

TOWN OF BAY HARBOR ISLANDS
Employees Retirement System
Board of Trustees
August 11, 2021

CALL TO ORDER: Set for 9:30 a.m.

PLEDGE OF ALLEGIANCE

ROLL CALL

1. Discussion and approval of the October 1, 2019 actuarial valuation and reports for Town of Bay Harbor Islands Retirement System (General Employees and Police Officers). Mr. Chuck Carr of Southern Actuarial Services will call into the Retirement Board Meeting via phone or Zoom and discuss the report. Enclosed is a copy of the Actuarial valuation reports dated July 21, 2021.
2. Discussion of investment performance for the quarter ended June 30, 2021. Relevant reports have been provided to the Town of Bay Harbor Islands Retirement Board. Mr. Greg McNeillie of DAHAB Associates will be present for the discussion.
3. Consideration and Approval of Fiduciary Liability extension provided by the Gibson & Wirt Commercial Insurance Specialists to the Fiscal Year 2021-2022. Attached is filled out Fiduciary Liability extension form provided by Gibson & Wirt representative.

CONSENT AGENDA (Items of a routine nature; any Board member may request separate consideration of any item on the consent agenda):

4. Approval of the following Retirement Board Meeting Minutes:
 - a) May 13th, 2020 meeting minutes
 - b) August 12th, 2020 meeting minutes
 - c) November 4th, 2020 meeting minutes
 - d) February 10th, 2021 meeting minutes

The copies of Retirement Board Meeting minutes are attached to the Agenda.

5. Approval and ratification of invoices paid to the Retirement System Administrators after the May 23, 2021, Retirement Board Meeting.
 - Rhumblin Advisers – invoice # gbayha2020Q4 – dated 01/07/2021 – amount \$1,313.00
 - Rhumblin Advisers – invoice # gbayha2021Q1 – dated 04/09/2021 – amount \$1,371.00
 - Glovista Investments – invoice # glsc02a1qu2021 – dated 03/31/2021 – amount \$1,185.04
 - Glovista Investments – invoice # glsc02a4qu2020 – dated 04/02/2021 – amount \$1,023.74
 - Highland Capital – invoice #27480 – dated 04/02/2021 – amount \$2,077.87
 - Southern Actuarial Services – invoice #235-0421 – dated 04/20/2021 – amount \$300.00 .

Total: \$7,270.65
6. Approval of payment of \$4,125.00 to DAHAB for professional services for Quarter 3 of 2021. Copy of Invoice #BH0921 dated on July 1st, 2021 is included.
7. Approval of payment of \$5,328.76 to Garcia Hamilton and Associates for portfolio valuation services for Quarter 2, 2021. Copy of invoice #34072 dated July 1st, 2021 is attached.
8. Approval of payment of \$2,113.20 to Highland Capital for professional services for Quarter 2 of 2021. Copy of the invoice #28112 dated on July 2nd, 2021 is attached.

9. Approval of payment of \$1,394.00 to Rhumblin for Quarter 2, 2021 advisory fees. Copy of the invoice #gbayha2021Q2 dated July 7th, 2021 is attached.
10. Approval of payment of \$2,250.00 to the Southern Actuarial services for September 30, 2020 GASB 75 report. Copy of invoice number 583-0121 dated on January 4th, 2021 is attached.
11. Approval and ratification of payment of \$10,000.00 to Southern Actuarial Services for Town of Bay Harbor Islands Employee Retirement System actuarial evaluation as of October 1, 2020. Invoice number 235-0321 dated on March 3rd, 2021 is attached. The payment was inadvertently made on February 25th, 2021 and there is no amount due.

END OF CONSENT AGENDA

ADJOURNMENT

AGENDA ITEM REPORT

August 11, 2021

ITEM NUMBER: 1.

ITEM: Discussion and approval of the October 1, 2019 actuarial valuation and reports for Town of Bay Harbor Islands Retirement System (General Employees and Police Officers). Mr. Chuck Carr of Southern Actuarial Services will call into the Retirement Board Meeting via phone or Zoom and discuss the report. Enclosed is a copy of the Actuarial valuation reports dated July 21, 2021.

DESCRIPTION:

RECOMMENDED ACTION:

FINANCIAL ANALYSIS:

BUDGET IMPACT:

Submitted By: Peter Kajokas, Finance Director

ATTACHMENTS

1. 20val_BayHarborIslands_General
2. 20val_BayHarborIslands_Police

Town of Bay Harbor Islands
Employees Retirement System
(General Employees)

Actuarial Valuation
As of October 1, 2020

Determines the Contribution
For the 2021/22 Fiscal Year



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July 21, 2021

Introduction

This report presents the results of the October 1, 2020 actuarial valuation of the portion of the Town of Bay Harbor Islands Employees Retirement System that covers general employees. The report is based on the participant data and asset information provided by the pension plan administrator and, except for a cursory review for reasonableness including a comparison to the data provided for the previous valuation, we have not attempted to verify the accuracy of this information.

The primary purpose of this report is to provide a summary of the funded status of the plan as of October 1, 2020 and to determine the minimum required contribution under Chapter 112; Florida Statutes, for the 2021/22 plan year. In addition, this report provides a projection of the long-term funding requirements of the plan, statistical information concerning the assets held in the trust, statistical information concerning the participant population, and a summary of any recent plan changes.

The liabilities and cost presented in this report are based on numerous assumptions concerning the cost of benefits to be provided in the future, long-term investment returns, and the future demographic experience of the current participants. Anyone referring to this report should remember that the cost developed herein is only an *estimate* of the true cost of providing post-employment pension benefits. No one can predict with certainty whether the true cost will be higher or lower than the cost presented in this report. The calculated cost is entirely dependent upon the assumptions that are described in Table IV-A. If any of the assumptions is changed, then the cost shown in this report will change accordingly. Likewise, if any of the assumptions is not completely realized, then the cost shown in this report will change in the future.

Certain assumptions play a bigger role than others in determining the cost of the post-employment pension benefits. In some cases, relatively small changes in a particular assumption can have a dramatic impact on the anticipated cost of benefits. Although a thorough analysis of the impact of such changes is beyond the scope of this report, Table I-B illustrates the impact that alternative long-term investment returns would have on the contribution rate.

Minimum Required Contribution

Table I-A shows the development of the minimum required contribution for the 2021/22 plan year. The minimum required contribution is \$515,283, which equates to 18.52% of covered payroll. The minimum required contribution decreased by \$41,118 from the prior valuation.

Table I-C provides a breakdown of the sources of change in the contribution rate. Significantly, the rate decreased by 0.15% of payroll due to investment gains, increased by 0.16% of payroll due to demographic experience, and decreased by another 1.81% of payroll due to the assumption change that is described below. The market value of assets earned



6.27% during the 2019/20 plan year, whereas a 6.00% annual investment return was required to maintain a stable contribution rate.

Chapter 112, Florida Statutes, sets forth the rules concerning the minimum required contribution for public pension plans within the state. Essentially, the Town must contribute an amount equal to the annual normal cost of the plan plus an amortization payment towards the unfunded accrued liability and an adjustment as necessary to reflect interest on any delayed payment of the contribution beyond the valuation date.

Based on the current assets, participant data, and actuarial assumptions and methods that are used to value the plan, the present-day value of the total long-term funding requirement is \$12,747,283. As illustrated in Table I-A, current assets are sufficient to cover \$9,355,357 of this amount, the employer's 2020/21 contribution will cover \$556,401 of this amount, the employer's 2021/22 contribution will cover \$515,283 of this amount, and future employee contributions are expected to cover \$846,213 of this amount, leaving \$1,474,029 to be covered by future employer funding beyond the 2021/22 fiscal year. Again, demographic and investment experience that differs from that assumed will either increase or decrease the future employer funding requirement.

Amortization of the Unfunded Liability

This plan uses the entry age normal cost method to develop an unfunded liability each year. The unfunded liability is then amortized or "paid off" over a period of time. The period over which the unfunded liability is amortized is often referred to as the "funding period" of the plan. Under Chapter 112 the maximum allowable funding period is 30 years. However, the plan's funding policy utilizes a 10-year funding period for new components of the unfunded accrued liability. As of October 1, 2020, the plan has \$656,372 of unfunded accrued liability.

Advance Employer Contribution

The Town has made contributions to the plan in excess of the minimum amount that was required to be contributed pursuant to Chapter 112. In this report, the excess contributions are referred to as an "advance employer contribution." As of October 1, 2020, the advance employer contribution is \$116,975, which reflects the advance employer contribution of \$55,222 as of October 1, 2019 plus \$61,753 of actual employer contributions in excess of the minimum required contribution for the 2019/20 plan year as shown in Table II-F.

The Town may apply all or any portion of the advance employer contribution towards the minimum required contribution for the 2020/21 plan year or for any later plan year. The minimum required contribution for that plan year will be reduced dollar-for-dollar by the amount of the advance employer contribution that is applied in this manner.

Alternatively, at any time, the Town may apply all or any portion of the advance employer contribution as an *extra* contribution in excess of the minimum required contribution. In this case, the immediate application of the entire balance of the advance employer contribution as of October 1, 2020 would reduce the minimum required contribution for the 2021/22 plan year to \$486,173.



Actuarial Assumption Change

Since the completion of the previous valuation, the mortality basis was changed from the RP-2000 Combined Mortality Table with generational improvements in mortality using Scale BB to selected PUB-2010 Mortality Tables with generational improvements in mortality using Scale MP-2018. The impact of this assumption change was to decrease the contribution rate by 1.81% of payroll.

Identification and Assessment of Risk

The liabilities and cost presented in this report are based on numerous assumptions concerning the cost of benefits to be provided in the future, long-term investment returns, and the future demographic experience of the current participants. Anyone referring to this report should remember that the cost developed herein is only an *estimate* of the true cost of providing post-employment pension benefits. No one can predict with certainty whether the true cost will be higher or lower than the cost presented in this report. The calculated cost is entirely dependent upon the assumptions that are described in Table IV-A. If any of the assumptions is changed, then the cost shown in this report will change accordingly. Likewise, there is always a risk that, should these assumptions not be realized, the liabilities of the plan, the contributions required to fund the plan, and the funded status of the plan may be significantly different than the amounts shown in this report.

Although a thorough analysis of the risk of not meeting the assumptions is beyond the scope of this report, this discussion is intended to identify the significant risks faced by the plan. In some cases, a more detailed review of the risks, including numerical analysis, may be appropriate to help the plan sponsor and other interested parties assess the specific impact of not realizing certain assumptions. For example, Table I-B illustrates the impact that alternative long-term investment returns would have on the contribution rate. Note that this report is not intended to provide advice on the management or reduction of the identified risks nor is this report intended to provide investment advice.

The most significant risk faced by most defined benefit pension plans is investment risk, i.e. the risk that long-term investment returns will be less than assumed. Other related risks include a risk that, if the investments of the plan decline dramatically over a short period of time (such as occurred with many pension plans in 2008), the plan's assets may not have sufficient time to recover before benefits become due. Even if the assets of the plan grow in accordance with the assumed investment return over time, if benefit payments are expected to be large in the short-term (for example, if the plan provides an actuarial equivalent lump sum payment option and a large number of participants are expected to become entitled to such a lump sum in the near future), the plan's assets may not be sufficient to support such a high level of benefit payments. We have provided a 10-year projection of the expected benefit payments in Table III-G to help the Trustees in formulating an investment policy that is expected to provide an investment return that meets both the short- and long-term cash flow needs of the pension plan.

Another source of risk is demographic experience. This is the risk that participants will receive salary increases that are different than the amount assumed, that participants will retire, become disabled, or terminate their employment at a rate that is different than assumed, and that participants will live longer than assumed, just to cite a few examples of the demographic risk faced by the plan. Although for most pension plans, the demographic risk is not as significant as the



investment risk, particularly in light of the fact that the mortality assumption includes a component for future life expectancy increases, the demographic risk can nevertheless be a significant contributing factor to liabilities and contribution rates that become higher than anticipated.

A third source of risk is the risk that the plan sponsor (or other contributing entities) will not make, or will not have the ability to make, the contributions that are required to keep the plan funded at a sufficient level. Material changes in the number of covered employees, covered payroll, and, in some cases, hours worked by active participants can also significantly impact the plan's liabilities and the level of contributions received by the plan.

Finally, an actuarial funding method has been used to allocate the gap between projected liabilities and assets to each year in the future. The contribution rate under some funding methods is higher during the early years of the plan and then is lower during the later years of the plan. Other funding methods provide for lower contribution rates initially, with increasing contribution rates over time.

The Trustees have adopted the individual entry age normal funding method for this plan with level-dollar payments towards the unfunded accrued liability, which is expected to result in a contribution rate that decreases over time as a percentage of payroll. A brief description of the actuarial funding method is provided in Table IV-A.

Contents of the Report

Tables I-D through I-I provide a detailed breakdown of various liability amounts by type of benefit and by participant group. Tables II-A through II-F provide information concerning the assets of the trust fund. Specifically, Table II-A shows the development of the actuarial value of assets. Tables III-A through III-G provide statistical information concerning the plan's participant population. In particular, Table III-G gives a 10-year projection of the cash that is expected to be required from the trust fund in order to pay benefits to the current group of participants. Finally, Tables IV-A through V-B provide a summary of the actuarial assumptions and methods that are used to value the plan's benefits and of the relevant plan provisions as of October 1, 2020, as well as a summary of the changes that have occurred since the previous valuation report was prepared.

Certification

This actuarial valuation was prepared by me or under my direct supervision and I acknowledge responsibility for the results. To the best of my knowledge, the results are complete and accurate and, in my opinion, the techniques and assumptions used are reasonable and meet the requirements and intent of Chapter 112, Florida Statutes. There is no benefit or expense to be provided by the plan and/or paid from the plan's assets for which liabilities or current costs have not been established or otherwise taken into account in the valuation. All known events or trends which may require a material change in plan costs or required contribution rates have been taken into account in the valuation.



For the firm,

Charles T. Carr

Charles T. Carr
Consulting Actuary
Southern Actuarial Services Company, Inc.

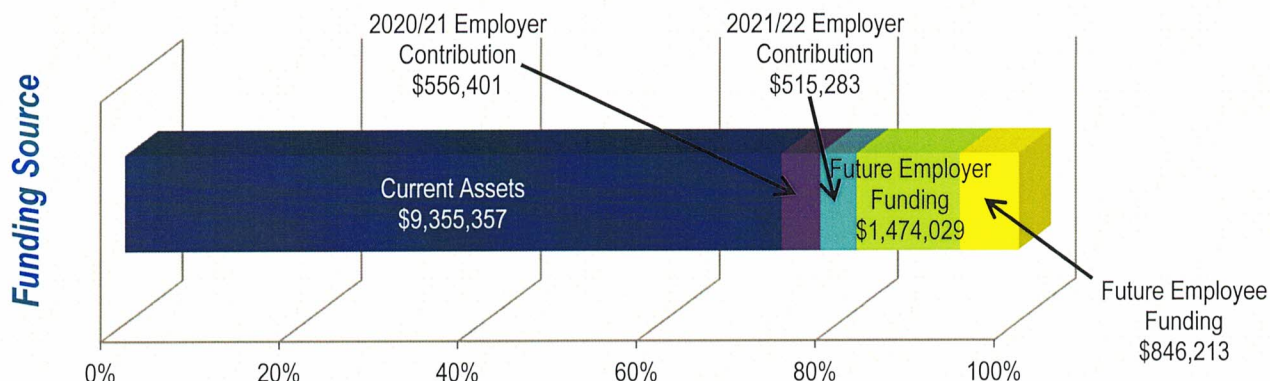
Enrolled Actuary No. 20-04927

The individual above is a member of the American Academy of Actuaries and meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.



Minimum Required Contribution

Table I-A



For the 2021/22 Plan Year

Entry Age Normal Cost	\$461,686
Unfunded Liability Amortization Payment	\$187,056
Expense Allowance	\$20,065
Expected Employee Contribution	(\$166,599)
	\$502,208
Adjustment to Reflect Semi-Monthly Employer Contributions	\$15,402
Expected Employer Contribution for the 2020/21 Plan Year	(\$556,401)
Remaining Contribution Due/(Credit) for the 2020/21 Plan Year	(\$38,791)
	x 0.06
One Year's Interest Charge/(Credit) on the Remaining Contribution	(\$2,327)

Minimum Required Contribution for the 2021/22 Plan Year **\$515,283**

Expected Payroll for the 2021/22 Plan Year	÷ \$2,782,291
Minimum Required Contribution as a % of Payroll	18.52%

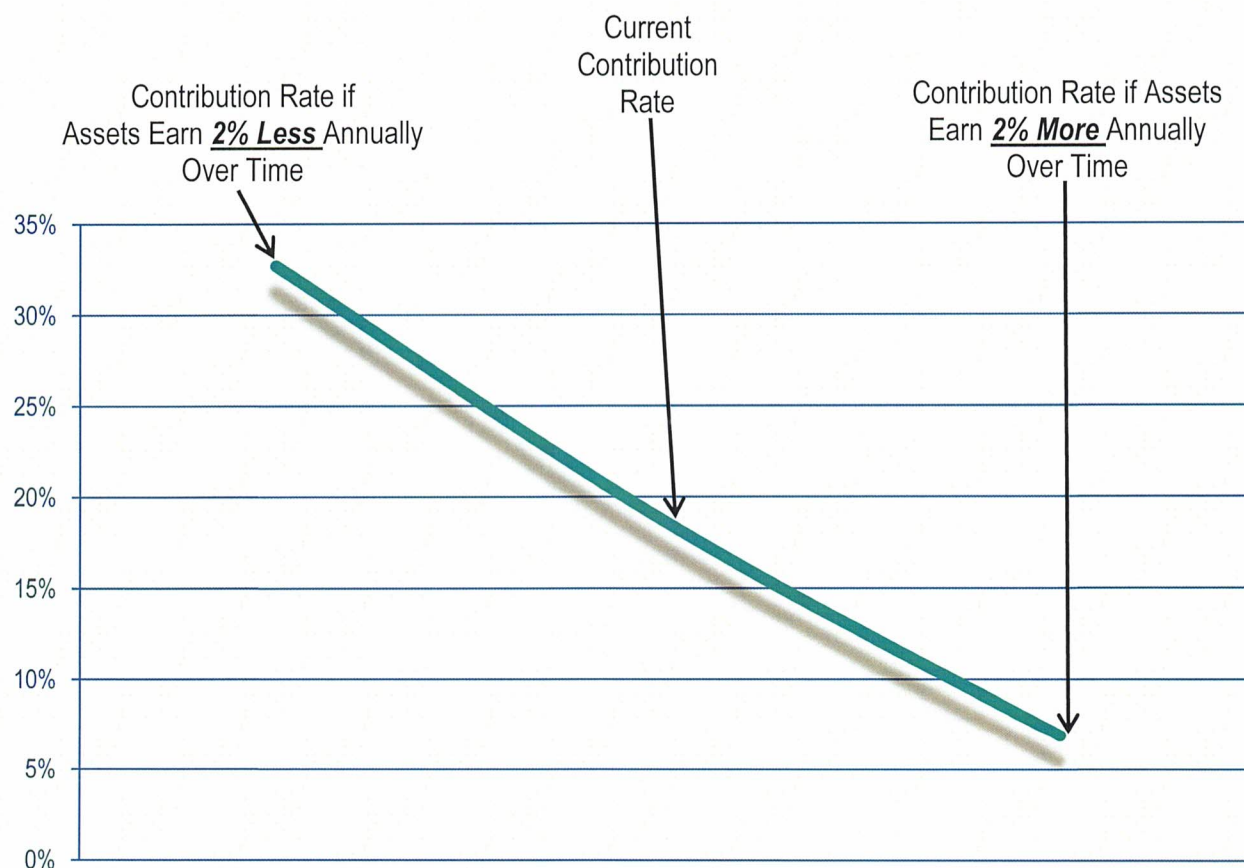
Additional Disclosures

Present Value of Future Compensation	\$13,588,648
Present Value of Future Employer Contributions	\$2,545,713
Present Value of Future Employee Contributions	\$846,213



Sensitivity Analysis

Table I-B



The line above illustrates the sensitivity of the contribution rate to changes in the long-term investment return.



Gain and Loss Analysis

Table I-C

Source of Change in the Contribution Rate

Previous contribution rate	20.32%
Increase (decrease) due to investment gains and losses	-0.15%
Increase (decrease) due to demographic experience	0.16%
Increase (decrease) due to plan amendments	0.00%
Increase (decrease) due to actuarial assumption changes	-1.81%
Increase (decrease) due to actuarial method changes	0.00%
Current contribution rate	<u>18.52%</u>

Source of Change in the Unfunded Liability

Previous unfunded liability	\$1,168,880
Increase due to employer normal cost for the prior year	\$308,121
Increase due to interest on normal cost and unfunded liability	\$88,620
Decrease due to employer contributions	(\$597,412)
Decrease due to interest on employer contributions	(\$17,661)
Expected unfunded liability	<u>\$950,548 *</u>
Increase (decrease) due to plan experience	(\$23,022)
Increase (decrease) due to plan amendments	\$0
Increase (decrease) due to actuarial assumption changes	(\$271,154)
Increase (decrease) due to actuarial method changes	\$0
Current unfunded liability	<u>\$656,372</u>

* not less than zero



Present Value of Future Benefits

Table I-D

	Old Assumptions <u>w/o Amendment</u>	Old Assumptions <u>w/ Amendment</u>	New Assumptions <u>w/ Amendment</u>
<u>Actively Employed Participants</u>			
Retirement benefits	\$8,561,190	\$8,561,190	\$8,349,439
Termination benefits	\$1,040,291	\$1,040,291	\$1,001,958
Disability benefits	\$33,114	\$33,114	\$25,712
Death benefits	\$18,801	\$18,801	\$17,629
Refund of employee contributions	\$61,220	\$61,220	\$63,700
Sub-total	\$9,714,616	\$9,714,616	\$9,458,438
<u>Deferred Vested Participants</u>			
Retirement benefits	\$581,403	\$581,403	\$549,842
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$581,403	\$581,403	\$549,842
<u>Due a Refund of Contributions</u>	\$0	\$0	\$0
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$2,639,464	\$2,639,464	\$2,608,460
Disability retirements	\$36,636	\$36,636	\$28,628
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$0	\$0	\$0
Sub-total	\$2,676,100	\$2,676,100	\$2,637,088
<u>Grand Total</u>	<u>\$12,972,119</u>	<u>\$12,972,119</u>	<u>\$12,645,368</u>
Present Value of Future Payroll	\$13,584,640	\$13,584,640	\$13,588,648
Present Value of Future Employee Contribs.	\$845,772	\$845,772	\$846,213
Present Value of Future Employer Contribs.	\$2,872,875	\$2,872,875	\$2,545,713



Present Value of Accrued Benefits

Table I-E

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
<u>Actively Employed Participants</u>			
Retirement benefits	\$5,447,714	\$5,447,714	\$5,300,051
Termination benefits	\$550,960	\$550,960	\$530,853
Disability benefits	\$15,746	\$15,746	\$12,121
Death benefits	\$8,580	\$8,580	\$8,609
Refund of employee contributions	\$34,927	\$34,927	\$34,926
Sub-total	\$6,057,927	\$6,057,927	\$5,886,560
<u>Deferred Vested Participants</u>			
Retirement benefits	\$581,403	\$581,403	\$549,842
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$581,403	\$581,403	\$549,842
<u>Due a Refund of Contributions</u>	\$0	\$0	\$0
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$2,639,464	\$2,639,464	\$2,608,460
Disability retirements	\$36,636	\$36,636	\$28,628
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$0	\$0	\$0
Sub-total	\$2,676,100	\$2,676,100	\$2,637,088
<u>Grand Total</u>	<u>\$9,315,430</u>	<u>\$9,315,430</u>	<u>\$9,073,490</u>



Present Value of Vested Benefits

Table I-F

	Old Assumptions <u>w/o Amendment</u>	Old Assumptions <u>w/ Amendment</u>	New Assumptions <u>w/ Amendment</u>
<i><u>Actively Employed Participants</u></i>			
Retirement benefits	\$5,303,658	\$5,303,658	\$5,157,000
Termination benefits	\$505,738	\$505,738	\$487,207
Disability benefits	\$15,746	\$15,746	\$12,121
Death benefits	\$8,580	\$8,580	\$8,609
Refund of employee contributions	\$47,228	\$47,228	\$47,236
Sub-total	\$5,880,950	\$5,880,950	\$5,712,173
<i><u>Deferred Vested Participants</u></i>			
Retirement benefits	\$581,403	\$581,403	\$549,842
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$581,403	\$581,403	\$549,842
<i><u>Due a Refund of Contributions</u></i>	\$0	\$0	\$0
<i><u>Deferred Beneficiaries</u></i>	\$0	\$0	\$0
<i><u>Retired Participants</u></i>			
Service retirements	\$2,639,464	\$2,639,464	\$2,608,460
Disability retirements	\$36,636	\$36,636	\$28,628
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$0	\$0	\$0
Sub-total	\$2,676,100	\$2,676,100	\$2,637,088
<i><u>Grand Total</u></i>	<u>\$9,138,453</u>	<u>\$9,138,453</u>	<u>\$8,899,103</u>



Entry Age Normal Accrued Liability

Table I-G

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
<u>Actively Employed Participants</u>			
Retirement benefits	\$6,278,496	\$6,278,496	\$6,106,665
Termination benefits	\$679,784	\$679,784	\$654,697
Disability benefits	\$18,519	\$18,519	\$14,231
Death benefits	\$10,808	\$10,808	\$10,897
Refund of employee contributions	\$37,773	\$37,773	\$38,309
Sub-total	\$7,025,380	\$7,025,380	\$6,824,799
<u>Deferred Vested Participants</u>			
Retirement benefits	\$581,403	\$581,403	\$549,842
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$581,403	\$581,403	\$549,842
<u>Due a Refund of Contributions</u>	\$0	\$0	\$0
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$2,639,464	\$2,639,464	\$2,608,460
Disability retirements	\$36,636	\$36,636	\$28,628
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$0	\$0	\$0
Sub-total	\$2,676,100	\$2,676,100	\$2,637,088
<u>Grand Total</u>	<u>\$10,282,883</u>	<u>\$10,282,883</u>	<u>\$10,011,729</u>
less Actuarial Value of Assets	(\$9,355,357)	(\$9,355,357)	(\$9,355,357)
<u>Unfunded Accrued Liability</u>	<u>\$927,526</u>	<u>\$927,526</u>	<u>\$656,372</u>



Entry Age Normal Cost

Table I-H

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
<u>Actively Employed Participants</u>			
Retirement benefits	\$403,765	\$403,765	\$395,161
Termination benefits	\$53,697	\$53,697	\$51,406
Disability benefits	\$2,859	\$2,859	\$2,201
Death benefits	\$1,671	\$1,671	\$1,353
Refund of employee contributions	\$11,059	\$11,059	\$11,565
Sub-total	\$473,051	\$473,051	\$461,686
<u>Deferred Vested Participants</u>			
Retirement benefits	\$0	\$0	\$0
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$0	\$0	\$0
<u>Due a Refund of Contributions</u>	\$0	\$0	\$0
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$0	\$0	\$0
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$0	\$0	\$0
Sub-total	\$0	\$0	\$0
<u>Grand Total</u>	<u>\$473,051</u>	<u>\$473,051</u>	<u>\$461,686</u>



Unfunded Liability Bases

Table I-I

<u>Description</u>	<u>Original Amount</u>	<u>Outstanding Balance</u>	<u>Amortization Payment</u>	<u>Years Rem.</u>
	Total	\$656,372	\$187,056	
		↓	↓	
10/1/2015 Initial UAAL	\$209,690	\$193,703	\$43,382	5
10/1/2015 Assumption Change	\$597,021	\$551,506	\$123,515	5
2015/16 Experience Loss	\$164,487	\$148,889	\$28,565	6
10/1/2016 Plan Amendment	\$629,876	\$570,147	\$109,384	6
2016/17 Experience Gain	(\$366,322)	(\$304,807)	(\$51,511)	7
2017/18 Experience Gain	\$32,926	\$30,394	\$4,617	8
2018/19 Experience Gain	(\$265,290)	(\$239,284)	(\$33,189)	9
2019/20 Experience Gain	(\$23,022)	(\$23,022)	(\$2,951)	10
10/1/2020 Assumption Change	(\$271,154)	(\$271,154)	(\$34,756)	10



Actuarial Value of Assets

Table II-A

Market Value of Assets as of October 1, 2020	\$9,472,332
--	-------------

Minus advance employer contributions	(\$116,975)
--------------------------------------	-------------

Actuarial Value of Assets as of October 1, 2020	<u>\$9,355,357</u>
--	---------------------------

Historical Actuarial Value of Assets

October 1, 2011	\$5,329,264
October 1, 2012	\$6,654,404
October 1, 2013	\$7,284,068
October 1, 2014	\$7,492,912
October 1, 2015	\$7,246,525
October 1, 2016	\$7,796,853
October 1, 2017	\$8,324,815
October 1, 2018	\$8,608,584
October 1, 2019	\$9,097,903
October 1, 2020	\$9,355,357

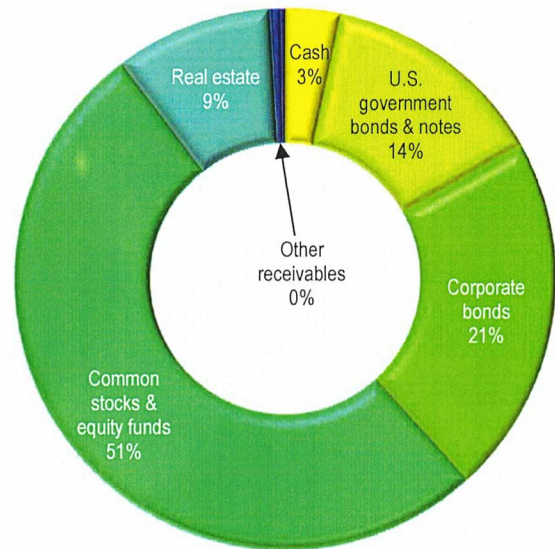


Market Value of Assets

Table II-B

As of October 1, 2020**Market Value of Assets** **\$9,472,332**

Cash	\$311,006
U.S. government bonds & notes	\$1,295,489
Corporate bonds	\$2,035,930
Common stocks & equity funds	\$4,901,939
Real estate	\$894,412
Prepaid items	\$2,081
Income receivable	\$16,365
Other receivables	\$42,866
Accounts payable	(\$27,756)

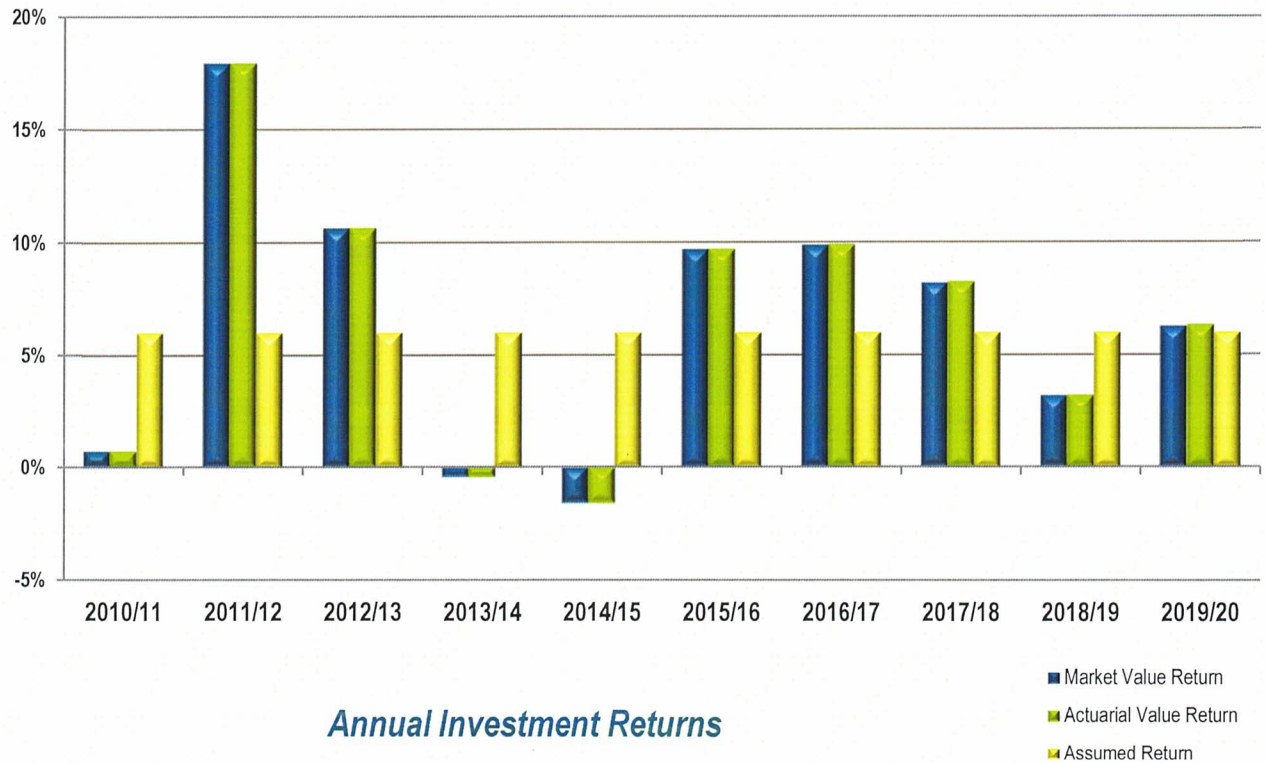
**Historical Market Value of Assets**

October 1, 2011	\$5,329,264
October 1, 2012	\$6,654,404
October 1, 2013	\$7,284,068
October 1, 2014	\$7,492,912
October 1, 2015	\$7,246,525
October 1, 2016	\$7,796,853
October 1, 2017	\$8,351,370
October 1, 2018	\$8,662,263
October 1, 2019	\$9,153,125
October 1, 2020	\$9,472,332



Investment Return

Table II-C

*Annual Investment Returns*

Plan	Market Value	Actuarial Value	Assumed
Year	Return	Return	Return
2010/11	0.72%	0.72%	6.00%
2011/12	17.94%	17.94%	6.00%
2012/13	10.64%	10.64%	6.00%
2013/14	-0.44%	-0.44%	6.00%
2014/15	-1.60%	-1.60%	6.00%
2015/16	9.70%	9.70%	6.00%
2016/17	9.88%	9.90%	6.00%
2017/18	8.21%	8.25%	6.00%
2018/19	3.19%	3.21%	6.00%
2019/20	6.27%	6.33%	6.00%
10yr. Avg.	6.30%	6.31%	6.00%

Note: Prior to October 1, 2008, the market value was not separately determined with respect to the general and police portions of the plan.



Asset Reconciliation

Table II-D

	<u>Market Value</u>	<u>Actuarial Value</u>
As of October 1, 2019	\$9,153,125	\$9,097,903
<i>Increases Due To:</i>		
Employer Contributions	\$659,165	\$659,165
Chapter 175/185 Contributions	\$0	\$0
Employee Contributions	\$197,909	\$197,909
Service Purchase Contributions	\$2,577	\$2,577
Total Contributions	<u>\$859,651</u>	<u>\$859,651</u>
Interest and Dividends	\$97,156	
Realized Gains (Losses)	\$0	
Unrealized Gains (Losses)	\$492,454	
Total Investment Income	<u>\$589,610</u>	\$566,435
Other Income	\$0	
Total Income	<u>\$1,449,261</u>	<u>\$1,426,086</u>
<i>Decreases Due To:</i>		
Retirement Benefit Payments	(\$1,088,960)	(\$1,088,960)
Refund of Employee Contributions	\$0	\$0
Total Benefit Payments	<u>(\$1,088,960)</u>	<u>(\$1,088,960)</u>
Investment Expenses	(\$23,175)	
Administrative Expenses	(\$17,919)	(\$17,919)
Advance Employer Contribution		(\$61,753)
Total Expenses	<u>(\$1,130,054)</u>	<u>(\$1,168,632)</u>
As of October 1, 2020	<u><u>\$9,472,332</u></u>	<u><u>\$9,355,357</u></u>



Historical Trust Fund Detail

Table II-E

Income

Plan	Employer	Chapter	Employee	Service		Realized	Unrealized	Other
<u>Year</u>	<u>Contribs.</u>	<u>Contribs.</u>	<u>Contribs.</u>	<u>Purchase</u>	<u>Interest /</u>	<u>Gains /</u>	<u>Gains /</u>	<u>Income</u>
				<u>Contribs.</u>	<u>Dividends</u>	<u>Losses</u>	<u>Losses</u>	
2010/11	\$563,019	\$0	\$179,440	\$0	\$159,102	\$0	-\$101,790	\$128
2011/12	\$469,350	\$0	\$164,951	\$0	\$179,869	\$0	\$825,762	\$0
2012/13	\$465,471	\$0	\$159,966	\$0	\$206,392	\$0	\$517,524	\$0
2013/14	\$344,755	\$0	\$163,253	\$0	\$178,318	\$0	-\$185,159	\$0
2014/15	\$234,951	\$0	\$160,006	\$0	\$156,544	\$0	-\$249,888	\$0
2015/16	\$226,938	\$0	\$249,627	\$322,706	\$111,658	\$0	\$609,957	\$0
2016/17	\$380,280	\$0	\$188,955	\$0	\$91,027	\$0	\$693,215	\$0
2017/18	\$603,551	\$0	\$191,642	\$0	\$92,548	\$0	\$597,955	\$0
2018/19	\$542,711	\$0	\$204,552	\$0	\$122,828	\$0	\$178,534	\$0
2019/20	\$659,165	\$0	\$197,909	\$2,577	\$97,156	\$0	\$492,454	\$0

Expenses

Plan	Retirement			
<u>Year</u>	<u>Benefit</u>	<u>Contrib.</u>	<u>Admin.</u>	<u>Invest.</u>
	<u>Payments</u>	<u>Refunds</u>	<u>Expenses</u>	<u>Expenses</u>
2010/11	\$854,425	\$38,401	\$13,303	\$18,633
2011/12	\$276,587	\$5,779	\$13,078	\$19,348
2012/13	\$657,329	\$28,163	\$14,500	\$19,697
2013/14	\$241,194	\$8,484	\$17,044	\$25,601
2014/15	\$500,153	\$7,184	\$15,095	\$25,568
2015/16	\$924,135	\$3,577	\$17,256	\$25,590
2016/17	\$755,790	\$4,512	\$14,886	\$23,772
2017/18	\$1,138,480	\$632	\$16,191	\$19,500
2018/19	\$514,071	\$5,310	\$16,650	\$21,732
2019/20	\$1,088,960	\$0	\$17,919	\$23,175

Other Actuarial Adjustments

Advance
<u>Employer</u>
<u>Contribs.</u>
\$0
\$0
\$0
\$0
\$0
\$0
\$26,555
\$27,124
\$1,543
\$61,753

Note: For the period prior to October 1, 2008, retirement benefit payments include contribution refunds.

For the period October 1, 2005 through September 30, 2008, interest and dividends includes administrative and investment expenses. For the period prior to October 1, 2005, unrealized gains and losses reflect net investment earnings and administrative and investment expenses, and, for all periods, unrealized gains and losses include realized gains and losses.



Other Reconciliations

Table II-F

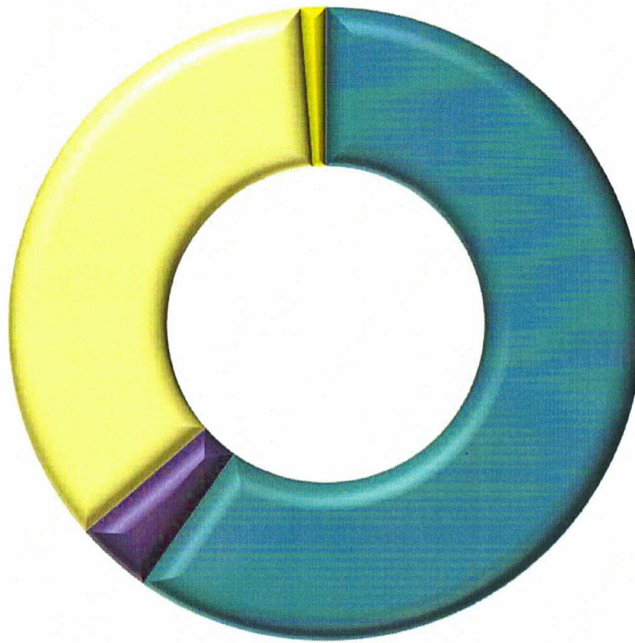
Advance Employer Contribution

Advance Employer Contribution as of October 1, 2019	\$55,222
Additional Employer Contribution	\$659,165
Minimum Required Contribution	(\$597,412)
Net Increase in Advance Employer Contribution	\$61,753
Advance Employer Contribution as of October 1, 2020	<u>\$116,975</u>



Summary of Participant Data

Table III-A

As of October 1, 2020Actively Employed Participants

Active Participants	46
DROP Participants	0

Inactive Participants

Deferred Vested Participants	3
Due a Refund of Contributions	0
Deferred Beneficiaries	0

Participants Receiving a Benefit

Service Retirements	27
Disability Retirements	1
Beneficiaries Receiving	0

Total Participants 77Number of Participants Included in Prior Valuations

	<i>Active</i>	<i>DROP</i>	<i>Inactive</i>	<i>Retired</i>	<i>Total</i>
October 1, 2011	59	0	1	18	78
October 1, 2012	57	0	2	19	78
October 1, 2013	50	0	3	23	76
October 1, 2014	41	0	7	27	75
October 1, 2015	40	0	7	28	75
October 1, 2016	42	0	5	28	75
October 1, 2017	39	0	5	27	71
October 1, 2018	44	0	1	31	76
October 1, 2019	42	0	2	28	72
October 1, 2020	46	0	3	28	77



Data Reconciliation

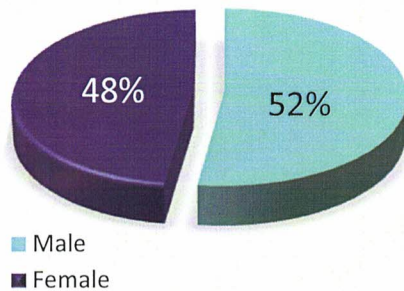
Table III-B

	<u>Active</u>	<u>DROP</u>	<u>Deferred Vested</u>	<u>Due a Refund</u>	<u>Def. Benef.</u>	<u>Service Retiree</u>	<u>Disabled Retiree</u>	<u>Benef. Rec'v.</u>	<u>Total</u>
<u>October 1, 2019</u>	42	0	2	0	0	27	1	0	72
<u>Change in Status</u>									
Re-employed									
Terminated	(1)		1						
Retired	(1)					1			
<u>Participation Ended</u>									
Transferred Out									
Cashed Out									
Died									
<u>Participation Began</u>									
Newly Hired	6								6
Transferred In									
New Beneficiary									
Other Adjustment						(1)			(1)
<u>October 1, 2020</u>	46	0	3	0	0	27	1	0	77



Active Participant Data

Table III-C

Gender Mix**As of October 1, 2020**

Average Age	46.8 years
Average Service	10.5 years
Total Annualized Compensation for the Prior Year	\$2,675,280
Total Expected Compensation for the Current Year	\$2,675,280
Average Increase in Compensation for the Prior Year	2.22%
Expected Increase in Compensation for the Current Year	4.00%
Accumulated Contributions for Active Employees	\$1,366,746

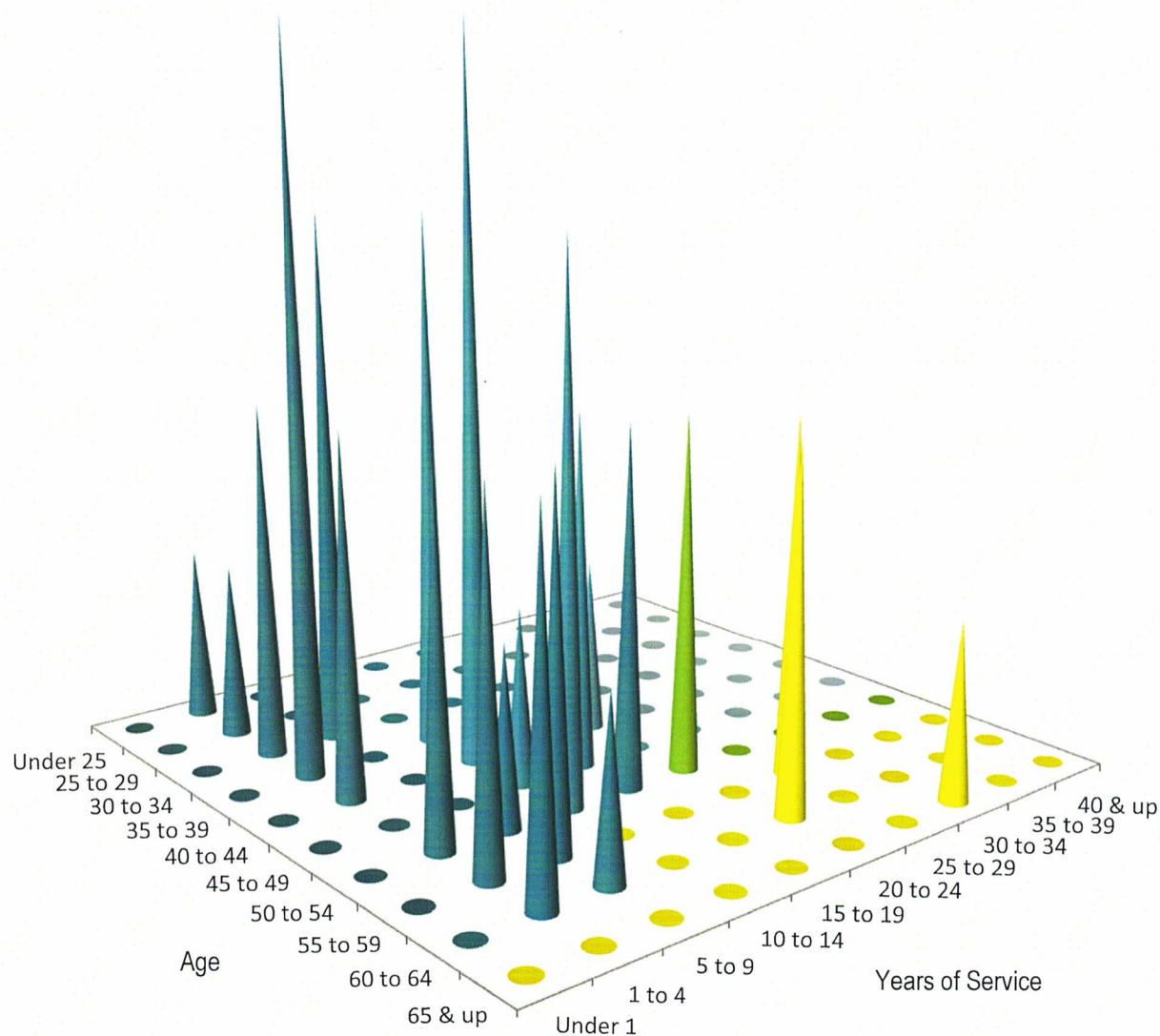
**Actual vs. Expected Salary Increases****Active Participant Statistics From Prior Valuations**

	Average Age	Average Service	Average Salary	Average Expected Salary Increase	Average Actual Salary Increase
October 1, 2011	46.7	9.4	\$42,701	4.00%	6.69%
October 1, 2012	45.9	9.5	\$44,269	4.00%	-1.71%
October 1, 2013	45.8	10.3	\$48,753	4.00%	4.82%
October 1, 2014	45.7	9.8	\$55,498	4.00%	6.96%
October 1, 2015	46.4	10.8	\$57,344	4.00%	3.94%
October 1, 2016	47.3	11.0	\$61,629	4.00%	5.63%
October 1, 2017	46.2	11.7	\$63,445	4.00%	4.63%
October 1, 2018	46.3	10.9	\$62,200	4.00%	4.82%
October 1, 2019	46.7	11.2	\$62,687	4.00%	4.28%
October 1, 2020	46.8	10.5	\$58,158	4.00%	2.22%



Active Age-Service Distribution

Table III-D



- ▲ *Eligible to retire*
- ▲ *May be eligible to retire*
- ▲ *Not eligible to retire*



Active Age-Service-Salary Table

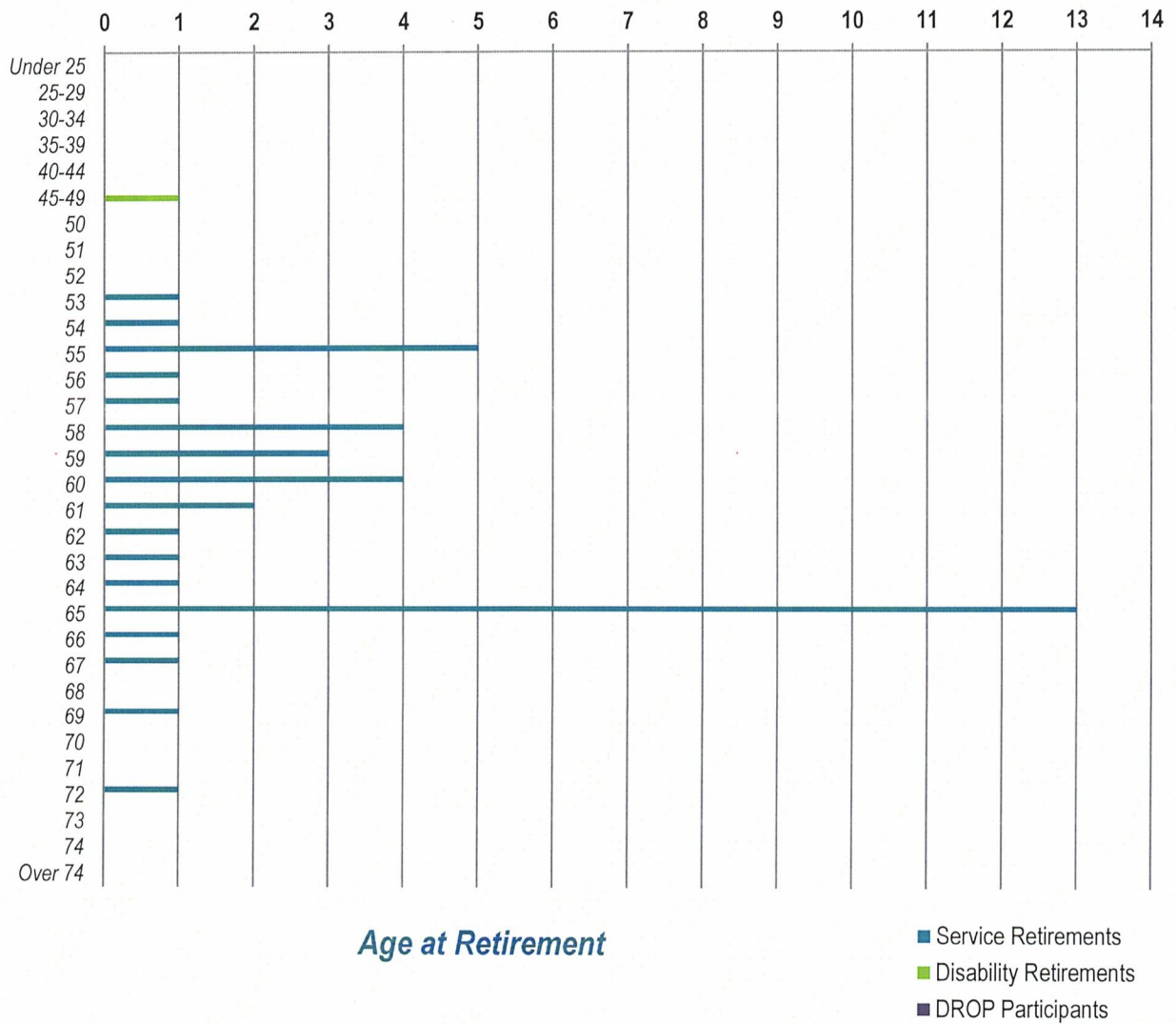
Table III-E

Attained Age	Completed Years of Service										Total
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & up	
Under 25	0	1	0	0	0	0	0	0	0	0	1
Avg.Pay	0	40,446	0	0	0	0	0	0	0	0	40,446
25 to 29	0	1	0	0	0	0	0	0	0	0	1
Avg.Pay	0	44,645	0	0	0	0	0	0	0	0	44,645
30 to 34	0	2	3	0	0	0	0	0	0	0	5
Avg.Pay	0	36,382	46,007	0	0	0	0	0	0	0	42,157
35 to 39	0	4	0	3	0	0	0	0	0	0	7
Avg.Pay	0	44,547	0	74,298	0	0	0	0	0	0	57,298
40 to 44	0	2	0	4	0	1	0	0	0	0	7
Avg.Pay	0	125,830	0	53,486	0	72,979	0	0	0	0	76,940
45 to 49	0	0	0	1	2	0	0	0	0	0	3
Avg.Pay	0	0	0	110,512	51,940	0	0	0	0	0	71,464
50 to 54	0	2	1	3	2	2	0	0	0	0	10
Avg.Pay	0	42,019	64,626	64,338	52,228	83,770	0	0	0	0	61,367
55 to 59	0	2	2	0	0	0	2	0	0	0	6
Avg.Pay	0	44,763	70,021	0	0	0	39,601	0	0	0	51,462
60 to 64	0	2	1	0	0	2	0	0	0	0	5
Avg.Pay	0	53,646	53,046	0	0	49,457	0	0	0	0	51,850
65 & up	0	0	0	0	0	0	0	1	0	0	1
Avg.Pay	0	0	0	0	0	0	0	43,655	0	0	43,655
Total	0	16	7	11	4	5	2	1	0	0	46
Avg.Pay	0	54,285	56,533	67,306	52,084	67,887	39,601	43,655	0	0	58,158



Inactive Participant Data

Table III-F

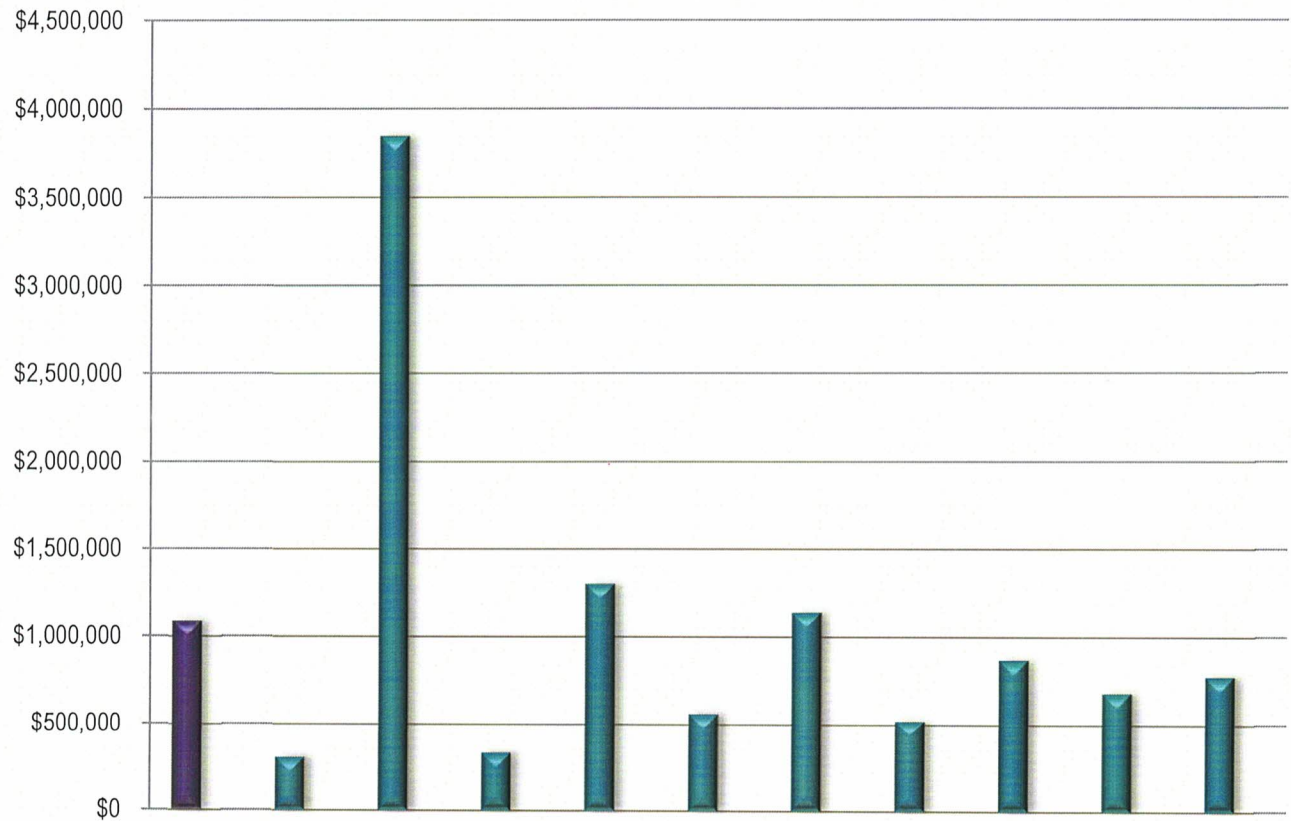
Average Monthly Benefit

Service Retirements	\$724.97
Disability Retirements	\$388.77
Beneficiaries Receiving	Not applicable
DROP Participants	Not applicable
Deferred Vested Participants	\$1,953.50
Deferred Beneficiaries	Not applicable



Projected Benefit Payments

Table III-G

Actual

For the period October 1, 2019 through September 30, 2020

\$1,088,960

Projected

For the period October 1, 2020 through September 30, 2021

\$306,433

For the period October 1, 2021 through September 30, 2022

\$3,847,186

For the period October 1, 2022 through September 30, 2023

\$332,507

For the period October 1, 2023 through September 30, 2024

\$1,300,738

For the period October 1, 2024 through September 30, 2025

\$561,220

For the period October 1, 2025 through September 30, 2026

\$1,137,918

For the period October 1, 2026 through September 30, 2027

\$522,247

For the period October 1, 2027 through September 30, 2028

\$869,409

For the period October 1, 2028 through September 30, 2029

\$683,616

For the period October 1, 2029 through September 30, 2030

\$775,373



Summary of Actuarial Methods and Assumptions

Table IV-A

NOTE: The following assumptions and methods have been selected and approved by the Board of Trustees based in part on the advice of the plan's enrolled actuary in accordance with the authority granted to the Board under the pension ordinances and State law.

