

Macomb County Employees' Retirement System  
Summary Annual Financial Report  
Year Ended December 31, 2019

Retirement Board Members:

Mark Deldin, Chair, Chief Deputy County Executive  
Bryan Santo, Vice-Chair, Director of the Department of Roads  
Gary Cutler, Employee Representative  
Michael Grix, Employee Representative  
Harold Haugh, County Commissioner  
Matthew Murphy, Employee Representative  
Lawrence Rocca, County Treasurer

Retiree Representative – George Brumbaugh

Secretary – Stephen Smigiel, County Finance Director

Legal Counsel – John Schapka, County Corporation Counsel  
Vanoverbeke, Michaud & Timmony, PC, Outside Counsel

Investment Consultant – AndCo Consulting

Auditors – Plante Moran

Actuaries – Buck

**MACOMB COUNTY EMPLOYEES' RETIREMENT SYSTEM**  
**Statement of Net Position**  
**December 31,**

<b>Assets</b>	<b>2018</b>	<b>2019</b>
Cash and pooled investments	\$ 77,592,945	\$ 65,068,650
Receivables		
Accrued interest	514,914	465,027
Other	845,939	493,339
Other assets	<u>1,750</u>	<u>3,403</u>
 Total receivables and other assets	 <u>1,362,603</u>	 <u>961,769</u>
 Investments, at fair value		
Corporate bonds	13,260,484	13,393,359
Common stock	331,605,877	414,846,645
Preferred Stock	-	1,387,786
Foreign Stock	69,935,791	84,556,480
Limited partnership	186,418,220	231,288,019
Fixed income common collective trusts	48,744,246	53,135,785
Equity common collective trusts	<u>215,655,253</u>	<u>224,630,549</u>
 Total investments	 <u>865,619,871</u>	 <u>1,023,238,623</u>
 <b>Total Assets</b>	 <b><u>944,575,419</u></b>	 <b><u>1,089,269,042</u></b>
 <b>Liabilities</b>		
Accounts payable	2,017,942	2,198,920
Accrued compensation and benefits	<u>5,469,545</u>	<u>5,028,323</u>
 <b>Total Liabilities</b>	 <b><u>7,487,487</u></b>	 <b><u>7,227,243</u></b>
 <b>Net position</b>	 <b><u>\$ 937,087,932</u></b>	 <b><u>\$ 1,082,041,799</u></b>

**MACOMB COUNTY EMPLOYEES' RETIREMENT SYSTEM**  
**Statement of Changes In Net Position**  
**Years Ended December 31,**

<b>ADDITIONS</b>	<b>2018</b>	<b>2019</b>
Employer contributions	\$ 23,747,047	\$ 17,144,386
Employee contributions	3,252,673	3,201,757
Interest, dividends and appreciation in value of assets	(53,244,656)	200,989,044
Management and custodial fees	(6,569,384)	(7,296,158)
Total additions	<u>(32,814,320)</u>	<u>214,039,029</u>
<b>Deductions</b>		
Benefit payments	66,297,751	67,917,451
Refunds of contributions	461,792	452,815
Supplies & Services	168,221	122,527
Conferences & Training	15,849	22,369
Repairs & Maintenance	55,000	55,000
Contract Services	85,659	103,234
Internal Services	386,341	411,766
Total deductions	<u>67,470,613</u>	<u>69,085,162</u>
Net increase (decrease) in net position	(100,284,933)	144,953,867
Net Position, Beginning of year	<u>1,037,372,865</u>	<u>937,087,932</u>
Net Position, End of year	<u>\$ 937,087,932</u>	<u>\$ 1,082,041,799</u>

**MACOMB COUNTY EMPLOYEES' RETIREMENT SYSTEM**  
**Adopted Budget**  
**Year Ending December 31, 2020**

<b><u>ADDITIONS</u></b>	
Employer contributions	\$ 14,261,701
Employee contributions	3,000,000
Interest, dividends and appreciation in value of assets	70,000,000
Management and custodial fees	<u>(6,055,000)</u>
 Total additions	 <u>81,206,701</u>
 <b><u>Deductions</u></b>	
Benefit payments	71,000,000
Refunds of contributions	300,000
Supplies & Services	34,500
Conferences & Training	19,500
Repairs & Maintenance	56,650
Contract Services	96,900
Internal Services	<u>469,000</u>
 Total deductions	 <u>71,976,550</u>
 Net increase in net position	 <u><u>\$ 9,230,151</u></u>

