



CITY OF SOUTHFIELD

SOUTHFIELD EMPLOYEE RETIREMENT SYSTEM
(SERS)

SUMMARY ANNUAL REPORT

JUNE 30, 2012

SERS Board

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SERS Administrator

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The Southfield Employee Retirement System (SERS) is designed to help employees in meeting their financial needs should they retire, become disabled, or die. Eligible employees of the City of Southfield and the 46th District Court are automatically enrolled into the SERS pension system upon employment.

This Summary Report will provide a general overview of the Retirement System and its funding. However, a summary cannot cover all the details of the System, which is governed by the provisions of the City's Retirement Ordinance, state and federal regulations, Administrative Rules, Union Contracts and the SERS Board's official rules and regulations. Any conflict between statements in this Report and the above documents will be governed by those documents.

SYSTEM SUMMARY

The Southfield Employee Retirement System (SERS) provides retirement benefits as identified in the plan document, Chapter 9 of the City of Southfield Code, as from time to time amended by City Council ordinance, as well as modifications produced as a result of collective bargaining. The SERS system includes all career employees of the City of Southfield and the 46th District Court, other than sworn members of the Police and Fire Departments and others excluded from membership according to the plan document. Management Employees hired after August 1, 2007 are permitted the option upon hire to become a member of SERS or elect participation in a 401(a) defined contribution plan.

A SERS pension benefit is payable upon attaining the required age and credited service. The calculation of the normal retirement benefit consists of the years of Credited Service times the Final Average Compensation times the multiplier. The current multiplier for members hired prior to June 1, 2005 is 2.5%, unless otherwise specified in the plan document or collective bargaining agreements. The current multiplier for members hired on or after June 1, 2005 is 2.0%.

The normal form of benefit is a Ten Year and Certain benefit. This benefit provides for a monthly pension for the retired employee, continuing until his/her death. If death occurs before a full ten years of benefits have been paid, the difference between 120 monthly payments (i.e., 10 years) and the number of payments actually paid prior to the member's death will be paid in a lump sum to the member's beneficiary. In addition, a married member may choose either a 100% or 50% joint and survivor pension option. Information on the pension benefits can be obtained by contacting the SERS Administrator at (248) 796-4708.

The SERS assets are held in trust for the benefit of the members and their beneficiaries. The City Council serves as Trustee of the system's assets, while the SERS Board is responsible for the administration of the plan. The Council and the SERS Board work cooperatively to oversee the investment of the system's assets. They are assisted by a number of professional advisors, listed below:

Gabriel, Roeder, Smith & Company (System Actuaries)
VanOverbeke, Michaud & Timmony, P.C. (General Counsel)
Comerica Bank (Custodian)
Gray & Company (Investment Consultant)
LSV Asset Management (Investment Manager)
MacKay Shields (Investment Manager)
Metropolitan Real Estate (Investment Manager)
Munder Capital Management (Investment Manager)
Pacific Income Advisors (Investment Manager)
SouthernSun Asset Management (Investment Manager)
WCM Focused Growth International (Investment Manager)
World Asset Management (Index Fund Investment Manager)

No soft dollars are used to pay expenses in this System.

SUMMARY RESULTS OF THE ACTUARIAL VALUATION

The financial objective of the SERS system is to establish and receive contributions which will remain approximately level from year to year and will not have to be increased for future generations of taxpayers. Contribution levels are expressed in terms of percents of the City's active member payroll.

To determine an appropriate employer contribution level for the next fiscal year and to gauge how the system's funding is meeting this fundamental objective, the independent actuarial firm of Gabriel, Roeder, Smith & Company conducts annual actuarial valuations.

These valuations are based on the system's past experience, information about current participation and financial markets, and assumptions concerning the system's future demographic and economic activity. The results of the June 30, 2012 valuation are summarized below:

Employer Contribution Rate for Fiscal Year beginning July 1, 2013 as a Percent of Active Member Payroll:

Computed employer pension rate without Career Center*	21.78%
Career Center contribution rate	14.11%

*The contribution rate for the Southfield Career Center employees is calculated on a separate basis to account for a specific, grant-funded group.

FUNDED STATUS

Actuarial Accrued Liabilities	\$137,687,797
Valuation Assets	\$ 93,600,010
Percent funded	68.0%

MEMBERSHIP

Number of Active Members	297
Number of Retired Members	310
Number of Deferred Vested Members	30

INVESTMENT RETURN AND EXPENSES

Market Value – July 1, 2011 **\$ 99,664,875**

Revenues

Employees' contributions	\$ 679,917
Employer contributions	2,660,847
Investment income	(221,482)
Total	\$ 3,119,282

Expenditures

Benefit payments (pension only)	\$9,109,828
Refund of member contributions	0
Health insurance premiums	<u>0</u>
Total	\$9,109,828

Market Value – June 30, 2012 **\$ 93,674,329**

Investment return (market value basis) 1.81%

Administrative expenses, including Manager & consulting fees: \$648,433.00

REMARKS

The Southfield Employee Retirement System operates in accordance with actuarial principles of level percent of payroll financing. The System has received the required employer contributions for the year ended June 30, 2012. Detailed information on the system's funding is contained in the report of the Annual Actuarial Valuation as of June 30, 2012.

For further information regarding the System's administration and policies, please contact the SERS Administrator at (248) 796-4708.