



**ANNUAL REPORT TO MEMBERSHIP
JUNE 30, 2020
City of Farmington Hills Employees' Retirement System**

Dear Member:

The year ended June 30, 2020 marked the 54th year of operation for the Employees' Retirement System, which began operation on January 1, 1966. The System provides defined pension benefits for its members and their beneficiaries. The administration of the System, outlined in the City's Retirement Ordinance, is vested with the City of Farmington Hills Retirement Board. This responsibility includes the management of the System's assets, establishing operating policies and procedures, adoption of by-laws and granting of pension benefits in conformity with the existing Retirement Ordinance and labor contracts. Any conflict between statements in this Report and the official documents will be governed by those documents.

All expenses of operating the System are paid for by the Retirement System. No soft dollars are used to pay expenses in this System. The dollars needed to finance retirement benefits are accumulated through the collection of employer and employee contributions combined with the income earned on investments.

The Retirement System continues to be in very good financial and actuarial condition. On behalf of the Farmington Hills Retirement Board, I have summarized below, some of the pertinent facts and results of operation of the Retirement System for the year ended June 30, 2020, including audited financial information, a listing of administrative and investment expenses, a summary of benefits and options, and a summary of the actuarial valuation report and investment results. If you have any questions regarding the pension plan, please call me at (248) 871-2446.

Respectfully submitted,

A handwritten signature in blue ink that reads "Thomas C. Skrobola".

Thomas C. Skrobola
Finance Director/Treasurer/Pension Administrator

Statement of Fiduciary Net Position
June 30, 2020

Assets

Cash and cash equivalents	\$ 4,995,804
Investments	147,832,048
Accrued interest, dividends, and other receivables	<u>66,515</u>
Total assets	<u>\$152,894,367</u>

Liabilities

Accounts payable	<u>350,397</u>
Total liabilities	<u>350,397</u>

Net Position Restricted for Pensions **\$ 152,543,970**

Statement of Changes in Fiduciary Net Position
Year Ended June 30, 2020

Additions

Investment income, net of expenses	\$ 2,002,287
Contributions:	
Employer	5,927,589
Employee	<u>972,647</u>
Total additions - Net	<u>8,902,523</u>

Deductions

Pension payments	12,810,803
Contributions returned to employees	<u>37,957</u>
Total deductions	<u>12,848,760</u>

Net Decrease in Net Position Held in Trust **(3,946,237)**

Net Position Restricted for Pensions - Beginning of year 156,490,207

Net Position Restricted for Pensions - End of year **\$ 152,543,970**

**Administrative and Investment Expenses
Year Ended June 30, 2020**

<u>Administrative Expenses:</u>	<u>Amount</u>	<u>Prior Year</u>	<u>\$ Change</u>	<u>% Change</u>
Accounting Services	\$ 65,142	\$ 63,321	\$ 1,821	
Actuarial Fees	48,650	29,220	19,430	
Administrative Services	12,326	16,871	(4,545)	
Audit Fees	3,670	7,655	(3,985)	
Custodial Fees	37,661	36,933	728	
Dues and Memberships	304	250	54	
Fiduciary Insurance	9,734	14,487	(4,753)	
Legal Fees	19,456	11,961	7,495	
Professional Training/Education & Travel Expenses	3,226	12,524	(9,298)	
Supplies	36	192	(156)	
Total Administrative Expenses	200,205	193,414	6,791	3.51%
<u>Investment Expenses:</u>				
Money Manager Fees	1,039,798	1,090,280	(50,482)	-4.63%
Investment Advisory Fees	87,500	94,792	(7,292)	-7.69%
Total Investment Expenses	1,127,298	1,185,072	(57,774)	-4.88%
TOTAL ADMINISTRATIVE AND INVESTMENT EXPENSES	\$ 1,327,503	\$ 1,378,486	\$ (50,983)	-3.70%

**Budget Report
2020/21 Fiscal Year**

Administrative Expenses:

Accounting Services	\$	70,000
Actuarial Fees		29,550
Administrative Services		12,500
Audit Fees		4,000
Custodial Fees		40,000
Dues & Memberships		900
Fiduciary Liability Insurance		9,900
Legal Fees		18,000
Meeting Supplies & Other		1,000
Professional Training/Education/Travel Expenses		20,196
Total Administrative Expenses		<u>206,046</u>

