



CITY OF SOUTHFIELD

SOUTHFIELD EMPLOYEE RETIREMENT SYSTEM  
(SERS)

SUMMARY ANNUAL REPORT

JUNE 30, 2013

SERS Board

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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 46<sup>th</sup> 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 46<sup>th</sup> 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)  
RMK Global Timberland Resources Fund (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 System is Open to new members. The results of the June 30, 2013 valuation are summarized below:

Normal Cost	9.13%
Employer Contribution (starting July 1, 2014)	23.39%
Weighted Employee Contribution	4.98%
Valuation Payroll	\$ 14,050,000
Total Pensions Benefits paid July 1, 2012- June 30, 2013	\$ 8,885,078
Average Pension Benefit	\$ 28,478

(Note: The contribution rate for the Southfield Career Center employees is no longer shown separately, starting with the June 30, 2013 valuation report.)

### FUNDED STATUS

Actuarial Accrued Liabilities	\$138,382,805
Valuation Assets	\$ 94,231,591
Percent funded	68.1%

### MEMBERSHIP

Number of Active Members	272
Number of Retired Members	312
Number of Deferred Vested Members	<u>36</u>
Total	620

**INVESTMENT RETURN AND EXPENSES**

**Market Value – July 1, 2012** **\$ 93,674,329**

Revenues

Employees' contributions	\$ 767,461
Employer contributions	2,498,235
Investment income	<u>16,567,135</u>
Total	\$ 19,832,831

Expenditures

Benefit payments (pension only)	\$ 9,241,789
Refund of member contributions	0
Health insurance premiums	<u>0</u>
Total	\$ 9,241,789

**Market Value – June 30, 2013** **\$104,265,371**

Investment return (market value basis) 18.27%

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Administrative expenses:

Actuarial Fees	\$ 19,750	
Custodial Fees	\$ 60,644	
Education & Training, Expenses and Related Travel	\$ 8,858	
Fiduciary Insurance	\$ 11,458	
Legal Fees	\$ 9,468	
Membership Dues	\$ 200	
Misc fees and expenses	<u>\$ 7,280</u>	
<i>Total Administrative Expenses:</i>		\$ 117,658

Investment expenses:

Investment Consulting Fees	\$ 49,085	
Investment Management Fees	<u>\$ 513,439</u>	
<i>Total Investment Expenses:</i>		\$ 562,524

Total Administrative and Investment Expenses: \$ 681,677

**INVESTMENT PERFORMANCE (NET OF FEES)**

	Total Fund Return	Policy Index
One Year:	18.35%	14.27%
Three Year:	16.48%	13.43%
Five Year:	8.67%	6.97%
Seven Year:	7.79%	6.16%
Ten Year:	8.32%	7.94%

## **SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS**

Valuation Date:	June 30, 2013
Actuarial Cost Method:	Entry Age Normal
Amortization Method:	Level Percent
Remaining Amortization Period:	27 closed
Asset Valuation Method:	5 Year Smoothed Market
Actuarial Assumptions:	
Investment Rate of Return:	8.00%
Projected salary increases*	3.5% - 9.5%
* Includes wage inflation at	3.50%
Post-Retirement Benefit Increases:	Ad-hoc as provided by ordinance

### **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, 2013. Detailed information on the system's funding is contained in the report of the Annual Actuarial Valuation as of June 30, 2013.

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