



St. Clair County Employees' Retirement System Summary Annual Report

Year Ending: December 31, 2020

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RETIREMENT BOARD OF TRUSTEES

Deborah Martin, Chairperson	Road Commission Employee
William Herpel, Vice Chairperson	Retiree
Jorja Baldwin, Trustee	St. Clair County Board of Commissioner
William Blumerich, Trustee	Road Commission Board Member
Geoffrey Donaldson, Trustee	St. Clair County Employee
Karen Farr, Trustee	Community Mental Health Employee
Karry Hepting, Trustee	St. Clair County Administrator
William Oldford, Trustee	Citizen
James Spadafore, Trustee	St. Clair County Employee



WHERE TO WRITE FOR INFORMATION:

St. Clair County Employee's Retirement System

Attn: Tami Rumsey

200 Grand River Avenue, Ste. 206

Port Huron, MI 48060

Telephone: 810-989-6910

Fax: 810-985-3493

Email: trumsey@stclaircounty.org

Web site: www.stclaircounty.org

SUMMARY ANNUAL REPORT TO MEMBERS

DECEMBER 31, 2020

Dear Retirement System Members:

The Retirement System, which is managed by the Retirement Board of Trustees, is designed to help meet your financial needs due to disability, retirement or death. The Retirement Board's fiduciary responsibility is to oversee the general administration of the Retirement System and invest its assets. The Board retains professional advisors to assist in the fulfillment of these duties.

This summary report has been prepared to give you an overview of the Retirement Pension System and how it operates, which is governed by the provisions of the St. Clair County Retirement Ordinance and the Retirement Board's official rules and regulations. We hope you will find it useful and informative. As a summary cannot cover all the details of the System, additional information about the System, including the Retirement Ordinance, the actuarial valuation, and audited financials can be obtained from the St. Clair County Human Resource Office or accessed via the St. Clair County website at www.stclaircounty.org.

St. Clair County also provides postemployment health care benefits, which is separate from the Retirement System and managed by the County. Additional information regarding postemployment benefits can be found on the County website at www.stclaircounty.org in the St. Clair County Comprehensive Annual Financial Report and the 2020 Actuarial Report for Retirement Health Care.

Respectfully submitted,

Board of Trustees

St. Clair County Employees' Retirement System

INVESTMENT FIDUCIARIES

BlueCrest Capital Management

Cushing Asset Management

Deloitte & Touche LLP

First Eagle Investment Management, LLC

Garcia Hamilton Associates

Geneva Capital Management

International Farming Corporation

JCR Capital

Lazard Asset Management

LS Investment Advisors

Morgan Stanley Real Estate

Pavilion Alternatives Group

SS&C GlobeOp Financial Services

Silvercrest Asset Management Group, LLC

State Street Global Markets, LLC

The Brice Group—Morgan Stanley Graystone Consulting

The Bank of New York Mellon

WCM Investment Management

SERVICE PROVIDERS

Fifth Third Institutional Services

MedSource Services

Nyhart

Pension Benefit Information Research Services

Robbins, Geller, Rudman and Dowd

UHY LLP

VanOverbeke, Michaud & Timmony, PC

ACTUARIAL RESULTS SUMMARY

The Retirement System's financial objective is to accumulate the assets necessary to pay the promised benefits in an orderly manner. To accomplish this, contribution rates are established in a manner designed to keep those rates approximately level as a percentage of payroll or as a level dollar amount from year to year.

The Board of Trustees of the St. Clair County Employees' Retirement System provides for payment of the required employer contribution as described in Section 20m of Michigan Public Act No. 728.

To determine an appropriate employer contribution level for the ensuing year and to gauge how the System's funding is meeting this fundamental objective, an independent firm of actuaries and employee benefit consultants conducts annual actuarial valuations.

These valuations are based on the System's past experience, information about current participation and financial markets, and assumptions concerning the System's future demographic and economic activity.

It is generally recommended that actuarial assumptions be evaluated and reviewed every three to five years. An experience/assumption study was performed, presented and accepted by the Board of Trustees to be applied beginning with the December 31, 2019 pension valuation report. The actuarial equivalence for optional forms of payment were approved to be implemented January 01, 2020.

