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# ***SUMMARY ANNUAL REPORT***

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**For the Fiscal Year Ended  
June 30, 2019**

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**CITY OF ANN ARBOR EMPLOYEES' RETIREMENT SYSTEM**

**532 S Maple Rd.**

**Ann Arbor, MI 48103**

**Phone (734) 794-6710 Fax: (734) 994-9205**

**Board of Trustees**

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Alexa Nerdrum, Vice-Chairperson, Citizen Trustee  
David Monroe, Secretary, Police Member Trustee  
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Daniel Gustafson, Pension Analyst  
Corbin Hammond, Accountant  
Laura Hollabaugh, Management Assistant

**Actuary**

Gabriel, Roeder, Smith & Company (GRS)

**Auditors**

Yeo & Yeo CPA's

**CUSTODIAL BANK**

The Northern Trust Company

**INVESTMENT MANAGERS**

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.  
The Northern Trust Company  
Och Ziff Credit  
SKY Harbor Capital Management  
Stone Harbor Investment Partners  
SVB Strategic Investors Fund  
Summit Credit Partners  
TSE Capital  
WCM

**INVESTMENT MANAGEMENT CONSULTANT**

Meketa Investment Group

**LEGAL COUNSEL**

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

**WEB ADDRESS:** [www.a2gov.org](http://www.a2gov.org)

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**City of Ann Arbor**  
**Employees' Retirement System**  
**Board of Trustees**

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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, 2019.

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 uniform 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 external 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 85.4% as of June 30, 2019, a slight decrease from the prior year's 86.5% 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 \$3,264,590, including purchased service payments, to the System for the fiscal year ended June 30, 2019. The member contributions are calculated on all pensionable compensation, including overtime.

**Contributions by the City:** For the fiscal year ended June 30, 2019, the City's contribution was \$13,621,926, which covers the annual cost of providing benefits to the Members as well as a payment toward the underfunding in the Plan. The 2019 contribution exceeded the actuarially required amount. The City is expected to contribute \$14,092,966 for fiscal year 2019/2020, and \$15,251,454 for fiscal year 2020/2021. The City will contribute the greater of the actuarial requirement or the past year's contribution plus an inflation factor based on tax revenues.

**Investment Income:** Investment income is the third source of System revenues. For fiscal year ended June 30, 2019, the System's financial experience met its target return, as Plan Net Assets Available for Benefits increased to \$512.9 million as of June 30, 2019 from \$503.7 million the prior year. Investment performance on a fair value basis was a positive 6.2%. The System had net investment income of \$30,599,351. 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 12 & 13, 2018. The Board approved the re-election of David Monroe/Police Trustee, and election of Joseph Peariso/General Trustee, for the January 1, 2019 to December 31, 2021 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.

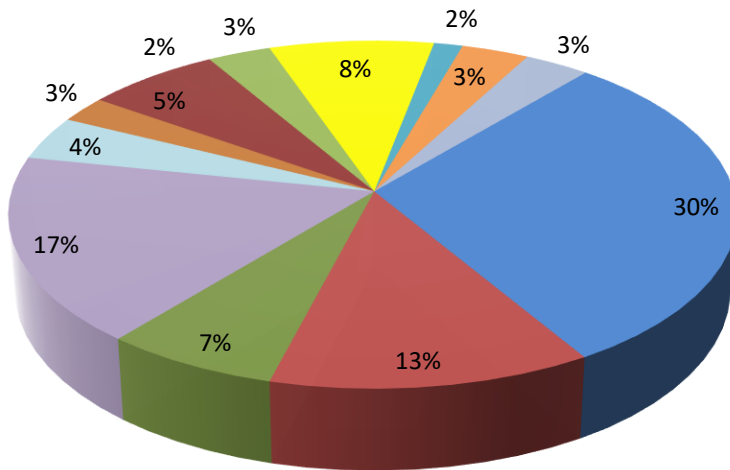
**CITY OF ANN ARBOR EMPLOYEES' RETIREMENT SYSTEM**  
**MARKET VALUE AND ASSET CLASS SUMMARY AS OF JUNE 30, 2019**