Investment Expenses:

Money Manager Fees		1,100,000
Investment Advisory Fees		87,500
Total Investment Expenses		<u>1,187,500</u>
Total Administrative and Investment Expenses	\$	<u>1,393,546</u>

BENEFIT TABLE

SUMMARY OF BASIC PENSION BENEFITS
STRAIGHT LIFE (NO SURVIVOR BENEFIT)

<u>ELIGIBILITY</u>	<u>MULTIPLIERS</u>			
	<u>Up to 25 yrs.</u>	<u>Over 25</u>	<u>Max*</u>	
<u>BENEFIT GROUP A-AFSCME</u> Sum of age and service equals 80 (minimum age 55) or age 60 with 8 years of service. Plan closed to new hires after July 1, 2006.	2.80%	1.00%	75%	
<u>BENEFIT GROUPS G-GENERAL, J-COURT, T-TEAMSTERS</u> Sum of age and service equals 80 (minimum age 55) or age 60 with 8 years of service. Plan closed to new hires in General Group after July 1, 2006. Plan closed to new hires in Teamsters after January 1, 2008. Plan closed to new hires in Court Group after September 1, 2015	2.80%	1.00%	80%	
<u>BENEFIT GROUP EXECUTIVE</u> Sum of age and service equals 80 (minimum age 55) or age 60 with 8 years of service. Plan closed to (City Executive) new hires after July 1, 2006. Plan closed to (Court Executive) new hires after September 1, 2015	3.00%	1.00%	80%	
<u>BENEFIT GROUP D-DISPATCHERS</u> Sum of age and service equals 80 (minimum age 55) or age 60 with 8 years of service. Plan closed to new hires after January 1, 2007.	Until age 67 At age 67	2.80% 2.375%	1.00% 1.00%	75% 70%
<u>BENEFIT GROUP F-FIREFIGHTERS</u> Hired Prior to July 1, 2008 25 years of service regardless of age . New hires after July 1, 2008: Minimum Age 50 with 25 years of service.		2.80% 2.25%	1.00% 1.00%	75% 60%
<u>BENEFIT GROUP C-POLICE COMMAND</u> Minimum Age 50 with 25 years of service, or 30 years of service regardless of age with a minimum of 25 years as sworn Police Officer. New hires after January 1, 2008: Minimum Age 50 with 25 years of service, or 30 years of service regardless of age with a minimum of 25 years as sworn Police Officer		3.00% 2.80%	1.00% 1.00%	80% 80%
<u>BENEFIT GROUP P-POLICE OFFICER</u> Hired Prior to January 1, 2008 25 years of service regardless of age. New hires after January 1, 2008: Minimum Age 50 with 25 years of service.		2.80% 2.25%	1.00% 1.00%	75% 60%

*Maximum benefit is computed as the indicated % of Final Average Compensation.

FINAL AVERAGE COMPENSATION

Final Average Compensation (FAC) consists of the three (3) highest consecutive years, as of July 1st, out of the last ten (10) years. FAC includes longevity on base pay for all employees plus lump sum holiday pay for Police, Fire and Dispatch members.

EARLY RETIREMENT

The Early Retirement Benefit is actuarially reduced from Normal Retirement Age.

General Employee	Age 57 with 8 years of service.
Patrol/Fire Employee	Age 50 with 20 years of service or age 55 with 20 years of service.
Police Command Employee	Age 50 with 15 years of service or <50 years with 25 years of service as sworn Police Officer.

DEFERRED RETIREMENT

System Member is eligible for a Deferred Retirement Benefit (Vested Benefit) if a General Employee has 8 or more years of service (benefit begins at age 60) or a Police/Fire Employee has 15 or more years of service (benefit generally begins at age 55).

DUTY DISABILITY

In addition to the Normal, Early and Deferred Retirement provisions, the System provides for Duty Disability benefits to qualifying members.

DEATH-IN-SERVICE

A pension (survivor option A) shall be paid for life to the surviving spouse provided the member attained age 57 and has 8 years of service or the member has 10 or more years of credited service regardless of age and died while an employee of the City.