For 2020, the actuarial valuation was performed by Nyhart. The results are summarized on pages 5-7 of this annual report. Complete actuarial valuation reports for this and historical years can be reviewed via the St. Clair County website at www.stclaircounty.org.

ACTUARIAL METHODS

Name of plan

St. Clair County Employees Retirement System

Effective date

The plan was originally effective as of January 1, 1964.

Cost Method (CO)

Individual Entry Age Level Percent of Pay Cost Method

Amortization Method (CO)

Mental Health 15 year level dollar closed amortization of Unfunded Actuarial Accrued Liability
General County 15 year level dollar closed amortization of Unfunded Actuarial Accrued Liability
Road Commission 15 year level dollar closed amortization of Unfunded Actuarial Accrued Liability
Each subsequent year after an employer who has closed participation reaches a 15 year amortization period of their unfunded accrued liability, a new amortization base for any assumption changes, plan changes, or actuarial gain/loss will be set up which will be fully amortized in 15 years.

Asset Valuation Method

20% Phase-In Method: Expected actuarial value of assets, adjusted by 20% of the asset gain/ (loss) from the previous five years. Where the asset gain/(loss) for a particular year is defined as the difference between the actual market value return and the expected actuarial value return. This method was first used for the December 31, 2005 valuation.

Interest Rates (CO)

7.00%

The interest rate is the expected long term rate of return on assets. This assumption is supported by the investment mix of the plan assets as of 12/31/2020.

Annual Pay Increases (FE)

Pay increase assumption applies to all groups and includes 2.25% inflation. Pay increases compounded with inflation are based on service as follows:

<u>Service</u>	<u>Increase</u>
1	7.0%
2	6.0%
3	5.0%
4	4.0%
5	3.0%
6-19	2.25%
20+	2.25%

FE indicates an assumption representing an estimate of future experience
CO indicates an assumption representing a combination of an estimate of future experience and observations of market data

PLAN PARTICIPATION

Participants	County General	Mental Health	Road Commission	Plan Total
Actives	325	140	43	508
Terminated Vested	80	60	9	149
Retirees & Beneficiaries	516	134	134	784
Total	921	334	186	1441

Retirement Benefits

Average monthly benefit	1,772	1,626	1,833	1,758
Average annual benefit	21,264	19,512	21,996	21,096
Total monthly benefit	914,510	217,877	245,573	1,377,960
Total annual benefit	10,974,120	2,614,524	2,946,876	16,535,520

Participation

A county policeman, sheriff, or deputy sheriff who agrees to make required participant contributions shall become a participant on his/her date of hire.

Plan is closed to new hires for most of General County employees, Road Commission and Mental Health.

Changes since last valuation and key notes:

The mortality improvement scale used for every employer was updated from SOA Scale MP-2019 to MP-2020. All base mortality tables remained the same as used for December 31, 2019 valuation. This change results in a decrease in liability and normal cost.

Effective January 1, 2021, the maximum benefit for participants in the PAPE Prosecuting Attorneys unit increased from 69.6% to 75.0% of Final Average Compensation (FAC). This change results in a small increase in liability and normal cost for this group of employees.

Effective January 1, 2021, participating employees must agree to contribute 6% of their compensation to the plan (8% for Road Commission), with the exception of employees in the following units, who must agree to contribute 5% of their compensation:

- FOCP Friend of Court Supervisors
- CMH Mental Health
- PCJC Probate Court Juvenile Counselors
- SDSP Sheriff Deputies Supervisors
- CPEA/PCSP Circuit Court Family Division Supervisors, Circuit Court Family & Probate Employees Association

This change results in a decrease in employer normal cost for General County as they had several units increase employee contributions from 5% to 6%.