<b>Asset Class</b>	<b>Market Value (\$ Millions)</b>	<b>% of Fund</b>
<b>Domestic Equity</b>	\$157.2	30.3%
<b>International Developed Market Equity</b>	65.4	12.6
<b>International Emerging Market Equity</b>	35.6	6.9
<b>Investment Grade Fixed Income</b>	89.9	17.3
<b>Treasury Inflation Protected Securities</b>	21.2	4.1
<b>High Yield Fixed Income</b>	23.9	4.6
<b>Emerging Market Debt</b>	12.7	2.4
<b>Real Estate</b>	42.9	8.3
<b>Bank Loans</b>	11.1	2.1
<b>Hedge Fund Assets</b>	17.6	3.4
<b>Natural Resources</b>	7.5	1.4
<b>Private Equity</b>	16.5	3.2
<b>Cash</b>	17	3.3
<b>Total</b>	<b>\$518.5</b>	<b>100%</b>

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

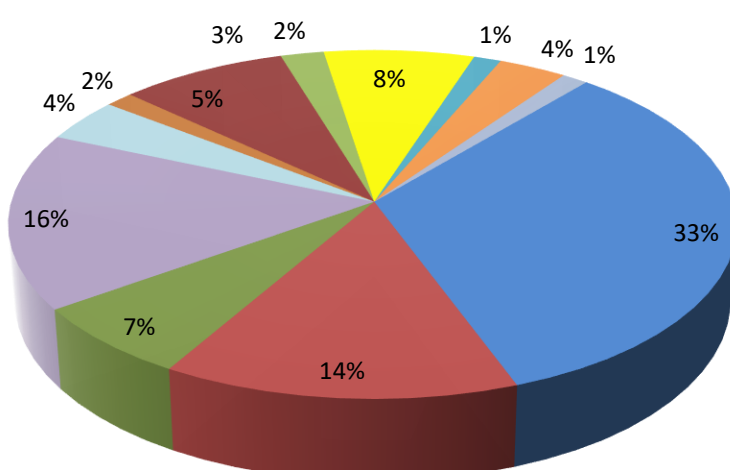
## 2019 Allocation of Assets



- 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

# City of Ann Arbor Employees Retirement System

## 2018 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 12/31/2018**

<b>Asset Class</b>	<b>1 Year 12/31/2018</b>	<b>3 Years 12/31/2015</b>	<b>5 Years 12/31/2013</b>	<b>7 Years 12/31/2011</b>	<b>10 Years 12/31/2008</b>
<b>Total Retirement Plan</b>	-3.8%	5.8%	4.7%	7%	8.2%
<b>Domestic Equity</b>	-6.1	9.0	7.7	12.3	13.9
<b>International Developed Market Equity</b>	-11.0	4.3	1.2	5.7	7.5
<b>International Emerging Market Equity</b>	-12.5	11.0	3.0	2.6	NA
<b>Investment Grade Fixed Income</b>	0.4	1.9	2.4	2.4	4.2
<b>High Yield Fixed Income</b>	-2.4	6.8	3.6	5.8	NA
<b>Treasury Inflation Protected Securities</b>	-0.3	1.9	1.2	NA	NA
<b>Bank Loans</b>	0.5	3.2	3	NA	NA
<b>Emerging Market Debt</b>	-9.8	4.3	-2.5	NA	NA
<b>Natural Resources</b>	-15.7	NA	NA	NA	NA
<b>Alternative</b>	2.5	0	-0.1	1.2	NA
<b>Real Estate</b>	9.5%	7.7%	12.6%	13.1%	6.8%

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 \$ 38,861,412 in 2019, is borne by the System. The benefit payment amounts reflect actual annual outlays for the given year.

