

TOWN OF BAY HARBOR ISLANDS
Employees Retirement System
Board of Trustees
November 10, 2021

SPECIAL NOTICE – HYBRID MEETING

The Town of Bay Harbor Islands Retirement Board Meeting will take place in a Hybrid format where a quorum of the Board will be physically present at the Town Hall Council Chambers. Members of the public are welcome to participate in person or virtually via the Zoom platform.

Zoom Link: <https://us06web.zoom.us/j/89244543243>
Meeting ID: 892 4454 3243

To request to speak during Zoom Public Comment, please utilize the “raise your hand” Zoom feature on your electronic device. You will be recognized at the direction of the Zoom Meeting Host.

Members of the Public may also be admitted to the Council Chambers in person, for Public Comment, subject to social distancing and facial covering.

In addition, any member of the public who does not wish, or is unable to participate through the Zoom video conferencing platform, but would still like to participate can do so by listening to the meeting as it happens by dialing the Toll-free number below:

US Toll Free Number: 877 853 5247 or 888 788 0099
For higher quality, dial a number based on your current location.
US: 1 646 558 8656 or 1 301 715 8592 or 1 312 626 6799
Meeting ID: 892 4454 3243
Participant ID: Press the # key

To request to speak: Dial *9 on your telephone device to activate the “Raise your Hand” feature on the zoom platform.

Members of the Public can also submit their request to speak and/or comments via e-mail to the Office of the Town Clerk at achang@bayharborislands-fl.gov

CALL TO ORDER: 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). Enclosed is a copy of the Actuarial valuation reports dated July 21, 2021.
2. Discussion of investment performance for the quarter ended September 30, 2021. Enclosed is a copy of the Investment Performance Report provided by Greg McNeillie of DAHAB Associates.
3. Consideration and Ratification of Fiduciary Liability extension provided by the Gibson & Wirt Commercial Insurance Specialists to the Fiscal Year 2021-2022.

4. Consideration and approval of Southern Actuarial Services actuarial fee increase for annual actuarial valuation fee for Bay Harbor Islands Employee Retirement System. Enclosed is a copy of the letter dated September 16, 2021 requesting the actuarial fee increase.
5. Approval of retirement benefits for Police Corporal James J. Fierro. Mr. James Fierro has chosen a monthly retirement income in the amount of \$3,912.33 payable to the participant for life under the 50% joint and contingent form of payment (Option 1), with 16 2/3 % of such amount to continue to be paid to each of the participant's beneficiaries following the participant's death for the remaining lifetime of each beneficiary. Enclosed is a copy of the benefit calculation and Police Corporal application for Retirement Benefit.
6. Discussion on amending the Town of Bay Harbor Islands Retirement System regulations for permission to allow general employees to have higher multiplier if they meet certain educational criteria. Providing higher retirement multiplier for educational criteria would allow the Town of Bay Harbor Islands to retain qualified employees and incentivize general employees to achieve higher educational criteria required for higher retirement multiplier.

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

7. Approval and ratification of payment of \$5,773.00 to Gibson & Writ Commercial Insurance 1st Installment, invoice #4147 dated August 17th, 2021. Copy of Invoice is included.
8. Approval of payment of \$4,125.00 to DAHAB for professional services Quarter 4 of 2021. Copy of invoice #BH1221 dated October 1, 2021 is included.
9. Approval of payment of \$1,177.90 to Glovista Investments for management services fees for Quarter 3, 2021. Copy of invoice #glsc02a3qu2021 dated September 30, 2021 is attached.
10. Approval of payment of \$2,081.31 to Highland Capital for management services fees for the period 07/01/2021 through 9/30/2021 (Quarter 3 of 2021). Copy of the invoice 28760 dated on October 2nd, 2021 is attached.
11. Approval of payment of \$300.00 to Southern Actuarial Services for service purchase calculations for Lindsley Noel. Copy of invoice #235-0921 dated September 17th, 2021 attached.
12. Approval of payment of \$150.00 to Southern Actuarial Services for individual benefit calculations for Kathryn E Sullivan. Copy of invoice #235-1021 dated October 4th, 2021 is attached.
13. Approval and ratification of payment of \$1,437.00 to Rhumblin for Investment advisory fees for 3rd Quarter, 2021. Copy of the invoice #gbayha2021Q3 dated on October 6th, 2021 is attached.
14. Approval and payment of \$5,428.79 to Garcia, Hamilton and Associates for portfolio valuation services for the period of July 1, 2021 to September 30, 2021 (Quarter 3 of Fiscal Year 2021). Copy of invoice #34778 dated October 7th, 2021 is attached.

END OF CONSENT AGENDA

ADJOURNMENT

AGENDA ITEM REPORT

November 10, 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). Enclosed is a copy of the Actuarial valuation reports dated July 21, 2021.

DESCRIPTION:

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 indicated that he will not be available for the Retirement Board Meeting on November 10th, 2021 due to prior scheduled engagement. Enclosed is a copy of the Actuarial valuation reports dated July 21, 2021.

RECOMMENDED ACTION:

FINANCIAL ANALYSIS:

BUDGET IMPACT:

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

ATTACHMENTS

1. TBHI Employees Retirement System Valuation (General Employees) 2021-2022
2. TBHI Employees Retirement System Valuation (Police Officers) 2021-2022

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.

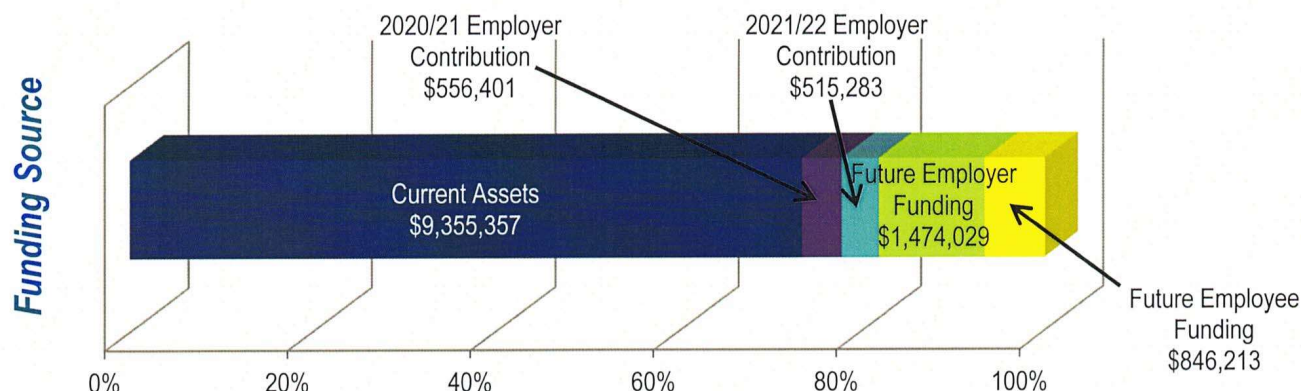
Enrolled Actuary No. 20-04927

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%

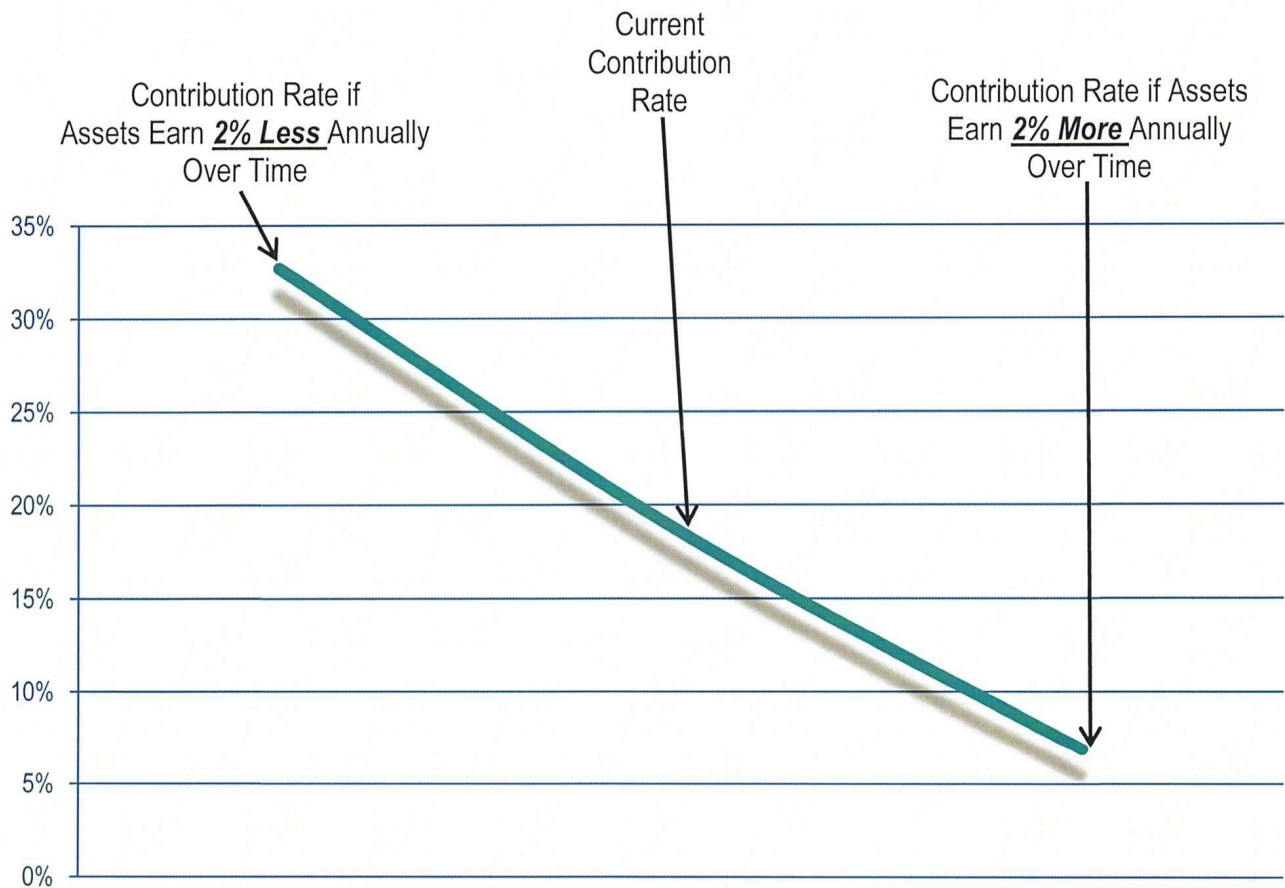
Additional Disclosures

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 w/o Amendment	Old Assumptions w/ Amendment	New Assumptions w/ Amendment
<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 <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	\$5,447,714	\$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
<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>\$9,315,430</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>
<u>Actively Employed Participants</u>			
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
<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>\$9,138,453</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 <u>w/o Amendment</u>	Old Assumptions <u>w/ Amendment</u>	New Assumptions <u>w/ Amendment</u>
<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

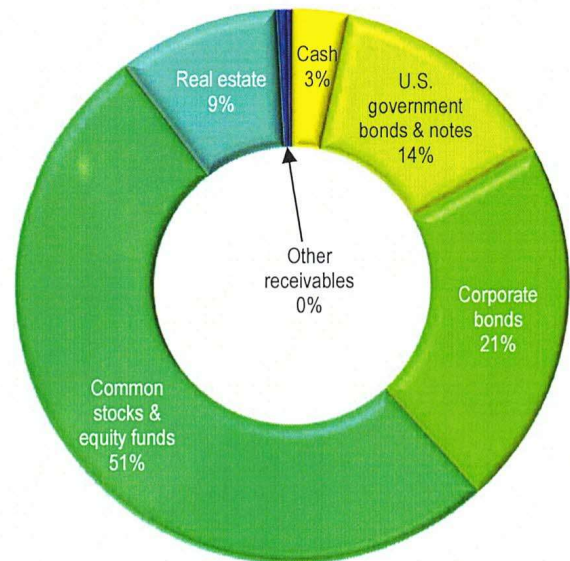


Market Value of Assets

Table II-B

As of October 1, 2020

Market Value of Assets	<u>\$9,472,332</u>
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)

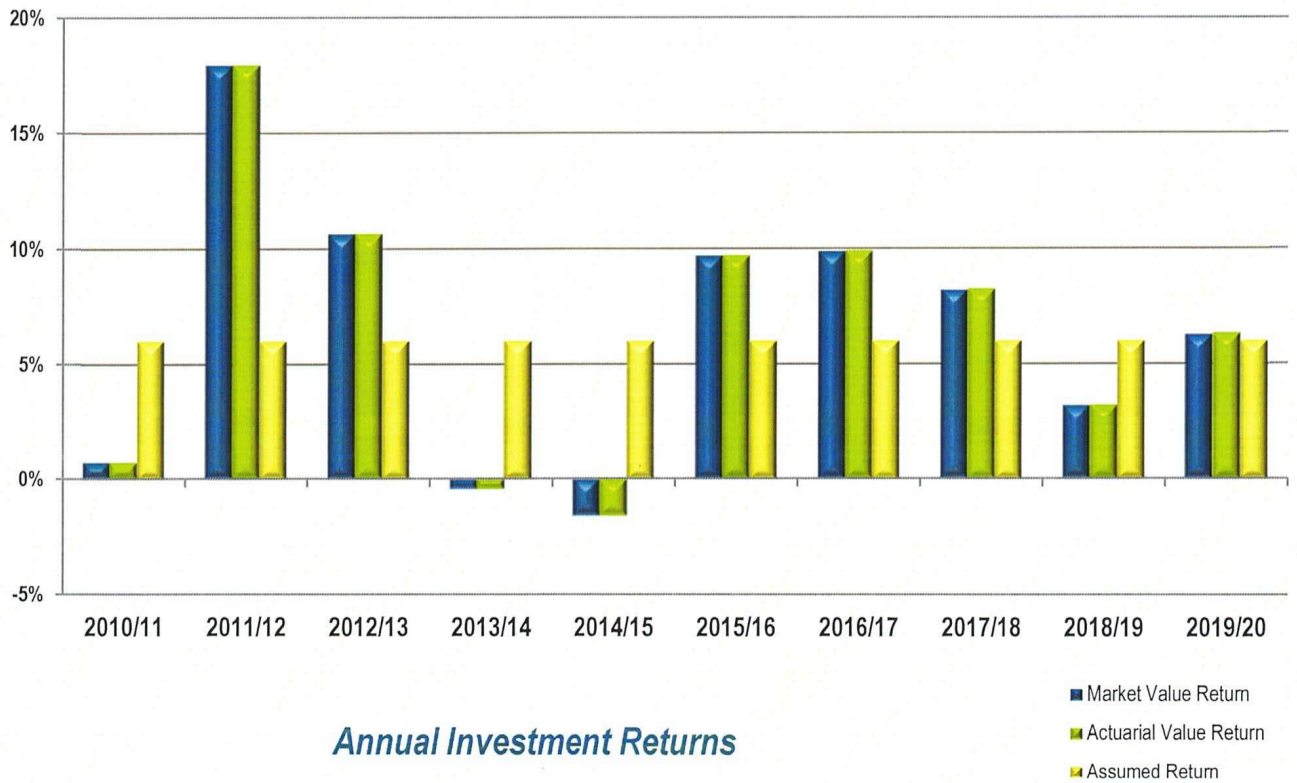
Historical Market Value of Assets

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 Year	Market Value Return	Actuarial Value Return	Assumed 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>\$9,472,332</u>	<u>\$9,355,357</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

