

# COMPREHENSIVE ANNUAL FINANCIAL REPORT

A Pension Trust  
of the City of Miami  
For the Years Ending  
September 30, 2019 & 2018

# 2019

City of Miami, Florida  
General Employees' and Sanitation Employees'  
Retirement Trust and Managed Trusts



**City of Miami, Florida  
General Employees' and Sanitation  
Employees'  
Retirement Trust and Managed Trusts**

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*A Pension Trust of the City of Miami*

**Comprehensive Annual Financial Report  
For the Fiscal Years Ending September 30,  
2019 & 2018**



**Prepared by the Management**

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**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
COMPREHENSIVE ANNUAL FINANCIAL REPORT  
FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2019**

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# **Introductory Section**

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
BOARD OF TRUSTEES, MANAGEMENT AND CONSULTANTS  
SEPTEMBER 30, 2019**

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**BOARD OF TRUSTEES**

**Joe Simmons, Jr, Chair**  
Appointed by AFSCME/ Council 79

**Sean Moy, Vice Chair**  
Appointed by AFSCME/Local 1907

**Ann Marie Sharpe**  
Appointed by City Manager

**Porfirio Jimenez**  
Appointed by City Commission

**Luis Fernandez**  
Appointed by City Commission

**Mary D Lugo**  
Appointed by AFSCME/Local 1907

**Corey L. Taylor**  
Appointed by City Commission

**Clarence Graves**  
Appointed by AFSCME/Council 79

**Olga Torres**  
Appointed by City Commission

**MANAGEMENT**

**Pension Administrator**  
Edgard Hernandez

**Staff Fund Accountant**  
Yves Louissant

**Treasurer**  
Christopher Recicar

**CONSULTANTS**

**Legal Counsel**  
Ronald A. Silver, Esq.

**Independent Auditors, C.P.A.**  
Anthony Brunson, P.A

**Investment Consultants**  
Southeastern Advisory Services, Inc.

**Consulting Actuary**  
Cavanaugh Macdonald Consulting, LLC

**Custodian Bank**  
State Street Bank & Trust Co.



March 20, 2020

The Board of Trustees  
City of Miami General Employees' and Sanitation Employees'  
Retirement Trust and Managed Trusts  
City of Miami, Florida 33133

It is our pleasure to provide you with a copy of the Comprehensive Annual Financial Report ("CAFR") for the City of Miami General Employees' & Sanitation Employees' Retirement Trust and Managed Trusts (the "Trusts") for the fiscal year ended September 30, 2019.

Management assumes full responsibility for the accuracy and reliability of the information including the completeness and fairness of its presentation. Cost of a control should not exceed the benefits to be derived, the objective is to provide a reasonable, rather than absolute assurance that the financial statements are free of any material misstatements. The basis for these representations, management has established a comprehensive internal control framework that is designed to provide reasonable, but not absolute, assurance of the safeguarding of assets against loss from unauthorized use or disposition and the adequate reliability of accounting records. Monitoring and evaluation of internal controls is a function that is maintained on an ongoing basis.

The financial statements have been audited by a firm of licensed certified public accountants in the State of Florida as required by state statute. The goal of the audit was to provide reasonable assurance that the financial statements are free of material misstatement. The audit was conducted in accordance with U.S. generally accepted auditing standards and the standards applicable to financial audits in *Government Auditing Standards* issued by the Comptroller General of the United States. The independent accounting firm, Anthony Brunson P.A., concluded that there was a reasonable basis for rendering an unmodified opinion that the financial statements for the year ended September 30, 2019, are fairly stated in conformity with U.S. generally accepted accounting principles. The Independent Auditor's Report is presented as the first component of the financial section of this report. Immediately following the Independent Auditor's Report is Management's Discussion and Analysis ("MD&A"). It contains a condensed analysis of the financial and investment sections. This letter of transmittal is designed to complement the MD&A and should be read in conjunction with it.

## **BACKGROUND INFORMATION**

### **Trusts' History**

The City of Miami General Employees' and Sanitation Employees' Retirement Trust and Managed Trusts is a retirement system that includes four separate defined benefit plans representing pension trust funds of the City of Miami, Florida (the "City"). The Trusts consist of a single employer plan covering general and sanitation employees of the City, an excess benefit



plan covering retirees exceeding the maximum benefit, a single employer plan covering the staff of the Trusts, and an excess staff benefit plan.

A defined benefit pension trust for all City employees was instituted by City of Miami Ordinance No. 5624, effective July 1, 1956. Pursuant to the final judgment entered on May 23, 1985, in the matter of Leonard Gates, et al vs. City of Miami (the "Gates Agreement"), the City of Miami General Employees' and Sanitation Employees' Retirement Trust (the "GESE Trust") was established by Ordinance No. 10002 effective June 13, 1985, to serve permanent employees other than firefighters and police officers. The Gates Agreement separated the GESE Trust from the Firefighters and Police Officers' Trust and set individual pension Board guidelines and funding requirements. Members contribute 10% of compensation to the plan. Benefits are based on a percent ("benefit multiplier") of the average final compensation multiplied by years of creditable service (3%, 2.25%, 2.5%, and 2.75%). The plan normal retirement age is 55 and 60. A minimum 10 years of service is required to become eligible for a benefit, including vesting. Members may also retire based on a point system where age and years of service add to at least 70 or 80 points based on member's eligibility.

As part of the GESE Trust, a Deferred Retirement Option Program ("DROP") was established in March 2002, pursuant to City of Miami Ordinance No. 12202. The DROP was available to all qualified active GESE Trust members effective May 1, 2002. The DROP allows a participant to accumulate deferred pension benefits while continuing to work as an active member. A BACKDROP benefit option was implemented effective on January 1, 2013. The backdrop option shall replace the DROP for members who were not eligible to retire as of date of implementation, members who were not vested as of October 1, 2010 and all employees hired on or after January 1, 2013.

The City of Miami established a qualified governmental excess benefit plan in Section 40-265 of the Miami City Code in July 2000. The City of Miami General Employees' and Sanitation Employees' Retirement Excess Benefit Plan (the "Excess Benefit Plan") was intended to pay the GESE Trust participants, whose benefits exceeded the amounts permitted by Sections 415 and 401(a)(17) of the Internal Revenue Code. The Board of Trustees of the City of Miami General Employees' and Sanitation Employees' Retirement Trust administers the Excess Benefit Plan through a Grantor Trust Agreement with the City of Miami. The original plan's effective date was October 1, 2000.

On April 27, 2001, the Board of Trustees, within their rule making authority as allowed under Section 40-244 of the Miami City Code, approved a defined benefit plan for the staff employees of the GESE Trust. The City of Miami General Employees' and Sanitation Employees' Retirement Trust Staff Pension Plan (the "Staff Plan") was adopted by the board on May 25, 2001. Members contribute 10% of compensation to the plan. Normal retirement is a minimum of 10 years of service regardless of age. Benefits are based on 3% of the average final compensation multiplied by years of creditable service. On May 25, 2001, the board adopted the Staff Excess benefit plan ("Staff Excess") for members of the staff, whose benefit exceeded the amounts permitted by Section 415 and 401 (a)(17) of the Internal Revenue Code.

### **Plan Administration**

A nine member Board of Trustees, who are considered fiduciaries, govern the Trusts. The Board meets at least once every two months as required by City ordinance. Trustees are selected as follows: one trustee selected by the City Manager, two trustees selected by the general

employees, two trustees selected by the sanitation employees, and four independent trustees submitted by the unions and selected by the City Commission.

As fiduciaries of the Trusts, the Board performs their duties and responsibilities solely in the interest of members of the retirement plans. In order to achieve their goals, the Board has employed the services of support staff including a pension administrator to perform daily functions. Services provided by support staff include accounting and financial reporting, member and employer contributions processing, retiree benefits calculations, and monthly disbursement of benefits to retirees or beneficiaries.

The Board employs the services of a consulting actuary, a custodial bank, an investment consultant and several investment managers and other consultants as deemed necessary. An actuarial valuation for each plan is performed by the actuary on an annual basis to determine the amount of the City's annual contribution. The custodial bank has the responsibility of safeguarding assets and reporting monthly investment manager activity. The investment consultant assists the Board in various investment related functions including asset allocation, selection of investment managers, and monitoring and reporting of investment performance. The services of several investment managers are utilized to achieve the goals of investment diversification, and the maximization of returns that meet or exceed the Trusts' actuarial interest rate assumption with reasonable risk. A third party financial organization is utilized as the administrator and investment advisor to assist individual participants with their DROP accounts.

Pursuant to the Gates Agreement, all administrative expenditures of the Trusts, other than investment expenses are to be funded by the City. These expenditures are based upon a budget approved by the Board of Trustees prior to the beginning of the fiscal year. Budgetary controls are maintained in the form of recording all expenditures in the accounting records and performing variance analysis. All administrative expenditures other than investment manager fees are considered budgeted expenditures reimbursable by the City. All investment manager fees are negotiated and based upon the fair value of assets being managed and are not reimbursed by the city.

The Board continues to review all aspects of the Trusts to comply with its policies and regulations. All efforts continue in administering the Trusts in an efficient and cost effective manner. The Board and management remain committed to serving the needs of its participants in a diligent manner.

## **INITIATIVES**

The Trust's website over the years has been superseded by technological advances. We have been working behind the scenes, for quite some time, on ideas to upgrade the site with the goal of making the site more appealing, relevant, and cost effective to maintain. This fiscal year, we finally revealed the new and improved website with more versatility and capabilities than we ever have had before. More forms are available for the members of the plans such as the change of address form, direct deposit authorization, and the change of beneficiary form to name a few. Drop downs have been added with a substantial amount of essential information for all retired and active members. Finally, past and current board meeting agendas, minutes and reports are also available online. Overall we are pleased with the site and it has been well received by all viewers.

The investment manager's fee reduction initiative, based on performance, generated a savings of approximately \$38,000. The fee reduction is continuously being examined by the Board of Trustees.

We have had in place for a number of years now, a pension verification form to confirm the most up to date, relevant information on retirees and beneficiaries of the plan. Due to the current business environment, we have had to implement a compliance policy to minimize fraud. After giving a reasonable amount of time and attempts to contact all the retirees, we will now put a hold on any future benefit payments, until a contact has been made.

## **INVESTMENT ACTIVITIES**

The investments are governed by the "prudent person rule" which established standards that states fiduciaries shall discharge their duties solely in the interest of the fund participants and with the degree of diligence, care and skill which prudent persons would ordinarily exercise under similar circumstances in a like position. The Board has established investment policies based upon criteria that allows for the delegation of investment authority to professional investment advisors as permitted by the prudent person rule. The investment policies outline the responsibility for the investment of the funds and the degree of risk. The investment managers can use their full discretion as long as they remain within the established guidelines. The investment policy guidelines are reviewed and amended periodically upon consultation with the investment consultant. The investment activities of the Trusts are monitored very closely so as to maintain asset allocation within the established investment guidelines and performance within the benchmarks. The Board meets at least quarterly with the investment consultant in order to monitor individual investment manager performance as well as total fund performance. Investment managers are required to meet with the Board at least once a year, so as to update the Board on performance related information and investment related events.

In considering investment allocation, the major focus of attention is the long-term returns of the Trusts. Diversification of investments helps to reduce overall risk. Asset classes currently being utilized include domestic and international equities, fixed income, real estate and cash. A summary of asset allocation is provided on page 68 in the investment section of this report. The GESE Trust shows a target asset allocation of 57 percent in domestic equities, 10 percent in international equities, 0 percent in real estate, 30 percent in fixed income and 3 percent in cash at fiscal year-end. The Staff plan has an asset allocation of 30 percent in fixed income, 48 percent in large cap equities, 10 percent in international and 9 percent in small cap equities 3 percent in cash at fiscal year-end.

For fiscal year 2019, investments provided a positive return of 7.1 percent for the GESE Trust and a positive 4.2 percent return for the Staff Plan. The GESE Trust's annualized rate of return over the last three years was a positive 9.9 percent and over the last five years was 8.0 percent. The Staff Plan's annualized rate of return over the last three years was a positive 9.4 percent and over the last five years was 7.8 percent. For a summary of investment returns, see pages 69-70 in the investment section of this report. A detailed breakdown for the GESE Trust of individual manager investment style, fund allocation, rate of return, style benchmark, and universe ranking is provided on page 72-73 in the investment section. For actuarial valuation purposes, the assumed rate of return was 7.6 percent for fiscal year 2019. It should be noted that the method of asset valuation utilized for actuarial purposes is a moving market value average over five years.

Therefore, although fund return variations have an impact on actuarial calculations, the impact is not as high on an individual year due to this market smoothing effect.

## **FUNDED STATUS**

Florida Statutes require local pension plans to be funded based on approved actuarial reports, except for plans for a select group of employees such as the Excess Benefit Plan. Annual actuarial valuation reports are prepared by our consulting actuary and submitted to the State of Florida's Division of Retirement for approval on an annual basis.

The Trusts' funding policies provide for the City of Miami to make periodic employer contributions at actuarially determined rates. These contributions are sufficient to maintain the actuarial soundness of the plans and to accumulate sufficient assets to pay benefits when due. The annual required contributions vary from year to year and are based upon various factors and assumptions, including investment rates of return. As can be seen from the schedule of employer contributions on page 58 in the schedules of required supplementary Information section, the City has consistently contributed the annual required contributions as determined by the plans' actuary. This policy does not apply to the Excess Benefit Plan which is funded on a pay-as-you-go basis as benefits become due.

Under GASB 67, the funded ratio is the ratio between the plan net position (Fair value of assets) and the total pension liability as of each measurement date. The higher the ratio, the better funded the Trusts are from an actuarial perspective. The schedule of the Net Pension Liability provides trend funded ratio information. The latest information in accordance with GASB Statement No. 67 is as of the measurement date of October 1, 2019. For the **GESE Trust**, the plan net position was \$734 million and the total pension liability was \$1.054 billion causing a net pension liability of \$320 million. This resulted in a funded ratio of 69.62%. For the **Staff Plan**, the plan net position was \$4.406 million and the total pension liability was \$5.419 million causing a net pension liability of \$1.012 million. This resulted in a funded ratio of 81.32%. The Board, management and its consulting actuary concur that the Trusts remain in sound financial position to meet their future obligations to the plan participants and beneficiaries. A detailed discussion of funding is provided in the Actuarial Section of this report.

## **AWARDS AND ACKNOWLEDGMENTS**

The Government Finance Officers Association of the United States and Canada ("GFOA") awarded a Certificate of Achievement for Excellence in Financial Reporting to the Trusts for its CAFR for the fiscal year ended September 30, 2018. In order to be awarded a Certificate of Achievement, a government unit must publish an easily readable and efficiently organized CAFR. This report must satisfy both U.S. generally accepted accounting principles and applicable legal requirements. A Certificate of Achievement is valid for a period of one year only. We believe our current CAFR continues to meet the Certificate of Achievement Program's requirements and we are submitting it to the GFOA to determine its eligibility for another certificate.

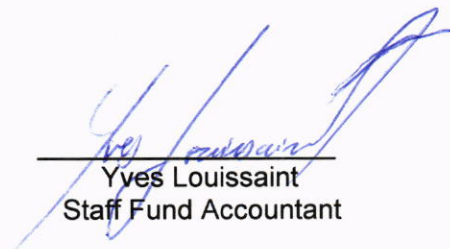
The guidance and cooperation of the Board of Trustees in planning and conducting the financial affairs of the Trusts is greatly appreciated. We would like to express our gratitude to the dedicated service of our staff and advisors who have worked so diligently to assure the successful operation of the Trusts as well as the completion of this report.

Sincerely,




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Edgard Hernandez  
Pension Administrator



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Yves Louissaint  
Staff Fund Accountant



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Christopher Recicar  
Treasurer



Government Finance Officers Association

Certificate of  
Achievement  
for Excellence  
in Financial  
Reporting

Presented to

**City of Miami**

**General Employees' & Sanitation  
Employees' Retirement Trust, Florida**

For its Comprehensive Annual  
Financial Report  
for the Fiscal Year Ended

**September 30, 2018**

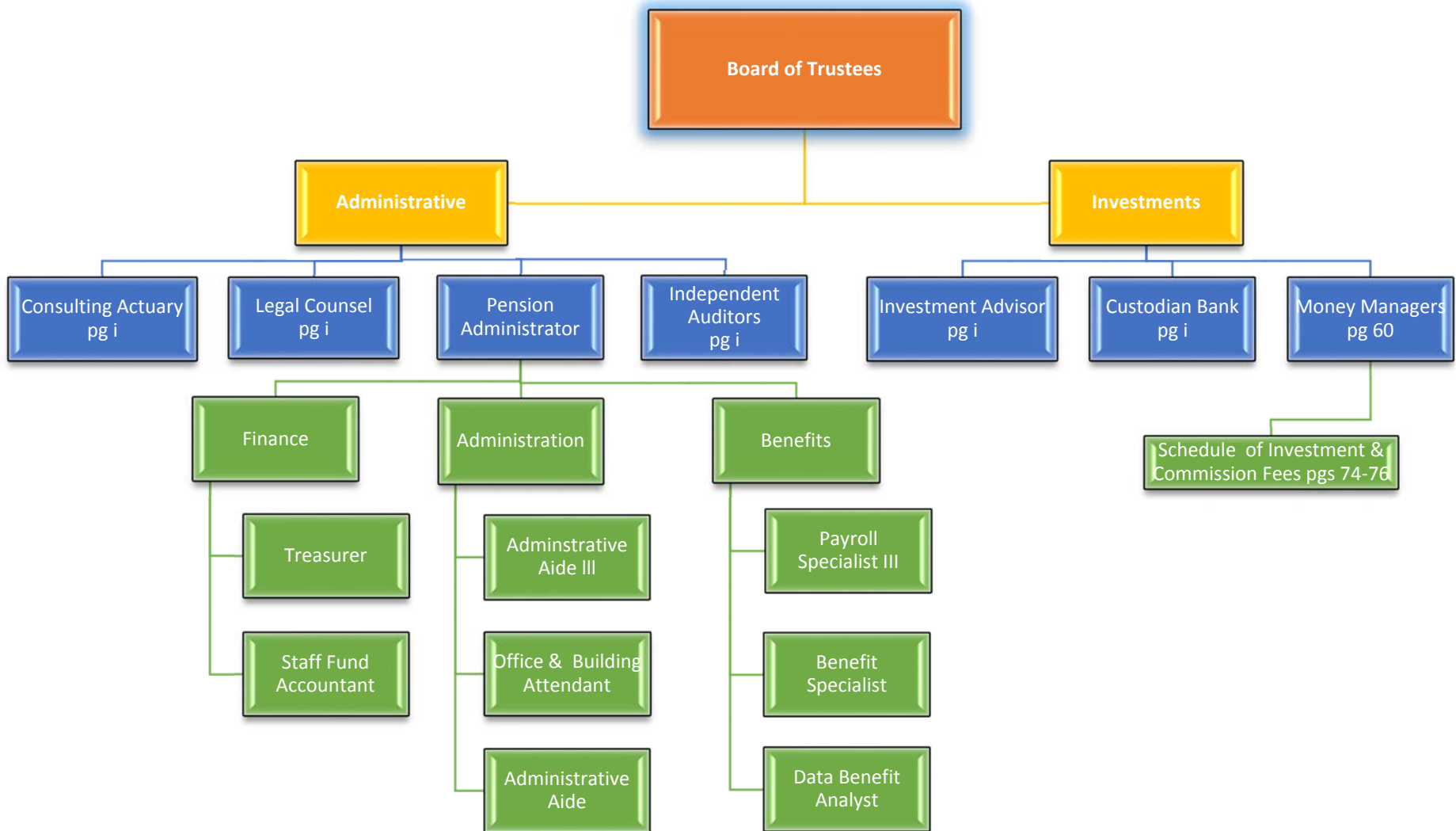
*Christopher P. Morill*

Executive Director/CEO



CITY OF MIAMI GENERAL EMPLOYEES AND SANITATION EMPLOYEE'S RETIREMENT TRUST AND  
 MANAGED TRUSTS ORGANIZATIONAL CHART SEPTEMBER 30, 2019

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# **Financial Section**



# ANTHONY BRUNSON P.A.

CERTIFIED PUBLIC ACCOUNTANTS & BUSINESS ADVISORS

## INDEPENDENT AUDITORS' REPORT

Board of Trustees  
City of Miami General Employees' and Sanitation Employees  
Retirement Trust and Other Managed Trusts

We have audited the accompanying financial statements of the combined statements of net position of the City of Miami General Employees' and Sanitation Employees' Retirement Trust and Managed Trusts (the "Trusts") as of September 30, 2019 and 2018, and the related combined statements of changes in net position for the years then ended, and the related notes to the financial statements, which collectively comprise the Trusts' basic financial statements as listed in the table of contents.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Trusts' internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Opinion

In our opinion, the combined financial statements referred to above present fairly, in all material respects, the net position of the Trusts as of September 30, 2019 and 2018 and changes in net position for the years then ended; in accordance with accounting principles generally accepted in the United States of America.



### Miramar Office

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### Miami Office

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## Other Matters

### *Required Supplementary Information*

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis information on pages 3 through 12 and the Schedules of Changes in the Net Pension Liability, Schedules of the Net Pension Liability, and Schedule of Employer Contributions on pages 52 through 58 be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information and the supporting schedules in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

## Other Information

Our audit was conducted for the purpose of forming an opinion on the combined financial statements that collectively comprise the Trusts' basic financial statements. The introductory section and statistical section are presented for purposes of additional analysis and are not a required part of the basic financial statements.

The Schedule of Administrative Expenses and the Schedule of Investment and Consultant Expenses are the responsibility of management and were derived from and relate directly to the underlying accounting and other records used to prepare the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the Schedule of Administrative Expenses and the Schedule of Investment Expenses are fairly stated in all material respects in relation to the basic financial statements as a whole.

The introductory and statistical sections have not been subjected to the auditing procedures applied in the audit of the basic financial statements and, accordingly, we do not express an opinion or provide any assurance on them.

## Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated January 24, 2020, on our consideration of the Trusts' internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Trusts' internal control over financial reporting and compliance.

  
January 24, 2020

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
MANAGEMENT'S DISCUSSION AND ANALYSIS  
SEPTEMBER 30, 2019 AND 2018**

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The discussion and analysis of the City of Miami General Employees' and Sanitation Employees' Retirement Trust and Managed Trusts' (the "Trusts") financial performance provides an overview of the financial activities and funding conditions for the fiscal years ended September 30, 2019 and 2018. Readers are encouraged to consider the information presented in conjunction with the basic financial statements.

**FINANCIAL HIGHLIGHTS**

**The City of Miami General Employees' and Sanitation Employees' Retirement Trust ("GESE Trust")**

The GESE Trust net results from operations for fiscal year 2019 reflected the following financial activities:

- A net increase of \$29 million in plan net position (or 4%) as a result of the fiscal year activities.
- Member contributions represent 10% of payroll for fiscal years 2019, 2018, and 2017. Members contributed approximately \$13.1 million in 2019, \$10.8 million in 2018, and \$11 million in 2017. Member contributions increased by \$2.2 million in 2019, decreased \$234 thousand in 2018, and increased \$1.5 million in 2017. Employee contributions will vary from year to year and are dependent upon several factors such as salary levels and number of active members.
- Employer contributions increased by \$2.6 million (or 6%) during fiscal year 2019, increased \$6.5 million (or 19%) during fiscal year 2018, and increased by \$1.5 million (or 4%) during fiscal year 2017. The amount of employer contributions varies from year to year based on an actuarially determined requirement.

The investment portfolios had a net investment income of \$47 million in fiscal year 2019, compared to a net investment income of \$60 million in 2018 and \$79 million in 2017. This decrease of \$13 million followed a decrease of \$18 million in 2018.

- In 2019, benefit payments and refunds of contributions decreased by \$431 thousand (or 0.6%), while in 2018, benefit payments and refunds increased by \$1.45 million (or 1.9%), and in 2017, decreased by \$246 thousand (or 0.3%).

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
MANAGEMENT'S DISCUSSION AND ANALYSIS  
SEPTEMBER 30, 2019 AND 2018**

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**FINANCIAL HIGHLIGHTS (cont'd)**

**The City of Miami General Employees' and Sanitation Employees' Retirement Excess Benefit Plan ("Excess Benefit Plan")**

The Excess Benefit Plan reflected the following activities for fiscal year 2019:

- Employer contributions for the Excess Benefit Plan decreased by \$109 thousand (or 19%); while in 2018 they decreased by \$87 thousand (or 13%); in comparison to 2017 which decreased by \$6 thousand (or 1%).
- Employee benefit payments for the Excess Benefit Plan decreased by \$109 thousand (or 19%), while in 2018, they decreased by \$86 thousand (or 27%); while in 2017, it decreased by \$6 thousand (or 1%).
- The Excess Benefit Plan was established so that the amount of the defined benefits for eligible members is not diminished by changes in the IRS Tax code. The Plan pays GESE Trusts' participants whose benefits exceeded the amounts permitted by section 415 and 401(a)(17) of Internal Revenue Code. Accordingly, the Plan does not have a plan net position.

**The City of Miami General Employees' and Sanitation Employees' Retirement Trust Staff Pension Plan ("Staff Plan")**

The Staff Plan had the following financial performance results for fiscal year 2019:

- Plan net position had an increase of \$145 thousand for fiscal year 2019. The plan net position increased to \$4.4 million in fiscal year 2019 from \$4.3 million in fiscal year 2018, and from \$3.9 million in fiscal year 2017.
- Member contributions for 2019 increased \$9 thousand (or 28%), following an increase of \$8 thousand (or 33%) in 2018 preceded by an increase of \$6 thousand (or 31%) in 2017, representing 10% of payroll. Employer contributions decreased by \$1 thousand (or 0.4%) in 2019 and decreased by \$14 thousand (or 6%) in 2018 in comparison to a decrease of \$22 thousand (or 8%) in 2017, based on an actuarially determined requirement.
- The investment portfolio had net investment income of \$177 thousand in fiscal year 2019, while 2018 showed net investment income of \$424 thousand, in comparison to 2017 which showed net investment income of \$439 thousand.
- In 2019, benefit payments and refunds decreased by \$3 thousand (or 1%), while in 2018 benefit payments and refunds increased by \$13 thousand (or 5%), in comparison to a decrease by \$37 thousand (or 11%) in 2017.



**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
MANAGEMENT'S DISCUSSION AND ANALYSIS  
SEPTEMBER 30, 2019 AND 2018**

---

**FINANCIAL HIGHLIGHTS (cont'd)**

**The City of Miami General Employees' and Sanitation Employees' Retirement Trust Staff Excess Pension Plan ("Staff Excess Plan")**

The Staff Excess Benefit Plan had the following results for fiscal year 2019:

- For the Staff Excess Benefit Plan, the City contributes as benefits become payable. As a result, employer contributions equal benefit payments. In 2019 employer contributions and benefits paid equal \$41,379. In 2018, employer contributions and benefits paid equal \$43,004. In 2017, contributions benefits paid equal \$46,199.
- The Staff Excess Benefit Plan is funded as needed to pay benefits and therefore the plan has no net position. The liability represents some funding in advance as the City of Miami makes estimated contributions twice a year. The Plan's effective date began during fiscal year 2016.

**OVERVIEW OF FINANCIAL STATEMENTS**

Management's Discussion and Analysis serves as an introduction to the basic financial statements. The basic financial statements consist of the Statements of Plan Net Position, the Statements of Changes in Plan Net Position, the notes to the financial statements, and required supplementary historical trend information including the schedule of funding progress and the schedule of employer contributions. The basic financial statements are prepared on an accrual basis in accordance with U.S. generally accepted accounting principles promulgated by the Governmental Accounting Standards Board.

The Statement of Plan Net Position is a point in time snapshot of account balances at fiscal year-end. It reports the assets available for future payments to retirees and their beneficiaries less any current liabilities that are owed as of the fiscal year end. The resulting net position held in trust for pension benefits are available to meet on-going obligations. The Trusts continue to be soundly funded. It is important to remember that a retirement system's funding is a long-term concept, where temporary fluctuations in the market are expected.

The Statement of Changes in Plan Net Position displays the effect of pension fund transactions that occurred during the fiscal year. The impact of those activities is shown as additions less deductions to the plan net position. The trend of additions versus deductions to the Plan indicates the condition of the Trusts' financial position over time.

The notes to the financial statements are an integral part of the financial reports. The notes provide detailed discussions of key policies, activities, and additional background which are essential for a complete understanding of the data presented in the statements.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
MANAGEMENT'S DISCUSSION AND ANALYSIS  
SEPTEMBER 30, 2019 AND 2018**

**FINANCIAL ANALYSIS**

The following is a condensed comparative Statement of Plan Net Position of each of the Trusts.

**STATEMENT OF PLAN NET POSITION  
September 30,  
(in Thousands)**

	GESE Trust			Excess Benefit Plan			Staff Plan			Staff Excess Benefit Plan		
	2019	2018	2017	2019	2018	2017	2019	2018	2017	2019	2018	2017
<b>Assets:</b>												
Cash	\$ 337	\$ 474	\$ 146	\$ 30	\$ 30	\$ 27	\$ 65	\$ 78	\$ 93	\$ 5	\$ 5	\$ 5
<b>Receivables:</b>												
Securities sold	1,002	875	4,552	-	-	-	-	-	-	-	-	-
Interest & dividends	1,535	1,598	1,388	-	-	-	-	-	-	-	-	-
Contributions & other	1,203	1,285	1,576	28	18	34	5	5	5	-	-	-
<b>Total receivables</b>	<b>3,740</b>	<b>3,758</b>	<b>7,516</b>	<b>28</b>	<b>18</b>	<b>34</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Investments:</b>												
Fixed income	200,602	176,533	152,831	-	-	-	-	-	-	-	-	-
Equity securities	531,483	524,797	511,465	-	-	-	4,338	4,180	3,784	-	-	-
<b>Total investments</b>	<b>732,085</b>	<b>701,331</b>	<b>664,296</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4,338</b>	<b>4,180</b>	<b>3,784</b>	<b>-</b>	<b>-</b>	<b>-</b>
Capital assets	1,380	1,439	1,613	-	-	-	-	-	-	-	-	-
<b>Total assets</b>	<b>737,541</b>	<b>707,002</b>	<b>673,571</b>	<b>58</b>	<b>48</b>	<b>61</b>	<b>4,408</b>	<b>4,263</b>	<b>3,882</b>	<b>5</b>	<b>5</b>	<b>5</b>
<b>Liabilities:</b>												
Securities purchased	2,801	1,627	4,819	-	-	-	-	-	-	-	-	-
Other liabilities	876	845	898	58	48	61	1	1	1	5	5	5
<b>Total liabilities</b>	<b>3,677</b>	<b>2,472</b>	<b>5,717</b>	<b>58</b>	<b>48</b>	<b>61</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>5</b>	<b>5</b>
<b>Net position held in Trust for pension benefits</b>	<b>\$ 733,864</b>	<b>\$ 704,530</b>	<b>\$ 667,854</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 4,407</b>	<b>\$ 4,262</b>	<b>\$ 3,881</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**GESE Trust**

The net position of the GESE Trust reported in the fiscal year 2019 was \$733 million compared to the net position reported in the fiscal year 2018 of \$704 million. The net position increased by approximately \$29 million (or 4%) primarily due to net investment income of \$47 million. The net position in 2017 was \$668 million which represented a \$50 million increase (or 8%) due to investment activity.

**Excess Benefit Plan**

The Excess Benefit Plan is funded as needed to pay benefits and therefore the plan has no net position. The liability represents some funding in advance as the City of Miami makes estimated contributions twice a year.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
MANAGEMENT'S DISCUSSION AND ANALYSIS  
SEPTEMBER 30, 2019 AND 2018**

**FINANCIAL ANALYSIS (cont'd)**

**Staff Plan**

The net position of the Staff Plan reported in the fiscal year 2019 was \$4.4 million compared to fiscal year 2018 of \$4.3 million and fiscal year 2017 of \$3.9 million. The net position increased by \$145 thousand (or 3%) primarily due to the net investment income of \$177 thousand.

**Staff Excess Benefit Plan**

The Staff Excess Benefit Plan is funded as needed to pay benefits and therefore the plan has no net position. The liability represents some funding in advance as the City of Miami makes estimated contributions twice a year. The Plan's effective date began during fiscal year 2016.

The table below shows a condensed comparative summary of the changes in net position and represents the activities of the Trusts.

**STATEMENTS OF CHANGES IN PLAN NET POSITION  
For the Years Ended September 30,  
(in Thousands)**

	GESE Trust			Excess Benefit Plan			Staff Plan			Staff Excess Benefit Plan		
	2019	2018	2017	2019	2018	2017	2019	2018	2017	2019	2018	2017
<b>Additions:</b>												
Contributions												
Employer	\$ 43,527	\$ 40,879	\$ 34,356	\$ 478	\$ 587	\$ 675	\$ 232	\$ 233	\$ 247	\$ 41	\$ 43	\$ 46
Members	13,095	10,847	11,081	-	-	-	41	32	25	-	-	-
<b>Total contributions</b>	<u>56,622</u>	<u>51,726</u>	<u>45,437</u>	<u>478</u>	<u>587</u>	<u>675</u>	<u>273</u>	<u>265</u>	<u>272</u>	<u>41</u>	<u>43</u>	<u>46</u>
Reimbursement income	2,551	3,075	2,790	103	101	100	-	-	-	-	-	-
Net investment income	47,382	60,277	78,646	-	-	-	177	424	439	-	-	-
<b>Total additions</b>	<u>106,555</u>	<u>115,078</u>	<u>126,873</u>	<u>581</u>	<u>688</u>	<u>775</u>	<u>450</u>	<u>689</u>	<u>711</u>	<u>41</u>	<u>43</u>	<u>46</u>
<b>Deductions:</b>												
Benefits	72,811	72,722	72,514	478	587	675	305	301	295	41	43	46
Refunds	1,798	2,318	1,067	-	-	-	-	7	-	-	-	-
Administrative	2,612	3,363	3,143	103	101	100	-	-	-	-	-	-
<b>Total deductions</b>	<u>77,221</u>	<u>78,403</u>	<u>76,724</u>	<u>581</u>	<u>688</u>	<u>775</u>	<u>305</u>	<u>308</u>	<u>295</u>	<u>41</u>	<u>43</u>	<u>46</u>
<b>Change in net position</b>	29,334	36,676	50,149	-	-	-	145	381	416	-	-	-
<b>Net position held in trust for pension benefits:</b>												
Beginning of year	704,530	667,854	617,705	-	-	-	4,262	3,881	3,465	-	-	-
End of year	<u>\$ 733,864</u>	<u>\$ 704,530</u>	<u>\$ 667,854</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 4,407</u>	<u>\$ 4,262</u>	<u>\$ 3,881</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
MANAGEMENT'S DISCUSSION AND ANALYSIS  
SEPTEMBER 30, 2019 AND 2018**

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**FINANCIAL ANALYSIS (cont'd)**

**GESE Trust**

The changes in plan net position for the GESE Trust reflect the following:

- Additions to the plan net position for fiscal year 2019 show \$107 million that included member and employer contributions of \$57 million and net investment income of \$47 million. This was a decrease from the fiscal year 2018, when the additions to the net position was \$115 million, which included member and employer contributions of \$52 million, and net investment income of \$60 million. For fiscal year 2017 additions were increased by \$127 million, which included member and employer contributions of \$46 million, and net investment income of \$79 million.
- Deductions to the plan net position decreased by 2% from \$78.4 million in fiscal year 2018 to \$77.2 million in 2019 preceded by an increase of 2% from \$76.7 million in fiscal year 2018 compared to 2017. Most of the decrease in 2019 relates to a lower administrative cost and refund payments.

**Excess Benefit Plan**

For the Excess Benefit Plan, the City contributes as benefits become payable. As a result, employer contributions equal benefit payments. Employer contributions and administrative reimbursements decreased \$107 thousand (or 16%) from \$688 thousand during 2018 to \$581 thousand in 2019. Employer contributions and administrative reimbursements decreased \$87 thousand (or 11%) from \$775 thousand during 2017 to \$688 thousand in 2018.

**Staff Plan**

The changes in plan net position for the Staff Plan reflect the following:

- Additions to plan net position decreased by \$239 thousand during the year as a result of an increase in member and employer contributions of \$8 thousand and a decrease in net investment income of \$247 thousand. For fiscal year 2018 in comparison to 2017, additions were decreased by \$22 thousand, which included member and employer contributions of \$7 thousand, and net investment income of \$15 thousand.
- Deductions to plan net position decreased by \$3 thousand during 2019, while 2018 saw a \$13 thousand increase in comparison to 2017, which saw a \$37 thousand decrease. Most of the decrease relates to pension benefit payments and refunds.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
MANAGEMENT'S DISCUSSION AND ANALYSIS  
SEPTEMBER 30, 2019 AND 2018**

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**FINANCIAL ANALYSIS (cont'd)**

**Staff Excess Plan**

- For the Staff Excess Benefit Plan, the City contributes as benefits become payable. As a result, employer contributions equal benefit payments. In 2019, employer contribution equaled \$41,379. In 2018 employer contributions equaled \$43,004. In 2017, contributions equaled \$46,199.