<b>Expenditures of System</b>	<b>2019</b>	<b>2018</b>
<b>Benefit Payments</b>	\$37,258,219	\$35,807,321
<b>Refund of Contributions</b>	363,827	907,847
<b>Investment Expenses</b>	568,172	602,683
<b>Administrative Expenses</b>	671,194	693,571
<b>Total</b>	<b>\$38,861,412</b>	<b>\$38,011,422</b>

## Travel Expenditures

	Budget FY 18/19	Actual FY 18/19	Budget FY 19/20
Conference & Training	\$33,860	\$8,362	\$33,400
Due Diligence	\$15,000	\$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

	2019	2018	% Change
Total Annual Benefit Payments Trend	\$37,768,548	\$36,882,878	2.4%
Average Annual Benefit Payment	34,939	34,567	1.1
Average Accumulated Contributions	71,946	72,651	-1.0
Total Annual Valuation Salary	\$55,269,697	\$53,231,121	3.8%

The Actuarial Report indicates that as of June 30, 2019, the System was funded at a ratio of 85.4%. The City's Annual Required Contribution for the fiscal year 2019/2020 will be \$14,092,966, and is projected to be \$15,251,454 for the fiscal year ending June 30, 2021. The City's total contribution rate as a percentage of its payroll is 25.7% for the fiscal year beginning July 1, 2019.

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%. The policy has contributed to the improvement in funding this year.

## Actuarial Contributions

Fiscal Year Ending Development of Employer Contributions	June 30, 2021	June 30, 2020
Annual Payroll*	\$59,206,282	\$54,906,991
Total Accrued Liability	\$601,108,981	\$583,600,734
Actuarial Value of Assets**	\$513,611,366	\$505,014,630
Unfunded Actuarial Accrued Liability	\$87,497,615	\$78,586,104
Funded Ratio	85.44%	86.53%
UAAL as Percent of Annual Payroll	147.78%	143.13%
Amortization Payment for UAAL***		
a. Amount	\$7,645,705	\$6,739,779
b. As a % of Pay	12.91%	12.27%
Employer Normal Cost		
a. Amount	\$7,605,749	\$7,353,187
b. As a % of Pay	12.85%	13.39%
Actuarial Employer Contributions		
a. Amount	\$15,251,454	\$14,092,966
b. As a % of Pay	25.76%	25.70%
Funding Period	22	23

\* 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. Actual FYE 2019 contribution will likely be higher than ADC since the minimum increase in contributions is the increase in City revenues.

## Schedule of Funding Progress

(\$ 000's)