PLAN RESULTS

Total Plan Results	General County	Mental Health	Road Commission	Plan Total
Valuation Date				12/31/2020
For Fiscal Year Beginning				01/01/2022
<u>Funded Position</u>				
Entry Age Accrued Liability	201,654,831	58,023,534	44,943,807	304,622,172
Actuarial Value of Assets	<u>172,108,701</u>	<u>49,154,386</u>	<u>40,795,149</u>	<u>262,058,236</u>
Unfunded actuarial accrued liability	29,546,130	8,869,148	4,148,658	42,563,936
 Funded Ratio - Actuarial Basis	 85.3%	 84.7%	 90.8%	 86.0%
<u>Employer Contributions</u>				
Total Normal Cost	2,347,167	905,729	329,286	3,582,182
Expected Participant Contributions	<u>1,189,072</u>	<u>438,332</u>	<u>222,915</u>	<u>1,850,319</u>
Net Normal Cost	1,158,095	467,397	106,371	1,731,863
 Administrative Expenses	 98,513	 28,136	 23,351	 150,000
Amortization UAAL	3,575,567	910,079	505,451	4,991,097
Applicable Interest	<u>512,530</u>	<u>149,107</u>	<u>66,988</u>	<u>728,625</u>
Total Recommended Contribution	5,344,705	1,554,719	702,161	7,601,585
 Estimated Fiscal Year Payroll	 19,688,620	 8,566,644	 2,638,549	 30,893,813
Recommended Contribution as a percentage of estimated payroll	27.1%	18.1%	26.6%	24.6%
 Actuarial Value of Assets, 12/31/2019	 \$ 165,636,557	 \$	 \$	 \$ 251,879,408
Employer Contributions	3,923,266	1,060,747	1,011,042	5,995,055
Employee Contributions	1,247,078			1,959,887
Benefit Payments	(11,011,311)	(2,580,727)	(2,920,695)	(16,512,733)
Expenses	(96,736)	(27,288)	(23,080)	(147,104)
Investment Income	<u>12,409,847</u>	<u>3,522,906</u>	<u>2,950,970</u>	<u>18,883,723</u>
 Actuarial Value of Assets, 12/31/2020	 \$ 172,108,701	 \$	 \$	 \$ 262,058,236

TOTAL PLAN FUNDED RATIO 86.0% - Actuarial Value Basis

TOTAL PLAN FUNDED RATIO 88.0% - Market Value Basis

INVESTMENT INFORMATION

PLAN INVESTMENT POLICY

The Retirement System is maintained to provide retirement benefits for the participants and their beneficiaries. The Retirement System is established in accordance with the laws of the State of Michigan whereby it operates and is controlled, as to its investments, by Act 314 and its amendments.

The Board of Trustees are authorized and permitted by the plan document and under Michigan law to engage the services of an investment manager(s), investment consultant and custodian and to set the direction for the investments. The Board requires that the investment manager(s), investment consultant and custodian comply with all applicable laws, rules and regulations. The investment manager will be given full discretion in managing the funds within the statement of investment policies, procedures and objectives.

PLAN INVESTMENT OBJECTIVES

The Board's attitude regarding Retirement System assets combines both growth of capital and appropriate risk-taking. The Board recognizes that risk (i.e., the uncertainty of future events), volatility (i.e., the potential for variability of asset values), and the potential of loss in purchasing power (due to inflation) are present to some degree with all types of investment vehicles. While high levels of risk are to be avoided, the assumption of an appropriate level of risk is warranted and encouraged in order to allow the opportunity to achieve satisfactory results consistent with the objectives and character of the Retirement System. The policies and restrictions contained in the Plan's Statement of Investment Policies, Procedures and Objectives should not impede the investment manager to attain the overall Retirement System objectives, nor should they exclude the investment manager from appropriate investment opportunities.

The Plan's overall investment objective is to earn an average, annual net return of 7.0% over five-year rolling periods. Subtracting the assumed rate of payroll inflation (2.25%) produces a net 4.75% real rate of return. Achievement of this objective is likely to ensure the ability to pay retirement benefits for all current plan participants.

