

CITY OF SOUTHFIELD FIRE & POLICE RETIREMENT SYSTEM

2021 SUMMARY ANNUAL REPORT (as of June 30, 2020)

Fire & Police Retirement System Board:

John Fisher, President
Duane Garth, Vice President
Audrey Harvey, Secretary
Irv Lowenberg, Trustee
Brent Wilson, Trustee

Fire & Police Retirement System Staff:

Megan Battersby, Retirement Program Director

Phone:

(248)796-5220

2021 SUMMARY ANNUAL REPORT

Dear Member:

The City of Southfield Fire & Police Retirement System is a program designed to help its members meet the financial concerns of old age, disability, and death. This summary report is intended to give you a brief system operation overview.

The Retirement System is managed by a Board of Trustees, which in accordance with Public Act 345 includes the Treasurer of the City, one representative each from the Police and Fire departments, and two citizen representatives. The Board's duty is to supervise general administration of the system and invest the assets accumulating on behalf of all its members. The Board retains professional advisors to assist in fulfilling these fiduciary responsibilities.

It is not practical to cover all activities and provisions of the Retirement System in a summary report. The actual operation of the system is governed and controlled by the detailed provisions of Public Act 345, union contracts, and the Board's official rules, regulations, and resolutions.

Respectfully Submitted,

City of Southfield Fire & Police Retirement System Board of Trustees

RETIREMENT SYSTEM FUNDING

The basic financial objective of the Retirement System is to establish and receive contributions expressed as percentages of active member payroll which will remain approximately level from year to year and will not have to be increased for future generations of taxpayers. The annual actuarial valuation analyzes the Retirement System's funding progress to establish a contribution rate that will allow the Retirement System to function at a financially sound level. The Actuary calculates the contribution requirements and benefit values of the fund by applying actuarial assumptions to the benefit provisions and people information provided by the Retirement Program Director. Actuarial valuations are conducted by Gabriel, Roeder, Smith & Company, an independent firm of consultants and actuaries. Results of the June 30, 2020 valuation are summarized below:

CONTRIBUTIONS TO PROVIDE BENEFITS FISCAL YEAR BEGINNING JULY 1, 2021

Contributions for	Contributions Expressed as %’s of Active Member Payroll
<i>Normal Cost of Benefits:</i>	
Age & service	18.80%
Disability	1.58
Death before retirement	0.38
Refunds of member contributions	0.11
Expenses	2.00
Total	22.87
<i>Member Contributions (weighted avg.)</i>	3.27
<i>Employer Normal Cost</i>	19.60
<i>Unfunded Actuarial Accrued Liabilities*</i>	24.95
Computed Employer Rate	44.55%
Minimum Dollar Contribution	\$9,035,612

The projected employer dollar contribution based on the payroll information provided for the valuation, adjusted to reflect assumed payroll increases between the valuation date and the fiscal year for which the contributions are being determined, is \$9,035,612. Therefore, the actuary suggests a minimum contribution of this amount.

RETIREMENT SYSTEM SUMMARY

The City of Southfield Fire & Police Retirement System offers retirement benefits based on the provisions of Public Act No. 345 of 1937, as amended, and applicable collective bargaining agreements. Members covered by the SPOA, SFFA, SPCOA, and Deputy Chiefs collective bargaining agreements are eligible for a Regular retirement upon attaining a minimum of 20 years of service. The maximum service currently permitted for the calculation of a pension benefit, in accordance with these collective bargaining agreements, is 25 years. The current multiplier applied to Average Final Compensation for a Regular retirement, in accordance with the above collective bargaining agreements, is 2.8 with the exception of Fire employees hired after September 12, 2011 and new Police employees hired after February 22, 2014 for whom it is 2.5.

Unless members elect another benefit option to provide for their beneficiaries, an eligible surviving spouse automatically receives 60% of the member's benefit, provided that the member retired with a Regular retirement pension and the spouse was the member's spouse both at the time of retirement and at the time of the member's death. Pre-retirement death benefits to the survivor of a member are also available. The Retirement System provides disability benefits for its members with certain survivor options. More information on these various retirement options can be obtained by contacting the Retirement Program Director at (248)796-5220.

The City of Southfield Fire & Police Retirement System consists of two interrelated tax qualified plans: the Defined Benefit Plan and the Defined Contribution Plan. The Defined Benefit Plan is funded by the employer and payable to members meeting minimum service requirements for the various retirement options available. Members' Defined Contribution Plan accounts are comprised of their accumulated employee contributions and accrued interest. The refundable amount held in this plan may be withdrawn by a member upon Regular retirement or when terminating employment with the City of Southfield. If a vested member (one with 10 or more years of service) terminates employment with the City, the member has the option of leaving the balance of his or her contributions in the Retirement System's Defined Contribution Plan to receive vested retirement benefits. These benefits become effective upon application to the Board of Trustees on or after the date the member would have first become eligible to retire had the member continued City employment.