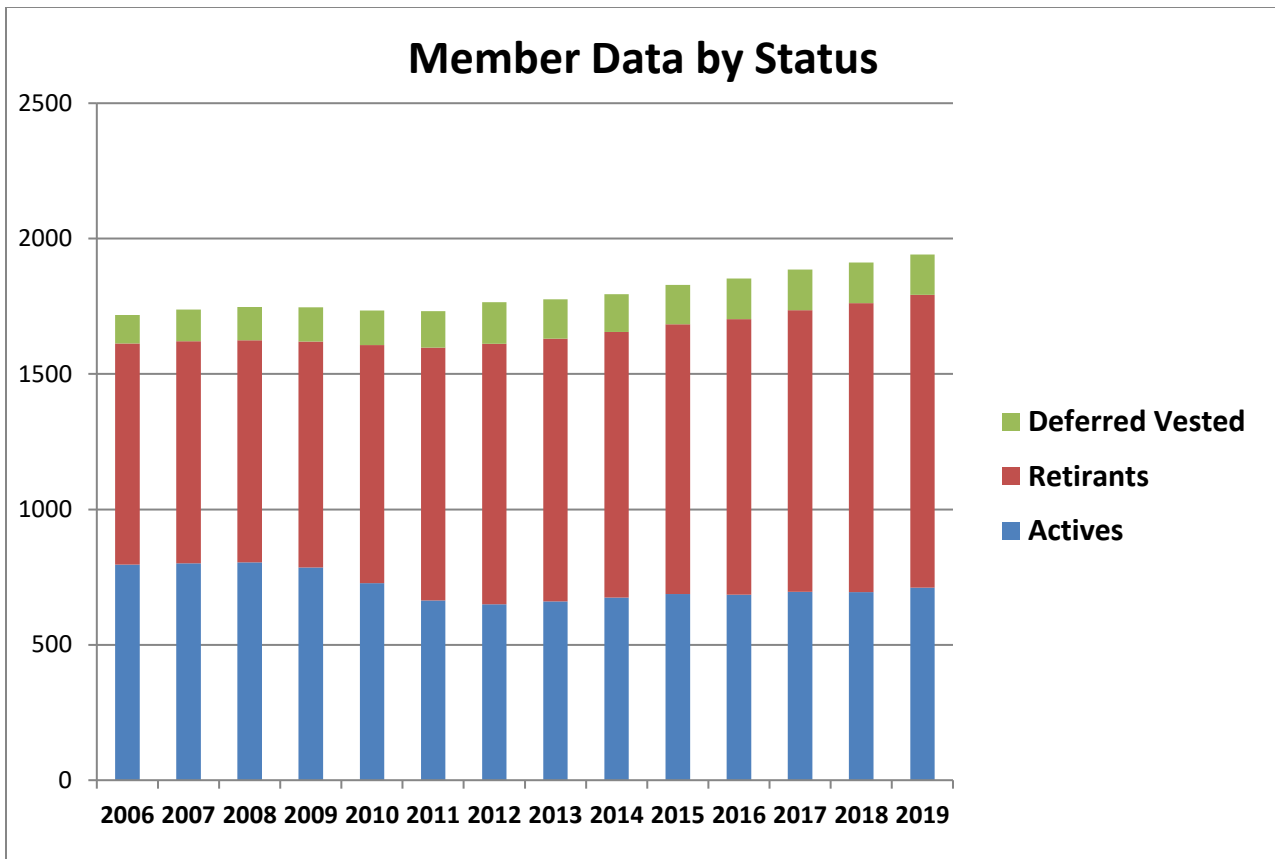
Actuarial Valuation Date	Actuarial Value of Assets	Actuarial Accrued Liability (AAL)	Unfunded Actuarial Accrued Liability (UAAL)	Funded Ratio	Covered Payroll	UAAL as a Percentage of Covered Payroll
June 30, 2009	426,283	455,219	28,936	93.64	50,120	57.73%
June 30, 2010	421,387	466,883	45,496	90.26	48,688	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

**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:

<b>Fiscal Year Ended June 30</b>	<b>Valuation Date June 30</b>	<b>Annual Required Contribution \$ Thousands</b>	<b>Percentage Contributed</b>
2008	2006	7,517	100
2009	2007	6,895	100
2010	2008	7,560	214
2011	2009	8,658 <sup>^</sup>	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	

<sup>^</sup> Revised based on the June 15, 2010 Supplemental Valuation.



### MEMBERSHIP

	<u>2019</u>	<u>2018</u>
Active Participants	711	695
Inactive Participants	149	150
Retirees & Beneficiaries currently covered	<u>1081</u>	<u>1067</u>
<b>Total</b>	<b>1941</b>	<b>1912</b>

### Assumptions, Methods, and Additional Information

Valuation Date:	6/30/2019
Actuarial Cost Method	Entry Age Normal
Amortization Method:	Level percent of payroll, closed
Remaining amortization period	22
Asset valuation method	5-year adjusted market value
Actuarial assumptions:	
- Investment Rate of Return	7%
- 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, 2019 and the prior fiscal year are as follows:

	June 30, 2019	June 30, 2018
<b>Total Pension Liability</b>	\$595,381,415	\$ 586,147,000
<b>Plan Fiduciary Net Position</b>	512,898,230	503,735,000
<b>City's net pension liability</b>	82,483,185	82,412,000
<b>Plan Fiduciary net position as a percentage of the total pension liability</b>	86.15%	85.9%
<b>Covered Employee Payroll</b>	57,077,636	55,459,000
<b>Net Pension Liability as a percentage of covered employee payroll</b>	144.51%	148.6%

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%
\$148,222,110	\$82,483,185	\$27,962,833

### 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 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.

General Non Union members, General AFSCME, Police Professional and TEAMSTER members, Fire Members, Police Department Chiefs, Police AAPOA, COAM and AAPOA for Police Specialists all contribute 6% of their annual compensation if hired prior to January 1, 2017. Non Union, Teamsters, Civilian Supervisors and AFSCME employees hired on or after January 1, 2017 contribute 3%. Assistant Fire Chiefs and Deputy Police Chiefs hired on or after July 1, 2017 and June 5, 2017 respectively, also contribute 3%. As noted above, members contributing 3% also participate in the Dual Retirement Plan. Deposits are posted to an individual account for each member.

The accumulated amount in each account is used for the member’s benefit if the member remains in service until retirement. If a member leaves service, the member may withdraw the amount of accumulated contributions together with interest credited to the member’s individual account. Members with five or ten years of service depending on date of hire may elect a deferred retirement commencing at age 60.

Final Average Compensation (FAC) is a term used when describing City of Ann Arbor Employees’ Retirement System Benefits. It means the greater of the highest three consecutive calendar years out of the last ten years or the last 36 months (or 5 years or the last 60 months) depending on the date of hire. Some lump sum payments are included in a member’s FAC.

**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 & 7/1/17 (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:**

*General Non-Union:	6% beginning 7/1/2010
*General Police Professional & Teamster Civilian:	6% beginning 8/1/2010
*General AFSCME and CSS:	6% beginning 11/20/2011
Fire:	6%, beginning 2/1/2010
Police Department Chiefs:	6% beginning 8/1/2010
Police AAPOA:	6% beginning 1/1/2012
AAPOA for Police Service Specialists:	6% beginning 8/14/2011
Police COAM:	6% beginning 5/6/2012
Assistant Fire Chiefs	3% beginning 7/1/2017
Deputy Police Chiefs	3% beginning 6/5/2017

\*If hired on or after January 1, 2017, member contributions for the noted Labor Groups are 3% to the System.

**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**

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**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**



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## Independent Auditors' Report

To the Board of Directors  
City of Ann Arbor Employees' Retirement System

We have audited the accompanying statements of fiduciary net position of the City of Ann Arbor Employees' Retirement System (the "System") as of June 30, 2019, and the related statements of changes in fiduciary net position for the year then ended, and the related notes to the financial statements.

### ***Management's Responsibility for the Financial Statements***

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

### ***Independent Auditors' Responsibility***

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

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

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

### ***Opinion***

In our opinion, the financial statements referred to above present fairly, in all material respects, the System's net position restricted for retirement benefits at June 30, 2019 and changes therein for the years then ended in conformity with accounting principles generally accepted in the United States of America.

### ***Emphasis of a Matter***

As discussed in Note 1, the financial statements present only the City of Ann Arbor Employees' Retirement System pension trust fund and do not purport to, and do not, present fairly the financial position of the City of Ann Arbor as of June 30, 2019, and the changes in its financial position for the year then ended, in conformity with accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

### **Other Matters:**

### ***Required Supplementary Information***

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

*Yeo & Yeo, P.C.*

Ann Arbor, Michigan  
October 18, 2019

**City of Ann Arbor**  
**Employees' Retirement System**  
**Statement of Fiduciary Net Position**  
**June 30, 2019**

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**Assets**

Investments, at fair value	
Equities	\$ 282,431,146
Fixed income	160,143,898
Other	<u>73,735,780</u>
 Total investments	 516,310,824
 Equity in City of Ann Arbor pooled cash and investments	 780,172
Accrued interest and dividends	283,464
Due from other funds	73,144
Capital assets, net	<u>339,260</u>
 Total assets	 <u>517,786,864</u>

