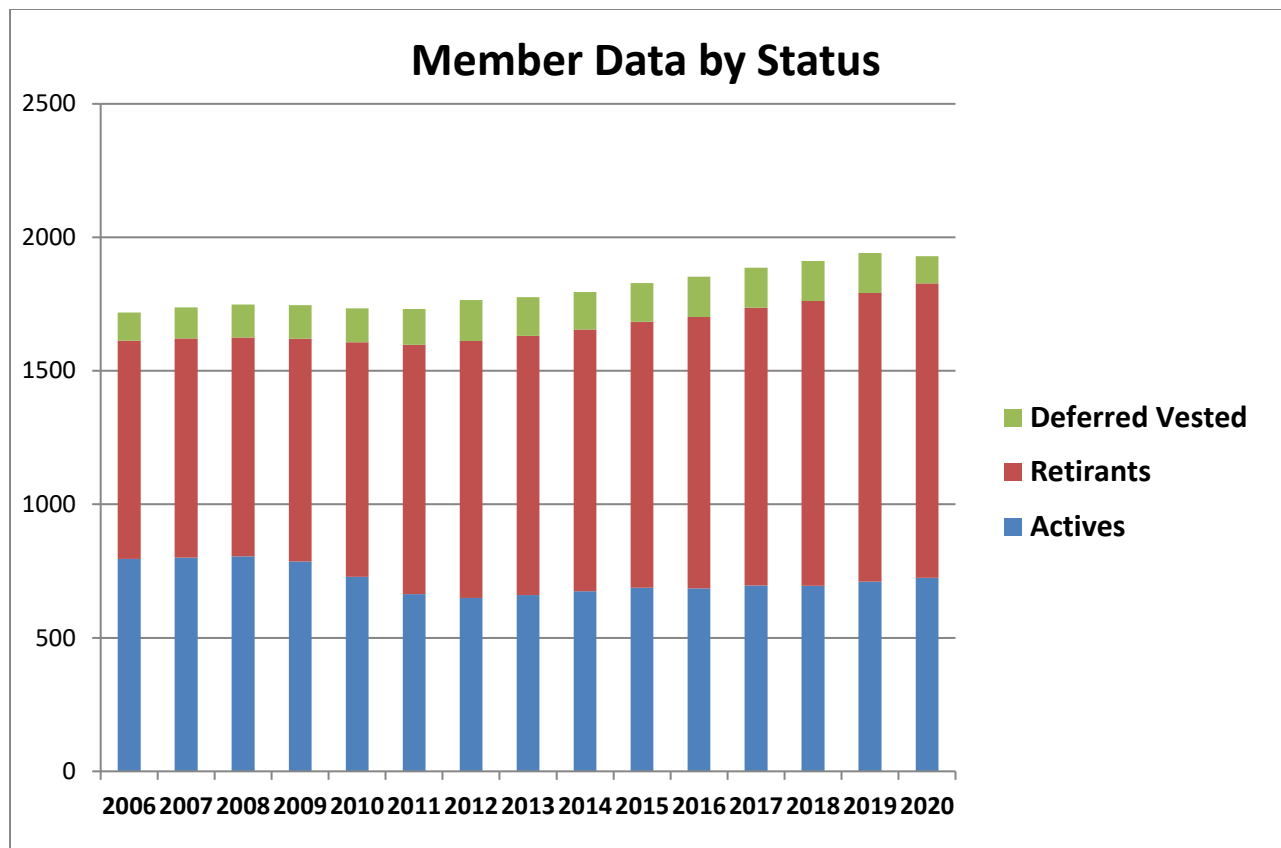
Actuarial Valuation Date	Actuarial Value of Assets	Actuarial Accrued Liability (AAL)	Unfunded Actuarial Accrued Liability (UAAL)	Funded Ratio	Covered Payroll	UAAL as a Percentage of Covered Payroll
June 30, 2010	421,387	466,883	45,496	90.26	48,688	93.44
June 30, 2011	423,734	481,330	57,596	88.03	45,921	125.42
June 30, 2012	410,709	496,770	86,061	82.68	44,004	195.58
June 30, 2013	407,170	507,436	100,266	80.24	45,063	222.50
June 30, 2014	433,854	523,461	89,607	82.88	47,957	186.85
June 30, 2015	459,480	533,198	73,718	86.17	48,759	151.19
June 30, 2016	470,029	548,201	78,172	85.74	50,057	156.17
June 30, 2017	489,943	571,074	81,131	85.79	53,583	151.41
June 30, 2018	505,014	583,600	78,586	86.53	53,231	147.63
June 30, 2019	513,611	601,108	87,497	85.44	55,269	158.3
June 30, 2020	520,439	614,077	93,637	84.75	56,188	166.6