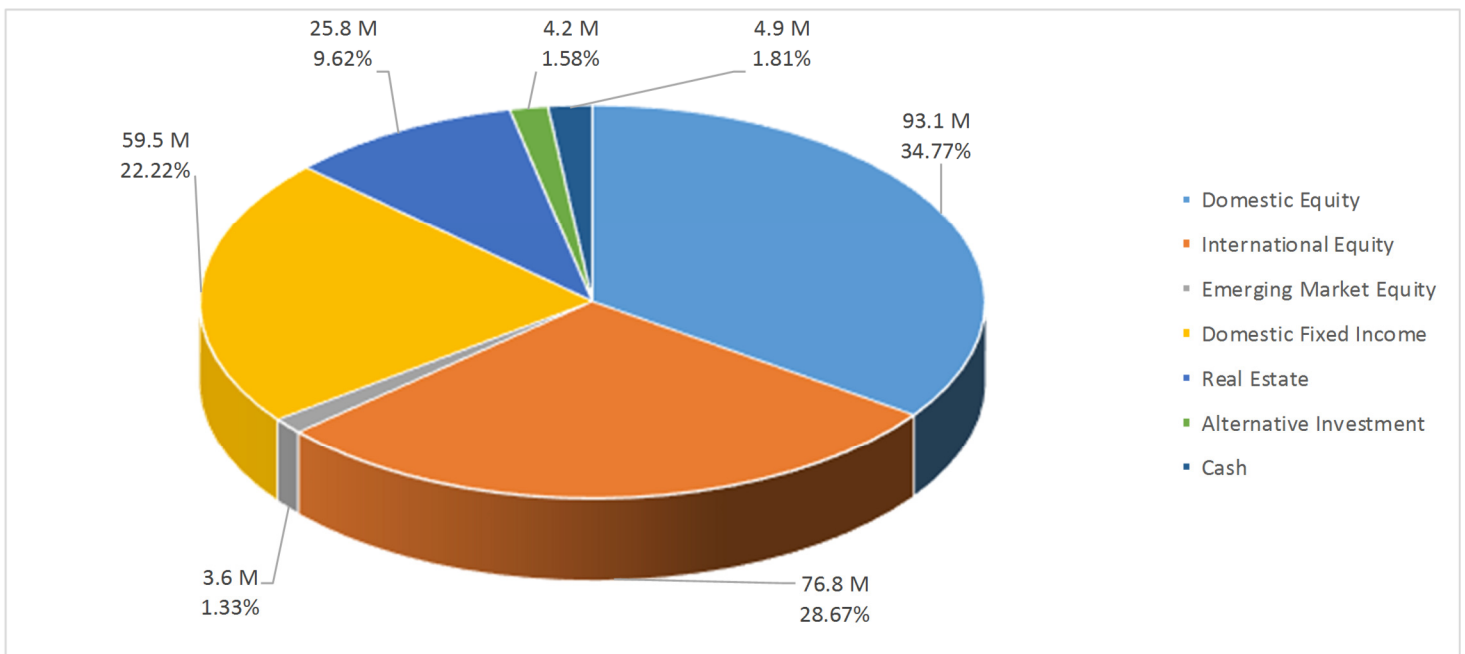
The Plan's objective is based on the expected returns under the strategic asset allocation policy. This asset allocation policy should result in normal fluctuation in the Plan's actual return, year to year. The expected level of volatility (return fluctuation) is appropriate given the Plan's current and expected tolerance for short-term return fluctuations. Appropriate diversification of Plan assets will reduce the Plan's investment return volatility.

ASSET CLASS ALLOCATION

ASSET ALLOCATION POLICY

The strategic asset allocation policy is consistent with the achievement of the Plan's financial needs and overall investment objectives. Asset classes are selected based on their expected long-term returns, individual reward/risk characteristics, correlation with other asset classes, manager roles, and fulfillment of the Plan's long-term financial needs. Conformance with P.A. 314 of 1965 and amendments thereof is also considered.