**INVESTMENT ACTIVITIES**

Investment income is very important to the Trusts for current and future financial stability. The Board employs the services of an investment consultant to annually review and periodically update the Investment Policy Statements. The Investment Policy Statement for GESE was last amended January 26, 2018. The Investment Policy Statement for the Staff Plan was also amended on January 26, 2018.

Portfolio performance is reviewed quarterly for the GESE Trust and semi-annually for the Staff Plan by the Board and its investment consultant. Performance is evaluated for each individual money manager, collectively by investment type (i.e. domestic equity) and for the total portfolio.

**Asset Allocation**

The table below indicates the GESE Trust's investment policy target and actual asset allocation for the past two years.

**GESE TRUST - SUMMARY OF ASSET ALLOCATION**

	<u>Policy Guidelines</u>		<u>Actual as of September 30</u>	
	<u>Target</u>	<u>Range</u>	<u>2019</u>	<u>2018</u>
U.S. large cap equity	48%	30 - 60%	54.6%	55.1%
U.S. small cap equity	9%	0 - 15%	7.0%	7.6%
International equity	10%	0 - 15%	7.8%	8.5%
U.S. fixed income	30%	20 - 50%	27.6%	25.3%
Real estate	0%	0 - 10%	0.0%	0.0%
Cash and other	3%	0 - 10%	3.0%	3.5%
			<u>100.0%</u>	<u>100.0%</u>

The percentage of total assets invested in each asset class was within the policy ranges for the past two fiscal years. Minor changes in the allocation occurred due to market conditions.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
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**INVESTMENT ACTIVITIES (cont'd)**

The table below indicates Staff Plan's investment policy target and actual asset allocation for the past two years.

**STAFF TRUST - SUMMARY OF ASSET ALLOCATION**

	Policy Guidelines		Actual as of September 30,	
	Target	Range	2019	2018
U.S. large cap equity	48%	30 - 60%	53.2%	53.9%
U.S. small cap equity	9%	0 - 15%	13.2%	14.1%
International equity	10%	0 - 15%	7.3%	7.6%
U.S. fixed income	30%	20 - 50%	26.3%	24.4%
Cash and other	3%	0 - 10%	0.0%	0.0%
			100.0%	100.0%

The percentage of total assets invested in each asset class was within the policy ranges for the year. There were minor changes in the allocation among the asset class during the year.

**Investment Returns (GESE)**

The summary of investment returns reflects the past fiscal year returns as well as the three-year and five-year annualized rates of return for periods ending September 30, 2019. The rates of return are money-weighted and calculated based on the market value of assets, time-weighted for transactions and net of fees.

As of September 30, 2019, the GESE Trust policy portfolio includes the following indices and weightings: 48% S&P 500, 9% Russell 2000, 10% Europe Australia Far East (EAFE), and 33% Barclays Aggregate.

***The overall performance results for the GESE Trust follows:***

**GESE TRUST - SUMMARY OF INVESTMENT RETURNS**

	September 30,		
	Year to Date	Annualized Return	
		3 Year	5 Year
<b>Fiscal Year 2019</b>			
Total Fund	7.1 %	9.9%	8.0%
Policy Portfolio	4.8 %	8.9%	7.5%
<b>Fiscal Year 2018</b>			
Total Fund	9.3%	11.0%	8.9%
Policy Portfolio	9.5%	11.1%	8.7%



**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
MANAGEMENT'S DISCUSSION AND ANALYSIS  
SEPTEMBER 30, 2019 AND 2018**

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**INVESTMENT ACTIVITIES (cont'd)**

**Investment Returns (cont'd)**

***The overall performance results for the GESE Trust continues:***

The GESE Trust had a positive return of 7.1%, for the year ended September 30, 2019, as compared to a 9.3% positive return for the year ended September 30, 2018. The Trust's positive performance was the result of strong returns in the equity markets. The fund outperformed the benchmark for the year 2019 and for the annualized three year and five-year periods.

**Investment Returns (STAFF PLAN)**

As of September 30, 2019, the Staff Plan's policy portfolio includes the following indices and weightings: 48% S&P 500, 9% Russell 2000, 10% MSCI AC World ex US, 33% Barclays Aggregate.

***The overall performance results for the Staff Plan follows:***

<b>STAFF PLAN - SUMMARY OF INVESTMENT RETURNS</b>			
<b>September 30,</b>			
	<u>Year to Date</u>	<u>Annualized Return</u>	
		<u>3 Year</u>	<u>5 Year</u>
<b>Fiscal Year 2019</b>			
Total Fund	4.2 %	9.4%	7.8%
Policy Portfolio	4.9 %	8.7%	7.3%
<b>Fiscal Year 2018</b>			
Total Fund	11.2%	12.0%	9.4%
Policy Portfolio	9.2%	10.7%	8.4%

For the fiscal year ended September 30, 2019, the Staff Plan experienced a slightly positive market environment and had a positive return of 4.2%, following a total return in 2018 of 11.2%. The fund slightly underperformed the benchmark for the year 2019, however, during the three-year and five-year periods a higher performance over the benchmark was earned.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
MANAGEMENT'S DISCUSSION AND ANALYSIS  
SEPTEMBER 30, 2019 AND 2018**

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**ECONOMIC FACTORS**

The Trusts' funding objectives are to meet long-term benefit obligations through investment income and contributions. Accordingly, the collection of employer and member contributions, and the income from investments are essential for providing the reserves needed to finance future retirement benefit payments. The Trusts investment activities are a function of the underlying marketplace for the period measured, money manager performance, and the investment policy's asset allocation. Maintaining a diversified portfolio of investments is critical for an opportunity of positive returns. The market continues to have strong opportunity for the possibility of growth in many sectors. The Trusts have very successful investment programs and prudent management practices in place to alleviate the effects of present and future adverse economic conditions.

**CONTACTING THE TRUSTS' FINANCIAL MANAGEMENT**

This financial report is designed to provide the Trustees, retired plan participants and active City employees with an overview of the Trusts' finances and the prudent exercise of the Board's oversight. If you have any questions regarding the contents of this report, please contact the City of Miami General Employees' and Sanitation Employees' Retirement Trust at 2901 Bridgeport Avenue, Coconut Grove, Florida 33133, phone (305) 441-2300, or at the Trusts' website at <http://www.gese.org>.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
STATEMENT OF PLAN NET POSITION  
SEPTEMBER 30, 2019**

	<u>GESE Trust</u>	<u>Excess Benefit Plan</u>	<u>Staff Plan</u>	<u>Staff Excess Benefit Plan</u>	<u>Total</u>
<b>ASSETS</b>					
Cash	\$ 336,653	\$ 29,839	\$ 64,846	\$ 5,000	\$ 436,338
<b>Receivables:</b>					
Securities sold	1,001,508	-	-	-	1,001,508
Members' contributions	487,559	-	-	-	487,559
Interest and dividends	1,535,087	-	-	-	1,535,087
City of Miami	555,368	28,219	-	-	583,587
Other	<u>160,165</u>	<u>-</u>	<u>5,000</u>	<u>-</u>	<u>165,165</u>
Total receivables	<u>3,739,687</u>	<u>28,219</u>	<u>5,000</u>	<u>-</u>	<u>3,772,906</u>
<b>Investments, at fair value:</b>					
U.S. Government and Agency Securities	109,033,726	-	-	-	109,033,726
Corporate stocks	507,320,337	-	3,200,193	-	510,520,530
Corporate bonds	91,567,941	-	1,137,601	-	92,705,542
Real estate funds	-	-	-	-	-
Money market funds	<u>24,162,655</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>24,162,655</u>
Total investments	732,084,659	-	4,337,794	-	736,422,453
Capital assets, net	<u>1,380,094</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,380,094</u>
Total Assets	<u>737,541,093</u>	<u>58,058</u>	<u>4,407,640</u>	<u>5,000</u>	<u>742,011,791</u>
<b>LIABILITIES</b>					
Payable for securities purchased	2,800,615	-	-	-	2,800,615
City of Miami – Excess	-	-	-	-	-
Notes payable capital lease	-	-	-	-	-
Accounts payable and accrued expenses	<u>875,923</u>	<u>58,058</u>	<u>1,029</u>	<u>5,000</u>	<u>940,010</u>
Total Liabilities	<u>3,676,538</u>	<u>58,058</u>	<u>1,029</u>	<u>5,000</u>	<u>3,740,625</u>
Net Position - restricted for pension benefits	<u>\$ 733,864,555</u>	<u>\$ -</u>	<u>\$ 4,406,610</u>	<u>\$ -</u>	<u>\$ 738,271,165</u>

The accompanying notes are an integral part of these financial statements.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
STATEMENT OF PLAN NET POSITION  
SEPTEMBER 30, 2018**

	<u>GESE Trust</u>	<u>Excess Benefit Plan</u>	<u>Staff Plan</u>	<u>Staff Excess Benefit Plan</u>	<u>Total</u>
<b>ASSETS</b>					
Cash	\$ 474,359	\$ 29,839	\$ 77,745	\$ 5,000	\$ 586,943
<b>Receivables:</b>					
Securities sold	875,037	-	-	-	875,037
Members' contributions	437,780	-	-	-	437,780
Interest and dividends	1,598,337	-	-	-	1,598,337
City of Miami	716,929	18,177	-	-	735,106
Other	<u>129,200</u>	<u>-</u>	<u>5,000</u>	<u>-</u>	<u>134,200</u>
Total receivables	<u>3,757,283</u>	<u>18,177</u>	<u>5,000</u>	<u>-</u>	<u>3,780,460</u>
<b>Investments, at fair value:</b>					
U.S. Government and Agency Securities	107,958,385	-	-	-	107,958,385
Corporate stocks	499,478,556	-	3,164,224	-	502,642,780
Corporate bonds	68,574,982	-	1,016,069	-	69,591,051
Real estate funds	-	-	-	-	-
Money market funds	<u>25,319,528</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>25,319,528</u>
Total investments	701,331,451	-	4,180,293	-	705,511,744
Capital assets, net	<u>1,438,710</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,438,710</u>
Total Assets	<u>707,001,803</u>	<u>48,016</u>	<u>4,263,038</u>	<u>5,000</u>	<u>711,317,857</u>
<b>LIABILITIES</b>					
Payable for securities purchased	1,626,897	-	-	-	1,626,897
City of Miami- Excess	-	48,016	-	-	48,016
Notes payable	-	-	-	-	-
Accounts payable and accrued expenses	<u>845,008</u>	<u>-</u>	<u>1,029</u>	<u>5,000</u>	<u>851,037</u>
Total Liabilities	<u>2,471,905</u>	<u>48,016</u>	<u>1,029</u>	<u>5,000</u>	<u>2,525,950</u>
Net Position - restricted for pension benefits	<u>\$ 704,529,898</u>	<u>\$ -</u>	<u>\$ 4,262,009</u>	<u>\$ -</u>	<u>\$ 708,791,907</u>

The accompanying notes are an integral part of these financial statements.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
STATEMENT OF CHANGES IN PLAN NET POSITION  
FOR THE YEAR ENDED SEPTEMBER 30, 2019**

	<u>GESE Trust</u>	<u>Excess Benefit Plan</u>	<u>Staff Plan</u>	<u>Staff Excess Benefit Plan</u>	<u>Total</u>
<b>ADDITIONS</b>					
<b>Contributions:</b>					
Employer	\$ 43,526,929	\$ 477,892	\$ 232,280	\$ 41,379	\$ 44,278,480
Plan members	<u>13,094,948</u>	<u>-</u>	<u>40,846</u>	<u>-</u>	<u>13,135,794</u>
Total contributions	<u>56,621,877</u>	<u>477,892</u>	<u>273,126</u>	<u>41,379</u>	<u>57,414,274</u>
<b>Investment income:</b>					
Net Appreciation in fair value of investments	36,404,396	-	83,149	-	36,487,545
Interest	7,165,903	-	-	-	7,165,903
Dividends	5,997,911	-	93,516	-	6,091,427
Other income	<u>109,846</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>109,846</u>
Total investment income	<u>49,678,056</u>	<u>-</u>	<u>176,665</u>	<u>-</u>	<u>49,854,721</u>
Less investment expense	<u>2,296,127</u>	<u>-</u>	<u>10</u>	<u>-</u>	<u>2,296,137</u>
Net investment income	<u>47,381,929</u>	<u>-</u>	<u>176,655</u>	<u>-</u>	<u>47,558,584</u>
Reimbursement income from City of Miami	<u>2,551,358</u>	<u>103,477</u>	<u>-</u>	<u>-</u>	<u>2,654,835</u>
Total Additions	<u>106,555,164</u>	<u>581,369</u>	<u>449,781</u>	<u>41,379</u>	<u>107,627,693</u>
<b>DEDUCTIONS</b>					
Benefit payments	72,810,575	477,892	305,180	41,379	73,635,026
Refunds of member contributions	1,797,989	-	-	-	1,797,989
Administrative and other expenses	<u>2,611,943</u>	<u>103,477</u>	<u>-</u>	<u>-</u>	<u>2,715,420</u>
Total Deductions	<u>77,220,507</u>	<u>581,369</u>	<u>305,180</u>	<u>41,379</u>	<u>78,148,435</u>
Change in net position	29,334,657	-	144,601	-	29,479,258
Net position held in trust for pension benefits, beginning of year	<u>704,529,898</u>	<u>-</u>	<u>4,262,009</u>	<u>-</u>	<u>708,791,907</u>
Net position held in trust for pension benefits, end of year	<u>\$ 733,864,555</u>	<u>\$ -</u>	<u>\$ 4,406,610</u>	<u>\$ -</u>	<u>\$ 738,271,165</u>

The accompanying notes are an integral part of these financial statements.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
STATEMENT OF CHANGES IN PLAN NET POSITION  
FOR THE YEAR ENDED SEPTEMBER 30, 2018**

	<u>GESE Trust</u>	<u>Excess Benefit Plan</u>	<u>Staff Plan</u>	<u>Staff Excess Benefit Plan</u>	<u>Total</u>
<b>ADDITIONS</b>					
<b>Contributions:</b>					
Employer	\$ 40,879,285	\$ 587,959	\$ 233,242	\$ 43,004	\$ 41,743,490
Plan members	<u>10,847,473</u>	<u>-</u>	<u>32,621</u>	<u>-</u>	<u>10,880,094</u>
Total contributions	<u>51,726,758</u>	<u>587,959</u>	<u>265,863</u>	<u>43,004</u>	<u>52,623,584</u>
<b>Investment income:</b>					
Net appreciation in fair value of investments	52,028,523	-	340,143	-	52,386,666
Interest	5,912,897	-	-	-	5,912,897
Dividend	4,480,800	-	84,228	-	4,565,028
Other income	<u>34,290</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>34,290</u>
Total investment income	<u>62,456,510</u>	<u>-</u>	<u>424,371</u>	<u>-</u>	<u>62,880,881</u>
Less investment expense	<u>2,179,681</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,179,681</u>
Net investment income	<u>60,276,829</u>	<u>-</u>	<u>424,371</u>	<u>-</u>	<u>60,701,200</u>
Reimbursement income from City of Miami	<u>3,075,184</u>	<u>100,823</u>	<u>-</u>	<u>-</u>	<u>3,176,007</u>
Total Additions	<u>115,078,771</u>	<u>688,782</u>	<u>690,234</u>	<u>43,004</u>	<u>116,500,791</u>
<b>DEDUCTIONS</b>					
Benefit payments	72,722,491	587,959	301,155	43,004	73,654,609
Refunds of member contributions	2,318,219	-	7,606	-	2,325,825
Administrative and other expenses	<u>3,362,636</u>	<u>100,823</u>	<u>-</u>	<u>-</u>	<u>3,463,459</u>
Total Deductions	<u>78,403,346</u>	<u>688,782</u>	<u>308,761</u>	<u>43,004</u>	<u>79,443,893</u>
Change in net position	36,675,425	-	381,473	-	37,056,898
Net position held in trust for pension benefits, beginning of year	<u>667,854,473</u>	<u>-</u>	<u>3,880,536</u>	<u>-</u>	<u>671,735,009</u>
Net position held in trust for pension benefits, end of year	<u>\$ 704,529,898</u>	<u>\$ -</u>	<u>\$4,262,009</u>	<u>\$ -</u>	<u>\$ 708,791,907</u>

The accompanying notes are an integral part of these financial statements.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
NOTES TO FINANCIAL STATEMENTS  
SEPTEMBER 30, 2019 AND 2018**

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**Note 1 - Summary of Significant Accounting Policies**

**Basis of Presentation**

The financial statements of the City of Miami General Employees' and Sanitation Employees' Retirement Trust and Managed Trusts (the "Trusts") have been prepared in conformity with U.S. generally accepted accounting principles, Governmental Accounting Standards and the Trust Ordinance. The financial statements represent only the Trusts and are not intended to present the comprehensive financial position and results of operations of the City of Miami (the "City").

**Basis of Accounting**

The financial statements of the Trusts are prepared using the accrual basis of accounting. Trust member contributions are recognized in the period in which the contributions are due. City contributions are recognized when due pursuant to formal commitments rather than in the period in which employee services are performed. Benefits and refunds are recognized when due and payable in accordance with the terms of the plans.

Plan receivables generally are short term and consist of contributions due as of the reporting date from the employer(s), plan members, and other contributors, and interest and dividends on investments. Amounts recognized as receivables include those due pursuant to formal commitments as well as statutory or contractual requirements.

**Recent Pronouncements Issued**

**GASB Statement No. 83, *Certain Asset Retirement Obligations*.** This Statement addresses accounting and financial reporting for certain asset retirement obligations (AROs). An ARO is a legally enforceable liability associated with the retirement of a tangible capital asset. This Statement establishes criteria for determining the timing and pattern of recognition of a liability and a corresponding deferred outflow of resources for AROs. This Statement requires that recognition occur when the liability is both incurred and reasonably estimable. This Statement also requires disclosure of information about the nature of a government's AROs, the methods and assumptions used for the estimates of the liabilities, and the estimated remaining useful life of the associated tangible capital assets. The requirements of this Statement are effective for reporting periods beginning after June 15, 2018. Management has determined this statement has no effect on the Trusts' financial statements.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
NOTES TO FINANCIAL STATEMENTS  
SEPTEMBER 30, 2019 AND 2018**

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**Note 1 - Summary of Significant Accounting Policies (cont'd)**

**Recent Pronouncements Issued (cont'd)**

***GASB Statement No. 84, Fiduciary Activities.*** The objective of this Statement is to improve guidance regarding the identification of fiduciary activities for accounting and financial reporting purposes and how those activities should be reported. This Statement establishes criteria for identifying fiduciary activities of all state and local governments. The focus of the criteria generally is on (1) whether a government is controlling the assets of the fiduciary activity and (2) the beneficiaries with whom a fiduciary relationship exists. Separate criteria are included to identify fiduciary component units and postemployment benefit arrangements that are fiduciary activities. The provisions of this Statement are effective for the financial reporting periods beginning after December 15, 2018. Management has determined this statement has no effect on the Trusts' financial statements.

***GASB Statement No. 85, Omnibus 2017.*** The objective of this Statement is to address practice issues that have been identified during implementation and application of certain GASB Statements. This Statement addresses a variety of topics including issues related to blending component units, goodwill, fair value measurement and application, and postemployment benefits (pensions and other postemployment benefits [OPEB]). The provisions of this Statement are effective for the financial reporting periods beginning after June 15, 2017. Management has fully implemented this statement.

***GASB Statement No. 86, Certain Debt Extinguishment Issues.*** The primary objective of this Statement is to improve consistency in accounting and financial reporting for in-substance defeasance of debt by providing guidance for transactions in which cash and other monetary assets acquired with only existing resources—resources other than the proceeds of refunding debt—are placed in an irrevocable trust for the sole purpose of extinguishing debt. This Statement also improves accounting and financial reporting for prepaid insurance on debt that is extinguished and notes to financial statements for debt that is defeased in substance. The requirements of this Statement are effective for reporting periods beginning after June 15, 2017. Management has determined this statement has no effect on the Trusts' financial statements.



**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
NOTES TO FINANCIAL STATEMENTS  
SEPTEMBER 30, 2019 AND 2018**

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**Note 1 - Summary of Significant Accounting Policies (cont'd)**

**Recent Pronouncements Issued (cont'd)**

***GASB Statement No. 87, Leases.*** The objective of this Statement is to better meet the information needs of financial statement users by improving accounting and financial reporting for leases by governments. This Statement increases the usefulness of governments' financial statements by requiring recognition of certain lease assets and liabilities for leases that previously were classified as operating leases and recognized as inflows of resources or outflows of resources based on the payment provisions of the contract. It establishes a single model for lease accounting based on the foundational principle that leases are financings of the right to use an underlying asset. Under this Statement, a lessee is required to recognize a lease liability and an intangible right-to-use lease asset, and a lessor is required to recognize a lease receivable and a deferred inflow of resources, thereby enhancing the relevance and consistency of information about governments' leasing activities. The provisions of this Statement are effective for the financial reporting periods beginning after December 15, 2019. Management has not currently determined what effect implementation of this statement may have on the Trusts' financial statements.

***GASB Statement No. 88, Certain Disclosures Related to Debt, including Direct Borrowings and Direct Placements.*** This Statement defines debt for purposes of disclosure in notes to financial statements as a liability that arises from a contractual obligation to pay cash (or other assets that may be used in lieu of cash) in one or more payments to settle an amount that is fixed at the date the contractual obligation is established.

The requirements of this Statement will improve financial reporting by providing users of financial statements with essential information that currently is not consistently provided. In addition, information about resources to liquidate debt and the risks associated with changes in terms associated with debt will be disclosed. The provisions of this Statement are effective for the financial reporting periods beginning after June 15, 2018. Management has determined this statement has no effect on the Trusts' financial statements.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
NOTES TO FINANCIAL STATEMENTS  
SEPTEMBER 30, 2019 AND 2018**

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**Note 1 - Summary of Significant Accounting Policies (cont'd)**

**Recent Pronouncements Issued (cont'd)**

***GASB Statement No. 89, Accounting for Interest Cost Incurred before the End of a Construction Period.*** The objectives of this Statement are (1) to enhance the relevance and comparability of information about capital assets and the cost of borrowing for a reporting period and (2) to simplify accounting for interest cost incurred before the end of a construction period.

This Statement requires that interest cost incurred before the end of a construction period be recognized as an expense in the period in which the cost is incurred for financial statements prepared using the economic resources measurement focus. As a result, interest cost incurred before the end of a construction period will not be included in the historical cost of a capital asset reported in a business-type activity or enterprise fund. The provisions of this Statement are effective for the financial reporting periods beginning after December 15, 2019. Management has determined this statement has no effect on the Trusts' financial statements.

***GASB Statement No. 90, Majority Equity Interest – an amendment of GASB Statements No.14 and No. 61.*** The primary objectives of this Statement are to improve the consistency and comparability of reporting a government's majority equity interest in a legally separate organization and to improve the relevance of financial statement information for certain component units. A majority equity interest that meets the definition of an investment should be measured using the equity method, unless it is held by a special-purpose government engaged only in fiduciary activities, a fiduciary fund, or an endowment (including permanent and term endowments) or permanent fund. Those governments and funds should measure the majority equity interest at fair value.

This Statement also requires that a component unit in which a government has a 100 percent equity interest account for its assets, deferred outflows of resources, liabilities, and deferred inflows of resources at acquisition value at the date the government acquired a 100 percent equity interest in the component unit. Transactions presented in flows statements of the component unit in that circumstance should include only transactions that occurred subsequent to the acquisition. The provisions of this Statement are effective for the financial reporting periods beginning after December 15, 2018. Management has determined this statement has no effect on the Trusts' financial statements.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
NOTES TO FINANCIAL STATEMENTS  
SEPTEMBER 30, 2019 AND 2018**

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**Note 1 - Summary of Significant Accounting Policies (cont'd)**

**Investments**

Investments are reported at fair value based on quoted market prices and are managed by third party money managers. Purchases and sales of securities are reflected on a trade-date basis. Gain or loss on sales of securities is based on average cost for equity and debt securities. Interest and dividend income are recorded as earned on an accrual basis.

**Cash**

As required by Chapter 280.04, Florida Statutes, all deposits of the Trusts were held in institutions designated by the Treasurer of the State of Florida as "qualified public depositories" and were accordingly collateralized as required by that Statute. All deposits of the Trusts are considered fully insured for risk categorization purposes. As a result, deposits are not exposed to custodial credit risk.

**Capital Assets**

Capital assets are recorded at cost. Capital assets are defined as assets with an initial, individual cost of more than \$1,000 and an estimated useful life in excess of one year. Major capital improvements are capitalized as projects are constructed. The costs of normal maintenance and repairs that do not add to the value of the asset or materially extend asset lives are not capitalized.

Capital assets are depreciated using the straight line method over the estimated useful life as follows:

Buildings and improvements	20 to 50 years
Improvements other than buildings	10 to 30 years
Machinery and equipment	3 to 20 years

**Investment, Administrative, and Other Expenses**

Investment money manager fees are funded by investment income of the Trusts. All other costs of operating the Trusts, including investment advisor fees, are directly funded by reimbursement income from the City.

**Use of Estimates**

The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
NOTES TO FINANCIAL STATEMENTS  
SEPTEMBER 30, 2019 AND 2018**

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**Note 1 - Summary of Significant Accounting Policies (cont'd)**

**Risks and Uncertainties**

The Trusts provide for investment options in any combination of stocks, bonds, fixed income securities, mutual funds, and other investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risk. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in risks in the near term would materially affect balances and the amounts reported in the statements of net position and the statements of changes in net position.

**Note 2 - Plan Description**

**Plan Administration**

The City of Miami General Employees' and Sanitation Employees' Retirement Trust administers four defined benefit pension plans ("collectively referred to as Trusts).

1. City of Miami General Employees' and Sanitation Employees' Retirement Trust (GESE Trust)
2. City of Miami General Employees' and Sanitation Employees' Excess Benefit Plan (Excess Benefit Plan)
3. City of Miami General Employees' and Sanitation Employees' Staff Pension Plan (Staff Plan)
4. City of Miami General Employees' and Sanitation Employees' Staff Excess Benefit Plan (Staff Excess Benefit Plan)

Each Plan's assets may be used only for the payment of benefits to the members of that Plan, in accordance with the terms of the Plans.

Additional general information about each Plan's characteristics follow and information about each Plan's participating members are described in Note 3.

Management of the Trusts is vested in its Board of Trustees, which consists of nine members, appointed by AFSCME Local 1907 (4 members) AFSCME Council 79, Local 871 (4 members), the City Commissioners and the City Manager.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
NOTES TO FINANCIAL STATEMENTS  
SEPTEMBER 30, 2019 AND 2018**

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**Note 2 - Plan Description (cont'd)**

**City of Miami General Employees' and Sanitation Employees' Retirement Trust (GESE Trust)**

The GESE Trust is a single employer defined benefit plan. The GESE Trust was established pursuant to the City of Miami Ordinance No. 10002 and subsequently revised under City of Miami Ordinance No. 12111. The City of Miami, Florida contributes such amounts as are necessary on an actuarial basis to provide the GESE Trust with assets sufficient to meet the benefits to be paid to the participants. Contributions to the GESE Trust are authorized pursuant to City of Miami Code Section 40-246 (a) and (b). A more detailed description of this plan and its provisions appears in the Ordinance constituting the GESE Trust and in the summary plan description

**Contributions**

Members contribute 10% of their base salaries or wages to the Plan. Contributions from the City are designed to fund the GESE Trust's non-investment expenses and normal costs and to fund the unfunded actuarial accrued liability. The return (interest, dividends, and net realized and unrealized gains and losses) on investments of the Trust serves to reduce or increase future contributions that would otherwise be required to provide for the defined level of benefits under the GESE Trust.

**Eligibility**

The GESE Trust covers all City of Miami general and sanitation employees except appointed officers and employees in executive service and certain employees eligible to decline membership. Participation in the GESE Trust is a mandatory condition of employment for all regular and permanent employees other than firefighters, police officers and those eligible to decline membership, as defined by the Ordinance.

**Retirement age and years of service**

For members eligible for retirement on September 30, 2010, normal retirement is age 55 and 10 or more years of continuous creditable service. Such members who had completed a combination of at least ten years of creditable service plus attained age equaling 70 points may elect a rule of 70 service retirement. Subsequent to September 30, 2010, for members not eligible to retire as of that date, the retirement age and service changed to age 55 and 30 years of creditable service or age 60 and 10 years of continuous creditable service or a combination of at least ten years of creditable service plus attained age equaling 80 points (Rule of 80). For members of AFSCME, Local 1907 hired prior to October 1, 2010, who retire on or after September 30, 2020 normal retirement is when the member reaches the rule of 70 or age 55 with 10 years of creditable service.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
NOTES TO FINANCIAL STATEMENTS  
SEPTEMBER 30, 2019 AND 2018**

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**Note 2 - Plan Description (cont'd)**

**City of Miami General Employees' and Sanitation Employees' Retirement Trust (GESE Trust) (cont'd)**

**Benefits**

Generally, retirement benefits are based on 3% of the average final compensation multiplied by years of creditable service as of September 30, 2010 plus for service after September 30, 2010, 2.25% (2.5% for members of AFSCME, Local 871) of average final compensation multiplied by creditable service up to 15 years, 2.5% of average final compensation for 16 to 20 years of service and 2.75% for service over 20 years. For members eligible to retire on September 30, 2010 or members of AFSCME, Local 1907 hired prior to October 1, 2010, retirement benefits are based on 3.0% of the average final compensation multiplied by years of creditable service. Effective September 30, 2012, for members not eligible to retire on that date, member annual retirement allowances shall not exceed \$80,000. Any member who has accrued a benefit in excess of the maximum benefit as of September 30, 2012 will retain that benefit but will not accrue any additional benefit. Early retirement, disability, death and other benefits are also provided as defined in City of Miami Ordinance No. 12111. Pension benefits are paid annually in monthly installments.

**Accumulated Leave**

Members eligible to receive accumulated sick and vacation leave from the City are able to transfer the amount to an eligible retirement plan. The GESE Trust facilitates the transfer of the accumulated sick and vacation leave to any eligible retirement plan and is pursuant to City of Miami Code Section 40-266.

**Cost of Living Adjustment (COLA)**

Effective October 1, 1998, the plan document was amended to provide for an increase in the COLA paid to retirees to 4% with a \$400 annual maximum increase, provided the retiree's first anniversary of retirement has been reached. The amendment also provided for retirees electing the return of contribution option to receive a minimum COLA benefit of twenty-seven dollars per year and a maximum COLA benefit of two hundred dollars added to the previous COLA benefit, provided the retiree's first anniversary of retirement has been reached.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
NOTES TO FINANCIAL STATEMENTS  
SEPTEMBER 30, 2019 AND 2018**

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**Note 2 - Plan Description (cont'd)**

**City of Miami General Employees' and Sanitation Employees' Retirement Trust (GESE Trust) (cont'd)**

**Deferred Retirement Option Program (DROP)**

The DROP is available to GESE Trust members eligible for normal retirement as of January 1, 2013 or vested as October 1, 2010. The DROP is not available to any other GESE Trust member. The DROP is an enhancement to the GESE Trust that can provide a member with another way to save for retirement. It allows a participant to receive pension payments by depositing in the DROP program while continuing to work and receive pay and benefits as an active employee. At the end of the DROP period, when the participant is officially required to retire, the participant receives monthly pension payments based on the years of service and salary at the time that the participant enrolled in the DROP. The participant may receive the accumulated DROP account balance after withdrawing from the DROP. The DROP monies can be rolled over into a separate tax-qualified plan such as an Individual Retirement Account (IRA) or 457(b) government sponsored deferred compensation plan.

DROP pension payments for the years ended September 30, 2019 and 2018 amounted to \$1,208,305 and \$1,094,705, respectively and is included in benefits in the statement of changes in plan net position.

**BACKDROP Option (BACKDROP)**

The BACKDROP is available to all GESE Trust members effective January 1, 2013. Under the BACKDROP option a member can receive a lump sum payment in addition to a monthly pension annuity. The employee chooses to take a BACKDROP at the end of his employment with the City as long as he or she BACKDROPS to any date after he/she reaches the Normal Retirement date. If the member elects the BACKDROP option, the monthly benefit payable on the member's actual retirement date (when the member leaves City employment) is based on the benefit the member would have received had he or she left employment and retired on an earlier Normal Retirement (NR) date, referred to as the BACKDROP date. In addition, the member will receive a lump sum payment equal to the accumulation of annuity payments he or she would have received during the BACKDROP period had he or she elected to receive immediate pension annuity payments starting as of the BACKDROP date. Annuity payments would be accumulated at the rate of 3% per year, compounded annually. The member's BACKDROP date can be any date after his or her Normal Retirement Date and the BACKDROP period can be as little as one year and as long as 7 years. If the member does not elect a BACKDROP benefit option, his or her monthly retirement benefit will be calculated using his or her final average final compensation and creditable service as of the member's actual employment termination date.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
NOTES TO FINANCIAL STATEMENTS  
SEPTEMBER 30, 2019 AND 2018**

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**Note 2 - Plan Description (cont'd)**

**City of Miami General Employees' and Sanitation Employees' Retirement Trust (GESE Trust) (cont'd)**

**BACKDROP Option (BACKDROP) (cont'd)**

The participant may receive the accumulated BACKDROP account balance upon electing the BACKDROP and at the end of his or her employment. The BACKDROP monies can be rolled over into a separate tax-qualified plan such as an Individual Retirement Account (IRA) or 457(b) government sponsored deferred compensation plan. BACKDROP Pension payments for the year ended 2019 and 2018 amounted to \$95,154 and \$70,430, respectively.

**City of Miami General Employees' and Sanitation Employees' Excess Benefit Plan (Excess Benefit Plan)**

In July 2000, the City of Miami Commission, pursuant to applicable Internal Revenue Code provisions, established a single-employer qualified governmental excess benefit plan to continue to cover the difference between the allowable pension to be paid and the amount of the defined benefit so the benefits for eligible members are not diminished by changes in the Internal Revenue Code. The Board of Trustees of the GESE Trust administers the Excess Benefit Plan.

The payment of the City's contribution of excess retirement benefits for eligible members of the Trust above the limits permitted by the Internal Revenue Code is:

- a. funded from the City's General Fund,
- b. paid annually concurrently with the City's annual contribution to normal pension costs which causes the City to realize a reduction in normal pension costs, and
- c. deposited in a separate account established specifically for the GESE Trust to receive the City's excess retirement benefit contributions. This account is separate and apart from the accounts established to receive the City's normal pension contributions for the GESE Trust.

**City of Miami General Employees' and Sanitation Employees' Retirement Trust Staff Pension Plan (Staff Plan)**

The Staff Plan is a single employer defined benefit plan to which member employees of the plan contribute 10% of their base salaries or wages. The Staff Plan was established by the rule making authority of the GESE Trust, pursuant to Chapter 40 of the Miami City Code. The City is to contribute such amounts as are necessary on an actuarial basis to provide the Staff Plan with assets sufficient to meet the benefits to be paid to the participants. A more detailed description of these plans and their provisions appears in the summary plan description.



**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
NOTES TO FINANCIAL STATEMENTS  
SEPTEMBER 30, 2019 AND 2018**

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**Note 2 - Plan Description (cont'd)**

**City of Miami General Employees' and Sanitation Employees' Retirement Trust Staff Pension Plan (Staff Plan) (cont'd)**

**Contributions**

Members contribute 10% of compensation to the plan. Contributions from the City are designed to fund the Staff Plan's non-investment expenses and normal costs and to fund the unfunded actuarial accrued liability. The Staff Plan's administrative and other expenses are funded through reimbursements from the GESE Trust. The yield (interest, dividends, and net realized and unrealized gains and losses) on investments of the Staff Plan serves to reduce or increase future contributions that would otherwise be required to provide for the defined level of benefits under the Staff Plan.

**Eligibility**

The Staff Plan covers all administrative full-time employees and other positions as may be named by the Board of Trustees. Participation in the Staff Trust is a mandatory condition of employment for all full-time employees as defined by the plan document.

**Retirement Age and years of service**

Any member who has 10 or more years of continuous creditable service may elect to retire, regardless of age.

**Benefits**

Retirement benefits are generally based on 3.0% of the average final compensation multiplied by years of creditable service, which is paid annually in monthly installments.

**Cost of Living Adjustments (COLA)**

Effective October 1, 2016 the Staff Plan approved a cost of living adjustment equal to 4% of the total benefit with minimum increases of \$54 per year and maximum increases of \$400 per year deferred five years from date of retirement or DROP entry date.

**Staff Excess Benefit Plan**

The original effective date is May 25, 2001. The plan was established to fund the excess, if any, of the benefit earned under the GESE Staff Plan without taking into account the Internal Revenue Code (IRC) Section 415 limits. Membership consists of members of the GESE Trust Staff Plan who exceed the maximum benefit. There are no member contributions or plan assets.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
NOTES TO FINANCIAL STATEMENTS  
SEPTEMBER 30, 2019 AND 2018**

**Note 3 - Plan Participation**

The Trust's membership is summarized below. The total is based on an actuarial valuation as of October 1, 2018 and is applied to the measurement date of October 1, 2019.