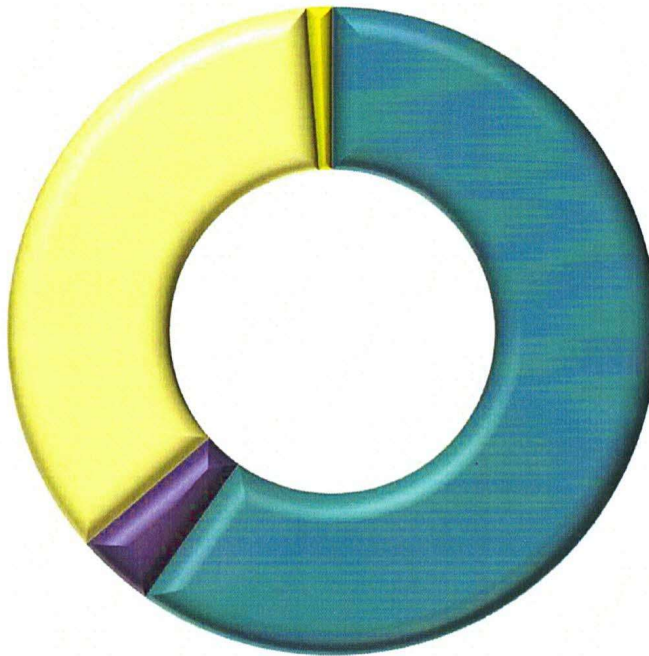
Advance Employer Contribution as of October 1, 2019	\$55,222
Additional Employer Contribution	\$659,165
Minimum Required Contribution	<u>(\$597,412)</u>
Net Increase in Advance Employer Contribution	\$61,753
Advance Employer Contribution as of October 1, 2020	<u><u>\$116,975</u></u>



Summary of Participant Data

Table III-A

As of October 1, 2020

Actively 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

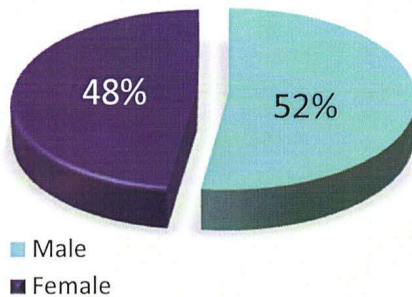
Table III-B

	<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

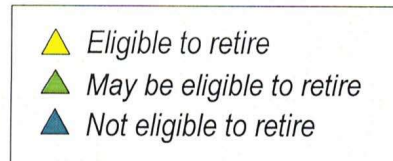
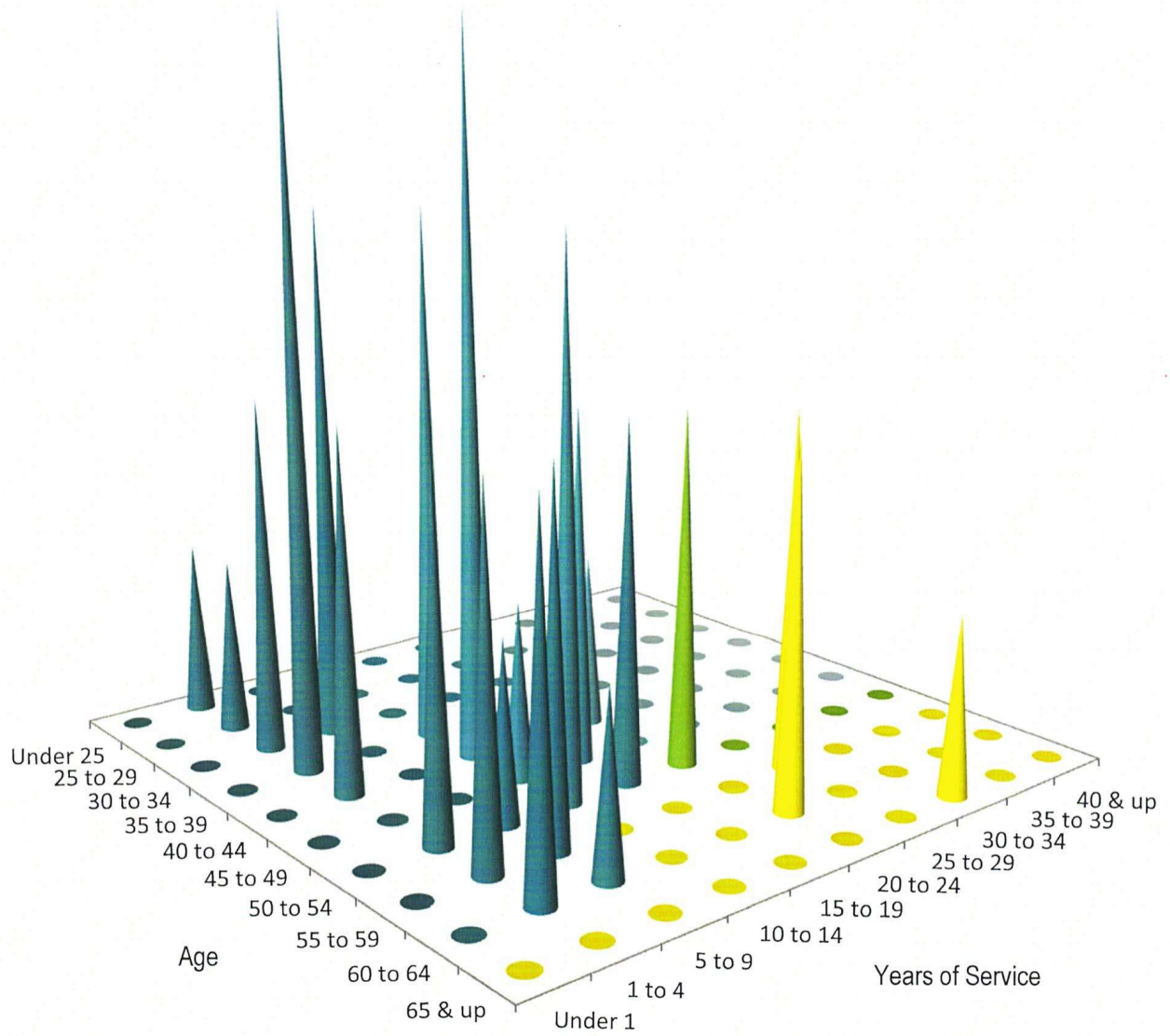
**Actual vs. Expected Salary Increases****Active Participant Statistics From Prior Valuations**

	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



Active Age-Service-Salary Table

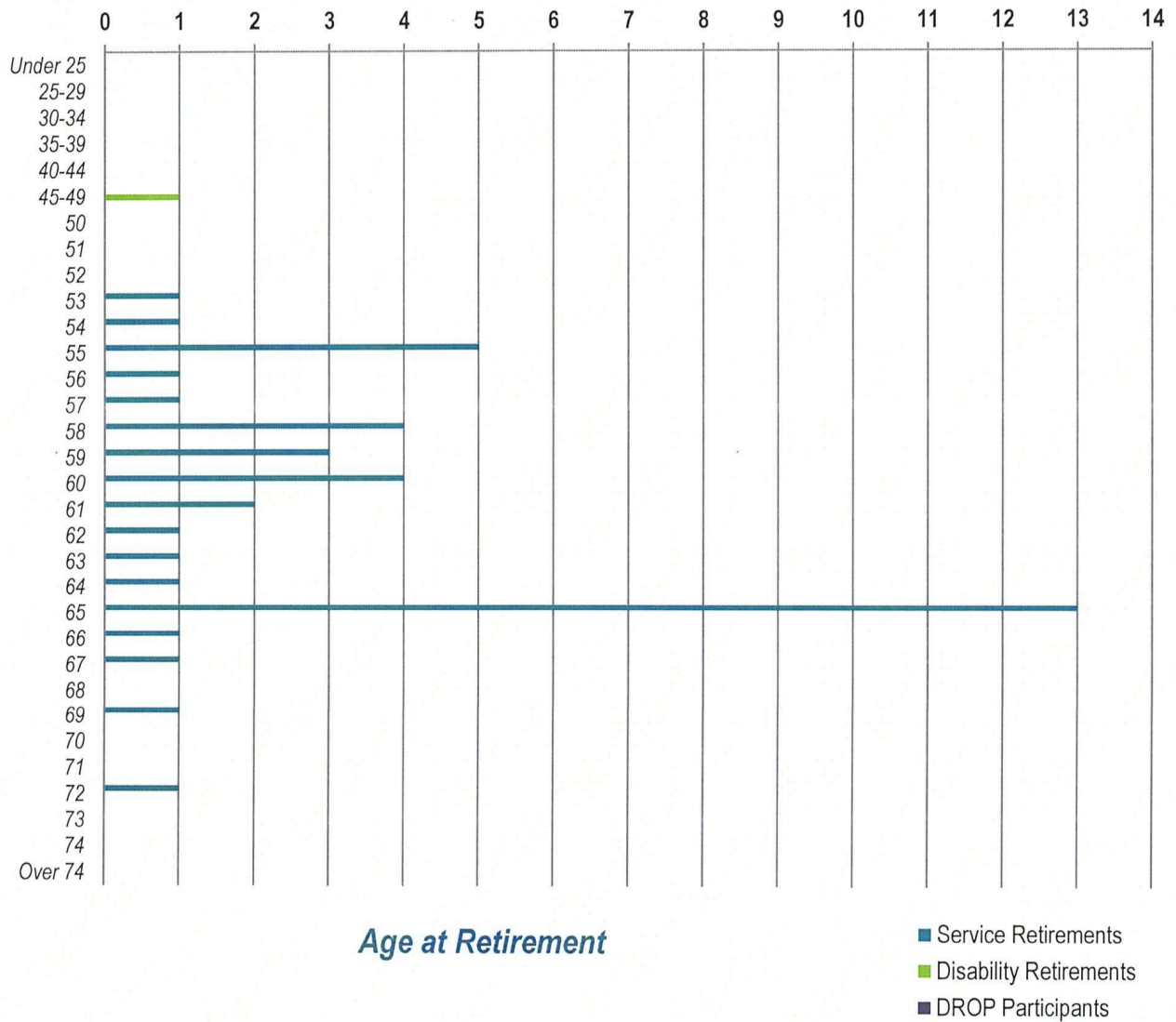
Table III-E

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

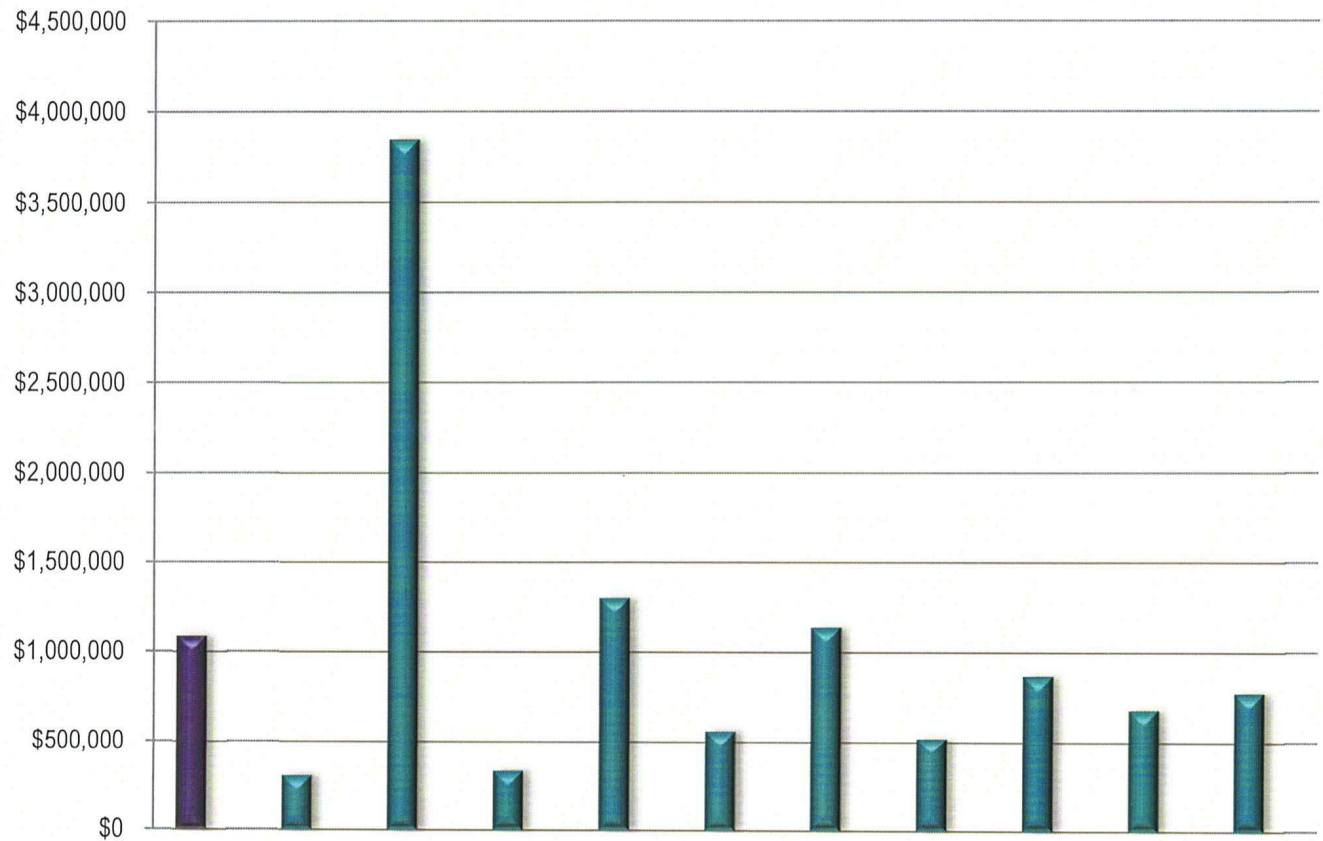
Average Monthly Benefit

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%	2⅜%
8%	2%	2¼%	2½%
9%	2⅛%	2⅜%	2⅝%
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.