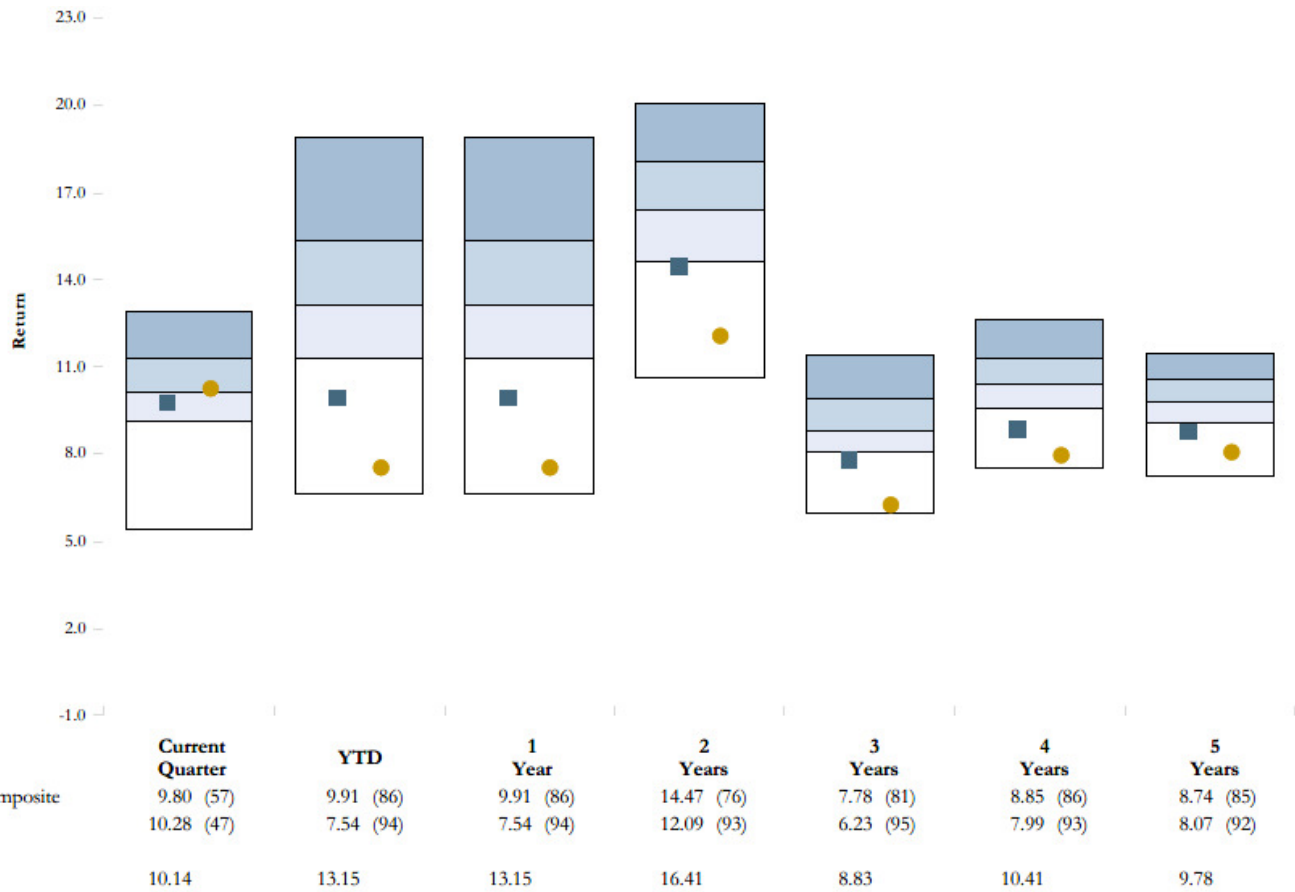
As of 12/31/2020



Asset Allocation Compliance

	Asset Allocation (\$)	Current Allocation (%)	Minimum Allocation (%)	Maximum Allocation (%)	Target Allocation (%)
Domestic Equity	93,110,958.73	34.77	11.00	51.00	30.00
International Equity	76,775,037.41	28.67	10.00	30.00	20.00
Emerging Market Equity	3,567,630.96	1.33	0.00	10.00	5.00
Master Limited Partnerships	0.00	0.00	0.00	3.00	0.00
Domestic Fixed Income	59,470,201.26	22.22	20.00	45.00	25.00
Real Estate	25,769,267.12	9.62	10.00	20.00	12.50
Alternative Investment	4,226,103.34	1.58	0.00	10.00	2.50
Real Estate Investment Trusts	0.00	0.00	0.00	10.00	5.00
Cash Equivalent	4,859,793.32	1.81	0.00	5.00	0.00
Total Fund	267,778,992.14	100.00	-	-	100.00

FUND PERFORMANCE



Financial Reconciliation Year to Date

	Market Value 01/01/2020	Net Transfers	Contributions	Distributions	Management Fees	Income	Apprec/Deprec	Market Value 12/31/2020
Total Fund	253,517,198.34	-	158,115,805.57	(166,438,344.44)	(992,536.01)	3,565,486.23	20,121,461.22	267,778,992.14