Schedule of Employer Contributions
(\$'s 000's)

The GASB Statement No. 25 and 67 required contributions and actual percentages contributed over the last ten years are as follows:

Fiscal Year Ended June 30	Valuation Date June 30	Annual Required Contribution \$ Thousands	Percentage Contributed
2008	2006	7,517	100
2009	2007	6,895	100
2010	2008	7,560	214
2011	2009	8,658^	166
2012	2010	9,440	142
2013	2011	9,749	135
2014	2012	11,217	100
2015	2013	12,327	106
2016	2014	12,233	109
2017	2015	11,348	117
2018	2016	11,757	114
2019	2017	13,464	101%
2020	2018	14,093	100%
2021	2019	15,251	

^ Revised based on the June 15, 2010 Supplemental Valuation.



MEMBERSHIP

	<u>2020</u>	<u>2019</u>
Active Participants	725	711
Inactive Participants	103	149
Retirees & Beneficiaries currently covered	<u>1102</u>	<u>1081</u>
Total	1930	1941

Assumptions, Methods, and Additional Information

Valuation Date:	6/30/2020
Actuarial Cost Method	Entry Age Normal
Amortization Method:	Level percent of payroll, closed
Remaining amortization period	21
Asset valuation method	5-year adjusted market value
Actuarial assumptions:	
- Investment Rate of Return	6.90%
- Projected Salary Increases	3.50%
- Payroll Increases	0.5%-7.5%
- Inflation Assumption	2.50%
- Cost of Living Adjustments	Adjustments are funded by financial gains, and are not guaranteed
Health Care Inflation	N/A

Accounting Information for GASB 67/68

The components of the net pension liability of the City at June 30, 2020 and the prior fiscal year are as follows:

	June 30, 2020	June 30, 2019
Total Pension Liability	\$612,806,044	\$595,381,415
Plan Fiduciary Net Position	512,676,260	512,898,230
City's net pension liability	100,129,784	82,483,185
Plan Fiduciary net position as a percentage of the total pension liability	83.66%	86.15%
Covered Employee Payroll	57,970,915	57,077,636
Net Pension Liability as a percentage of covered employee payroll	172.72%	144.51%

Please note this net position and the associated funded level is more closely aligned to the current market value of assets and does not employ a smoothing of past market values.

Sensitivity of the Net Pension Liability to Changes In Discount Rates

Decrease to 6%	Current 7%	Increase to 8%
\$167,184,104	\$100,129,784	\$43,617,517

Description of Plan and Benefits

The City of Ann Arbor Employees' Retirement System consists of a contributory defined benefit plan and a defined contribution plan which provide for pension and disability benefits for substantially all City of Ann Arbor employees. The System is composed of "General" and "Police and Fire" members. A number of members within the two groups have the ability to negotiate retirement benefits with the City. Those members not covered by collective bargaining agreements have retirement benefits established through Personnel Rules and Regulations. The System requires both employee and employer contributions, which in conjunction with investment returns, will provide assets sufficient to meet the benefits to be paid to members. The System is open to new hires, although retirement provisions may change according to bargaining unit and date of hire.

The following is a summary of the benefits of the City of Ann Arbor Employees' Retirement System. Complete details of the benefits and other aspects of the program may be found in Chapter 18 of the City Code and in the Rules and Regulations of the Retirement Board.

Benefit Provisions

Effective January 1, 2017, the System was amended and restated to add to the existing defined benefit plan (Traditional Retirement Plan), a defined contribution money purchase pension plan (Dual Retirement Plan) which will only apply to non-union, AFSCME, and Teamsters Civilian Supervisor employees first hired or rehired on or after January 1, 2017 and to Deputy Police Chiefs and Assistant Fire Chiefs on or after June 5, 2017, and July 1, 2017, respectively. Employees who are members of the Dual Retirement Plan will also participate in and accrue benefits under the Traditional Retirement Plan, but at a rate of accruals that is 50% of the rate of accruals for members of the Traditional Retirement Plan who were hired prior to January 1, 2017. Certain collective bargaining units may agree that newly hired or rehired members of that union will be covered by the Dual Retirement Plan on dates after January 1, 2017. The Traditional Retirement Plan and the Dual Retirement Plan are together called the City of Ann Arbor Employees Retirement System.