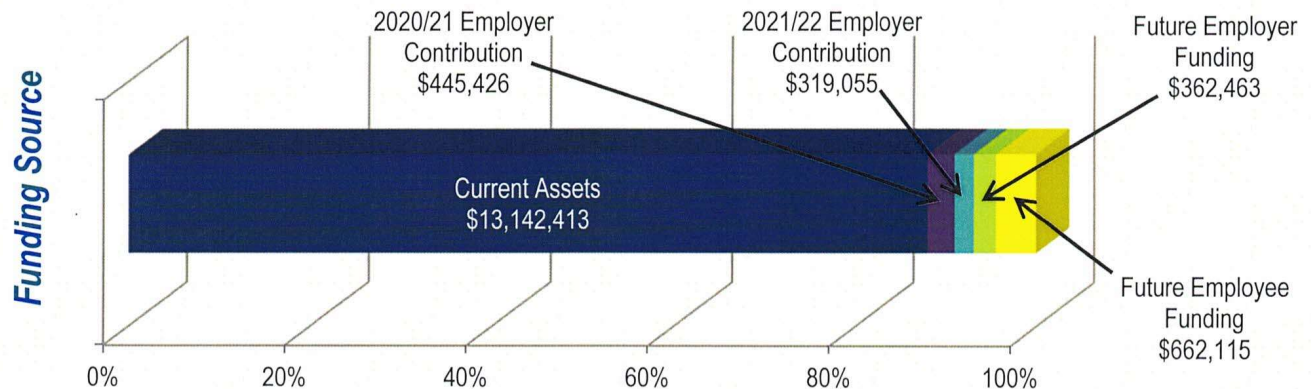
Enrolled Actuary No. 20-04927

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)
	\$316,502
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)
	x 0.06
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

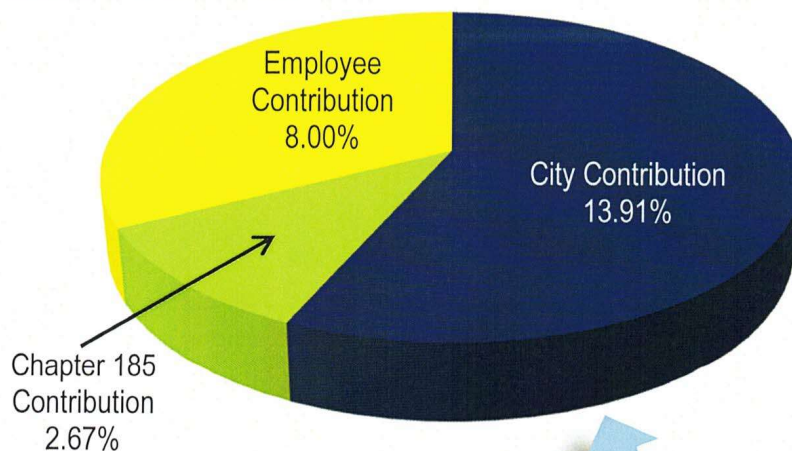


Minimum Required Contribution

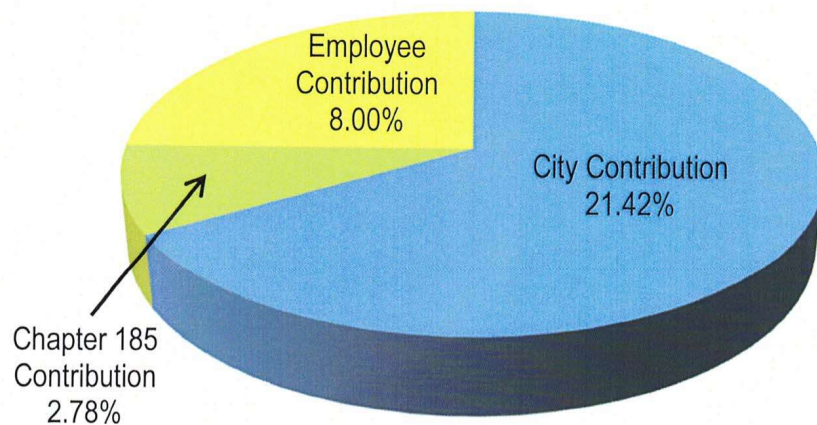
Table I-A
(continued)

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

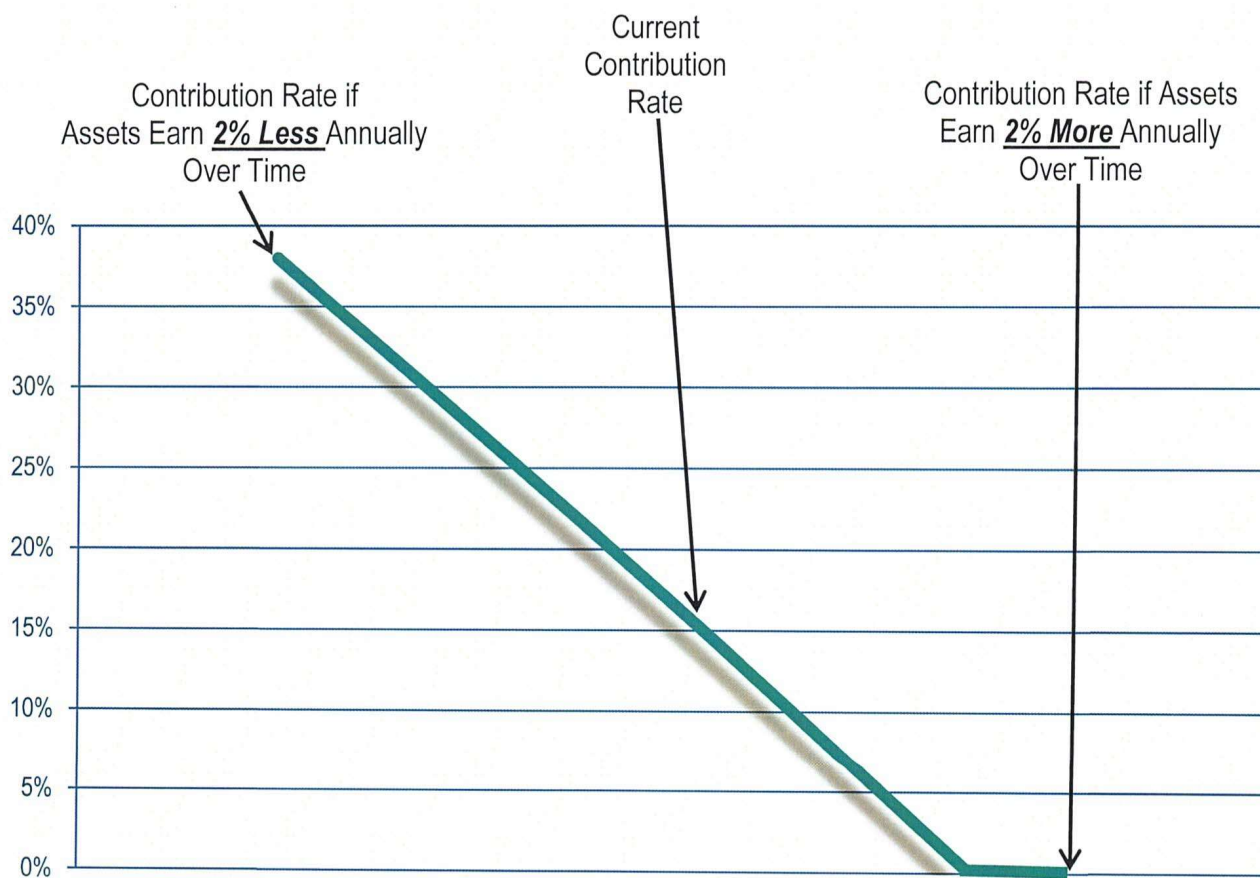


For the 2020/21 Plan Year



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 <u>w/o Amendment</u>	Old Assumptions <u>w/ Amendment</u>	New Assumptions <u>w/ Amendment</u>
<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 <u>w/o Amendment</u>	Old Assumptions <u>w/ Amendment</u>	New Assumptions <u>w/ Amendment</u>
<u>Actively Employed Participants</u>			
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
<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>\$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>
<u>Actively Employed Participants</u>			
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
<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>\$11,655,748</u>	<u>\$11,655,748</u>	<u>\$11,183,474</u>



Entry Age Normal Accrued Liability

Table I-G

	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	\$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
<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>\$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)
<i><u>Unfunded Accrued Liability</u></i>	<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>
<u>Actively Employed Participants</u>			
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
<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>\$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

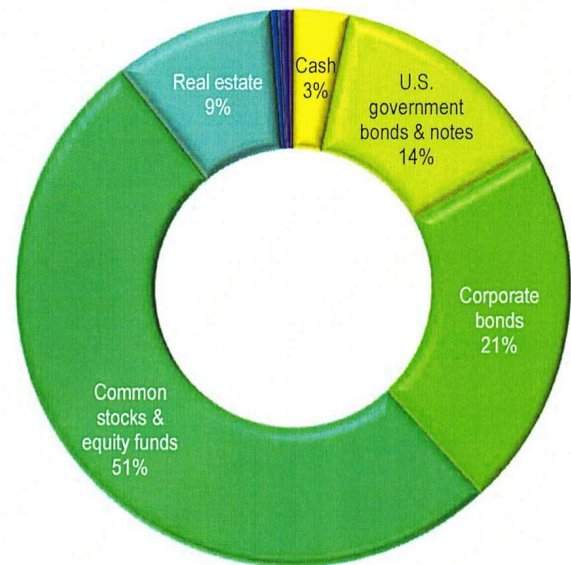


Market Value of Assets

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)

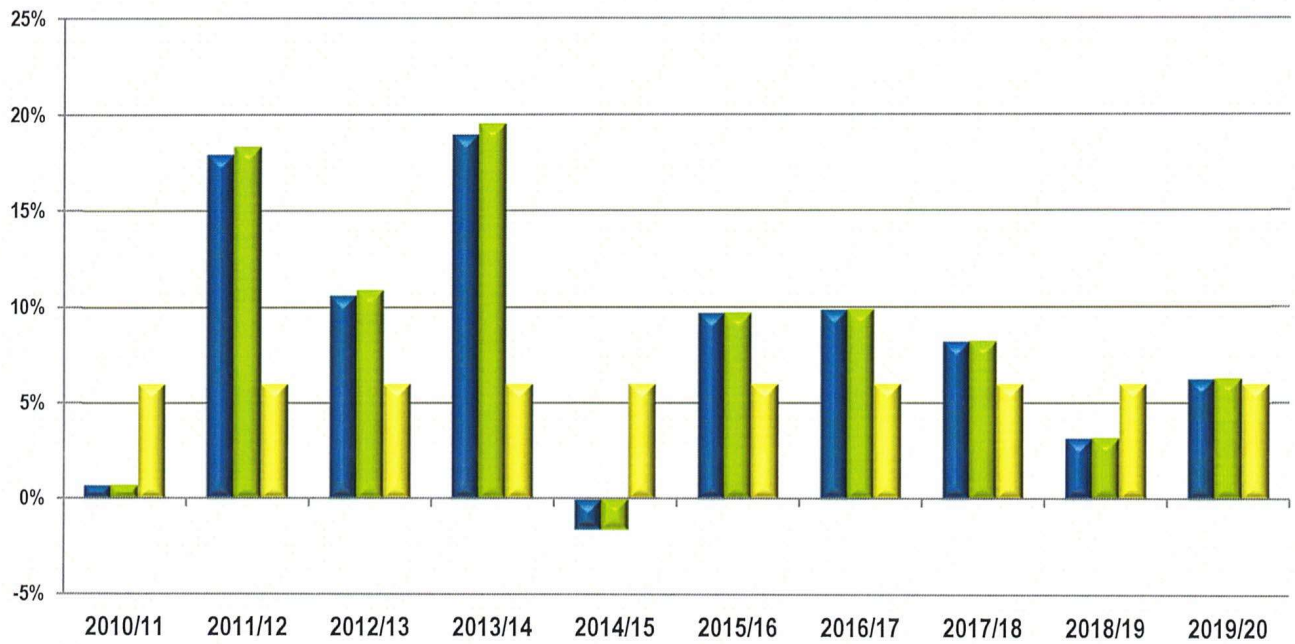
Historical Market Value of Assets

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*

■ Market Value Return
■ Actuarial Value Return
■ Assumed Return

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	Interest /	Realized	Unrealized	Other
<u>Year</u>	<u>Contribs.</u>	<u>Contribs.</u>	<u>Contribs.</u>	<u>Contribs.</u>	<u>Dividends</u>	<u>Gains /</u> <u>Losses</u>	<u>Gains /</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>Payments</u>	<u>Contrib.</u> <u>Refunds</u>	<u>Admin.</u> <u>Expenses</u>	<u>Invest.</u> <u>Expenses</u>	<u>Advance</u> <u>Employer</u> <u>Contribs.</u>	<u>Excess</u> <u>Chapter</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

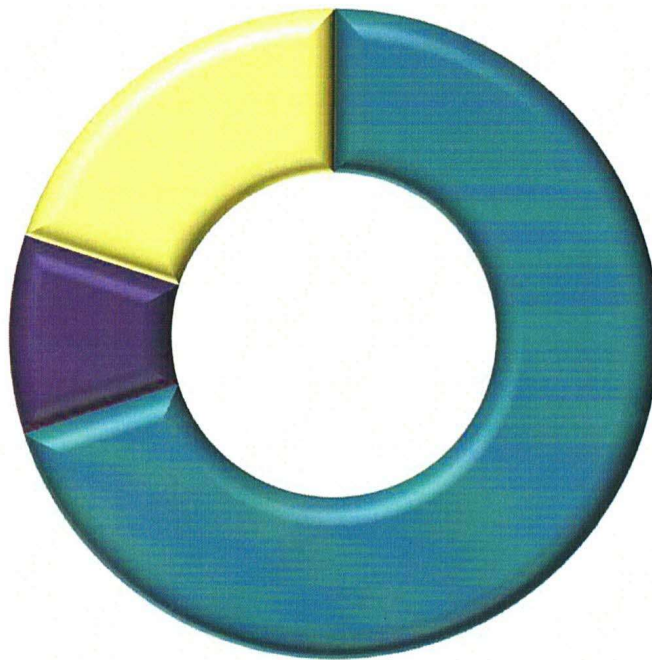
<i>Total Accumulated Excess Chapter 175/185 Contribution</i>				\$0
	Chapter 175 Regular <u>Distribution</u>	Chapter 175 Supplemental <u>Distribution</u>	Chapter 185 <u>Distribution</u>	Allowable <u>Amount</u>
1998 Distribution	\$0	\$0	\$14,696	(\$14,696)
1999 Distribution	\$0	\$0	\$16,217	(\$16,217)
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, 2020