	<b>2018</b>				
	<u>GESE</u>	<u>Staff</u>	<u>Excess</u>	<u>Staff Excess</u>	<u>Total</u>
Active Members	1,959	5	-	-	1,964
Inactive Members (not yet receiving retirement benefit)	226	1	-	-	227
Deferred Vested Members	36	-	-	-	36
Retired Members:					
Non-disabled	1,509	7	33	1	1,550
Disabled	50	-	-	-	50
Beneficiaries (receiving benefits)	<u>388</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>388</u>
Subtotal	<u>1,947</u>	<u>7</u>	<u>33</u>	<u>1</u>	<u>1,988</u>
Total Members	<u><u>4,168</u></u>	<u><u>13</u></u>	<u><u>33</u></u>	<u><u>1</u></u>	<u><u>4,215</u></u>

The Trust's membership for fiscal year 2018 is summarized below. The total was based on an actuarial valuation as of October 1, 2017 and is applied to the measurement date of October 1, 2018.

	<b>2017</b>				
	<u>GESE</u>	<u>Staff</u>	<u>Excess</u>	<u>Staff Excess</u>	<u>Total</u>
Active Members	1,943	4	-	-	1,947
Inactive Members (not yet receiving retirement benefit)	201	1	-	-	202
Deferred Vested Members	35	-	-	-	35
Retired Members:					
Non-disabled	1,533	7	36	1	1,577
Disabled	55	-	-	-	55
Beneficiaries (receiving benefits)	<u>391</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>391</u>
Subtotal	<u>1,979</u>	<u>7</u>	<u>36</u>	<u>1</u>	<u>2,023</u>
Total Members	<u><u>4,158</u></u>	<u><u>12</u></u>	<u><u>36</u></u>	<u><u>1</u></u>	<u><u>4,207</u></u>

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
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**Note 4 - Actuarial Methods, Assumptions and Benefit Changes**

**Plan's Actuarial Assumptions**

The actuarial assumptions utilized in developing the total plan liability (TPL) are summarized below. The total pension liability was determined based on an actuarial valuation as of October 1, 2018, using the following actuarial assumptions, applied to all periods included in the measurement and rolled forward to the measurement date of October 1, 2019.

Inflation	3.5 percent
Salary increases, including inflation	GESE Plan – 4 percent to 8.75 percent Staff Plan – 6 percent Excess Plan – 4 percent – 8.75 percent
Investment rate of return	GESE and Staff Plans – 7.6% per year, net of pension plan investment expenses and including inflation.  Excess plan – Not applicable. The plan has no assets for investment.

The rates of mortality are according to the following mortality tables.

**GESE and Excess Plans**

- **Pre-Retirement Mortality**  
Female RP2000 Generational, 100% Combined Healthy White Collar, Scale BB.  
Male RP2000 Generational, 50% Combined Healthy White Collar /50% Combined Healthy Blue Collar, Scale BB.
- **Post-Retirement Healthy Mortality**  
Female RP2000 Generational, 100% Annuitant White Collar, Scale BB.  
Male RP2000 Generational, 50% Annuitant White Collar /50% Annuitant Blue Collar, Scale BB.
- **Post-Retirement Disabled Mortality**  
Female RP2000, 100% Disabled Female set forward two years, no projection scale.  
Male RP2000, 100% Disabled Male, setback four years, no projection scale.

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**Note 4 - Actuarial Methods, Assumptions and Benefit Changes (cont'd)**

**Staff Plan**

- **Pre-Retirement Mortality**  
Female RP2000 Generational, 100% Combined Healthy White Collar, Scale BB.  
Male RP2000 Generational, 50% Combined Healthy White Collar /50% Combined Healthy Blue Collar, Scale BB.
- **Post-Retirement Healthy Mortality**  
Female RP2000 Generational, 100% Annuitant White Collar, Scale BB.  
Male: RP2000 Generational, 50% Annuitant White Collar /50% Annuitant Blue Collar, Scale BB.
- **Post-Retirement Disabled Mortality**  
Female RP2000, 100% Disabled Female set forward two years, no projection scale.  
Male: RP2000, 100% Disabled Male setback four years, no projection scale.

**Discount rate**

The discount rate used to measure the total pension liability was 7.6 percent for the GESE and Staff plans. For the Excess plan the discount rate used to measure the total pension liability was 2.81 percent. Since the Excess plan has no assets, there are no assets available to make projected future benefit payments of current plan members. Therefore, the applicable municipal bond index rate of 2.81%, based on the Bond Buyer General Obligation 20-year Municipal Bond Index formerly published monthly by the Board of Governors of the Federal Reserve System as of September 30, 2019, was applied to all periods of projected benefit payments. As a result, the Single Equivalent Interest Rate (SEIR) is also 2.81%. The SEIR at the beginning of the measurement period was 4.09% based on the applicable municipal bond index rate of 4.09% as of September 30, 2018, applied to all periods of projected benefit payments.

**Projected cash flows**

The projection of cash flows used to determine the discount rate assumed that member contributions will be made, and the employer contributions will be made in accordance with the City of Miami Ordinance and Florida Statutes.

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**Note 4 - Actuarial Methods, Assumptions and Benefit Changes (cont'd)**

**Long term rate of return**

The long term expected rate of return on GESE and the Staff Plans investments was determined using a long-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of Retirement Trust investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The Excess Plan has no assets therefore the long-term rate of return is not applicable.

**Municipal bond rate**

The discount rate for the Excess Plan uses municipal bond rated of 2.81% as of the measurement date and 4.09% at the beginning of the measurement period.

**Periods of projected benefit payments**

Projected future benefit payments for all current plan members were projected through 2131 for the GESE and Staff Plans. We did not prepare a projection of benefit payments for the Excess Plan since the plan has no assets to make projected benefit payments and the municipal bond rate is the applicable discount rate for all periods.

**Changes of benefit terms**

The following changes were reflected in the effective October 1, 2018 actuarial valuation for the GESE plan:

- For members of the AFSCME Local 871 bargaining unit, the benefit multiplier is increased from 2.25% to 2.50% for the first 15 years of service.
- For members of the AFSCME Local 1907 bargaining unit hired before October 1, 2010, retirement eligibility at age 55 with 10 years of service or Rule of 70 is restored for retirements on or after September 30, 2020. The benefit multiplier is restored to 3% per year of service. The average final compensation is the highest 1 year of salary increased by 5%.

**Changes of assumption**

The following assumption changes were effective with the October 1, 2018 valuation for the GESE plan:

- Rates of termination were revised for employees with less than 5 years of service
- Rates of retirement were reduced for ages 55 and under

Additionally, the discount rate used to measure the TPL for the Excess plan decreased from 4.09% to 2.81%.

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**Note 5 - Plan's Assumed Asset Allocations**

The target asset allocation and best estimates of arithmetic rates of return, including inflation, for each major asset class as provided by the Retirement Trust's investment consultant and are summarized in the following table.

	Asset Class	Target Allocation	Long-Term Expected Rate of Return, Including Inflation
<b>GESE</b>	Large Cap Core Stocks	48.00%	8.40%
	Small Stocks	9.00%	9.25%
	International Stocks	10.00%	8.75%
	Real Estate	0.00%	0.00%
	Core Bonds	30.00%	5.00%
	Cash	3.00%	2.10%
	Total	100.00%	
<b>Staff Pension Plan</b>	Large Cap Core Stocks	48.00%	8.40%
	Small Stocks	9.00%	9.25%
	International Stocks	10.00%	8.75%
	Core Bonds	30.00%	5.00%
	Cash	3.00%	2.10%
	Total	100.00%	

The Excess Plan has no assets.

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**Note 6 - Plan's Fiduciary Net Position**

The Plan's fiduciary net positions are provided in the following table.

**Fiscal Year End September 30, 2019**

	GESE	Staff Benefit Plan	Excess Benefit Plan
Total pension liability	\$ 1,054,074,679	\$ 5,418,674	\$ 8,225,157
Plan net position	<u>733,864,555</u>	<u>4,406,610</u>	<u>-</u>
Net pension liability	<u>\$ 320,210,124</u>	<u>\$ 1,012,064</u>	<u>\$ 8,225,157</u>
Ratio of plan net position to total liability	69.62%	81.32%	0.00%
Covered employee payroll	<u>\$ 111,004,019</u>	<u>\$ 320,720</u>	<u>\$ 111,004,019</u>
Net pension liability as a percentage of covered employee payroll	288.47%	315.56%	7.41%

**Fiscal Year End September 30, 2018**

	GESE	Staff Benefit Plan	Excess Benefit Plan
Total pension liability	\$ 992,241,080	\$ 5,228,668	\$ 8,016,100
Plan net position	<u>704,529,898</u>	<u>4,262,009</u>	<u>-</u>
Net pension liability	<u>\$ 287,711,182</u>	<u>\$ 966,659</u>	<u>\$ 8,016,100</u>
Ratio of plan net position to total liability	71.00%	81.51%	0.00%
Covered employee payroll	<u>\$ 111,127,482</u>	<u>\$ 280,425</u>	<u>\$ 111,127,282</u>
Net pension liability as a percentage of covered employee payroll	258.90%	344.71%	7.21%

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**Note 7 - Sensitivity of the Net Position Liability**

This table discloses the sensitivity of the net pension liability (NPL) to changes in the discount rate. The following represents the net pension liability of the GESE and Staff Plans, calculated using the discount rate of 7.6 percent, as well as what the plans' net pension liability would be if it were calculated using a discount rate that is 1-percentage-point lower (6.6 percent) or 1-percentage-point higher (8.6 percent) than the current rate. For the Excess Plan the NPL is presented at the discount rate of 2.81 percent, as well as at 1.81 percent and 3.81 percent for the fiscal year ended September 30, 2019 and at the discount rate of 3.57 percent, as well as at 2.57 percent and 4.57 percent Plan for the fiscal year ended September 30, 2018.

**Fiscal Year End September 30, 2019**

Net Pension Liability	1% Decrease	Current Assumption	1% Increase
GESE	\$ 432,474,070	\$ 320,210,124	\$ 225,594,937
STAFF	1,788,447	1,012,064	393,660
EXCESS	9,548,228	8,225,157	7,182,775

**Fiscal Year End September 30, 2018**

Net Pension Liability	1% Decrease	Current Assumption	1% Increase
GESE	\$ 395,196,676	\$ 287,711,182	\$ 197,221,555
STAFF	1,721,519	966,959	366,812
EXCESS	9,178,737	8,016,100	7,084,552

**Note 8 - Contributions**

The Trusts' funding policies provide for periodic contributions at actuarially determined rates that are sufficient to maintain the actuarial soundness of the Trusts and to accumulate sufficient assets to pay benefits when due. Contributions are determined using the individual entry age normal cost method.

Prior to October 1, 1997, the amortization payments were paid in accordance with Schedule B of Attachment E of the Gates Agreement. This agreement originally provided for a series of increasing scheduled amortization payments through the year 2007. As of October 1, 1997, the Gates Agreement was amended, and the payment schedule was discontinued. The unfunded actuarial accrued liability as of October 1, 1997 after the amendment was zero.



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**Note 8 - Contributions (cont'd)**

Beginning with the October 1, 2011, actuarial valuation of changes in the unfunded accrued liability under the GESE Trust are amortized over a 15 year period for benefit changes for retirees and 20 year period for all other changes, as a level percent of pay. To determine the Actuarially Determined Employer Contribution for the Excess Benefit Plan, the amortization of the unfunded accrued liability is over a 30 year period from October 1, 2000, as a level dollar amount. For the Staff Plan, the following amortization periods apply all payments as level dollar amounts:

Benefit improvements for actives	20 years
Benefit improvements for retirees	15 years
Actuarial gain/loss	15 years
Change in assumptions and methods	20 years

**GESE Trust**

The City is required to contribute an actuarially determined amount that, when combined with participants' contributions, will fully provide for all benefits as they become payable. The contributions for fiscal years 2019 and 2018 were determined through actuarial valuations performed as of October 1, 2017 and 2016, respectively. The City's actuarially determined contribution requirement and actual contribution made was \$43,526,929 and \$40,879,285 consisting of (a) \$3,774,527 and \$3,419,545 normal cost, (b) \$39,752,402 and \$37,459,740 amortization of the unfunded actuarial accrued liability and (c) \$0 interest adjustment both years, respectively. The members contributed \$13,094,948 and \$10,847,473 for the years ended September 30, 2019 and 2018, respectively.

**Excess Benefit Plan**

The Excess Benefit Plan is an unfunded plan and the City is required to contribute amounts as benefits become payable. An actuarial valuation is performed as of October 1, 2018 and 2017, respectively. The City's actuarially determined contribution requirement of \$631,547 and \$694,643 consisted of (a) \$0 normal cost for both years, (b) \$631,547 and \$694,643 amortization of the unfunded actuarial accrued liability and (c) \$0 interest adjustment for the years ended September 30, 2019 and 2018, respectively. The City's actual contributions were \$477,892 and \$587,959 as benefits became due for the years ended September 30, 2019 and 2018, respectively.

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**Note 8 - Contributions (cont'd)**

**Staff Plan**

The City is required to contribute an actuarially determined amount that, when combined with participants' contributions, will fully provide for all benefits as they become payable. The City contributions for fiscal year 2019 and 2018 were determined through actuarial valuations performed as of October 1, 2017 and 2016, respectively. The City's actuarially determined contribution requirement was \$232,280 and \$233,242 consisting of (a) \$41,349 and \$30,317 normal cost, (b) \$190,931 and \$202,925 amortization of the unfunded actuarial accrued liability and (c) \$0 interest adjustment for the years ended September 30, 2019 and 2018, respectively. The City's actual contributions were \$232,280 and \$233,242, for the years ended September 30, 2019 and 2018, respectively. The members contributed \$40,846 and \$32,621 for the years ended September 30, 2019 and 2018, respectively.

The following actuarial methods and assumptions were used to determine contribution rates as of the October 1, 2018 actuarial valuations of the GESE pension plans:

GESE	
Actuarial cost method:	Entry Age Normal
Amortization method:	Level percent, closed
Remaining amortization period:	4 to 20 years
Equivalent single amortization period:	11 years
Asset valuation method:	5-year smoothed market
Actuarial assumptions:	
Investment rate of return*	7.60%
Projected salary increases*	4.00% to 8.75%
Payroll Growth	3.00%
*Includes inflation at	3.50%
Cost of living adjustments	4% per year, with \$54 per year minimum and \$400 per year maximum.

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**Note 8 - Contributions (cont'd)**

**Staff Plan (cont'd)**

Staff Pension Plan	
Actuarial cost method:	Entry Age Normal
Amortization method:	Level dollar amounts, closed
Remaining amortization period:	1 to 18 years
Equivalent single amortization period:	10 years
Asset valuation method:	3 year smoothed market
Actuarial assumptions:	
Investment rate of return*	7.60%
Projected salary increases*	6.00%
*Includes inflation at	3.50%
Cost of living adjustments	4% per year, with \$54 per year minimum and \$400 per year maximum.

Excess Benefit Plan	
Actuarial cost method:	Entry Age Normal
Amortization method:	Level Dollar, closed
Remaining amortization period:	12 years
Asset valuation method:	Not applicable
Actuarial assumptions:	
Investment rate of return*	7.60%
Projected salary increases*	4.00% to 8.75%
*Includes inflation at	3.50%

**Note 9 - Investments**

Fair values of investments are determined as follows: securities traded on a national securities exchange are valued at the last reported sales price on the last business day of the fiscal year; securities traded in the over-the-counter market and listed securities for which no sale was reported on that date are valued at the last reported bid price; commercial paper, certificates of deposit and short-term investment pools are valued at carrying value.

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**Note 9 - Investments (cont'd)**

**Investment Policy**

The investment policy, approved by the Board of Trustees for the GESE Trust, was effective September 10, 1999 and most recently amended on January 26, 2018. The investment policy, approved by the Board of Trustees for the Staff Plan, was effective April 27, 2001 and was most recently amended on January 26, 2018. The investment policies are reviewed by the Board of Trustees annually. Compliance with the investment policy is monitored by the investment consultant. This policy stipulates the following long-range asset allocation, measured at fair value, at the end of each quarter:

	GESE Trust			Staff Plan		
	Minimum	Target	Maximum	Minimum	Target	Maximum
U.S. large cap equity	30%	48%	60%	30%	48%	60%
U.S. small cap equity	0%	9%	15%	0%	9%	15%
International equity	0%	10%	15%	0%	10%	15%
U.S. fixed income	20%	30%	50%	20%	30%	50%
Real estate	0%	0%	10%	0%	0%	0%
Cash and other	0%	3%	10%	0%	3%	10%

The allocation of each Trust's total assets is permitted to vary within the allowable ranges. Because shifts in asset allocation occur as a result of different asset classes performing at different rates, the Board of Trustees monitors the asset allocation shifts caused by performance each quarter and is responsible for shifting assets among the classes to keep the overall allocation within allowable ranges.

Each Trust's general investment objectives are to achieve the following over rolling three-year periods without undue risk:

- Rates of return that equal or exceed the Trust's actuarial interest assumption rate.
- Performance results that rank in the top half of the investment consultant's universe database.

The investment policy states that individual investments in the securities of a single issue cannot exceed 7% at market of the value of the funds available for investment for the GESE Trust. For equity securities, investments in any single industry cannot exceed the greater of three times the index holding or 10% of the total value of the portfolio. For fixed income securities, excluding U.S. Government or agency securities, investments in any single industry cannot exceed 25% for the GESE Trust and 20% for the Staff Plan at market of the total value of the portfolio. For the GESE Trust, average duration of the fixed income securities should be in a range of three to ten years.

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**Note 9 - Investments (cont'd)**

**Investment Policy (cont'd)**

Prohibited direct investments include short sales, margin purchases, investments used to leverage the portfolio, private or direct placement of letter stock, commodities contracts, unattached warrants, and derivatives, issues related to the investment managers and restricted stock, and debt to equity exchanges. The Staff Plan policy further prohibits illiquid investments, Eurodollar securities, and foreign credits.

Investments for the GESE Trust and Staff Plan, as of September 30, 2019 and 2018, were as follows:

	<b>2019</b>		
	<b><u>GESE Trust</u></b>	<b><u>Staff Plan</u></b>	<b><u>Total Fair Value</u></b>
U.S. Government and Agency Securities	\$ 109,033,726	\$ -	\$ 109,033,726
Corporate Stocks	507,320,337	3,200,193	510,520,530
Corporate Bonds	91,567,941	1,137,601	92,705,542
Real Estate Fund	-	-	-
Money Market Fund	<u>24,162,655</u>	<u>-</u>	<u>24,162,655</u>
Total Investments	<u>\$ 732,084,659</u>	<u>\$ 4,337,794</u>	<u>\$ 736,422,453</u>

	<b>2018</b>		
	<b><u>GESE Trust</u></b>	<b><u>Staff Plan</u></b>	<b><u>Total Fair Value</u></b>
U.S. Government and Agency Securities	\$ 107,958,385	\$ -	\$ 107,958,385
Corporate Stocks	499,478,556	3,164,224	502,642,780
Corporate Bonds	68,574,982	1,016,069	69,591,051
Real Estate Funds	-	-	-
Money Market Fund	<u>25,319,528</u>	<u>-</u>	<u>25,319,528</u>
Total Investments	<u>\$ 701,331,451</u>	<u>\$ 4,180,293</u>	<u>\$ 705,511,744</u>

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**Note 9 - Investments (cont'd)**

**Fixed Income Security Investment Risk**

The Board of Trustees has engaged outside investment professionals to manage the assets of the Trusts. Four firms, registered with the Securities Exchange Commission as investment advisors, manage the fixed income assets of the Trusts. These managers are required to invest funds in accordance with the Investment Policy Statement approved by the Board of Trustees. The Custodian is responsible for the activity and safekeeping of the investment assets. The Trusts are potentially exposed to various types of Investment risk including credit risk, custodial credit risk, concentration of credit risk, interest rate risk and foreign currency risk. Custodial credit risk is defined as the risk that the Trusts may not recover cash and investments held by another party in the event of financial failure. Concentration of credit risk is defined as the risk of loss attributed to the magnitude of an investment in a single issuer. Credit risk is the risk that a debt issuer will not fulfill its obligations. Interest rate risk is the risk that changes in interest rates will adversely affect fair value of an investment in debt securities. Generally, the longer the time to maturity, the greater the exposure to interest rate risk. Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment. The following is a detailed discussion of the investment risks by the Trust.

**GESE Trust Investment Risk**

***Custodial Risk***

The GESE Trust utilizes an independent custodial safekeeping agent for its investment activity. Custodial credit risk is limited since its investments are held in independent custodial safekeeping accounts, external investment pools and/or open-end mutual funds (SSGA Government STIF). All cash in each money manager's portfolio is swept into this STIF account on a daily basis.

***Concentration of Credit Risk***

GASB states that the GESE Trust should provide information about the concentration of credit risk associated with its investments by disclosing investments in any one issuer that represents 5% or more of total investments.

The GESE Trust utilizes limitations on securities of a single issuer or industry to manage this risk. The GESE Trust Investment Policy requires that corporate bond issues must be diversified by industry and in number so that no investment in the securities of a single issue shall exceed 7% (at market) of the value of the portfolio. Single industry weightings can only be held up to a maximum of 25%, except US Government and agency securities.

Investments issued or explicitly guaranteed by the U.S. Government and investments in mutual funds, external investment pools and other pooled investments are not subject to concentration of credit risk. At September 30, 2019, the GESE Trust did not have any positions with corporate issuers greater than 5%.

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**Note 9 - Investments (cont'd)**

**GESE Trust Investment Risk**

***Credit Risk***

The GESE Trust utilizes portfolio diversification in order to limit this risk as well as limiting investments to the highest rated securities as rated by nationally recognized rating agencies. The GESE Trust's Investment Policy limits credit risk by requiring fixed income securities to be rated by Moody's/S&P as a Baa3/BBB - or better. However, a maximum of 20% of each manager's portfolio may be invested in high yield securities rated by Moody's/S&P as a Caa/CCC or better.

The following table displays Moody's ratings and the fair value of the total fixed income portfolio invested in that rating (amounts are in thousands).

<b>Moody's Rating</b>	<b>2019</b>		<b>2018</b>	
	<b>Fair Value(\$000)</b>	<b>Percent</b>	<b>Fair Value (\$000)</b>	<b>Percent</b>
Treasury Bonds	\$ 12,395	6.09%	\$ 11,738	6.57%
Treasury Notes	43,378	21.31%	57,641	32.24%
Agency (Aaa)	9,874	4.85%	4,260	2.38%
Other Government (A)	394	0.19%	351	0.20%
Asset-Backed (Aaa)	2,900	1.42%	893	0.50%
Asset-Backed (Aa)	490	0.24%	312	0.17%
Asset-Backed (Not Rated)	688	0.34%	1,298	0.73%
CMBS (Aaa)	3,664	1.80%	4,477	2.50%
CMBS (Aa)	316	0.16%	217	0.12%
CMBS (A)	0	0.00%	0	0.00%
CMBS (Not Rated)	1,285	0.63%	1,229	0.69%
FHLMC Mortgage (Aaa)	16,387	8.06%	11,871	6.64%
FNMA Mortgage (Aaa)	22,134	10.87%	16,941	9.48%
GNMA Mortgage (Aaa)	3,365	1.65%	3,227	1.80%
CORPORATE (Aaa)	460	0.23%	496	0.28%
CORPORATE (Aa)	8,263	4.06%	3,318	1.86%
CORPORATE (A)	55,915	27.47%	36,813	20.59%
CORPORATE (Baa)	19,457	9.56%	21,447	12.00%
CORPORATE (Ba)	441	0.22%	976	0.55%
CORPORATE (B)	0	0.00%	325	0.18%
CORPORATE (Not Rated)	0	0.00%	133	0.07%
Other Government (A)	0	0.00%	0	0.00%
Cash (Money Market)	1,735	0.85%	810	0.45%
<b>Total</b>	<b>\$ 203,541</b>	<b>100.0%</b>	<b>\$ 178,773</b>	<b>100.0%</b>

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**Note 9 - Investments (cont'd)**

**GESE Trust Investment Risk (cont'd)**

***Interest Rate Risk***

The GESE Trust limits the maturities of investments to control this risk. The GESE Trust Investment Policy requires that the average duration of the fixed income asset class be targeted within a range of three to ten years. In addition, each manager is expected to keep its duration at +/-18 months of the benchmark duration. At September 30, 2019 the following summarizes the fair value and duration of the securities for each investment type (amounts are in the thousands).

<b><u>Investment Type</u></b>	<b>2019</b>		<b>2018</b>	
	<b><u>Fair Value (\$000)</u></b>	<b><u>Effective Duration</u></b>	<b><u>Fair Value (\$000)</u></b>	<b><u>Effective Duration</u></b>
Treasury Bonds	\$ 12,395	20.12	\$ 11,738	17.11
Treasury Notes	43,378	4.90	57,639	4.96
Agency	9,874	0.24	4,260	0.14
Other Government	394	12.12	351	11.94
Asset Backed	4,078	0.80	2,503	1.32
CMBS	5,265	4.40	5,924	5.54
FHLMC	16,387	2.98	11,871	5.24
FNMA	22,134	3.16	16,941	5.36
GNMA	3,365	1.83	3,227	4.82
Corporate-Bank	24,311	1.53	15,350	1.84
Corporate-Finance	20,175	3.90	14,996	3.68
Corporate-Industrial	31,729	5.10	26,974	5.86
Corporate-Transportation	2,234	5.89	1,515	5.90
Corporate-Comm Utility	0	0.00	0	0.00
Corporate-Electric Utility	2,256	9.42	1,747	8.95
Corporate-Gas Utility	0	0.00	0	0.00
Yankee-Finance	1,944	1.87	1,021	3.12
Yankee-Industrial	1,887	8.17	1,906	6.89
High Yield	0	0.00	0	0.00
Foreign Bonds	0	0.00	0	0.00
Cash	<u>1,735</u>	<u>0.00</u>	<u>810</u>	<u>0.00</u>
Total	<u>\$ 203,541</u>	<u>4.68</u>	<u>\$ 178,773</u>	<u>5.38</u>

***Foreign Currency Risk***

The GESE Trust Investment Policy allows a maximum of 20% of each manager's portfolio to be invested in aggregate to Yankee bonds, foreign credits, Eurodollar bonds and Rule 144A securities. At September 30, 2019, the GESE Trust did not have any foreign denominated fixed income investments.



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**Note 9 - Investments (cont'd)**

**Staff Plan Investment Risk**

***Credit Risk***

The Staff Plan utilizes portfolio diversification in order to limit this risk as well as limiting investments to the highest rated securities as rated by nationally recognized rating agencies. The Staff Plan Investment Policy limits credit risk by requiring all fixed income securities to be rated by Moody's/S&P as a Baa3/BBB- or better.

The Board of Trustees for the GESE Trust has elected to hire outside investment professionals to manage the assets for the Staff Pension Plan. As of September 30, 2019 and 2018, the fixed income assets of the pension plan were invested in a mutual fund managed passively by Vanguard. The mutual fund weighting as of September 30:

<b><u>Moody's Rating</u></b>	<b>2019</b>		<b>2018</b>	
	<b><u>Fair Value</u></b>	<b><u>Percent</u></b>	<b><u>Fair Value</u></b>	<b><u>Percent</u></b>
Treasury	\$ 417.8	36.6%	\$ 415.1	40.7%
Agency (Aaa)	29.7	2.6%	15.3	1.5%
Other (Aaa)	0.0	0.0%	0.0	0.0%
Mortgage Backed (Aaa)	247.7	21.7%	220.3	21.6%
CMBS (Aaa)	24.0	2.1%	20.4	2.0%
Asset Backed (Aaa)	4.6	0.4%	7.1	0.7%
Aaa	44.5	3.9%	18.4	1.8%
Aa	39.9	3.5%	46.9	4.6%
A	127.8	11.2	120.3	11.8%
Baa	205.4	18.0%	156.0	15.3%
Cash	<u>0.0</u>	<u>0.0%</u>	<u>0.0</u>	<u>0.0%</u>
Total	<u>\$ 1,141.4</u>	<u>100.0%</u>	<u>\$ 1,019.8</u>	<u>100.0%</u>

***Custodial Risk***

The Staff Plan utilizes an independent custodial safekeeping agent for its investment activity. Custodial credit risk is limited since its investments are held in independent custodial safekeeping accounts, external investment pools, and/or open-end mutual funds. All cash in each money manager's portfolio is swept into a money market mutual fund on a daily basis.

***Concentration of Credit Risk***

GASB states that the Staff Plan should provide information about the concentration of credit risk associated with its investments by disclosing investments in any one issuer that represents 5% or more of total investments.

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**Note 9 - Investments (cont'd)**

**Staff Plan Investment Risk (cont'd)**

***Concentration of Credit Risk (cont'd)***

The Staff Plan utilizes limitations on securities of a single issuer or industry to manage this risk. The Staff Plan Investment Policy requires that corporate bond issues must be diversified by industry and in number so that no investment in the securities of a single issue shall exceed 7% (at market) of the value of the portfolio. Single industry weightings can only be held up to a maximum of 20%, except US Government and agency securities.

Investments issued or explicitly guaranteed by the U.S. Government and investments in mutual funds, external investment pools and other pooled investments are not subject to concentration of credit risk. As of September 30, 2019 and September 30, 2018, the fixed income assets of the pension plan were invested in a mutual fund. The Staff Plan did not have any investments with issuers greater than 5%.

As stated earlier, the Staff Pension Plan is invested in a mutual fund.

***Interest Rate Risk***

The Staff Plan limits the maturities of investments to control this risk. The Staff Plan Investment Policy requires that the average duration of the fixed income asset class be targeted within a range of three to ten years. In addition, each manager is expected to keep its duration at +/- 18 months of the benchmark duration. As of September 30, 2019 and 2018, the effective duration of the passive mutual fund was 6.2 years.

***Foreign Currency Risk***

The Staff Plan Investment Policy prohibits investment in foreign currency denominated securities and is therefore, not exposed to foreign currency risk.

**Investment Performance Rate of Return**

Investment returns were calculated monthly, using a "money-weighted" basis and takes into account, every transaction that occurs in the portfolio each day. The annual rate of return on pension plan investments are net of the pension plan's investment expenses. The actual rate of return for the GESE Trust was 7.1% and 9.3% in September 20, 2019 and 2018, respectively. The annual actual rate of return for the Staff Plan was 4.2% and 11.2% in September 30, 2019 and 2018, respectively.

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**Note 9 - Investments (cont'd)**

*Investment Valuation*

GASB 72 establishes a hierarchal disclosure framework which prioritizes and ranks the level of market price observability used in measuring investments at fair value. Market price observability is impacted by a number of factors, including the type of investment and the specific characteristics of the investment. Fair value represents the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Investments with readily available actively quoted prices or for which fair value can be measured from actively quoted prices generally will have a higher degree of market price observability and lesser degree of judgment used in measuring fair value.

Investments measured and reported at fair value are classified and disclosed in one of the following categories:

Level 1 – Investments traded in an active market with available quoted prices for identical assets as of the reporting date.

Level 2 – Investments not traded on an active market but for which observable market inputs are available for an asset, either directly or indirectly, as of the reporting date. Fixed income securities (unlike stocks) are not priced on an open exchange, such as the NYSE. Investment managers use a third party (as do the custodians) to obtain prices on the bonds. Bond prices may be based on a recent buy/sell transaction or a matrix platform which is an average price from several sources. Investment managers uses Bloomberg VAL as their primary source and others uses Approved Pricing Services.

Level 3 – Investments not traded in an active market and for which no significant observable market inputs are available as of the reporting date.

The Trust has established a framework to consistently measure the fair value of the Trusts' assets and liabilities in accordance with applicable accounting, legal, and regulatory guidance. This framework has been provided by establishing valuation policy and procedures that will provide reasonable assurance that assets and liabilities are carried at fair value. In certain cases, the inputs used to measure fair value may fall into different levels of the fair value hierarchy. In such cases, an investment's level within the fair value hierarchy is based on the lowest level of input that is significant to the fair value measurement. The Trusts' assessment of the significance of a particular input to the fair value measurement requires judgment and considers factors specific to the investment.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
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**Note 9 - Investments (cont'd)**

*Investment Valuation (cont'd)*

The following table summarizes the valuation of the GESE Trust's investments in accordance with the above-mentioned fair value hierarchy levels as of September 30:

	Fair Value Measurements Using		Quoted Process in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
	GESE	Staff Plan			
	9/30/2019	Totals			
<b>Investments by fair value level</b>					
Debt Securities					
US Government and Agency Securities	\$ 55,497,474	\$ 55,497,474	\$ 24,442,163	\$ 31,055,311	\$ -
Corporate Bonds	91,567,941	91,567,941	21,064,529	70,503,412	-
Mortgage Bonds	<u>53,536,252</u>	<u>53,536,252</u>	<u>11,931,177</u>	<u>41,605,075</u>	<u>-</u>
Total Debt Securities	<u>200,601,667</u>	<u>200,601,667</u>	<u>57,437,869</u>	<u>143,163,798</u>	<u>-</u>
Equity Securities					
Corporate Stocks	287,150,571	287,150,571	287,150,571	-	-
Real Estate Equity	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Equity Securities	<u>287,150,571</u>	<u>287,150,571</u>	<u>287,150,571</u>	<u>-</u>	<u>-</u>
Total Investments by fair value level	<u>\$487,752,238</u>	<u>\$487,752,238</u>	<u>\$ 344,588,440</u>	<u>\$143,163,798</u>	<u>\$ -</u>
<b>Investments measured at the net asset value (NAV)</b>					
International Equities Commingled Barings	\$ 56,897,999				
Domestic Commingled Funds SSGA	136,455,206				
Domestic Mutual Fund T Rowe Price	26,816,561				
Money Market Funds	24,162,655				
Staff - (Vanguard)	<u>-</u>	<u>\$ 4,337,794</u>			
Total Investments measured at the NAV	<u>244,332,421</u>	<u>4,337,794</u>			
Total Investments measured at fair value	<u>\$732,084,659</u>	<u>\$4,337,794</u>	<u>\$736,422,453</u>		

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
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**Note 9 - Investments (cont'd)**

*Investment Valuation (cont'd)*

	Fair Value Measurements Using		Quoted Process in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
	GESE	Staff Plan			
	9/30/2018	Totals			
<b>Investments by fair value level</b>					
Debt Securities					
US Government and Agency Securities	\$ 68,975,995	\$ 68,975,995	\$ 38,099,245	\$ 30,876,750	\$ -
Corporate Bonds	68,574,982	68,574,982	8,231,522	60,343,460	-
Mortgage Bonds	<u>38,982,389</u>	<u>38,982,389</u>	<u>6,173,347</u>	<u>32,809,042</u>	<u>-</u>
Total Debt Securities	<u>176,533,366</u>	<u>176,533,366</u>	<u>52,504,113</u>	<u>124,029,253</u>	<u>-</u>
Equity Securities					
Corporate Stocks	293,225,758	293,225,758	293,225,758	-	-
Real Estate Equity	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Equity Securities	<u>293,225,758</u>	<u>293,225,758</u>	<u>293,225,758</u>	<u>-</u>	<u>-</u>
Total Investments by fair value level	<u>\$469,759,124</u>	<u>\$469,759,124</u>	<u>\$ 345,729,871</u>	<u>\$ 124,029,253</u>	<u>\$ -</u>
<b>Investments measured at the net asset value (NAV)</b>					
International Equities Commingled Barings	\$ 59,582,376				
Domestic Commingled Funds SSGA	146,670,422				
Money Market Funds	25,319,528				
Staff - (Vanguard)	<u>-</u>	<u>\$ 4,180,293</u>			
<b>Total Investments measured at the NAV</b>	<u>231,572,326</u>	<u>4,180,293</u>			
<b>Total Investments measured at fair value</b>	<u>\$701,331,450</u>	<u>\$ 4,180,293</u>	<u>\$705,511,743</u>		

Debt securities: Debt securities consist primarily of negotiable obligations of the U.S. government and U.S. government-sponsored agencies, corporations, securitized offerings backed by residential and commercial mortgages, TIPS and foreign debt securities. These securities can typically be valued using the close or last traded price on a specific date (quoted prices in active markets). When quoted prices are not available, fair value is determined based on valuation models that use inputs that include market observable inputs. These inputs include recent trades, yields, price quotes, cash flows, maturity, credit ratings, and other assumptions based upon the specifics of the investment's type.

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**Note 9 - Investments (cont'd)**

*Investment Valuation (cont'd)*

Equity securities: These include domestic and international equities. Domestic securities traded on a national securities exchange are valued at the last reported sales price on the last business day of the fiscal year. Securities traded in the over-the counter market and listed securities for which no sale was reported on that date are valued at the last reported bid price. International equities are valued based upon quoted foreign market prices and translated into U.S. dollars at the exchange rate in effect at September 30, 2018. Securities which are not traded on a national security exchange are valued by the respective fund manager or other third parties based on yields currently available on comparable securities of issuers with similar credit ratings.

Alternative investments: There were no investments in alternatives.