1. **Actuarial Cost Method**

Individual entry age normal cost method. Under this actuarial cost method, a level funding cost is developed with respect to each benefit for each participant. The level funding cost for each benefit applies to the period beginning when the participant's service commences and ends when the participant is assumed to cease active participation due to each respective decrement. The actuarial accrued liability is equal to the accumulated level funding cost to the valuation date for all participants. The normal cost is equal to the level funding cost for the year immediately following the valuation date for all active participants.

2. **Amortization Method**

The unfunded actuarial accrued liability is amortized as a level dollar amount over a period of up to 10 years.

3. **Asset Method**

The actuarial value of assets is equal to the market value of assets.

4. **Interest (or Discount) Rate**

6.00% per annum

5. **Salary Increases**

Plan compensation is assumed to increase at the rate of 4.00% per annum, unless actual plan compensation is known for a prior plan year.

6. **Decrements**

- Pre-retirement mortality: Sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Below Median Employee Mortality Table for general employees, with full generational improvements in mortality using Scale MP-2018 and with male ages set back one year



Summary of Actuarial Methods and Assumptions

Table IV-A

(continued)

- Post-retirement mortality: Sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Below Median Healthy Retiree Mortality Table for general employees, with full generational improvements in mortality using Scale MP-2018 and with male ages set back one year
- Disability: Age-based rates of disability were assumed, ranging from 0.051% at age 20, 0.058% at age 30, 0.121% at age 40, 0.217% at age 45, 0.429% at age 50, and 0.891% at age 55; 25% of disabilities are assumed to be service-related.
- Termination: Age-based rates of employment termination were assumed, ranging from 21.700% at age 20, 20.475% at age 25, 18.375% at age 30, 14.525% at age 35, 9.975% at age 40, 6.125% at age 45, 2.625% at age 50, and 1.050% at age 55.
- Retirement: Retirement is assumed to occur at normal retirement age.

No decrements have been assumed during the first year following the valuation date.

7. Form of Payment

Future retirees have been assumed to select the single lump sum form of payment.

8. Expenses

Administrative expenses are assumed to be 0.75% of covered payroll. In addition, the interest rate set forth in item 4. above is assumed to be net of investment expenses and commissions.



Changes in Actuarial Methods and Assumptions

Table IV-B

Since the completion of the previous valuation, the mortality basis was changed from the RP-2000 Combined Mortality Table with generational improvements in mortality using Scale BB to selected PUB-2010 Mortality Tables with generational improvements in mortality using Scale MP-2018.

The following additional assumption and method changes were made during the past 10 years:

- (1) Effective October 1, 2015, the mortality basis was changed from a 2007 projection of the RP-2000 Mortality Table for annuitants to a full generational projection using Scale BB of the RP-2000 Combined Mortality Table as required by State law.*
- (2) Effective October 1, 2010, the actuarial cost method was changed from the aggregate cost method to the individual entry age normal cost method.*
- (3) Effective October 1, 2010, the actuarial value of assets was changed from the market value of assets adjusted to reflect a five-year phase-in of the net investment appreciation to the unadjusted market value.*
- (4) Effective October 1, 2010, no decrements have been assumed during the first year following the valuation date.*
- (5) Effective October 1, 2010, the administrative expense assumption was changed from a 1.25% loading of the projected liability to 0.75% of covered payroll.*



Summary of Plan Provisions

Table V-A

1. **Monthly Accrued Benefit**

Benefit Accrual Rate multiplied by Average Final Compensation

2. **Benefit Accrual Rate**

For each year of Prior Service, the Benefit Accrual Rate is 1¼%. For each year of Membership Service, the Benefit Accrual Rate depends on the member's contribution rate in accordance with the following table:

Contribution Rate	Benefit Accrual Rate For Service Earned Prior to 9/30/2010	Benefit Accrual Rate For Service Earned 10/1/2010 to 9/30/2016	Benefit Accrual Rate For Service Earned After 9/30/2016
2%	1¼%	1½%	1¾%
3%	1⅜%	1⅝%	1⅞%
4%	1½%	1¾%	2%
5%	1⅝%	1⅞%	2⅛%
6%	1¾%	2%	2¼%
7%	1⅞%	2⅛%	2⅝%
8%	2%	2¼%	2½%
9%	2⅛%	2⅝%	2⅞%
10%	2¼%	2½%	2¾%

3. **Normal Retirement Age and Benefit**• **Age**

Age 52 with at least 20 years of Credited Service;
Age 55 with at least 10 years of Credited Service; or
Age 65

• **Amount**

Monthly Accrued Benefit

• **Form of Payment**

Life annuity (normal form of payment);
Actuarially reduced five-year certain and life annuity (optional);
Actuarially reduced 10-year certain and life annuity (optional);
Actuarially reduced 50% joint and contingent annuity (optional);
Actuarially reduced 66⅔% joint and contingent annuity (optional);
Actuarially reduced 75% joint and contingent annuity (optional);
Actuarially reduced 100% joint and contingent annuity (optional);
Actuarially adjusted social security level income annuity (optional); or
Actuarially equivalent lump sum payment (optional).

(Note: All forms of payment guarantee at least the return of the member's Accumulated Contributions.)



Summary of Plan Provisions

Table V-A

(continued)

4. Delayed Retirement Age and Benefit

- **Age**
After Normal Retirement Age
- **Amount**
Monthly Accrued Benefit
- **Form of Payment**
Same as for Normal Retirement

5. Service Incurred Disability Retirement Eligibility and Benefit

- **Eligibility**
All members of the Plan are eligible.
- **Condition**
The member must have suffered a condition or impairment of health which is the result of an act or acts occurring in the performance of service to the town as determined by the Board of Trustees in reliance on the findings and definitions of the town's group disability insurance carrier and must remain so disabled until his Normal Retirement Age. With respect to police employees who have successfully passed a physical examination upon entering the town's service, any condition or impairment of health caused by hypertension, heart disease or hardening of the arteries, or other conditions as required by state or federal law which results in total and permanent disability is presumed to be service-connected unless competent evidence shows otherwise.
- **Amount**
Monthly Accrued Benefit, payable upon the attainment of Normal Retirement Age and offset by any amounts payable under workmen's compensation or other long-term disability benefits provided by the town. For this purpose, the Monthly Accrued Benefit will be calculated to reflect Credited Service and Compensation for the period of disability equal to what the member would have earned based on his compensation and contribution rate in effect at the time he became disabled.
- **Form of Payment**
Same as for Normal Retirement



Summary of Plan Provisions

Table V-A

(continued)

6. Termination Benefit

- **Age**
Any age with at least five years of Credited Service
- **Amount**
Monthly Accrued Benefit, multiplied by the Member's Vested Interest and payable upon the attainment of Normal Retirement Age
- **Form of Payment**
Same as for Normal Retirement

7. Pre-Retirement Death Benefit

In the case of the death of a member prior to retirement, his beneficiary will receive a 10-year certain annuity based on the member's Monthly Accrued Benefit as of his date of death and determined as if the member had a 100% Vested Interest in his Monthly Accrued Benefit, survived to his Normal Retirement Age, and elected a 10-year certain and life annuity.

8. Vested Interest

A member earns a 100% Vested Interest in his Monthly Accrued Benefit upon the attainment of five years of Credited Service.

9. Average Final Compensation

Average monthly compensation for the highest five consecutive years out of the 10 full years immediately preceding the determination, where compensation includes basic compensation but excludes overtime and other special compensation such as sick leave, annual leave, and compensatory leave paid upon separation from service; for this purpose, basic compensation will also include amounts paid by the town as deferred compensation to an Internal Revenue Code (IRC) §457 plan.



Summary of Plan Provisions

Table V-A

(continued)

10. Credited Service

Credited Service is equal to Prior Service plus Membership Service. Prior Service is the period of completed years and months of regular, full-time employment prior to October 1, 1969. Membership Service is the period of completed years and months of regular, full-time employment on and after October 1, 1969 during which the employee makes all required contributions to the plan. In addition, a member may purchase up to four years of military or prior governmental service to be included in his Membership Service by paying into the plan the full actuarial cost thereof, provided that, in the case of military service, such service occurred after the member's initial employment with the town and the member did not receive a dishonorable discharge, and provided in either case that the member does not receive credit for such service under any other private or governmental retirement plan.

11. Membership Requirement

In order to become a member of the plan, a person must be employed by the Town of Bay Harbor Islands, Florida on a full-time basis as a police officer or general employee and must have earned one year of continuous employment. Member of the town council, elected officials, and independent contractors are not eligible for membership in the plan.

12. Accumulated Contributions

The member's contributions accumulated with interest at the rate set by the Board of Trustees from time to time.

13. Member Contributions

For general employees, the member contribution rate is based on the member's election from time to time and is any whole percentage from 2% to 10%, inclusive; member Contributions are deemed to be "picked-up" by the Town pursuant to Internal Revenue Code (IRC) §414(h)(2).

14. Plan Year

October 1st through September 30th

15. Plan Effective Date

The initial plan effective date is October 1, 1969.



Summary of Plan Provisions

Table V-A

(continued)

16. Actuarial Equivalence

- **Mortality**
1983 Group Annuity Mortality Table, blended 50%/50% for males and females and set forward five years for disabled members
- **Interest**
6.00% per annum

17. Retirement Subsidy

For general employees who retire or terminate their employment after September 30, 2015, an additional retirement subsidy is paid until age 65 equal to \$375.00 per month multiplied by the member's Vested Interest, provided that the subsidy is not paid to those individuals who terminate their employment if such individuals withdraw their Member Contributions from the plan.

18. Deferred Retirement Option Plan (DROP)

A DROP is available to those employees who attain their normal retirement age. Employees may participate in the DROP for a period of up to 60 months, subject to an extension at the sole discretion of the Town Manager.



Summary of Plan Amendments

Table V-B

No significant plan changes were adopted since the completion of the previous valuation.

The following additional plan amendments were adopted during the past 10 years and were reflected in prior valuation reports:

- (1) Effective January 18, 2020, a DROP was added for general employees who attain their normal retirement age. (Ordinance No. 1046)*
- (2) General employees are allowed to purchase up to four years of military service (effective May 1, 2019) or previous governmental service (effective September 30, 2019). (Ordinance No. 1047)*
- (3) Effective during the 2015/16 plan year, the Town Manager is allowed to irrevocably opt into the plan within six calendar months after the later of the enactment of the ordinance or his appointment to that position by making a contribution to the plan equal to the actuarially equivalent value of any past service credit earned prior to his participation in the plan. (Ordinance No. 993)*
- (4) Effective during the 2015/16 plan year, the plan was amended to provide a 0.25% increase in the benefit formula multiplier for service earned after September 30, 2010, an additional 0.25% increase in the benefit formula multiplier for service earned after September 30, 2016, and a \$25.00 increase in the early retirement subsidy for general employees (which increases from \$350.00 to \$375.00 per month), and to allow general employees to choose an actuarially equivalent partial lump sum option with the remainder of the accrued benefit payable in one of the annuity forms of payment. (Ordinance No. 996)*



Town of Bay Harbor Islands
Employees Retirement System
(Police Officers)

Actuarial Valuation
As of October 1, 2020

Determines the Contribution
For the 2021/22 Fiscal Year



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July 21, 2021

Introduction

This report presents the results of the October 1, 2020 actuarial valuation of the portion of the Town of Bay Harbor Islands Employees Retirement System that covers police officers. The report is based on the participant data and asset information provided by the pension plan administrator and, except for a cursory review for reasonableness including a comparison to the data provided for the previous valuation, we have not attempted to verify the accuracy of this information.

The primary purpose of this report is to provide a summary of the funded status of the plan as of October 1, 2020 and to determine the minimum required contribution under Chapter 112, Florida Statutes, for the 2021/22 plan year. In addition, this report provides a projection of the long-term funding requirements of the plan, statistical information concerning the assets held in the trust, statistical information concerning the participant population, and a summary of any recent plan changes.

The liabilities and cost presented in this report are based on numerous assumptions concerning the cost of benefits to be provided in the future, long-term investment returns, and the future demographic experience of the current participants. Anyone referring to this report should remember that the cost developed herein is only an *estimate* of the true cost of providing post-employment pension benefits. No one can predict with certainty whether the true cost will be higher or lower than the cost presented in this report. The calculated cost is entirely dependent upon the assumptions that are described in Table IV-A. If any of the assumptions is changed, then the cost shown in this report will change accordingly. Likewise, if any of the assumptions is not completely realized, then the cost shown in this report will change in the future.

Certain assumptions play a bigger role than others in determining the cost of the post-employment pension benefits. In some cases, relatively small changes in a particular assumption can have a dramatic impact on the anticipated cost of benefits. Although a thorough analysis of the impact of such changes is beyond the scope of this report, Table I-B illustrates the impact that alternative long-term investment returns would have on the contribution rate.

Minimum Required Contribution

Table I-A shows the development of the minimum required contribution for the 2021/22 plan year. The minimum required contribution is \$319,055, which equates to 16.58% of covered payroll. The minimum required contribution decreased by \$126,371 from the prior valuation.

Table I-C provides a breakdown of the sources of change in the contribution rate. Significantly, the rate decreased by 0.27% of payroll due to investment gains, decreased by 2.35% of payroll due to demographic experience, and decreased by another 5.00% of payroll due to the assumption change that is described below. The market value of assets earned



6.27% during the 2019/20 plan year, whereas a 6.00% annual investment return was required to maintain a stable contribution rate.

Chapter 112, Florida Statutes, sets forth the rules concerning the minimum required contribution for public pension plans within the state. Essentially, the Town must contribute an amount equal to the annual normal cost of the plan plus an amortization payment towards the unfunded accrued liability and an adjustment as necessary to reflect interest on any delayed payment of the contribution beyond the valuation date.

Based on the current assets, participant data, and actuarial assumptions and methods that are used to value the plan, the present-day value of the total long-term funding requirement is \$14,931,472. As illustrated in Table I-A, current assets are sufficient to cover \$13,142,413 of this amount, the employer's 2020/21 contribution will cover \$445,426 of this amount, the employer's 2021/22 contribution will cover \$319,055 of this amount, and future employee contributions are expected to cover \$662,115 of this amount, leaving \$362,463 to be covered by future employer funding beyond the 2021/22 fiscal year. Again, demographic and investment experience that differs from that assumed will either increase or decrease the future employer funding requirement.

Amortization of the Unfunded Liability

This plan uses the entry age normal cost method to develop an unfunded liability each year. The unfunded liability is then amortized or "paid off" over a period of time. The period over which the unfunded liability is amortized is often referred to as the "funding period" of the plan. Under Chapter 112 the maximum allowable funding period is 30 years. However, the plan's funding policy utilizes a 10-year funding period for new components of the unfunded accrued liability. As of October 1, 2020, the plan is overfunded by \$1,114,289.

Advance Employer Contribution

The Town has made contributions to the plan in excess of the minimum amount that was required to be contributed pursuant to Chapter 112. In this report, the excess contributions are referred to as an "advance employer contribution." As of October 1, 2020, the advance employer contribution is \$100,791, which reflects the advance employer contribution of \$56,820 as of October 1, 2019 plus \$43,971 of actual employer contributions in excess of the minimum required contribution for the 2019/20 plan year as shown in Table II-F.

The Town may apply all or any portion of the advance employer contribution towards the minimum required contribution for the 2020/21 plan year or for any later plan year. The minimum required contribution for that plan year will be reduced dollar-for-dollar by the amount of the advance employer contribution that is applied in this manner.

Alternatively, at any time, the Town may apply all or any portion of the advance employer contribution as an *extra* contribution in excess of the minimum required contribution. In this case, the immediate application of the entire balance of the advance employer contribution as of October 1, 2020 would reduce the minimum required contribution for the 2021/22 plan year to \$304,941.



Actuarial Assumption Change

Since the completion of the previous valuation, the mortality basis was changed from the RP-2000 Combined Mortality Table with generational improvements in mortality using Scale BB to selected PUB-2010 Mortality Tables with generational improvements in mortality using Scale MP-2018. The impact of this assumption change was to decrease the contribution rate by 5.00% of payroll.

Identification and Assessment of Risk

The liabilities and cost presented in this report are based on numerous assumptions concerning the cost of benefits to be provided in the future, long-term investment returns, and the future demographic experience of the current participants. Anyone referring to this report should remember that the cost developed herein is only an *estimate* of the true cost of providing post-employment pension benefits. No one can predict with certainty whether the true cost will be higher or lower than the cost presented in this report. The calculated cost is entirely dependent upon the assumptions that are described in Table IV-A. If any of the assumptions is changed, then the cost shown in this report will change accordingly. Likewise, there is always a risk that, should these assumptions not be realized, the liabilities of the plan, the contributions required to fund the plan, and the funded status of the plan may be significantly different than the amounts shown in this report.

Although a thorough analysis of the risk of not meeting the assumptions is beyond the scope of this report, this discussion is intended to identify the significant risks faced by the plan. In some cases, a more detailed review of the risks, including numerical analysis, may be appropriate to help the plan sponsor and other interested parties assess the specific impact of not realizing certain assumptions. For example, Table I-B illustrates the impact that alternative long-term investment returns would have on the contribution rate. Note that this report is not intended to provide advice on the management or reduction of the identified risks nor is this report intended to provide investment advice.

The most significant risk faced by most defined benefit pension plans is investment risk, i.e. the risk that long-term investment returns will be less than assumed. Other related risks include a risk that, if the investments of the plan decline dramatically over a short period of time (such as occurred with many pension plans in 2008), the plan's assets may not have sufficient time to recover before benefits become due. Even if the assets of the plan grow in accordance with the assumed investment return over time, if benefit payments are expected to be large in the short-term (for example, if the plan provides an actuarial equivalent lump sum payment option and a large number of participants are expected to become entitled to such a lump sum in the near future), the plan's assets may not be sufficient to support such a high level of benefit payments. We have provided a 10-year projection of the expected benefit payments in Table III-G to help the Trustees in formulating an investment policy that is expected to provide an investment return that meets both the short- and long-term cash flow needs of the pension plan.

Another source of risk is demographic experience. This is the risk that participants will receive salary increases that are different than the amount assumed, that participants will retire, become disabled, or terminate their employment at a rate that is different than assumed, and that participants will live longer than assumed, just to cite a few examples of the demographic risk faced by the plan. Although for most pension plans, the demographic risk is not as significant as the



investment risk, particularly in light of the fact that the mortality assumption includes a component for future life expectancy increases, the demographic risk can nevertheless be a significant contributing factor to liabilities and contribution rates that become higher than anticipated.

A third source of risk is the risk that the plan sponsor (or other contributing entities) will not make, or will not have the ability to make, the contributions that are required to keep the plan funded at a sufficient level. Material changes in the number of covered employees, covered payroll, and, in some cases, hours worked by active participants can also significantly impact the plan's liabilities and the level of contributions received by the plan.

Finally, an actuarial funding method has been used to allocate the gap between projected liabilities and assets to each year in the future. The contribution rate under some funding methods is higher during the early years of the plan and then is lower during the later years of the plan. Other funding methods provide for lower contribution rates initially, with increasing contribution rates over time.

The Trustees have adopted the individual entry age normal funding method for this plan with level-dollar payments towards the unfunded accrued liability, which is expected to result in a contribution rate that decreases over time as a percentage of payroll. A brief description of the actuarial funding method is provided in Table IV-A.

Contents of the Report

Tables I-D through I-H provide a detailed breakdown of various liability amounts by type of benefit and by participant group. Tables II-A through II-F provide information concerning the assets of the trust fund. Specifically, Table II-A shows the development of the actuarial value of assets. Tables III-A through III-G provide statistical information concerning the plan's participant population. In particular, Table III-G gives a 10-year projection of the cash that is expected to be required from the trust fund in order to pay benefits to the current group of participants. Finally, Tables IV-A through V-B provide a summary of the actuarial assumptions and methods that are used to value the plan's benefits and of the relevant plan provisions as of October 1, 2020, as well as a summary of the changes that have occurred since the previous valuation report was prepared.

Certification

This actuarial valuation was prepared by me or under my direct supervision and I acknowledge responsibility for the results. To the best of my knowledge, the results are complete and accurate and, in my opinion, the techniques and assumptions used are reasonable and meet the requirements and intent of Chapter 112, Florida Statutes. There is no benefit or expense to be provided by the plan and/or paid from the plan's assets for which liabilities or current costs have not been established or otherwise taken into account in the valuation. All known events or trends which may require a material change in plan costs or required contribution rates have been taken into account in the valuation.



For the firm,

Charles T. Carr

Charles T. Carr
Consulting Actuary
Southern Actuarial Services Company, Inc.

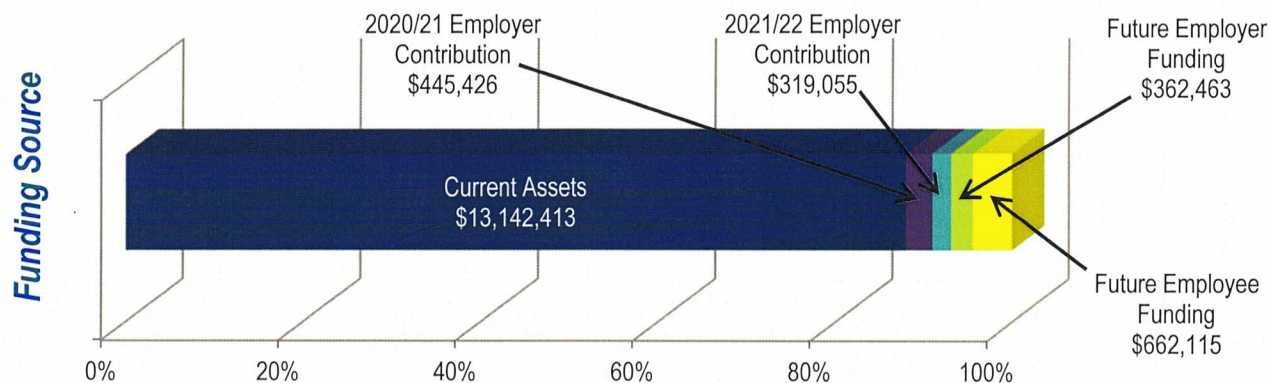
Enrolled Actuary No. 20-04927

The individual above is a member of the American Academy of Actuaries and meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.



Minimum Required Contribution

Table I-A

**For the 2021/22 Plan Year**

Entry Age Normal Cost	\$588,858
Unfunded Liability Amortization Payment	(\$142,827)
Expense Allowance	\$18,504
Expected Employee Contribution	(\$148,033)
	<u>\$316,502</u>
Adjustment to Reflect Semi-Monthly Employer Contributions	\$9,706
Expected Employer Contribution for the 2020/21 Plan Year	(\$445,426)
Remaining Contribution Due/(Credit) for the 2020/21 Plan Year	(\$119,218)
	<u>x 0.06</u>
One Year's Interest Charge/(Credit) on the Remaining Contribution	(\$7,153)

Minimum Required Contribution for the 2021/22 Plan Year **\$319,055**

Expected Payroll for the 2021/22 Plan Year	÷ \$1,924,430
Minimum Required Contribution Rate	16.58%

Additional Disclosures

Present Value of Future Compensation	\$8,276,447
Present Value of Future Employer Contributions	\$1,126,944
Present Value of Future Employee Contributions	\$662,115

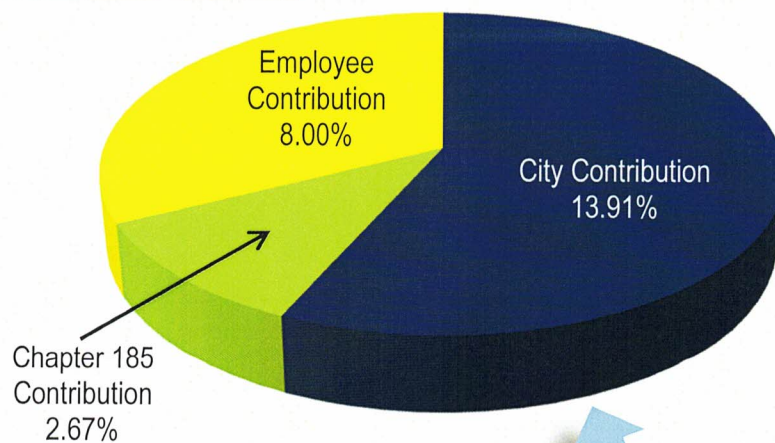


Minimum Required Contribution

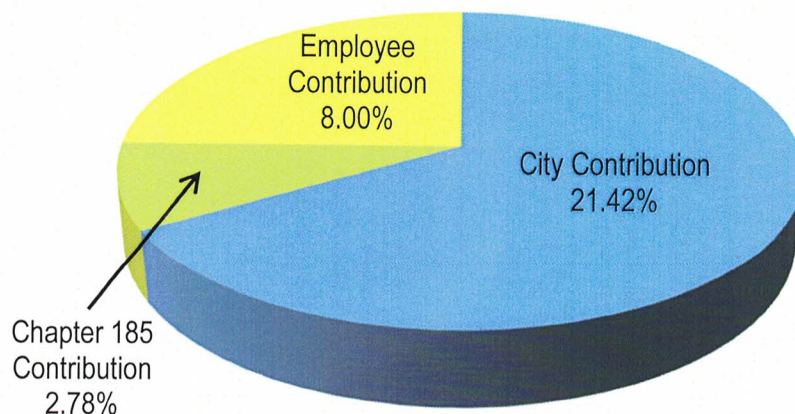
Table I-A
(continued)

The minimum required contribution rate of 16.58% includes both the City contribution and the allowable Chapter 185 contribution. In addition, employees are required to contribute 8.00% of pensionable earnings. The actual City contribution rate is expected to be approximately 13.91% based on the allowable Chapter 185 contribution for the previous year. The chart below shows the expected contribution rate by source for the 2021/22 plan year based on the expected payroll. A comparative chart shows the contribution rate by source for the previous plan year.

For the 2021/22 Plan Year

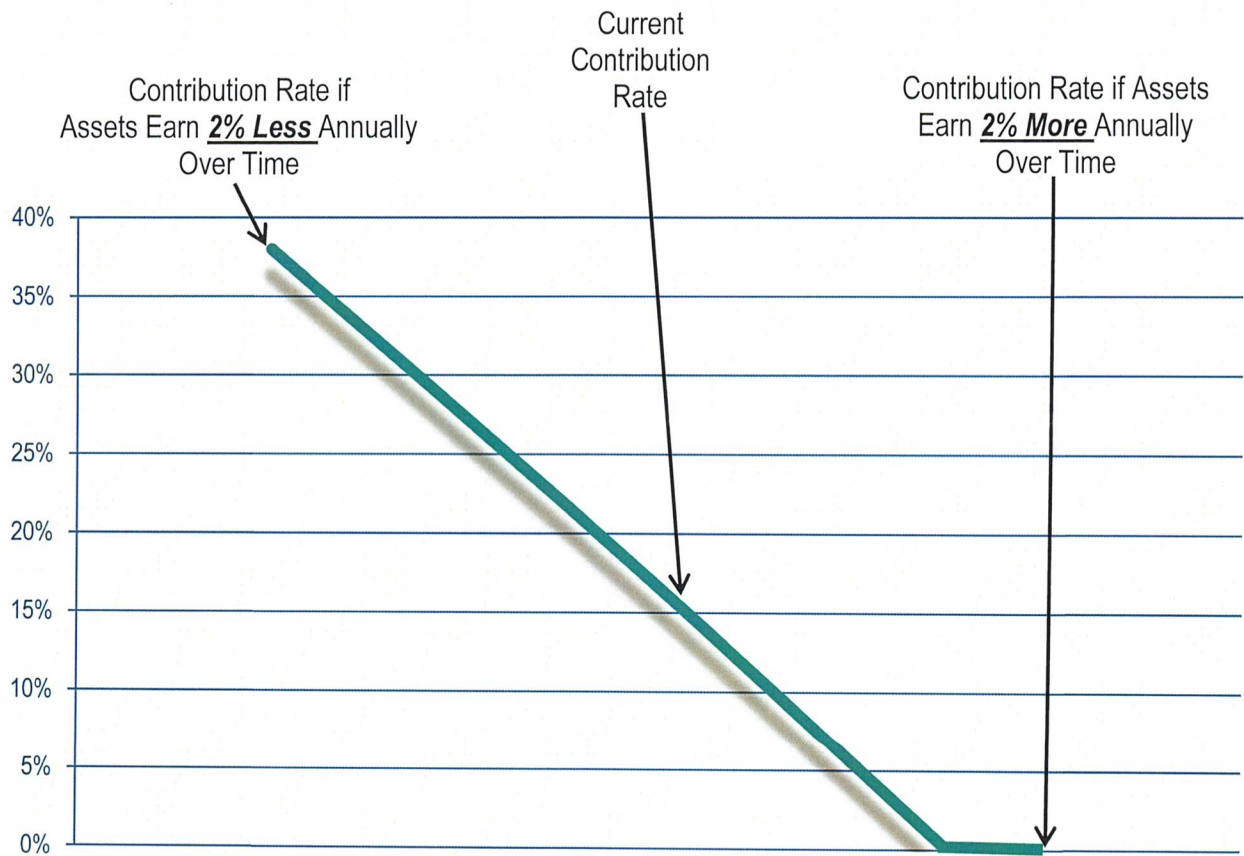


For the 2020/21 Plan Year



Sensitivity Analysis

Table I-B



The line above illustrates the sensitivity of the contribution rate to changes in the long-term investment return.



Gain and Loss Analysis

Table I-C

Source of Change in the Contribution Rate

Previous contribution rate	24.20%
Increase (decrease) due to investment gains and losses	-0.27%
Increase (decrease) due to demographic experience	-2.35%
Increase (decrease) due to plan amendments	0.00%
Increase (decrease) due to actuarial assumption changes	-5.00%
Increase (decrease) due to actuarial method changes	0.00%
Current contribution rate	<u>16.58%</u>



Present Value of Future Benefits

Table I-D

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
<u>Actively Employed Participants</u>			
Retirement benefits	\$11,022,622	\$11,022,622	\$10,584,986
Termination benefits	\$462,487	\$462,487	\$430,279
Disability benefits	\$104,567	\$104,567	\$75,650
Death benefits	\$17,675	\$17,675	\$18,324
Refund of employee contributions	\$29,057	\$29,057	\$35,258
Sub-total	\$11,636,408	\$11,636,408	\$11,144,497
<u>Deferred Vested Participants</u>			
Retirement benefits	\$1,102,968	\$1,102,968	\$1,033,213
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$1,102,968	\$1,102,968	\$1,033,213
<u>Due a Refund of Contributions</u>	\$0	\$0	\$0
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$2,735,215	\$2,735,215	\$2,670,998
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$0	\$0	\$0
Sub-total	\$2,735,215	\$2,735,215	\$2,670,998
<u>Grand Total</u>	<u>\$15,474,591</u>	<u>\$15,474,591</u>	<u>\$14,848,708</u>
Present Value of Future Payroll	\$8,279,024	\$8,279,024	\$8,276,447
Present Value of Future Employee Contribs.	\$662,323	\$662,323	\$662,115
Present Value of Future Employer Contribs.	\$1,752,645	\$1,752,645	\$1,126,944



Present Value of Accrued Benefits

Table I-E

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
<i><u>Actively Employed Participants</u></i>			
Retirement benefits	\$7,727,179	\$7,727,179	\$7,420,572
Termination benefits	\$179,823	\$179,823	\$168,728
Disability benefits	\$93,343	\$93,343	\$67,430
Death benefits	\$7,085	\$7,085	\$7,150
Refund of employee contributions	\$10,825	\$10,825	\$11,049
Sub-total	\$8,018,255	\$8,018,255	\$7,674,929
<i><u>Deferred Vested Participants</u></i>			
Retirement benefits	\$1,102,968	\$1,102,968	\$1,033,213
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$1,102,968	\$1,102,968	\$1,033,213
<i><u>Due a Refund of Contributions</u></i>	\$0	\$0	\$0
<i><u>Deferred Beneficiaries</u></i>	\$0	\$0	\$0
<i><u>Retired Participants</u></i>			
Service retirements	\$2,735,215	\$2,735,215	\$2,670,998
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$0	\$0	\$0
Sub-total	\$2,735,215	\$2,735,215	\$2,670,998
<i><u>Grand Total</u></i>	<u>\$11,856,438</u>	<u>\$11,856,438</u>	<u>\$11,379,140</u>



Present Value of Vested Benefits

Table I-F

	Old Assumptions <u>w/o Amendment</u>	Old Assumptions <u>w/ Amendment</u>	New Assumptions <u>w/ Amendment</u>
<i><u>Actively Employed Participants</u></i>			
Retirement benefits	\$7,536,181	\$7,536,181	\$7,233,711
Termination benefits	\$165,889	\$165,889	\$155,888
Disability benefits	\$93,343	\$93,343	\$67,430
Death benefits	\$7,085	\$7,085	\$7,150
Refund of employee contributions	\$15,067	\$15,067	\$15,084
Sub-total	\$7,817,565	\$7,817,565	\$7,479,263
<i><u>Deferred Vested Participants</u></i>			
Retirement benefits	\$1,102,968	\$1,102,968	\$1,033,213
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$1,102,968	\$1,102,968	\$1,033,213
<i><u>Due a Refund of Contributions</u></i>	\$0	\$0	\$0
<i><u>Deferred Beneficiaries</u></i>	\$0	\$0	\$0
<i><u>Retired Participants</u></i>			
Service retirements	\$2,735,215	\$2,735,215	\$2,670,998
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$0	\$0	\$0
Sub-total	\$2,735,215	\$2,735,215	\$2,670,998
<i><u>Grand Total</u></i>	<u>\$11,655,748</u>	<u>\$11,655,748</u>	<u>\$11,183,474</u>



Entry Age Normal Accrued Liability

Table I-G

	Old Assumptions w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
<u>Actively Employed Participants</u>			
Retirement benefits	\$8,402,659	\$8,402,659	\$8,065,083
Termination benefits	\$218,838	\$218,838	\$202,565
Disability benefits	\$49,434	\$49,434	\$35,432
Death benefits	\$8,299	\$8,299	\$8,663
Refund of employee contributions	\$8,869	\$8,869	\$12,170
Sub-total	\$8,688,099	\$8,688,099	\$8,323,913
<u>Deferred Vested Participants</u>			
Retirement benefits	\$1,102,968	\$1,102,968	\$1,033,213
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$1,102,968	\$1,102,968	\$1,033,213
<u>Due a Refund of Contributions</u>	\$0	\$0	\$0
<u>Deferred Beneficiaries</u>	\$0	\$0	\$0
<u>Retired Participants</u>			
Service retirements	\$2,735,215	\$2,735,215	\$2,670,998
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$0	\$0	\$0
Sub-total	\$2,735,215	\$2,735,215	\$2,670,998
<u>Grand Total</u>	<u>\$12,526,282</u>	<u>\$12,526,282</u>	<u>\$12,028,124</u>
less Actuarial Value of Assets	(\$13,142,413)	(\$13,142,413)	(\$13,142,413)
<u>Unfunded Accrued Liability</u>	<u>(\$616,131)</u>	<u>(\$616,131)</u>	<u>(\$1,114,289)</u>



Entry Age Normal Cost

Table I-H

	Old Assumptions <u>w/o Amendment</u>	Old Assumptions <u>w/ Amendment</u>	New Assumptions <u>w/ Amendment</u>
<i><u>Actively Employed Participants</u></i>			
Retirement benefits	\$561,100	\$561,100	\$542,778
Termination benefits	\$29,504	\$29,504	\$27,092
Disability benefits	\$14,388	\$14,388	\$10,337
Death benefits	\$2,087	\$2,087	\$1,883
Refund of employee contributions	\$6,056	\$6,056	\$6,768
Sub-total	\$613,135	\$613,135	\$588,858
<i><u>Deferred Vested Participants</u></i>			
Retirement benefits	\$0	\$0	\$0
Termination benefits	\$0	\$0	\$0
Disability benefits	\$0	\$0	\$0
Death benefits	\$0	\$0	\$0
Refund of employee contributions	\$0	\$0	\$0
Sub-total	\$0	\$0	\$0
<i><u>Due a Refund of Contributions</u></i>	\$0	\$0	\$0
<i><u>Deferred Beneficiaries</u></i>	\$0	\$0	\$0
<i><u>Retired Participants</u></i>			
Service retirements	\$0	\$0	\$0
Disability retirements	\$0	\$0	\$0
Beneficiaries receiving	\$0	\$0	\$0
DROP participants	\$0	\$0	\$0
Sub-total	\$0	\$0	\$0
<i><u>Grand Total</u></i>	<u>\$613,135</u>	<u>\$613,135</u>	<u>\$588,858</u>



Unfunded Liability Bases

Table I-I

<u>Description</u>	<u>Original Amount</u>	<u>Outstanding Balance</u>	<u>Amortization Payment</u>	<u>Years Rem.</u>
	Total	(\$1,114,289)	(\$142,827)	
		↓	↓	
10/1/2020 Fresh Start UAAL	(\$1,114,289)	(\$1,114,289)	(\$142,827)	10



Actuarial Value of Assets

Table II-A

Market Value of Assets as of October 1, 2020	\$13,243,204
Minus advance employer contributions	(\$100,791)
Minus excess Chapter 175/185 contributions	\$0
Actuarial Value of Assets as of October 1, 2020	<u>\$13,142,413</u>

Historical Actuarial Value of Assets

October 1, 2011	\$6,066,531
October 1, 2012	\$7,863,507
October 1, 2013	\$5,967,065
October 1, 2014	\$7,717,733
October 1, 2015	\$8,190,585
October 1, 2016	\$9,317,216
October 1, 2017	\$10,716,700
October 1, 2018	\$11,692,573
October 1, 2019	\$11,907,316
October 1, 2020	\$13,142,413

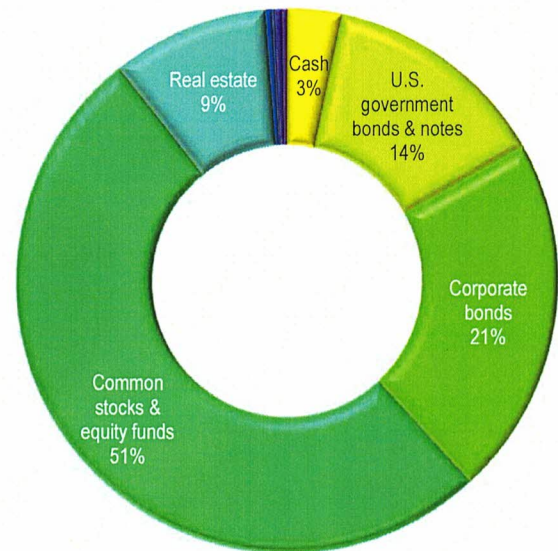


Market Value of Assets

Table II-B

As of October 1, 2020

Market Value of Assets	<u>\$13,243,204</u>
Cash	\$433,129
U.S. government bonds & notes	\$1,804,189
Corporate bonds	\$2,835,382
Common stocks & equity funds	\$6,826,788
Real estate	\$1,245,621
Prepaid items	\$2,899
Employer contribution receivable	\$51,361
Income receivable	\$22,792
Other receivables	\$59,698
Accounts payable	(\$38,655)

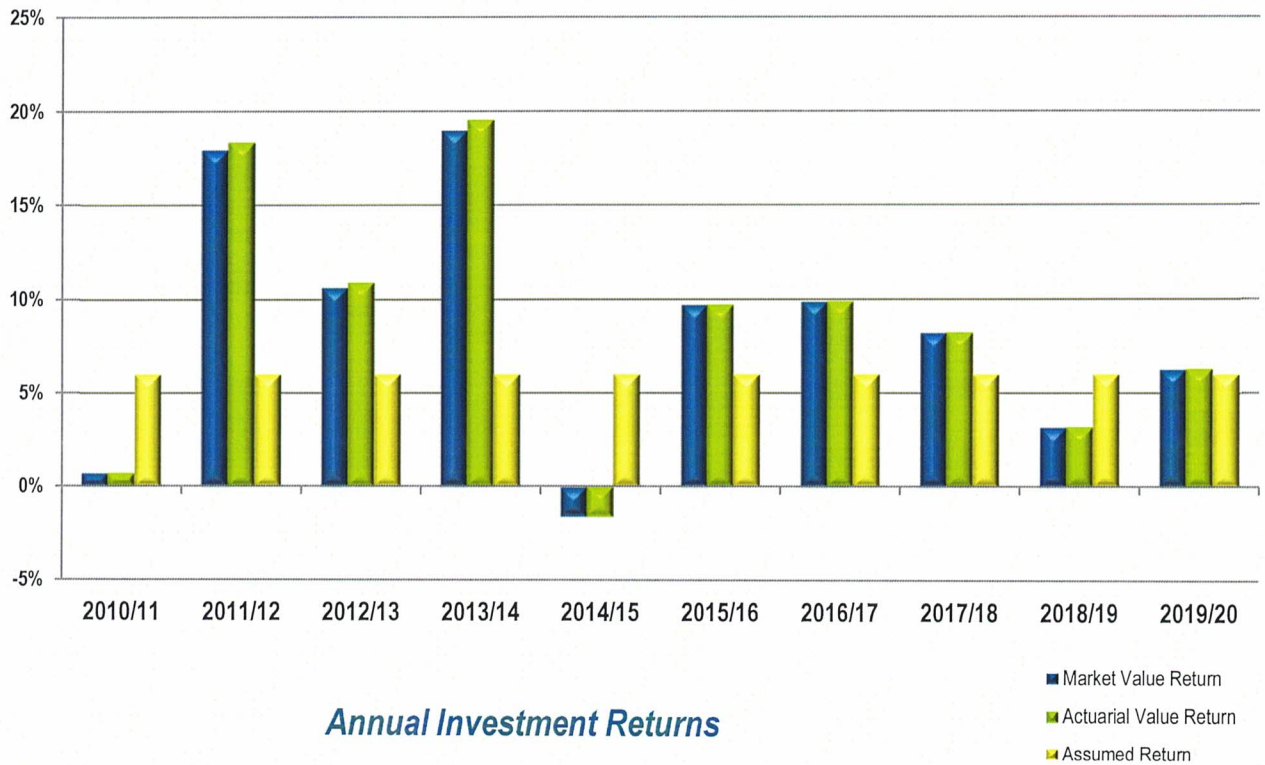
Historical Market Value of Assets

October 1, 2011	\$6,200,861
October 1, 2012	\$8,018,279
October 1, 2013	\$6,139,895
October 1, 2014	\$7,916,389
October 1, 2015	\$8,190,585
October 1, 2016	\$9,317,216
October 1, 2017	\$10,748,220
October 1, 2018	\$11,748,079
October 1, 2019	\$11,964,136
October 1, 2020	\$13,243,204



Investment Return

Table II-C

*Annual Investment Returns*

Plan Year	Market Value Return	Actuarial Value Return	Assumed Return
2010/11	0.72%	0.74%	6.00%
2011/12	17.94%	18.34%	6.00%
2012/13	10.64%	10.91%	6.00%
2013/14	18.98%	19.54%	6.00%
2014/15	-1.60%	-1.62%	6.00%
2015/16	9.70%	9.70%	6.00%
2016/17	9.88%	9.90%	6.00%
2017/18	8.21%	8.24%	6.00%
2018/19	3.19%	3.20%	6.00%
2019/20	6.27%	6.31%	6.00%
10yr. Avg.	8.21%	8.33%	6.00%

Note: Prior to October 1, 2008, the market value was not separately determined with respect to the general and police portions of the plan.