*Participant Distribution by Status*Actively 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

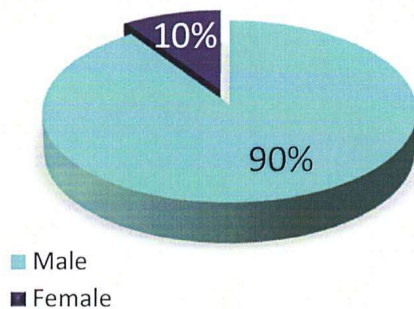
Table III-B

	<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									
Other Adjustment						(1)			(1)
<u>October 1, 2020</u>	21	0	3	0	0	6	0	0	30

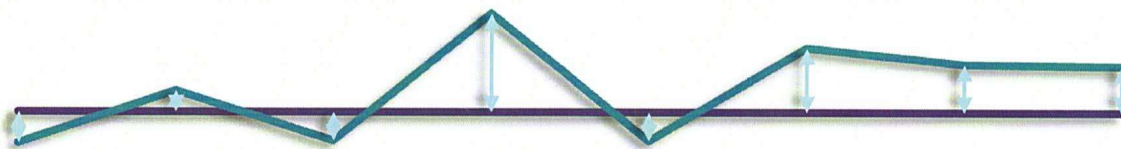


Active Participant Data

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

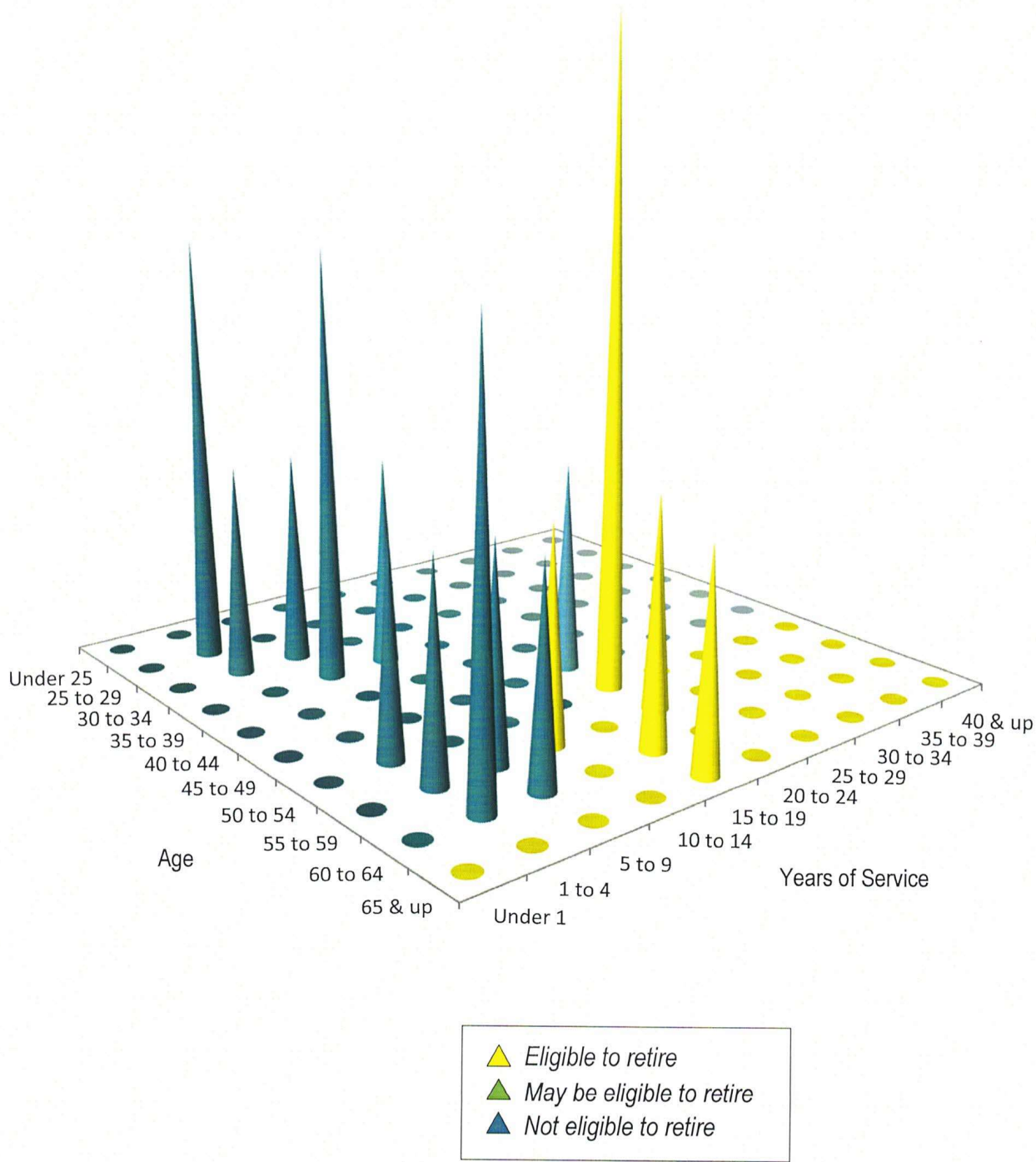
**Actual vs. Expected Salary Increases****Active Participant Statistics From Prior Valuations**

	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



Active Age-Service-Salary Table

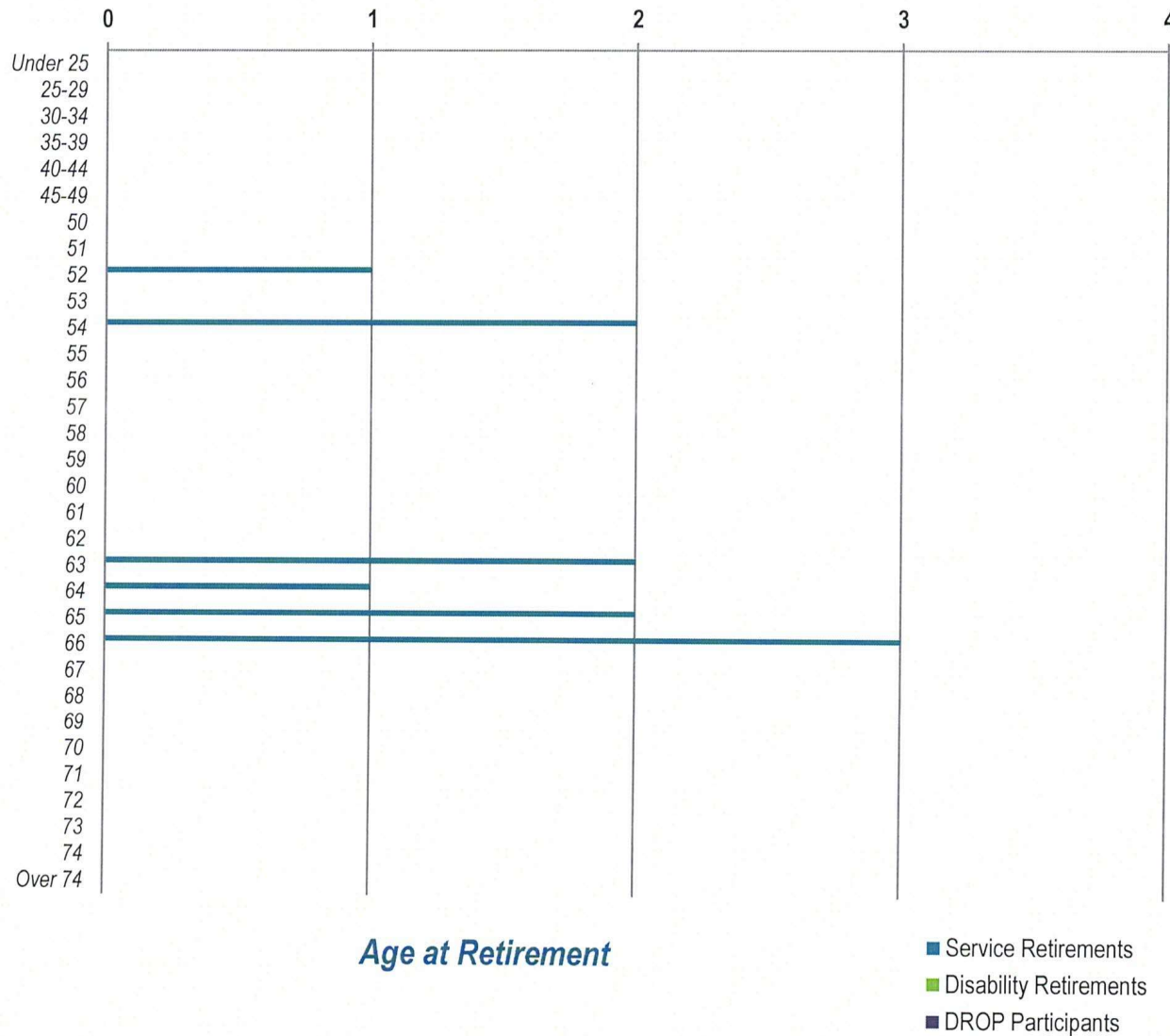
Table III-E

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

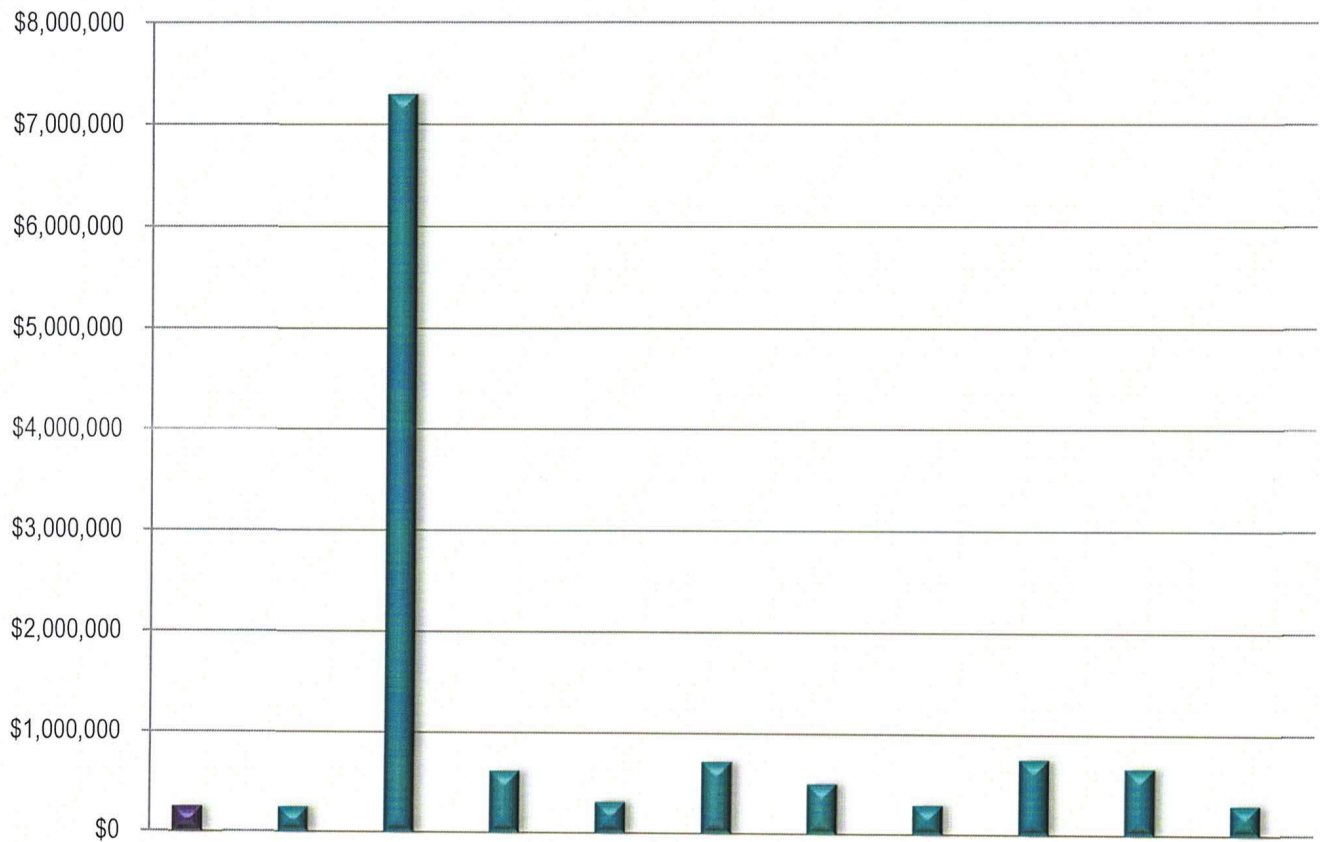
Average Monthly Benefit

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 1¾%. 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%	1¾%	7%	2¾%
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

November 10, 2021

ITEM NUMBER: 2.

ITEM: Discussion of investment performance for the quarter ended September 30, 2021. Enclosed is a copy of the Investment Performance Report provided by Greg McNeillie of DAHAB Associates.

DESCRIPTION:

Discussion of investment performance for the quarter ended September 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:

N/A

FINANCIAL ANALYSIS:

BUDGET IMPACT:

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

ATTACHMENTS

1. 2021-09 report_Bay Harbor



Bay Harbor Islands

Performance Review
September 2021

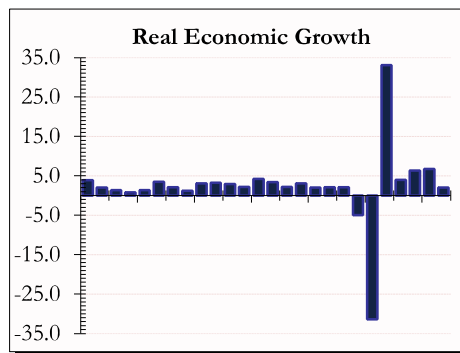


DAHAB ASSOCIATES
New York Massachusetts Pennsylvania Florida

ECONOMIC ENVIRONMENT

Sentiment Swings

While much of the third quarter had an optimistic tone, September experienced a sentiment shift. Concerns on supply chains, inflation, and peak accommodative policy led investors to sell, erasing much of the quarter's initial gains. The MSCI World Index ended the third quarter up 0.1%.



Advance estimates of Q3 2021 GDP from the U.S. Bureau of Economic Analysis increased at an annual rate of 2.0% in the third quarter, decelerating from an increase of 6.7% in the second quarter. Much of

the growth outlook is now expected in the first half of 2022, when the current supply-demand imbalance in global markets is expected to improve.