The Trust's valuation methods for investments measured at the net asset value ("NAV") per share (or its equivalent) as of September 30, 2019, are as follows:

**As of September 30, 2019  
Investments Measured at the NAV**

	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
International Equities Commingled (Barings)	\$ 56,897,999		Monthly
Domestic Commingled Funds SSGA	136,455,206		Daily
Domestic Mutual Fund T Rowe Price	26,816,561		Daily
Money Market Funds	24,162,655		Daily
Staff - (Vanguard)	<u>4,337,794</u>		Daily
Total Investments Measured at the NAV	<u>\$ 248,670,215</u>		

**As of September 30, 2018  
Investments Measured at the NAV**

	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
International Equities Commingled (Allianz & Barings)	\$ 59,582,376		Monthly
Domestic Commingled Funds SSGA	146,670,422		Daily
Money Market Funds	25,319,528		Daily
Staff - (Vanguard)	<u>4,180,293</u>		Daily
Total Investments Measured at the NAV	<u>\$ 235,752,619</u>		

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
NOTES TO FINANCIAL STATEMENTS  
SEPTEMBER 30, 2019 AND 2018**

**Note 10 - Capital Assets, Net**

Capital assets consist of the following as of September 30:

	<u>2018</u>	<u>Additions</u>	<u>Deletions</u>	<u>2019</u>
<b>Capital assets, not being depreciated:</b>				
Land	\$ 262,143	\$ -	\$ -	\$ 262,143
Total capital assets, not being depreciated	<u>262,143</u>	<u>-</u>	<u>-</u>	<u>262,143</u>
<b>Capital assets, being depreciated:</b>				
Building and improvements	2,010,205	-	-	2,010,205
Improvements other than buildings	184,459	27,475	(19,813)	192,121
Furniture and equipment	<u>1,353,248</u>	<u>12,881</u>	<u>(4,549)</u>	<u>1,361,580</u>
Total capital assets, being depreciated	<u>3,547,912</u>	<u>40,356</u>	<u>(24,362)</u>	<u>3,563,906</u>
<b>Less accumulated depreciation for:</b>				
Building and improvements	598,844	46,206	-	645,050
Improvements other than buildings	159,226	20,161	(17,242)	162,145
Furniture and equipment	<u>1,613,275</u>	<u>30,034</u>	<u>(4,549)</u>	<u>1,638,760</u>
Total accumulated depreciation	<u>2,371,344</u>	<u>96,401</u>	<u>(21,791)</u>	<u>2,445,955</u>
Total capital assets, being depreciated, net	<u>1,176,567</u>	<u>(56,045)</u>	<u>(2,571)</u>	<u>1,117,951</u>
Total capital assets, (net of accumulated depreciation)	<u>\$ 1,438,710</u>	<u>\$ (56,045)</u>	<u>\$ (2,571)</u>	<u>\$ 1,380,094</u>
	<u>2017</u>	<u>Additions</u>	<u>Deletions</u>	<u>2018</u>
<b>Capital assets, not being depreciated:</b>				
Land	\$ 262,143	\$ -	\$ -	\$ 262,143
Total capital assets, not being depreciated	<u>262,143</u>	<u>-</u>	<u>-</u>	<u>262,143</u>
<b>Capital assets, being depreciated:</b>				
Building and improvements	2,010,205	-	-	2,010,205
Improvements other than buildings	184,459	-	-	184,459
Furniture and equipment	<u>1,344,774</u>	<u>8,473</u>	<u>-</u>	<u>1,353,248</u>
Total capital assets, being depreciated	<u>3,539,438</u>	<u>8,473</u>	<u>-</u>	<u>3,547,912</u>
<b>Less accumulated depreciation for:</b>				
Building and improvements	552,636	46,206	-	598,844
Improvements other than buildings	135,914	23,313	-	159,226
Furniture and equipment	<u>1,499,907</u>	<u>113,367</u>	<u>-</u>	<u>1,613,275</u>
Total accumulated depreciation	<u>2,188,457</u>	<u>182,886</u>	<u>-</u>	<u>2,371,344</u>
Total capital assets, being depreciated, net	<u>1,350,981</u>	<u>(174,413)</u>	<u>-</u>	<u>1,176,567</u>
Total capital assets, (net of accumulated depreciation)	<u>\$ 1,613,124</u>	<u>\$ (174,413)</u>	<u>\$ -</u>	<u>\$ 1,438,710</u>

Depreciation expense for the years ended September 30, 2019 and 2018 was \$56,045 and \$174,413, respectively.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
NOTES TO FINANCIAL STATEMENTS  
SEPTEMBER 30, 2019 AND 2018**

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**Note 11 - Reimbursement Income from the City**

The City provides the GESE Trust and the Excess Benefit Plan with funds to be used to pay certain administrative costs. Each Trust prepares an annual budget which is approved by the City Commission before expenses are incurred. Payment is made by the City to the Trusts on a reimbursement basis. The City reimburses capital asset costs at the time of purchase.

Such administrative costs for the years ended September 30, 2019 and 2018 consisted of the following:

	<u>2019</u>	<u>2018</u>
<b>Administrative costs:</b>		
Personnel services	\$ 1,233,263	\$ 1,313,563
Professional services	868,057	1,033,627
Seminar and travel	53,331	107,073
Office and administrative	153,694	158,872
Occupancy	<u>533,308</u>	<u>749,500</u>
Total administrative and other expenses	2,841,653	3,362,635
Capital asset purchases	96,401	182,886
Less: un-reimbursed depreciation and other expenses	<u>(386,696)</u>	<u>(470,337)</u>
Reimbursement income	<u>\$ 2,551,358</u>	<u>\$ 3,075,184</u>

**Note 12 - Plan Amendments**

**GESE Trust**

Effective September 30, 2012, for members not eligible to retire on that date, member retirement allowances shall not exceed the lesser of 100 percent of the member's average final compensation or an annual retirement allowance of \$80,000. Any member who has accrued a benefit in excess of the maximum benefit as of September 30, 2012, will retain that benefit but will not accrue any additional benefit.

The following changes were effective October 1, 2018 for the GESE plan:

- For members of the AFSCME Local 871 bargaining unit, the benefit multiplier is increased from 2.25% to 2.50% for the first 15 years of service.
- For members of the AFSCME Local 1907 bargaining unit hired before October 1, 2010, retirement eligibility at age 55 with 10 years of service or Rule of 70 is restored for retirements on or after September 30, 2020. The benefit multiplier is restored to 3% per year of service. The average final compensation is the highest 1 year of salary increased by 5%



**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
NOTES TO FINANCIAL STATEMENTS  
SEPTEMBER 30, 2019 AND 2018**

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**Note 12 - Plan Amendments (cont'd)**

**BACKDROP option**

A BACKDROP benefit option was implemented on January 1, 2013. The BACKDROP option shall replace the existing DROP program. Employees who have not attained normal retirement eligibility as of January 1, 2013, or were not vested by October 1, 2010, and all employees hired on or after January 1, 2013, will be eligible for the BACKDROP option but will not be eligible for the DROP. Anyone eligible for the forward DROP as of January 1, 2013 remains eligible for the forward DROP as it presently exists and anyone eligible for the forward DROP as of January 1, 2013 or vested prior to October 1, 2010, who chooses not to enter the forward DROP, remains eligible for the BACKDROP.

Under the BACKDROP option a member can receive a lump sum payment in addition to a monthly pension annuity. The employee chooses to take a BACKDROP at the end of his employment with the City as long as he or she BACKDROPS to any date after he/she reaches the Normal Retirement date. If the member elects the BACKDROP option, the monthly benefit payable on the member's actual retirement date (when the member leaves City employment) is based on the benefit the member would have received had he or she left employment and retired on an earlier Normal Retirement (NR) date, referred to as the BACKDROP date. In addition, the member will receive a lump sum payment equal to the accumulation of annuity payments he or she would have received during the BACKDROP period had he or she elected to receive immediate pension annuity payments starting as of the BACKDROP date. Annuity payments would be accumulated at the rate of 3% per year, compounded annually. The member's BACKDROP date can be any date after his or her Normal Retirement Date and the BACKDROP period can be as little as one year and as long as 7 years (see below for the eligibility rules). If the member does not elect a BACKDROP benefit option, his or her monthly retirement benefit will be calculated using his or her final average final compensation and creditable service as of the member's actual employment termination date.

**BACKDROP Eligibility**

All members are eligible to elect BACKDROP after completing one year of service after eligibility for Normal Retirement. A BACKDROP election must be made within 10 years after becoming eligible for Normal Retirement. The maximum BACKDROP period is 7 years. Members who wish to elect the BACKDROP option must provide at least 8 months' notice to separate, or a lesser period could apply if approved by the City Manager (due to special circumstances).

**Note 13 – Subsequent Events**

Management has evaluated events and transactions for subsequent events that would impact the financial statements for the year ended September 30, 2019 through January 24, 2020, the date the financial statements were available to be issued. Following this evaluation, management has determined that there were no subsequent events that require recognition or disclosure in the financial statements.

**CITY OF MIAMI  
GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST  
AND MANAGED TRUSTS**

**SCHEDULES OF REQUIRED SUPPLEMENTARY INFORMATION**

**SEPTEMBER 30, 2019 AND 2018**

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND OTHER MANAGED TRUSTS  
SCHEDULE OF CHANGES IN THE NET PENSION LIABILITY  
SEPTEMBER 30, 2019 AND 2018**

	<b>GESE TRUST</b>					
s	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>
<b>Total pension liability</b>						
Service cost	\$ 14,701,646	\$ 14,547,783	\$ 12,906,853	\$ 10,165,542	\$ 9,234,478	\$ 8,678,294
Interest	72,575,197	70,181,377	64,220,387	63,603,300	64,212,607	64,248,602
Benefit changes	51,240,022	-	-	-	-	-
Difference between expected and actual experience	(2,153,338)	21,593,105	10,997,320	8,476,546	(8,035,778)	-
Changes of assumptions	78,636	-	64,620,251	(421,932)	-	-
Benefit payments	(72,810,575)	(72,722,490)	(72,514,134)	(71,859,673)	(71,940,377)	(71,903,481)
Refunds of contributions	<u>(1,797,989)</u>	<u>(2,318,219)</u>	<u>(1,066,601)</u>	<u>(1,967,393)</u>	<u>(1,089,556)</u>	<u>(1,867,614)</u>
Net change in total pension liability	61,833,599	31,281,556	79,164,076	7,996,390	(7,618,626)	(844,199)
Total pension liability – beginning	<u>992,241,080</u>	<u>960,959,524</u>	<u>881,795,448</u>	<u>873,799,058</u>	<u>881,417,684</u>	<u>882,261,883</u>
Total pension liability – ending	<u>\$ 1,054,074,679</u>	<u>\$ 992,241,080</u>	<u>\$ 960,959,524</u>	<u>\$ 881,795,448</u>	<u>\$ 873,799,058</u>	<u>\$ 881,417,684</u>
 <b>Plan net position</b>						
Contribution – employer	\$ 43,526,929	\$ 40,879,285	\$ 34,355,719	\$ 32,881,500	\$ 33,036,318	\$ 30,710,096
Contributions – member	13,094,948	10,847,473	11,081,234	9,595,465	8,163,643	7,231,235
Net investment income	47,381,930	60,276,827	78,645,544	60,237,354	1,496,395	65,272,884
Benefit payments	(72,810,575)	(72,722,490)	(72,514,134)	(71,859,673)	(71,940,377)	(71,903,481)
Administrative expense	(60,586)	(287,451)	(352,230)	(233,337)	(176,693)	(265,995)
Refunds of contributions	(1,797,989)	(2,318,219)	(1,066,601)	(1,967,393)	(1,089,556)	(1,867,614)
Other	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net change in plan net position	29,334,657	36,675,425	50,149,532	28,653,916	(30,510,270)	29,177,125
Plan net position – beginning	<u>704,529,898</u>	<u>667,854,473</u>	<u>617,704,941</u>	<u>589,051,025</u>	<u>619,561,295</u>	<u>590,384,170</u>
Plan net position – ending	<u>\$ 733,864,555</u>	<u>\$ 704,529,898</u>	<u>\$ 667,854,473</u>	<u>\$ 617,704,941</u>	<u>\$ 589,051,025</u>	<u>\$ 619,561,295</u>
Net pension liability	<u>\$ 320,210,124</u>	<u>\$ 287,711,182</u>	<u>\$ 293,105,051</u>	<u>\$ 264,090,507</u>	<u>\$ 284,748,033</u>	<u>\$ 261,856,389</u>

Additional years' information will be displayed as it becomes available.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND OTHER MANAGED TRUSTS  
SCHEDULE OF CHANGES IN THE NET PENSION LIABILITY  
SEPTEMBER 30, 2019 AND 2018**

**STAFF BENEFIT PLAN**

	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>
<b>Total pension liability</b>						
Service cost	\$ 82,784	\$ 69,391	\$ 52,832	\$ 45,464	\$ 43,416	\$ 77,022
Interest	385,782	369,771	320,492	365,280	353,121	345,755
Benefit changes	-	-	460,951	-	-	-
Difference between expected and actual experience	26,620	78,475	10,440	(686,043)	99,869	-
Changes of assumptions	-	-	105,798	-	-	-
Benefit payments	(305,180)	(301,155)	(295,460)	(319,459)	(340,299)	(311,388)
Refunds of contributions	<u>-</u>	<u>(7,606)</u>	<u>-</u>	<u>(13,095)</u>	<u>-</u>	<u>-</u>
Net change in total pension liability	190,006	208,876	655,053	(607,853)	156,107	111,389
Total pension liability – beginning	<u>5,228,668</u>	<u>5,019,972</u>	<u>4,364,739</u>	<u>4,972,592</u>	<u>4,816,485</u>	<u>4,705,096</u>
Total pension liability – ending	<u>\$ 5,418,674</u>	<u>\$ 5,228,668</u>	<u>\$ 5,019,792</u>	<u>\$ 4,364,739</u>	<u>\$ 4,972,592</u>	<u>\$ 4,816,485</u>
<b>Plan net position</b>						
Contribution – employer	\$ 232,280	\$ 233,242	\$ 247,449	\$ 269,054	\$ 291,087	\$ 291,968
Contributions – member	40,846	32,621	24,542	19,316	19,838	23,377
Net investment income	176,655	424,371	438,774	364,079	(15,614)	338,281
Benefit payments	(305,180)	(301,155)	(295,460)	(319,459)	(340,299)	(311,388)
Administrative expense	-	-	-	-	-	-
Refunds of contributions	-	(7,606)	-	(13,095)	-	-
Other	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net change in plan net position	144,601	381,473	415,305	319,895	(44,988)	342,238
Plan net position – beginning	<u>4,262,009</u>	<u>3,880,536</u>	<u>3,465,231</u>	<u>3,145,336</u>	<u>3,190,324</u>	<u>2,848,086</u>
Plan net position – ending	<u>\$ 4,406,610</u>	<u>\$ 4,262,009</u>	<u>\$ 3,880,536</u>	<u>\$ 3,465,231</u>	<u>\$ 3,145,336</u>	<u>\$ 3,190,324</u>
Net pension liability	<u>\$ 1,012,064</u>	<u>\$ 966,969</u>	<u>\$ 1,139,256</u>	<u>\$ 899,508</u>	<u>\$ 1,827,256</u>	<u>\$ 1,626,161</u>

Additional years' information will be displayed as it becomes available.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND OTHER MANAGED TRUSTS  
SCHEDULE OF CHANGES IN THE NET PENSION LIABILITY  
SEPTEMBER 30, 2019 AND 2018**

<b>EXCESS BENEFIT PLAN</b>						
	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>
<b>Total pension liability</b>						
Service cost	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Interest	318,281	387,640	385,137	469,106	392,659	427,362
Benefit changes	-	-	-	-	-	-
Difference between expected and actual experience	(930,692)	(2,359,812)	(1,948,114)	(516,393)	3,177,002	763,199
Changes of assumptions	1,294,576	(571,232)	(92,094)	1,459,230	-	-
Benefit payments	(477,892)	(587,959)	(674,572)	(680,534)	(653,302)	(556,805)
Refunds of contributions	-	-	-	-	-	-
Net change in total pension liability	204,273	(3,131,363)	(2,329,643)	731,409	2,916,359	633,756
Total pension liability – beginning	<u>8,020,884</u>	<u>11,152,247</u>	<u>13,481,890</u>	<u>12,750,481</u>	<u>9,834,122</u>	<u>9,200,366</u>
Total pension liability – ending	<u>\$ 8,225,157</u>	<u>\$ 8,020,884</u>	<u>\$11,152,247</u>	<u>\$13,481,890</u>	<u>\$ 12,750,481</u>	<u>\$ 9,834,122</u>
<b>Plan net position</b>						
Contribution – employer	\$ 477,892	\$ 587,959	\$ 674,572	\$ 680,534	\$ 648,302	\$ 561,805
Contributions – member	-	-	-	-	-	-
Net investment income	-	-	-	-	-	-
Benefit payments	(477,892)	(587,959)	(674,572)	(680,534)	(653,302)	(556,805)
Administrative expense	-	-	-	-	5,000	(5,000)
Refunds of contributions	-	-	-	-	-	-
Other	-	-	-	-	-	-
Net change in plan net position	-	-	-	-	-	-
Plan net position – beginning	-	-	-	-	-	-
Plan net position – ending	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Net pension liability	<u>\$ 8,225,157</u>	<u>\$ 8,020,884</u>	<u>\$11,152,247</u>	<u>\$13,481,890</u>	<u>\$ 12,750,481</u>	<u>\$ 9,834,122</u>

Additional years' information will be displayed as it becomes available.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND OTHER MANAGED TRUSTS  
SCHEDULE OF THE NET PENSION LIABILITY  
SEPTEMBER 30, 2019 AND 2018**

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**GESE TRUST**

	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>
Total pension liability	\$1,054,074,679	\$ 992,241,080	\$ 960,959,524	\$ 881,795,448	\$ 873,799,058	\$ 881,417,684
Plan net position	<u>733,864,555</u>	<u>704,529,898</u>	<u>667,854,473</u>	<u>617,704,941</u>	<u>589,051,025</u>	<u>619,561,295</u>
Net pension liability	<u>\$ 320,210,124</u>	<u>\$ 287,711,182</u>	<u>\$ 293,105,051</u>	<u>\$ 264,090,507</u>	<u>\$ 284,748,033</u>	<u>\$ 261,856,389</u>
Ratio of plan net position to total pension liability	69.62%	71.00%	69.50%	70.05%	67.41%	70.29%
Covered payroll	<u>\$ 111,004,019</u>	<u>\$ 111,127,482</u>	<u>\$ 97,373,080</u>	<u>\$ 81,069,095</u>	<u>\$ 71,924,747</u>	<u>\$ 66,370,246</u>
Net pension liability as a percentage of covered payroll	288.47%	258.90%	301.01%	325.76%	395.90%	394.54%
Total actual annual money-weighted rate of return	7.1%	9.30%	13.20%	10.6%	0.23%	11.2%

Additional years' information will be displayed as it becomes available.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND OTHER MANAGED TRUSTS  
SCHEDULE OF THE NET PENSION LIABILITY  
SEPTEMBER 30, 2019 AND 2018**

	<b>STAFF PENSION PLAN</b>					
	<u><b>2019</b></u>	<u><b>2018</b></u>	<u><b>2017</b></u>	<u><b>2016</b></u>	<u><b>2015</b></u>	<u><b>2014</b></u>
Total pension liability	\$ 5,418,674	\$ 5,228,668	\$ 5,019,792	\$ 4,364,739	\$ 4,972,592	\$ 4,816,485
Plan net position	<u>4,406,610</u>	<u>4,262,009</u>	<u>3,880,536</u>	<u>3,465,231</u>	<u>3,145,336</u>	<u>3,190,324</u>
Net pension liability	<u>\$ 1,012,064</u>	<u>\$ 966,659</u>	<u>\$ 1,139,256</u>	<u>\$ 899,508</u>	<u>\$ 1,827,256</u>	<u>\$ 1,626,161</u>
Ratio of plan net position to total pension liability	81.32%	81.51%	77.30%	79.39%	63.25%	66.24%
Covered payroll	<u>\$ 320,720</u>	<u>\$ 280,425</u>	<u>\$ 225,148</u>	<u>\$ 172,459</u>	<u>\$ 164,547</u>	<u>\$ 298,958</u>
Net pension liability as a percentage of covered payroll	315.56%	344.71%	506.00%	521.58%	1110.48%	543.94%
Total actual annual money-weighted rate of return	4.2%	11.20%	12.9%	11.8%	(0.40)%	12.1%

Additional years' information will be displayed as it becomes available.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND OTHER MANAGED TRUSTS  
SCHEDULE OF THE NET PENSION LIABILITY  
SEPTEMBER 30, 2019 AND 2018**

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	<b>EXCESS BENEFIT PLAN</b>					
	<u><b>2019</b></u>	<u><b>2018</b></u>	<u><b>2017</b></u>	<u><b>2016</b></u>	<u><b>2015</b></u>	<u><b>2014</b></u>
Total pension liability	\$ 8,225,157	\$ 8,020,884	\$ 11,152,247	\$ 13,481,890	\$ 12,750,481	\$ 9,834,122
Plan net position	-	-	-	-	-	-
Net pension liability	<u>\$ 8,225,157</u>	<u>\$ 8,020,884</u>	<u>\$ 11,152,247</u>	<u>\$ 13,481,890</u>	<u>\$ 12,750,481</u>	<u>\$ 9,834,122</u>
Ratio of plan net position to total pension liability	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Covered payroll	<u>\$ 111,004,019</u>	<u>\$ 111,127,482</u>	<u>\$ 97,373,080</u>	<u>\$ 81,069,095</u>	<u>\$ 71,924,747</u>	<u>\$ 66,370,246</u>
Net pension liability as a percentage of covered payroll	7.41%	7.22%	11.45%	16.63%	17.73%	14.82%

Additional years' information will be displayed as it becomes available.



**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND OTHER MANAGED TRUSTS  
SCHEDULE OF EMPLOYER CONTRIBUTIONS  
SEPTEMBER 30, 2019 AND 2018**

**GESE TRUST**

	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>2010</u>
Actuarially determined employer contribution	\$ 43,526,929	\$ 40,879,285	\$ 34,355,719	\$ 32,881,500	\$ 33,036,318	\$ 30,710,096	\$ 25,568,193	\$ 25,784,849	\$ 20,420,995	\$ 24,037,093
Actual employer contributions	<u>43,526,929</u>	<u>40,879,285</u>	<u>34,355,719</u>	<u>32,881,500</u>	<u>33,036,318</u>	<u>30,710,096</u>	<u>25,568,193</u>	<u>25,784,849</u>	<u>20,420,995</u>	<u>24,037,093</u>
Annual contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Covered payroll	<u>\$ 111,004,019</u>	<u>\$ 111,127,482</u>	<u>\$ 97,373,080</u>	<u>\$ 81,069,095</u>	<u>\$ 71,924,747</u>	<u>\$ 66,370,246</u>	<u>\$ 64,391,195</u>	<u>\$ 65,509,421</u>	<u>\$ 70,825,712</u>	<u>\$ 92,746,558</u>
Actual contributions as a percentage of covered payroll	39.21%	36.79%	35.28%	40.56%	45.93%	46.27%	39.71%	39.36%	28.83%	25.92%

**STAFF PENSION PLAN**

	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>2010</u>
Actuarially determined employer contribution	\$ 232,280	\$ 233,242	\$ 247,449	\$ 269,054	\$ 291,087	\$ 291,968	\$ 219,774	\$ 226,793	\$ 164,490	\$ 132,542
Actual employer contributions	<u>232,280</u>	<u>233,242</u>	<u>247,449</u>	<u>269,054</u>	<u>291,087</u>	<u>291,968</u>	<u>219,774</u>	<u>226,793</u>	<u>164,490</u>	<u>132,542</u>
Annual contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Covered payroll	<u>\$ 320,720</u>	<u>\$ 280,425</u>	<u>\$ 225,148</u>	<u>\$ 172,459</u>	<u>\$ 164,547</u>	<u>\$ 298,958</u>	<u>\$ 354,937</u>	<u>\$ 735,056</u>	<u>\$ 842,955</u>	<u>\$ 738,898</u>
Actual contributions as a percentage of covered payroll	72.42%	83.17%	109.91%	156.01%	176.90%	97.66%	61.92%	30.85%	19.51%	18.07%

**EXCESS BENEFIT PLAN**

	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>2010</u>
Actuarially determined employer contribution	\$ 631,547	\$ 694,643	\$ 850,429	\$ 914,859	\$ 947,666	\$ 722,999	\$ 665,659	\$ 606,589	\$ 585,357	\$ 625,539
Actual employer contributions	<u>477,892</u>	<u>587,959</u>	<u>674,572</u>	<u>680,534</u>	<u>648,302</u>	<u>561,805</u>	<u>523,398</u>	<u>514,908</u>	<u>406,243</u>	<u>339,602</u>
Annual contribution deficiency (excess)	<u>\$ 153,655</u>	<u>\$ 106,684</u>	<u>\$ 175,857</u>	<u>\$ 234,325</u>	<u>\$ 299,364</u>	<u>\$ 161,194</u>	<u>\$ 142,261</u>	<u>\$ 91,681</u>	<u>\$ 179,114</u>	<u>\$ 285,937</u>
Covered payroll	<u>\$ 111,004,019</u>	<u>\$ 111,127,482</u>	<u>\$ 97,373,080</u>	<u>\$ 81,069,095</u>	<u>\$ 71,924,747</u>	<u>\$ 66,370,246</u>	<u>\$ 64,391,195</u>	<u>\$ 65,509,421</u>	<u>\$ 70,825,712</u>	<u>\$ 92,746,558</u>
Actual contributions as a percentage of covered payroll	0.43%	0.53%	0.69%	0.84%	0.90%	0.85%	0.81%	0.79%	0.57%	0.37%

# **Supporting Schedules**

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SCHEDULE OF ADMINISTRATIVE EXPENSES  
FOR THE YEAR ENDED SEPTEMBER 30, 2019**

	<b>GESE Trust</b>	<b>Excess Benefits</b>	<b>Combined Total</b>
<b>Personnel Services:</b>			
Salaries & Wages	\$ 749,688	\$ 36,045	\$ 785,733
Payroll Taxes	\$ 52,107	\$ 3,067	\$ 55,174
Insurance	\$ 193,165	\$ -	\$ 193,165
Retirement	\$ 232,280	\$ -	\$ 232,280
Car Allowance	\$ 6,023	\$ -	\$ 6,023
Total Personnel Services	<u>1,233,263</u>	<u>39,112</u>	<u>\$ 1,272,375</u>
<b>Professional Services:</b>			
Investment Custodian	\$ 155,303		\$ 155,303
Investment Consulting	\$ 222,916		\$ 222,916
Legal Counsel	\$ 127,735	\$ 5,000	\$ 132,735
Actuarial	\$ 151,971	\$ 28,000	\$ 179,971
Audit	\$ 47,500	\$ 1,500	\$ 49,000
Other	\$ 162,631	\$ 5,150	\$ 167,781
Total Professional Services	<u>868,057</u>	<u>39,650</u>	<u>\$ 907,707</u>
<b>Seminar and Travel</b>			
Meetings	\$ 7,633		\$ 7,633
Education and Travel	\$ 23,892		\$ 23,892
Travel and Auto	\$ 21,807		\$ 21,807
Total Seminar and Travel	<u>53,331</u>	<u>-</u>	<u>\$ 53,331</u>
<b>Office and Administrative</b>			
Printing	\$ 4,907	\$ 750	\$ 5,657
Advertising	\$ 2,153	\$ 50	\$ 2,203
Postage & Courier Services	\$ 9,125	\$ 150	\$ 9,275
Fidelity Insurance	\$ 117,749	\$ -	\$ 117,749
Office Supplies	\$ 14,462	\$ 600	\$ 15,062
Publications and Memberships	\$ 3,188		\$ 3,188
Other	\$ 2,110		\$ 2,110
Total Office and Administrative	<u>153,694</u>	<u>1,550</u>	<u>\$ 155,244</u>
<b>Occupancy</b>			
Utilities	\$ 10,981	\$ 230	\$ 11,211
Telecommunications	\$ 29,081	\$ 300	\$ 29,381
Property Insurance	\$ 31,553	\$ 1,800	\$ 33,353
Repairs & Maintenance	\$ 109,410	\$ 18,100	\$ 127,510
Rental	\$ 9,952	\$ -	\$ 9,952
Parking	\$ 21	\$ -	\$ 21
Furniture and Equipment	\$ 27,984	\$ 300	\$ 28,284
Depreciation	\$ 95,951	\$ 450	\$ 96,401
Other	\$ 218,375		\$ 218,375
Total Occupancy	<u>533,308</u>	<u>21,180</u>	<u>\$ 554,488</u>
<b>Total Administrative Expenses</b>	<b><u>\$ 2,841,653</u></b>	<b><u>\$ 101,492</u></b>	<b><u>\$ 2,943,145</u></b>

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SCHEDULE OF INVESTMENT AND CONSULTANT EXPENSES  
FOR THE YEAR ENDED SEPTEMBER 30, 2019**

<b><u>Investment Manager</u></b>	<b><u>Investment Style</u></b>	<b><u>Fee Amount</u></b>
Atlanta Capital Management Co., LLC	Equity - Large Cap Growth	\$ 416,993
Cooke & Bieler, LP	Equity - Large Cap Value	523,541
Cramer Rosenthal McGlynn LLC	Equity - Small Cap Value	455,670
State Street Global Advisors	Equity - S&P 500 Index	31,847
Insight Capital	Equity - Small Cap Growth	-
NFJ Allianz International	Equity - International	-
Herndon Capital	Equity - Large Cap Value	-
Baring International Investment LTD.	Equity - International	418,652
Equity Managers		<u>1,846,702</u>
Seix Investment Advisors, LLC	Fixed Income - Aggregate	124,901
Richmond Capital Management	Fixed Income - Aggregate	220,328
Garcia, Hamilton & Associates, L.P.	Fixed Income - Intermediate	104,196
Fixed Income Managers		<u>449,424</u>
EII Realty Advisors, Inc.	Real Estate Investment Trust	-
Real Estate Managers		<u>-</u>
<b>Total GESE Trust</b>		<b><u>2,296,127</u></b>
The Vanguard Group, Inc.	Mutual Funds	10
		<u>-</u>
<b>Total Staff Trust</b>		<b><u>10</u></b>
<b>Total Investment Expenses</b>		<b><u>\$ 2,296,137</u></b>
<b>Payments to Consultants <sup>1</sup>:</b>		
	<b><u>Nature of Service</u></b>	
Cavanaugh Macdonald Consulting, LLC	Actuarial Services <sup>3</sup>	151,971
Anthony Brunson P.A	Audit Services	47,500
Elenberg Consulting, Inc.	Administrative	25,200
Computer Consultant	General IT	47,400
Computer Consultant	Pension Software	55,234
Ronald A. Silver	Legal Counsel	127,735
<b>Total GESE Trust</b>		<b><u>455,040</u></b>
Cavanaugh Macdonald Consulting, LLC	Actuarial Services	28,000
Elenberg Consulting, Inc.	Administrative	-
Computer Consultant	Pension Software	5,150
<b>Total GESE Excess Trust</b>		<b><u>33,150</u></b>
<b>Total Consultant Expenses <sup>2</sup></b>		<b><u>\$ 488,190</u></b>

<sup>1</sup> Information on fees paid to investment professionals is included on the schedule of investment fees located in the investment section.

<sup>2</sup> Consultant expenses are included in the administrative and other expenses on page 15.

<sup>3</sup> Actuarial Expenses includes Fase2 C&W LLC Consulting

# **Investment Section**

SOUTHEASTERN ADVISORY SERVICES, INC.

Registered Investment Advisor



Hilda A. Thompson  
hthompson@seadvisory.com  
404 237 3156 direct  
404 237 2650 fax

December 5, 2019

To: Board of Trustees  
City of Miami General Employees' and Sanitation Employees' Retirement Trust

Re: Investment Consultant

Dear Trustees:

Southeastern Advisory Services, Inc has been retained by the Board to provide investment consulting services to the City of Miami General Employees' & Sanitation Employees' Retirement Trust. Our duties include providing quarterly performance evaluation reports, asset allocation reviews, investment policy reviews, and conducting manager searches as needed. We also provide the Board with investment research and education.

One of our primary duties is to provide investment performance reports to the Board. We meet with the Board quarterly to deliver these reports and answer any questions. The reports include total fund performance as well as sector performance and individual manager performance. The reports include comparisons to benchmarks (indices) as well as to a peer universe.

For the twelve-month period ending September 30, 2019 the fund earned an annual return of 7.1% net of fees, which was less than the actuarial rate objective. This return was calculated using a time-weighted rate of return based on market values and is consistent with the CFA Institute's Global Investment Performance Standards (GIPS). The fund ranked at the 15<sup>th</sup> percentile and outperformed the unmanaged index which returned 4.8%. The broad equity market (as measured by the S&P 500) earned 4.3% for the fiscal year, while fixed income (Barclay's Aggregate) had a return of 10.3%. Historical performance remains competitive, posting an annualized 8.3% return since July 1987.

Southeastern believes the Fund is well positioned to meet the current and future needs of the Trust.

Sincerely,

*Hilda A. Thompson*  
Hilda A. Thompson  
Senior Consultant

Cc: Edgard Hernandez

SOUTHEASTERN ADVISORY SERVICES, INC.

Registered Investment Advisor



Hilda A. Thompson  
hthompson@seadvisory.com  
404 237 3156 direct  
404 237 2650 fax

December 5, 2019

To: Board of Trustees  
City of Miami General Employees' and Sanitation Employees' Retirement Trust

Re: Investment Consultant

Dear Trustees:

Southeastern Advisory Services, Inc has been retained by the Board to provide investment consulting services to the City of Miami General Employees' & Sanitation Employees' Retirement Trust Staff Pension Plan. Our duties include providing semi-annual performance evaluation reports, asset allocation reviews, investment policy reviews, and conducting manager searches as needed. We also provide the Board with investment research and education.

One of our primary duties is to provide investment performance reports to the Board. We meet with the Board to deliver these reports and answer any questions. The reports include total fund and individual fund performance. The reports include comparisons to benchmarks (indices) as well as to a peer universe.

For the twelve-month period ending September 30, 2019, the fund earned an annual return of 4.2% net of fees, which was less than the actuarial rate objective. This return was calculated using a time-weighted rate of return based on the market values and is consistent with the CFA Institute's Global Investment Performance Standards (GIPS). The fund ranked at the 56<sup>th</sup> percentile and underperformed the unmanaged index which returned 4.9%. The broad equity market (as measured by the S&P 500) earned 4.3% for the fiscal year, while fixed income (Barclay's Aggregate) had a return of 10.3%. Since inception (October 2001), the fund has earned an annualized 6.3% return.

Southeastern believes the Fund is well positioned to meet the current and future needs of the Trust.

Sincerely,

*Hilda A. Thompson*  
Hilda A. Thompson  
Senior Consultant

Cc: Edgard Hernandez

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
INVESTMENT POLICIES  
SEPTEMBER 30, 2019**

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**Investment Overview**

The GESE Trust and the Staff Plan each have an investment policy approved by the Board of Trustees. The investment policy objectives of the Trusts are designed to be pursued on a long-term basis. The investment policy statements set forth the policies and objectives that the Board judges to be appropriate and prudent in consideration of the needs of the participants. The policies establish the criteria that the registered investment advisers retained by the Board of Trustees are expected to meet and against which they are to be measured. The Policies serve as a review document to guide the Board's ongoing supervision of the investment of the Trusts' assets. The goals are intended to provide a means for controlling the overall risk of the portfolio without unduly constraining the discretionary decision-making process of the investment managers. The Board reviews the policy statement periodically. The investment performance objectives may be revised if significant changes occur within the economic and/or capital market environment.

The asset allocation guidelines are presented on page 68, along with the actual allocations for the last three years. The asset allocations are monitored closely by the Board, so as to comply with the established policy guidelines. Rebalancing is performed as needed and upon advisement from our investment consultant. For the GESE Trust, an asset liability study may be conducted periodically. For the Staff Plan, the asset allocation policy is required to be reviewed every three to five years.

**Investment Manager Performance**

The investment performance objectives of the overall portfolio are to achieve a rate of return that equals or exceeds the Trusts' actuarial interest rate assumption and achieve performance results which will rank in the top half of a peer universe within a time horizon of rolling three year periods without taking undue risk. The performance objectives are to be used as a basis for reviewing and monitoring managers, not as an absolute measure that requires manager termination if they are not achieved.

The Board has established written guidelines and objectives against which the investment performance of any money manager retained by the Board is measured. If a money manager fails to meet its contractual agreement with the Board, the money manager may be terminated. The performance objective of the investment portfolio for the Trusts is 90 percent of the median performance of comparable portfolios. The criteria is measured based on the returns during the most recent three year period in the appropriate peer universe. If a manager falls below the criteria, they are placed on a watch list and then on probation. If a manager remains on probation for one year, the manager is subject to termination.