Asset Reconciliation

Table II-D

	<u>Market Value</u>	<u>Actuarial Value</u>
As of October 1, 2019	\$11,964,136	\$11,907,316
<i>Increases Due To:</i>		
Employer Contributions	\$417,991	\$417,991
Chapter 175/185 Contributions	\$51,361	\$51,361
Employee Contributions	\$132,216	\$132,216
Service Purchase Contributions	\$188,068	\$188,068
Total Contributions	<u>\$789,636</u>	<u>\$789,636</u>
Interest and Dividends	\$131,490	
Realized Gains (Losses)	\$0	
Unrealized Gains (Losses)	\$666,477	
Total Investment Income	<u>\$797,967</u>	\$766,602
Other Income	\$0	
Total Income	<u>\$1,587,603</u>	<u>\$1,556,238</u>
<i>Decreases Due To:</i>		
Retirement Benefit Payments	(\$252,918)	(\$252,918)
Refund of Employee Contributions	\$0	\$0
Total Benefit Payments	<u>(\$252,918)</u>	<u>(\$252,918)</u>
Investment Expenses	(\$31,365)	
Administrative Expenses	(\$24,252)	(\$24,252)
Advance Employer Contribution		(\$43,971)
Excess Chapter 175/185 Contribution		\$0
Total Expenses	<u>(\$308,535)</u>	<u>(\$321,141)</u>
As of October 1, 2020	<u>\$13,243,204</u>	<u>\$13,142,413</u>



Historical Trust Fund Detail

Table II-E

Income

Plan	Employer	Chapter	Employee	Service		Realized	Unrealized	
<u>Year</u>	<u>Contribs.</u>	<u>Contribs.</u>	<u>Contribs.</u>	<u>Purchase</u>	<u>Interest /</u>	<u>Gains /</u>	<u>Gains /</u>	<u>Other</u>
				<u>Contribs.</u>	<u>Dividends</u>	<u>Losses</u>	<u>Losses</u>	<u>Income</u>
2010/11	\$569,047	\$33,364	\$87,238	\$0	\$174,251	\$0	-\$111,481	\$140
2011/12	\$622,782	\$37,188	\$132,864	\$0	\$213,422	\$0	\$979,802	\$0
2012/13	\$663,532	\$34,804	\$126,662	\$0	\$209,644	\$0	\$525,681	\$0
2013/14	\$561,098	\$42,572	\$112,564	\$0	\$154,492	\$0	\$1,085,904	\$0
2014/15	\$422,926	\$41,859	\$111,891	\$0	\$171,069	\$0	-\$273,073	\$0
2015/16	\$303,645	\$41,440	\$128,404	\$0	\$129,950	\$0	\$709,880	\$0
2016/17	\$451,385	\$42,825	\$143,795	\$0	\$113,109	\$0	\$861,375	\$0
2017/18	\$488,752	\$44,963	\$149,037	\$4,641	\$122,371	\$0	\$790,646	\$0
2018/19	\$413,700	\$48,252	\$148,013	\$47,229	\$163,484	\$0	\$237,627	\$0
2019/20	\$417,991	\$51,361	\$132,216	\$188,068	\$131,490	\$0	\$666,477	\$0

Expenses

Plan	Retirement				<u>Other Actuarial Adjustments</u>	
<u>Year</u>	<u>Benefit</u>	<u>Contrib.</u>	<u>Admin.</u>	<u>Invest.</u>	<u>Advance</u>	<u>Excess</u>
	<u>Payments</u>	<u>Refunds</u>	<u>Expenses</u>	<u>Expenses</u>	<u>Employer</u>	<u>Chapter</u>
					<u>Contribs.</u>	<u>Contribs.</u>
2010/11	\$125,899	\$0	\$14,570	\$20,408	\$0	\$16,618
2011/12	\$130,165	\$0	\$15,517	\$22,958	\$0	\$20,442
2012/13	\$3,399,355	\$4,616	\$14,729	\$20,007	\$0	\$18,058
2013/14	\$143,188	\$0	\$14,767	\$22,181	\$0	\$25,826
2014/15	\$140,164	\$15,877	\$16,495	\$27,940	\$0	-\$198,656
2015/16	\$136,823	\$0	\$20,083	\$29,782	\$0	\$0
2016/17	\$133,448	\$0	\$18,498	\$29,539	\$31,520	\$0
2017/18	\$533,957	\$19,403	\$21,408	\$25,783	\$23,986	\$0
2018/19	\$767,023	\$24,138	\$22,161	\$28,926	\$1,314	\$0
2019/20	\$252,918	\$0	\$24,252	\$31,365	\$43,971	\$0

Note: For the period prior to October 1, 2008, retirement benefit payments include contribution refunds.

For the period October 1, 2005 through September 30, 2008, interest and dividends includes administrative and investment expenses. For the period prior to October 1, 2005, unrealized gains and losses reflect net investment earnings and administrative and investment expenses, and, for all periods, unrealized gains and losses include realized gains and losses.



Other Reconciliations

Table II-F

Advance Employer Contribution

Advance Employer Contribution as of October 1, 2019	\$56,820
Additional Employer Contribution	\$469,352
Minimum Required Contribution	(\$425,381)
Net Increase in Advance Employer Contribution	\$43,971
Advance Employer Contribution as of October 1, 2020	<u>\$100,791</u>

Excess Chapter 175/185 Contribution

Excess Chapter 175/185 Contribution as of October 1, 2019	\$0
Additional Chapter 175/185 Contribution	\$51,361
Allowable Chapter 175/185 Contribution	(\$51,361)
Net Increase in Excess Chapter 175/185 Contribution	\$0
Excess Chapter 175/185 Contribution as of October 1, 2020	<u>\$0</u>



Historical Chapter 175/185 Contributions

Table II-G

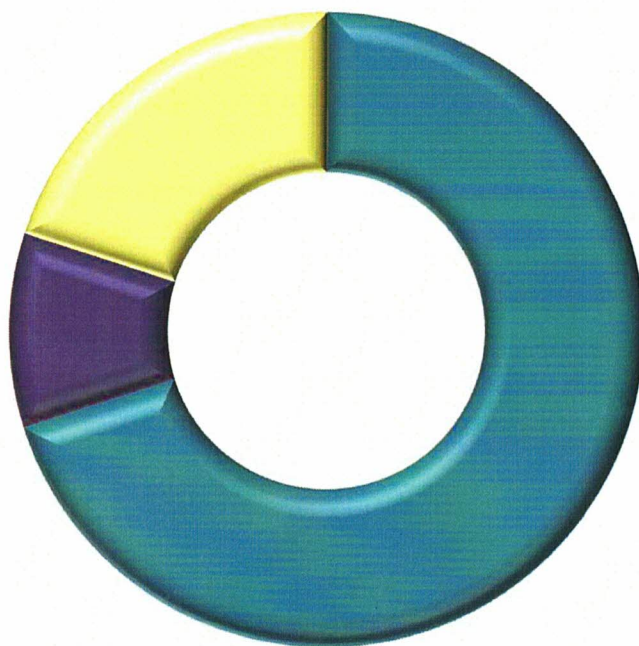
Total Accumulated Excess Chapter 175/185 Contribution \$0

	Chapter 175 Regular <u>Distribution</u>	Chapter 175 Supplemental <u>Distribution</u>	Chapter 185 <u>Distribution</u>	Allowable <u>Amount</u>
1998 Distribution	\$0	\$0	\$14,696	(\$14,696)
1999 Distribution	\$0	\$0	\$16,217	(\$16,217)
2000 Distribution	\$0	\$0	\$18,840	(\$16,746)
2001 Distribution	\$0	\$0	\$20,933	(\$16,746)
2002 Distribution	\$0	\$0	\$21,589	(\$16,746)
2003 Distribution	\$0	\$0	\$28,214	(\$16,746)
2004 Distribution	\$0	\$0	\$32,589	(\$16,746)
2005 Distribution	\$0	\$0	\$32,589	(\$16,746)
2006 Distribution	\$0	\$0	\$32,589	(\$16,746)
2007 Distribution	\$0	\$0	\$32,589	(\$16,746)
2008 Distribution	\$0	\$0	\$32,083	(\$16,746)
2009 Distribution	\$0	\$0	\$33,157	(\$16,746)
2010 Distribution	\$0	\$0	\$33,364	(\$16,746)
2011 Distribution	\$0	\$0	\$37,188	(\$16,746)
2012 Distribution	\$0	\$0	\$34,804	(\$16,746)
2013 Distribution	\$0	\$0	\$42,572	(\$16,746)
2014 Distribution	\$0	\$0	\$41,859	(\$240,515)
2015 Distribution	\$0	\$0	\$41,440	(\$41,440)
2016 Distribution	\$0	\$0	\$42,825	(\$42,825)
2017 Distribution	\$0	\$0	\$44,963	(\$44,963)
2018 Distribution	\$0	\$0	\$48,252	(\$48,252)
2019 Distribution	\$0	\$0	\$51,361	(\$51,361)



Summary of Participant Data

Table III-A

As of October 1, 2020Actively Employed Participants

Active Participants	21
DROP Participants	0

Inactive Participants

Deferred Vested Participants	3
Due a Refund of Contributions	0
Deferred Beneficiaries	0

Participants Receiving a Benefit

Service Retirements	6
Disability Retirements	0
Beneficiaries Receiving	0

Total Participants 30Number of Participants Included in Prior Valuations

	<i>Active</i>	<i>DROP</i>	<i>Inactive</i>	<i>Retired</i>	<i>Total</i>
October 1, 2011	18	0	0	7	25
October 1, 2012	20	0	0	6	26
October 1, 2013	15	0	0	10	25
October 1, 2014	19	0	0	10	29
October 1, 2015	18	0	2	8	28
October 1, 2016	21	0	2	8	31
October 1, 2017	21	0	2	7	30
October 1, 2018	21	0	2	6	29
October 1, 2019	19	0	2	7	28
October 1, 2020	21	0	3	6	30



Data Reconciliation

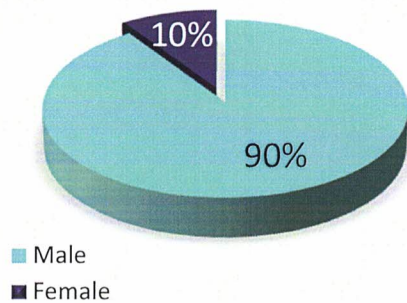
Table III-B

	<u>Active</u>	<u>DROP</u>	<u>Deferred Vested</u>	<u>Due a Refund</u>	<u>Def. Benef.</u>	<u>Service Retiree</u>	<u>Disabled Retiree</u>	<u>Benef. Rec'v.</u>	<u>Total</u>
<u>October 1, 2019</u>	19	0	2	0	0	7	0	0	28
<u>Change in Status</u>									
Re-employed									
Terminated	(1)		1						
Retired									
<u>Participation Ended</u>									
Transferred Out									
Cashed Out									
Died									
<u>Participation Began</u>									
Newly Hired	3								3
Transferred In									
New Beneficiary									
<u>Other Adjustment</u>						(1)			(1)
<u>October 1, 2020</u>	21	0	3	0	0	6	0	0	30

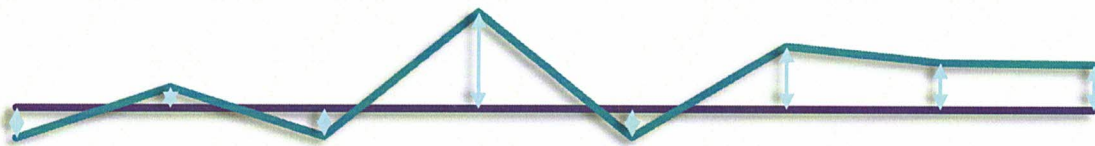


Active Participant Data

Table III-C

Gender Mix**As of October 1, 2020**

Average Age	49.1 years
Average Service	10.2 years
Total Annualized Compensation for the Prior Year	\$1,850,413
Total Expected Compensation for the Current Year	\$1,850,413
Average Increase in Compensation for the Prior Year	6.30%
Expected Increase in Compensation for the Current Year	4.00%
Accumulated Contributions for Active Employees	\$1,249,191

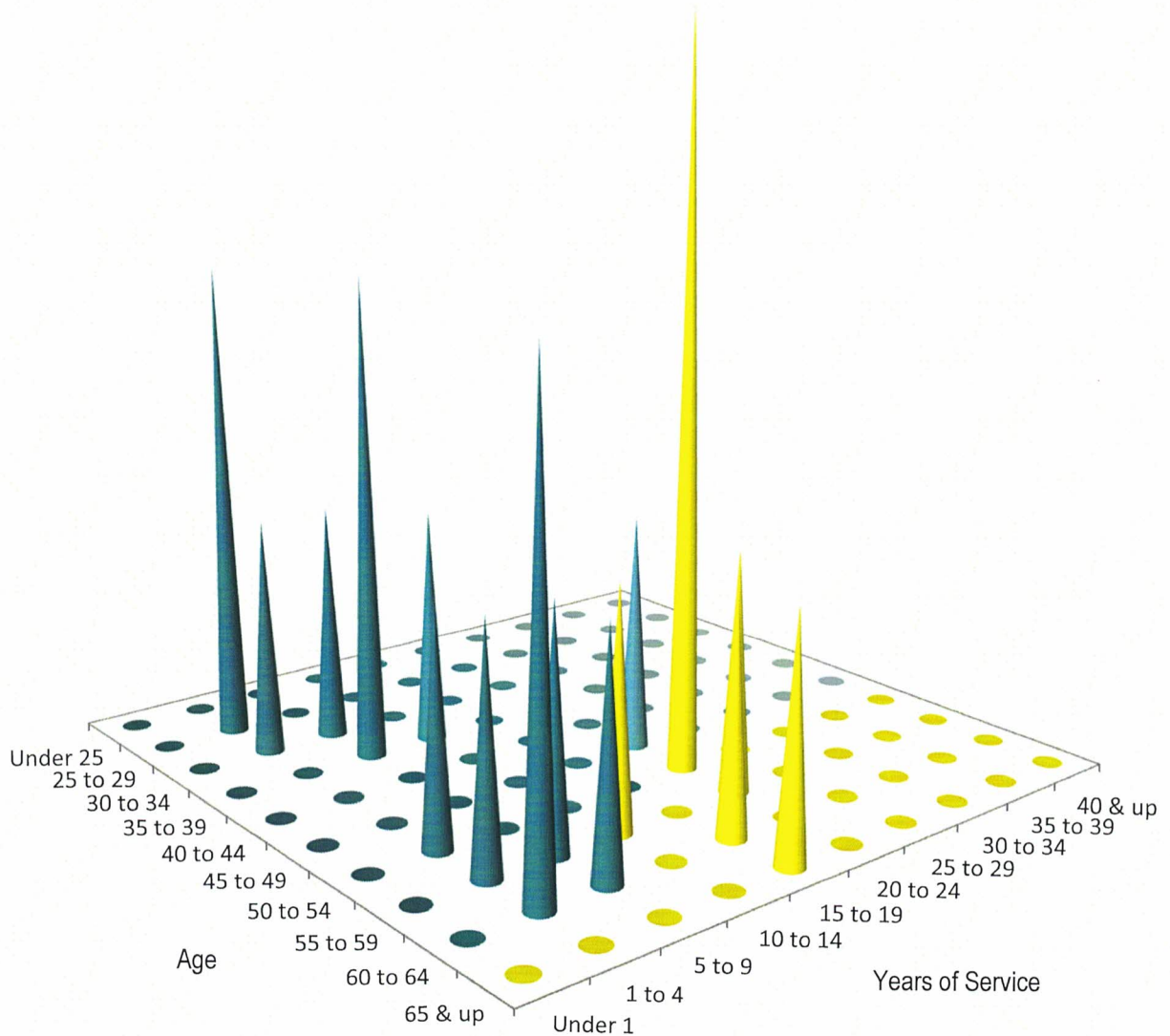
**Actual vs. Expected Salary Increases****Active Participant Statistics From Prior Valuations**

	Average Age	Average Service	Average Salary	Average Expected Salary Increase	Average Actual Salary Increase
October 1, 2011	50.5	14.3	\$82,725	4.00%	6.08%
October 1, 2012	50.0	13.9	\$81,887	4.00%	-1.72%
October 1, 2013	50.6	13.7	\$79,755	4.00%	2.43%
October 1, 2014	49.3	12.4	\$81,441	4.00%	5.07%
October 1, 2015	50.7	12.5	\$84,186	4.00%	2.56%
October 1, 2016	50.2	11.7	\$84,468	4.00%	8.92%
October 1, 2017	51.2	12.7	\$89,961	4.00%	2.56%
October 1, 2018	50.4	11.1	\$90,869	4.00%	7.20%
October 1, 2019	50.1	10.5	\$93,131	4.00%	6.39%
October 1, 2020	49.1	10.2	\$88,115	4.00%	6.30%



Active Age-Service Distribution

Table III-D



- ▲ Eligible to retire
- ▲ May be eligible to retire
- ▲ Not eligible to retire



Active Age-Service-Salary Table

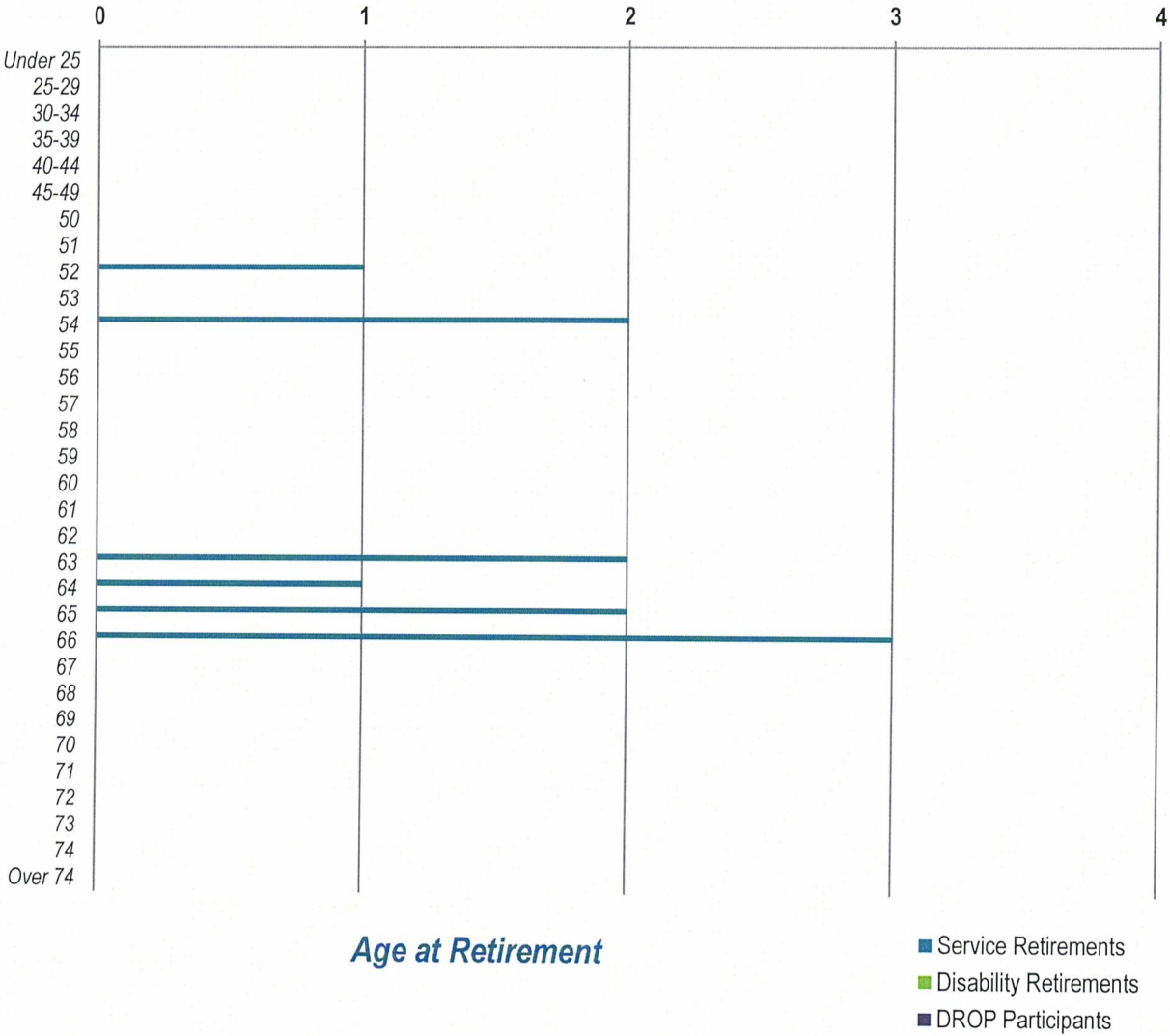
Table III-E

Attained Age	Completed Years of Service										Total
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & up	
Under 25	0	0	0	0	0	0	0	0	0	0	0
Avg.Pay	0	0	0	0	0	0	0	0	0	0	0
25 to 29	0	2	0	0	0	0	0	0	0	0	2
Avg.Pay	0	61,359	0	0	0	0	0	0	0	0	61,359
30 to 34	0	1	1	0	0	0	0	0	0	0	2
Avg.Pay	0	68,586	77,020	0	0	0	0	0	0	0	72,803
35 to 39	0	0	2	1	0	0	0	0	0	0	3
Avg.Pay	0	0	81,781	135,815	0	0	0	0	0	0	99,792
40 to 44	0	0	0	0	0	0	0	0	0	0	0
Avg.Pay	0	0	0	0	0	0	0	0	0	0	0
45 to 49	0	0	0	0	0	1	0	0	0	0	1
Avg.Pay	0	0	0	0	0	103,517	0	0	0	0	103,517
50 to 54	0	1	0	0	0	3	0	0	0	0	4
Avg.Pay	0	78,656	0	0	0	104,802	0	0	0	0	98,266
55 to 59	0	1	1	1	0	1	0	0	0	0	4
Avg.Pay	0	68,193	88,953	89,318	0	117,715	0	0	0	0	91,045
60 to 64	0	2	1	0	1	0	0	0	0	0	4
Avg.Pay	0	71,082	83,856	0	96,763	0	0	0	0	0	80,696
65 & up	0	0	0	0	1	0	0	0	0	0	1
Avg.Pay	0	0	0	0	99,172	0	0	0	0	0	99,172
Total	0	7	5	2	2	5	0	0	0	0	21
Avg.Pay	0	68,617	82,678	112,567	97,968	107,128	0	0	0	0	88,115



Inactive Participant Data

Table III-F



Age at Retirement

- Service Retirements
- Disability Retirements
- DROP Participants

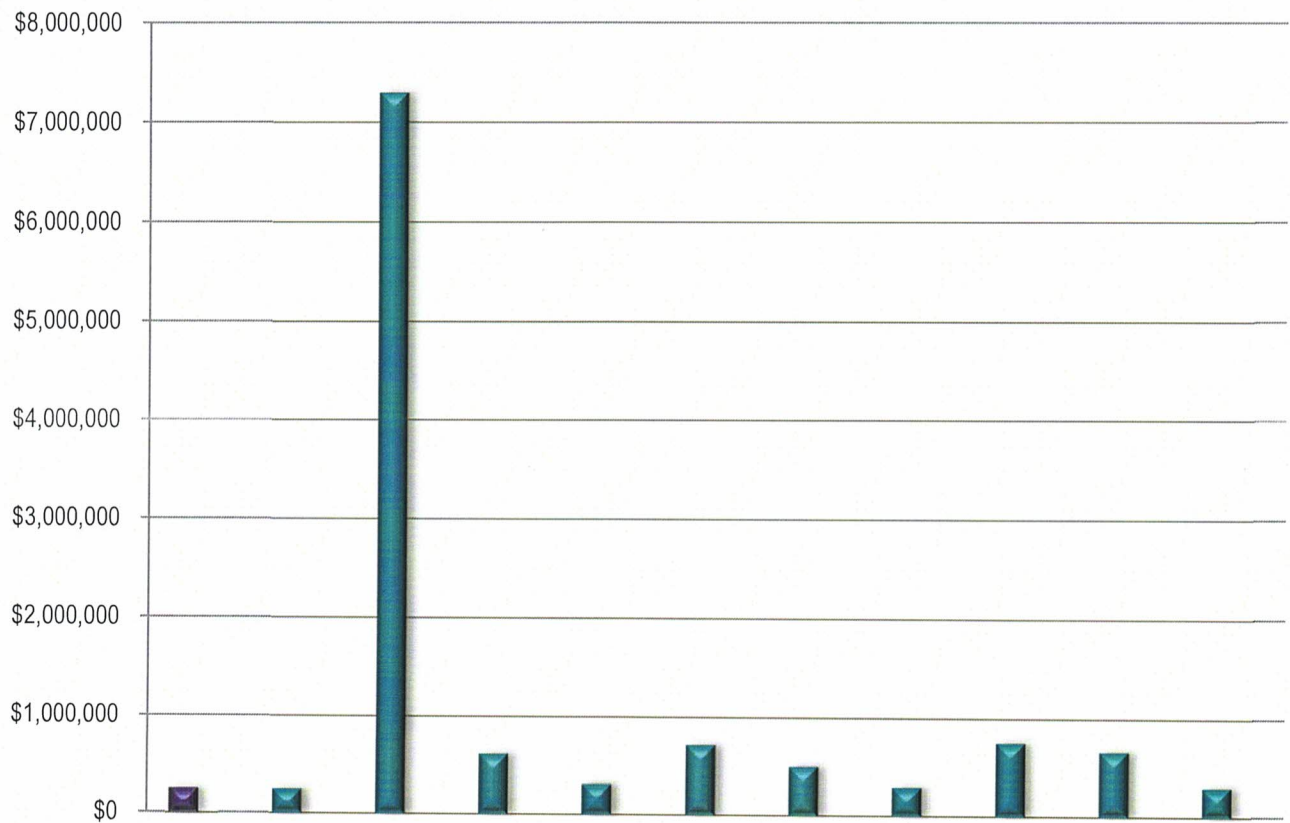
Average Monthly Benefit

Service Retirements	\$3,329.41
Disability Retirements	Not applicable
Beneficiaries Receiving	Not applicable
DROP Participants	Not applicable
Deferred Vested Participants	\$2,903.61
Deferred Beneficiaries	Not applicable



Projected Benefit Payments

Table III-G



Actual

For the period October 1, 2019 through September 30, 2020

\$252,918

Projected

For the period October 1, 2020 through September 30, 2021

\$248,618

For the period October 1, 2021 through September 30, 2022

\$7,300,510

For the period October 1, 2022 through September 30, 2023

\$615,006

For the period October 1, 2023 through September 30, 2024

\$312,190

For the period October 1, 2024 through September 30, 2025

\$711,198

For the period October 1, 2025 through September 30, 2026

\$502,280

For the period October 1, 2026 through September 30, 2027

\$294,707

For the period October 1, 2027 through September 30, 2028

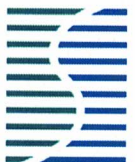
\$749,194

For the period October 1, 2028 through September 30, 2029

\$657,291

For the period October 1, 2029 through September 30, 2030

\$300,698



Summary of Actuarial Methods and Assumptions

Table IV-A

NOTE: The following assumptions and methods have been selected and approved by the Board of Trustees based in part on the advice of the plan's enrolled actuary in accordance with the authority granted to the Board under the pension ordinances and State law.

1. **Actuarial Cost Method**

Individual entry age normal cost method. Under this actuarial cost method, a level funding cost is developed with respect to each benefit for each participant. The level funding cost for each benefit applies to the period beginning when the participant's service commences and ends when the participant is assumed to cease active participation due to each respective decrement. The actuarial accrued liability is equal to the accumulated level funding cost to the valuation date for all participants. The normal cost is equal to the level funding cost for the year immediately following the valuation date for all active participants.

2. **Amortization Method**

The unfunded actuarial accrued liability is amortized as a level dollar amount over a period of up to 10 years.

3. **Asset Method**

The actuarial value of assets is equal to the market value of assets.

4. **Interest (or Discount) Rate**

6.00% per annum

5. **Salary Increases**

Plan compensation is assumed to increase at the rate of 4.00% per annum, unless actual plan compensation is known for a prior plan year.

6. **Decrements**

- Pre-retirement mortality: Sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Employee Mortality Table for public safety employees (Below Median table for males), with full generational improvements in mortality using Scale MP-2018 and with ages set forward one year



Summary of Actuarial Methods and Assumptions

Table IV-A

(continued)

- Post-retirement mortality: For non-disabled retirees, sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Healthy Retiree Mortality Table for public safety employees (Below Median table for males), with full generational improvements in mortality using Scale MP-2018 and with ages set forward one year; for disabled retirees, sex-distinct rates set forth in the PUB-2010 Headcount-Weighted Disabled Retiree Mortality Table (80% general employee rates plus 20% public safety employee rates), with full generational improvements in mortality using Scale MP-2018
- Disability: Age-based rates of disability were assumed, ranging from 0.051% at age 20, 0.058% at age 30, 0.121% at age 40, 0.217% at age 45, 0.429% at age 50, and 0.891% at age 55; 75% of disabilities are assumed to be service-related.
- Termination: Age-based rates of employment termination were assumed, ranging from 10.500% at age 20, 9.975% at age 25, 8.750% at age 30, 6.650% at age 35, 4.550% at age 40, 2.800% at age 45, 1.400% at age 50, and 0.525% at age 55.
- Retirement: Retirement is assumed to occur at normal retirement age.

No decrements have been assumed during the first year following the valuation date.

7. Form of Payment

Future retirees have been assumed to select the single lump sum form of payment.

8. Expenses

Administrative expenses are assumed to be 1.00% of covered payroll. In addition, the interest rate set forth in item 4. above is assumed to be net of investment expenses and commissions.



Changes in Actuarial Methods and Assumptions

Table IV-B

Since the completion of the previous valuation, the mortality basis was changed from the RP-2000 Combined Mortality Table with generational improvements in mortality using Scale BB to selected PUB-2010 Mortality Tables with generational improvements in mortality using Scale MP-2018.

The following additional assumption and method changes were made during the past 10 years:

- (1) Effective October 1, 2015, the mortality basis was changed from a 2007 projection of the RP-2000 Mortality Table for annuitants to a full generational projection using Scale BB of the RP-2000 Combined Mortality Table as required by State law.*
- (2) Effective October 1, 2010, the actuarial cost method was changed from the aggregate cost method to the individual entry age normal cost method.*
- (3) Effective October 1, 2010, the actuarial value of assets was changed from the market value of assets adjusted to reflect a five-year phase-in of the net investment appreciation to the unadjusted market value.*
- (4) Effective October 1, 2010, no decrements have been assumed during the first year following the valuation date.*
- (5) Effective October 1, 2010, the administrative expense assumption was changed from a 1.00% loading of the projected liability to 1.00% of covered payroll.*



Summary of Plan Provisions

Table V-A

1. Monthly Accrued Benefit

Benefit Accrual Rate multiplied by Average Final Compensation

2. Benefit Accrual Rate

For each year of Prior Service, the Benefit Accrual Rate is 1¼%. For each year of Membership Service through September 30, 2002, the Benefit Accrual Rate depends on the member's contribution rate in accordance with the following table:

Contribution Rate	Benefit Accrual Rate	Contribution Rate	Benefit Accrual Rate
2%	1¼%	7%	2⅜%
3%	1⅞%	8%	2½%
4%	2%	9%	2⅝%
5%	2⅛%	10%	2¾%
6%	2¼%		

For each year of Membership Service earned during the period October 1, 2002 through September 30, 2014, the Benefit Accrual Rate is 3¼%. For each year of Membership Service earned after September 30, 2014, the Benefit Accrual Rate is 3½%.

3. Normal Retirement Age and Benefit

• Age

Age 50 with at least 20 years of Credited Service;
Age 55 with at least 10 years of Credited Service; or
Age 65

• Amount

Monthly Accrued Benefit

• Form of Payment

Life annuity (normal form of payment);
Actuarially reduced five-year certain and life annuity (optional);
Actuarially reduced 10-year certain and life annuity (optional);
Actuarially reduced 50% joint and contingent annuity (optional);
Actuarially reduced 66⅔% joint and contingent annuity (optional);
Actuarially reduced 75% joint and contingent annuity (optional);
Actuarially reduced 100% joint and contingent annuity (optional);
Actuarially adjusted social security level income annuity (optional); or
Actuarially equivalent lump sum payment (optional).

(Note: All forms of payment guarantee at least the return of the member's Accumulated Contributions.)



Summary of Plan Provisions

Table V-A

(continued)

4. Delayed Retirement Age and Benefit

- **Age**
After Normal Retirement Age
- **Amount**
Monthly Accrued Benefit
- **Form of Payment**
Same as for Normal Retirement

5. Service Incurred Disability Retirement Eligibility and Benefit

- **Eligibility**
All members of the Plan are eligible.
- **Condition**
The member must have suffered a condition or impairment of health which is the result of an act or acts occurring in the performance of service to the town as determined by the Board of Trustees in reliance on the findings and definitions of the town's group disability insurance carrier and must remain so disabled until his Normal Retirement Age. With respect to police employees who have successfully passed a physical examination upon entering the town's service, any condition or impairment of health caused by hypertension, heart disease or hardening of the arteries, or other conditions as required by state or federal law which results in total and permanent disability is presumed to be service-connected unless competent evidence shows otherwise.
- **Amount**
Monthly Accrued Benefit, payable upon the attainment of Normal Retirement Age and offset by any amounts payable under workmen's compensation or other long-term disability benefits provided by the town. For this purpose, the Monthly Accrued Benefit will be calculated to reflect Credited Service and Compensation for the period of disability equal to what the member would have earned based on his compensation and contribution rate in effect at the time he became disabled.
- **Form of Payment**
Same as for Normal Retirement



Summary of Plan Provisions

Table V-A

(continued)

6. Termination Benefit

- **Age**
Any age with at least five years of Credited Service
- **Amount**
Monthly Accrued Benefit, multiplied by the Member's Vested Interest and payable upon the attainment of Normal Retirement Age
- **Form of Payment**
Same as for Normal Retirement

7. Pre-Retirement Death Benefit

In the case of the death of a member prior to retirement, his beneficiary will receive a 10-year certain annuity based on the member's Monthly Accrued Benefit as of his date of death and determined as if the member had a 100% Vested Interest in his Monthly Accrued Benefit, survived to his Normal Retirement Age, and elected a 10-year certain and life annuity.

8. Vested Interest

A member earns a 100% Vested Interest in his Monthly Accrued Benefit upon the attainment of five years of Credited Service.

9. Average Final Compensation

Average monthly compensation for the highest three consecutive years out of the 10 full years immediately preceding the determination, where compensation includes basic compensation but excludes overtime and other special compensation such as sick leave, annual leave, and compensatory leave paid upon separation from service; for this purpose, basic compensation will also include amounts paid by the town as deferred compensation to an Internal Revenue Code (IRC) §457 plan.



Summary of Plan Provisions

Table V-A

(continued)

10. Credited Service

Credited Service is equal to Prior Service plus Membership Service. Prior Service is the period of completed years and months of regular, full-time employment prior to October 1, 1969. Membership Service is the period of completed years and months of regular, full-time employment on and after October 1, 1969 during which the employee makes all required contributions to the plan. In addition, a member may purchase up to four years of military service to be included in his Membership Service by paying into the plan the full actuarial cost thereof, provided that such military service occurred after the member's initial employment with the town, the member did not receive a dishonorable discharge, and the member does not receive credit for such service under any other private or governmental retirement plan.

11. Membership Requirement

In order to become a member of the plan, a person must be employed by the Town of Bay Harbor Islands, Florida on a full-time basis as a police officer or general employee and must have earned one year of continuous employment. Member of the town council, elected officials, and independent contractors are not eligible for membership in the plan.

12. Accumulated Contributions

The member's contributions accumulated with interest at the rate set by the Board of Trustees from time to time.

13. Member Contributions

For police employees during the period prior to October 1, 2002, the member contribution rate is based on the member's election from time to time and is any whole percentage from 2% to 10%, inclusive; for police employees during the period after September 30, 2002, the member contribution rate is 8%; member Contributions are deemed to be "picked-up" by the Town pursuant to Internal Revenue Code (IRC) §414(h)(2).

14. Plan Year

October 1st through September 30th

15. Plan Effective Date

The initial plan effective date is October 1, 1969.



Summary of Plan Provisions

Table V-A

(continued)

16. Actuarial Equivalence

- **Mortality**

1983 Group Annuity Mortality Table, blended 50%/50% for males and females and set forward five years for disabled members

- **Interest**

6.00% per annum

17. Retirement Subsidy

For police officers who retire or terminate their employment after September 30, 2014, an additional retirement subsidy is paid until age 65 equal to \$375.00 per month multiplied by the member's Vested Interest, provided that the subsidy is not paid to those individuals who terminate their employment if such individuals withdraw their Member Contributions from the plan.

18. Deferred Retirement Option Plan (DROP)

A DROP is available to those employees who attain their normal retirement age. Employees may participate in the DROP for a period of up to 60 months, subject to an extension at the sole discretion of the Town Manager.



Summary of Plan Amendments

Table V-B

No significant plan changes were adopted since the completion of the previous valuation.

The following additional plan amendments were adopted during the past 10 years and were reflected in prior valuation reports:

- (1) Effective October 7, 2019, a DROP was added for police officers who attain their normal retirement age. (Ordinance Nos. 1038 and 1046)*
- (2) During the 2016/17 plan year, the vesting requirement was reduced to five years of service.*
- (3) During the 2014/15 plan year, the benefit formula multiplier was increased from 3.25% to 3.50% for service earned after September 30, 2014.*
- (4) During the 2014/15 plan year, the monthly retirement subsidy was increased from \$350 to \$375.*
- (5) During May, 2013, the plan was amended to provide enhanced early retirement benefits to eligible employees who voluntarily chose to retire at that time. Employees who had earned at least 25 years of service as of May 22, 2013 and who retired at the prescribed time were eligible for a 3.25% benefit formula multiplier applicable to service earned during the period October 1, 1999 through September 30, 2002 and received a refund of their member contributions in excess of 2% of compensation which were made during that period.*



AGENDA ITEM REPORT

August 11, 2021

ITEM NUMBER: 2.

ITEM: Discussion of investment performance for the quarter ended June 30, 2021. Relevant reports have been provided to the Town of Bay Harbor Islands Retirement Board. Mr. Greg McNeillie of DAHAB Associates will be present for the discussion.

DESCRIPTION:

Discussion of investment performance for the quarter ended June 30, 2021. Relevant reports have been provided to the Town of Bay Harbor Islands Retirement Board. Mr. Greg McNeillie of DAHAB Associates will be present for the discussion.

RECOMMENDED ACTION:

None

FINANCIAL ANALYSIS:

BUDGET IMPACT:

Submitted By: Peter Kajokas, Finance Director

ATTACHMENTS

1. 2021-06 report_Bay Harbor



Bay Harbor Islands

Performance Review
June 2021



DAB ASSOCIATES
New York Massachusetts Pennsylvania Florida

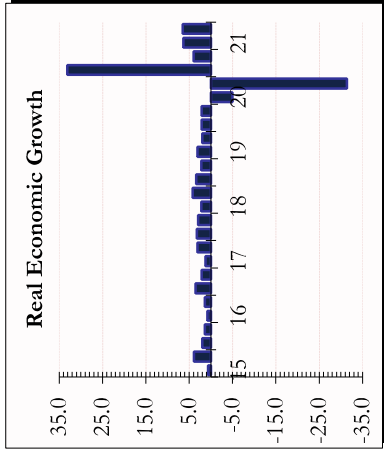
ECONOMIC ENVIRONMENT

Mind the Gap (in Supply-Demand)

Global equities rose 7.5% in the second quarter as many of the world's largest economies reopened and government stimulus measures fueled investor optimism.

Valuations are elevated, which may present a challenge to markets in the months ahead.

Earnings have again been revised upward to +36% for 2021, with a double-digit gain expected for 2022. However, many believe current prices already reflect anticipated earnings improvement.



Government stimulus and healthy consumer balance sheets are creating a rebound in economic growth. Advance estimates of Q2 2021 GDP from the U.S. Bureau of Economic Analysis increased at an annual rate of 6.5%. However, supply chain issues resulting from increased demand and prolonged stoppages due to COVID are still slowing the worldwide supply response, resulting in a rapid acceleration of inflation that is expected to be temporary.

The Federal Reserve's employment mandate seems to be the driving force behind its policy decisions. We may have to see a prolonged decrease in unemployment before that policy changes.

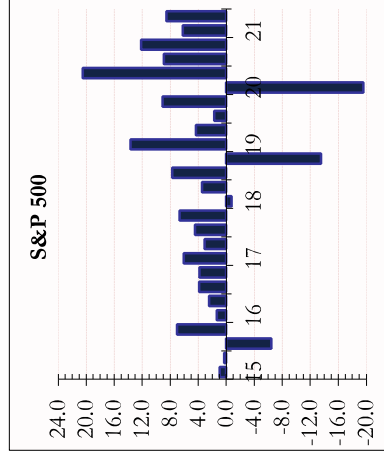
The Fed has indicated that it is willing to tolerate an inflation overshoot to accomplish full employment.

While companies posted the highest rate of job openings in decades, unemployment remains elevated as the number of job seekers increases in response to the expiration of unemployment benefits. In theory this dynamic should push the unemployment rate higher than it otherwise would be. However, due to changes in work dynamics (work-from-home, gig-economy, early-retirements, etc.), more than 3.5 million people have left the workforce. If these people do not return, it may imply that the supply-demand gap in employment will persist for longer than expected.

Global economies seem to be moving in a positive direction. How quickly the gaps between supply and demand are filled is the question keeping markets in a holding pattern for now.

DOMESTIC EQUITIES

Reversal of the Reversal



U.S. equities, as measured by the S&P 500, gained 8.5% over the second quarter. This brings the year-to-date return to 15.3%. Almost all industry sectors in the S&P 500 had

positive returns. The lone exception was the utilities sector, which lost 0.4%.

Trends that dominated throughout the last decade reversed in the fourth quarter last year, but that reversal ended in the second quarter of 2021. Both large capitalization and growth equities regained leadership. The Russell 1000 index, a proxy for large capitalization stocks, returned 8.5% in the second quarter while the Russell 2000, a small capitalization benchmark, returned only 4.3%. The Russell 3000 Growth Index gained 11.4% while its value counterpart returned 5.2%.

Energy was the best performing sector due to sustained price increases. West Texas Intermediate (WTI) crude oil, one of the main benchmarks used in the industry, moved from \$31 from the end of September 2020 to \$70 at the end of June 2021. This new price also starkly contrasts with last year when the May contract for WTI futures fell below zero for the first time. Many observers believe WTI needs to be priced above \$50 for the majority of our drilling in the United States to be profitable.

INTERNATIONAL EQUITIES

Rising Broadly

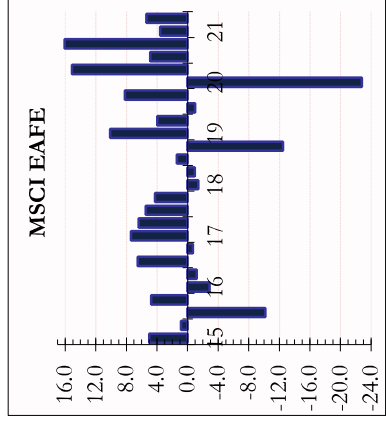
International markets advanced broadly in the second quarter of 2021. The MSCI ACWI ex USA Index was up 5.6%.

In developed markets, the MSCI EAFE gained 5.4%. Of the 21 constituent countries in the index, 17 had positive returns.

However, Japan, the largest country in the index by market capitalization, sustained a loss. Economic data from Japan has not

been as positive as expected.

Although the rate of COVID infections has been lower than that of most other countries, the recent increase in cases led the government to delay lifting restrictions. On the positive side Switzerland, the index's fourth largest country in the

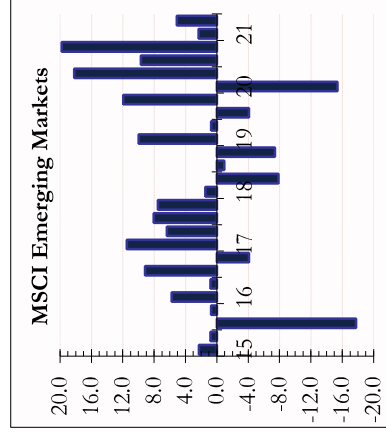


index by market capitalization, gained 10.5%. Nestle, the largest individual company by market capitalization in the index, returned 12.2% for the quarter.

Emerging markets gained 5.1% despite a May sell-off due to renewed concerns over the tightening of global monetary policy.

Brazil, the index's fifth largest country by market capitalization,

gained 21.4%. Strength in the real, Brazil's currency, amplified returns. China, the largest country in the index by weight, was an overall drag to performance. Chinese equities gained only 1.5%, as regulatory concerns broadened beyond



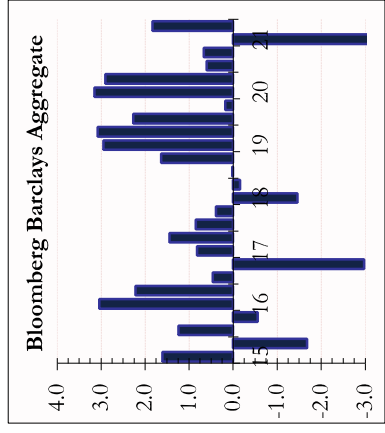
the technology sector. Valuation multiples for the emerging market

index are significantly lower than their developed market peers. This could potentially be a boon should earnings growth remain elevated.

BOND MARKET

Tightening Up Further

Fixed income markets were positive for the quarter, paring losses from earlier in the year. Credit spreads tightened to levels last seen in 2005, as consumer sentiment recovered and the Fed reiterated its commitment to not let inflation get out of control. While actual inflation increased during the quarter, anticipated inflation as measured by the 10-year breakeven rate fell to 2.3%. This helped the Bloomberg Barclays Aggregate Index rise 1.8% for the quarter.



Interest rate sensitivity continues to drive returns. Long-dated Treasuries during the quarter, up 6.8%. High yield bonds also did well. The Bloomberg Barclays High Yield Index was up 2.8%. The rise in oil prices helped energy companies, and energy bonds comprise 13% of the index.

Most Treasury yields fell during the quarter. The 10-year Treasury yield fell 0.3% and is now at 1.4%. However, at the front end of the

curve, the two-year Treasury yield rose slightly to 0.25% after the Fed updated its dot plot to indicate a rise in rates may come in 2023 instead of 2022.

The US Dollar continued to weaken against most foreign currencies, causing hedged strategies to again lag unhedged strategies. The World Government Bond Index (unhedged) returned 1.0%, while its hedged counterpart returned 0.7%.

Emerging market bonds, as measured by the J.P. Morgan Emerging Markets Bond Index rose 4.4% for the quarter. However, spreads are still above historical averages, indicating near-term uncertainty in emerging market economic recovery.

CASH EQUIVALENTS

For Liquidity Only

The three-month T-Bill returned -0.01% for the second quarter. This is the 54th quarter in a row that return has been less than 75 basis points and the first where the return was negative. The last time return was greater than 80 basis points was in the fourth quarter of 2007. Return expectations continue to be low. Cash equivalents are unlikely to provide positive real returns in the foreseeable future.

Economic Statistics

	Current Quarter	Previous Quarter
GDP	6.5%	6.3%
Unemployment	5.9%	6.0%
CPI All Items Year/Year	5.4%	1.2%
Fed Funds Rate	0.25%	0.25%
Industrial Capacity	75.4%	73.8%
U.S. Dollars per Euro	1.18	1.17

Major Index Returns

Index	Quarter	12 Months
Russell 3000	8.2%	44.2%
S&P 500	8.5%	40.8%
Russell Midcap	7.5%	49.8%
Russell 2000	4.3%	62.0%
MSCI EAFE	5.4%	32.9%
MSCI Emg Markets	5.1%	41.4%
NCREIF ODCE	3.9%	8.0%
U.S. Aggregate	1.8%	-0.3%
90 Day T-bills	0.0%	0.1%

Domestic Equity Return Distributions

Quarter	Trailing Year		
	VAL	COR	GRO
LC	5.2	8.5	11.9
MC	5.7	7.5	11.1
SC	4.6	4.3	3.9

	Trailing Year		
	VAL	COR	GRO
LC	43.7	43.1	42.5
MC	53.1	49.8	43.8
SC	73.3	62.0	51.4

Market Summary

- Global equity markets surge
- Growth outpaces Value
- Developed continues to outperform Emerging
- Fixed Income returns turn positive
- Cash returns nothing

INVESTMENT RETURN

On June 30th, 2021, the Bay Harbor Islands Employees' Retirement System was valued at \$24,796,115, representing an increase of \$1,113,100 from the March quarter's ending value of \$23,683,015. Last quarter, the Fund posted net contributions equaling \$46,926 plus a net investment gain equaling \$1,066,174. Total net investment return was the result of income receipts, which totaled \$95,987 and net realized and unrealized capital gains of \$970,187.

RELATIVE PERFORMANCE

Total Fund

For the second quarter, the Composite portfolio returned 4.5%, which was 0.9% below the Bay Harbor Policy Index's return of 5.4% and ranked in the 77th percentile of the Public Fund universe. Over the trailing year, the portfolio returned 23.0%, which was 0.1% below the benchmark's 23.1% return, ranking in the 79th percentile. Since June 2011, the portfolio returned 8.5% annualized and ranked in the 57th percentile. The Bay Harbor Policy Index returned an annualized 8.8% over the same period.

Domestic Equity

The domestic equity portion of the portfolio returned 7.3% last quarter; that return was 0.4% greater than the Custom Domestic Equity Index's return of 6.9% and ranked in the 39th percentile of the Domestic Equity universe. Over the trailing twelve-month period, this component returned 45.8%, 2.2% below the benchmark's 48.0% performance, ranking in the 55th percentile. Since June 2011, this component returned 13.8% on an annualized basis and ranked in the 50th percentile. The Custom Domestic Equity Index returned an annualized 14.2% during the same period.

Developed Market Equity

During the second quarter, the developed markets equity component returned 2.2%, which was 6.4% less than the S&P ADR Index's return of 8.6% and ranked in the 91st percentile of the International Equity universe. Over the trailing year, the developed markets equity portfolio returned 39.5%, which was 0.2% less than the benchmark's 39.7% return, and ranked in the 54th percentile. Since June 2011, this component returned 5.8% per annum and ranked in the 78th percentile. The S&P ADR Index returned an annualized 5.1% over the same time frame.

Emerging Market Equity

For the second quarter, the emerging markets equity segment returned 3.0%, which was 2.0% less than the MSCI Emerging Markets Net Index's return of 5.0% and ranked in the 82nd percentile of the Emerging Markets universe. Over the trailing twelve-month period, this segment's return was 41.2%, which was 0.3% above the benchmark's 40.9% return, ranking in the 69th percentile.

Real Estate

During the second quarter, the real estate component returned 4.0%, which was 0.1% greater than the NCREIF NFI-ODCE Index's return of 3.9%. Over the trailing year, this component returned 7.3%, which was 0.7% below the benchmark's 8.0% performance.

Fixed Income

The fixed income segment gained 1.7% during the second quarter; that return was 0.7% less than the Bloomberg Barclays Gov/Credit Index's return of 2.4% and ranked in the 90th percentile of the Core Fixed Income universe. Over the trailing year, this component returned -0.8%, 0.4% less than the benchmark's -0.4% return, and ranked in the 97th percentile. Since June 2011, this component returned 4.7% annualized and ranked in the 7th percentile. The Bloomberg Barclays Gov/Credit returned an annualized 3.7% during the same period.

ASSET ALLOCATION

On June 30th, 2021, domestic equities comprised 45.6% of the total portfolio (\$11.3 million), while developed markets equities totaled 6.6% (\$1.6 million). The account's emerging markets equity segment was valued at \$982,415, representing 4.0% of the portfolio, while the real estate component's \$2.3 million totaled 9.2%. The portfolio's fixed income represented 34.3% and the remaining 0.4% was comprised of cash & equivalents (\$88,225).