**MACOMB COUNTY EMPLOYEES' RETIREMENT SYSTEM**  
**Notes to Summary Annual Financial Report**  
**December 31, 2019**

Plan Description and Provision – The County sponsors and administers the Macomb County Employees' Retirement System (the "System"), a single employer defined benefit plan covering substantially all of the County's employees. The System was established in accordance with state statutes to provide retirement benefits for the employees of the County and its several offices, boards and departments, including the Department of Roads. At December 31, 2019 (date of the most recent actuarial valuation) the System's membership consisted of:

Retirees and beneficiaries receiving benefits	3,022
Terminated employees entitled to benefits but not yet receiving them	566
Active members accruing retirement benefits	1,578
Active members accruing termination benefits	<u>1,162</u>
 Total	 <u><u>6,328</u></u>

Retirement Benefits- The following is a summary of the benefits provided to the members of the system. All members become vested in the System after 8 or 15 years of service, depending on their date of hire.

General County- Virtually all employees hired on or before December 21, 2001 may retire if their age plus years of service equals or exceeds 70 and they have attained a minimum age of 50. The annual retirement benefit, payable monthly for life, is computed at 2.4% of final average compensation for the first 26 years of service and 1% for every year thereafter, with a maximum employer pension of 65%. Employees hired between January 1, 2002 and December 31, 2011 and certain employees hired before that date not covered by the provisions described above may retire at age 55 with 25 or more years of service or age 60 with 8 years of service. Employees hired between January 1, 2012 and December 31, 2015 may retire at age 55 with 25 or more years of service or age 60 with 15 years of service. The annual retirement benefit, payable monthly for life, for employees in the latter two groups is computed at 2.2% of final average compensation for each year of service, with a maximum employer pension of 66%. The plan was closed to new hires effective January 1, 2016. The employer's normal cost of benefits was 11.5% of payroll and the employer's total contribution was 15.3% of payroll for the year ended December 31, 2019.

Sheriff Department- Employees may retire at any age with 25 or more years of service or age 60 with 8 years of service. The annual retirement benefit for the Sheriff and deputies, payable monthly for life, is computed at 2.64% of final average compensation multiplied by credited years of service with a maximum employer pension of 66%. The factor for the undersheriff, captains, jail administrator, command officers, corrections officers and dispatchers is 2.4% for the first 26 years of service and 1% for every year thereafter, with a maximum employer pension of 66%. The plan was closed to new hires effective January 1, 2016. The employer's normal cost of benefits was 13.2% of payroll and the employer's total contribution was 14.8% of payroll for the year ended December 31, 2019.

**MACOMB COUNTY EMPLOYEES' RETIREMENT SYSTEM**  
**Notes to Summary Annual Financial Report (continued)**  
**December 31, 2019**

Retirement Benefits- (concluded)

Department of Roads- Employees may retire at age 55 with 25 or more years of service, at age 60 with 8 years of service or at age 55 if their age plus years of service equals or exceeds 70. The annual retirement benefit, payable monthly for life, is computed at 2.4% of final average compensation for the first 26 years of service and 1% for every year thereafter, with a maximum employer pension of 65%. The plan was closed to new hires effective January 1, 2016. The employer's normal cost of benefits was 12.5% of payroll and the employer's total contribution was 24.0% of payroll for the year ended December 31, 2019

Martha T. Berry Medical Care Facility- Virtually all employees hired on or before December 31, 2001 may retire if their age plus years of service equals or exceeds 70 and they have attained a minimum age of 50. The annual retirement benefit, payable monthly for life, is computed at 2.4% of final average compensation for the first 26 years of service and 1% for every year thereafter, with a maximum employer pension of 65%. Employees hired between January 1, 2002 and December 31, 2011 and certain employees hired before that date not covered by the provisions described above may retire at age 55 with 25 or more years of service or age 60 with 8 years of service. Employees hired on or after January 1, 2012 may retire at age 55 with 25 or more years of service or age 60 with 15 years of service. The annual retirement benefit, payable monthly for life, for employees in the latter two groups is computed at 2.2% of final average compensation for each year of service, with a maximum employer pension of 66%. The employer's normal cost of benefits was 10.8% of payroll and the employer's total contribution was 3.9% of payroll for the year ended December 31, 2019. The plan was closed to new hires effective January 1, 2016.