The benefit formula provides a monthly benefit – the retirement allowance - for a participant's lifetime or for a participant and beneficiary's lifetimes with several actuarially adjusted benefit options. The retirement allowance is composed of 1) an "annuity", which is the lifetime actuarial value of a member's contributions plus imputed interest accrued over the working lifetime of the member, and 2) a "pension", which is the amount added by the City to complete the funding required to equal the total retirement allowance.

City of Ann Arbor Employees' Retirement System

Brief Summary of Benefit Provisions Evaluated

June 30, 2020

Regular Retirement (no reduction factor for age):

Union	5 Year Vesting		Eligibility	Annual Amount
	3 Year / 36 Mo FAC ⁽¹⁾	10 Year Vesting 5 Year / 60 Mo FAC ⁽²⁾		
Non-Union	Hired before July 1, 2011	Hired on/after July 1, 2011	Age 50 with 25 years of service or Age 60 and vested	Hired before 1/1/2017: 2.5% of FAC times total years of service Hired after 1/1/2017: 1.25% of FAC times total years of service
American Federation of State, County, and Municipal Employees, AFL CIO (AFSCME)	Hired before August 29, 2011	Hired on/after August 29, 2011	Age 50 with 25 years of service or Age 60 and vested	Hired before 1/1/2017: 2.5% of FAC times total years of service Hired after 1/1/2017: 1.25% of FAC times total years of service
Ann Arbor Police Officers Association (AAPOA)	Hired before January 1, 2012	Hired on/after January 1, 2012	25 years of service or Age 55 and vested	2.75% of FAC times total years of service
International Association of Fire Fighters (IAFF)	Hired before July 1, 2012	Hired on/after July 1, 2012	25 years of service or Age 55 and vested	2.75% of FAC times total years of service
Teamsters Fire Assistant Chief	Hired before January 1, 2016	Hired on/after January 1, 2016	25 years of service or Age 55 and vested	Hired before 1/1/2017: 2.75% of FAC times total years of service Hired after 1/1/2017: 1.375% of FAC times total years of service
Teamsters Civilian Supervisors	Hired before July 2, 2012	Hired on/after July 2, 2012	Age 50 with 25 years of service or Age 60 and vested	Hired before 1/1/2017: 2.5% of FAC times total years of service Hired after 1/1/2017: 1.25% of FAC times total years of service
Teamsters Police Professional Assistants	Hired before July 2, 2012	Hired on/after July 2, 2012	Age 50 with 25 years of service or Age 60 and vested	Hired before 1/1/2018: 2.5% of FAC times total years of service Hired after 1/1/2018: 1.25% of FAC times total years of service
Teamsters Police Deputy Chiefs	Hired before July 2, 2012	Hired on/after July 2, 2012	25 years of service or Age 55 and vested	Hired before 6/5/2017: 2.75% of FAC times total years of service Hired after 6/5/2017: 1.375% of FAC times total years of service
Police Service Specialists	Hired before July 1, 2013	Hired on/after July 1, 2013	Age 50 with 25 years of service or Age 60 and vested	Hired before 1/1/2018: 2.5% of FAC times total years of service Hired after 1/1/2018: 1.25% of FAC times total years of service
Command Officers Association of Michigan (COAM)	Hired before July 1, 2013	Hired on/after July 1, 2013	25 years of service or Age 55 and vested	2.75% of FAC times total years of service

⁽¹⁾ Highest 3 consecutive calendar years out of last 10 or the last 36 months for members with 5 year vesting.

⁽²⁾ Highest 5 consecutive calendar years out of last 10 or the last 60 months for members with 10 year vesting.

Annuity Withdrawal - Upon regular retirement, a member may elect to withdraw his or her accumulated contributions. If this lump sum election is made, the retirement allowance is reduced by the actuarial equivalent of the amount withdrawn.

Regular Retirement (no reduction factor for age):

Eligibility -

General: Age 50 with 25 years of service, or age 60 with 5 or 10 years of service depending on date of hire. Mandatory Retirement Age - None.

Police-Fire: 25 years of service, or age 55 with 5 or 10 years of service depending on date of hire. Mandatory Retirement Age - None.