**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
INVESTMENT POLICIES  
SEPTEMBER 30, 2019**

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**Governance/Monitoring:**

The Board has established governance standards to manage the Trusts effectively and efficiently. Trust oversight is performed by the Board establishing and periodically reviewing the Trusts' policies. The Board appoints and monitors the investment managers. The investment program is managed by several designated managers. The investment managers are given full discretion to manage the assets under their supervision subject to the Investment Policy. There is a continual review of the investments under management. The Board meets with the investment consultant quarterly to review the performance of the Trust and each manager. The Board meets with each investment manager at least annually to review Trust investments and current environment and future outlook. Proxies are voted by the manager in compliance with the Board's general guidelines based on the best economic interest of the Trust.

Trust operations consist of the Trusts' staff administering and maintaining internal control procedures, monitoring investment and custody of assets, providing analysis and information for decision-making, and reporting to the Board. The Trusts are governed by a set of written internal controls and operational procedures. The Pension Administrator is responsible for establishing and maintaining the internal control structure. This policy is designed to safeguard the Trusts from losses that may arise from fraud, error or misrepresentations by third parties, or imprudent actions by the Board or employees of the plan sponsor.

**GESE Trust Investment Policy and Guidelines**

The most recent modified GESE Trust investment policy statement effective January 26, 2018, is outlined as follows:

***Equity Securities***

Equity securities are required to be diversified by industry and in number so that no investment in the securities of a single issue shall exceed seven percent (at market) of the value of the portfolios, provided that the aggregate investment of the fund in any one issuing corporation does not exceed three percent of the outstanding capital stock of that corporation. Single industry weightings can only be a maximum of three times the index holding or ten percent, whichever is greater. Equity securities possess value and quality corroborated by accepted techniques and standards of fundamental and technical analysis. Investments into commingled funds are excluded from the above maximums.

Permissible direct investments include registered common stock listed on a major U.S. exchange or traded on any major U.S. market (including foreign securities traded on U.S. exchanges), convertible preferred stock and convertible bonds, foreign stocks through the use of commingled or mutual funds, emerging market stocks within the commingled or mutual funds, Standard & Poor's Depository Receipts, American Depository Receipts, REITS, stocks with a minimum market capitalization of \$100 million (small cap managers may invest in stocks with a \$50 million market capitalization), new Issues (initial public offerings) up to five percent of the portfolio and commingled and mutual funds.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
INVESTMENT POLICIES  
SEPTEMBER 30, 2019**

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**GESE Trust Investment Policy and Guidelines (Cont'd)**

***Equity Securities (Cont'd)***

Excluded direct investments include short sales, margin purchases (lending or borrowing of funds), investments used to leverage the portfolio, letter stock, private or direct placements, commodities contracts, unattached warrants, derivatives; issues related to the investment manager or restricted stock.

***Fixed Income Securities***

The fixed income portion of the GESE Trust is required to be invested in marketable, fixed income securities. Corporate bond issues must be diversified by industry and in number so that no investment in the securities of a single issue shall exceed seven percent (at market) of the value of the portfolio. Single industry weightings, excluding U.S. Government and agency securities, can only be a maximum of 25 percent. Fixed income investments are expected to preserve capital and provide a high level of income on a consistent basis.

Acceptable fixed income instruments are commercial paper of only the highest quality, certificate of deposit of the top 100 national banks, bankers acceptances, United States Treasuries, repurchase agreements or debt instruments issued or guaranteed by the U.S. Government or agencies, investment grade corporate debt issues including those rated Baa3/BBB- or better by Moody's Investor Services/Standard and Poors Corporation, asset backed securities, mortgages, commercial backed securities, collateralized mortgage obligations, futures less than 15 percent with prior board approval, options, preferred stock, municipal bonds, Yankee bonds/foreign credits, Eurodollar bonds, commingled funds and mutual funds. A limitation of 20 percent of each manager's portfolio may be invested in aggregate to Yankee bonds, foreign credits, Euro-dollar bonds and Rule 144A Securities. A limitation of 20 percent of each manager's portfolio may be invested in high yield securities (with ratings of CCC or better).

Fixed income instruments that are not allowable are private placements or debt to equity exchanges. Investment managers are not authorized to use derivative securities, or strategies that do not comply with basic investment objectives of this policy, which is an emphasis on the preservation of principal consistent with conservative growth of assets. Managers are specifically prohibited from using derivative or synthetic securities whose characteristics as implemented by the manager include potentially high price volatility and whose returns are speculative or leveraged (when considered together with liquid/short-term securities position) or whose marketability may be severely limited, without written authority from the Board.

The fixed income investments are required to be appropriately diversified although the investment manager may engage in "active" bond management. It is therefore anticipated that there may be turnover as shifts are made between and within sectors, quality and maturity. Average duration of the fixed income asset class will be targeted within a range of three to ten years. Each manager is expected to keep duration at +/- 18 months of the benchmark duration.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
INVESTMENT POLICIES  
SEPTEMBER 30, 2019**

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**GESE Trust Investment Policy and Guidelines (Cont'd)**

***Real Estate Securities***

A Portion of the fund may be invested in REITS with prior Board approval.

**Staff Plan Investment Policy and Guidelines**

Currently the Staff Portfolio is invested in mutual funds, which are governed by the mutual fund prospectus. The most recent modified Staff Plan investment policy statement effective January 26, 2018, is outlined as follows:

***Equity Securities***

Equity securities are required to be diversified by industry and in number so that no investment in the securities of a single issue exceeds seven percent (at market) of the value of the portfolios, provided that the aggregate investment of the fund in any one issuing corporation shall not exceed three percent of the outstanding capital stock of that corporation. Single industry weightings can only be a maximum of three times the index holding or 10 percent whichever is greater. Equity securities possess value and quality corroborated by accepted techniques and standards of fundamental and technical analysis. Investments into mutual funds are excluded from the above maximums.

Permissible direct investments include registered common stock listed on a major U.S. exchange or traded on any major U.S. market, including foreign securities traded on U.S. exchanges, convertible preferred stock and convertible bonds, foreign stocks through the use of commingled or mutual funds, emerging stocks through the use of commingled or mutual funds, Standard & Poor's Depository Receipts, American Depository Receipts and stocks with a minimum market capitalization of \$100 million (small cap managers may invest in stocks with a \$50 million market capitalization). New issues (initial public offerings), up to five percent of portfolio.

Prohibited direct investments include, short sales, margin purchases (lending or borrowing of funds), investments used to leverage the portfolio, letter stock, private or direct placements, commodities contracts, unattached warrants, derivatives, issues related to the investment manager, restricted stock, or illiquid investments.

***Fixed Income Securities***

The fixed income portion of the Staff Plan is required to be invested in marketable, fixed income securities. Corporate bond issues must be diversified by industry and in number so that no investment in the securities of a single issue shall exceed 7 percent (at market) of the value of the portfolio. Single industry weightings can only be a maximum of 20 percent, except US Government and agency securities. Fixed income investments are expected to preserve capital and provide a high level of income on a consistent basis. Duration is expected to be +/- 18 months of the benchmark duration.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
INVESTMENT POLICIES  
SEPTEMBER 30, 2019**

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**Staff Plan Investment Policy and Guidelines (Cont'd)**

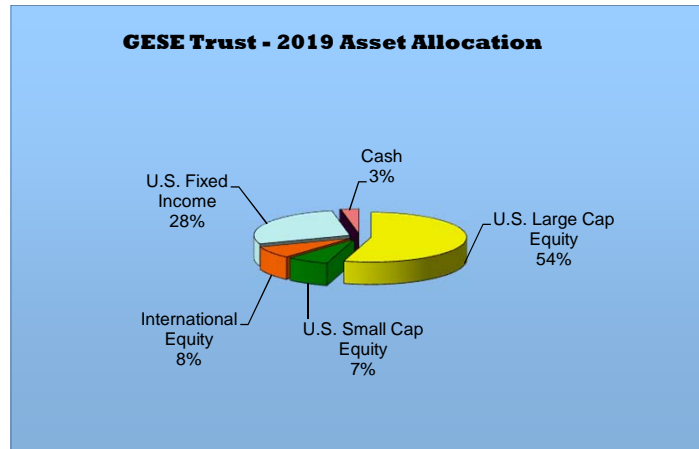
***Fixed Income Securities (Cont'd)***

Acceptable fixed income instruments are commercial paper of only the highest quality, certificate of deposit insured by the FDIC, bankers acceptances, United States Treasuries, repurchase agreements or debt instruments issued or guaranteed by the U.S. Government or agencies, investment grade corporate debt issues including those rated Baa3/BBB- or better by Moody's Investor Services/Standard & Poor's Corporation, asset backed securities, mortgages, commercial backed securities, collateralized mortgage obligations, futures less than 15 percent with prior board approval, options and preferred stock, commingled and mutual funds. Fixed income instruments that are not allowable include private placements, Eurodollar securities, foreign credits, debt to equity exchanges, illiquid investments or derivatives.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SEPTEMBER 30, 2019  
SUMMARY OF ASSET ALLOCATION**

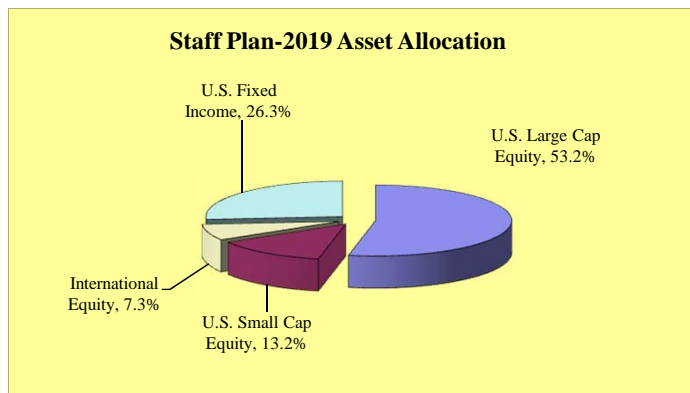
**GESE Trust Summary of Asset Allocation**

	Policy Guidelines						Actual				
	11/01 to 3/05		3/06 to 9/11		9/18 to current		September 30,				
	Target	Range	Target	Range	Target	Range	2019	2018	2017	2016	2015
<b>U.S. Large Cap Equity</b>	50%	40-60%	45%	35-55%	48%	30-60%	54.6%	55.1%	53.9%	54.8%	54.1%
<b>U.S. Small Cap Equity</b>	10%	0-15%	10%	0-15%	9%	0-15%	7.0%	7.6%	7.5%	6.7%	6.2%
<b>International Equity</b>	10%	0-15%	10%	0-15%	10%	0-15%	7.8%	8.5%	5.9%	6.3%	6.3%
<b>U.S. Fixed Income</b>	25%	20-40%	29%	20-40%	30%	20-50%	27.6%	25.3%	23.1%	23.9%	24.5%
<b>Real Estate</b>	5%	0-10%	5%	0-10%	0%	0-10%	0.0%	0.0%	4.0%	4.5%	4.1%
<b>Cash</b>	0%	0-15%	1%	0-15%	3%	0-10%	3.0%	3.5%	5.6%	3.8%	4.8%
							100%	100%	100%	100%	100%



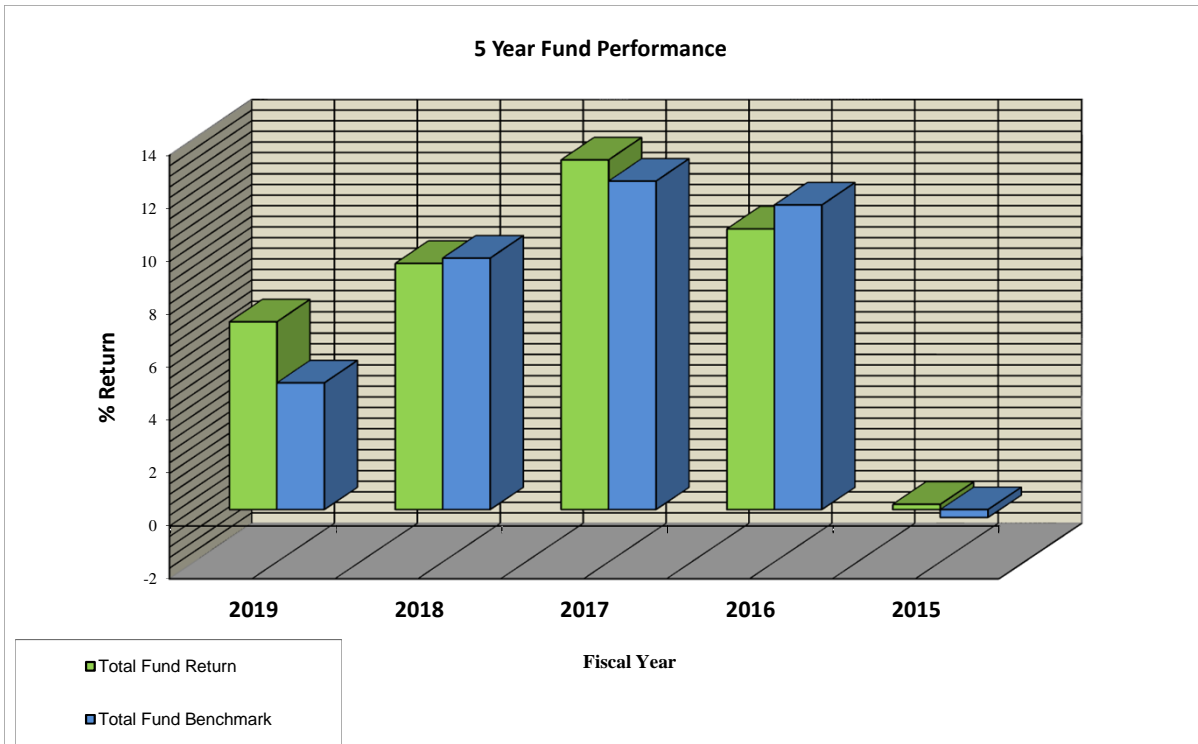
**Staff Plan Summary of Asset Allocation**

	Policy Guidelines				Actual				
	4/01 to 9/07		9/18 to current		September 30,				
	Target	Range	Target	Range	2019	2018	2017	2016	2015
<b>U.S. Large Cap Equity</b>	50%	40-60%	48%	30-60%	53.2%	53.9%	51.6%	49.1%	48.6%
<b>U.S. Small Cap Equity</b>			9%	0-15%	13.2%	14.1%	13.3%	13.7%	13.1%
<b>International Equity</b>			10%	0-15%	7.3%	7.6%	8.2%	7.5%	7.5%
<b>U.S. Fixed Income</b>	50%	40-60%	30%	20-50%	26.3%	24.4%	27.0%	29.6%	30.9%
<b>Cash</b>	0%	0-10%	3%	0-10%	0.0%	0.0%	0.0%	0.0%	0.0%
					100%	100%	100%	100%	100%



**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SEPTEMBER 30, 2019  
GESE TRUST - SUMMARY OF INVESTMENT RETURNS**

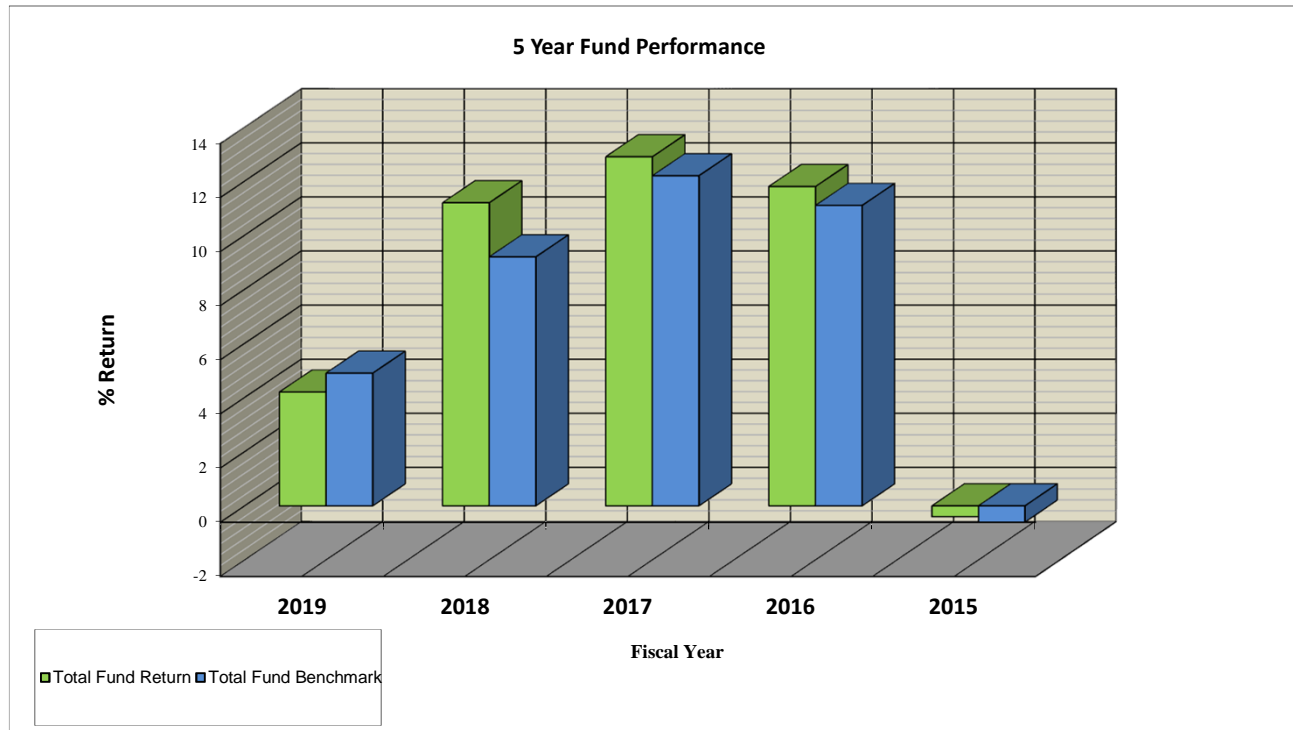
	Annual Rates of Return (%)					Annualized Return (%)	
	September 30,					3 Years	5 Years
	2019	2018	2017	2016	2015	2017-2019	2015-2019
<b>Equities</b>							
Fund Return - Domestic Equities	6.2	14.6	20.0	13.6	-0.4	13.5	10.6
Fund Return - International Equities	-3.8	7.6	19.3	5.7	-9.6	7.3	3.4
S&P 500	4.3	17.9	18.6	15.4	-0.6	13.4	10.8
Dow Jones	4.2	20.8	22.4	15.4	-2.1	16.4	12.3
Russell 2500 Mid-Cap	-4.0	16.2	17.8	14.4	0.4	9.5	8.6
Russell 2000 - Small Stock	-8.9	15.2	20.7	15.5	1.3	8.2	8.2
MSCI EAFE - Non US Stocks	-1.3	2.7	19.1	6.5	-8.7	6.5	3.3
<b>Fixed Income</b>							
Fund Return - Fixed Income	9.4	-0.7	0.4	4.8	3.3	2.9	3.4
Barclays U.S. - Aggregate	10.3	-1.2	0.1	5.2	2.9	2.9	3.4
Barclays - Mortgage Backed	7.8	-0.9	0.3	3.6	3.4	2.3	2.8
Barclays Intermediate - Govt/Credit	8.2	-1.0	0.2	3.5	2.7	2.4	2.7
T-Bills - 91 Days	2.4	1.6	0.6	0.2	0.0	1.5	1.0
<b>Real Estate</b>							
Fund Return - Real Estate	N/A	N/A	-0.9	19.7	9.7	N/A	N/A
FR NCREIF Index	6.2	7.2	6.9	13.5	13.5	6.8	8.6
NAREIT	19.6	4.2	3.6	20.6	7.4	8.9	10.8
Total Fund Return	<b>7.1</b>	<b>9.3</b>	<b>13.2</b>	<b>10.6</b>	<b>0.2</b>	<b>9.9</b>	<b>8.0</b>
Total Fund Benchmark	<b>4.8</b>	<b>9.5</b>	<b>12.4</b>	<b>11.5</b>	<b>-0.3</b>	<b>8.9</b>	<b>7.5</b>



Note: Rate of Returns are time weighted & gross of fees. Based on rate of return in accordance with the CFA Institute's Performance Presentation Standards.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SEPTEMBER 30, 2019  
STAFF PLAN - SUMMARY OF INVESTMENT RETURNS**

	<b>Annual Rates of Return (%)</b>					<b>Annualized Return (%)</b>	
	<b>September 30,</b>					<b>3 Years</b>	<b>5 Years</b>
	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2017-2019</b>	<b>2015-2019</b>
<b>Equities</b>							
Fund Return - Domestic Equities	2.6	17.7	18.4	15.3	-0.5	12.6	10.4
Fund Return - International Equities	-1.6	1.6	19.3	9.7	-10.7	6.1	3.2
S&P 500	4.3	17.9	18.6	15.4	-0.6	13.4	10.8
Russell 2000-Small Stock	-8.9	15.2	20.7	15.5	1.3	8.2	8.2
Dow Jones	4.2	20.8	22.4	15.4	-2.1	16.4	12.3
MSCI EAFE - Non US Stocks	-1.3	2.7	19.1	6.5	-8.7	6.5	3.3
<b>Fixed Income</b>							
Fund Return - Fixed Income	10.4	-1.2	-0.1	5.3	2.8	2.9	3.4
Barclays U.S. - Aggregate	10.3	-1.2	0.1	5.2	2.9	2.9	3.4
Barclays - Mortgage Backed	7.8	-0.9	0.3	3.6	3.4	2.3	2.8
Barclays Intermediate - Government/Credit	8.2	-1.0	0.2	3.5	2.7	2.4	2.7
T-Bills - 91 Days	2.4	1.6	0.6	0.2	0.0	1.5	1.0
<b>Total Fund Return</b>	<b>4.2</b>	<b>11.2</b>	<b>12.9</b>	<b>11.8</b>	<b>-0.4</b>	<b>9.4</b>	<b>7.8</b>
<b>Total Fund Benchmark</b>	<b>4.9</b>	<b>9.2</b>	<b>12.2</b>	<b>11.1</b>	<b>-0.6</b>	<b>8.7</b>	<b>7.3</b>



Note: Rate of Returns are time weighted & gross of fees. Based on rate of return in accordance with the CFA Institute's Performance Presentation Standards.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SEPTEMBER 30, 2019  
GESE TRUST - LIST OF LARGEST ASSETS HELD**

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**Largest Stock Holdings (By Fair Value)**

	<u>Shares</u>	<u>Stocks</u>		<u>Fair Value</u>
1)	67,944	Intercontinental Exch	\$	6,269,193
2)	36,376	Danaher Corp		5,253,786
3)	4,283	Alphabet Inc		5,220,977
4)	17,412	Thermo Fischer Scientific Inc.		5,071,593
5)	29,158	Visa Inc		5,015,468
6)	34,686	Microsoft Corp.		4,822,395
7)	22,462	Ecolab Inc		4,448,374
8)	27,920	Dollar General Corp		4,437,605
9)	57,800	Arrow Electronics Inc.		4,310,724
10)	20,751	Linde PLC		4,019,884

**Largest Bond Holdings (By Fair Value)**

	<u>Par</u>	<u>Bonds</u>	<u>Coupon</u>	<u>Maturity</u>		<u>Fair Value</u>
1)	9,998,000	US Treasury	2.50%	1/31/2024	\$	10,385,023
2)	8,410,000	US Treasury	2.25%	11/15/2027		8,797,365
3)	5,335,000	US Treasury	2.75%	8/15/2047		6,038,580
4)	4,651,000	US Treasury	2.88%	5/15/2049		5,424,415
5)	4,601,000	US Treasury	1.63%	8/15/2029		4,579,789
6)	4,015,000	Federal Home Loan Bank	2.01%	12/18/2020		4,009,259
7)	3,095,000	US Treasury	2.38%	5/15/2027		3,261,232
8)	3,127,000	US Treasury	2.75%	8/15/2021		3,188,195
9)	2,995,000	US Treasury	2.00%	1/31/2020		2,995,809
10)	2,627,000	US Treasury	2.00%	5/31/2022		2,636,851

**Staff Largest Stock Holdings (By Fair Value)**

	<u>Shares</u>	<u>Stocks</u>		<u>Fair Value</u>
1)	8,360	Vanguard 500 Index	\$	2,264,872.66
2)	102,314	Vanguard Total Bond		1,146,944
3)	7,709	Vanguard Small Cap		562,692
4)	11,357	Vanguard Total International		308,117

Complete list of holding available upon request.

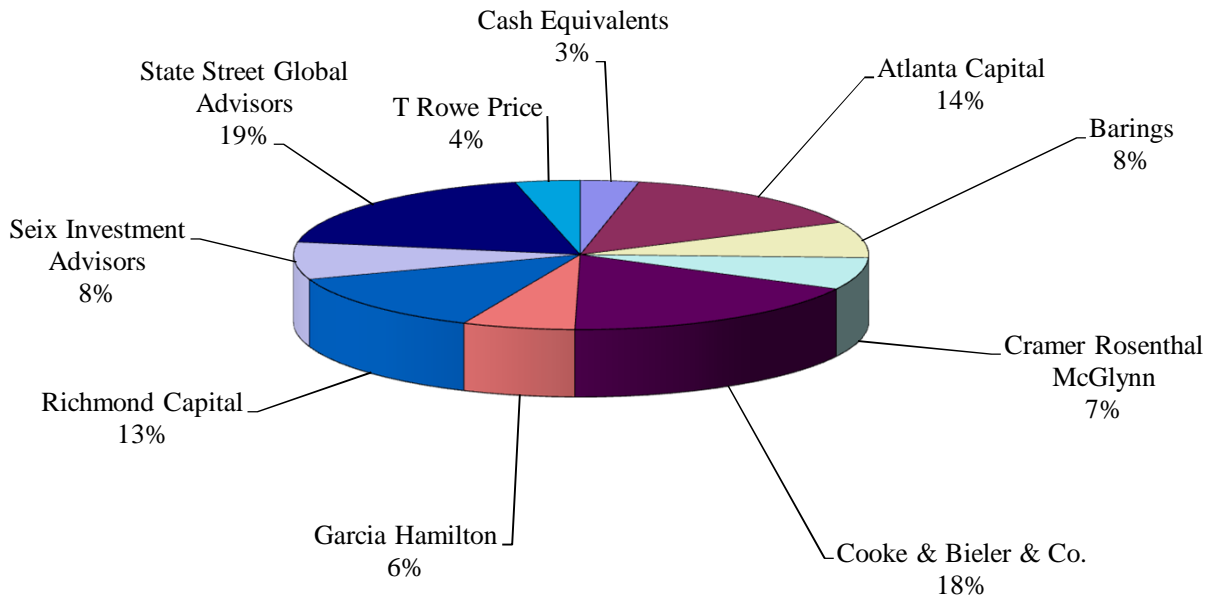


**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SEPTEMBER 30, 2019  
FUND MANAGER ALLOCATION**

<u>Investment Manager</u>	<u>Fair Value</u>	<u>Fund Allocation</u>	<u>Performance*</u>		
			<u>Fund Return</u>	<u>Style Benchmark</u>	<u>Universe Ranking</u>
<b>GESE Trust</b>					
<b>Domestic Equity Segment</b>	<b>450,422,338</b>	<b>61.5%</b>	<b>14.6%</b>	<b>17.9%</b>	<b>56</b>
Atlanta Capital Management	\$ 106,741,573	14.6%	19.4%	3.7%	1
Cooke & Bieler	129,352,019	17.7%	7.6%	4.0%	22
Cramer Rosenthal McGlynn	51,056,979	7.0%	-1.3%	-8.2%	20
State Street Global Advisors	136,455,206	18.6%	4.4%	4.3%	29
T Rowe Price Associates	26,816,561	3.7%	N/A	3.7%	N/A
<b>International Equity Segment</b>	<b>56,897,999</b>	<b>7.8%</b>	<b>7.6%</b>	<b>5.9%</b>	<b>29</b>
Barings International	56,897,999	7.8%	-3.8%	-1.3%	70
<b>Real Estate Segment</b>					
<b>Fixed Income Segment</b>	<b>200,601,667</b>	<b>27.4%</b>	<b>-0.7%</b>	<b>-1.2%</b>	<b>64</b>
Garcia Hamilton	46,347,664	6.3%	7.1%	8.1%	67
Richmond Capital Management	95,080,416	13.0%	10.1%	10.3%	65
Seix Investment Advisors	59,173,587	8.1%	10.2%	10.3%	56
<b>Cash Equivalents Administrative account</b>					
State Street Corporation	24,162,655	3.3%	2%	2.4%	73
<b>TOTAL GESE Trust</b>	<b>\$ 732,084,659</b>	<b>100.0%</b>	<b>7.1%</b>	<b>4.8%</b>	<b>15</b>

Source: Southeastern Advisory Services, Inc. - Manager universe and style categorization but not market values  
Performance represents a one year return

**GESE Trust Fund Manager Allocation**

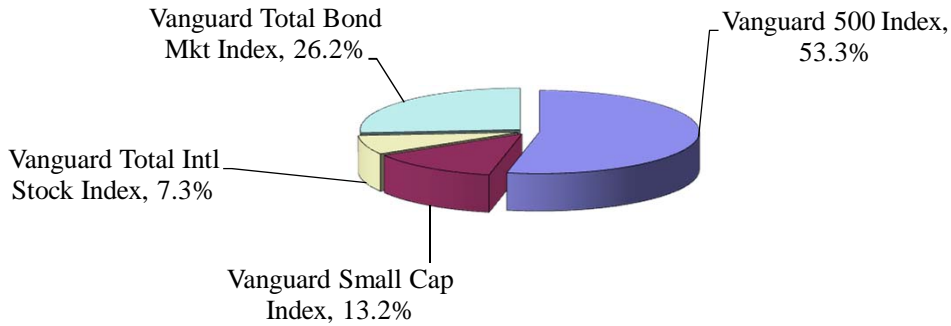


**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SEPTEMBER 30, 2019  
FUND MANAGER ALLOCATION**

<b>Investment Manager</b>	<b>Fair Value</b>	<b>Fund Allocation</b>	<b>Performance*</b>		
			<b>Fund Return</b>	<b>Style Benchmark</b>	<b>Universe Ranking</b>
<b>Staff Plan</b>					
<b>Domestic Equity Segment</b>	<b>2,881,635</b>	<b>66.4%</b>	<b>17.7%</b>	<b>17.2%</b>	<b>38</b>
Vanguard 500 Index	\$ 2,310,871	53.3%	4.3%	4.3%	40
Vanguard Small Cap Index	570,765	13.2%	-3.8%	-3.8%	17
<b>International Equity Segment</b>	<b>318,558</b>	<b>7.3%</b>			
Vanguard Total Intl Stock Index	318,558	7.3%	-1.6%	-1.2%	44
<b>Fixed Income Segment</b>	<b>1,137,601</b>	<b>26.2%</b>			
Vanguard Total Bond Mkt Index	1,137,601	26.2%	10.4%	10.3%	16
<b>Cash Equivalents Administrative account</b>					
<b>TOTAL Staff Trust</b>	<b>\$ 4,337,794</b>	<b>100.0%</b>	<b>4.2%</b>	<b>4.9%</b>	<b>56</b>

Source: Southeastern Advisory Services, Inc. - Manager universe and style categorization but not market value  
Performance represents a one year return

**Staff Plan Manager Allocation**



**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
FOR THE YEAR ENDED SEPTEMBER 30, 2019  
SCHEDULE OF INVESTMENT AND COMMISSION FEES**

<b><u>Investment Manager's Style</u></b>	<b><u>Assets Under Management</u></b>	<b><u>Investment Fees</u></b>
<b><i>GESE Trust</i></b>		
Equity Managers	\$ 507,320,337	\$ 1,846,703
Fixed Income Managers	200,601,667	449,425
Real Estate Managers	-	-
Money Market Funds	<u>24,162,655</u>	<u>-</u>
Total GESE Trust	<b><u>\$ 732,084,657</u></b>	<b><u>\$ 2,296,127</u></b>
<b><i>Staff Plan</i></b>		
Vanguard Funds	\$ 4,337,794	\$ 10
	<u>-</u>	<u>-</u>
Total Staff Plan	<b><u>\$ 4,337,794</u></b>	<b><u>\$ 10</u></b>
<b>Total Investments</b>	<b><u>\$ 736,422,452</u></b>	
<b>Total Investment Expenses</b>		<b><u>\$ 2,296,137</u></b>
<b><u>Other Investment Service Fees GESE Trust</u></b>		
Custodian		\$ 155,303
Investment Consultants		<u>222,916</u>
<b>Total Other Investment Service Fees <sup>1</sup></b>		<b><u>\$ 378,229</u></b>

<sup>1</sup> Other Investment Service Fees are included in the administrative and other expenses.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND OTHER MANAGED TRUSTS  
FOR THE YEAR ENDED SEPTEMBER 30, 2019  
SCHEDULE OF INVESTMENT AND COMMISSION FEES**

Broker Name	Number Of Shares Traded	Total Commissions	Commissions Per Share
ABEL NOSER CORP	123,213.00	3,949.77	\$ 0.82
AMHERST PIERPONT SECURITIES LLC	1,150,000.00	-	\$ -
AUTREPAT-DIV RE	239.06	-	\$ -
BANK OF NEW YORK	-	-	\$ -
BANK OF OKLAHOMA, N.A.	534,822.19	-	\$ -
BARCLAYS CAPITAL INC	18,934,063.81	-	\$ -
BARCLAYS CAPITAL LE	115,092.00	1,855.20	\$ 0.73
BB&T SECURITIES, LLC	1,932,547.12	-	\$ -
BMO CAPITAL MARKETS	25,926.00	1,037.04	\$ 0.24
BMO CAPITAL MARKETS CORP	285,000.00	-	\$ -
BMO CAPITAL MARKETS CORP BONDS	130,836.93	-	\$ -
BNP PARIBAS SECURITIES BOND	1,321,856.01	-	\$ -
BNY/SUNTRUST CAPITAL MARKETS	74,000.00	-	\$ -
BOFA SECURITIES, INC.	9,356,369.00	13,986.66	\$ 2.38
BOFA SECURITIES, INC. / FIXED INCOME	12,147,754.65	-	\$ -
BONY / VINING SPARKS IBG A LTD PARTNER	40,188.25	-	\$ -
BONY/TORONTO DOMINION SECURITIES INC	1,086,113.80	-	\$ -
BTIG, LLC	23,700.00	592.48	\$ 0.25
BUCKINGHAM RESEARCH GROUP INC	8,585.00	343.40	\$ 0.04
CABRERA CAPITAL MARKETS	11,760,000.00	-	\$ -
CALLED BONDS	1,582,000.00	-	\$ -
CANACCORD GENUITY INC.	13,234.00	529.36	\$ 0.12
CANTOR FITZGERALD + CO	250,000.00	-	\$ -
CANTOR FITZGERALD + CO.	10,895.00	272.39	\$ 0.15
CANTOR FITZGERALD AND CO	145,000.00	-	\$ -
CANTOR FITZGERALD/CANTOR CLEARING SERV	3,325,000.00	-	\$ -
CITIGROUP GLOBAL MARKETS INC	168,808.00	2,473.67	\$ 0.89
CITIGROUP GLOBAL MARKETS INC SALOMON BRO	14,696,918.85	-	\$ -
COMPUTERSHARE TRUST COMPANY, N.A./DRS	4,325.00	-	\$ -
CONTRIBUTIONS	169.97	-	\$ -
COWEN AND COMPANY, LLC	20,898.00	835.92	\$ 0.20
CREDIT SUISSE SECURITIES (USA) LLC	2,544,133.20	5,241.86	\$ 1.17
DAIWA SECURITIES AMERICA INC	570,000.00	-	\$ -
DEUTSCHE BANK SECURITIES INC	314,427.00	1,922.56	\$ 0.70
DEUTSCHE BANK SECURITIES, INC.	256,000.00	-	\$ -
DUNCAN WILLIAMS INC	582,969.87	-	\$ -
E A AMES & CO INC	6.24	-	\$ -
EXCHANGE OFFER	1,728,000.00	-	\$ -
FEDERAL RESERVE BANK OF BOSTON	13,940,000.00	-	\$ -
FIDELITY CAPITAL MARKETS	38,038.00	285.29	\$ 0.18
FIG PARTNERS LLC	30,175.00	1,357.89	\$ 0.23
FIRST TENNESSEE BANK BOND DIVISION	95,000.00	-	\$ -
FIRST TENNESSEE SECURITIES CORP	5,770,000.00	-	\$ -
FRACTIONAL SHARES	0.03	-	\$ -
GOLDMAN SACHS + CO LLC	22,033,429.13	2,619.04	\$ 0.51
HSBC SECURITIES INC.	22,682,000.00	-	\$ -
ICBC FINANCIAL SERVICES LLC	3,290,000.00	-	\$ -
ICBCFS LLC	685,000.00	-	\$ -
INCOME REINVESTMENT	2,857.33	-	\$ -
INSTINET	78,915.00	2,036.05	\$ 1.24
INTL FCSTONE FINANCIAL INC	1,062,554.09	-	\$ -
INTL FCSTONE FINANCIAL INC./BD RATES	5,838,493.89	-	\$ -
INVESTMENT TECHNOLOGY GROUP INC.	110,353.00	2,207.06	\$ 0.84
ISI GROUP INC	4,651.00	186.04	\$ 0.16
ITG INC.	8,830.00	353.20	\$ 0.16
IVY SECURITIES, INC.	35,232.00	1,585.44	\$ 0.18
J.P. MORGAN CLEARING CORP.	2,070,000.00	-	\$ -
J.P. MORGAN SECURITIES LLC	7,954,658.75	6,143.90	\$ 1.48
JANNEY MONTGOMERY, SCOTT INC	998,645.43	24.96	\$ 0.04