The US Federal Reserve announced that it will soon begin to slow the pace of asset purchases, setting them to end by the middle of next year. Additionally, the Federal Reserve's fed funds rate projections show a faster rate hiking schedule than was previously expected. The median rate expectation for 2023 moved up to three hikes from two with three additional hikes in 2024. Federal Reserve governors were evenly split (9-9) on a rate hike in 2022.

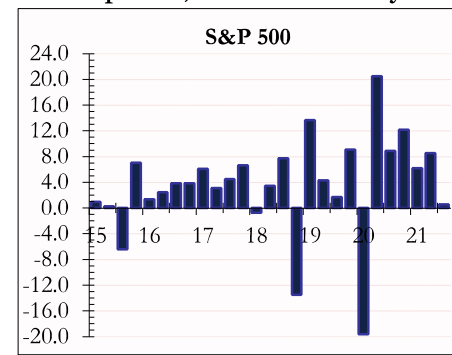
Inflation concerns continued to roil markets due to evidence that it will not be as transitory as originally expected. Inflation for the full year 2021 rose to 4.2% from its previous estimate of 3.4%.

Global central banks continue to walk the tightrope between pulling back on the accommodations initiated during the pandemic and continuing to implement policies to support their mandate of full employment.

DOMESTIC EQUITIES

Trudging Along

U.S. equities, as measured by the S&P 500, gained 0.6% over the



third quarter. After beginning the quarter with two strong months, the index gave up most of its gains in September. This brings the year-to-date return to 15.9%.

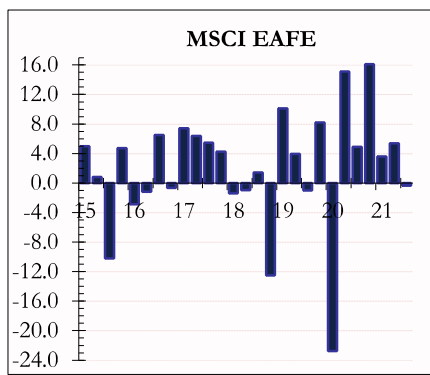
For much of the quarter, the tech sector performed best, but as bond yields rose in late September, financial stocks rallied on the prospect of higher interest rates and overtook tech as the leading sector in the quarter with a 2.7% return. Healthcare also performed well, bolstered by pharmaceutical stocks, which rose on COVID-19 vaccine mandates and booster shot approvals.

The industrials and materials sectors were the poorest performers, falling -4.2% and -3.5% respectively. Uncertainty surrounding the strength of the economic recovery due to a rise in COVID-19 cases pressured these sectors, as did an impasse in Congress over the \$1 trillion bipartisan infrastructure bill. Chinese economic growth concerns following the Evergrande debt drama were also a factor.

Both large capitalization and growth equities beat their counterparts, as was the case in the second quarter. Growth's strong returns were largely thanks to tech sector gains, although the amount of outperformance declined considerably during the final week of the quarter as tech shares fell. The Russell 1000 index, a proxy for large capitalization stocks, returned 0.2% in the third quarter while the Russell 2000, a small capitalization benchmark, returned -4.4%. The Russell 3000 Growth Index gained 0.7% while its value counterpart returned -0.9%.

INTERNATIONAL EQUITIES

Give Back

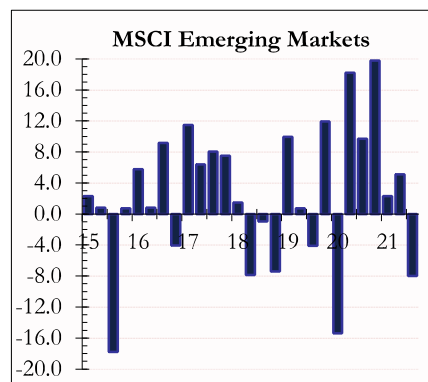


International markets broadly declined in US dollar terms. The MSCI All Country World ex. US index lost -2.9%.

In developed markets, the MSCI EAFE lost -0.4%. Of the 21 constituent countries in the

index, 13 had negative returns. However, the largest country in the index by market capitalization, Japan, gained 3.8%. It was the only country in the top 5 by weighting to see gains. Throughout the pandemic, Japan has consistently showed a lower infection rate than most developed nations. Moreover, order trends, capital expenditure plans, and corporate results have been strong. An announcement by Toyota Motor that there would be production cuts late in the quarter due to the global shortage of semiconductors kept sentiment from rising sharply. Hong Kong equities suffered the most in the third quarter, losing -10.1%. Overall sentiment weakened due to the recent round of policy tightening on the technology and education sectors.

Emerging markets lost -8.1% in the third quarter. This loss was led



by Chinese and Brazilian equities, which lost -18.6% and -22.4%, respectively. These two countries account for nearly 38% of the index. Chinese equities were affected by the same increased regulatory action that Hong

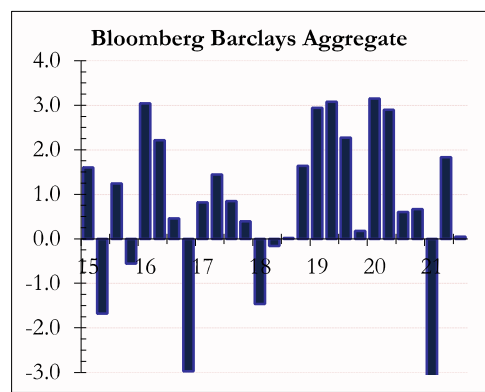
Kong equities were. Brazilian equities were hurt by above-target inflation (year-over-year increase of 8.4%). The Brazilian central bank has responded to this inflation spike with further interest rate hikes.

Bright spots were seen in net-energy exporter economies: Colombia, Russia, Kuwait, Saudi Arabia, Qatar, and the United Arab Emirates. Equities from these countries returned between six and ten percent.

BOND MARKET

Flat Overall

Fixed income markets were slightly positive for the quarter, with the Bloomberg Barclays Aggregate Index rising by 0.05%. Credit



spreads had their first quarter of spread widening since early 2020, due to Delta variant uncertainty and massive new issuances. There were some opportunities for investment as virus fears

waned and seasonal liquidity factors reversed later in the quarter, but overall, this small move did little to change the narrow-spread environment.

U.S. headline inflation increased 0.9% month-over-month in the July report — this was the largest monthly increase since 2008. However, it rose at a more modest pace (0.5% and 0.3%) in the following two months.

A multi-month Treasury rally, brought on by fears of slowing economic growth, brought the 10-year Treasury yield to its lowest

level since early 2021. However, Treasuries gave up those gains following the Federal Reserve's signal that the beginning of the taper is imminent. Investors bought into the central bank's confidence in economic recovery, moving Treasury yields slightly higher heading into the fourth quarter of 2021. Tapering is expected to last into the first half of 2022.

The US Dollar strengthened against most foreign currencies. The World Government Bond Index (hedged) fell 0.01%, while the unhedged version fell -1.2%

The Bloomberg Barclays High Yield Index was up 0.9%. High-yield corporate issuers continued to flood the market as they rushed to capitalize on the low cost of borrowing before rates increase further.

Emerging market bonds, as measured by the J.P. Morgan Emerging Markets Bond Index, fell -1.02% for the quarter.

CASH EQUIVALENTS

Real Return is Negative

The three-month T-Bill returned -0.03% for the third quarter. This is the 55th quarter in a row that return has been less than 75 basis points and the second where the return was negative. The year-to-date return is now negative (-0.03%). 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	2.0%	6.7%
Unemployment	4.8%	5.9%
CPI All Items Year/Year	5.4%	5.4%
Fed Funds Rate	0.10%	0.25%
Industrial Capacity	76.4%	75.4%
U.S. Dollars per Euro	1.16	1.18

Major Index Returns

Index	Quarter	12 Months
Russell 3000	-0.1	31.9
S&P 500	0.6	30.0
Russell Midcap	-0.9	38.1
Russell 2000	-4.4	47.7
MSCI EAFE	-0.4	26.3
MSCI Emg Markets	-8.0	18.6
NCREIF ODCE	6.6	14.6
U.S. Aggregate	0.1	-0.9
90 Day T-bills	0.0	0.0

Domestic Equity Return Distributions

Quarter				Trailing Year			
	VAL	COR	GRO		VAL	COR	GRO
LC	-0.8	0.2	1.2	LC	35.0	31.0	27.3
MC	-1.0	-0.9	-0.8	MC	42.4	38.1	30.5
SC	-3.0	-4.4	-5.7	SC	63.9	47.7	33.3

Market Summary

- Global equity markets were flat-to-down
- Growth outpaces Value
- Developed continues to outperform Emerging
- Fixed Income returns stagnate
- Cash returns turn negative

INVESTMENT RETURN

On September 30th, 2021, the Bay Harbor Islands Employees' Retirement System was valued at \$24,899,488, representing an increase of \$103,373 from the June quarter's ending value of \$24,796,115. Last quarter, the Fund posted net contributions totaling \$159,686, which overshadowed the account's \$56,313 net investment loss that was sustained during the quarter. The fund's net investment loss was a result of income receipts totaling \$70,099 and realized and unrealized capital losses totaling \$126,412.

RELATIVE PERFORMANCE

Total Fund

During the third quarter, the Composite portfolio lost 0.2%, which was 0.1% less than the Bay Harbor Policy Index's return of -0.1% and ranked in the 64th percentile of the Public Fund universe. Over the trailing year, the portfolio returned 17.3%, which was 0.1% less than the benchmark's 17.4% performance, and ranked in the 81st percentile. Since September 2011, the account returned 9.3% per annum and ranked in the 68th percentile. For comparison, the Bay Harbor Policy Index returned an annualized 9.5% over the same time frame.

Domestic Equity

The domestic equity segment lost 0.4% last quarter, 0.1% above the Custom Domestic Equity Index's return of -0.5% and ranked in the 50th percentile of the Domestic Equity universe. Over the trailing twelve months, the domestic equity portfolio returned 34.3%, 3.3% less than the benchmark's 37.6% performance, and ranked in the 59th percentile. Since September 2011, this component returned 15.9% on an annualized basis and ranked in the 50th percentile. For comparison, the Custom Domestic Equity Index returned an annualized 16.2% during the same period.

Developed Market Equity

The developed markets equity portfolio returned -1.3% in the third quarter, 2.8% greater than the S&P ADR Index's return of -4.1% and ranked in the 44th percentile of the International Equity universe. Over the trailing twelve-month period, the developed markets equity portfolio returned 28.2%; that return was 2.6% less than the benchmark's 30.8% return, and ranked in the 42nd percentile. Since September 2011, this component returned 8.4% per annum and ranked in the 68th percentile. The S&P ADR Index returned an annualized 7.0% over the same time frame.

Emerging Market Equity

For the third quarter, the emerging markets equity segment returned -9.9%, which was 1.8% less than the MSCI Emerging Markets Net Index's return of -8.1% and ranked in the 92nd percentile of the Emerging Markets universe. Over the trailing twelve-month period, this segment's return was 13.3%, which was 4.9% below the benchmark's 18.2% return, ranking in the 91st percentile.

Real Estate

During the third quarter, the real estate component returned 5.6%, which was 1.0% less than the NCREIF NFI-ODCE Index's return of 6.6%. Over the trailing year, this component returned 13.5%, which was 1.1% below the benchmark's 14.6% performance.

Fixed Income

The fixed income segment lost 0.3% during the third quarter; that return was 0.3% less than the Bloomberg Gov/Credit Index's return of 0.0% and ranked in the 99th percentile of the Core Fixed Income universe. Over the trailing year, this component returned -2.0%, 0.9% less than the benchmark's -1.1% return, and ranked in the 99th percentile. Since September 2011, this component returned 4.5% annualized and ranked in the 7th percentile. The Bloomberg Gov/Credit returned an annualized 3.2% during the same period.

ASSET ALLOCATION

On September 30th, 2021, domestic equities comprised 45.2% 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 \$881,694, representing 3.5% of the portfolio, while the real estate component's \$2.4 million totaled 9.6%. The portfolio's fixed income represented 30.8% and the remaining 4.2% was comprised of cash & equivalents (\$1.0 million).

EXECUTIVE SUMMARY

PERFORMANCE SUMMARY

	Quarter	FYTD / 1Y	3 Year	5 Year	Since 09/11
Total Portfolio - Gross	-0.2	17.3	9.0	9.3	9.3
<i>PUBLIC FUND RANK</i>	(64)	(81)	(85)	(78)	(68)
Total Portfolio - Net	-0.3	17.0	8.7	9.0	9.0
Policy Index	-0.1	17.4	10.6	10.1	9.5
Shadow Index	-0.2	19.5	9.7	9.6	9.1
Domestic Equity - Gross	-0.4	34.3	13.1	15.1	15.9
<i>DOMESTIC EQUITY RANK</i>	(50)	(59)	(53)	(51)	(50)
Domestic Equity Index	-0.5	37.6	14.0	15.7	16.2
Russell 3000	-0.1	31.9	16.0	16.8	16.6
S&P 500	0.6	30.0	16.0	16.9	16.6
S&P 400	-1.8	43.7	11.1	13.0	14.7
S&P 600	-2.8	57.6	9.4	13.6	15.7
International Equity - Gross	-4.6	22.4	7.5	8.7	8.2
<i>INTERNATIONAL EQUITY RANK</i>	(76)	(68)	(72)	(74)	(71)
ACWI ex US	-2.9	24.4	8.5	9.4	8.0
Developed Markets Equity - Gross	-1.3	28.2	6.7	9.0	8.4
<i>INTERNATIONAL EQUITY RANK</i>	(44)	(42)	(80)	(70)	(68)
ADR Index	-4.1	30.8	7.0	8.2	7.0
MSCI EAFE	-0.4	26.3	8.1	9.3	8.6
Emerging Markets Equity - Gross	-9.9	13.3	9.0	8.1	----
<i>EMERGING MARKETS RANK</i>	(92)	(91)	(65)	(82)	----
MSCI EM Net	-8.1	18.2	8.6	9.2	6.1
Real Estate - Gross	5.6	13.5	7.2	7.5	----
NCREIF ODCE	6.6	14.6	7.0	7.5	9.9
Fixed Income - Gross	-0.3	-2.0	5.0	3.1	4.5
<i>CORE FIXED INCOME RANK</i>	(99)	(99)	(98)	(84)	(7)
Gov/Credit	0.0	-1.1	5.9	3.2	3.2
Aggregate Index	0.1	-0.9	5.4	2.9	3.0