EXECUTIVE SUMMARY**PERFORMANCE SUMMARY**

	Quarter	FYTD	1 Year	3 Year	5 Year	Since 06/11
Total Portfolio - Gross <i>PUBLIC FUND RANK</i>	4.5 (77)	17.6 (78)	23.0 (79)	10.2 (79)	9.9 (78)	8.5 (57)
Total Portfolio - Net Policy Index Shadow Index	4.4 5.4 5.0	17.3 17.5 19.7	22.6 23.1 24.2	9.9 11.8 11.0	9.6 10.8 10.2	8.2 8.8 8.5
Domestic Equity - Gross <i>DOMESTIC EQUITY RANK</i>	7.3 (39)	34.8 (55)	45.8 (55)	15.5 (54)	16.2 (54)	13.8 (50)
Domestic Equity Index	6.9	38.3	48.0	16.6	16.8	14.2
Russell 3000	8.2	32.0	44.2	18.7	17.9	14.7
S&P 500	8.5	29.3	40.8	18.7	17.6	14.8
S&P 400	3.6	46.3	53.2	13.2	14.3	12.4
S&P 600	4.5	62.3	67.4	12.2	15.8	13.5
International Equity - Gross <i>INTERNATIONAL EQUITY RANK</i>	2.5 (88)	28.3 (53)	40.0 (52)	9.1 (65)	11.2 (68)	5.9 (77)
ACWI Ex US	5.6	28.1	36.3	9.9	11.6	5.9
Developed Markets Equity - Gross <i>INTERNATIONAL EQUITY RANK</i>	2.2 (91)	30.0 (45)	39.5 (54)	7.4 (81)	10.6 (74)	5.8 (78)
ADR Index	8.6	36.3	39.7	9.2	10.1	5.1
MSCI EAFE	5.4	26.7	32.9	8.8	10.8	6.4
Emerging Markets Equity - Gross <i>EMERGING MARKETS RANK</i>	3.0 (82)	25.9 (75)	41.2 (69)	12.2 (47)	12.2 (69)	---- ----
MSCI EM Net	5.0	28.6	40.9	11.3	13.0	4.3
Real Estate - Gross NCREIF ODCE	4.0 3.9	7.5 7.5	7.3 8.0	6.0 5.5	6.7 6.6	---- 9.6
Fixed Income - Gross <i>CORE FIXED INCOME RANK</i>	1.7 (90)	-1.7 (98)	-0.8 (97)	5.1 (96)	3.2 (82)	4.7 (7)
Gov/Credit	2.4	-1.2	-0.4	6.0	3.3	3.7
Aggregate Index	1.8	-0.9	-0.3	5.3	3.0	3.4

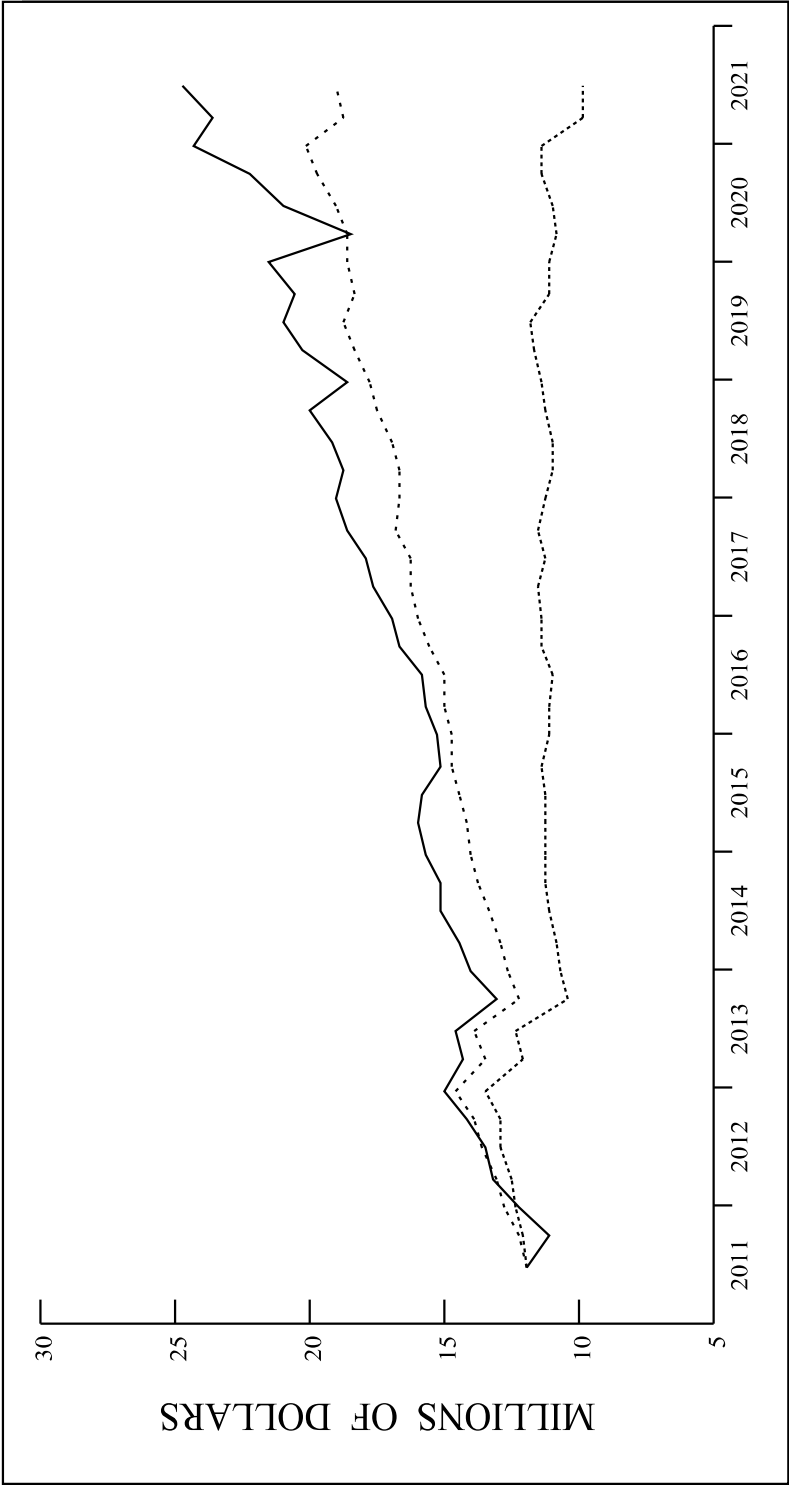
ASSET ALLOCATION

Domestic Equity	45.6%	\$ 11,307,878
Int'l Developed	6.6%	1,626,233
Emerging Markets	4.0%	982,415
Real Estate	9.2%	2,281,076
Fixed Income	34.3%	8,510,288
Cash	0.4%	88,225
Total Portfolio	100.0%	\$ 24,796,115

INVESTMENT RETURN

Market Value 3/2021	\$ 23,683,015
Contribs / Withdrawals	46,926
Income	95,987
Capital Gains / Losses	970,187
Market Value 6/2021	\$ 24,796,115

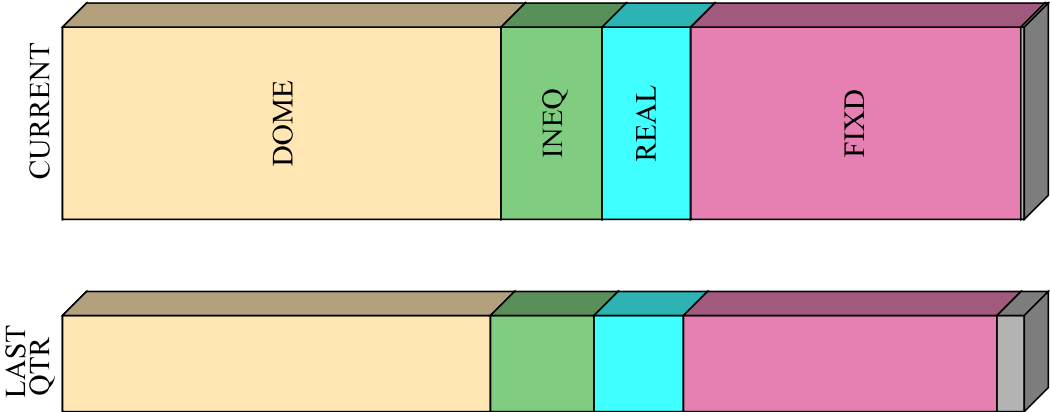
INVESTMENT GROWTH



—	ACTUAL RETURN
.....	6.0%
.....	0.0%

VALUE ASSUMING	
6.0% RETURN	\$ 19,160,957

	LAST QUARTER	PERIOD 6/11 - 6/21
BEGINNING VALUE	\$ 23,683,015	\$ 11,969,972
NET CONTRIBUTIONS	46,926	- 2,009,382
INVESTMENT RETURN	1,066,174	14,835,525
ENDING VALUE	\$ 24,796,115	\$ 24,796,115
INCOME	95,987	3,310,770
CAPITAL GAINS (LOSSES)	970,187	11,524,755
INVESTMENT RETURN	1,066,174	14,835,525



	VALUE	PERCENT	TARGET	DIFFERENCE + / -
DOMESTIC EQUITY	\$ 11, 307, 878	45.6%	40.0%	5.6%
INTERNATIONAL EQUITY	2, 608, 648	10.5%	15.0%	-4.5%
DEVELOPED MARKETS EQUITY	1, 626, 233	6.6%	10.0%	-3.4%
EMERGING MARKETS EQUITY	982, 415	4.0%	5.0%	-1.0%
REAL ESTATE	2, 281, 076	9.2%	10.0%	-0.8%
FIXED INCOME	8, 510, 288	34.3%	35.0%	-0.7%
CASH & EQUIVALENT	88, 225	0.4%	0.0%	0.4%
TOTAL FUND	\$ 24, 796, 115	100.0%		

MANAGER PERFORMANCE SUMMARY - GROSS OF FEES

Portfolio	(Universe)	Quarter	FYTD	1 Year	3 Years	5 Years	Since Inception or 10 Years
Composite	(Public Fund)	4.5 (77)	17.6 (78)	23.0 (79)	10.2 (79)	9.9 (78)	8.5 (57) 06/11
<i>Policy Index</i>		<i>5.4 ----</i>	<i>17.5 ----</i>	<i>23.1 ----</i>	<i>11.8 ----</i>	<i>10.8 ----</i>	<i>8.8 ---- 06/11</i>
RhumbLine	(Domestic Eq)	7.3 (39)	34.9 (54)	45.9 (55)	15.5 (54)	16.2 (54)	13.8 (50) 06/11
<i>Russell 3000</i>		<i>8.2 ----</i>	<i>32.0 ----</i>	<i>44.2 ----</i>	<i>18.7 ----</i>	<i>17.9 ----</i>	<i>14.7 ---- 06/11</i>
RhumbLine S&P 500	(LC Core)	8.5 (28)	29.2 (59)	40.7 (47)	18.7 (34)	17.6 (40)	14.8 (35) 06/11
<i>S&P 500</i>		<i>8.5 ----</i>	<i>29.3 ----</i>	<i>40.8 ----</i>	<i>18.7 ----</i>	<i>17.6 ----</i>	<i>14.8 ---- 06/11</i>
RhumbLine R1000G	(LC Growth)	11.9 (30)	25.8 (58)	42.5 (33)	25.1 (31)	23.6 (36)	17.8 (26) 06/11
<i>Russell 1000G</i>		<i>11.9 ----</i>	<i>25.9 ----</i>	<i>42.5 ----</i>	<i>25.1 ----</i>	<i>23.7 ----</i>	<i>17.9 ---- 06/11</i>
RhumbLine R1000V	(LC Value)	5.2 (63)	35.9 (59)	43.5 (61)	12.4 (64)	11.9 (81)	11.6 (73) 06/11
<i>Russell 1000V</i>		<i>5.2 ----</i>	<i>36.1 ----</i>	<i>43.7 ----</i>	<i>12.4 ----</i>	<i>11.9 ----</i>	<i>11.6 ---- 06/11</i>
RhumbLine S&P 400	(Mid Cap)	3.6 (91)	46.2 (26)	53.1 (32)	13.1 (71)	14.3 (65)	12.4 (72) 06/11
<i>S&P 400</i>		<i>3.6 ----</i>	<i>46.3 ----</i>	<i>53.2 ----</i>	<i>13.2 ----</i>	<i>14.3 ----</i>	<i>12.4 ---- 06/11</i>
RhumbLine S&P 600	(Small Cap)	4.5 (54)	62.0 (25)	67.1 (33)	12.2 (63)	15.8 (57)	13.5 (48) 06/11
<i>S&P 600</i>		<i>4.5 ----</i>	<i>62.3 ----</i>	<i>67.4 ----</i>	<i>12.2 ----</i>	<i>15.8 ----</i>	<i>13.5 ---- 06/11</i>
Int'l Equity	(Intl Eq)	2.5 (88)	28.3 (53)	40.0 (52)	9.1 (65)	11.2 (68)	5.9 (77) 06/11
<i>ACWI Ex US</i>		<i>5.6 ----</i>	<i>28.1 ----</i>	<i>36.3 ----</i>	<i>9.9 ----</i>	<i>11.6 ----</i>	<i>5.9 ---- 06/11</i>
Highland Capital	(Intl Eq)	2.1 (92)	28.4 (52)	37.4 (62)	7.6 (78)	10.3 (77)	5.8 (78) 06/11
<i>ADR Index</i>		<i>8.6 ----</i>	<i>36.3 ----</i>	<i>39.7 ----</i>	<i>9.2 ----</i>	<i>10.1 ----</i>	<i>5.1 ---- 06/11</i>
Glovista	(Emerging Mkt)	3.0 (82)	25.7 (78)	40.9 (70)	12.2 (47)	12.1 (70)	11.6 (61) 12/15
<i>MSCI EM Net</i>		<i>5.0 ----</i>	<i>28.6 ----</i>	<i>40.9 ----</i>	<i>11.3 ----</i>	<i>13.0 ----</i>	<i>13.0 ---- 12/15</i>
American Realty		4.0 ----	7.5 ----	7.3 ----	6.0 ----	6.7 ----	6.7 ---- 03/16
<i>NCREIF ODCE</i>		<i>3.9 ----</i>	<i>7.5 ----</i>	<i>8.0 ----</i>	<i>5.5 ----</i>	<i>6.6 ----</i>	<i>6.7 ---- 03/16</i>
Garcia Hamilton	(Core Fixed)	1.7 (89)	-1.5 (97)	-0.6 (96)	5.0 (98)	3.2 (84)	4.6 (12) 06/11
<i>Gov/Credit</i>		<i>2.4 ----</i>	<i>-1.2 ----</i>	<i>-0.4 ----</i>	<i>6.0 ----</i>	<i>3.3 ----</i>	<i>3.7 ---- 06/11</i>

MANAGER PERFORMANCE SUMMARY - NET OF FEES

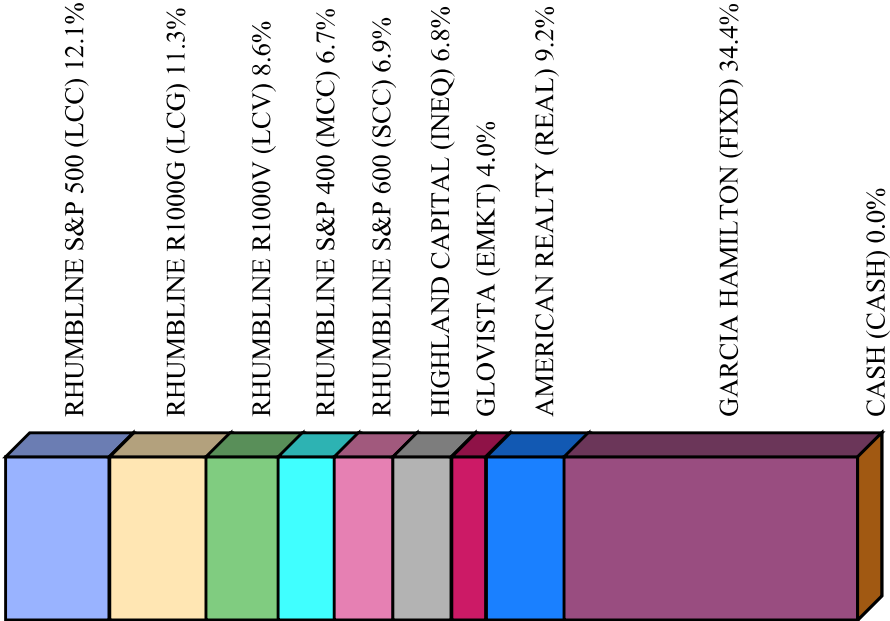
Portfolio	Quarter	FYTD	1 Year	3 Years	5 Years	Since Inception
Composite	4.4	17.3	22.6	9.9	9.6	8.2 06/11
<i>Policy Index</i>	<i>5.4</i>	<i>17.5</i>	<i>23.1</i>	<i>11.8</i>	<i>10.8</i>	<i>8.8 06/11</i>
RhumbLine	7.3	34.8	45.8	15.4	16.1	13.6 06/11
<i>Russell 3000</i>	<i>8.2</i>	<i>32.0</i>	<i>44.2</i>	<i>18.7</i>	<i>17.9</i>	<i>14.7 06/11</i>
RhumbLine S&P 500	8.5	29.2	40.7	18.6	17.5	14.6 06/11
<i>S&P 500</i>	<i>8.5</i>	<i>29.3</i>	<i>40.8</i>	<i>18.7</i>	<i>17.6</i>	<i>14.8 06/11</i>
RhumbLine R1000G	11.9	25.8	42.4	25.1	23.5	17.6 06/11
<i>Russell 1000G</i>	<i>11.9</i>	<i>25.9</i>	<i>42.5</i>	<i>25.1</i>	<i>23.7</i>	<i>17.9 06/11</i>
RhumbLine R1000V	5.2	35.9	43.4	12.3	11.8	11.4 06/11
<i>Russell 1000V</i>	<i>5.2</i>	<i>36.1</i>	<i>43.7</i>	<i>12.4</i>	<i>11.9</i>	<i>11.6 06/11</i>
RhumbLine S&P 400	3.6	46.1	53.1	13.1	14.2	12.2 06/11
<i>S&P 400</i>	<i>3.6</i>	<i>46.3</i>	<i>53.2</i>	<i>13.2</i>	<i>14.3</i>	<i>12.4 06/11</i>
RhumbLine S&P 600	4.5	62.0	67.1	12.1	15.7	13.3 06/11
<i>S&P 600</i>	<i>4.5</i>	<i>62.3</i>	<i>67.4</i>	<i>12.2</i>	<i>15.8</i>	<i>13.5 06/11</i>
Highland Capital	2.0	28.0	36.7	7.1	9.7	5.3 06/11
<i>ADR Index</i>	<i>8.6</i>	<i>36.3</i>	<i>39.7</i>	<i>9.2</i>	<i>10.1</i>	<i>5.1 06/11</i>
Glovista	2.8	25.1	40.0	11.4	11.4	10.8 12/15
<i>MSCI EM Net</i>	<i>5.0</i>	<i>28.6</i>	<i>40.9</i>	<i>11.3</i>	<i>13.0</i>	<i>13.0 12/15</i>
American Realty	3.7	6.6	6.2	4.9	5.6	5.5 03/16
<i>NCREIF ODCE</i>	<i>3.9</i>	<i>7.5</i>	<i>8.0</i>	<i>5.5</i>	<i>6.6</i>	<i>6.7 03/16</i>
Garcia Hamilton	1.6	-1.7	-0.9	4.7	2.9	4.3 06/11
<i>Gov/Credit</i>	<i>2.4</i>	<i>-1.2</i>	<i>-0.4</i>	<i>6.0</i>	<i>3.3</i>	<i>3.7 06/11</i>

MANAGER VALUE ADDED

Portfolio	Benchmark	1 Quarter	1 Year	3 Years	5 Years
RhumbLine S&P 500	S&P 500	0.0	-0.1	0.0	0.0
RhumbLine R1000G	Russell 1000G	0.0	0.0	0.0	-0.1
RhumbLine R1000V	Russell 1000V	0.0	-0.2	0.0	0.0
RhumbLine S&P 400	S&P 400	0.0	-0.1	-0.1	0.0
RhumbLine S&P 600	S&P 600	0.0	-0.3	0.0	0.0
Highland Capital	ADR Index	-6.5	-2.3	-1.6	0.2
Glovista	MSCI EM Net	-2.0	0.0	0.9	-0.9
American Realty	NCREIF ODCE	0.1	-0.7	0.5	0.1
Garcia Hamilton	Gov/Credit	-0.7	-0.2	-1.0	-0.1
Total Portfolio	Policy Index	-0.9 	-0.1 	-1.6 	-0.9

MANAGER ALLOCATION AND TARGET SUMMARY

Name	Market Value	Percent	Target
 RhumbLine S&P 500 (LCC)	\$3,008,655	12.1	10.0
 RhumbLine R1000G (LCG)	\$2,813,504	11.3	7.5
 RhumbLine R1000V (LCV)	\$2,123,623	8.6	7.5
 RhumbLine S&P 400 (MCC)	\$1,650,726	6.7	7.5
 RhumbLine S&P 600 (SCC)	\$1,711,370	6.9	7.5
 Highland Capital (INEQ)	\$1,691,172	6.8	10.0
 Glovista (EMKT)	\$984,934	4.0	5.0
 American Realty (REAL)	\$2,281,076	9.2	10.0
 Garcia Hamilton (FIXD)	\$8,531,052	34.4	35.0
 Cash (CASH)	\$3	0.0	0.0
Total Portfolio	\$24,796,115	100.0	100.0



INVESTMENT RETURN SUMMARY - ONE QUARTER

Name	Quarter Total Return	Market Value March 31st, 2021	Net Cashflow	Net Investment Return	Market Value June 30th, 2021
RhumbLine S&P 500 (LCC)	8.5	2,771,987	0	236,668	3,008,655
RhumbLine R1000G (LCG)	11.9	2,513,870	0	299,634	2,813,504
RhumbLine R1000V (LCV)	5.2	2,018,941	0	104,682	2,123,623
RhumbLine S&P 400 (MCC)	3.6	1,592,913	0	57,813	1,650,726
RhumbLine S&P 600 (SCC)	4.5	1,638,065	0	73,305	1,711,370
Highland Capital (INEQ)	2.1	1,660,555	-3,916	34,533	1,691,172
Glovista (EMKT)	3.0	960,152	-4,205	28,987	984,934
American Realty (REAL)	4.0	2,198,741	-6,282	88,617	2,281,076
Garcia Hamilton (FIXD)	1.7	8,327,788	61,329	141,935	8,531,052
Cash (CASH)	---	3	0	0	3
Total Portfolio	4.5	23,683,015	46,926	1,066,174	24,796,115

MANAGER RISK STATISTICS SUMMARY - THREE YEAR HISTORY

Manager	Benchmark	Alpha	Batting Average	Sharpe Ratio	Information Ratio	Up Capture	Down Capture
Total Portfolio	Policy Index	-2.28	.333	0.76	-1.27	96.8	113.9
Domestic Equity	Domestic Equity Index	-0.93	.333	0.73	-0.76	97.3	101.2
RhumbLine S&P 500	S&P 500	0.01	1.000	0.94	-0.74	99.8	99.8
RhumbLine R1000G	Russell 1000G	0.03	1.000	1.16	-0.48	99.9	99.8
RhumbLine R1000V	Russell 1000V	0.02	.750	0.63	-0.42	99.7	99.7
RhumbLine S&P 400	S&P 400	0.00	.500	0.58	-0.61	99.7	99.8
RhumbLine S&P 600	S&P 600	-0.02	.917	0.53	-0.62	99.8	99.9
Int'l Equity	ACWI Ex US	-1.57	.583	0.47	0.03	111.0	116.2
Highland Capital	ADR Index	-1.83	.417	0.40	-0.16	105.4	113.4
Glovista	MSCI EM Net	1.23	.667	0.62	0.31	102.9	98.3
American Realty	NCREIF ODCE	0.69	.833	2.03	0.84	106.7	79.5
Garcia Hamilton	Gov/Credit	-0.43	.417	0.93	-0.66	86.0	96.6

MANAGER RISK STATISTICS SUMMARY - FIVE YEAR HISTORY

Manager	Benchmark	Alpha	Batting Average	Sharpe Ratio	Information Ratio	Up Capture	Down Capture
Total Portfolio	Policy Index	-1.25	.400	0.92	-0.64	98.2	111.5
Domestic Equity	Domestic Equity Index	-0.44	.550	0.90	-0.54	98.1	101.0
RhumbLine S&P 500	S&P 500	-0.01	.950	1.08	-1.14	99.8	99.9
RhumbLine R1000G	Russell 1000G	0.03	.950	1.32	-0.63	99.9	99.8
RhumbLine R1000V	Russell 1000V	0.02	.850	0.70	-0.36	99.7	99.7
RhumbLine S&P 400	S&P 400	0.00	.650	0.71	-0.71	99.7	99.8
RhumbLine S&P 600	S&P 600	-0.01	.900	0.72	-0.61	99.8	99.9
Int'l Equity	ACWI Ex US	-1.56	.550	0.62	0.04	107.8	115.7
Highland Capital	ADR Index	-0.21	.550	0.59	0.12	106.7	108.4
Glovista	MSCI EM Net	-0.80	.500	0.67	-0.33	100.1	106.3
American Realty	NCREIF ODCE	0.69	.750	2.90	0.25	101.7	79.5
Garcia Hamilton	Gov/Credit	0.34	.550	0.57	-0.09	88.6	76.4

MANAGER RISK STATISTICS SUMMARY - TEN YEAR HISTORY

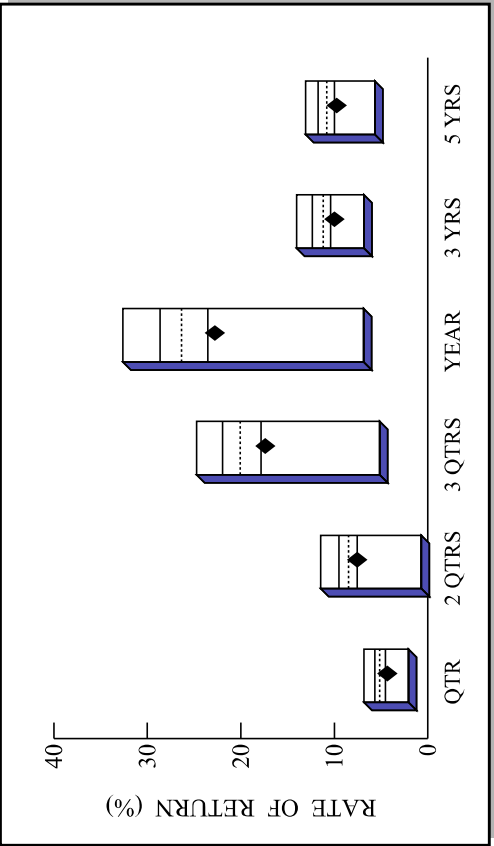
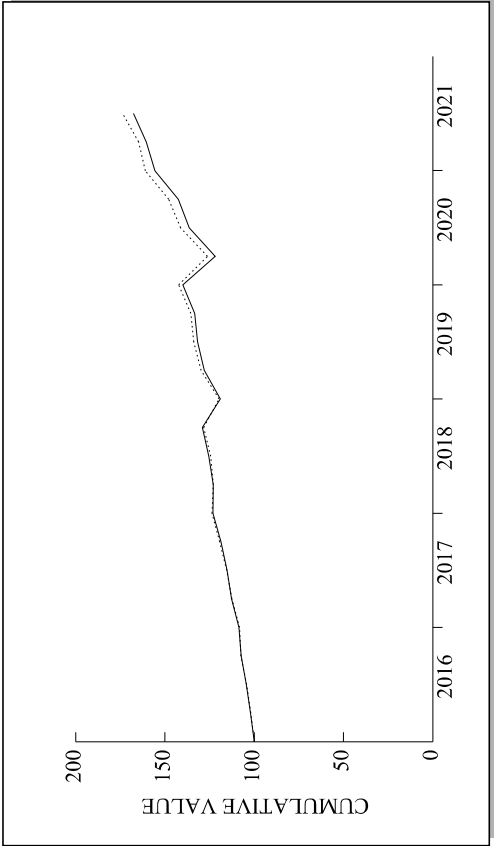
Manager	Benchmark	Alpha	Batting Average	Sharpe Ratio	Information Ratio	Up Capture	Down Capture
Total Portfolio	Policy Index	-0.82	.525	0.94	-0.23	102.4	116.0
Domestic Equity	Domestic Equity Index	-0.46	.525	0.88	-0.42	99.3	102.6
RhumbLine S&P 500	S&P 500	-0.01	.950	1.04	-1.06	99.8	99.8
RhumbLine R1000G	Russell 1000G	0.00	.975	1.17	-0.83	99.8	99.8
RhumbLine R1000V	Russell 1000V	0.00	.875	0.78	-0.74	99.6	99.7
RhumbLine S&P 400	S&P 400	0.00	.775	0.71	-0.52	99.7	99.7
RhumbLine S&P 600	S&P 600	-0.01	.875	0.72	-0.63	99.8	99.9
Int'l Equity	ACWI Ex US	-0.42	.500	0.39	0.12	109.4	111.0
Highland Capital	ADR Index	0.80	.500	0.40	0.19	105.5	100.4
Garcia Hamilton	Gov/Credit	1.44	.700	1.09	0.46	109.4	76.7

MANAGER FEE SUMMARY - ONE QUARTER

ALL FEES ARE ESTIMATED / ACCRUED

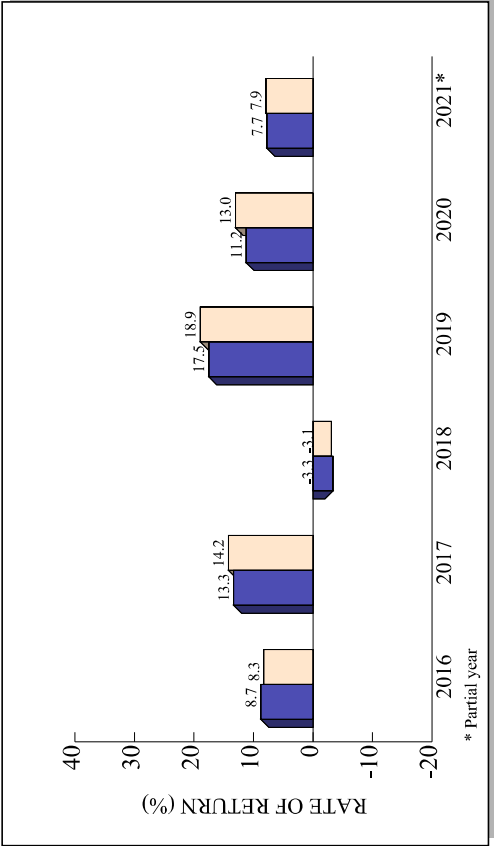
PORTFOLIO	MARKET VALUE	GROSS RETURN	FEE	FEE PCT	NET RETURN
RhumbLine S&P 500 (LCC)	\$3,008,655	8.5	\$360	0.01	8.5
RhumbLine R1000G (LCG)	\$2,813,504	11.9	\$327	0.01	11.9
RhumbLine R1000V (LCV)	\$2,123,623	5.2	\$261	0.01	5.2
RhumbLine S&P 400 (MCC)	\$1,650,726	3.6	\$204	0.01	3.6
RhumbLine S&P 600 (SCC)	\$1,711,370	4.5	\$209	0.01	4.5
Highland Capital (INEQ)	\$1,691,172	2.1	\$2,114	0.13	2.0
Glovista (EMKT)	\$984,934	3.0	\$1,697	0.18	2.8
American Realty (REAL)	\$2,281,076	4.0	\$6,282	0.29	3.7
Garcia Hamilton (FIXD)	\$8,531,052	1.7	\$5,231	0.06	1.6
Total Portfolio	\$24,796,115	4.5	\$16,685	0.07	4.4

TOTAL RETURN COMPARISONS



— PORTFOLIO
--- POLICY INDEX

Public Fund Universe



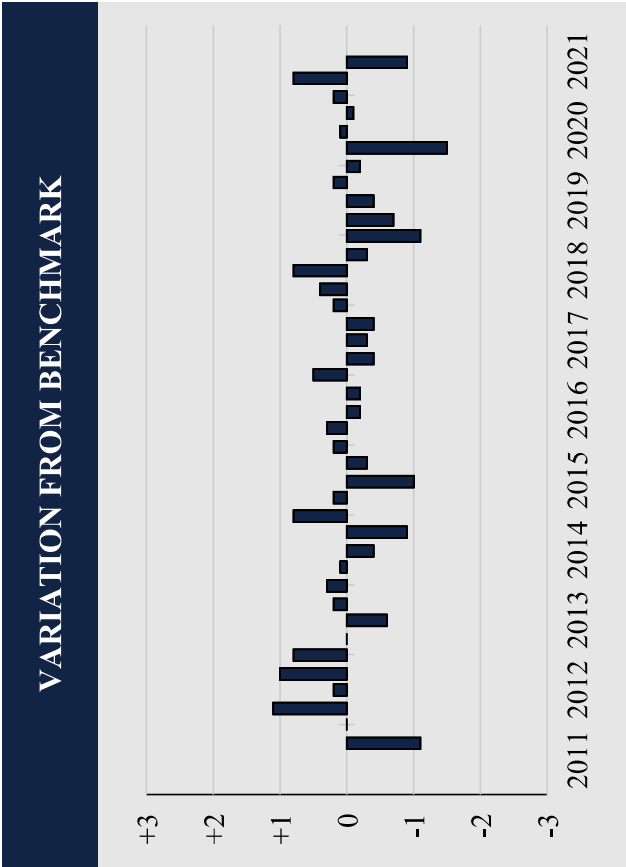
	QTR	2 QTRS	3 QTRS	YEAR	3 YRS	5 YRS
RETURN	4.5	7.7	17.6	23.0	10.2	9.9
(RANK)	(77)	(72)	(78)	(79)	(79)	(78)
5TH %ILE	6.8	11.5	24.8	32.6	14.0	13.1
25TH %ILE	5.7	9.5	22.0	28.6	12.3	11.8
MEDIAN	5.1	8.5	20.1	26.4	11.2	10.8
75TH %ILE	4.6	7.6	17.8	23.5	10.4	10.0
95TH %ILE	2.1	0.7	5.1	6.9	6.8	5.7
Policy Idx	5.4	7.9	17.5	23.1	11.8	10.8

Public Fund Universe

TOTAL PORTFOLIO QUARTERLY PERFORMANCE SUMMARY

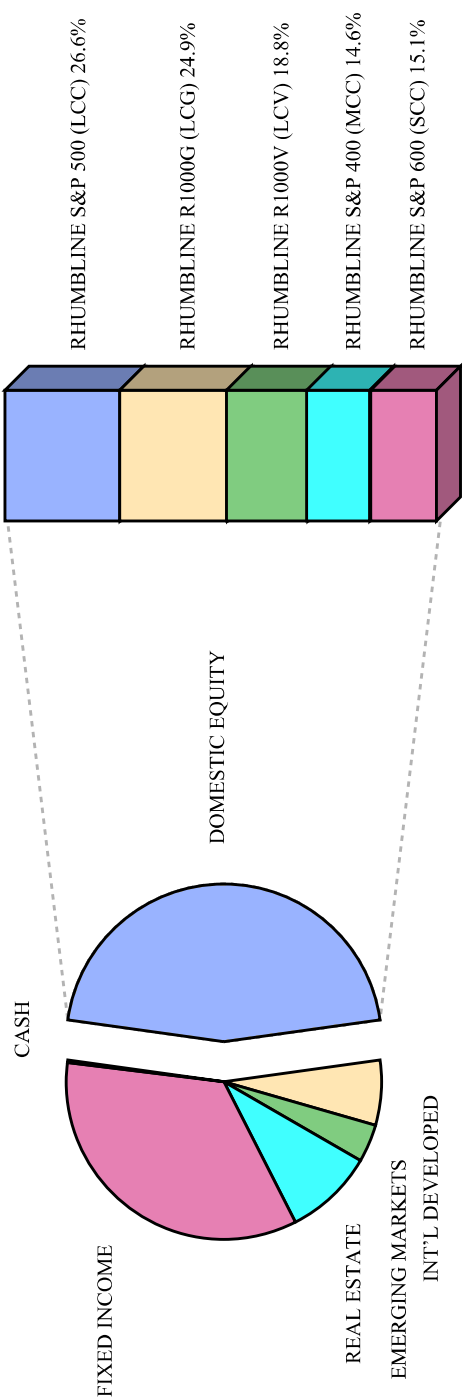
COMPARATIVE BENCHMARK: BAY HARBOR POLICY INDEX

RATES OF RETURN			
Date	Portfolio	Benchmark	Difference
9/11	-7.6	-6.5	-1.1
12/11	6.1	6.1	0.0
3/12	7.2	6.1	1.1
6/12	-0.6	-0.8	0.2
9/12	5.1	4.1	1.0
12/12	1.7	0.9	0.8
3/13	4.8	4.8	0.0
6/13	-0.5	0.1	-0.6
9/13	4.2	4.0	0.2
12/13	4.9	4.6	0.3
3/14	2.0	1.9	0.1
6/14	3.2	3.6	-0.4
9/14	-1.2	-0.3	-0.9
12/14	2.7	1.9	0.8
3/15	2.1	1.9	0.2
6/15	-1.1	-0.1	-1.0
9/15	-4.8	-4.5	-0.3
12/15	2.7	2.5	0.2
3/16	2.2	1.9	0.3
6/16	2.2	2.4	-0.2
9/16	2.9	3.1	-0.2
12/16	1.2	0.7	0.5
3/17	3.6	4.0	-0.4
6/17	2.3	2.6	-0.3
9/17	3.0	3.4	-0.4
12/17	3.8	3.6	0.2
3/18	-0.2	-0.6	0.4
6/18	2.0	1.2	0.8
9/18	2.9	3.2	-0.3
12/18	-7.7	-6.6	-1.1
3/19	7.6	8.3	-0.7
6/19	2.9	3.3	-0.4
9/19	1.3	1.1	0.2
12/19	4.9	5.1	-0.2
3/20	-12.9	-11.4	-1.5
6/20	11.9	11.8	0.1
9/20	4.6	4.7	-0.1
12/20	9.1	8.9	0.2
3/21	3.1	2.3	0.8
6/21	4.5	5.4	-0.9

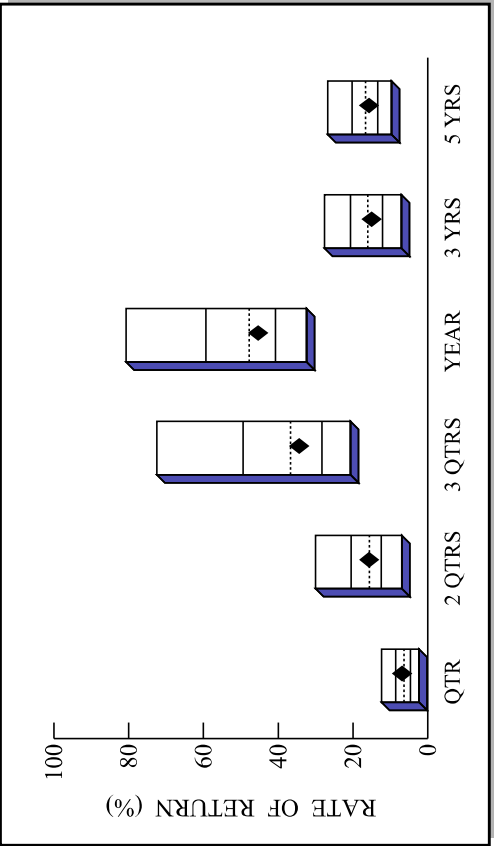
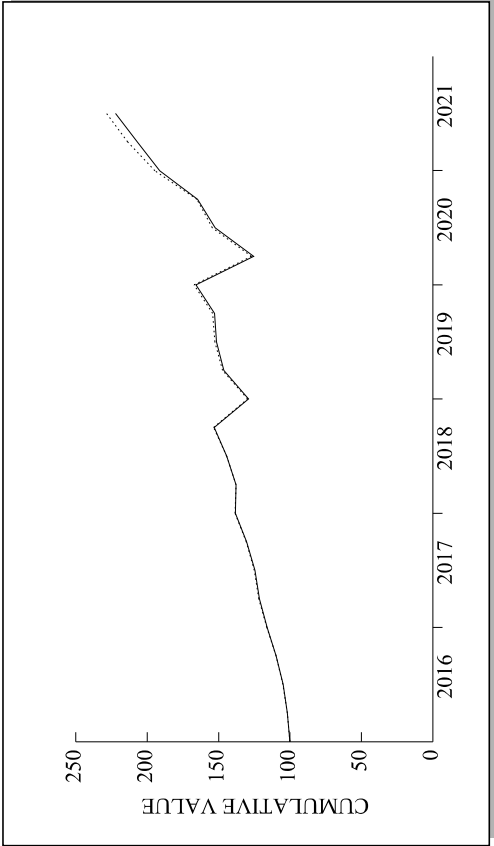


Total Quarters Observed	40
Quarters At or Above the Benchmark	21
Quarters Below the Benchmark	19
Batting Average	.525

DOMESTIC EQUITY MANAGER SUMMARY

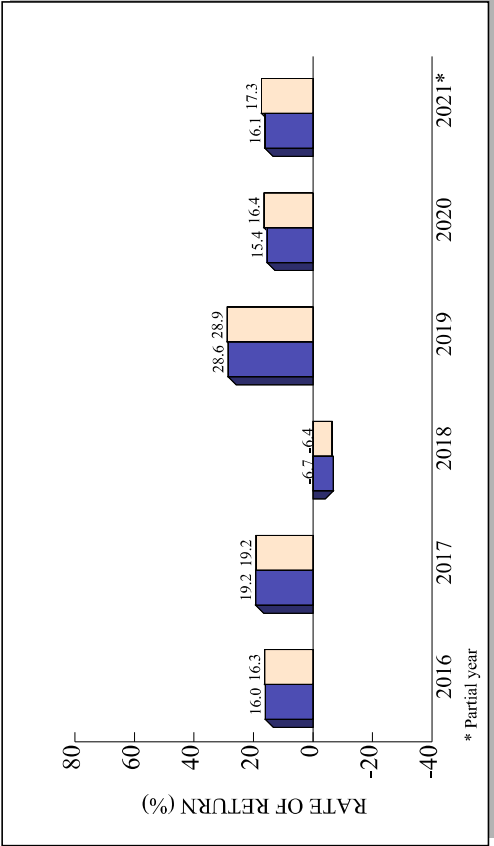


DOMESTIC EQUITY RETURN COMPARISONS



PORTFOLIO
DOMESTIC EQUITY INDEX

Domestic Equity Universe



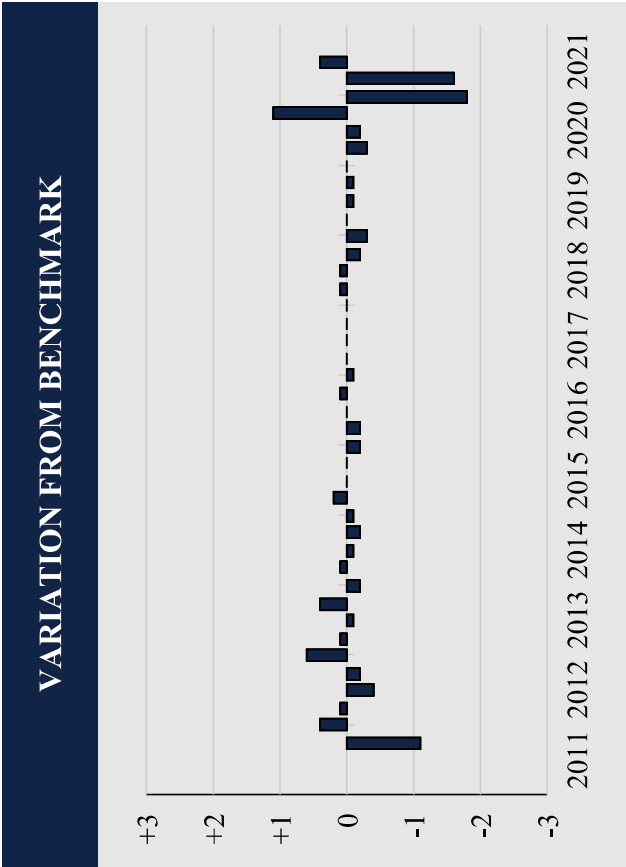
	QTR	2 QTRS	3 QTRS	YEAR	3 YRS	5 YRS
RETURN	7.3	16.1	34.8	45.8	15.5	16.2
(RANK)	(39)	(48)	(55)	(55)	(54)	(54)
5TH %ILE	12.4	30.1	72.5	80.7	27.7	26.8
25TH %ILE	8.6	20.5	49.5	59.4	20.7	20.2
MEDIAN	6.4	15.7	36.7	47.8	16.1	16.6
75TH %ILE	4.6	12.5	28.3	40.8	12.1	13.4
95TH %ILE	2.4	7.0	20.7	32.5	7.1	9.7
Domestic Eq Idx	6.9	17.3	38.3	48.0	16.6	16.8

Domestic Equity Universe

DOMESTIC EQUITY QUARTERLY PERFORMANCE SUMMARY

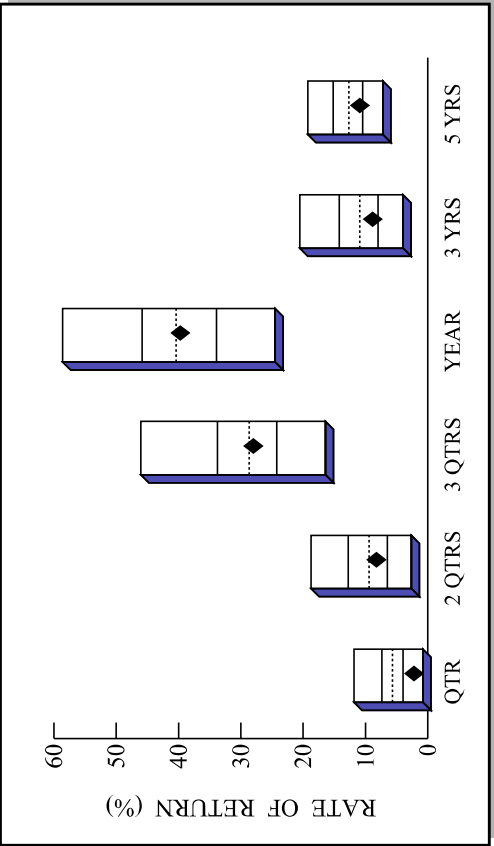
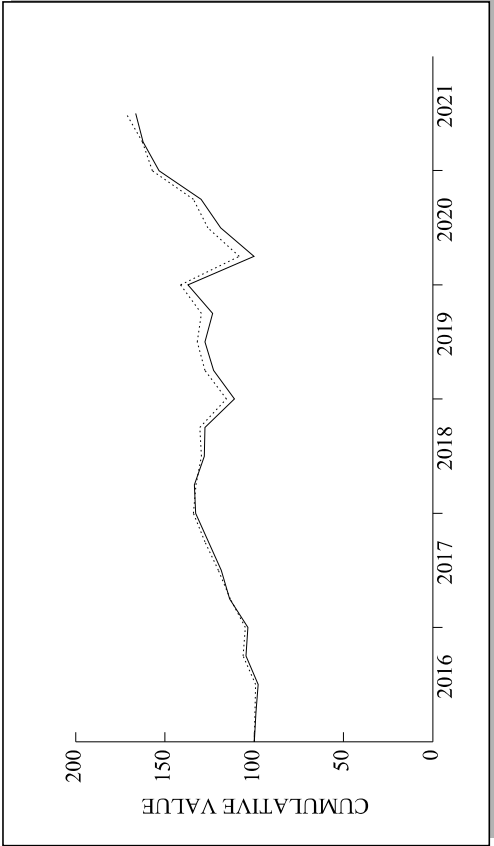
COMPARATIVE BENCHMARK: CUSTOM DOMESTIC EQUITY INDEX

RATES OF RETURN			
Date	Portfolio	Benchmark	Difference
9/11	-17.2	-16.1	-1.1
12/11	13.4	13.0	0.4
3/12	12.8	12.7	0.1
6/12	-3.7	-3.3	-0.4
9/12	5.8	6.0	-0.2
12/12	1.4	0.8	0.6
3/13	11.5	11.4	0.1
6/13	2.6	2.7	-0.1
9/13	7.1	6.7	0.4
12/13	9.8	10.0	-0.2
3/14	2.0	1.9	0.1
6/14	4.4	4.5	-0.1
9/14	-1.5	-1.3	-0.2
12/14	6.0	6.1	-0.1
3/15	2.5	2.3	0.2
6/15	0.0	0.0	0.0
9/15	-7.4	-7.4	0.0
12/15	5.4	5.6	-0.2
3/16	1.9	2.1	-0.2
6/16	2.9	2.9	0.0
9/16	4.6	4.5	0.1
12/16	5.8	5.9	-0.1
3/17	4.7	4.7	0.0
6/17	2.6	2.6	0.0
9/17	4.6	4.6	0.0
12/17	6.1	6.1	0.0
3/18	-0.4	-0.5	0.1
6/18	4.7	4.6	0.1
9/18	6.2	6.4	-0.2
12/18	-15.8	-15.5	-0.3
3/19	13.5	13.5	0.0
6/19	3.5	3.6	-0.1
9/19	0.9	1.0	-0.1
12/19	8.5	8.5	0.0
3/20	-24.3	-24.0	-0.3
6/20	21.3	21.5	-0.2
9/20	8.2	7.1	1.1
12/20	16.1	17.9	-1.8
3/21	8.2	9.8	-1.6
6/21	7.3	6.9	0.4



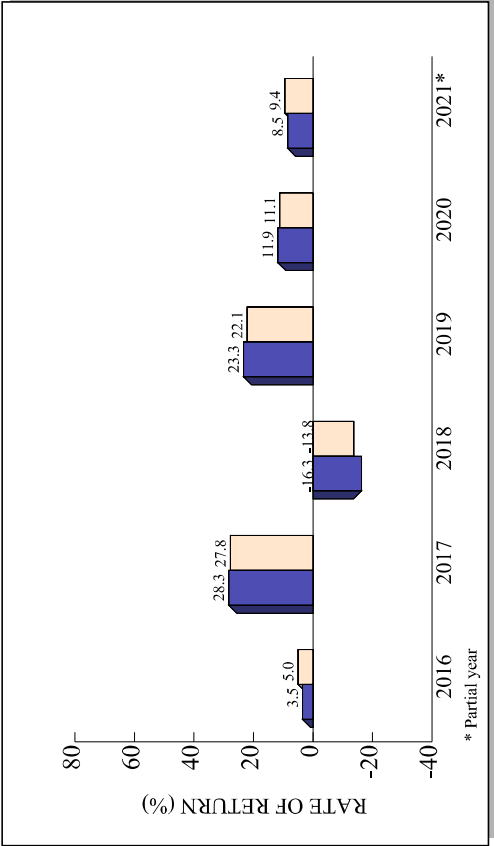
Total Quarters Observed	40
Quarters At or Above the Benchmark	21
Quarters Below the Benchmark	19
Batting Average	.525