Comparative Performance

	QTR	YTD	1 YR	3 YR	5 YR	7 YR	10 YR	Inception	Inception Date
Total Fund	9.80	9.91	9.91	7.78	8.74	7.56	8.07	5.96	07/31/1998
Benchmark Policy Index	10.28	7.54	7.54	6.23	8.07	6.82	7.87	6.36	
Ranking Public Plans < \$250 M	57	86	86	81	85	58	61	84	
Total Fund (Net of Fees)	9.72	9.46	9.46	7.35	8.26	6.97	7.54	5.67	07/31/1998

2020 Gross Trailing Return **9.91**

2020 Net Trailing Return **9.46**

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

DEFINED BENEFIT PLAN – PLAN DESCRIPTION

The St. Clair County Retirement System is a single employer, defined benefit pension plan, which was established by County ordinance in 1964 to provide retirement and pension benefits for eligible employees of St. Clair County, the St. Clair County Road Commission, and St. Clair County Community Mental Health Authority. Employees not in this plan are covered by a defined contribution plan. Effective January 1, 2016, the Plan is closed to all but the Sheriff deputies bargaining unit. The system is administered, managed and operated by a Board composed of 9 Trustees, the chairperson of the Board of Commissioners, or their appointee, a member of the Board of Commissioners, a member of the St. Clair County Road Commission Board, one appointed citizen, four elected employees of the retirement system and one retired member elected by the retired members. The benefit provisions are governed by Act No. 427 of the Michigan Public Acts of 1984, as amended. The plan may be amended by the County Board of Commissioners. The plan is audited within the scope of the audit of the basic financial statements. Separate audited financial statements are not issued. Additional financial information can be reviewed in the Comprehensive Annual Financial Report year ending 12/31/2020 using the 2020 Audit/CAFR link in the on the St. Clair County website at www.stclaircounty.org.

Summary of Significant Accounting Policies

Basis of Accounting -

The St. Clair County Retirement System utilizes the accrual basis of accounting and is reported within the County's reporting entity as a separate Pension Trust Fund. Contributions from employees are recognized in the period in which contributions are paid. Employer contributions are recognized when due and the employer has made a formal commitment to provide contributions. Benefits and refunds are recognized when due and payable, in accordance with the terms of the Plan.

Method Used to Value Investments -

Investments are reported at fair value. Short-term investments are reported at cost, which approximates fair value. Securities traded on a national or international exchange are valued at the last reported sales price at current exchange rates. Investments that do not have an established market are reported at estimated fair value.

Contribution and Funding Policy -

The Plan's funding policy provides for periodic employer contributions at actuarially determined rates that, expressed as a level dollar amount designed to accumulate sufficient assets to pay benefits when due. During the year ended December 31, 2020, contributions totaling \$7,954,942 (\$5,995,055 employer and \$1,959,887 employee) were made in accordance with contribution requirements determined by an actuarial valuation for the Plan as of December 31, 2018. The required employer contributions were \$3,908,222 for General County, \$686,516 for the Road Commission and \$1,060,747 for Community Mental Health. Employee contributions represent 5.0% and 6.0% of covered payroll for County General, 5.0% of covered payroll for Community Mental Health, and 8.0% of covered payroll for the Road Commission. The contribution requirement of a Plan member and the County are established by the St. Clair County Retirement Board and may be amended by the St. Clair County Board of Commissioners. Most administrative costs of the Plan are paid with retirement assets. The defined benefit Plan, excluding Sheriff Deputies is closed to new hires.

The required contribution rate was determined as part of the December 31, 2018 actuarial valuation using the individual entry age normal cost method. The actuarial assumptions included (a) 7.5% net investment rate of return, and (b) projected salary increases of 3.5% to 8.0% per year, which includes pay inflation at 3.5%. There are no projected cost of living adjustments. The actuarial value was determined using techniques that smooth the effect of short-term volatility in the market value of investments over a five-year period. The Plan's unfunded actuarial accrued liability is being amortized as a level dollar on an open period, with a remaining amortization period as of December 31, 2018, of 17 years for Community Mental Health and amortized as a level dollar on a closed period with a remaining amortization period, as of December 31, 2018, of 15 years for General Employees and the Road Commission.