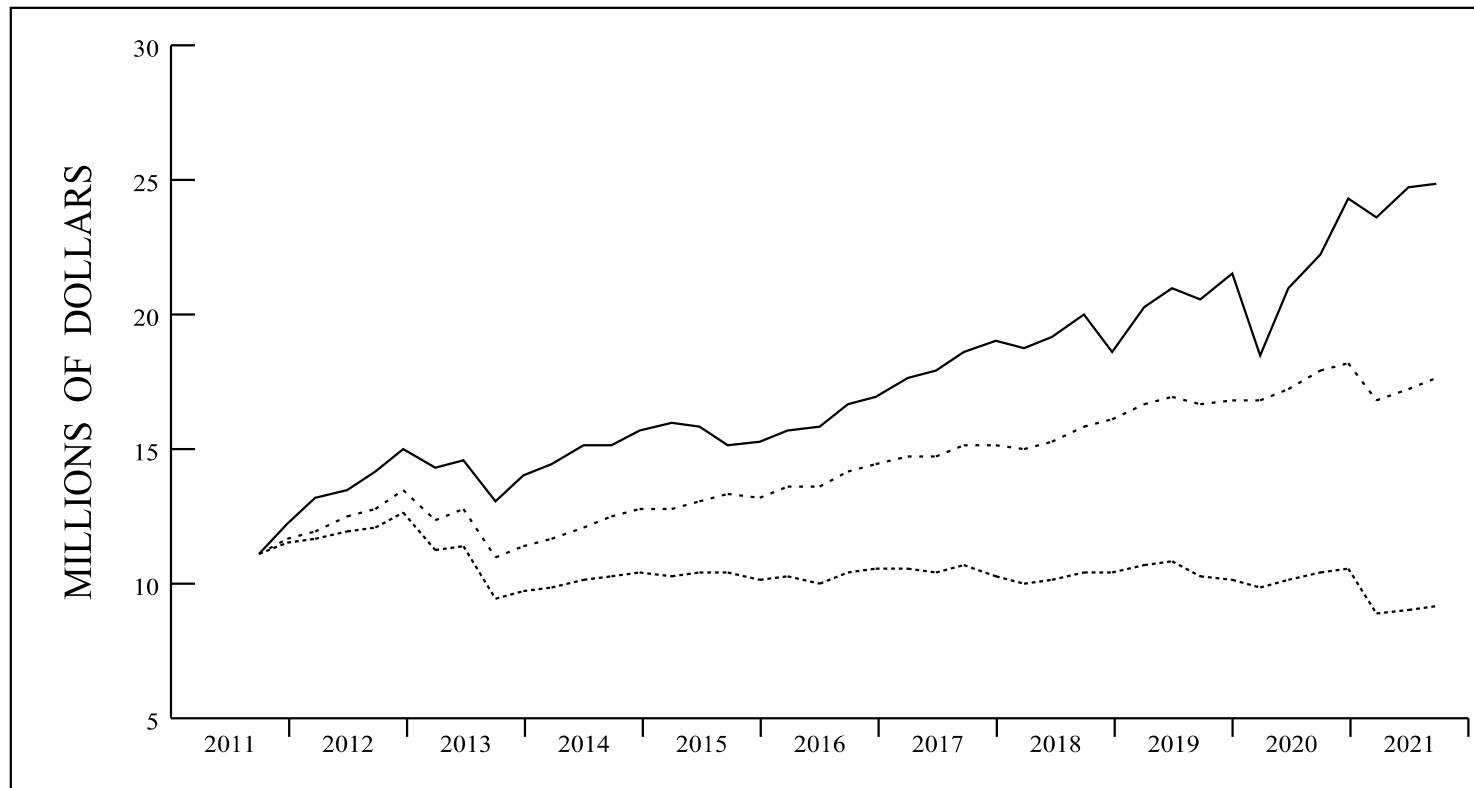
ASSET ALLOCATION

Domestic Equity	45.2%	\$ 11,262,118
Int'l Developed	6.6%	1,639,860
Emerging Markets	3.5%	881,694
Real Estate	9.6%	2,402,632
Fixed Income	30.8%	7,672,248
Cash	4.2%	1,040,936
Total Portfolio	100.0%	\$ 24,899,488

INVESTMENT RETURN

Market Value 6/2021	\$ 24,796,115
Contribs / Withdrawals	159,686
Income	70,099
Capital Gains / Losses	-126,412
Market Value 9/2021	\$ 24,899,488

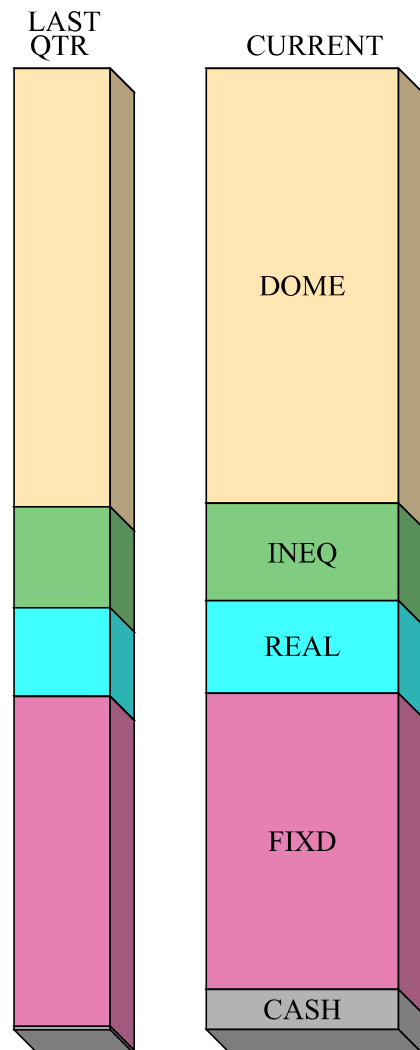
INVESTMENT GROWTH



— ACTUAL RETURN
 6.0%
 0.0%

VALUE ASSUMING
 6.0% RETURN \$ 17,643,233

	LAST QUARTER	PERIOD 9/11 - 9/21
BEGINNING VALUE	\$ 24,796,115	\$ 11,172,477
NET CONTRIBUTIONS	159,686	- 1,969,523
INVESTMENT RETURN	- 56,313	15,696,534
ENDING VALUE	\$ 24,899,488	\$ 24,899,488
INCOME	70,099	3,317,418
CAPITAL GAINS (LOSSES)	-126,412	12,379,116
INVESTMENT RETURN	- 56,313	15,696,534



	VALUE	PERCENT	TARGET	DIFFERENCE + / -
■ DOMESTIC EQUITY	\$ 11, 262, 118	45.2%	40.0%	5.2%
■ INTERNATIONAL EQUITY	2, 521, 554	10.1%	15.0%	-4.9%
<i>DEVELOPED MARKETS EQUITY</i>	1, 639, 860	6.6%	10.0%	-3.4%
<i>EMERGING MARKETS EQUITY</i>	881, 694	3.5%	5.0%	-1.5%
■ REAL ESTATE	2, 402, 632	9.6%	10.0%	-0.4%
■ FIXED INCOME	7, 672, 248	30.8%	35.0%	-4.2%
■ CASH & EQUIVALENT	1, 040, 936	4.2%	0.0%	4.2%
TOTAL FUND	\$ 24, 899, 488	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)	-0.2 (64)	17.3 (81)	17.3 (81)	9.0 (85)	9.3 (78)	9.3 (68)	09/11
<i>Policy Index</i>		<i>-0.1 ---</i>	<i>17.4 ---</i>	<i>17.4 ---</i>	<i>10.6 ---</i>	<i>10.1 ---</i>	<i>9.5 ---</i>	<i>09/11</i>
RhumbLine	(Domestic Eq)	-0.4 (50)	34.3 (59)	34.3 (59)	13.1 (53)	15.1 (51)	15.9 (50)	09/11
<i>Russell 3000</i>		<i>-0.1 ---</i>	<i>31.9 ---</i>	<i>31.9 ---</i>	<i>16.0 ---</i>	<i>16.8 ---</i>	<i>16.6 ---</i>	<i>09/11</i>
RhumbLine S&P 500	(LC Core)	0.6 (31)	30.0 (48)	30.0 (48)	16.0 (39)	16.9 (40)	16.6 (43)	09/11
<i>S&P 500</i>		<i>0.6 ---</i>	<i>30.0 ---</i>	<i>30.0 ---</i>	<i>16.0 ---</i>	<i>16.9 ---</i>	<i>16.6 ---</i>	<i>09/11</i>
RhumbLine R1000G	(LC Growth)	1.2 (39)	27.3 (49)	27.3 (49)	22.0 (34)	22.8 (33)	19.6 (30)	09/11
<i>Russell 1000G</i>		<i>1.2 ---</i>	<i>27.3 ---</i>	<i>27.3 ---</i>	<i>22.0 ---</i>	<i>22.8 ---</i>	<i>19.7 ---</i>	<i>09/11</i>
RhumbLine R1000V	(LC Value)	-0.8 (62)	34.9 (63)	34.9 (63)	10.1 (67)	10.9 (79)	13.5 (77)	09/11
<i>Russell 1000V</i>		<i>-0.8 ---</i>	<i>35.0 ---</i>	<i>35.0 ---</i>	<i>10.1 ---</i>	<i>10.9 ---</i>	<i>13.5 ---</i>	<i>09/11</i>
RhumbLine S&P 400	(Mid Cap)	-1.8 (76)	43.6 (34)	43.6 (34)	11.1 (75)	12.9 (66)	14.7 (77)	09/11
<i>S&P 400</i>		<i>-1.8 ---</i>	<i>43.7 ---</i>	<i>43.7 ---</i>	<i>11.1 ---</i>	<i>13.0 ---</i>	<i>14.7 ---</i>	<i>09/11</i>
RhumbLine S&P 600	(Small Cap)	-2.8 (73)	57.4 (31)	57.4 (31)	9.4 (73)	13.5 (57)	15.7 (53)	09/11
<i>S&P 600</i>		<i>-2.8 ---</i>	<i>57.6 ---</i>	<i>57.6 ---</i>	<i>9.4 ---</i>	<i>13.6 ---</i>	<i>15.7 ---</i>	<i>09/11</i>
Int'l Equity	(Intl Eq)	-4.6 (76)	22.4 (68)	22.4 (68)	7.5 (72)	8.7 (74)	8.2 (71)	09/11
<i>ACWI ex US</i>		<i>-2.9 ---</i>	<i>24.4 ---</i>	<i>24.4 ---</i>	<i>8.5 ---</i>	<i>9.4 ---</i>	<i>8.0 ---</i>	<i>09/11</i>
Highland Capital	(Intl Eq)	-1.3 (43)	26.8 (48)	26.8 (48)	7.0 (78)	8.8 (72)	7.9 (75)	09/11
<i>ADR Index</i>		<i>-4.1 ---</i>	<i>30.8 ---</i>	<i>30.8 ---</i>	<i>7.0 ---</i>	<i>8.2 ---</i>	<i>7.0 ---</i>	<i>09/11</i>
Glovista	(Emerging Mkt)	-9.9 (92)	13.2 (91)	13.2 (91)	9.0 (65)	8.1 (82)	3.4 (82)	06/14
<i>MSCI EM Net</i>		<i>-8.1 ---</i>	<i>18.2 ---</i>	<i>18.2 ---</i>	<i>8.6 ---</i>	<i>9.2 ---</i>	<i>4.9 ---</i>	<i>06/14</i>
American Realty		5.6 ---	13.5 ---	13.5 ---	7.2 ---	7.5 ---	7.4 ---	03/16
<i>NCREIF ODCE</i>		<i>6.6 ---</i>	<i>14.6 ---</i>	<i>14.6 ---</i>	<i>7.0 ---</i>	<i>7.5 ---</i>	<i>7.6 ---</i>	<i>03/16</i>
Garcia Hamilton	(Core Fixed)	-0.2 (99)	-1.7 (98)	-1.7 (98)	4.9 (98)	3.1 (85)	4.4 (8)	09/11
<i>Gov/Credit</i>		<i>0.0 ---</i>	<i>-1.1 ---</i>	<i>-1.1 ---</i>	<i>5.9 ---</i>	<i>3.2 ---</i>	<i>3.2 ---</i>	<i>09/11</i>

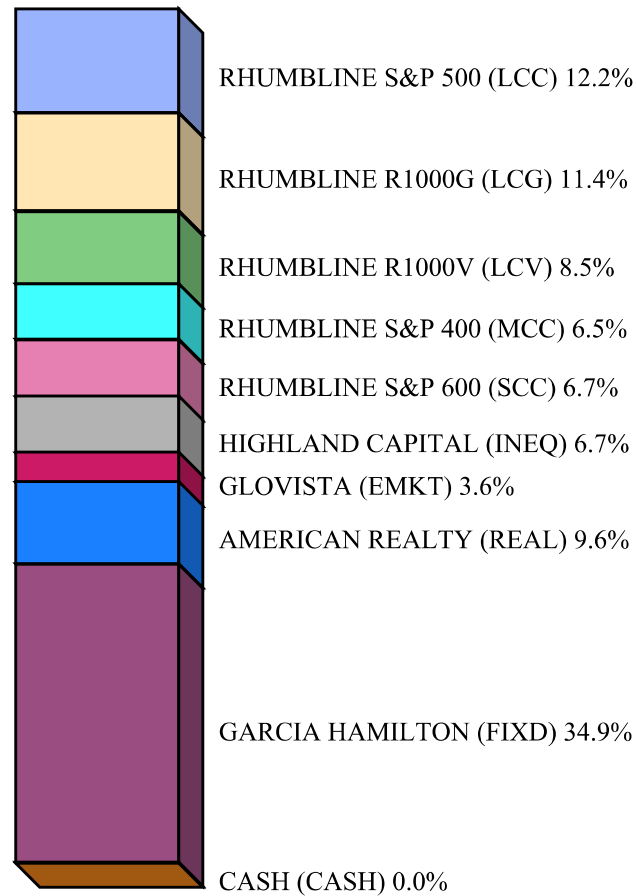
MANAGER PERFORMANCE SUMMARY - NET OF FEES