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND OTHER MANAGED TRUSTS  
FOR THE YEAR ENDED SEPTEMBER 30, 2019  
SCHEDULE OF INVESTMENT AND COMMISSION FEES**

Broker Name	Number Of Shares Traded	Total Commissions	Commissions Per Share
JEFFERIES + COMPANY INC	19,354,744.00	3,589.76	\$ 1.88
JONESTRADING INSTITUTIONAL SERVICES LLC	48,179.00	1,204.48	\$ 0.15
KEEFE BRUYETTE + WOODS INC	62,623.00	2,504.92	\$ 0.44
KEYBANC CAPITAL MARKETS INC	567,812.00	2,708.91	\$ 0.89
LIQUIDNET INC	303,127.00	7,887.93	\$ 4.00
LLOYDS SECURITIES INC	190,000.00	-	\$ -
LOOP CAPITAL MARKETS LLC	7,645,000.00	-	\$ -
MACQUARIE SECURITIES (USA) INC	9,763.00	390.52	\$ 0.12
MARKETAXESS CORP	2,120,000.00	-	\$ -
MATURITY	8,640,850.87	-	\$ -
MELLON BANK CAPITAL MARKETS INVEST ACCT	1,845,000.00	-	\$ -
MELLON BANK/MELLON FINANCIAL MKTS, INC.	764,824.92	-	\$ -
MERGER	31,580.00	-	\$ -
MERGER NON CASH	56,404.00	-	\$ -
MERRILL LYNCH PROFESSIONAL CLEARING CORP	435,113.00	44.52	\$ 0.04
MIRAE ASSET SEC USA	8,585.00	343.40	\$ 0.04
MISCHLER FINANCIAL GROUP, INC-EQUITIES	1,565,000.00	-	\$ -
MITSUBISHI UFJ SECURITIES	867,938.28	-	\$ -
MIZUHO SECURITIES USA INC.	7,881,000.00	-	\$ -
MIZUHO SECURITIES USA/FIXED INCOME	1,565,000.00	-	\$ -
MORGAN STANLEY CO INCORPORATED	8,335,958.52	4,036.80	\$ 0.96
NATIONAL FINANCIAL SERVICES CORPORATION	1,240,000.00	-	\$ -
NEEDHAM AND COMPANY LLC	16,853.00	576.22	\$ 0.07
NOMURA SECURITIES INTL., FIXED INCOME	2,326,258.86	-	\$ -
OPPENHEIMER + CO. INC.	4,490.00	179.60	\$ 0.12
PERSHING LLC	17,366,571.18	-	\$ -
PIERPONT SECURITIES LLC	800,000.00	-	\$ -
PIPER JAFFRAY & CO.	3,544.00	141.76	\$ 0.08
PNC SECURITIES CORP	1,464,540.68	-	\$ -
PRINCIPAL PAYMENTS - MTG BACK	4,992,050.28	-	\$ -
PRINCIPAL PAYMENTS CORP BDS	9,304.75	-	\$ -
RAYMOND JAMES AND ASSOCIATES INC	69,403.00	2,719.60	\$ 0.72
RAYMOND JAMES/FI	620,000.00	-	\$ -
RBC CAPITAL MARKETS, LLC	1,615,351.00	1,041.60	\$ 0.66
RBS SECURITIES INC.	76,533,000.00	-	\$ -
ROBERT W. BAIRD CO.INCORPORATED	4,005,452.00	4,926.00	\$ 1.57
SANFORD C BERNSTEIN CO LLC	82,259.00	3,187.10	\$ 0.45
SEAPORT GROUP SECURITIES, LLC	203,000.00	-	\$ -
SECURITY CAPITAL BROKERAGE INC	34,452.00	1,550.35	\$ 0.14
SIDOTI + COMPANY LLC	44,900.00	1,796.00	\$ 0.28
SOCIETE GENERALE NY	151,000.00	-	\$ -
STATE STREET BANK AND TRUST CO.	492,834,165.79	-	\$ -
STATE STREET GLOBAL MARKETS, LLC	10,065.00	301.95	\$ 0.06
STEPHENS, INC.	373,068.26	770.68	\$ 0.20
STIFEL NICOLAUS + CO INC	686,830.00	1,513.20	\$ 0.40
SUNTRUST CAPITAL MARKETS, INC.	75,637.00	3,025.48	\$ 1.16
SUNTRUST ROBINSON HUMPHREY, INC.	855,000.00	-	\$ -
TENDER OFFER	43,165.00	-	\$ -
TORONTO DOMINION SECURTIES (USA) INC	1,764,492.96	-	\$ -
UBS SECURITIES LLC	204,659.00	1,586.36	\$ 0.44
US BANCORP INVESTMENTS INC	1,300,000.00	-	\$ -
VIRTU AMERICAS LLC	268,003.00	11,751.23	\$ 3.08
WEEDEN + CO.	64,286.00	2,068.60	\$ 0.55
WELLS FARGO SECURITIES LLC	175,000.00	-	\$ -
WELLS FARGO SECURITIES, LLC	48,058,496.03	370.41	\$ 0.15
WILLIAMS CAPITAL GROUP LP (THE)	575,000.00	-	\$ -
<b>Grand Total</b>	<b>893,160,724.98</b>	<b>110,056.56</b>	<b>\$ 0.00</b>

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND OTHER MANAGED TRUSTS  
SEPTEMBER 30, 2019  
INVESTMENT SUMMARY**

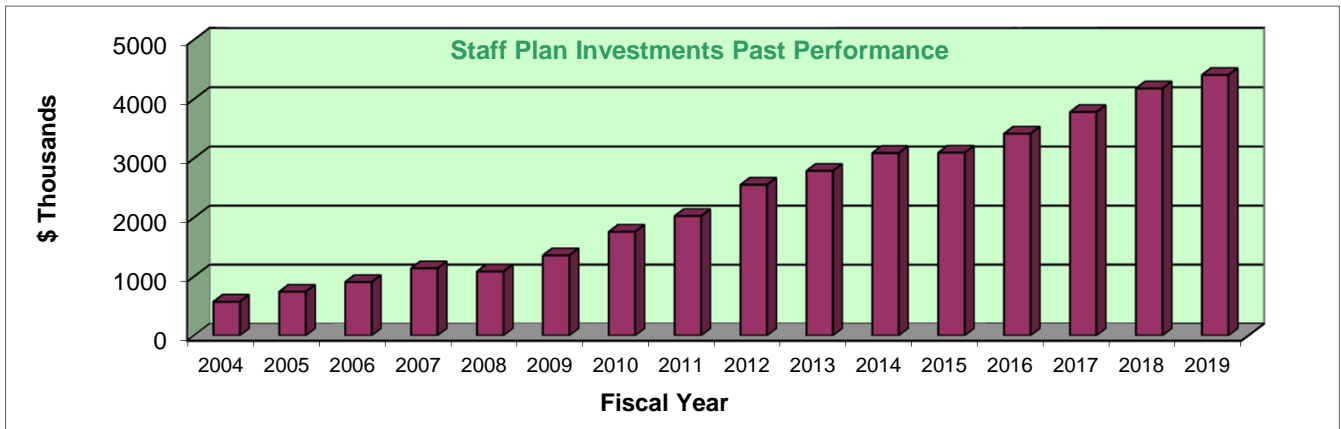
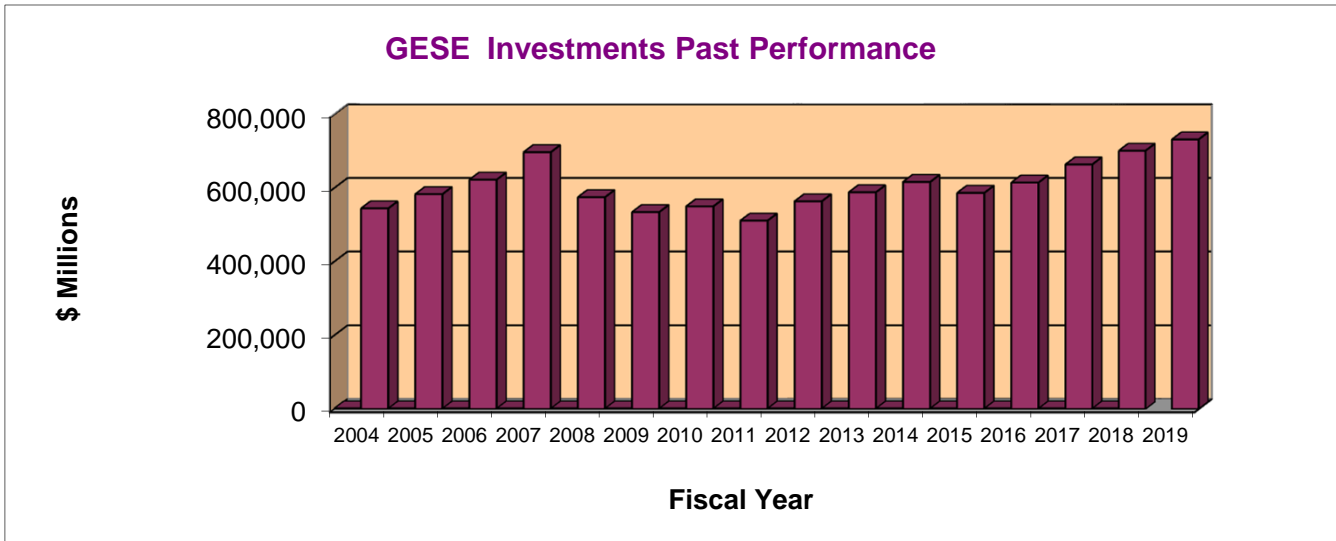
<u>Type of Investment</u>	<b>GESE Trust</b>		<b>Staff Plan</b>	
	<b>Fair Value at 9/30/19</b>	<b>Percent of Total Fair Value</b>	<b>Fair Value at 9/30/19</b>	<b>Percent of Total Fair Value</b>
<b>Fixed Income</b>				
U.S. Government Obligations	\$55,497,474	7.58%		
Federal Instrumentalities	9,855,637	1.35%		
Mortgage Backed Securities	43,213,611	5.90%		
Asset Backed Securities	8,365,642	1.14%		
Domestic Corporate Bonds	79,931,979	10.92%		
Vanguard Total Bond Mkt			1,141,377	
International Bonds (Yankees)	3,737,324	0.51%		
<b>Total Fixed Income</b>	<b>\$200,601,667</b>	<b>27.40%</b>	<b>\$1,141,377</b>	<b>26.31%</b>
<b>Common Stock</b>				
Consumer	\$38,323,956	5.23%		
Energy	5,962,842	0.81%		
Financial	60,268,590	8.23%		
Healthcare	37,257,350	5.09%		
Industrials	46,185,540	6.31%		
Information Technology	47,208,658	6.45%		
Materials	16,229,613	2.22%		
Telecommunications & Utilities	25,201,554	3.44%		
International	56,897,999	7.77%	316,835	
Vanguard Small Cap Index			570,824	
Vanguard 500 Index			2,308,703	
Commingled Growth Equity	26,816,561	3.66%		
Commingled Equity Fund	136,455,206	18.64%		
<b>Total Common Stock</b>	<b>\$496,807,870</b>	<b>67.86%</b>	<b>\$3,196,363</b>	<b>73.69%</b>
<b>Real Estate</b>				
Real Estate	\$10,512,467	1.44%		
Real Estate Investment Trust	0	0.00%		
<b>Total Real Estate</b>	<b>\$10,512,467</b>	<b>1.44%</b>		
<b>Short term Investments</b>				
Short term Investment Fund	\$24,162,655	3.30%		
<b>Total Short term Investments</b>	<b>\$24,162,655</b>			
<b>TOTAL INVESTMENTS</b>	<b>\$732,084,659</b>	<b>100.00%</b>	<b>\$4,337,739</b>	<b>100.00%</b>

A detailed schedule of investments is available from the GESE Trust's administrative office at (305) 441-2300.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SEPTEMBER 30, 2019**

**HISTORICAL SUMMARY OF INVESTMENTS HELD AT FAIR VALUE**

<b>Fiscal Year Ended September 30,</b>	<b>GESE Trust (\$ Millions)</b>	<b>Staff Plan * (\$ Thousands)</b>
2004	544,828	575
2005	583,495	745
2006	622,766	908
2007	697,627	1,142
2008	575,255	1,087
2009	534,686	1,361
2010	550,340	1,760
2011	511,483	2,027
2012	564,046	2,557
2013	588,597	2,790
2014	616,634	3,092
2015	586,975	3,097
2016	614,982	3,419
2017	664,295	3,783
2018	701,331	4,180
2019	732,085	4,408



# Actuarial Section





# Cavanaugh Macdonald

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*The experience and dedication you deserve*

February 11, 2020

Board of Trustees

City of Miami General Employees' and Sanitation Employees'

Retirement Trust

2901 Bridgeport Avenue

Coconut Grove, FL 33133

The funding objective of the Retirement Trust is to establish and receive contributions which will maintain the plan in sound financial condition. The actuarial information presented in the financial statements is in accordance with GASB Statement No. 67 and is not the basis for funding the plans.

An actuarial valuation is performed annually to determine the contributions which satisfy the funding objective in accordance with City Ordinance, the final revised judgment in the Gates v. City of Miami case, and Chapter 112 of Florida Statutes. The actuarially determined annual contribution consists of normal cost plus amortization of the unfunded actuarial accrued liability (UAAL). The objective is to establish, over time, a normal cost which will remain level as a percent of payroll. The unfunded actuarial accrued liability is amortized as a level percent of payroll over a maximum period of 20 years. The actuarial cost method is designed to achieve this objective. The actuarial assumptions and methods used for funding purposes meet the parameters set by the Actuarial Standards of Practice.

The most recent annual actuarial valuation for funding purposes and for use in the current financial statements was prepared as of October 1, 2018. The actuarial assumptions, as set forth in Table XI of the actuary's October 1, 2018 valuation report, were specified by the Board of Trustees for the funding of the Retirement Trust. The actuarial assumptions in Schedule C of the GASB Statement No. 67 Report comply with GASB Statement No. 67 and are used to develop the actuarial information in the financial statements. The actuary prepared the following schedules presented in the CAFR.

- Financial Section – Supplementary Information
  - Schedule of Changes in the Net Pension Liability
  - Schedule of the Net Pension Liability
  - Schedule of Employer Contributions

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Board of Trustees  
February 11, 2020  
Page 2

- Actuarial Section
  - Summary of Actuarial Assumptions and Methods
  - Schedule of Active Member Valuation Data
  - Schedule of Retirants and Beneficiaries
  - Solvency Test
  - Analysis of Financial Experience

Note that the actuarial value of assets is based on a moving market value averaged over five years for the GESE Retirement Trust and over three years for the Staff Plan. The contribution amounts and the market value of assets used to develop the actuarial value of assets were reported to us by the Retirement Trust office. Member census data for the annual valuation was also furnished by the Retirement Trust office. We have reviewed the member census data for internal completeness and year-to-year consistency.

We believe the assumptions and methods used in the funding actuarial valuation produce results which are reasonable and that the assumptions and methods used for financial statement purposes meet the parameters set by Statement No. 67 of the Governmental Accounting Standards Board.

To the best of my knowledge, the results of the 2018 actuarial valuation are complete and accurate and, in my opinion, the techniques and assumptions used are reasonable and meet the requirements of the City Ordinance, Florida Statutes and Gates case requirements. I am a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render this actuarial opinion.

Respectfully submitted,

A handwritten signature in blue ink that reads 'Todd B. Green' followed by a long horizontal flourish.

Todd B. Green, ASA, FCA, MAAA  
Principal and Consulting Actuary

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
SEPTEMBER 30, 2019**

---

**GESE Trust – Actuarial Assumptions and Methods October 1, 2018 Valuation**

**Actuarial Cost Method of Valuation:**

The modified individual entry age normal cost method of valuation was used in determining actuarial liabilities and normal cost. Under this method, the present value of future normal cost equals the present value of all future benefits less the present value of future employee contributions less the greater of the actuarial accrued liability or the actuarial value of assets where the total cost is not less than zero.

In the calculation of the actuarially determined contributions, changes in actuarial assumptions and methods, plan amendments for actives and actuarial gains and losses are amortized as a level percent of pay over 20 years. Plan amendments for retirees are amortized over 15 years.

**Mortality Table:**

- **Pre-Retirement Mortality**  
Female: RP2000 Generational, 100% Combined Healthy White Collar, Scale BB  
Male: RP2000 Generational, 50% Combined Healthy White Collar / 50% Combined Healthy Blue Collar, Scale BB
- **Post-Retirement Healthy Mortality**  
Female: RP2000 Generational, 100% Annuitant White Collar, Scale BB  
Male: RP2000 Generational, 50% Annuitant White Collar / 50% Annuitant Blue Collar, Scale BB
- **Post-Retirement Disabled Mortality**  
Female: RP2000, 100% Disabled Female set forward two years, no projection scale  
Male: RP2000, 100% Disabled Male, set back four years, no projection scale

**Actuarial Assumption Rates:**

- **Investment Return Rate and Discount Rate** - The investment return rate used in the October 1, 2018 valuation is 7.60% per annum, compounded annually. The investment return rate assumption is net of investment expenses. The City provides for the non-investment expenses of the GESE Trust.

The discount rate in the calculation of the actuarially determined contributions was 7.60% as of October 1, 2018.

The discount rate for purposes of GASB 67 was 7.60%.

- **Salary Increase Rate** - Salaries are assumed to increase at a rate that varies based on years of credited service.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
SEPTEMBER 30, 2019**

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**GESE Trust – Actuarial Assumptions and Methods October 1, 2018 Valuation (Cont'd)**

- **Inflation Rate** – The assumed inflation rate is 3.5% per annum.
- **Cost of Living Adjustment** – The cost of living adjustment is assumed to be 4% per year with a minimum and maximum of \$54 and \$400 per year, respectively, based on the plan provisions.

**Asset Valuation Method:**

In the calculation of the actuarially determined contributions, the actuarial value of assets is based on a smoothed market value of assets which recognizes investment gains and losses over a five-year period. Each year the expected return will be determined based on the beginning of year market value and the actual contributions and benefit payments at the assumed interest assumption. One fifth of the difference between the expected market value return and the actual market value return is included in the actuarial asset value at the valuation date. Four-fifths of the difference between the expected market value return and the actual market value return is deferred in even increments of 20% per year to each of the next four years as future adjustments to the actuarial asset value. The preliminary actuarial asset value will be the sum of the actuarial asset value as of the previous valuation date plus the actual contributions and benefit payments in the year ending on the current valuation date plus the expected return on market value return plus one-fifth of the cumulative differences between the expected and actual market value returns over the five years up to the valuation date. The result cannot be greater than 120% of market value or less than 80% of market value.

For purposes of GASB 67 the value of assets is equal to the market value of assets.

**Other Assumptions:**

- **Spouses** - 80% of active members are assumed to be married, with the husband three years older than his wife.
- **Maximum Benefit** – The valuation reflects the maximum benefit limits under Internal Revenue Code Section 415.
- **Actuarial Experience Analysis** – The most recent actuarial experience study was prepared in 2018 and became effective with the October 1, 2018 valuation. The assumptions revised as a result of this study were to revise employee turnover rates for those with less than five years of service and reduce retirement rates for employees age 55 and under.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
SEPTEMBER 30, 2019**

---

**GESE Trust – Actuarial Assumptions and Methods October 1, 2018 Valuation (Cont'd)**

**Probability Table of Permanent Withdrawal from Active Status:**

Representative values of the assumed annual rates of withdrawal among members in active service are set forth in the following table.

Age	Completed Years of Service					
	0	1	2	3	4	5 or more
20	13.5%	13.0%	10.8%	8.5%	7.0%	6.0%
25	13.5%	13.0%	10.8%	8.5%	7.0%	5.3%
30	13.5%	13.0%	10.8%	8.5%	7.0%	4.8%
35	13.0%	12.5%	10.3%	8.2%	7.0%	4.4%
40	12.4%	11.9%	9.7%	7.6%	6.5%	3.4%
45	11.8%	11.3%	9.0%	7.0%	5.7%	2.9%
50	11.2%	10.7%	8.5%	6.4%	4.7%	2.4%
55	10.9%	10.4%	8.2%	6.1%	4.4%	2.0%

**Probability Table of Disability:**

Representative values of the assumed annual rates of disability among members in active service are set forth in the following table. 90% of disabilities are assumed to be ordinary (non-occupational), and 10% are service incurred. Of the service incurred disabilities, 50% are assumed to be accidental.

Age	Rate	Age	Rate	Age	Rate	Age	Rate
20	0.02%	30	0.05%	40	0.09%	50	0.18%
25	0.02%	35	0.07%	45	0.12%	55	0.26%

**Probability Table of Retirement:**

**Non-Backdrop Retirements**

Representative values of the assumed annual rates of retirement among members in active service are set forth in the following table. The rates for ages 45 through 54 are the assumed rates before the age of 55 under the rule of 70.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
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**GESE Trust – Actuarial Assumptions and Methods October 1, 2018 Valuation (Cont'd)**

Age	Rate	Age	Rate	Age	Rate	Age	Rate	Age	Rate
45	7%	50	10%	55	18%	60	18%	65	16%
46	7%	51	10%	56	18%	61	18%	66	16%
47	7%	52	10%	57	18%	62	18%	67	16%
48	7%	53	10%	58	18%	63	18%	68	16%
49	7%	54	10%	59	18%	64	18%	69	16%
								70	100%

Rates of Backdrop Retirement Elections

The valuation assumes members will elect a five-year Backdrop.

Age	Years of Service								
	10-14	15-20	21	23	25	27	29	30	35
50								15%	
51							15%	15%	
52							15%	10%	
53						15%	10%	10%	
54						15%	10%	10%	
55					18%	10%	10%	10%	25%
56					18%	10%	10%	10%	25%
57				18%	10%	10%	10%	10%	25%
58				18%	10%	10%	10%	10%	25%
59			18%	10%	10%	10%	10%	10%	25%
60	18%	18%	18%	10%	10%	10%	10%	25%	25%
61	10%	10%	10%	10%	10%	10%	25%	25%	25%
62	10%	10%	10%	10%	10%	10%	25%	25%	25%
63	10%	10%	10%	10%	10%	25%	25%	25%	25%
64	10%	10%	10%	10%	10%	25%	25%	25%	25%
65	10%	25%	25%	25%	25%	25%	25%	25%	25%
66	10%	25%	25%	25%	25%	25%	25%	25%	25%
67	10%	25%	25%	25%	25%	25%	25%	25%	16%
68	10%	25%	25%	25%	25%	25%	25%	25%	16%
69	10%	25%	25%	25%	25%	25%	25%	25%	16%
70	100%	100%	100%	100%	100%	100%	100%	100%	100%

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
SEPTEMBER 30, 2019**

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**Excess Benefit Plan - Actuarial Assumptions and Methods October 1, 2018 Valuation**

**Actuarial Cost Method of Valuation:**

The modified individual entry age normal cost method of valuation was used in determining actuarial liabilities and normal cost. Under this method, the present value of future normal cost equals the present value of all future benefits less the present value of future employee contributions less the greater of the actuarial accrued liability or the actuarial value of assets where the total cost is not less than zero.

For determination of the Annual Required Contribution the unfunded actuarial accrued liability is amortized as a level dollar amount over 30 years from October 1, 2000.

**Excess Benefit Plan - Actuarial Assumptions and Methods October 1, 2018 Valuation (Cont'd)**

**Mortality Table:**

- **Pre-Retirement Mortality**  
Female: RP2000 Generational, 100% Combined Healthy White Collar, Scale BB  
Male: RP2000 Generational, 50% Combined Healthy White Collar / 50% Combined Healthy Blue Collar, Scale BB
- **Post-Retirement Healthy Mortality**  
Female: RP2000 Generational, 100% Annuitant White Collar, Scale BB  
Male: RP2000 Generational, 50% Annuitant White Collar / 50% Annuitant Blue Collar, Scale BB
- **Post-Retirement Disabled Mortality**  
Female: RP2000, 100% Disabled Female set forward two years, no projection scale  
Male: RP2000, 100% Disabled Male, set back four years, no projection scale

**Actuarial Assumption Rates:**

- **Investment Return Rate and Discount Rate** – The excess benefit plan is a pay-as-you-go plan and there are no plan assets. Therefore, the assumed investment return rate does not apply. The City provides for the non-investment expenses of the plan.

The discount rate in the calculation of the annual required contribution was 7.60% as of October 1, 2018.

The discount rate for purposes of GASB 67 was 4.09% as of September 30, 2018 and 2.81% as of September 30, 2019 based on the Bond Buyer General Obligation 20-year Municipal Bond Index ([www.bondbuyer.com](http://www.bondbuyer.com)) formerly published monthly by the Board of Governors of the Federal Reserve System.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
SEPTEMBER 30, 2019**

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**Excess Benefit Plan - Actuarial Assumptions and Methods October 1, 2018 Valuation**

- **Salary Increase Rate** - Salaries are assumed to increase at a rate that varies based on years of credited service. There is no assumed total active member payroll increase.
- **Inflation Rate** – The assumed inflation rate is 3.5% per annum.

**Spouses** - 80% of active members are assumed to be married, with the husband three years older than his wife.

**Valuation of Excess Benefits:**

Due to the pay-as-you-go nature of the excess benefit plan, there are no plan assets. The City provides for the benefit payments and expenses of the plan as required each year. The valuation of excess benefits does not reflect the maximum benefit limits under Internal Revenue Code 415.

**Probability Table of Permanent Withdrawal from Active Status:**

Representative values of the assumed annual rates of withdrawal among members in active service are set forth in the following table.

Age	Completed Years of Service					
	0	1	2	3	4	5 or more
20	13.5%	13.0%	10.8%	8.5%	7.0%	6.0%
25	13.5%	13.0%	10.8%	8.5%	7.0%	5.3%
30	13.5%	13.0%	10.8%	8.5%	7.0%	4.8%
35	13.0%	12.5%	10.3%	8.2%	7.0%	4.4%
40	12.4%	11.9%	9.7%	7.6%	6.5%	3.4%
45	11.8%	11.3%	9.0%	7.0%	5.7%	2.9%
50	11.2%	10.7%	8.5%	6.4%	4.7%	2.4%
55	10.9%	10.4%	8.2%	6.1%	4.4%	2.0%



**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
SEPTEMBER 30, 2019**

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**Excess Benefit Plan - Actuarial Assumptions and Methods October 1, 2018 Valuation (Cont'd)**

**Probability Table of Disability:**

Representative values of the assumed annual rates of disability among members in active service are set forth in the following table. 90% of disabilities are assumed to be ordinary (non-occupational), and 10% are service incurred. Of the service incurred disabilities, 50% are assumed to be accidental.

Age	Rate	Age	Rate	Age	Rate	Age	Rate
20	0.02%	30	0.05%	40	0.09%	50	0.18%
25	0.02%	35	0.07%	45	0.12%	55	0.26%

**Probability Table of Retirement:**

Non-Backdrop Retirements

Representative values of the assumed annual rates of retirement among members in active service are set forth in the following table. The rates for ages 45 through 54 are the assumed rates before the age of 55 under the rule of 70.

Age	Rate	Age	Rate	Age	Rate	Age	Rate	Age	Rate
45	7%	50	10%	55	18%	60	18%	65	16%
46	7%	51	10%	56	18%	61	18%	66	16%
47	7%	52	10%	57	18%	62	18%	67	16%
48	7%	53	10%	58	18%	63	18%	68	16%
49	7%	54	10%	59	18%	64	18%	69	16%
								70	100%

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
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**Excess Benefit Plan - Actuarial Assumptions and Methods October 1, 2018 Valuation (Cont'd)**

Rates of Backdrop Retirement Elections

The valuation assumes members will elect a five-year Backdrop.

Age	Years of Service								
	10-14	15-20	21	23	25	27	29	30	35
50								15%	
51							15%	15%	
52							15%	10%	
53						15%	10%	10%	
54						15%	10%	10%	
55					18%	10%	10%	10%	25%
56					18%	10%	10%	10%	25%
57				18%	10%	10%	10%	10%	25%
58				18%	10%	10%	10%	10%	25%
59			18%	10%	10%	10%	10%	10%	25%
60	18%	18%	18%	10%	10%	10%	10%	25%	25%
61	10%	10%	10%	10%	10%	10%	25%	25%	25%
62	10%	10%	10%	10%	10%	10%	25%	25%	25%
63	10%	10%	10%	10%	10%	25%	25%	25%	25%
64	10%	10%	10%	10%	10%	25%	25%	25%	25%
65	10%	25%	25%	25%	25%	25%	25%	25%	25%
66	10%	25%	25%	25%	25%	25%	25%	25%	25%
67	10%	25%	25%	25%	25%	25%	25%	25%	16%
68	10%	25%	25%	25%	25%	25%	25%	25%	16%
69	10%	25%	25%	25%	25%	25%	25%	25%	16%
70	100%	100%	100%	100%	100%	100%	100%	100%	100%

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
SEPTEMBER 30, 2019**

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**Staff Plan - Actuarial Assumptions and Methods October 1, 2018 Valuation**

**Actuarial Cost Method of Valuation:**

The modified individual entry age normal cost method of valuation was used in determining actuarial liabilities and normal cost. Under this method, the present value of future normal cost equals the present value of all future benefits less the present value of future employee contributions less the greater of the actuarial accrued liability or the actuarial value of assets where the total cost is not less than zero.

In the calculation of the actuarially determined contributions, changes in actuarial assumptions are amortized as level dollar amounts over 20 years, actuarial gains and losses are amortized over 15 years, benefit improvements for retirees are amortized over 15 years, and benefit improvements for actives are amortized over 20 years. The Staff Plan's initial unfunded actuarial accrued liability as of October 1, 2000 is amortized over 30 years.

**Mortality Table:**

- **Pre-Retirement Mortality**  
Female: RP2000 Generational, 100% Combined Healthy White Collar, Scale BB  
Male: RP2000 Generational, 50% Combined Healthy White Collar / 50% Combined Healthy Blue Collar, Scale BB
  
- **Post-Retirement Healthy Mortality**  
Female: RP2000 Generational, 100% Annuitant White Collar, Scale BB  
Male: RP2000 Generational, 50% Annuitant White Collar / 50% Annuitant Blue Collar, Scale BB
  
- **Post-Retirement Disabled Mortality**  
Female: RP2000, 100% Disabled Female set forward two years, no projection scale  
Male: RP2000, 100% Disabled Male, set back four years, no projection scale

**Actuarial Assumption Rates:**

- **Investment Return Rate and Discount Rate** - The investment return rate used in the October 1, 2018 valuation is 7.60% per annum. The investment return rate assumption is net of investment expenses. The City provides for the non-investment expenses of the Staff Plan.

The discount rate in the calculation of the actuarially determined contributions was 7.60% as of October 1, 2018.

The discount rate for purposes of GASB 67 was 7.60%.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
SEPTEMBER 30, 2019**

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**Staff Plan - Actuarial Assumptions and Methods October 1, 2018 Valuation (Cont'd)**

- **Salary Increase Rate** - Salaries are assumed to increase at the rate of 6.00% per annum, including inflation. There is no assumed total active member payroll increase.
- **Inflation Rate** – The assumed inflation rate is 3.5% per annum.

**Asset Valuation Method:**

In the calculation of the actuarially determined contributions, the actuarial value of assets is based on a smoothed market value of assets which recognizes investment gains and losses over a three-year period, effective July 1, 2001. Each year, the market asset value is projected forward at the valuation date based on actual contributions and benefit payments at the assumed interest assumption. One third of the difference between the projected market value and the market value plus prior deferrals is added to the projected actuarial value. The remaining two thirds is deferred to each of the next two years as future adjustments to the actuarial value. The result cannot be greater than 120% of market value or less than 80% of market value. As of October 1, 2000, the actuarial value was equal to the estimated present value of employee payments to purchase credit for service to the effective date of the plan (July 1, 2001).

For purposes of GASB 67 the value of assets is equal to the market value of assets.

**Other Assumptions:**

- **Spouses** - 40% of active members are assumed to be married with the husband 3 years older than his wife.
- **Maximum Benefit** – The valuation reflects the maximum benefit limits under Internal Revenue Code Section 415.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
SEPTEMBER 30, 2019**

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**Staff Plan - Actuarial Assumptions and Methods October 1, 2018 Valuation (Cont'd)**

**Probability Table of Permanent Withdrawal from Active Status:**

Representative values of the assumed annual rates of withdrawal among members in active service are set forth in the following table, effective October 1, 2001.

Age	Completed Years of Service					
	0	1	2	3	4	5 or more
20	12.0%	10.5%	9.0%	7.2%	6.0%	5.3%
25	12.0%	10.5%	9.0%	7.2%	6.0%	4.6%
30	12.0%	10.5%	9.0%	7.2%	6.0%	4.0%
35	12.0%	10.5%	9.0%	7.2%	6.0%	3.4%
40	11.4%	9.9%	8.4%	6.6%	5.4%	2.6%
45	10.8%	9.3%	7.8%	6.0%	4.8%	2.0%
50	10.2%	8.7%	7.2%	5.4%	4.2%	1.3%
55	9.9%	8.4%	6.9%	5.1%	3.9%	1.0%

**Probability Table of Disability:**

Representative values of the assumed annual rates of disability among members in active service are set forth in the following table.

Age	Rate	Age	Rate	Age	Rate	Age	Rate
20	0.03%	30	0.04%	40	0.07%	50	0.17%
25	0.03%	35	0.05%	45	0.10%	55	0.25%

**Probability Table of Retirement:**

Representative values of the assumed annual rates of retirement among members in active service are set forth in the following table.

Age	Rate	Age	Rate	Age	Rate	Age	Rate	Age	Rate
45	15%	50	20%	55	30%	60	20%	65	20%
46	15%	51	20%	56	20%	61	20%	66	20%
47	15%	52	20%	57	20%	62	20%	67	20%
48	15%	53	20%	58	20%	63	20%	68	20%
49	15%	54	20%	59	20%	64	20%	69	20%
								70	100%

20% is added to the rates in the table when the member first reaches Rule of 70 eligibility.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
SEPTEMBER 30, 2019**

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**Staff Plan - Actuarial Assumptions and Methods October 1, 2018 Valuation (Cont'd)**

**Consistency with Accounting Information**

The determination of the Government Accounting Standards Board Statement No. 67 accounting information has been made on the same basis as the actuarial assumptions and methods used in the calculation of the actuarially determined contributions, unless noted.

**Actuarial Data**

The actuarial assumptions, as set forth in the supporting schedules, were specified by the Board of Trustees with the recommendation of the actuary.

The actuarial valuation computations were made by or under the supervision of a Member of the American Academy of Actuaries. The member data was furnished by the GESE Trust's administrative staff. Although examined for reasonableness, the data was not independently verified by the actuary.

CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SEPTEMBER 30, 2019  
SCHEDULE OF ACTIVE MEMBER VALUATION DATA,  
SCHEDULE OF RETIREES AND BENEFICIARIES, AND SOLVENCY TEST \*

**SCHEDULE OF ACTIVE MEMBER VALUATION DATA**

Valuation Date	GESE Trust				Staff Plan			
	Number	Annual Payroll	Annual Average Pay	Percent Increase in Average Pay	Number	Annual Payroll	Annual Average Pay	Percent Increase in Average Pay
10/1/2009	1,662	\$90,045,202	\$54,179	1.42%	12	\$738,898	\$61,575	16.87%
10/1/2010	1,294	\$68,762,827	\$53,140	-1.92%	11	\$842,955	\$76,632	24.45%
10/1/2011	1,241	\$63,601,380	\$51,250	-3.56%	9	\$735,056	\$81,673	6.58%
10/1/2012	1,231	\$62,515,723	\$50,785	-0.91%	6	\$354,937	\$59,156	-27.57%
10/1/2013	1,288	\$64,437,132	\$50,029	-1.49%	5	\$298,958	\$59,792	1.08%
10/1/2014	1,376	\$69,829,851	\$50,748	1.44%	3	\$164,547	\$54,849	-8.27%
10/1/2015	1,512	\$78,707,859	\$52,055	2.58%	3	\$172,459	\$57,486	4.81%
10/1/2016	1,793	\$94,536,971	\$52,726	1.29%	3	\$225,148	\$75,049	33.48%
10/1/2017	1,943	\$107,890,759	\$55,528	5.31%	4	\$280,425	\$70,106	5.68%
10/1/2018	1,959	\$107,770,892	\$55,013	0.45%	5	\$320,720	\$64,144	4.36%

**SCHEDULE OF RETIRANTS AND BENEFICIARIES ADDED TO AND REMOVED FROM ROLLS**

Year Ended	Added To Rolls		Removed From Rolls		Rolls - End of Year		% Increase In Annual Allowances	Average Annual Allowances
	No.	Annual Allowances	No.	Annual Allowances	No.	Annual Allowances		
9/30/2009	155	\$7,078,679	92	\$1,128,917	1,975	\$59,121,881	11.19%	\$29,935
9/30/2010	290	\$14,222,231	65	\$1,196,902	2,200	\$72,147,210	22.03%	\$32,794
9/30/2011	51	\$1,812,048	89	\$1,564,297	2,162	\$72,394,961	0.34%	\$33,485
9/30/2012	41	\$1,483,981	78	\$1,585,688	2,125	\$72,293,254	-0.14%	\$34,020
9/30/2013	45	\$2,050,826	97	\$2,049,700	2,073	\$72,294,380	0.00%	\$34,874
9/30/2014	43	\$1,559,877	85	\$1,859,508	2,031	\$71,994,749	-0.41%	\$35,448
9/30/2015	43	\$1,641,524	67	\$1,538,547	2,007	\$72,097,726	0.14%	\$35,923
9/30/2016	51	\$1,921,346	74	\$1,811,924	1,984	\$72,207,148	0.15%	\$36,395
9/30/2017	49	\$2,076,806	54	\$1,118,605	1,979	\$73,165,349	1.33%	\$36,971
9/30/2018	41	\$1,776,058	73	\$1,800,723	1,947	\$73,140,684	-0.03%	\$37,566

**SOLVENCY TEST**

Valuation Date	Aggregate Accrued Liabilities For				Portion of Accrued Liabilities Covered by Reported Assets		
	(1) Active Member Contributions	(2) Retirees and Beneficiaries	(3) Active Member Employer Financed Portion	Actuarial Value of Assets	(1) Active Member Contributions	(2) Retirees and Beneficiaries	(3) Active Member Employer Financed Portion
<b>GESE Trust</b>							
10/1/2009	\$74,970,761	\$592,395,005	\$113,259,434	\$645,614,641	100%	96%	0%
10/1/2010	\$51,512,855	\$742,702,827	\$46,655,454	\$652,999,926	100%	81%	0%
10/1/2011	\$55,666,384	\$745,868,657	\$43,589,999	\$600,678,610	100%	73%	0%
10/1/2012	\$64,770,972	\$741,277,894	\$52,200,075	\$560,966,742	100%	67%	0%
10/1/2013	\$70,317,889	\$739,487,758	\$56,105,615	\$556,570,561	100%	66%	0%
10/1/2014	\$76,301,336	\$735,433,118	\$54,123,745	\$576,796,227	100%	68%	0%
10/1/2015	\$83,524,419	\$733,521,064	\$64,239,276	\$593,839,115	100%	70%	0%
10/1/2016	\$91,512,215	\$773,892,248	\$86,667,540	\$618,446,623	100%	68%	0%
10/1/2017	\$100,581,074	\$778,034,035	\$102,412,357	\$645,491,328	100%	70%	0%
10/1/2018	\$110,392,059	\$771,318,434	\$154,116,813	\$678,854,470	100%	74%	0%
<b>Staff Plan</b>							
10/1/2009	\$620,664	\$0	\$1,501,142	\$1,556,718	100%	0%	62%
10/1/2010	\$778,535	\$0	\$2,048,447	\$1,834,613	100%	0%	52%
10/1/2011	\$752,812	\$559,199	\$1,827,888	\$2,136,978	100%	100%	45%
10/1/2012	\$276,713	\$3,270,956	\$816,923	\$2,455,245	100%	67%	0%
10/1/2013	\$253,063	\$3,657,009	\$681,550	\$2,687,241	100%	67%	0%
10/1/2014	\$127,242	\$4,420,898	\$304,551	\$3,062,215	100%	66%	0%
10/1/2015	\$149,193	\$3,822,502	\$363,310	\$3,269,345	100%	82%	0%
10/1/2016	\$159,339	\$4,319,323	\$422,498	\$3,467,469	100%	77%	0%
10/1/2017	\$192,415	\$4,397,343	\$502,966	\$3,720,759	100%	80%	0%
10/1/2018	\$224,747	\$4,443,412	\$585,249	\$4,115,851	100%	88%	0%

\* - Schedules do not apply to Excess Benefit Plan.

CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SEPTEMBER 30, 2019  
SCHEDULE OF ACTIVE MEMBER VALUATION DATA,  
SCHEDULE OF RETIREES AND BENEFICIARIES, AND SOLVENCY TEST

Excess Benefit Plan

**Excess SCHEDULE OF RETIRANTS AND BENEFICIARIES ADDED TO AND REMOVED FROM ROLLS**

Year Ended	Added To Rolls		Removed From Rolls		Rolls - End of Year		% Increase In Annual Allowances	Average Annual Allowances
	No.	Annual Allowances	No.	Annual Allowances	No.	Annual Allowances		
9/30/2009	5	\$159,480	0	\$0	26	\$392,668	68.39%	\$15,103
9/30/2010	9	\$112,260	0	\$0	35	\$504,928	28.59%	\$14,427
9/30/2011	3	\$61,209	2	\$1,309	36	\$512,256	1.45%	\$14,229
9/30/2012	4	\$106,329	3	\$1,416	37	\$566,207	10.53%	\$14,815
9/30/2013	4	\$70,877	3	\$1,799	38	\$577,001	1.91%	\$15,184
9/30/2014	6	\$96,749	0	\$0	44	\$643,750	16.77%	\$15,313
9/30/2015	3	\$15,177	0	\$0	47	\$688,927	2.25%	\$14,658
9/30/2016	0	\$0	5	\$2,975	42	\$605,959	-12.04%	\$14,428
9/30/2017	0	\$0	6	\$11,759	36	\$477,589	-21.18%	\$13,266
9/30/2018	0	\$0	3	\$4,007	33	\$417,288	-12.63%	\$12,645



**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS**

**SEPTEMBER 30, 2019  
ANALYSIS OF FINANCIAL EXPERIENCE**

**Gains & Losses in Accrued Liabilities  
Resulting from Differences Between Assumed Experience & Actual Experience**

	<b>\$ Gain (or Loss) For Year Ending September 30,</b>			
	<b>G.E.S.E. RETIREMENT</b>			
	<b><u>2018</u></b>	<b><u>2017</u></b>	<b><u>2016</u></b>	<b><u>2015</u></b>
<b>Age &amp; Service Retirements</b>	(2,457)	(1,639,634)	(1,181,629)	(1,207,448)
If members retire at older ages or with lower final average pay than assumed, there is a gain. If younger ages or higher average pay, a loss.				
<b>Disability Retirements</b>	1,190	62,505	(701,193)	(296,469)
If disability claims are less than assumed, there is a gain. If more claims, a loss.				
<b>Death-In-Service Retirements</b>	(227,625)	(190,574)	(139,686)	(111,697)
If survivor claims are less than assumed, there is a gain. If more claims, a loss.				
<b>Withdrawal From Employment</b>	(249,246)	(968,594)	(145,137)	(685,036)
If more liabilities are released by withdrawals than assumed, there is a gain. If smaller releases, a loss.				
<b>New Members</b>	(478,709)	(935,113)	(1,445,423)	(615,666)
If there are more new members than assumed, there is a gain. If less, a loss.				
<b>Pay Increases</b>	4,177,450	(10,693,157)	(3,791,162)	(1,088,591)
If there are smaller pay increases than assumed, there is a gain. If greater increases, a loss.				
<b>Contribution Income</b>	(2,761,037)	(5,179,640)	14,336	1,125,986
If more contributions are received than expected, there is a gain. If less, a loss.				
<b>Investment Income</b>	8,804,056	9,621,622	12,259,344	5,868,500
If there is greater Investment income than assumed, there is a gain. If less income, a loss.				
<b>Death After Retirement</b>	(562,629)	(5,627,278)	(2,108,381)	(3,702,225)
If retirants live longer than assumed, there is a loss. If not as long, a gain				
<b>Other</b>	1,260,512	1,534,892	913,974	1,560,084
Miscellaneous gains and losses resulting from data adjustments, timing of financial transactions, valuation methods, etc.				
<b>Gain (or Loss) During Year From Financial Experience</b>	<b>9,961,505</b>	<b>(14,014,971)</b>	<b>3,675,043</b>	<b>847,438</b>
<b>Non-Recurring Items</b>	<b>(45,587,469)</b>	<b>-</b>	<b>(60,055,995)</b>	<b>(7,732,566)</b>
Plan amendments, assumption changes, etc				
<b>Composite Gain (or Loss) During Year</b>	<b>(35,625,964)</b>	<b>(14,014,971)</b>	<b>(56,380,952)</b>	<b>(6,885,128)</b>

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS**

**SEPTEMBER 30, 2019**

**ANALYSIS OF FINANCIAL EXPERIENCE**

**Gains & Losses in Accrued Liabilities**

**Resulting from Differences Between Assumed Experience & Actual Experience**

	<b>\$ Gain (or Loss) For Year Ending September 30,</b>			
	<b>EXCESS BENEFIT PLAN</b>			
	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
<b>Age &amp; Service Retirements</b>	0	0	0	0
If members retire at older ages or with lower final average pay than assumed, there is a gain. If younger ages or higher average pay, a loss.				
<b>Disability Retirements</b>	0	0	0	0
If disability claims are less than assumed, there is a gain. If more claims, a loss.				
<b>Death-In-Service Retirements</b>	0	0	0	0
If survivor claims are less than assumed, there is a gain. If more claims, a loss.				
<b>Withdrawal From Employment</b>	0	0	0	0
If more liabilities are released by withdrawals than assumed, there is a gain. If smaller releases, a loss.				
<b>New Members</b>	0	0	0	0
If there are more new members than assumed, there is a gain. If less, a loss.				
<b>Pay Increases</b>	0	0	0	0
If there are smaller pay increases than assumed, there is a gain, If greater increases, a loss.				
<b>Contribution Income</b>	(101,996)	(175,857)	(234,325)	(299,364)
If more contributions are received than expected, there is again. If less, a loss.				
<b>Investment Income</b>	(3,876)	(6,683)	(8,904)	(11,526)
If there is greater Investment income than assumed, there is a gain.. If less income, a loss.				
<b>Death After Retirement</b>	(21,656)	(26,084)	(24,207)	(20,971)
If retirants live longer than assumed, there is a loss. If not as long, a gain				
<b>Other</b>	613,036	1,467,486	1,062,385	642,743
Miscellaneous gains and losses resulting from data adjustments, timing of financial transactions, valuation methods, etc.				
<b>Gain (or Loss) During Year From Financial Experience</b>	<u>485,508</u>	<u>1,258,862</u>	<u>794,949</u>	<u>310,882</u>
<b>Non-Recurring Items</b>	-	-	(251,207)	(74,293)
Plan amendments, assumption changes, etc				
<b>Composite Gain (or Loss) During Year</b>	<u>485,508</u>	<u>1,258,862</u>	<u>543,742</u>	<u>236,589</u>

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EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SEPTEMBER 30, 2019**

**ANALYSIS OF FINANCIAL EXPERIENCE**

**Gains & Losses in Accrued Liabilities  
Resulting from Differences Between Assumed Experience & Actual Experience**

	<b>\$ Gain (or Loss) For Year Ending September 30,</b>			
	<b>STAFF PENSION PLAN</b>			
	<b><u>2018</u></b>	<b><u>2017</u></b>	<b><u>2016</u></b>	<b><u>2015</u></b>
<b>Age &amp; Service Retirements</b>	6,680	7,317	2,511	0
If members retire at older ages or with lower final average pay than assumed, there is a gain. If younger ages or higher average pay, a loss.				
<b>Disability Retirements</b>	(46)	(11)	(115)	(249)
If disability claims are less than assumed, there is a gain. If more claims, a loss.				
<b>Death-In-Service Retirements</b>	(652)	(516)	(387)	(309)
If survivor claims are less than assumed, there is a gain. If more claims, a loss.				
<b>Withdrawal From Employment</b>	14,273	(1,067)	33,025	(4,790)
If more liabilities are released by withdrawals than assumed, there is a gain. If smaller releases, a loss.				
<b>New Members</b>	(9,774)	(13,507)	0	0
If there are more new members than assumed, there is a gain. If less, a loss.				
<b>Pay Increases</b>	(18,775)	(18,767)	(1,475)	2,823
If there are smaller pay increases than assumed, there is a gain. If greater increases, a loss.				
<b>Contribution Income</b>	5,541	16,234	72,571	25,416
If more contributions are received than expected, there is again. If less, a loss.				
<b>Investment Income</b>	156,842	14,123	(1,488)	1,844
If there is greater Investment income than assumed, there is a gain. If less income, a loss.				
<b>Death After Retirement</b>	(2,817)	(2,625)	(1,505)	(1,377)
If retirants live longer than assumed, there is a loss. If not as long, a gain				
<b>Other</b>	(3,526)	(33,419)	(30,798)	646,395
Miscellaneous gains and losses resulting from data adjustments, timing of financial transactions, valuation methods, etc.				
<b>Gain (or Loss) During Year From Financial Experience</b>	<b>147,746</b>	<b>(32,238)</b>	<b>72,339</b>	<b>669,753</b>
<b>Non-Recurring Items</b>	-	-	(529,715)	(49,974)
Plan amendments, assumption changes, etc				
<b>Composite Gain (or Loss) During Year</b>	<b>147,746</b>	<b>(32,238)</b>	<b>(457,376)</b>	<b>619,779</b>

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SUMMARY PLAN PROVISIONS  
SEPTEMBER 30, 2019**

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**The City of Miami General Employees' and Sanitation Employees' Retirement Trust ("GESE Trust")  
– Summary Plan Provisions**

**1. MEMBERSHIP:**

Participation in the GESE Trust is a mandatory condition of employment for all employees except for those employees who are precluded from participation in the Plan pursuant to section 40-351 and employees working in the office of an elected official. Pursuant to Section 40-249 and Section 40-250 any regular and permanent employee of the City of Miami (the "City") other than a fire fighter or police officer becomes a member upon employment unless he or she is a member of any other pension or retirement system supported wholly or in part by the City. An employee will cease to be a member if he or she is absent from service for more than three years of any five consecutive year period, withdraws his/her contributions, becomes a member of any other City-sponsored retirement plan or system, or dies. Membership Service is the service as an employee for which contributions to the GESE Trust are made as required.

**2. CONTRIBUTIONS:**

The members contributed ten percent of compensation to the GESE Trust, for fiscal year 2019. The City contributes the actuarially determined amount necessary to fund the normal cost plus the amortization of the unfunded accrued liability and non-investment expenses of the GESE Trust.

***Payback*** is a member's contribution to the GESE Trust for creditable service for which other than regular contributions have been made. Contributions required for paybacks shall not be picked up by the City, but may be deducted from a member's compensation. Required payback contributions vary depending on the type of service purchased. A member may receive credit for qualified military service or medical leave. Any member who takes an unpaid leave of absence for maternity or medical purposes may apply to the Board for membership credit up to a maximum of 180 days, or 240 days if the City denies light duty employment. The payback is available for 30 days after notification to the member and must be fully completed within one year. Contributions made by a member for maternity or medical membership credit may be a single lump-sum payment or equal installment payments which may be deducted from the member's compensation.

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**3. BENEFITS:**

***Key Definitions:***

***Average final compensation***-For Members Eligible for Retirement (meet Rule of 70 or age 55 and 10 years of service) as of September 30, 2010, is the average annual earnable compensation during the highest two years of membership service for any member that began employment after May 24, 1984. For members of the AFSCME, Local 1907 hired prior to October 1, 2010, average final compensation is the annual earnable compensation during the highest one year of membership service.

**All Other Members**

Average annual compensation during the highest five years of the last 10 years of service. Members retiring between October 1, 2010, and on or before September 30, 2011, will be based on the average of the highest three years of membership service; for members who retire on or after October 1, 2011, and on or before September 30, 2012, it will be based on the average highest four years of membership service; and for members who retire on or after October 1, 2012, the average of the highest five years of the last 10 years of service. In no event shall the average final compensation of any member who is employed on September 30, 2010, and retires on or after October 1, 2010, be less than the member's final average compensation as of September 30, 2010.

***Earnable compensation*** is an employee's base salary including pick-up contributions, for all straight time hours worked, plus assignment pay and payments received for vacation and sick leave taken, jury duty, and death-in-family leave taken. Earnable compensation does not include overtime pay, payments for accrued sick leave, accrued vacation leave, or accrued compensatory leave; premium pay for holidays worked the value of any employment benefits or non-monetary entitlement; or any other form of remuneration.

***Retirement*** is the member's withdrawal from service with a benefit granted to the member pursuant to the provisions of this Plan.

***Service*** is the active employment as an employee of the City.

***Creditable service*** is the membership credit upon which a member's eligibility to receive benefits under the retirement plan is based or upon which the amount of such benefits is determined.

***Spouse*** is the lawful husband or wife of a member or retiree at the time benefits commence, unless a new designation has been made in writing to the Board.

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**(A) Service Retirement:**

For Members Eligible for Retirement (meet Rule of 70 or age 55 and 10 years of service) as of September 30, 2010, the minimum normal service retirement age is 55. Subsequent to September 30, 2010, for members not eligible to retire as of that date, the retirement age and service will change to age 55 and 30 years of creditable service or age 60 and 10 years of creditable service. Generally, retirement benefits are based on 3% of the average final compensation multiplied by years of creditable service as of September 30, 2010 plus for service after September 30, 2010, 2.25% (2.5% for members of AFSCME, Local 871) of average final compensation multiplied by creditable service up to 15 years, 2.5% of average final compensation for 16 to 20 years of service and 2.75% for service over 20 years. For members eligible to retire on September 30, 2010 or members of AFSCME, Local 1907 hired prior to October 1, 2010, retirement benefits are based on 3.0% of the average final compensation multiplied by years of creditable service.

The revised benefit multiplier schedule will be used in the calculation of the normal, early, deferred and disability retirement benefits, where applicable.

**(B) Rule of 70 & 80 Retirement:**

For Members Eligible for Retirement (meet Rule of 70 or age 55 and 10 years of service) as of September 30, 2010, a member in service who has ten or more years of creditable service may elect a rule of 70 retirement on the basis of his or her combined age and creditable service equaling 70 or more points. Subsequent to September 30, 2010, a member who has at least ten or more years of creditable service may elect a Rule of 80 retirement. For members of AFSCME, Local 1907 hired prior to October 1, 2010, who retire on or after September 30, 2020 normal retirement is when the member reaches the rule of 70 or age 55 with 10 years of creditable service.

**(C) Early Service Retirement Benefit:**

For Members Eligible for Retirement (meet Rule of 70 or age 55 and 10 years of service) as of September 30, 2010, a member in service who has 20 or more years of creditable service may elect to retire early with an immediate benefit. The early retirement benefit equals the actuarial equivalent of the basic service retirement benefit that otherwise would have commenced upon the attainment of age 55. Subsequent to September 30, 2010, the early retirement benefit equals the actuarial equivalent of the basic service retirement benefit payable at the earliest of the retirement eligibility date age 55 and 30 years of creditable service or age 60 and 10 years of creditable service.

**(D) Deferred Vested Retirement Benefit:**

A member who ceases to be an employee before October 1, 2010, for reasons other than death or willful misconduct, is not entitled to an immediate benefit, has completed at least ten years of creditable service, and has left his/her accumulated contributions on deposit with the Plan, would be eligible for a deferred vested retirement benefit commencing at age 55.

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Subsequent to October 1, 2010, a member who ceases to be an employee for reasons other than death or willful misconduct, is not entitled to an immediate benefit, has completed at least ten years of creditable service, and has left his/her accumulated contributions on deposit with the Plan, would be eligible for a deferred vested retirement benefit commencing at age 60.

**4. MAXIMUM BENEFITS:**

Effective September 30, 2012, for members not eligible to retire on that date, member retirement allowances shall not exceed the lesser of 100 percent of the member's average final compensation or an annual retirement allowance of \$80,000 as of the retirement or DROP entry based on the normal form of benefit in effect on the date of retirement. In no event shall the benefit limitation be less than the member's accrued benefit on September 30, 2012 based on the normal form of benefit in effect on that date.

**5. OPTIONAL ALLOWANCES:**

A member may receive payment of retirement benefits under the plan in accordance with the options set forth below.

**Normal Form Life Annuity.** A member may elect to receive an unreduced normal monthly service retirement allowance for the life of the member with no survivorship benefit. In the event of the death of the member prior to receiving twelve (12) monthly retirement allowance payments there shall be paid to a named beneficiary a lump sum benefit equal to the sum of twelve monthly retirement allowance payments less the payments made.

**Option 2 Equal payment survivor annuity** -A member may receive a reduced retirement allowance payable for his/her life with an equal sum being paid to the member's designated beneficiary at the death of the member. The reduction shall be based on the actuarially equivalent of the normal form of benefit for the designated beneficiary. Members eligible to retire as of September 30, 2010 and the option chosen is a surviving spouse, then the reduction shall be ten percent (10%) of member's benefit.

**Option 3 One-half payment survivor annuity** – A member may receive a reduced retirement allowance payable for his/her life with one-half of member's benefit being paid to a designated beneficiary at the death of the member. The reduction shall be based on the actuarially equivalent of the normal form of benefit for the designated beneficiary. Members eligible to retire as of September 30, 2010 and the option chosen is a surviving spouse, then the reduction shall be two percent (2%) of members benefit.

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***Option 6a One-half payment retiree refund*** - A member may elect to receive a return of accumulated contributions, excluding all amounts picked up from the member's earnable compensation and credited to the COLA fund between June 23, 1985 and September 30, 1993. Under this option, the member shall also receive a monthly service retirement allowance of one-half of the amount to which the member would have been entitled under this plan. In the event of the death of the member prior to receiving twelve (12) monthly retirement allowance payments there shall be paid to a named beneficiary a lump sum benefit equal to the sum of twelve (12) monthly retirement allowance payments less the payments made. **This option has no survivorship benefit.**

***Option 6b Life annuity*** – A member may elect to receive his/her normal monthly service retirement allowance plus an additional five percent (5%) of such service retirement allowance for the life of the member, with no survivorship benefit. In the event of the death of the member prior to receiving twelve (12) monthly retirement allowance payments there shall be paid to a named beneficiary a lump sum benefit equal to the sum of twelve (12) monthly retirement allowance payments less the payments made. **Option only available for members eligible to retire as of September 30, 2010.**

***Option 6c Surviving spouse annuity*** - A member may elect to receive an actuarially reduced retirement allowance and upon the member's death the surviving spouse shall receive forty percent (40%) of the member's retirement allowance payable during the lifetime of the spouse nominated and designated by him/her at the time of retirement. Members eligible to retire as of September 30, 2010 (9/30/2010), the retirement allowance shall be the unreduced normal retirement benefit

**6. CHANGES IN BENEFICIARY AFTER RETIREMENT:**

Any member who elects a survivorship option for a spouse may designate a new spousal beneficiary in accordance with procedures established by the board; provided, that an actuarial valuation will be made following such election, and the benefit for the retiree will be recalculated so that it is the actuarial equivalent of the benefit payable to the original spouse. It is intended that the Plan will pay only one survivor benefit for any member of the Plan and will not incur an increase in benefit costs by reason of a change in designated beneficiary.

**7. RE-EMPLOYMENT OF RETIREES:**

If a retiree becomes re-employed by the City into a regular permanent full-time position, the benefits payable under the GESE Trust will be suspended during the period of re-employment. Upon termination of the period of re-employment with the City, benefits will be automatically restored on the first day of the month following the termination of re-employment. However, City Commission, Mayoral assistants and secretarial staff positions, as described in Civil Service Rule 1, Sec. 1.2 (a) may opt to continue collecting their pensions during their re-employment, but they may not accrue any further pension service credit.



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**8. DISABILITY RETIREMENT BENEFIT:**

A disability is the permanent and total incapacity to perform useful and efficient service as an employee of the City as determined by the board pursuant to the terms of the plan.

**(A) Ordinary Disability Retirement Benefit:**

Any member in service who has ten or more years of creditable service, may be retired by the Board on an ordinary disability retirement allowance; provided, that the physician retained by the Board after a medical examination of such member, shall certify that such a member is permanently and totally incapacitated for the further performance of duty not as a result of an accident in the actual performance of duty.

Upon retirement, for an ordinary disability, a member shall receive a retirement allowance of the greater of (1) 90 percent of the product of the benefit multiplier in effect at the time the service is earned multiplied by the member's average final compensation multiplied by the number of years of creditable service; or (2) 30 percent of the average final compensation. The ordinary disability is paid in monthly installments and is not eligible for a return of accumulated contributions, optional allowances or survivorship benefits.

**(B) Accidental Disability Retirement Benefit:**

A member in service who has become totally and permanently incapacitated for duty as a result of an injury or illness occurring while in the performance of his/her duty would be eligible for an immediate benefit payable for his/her lifetime. Upon death, 40 percent of that benefit would continue to be paid to the surviving spouse for the lifetime of such spouse.

Upon retirement for accidental disability, a member shall receive a pension which is equal to 66 2/3 percent of the greater of (1) the member's average final compensation; or (2) the member's compensation in the year immediately preceding the member's disability. This disability is paid in monthly installments and is not eligible for a return of accumulated contributions or optional allowances.

**(C) Service-Incurred Disability Benefit:**

Any member who becomes totally and permanently incapacitated for duty as a result of tuberculosis, hypertension, or heart disease (which was not an existing condition at the time of employment) would be eligible for an immediate benefit payable for his/her lifetime.

Upon retirement, for a service-incurred disability, a member shall receive a retirement allowance equal to those paid for an ordinary disability, with a minimum of 40 percent of average final

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compensation. This disability is paid in monthly installments and is not eligible for a return of accumulated contributions, optional allowances or survivorship benefits.

**9. DEATH BENEFITS:**

**(A) Ordinary Death Benefit:**

Upon receipt by the Board of proper proofs of the death of a member in service who has three or more years of creditable service, there shall be paid to such person, if any, as the member shall have nominated by written designation duly executed and filed with the Board, otherwise to the member's estate, a benefit equal to a lump-sum payment of 50 percent of the earnable compensation received by the member during the year immediately preceding the member's death. In addition, the member's accumulated contributions plus interest shall be payable in a single lump sum payment.

In the event, a member who has become eligible for Service, Early Service, or Rule of 70 Retirement benefits dies before retirement, the member will be considered to have been retired on the date preceding death. In such event, the member's spouse will have the option of receiving the sum of the member's accumulated contributions together with interest to the date of payment or, if not exercising such option, the spouse will receive:

(1) Payment of 40 percent of the member's monthly retirement allowance which would have been payable to the member if he or she had attained normal retirement age without actuarial reduction; For members not eligible to retire as of 10/01/2010, the 40 percent benefit will be presumed under Option 6-C with actuarial reduction.

**(B) Service-Incurred Death Benefit:**

If it can be determined that a member's death was the result of an accident in the performance of duty and not caused by willful negligence on the part of the member based on proof that the death was the natural and proximate result of an accident occurring at some definite time and place while the member was in the actual performance of duty, the member is eligible for a service-incurred death benefit. The amount paid is equal to one-half of the member's average final compensation paid yearly in monthly installments to the member's spouse. If there is no spouse, or if the spouse dies before the youngest child of the deceased member has attained the age of 18, then the benefit is paid to the children under such age divided in equal shares until they reach 18 years of age. If there are no children under the age of 18, then the benefit is paid to the dependent father or dependent mother for life. If there are no such beneficiaries, the amount which otherwise would have been paid as an ordinary death benefit will be paid to the member's estate. In addition, the member's accumulated contributions plus interest shall be payable in a single lump sum payment.

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**(C) Minimum Retiree Death Benefit:**

If a retired member dies prior to having received 12 monthly retirement payments and prior to having an optional allowance become effective, the designated beneficiary will be paid a lump sum benefit equal to the remaining 12 monthly retirement allowance payments.

**10. RETURN OF ACCUMULATED CONTRIBUTIONS:**

A member who terminates employment other than for retirement or death will be paid his/her accumulated contributions less any mandatory tax withholding upon demand, plus interest at the rate prescribed by the Board which will not be less than one percent per quarter of the contribution balance as of the end of the previous calendar year, including interest. Contributions may be rolled over directly to a qualified individual retirement account or another employer's plan.

**11. RESTORATION OF SERVICE CREDITS:**

Under certain circumstances, a former member may restore service credits earned under a prior period of service by repaying the amount of the accumulated contributions previously returned to him/her plus interest from the date of refund to the date of the buyback begins.

**12. COST-OF-LIVING ALLOWANCE BENEFIT:**

Every October 1st, each retiree will receive an annual COLA benefit increase between \$54 minimum and \$400 maximum payable monthly after the retiree's first anniversary of retirement has been reached.

For retirees exercising Option 6(a), each retiree will receive an annual COLA increase between \$27 minimum and \$200 maximum payable monthly.

**13. DEFERRED RETIREMENT OPTION PROGRAM ("DROP"):**

The DROP is available to GESE Trust members eligible for normal retirement as of January 1, 2013 or vested as October 1, 2010. The DROP is not available to any other GESE trust member. Upon election of participation, a member's creditable service, accrued benefits, and compensation calculation are frozen and the DROP payment is based on the member's average final compensation. The member's contribution and the City contribution to the retirement plan for that member ceases as no further service credit is earned. The member does not acquire additional pension credit for the purposes of the pension plan but may continue City employment for up to a maximum of 48 months. Once the maximum participation has been achieved, the participant must terminate employment.

The DROP program consists of a Forward Drop and a BACDROP. A member can participate in the Forward DROP and BACDROP simultaneously without exceeding the maximum allowed

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participation of four years. The *Forward DROP* is a DROP benefit equal to the regular retirement benefit the member would have received had the member separated from service and commenced the receipt of benefits from the plan. The *BACDROP* is a DROP benefit actuarially calculated. A member may elect to BACDROP to a date, no further back than the date of the member's retirement eligibility date. The BACDROP period must be in 12 month increments, beginning at the start of a pay period, not to exceed 12 months.

An individual account is created for each participant. The GESE Trust will deposit monthly retirement benefits into the participant's DROP account. The Board of Trustees of the retirement plan has selected a series of investment vehicles which may be chosen by the participant. Any losses incurred on account of the option selected by the participant will not be made up by the City or the GESE Trust, and will be borne by the participant only. All interest will be credited to the member's account.

Upon termination of employment, a participant may receive payment from the DROP account in a lump sum distribution; or periodic payments. A participant may elect to rollover the balance to another qualified retirement plan, individual retirement account, an Internal Revenue Code Section 457 Plan, or an annuity. A participant may defer payment until the latest date authorized by Section 401(a) (9) of the Internal Revenue Code. DROP participation will not affect any other death or disability benefit provided under law or applicable collective bargaining agreement. If a participant dies before the account balances are paid out in full, the beneficiary will receive the remaining balance.

**14. BACKDROP OPTION: (BACKDROP)**

The Backdrop is available to all GESE Trust members effective January 1, 2013. Under the Backdrop option a member can receive a lump sum payment in addition to a monthly pension annuity. The employee chooses to take the Backdrop at the end of his/her employment with the City as long as he or she Backdrops to any date after he/she reaches the Normal Retirement date. If the member elects the Backdrop option, the monthly benefit payable on the member's actual retirement date (when the member leaves City employment) is based on the benefit the member would have received had he/she left employment and retired on an earlier date after attaining Normal Retirement (NR) date, referred to as the Backdrop date. In addition, the member will receive a lump sum payment equal to the accumulation of annuity payments he/she would have received during the Backdrop period had he/she elected to receive immediate pension annuity payments starting as of the Backdrop date. Annuity payments would be accumulated at the rate of 3% per year, compounded annually. The member's Backdrop election must be made within 10 years after his or her Normal Retirement date and the Backdrop period can be as little as one year and as long as 7 years. If the member does not elect a Backdrop benefit option, his/her monthly retirement benefit will be calculated using his or her final average final compensation and creditable service as of the member's actual employment termination date. The participant may receive the accumulated Backdrop account balance upon electing the Backdrop and at the end of his/her employment. The Backdrop monies can be rolled over into a separate tax-qualified

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plan such as an Individual Retirement Account (IRA) or 457(b) government sponsored deferred compensation plan.

**15. TRANSFER OF ACCUMULATED LEAVE:**

Members eligible to receive accumulated sick leave, accumulated vacation leave or any other accumulated leave payable upon retirement or separation (including DROP) may elect, not later than the year prior to the year of retirement, to have the leave transferred to the GESE Trust. Members who fail to elect a transfer in the year prior to retirement or other separation will receive payment from the City in a lump sum at time of separation with all attendant tax consequences.

Members may elect one of the following options within 30 days of separation. Members failing to elect a distribution option within 30 days of separation will be deemed to have elected Option 1 below:

**Option 1** - Receive a lump sum equal to the transferred leave balance, or

**Option 2** - Transfer the entire amount of the transferred leave balance directly to any eligible retirement plan, or

**Option 3** - Purchase additional service credit as permitted by the Code. If the leave balance exceeds the cost of the service credit purchased, the balance shall be paid to the member in a lump sum.

If a member dies after retirement or other separation, but before any distribution is made, the election option is void. In such an event, any person who would have received a death benefit had the member died in service immediately prior to the date of retirement or other separation, will be entitled to receive an amount equal to the transferred leave balance in a lump sum. In the case of a surviving spouse or former spouse, an election may be made to transfer the leave balance to an eligible retirement plan in lieu of the lump sum payment. Failure to make such an election by the surviving spouse or former spouse within 60 days of the member's death will be deemed an election to receive a lump sum payment.

**The City of Miami General Employees' and Sanitation Employees' Retirement Excess Benefit Plan ("Excess Benefit Plan") – Summary Plan Provisions**

The original plan effective date is October 1, 2000. The plan was established to fund the excess, if any, of the benefit earned under the GESE Trust without taking into account the Internal Revenue Code (IRC) Section 415 limits. Membership consists of members of the GESE Trust who exceed the maximum benefit. There are no member contributions or plan assets. The Excess Benefit Plan is an unfunded plan with benefits funded from the City's general fund. The City contributes the actuarially determined amount necessary to fund the excess retirement benefits which reduces the normal pension costs by the same amount.

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**The City of Miami General Employees' and Sanitation Employees' Retirement Trust Staff Pension Plan ("Staff Plan") – Summary Plan Provisions**

The original plan was adopted on May 25, 2001.

**1. MEMBERSHIP**

The membership of the Staff Plan consists of full-time employees of the GESE Trust and such other positions as may be named by the Board.

**2. CONTRIBUTIONS**

Members contribute ten percent of compensation to the Plan. The City contributes the actuarially determined amount necessary to fund the normal cost plus the amortization of the unfunded accrued liability and non-investment expenses of the GESE Trust.

**Paybacks:** At any time prior to the retirement, members shall have the option to purchase credit for any or all years of prior, full-time service, by depositing in the Plan an amount equal to ten percent (10%) of the employees current compensation for each year of prior service purchased.

**Restoration of prior service credit upon re-employment:** A re-employed former member may restore credited service by repaying to the plan the member's accumulated contributions with interest at the rate of four percent (4%). This benefit is only available to persons who were not dismissed for willful misconduct.

**Payback for military service:** Any member of the plan whose service with the Trust is interrupted by military service shall have all pension rights accorded veterans under state or federal law. Any member who has wartime military service prior to becoming a member in the plan, as determined by state or federal law, may purchase up to four (4) years of credited service for the time spent in the military. To purchase the military service prior to membership the member must make a contribution to the plan equal to the member's rate of compensation at the date plan membership began at the contribution rate then in effect for each year of service purchased with 4% interest.

**Credit for maternity and medical leave:** Members taking unpaid leaves of absence for maternity or medical leave may purchase credited service, not to exceed one hundred eighty (180) days. If the member requests light duty employment from the Trust, but is denied, the amount of service which may be purchased shall increase to two hundred forty (240) days. Purchase of credit for maternity and medical leave shall be in accordance with uniform rules adopted by the Board.

**Purchase of additional service upon retirement:** A member in service who has continuous service may, at the time of retirement, purchase up to three (3) whole years of credited service based on the present value as determined by the actuary for the plan. The purchase shall be made using the

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member's accumulated leave balance at the time of retirement, reduced by applicable payroll taxes. If the leave balance is insufficient, the balance shall be paid in a single sum by the member.

### **3. BENEFITS**

#### **Service Retirement:**

Any member in service who has ten or more years of creditable service may elect to retire, regardless of age. The basic retirement benefit equals three percent of the member's average final compensation for each year of creditable service. Benefits shall be paid on a monthly basis for the life of the member.

### **4. OPTIONAL ALLOWANCES**

A member may receive payment of retirement benefits under the plan in accordance with the options set forth below.

***Option 2 Equal payment survivor annuity*** - Reduced retirement allowance throughout his or her life with an equal sum being paid to the member's designated beneficiary at the death of the member. If this option is chosen for a surviving spouse, the reduction shall be five percent of the member's benefit. If any person other than a surviving spouse is chosen as the beneficiary, the reduction shall be based on the actuarially equivalent sum.