**Deferred Outflows of Resources**

Deferred amount of pension expense related to net pension liability	45,090
Deferred amount of OPEB expense related to net OPEB liability	<u>79,702</u>
 Total deferred outflows of resources	 <u>124,792</u>
 Total assets and deferred outflows of resources	 <u>517,911,656</u>

**Liabilities**

Accounts payable and accrued liabilities	3,267,977
Mortgage payable, due in one year	31,232
Mortgage payable, due in more than one year	102,384
Net pension liability	577,382
Net OPEB liability	<u>491,441</u>
 Total liabilities	 <u>4,470,416</u>

**Deferred Inflows of Resources**

Deferred amount on net pension liability	<u>14,937</u>
 Total liabilities and deferred inflows of resources	 <u>4,485,353</u>

**Net position restricted for pensions** \$ 513,426,303

**City of Ann Arbor**  
**Employees' Retirement System**  
**Statement of Changes in Fiduciary Net Position**  
**For the Year Ended June 30, 2019**

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**Additions**

Investment income	
From investing activities	
Net appreciation in fair value of investments	\$ 27,304,092
Interest and dividends	<u>3,908,473</u>
Total investment income	31,212,565
Investment management fees	<u>(558,750)</u>
Net investment income from investing activities	<u>30,653,815</u>
From securities lending activities	
Gross earnings	9,803
Borrower rebates paid	(6,626)
Securities lending fees	<u>(951)</u>
Net investment income from securities lending activities	<u>2,226</u>
Total net investment income	<u>30,656,041</u>
Contributions	
Employer	13,937,985
Plan members	<u>3,465,096</u>
Total contributions	<u>17,403,081</u>
Total Additions	<u>48,059,122</u>

**Deductions**

Benefits	37,258,219
Refunds	370,953
Administrative expenses	<u>1,050,001</u>
Total Deductions	<u>38,679,173</u>
Change in net position	9,379,949
Net position - beginning of year	<u>504,046,354</u>
Net position - end of year	<u>\$ 513,426,303</u>

**City of Ann Arbor  
Projected Budget**

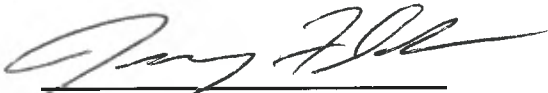
	<b>Budget <u>FY19/20</u></b>
Salary and Fringes	\$475,276
Insurance Premiums	\$32,135
Actuary	\$50,000
Actuary-Additional projects	\$10,000
Attorney	\$50,000
Auditor	\$4,000
Professional Services	\$5,000
Building Maintenance	\$13,700
Printing	\$1,200
Conf & Training	\$33,400
Due Diligence	\$15,000
Government Functions	\$4,100
Contingency/Miscellaneous	\$7,400
Postage	\$1,000
Supplies	\$1,200
Equipment <5000	\$1,200
Dues/Subscriptions	\$1,900
IT Charges	\$35,400
Software - Actuarial	\$10,000
Software Maintenance	\$25,000
Interest on Mortgage	\$5,602
Principal on Mortgage	<u>\$31,232</u>
 Total Administrative Costs	 \$813,745
 Total Investment Services	 <u>\$2,225,000</u>
 Benefit/Refund Payments	 \$1,100,000
Benefit Payments	<u>\$41,000,000</u>
 Total Benefit/Refund Payments	 \$42,100,000
 <b>Total Budget</b>	 <b><u><u>\$45,138,745</u></u></b>



City of Ann Arbor  
Employees' Retirement System

**ACKNOWLEDGMENTS**

We thank Daniel Gustafson, Corbin Hammond, 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, Chairperson  
City of Ann Arbor  
Employees' Retirement System



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