Portfolio	Quarter	FYTD	1 Year	3 Years	5 Years	Since Inception	
Composite	-0.3	17.0	17.0	8.7	9.0	9.0	09/11
<i>Policy Index</i>	<i>-0.1</i>	<i>17.4</i>	<i>17.4</i>	<i>10.6</i>	<i>10.1</i>	<i>9.5</i>	<i>09/11</i>
RhumbLine	-0.4	34.3	34.3	13.0	15.0	15.8	09/11
<i>Russell 3000</i>	<i>-0.1</i>	<i>31.9</i>	<i>31.9</i>	<i>16.0</i>	<i>16.8</i>	<i>16.6</i>	<i>09/11</i>
RhumbLine S&P 500	0.6	29.9	29.9	15.9	16.8	16.4	09/11
<i>S&P 500</i>	<i>0.6</i>	<i>30.0</i>	<i>30.0</i>	<i>16.0</i>	<i>16.9</i>	<i>16.6</i>	<i>09/11</i>
RhumbLine R1000G	1.1	27.2	27.2	21.9	22.7	19.5	09/11
<i>Russell 1000G</i>	<i>1.2</i>	<i>27.3</i>	<i>27.3</i>	<i>22.0</i>	<i>22.8</i>	<i>19.7</i>	<i>09/11</i>
RhumbLine R1000V	-0.8	34.8	34.8	10.0	10.8	13.3	09/11
<i>Russell 1000V</i>	<i>-0.8</i>	<i>35.0</i>	<i>35.0</i>	<i>10.1</i>	<i>10.9</i>	<i>13.5</i>	<i>09/11</i>
RhumbLine S&P 400	-1.8	43.5	43.5	11.0	12.9	14.5	09/11
<i>S&P 400</i>	<i>-1.8</i>	<i>43.7</i>	<i>43.7</i>	<i>11.1</i>	<i>13.0</i>	<i>14.7</i>	<i>09/11</i>
RhumbLine S&P 600	-2.9	57.3	57.3	9.4	13.5	15.5	09/11
<i>S&P 600</i>	<i>-2.8</i>	<i>57.6</i>	<i>57.6</i>	<i>9.4</i>	<i>13.6</i>	<i>15.7</i>	<i>09/11</i>
Highland Capital	-1.4	26.2	26.2	6.4	8.3	7.4	09/11
<i>ADR Index</i>	<i>-4.1</i>	<i>30.8</i>	<i>30.8</i>	<i>7.0</i>	<i>8.2</i>	<i>7.0</i>	<i>09/11</i>
Glovista	-10.1	12.5	12.5	8.2	7.4	2.6	06/14
<i>MSCI EM Net</i>	<i>-8.1</i>	<i>18.2</i>	<i>18.2</i>	<i>8.6</i>	<i>9.2</i>	<i>4.9</i>	<i>06/14</i>
American Realty	5.3	12.3	12.3	6.0	6.3	6.2	03/16
<i>NCREIF ODCE</i>	<i>6.6</i>	<i>14.6</i>	<i>14.6</i>	<i>7.0</i>	<i>7.5</i>	<i>7.6</i>	<i>03/16</i>
Garcia Hamilton	-0.3	-2.0	-2.0	4.7	2.8	4.1	09/11
<i>Gov/Credit</i>	<i>0.0</i>	<i>-1.1</i>	<i>-1.1</i>	<i>5.9</i>	<i>3.2</i>	<i>3.2</i>	<i>09/11</i>

MANAGER VALUE ADDED

Portfolio	Benchmark	1 Quarter	1 Year	3 Years	5 Years
RhumbLine S&P 500	S&P 500	0.0	0.0	0.0	0.0
RhumbLine R1000G	Russell 1000G	0.0	0.0	0.0	0.0
RhumbLine R1000V	Russell 1000V	0.0	-0.1	0.0	0.0
RhumbLine S&P 400	S&P 400	0.0	-0.1	0.0	■ -0.1
RhumbLine S&P 600	S&P 600	0.0	■ -0.2	0.0	■ -0.1
Highland Capital	ADR Index	2.8 ■	■ -4.0	0.0	0.6 ■
Glovista	MSCI EM Net	■ -1.8	■ -5.0	0.4 ■	■ -1.1
American Realty	NCREIF ODCE	■ -1.0	■ -1.1	0.2 ■	0.0
Garcia Hamilton	Gov/Credit	■ -0.2	■ -0.6	■ -1.0	■ -0.1
Total Portfolio	Policy Index	■ -0.1	-0.1	■ -1.6	■ -0.8

MANAGER ALLOCATION AND TARGET SUMMARY



Name	Market Value	Percent	Target
RhumbLine S&P 500 (LCC)	\$3,025,696	12.2	10.0
RhumbLine R1000G (LCG)	\$2,845,545	11.4	7.5
RhumbLine R1000V (LCV)	\$2,106,958	8.5	7.5
RhumbLine S&P 400 (MCC)	\$1,621,494	6.5	7.5
RhumbLine S&P 600 (SCC)	\$1,662,425	6.7	7.5
Highland Capital (INEQ)	\$1,667,204	6.7	10.0
Glovista (EMKT)	\$885,073	3.6	5.0
American Realty (REAL)	\$2,402,632	9.6	10.0
Garcia Hamilton (FIXD)	\$8,682,458	34.9	35.0
Cash (CASH)	\$3	0.0	0.0
Total Portfolio	\$24,899,488	100.0	100.0

INVESTMENT RETURN SUMMARY - ONE QUARTER

Name	Quarter Total Return	Market Value June 30th, 2021	Net Cashflow	Net Investment Return	Market Value September 30th, 2021
RhumbLine S&P 500 (LCC)	0.6	3,008,655	-370	17,411	3,025,696
RhumbLine R1000G (LCG)	1.2	2,813,504	-339	32,380	2,845,545
RhumbLine R1000V (LCV)	-0.8	2,123,623	-265	-16,400	2,106,958
RhumbLine S&P 400 (MCC)	-1.8	1,650,726	-208	-29,024	1,621,494
RhumbLine S&P 600 (SCC)	-2.8	1,711,370	-212	-48,733	1,662,425
Highland Capital (INEQ)	-1.3	1,691,172	-2,272	-21,696	1,667,204
Glovista (EMKT)	-9.9	984,934	-2,391	-97,470	885,073
American Realty (REAL)	5.6	2,281,076	-6,625	128,181	2,402,632
Garcia Hamilton (FIXD)	-0.2	8,531,052	172,368	-20,962	8,682,458
Cash (CASH)	---	3	0	0	3
Total Portfolio	-0.2	24,796,115	159,686	-56,313	24,899,488

MANAGER RISK STATISTICS SUMMARY - THREE YEAR HISTORY

Manager	Benchmark	Alpha	Batting Average	Sharpe Ratio	Information Ratio	Up Capture	Down Capture
Total Portfolio	Policy Index	-2.08	.333	0.68	-1.17	97.3	114.2
Domestic Equity	Domestic Equity Index	-0.79	.417	0.63	-0.65	97.4	101.0
RhumbLine S&P 500	S&P 500	0.00	1.000	0.82	-0.69	99.8	99.8
RhumbLine R1000G	Russell 1000G	0.03	1.000	1.03	-0.42	99.8	99.8
RhumbLine R1000V	Russell 1000V	0.01	.750	0.53	-0.38	99.7	99.7
RhumbLine S&P 400	S&P 400	0.00	.583	0.51	-0.50	99.7	99.8
RhumbLine S&P 600	S&P 600	-0.03	.917	0.45	-0.61	99.8	99.9
Int'l Equity	ACWI ex US	-1.65	.583	0.40	-0.02	113.2	117.9
Highland Capital	ADR Index	-0.02	.500	0.38	0.10	108.0	107.5
Glovista	MSCI EM Net	0.53	.667	0.47	0.13	102.9	101.0
American Realty	NCREIF ODCE	1.13	.750	1.89	0.17	100.6	79.5
Garcia Hamilton	Gov/Credit	-0.48	.417	0.96	-0.69	85.5	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	-1.18	.400	0.85	-0.62	98.4	111.8
Domestic Equity	Domestic Equity Index	-0.43	.550	0.84	-0.52	98.0	100.8
RhumbLine S&P 500	S&P 500	-0.01	.950	1.03	-1.18	99.8	99.9
RhumbLine R1000G	Russell 1000G	0.02	.950	1.27	-0.62	99.9	99.8
RhumbLine R1000V	Russell 1000V	0.03	.850	0.65	-0.25	99.8	99.7
RhumbLine S&P 400	S&P 400	0.00	.650	0.65	-0.63	99.7	99.8
RhumbLine S&P 600	S&P 600	-0.01	.900	0.63	-0.57	99.8	99.9
Int'l Equity	ACWI ex US	-1.68	.550	0.49	-0.05	108.5	118.0
Highland Capital	ADR Index	0.49	.550	0.51	0.20	106.2	103.2
Glovista	MSCI EM Net	-1.13	.500	0.46	-0.39	101.0	108.1
American Realty	NCREIF ODCE	1.12	.750	2.48	0.03	99.6	79.5
Garcia Hamilton	Gov/Credit	0.28	.500	0.54	-0.12	87.5	76.4

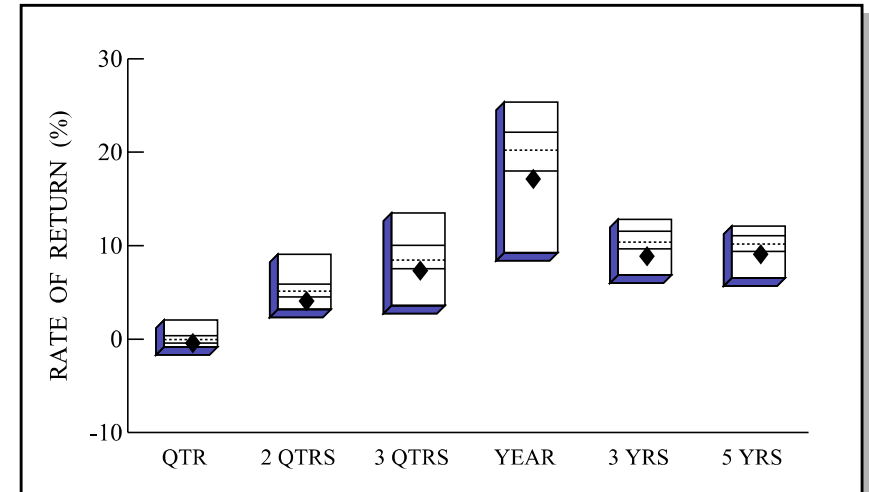
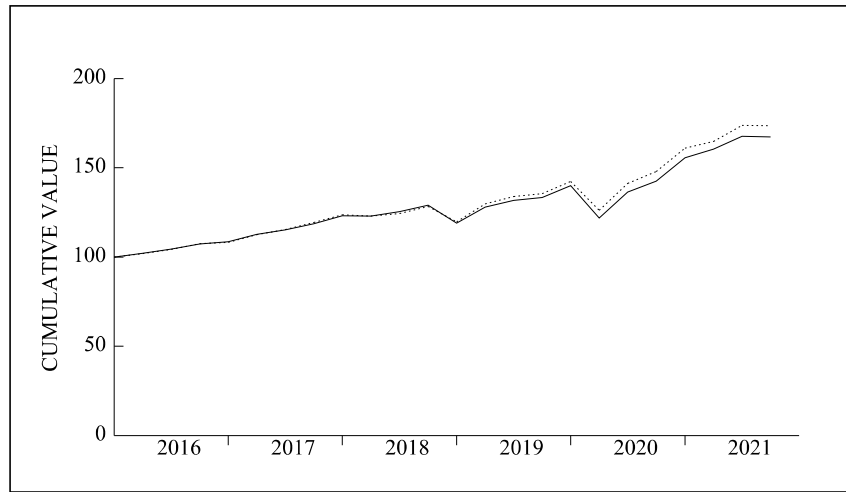
MANAGER RISK STATISTICS SUMMARY - TEN YEAR HISTORY

Manager	Benchmark	Alpha	Batting Average	Sharpe Ratio	Information Ratio	Up Capture	Down Capture
Total Portfolio	Policy Index	-0.68	.525	1.09	-0.15	102.4	116.7
Domestic Equity	Domestic Equity Index	-0.19	.550	1.08	-0.30	99.3	101.6
RhumbLine S&P 500	S&P 500	-0.01	.950	1.24	-1.32	99.8	99.8
RhumbLine R1000G	Russell 1000G	0.01	.975	1.35	-0.93	99.8	99.7
RhumbLine R1000V	Russell 1000V	0.00	.875	0.96	-0.84	99.6	99.6
RhumbLine S&P 400	S&P 400	0.00	.775	0.88	-0.62	99.7	99.7
RhumbLine S&P 600	S&P 600	-0.01	.875	0.85	-0.74	99.8	99.9
Int'l Equity	ACWI ex US	-0.51	.500	0.54	0.15	109.4	112.2
Highland Capital	ADR Index	0.92	.500	0.54	0.23	105.5	98.9
Garcia Hamilton	Gov/Credit	1.38	.700	1.03	0.72	116.1	76.7

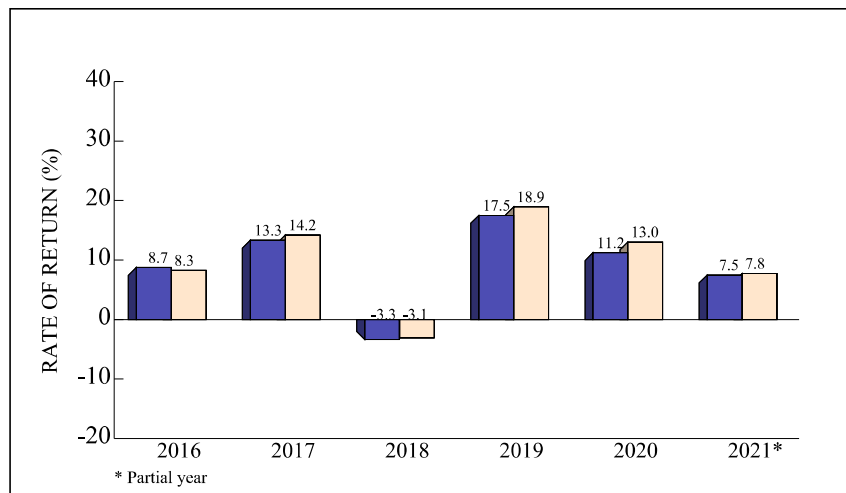
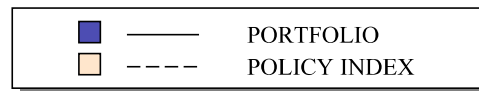
MANAGER FEE SUMMARY - ONE QUARTER**ALL FEES ARE ESTIMATED / ACCRUED**

PORTFOLIO	MARKET VALUE	GROSS RETURN	FEE	FEE PCT	NET RETURN
RhumbLine S&P 500 (LCC)	\$3,025,696	0.6	\$385	0.01	0.6
RhumbLine R1000G (LCG)	\$2,845,545	1.2	\$364	0.01	1.1
RhumbLine R1000V (LCV)	\$2,106,958	-0.8	\$268	0.01	-0.8
RhumbLine S&P 400 (MCC)	\$1,621,494	-1.8	\$208	0.01	-1.8
RhumbLine S&P 600 (SCC)	\$1,662,425	-2.8	\$212	0.01	-2.9
Highland Capital (INEQ)	\$1,667,204	-1.3	\$2,107	0.12	-1.4
Glovista (EMKT)	\$885,073	-9.9	\$1,653	0.17	-10.1
American Realty (REAL)	\$2,402,632	5.6	\$6,625	0.29	5.3
Garcia Hamilton (FIXD)	\$8,682,458	-0.2	\$5,407	0.06	-0.3
Total Portfolio	\$24,899,488	-0.2	\$17,229	0.07	-0.3