The System also provides death and disability benefits. If an employee leaves covered employment or dies before they are vested, accumulated employee contributions plus interest at the rate of 3.5% per year is refunded to the employee or designated beneficiary.

Funding Policy- Article 9, Section 24 of the State of Michigan constitution requires that financial benefits arising on account of employee service rendered in each year be funded during that year. Accordingly, the Pension Board retains an independent actuary to determine the annual contribution. The actuarially determined rate is the estimated amount necessary to finance the costs of benefits earned by plan members during the year, with an additional amount to finance any unfunded accrued liability. Contribution requirements of plan members are established by collective bargaining agreement for union members. Contribution rates for nonunion members mirror those of union members with the same benefit levels. The County is required to contribute the difference between the actuarially determined rate and the contribution rate for employees. General County employees contribute 2.5% or 3.5% of their annual salary to the System depending upon classification and date of hire. Department of Roads employees contribute 3.5% of their annual salary. Sheriff employees contribute 4.0% of their annual salary. The County's required contribution for 2019 was \$16,137,328. The County's actual contribution in 2019 was \$17,144,386.

**MACOMB COUNTY EMPLOYEES' RETIREMENT SYSTEM**  
**Notes to Summary Annual Financial Report (continued)**  
**December 31, 2019**

Annual Pension Cost and Net Pension Obligation – During the year ended December 31, 2019, employer contributions totaled \$17,144,386 while the required contribution was \$16,137,328 as determined by the actuarial valuation of the plan as of December 31, 2017. The normal cost and actuarial accrued liability are determined using an entry age actuarial funding method. Unfunded actuarial accrued liabilities (UAAL) are amortized as a level percent of payroll over a 20-year closed period, with 14 years remaining as of December 31, 2019. Ten-year trend information regarding the County's annual pension contribution is presented below.

Year Ended December 31	Actuarially Determined Contribution	Actual Amount Contributed	Percent Contributed
2010	\$ 15,170,777	\$ 15,170,777	100.0%
2011	16,050,489	16,050,489	100.0%
2012	16,604,841	16,604,841	100.0%
2013	19,932,742	19,932,742	100.0%
2014	22,152,820	22,152,820	100.0%
2015	21,281,602	21,281,602	100.0%
2016	20,909,535	20,909,535	100.0%
2017	19,920,483	21,672,813	108.8%
2018	22,169,777	23,747,047	107.1%
2019	16,137,328	17,144,386	106.2%

Actuarial Methods and Assumptions – Actuarial valuations of an ongoing plan involve estimates of the value of reported amounts and assumptions regarding the probability of the occurrence of events in the future. Examples of such assumptions include future employment and retirement patterns, mortality and investment rate returns. These assumptions are subject to continual revision as actual results are measured against past expectations and new estimates are made about the future. The schedule of funding progress presented as required supplemental information following the notes herein, presents multi-year trend information that indicates whether the actuarial value of plan assets is increasing or decreasing over time relative to the actuarial accrued liabilities of the benefits provided. Significant actuarial assumptions used in determining the annual required contribution include (a) a rate of return on the investment of present and future assets of 7.00% per year compounded annually, (b) projected salary increases of 3.0% per year compounded annually, attributable to inflation, (c) additional projected salary increases ranging from 1.0% to 18.0% for various members per year, depending on service, attributable to seniority/merit, and (d) the assumption that benefits will not increase after retirement. The actuarial value of assets was determined using techniques that smooth the effects of short-term volatility in the market value of investments over a five-year period.