RETIREMENT BENEFIT OPTIONS

Prior to retirement, but not thereafter, a member may elect to receive a retirement benefit by one of the following three methods:

1. **STRAIGHT LIFE RETIREMENT BENEFITS**

This allowance is a benefit payable to the member throughout his/her life. This is a non-survivor benefit and terminates upon the death of the member.

2. **SURVIVOR ALLOWANCE OPTIONS**

Under three available options, a retiree receives a reduced Straight Life Benefit, payable for life. Upon death, the reduced pension benefit will continue to be paid throughout the beneficiary's life at the percentage option selected. The reduction of Straight Life Benefit is actuarially determined based on the ages of the member and his/her beneficiary at the time of retirement and the percentage option of primary benefit chosen. A greater reduction of Straight Life Benefit will be made to provide 100% of the Primary Pension Benefit than 75% or 50%. The Survivor Allowance Options are:

<u>Option A</u>	- 100% of Primary Pension Benefit
<u>Option B</u>	- 75% of Primary Pension Benefit
<u>Option C</u>	- 50% of Primary Pension Benefit

Should the named survivor beneficiary die before the retired member, the retired member's pension shall be recomputed (pop-up) to a Straight Life Pension.

3. **ANNUITY OPTION**

All City and Court employees are eligible for the annuity option.

MEDICAL BENEFITS

Medical Benefits are available for all qualifying retirees. Since age and service requirements, the amount of monthly premium covered, and the effective date of coverage vary between bargaining groups, check with Human Resources or the Finance Department for your respective coverage.

SUMMARY OF ACTUARIAL VALUATION

An Actuarial Valuation of the Retirement System and Retiree Health Plan, performed by Gabriel, Roeder, Smith & Company, involves the computation of the present value of future benefits to be paid by the System as well as the present value of future income of the System. These present values, when related to the assets currently held by the System, provide the actuary with the basis for computing the future contributions, which will be required of the employer to keep the System on a sound actuarial basis.

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:

1. The annual normal costs for each individual active member, payable from the hire date to the date of retirement, are sufficient to accumulate to the value of the member's benefit earned.
2. Each annual normal cost is a constant percentage of the member's year by year projected covered pay.

For the groups that have the tiered benefit structure (Police Command, Police Patrol and Fire), the new benefit tier is used to determine the normal cost. The Actuarial Accrued Liability is then determined by subtracting the present value of future normal costs.

ASSET VALUATION OR SMOOTHING METHOD

The actuarial value of assets recognizes assumed investment income fully each year. Differences between actual and assumed investment income are phased in over a closed five-year period.

INVESTMENTS

The goal of the System is to provide present and future retirement or survivor benefits for its members. Since investment income is a vital link to funding these benefits, the System's portfolio is managed by the following general policies:

1. Preservation of the principal value of the Plan.
2. Diversification of the portfolio to minimize volatility, market risk, and to maximize total rate of return.
3. Meet, with a high degree of probability, the assumed actuarial rate of return of 7% over a five-year period.
4. Achieve funding of vested pension benefits within the time period in which unfunded liabilities are amortized by actuary.

Investments on June 30, 2020 consisted of 59% Equities, 18% Fixed Income (Bonds), 17% Alternative Investments (Hedge Funds/Real Estate/Private Equity), and 6% Cash or Cash Equivalents.

To diversify the portfolio, the Retirement Board retained eight equity managers:

1. Hardman Johnston
2. Hamlin.
3. Seizert
4. Reinhart Partners
5. Edgewood
6. Ancora
7. Vanguard Capital Management
8. Vanguard FTSE Developed Markets

The Board retained three fixed income managers:

1. Loomis Sayles & Co.
2. J.P. Morgan
3. Franklin Templeton

The Board retained twelve private equity alternative investments:

1. Townsend
2. Penn Square
3. Corbin Capital
4. Entrust
5. Entrust III
6. Blackstone Tac Ops
7. McMorgan
8. Goldman Sachs
9. Blackstone BTAS IV
10. Valstone
11. PRISA II
12. Brookfield Premier

The remainder of the portfolio is comprised of cash or cash equivalents. For FY 19/20, the retirement system portfolio posted a net investment income of 1.36%.