Annual Amount -

General: If hired before January 1, 2017, total service times 2.5% of final average compensation. If hired on or after January 1, 2017, total service times 1.25% of final average compensation. *(Dual Plan Participants)*

Deputy Police
Chiefs/
Assistant Fire

Chiefs: If hired on or after 6/5/2017 & 1/1/17 (AFC), total service times 1.375% of final average compensation. *(Dual Plan Participants)*

Police-Fire: Total service times 2.75% of final average compensation.

Early Retirement (age reduction factor used):

Eligibility -

General: Age 50 with 20 years of service.

Police-Fire: Age 50 with 20 years of service.

Annual Amount -

Computed as regular retirement but the pension portion of the allowance is reduced by .33% for each month by which retirement precedes:

General: Earlier of a) age 60, or b) the age the member would have earned 25 years of credited service.

Police-Fire: Earlier of a) age 55 or b) the age the member would have earned 25 years of Credited service.

The annuity portion of the retirement allowance is unreduced, when applying the early reduction factor, since it has already been actuarially adjusted.

Deferred Retirement (vested benefit):

Eligibility - 5 or 10 years of service depending on date of hire, payable at age 60.

Annual Amount - Same as regular retirement but based upon service and final average compensation at termination. (A member may elect to receive their accumulated contributions at termination, if the member's age plus service total at least 50, and receive a lesser benefit at age 60).

Duty Disability Retirement:

Eligibility - No age or service requirement.

Annual Amount –

General: Computed similar to a regular retirement. Minimum to age 60 is 18% of final average compensation. Minimum after age 60 is sum of a) 12% of the portion of final average compensation not in excess of Social Security base, plus b) 18% of final average compensation in excess of Social Security base. Upon termination of worker's compensation, additional service credit is granted for period in receipt of worker's compensation and benefit is recomputed.

Police-Fire: Computed similar to a regular retirement. Minimum benefit is 25% of final average compensation. Upon termination of worker's compensation, additional service credit is granted for period in receipt of worker's compensation and benefit is recomputed.

Non-Duty Disability Retirement:

Eligibility - 5 or 10 years of service depending on date of hire.

Annual Amount –

General: Computed similar to a regular retirement. Minimum to age 60 is 18% of final average compensation. Minimum after age 60 is sum of a) 12% of the portion of final average compensation not in excess of Social Security base, plus b) 18% of final average compensation in excess of Social Security base.

Police-Fire: Computed similar to a regular retirement. Minimum benefit is 25% of final average compensation.

Duty Death before Retirement:

Eligibility - No age and service requirement.

Annual Amount - Computed similar to a regular retirement but actuarially reduced in accordance with a 100% joint and survivor election. If the member had less than 25 years of service at time of death, a minimum of 25 years of service will be used to compute the benefits. Worker's compensation payments made to the member's beneficiary will offset the benefits paid by the System. Upon termination of worker's compensation payments the amount paid to the beneficiary will be the greatest of the annual worker's compensation payment and the computed 100% joint and survivor retirement benefit.

Non-Duty Death before Retirement:

Eligibility - 5 or 10 years of service depending on date of hire.

Annual Amount - Computed similar to a regular retirement but actuarially reduced in accordance with a 100% joint and survivor election. If there is no named beneficiary, a lump sum will be payable to the estate.

Post-Retirement Adjustments:

Adjustments may be made every July 1 to retirants and beneficiaries who have been receiving a benefit for at least 12 months. Adjustments are funded by financial gains, and are not guaranteed. Participants whose benefit falls below a minimum benefit amount as adjusted by inflation, may receive an increase in benefit, prorated by credited service at retirement.

Member Contributions:

AFSCME, Non-Union and Teamsters hired on/after 1/1/2017, Assistant Fire Chiefs hired on/after 1/1/2017, Police Deputy Chiefs hired on/after 6/5/2017, Police Service Specialist and Police Professional Assistants hired on/after 01/01/2018: 3.0% of annual compensation.

Fire hired prior to 7/1/2012: 6.0% of annual compensation until 1/1/2022.

Fire hired on/after 7/1/2012: 6.5% of annual compensation.

All Others: 6.0% of annual compensation.

MEMBER INTEREST CREDITS

Member interest credits on member contributions are calculated annually, depending on a rolling period of investment returns. Effective January 1, 2019, member's individual accounts will be credited with interest at 1.44 % per quarter for an annual return of 5.9 %.

FINANCIAL SECTION

The purpose of the Financial Section is to provide the reader with the present financial position and condition of the System.