INTERNATIONAL EQUITY RETURN COMPARISONS



PORTFOLIO
ACWIEX US

International Equity Universe



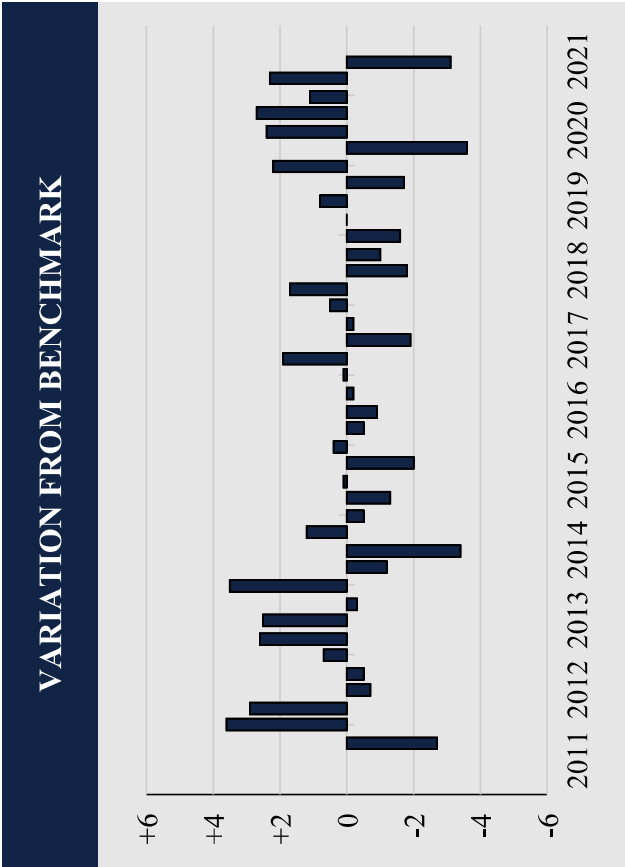
	QTR	2 QTRS	3 QTRS	YEAR	3 YRS	5 YRS
RETURN	2.5	8.5	28.3	40.0	9.1	11.2
(RANK)	(88)	(57)	(53)	(52)	(65)	(68)
5TH %ILE	11.9	18.7	46.0	58.6	20.5	19.3
25TH %ILE	7.4	12.8	33.8	45.8	14.2	15.2
MEDIAN	5.7	9.4	28.7	40.4	10.9	12.7
75TH %ILE	4.0	6.5	24.2	33.9	8.0	10.5
95TH %ILE	0.8	2.6	16.4	24.5	4.0	7.3
ACWIEX US	5.6	9.4	28.1	36.3	9.9	11.6

International Equity Universe

INTERNATIONAL EQUITY QUARTERLY PERFORMANCE SUMMARY

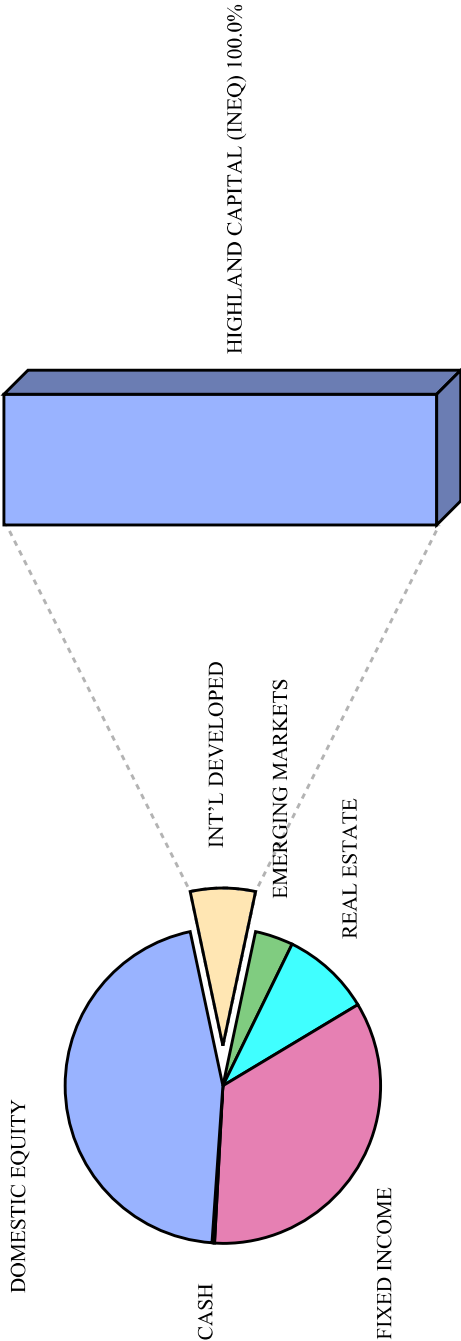
COMPARATIVE BENCHMARK: MSCI ALL COUNTRY WORLD EX US

RATES OF RETURN			
Date	Portfolio	Benchmark	Difference
9/11	-22.5	-19.8	-2.7
12/11	7.4	3.8	3.6
3/12	14.2	11.3	2.9
6/12	-8.1	-7.4	-0.7
9/12	7.0	7.5	-0.5
12/12	6.6	5.9	0.7
3/13	5.9	3.3	2.6
6/13	-0.4	-2.9	2.5
9/13	9.9	10.2	-0.3
12/13	8.3	4.8	3.5
3/14	-0.6	0.6	-1.2
6/14	1.8	5.2	-3.4
9/14	-4.0	-5.2	1.2
12/14	-4.3	-3.8	-0.5
3/15	2.3	3.6	-1.3
6/15	0.8	0.7	0.1
9/15	-14.1	-12.1	-2.0
12/15	3.7	3.3	0.4
3/16	-0.8	-0.3	-0.5
6/16	-1.3	-0.4	-0.9
9/16	6.8	7.0	-0.2
12/16	-1.1	-1.2	0.1
3/17	9.9	8.0	1.9
6/17	4.1	6.0	-1.9
9/17	6.1	6.3	-0.2
12/17	5.6	5.1	0.5
3/18	0.6	-1.1	1.7
6/18	-4.2	-2.4	-1.8
9/18	-0.2	0.8	-1.0
12/18	-13.0	-11.4	-1.6
3/19	10.4	10.4	0.0
6/19	4.0	3.2	0.8
9/19	-3.4	-1.7	-1.7
12/19	11.2	9.0	2.2
3/20	-26.9	-23.3	-3.6
6/20	18.7	16.3	2.4
9/20	9.1	6.4	2.7
12/20	18.2	17.1	1.1
3/21	5.9	3.6	2.3
6/21	2.5	5.6	-3.1



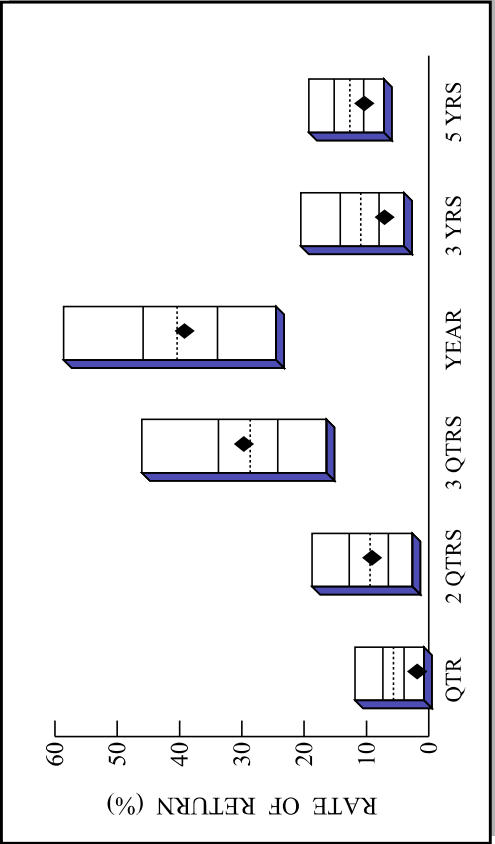
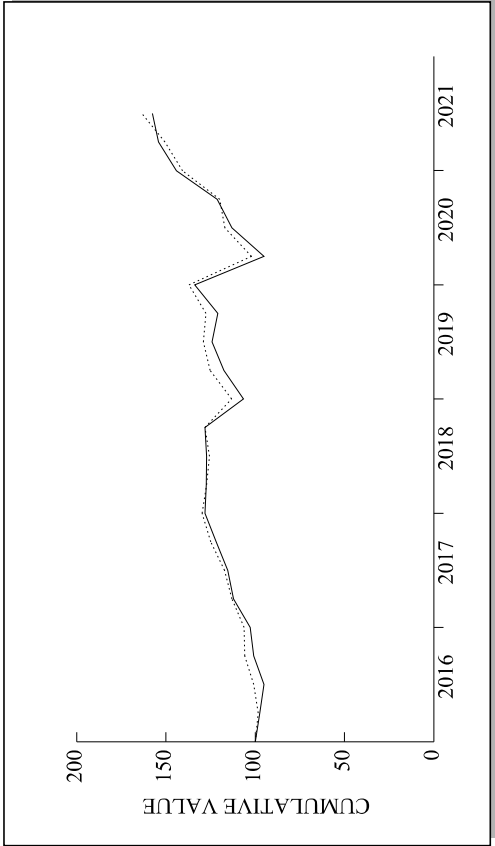
Total Quarters Observed	40
Quarters At or Above the Benchmark	20
Quarters Below the Benchmark	20
Batting Average	.500

DEVELOPED MARKETS EQUITY MANAGER SUMMARY



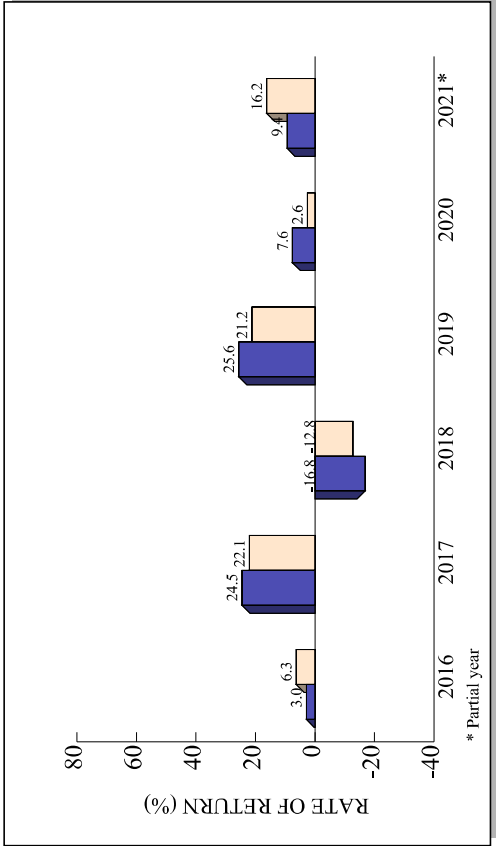
MANAGER	(UNIVERSE)	COMPONENT RETURNS AND RANKINGS					
		QTR	FYTD	1 YEAR	3 YEARS	5 YEARS	MARKET VALUE
HIGHLAND CAPITAL	(International Equity)	2.2 (91)	30.0 (45)	39.5 (54)	7.4 (81)	10.6 (74)	\$1,626,233
<i>S&P ADR Index</i>		8.6 ----	36.3 ----	39.7 ----	9.2 ----	10.1 ----	----
TOTAL	(International Equity)	2.2 (91)	30.0 (45)	39.5 (54)	7.4 (81)	10.6 (74)	\$1,626,233
<i>S&P ADR Index</i>		8.6 ----	36.3 ----	39.7 ----	9.2 ----	10.1 ----	----

DEVELOPED MARKETS EQUITY RETURN COMPARISONS



— Portfolio
--- ADR Index

International Equity Universe



* Partial year

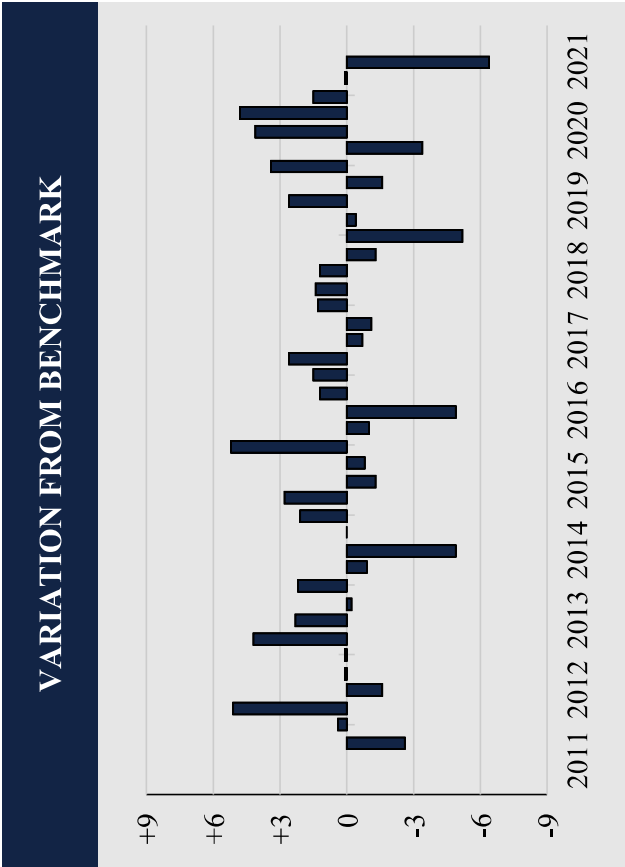
	QTR	2 QTRS	3 QTRS	YEAR	3 YRS	5 YRS
RETURN	2.2	9.4	30.0	39.5	7.4	10.6
(RANK)	(91)	(51)	(45)	(54)	(81)	(74)
5TH %ILE	11.9	18.7	46.0	58.6	20.5	19.3
25TH %ILE	7.4	12.8	33.8	45.8	14.2	15.2
MEDIAN	5.7	9.4	28.7	40.4	10.9	12.7
75TH %ILE	4.0	6.5	24.2	33.9	8.0	10.5
95TH %ILE	0.8	2.6	16.4	24.5	4.0	7.3
ADR Index	8.6	16.2	36.3	39.7	9.2	10.1

International Equity Universe

DEVELOPED MARKETS EQUITY QUARTERLY PERFORMANCE SUMMARY

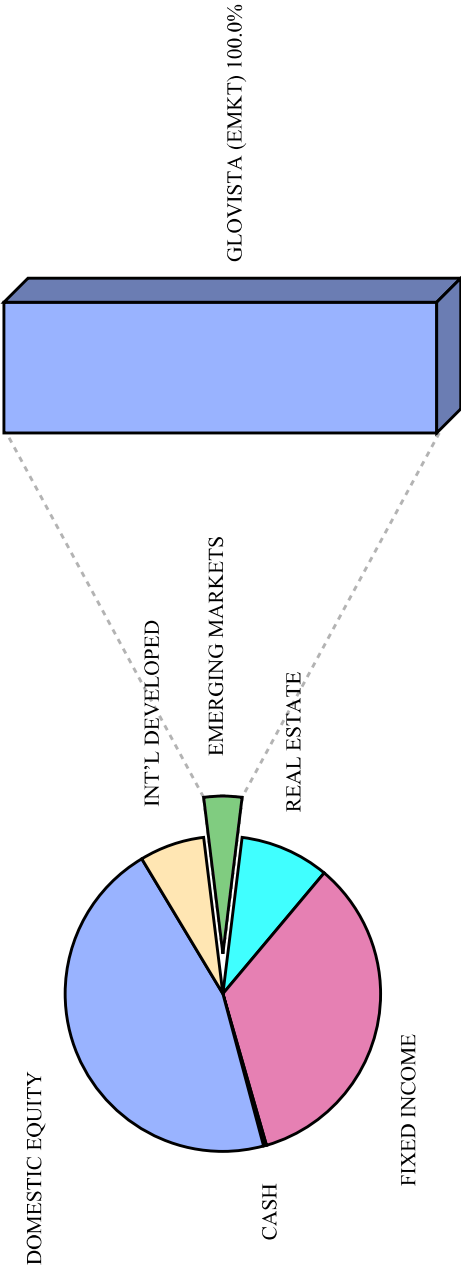
COMPARATIVE BENCHMARK: S&P ADR INDEX

RATES OF RETURN			
Date	Portfolio	Benchmark	Difference
9/11	-22.5	-19.9	-2.6
12/11	7.4	7.0	0.4
3/12	14.2	9.1	5.1
6/12	-8.1	-6.5	-1.6
9/12	7.0	6.9	0.1
12/12	6.6	6.5	0.1
3/13	5.9	1.7	4.2
6/13	-0.4	-2.7	2.3
9/13	9.9	10.1	-0.2
12/13	8.3	6.1	2.2
3/14	-0.6	0.3	-0.9
6/14	0.8	5.7	-4.9
9/14	-4.0	-4.0	0.0
12/14	-3.8	-5.9	2.1
3/15	4.4	1.6	2.8
6/15	0.1	1.4	-1.3
9/15	-12.4	-11.6	-0.8
12/15	5.4	0.2	5.2
3/16	-2.6	-1.6	-1.0
6/16	-2.3	2.6	-4.9
9/16	6.0	4.8	1.2
12/16	2.0	0.5	1.5
3/17	9.0	6.4	2.6
6/17	3.0	3.7	-0.7
9/17	5.4	6.5	-1.1
12/17	5.2	3.9	1.3
3/18	-0.5	-1.9	1.4
6/18	-0.1	-1.3	1.2
9/18	0.6	1.9	-1.3
12/18	-16.8	-11.6	-5.2
3/19	10.3	10.7	-0.4
6/19	5.6	3.0	2.6
9/19	-2.7	-1.1	-1.6
12/19	10.8	7.4	3.4
3/20	-29.0	-25.6	-3.4
6/20	18.7	14.6	4.1
9/20	7.3	2.5	4.8
12/20	18.8	17.3	1.5
3/21	7.1	7.0	0.1
6/21	2.2	8.6	-6.4



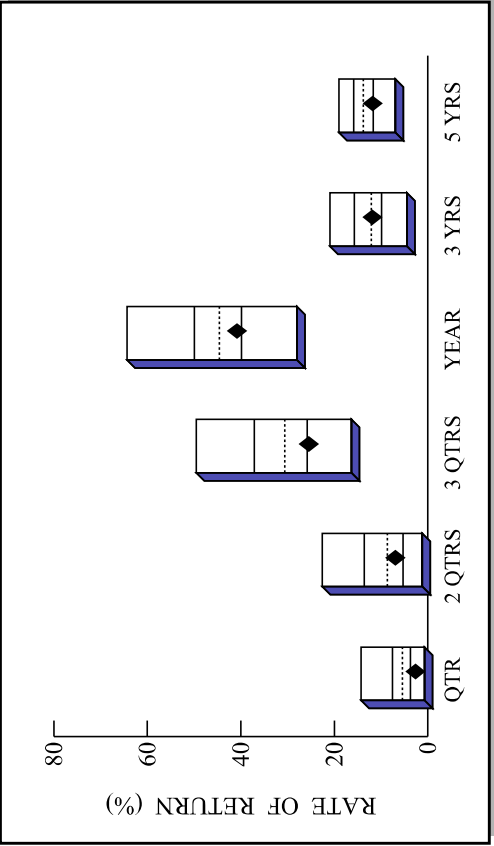
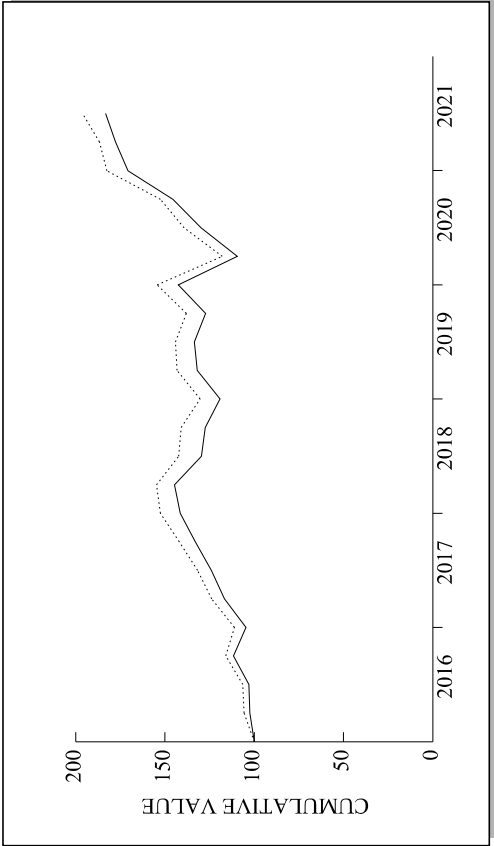
Total Quarters Observed	40
Quarters At or Above the Benchmark	23
Quarters Below the Benchmark	17
Batting Average	.575

EMERGING MARKETS EQUITY MANAGER SUMMARY



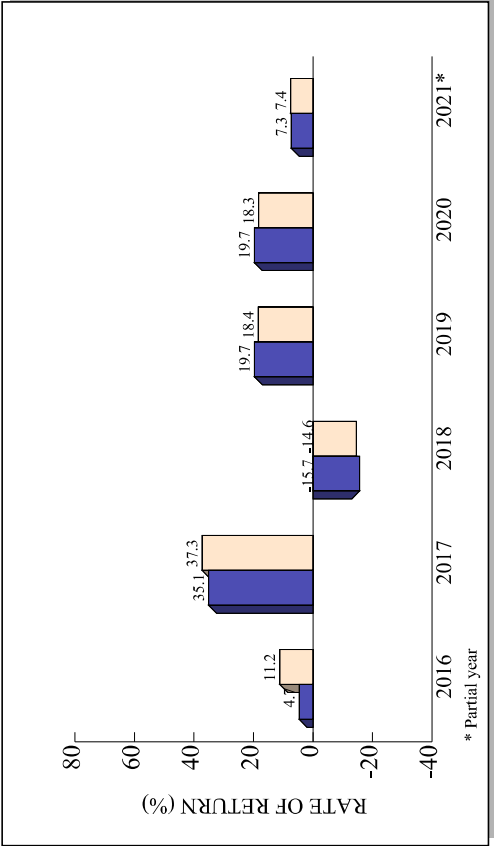
COMPONENT RETURNS AND RANKINGS							
MANAGER	(UNIVERSE)	QTR	FYTD	1 YEAR	3 YEARS	5 YEARS	MARKET VALUE
GLOVISTA	(Emerging Markets)	3.0 (82)	25.9 (75)	41.2 (69)	12.2 (47)	12.2 (69)	\$982,415
MSCI Emerging Markets Net		5.0 ----	28.6 ----	40.9 ----	11.3 ----	13.0 ----	----
TOTAL	(Emerging Markets)	3.0 (82)	25.9 (75)	41.2 (69)	12.2 (47)	12.2 (69)	\$982,415
MSCI Emerging Markets Net		5.0 ----	28.6 ----	40.9 ----	11.3 ----	13.0 ----	----

EMERGING MARKETS EQUITY RETURN COMPARISONS



PORTFOLIO
MSCI EM NET

Emerging Markets Universe



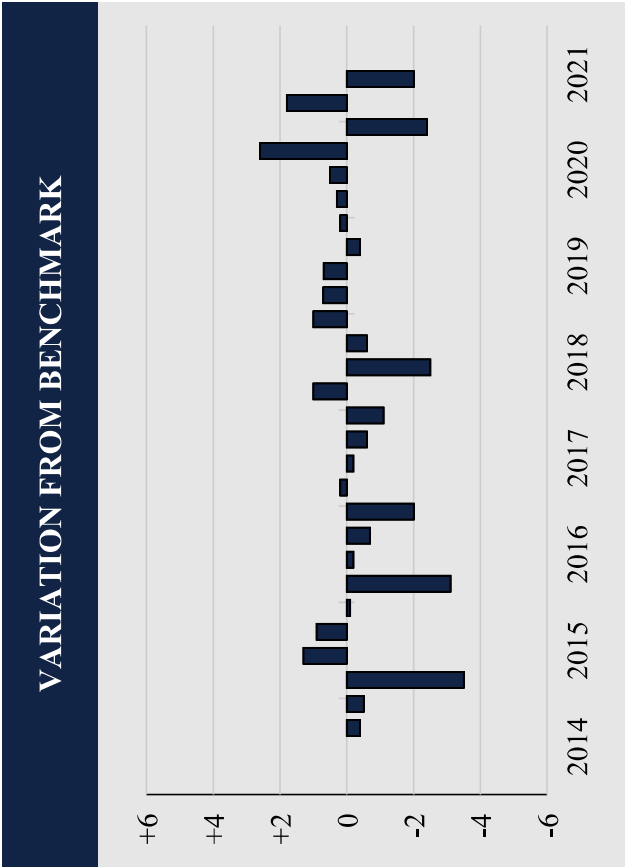
	QTR	2 QTRS	3 QTRS	YEAR	3 YRS	5 YRS
RETURN	3.0	7.3	25.9	41.2	12.2	12.2
(RANK)	(82)	(59)	(75)	(69)	(47)	(69)
5TH %ILE	14.3	22.6	49.5	64.3	20.9	19.0
25TH %ILE	7.6	13.6	37.1	50.0	15.7	15.9
MEDIAN	5.4	8.7	30.6	44.6	12.1	13.8
75TH %ILE	3.7	5.3	25.8	39.9	9.9	11.6
95TH %ILE	0.8	1.2	16.3	28.0	4.5	7.0
EM Net	5.0	7.4	28.6	40.9	11.3	13.0

Emerging Markets Universe

EMERGING MARKETS EQUITY QUARTERLY PERFORMANCE SUMMARY

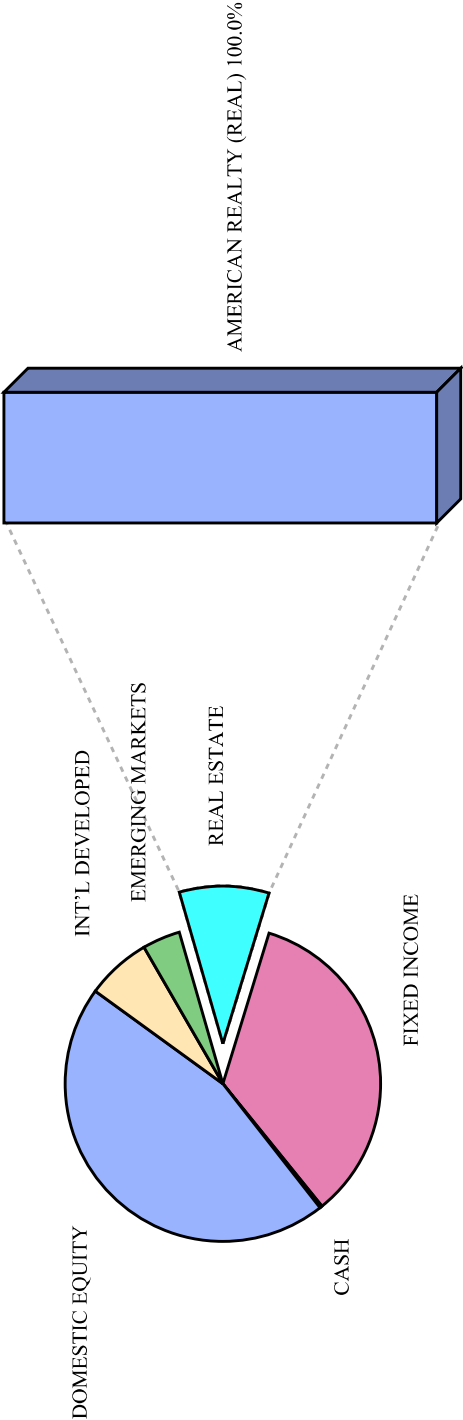
COMPARATIVE BENCHMARK: MSCI EMERGING MARKETS NET

RATES OF RETURN			
Date	Portfolio	Benchmark	Difference
9/14	-3.9	-3.5	-0.4
12/14	-5.0	-4.5	-0.5
3/15	-1.3	2.2	-3.5
6/15	2.0	0.7	1.3
9/15	-17.0	-17.9	0.9
12/15	0.6	0.7	-0.1
3/16	2.6	5.7	-3.1
6/16	0.5	0.7	-0.2
9/16	8.3	9.0	-0.7
12/16	-6.2	-4.2	-2.0
3/17	11.6	11.4	0.2
6/17	6.1	6.3	-0.2
9/17	7.3	7.9	-0.6
12/17	6.3	7.4	-1.1
3/18	2.4	1.4	1.0
6/18	-10.5	-8.0	-2.5
9/18	-1.7	-1.1	-0.6
12/18	-6.5	-7.5	1.0
3/19	10.6	9.9	0.7
6/19	1.3	0.6	0.7
9/19	-4.6	-4.2	-0.4
12/19	12.0	11.8	0.2
3/20	-23.3	-23.6	0.3
6/20	18.6	18.1	0.5
9/20	12.2	9.6	2.6
12/20	17.3	19.7	-2.4
3/21	4.1	2.3	1.8
6/21	3.0	5.0	-2.0



Total Quarters Observed	28
Quarters At or Above the Benchmark	12
Quarters Below the Benchmark	16
Batting Average	.429

REAL ESTATE MANAGER SUMMARY

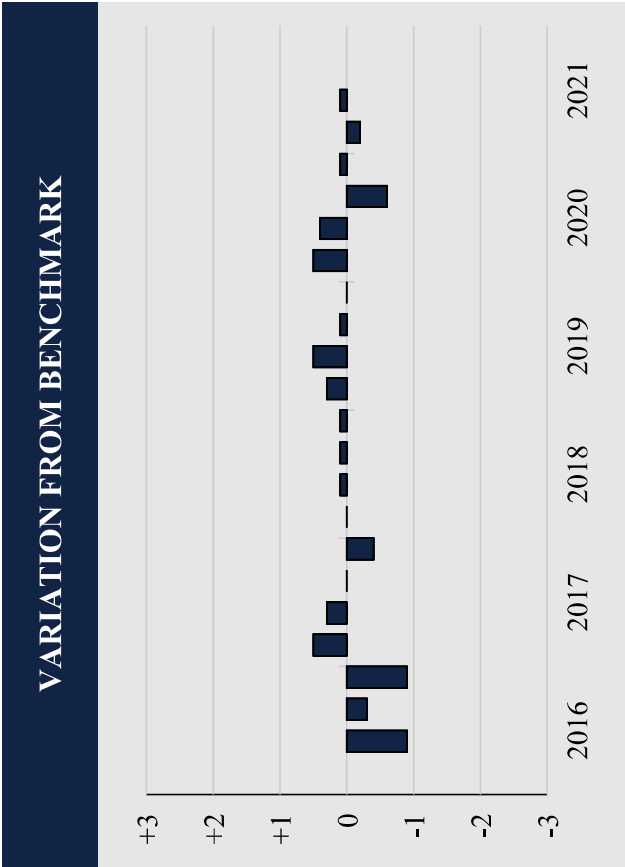


COMPONENT RETURNS AND RANKINGS							
MANAGER	(UNIVERSE)	QTR	FYTD	1 YEAR	3 YEARS	5 YEARS	MARKET VALUE
AMERICAN REALTY		4.0	7.5	7.3	6.0	6.7	\$2,281,076
NCREIF NFI-ODCE Index		3.9	7.5	8.0	5.5	6.6	
TOTAL		4.0	7.5	7.3	6.0	6.7	\$2,281,076
NCREIF NFI-ODCE Index		3.9	7.5	8.0	5.5	6.6	

REAL ESTATE QUARTERLY PERFORMANCE SUMMARY

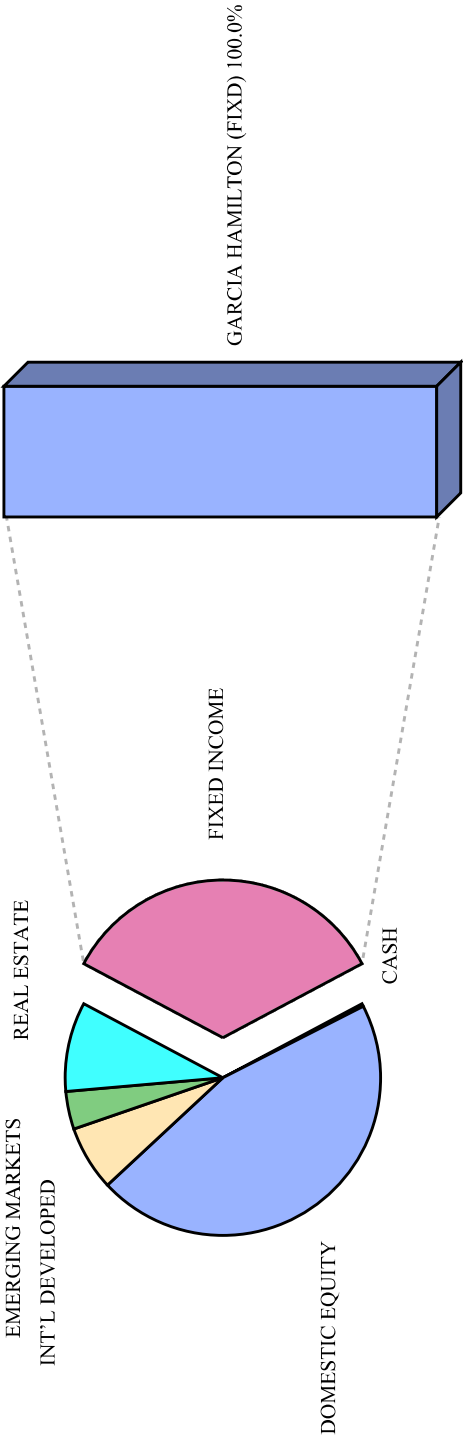
COMPARATIVE BENCHMARK: NCREIF NFI-ODCE INDEX

RATES OF RETURN			
Date	Portfolio	Benchmark	Difference
6/16	1.2	2.1	-0.9
9/16	1.8	2.1	-0.3
12/16	1.2	2.1	-0.9
3/17	2.3	1.8	0.5
6/17	2.0	1.7	0.3
9/17	1.9	1.9	0.0
12/17	1.7	2.1	-0.4
3/18	2.2	2.2	0.0
6/18	2.1	2.0	0.1
9/18	2.2	2.1	0.1
12/18	1.9	1.8	0.1
3/19	1.7	1.4	0.3
6/19	1.5	1.0	0.5
9/19	1.4	1.3	0.1
12/19	1.5	1.5	0.0
3/20	1.5	1.0	0.5
6/20	-1.2	-1.6	0.4
9/20	-0.1	0.5	-0.6
12/20	1.4	1.3	0.1
3/21	1.9	2.1	-0.2
6/21	4.0	3.9	0.1



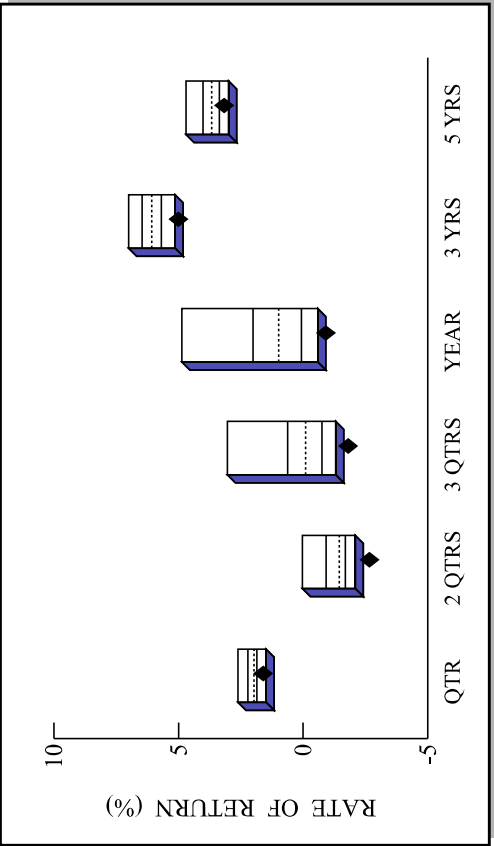
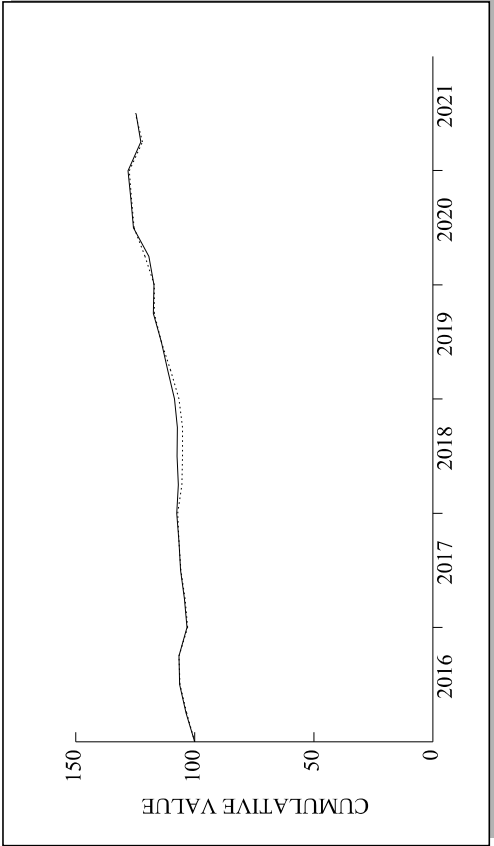
Total Quarters Observed	21
Quarters At or Above the Benchmark	15
Quarters Below the Benchmark	6
Batting Average	.714

FIXED INCOME MANAGER SUMMARY



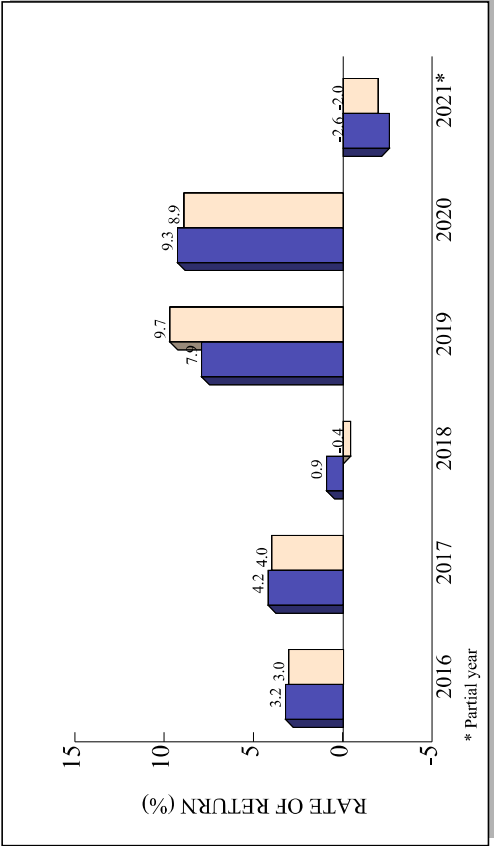
COMPONENT RETURNS AND RANKINGS								
MANAGER	(UNIVERSE)	QTR	FYTD	1 YEAR	3 YEARS	5 YEARS	MARKET VALUE	
GARCIA HAMILTON	(Core Fixed Income)	1.7 (90)	-1.7 (98)	-0.8 (97)	5.1 (96)	3.2 (82)	\$8,510,288	
Bloomberg Barclays Gov/Credit		2.4 ----	-1.2 ----	-0.4 ----	6.0 ----	3.3 ----	----	----
TOTAL	(Core Fixed Income)	1.7 (90)	-1.7 (98)	-0.8 (97)	5.1 (96)	3.2 (82)	\$8,510,288	
Bloomberg Barclays Gov/Credit		2.4 ----	-1.2 ----	-0.4 ----	6.0 ----	3.3 ----	----	----

FIXED INCOME RETURN COMPARISONS



PORTFOLIO
GOV/CREDIT

Core Fixed Income Universe



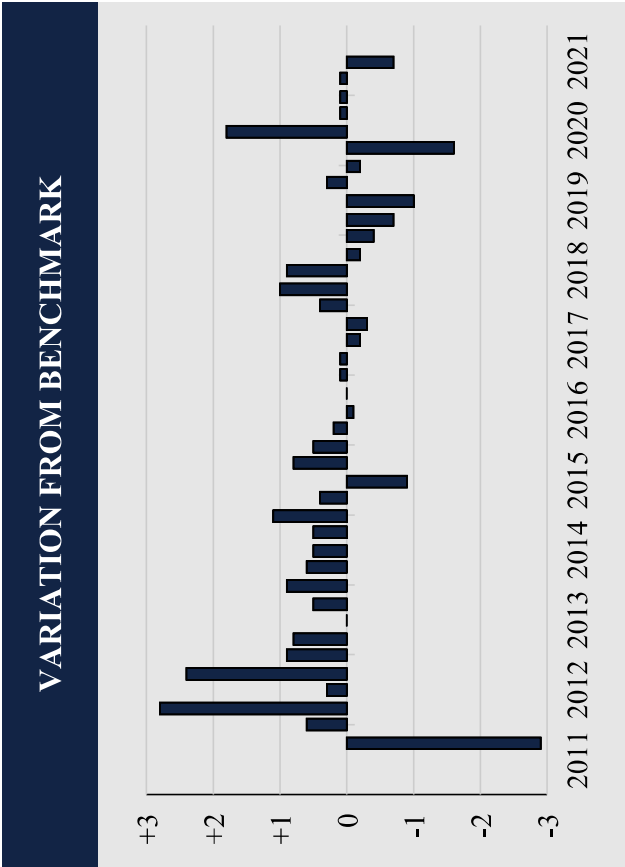
	QTR	2 QTRS	3 QTRS	YEAR	3 YRS	5 YRS
RETURN (RANK)	1.7 (90)	-2.6 (99)	-1.7 (98)	-0.8 (97)	5.1 (96)	3.2 (82)
5TH %ILE	2.6	0.0	3.1	4.9	7.0	4.7
25TH %ILE	2.2	-0.9	0.6	2.0	6.5	4.0
MEDIAN	2.0	-1.4	-0.1	1.0	6.1	3.7
75TH %ILE	1.9	-1.7	-0.8	0.1	5.7	3.4
95TH %ILE	1.5	-2.1	-1.3	-0.6	5.1	3.0
Gov/Credit	2.4	-2.0	-1.2	-0.4	6.0	3.3

Core Fixed Income Universe

FIXED INCOME QUARTERLY PERFORMANCE SUMMARY

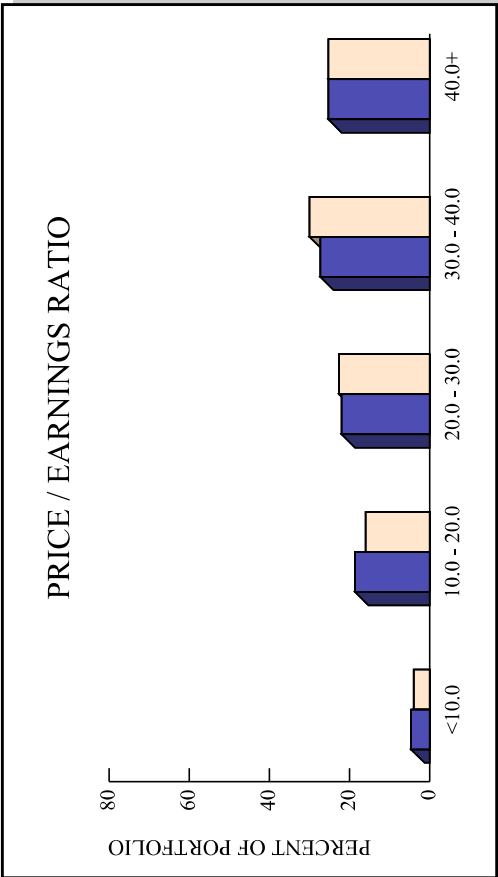
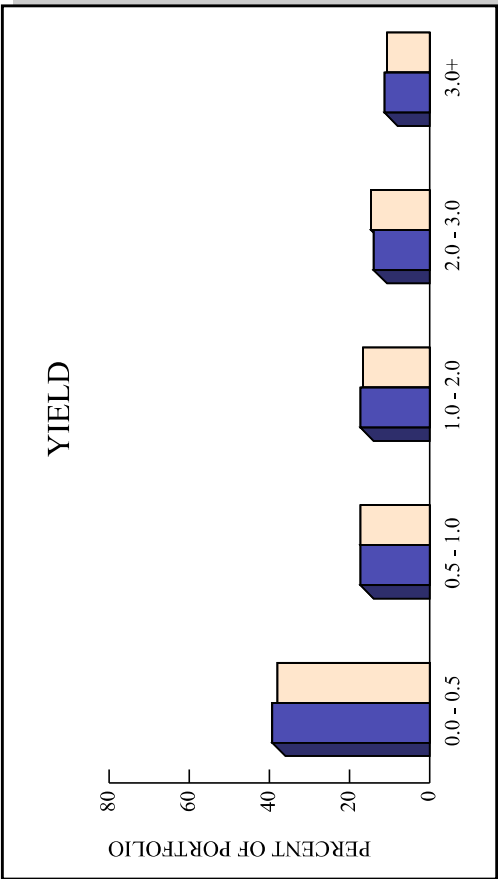
COMPARATIVE BENCHMARK: BLOOMBERG BARCLAYS GOV/CREDIT

RATES OF RETURN			
Date	Portfolio	Benchmark	Difference
9/11	1.8	4.7	-2.9
12/11	1.8	1.2	0.6
3/12	2.9	0.1	2.8
6/12	2.9	2.6	0.3
9/12	4.1	1.7	2.4
12/12	1.3	0.4	0.9
3/13	0.6	-0.2	0.8
6/13	-2.5	-2.5	0.0
9/13	0.9	0.4	0.5
12/13	0.9	0.0	0.9
3/14	2.6	2.0	0.6
6/14	2.4	1.9	0.5
9/14	0.7	0.2	0.5
12/14	2.9	1.8	1.1
3/15	2.2	1.8	0.4
6/15	-3.0	-2.1	-0.9
9/15	2.0	1.2	0.8
12/15	-0.2	-0.7	0.5
3/16	3.7	3.5	0.2
6/16	2.6	2.7	-0.1
9/16	0.4	0.4	0.0
12/16	-3.3	-3.4	0.1
3/17	1.1	1.0	0.1
6/17	1.5	1.7	-0.2
9/17	0.5	0.8	-0.3
12/17	0.9	0.5	0.4
3/18	-0.6	-1.6	1.0
6/18	0.6	-0.3	0.9
9/18	-0.1	0.1	-0.2
12/18	1.1	1.5	-0.4
3/19	2.6	3.3	-0.7
6/19	2.5	3.5	-1.0
9/19	2.9	2.6	0.3
12/19	-0.2	0.0	-0.2
3/20	1.8	3.4	-1.6
6/20	5.5	3.7	1.8
9/20	0.9	0.8	0.1
12/20	0.9	0.8	0.1
3/21	-4.2	-4.3	0.1
6/21	1.7	2.4	-0.7

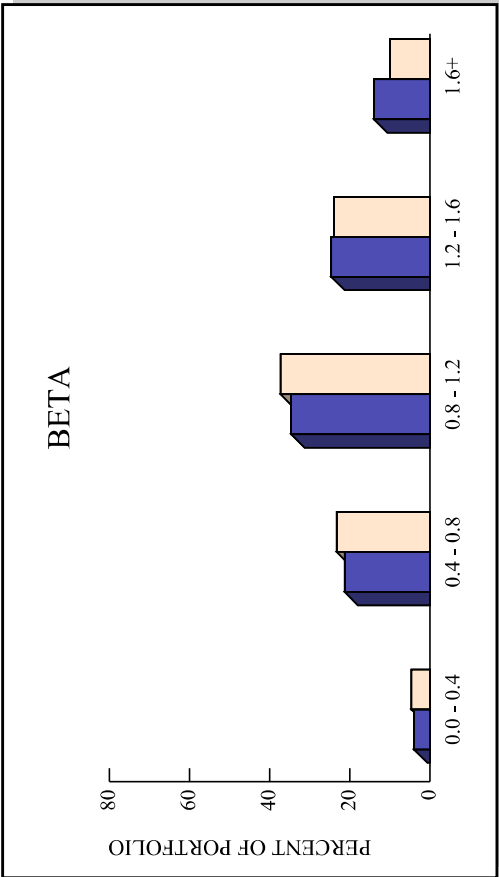
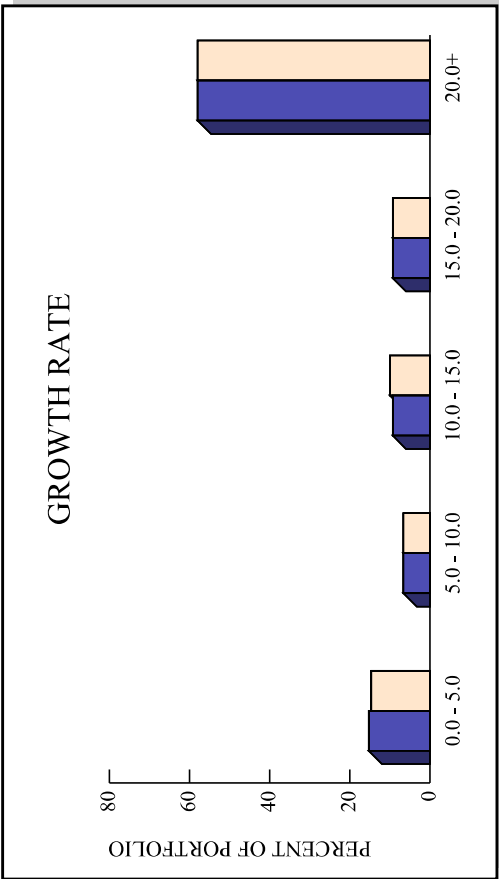


Total Quarters Observed	40
Quarters At or Above the Benchmark	28
Quarters Below the Benchmark	12
Batting Average	.700