RETIREMENT SYSTEM OVERVIEW

The name of the Retirement System is the City of Southfield Fire and Police Retirement System. Investment consulting services are provided by AndCo Consulting, legal services are provided by VanOverbeke Michaud & Timmony, P.C., actuarial services are provided by Gabriel Roeder Smith & Company, custodial services are provided by The Northern Trust Company, property consulting services are provided by Livingston, York Advisors, and the medical director that serves the Plan is MedSource/Consulting Physicians.

The Retirement System's investment fiduciaries during the fiscal year ended June 30, 2020 were:

- City of Southfield Fire and Police Retirement Board
- AndCo Consulting
- Bloomfield Capital
- Champlain Investment Partners
- JCR Capital
- KStone Partners
- LS Investment Advisors
- Landmark Partners
- Loomis, Sayles & Company
- Morgan Dempsey
- Nantucket Capital Management
- Northern Trust Global Investments
- Prudential
- QMA
- Reinhart Partners
- The Northern Trust Company
- Tortoise Credit
- 1607 Capital Partners

As reported in the actuarial valuation for the annual period ended June 30, 2020, excluding reserves for inflation equity, the Retirement System's valuation assets were \$195,053,933 and its actuarial accrued liabilities were \$278,338,098, which produced a funded ratio of 70.1 %.

For the annual period ended June 30, 2020, the Retirement System's expenses were \$183,979. Benefit payments were \$19,244,201 and member refunds were \$24,514. No services were paid for with soft dollars.

The Retirement System continues to be in sound financial condition in accordance with actuarial principles of level percent of payroll financing. The Retirement System has received the required employer contribution for the year ended June 30, 2020. Detailed information on the Retirement System's funding is contained in the Annual Actuarial Valuation as of June 30, 2020. For further information regarding the Retirement System's administration and policies, please contact the Retirement Program Director at (248)796-5220.

BUDGET

City of Southfield Fire & Police Retirement System Annual Budget: July 1, 2020 to June 30, 2021

Service/Provider	2019 - 2020 Budget	2019 - 2020 Actual	2020 - 2021 Budget
Investment Consultant	102,000	102,000	102,000
Custodian	42,000	41,190	42,000
Legal Counsel	25,000	19,164	25,000
Actuary	25,950	26,700	26,000
Pension Management Software Expenses	2,000	0	2,000
Education/Training/Travel	25,000	7,396	25,000
Fiduciary Insurance	21,500	0	21,500
Medical Director	0	0	0
Miscellaneous Expenses	1,800	1,105	1,800
Pension Management System Maintenance Fee	2,000	0	2,000
Membership Dues	1,500	1,525	1,600
Retirement Administrator	77,400	105,800	120,000
TOTAL	326,150	304,880	368,900

INVESTMENT PERFORMANCE As of December 31, 2020

	Total Fund Return	Net of Fees
1 Year	11.86%	11.33%
2 Year	13.67%	13.17%
3 Year	7.55%	7.06%
4 Year	9.11%	8.60%
5 Year	9.24%	8.71%
7 Year	7.40%	6.77%
10 Year	7.66%	

**RETIRANTS AND BENEFICIARIES AS OF JUNE 30, 2020
TABULATED BY TYPE OF BENEFIT BEING PAID**

Pension Benefits		
Type of Benefit	No.	Annual Amount
Age and Service Pensions		
Regular Pension - terminating at death	82	\$ 2,732,531
- auto. 60% to spouse	224	11,487,991
Option I - 100% Joint and Survivor	10	320,890
Option II - 50% Joint and Survivor	3	58,508
Survivor Beneficiary	<u>50</u>	<u>1,242,946</u>
Age and Service Totals	369	\$ 15,842,866
Casualty Pensions		
Duty Disability	8	\$ 178,984
Non-Duty Disability	2	15,022
Non-Duty Death-Survivor Benefit	<u>2</u>	<u>46,008</u>
Casualty Totals	12	\$ 240,014
Total Pensions	381	\$ 16,082,880

RETIREES AND BENEFICIARIES AS OF JUNE 30, 2020
TABULATED BY ATTAINED AGE AND TYPE OF RETIREMENT

Attained Age	Age & Service		Casualty		Totals	
	No.	Annual Pensions	No.	Annual Pensions	No.	Annual Pensions
40 - 44	3	\$ 186,185			3	\$ 186,185
45 - 49	6	211,733			6	211,733
50 - 54	42	1,985,527			42	1,985,527
55 - 59	60	2,957,095	4	\$ 82,946	64	3,040,041
60 - 64	46	2,240,725	2	39,880	48	2,280,605
65 - 69	53	2,481,772	1	4,984	54	2,486,756
70 - 74	61	2,181,731			61	2,181,731
75 - 79	57	2,028,609	3	75,798	60	2,104,407
80 - 84	25	947,863	2	36,406	27	984,269
85 - 89	10	423,541			10	423,541
90 - 94	4	128,343			4	128,343
95 - 99	2	69,742			2	69,742
Totals	369	\$ 15,842,866	12	\$ 240,014	381	\$ 16,082,880