This section contains:

**Independent Auditors' Report
&
Audited Financial Statements**

City of Ann Arbor
Employees' Retirement System
Statement of Fiduciary Net Position
June 30, 2020

Assets

Investments, at fair value	
Equities	\$ 315,097,718
Fixed income	131,533,566
Other	<u>66,736,877</u>
 Total investments	 513,368,161
 Equity in City of Ann Arbor pooled cash and investments	 4,691,388
Accounts Receivable	17,402
Accrued interest and dividends	334,100
Due from other funds	71,696
Capital assets, net	<u>335,810</u>
 Total assets	 <u>518,818,557</u>

Deferred Outflows of Resources

Deferred amount of pension expense related to net pension liability	76,593
Deferred amount of OPEB expense related to net OPEB liability	<u>81,290</u>
 Total deferred outflows of resources	 <u>157,883</u>
 Total assets and deferred outflows of resources	 <u>518,976,440</u>

Liabilities

Accounts payable and accrued liabilities	3,419,001
Mortgage payable, due in one year	32,637
Mortgage payable, due in more than one year	69,747
Net pension liability	655,027
Net OPEB liability	<u>488,184</u>
 Total liabilities	 <u>4,664,596</u>

Deferred Inflows of Resources

Deferred amount on net pension liability	11,200
Deferred amount on OPEB liability	<u>5,122</u>
 Total deferred inflows of resources	 <u>16,322</u>
 Total liabilities and deferred inflows of resources	 <u>4,680,918</u>

Net position restricted for pensions	<u>\$ 514,295,522</u>
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City of Ann Arbor
Employees' Retirement System
Statement of Changes in Fiduciary Net Position
For the Year Ended June 30, 2020

Additions

Investment income	
From investing activities	
Net appreciation in fair value of investments	\$ 22,227,520
Interest and dividends	<u>1,517,227</u>
Total investment income	23,744,747
Investment management fees	<u>(568,029)</u>
Net investment income from investing activities	<u>23,176,718</u>
From securities lending activities	
Gross earnings	6,129
Borrower rebates paid	(3,844)
Securities lending fees	<u>(683)</u>
Net investment income from securities lending activities	<u>1,602</u>
Total net investment income	<u>23,178,320</u>
Contributions	
Employer	14,585,246
Plan members	<u>3,439,428</u>
Total contributions	<u>18,024,674</u>
Total Additions	<u>41,202,994</u>

Deductions

Benefits	38,377,862
Refunds	1,233,082
Administrative expenses	<u>722,831</u>
Total Deductions	<u>40,333,775</u>
Change in net position	869,219
Net position - beginning of year	<u>513,426,303</u>
Net position - end of year	<u>\$ 514,295,522</u>

**City of Ann Arbor
Projected Budget**

	<u>Budget FY20/21</u>
Salary and Fringes	\$471,650
Insurance Premiums	\$31,710
Actuary	\$50,000
Actuary-Additional projects	\$10,000
Attorney	\$55,000
Auditor	\$4,000
Professional Services	\$5,000
Electricity	\$1,900
Gas	\$900
Cable	\$0
Contracted Services	\$500
Telecommunications	\$5,100
Equipment Maintenance	\$500
Building Maintenance	\$4,400
Printing	\$1,300
Conf & Training	\$32,800
Due Diligence	\$15,000
Government Functions	\$3,600
Contingency/Miscellaneous	\$7,300
Postage	\$1,200
Supplies	\$1,200
Equipment <5000	\$1,100
Dues/Subscriptions	\$1,800
IT Charges	\$34,347
Software - Actuarial	\$10,000
Software Maintenance	\$25,000
Interest on Mortgage	\$4,197
Principal on Mortgage	<u>\$32,637</u>
Total Administrative Costs	\$812,141
Total Investment Services	<u>\$2,311,000</u>
Benefit/Refund Payments	\$1,120,000
Benefit Payments	<u>\$42,000,000</u>
Total Benefit/Refund Payments	\$43,120,000
Total Budget	<u><u>\$46,243,141</u></u>

City of Ann Arbor
Employees' Retirement System

ACKNOWLEDGMENTS

We thank Daniel Gustafson, Maria Buffone, and Laura Hollabaugh of the System staff for their assistance in preparing this report for City Council, members of the System, and the public.

Jeremy Flack

Jeremy Flack (Dec 18, 2020 13:19 EST)

**Jeremy Flack, Chairperson
City of Ann Arbor
Employees' Retirement System**

Wendy Orcutt

**Wendy Orcutt, Executive Director
City of Ann Arbor
Employees' Retirement System**