**MACOMB COUNTY EMPLOYEES' RETIREMENT SYSTEM**  
**Notes to Summary Annual Financial Report (continued)**  
**December 31, 2019**

*Funding Status and Progress* – As of December 31, 2019, the date of the most recent actuarial valuation, the plan was 97.0% funded. The actuarial accrued liability for benefits was \$1,054,636,606 and the actuarial value of assets in the plan was \$1,022,559,084, resulting in an unfunded actuarial accrued liability (UAAL) of \$32,077,522. Covered payroll was \$97,589,925 and the ratio of the UAAL to covered payroll was 32.9%. A schedule of funding progress for the previous ten (10) years is presented below and provides information about whether the actuarial value of plan assets is increasing or decreasing over time relative to the actuarial accrued liability for benefits.

**SCHEDULE OF FUNDING PROGRESS**

Actuarial Valuation Date <b>December 31</b>	Actuarial Value of Assets <b>(a)</b>	Actuarial Accrued Liability (AAL) Entry Age <b>(b)</b>	Unfunded AAL (UAAL) <b>(b-a)</b>	Funded % <b>(a/b)</b>	Covered Payroll <b>(c)</b>	UAAL as a Percentage of Covered Payroll <b>((b-a)/c)</b>
2010	\$ 862,915,501	\$ 837,167,835	\$ (25,747,666)	103.1	\$ 110,795,240	(23.2)
2011	828,692,442	854,323,946	25,631,504	97.0	108,900,180	23.5
2012	795,605,544	867,218,699	71,613,155	91.7	105,391,874	68.0
2013	837,652,540	884,041,581	46,389,041	94.8	102,252,875	45.4
2014	882,565,132	911,095,833	28,530,701	96.9	110,159,044	25.9
2015	902,930,628	977,566,461	74,635,833	92.4	105,254,524	70.9
2016	940,494,250	1,018,883,615	78,389,365	92.3	116,574,389	67.2
2017	990,802,562	1,013,110,113	22,307,551	97.8	107,492,732	20.8
2018	999,604,207	1,034,282,157	34,677,950	96.6	103,002,972	33.7
2019	1,022,559,084	1,054,636,606	32,077,522	97.0	97,589,925	32.9

*Basis of Accounting* – The financial statements of the System are prepared using the accrual basis of accounting. Employee and employer contributions are recognized in the period that the contributions are due. Benefits and refunds are recognized when due and payable according to the terms of the plan.

*Benefit Payments* - Benefit payments made during the year ended December 31, 2019 totaled \$67,917,451 and the average annual retirement allowance was \$21,959.

*Deferred Retirement Option Program (DROP)*- The County offers employees the ability to continue employment and be paid a salary after they are fully vested and also receive credits for the retirement benefit payments that would have been paid to them had they left County employment. Employees may receive up to 60 months of DROP credits. The accumulated credits are paid out, including interest at 3.5%, after the employee has fully retired (discontinued providing employee services to the County). The Plan had \$23,270,333 accumulated in DROP accounts at December 31, 2019.



**MACOMB COUNTY EMPLOYEES' RETIREMENT SYSTEM**  
**Notes to Basic Financial Statements (concluded)**  
**December 31, 2019**

Investments- The pension plan's policy in regard to the allocation of invested assets is established and may be amended by the Pension Board by a majority vote of its members. It is the policy of the Pension Board to pursue an investment strategy that manages risk through the prudent diversification of the portfolio across a broad selection of distinct asset classes. The pension plan's investment policy discourages the use of cash equivalents, except for liquidity purposes, and aims to refrain from dramatically shifting asset class allocations over short time spans. The following was the Board's adopted asset allocation policy as of December 31, 2019:

<b>Asset Class</b>	<b>Target Allocation</b>
Cash and Equivalents	2.0%
Domestic Equity	37.0%
Hedge Funds	5.0%
High Yield Fixed Income	4.0%
Infrastructure	5.0%
International Equity	15.0%
International Fixed Income	4.0%
Investment Grade US	8.0%
Private Equity	10.0%
Real Estate	10.0%
Total	100.0%

Rate of Return – Investment performance for the trailing 1,3,5,7,10 and 15 years, net of fees, are presented below.

**Macomb County Employees' Retirement System**  
**Investment Performance - Net of Fees**  
**December 31, 2019**

Trailing 1 Yr	21.19%
Trailing 3 Yrs	10.36%
Trailing 5 Yrs	8.01%
Trailing 7 Yrs	9.70%
Trailing 10 Yrs	8.84%
Trailing 15 Yrs	6.65%