Average Age at Retirement: 51.3 years

Average Age Now: 67.4 years

**ACTIVE MEMBERS AS OF JUNE 30, 2020
BY ATTAINED AGE AND YEARS OF SERVICE**

Attained Age	Years of Service to Valuation Date						No.	Valuation Payroll
	0-4	5-9	10-14	15-19	20-24	25-29		
20-24	21						21	\$ 1,144,365
25-29	43	1					44	2,952,010
30-34	13	2	3				18	1,308,380
35-39	4	3	10	7			24	2,293,455
40-44	1	2	18	13	3		37	3,517,247
45-49		1	2	8	16	1	28	2,673,858
50-54				7	10	7	24	2,612,467
55-59				1	15	7	23	2,322,476
61					1		1	114,689
63					1		1	86,276
Totals	82	9	33	36	46	15	221	\$ 19,025,223

ACTUARIAL VALUE OF ASSETS

Actuarial Value of Assets		Reserve for ⁽¹⁾	
Cash & cash equivalents	\$ 903,441	Employee's Contributions	\$ 8,385,351
Debt securities	27,873,098	Employers Contribution	(13,251,781)
Equity securities	140,195,684	Retired Benefit Payments	183,936,720
Short-term investments	1,860,622	Funding Value Adjustment	<u>17,077,449</u>
Other investments	8,233,389	Actuarial Value of Assets	<u>\$ 196,147,739</u>
Collateral for securities lending	14,290,532		
Accounts Receivable	7,337	Funding Value of Pension Assets ⁽²⁾	\$ 195,053,933
Accounts Payable	(14,293,813)	Funding Value of Health Assets ⁽³⁾	-
Funding Value Adjustment	<u>17,077,449</u>	Reserve for Inflation Equity	<u>1,093,806</u>
Actuarial Value of Assets	<u>\$ 196,147,739</u>	Actuarial Value of Assets	<u>\$ 196,147,739</u>

(1) Note that these reserve amounts were not supplied by staff. We have set the Employees' Contributions Reserve to the sum of the employee contributions submitted for each individual in the valuation. The Retired Benefit Payments Reserve has been set equal to the liability for retired members. The Employer Contribution Reserve is a balancing item.

(2) The funding value of pension assets includes \$13,179,353 of retiree account balances to be dispersed (\$1,009,193 of outstanding employee contributions and \$12,170,160 of outstanding DROP account balances).

(3) The Retiree Health Insurance Fund has been exhausted.

Market value of assets was \$179,070,290.

REVENUES AND EXPENDITURES

	Pension	Reserve for Inflation Equity	Health	Totals
Actuarial Value 6/30/2019	\$ 199,221,702	\$ 1,461,305	\$ 0	\$ 200,683,007
Revenues				
Employee Contributions	610,417	0	0	610,417
Employer Contributions	7,060,402	0	0	7,060,402
Income (net of investment expenses)	7,160,202	86,405	0	7,246,607
Total Revenues	\$ 14,831,021	\$ 86,405	\$ 0	\$ 14,917,426
Expenditures				
Benefit Payments	18,790,297	453,904	0	19,244,201
Refund of Member Contributions	24,514	0	0	24,514
Other - Audit Adjustment	0	0	0	0
Expenses Paid from System	183,979	0	0	183,979
Total Expenditures	\$ 18,998,790	\$ 453,904	\$ 0	\$ 19,452,694
Actuarial Value 6/30/2020	\$ 195,053,933	\$ 1,093,806	\$ 0	\$ 196,147,739
Nominal Rate of Return*	3.70%	7.00%		3.72%

* The nominal rate of return was computed using the approximate formula: $i = I$ divided by $1/2 (A+B-I)$, where I is recognized investment income, plus the additional market value adjustment, A is the beginning of year asset value and B is the end of year asset value.

The net change in assets for the plan year was (\$4,535,268).

**COMPARISON OF ACTIVE AND RETIRED DATA
AS OF JUNE 30, 2020**

	<u>Active Members</u>	<u>Retired Members</u>
Total	221	381
Valuation Payroll/ Pension Benefits	\$19,025,223	\$16,082,880
Health Insurance Premiums Being Paid By Retirement System	N/A	\$ 0
Average Age	39.2	67.4
Years of Service	12.4	N/A
Average Pay/Benefit	\$ 86,087	\$ 42,212

SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS

Valuation Date:	June 30, 2020
Actuarial Cost Method:	Individual Entry-Age
Amortization Method:	Level percent-of-payroll
Amortization Period:	26 years
Asset Valuation Method:	5-year smoothed market, starting June 30, 2012
 Actuarial Assumptions:	
Investment rate of return	7.00%
Projected salary increases*	3.25% - 8.25%
* Includes wage inflation at	3.75%
Cost-of-living adjustments	None

Membership of the plan consisted of the following at June 30, 2020, the date of the latest actuarial valuation:

Retirees and beneficiaries receiving benefits	381
Terminated plan members entitled to but not yet receiving benefits	2
Active plan members	<u>221</u>
Total members	604