**Summary from Actuarial Valuation Reports
Year Ended June 30, 2020**

Retirement System:	General	Court	Police	Fire	Total	Prior Year	Change from Prior Year
Membership	Closed	Closed	Open	Open	-	-	-
Funded Ratio*	78%	85%	70%	76%	74%	76%	-2.00%
Number of Active Members	68	20	101	58	247	260	(13)
Number of Retirees/Beneficiaries	197	19	109	22	347	333	14
Total Annual Pensions Paid	N/A	N/A	N/A	N/A	\$11,053,458	\$10,506,309	\$547,149
Average Annual Pension Paid	N/A	N/A	N/A	N/A	\$31,854	\$31,550	\$304
Total Annual Valuation Payroll	N/A	N/A	N/A	N/A	\$20,404,488	\$20,521,228	(\$116,740)
City's Normal Cost \$ or % ***	\$585,920	\$157,117	15.00%	15.32%	N/A	N/A	N/A
City's Annual Required Contribution ****	\$2,314,162	\$261,705	\$2,378,241	\$973,481	\$5,927,589	\$5,762,354	\$165,235
City's Annual Required Contribution as a % of valuation payroll	11.34%	1.28%	11.66%	4.77%	29.05%	28.08%	-0.97%
Employee Contribution Rate	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	0.00%
Actuarial Assumed Rate of Investment Return	7.00%	7.00%	7.00%	7.00%	7.00%	7.00%	0.00%
Actuarial Assumed Rate of:							
Long-term Wage Inflation	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	0.00%
Health Care Inflation	3.5%-9%	3.5%-9%	3.5%-9%	3.5%-9%	3.5%-9%	3.5%-9%	0.00%
Amortization Method Used:	Level \$	Level \$	Level % of Payroll	Level % of Payroll	-	**	-
Amortization Period Used**	19 years	19 years	23 Years	23 Years	-	**	**
Amortization Smoothing Method Used	5 Year	5 Year	5 Year	5 Year	5 Year	5 Year	-
Investment Performance (net of fees)	Trailing	Trailing	Trailing	Trailing	Trailing		
	<u>1 Year</u>	<u>3 Years</u>	<u>5 Years</u>	<u>7 Years</u>	<u>10 Years</u>		
	1.66%	4.35%	4.71%	5.49%	6.67%		

* From Actuarial Valuation Report.

** Closed Amortization Period, reduced 1 year for each actuarial valuation. New 20 year amortization for the General and Court groups.

*** A level dollar amortization method was used for the General and Court groups, due to the closure of these groups to new employees.

A level percent of payroll amortization method was used for the Police and Fire groups due to the open nature of these groups.

RETIREMENT BOARD MEMBERS

(as of June 30, 2020)

3 Year Term Expires December 31

Lauri Siskind, Chairperson

Citizen Member
Term Expires 2022

Eric Gould, Vice Chairperson

Citizen Member
Term Expires 2020

Doug Muller

Police/Fire Member
Term Expires 2021

Mark Rash

Police/Fire Member
Term Expires 2020

Mark Saksewski

General Employee Member
Term Expires 2020

Kevin McCarthy

General Employee Member
Term Expires 2021

Thomas C. Skrobola

Administrative Officer
Secretary-Treasurer
Ex-Officio Member

INDEPENDENT AUDITORS

Yeo & Yeo, CPA's

ACTUARY

Gabriel, Roeder, Smith & Company

INVESTMENT MANAGERS

Ancora
Blackstone BTAS IV
Blackstone Tactical Opportunities
Brookfield
Corbin Capital
Edgewood
Entrust
Goldman Sachs
Hamlin Capital
Hardman
J.P. Morgan
Loomis, Sayles & Company
McMorgan Infrastructure
Penn Square
PRISA II
Reinhart Partners
Seizert
Franklin Templeton
Townsend
Valstone
Vanguard

INVESTMENT PERFORMANCE

ADVISORS

AndCo. Consulting

ATTORNEY

VanOverbeke, Michaud & Timmony, P.C.

CUSTODIAN

Wells Fargo

MEDICAL DIRECTOR

MedSource Services

PENSION ACCOUNTANT

Susan Hardy

CITY COUNCIL LIAISON

Ken Massey

FOR FURTHER INFORMATION CONTACT:

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Farmington Hills, Michigan 48336-1165
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