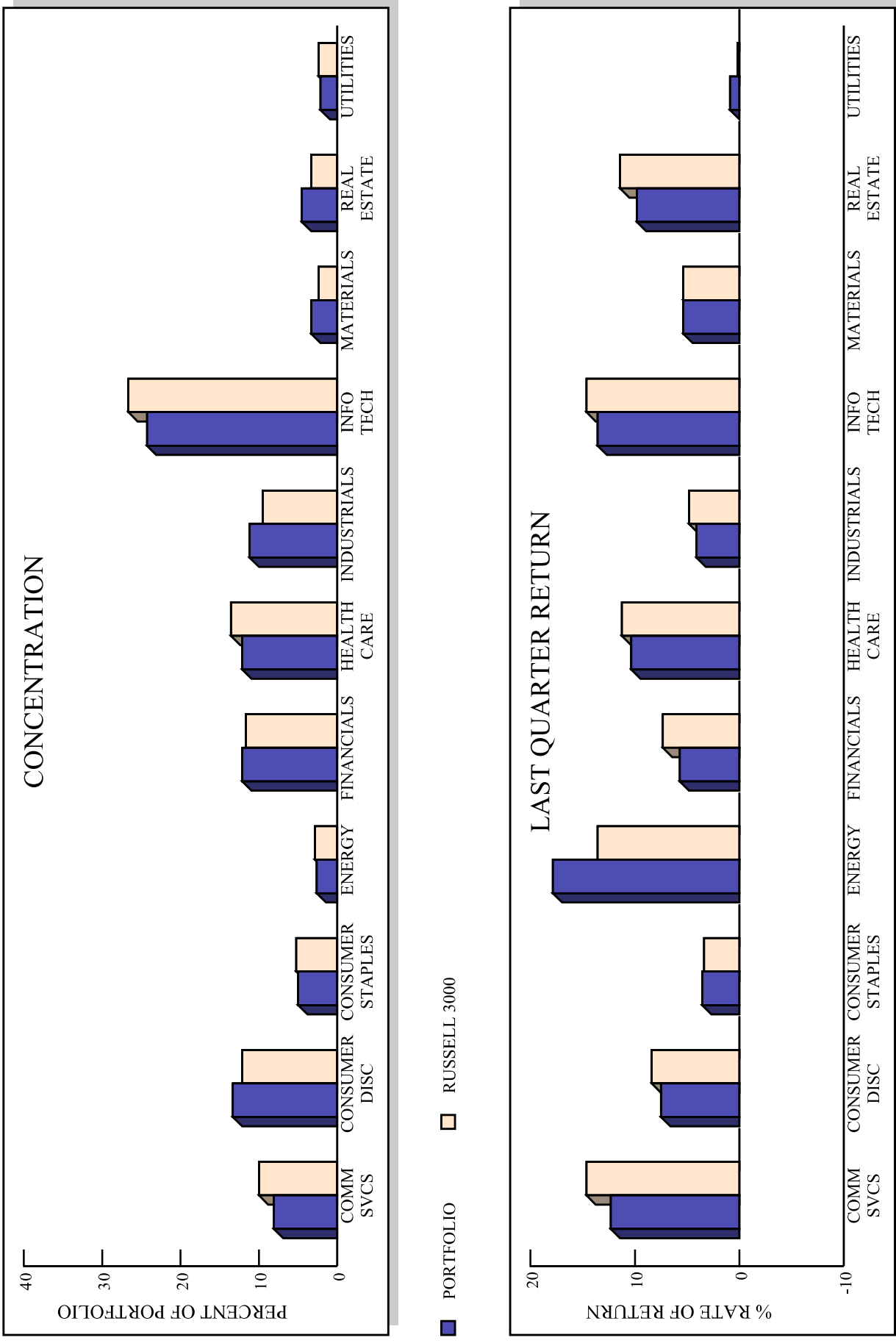
STOCK CHARACTERISTICS



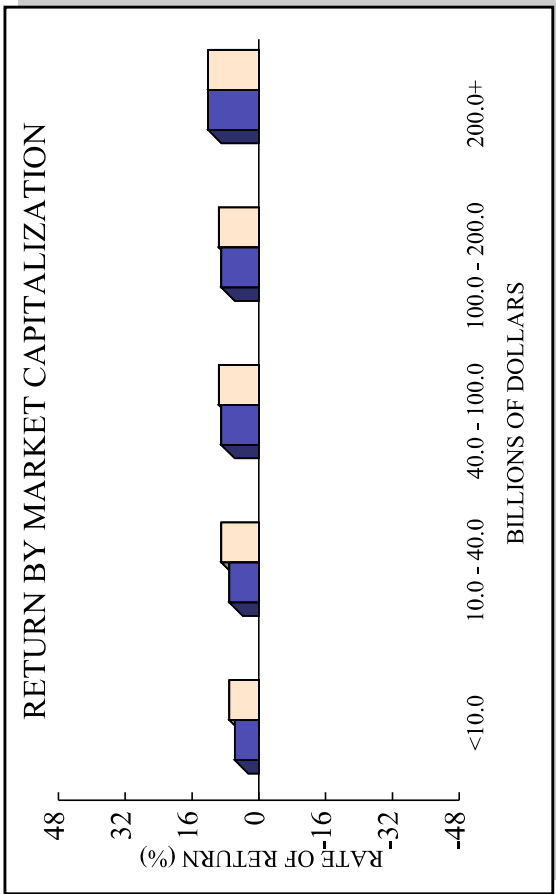
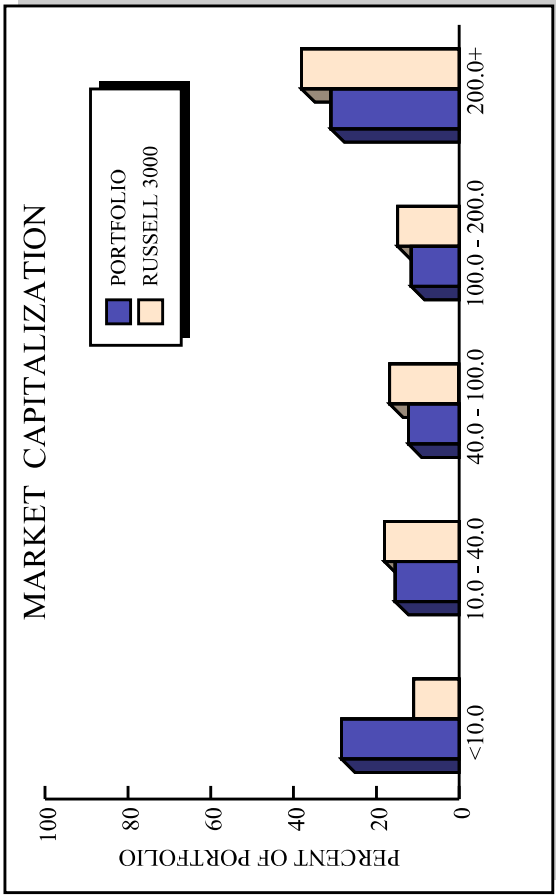
	# HOLDINGS	YIELD	GROWTH	P/E	BETA
PORTFOLIO	1,774	1.3%	28.5%	34.0	1.13
RUSSELL 3000	3,009	1.3%	28.9%	34.8	1.08



STOCK INDUSTRY ANALYSIS



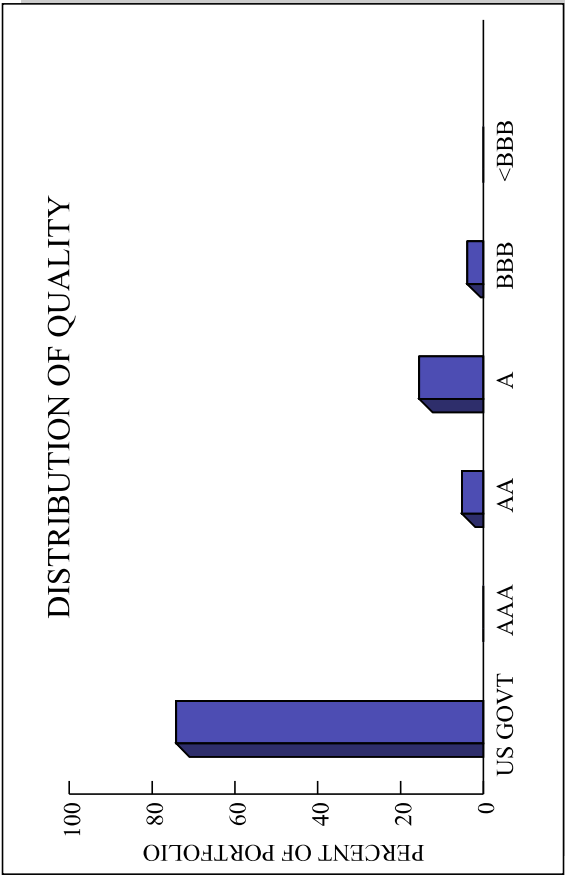
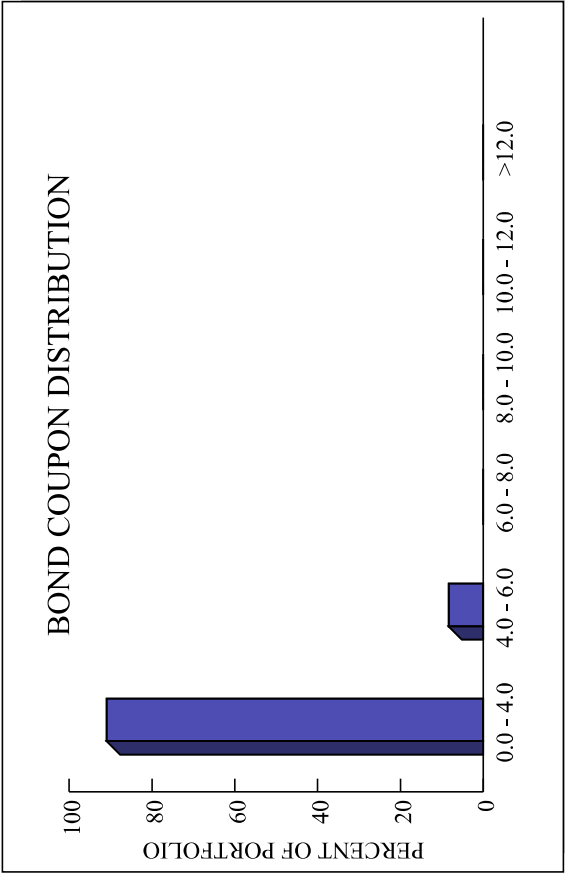
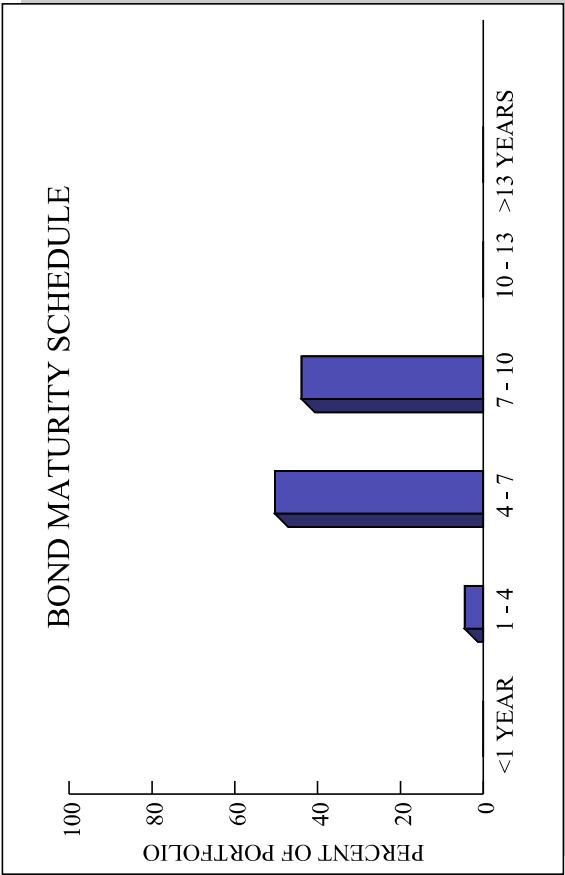
TOP TEN HOLDINGS



TOP TEN EQUITY HOLDINGS

RANK	NAME	VALUE	% EQUITY	RETURN	INDUSTRY SECTOR	MKT CAP
1	APPLE INC	\$ 464,705	4.11%	14.4%	Information Technology	\$ 2285.5 B
2	MICROSOFT CORP	441,296	3.90%	17.1%	Information Technology	2040.3 B
3	AMAZON.COM INC	323,375	2.86%	12.6%	Consumer Discretionary	1735.0 B
4	FACEBOOK INC	179,766	1.59%	20.7%	Communication Services	985.9 B
5	ALPHABET INC	156,275	1.38%	19.3%	Communication Services	846.3 B
6	ALPHABET INC	152,886	1.35%	21.9%	Communication Services	811.0 B
7	TESLA INC	113,510	1.00%	6.9%	Consumer Discretionary	654.8 B
8	NVIDIA CORP	105,613	.93%	55.4%	Information Technology	498.5 B
9	BERKSHIRE HATHAWAY INC	98,662	.87%	7.6%	Financials	368.7 B
10	JPMORGAN CHASE & CO	88,502	.78%	1.3%	Financials	470.8 B

BOND CHARACTERISTICS



	PORTFOLIO	GOV/CREDIT
No. of Securities	23	8,360
Duration	5.89	7.59
YTM	1.27	1.42
Average Coupon	2.70	2.44
Avg Maturity / WAL	6.59	9.82
Average Quality	USG-AAA	AA

APPENDIX - MAJOR MARKET INDEX RETURNS

Economic Data		Style	QTR	FYTD	1 Year	3 years	5 Years
Consumer Price Index		Economic Data	2.6	4.4	5.4	2.5	2.4
Domestic Equity		Style	QTR	FYTD	1 Year	3 years	5 Years
Russell 3000 S&P 500 Russell 1000 Russell 1000 Growth Russell 1000 Value Russell Mid Cap Russell Mid Cap Growth Russell Mid Cap Value Russell 2000 Russell 2000 Growth Russell 2000 Value		Broad Equity	8.2	32.0	44.2	18.7	17.9
		Large Cap Core	8.5	29.3	40.8	18.7	17.6
		Large Cap	8.5	30.7	43.1	19.1	18.0
		Large Cap Growth	11.9	25.9	42.5	25.1	23.7
		Large Cap Value	5.2	36.1	43.7	12.4	11.9
		Midcap	7.5	39.4	49.8	16.4	15.6
		Midcap Growth	11.1	31.5	43.8	22.4	20.5
		Midcap Value	5.7	43.9	53.1	11.8	11.8
		Small Cap	4.3	54.4	62.0	13.5	16.4
		Small Cap Growth	3.9	41.2	51.4	15.9	18.7
		Small Cap Value	4.6	69.0	73.3	10.2	13.6
International Equity		Style	QTR	FYTD	1 Year	3 years	5 Years
MSCI All Country World Ex US MSCI EAFE MSCI EAFE Growth MSCI EAFE Value MSCI Emerging Markets		Foreign Equity	5.6	28.1	36.3	9.9	11.6
		Developed Markets Equity	5.4	26.7	32.9	8.8	10.8
		Developed Markets Growth	7.6	21.1	31.4	12.8	12.9
		Developed Markets Value	3.3	32.5	34.2	4.4	8.4
		Emerging Markets Equity	5.1	28.9	41.4	11.7	13.4
Domestic Fixed Income		Style	QTR	FYTD	1 Year	3 years	5 Years
Bloomberg Barclays Aggregate Index Bloomberg Barclays Capital Gov't Bond Bloomberg Barclays Capital Credit Bond Intermediate Aggregate ML/BoA 1-3 Year Treasury Bloomberg Barclays Capital High Yield		Core Fixed Income	1.8	-0.9	-0.3	5.3	3.0
		Treasuries	1.7	-3.3	-3.1	4.7	2.2
		Corporate Bonds	3.3	1.5	3.0	7.4	4.6
		Core Intermediate	0.8	-0.4	0.0	4.4	2.5
		Short Term Treasuries	0.0	0.0	0.1	2.7	1.6
		High Yield Bonds	2.7	10.3	15.4	7.4	7.5
Alternative Assets		Style	QTR	FYTD	1 Year	3 years	5 Years
Bloomberg Barclays Global Treasury Ex US NCREIF NFL-ODCE Index HFRI FOF Composite		International Treasuries	0.7	-0.5	3.3	3.0	1.2
		Real Estate	3.9	7.5	8.0	5.5	6.6
		Hedge Funds	2.6	13.7	18.5	6.4	6.2

BAY HARBOR ISLANDS EMPLOYEES' RETIREMENT SYSTEM
RHUMBLINE
PERFORMANCE REVIEW
JUNE 2021

INVESTMENT RETURN

On June 30th, 2021, the Bay Harbor Islands Employees' Retirement System's RhumbLine portfolio was valued at \$11,307,878, representing an increase of \$772,102 from the March quarter's ending value of \$10,535,776. Last quarter, the Fund posted no net contributions or withdrawals, while posting \$772,102 in net investment returns. Since there were no income receipts for the second quarter, the portfolio's net investment return was the result of net realized and unrealized capital gains totaling \$772,102.

RELATIVE PERFORMANCE

Total Fund

During the second quarter, the RhumbLine portfolio gained 7.3%, which was 0.9% less than the Russell 3000 Index's return of 8.2% and ranked in the 39th percentile of the Domestic Equity universe. Over the trailing twelve-month period, this portfolio returned 45.9%, which was 1.7% above the benchmark's 44.2% return, and ranked in the 55th percentile. Since June 2011, the portfolio returned 13.8% per annum and ranked in the 50th percentile. For comparison, the Russell 3000 returned an annualized 14.7% over the same period.

FUND PERFORMANCE & ALLOCATION

	QTR	Market Value	%
RhumbLine			
S&P 500	8.54%	\$ 3,008,655	26.6%
Russell 1000 Growth	11.92%	\$ 2,813,504	24.9%
Russell 1000 Value	5.18%	\$ 2,123,623	18.8%
S&P 400 Mid Cap	3.63%	\$ 1,650,726	14.6%
S&P 600 Small Cap	4.48%	\$ 1,711,370	15.1%
Total	7.33%	\$ 11,307,878	100.0%

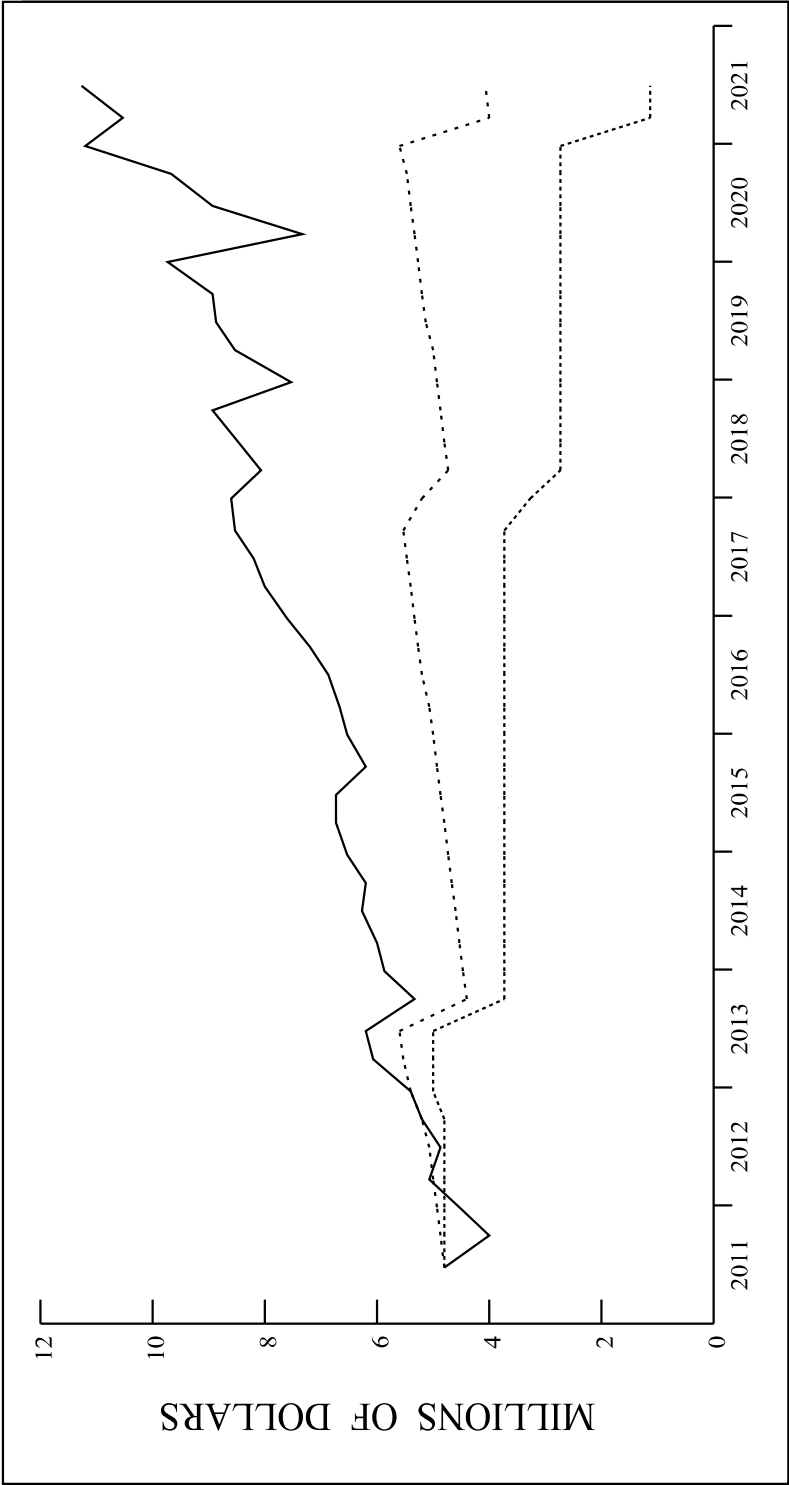
EXECUTIVE SUMMARY

PERFORMANCE SUMMARY						
	Quarter	FYTD	1 Year	3 Year	5 Year	Since 06/11
Total Portfolio - Gross	7.3	34.9	45.9	15.5	16.2	13.8
<i>DOMESTIC EQUITY RANK</i>	(39)	(54)	(55)	(54)	(54)	(50)
Total Portfolio - Net	7.3	34.8	45.8	15.4	16.1	13.6
Russell 3000	8.2	32.0	44.2	18.7	17.9	14.7
Domestic Equity - Gross	7.3	34.9	45.9	15.5	16.2	13.8
<i>DOMESTIC EQUITY RANK</i>	(39)	(54)	(55)	(54)	(54)	(50)
Russell 3000	8.2	32.0	44.2	18.7	17.9	14.7
S&P 500	8.5	29.3	40.8	18.7	17.6	14.8
Russell 1000G	11.9	25.9	42.5	25.1	23.7	17.9
Russell 1000V	5.2	36.1	43.7	12.4	11.9	11.6
S&P 400	3.6	46.3	53.2	13.2	14.3	12.4
S&P 600	4.5	62.3	67.4	12.2	15.8	13.5

ASSET ALLOCATION		
Domestic Equity	100.0%	\$ 11,307,878
Total Portfolio	100.0%	\$ 11,307,878

INVESTMENT RETURN		
Market Value 3/2021	\$ 10,535,776	
Contribs / Withdrawals	0	
Income	0	
Capital Gains / Losses	772,102	
Market Value 6/2021	\$ 11,307,878	

INVESTMENT GROWTH

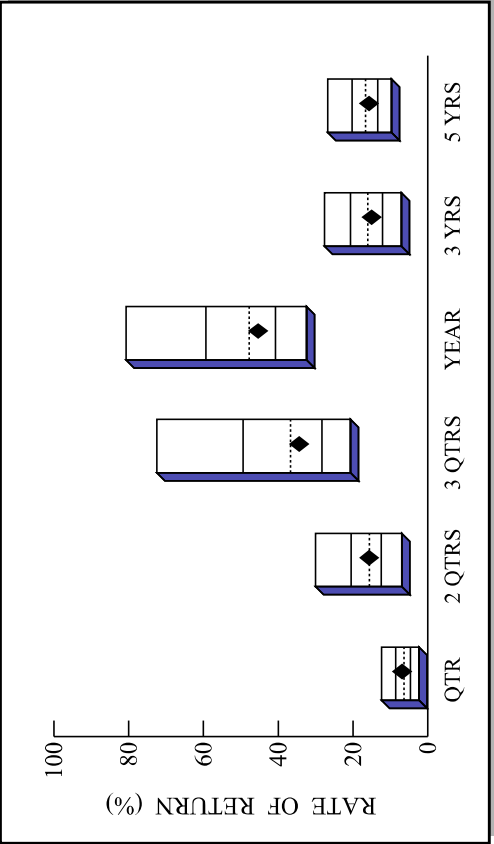
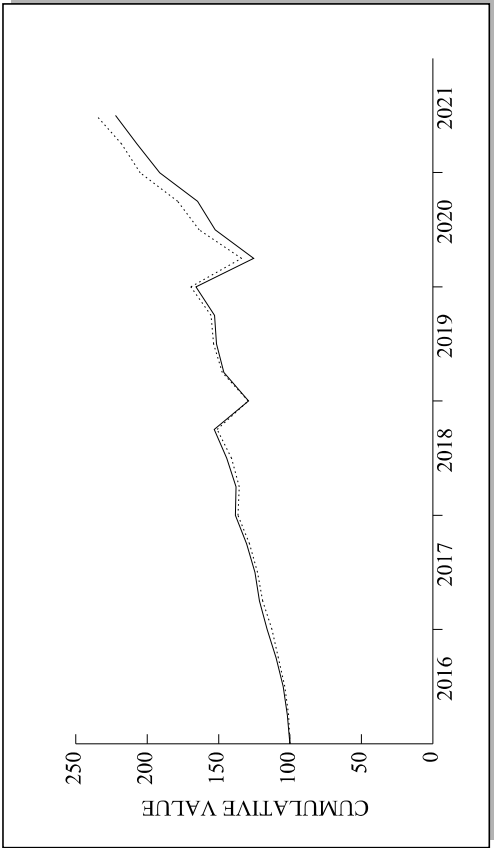


—	ACTUAL RETURN
.....	6.0%
.....	0.0%

VALUE ASSUMING	
6.0% RETURN	\$ 4,120,434

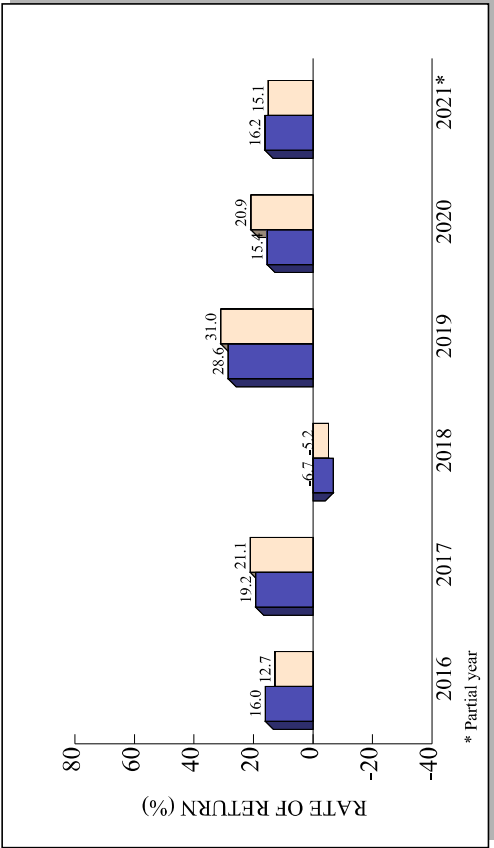
	LAST QUARTER	PERIOD 6/11 - 6/21
BEGINNING VALUE	\$ 10,535,776	\$ 4,835,278
NET CONTRIBUTIONS	0	- 3,678,615
INVESTMENT RETURN	772,102	10,151,215
ENDING VALUE	\$ 11,307,878	\$ 11,307,878
INCOME	0	0
CAPITAL GAINS (LOSSES)	772,102	10,151,215
INVESTMENT RETURN	772,102	10,151,215

TOTAL RETURN COMPARISONS



PORTFOLIO
RUSSELL 3000

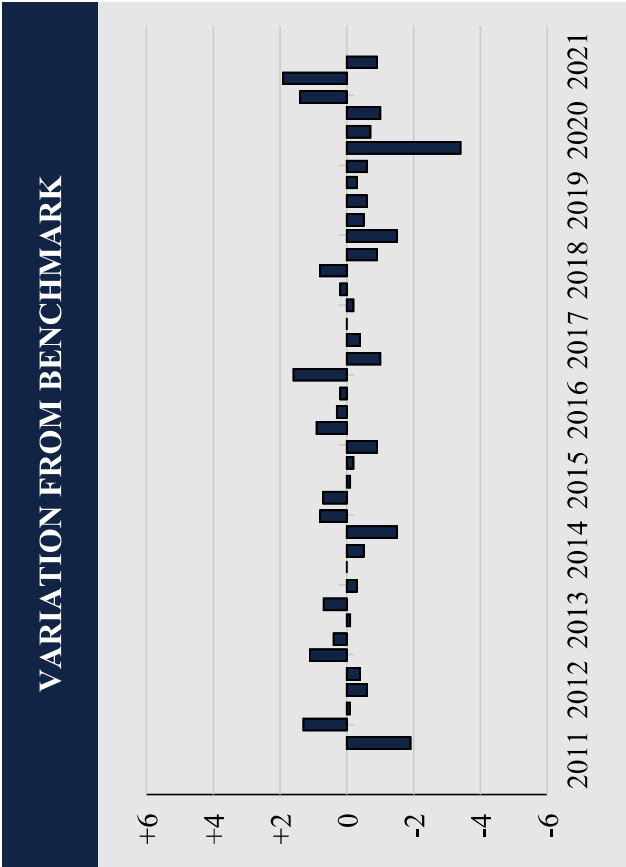
Domestic Equity Universe



	QTR	2 QTRS	3 QTRS	YEAR	3 YRS	5 YRS
RETURN	7.3	16.2	34.9	45.9	15.5	16.2
(RANK)	(39)	(48)	(54)	(55)	(54)	(54)
5TH %ILE	12.4	30.1	72.5	80.7	27.7	26.8
25TH %ILE	8.6	20.5	49.5	59.4	20.7	20.2
MEDIAN	6.4	15.7	36.7	47.8	16.1	16.6
75TH %ILE	4.6	12.5	28.3	40.8	12.1	13.4
95TH %ILE	2.4	7.0	20.7	32.5	7.1	9.7
Russ 3000	8.2	15.1	32.0	44.2	18.7	17.9

Domestic Equity Universe

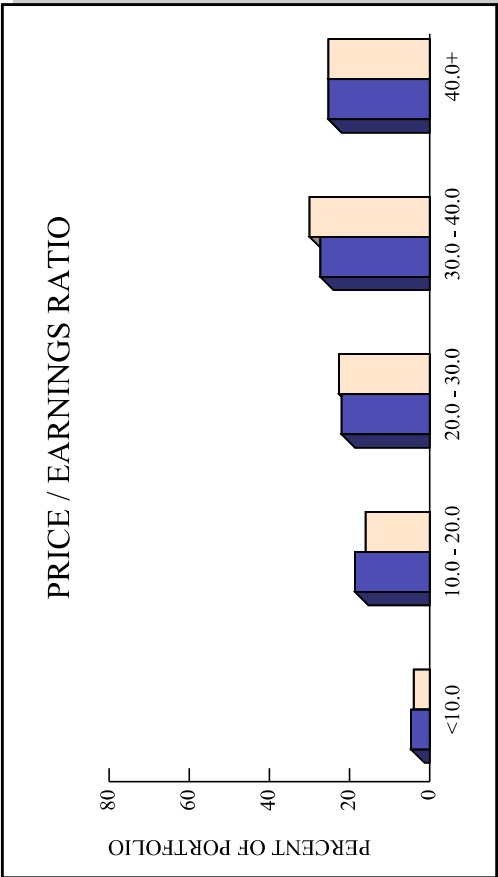
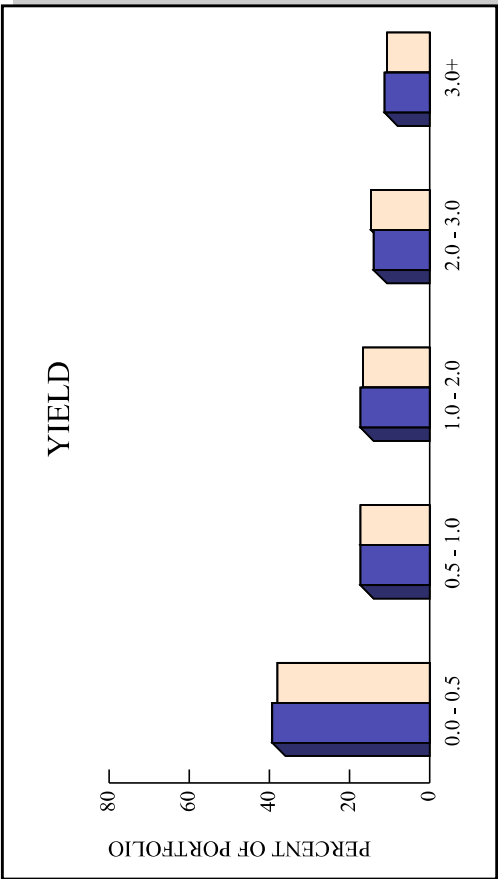
TOTAL PORTFOLIO QUARTERLY PERFORMANCE SUMMARY
COMPARATIVE BENCHMARK: RUSSELL 3000



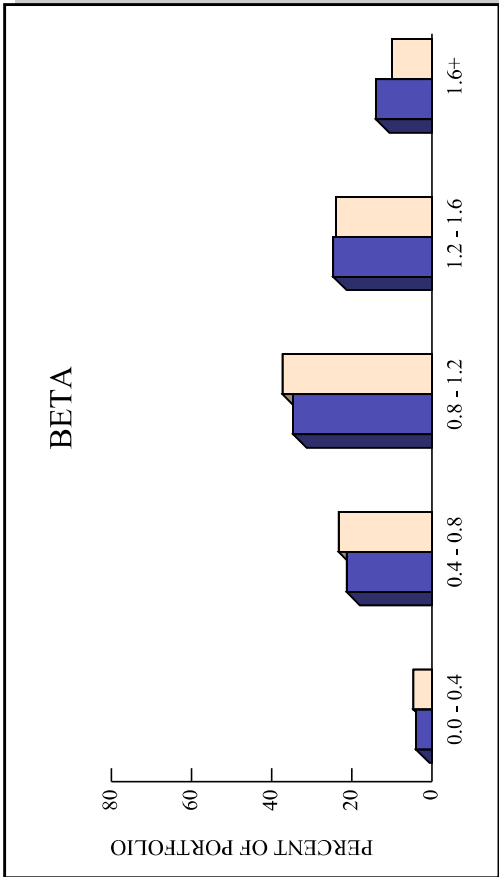
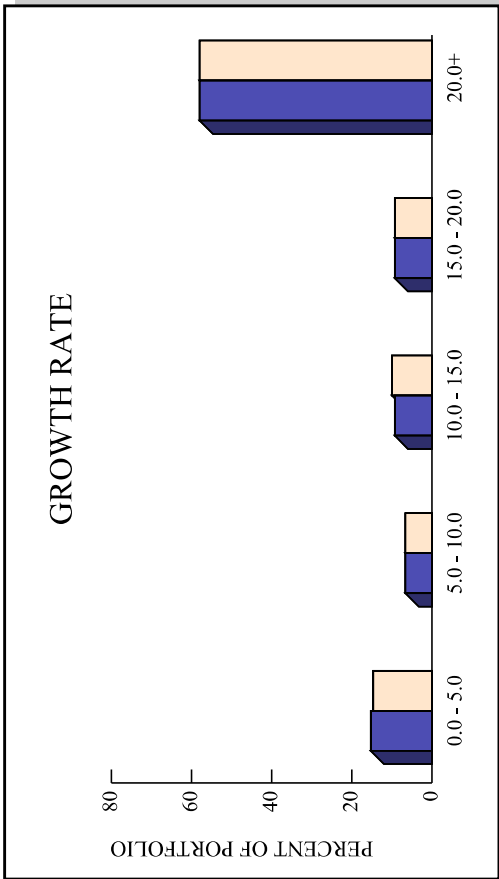
Total Quarters Observed	40
Quarters At or Above the Benchmark	16
Quarters Below the Benchmark	24
Batting Average	.400

RATES OF RETURN			
Date	Portfolio	Benchmark	Difference
9/11	-17.2	-15.3	-1.9
12/11	13.4	12.1	1.3
3/12	12.8	12.9	-0.1
6/12	-3.7	-3.1	-0.6
9/12	5.8	6.2	-0.4
12/12	1.4	0.3	1.1
3/13	11.5	11.1	0.4
6/13	2.6	2.7	-0.1
9/13	7.1	6.4	0.7
12/13	9.8	10.1	-0.3
3/14	2.0	2.0	0.0
6/14	4.4	4.9	-0.5
9/14	-1.5	0.0	-1.5
12/14	6.0	5.2	0.8
3/15	2.5	1.8	0.7
6/15	0.0	0.1	-0.1
9/15	-7.4	-7.2	-0.2
12/15	5.4	6.3	-0.9
3/16	1.9	1.0	0.9
6/16	2.9	2.6	0.3
9/16	4.6	4.4	0.2
12/16	5.8	4.2	1.6
3/17	4.7	5.7	-1.0
6/17	2.6	3.0	-0.4
9/17	4.6	4.6	0.0
12/17	6.1	6.3	-0.2
3/18	-0.4	-0.6	0.2
6/18	4.7	3.9	0.8
9/18	6.2	7.1	-0.9
12/18	-15.8	-14.3	-1.5
3/19	13.5	14.0	-0.5
6/19	3.5	4.1	-0.6
9/19	0.9	1.2	-0.3
12/19	8.5	9.1	-0.6
3/20	-24.3	-20.9	-3.4
6/20	21.3	22.0	-0.7
9/20	8.2	9.2	-1.0
12/20	16.1	14.7	1.4
3/21	8.2	6.3	1.9
6/21	7.3	8.2	-0.9

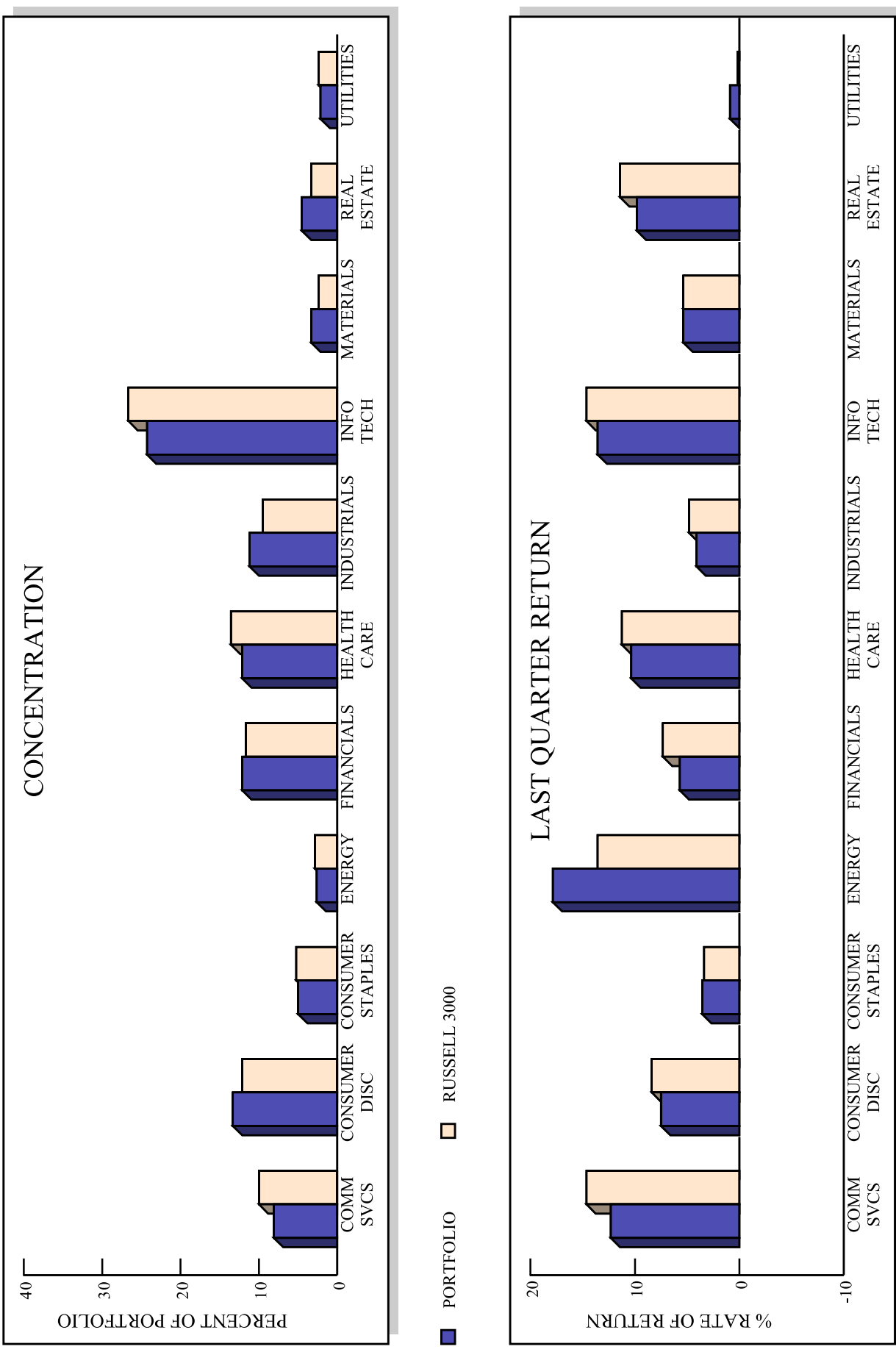
STOCK CHARACTERISTICS



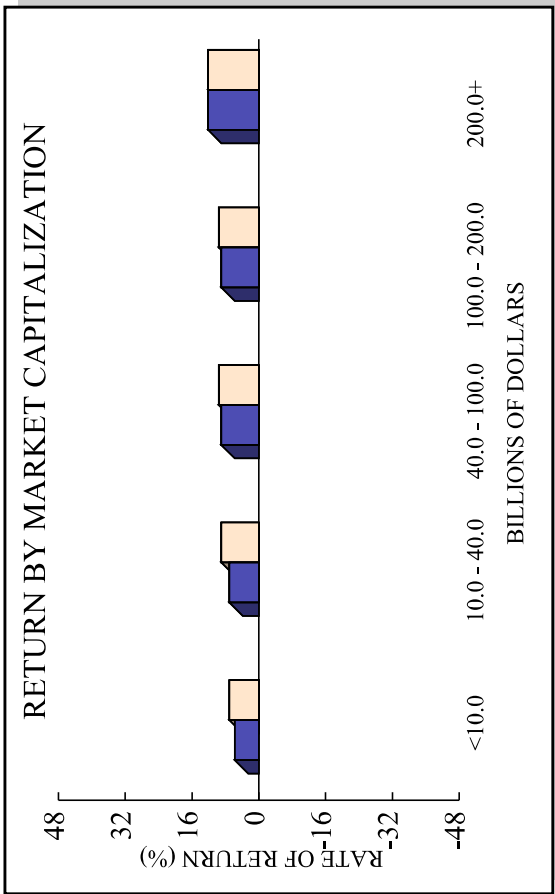
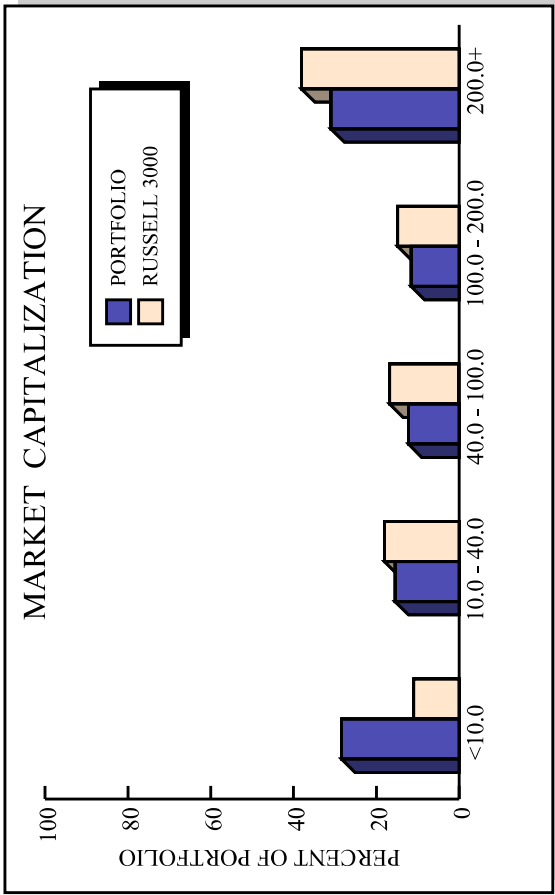
	# HOLDINGS	YIELD	GROWTH	P/E	BETA
PORTFOLIO	1,774	1.3%	28.5%	34.0	1.13
RUSSELL 3000	3,009	1.3%	28.9%	34.8	1.08



STOCK INDUSTRY ANALYSIS



TOP TEN HOLDINGS



TOP TEN EQUITY HOLDINGS

RANK	NAME	VALUE	% EQUITY	RETURN	INDUSTRY SECTOR	MKT CAP
1	APPLE INC	\$ 464,705	4.11%	14.4%	Information Technology	\$ 2285.5 B
2	MICROSOFT CORP	441,296	3.90%	17.1%	Information Technology	2040.3 B
3	AMAZON.COM INC	323,375	2.86%	12.6%	Consumer Discretionary	1735.0 B
4	FACEBOOK INC	179,766	1.59%	20.7%	Communication Services	985.9 B
5	ALPHABET INC	156,275	1.38%	19.3%	Communication Services	846.3 B
6	ALPHABET INC	152,886	1.35%	21.9%	Communication Services	811.0 B
7	TESLA INC	113,510	1.00%	6.9%	Consumer Discretionary	654.8 B
8	NVIDIA CORP	105,613	.93%	55.4%	Information Technology	498.5 B
9	BERKSHIRE HATHAWAY INC	98,662	.87%	7.6%	Financials	368.7 B
10	JPMORGAN CHASE & CO	88,502	.78%	1.3%	Financials	470.8 B

BAY HARBOR ISLANDS EMPLOYEES' RETIREMENT SYSTEM
HIGHLAND CAPITAL MANAGEMENT - INT'L EQUITY
PERFORMANCE REVIEW
JUNE 2021

INVESTMENT RETURN

On June 30th, 2021, the Bay Harbor Islands Employees' Retirement System's Highland Capital Management International Equity portfolio was valued at \$1,691,172, representing an increase of \$30,617 from the March quarter's ending value of \$1,660,555. Last quarter, the Fund posted withdrawals totaling \$3,916, which partially offset the portfolio's net investment return of \$34,533. Income receipts totaling \$8,191 plus net realized and unrealized capital gains of \$26,342 combined to produce the portfolio's net investment return.

RELATIVE PERFORMANCE

Total Fund

For the second quarter, the Highland Capital Management International Equity portfolio returned 2.1%, which was 6.5% below the S&P ADR Index's return of 8.6% and ranked in the 92nd percentile of the International Equity universe. Over the trailing year, the portfolio returned 37.4%, which was 2.3% below the benchmark's 39.7% return, ranking in the 62nd percentile. Since June 2011, the portfolio returned 5.8% annualized and ranked in the 78th percentile. The S&P ADR Index returned an annualized 5.1% over the same period.

ASSET ALLOCATION

At the end of the second quarter, developed markets equities comprised 96.2% of the total portfolio (\$1.6 million), while cash & equivalents totaled 3.8% (\$64,939).