STATEMENT OF FIDUCIARY POSITION

ST. CLAIR COUNTY, MICHIGAN

STATEMENT OF FIDUCIARY NET POSITION PENSION FUND DECEMBER 31, 2020

	Basic Retirement System
ASSETS:	
Cash and cash equivalents	9,198,614
Investments, at fair value	258,579,562
Receivables -	
Interest and dividends	380,463
Other	39,656
Total Assets	<u>268,198,295</u>
LIABILITIES:	
Accounts payable	271,159
Accrued liabilities	1,933
Total Liabilities	<u>273,092</u>
NET POSITION:	
Held in trust for pension/OPEB benefits	<u>\$ 267,925,203</u>

CHANGES IN FIDUCIARY NET POSITION

ST. CLAIR COUNTY, MICHIGAN

SCHEDULE OF CHANGES IN FIDUCIARY NET POSITION PENSION FUND FOR THE YEAR ENDED DECEMBER 31, 2020

	Basic Retirement System			Total
	Member Contributions	Employer Contributions	Pension Payments	
Additions:				
Contributions				
Member contributions	1,959,887	-	-	1,959,887
Employer contributions	-	5,995,055	-	5,995,055
Total Contributions	1,959,887	5,995,055	-	7,954,942
Investment income			-	
Net appreciation in fair value of investments	-	19,543,647	-	19,543,647
Interest/Dividends	-	4,049,844	-	4,049,844
Less investment expense	-	(801,541)	-	(801,541)
	-	22,791,950	-	22,791,950
Other	-	1,211	-	1,211
Total Additions	1,959,887	28,788,216	-	30,748,103
Deductions:				
Retirement payroll	-	-	16,271,037	16,271,037
Health/dental insurance	-	-	-	-
Death benefits	-	-	52,500	52,500
Employee refunds	189,196	-	-	189,196
Administration	-	147,104	-	147,104
Total Deductions	189,196	147,104	16,323,537	16,659,837
Net Increase (Decrease) Before				
Transfers	1,770,691	28,641,112		14,088,266
Interfund Transfers In (Out):				
Retirees obligation	(2,377,410)	-	2,377,410	-
Interest	619,549	(17,304,567)	16,685,018	-
Net Increase (Decrease)	12,830	11,336,545	2,738,891	14,088,266
Net position held in trust for pension benefits:				
Beginning of year	31,693,757	51,051,038	171,092,142	253,836,937
End of year	31,706,587	62,387,583	173,831,033	267,925,203

ADMINISTRATIVE & INVESTMENT EXPENSES

(YTD Activity through 12/31/2020)

Expenditures

Administration -

Salaries and Fringes	128,701.38
Mileage and Travel	189.42
Postage	6,240.90
Conferences and Training	900.00
Printing and Publishing	1,046.13
Miscellaneous	773.00

Professional Fees -

Morgan Stanley	85,000.00
Vanoverbeke	15,217.60
Howard Nyhart	37,500.00
Pension Benefit	3,000.00
Medsource	3,850.00

Investment Fees -

Fifth-Third Bank	35,820.35
Lazard Asset Management	24,011.43
Geneva Capital Management	40,796.00
LS Investment Advisors	60,726.47
Garcia Hamilton	118,093.65
Silvercrest Asset Mgmt Group	41,804.00
Swank Capital	48,836.24
WCM Investment Mgmt	260,691.34

Retirement Benefits -

Retirement Payroll	16,271,036.85
Refunds	145,069.36
Interest	44,126.57

Death Benefits 52,500.00

Total Expenditures 17,425,930.69

BUDGETED EXPENDITURES

(Calendar Year Ending 12/31/2022)

Expenditures

Administration -

Salaries and Fringes	130,000.00
Mileage and Travel	5,500.00
Food & Operating Supplies	3,500.00
Postage	5,750.00
Conferences and Training	10,000.00
Printing and Publishing	1,200.00
Miscellaneous	1,500.00

Professional Fees -

Nyhart Actuaries	42,000.00
Stewart, Beauvais, & Whipple	3,000.00
Vanoverbeke	28,000.00
Dahab Associates	95,000.00
Pension Benefit	3,100.00
MedSource	6,000.00

Investment Fees -

Fifth-Third Bank	43,500.00
Manager Fees	500,000.00

Retirement Benefits -

Retirement Payroll	18,000,000.00
Employee Refunds - Principal	175,000.00
Employee Refunds - Interest	25,500.00

Death Benefits	<u>52,500.00</u>
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Total Expenditures	<u><u>19,131,050.00</u></u>
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