***Option 3 One-half payment to survivor option***- Reduced retirement allowance payable for the life of the member with one-half of the member's benefit being paid to a designated beneficiary at the death of the member. If this option is chosen for a surviving spouse, the reduction shall be one percent of the member's benefit. If any person other than a surviving spouse is chosen as the beneficiary, the reduction shall be based on the actuarially equivalent sum.

***Option 6A Return of Contributions and reduced pension*** - Lump sum payment of member's accumulated contributions with interest plus a monthly service retirement benefit equal to 50 percent of the amount to which he/she would have been otherwise entitled.

***Option 6B Life annuity*** - Monthly service retirement benefit for member's lifetime equal to 105 percent of the amount to which he/she would have been otherwise entitled, with no survivor's benefit.

***Option 6C Surviving spouse annuity*** - Monthly service retirement benefit for member's lifetime equal to the amount to which he/she was entitled, provided that, upon his/her death, 40 percent of that amount would continue to be paid to his/her surviving spouse for the lifetime of such spouse.

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**5. RETURN OF ACCUMULATED CONTRIBUTIONS**

A member who separates from service prior to the completion of ten years of credited service will be eligible only for a return of the employee's contributions, including any sums transferred for the purchase of credited service, regardless of source, plus interest.

**6. COST-OF-LIVING ALLOWANCE BENEFIT:**

Every October 1st, after five years from date of retirement or DROP Entry date, each retiree will receive an annual COLA benefit increase between \$54 minimum and \$400 maximum payable monthly after the retiree's fifth anniversary of retirement has been reached.

For retirees exercising Option 6(a), each retiree will receive an annual COLA increase between \$27 minimum and \$200 maximum payable monthly.

**7. TRANSFER OF ACCUMULATED LEAVE**

Members eligible to receive accumulated sick leave, accumulated vacation leave or any other accumulated leave payable upon retirement or separation (including DROP) may elect, not later than the year prior to the year of retirement, to have the leave transferred to the Plan.

Members may elect one of the following options within 30 days of separation. Members failing to elect a distribution option within 30 days of separation will be deemed to have elected Option 1 below:

**Option 1** - Receive a lump sum equal to the transferred leave balance, or

**Option 2** - Transfer the entire amount of the transferred leave balance directly to any eligible retirement plan, or

**Option 3** - Purchase additional service credit as permitted by the Plan. If the leave balance exceeds the cost of the service credit purchased, the balance shall be paid to the member in a lump sum.

If a member dies after retirement or other separation, but before any distribution is made, the election option is void. In such an event, any person who would have received a death benefit had the member died in service immediately prior to the date of retirement or other separation, will be entitled to receive an amount equal to the transferred leave balance in a lump sum. In the case of a surviving spouse or former spouse, an election may be made to transfer the leave balance to an eligible retirement plan in lieu of the lump sum payment. Failure to make such an election by the surviving spouse or former spouse within 60 days of the member's death will be deemed an election to receive a lump sum payment.



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**8. Deferred Retirement Option Program (DROP)**

Effective March 26, 2010, any employee who has ten years of creditable service shall be eligible to participate in the DROP.

Upon commencement of participation in the DROP, the member's contribution and the Trust's contribution to the retirement plan for that member shall cease as the member will be earning no further service credit. The member shall not acquire additional pension credit for the purpose of the pension plan but may continue GESE employment for up to a maximum of 48 months.

**Maximum participation:** The maximum period of participation in the DROP, is 48 months. Once the maximum participation has been achieved, the participant must terminate employment.

**Creation of individual account:** For each employee electing participation in the DROP, an individual account shall be created. The Staff Plan will deposit monthly retirement benefits into the participant's DROP account.

**Earnings on DROP account:** The Board of Trustees of the retirement plan has selected a series of investment vehicles which may be chosen by the participant. Any losses incurred on account of the option selected by the participant shall not be made up by the city or the Staff Plan trust fund, but any such loss shall be borne by the participant only. All interest shall be credited to the member's DROP account.

**Distribution of DROP benefits:** Upon conclusion of a period of participation in the DROP, the participant shall terminate employment. Upon termination of employment, a participant may receive payment from the DROP account in the following manner:

- a. Lump sum distribution; or
- b. Periodic payments; or
- c. Rollover of the balance to another qualified Retirement Plan, IRA, or an Internal Revenue Code Selection 457 Plan; or
- d. An annuity.

A participant may defer payment until the latest date authorized by Section 401(a) (9) of the Internal Revenue Code.

Drop participation shall not affect any other death or disability benefit provided to a member under federal law, state law, administrative rule, or motion made by the board of trustees. If a DROP participant dies before the DROP account balances are paid out in full, the person(s) designated by such DROP participant shall receive such DROP account balances in accordance with the DROP participant election in effect at the time of death.

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**Forward DROP.** The date of entry into the FORWARD DROP shall be the beginning of a pay period. Payment shall be made by the retirement plan into the participant's DROP account in an amount equal to the regular monthly retirement benefit which the participant would have received had the participant separated from service and commenced the receipt of benefits from the plan. The amount of the monthly benefit shall be determined based on the creditable service, average final compensation, and retirement option selected in accordance with the Staff Pension Plan Document. Election of a FORWARD DROP Program does not preclude participation in a BACDROP program

**BACDROP.** An employee may elect to BACDROP to a date no further back than the date of the member's retirement eligibility date. The BACDROP period must be in 12-month increments, beginning at the start of a pay period, not to exceed 12 months. Participation in the BACDROP does not preclude participation in the FORWARD Drop program. The benefits for purpose of the BACDROP will then be actuarially calculated to be equivalent to the benefit earned at the date of retirement. Said calculation will consist of the present value of benefits being equal to the actuarially reduced benefit, plus a lump sum with interest, as determined by the retirement plan's actuary. Participant contributions will not be returned for the period of time covered by the BACDROP program. The lump sum as calculated by the retirement plan's actuary will be based on the assumed investment return of the fund without discount for mortality and deposited into the newly created DROP account.

### **9. Staff Excess Benefit Plan**

The original plan was adopted on May 25, 2001. The plan was established to fund the excess, if any, of the benefit earned under the GESE Staff Plan without taking into account the Internal Revenue Code (IRC) Section 415 limits. Membership consists of members of the GESE Trust who exceed the maximum benefit. There are no member contributions or plan assets.

The excess retirement benefits above the limits permitted by the Internal Revenue Code shall be as follows:

1. Funded from the GESE administrative budget; and
2. Paid annually on October 1st, which shall permit GESE Staff Plan to realize a reduction in normal pension costs in the same amount; and
3. Be deposited in separate accounts for each respective plan to receive the GESE Excess retirement benefit contributions, which accounts shall be separate and apart from the accounts established to receive the GESE Retirement Trust's normal pension contributions for each retirement trust.

The excess benefits shall be paid to each eligible member of the plans on a monthly basis in an amount equal to the difference between the allowable pension to be paid under the Internal Revenue Code and the amount of the defined benefit granted eligible members pursuant to the provisions set forth in the plan.

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## **Statistical Section**

The schedules within the Statistical Section are classified into these five categories: Changes in Plan Net Position, Benefit & Refund Deductions from Net Assets by Type, Retired Members by Type of Benefit, Schedule of Average Benefit Payments, and Average Benefit Payments. The purpose of this Section is to provide a historical perspective by using the information in our financial statements and the notes the financial statements. This information is provided to assist readers in better understanding the Trust's overall economic condition.

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SEPTEMBER 30, 2019  
GESE TRUST - CHANGES IN PLAN NET POSITION**

**LAST TEN FISCAL YEARS**

	Fiscal Year Ended				
	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
<b>Additions</b>					
Employer contributions	\$43,526,929	\$40,879,285	\$34,355,719	\$32,881,500	\$33,036,318
Member contributions	13,094,948	10,847,473	11,081,234	9,595,465	8,163,643
Investment Income (net of expenses)	47,381,929	60,276,829	78,645,544	60,237,354	1,496,397
Reimbursement income	2,551,358	3,075,184	2,790,472	3,199,333	3,128,822
<b>Total Additions to Plan Net Position</b>	<u>106,555,164</u>	<u>115,078,771</u>	<u>126,872,969</u>	<u>105,913,652</u>	<u>45,825,180</u>
<b>Deductions</b>					
Benefit payments	72,810,575	72,722,490	72,514,134	71,859,673	71,940,377
Refunds of contributions	1,797,989	2,318,219	1,066,601	1,967,393	1,089,556
Administrative and other expenses	2,611,944	3,362,635	3,142,702	3,432,670	3,305,515
<b>Total Deductions from Plan Net Position</b>	<u>77,220,508</u>	<u>78,403,344</u>	<u>76,723,437</u>	<u>77,259,736</u>	<u>76,335,448</u>
<b>Change in Net Position</b>	<u>\$29,334,656</u>	<u>\$36,675,427</u>	<u>\$50,149,532</u>	<u>\$28,653,916</u>	<u>(\$30,510,268)</u>

	Fiscal Year Ended				
	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>2010</u>
<b>Additions</b>					
Employer contributions	\$30,710,096	\$25,568,193	\$25,784,849	\$20,420,995	\$24,037,093
Member contributions	7,231,235	6,733,859	8,587,563	9,183,073	12,728,711
Investment Income (net of expenses)	65,272,883	66,348,611	87,378,035	9,452,519	43,016,574
Reimbursement income	2,869,729	2,820,497	3,104,449	3,078,382	2,888,419
<b>Total Additions to Plan Net Position</b>	<u>106,083,943</u>	<u>101,471,160</u>	<u>124,854,896</u>	<u>42,134,969</u>	<u>82,670,797</u>
<b>Deductions</b>					
Benefit payments	71,903,481	72,431,710	72,186,394	72,737,854	62,162,717
Refunds of contributions	1,867,614	1,779,420	1,385,881	1,928,705	1,784,596
Administrative and other expenses	3,135,724	3,073,392	3,178,449	3,172,569	2,938,167
<b>Total Deductions from Plan Net Position</b>	<u>76,906,819</u>	<u>77,284,522</u>	<u>76,750,724</u>	<u>77,839,128</u>	<u>66,885,480</u>
<b>Change in Net Position</b>	<u>\$29,177,124</u>	<u>\$24,186,638</u>	<u>\$48,104,172</u>	<u>(\$35,704,159)</u>	<u>\$15,785,317</u>

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SEPTEMBER 30, 2019  
STAFF PLAN / STAFF EXCESS - CHANGES IN PLAN NET POSITION**

	LAST TEN FISCAL YEARS				
	STAFF PLAN				
	Fiscal Year Ended				
	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
<b>Additions</b>					
Employer contributions	\$232,280	\$233,242	\$247,449	\$269,054	\$291,087
Member contributions	40,846	32,621	24,542	19,316	19,838
Investment Income (net of expenses)	176,655	424,371	438,774	364,079	(15,615)
<b>Total Additions to Plan Net Position</b>	<u>449,781</u>	<u>690,234</u>	<u>710,765</u>	<u>652,449</u>	<u>295,310</u>
<b>Deductions</b>					
Benefit payments	305,180	301,155	295,460	319,459	340,299
Refunds of contributions	0	7,606	0	13,095	0
<b>Total Deductions from Plan Net Position</b>	<u>305,180</u>	<u>308,761</u>	<u>295,460</u>	<u>332,554</u>	<u>340,299</u>
<b>Change in Net Position</b>	<u>\$144,601</u>	<u>\$381,473</u>	<u>\$415,305</u>	<u>\$319,895</u>	<u>(\$44,989)</u>

	Fiscal Year Ended				
	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>2010</u>
<b>Additions</b>					
Employer contributions	\$291,968	\$219,774	\$226,793	\$164,490	\$133,487
Member contributions	23,377	28,380	91,989	80,337	125,457
Investment Income (net of expenses)	338,281	319,920	403,253	21,015	148,965
<b>Total Additions to Plan Net Position</b>	<u>653,626</u>	<u>568,074</u>	<u>722,035</u>	<u>265,842</u>	<u>407,909</u>
<b>Deductions</b>					
Benefit payments	311,388	281,818	186,680	12,772	
Refunds of contributions	0	0	23,902	20,009	4,156
<b>Total Deductions from Plan Net Position</b>	<u>311,388</u>	<u>281,818</u>	<u>210,582</u>	<u>32,781</u>	<u>4,156</u>
<b>Change in Net Position</b>	<u>\$342,238</u>	<u>\$286,256</u>	<u>\$511,453</u>	<u>\$233,061</u>	<u>\$403,753</u>

	STAFF EXCESS			
	Fiscal Year Ended			
	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>
<b>Additions</b>				
Employer contributions *	\$41,479	\$43,004	\$46,199	\$20,836
<b>Total Additions to Plan Net Position</b>	<u>41,479</u>	<u>43,004</u>	<u>46,199</u>	<u>20,836</u>
<b>Deductions</b>				
Benefit payments *	41,479	43,004	46,199	20,836
<b>Total Deductions from Plan Net Position</b>	<u>41,479</u>	<u>43,004</u>	<u>46,199</u>	<u>20,836</u>
<b>Change in Net Position</b>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

\* Staff Excess Benefit Plan, commenced on fiscal year 2016.

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EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
SEPTEMBER 30, 2019  
EXCESS BENEFIT PLAN - CHANGES IN PLAN NET POSITION**

**LAST TEN FISCAL YEARS**

	Fiscal Year Ended				
	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
<b>Additions</b>					
Employer contributions	\$477,892	\$587,959	\$674,572	\$680,534	\$648,302
Reimbursement income	103,477	100,823	99,963	103,183	98,528
<b>Total Additions to Plan Net Position</b>	<u>581,369</u>	<u>688,782</u>	<u>774,535</u>	<u>783,717</u>	<u>746,830</u>
<b>Deductions</b>					
Benefit payments	477,892	587,959	674,572	680,534	653,302
Administrative and other expenses	103,477	100,823	99,963	103,183	93,528
<b>Total Deductions from Plan Net Position</b>	<u>581,369</u>	<u>688,782</u>	<u>774,535</u>	<u>783,717</u>	<u>746,830</u>
<b>Change in Net Position</b>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

	Fiscal Year Ended				
	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>2010</u>
<b>Additions</b>					
Employer contributions	\$561,805	\$523,398	\$514,908	\$406,243	\$339,602
Reimbursement income	88,652	94,073	104,783	106,450	112,079
<b>Total Additions to Plan Net Position</b>	<u>650,457</u>	<u>617,471</u>	<u>619,691</u>	<u>512,693</u>	<u>451,681</u>
<b>Deductions</b>					
Benefit payments	556,805	523,398	514,908	409,709	323,244
Administrative and other expenses	93,652	94,073	104,783	102,984	128,437
<b>Total Deductions from Plan Net Position</b>	<u>650,457</u>	<u>617,471</u>	<u>619,691</u>	<u>512,693</u>	<u>451,681</u>
<b>Change in Net Position</b>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS**

**SEPTEMBER 30, 2019**

**GESE TRUST - BENEFIT AND REFUND DEDUCTIONS FROM NET ASSETS BY TYPE**

**LAST TEN FISCAL YEARS**

	Fiscal Year Ended				
	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
<b>Type of Benefit</b>					
Age and service benefits					
Retirees	\$64,557,217	\$64,624,191	\$64,546,168	\$64,008,383	\$64,511,670
Survivors	6,775,042	6,596,223	6,336,849	6,336,849	6,002,413
Death in service benefits	0	91,177	139,508	22,832	18,457
Disability benefits	1,478,316	1,410,899	1,491,609	1,491,609	1,407,837
<b>Total Benefits</b>	<u>\$72,810,575</u>	<u>\$72,722,490</u>	<u>\$72,514,134</u>	<u>\$71,859,673</u>	<u>\$71,940,377</u>
<b>Type of Refund</b>					
Death	21,778	243,469	385,235	48,415	45,901
Separation	1,776,211	2,074,750	681,366	1,918,978	1,043,655
<b>Total Refunds</b>	<u>1,797,989</u>	<u>2,318,219</u>	<u>1,066,601</u>	<u>1,967,393</u>	<u>1,089,556</u>

	Fiscal Year Ended				
	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>2010</u>
<b>Type of Benefit</b>					
Age and service benefits					
Retirees	\$64,719,166	\$65,620,695	\$65,680,491	\$66,527,406	\$56,220,154
Survivors	5,685,377	5,393,877	5,157,145	4,877,036	4,628,305
Death in service benefits	133,058	27,418	61,877	85,462	44,849
Disability benefits	1,365,880	1,389,720	1,286,881	1,247,951	1,269,410
<b>Total Benefits</b>	<u>\$71,903,481</u>	<u>\$72,431,710</u>	<u>\$72,186,394</u>	<u>\$72,737,854</u>	<u>\$62,162,717</u>
<b>Type of Refund</b>					
Death	21,792	23,003	97,442	109,415	99,163
Separation	1,845,822	1,756,417	1,288,439	1,819,290	1,685,433
<b>Total Refunds</b>	<u>1,867,614</u>	<u>1,779,420</u>	<u>1,385,881</u>	<u>1,928,705</u>	<u>1,784,596</u>



**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS**

**SEPTEMBER 30, 2019**

**STAFF PLAN / STAFF EXCESS - BENEFIT AND REFUND DEDUCTIONS FROM NET ASSETS BY TYPE**

**LAST TEN FISCAL YEARS**

GESE STAFF PLAN

	Fiscal Year Ended				
	2019	2018	2017	2016	2015
<b>Type of Benefit</b>					
Age and service benefits					
Retirees	\$305,180	\$301,155	\$295,460	\$319,459	\$340,299
Survivors					
Death in service benefits					
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total Benefits	<u>\$305,180</u>	<u>\$301,155</u>	<u>\$295,460</u>	<u>\$319,459</u>	<u>\$340,299</u>
<b>Type of Refund</b>					
Death					
Separation	0	7,606	0	13,095	0
Total Refunds	<u>\$0</u>	<u>\$7,606</u>	<u>\$0</u>	<u>\$13,095</u>	<u>\$0</u>

	Fiscal Year Ended				
	2014	2013	2012	2011	2010
<b>Type of Benefit</b>					
Age and service benefits					
Retirees	\$311,388	\$281,818	\$186,680	\$12,772	
Survivors					
Death in service benefits					
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total Benefits	<u>\$311,388</u>	<u>\$281,818</u>	<u>\$186,680</u>	<u>\$12,772</u>	<u>\$0</u>
<b>Type of Refund</b>					
Death					
Separation	0	0	23,902	20,009	4,156
Total Refunds	<u>\$0</u>	<u>\$0</u>	<u>\$23,902</u>	<u>\$20,009</u>	<u>\$4,156</u>

GESE STAFF EXCESS BENEFIT PLAN \*

	Fiscal Year Ended				
	2019	2018	2017	2016	2015
<b>Type of Benefit</b>					
Age and service benefits					
Retirees	\$41,379	\$43,004	\$46,199	\$20,836	\$0
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total Benefits	<u>\$41,379</u>	<u>\$43,004</u>	<u>\$46,199</u>	<u>\$20,836</u>	<u>\$0</u>

\* Staff Excess Benefit Plan commenced fiscal year 2016.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS**

**SEPTEMBER 30, 2019**

**EXCESS BENEFIT PLAN - BENEFIT AND REFUND DEDUCTION FROM NET ASSETS BY TYPE  
LAST TEN FISCAL YEARS**

GESE EXCESS BENEFIT PLAN

	Fiscal Year Ended				
	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
<b>Type of Benefit</b>					
Age and service benefits					
Retirees	\$477,892	\$587,959	\$674,572	\$680,534	\$653,302
	_____	_____	_____	_____	_____
Total Benefits	<u>\$477,892</u>	<u>\$587,959</u>	<u>\$674,572</u>	<u>\$680,534</u>	<u>\$653,302</u>

	Fiscal Year Ended				
	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>2010</u>
<b>Type of Benefit</b>					
Age and service benefits					
Retirees	\$556,805	\$523,398	\$514,907	\$409,709	\$323,244
	_____	_____	_____	_____	_____
Total Benefits	<u>\$556,805</u>	<u>\$523,398</u>	<u>\$514,907</u>	<u>\$409,709</u>	<u>\$323,244</u>

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUSTS AND MANAGED TRUSTS**

**SEPTEMBER 30, 2019**

**RETIRED MEMBERS BY TYPE OF BENEFIT**

Amount of Monthly Benefit	Number of Retired Members	GESE														
		Type of Retirement <sup>(1)</sup>							Option Selected <sup>(2)</sup>							
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	NF	<u>2</u>	<u>3</u>	<u>6a</u>	<u>6b</u>	<u>6c</u>	n/a	
\$ 1 - 500	43	5	3				35		1	1	21	4	2	14		
501 - 1,000	133	34	2				97		1	27	25	21	2	57		
1,001 - 1,500	239	112	2	3	1	1	119	1	9	53	46	33	17	76	5	
1,501 - 2,000	205	126	1	5	4	1	66	2	7	50	52	8	29	48	11	
2,001 - 2,500	234	189	4		3	12	26		11	54	46	1	46	75	1	
2,501 - 3,000	199	169	3			11	16		8	49	45		35	62		
3,001 - 3,500	164	147	1	1	1	5	9			33	34		50	45	2	
3,501 - 4,000	144	132	6			3	3			30	28		50	36		
4,001 - 4,500	122	113	2				7			28	34		38	22		
4,501 - 5,000	108	103	4				1			21	25		41	21		
5,001 - 5,500	82	76	3				3		1	9	15		38	19		
5,501 - 6,000	56	52	2				2		1	9	8		25	13		
Over 6,001	191	187	4						4	32	37		87	31		
<b>Total</b>	<b>1920</b>	<b>1445</b>	<b>37</b>	<b>9</b>	<b>9</b>	<b>33</b>	<b>384</b>	<b>3</b>	<b>43</b>	<b>396</b>	<b>416</b>	<b>67</b>	<b>460</b>	<b>519</b>	<b>19</b>	

Amount of Monthly Benefit	Number of Retired Members	STAFF						
		Type of Retirement <sup>(1)</sup>			Option Selected <sup>(2)</sup>			
		<u>1</u>	<u>6</u>	<u>2</u>	<u>3</u>	<u>6a</u>	<u>6b</u>	<u>6c</u>
\$ 1 - 2000	0							
2,001 - 2,500	2	2		1			1	
2,501 - 3,000	1	1		1				
3,001 - 3,500	0							
3,501 - 4,000	1	1		1				
4,001 - 4,500	1	1		1				
4,501 - 5,000	1	1		1				
5,001 - 5,500	0							
5,501 - 6,000	0							
Over 6,001	1	1		1				
<b>Total</b>	<b>7</b>	<b>7</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>1</b>	

**(1) Type of Retirement**

- 1 - Normal retirement, including rule of 70 and rule of 80
- 2 - Early retirement, including rule of 64
- 3 - Ordinary disability retirement
- 4 - Service Incurred disability retirement
- 5 - Accidental disability retirement
- 6 - Survivor payment - normal or early retirement (continuance)
- 7 - Survivor payment - death benefit (ordinary or service incurred)

**(2) Option Selected**

- NF - Normal form, life annuity with actuarily reduced survivor benefit
- 2 - Beneficiary receives 100% of members' reduced monthly benefit
- 3 - Beneficiary receives 50% of member's reduced monthly benefit
- 6(a) - Member receives lump sum payment of accumulated contributions plus 50% of benefit
- 6(b) - Members receives 105% of monthly benefit
- 6(c) - Surviving spouse receives 40% of members' full monthly benefit
- n/a - No option to select for Type of Retirement

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUSTS AND MANAGED TRUSTS**

**SEPTEMBER 30, 2019**

**SCHEDULE OF AVERAGE BENEFIT PAYMENTS**

**LAST TEN FISCAL YEARS**

**(Unaudited)**

Retirement Effective Dates	GESE							Total
	Years Credited Service							
	0-5	6-10	11-15	16-20	21-25	26-30	30+	
<b>Period 10/1/2018 - 9/30/2019</b>								
Average Monthly Benefit	\$ 1,693	\$ 1,453	\$ 1,900	\$ 2,779	\$ 3,838	\$ 4,472	\$ 3,710	\$ 3,184
Number of Active Retirants	20	133	314	440	594	305	1,453	1,920
Average Final Compensation <sup>1</sup>	\$ -	\$ 4,738	\$ 5,146	\$ 5,535	\$ 6,575	\$ 6,685	\$ 6,689	\$ 5,943
Number of Active Retirants	-	69	134	140	219	122	24	708
<b>Period 10/1/2017 - 9/30/2018</b>								
Average Monthly Benefit	\$ 1,594	\$ 1,401	\$ 1,877	\$ 2,737	\$ 3,808	\$ 4,384	\$ 3,603	\$ 3,136
Number of Active Retirants	22	136	316	446	597	312	119	1,948
Average Final Compensation <sup>1</sup>	\$ -	\$ 4,624	\$ 5,091	\$ 5,528	\$ 6,526	\$ 6,663	\$ 6,435	\$ 5,907
Number of Active Retirants	-	66	127	135	216	122	25	691
<b>Period 10/1/2016 - 9/30/2017</b>								
Average Monthly Benefit	\$ 1,276	\$ 1,430	\$ 1,925	\$ 2,916	\$ 3,908	\$ 4,511	\$ 3,430	\$ 3,089
Number of Active Retirants	192	119	278	384	568	297	141	1,979
Average Final Compensation <sup>1</sup>	\$ -	\$ 4,551	\$ 4,918	\$ 5,552	\$ 6,524	\$ 6,684	\$ 5,925	\$ 5,900
Number of Active Retirants	-	62	110	118	214	125	50	679
<b>Period 10/1/2015 - 9/30/2016</b>								
Average Monthly Benefit	\$ 2,090	\$ 1,149	\$ 1,548	\$ 2,232	\$ 3,184	\$ 4,068	\$ 3,868	\$ 3,030
Number of Active Retirants	16	47	276	347	595	540	163	1,984
Average Final Compensation <sup>1</sup>	\$ 3,757	\$ 4,942	\$ 4,938	\$ 5,331	\$ 6,258	\$ 6,619	\$ 6,216	\$ 5,940
Number of Active Retirants	1	12	124	106	160	208	39	650
<b>Period 10/1/2014 - 9/30/2015</b>								
Average Monthly Benefit	\$ 2,130	\$ 1,181	\$ 1,615	\$ 2,411	\$ 3,427	\$ 4,208	\$ 3,942	\$ 3,193
Number of Active Retirants	17	48	271	356	602	546	167	2,007
Average Final Compensation <sup>1</sup>	\$ 3,757	\$ 4,465	\$ 4,945	\$ 5,355	\$ 6,294	\$ 6,621	\$ 6,169	\$ 5,961
Number of Active Retirants	1	12	115	97	157	205	40	627

<sup>1</sup> Average Final Compensation is based on retiree data.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUSTS AND MANAGED TRUSTS**

**SEPTEMBER 30, 2019**

**SCHEDULE OF AVERAGE BENEFIT PAYMENTS**

**LAST TEN FISCAL YEARS**

**(Unaudited)**

Retirement Effective Dates	GESE							Total
	Years Credited Service							
	0-5	6-10	11-15	16-20	21-25	26-30	30+	
<b>Period 10/1/2013 - 9/30/2014</b>								
Average Monthly Benefit	\$ 2,075	\$ 1,155	\$ 1,542	\$ 2,355	\$ 3,347	\$ 4,179	\$ 3,892	\$ 3,141
Number of Active Retirants	17	48	269	362	611	551	173	2,031
Average Final Compensation <sup>1</sup>	\$ 3,757	\$ 4,584	\$ 4,737	\$ 5,216	\$ 6,285	\$ 6,622	\$ 6,106	\$ 5,921
Number of Active Retirants	1	11	105	95	155	206	41	614
<b>Period 10/1/2012 - 9/30/2013</b>								
Average Monthly Benefit	\$ 2,042	\$ 946	\$ 1,417	\$ 2,117	\$ 3,059	\$ 3,926	\$ 3,659	\$ 2,903
Number of Active Retirants	13	52	269	371	617	563	183	2,073
Average Final Compensation <sup>1</sup>	\$ 3,757	\$ 4,479	\$ 4,768	\$ 5,233	\$ 6,313	\$ 6,612	\$ 6,106	\$ 5,946
Number of Active Retirants	1	10	99	93	152	206	41	602
<b>Period 10/1/2011 - 9/30/2012</b>								
Average Monthly Benefit	\$ 2,015	\$ 924	\$ 1,377	\$ 2,047	\$ 3,012	\$ 3,819	\$ 3,590	\$ 2,846
Number of Active Retirants	19	56	266	379	627	586	192	2,125
Average Final Compensation <sup>1</sup>	\$ 3,757	\$ 4,772	\$ 4,856	\$ 5,251	\$ 6,333	\$ 6,611	\$ 6,065	\$ 5,989
Number of Active Retirants	1	10	92	87	149	207	42	588
<b>Period 10/1/2010 - 9/30/2011</b>								
Average Monthly Benefit	\$ 1,913	\$ 800	\$ 1,348	\$ 1,993	\$ 2,962	\$ 3,784	\$ 3,587	\$ 2,803
Number of Active Retirants	20	60	262	386	635	588	197	2,148
Average Final Compensation <sup>1</sup>	\$ 3,757	\$ 4,963	\$ 4,886	\$ 5,184	\$ 6,348	\$ 6,611	\$ 6,065	\$ 6,014
Number of Active Retirants	1	7	84	85	149	206	42	574
<b>Period 10/1/2009 - 9/30/2010</b>								
Average Monthly Benefit	\$ 1,384	\$ 1,014	\$ 1,518	\$ 2,316	\$ 3,261	\$ 3,784	\$ 3,398	\$ 2,736
Number of Active Retirants	37	138	328	459	655	412	158	2,187
Average Final Compensation <sup>1</sup>	\$ 3,131	\$ 4,936	\$ 5,106	\$ 5,489	\$ 6,572	\$ 6,684	\$ 6,085	\$ 6,043
Number of Active Retirants	3	37	79	92	173	127	42	553

<sup>1</sup> Average Final Compensation is based on retiree data.

**CITY OF MIAMI EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUSTS AND MANAGED TRUSTS  
SEPTEMBER 30, 2019  
SCHEDULE OF AVERAGE BENEFIT PAYMENTS**

**LAST TEN FISCAL YEARS  
(Unaudited)**

Retirement Effective Dates	STAFF <sup>1</sup>					
	Years Credited Service					
	<u>6-10</u>	<u>11-15</u>	<u>16-20</u>	<u>21-25</u>	<u>26+</u>	<u>Total</u>
<b>Period 10/1/2018 - 9/30/2019</b>						
Average Monthly Benefit	\$ -	\$ 2,220	\$ 4,895	\$ -	\$ -	\$ 4,131
Number of Active Retirants	-	2	5	-	-	7
Average Final Average Salary	\$ -	\$ 6,222	\$ 8,929	\$ -	\$ -	\$ 8,155
Number of Active Retirants	-	2	5	-	-	7
<b>Period 10/1/2017 - 9/30/2018</b>						
Average Monthly Benefit	\$ -	\$ 2,186	\$ 4,862	\$ -	\$ -	\$ 4,098
Number of Active Retirants	-	2	5	-	-	7
Average Final Average Salary	\$ -	\$ 6,222	\$ 8,929	\$ -	\$ -	\$ 8,155
Number of Active Retirants	-	2	5	-	-	7
<b>Period 10/1/2016 - 9/30/2017</b>						
Average Monthly Benefit	\$ -	\$ 2,170	\$ 4,835	\$ -	\$ -	\$ 4,074
Number of Active Retirants	-	2	5	-	-	7
Average Final Average Salary	\$ -	\$ 6,222	\$ 8,929	\$ -	\$ -	\$ 8,155
Number of Active Retirants	-	2	5	-	-	7
<b>Period 10/1/2015 - 9/30/2016</b>						
Average Monthly Benefit	\$ -	\$ 2,170	\$ 3,742	\$ 9,111	\$ -	\$ 4,059
Number of Active Retirants	-	2	4	1	-	7
Average Final Average Salary	\$ -	\$ 6,222	\$ 7,339	\$ 15,285	\$ -	\$ 8,155
Number of Active Retirants	-	2	4	1	-	7

<sup>1</sup>Staff Plan's first retiree was in Fiscal Year 2011

**CITY OF MIAMI EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUSTS AND MANAGED TRUSTS  
SEPTEMBER 30, 2019  
SCHEDULE OF AVERAGE BENEFIT PAYMENTS**

**LAST TEN FISCAL YEARS  
(Unaudited)**

Retirement Effective Dates	STAFF <sup>1</sup>					
	Years Credited Service					
	<u>6-10</u>	<u>11-15</u>	<u>16-20</u>	<u>21-25</u>	<u>26+</u>	<u>Total</u>
<b>Period 10/1/2014 - 9/30/2015</b>						
Average Monthly Benefit	\$ -	\$ 2,167	\$ 3,730	\$ 9,077	\$ -	\$ 4,047
Number of Active Retirants	-	2	4	1	-	7
Average Final Average Salary	\$ -	\$ 6,222	\$ 7,339	\$ 15,285	\$ -	\$ 8,155
Number of Active Retirants	-	2	4	1	-	7
<b>Period 10/1/2013 - 9/30/2014</b>						
Average Monthly Benefit	\$ -	\$ 2,167	\$ 3,730	\$ 9,077	\$ -	\$ 4,047
Number of Active Retirants	-	2	4	1	-	7
Average Final Average Salary	\$ -	\$ 6,213	\$ 7,334	\$ 15,285	\$ -	\$ 8,149
Number of Active Retirants	-	2	4	1	-	7
<b>Period 10/1/2012 - 9/30/2013</b>						
Average Monthly Benefit	\$ -	\$ 2,248	\$ 4,063	\$ 9,077	\$ -	\$ 4,703
Number of Active Retirants	-	1	3	1	-	5
Average Final Average Salary	\$ -	\$ 6,336	\$ 7,974	\$ 15,285	\$ -	\$ 9,109
Number of Active Retirants	-	1	3	1	-	5
<b>Period 10/1/2011 - 9/30/2012<sup>1</sup></b>						
Average Monthly Benefit	\$ -	\$ -	\$ 4,063	\$ 9,077	\$ -	\$ 5,317
Number of Active Retirants	-	-	3	1	-	4
Average Final Average Salary	\$ -	\$ -	\$ 7,974	\$ 15,285	\$ -	\$ 9,802
Number of Active Retirants	-	-	3	1	-	4

<sup>1</sup>Staff Plan's first retiree was in Fiscal Year 2011

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUSTS AND MANAGED TRUSTS**

**SEPTEMBER 30, 2019**

**SCHEDULE OF AVERAGE BENEFIT PAYMENTS**

**LAST TEN FISCAL YEARS**

Retirement Effective Dates	Type of Benefit						
	GESE Trust				Excess	Staff <sup>1</sup>	Staff Excess <sup>2</sup>
	Retirees	Disability	Survivors	Total	Retirees	Retirees	Retirees
<b>Fiscal 2019</b>							
Average monthly benefit	\$3,670	\$2,385	\$1,428	\$3,184	\$1,014	\$4,131	\$3,411
Number of retired members	1482	51	387	1920	33	7	1
<b>Fiscal 2018</b>							
Average monthly benefit	\$3,613	\$2,321	\$1,387	\$3,136	\$1,167	\$4,098	\$3,584
Number of retired members	1510	50	388	1948	42	7	1
<b>Fiscal 2017</b>							
Average monthly benefit	\$3,565	\$2,207	\$1,348	\$3,089	\$1,196	\$4,074	\$3,850
Number of retired members	1533	55	391	1979	47	7	1
<b>Fiscal 2016</b>							
Average monthly benefit	\$3,495	\$2,143	\$1,330	\$3,030	\$1,246	\$4,059	1736.3333
Number of retired members	1536	57	391	1984	44	7	1
<b>Fiscal 2015</b>							
Average monthly benefit	\$3,679	\$2,154	\$1,401	\$3,193	\$1,219	\$4,047	
Number of retired members	1560	55	392	2007	39	7	
<b>Fiscal 2014</b>							
Average monthly benefit	\$3,608	\$2,090	\$1,335	\$3,154	\$1,221	\$4,047	
Number of retired members	1595	55	381	2031	39	7	
<b>Fiscal 2013</b>							
Average monthly benefit	\$3,335	\$2,009	\$1,178	\$2,903	\$1,148	\$4,703	
Number of retired members	1636	57	380	2073	38	5	
<b>Fiscal 2012</b>							
Average monthly benefit	\$3,275	\$1,928	\$1,102	\$2,851	\$1,158	\$5,317	
Number of retired members	1692	55	283	2129	36	4	
<b>Fiscal 2011</b>							
Average monthly benefit	\$3,222	\$1,862	\$1,045	\$2,803	\$1,233	\$3,720	
Number of retired members	1714	56	378	2148	27	1	
<b>Fiscal 2010</b>							
Average monthly benefit	\$3,149	\$1,794	\$990	\$2,736	\$1,286		
Number of retired members	1747	59	381	2187	22		

<sup>1</sup>Staff Plans' first retiree was in Fiscal Year 2011

<sup>2</sup>Staff Excess Plan commenced on Fiscal Year 2016