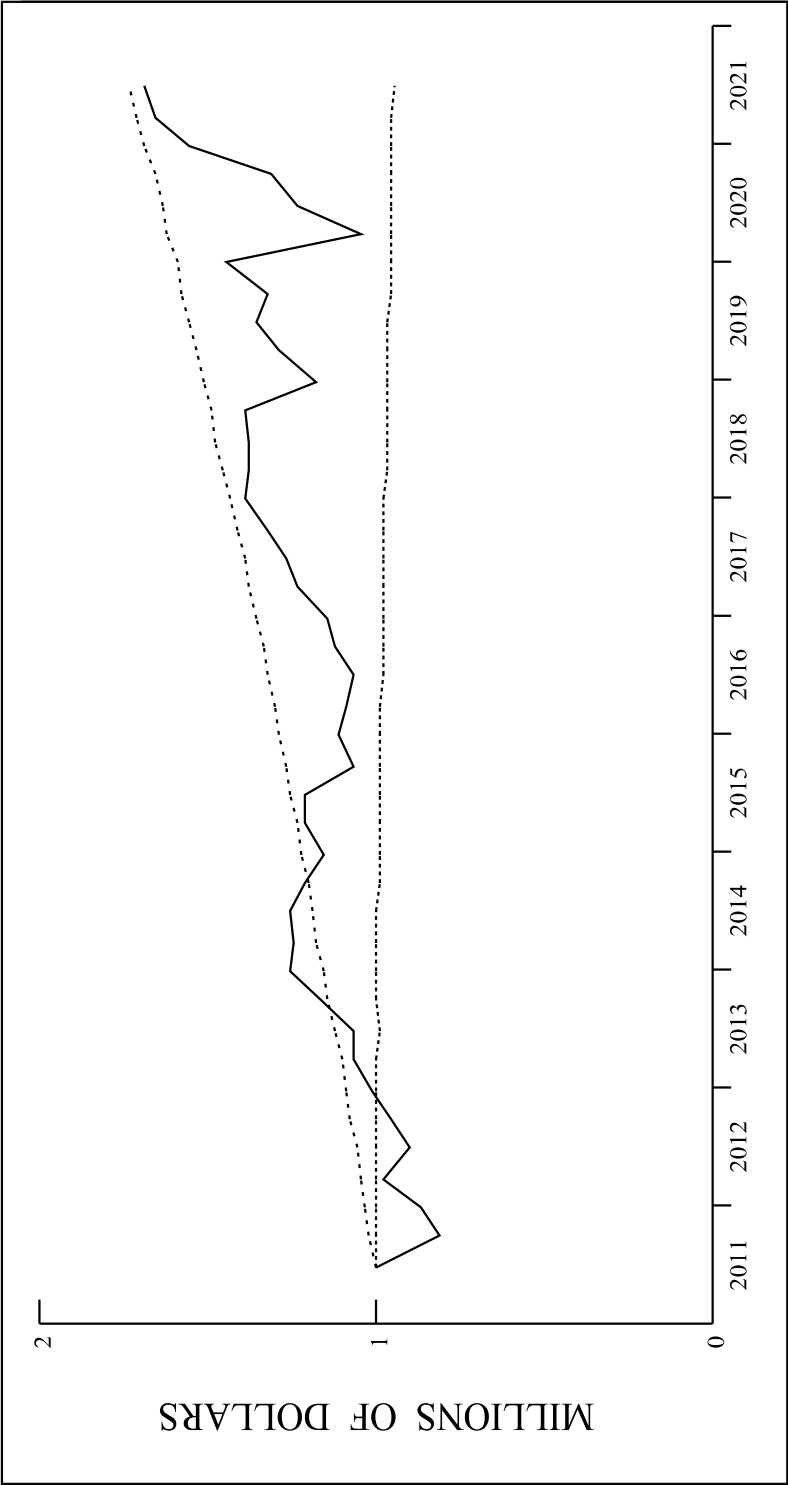
EXECUTIVE SUMMARY

PERFORMANCE SUMMARY						
	Quarter	FYTD	1 Year	3 Year	5 Year	Since 06/11
Total Portfolio - Gross	2.1	28.4	37.4	7.6	10.3	5.8
<i>INTERNATIONAL EQUITY RANK</i>	(92)	(52)	(62)	(78)	(77)	(78)
Total Portfolio - Net	2.0	28.0	36.7	7.1	9.7	5.3
ADR Index	8.6	36.3	39.7	9.2	10.1	5.1
Developed Markets Equity - Gross	2.2	30.0	39.5	7.4	10.6	5.8
<i>INTERNATIONAL EQUITY RANK</i>	(91)	(45)	(54)	(81)	(74)	(78)
ADR Index	8.6	36.3	39.7	9.2	10.1	5.1
MSCI EAFE	5.4	26.7	32.9	8.8	10.8	6.4
EAFE Growth	7.6	21.1	31.4	12.8	12.9	8.2
EAFE Value	3.3	32.5	34.2	4.4	8.4	4.5

ASSET ALLOCATION			
Int'l Developed	96.2%	\$ 1,626,233	
Cash	3.8%	64,939	
Total Portfolio	100.0%	\$ 1,691,172	

INVESTMENT RETURN			
Market Value 3/2021		\$ 1,660,555	
Contribs / Withdrawals		-3,916	
Income		8,191	
Capital Gains / Losses		26,342	
Market Value 6/2021		\$ 1,691,172	

INVESTMENT GROWTH

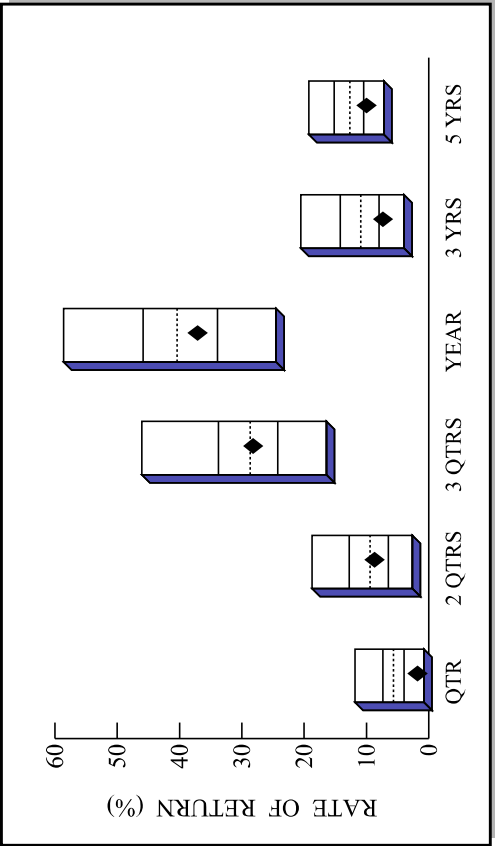
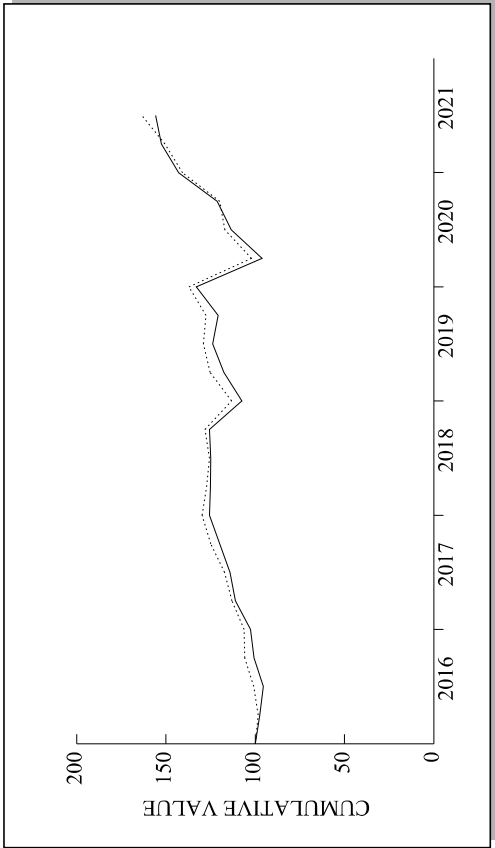


—	ACTUAL RETURN
.....	6.0%
.....	0.0%

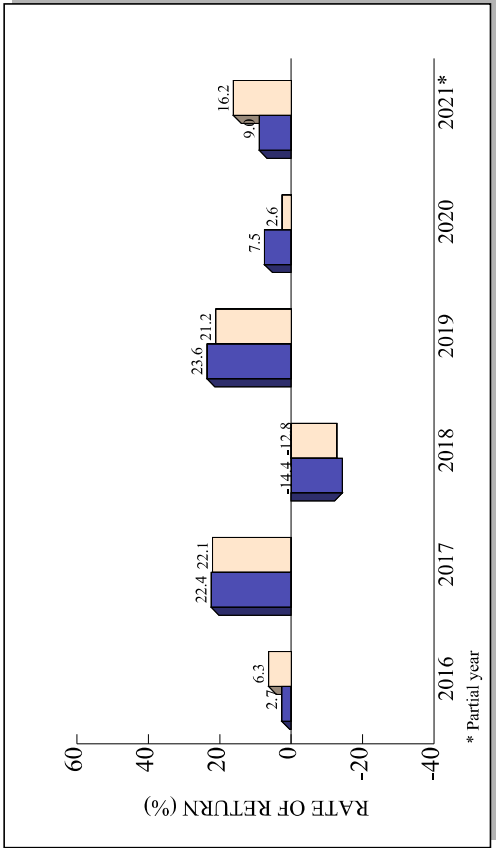
VALUE ASSUMING	
6.0% RETURN	\$ 1,734,581

	LAST QUARTER	PERIOD 6/11 - 6/21
BEGINNING VALUE	\$ 1,660,555	\$ 1,010,969
NET CONTRIBUTIONS	- 3,916	- 58,396
INVESTMENT RETURN	34,533	738,599
ENDING VALUE	\$ 1,691,172	\$ 1,691,172
INCOME	8,191	286,643
CAPITAL GAINS (LOSSES)	26,342	451,956
INVESTMENT RETURN	34,533	738,599

TOTAL RETURN COMPARISONS



International Equity Universe



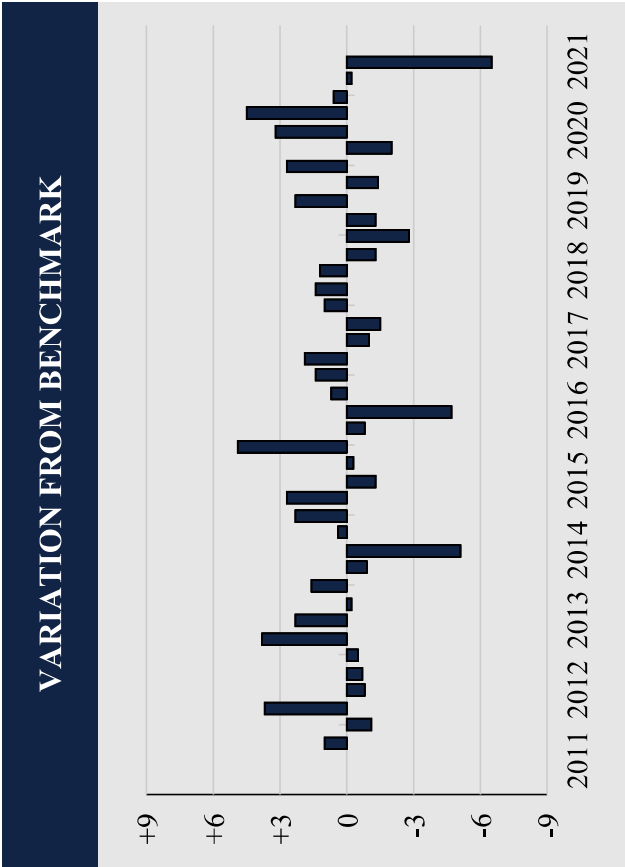
	QTR	2 QTRS	3 QTRS	YEAR	3 YRS	5 YRS
RETURN	2.1	9.0	28.4	37.4	7.6	10.3
(RANK)	(92)	(53)	(52)	(62)	(78)	(77)
5TH %ILE	11.9	18.7	46.0	58.6	20.5	19.3
25TH %ILE	7.4	12.8	33.8	45.8	14.2	15.2
MEDIAN	5.7	9.4	28.7	40.4	10.9	12.7
75TH %ILE	4.0	6.5	24.2	33.9	8.0	10.5
95TH %ILE	0.8	2.6	16.4	24.5	4.0	7.3
ADR Index	8.6	16.2	36.3	39.7	9.2	10.1

International Equity Universe

TOTAL PORTFOLIO QUARTERLY PERFORMANCE SUMMARY

COMPARATIVE BENCHMARK: S&P ADR INDEX

RATES OF RETURN			
Date	Portfolio	Benchmark	Difference
9/11	-18.9	-19.9	1.0
12/11	5.9	7.0	-1.1
3/12	12.8	9.1	3.7
6/12	-7.3	-6.5	-0.8
9/12	6.2	6.9	-0.7
12/12	6.0	6.5	-0.5
3/13	5.5	1.7	3.8
6/13	-0.4	-2.7	2.3
9/13	9.9	10.1	-0.2
12/13	7.7	6.1	1.6
3/14	-0.6	0.3	-0.9
6/14	0.6	5.7	-5.1
9/14	-3.6	-4.0	0.4
12/14	-3.6	-5.9	2.3
3/15	4.3	1.6	2.7
6/15	0.1	1.4	-1.3
9/15	-11.9	-11.6	-0.3
12/15	5.1	0.2	4.9
3/16	-2.4	-1.6	-0.8
6/16	-2.1	2.6	-4.7
9/16	5.5	4.8	0.7
12/16	1.9	0.5	1.4
3/17	8.3	6.4	1.9
6/17	2.7	3.7	-1.0
9/17	5.0	6.5	-1.5
12/17	4.9	3.9	1.0
3/18	-0.5	-1.9	1.4
6/18	-0.1	-1.3	1.2
9/18	0.6	1.9	-1.3
12/18	-14.4	-11.6	-2.8
3/19	9.4	10.7	-1.3
6/19	5.3	3.0	2.3
9/19	-2.5	-1.1	-1.4
12/19	10.1	7.4	2.7
3/20	-27.6	-25.6	-2.0
6/20	17.8	14.6	3.2
9/20	7.0	4.5	2.5
12/20	17.9	17.3	0.6
3/21	6.8	7.0	-0.2
6/21	2.1	8.6	-6.5



Total Quarters Observed	40
Quarters At or Above the Benchmark	20
Quarters Below the Benchmark	20
Batting Average	.500

BAY HARBOR ISLANDS EMPLOYEES' RETIREMENT SYSTEM
GLOVISTA INVESTMENTS - GLOBAL EMERGING MARKET EQUITIES
PERFORMANCE REVIEW
JUNE 2021

INVESTMENT RETURN

On June 30th, 2021, the Bay Harbor Islands Employees' Retirement System's Glovista Investments Global Emerging Market Equities portfolio was valued at \$984,934, representing an increase of \$24,782 from the March quarter's ending value of \$960,152. Last quarter, the Fund posted withdrawals totaling \$4,205, which partially offset the portfolio's net investment return of \$28,987. Income receipts totaling \$4,663 plus net realized and unrealized capital gains of \$24,324 combined to produce the portfolio's net investment return.

RELATIVE PERFORMANCE

Total Fund

For the second quarter, the Glovista Investments Global Emerging Market Equities portfolio returned 3.0%, which was 2.0% below the MSCI Emerging Markets Net Index's return of 5.0% and ranked in the 82nd percentile of the Emerging Markets universe. Over the trailing year, the portfolio returned 40.9%, which was equal to the benchmark's 40.9% return, ranking in the 70th percentile. Since December 2015, the portfolio returned 11.6% annualized and ranked in the 61st percentile. The MSCI Emerging Markets Net Index returned an annualized 13.0% over the same period.

ASSET ALLOCATION

At the end of the second quarter, emerging markets equity comprised 99.7% of the total portfolio (\$982,415), while cash & equivalents totaled 0.3% (\$2,519).

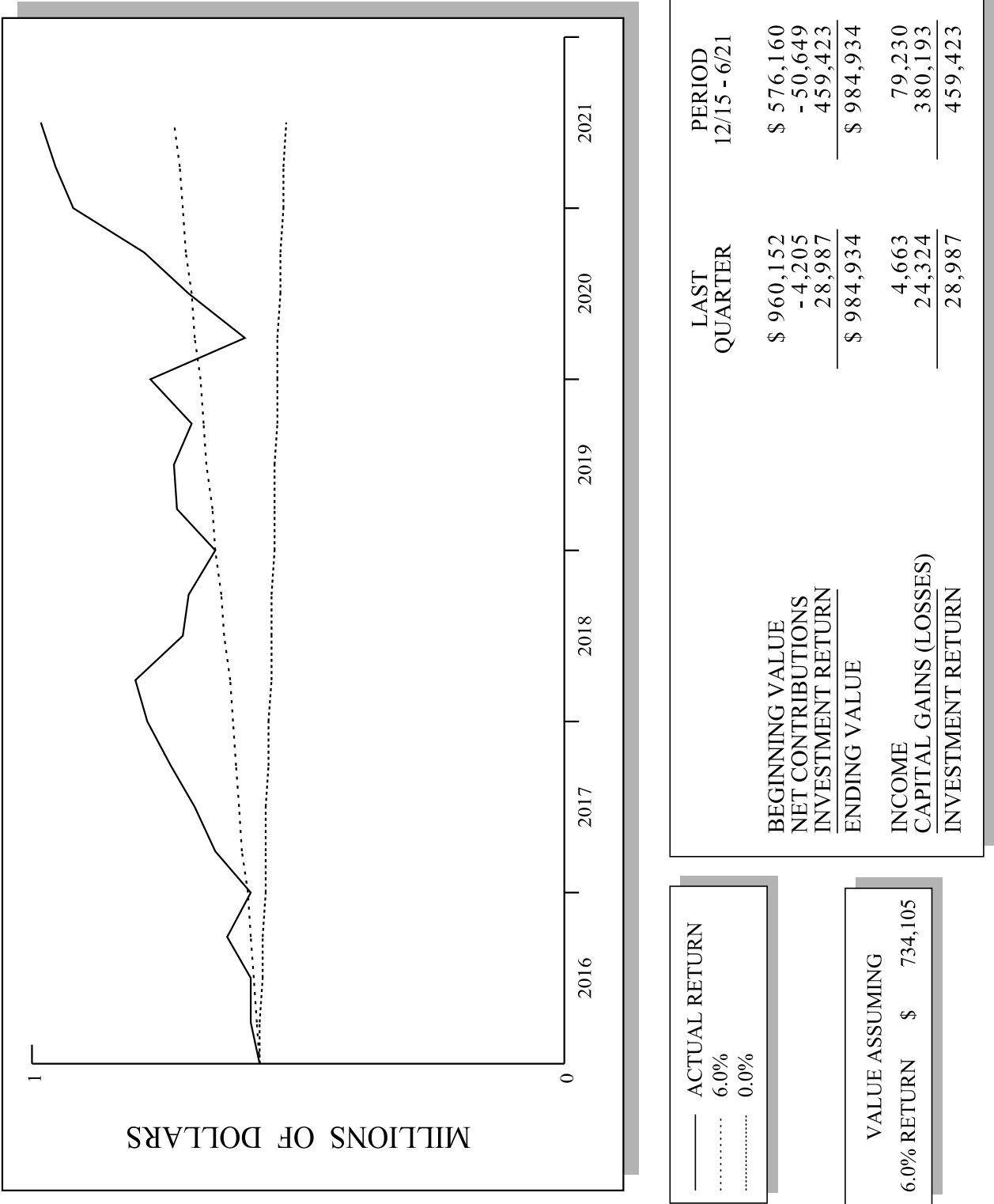
EXECUTIVE SUMMARY

PERFORMANCE SUMMARY						
	Quarter	FYTD	1 Year	3 Year	5 Year	Since 12/15
Total Portfolio - Gross	3.0	25.7	40.9	12.2	12.1	11.6
EMERGING MARKETS RANK	(82)	(78)	(70)	(47)	(70)	(61)
Total Portfolio - Net	2.8	25.1	40.0	11.4	11.4	10.8
MSCI EM Net	5.0	28.6	40.9	11.3	13.0	13.0
Emerging Markets Equity - Gross	3.0	25.9	41.2	12.2	12.2	11.6
EMERGING MARKETS RANK	(82)	(75)	(69)	(47)	(69)	(61)
MSCI EM Net	5.0	28.6	40.9	11.3	13.0	13.0

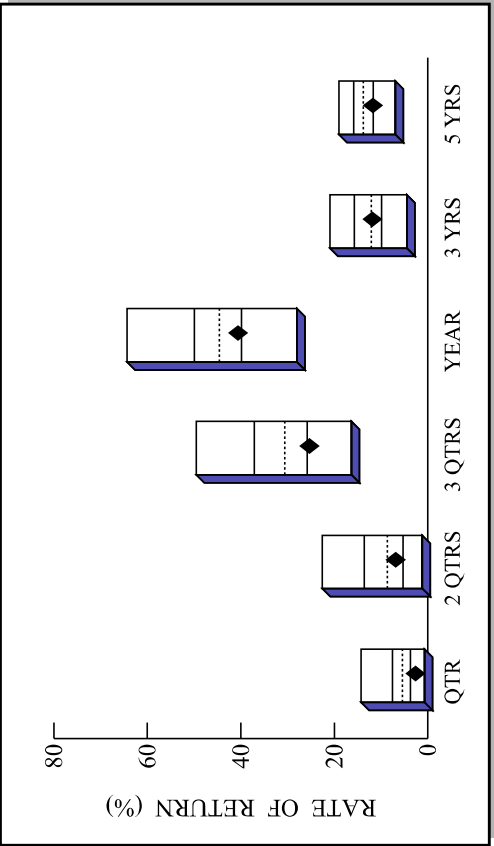
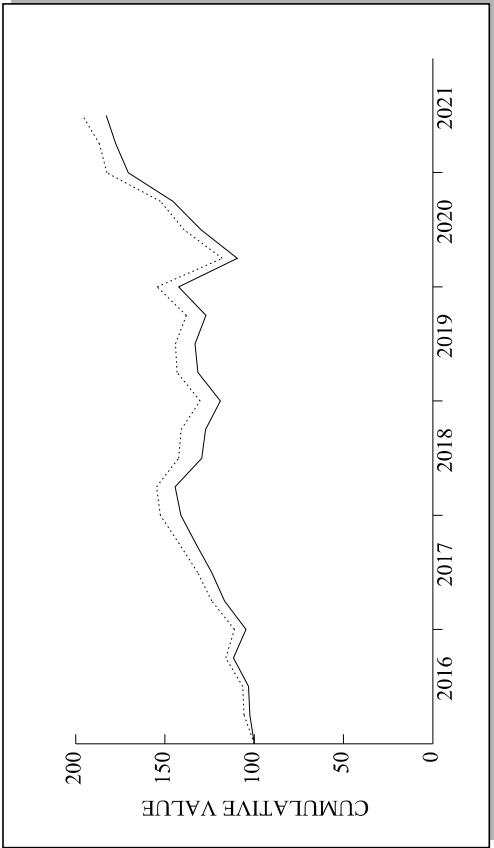
ASSET ALLOCATION		
Emerging Markets	99.7%	\$ 982,415
Cash	0.3%	2,519
Total Portfolio	100.0%	\$ 984,934

INVESTMENT RETURN		
Market Value 3/2021		\$ 960,152
Contribs / Withdrawals		-4,205
Income		4,663
Capital Gains / Losses		24,324
Market Value 6/2021		\$ 984,934

INVESTMENT GROWTH

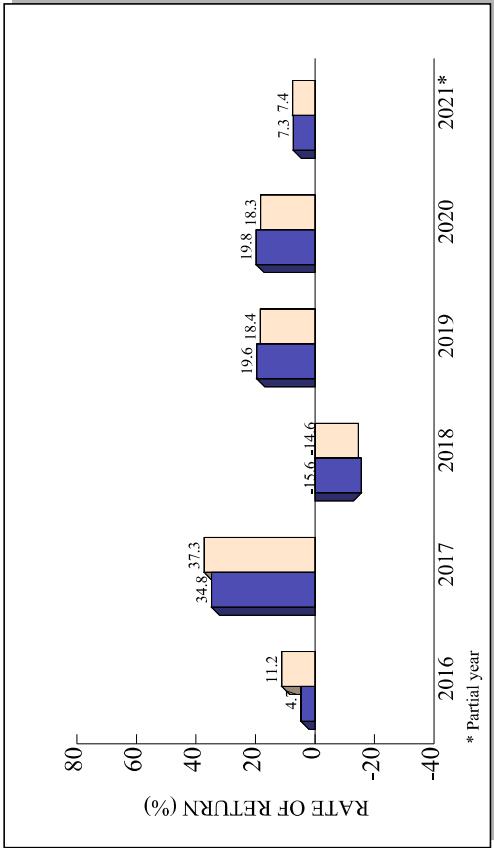


TOTAL RETURN COMPARISONS



PORTFOLIO
MSCI EM NET

Emerging Markets Universe

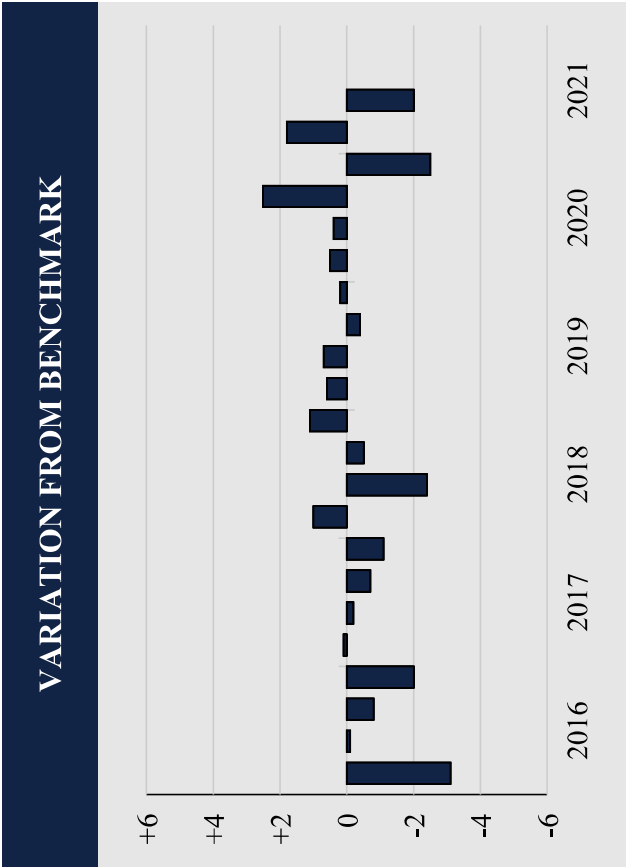


	QTR	2 QTRS	3 QTRS	YEAR	3 YRS	5 YRS
RETURN	3.0	7.3	25.7	40.9	12.2	12.1
(RANK)	(82)	(59)	(78)	(70)	(47)	(70)
5TH %ILE	14.3	22.6	49.5	64.3	20.9	19.0
25TH %ILE	7.6	13.6	37.1	50.0	15.7	15.9
MEDIAN	5.4	8.7	30.6	44.6	12.1	13.8
75TH %ILE	3.7	5.3	25.8	39.9	9.9	11.6
95TH %ILE	0.8	1.2	16.3	28.0	4.5	7.0
EM Net	5.0	7.4	28.6	40.9	11.3	13.0

Emerging Markets Universe

TOTAL PORTFOLIO QUARTERLY PERFORMANCE SUMMARY

COMPARATIVE BENCHMARK: MSCI EMERGING MARKETS NET



Total Quarters Observed	22
Quarters At or Above the Benchmark	10
Quarters Below the Benchmark	12
Batting Average	.455

RATES OF RETURN			
Date	Portfolio	Benchmark	Difference
3/16	2.6	5.7	-3.1
6/16	0.6	0.7	-0.1
9/16	8.2	9.0	-0.8
12/16	-6.2	-4.2	-2.0
3/17	11.5	11.4	0.1
6/17	6.1	6.3	-0.2
9/17	7.2	7.9	-0.7
12/17	6.3	7.4	-1.1
3/18	2.4	1.4	1.0
6/18	-10.4	-8.0	-2.4
9/18	-1.6	-1.1	-0.5
12/18	-6.4	-7.5	1.1
3/19	10.5	9.9	0.6
6/19	1.3	0.6	0.7
9/19	-4.6	-4.2	-0.4
12/19	12.0	11.8	0.2
3/20	-23.1	-23.6	0.5
6/20	18.5	18.1	0.4
9/20	12.1	9.6	2.5
12/20	17.2	19.7	-2.5
3/21	4.1	2.3	1.8
6/21	3.0	5.0	-2.0

BAY HARBOR ISLANDS EMPLOYEES' RETIREMENT SYSTEM
AMERICAN REALTY ADVISORS - CORE REALTY
PERFORMANCE REVIEW
JUNE 2021

INVESTMENT RETURN

On June 30th, 2021, the Bay Harbor Islands Employees' Retirement System's American Realty Advisors Core Realty portfolio was valued at \$2,281,076, representing an increase of \$82,335 from the March quarter's ending value of \$2,198,741. Last quarter, the Fund posted withdrawals totaling \$6,282, which partially offset the portfolio's net investment return of \$88,617. Income receipts totaling \$21,251 plus net realized and unrealized capital gains of \$67,366 combined to produce the portfolio's net investment return.

RELATIVE PERFORMANCE

Total Fund

For the second quarter, the American Realty Advisors Core Realty account gained 4.0%, which was 0.1% greater than the NCREIF NFI-ODCE Index's return of 3.9%. Over the trailing twelve-month period, the account returned 7.3%, which was 0.7% below the benchmark's 8.0% performance. Since March 2016, the portfolio returned 6.7% per annum, while the NCREIF NFI-ODCE Index returned an annualized 6.7% over the same period.

ASSET ALLOCATION

This account was fully invested in American Core Realty Fund, LLC.

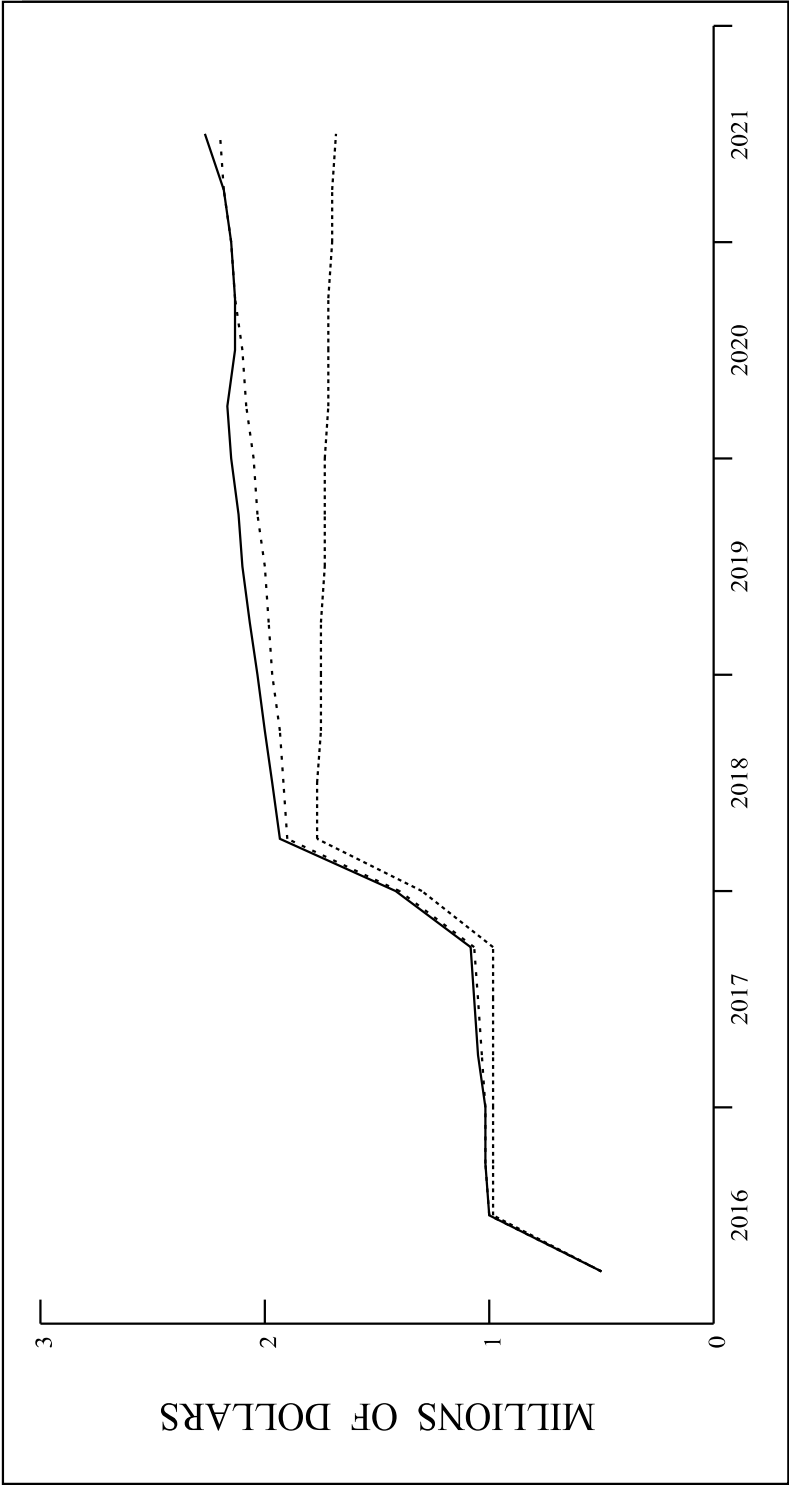
EXECUTIVE SUMMARY

PERFORMANCE SUMMARY						
	Quarter	FYTD	1 Year	3 Year	5 Year	Since 03/16
Total Portfolio - Gross	4.0	7.5	7.3	6.0	6.7	6.7
Total Portfolio - Net	3.7	6.6	6.2	4.9	5.6	5.5
NCREIF ODCE	3.9	7.5	8.0	5.5	6.6	6.7
Real Estate - Gross	4.0	7.5	7.3	6.0	6.7	6.7
NCREIF ODCE	3.9	7.5	8.0	5.5	6.6	6.7

ASSET ALLOCATION		
Real Estate	100.0%	\$ 2,281,076
Total Portfolio	100.0%	\$ 2,281,076

INVESTMENT RETURN		
Market Value 3/2021		\$ 2,198,741
Contribs / Withdrawals		-6,282
Income		21,251
Capital Gains / Losses		67,366
Market Value 6/2021		\$ 2,281,076

INVESTMENT GROWTH



—	ACTUAL RETURN
.....	6.0%
.....	0.0%

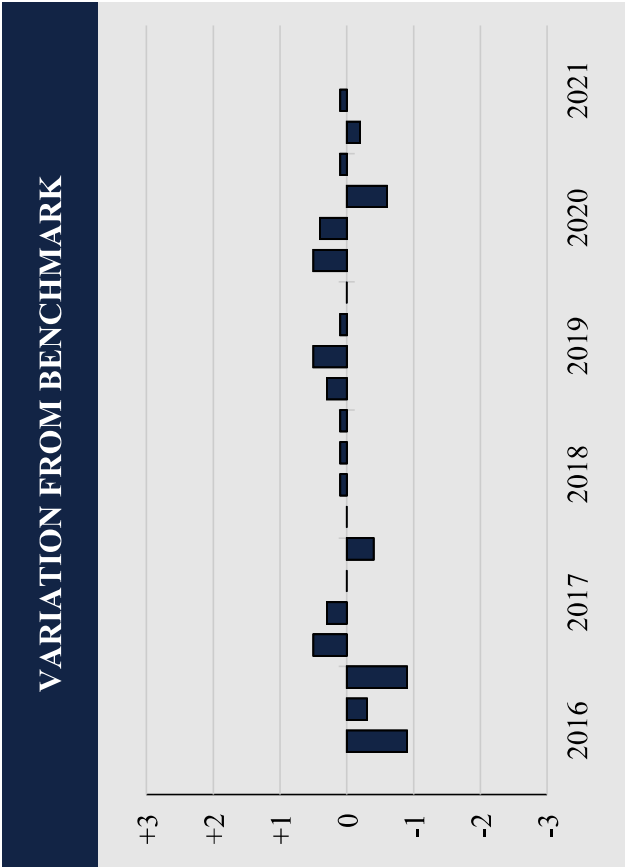
VALUE ASSUMING	
6.0% RETURN	\$ 2,213,258

	LAST QUARTER	PERIOD 3/16 - 6/21
BEGINNING VALUE	\$ 2,198,741	\$ 500,000
NET CONTRIBUTIONS	- 6,282	1,198,661
INVESTMENT RETURN	88,617	582,415
ENDING VALUE	\$ 2,281,076	\$ 2,281,076
INCOME	21,251	383,313
CAPITAL GAINS (LOSSES)	67,366	199,102
INVESTMENT RETURN	88,617	582,415

TOTAL PORTFOLIO QUARTERLY PERFORMANCE SUMMARY

COMPARATIVE BENCHMARK: NCREIF NFI-ODCE INDEX

RATES OF RETURN			
Date	Portfolio	Benchmark	Difference
6/16	1.2	2.1	-0.9
9/16	1.8	2.1	-0.3
12/16	1.2	2.1	-0.9
3/17	2.3	1.8	0.5
6/17	2.0	1.7	0.3
9/17	1.9	1.9	0.0
12/17	1.7	2.1	-0.4
3/18	2.2	2.2	0.0
6/18	2.1	2.0	0.1
9/18	2.2	2.1	0.1
12/18	1.9	1.8	0.1
3/19	1.7	1.4	0.3
6/19	1.5	1.0	0.5
9/19	1.4	1.3	0.1
12/19	1.5	1.5	0.0
3/20	1.5	1.0	0.5
6/20	-1.2	-1.6	0.4
9/20	-0.1	0.5	-0.6
12/20	1.4	1.3	0.1
3/21	1.9	2.1	-0.2
6/21	4.0	3.9	0.1



Total Quarters Observed	21
Quarters At or Above the Benchmark	15
Quarters Below the Benchmark	6
Batting Average	.714

BAY HARBOR ISLANDS EMPLOYEES' RETIREMENT SYSTEM
GARCIA HAMILTON - GOVERNMENT CREDIT
PERFORMANCE REVIEW
JUNE 2021

INVESTMENT RETURN

On June 30th, 2021, the Bay Harbor Islands Employees' Retirement System's Garcia Hamilton Government Credit portfolio was valued at \$8,531,052, representing an increase of \$203,264 from the March quarter's ending value of \$8,327,788. Last quarter, the Fund posted net contributions equaling \$61,329 plus a net investment gain equaling \$141,935. Total net investment return was the result of income receipts, which totaled \$61,882 and net realized and unrealized capital gains of \$80,053.

RELATIVE PERFORMANCE

Total Fund

For the second quarter, the Garcia Hamilton Government Credit portfolio returned 1.7%, which was 0.7% below the Bloomberg Barclays Gov/Credit Index's return of 2.4% and ranked in the 89th percentile of the Core Fixed Income universe. Over the trailing year, the portfolio returned -0.6%, which was 0.2% below the benchmark's -0.4% return, ranking in the 96th percentile. Since June 2011, the portfolio returned 4.6% annualized and ranked in the 12th percentile. The Bloomberg Barclays Gov/Credit returned an annualized 3.7% over the same period.

ASSET ALLOCATION

At the end of the second quarter, fixed income comprised 99.8% of the total portfolio (\$8.5 million), while cash & equivalents totaled 0.2% (\$20,764).

BOND ANALYSIS

At the end of the quarter, USG rated securities comprised nearly 75% of the bond portfolio, helping to minimize default risk. Corporate securities, rated AA through BBB, made up the remainder, giving the portfolio an overall average quality rating of USG-AAA. The average maturity of the portfolio was 6.59 years, less than the Bloomberg Barclays Gov/Credit Index's 9.82-year maturity. The average coupon was 2.70%.

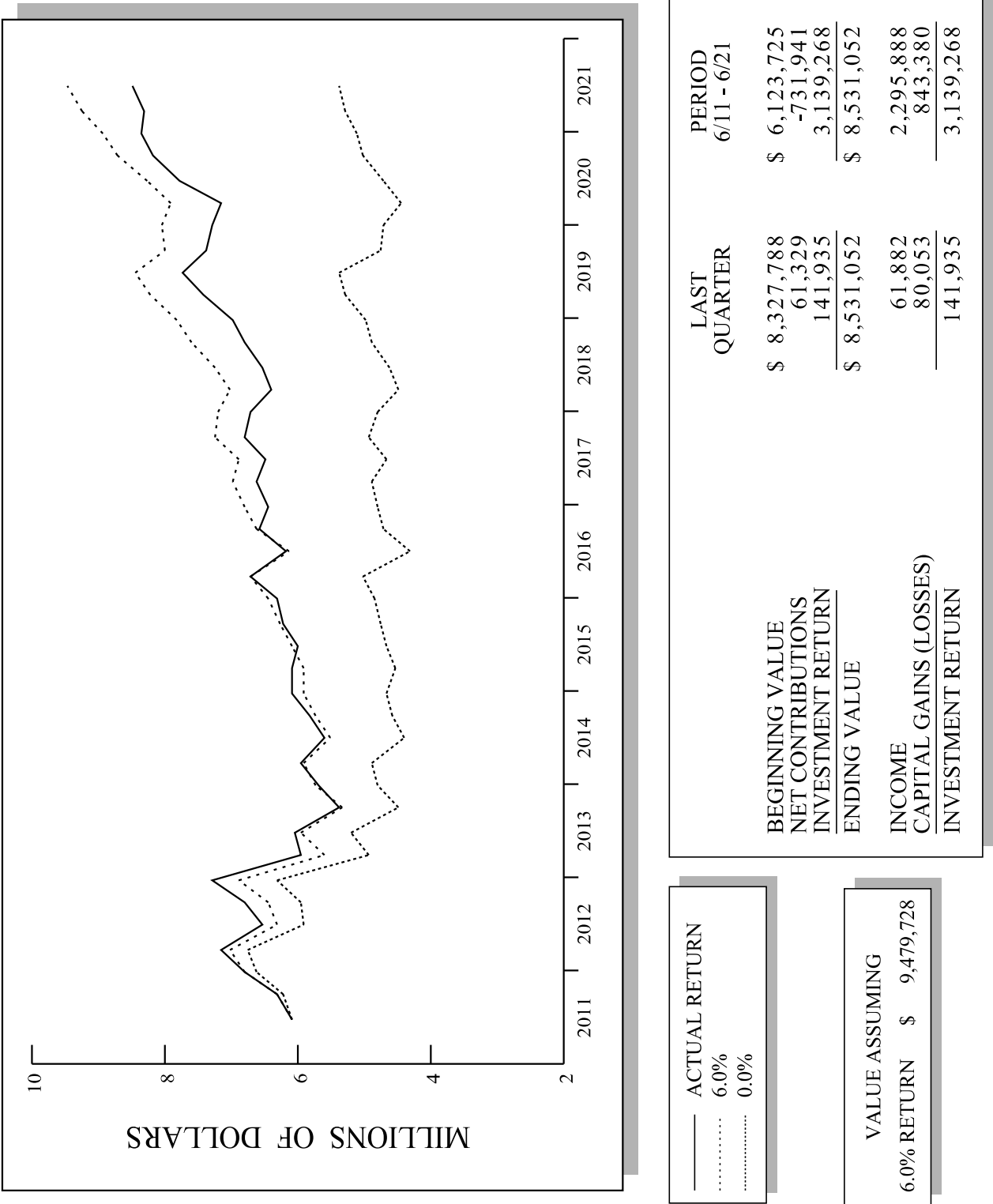
EXECUTIVE SUMMARY

PERFORMANCE SUMMARY						
	Quarter	FYTD	1 Year	3 Year	5 Year	Since 06/11
Total Portfolio - Gross	1.7	-1.5	-0.6	5.0	3.2	4.6
CORE FIXED INCOME RANK	(89)	(97)	(96)	(98)	(84)	(12)
Total Portfolio - Net	1.6	-1.7	-0.9	4.7	2.9	4.3
Gov/Credit	2.4	-1.2	-0.4	6.0	3.3	3.7
Fixed Income - Gross	1.7	-1.7	-0.8	5.1	3.2	4.7
CORE FIXED INCOME RANK	(90)	(98)	(97)	(96)	(82)	(7)
Gov/Credit	2.4	-1.2	-0.4	6.0	3.3	3.7
Aggregate Index	1.8	-0.9	-0.3	5.3	3.0	3.4
Int Gov/Credit	1.0	-0.4	0.2	4.7	2.6	2.8

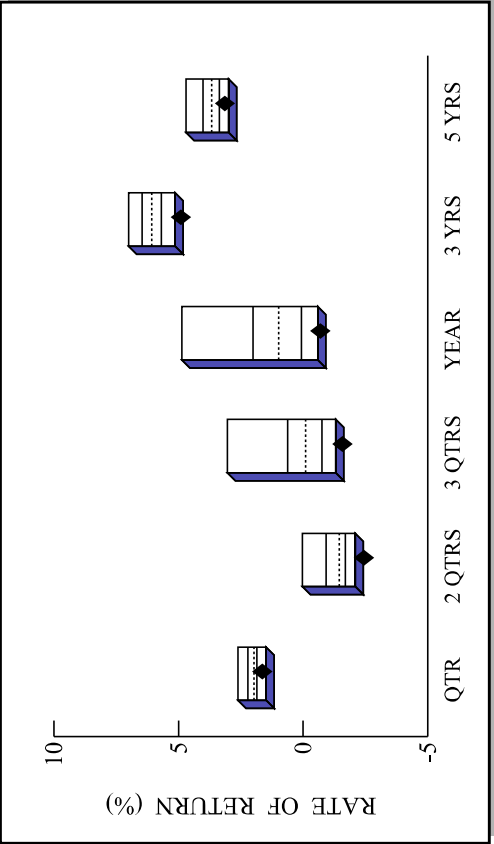
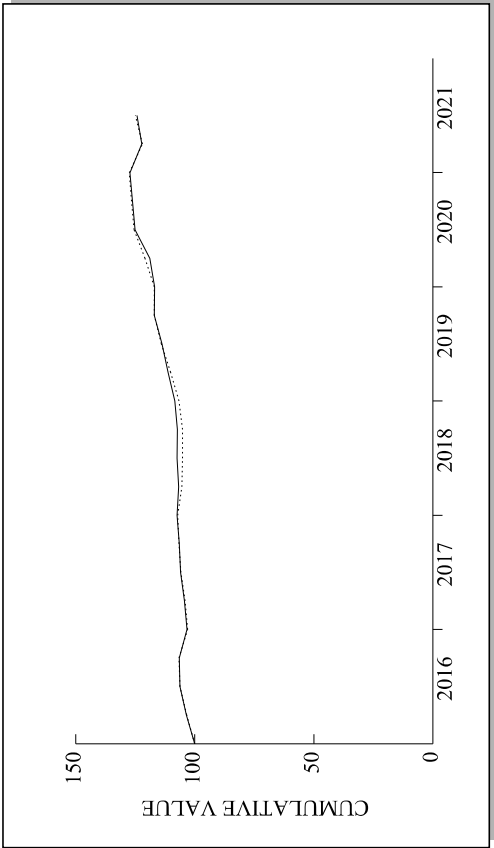
ASSET ALLOCATION		
Fixed Income	99.8%	\$ 8,510,288
Cash	0.2%	20,764
Total Portfolio	100.0%	\$ 8,531,052

INVESTMENT RETURN	
Market Value 3/2021	\$ 8,327,788
Contribs / Withdrawals	61,329
Income	61,882
Capital Gains / Losses	80,053
Market Value 6/2021	\$ 8,531,052

INVESTMENT GROWTH

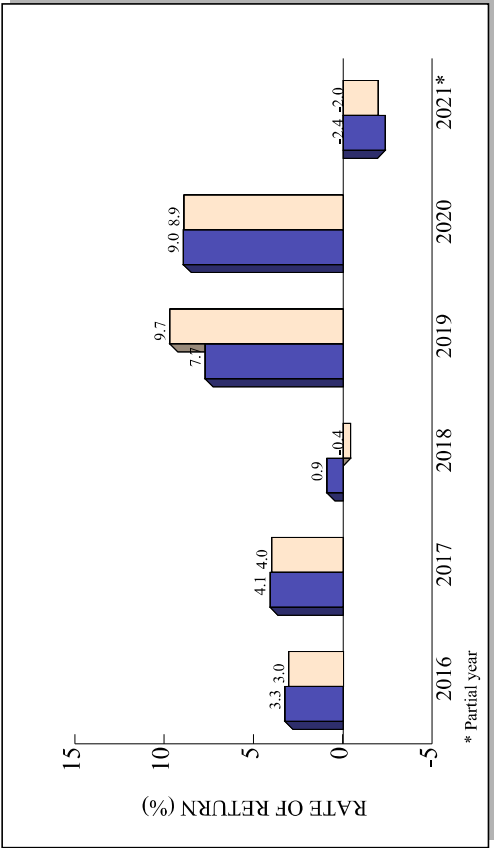


TOTAL RETURN COMPARISONS



PORTFOLIO
GOV/CREDIT

Core Fixed Income Universe



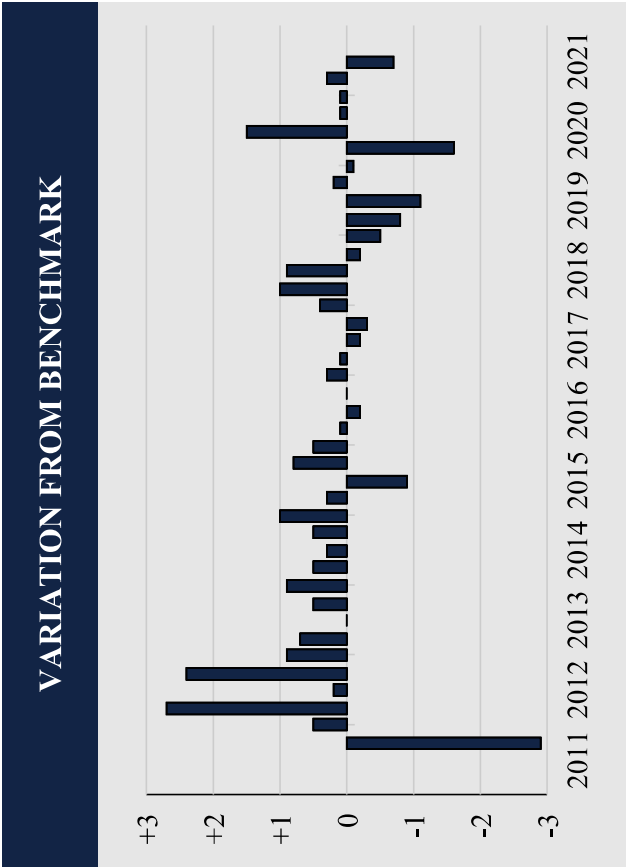
	QTR	2 QTRS	3 QTRS	YEAR	3 YRS	5 YRS
RETURN (RANK)	1.7 (89)	-2.4 (99)	-1.5 (97)	-0.6 (96)	5.0 (98)	3.2 (84)
5TH %ILE	2.6	0.0	3.1	4.9	7.0	4.7
25TH %ILE	2.2	-0.9	0.6	2.0	6.5	4.0
MEDIAN	2.0	-1.4	-0.1	1.0	6.1	3.7
75TH %ILE	1.9	-1.7	-0.8	0.1	5.7	3.4
95TH %ILE	1.5	-2.1	-1.3	-0.6	5.1	3.0
Gov/Credit	2.4	-2.0	-1.2	-0.4	6.0	3.3

Core Fixed Income Universe

TOTAL PORTFOLIO QUARTERLY PERFORMANCE SUMMARY

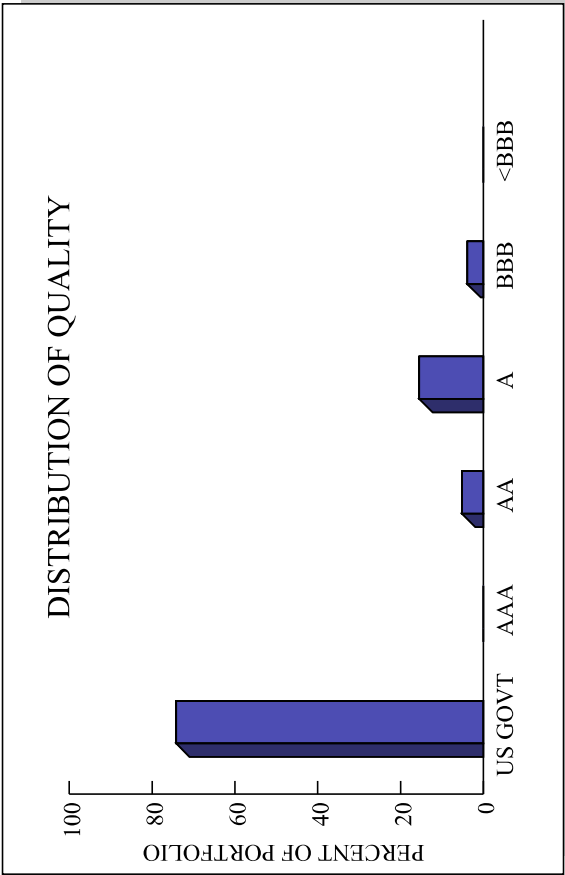
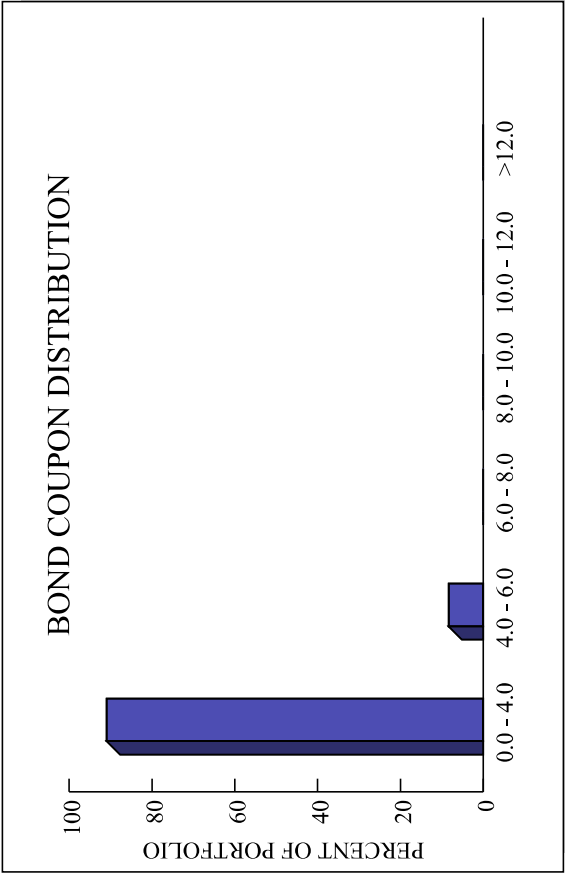
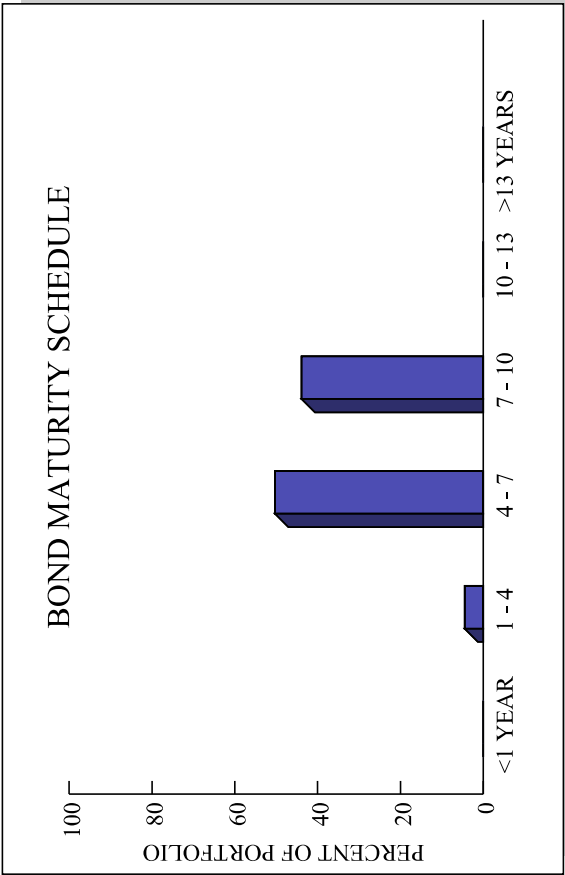
COMPARATIVE BENCHMARK: BLOOMBERG BARCLAYS GOV/CREDIT

RATES OF RETURN			
Date	Portfolio	Benchmark	Difference
9/11	1.8	4.7	-2.9
12/11	1.7	1.2	0.5
3/12	2.8	0.1	2.7
6/12	2.8	2.6	0.2
9/12	4.1	1.7	2.4
12/12	1.3	0.4	0.9
3/13	0.5	-0.2	0.7
6/13	-2.5	-2.5	0.0
9/13	0.9	0.4	0.5
12/13	0.9	0.0	0.9
3/14	2.5	2.0	0.5
6/14	2.2	1.9	0.3
9/14	0.7	0.2	0.5
12/14	2.8	1.8	1.0
3/15	2.1	1.8	0.3
6/15	-3.0	-2.1	-0.9
9/15	2.0	1.2	0.8
12/15	-0.2	-0.7	0.5
3/16	3.6	3.5	0.1
6/16	2.5	2.7	-0.2
9/16	0.4	0.4	0.0
12/16	-3.1	-3.4	0.3
3/17	1.1	1.0	0.1
6/17	1.5	1.7	-0.2
9/17	0.5	0.8	-0.3
12/17	0.9	0.5	0.4
3/18	-0.6	-1.6	1.0
6/18	0.6	-0.3	0.9
9/18	-0.1	0.1	-0.2
12/18	1.0	1.5	-0.5
3/19	2.5	3.3	-0.8
6/19	2.4	3.5	-1.1
9/19	2.8	2.6	0.2
12/19	-0.1	0.0	-0.1
3/20	1.8	3.4	-1.6
6/20	5.2	3.7	1.5
9/20	0.9	0.8	0.1
12/20	0.9	0.8	0.1
3/21	-4.0	-4.3	0.3
6/21	1.7	2.4	-0.7



Total Quarters Observed	40
Quarters At or Above the Benchmark	28
Quarters Below the Benchmark	12
Batting Average	.700

BOND CHARACTERISTICS



	PORTFOLIO	GOV/CREDIT
No. of Securities	23	8,360
Duration	5.89	7.59
YTM	1.27	1.42
Average Coupon	2.70	2.44
Avg Maturity / WAL	6.59	9.82
Average Quality	USG-AAA	AA

AGENDA ITEM REPORT

August 11, 2021

ITEM NUMBER: 3.

ITEM: Consideration and Approval of Fiduciary Liability extension provided by the Gibson & Wirt Commercial Insurance Specialists to the Fiscal Year 2021-2022. Attached is filled out Fiduciary Liability extension form provided by Gibson & Wirt representative.

DESCRIPTION:

Consideration and Approval of Fiduciary Liability extension provided by the Gibson & Wirt Commercial Insurance Specialists to the Fiscal Year 2021-2022. Attached is filled out Fiduciary Liability extension form provided by Gibson & Wirt representative.

RECOMMENDED ACTION:

FINANCIAL ANALYSIS:

No impact as of right now, if the extension approved there will be estimated \$5,500 cost at the Retirement System level.

BUDGET IMPACT:

Submitted By: Peter Kajokas, Finance Director
Peter Kajokas, Finance Director

ATTACHMENTS

1. Gibson & Wirt Fiduciary Liability Insurance Extension for FY 2021-2022

**Designated Benefit Plan
Fiduciary Liability Coverage
Renewal Information Request**

Travelers Casualty and Surety Company of America

The information requested in this Application is for a Claims-Made policy. If issued, the policy will apply only to claims first made during the policy period, or any applicable extended reporting period.

The limit of liability available to pay losses will be reduced and may be exhausted by the amounts paid as defense expenses. Defense expenses will be applied against the applicable retention or deductible. (For policies issued in New York, the limit of liability may be reduced up to 50% for amounts paid as defense expenses, and may be applied to up to 50% of the applicable deductible or retention.)

GENERAL INFORMATION

Name of Applicant: Town of Bay Harbor Islands Employee's Retirement System		Year Established:
Mailing Address: 9665 Bay Harbor Terrace, Bay Harbor Islands, FL 33154		
Renewal Effective Date (mm/dd/yyyy): 09/01/2021	Type of Applicant: ☐ Multiemployer Plan ☐ Multiple Employer Plan ☒ Governmental Plan Number of government employees eligible to participate in plan _____ ☐ Other (explain) _____	

Contact information of the Insurance Representative (the individual or entity designated by the Applicant to act as the Applicant's exclusive agent with respect to this insurance, including paying premiums and the giving or receiving of notices of cancellation, nonrenewal, or change of coverage):

Name of Insurance Representative:
Mailing Address:

Complete the table by providing information for the Applicant's existing insurance program:

Coverage	Date First Purchased	Current Insurer	Expiration Date	Expiring Limit of Liability	Expiring Retention	Expiring Premium
Fiduciary Liability	09/01/2015		08/31/2021	\$ 1,000,000.00	\$	\$5.43

TRUST/PLAN INFORMATION

1. Will the Fiduciary Liability Coverage premium be paid by any trust or plan for which coverage is requested? ☐ Yes ☐ No

2. Complete the chart for all trusts or plans for which coverage is requested:

Full Trust or Plan Name	*Type	Current Asset Value	Latest FYE Annual Contributions	Current # of Participants	**Status
TBHI Employees' Retirement	DB	\$22,781,947.00	\$ 1,601,035.00	100	A
		\$	\$		
		\$	\$		

If there are additional plans to be covered, attach details.

*Types: Defined Benefit (DB), Defined Contribution (DC, Welfare Benefit Plan (W), or Other (O) – attach explanation

**Status: Active (A), Frozen (F), or Terminated (T). If any trust or plan has been terminated, indicate date of transaction.

3. Please provide the names of firms providing the following services:

CPA	Attorney	Actuary	Investment Adviser
Marcum, LLP	Robert Sugarman	Souther Actuarial Services	DAHAB Associates

4. Has the Applicant changed outside auditors in the last 12 months?..... ☐ N/A ☐ Yes ☒ No

UNDERWRITING INFORMATION

5. Does any trust or plan not conform to the standards of eligibility, participation, vesting, blackout notification requirements, or other provisions of ERISA or any similar or related federal, state, local, or foreign law or regulation governing employee benefits? ☐ Yes ☒ No
If yes, attach full explanation.

6. Has any trust or plan:
(a) been the subject of an investigation by the DOL, IRS, or any similar state agency;
(b) had its tax exempt status withdrawn or threatened to be withdrawn by the IRS;
(c) filed for an exemption from a prohibited transaction; or
(d) received an adverse opinion as to its financial condition by an independent public accountant? ☐ Yes ☒ No
If yes, attach full explanation.

7. If any trust or plan is a defined benefit trust or plan, has such trust or plan:
(a) experienced an event reportable to the PBGC;
(b) not been certified by an actuary to be adequately funded in accordance with the minimum funding standard of ERISA or any similar or related federal, state, local, or foreign law or regulation governing employee benefits; or
(c) been converted into a cash balance plan or is any such conversion expected in the next 12 months? If there are no defined benefit plans, please check "N/A" ☐ N/A ☐ Yes ☒ No
If yes, attach full explanation.

8. Has any trust or plan:
(a) been amended within the last 12 months in a way that will result in the reduction of benefits or are any such amendments anticipated within the next 12 months; or
(b) been merged with another trust or plan or terminated within the past 2 years, or is any such merger or termination anticipated in the next 12 months? ☐ Yes ☒ No
If yes, attach full explanation.

9. Are there any outstanding or delinquent trust or plan contributions or trust or plan loans, leases, or debt obligations that are in default or classified as uncollectible? ☐ Yes ☒ No
If yes, attach full details.

LIMIT AND RETENTION INFORMATION

10. Do you desire any changes to the expiring policy limit or retention? ☐ Yes ☒ No
If yes, indicate the desired changes below.

Coverage	Limit of Liability	Retention
Fiduciary Liability	\$	\$

11. If the requested limit of liability exceeds the limit of liability in the expiring Fiduciary Liability Coverage, answer the following question:
Solely with respect to any higher limits requested or that may ultimately be issued for the proposed insurance, is the Applicant or any person proposed for this insurance aware of any fact, circumstance, situation, event, or act that reasonably could give rise to a claim against them under the Fiduciary Liability Coverage for which the Applicant is applying? ☐ Yes ☐ No
If yes, attach full details.

Solely with respect to any portion of the limit of liability for this proposed Fiduciary Liability Coverage that exceeds the amount of the expiring limit of liability for Fiduciary Liability Coverage in the expiring policy, the proposed insurance will not afford coverage for any claim arising from any fact, circumstance, situation, event, or act about which any natural person officer, including any executive director or functional equivalent thereof; member of the board of trustees; in-house risk manager, or in-house general counsel of the Applicant had knowledge prior to the issuance of the proposed policy, nor for any person or entity who knew of such fact, circumstance, situation, event, or act prior to the issuance of the proposed policy.

As part of this Application, provide copies of the documents listed below. The documents, as well as the representations and facts contained within such documents are made a part of this Application; the Insurer may elect to obtain requested information from public sources, including the Internet.

- Financial statements for all trusts or plans
- Most recent 5500 of all ERISA plans
- Schedule of trust and plan trustees
- Sponsor financial statement if Applicant is a multiple employer, government, or quasi-governmental plan

NOTICE REGARDING COMPENSATION

For information about how Travelers compensates independent agents, brokers, or other insurance producers, please visit this website: http://www.travelers.com/w3c/legal/Producer_Compensation_Disclosure.html

If you prefer, you can call the following toll-free number: 1-866-904-8348. Or you can write to us at Travelers, Agency Compensation, One Tower Square, Hartford, CT 06183.

FRAUD WARNINGS

ALABAMA, ARKANSAS, DISTRICT OF COLUMBIA, MARYLAND, NEW MEXICO, AND RHODE ISLAND: Any person who knowingly (or willfully in MD) presents a false or fraudulent claim for payment of a loss or benefit or who knowingly (or willfully in MD) presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison.

COLORADO: It is unlawful to knowingly provide false, incomplete, or misleading facts or information to an insurance company for the purpose of defrauding or attempting to defraud the company. Penalties may include imprisonment, fines, denial of insurance, and civil damages. Any insurance company or agent of an insurance company who knowingly provides false, incomplete, or misleading facts or information to a policyholder or claimant for the purpose of defrauding or attempting to defraud the policyholder or claimant with regard to a settlement or award payable from insurance proceeds shall be reported to the Colorado Division of Insurance within the Department of Regulatory Agencies.

FLORIDA: Any person who knowingly and with intent to injure, defraud, or deceive any insurer files a statement of claim or an application containing any false, incomplete, or misleading information is guilty of a felony of the third degree.

KENTUCKY, NEW JERSEY, NEW YORK, OHIO, AND PENNSYLVANIA: Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information or conceals for the purpose of misleading, information concerning any fact material thereto commits a fraudulent insurance act, which is a crime and subjects such person to criminal and civil penalties. (In New York, the civil penalty is not to exceed five thousand dollars (\$5,000) and the stated value of the claim for each such violation.)

LOUISIANA, MAINE, TENNESSEE, VIRGINIA, AND WASHINGTON: It is a crime to knowingly provide false, incomplete, or misleading information to an insurance company for the purpose of defrauding the company. Penalties include imprisonment, fines, and denial of insurance benefits.

OREGON: Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or who knowingly presents false information in an application for insurance may be guilty of a crime and may be subject to fines and confinement in prison.

PUERTO RICO: Any person who knowingly and with the intention of defrauding presents false information in an insurance application, or presents, helps, or causes the presentation of a fraudulent claim for the payment of a loss or any other benefit, or presents more than one claim for the same damage or loss, shall incur a felony and, upon conviction, shall be sanctioned for each violation with the penalty of a fine of not less than five thousand dollars (\$5,000) and not more than ten thousand dollars (\$10,000), or a fixed term of imprisonment for three (3) years, or both penalties. Should aggravating circumstances be present, the penalty thus established may be increased to a maximum of five (5) years; if extenuating circumstances are present, it may be reduced to a minimum of two (2) years.

SIGNATURE AND AUTHORIZATION

The undersigned Authorized Representative of the Applicant declares that to the best of his or her knowledge and belief, after reasonable inquiry, the statements set forth in this application for insurance, including any supplements or materials made part of this application, are true and complete and may be relied upon by Travelers. If any information in this application, or any supplements or materials submitted therewith, changes prior to the inception date of the policy that Travelers may issue to the Applicant, the Applicant will notify Travelers of such changes and Travelers may modify or

withdraw any outstanding quotation. Travelers is authorized to make any investigation or inquiry in connection with this application.

The signing of this application does not bind Travelers to offer, nor the Applicant to purchase, the insurance. If the policy is issued, it is agreed that this application, including any supplements or materials made part of this application, will have been relied upon by Travelers in issuing the policy, will be the basis of the insurance, and will be, in all states other than NC and UT, considered physically attached to, and part of, the policy.

Authorized Representative Signature*: X	Authorized Representative Name - Printed Peter V Kajokas	Date (mm/dd/yyyy): 08/05/2021
Producer Signature* (required in FL and IA) X	State Producer License No (required in FL):	Date (mm/dd/yyyy):
Agency:	Agency Contact:	Agency Phone Number:

* If you are electronically submitting this document, apply your electronic signature to this form by checking the Electronic Signature and Acceptance box below. By doing so, you agree that your use of a key pad, mouse, or other device to check the Electronic Signature and Acceptance box constitutes your signature, acceptance, and agreement as if actually signed by you in writing and has the same force and effect as a signature affixed by hand.

- ☐ Electronic Signature and Acceptance – Authorized Representative
☐ Electronic Signature and Acceptance – Producer

AGENDA ITEM REPORT

August 11, 2021

ITEM NUMBER: 4.

ITEM: Approval of the following Retirement Board Meeting Minutes:

- a) May 13th, 2020 meeting minutes
- b) August 12th, 2020 meeting minutes
- c) November 4th, 2020 meeting minutes
- d) February 10th, 2021 meeting minutes

The copies of Retirement Board Meeting minutes are attached to the Agenda.

DESCRIPTION:

RECOMMENDED ACTION:

FINANCIAL ANALYSIS:

BUDGET IMPACT:

Submitted By: Peter Kajokas, Finance Director

ATTACHMENTS

- 1. 02-10-2021 Retirement Board Minutes
- 2. 08-12-2020 Retirement Board Minutes
- 3. 05-13-2020 Retirement Board Minutes
- 4. 11-04-2020 Retirement Board Minutes

TOWN OF BAY HARBOR ISLANDS
MINUTES OF A RETIREMENT BOARD MEETING

A Retirement Board Meeting was held on Wednesday, February 10th, 2021 at 9:06 a.m. in the Council Chambers. The meeting opened with the Pledge of Allegiance. Upon Roll call, the following Board Members responded:

Board Member Lindsley Noel Board Member Marlene Siegel
Board Member Kelly Reid

Chair Isaac Salver was absent.

1. **Discussion of investment performance for the quarter ended December 31, 2020. Relevant reports have been provided to the Board.**

Mr. Greg McNeille, of DAHAB Associates, provided a brief report on the investment performance for the quarter ended December 31, 2020 as follows:

- First quarter performed better than last year.
- Concerned with litigation assuming 6%
- Out performance of last quarter 18.2%
- \$24.5 Million Portfolio for the year.
- Assumption Rate - \$24 Million, with \$4.5 Million gain over last 10 years
- Glovista 60% range from Real Estate.
- 6.8% return in Real Estate
- Allocation, equity versus fixed slightly underweight
- 50/45 asset mix: S&P, low cap growth, midcap, small cap, domestic equity portfolio, Highland Capital, Glovista, American Realty, Government Credit
- Year ended with a gross of 11.2% and a net return of 10.9%.

CONSENT AGENDA (Items of a routine nature; any Board member may request separate consideration of any item on the consent agenda):

2. Approval of a resolution of the Board of Trustees of the Retirement System of the Town of Bay Harbor Islands updating the Board Members and its Agents signature. Enclosed is a copy of the proposed resolution.
3. Approval of payment of \$250.00 to Southern Actuarial for individual benefits calculations for Curtis K. Johnson. Enclosed is a copy of invoice dated November 2, 2020.
4. Approval of payment of \$562.50 to Sugarman & Susskind for professional services. Enclosed is a copy of invoice dated December 7, 2020.
5. Approval of payment of \$4,125.00 to DAHAB Associates Inc. for consulting services period 10/01/2020-12/31/2020. Enclosed is a copy of invoice #BH1220 dated October 1, 2020.
6. Approval of payment of \$4,125.00 to DAHAB Associates Inc. for consulting services period 01/01/2021-03/31/2021. Enclosed is a copy of invoice #BH0321 dated October 1, 2020.

7. Approval of payment of \$1,946.62 to Highland Capital Management, LLC for the quarter
8. ended December 31, 2020. Enclosed is a copy of invoice #26834 dated January 2, 2021 attached.

Marlene Marante made a motion to approve the Consent Agenda. Board Member Lindsley seconded the motion, and it passed by a unanimous vote.

8. Any other matters of concern to the Board of Trustees

Karen Russon of Salem Trust explained a request for a \$780,000 retiree distribution. She stated that Garcia Hamilton will be informed to raise the cash or bring money from Rhumline into the GH account for distribution. She will inform GH, and they will receive the funds for disbursement. Bromline will send notification instead of an invoice. A letter of directive with the process will be prepared for the finance Director.

There being no further business to discuss meeting was adjourned at 9:58 a.m.

CHAIR

ATTEST

SECRETARY

TOWN OF BAY HARBOR ISLANDS
MINUTES OF A RETIREMENT BOARD MEETING

A Retirement Board Virtual Meeting was held Wednesday, August 12th, 2020 at 9:31 A.M via the Zoom platform. The meeting was opened with the Pledge of Allegiance. Upon roll call, the following Board Members responded:

Chair Isaac Salver

Board Member Kelly Reid

Board Member Marlene Siegel

1. Discussion and approval of the October 1, 2019 actuarial valuation and reports. Mr. Chuck Carr of Southern Actuarial Services will be present to distribute and discuss the reports.

Mr. Carr reported there were no significant impact requiring an actuarial change. There were pension changes to the DROP Program; no changes to the assumptions; the mortality table will change as FRS adopted a new table to add public safety; and increase in liability costs for switching table to PUP 2010 will be added on the next evaluation, which will have a financial impact.

2. Discussion of investment performance for the quarter ended June 30, 2020. Relevant reports have been provided to the Board. Mr. Greg McNeillie of DAHAB Associates will be present for the discussion.

Longer life expectancy PUP 2010, will apply to both categories, government employees and police. There was a Five Hundred Thirty-Six Thousand, Two Hundred Dollars (\$536,200) total contributions for General Employees, a \$40,000 decrease. Police Drop Program was added, cost neutral basis. Four Hundred Twenty-Five Thousand, Four Hundred and Twenty-Six Dollars (\$425,426) total contribution; \$25,000 increase from previous year. There was a 3.1% shortfall, Police Department payroll was reduced.

3. Discussion requested by Chair Salver for the Board to consider freezing the Retirement Pension Plan and seek available options for a low-cost pension system.

It was the consensus of the Board to defer this item, considering all of the members were not present.

CONSENT AGENDA (Items of a routine nature; any Board member may request separate consideration of any item on the consent agenda):

4. Approval of payment of \$4,125.00 to Dahab for professional services for period 07/01/2020 – 09/30/2020. Copy of invoice dated July 1, 2020 attached.

5. Approval of payment of \$1,086.00 to RhumbLine for Q2 2020 advisory fees. Copy of invoice dated July 8, 2020 attached.
6. Approval of payment of \$400.00 to Southern Actuarial for individual benefits calculations for Marlene M. Siegel. Copy of invoice dated June 15, 2020 attached.
7. Approval of payment of \$4,566.80 to Garcia Hamilton and Associates for portfolio valuation services for the period 10/01/2019 – 12/31/2019. Copy of invoice #31524 dated January 7, 2020 attached.
8. Approval of payment of \$812.50 to Sugarman & Susskind for professional services. Copy of invoice dated July 7, 2020 attached.
9. Approval of payment of \$1,543.28 to Highland Capital for professional services for Q2 2020. Copy of invoice dated July 3, 2020 attached.
10. Approval of payment of \$4,872.27 to Garcia Hamilton and Associates for portfolio valuation services for the period 04/01/2020 – 06/30/2020. Copy of invoice dated July 15, 2020 attached.
11. Approval of payment of \$796.68 to Glovista for management fees for the second quarter of 2020. Copy of invoice dated June 30, 2020 attached.
12. Approval of payment of \$250.00 to Southern Actuarial for service purchase calculation for Marcia Sanchez. Copy of invoice dated July 23, 2020 attached.

ACTION: Board Member Siegel made a motion to approve the consent agenda. Secretary Reid seconded the motion and it passed unanimously.

END OF CONSENT AGENDA

13. Any other matters of concern to the Board of Trustees.

No other matters were discussed.

ADJOURNMENT

There being no further business to discuss meeting was adjourned at 10:46 a.m.

CHAIR

ATTEST

SECRETARY

DRAFT

TOWN OF BAY HARBOR ISLANDS
MINUTES OF A RETIREMENT BOARD MEETING

A Retirement Board Virtual Meeting was held Wednesday, May 13th, 2020 at 9:35 A.M via the Zoom platform. The meeting was opened with the Pledge of Allegiance. Upon roll call, the following Board Members responded:

Chair Isaac Salver
Council Member Kelly Reid

Board Member Lindsley Noel
Board Member Marlene Siegel

1. Administration of Oath of Office to Interim Town Manager Marlene Marante Siegel as Treasurer of the Employees Retirement System Board of Trustees per Section 16.62 of the Town Code.

Deputy Town Clerk Alba Chang administered the Oath of Office to Marlene Marante Siegel.

2. Discussion of investment performance for the quarter ended March 31, 2020. Relevant reports have been provided to the Board. Mr. Greg McNeillie of DAHAB Associates will be present for the discussion.

Greg McNeillie of DAHAB Associates presented the quarterly report of the Town Investments performance for the quarter ending March 31, 2020. He reported on a 3% increase in bonds and 1.5% decrease in Fixed Income. Due to underperformance in Fixed Income, he recommended that \$500,000 be moved from both MidCap and SmallCap, S&P 400 and S&P 600 to Fixed Income, on a temporary basis, until there is stability in the market.

It was the consensus of the Board for Mr. McNeillie to take such action as recommended.

CONSENT AGENDA (Items of a routine nature; any Board member may request separate consideration of any item on the consent agenda):

3. Approval of the following Board Meeting Minutes:
 - a. November 13, 2019
 - b. February 12, 2020
4. Approval of payment of \$929.68 to Glovista for portfolio valuation services for the first quarter of 2020. Copy of invoice dated March 31, 2020 attached.
5. Approval of payment of \$4,125.00 to Dahab for professional services for Q2 2020. Copy of invoice #BH0620 dated April 1, 2020 attached.
6. Approval of payment of \$895.81 to Glovista for portfolio valuation services for the fourth quarter of 2019. Copy of invoice dated December 31, 2019 attached.

7. Approval of payment of \$4,496.84 to Garcia Hamilton and Associates for portfolio valuation services for Q1 2020. Copy of invoice #32237 dated April 20, 2020 attached.
8. Approval of payment of \$1,313.16 to Highland Capital for professional services for Q1 2020. Copy of invoice #23688 dated April 4, 2020 attached.
9. Approval of payment of \$1,182.00 to RhumbLine for Q4 2019 advisory fees. Copy of invoice dated January 7, 2020 attached.
10. Approval of payment of \$1,074.00 to RhumbLine for Q1 2020 advisory fees. Copy of invoice dated April 6, 2020 attached.
11. Approval of payment of \$400.00 to Southern Actuarial for individual benefits calculations for Pablo Lima, Christian Hemingway, and Ernest Candelmo. Copy of invoice #235-0320 dated March 2, 2020 attached.
12. Approval of payment of \$650.00 to Southern Actuarial Services for individual benefits calculations for Christian Hemingway and Randy Daniel. Copy of invoice dated February 10, 2020 attached.
13. Approval of payment of \$250.00 to Sugarman & Susskind for professional services. Copy of invoice dated February 10, 2020 attached.
14. Approval of payment of \$250.00 to Sugarman & Susskind for professional services. Copy of invoice dated March 4, 2020 attached.

ACTION: Board Member Siegel made a motion to approve the consent agenda. Secretary Reid seconded the motion and it passed unanimously.

END OF CONSENT AGENDA

15. Any other matters of concern to the Board of Trustees.

No other matters were discussed.

There being no further business to discuss meeting was adjourned at 10:12 a.m.

CHAIR

ATTEST

SECRETARY

DRAFT

TOWN OF BAY HARBOR ISLANDS
MINUTES OF A RETIREMENT BOARD MEETING

A Retirement Board Virtual Meeting was held Wednesday, November 4, 2020 at 9:00 A.M via the Zoom platform. The meeting was opened with the Pledge of Allegiance. Upon roll call, the following Board Members responded:

Chair Isaac Salver

Council Member Reid

Board Member Alba Chang

Board Member Lindsley Noel

Board Member Marlene Siegel

1. Administration of Oath of Office to following newly elected and appointed Board Members.

- Town Manager Maria Lasday as Treasurer of the Board of Trustees per Section 16-62 of the Town Code.
- Deputy Town Clerk Alba L. Chang as General Employees Representative.
- Captain Lindsley Noel as the Police Representative.

The Oath of Office was administered to Town Manager Maria Lasday, Deputy Town Clerk Alba Chang, and Captain Lindsley Noel.

2. Approval of retirement benefits for Marlene M. Siegel. Ms. Siegel has chosen a lump sum benefit in the amount of \$778,169.91. Enclosed is a copy of the benefit calculation and Ms. Siegel's Application for Retirement Benefit are attached.

Chairman Salver made a motion to approve the lump sum benefit for Marlene M. Siegel. Board Member Chang seconded the motion, and it passed by a unanimous vote.

3. Approval of retirement benefits for Lieutenant Curtis Johnson. Lt. Johnson has chosen a lump sum benefit in the amount of \$981,125.40. Enclosed is a copy of the benefit calculation and Lt. Johnson's Application for Retirement Benefit.

Council Member Reid made a motion to approve the lump sum retirement benefit for Lieutenant Curtis Johnson. Board Member Chang seconded the motion, and it passed by a unanimous vote.

4. Discussion of investment performance for the quarter ended September 30, 2020. Relevant reports have been provided to the Board. Mr. Greg McNeillie of DAHAB Associates will be present for the discussion.

Mr. Greg McNeillie gave a brief presentation on the investment performance for the quarter ended September 30, 2020.

CONSENT AGENDA (Items of a routine nature; any Board member may request separate consideration of any item on the consent agenda):

5. Approval of signature resolution for the Retirement System's accounts at Bank of America and Salem Trust. Enclosed are copies of the proposed resolution.
6. Approval of payment of \$5,128.29 to Garcia Hamilton and Associates for portfolio valuation services for the period 07/01/2020 – 09/30/2020. Enclosed is a copy of invoice #32742 dated October 5, 2020.
7. Approval of payment of \$5,433.00 to Gibson & Wirt for final of 3 installments for payment of bond. Enclosed is a copy of invoice #2137 dated August 3, 2020.
8. Approval of payment of \$954.03 to Glovista for portfolio valuation services for the third quarter of 2020. Enclosed is a copy of invoice dated September 30, 2020.
9. Approval of payment of \$1,651.24 to Highland Capital for professional services for the third quarter of 2020. Enclosed is a copy of invoice #26162 dated October 5, 2020.
10. Approval of payment of \$1,126.00 to RhumbLine for Q3 2020 advisory fees. Enclosed is a copy of invoice #gbayha2020Q3 dated October 6, 2020.
11. Approval of payment of \$50.00 to Southern Actuarial for individual benefits calculations for Pedro L. Garcia. Enclosed is a copy of invoice dated August 20, 2020.
12. Approval of payment of \$10,000.00 to Southern Actuarial for actuarial valuation as of October 1, 2019. Enclosed is a copy of invoice dated July 16, 2020.
13. Approval of payment of \$500.00 to Southern Actuarial for individual benefits calculations for Marlene Siegel. Enclosed is a copy of invoice #235-0920 dated September 17, 2020.
14. Approval of payment of \$250.00 to Sugarman & Susskind for professional services. Enclosed is a copy of invoice dated June 8, 2020.
15. Approval of payment of \$562.50 to Sugarman & Susskind for professional services. Enclosed is a copy of invoice dated September 9, 2020.

Council Member Reid made a motion to approve the Consent Agenda. Board Member Noel seconded the motion, and it passed by a unanimous vote.

16. Any other matters of concern to the Board of Trustees.

The International of Employees Benefit Conference was announced for December 18 through December 12th.

PUBLIC COMMENT

Francis Neu hut, of 1060 Kane Concourse, addressed the Board.

ADJOURNMENT

There being no further business to discuss meeting was adjourned at 10:07 a.m.

CHAIR

ATTEST

SECRETARY

AGENDA ITEM REPORT

August 11, 2021

ITEM NUMBER: 5.

ITEM: Approval and ratification of invoices paid to the Retirement System Administrators after the May 23, 2021, Retirement Board Meeting.

- Rhumblin Advisers – invoice # gbayha2020Q4 – dated 01/07/2021 – amount \$1,313.00
- Rhumblin Advisers – invoice # gbayha2021Q1 – dated 04/09/2021 – amount \$1,371.00
- Glovista Investments – invoice # glsc02a1qu2021 – dated 03/31/2021 – amount \$1,185.04
- Glovista Investments – invoice # glsc02a4qu2020 – dated 04/02/2021 – amount \$1,023.74
- Highland Capital – invoice #27480 – dated 04/02/2021 – amount \$2,077.87
- Southern Actuarial Services – invoice #235-0421 – dated 04/20/2021 - amount \$300.00 .

Total: \$7,270.65

DESCRIPTION:

During Town of Bay Harbor Islands Retirement Board Meeting held on May 12th, 2021, the Finance Department was authorized to pay invoices that were not included as the Consent Agenda items during that meeting for no more than \$10,000 and was tasked to provide the list of the invoices needed to be ratified at the August 11th, 2021, Retirement Board Meeting. Below is the list of invoices and amounts that were paid after the meeting and need to be ratified:

- Rhumblin Advisers – invoice # gbayha2020Q4 – dated 01/07/2021 – amount \$1,313.00
- Rhumblin Advisers – invoice # gbayha2021Q1 – dated 04/09/2021 – amount \$1,371.00
- Glovista Investments – invoice # glsc02a1qu2021 – dated 03/31/2021 – amount \$1,185.04
- Glovista Investments – invoice # glsc02a4qu2020 – dated 04/02/2021 – amount \$1,023.74
- Highland Capital – invoice #27480 – dated 04/02/2021 – amount \$2,077.87
- Southern Actuarial Services – invoice #235-0421 – dated 04/20/2021 - amount \$300.00 .

total amount paid: \$7,270.65

RECOMMENDED ACTION:

Approval

FINANCIAL ANALYSIS:

BUDGET IMPACT:

Submitted By: Peter Kajokas, Finance Director

ATTACHMENTS

1. Memo - Finance Director
2. SAS, Invoice 235-0421, \$300.00 Klepser, Mark, 4.20.2021 Ratify
3. Highland Capital, Invoice 27480, \$2,077.87, 4.02.2021 Ratify - done
4. Glovista, Invoice glsc02a4qu2020, \$1,023.74, 12.31.2020 Ratify
5. Glovista, Invoice glsc02a1qu2021, \$1,185.04, 03.31.2021 Ratify
6. Rhumblin Invoice #gbayha2021Q1 4-9-2021 Ratify
7. Rhumblin Invoice #gbayha2020Q4 1-7-2021 Ratify



Date: August 11th , 2021

To: Town of Bay Harbor Islands Retirement Board

From: Peter V Kajokas CPA, MBA, Director of Finance

RE: Invoices to Ratify List

During Town of Bay Harbor Islands retirement board meeting held on May 12th, 2021, the Finance Department was authorized to pay invoices that were not included as the Consent Agenda items during that meeting for no more than \$10,000 and was tasked to provide the list of the invoices needed to be ratified at the August 11th, 2021, Retirement Board Meeting. Below is the list of invoices and amounts that were paid after the meeting and need to be ratified:

- Rhumblin Advisers – invoice # gbayha2020Q4 – dated 01/07/2021 – amount \$1,313.00
- Rhumblin Advisers – invoice # gbayha2021Q1 – dated 04/09/2021 – amount \$1,371.00
- Glovista Investments – invoice # glsc02a1qu2021 – dated 03/31/2021 – amount \$1,185.04
- Glovista Investments – invoice # glsc02a4qu2020 – dated 04/02/2021 – amount \$1,023.74
- Highland Capital – invoice #27480 – dated 04/02/2021 – amount \$2,077.87
- Southern Actuarial Services –invoice #235-0421 – dated 04/20/2021 - amount \$300.00 .

Total: \$7,270.65

Thank you,

Peter V Kajokas CPA, MBA, Director of Finance



Post Office Box 888343
Atlanta, Georgia 30356-0343
Telephone 770.392.0980
Facsimile 770.392.2193

Town of Bay Harbor Islands
Employees Retirement System
c/o Mr. Peter Kajokas
9665 Bay Harbor Terrace
Bay Harbor Islands, FL 33154

INVOICE

INVOICE NO: 235-0421
DATE: April 14, 2021
PAYMENT DUE BY: May 13, 2021

PROJECT	DESCRIPTION	FEE
235-163	Individual benefit calculations for Mark Klepser, submitted April 13, 2021	\$300.00
TOTAL DUE		\$300.00

Please remit the total amount shown above on or before the payment due date.
Clients that submit payment in a timely manner will be given priority over clients
who owe past due amounts.

Please make all checks payable to Southern Actuarial Services Company, Inc.
If you have any questions concerning this invoice, please call (770) 392-0980.

WE APPRECIATE YOUR BUSINESS!



April 2, 2021

Invoice Number: 27480

MANAGEMENT FEE:

TOWN OF BAY HARBOR ISLANDS PENSION FUND ADR

3/31/2021 Portfolio Value:	\$ 1,662,295.66
----------------------------	-----------------

Quarterly Fee Based On:

\$ 1,662,296 @ 0.50% per annum

\$ 2,077.87

Quarterly Fee:

\$ 2,077.87

For the Period 1/1/2021 through 3/31/2021

Paid by Debit Direct (\$ 0.00)

Please Remit \$ 2,077.87

Mailing Check:

Wiring Instructions:

Highland Capital Management, LLC

Contact: srunyan@highlandcap.com

6075 Poplar Ave, Suite 703

Memphis, TN 38119

*****Note new checking account number*****



Bay Harbor Islands

Custodian: Salem Trust Company

Glovista Investments LLC

One Evertrust Plaza, 11th Floor, Jersey City NJ 07302 • Tel: (212) 336 1540 • Fax: (201) 839 4349

Invoice For
Bay Harbor Islands
9665 Bay Harbor Terrace
Bay Harbour Island, Florida 33154

Date: 12-31-20

Due Date: On Receipt

Invoice Number: glsc02a4qu2020

Statement of Management Fees
Period Fourth Quarter of 2020

	Capital Base*	Fee Level	Day Count	Amount
Management Fee for Oct 2020	\$786,002.67	0.50% p.a.	31/31	\$327.50
Management Fee for Nov 2020	\$804,458.01	0.50% p.a.	30/30	\$335.19
Management Fee for Dec 2020	\$866,521.44	0.50% p.a.	31/31	\$361.05
Total Fee				\$1,023.74

Note:

If your account is enabled for automatic payment, the account will be debited the day after the receipt of this invoice. If you send checks, please make checks payable to "Glovista Investments LLC" and send it to the above mentioned address.

** Capital Base - The formula for capital base is: Capital Base = Beginning Market Value + Sum of (Each Inflow or Outflow X(Days Left in Period/Total Days in Period))*



Bay Harbor Islands

Custodian: Salem Trust Company

Glovista Investments LLC

One Evertrust Plaza, 11th Floor, Jersey City NJ 07302 • Tel: (212) 336 1540 • Fax: (201) 839 4349

Invoice For
Bay Harbor Islands
9665 Bay Harbor Terrace
Bay Harbour Island, Florida 33154

Date: 03-31-21

Due Date: On Receipt

Invoice Number: glsc02a1qu2021

Statement of Management Fees
Period First Quarter of 2021

	Capital Base*	Fee Level	Day Count	Amount
Management Fee for Jan 2021	\$922,656.72	0.50% p.a.	31/31	\$384.44
Management Fee for Feb 2021	\$956,653.38	0.50% p.a.	28/28	\$398.61
Management Fee for Mar 2021	\$964,778.02	0.50% p.a.	31/31	\$401.99
Total Fee				\$1,185.04

Note:

If your account is enabled for automatic payment, the account will be debited the day after the receipt of this invoice. If you send checks, please make checks payable to "Glovista Investments LLC" and send it to the above mentioned address.

** Capital Base - The formula for capital base is: Capital Base = Beginning Market Value + Sum of (Each Inflow or Outflow X(Days Left in Period/Total Days in Period))*



Investment Advisory Fees for 1st Quarter 2021
Client: Bay Harbor Islands Employees Pension Plan

April 9, 2021
Invoice #: gbayha2021Q1

Billable Assets:	10mbayha	2mbayhar	4mbayhar	6mbayhar	7mbayhar
Period Ending:	(RU1000GP)	(SP500P)	(SP400P)	(RU1000VP)	(SP600P)
01-31-2021	\$2,471,977	\$4,104,564	\$1,425,143	\$1,798,512	\$1,472,959
02-28-2021	2,471,440	3,615,312	1,521,978	1,906,910	1,585,438
03-31-2021	2,513,871	2,771,987	1,592,913	2,018,941	1,638,065
Average Assets:	\$2,485,763	\$3,497,288	\$1,513,345	\$1,908,121	\$1,565,487
Billable Assets:	\$10,970,004				

Fee Calculation:	Asset Tier	Rate (BPs)	Fee
	\$10,970,003	0.00050000	\$5,485
Total:	\$10,970,003		\$5,485
Annual Fee:			\$5,485
Quarterly Calculated Fee:			\$1,371
Total Quarterly Fee Due:			\$1,371

Fee Allocation:	10mbayha	2mbayhar	4mbayhar	6mbayhar	7mbayhar
	(RU1000GP)	(SP500P)	(SP400P)	(RU1000VP)	(SP600P)
Fee:	\$311	\$436	\$189	\$239	\$196

Wire Transfer Information:
RhumbLine Advisers
Furnished Upon Request

Or by check, make payment to:
RhumbLine Advisers
265 Franklin Street, 21st Floor
Boston, MA 02110-3326
Attn: Kim McCant



Investment Advisory Fees for 4th Quarter 2020
Client: Bay Harbor Islands Employees Pension Plan

January 7, 2021
Invoice #: gbayha2020Q4

Billable Assets:	10mbayha	2mbayhar	4mbayhar	6mbayhar	7mbayhar
Period Ending:	(RU1000GP)	(SP500P)	(SP400P)	(RU1000VP)	(SP600P)
10-31-2020	\$2,159,982	\$3,599,430	\$1,153,881	\$1,541,672	\$1,083,222
11-30-2020	2,380,869	3,992,994	1,318,314	1,748,381	1,279,571
12-31-2020	2,490,420	4,146,360	1,404,206	1,815,100	1,385,800
Average Assets:	\$2,343,757	\$3,912,928	\$1,292,134	\$1,701,718	\$1,249,531
Billable Assets:	<u>\$10,500,068</u>				

Fee Calculation:	Asset Tier	Rate (BPs)	Fee
	\$10,500,067	0.00050000	\$5,250
Total:	<u>\$10,500,067</u>		<u>\$5,250</u>
Annual Fee:			\$5,250
Quarterly Calculated Fee:			\$1,313
Total Quarterly Fee Due:			<u>\$1,313</u>

Fee Allocation:	10mbayha	2mbayhar	4mbayhar	6mbayhar	7mbayhar
	(RU1000GP)	(SP500P)	(SP400P)	(RU1000VP)	(SP600P)
Fee:	\$293	\$489	\$162	\$213	\$156

Wire Transfer Information:
RhumbLine Advisers
Furnished Upon Request

Or by check, make payment to:
RhumbLine Advisers
265 Franklin Street, 21st Floor
Boston, MA 02110-3326
Attn: Kim McCant

AGENDA ITEM REPORT

August 11, 2021

ITEM NUMBER: 6.

ITEM: Approval of payment of \$4,125.00 to DAHAB for professional services for Quarter 3 of 2021. Copy of Invoice #BH0921 dated on July 1st, 2021 is included.

DESCRIPTION:

Approval of payment of \$4,125.00 to DAHAB for professional services for Quarter 3 of 2021. Copy of Invoice #BH0921 dated on July 1st, 2021 is included.

RECOMMENDED ACTION:

None

FINANCIAL ANALYSIS:

Professional management fees in the amount of \$4,125.00 at Retirement System level.

BUDGET IMPACT:

Submitted By: Peter Kajokas, Finance Director
Peter Kajokas, Finance Director

ATTACHMENTS

1. BH0921ready

July 1st, 2021

Invoice # BH0921

Mr. Peter Kajokas, Finance Director
Town of Bay Harbor Islands
9665 Bay Harbor Terrace
Bay Harbor Islands, FL 33154

INVOICE

Town of Bay Harbor Islands ERS		Service Type
Period: 7/1/2021 - 09/30/2021		Full Service
Fee Basis	Flat Rate	
Total Annual Fee:		\$16,500.00
Total Fee for Billing Period:		\$4,125.00
Total Amount Due:		\$4,125.00

Please Remit to: **Dahab Associates, Inc.**
423 South Country Road
Bay Shore, NY 11706

AGENDA ITEM REPORT

August 11, 2021

ITEM NUMBER: 7.

ITEM: Approval of payment of \$5,328.76 to Garcia Hamilton and Associates for portfolio valuation services for Quarter 2, 2021. Copy of invoice #34072 dated July 1st, 2021 is attached.

DESCRIPTION:

Approval of payment of \$5,328.76 to Garcia Hamilton and Associates for portfolio valuation services for Quarter 2, 2021. Copy of invoice #34072 dated July 1st, 2021 is attached.

RECOMMENDED ACTION:

None

FINANCIAL ANALYSIS:

Management Fees expenditure in the amount of \$5,328.76 at Retirement System level.

BUDGET IMPACT:

Submitted By: Peter Kajokas, Finance Director
Peter Kajokas, Finance Director

ATTACHMENTS

1. Garcia Hamilton, Invoice 34072, \$5,328.76, 07.01.2021

INVOICE # 34072

GH&A
GARCIA HAMILTON & ASSOCIATES, L.P.

July 1, 2021

**TOWN OF BAY HARBOR ISLANDS EMPLOYEES' (0740003678) bher
RETIREMENT SYSTEM**

Peter V Kajokas CPA, MBA

Via email: pkajokas@bayharborislands-fl.gov

***, * 33154**

5 HOUSTON CENTER
1401 MCKINNEY, SUITE 1600
HOUSTON, TX 77010
TEL: (713) 853-2322
FAX: (713) 853-2308
WWW.GARCIAHAMILTONASSOCIATES.COM

GARCIA HAMILTON & ASSOCIATES
STATEMENT OF MANAGEMENT FEES

For The Period April 1, 2021 through June 30, 2021

Portfolio Valuation with Accrued Interest as of 06-30-21

\$ 8,526,015.73

8,526,016 @ 0.250% per annum

5,328.76

Quarterly Management Fee

\$ 5,328.76

TOTAL DUE AND PAYABLE

\$ 5,328.76

AGENDA ITEM REPORT

August 11, 2021

ITEM NUMBER: 8.

ITEM: Approval of payment of \$2,113.20 to Highland Capital for professional services for Quarter 2 of 2021. Copy of the invoice #28112 dated on July 2nd, 2021 is attached.

DESCRIPTION:

Approval of payment of \$2,113.20 to Highland Capital for professional services for Quarter 2 of 2021. Copy of the invoice #28112 dated on July 2nd, 2021 is attached.

RECOMMENDED ACTION:

None

FINANCIAL ANALYSIS:

Professional Service expenditure in the amount of \$2,113.20 will be assessed at the Retirement System level.

BUDGET IMPACT:

Submitted By: Peter Kajokas, Finance Director
Peter Kajokas, Finance Director

ATTACHMENTS

1. Highland Capital, Invoice 28112, \$2,113.20, 07.02.2021



July 2, 2021

Invoice Number: 28112

MANAGEMENT FEE:

TOWN OF BAY HARBOR ISLANDS PENSION FUND ADR

6/30/2021 Portfolio Value:	\$ 1,690,564.49
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Quarterly Fee Based On:

\$ 1,690,564 @ 0.50% per annum

\$ 2,113.20

Quarterly Fee:

\$ 2,113.20

For the Period 4/1/2021 through 6/30/2021

Paid by Debit Direct (\$ 0.00)

Please Remit \$ 2,113.20

Mailing Check:

Wiring Instructions:

Highland Capital Management, LLC

Contact: srunyan@highlandcap.com

6075 Poplar Ave, Suite 703

Memphis, TN 38119

*****Note new checking account number*****

AGENDA ITEM REPORT

August 11, 2021

ITEM NUMBER: 9.

ITEM: Approval of payment of \$1,394.00 to Rhumblin for Quarter 2, 2021 advisory fees. Copy of the invoice #gbayha2021Q2 dated July 7th, 2021 is attached.

DESCRIPTION:

Approval of payment of \$1,394.00 to Rhumblin for Quarter 2, 2021 advisory fees. Copy of the invoice #gbayha2021Q2 dated July 7th, 2021 is attached.

RECOMMENDED ACTION:

None

FINANCIAL ANALYSIS:

Advisory Fee expenditure in the amount of \$1,394 will be assessed at the Retirement Board System level.

BUDGET IMPACT:

Submitted By: Peter Kajokas, Finance Director
Peter Kajokas, Finance Director

ATTACHMENTS

1. Rhumblin Invoice #gbayha2021Q1 7-7-2021



Investment Advisory Fees for 2nd Quarter 2021
Client: Bay Harbor Islands Employees Pension Plan

July 7, 2021
Invoice #: gbayha2021Q2

Billable Assets:	10mbayha	2mbayhar	4mbayhar	6mbayhar	7mbayhar
Period Ending:	(RU1000GP)	(SP500P)	(SP400P)	(RU1000VP)	(SP600P)
04-30-2021	\$2,684,757	\$2,919,694	\$1,664,514	\$2,099,409	\$1,671,338
05-31-2021	2,647,656	2,940,079	1,667,637	2,148,290	1,705,866
06-30-2021	2,813,506	3,008,655	1,650,726	2,123,623	1,711,370
Average Assets:	\$2,715,306	\$2,956,143	\$1,660,959	\$2,123,774	\$1,696,191
Billable Assets:	<u>\$11,152,373</u>				

Fee Calculation:	Asset Tier	Rate (BPs)	Fee
	\$11,152,373	0.00050000	\$5,576
Total:	<u>\$11,152,373</u>		<u>\$5,576</u>
Annual Fee:			\$5,576
Quarterly Calculated Fee:			\$1,394
Total Quarterly Fee Due:			<u>\$1,394</u>

(For your records only – invoice will be paid thru redemption of fund units)

Fee Allocation:	10mbayha	2mbayhar	4mbayhar	6mbayhar	7mbayhar
	(RU1000GP)	(SP500P)	(SP400P)	(RU1000VP)	(SP600P)
Fee:	\$339	\$370	\$208	\$265	\$212

Wire Transfer Information:
RhumbLine Advisers
Furnished Upon Request

Or by check, make payment to:
RhumbLine Advisers
265 Franklin Street, 21st Floor
Boston, MA 02110-3326
Attn: Kim McCant

AGENDA ITEM REPORT

August 11, 2021

ITEM NUMBER: 10.

ITEM: Approval of payment of \$2,250.00 to the Southern Actuarial services for September 30, 2020 GASB 75 report. Copy of invoice number 583-0121 dated on January 4th, 2021 is attached.

DESCRIPTION:

Approval of payment of \$2,250.00 to the Southern Actuarial services for September 30, 2020 GASB 75 report. Copy of invoice number 583-0121 dated on January 4th, 2021 is attached.

RECOMMENDED ACTION:

None

FINANCIAL ANALYSIS:

Professional Service expenditures in the amount of \$2,250.00 assessed at the Retirement System level.

BUDGET IMPACT:

Submitted By: Peter Kajokas, Finance Director
Peter Kajokas, Finance Director

ATTACHMENTS

1. Souther Actuarial Services, Invoice #583-0121, \$2,250.00, 01.04.2021



Post Office Box 888343
Atlanta, Georgia 30356-0343
Telephone 770.392.0980
Facsimile 770.392.2193

Town of Bay Harbor Islands
c/o Ms. Melissa Cruz
9665 Bay Harbor Terrace
Bay Harbor Islands, FL 33154

INVOICE

INVOICE NO: 583-0121
DATE: January 4, 2021
PAYMENT DUE BY: February 3, 2021

PROJECT	DESCRIPTION	FEE
583-10	September 30, 2020 GASB 75 report, submitted December 30, 2020	\$2,250.00
TOTAL DUE		\$2,250.00

Please remit the total amount shown above on or before the payment due date.
Clients that submit payment in a timely manner will be given priority over clients
who owe past due amounts.

Please make all checks payable to Southern Actuarial Services Company, Inc.
If you have any questions concerning this invoice, please call (770) 392-0980.

WE APPRECIATE YOUR BUSINESS!

AGENDA ITEM REPORT

August 11, 2021

ITEM NUMBER: 11.

ITEM: Approval and ratification of payment of \$10,000.00 to Southern Actuarial Services for Town of Bay Harbor Islands Employee Retirement System actuarial evaluation as of October 1, 2020. Invoice number 235-0321 dated on March 3rd, 2021 is attached. The payment was inadvertently made on February 25th, 2021 and there is no amount due.

DESCRIPTION:

Approval and ratification of payment of \$10,000.00 to Southern Actuarial Services for Town of Bay Harbor Islands Employee Retirement System actuarial evaluation as of October 1, 2020. Invoice number 235-0321 dated on March 3rd, 2021 is attached. The payment was inadvertently made on February 25th, 2021 and there is no amount due.

RECOMMENDED ACTION:

None

FINANCIAL ANALYSIS:

No additional fiscal impact since the payment was inadvertently made on February 25th of 2021.

BUDGET IMPACT:

Submitted By: Peter Kajokas, Finance Director
Peter Kajokas, Finance Director

ATTACHMENTS

1. Souther Actuarial Services, Invoice #235-0321, \$10,000.00, 03.03.2021



Post Office Box 888343
Atlanta, Georgia 30356-0343
Telephone 770.392.0980
Facsimile 770.392.2193

Town of Bay Harbor Islands
Employees Retirement System
c/o Mr. Peter Kajokas
9665 Bay Harbor Terrace
Bay Harbor Islands, FL 33154

INVOICE

INVOICE NO: 235-0321
DATE: March 3, 2021
PAYMENT DUE BY: April 2, 2021

PROJECT	DESCRIPTION	FEE
235-162	Actuarial valuation as of October 1, 2020	\$10,000.00
	Less payment received February 25, 2021	-\$10,000.00
TOTAL DUE		\$0.00

Please remit the total amount shown above on or before the payment due date.
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who owe past due amounts.

Please make all checks payable to Southern Actuarial Services Company, Inc.
If you have any questions concerning this invoice, please call (770) 392-0980.

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