TOTAL RETURN COMPARISONS



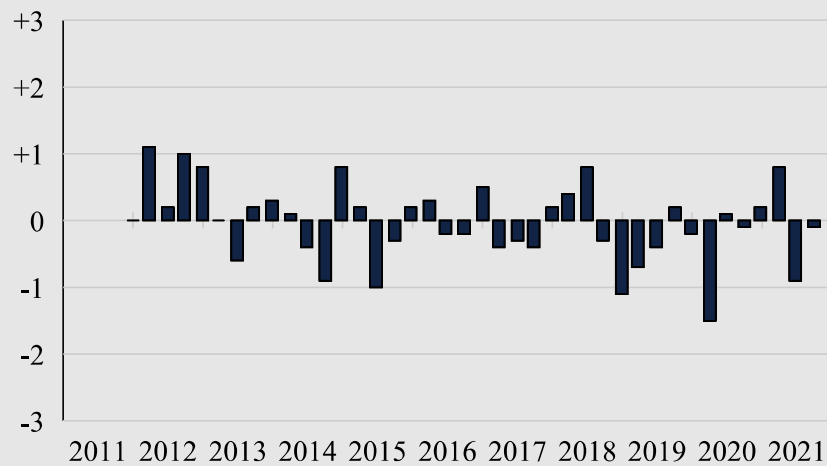
Public Fund Universe



* Partial year

	QTR	2 QTRS	3 QTRS	YEAR	-----ANNUALIZED-----	
					3 YRS	5 YRS
RETURN	-0.2	4.3	7.5	17.3	9.0	9.3
(RANK)	(64)	(82)	(75)	(81)	(85)	(78)
5TH %ILE	2.1	9.1	13.5	25.4	12.8	12.1
25TH %ILE	0.4	5.9	10.0	22.1	11.5	11.1
MEDIAN	-0.1	5.1	8.5	20.2	10.4	10.2
75TH %ILE	-0.4	4.5	7.5	18.0	9.7	9.4
95TH %ILE	-0.8	3.2	3.6	9.2	6.9	6.5
Policy Idx	-0.1	5.3	7.8	17.4	10.6	10.1

Public Fund Universe

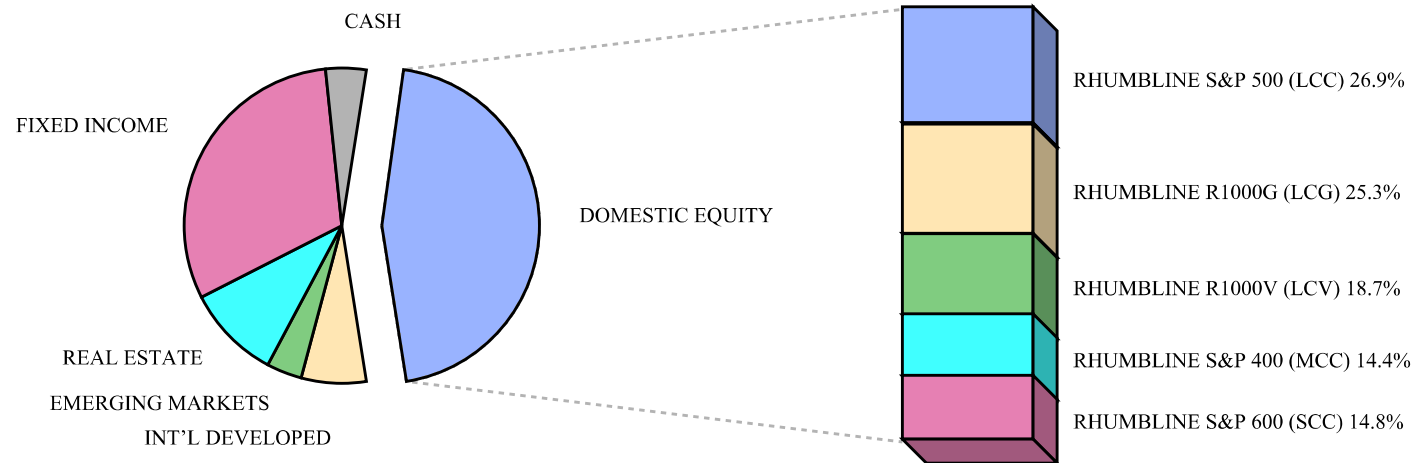
TOTAL PORTFOLIO QUARTERLY PERFORMANCE SUMMARY**COMPARATIVE BENCHMARK: BAY HARBOR POLICY INDEX****VARIATION FROM BENCHMARK**

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

RATES OF RETURN

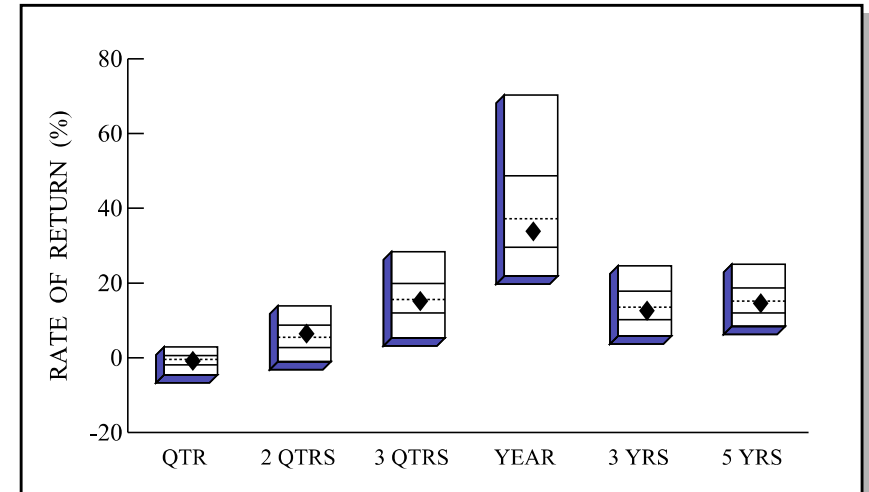
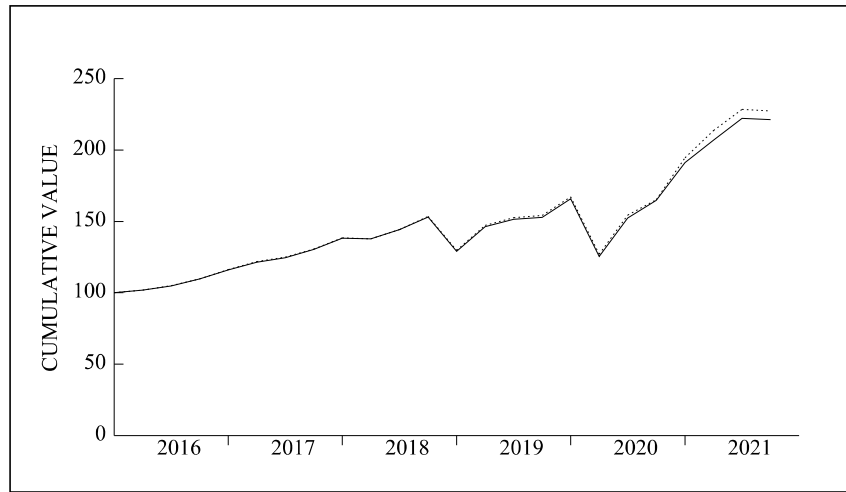
Date	Portfolio	Benchmark	Difference
12/11	6.1	6.1	0.0
3/12	7.2	6.1	1.1
6/12	-0.6	-0.8	0.2
9/12	5.1	4.1	1.0
12/12	1.7	0.9	0.8
3/13	4.8	4.8	0.0
6/13	-0.5	0.1	-0.6
9/13	4.2	4.0	0.2
12/13	4.9	4.6	0.3
3/14	2.0	1.9	0.1
6/14	3.2	3.6	-0.4
9/14	-1.2	-0.3	-0.9
12/14	2.7	1.9	0.8
3/15	2.1	1.9	0.2
6/15	-1.1	-0.1	-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
9/21	-0.2	-0.1	-0.1

DOMESTIC EQUITY MANAGER SUMMARY

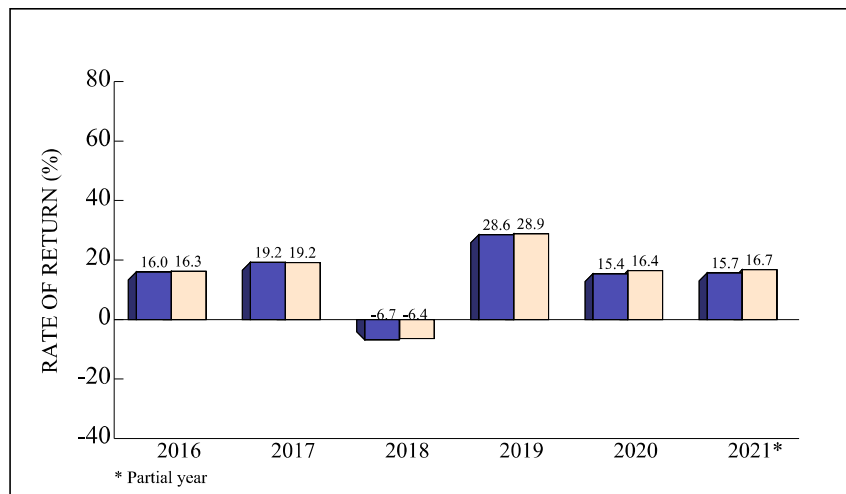
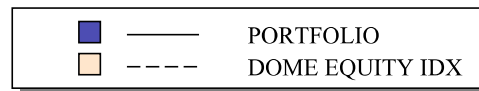


COMPONENT RETURNS AND RANKINGS							
MANAGER	(UNIVERSE)	QTR	FYTD	1 YEAR	3 YEARS	5 YEARS	MARKET VALUE
RHUMBLINE S&P 500 <i>S&P 500</i>	(Large Cap Core)	0.6 (31) <i>0.6 ---</i>	30.0 (48) <i>30.0 ---</i>	30.0 (48) <i>30.0 ---</i>	16.0 (39) <i>16.0 ---</i>	16.9 (40) <i>16.9 ---</i>	\$3,025,696 <i>---</i>
RHUMBLINE R1000G <i>Russell 1000 Growth</i>	(Large Cap Growth)	1.2 (39) <i>1.2 ---</i>	27.3 (49) <i>27.3 ---</i>	27.3 (49) <i>27.3 ---</i>	22.0 (34) <i>22.0 ---</i>	22.8 (33) <i>22.8 ---</i>	\$2,845,545 <i>---</i>
RHUMBLINE R1000V <i>Russell 1000 Value</i>	(Large Cap Value)	-0.8 (62) <i>-0.8 ---</i>	34.9 (63) <i>35.0 ---</i>	34.9 (63) <i>35.0 ---</i>	10.1 (67) <i>10.1 ---</i>	10.9 (79) <i>10.9 ---</i>	\$2,106,958 <i>---</i>
RHUMBLINE S&P 400 <i>S&P 400</i>	(Mid Cap)	-1.8 (76) <i>-1.8 ---</i>	43.6 (34) <i>43.7 ---</i>	43.6 (34) <i>43.7 ---</i>	11.1 (75) <i>11.1 ---</i>	12.9 (66) <i>13.0 ---</i>	\$1,621,494 <i>---</i>
RHUMBLINE S&P 600 <i>S&P 600 Small Cap</i>	(Small Cap)	-2.8 (73) <i>-2.8 ---</i>	57.4 (31) <i>57.6 ---</i>	57.4 (31) <i>57.6 ---</i>	9.4 (73) <i>9.4 ---</i>	13.5 (57) <i>13.6 ---</i>	\$1,662,425 <i>---</i>
TOTAL <i>Custom Domestic Equity Index</i>	(Domestic Equity)	-0.4 (50) <i>-0.5 ---</i>	34.3 (59) <i>37.6 ---</i>	34.3 (59) <i>37.6 ---</i>	13.1 (53) <i>14.0 ---</i>	15.1 (51) <i>15.7 ---</i>	\$11,262,118 <i>---</i>

DOMESTIC EQUITY RETURN COMPARISONS

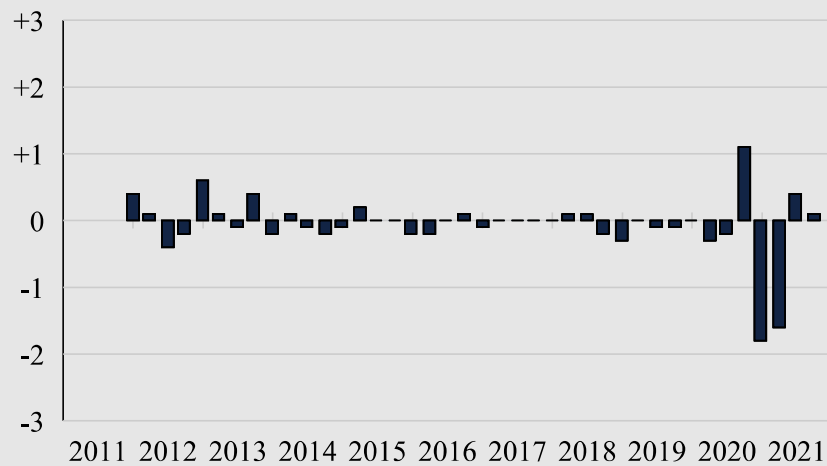


Domestic Equity Universe



	QTR	2 QTRS	3 QTRS	YEAR	-----ANNUALIZED----- 3 YRS	5 YRS
RETURN	-0.4	6.9	15.7	34.3	13.1	15.1
(RANK)	(50)	(39)	(50)	(59)	(53)	(51)
5TH %ILE	2.9	13.9	28.4	70.3	24.6	25.0
25TH %ILE	0.6	8.7	19.9	48.6	17.8	18.7
MEDIAN	-0.5	5.5	15.7	37.2	13.6	15.1
75TH %ILE	-1.9	2.8	12.0	29.6	10.2	12.0
95TH %ILE	-4.5	-1.0	5.3	21.8	5.9	8.4
Domestic Eq Idx	-0.5	6.3	16.7	37.6	14.0	15.7

Domestic Equity Universe

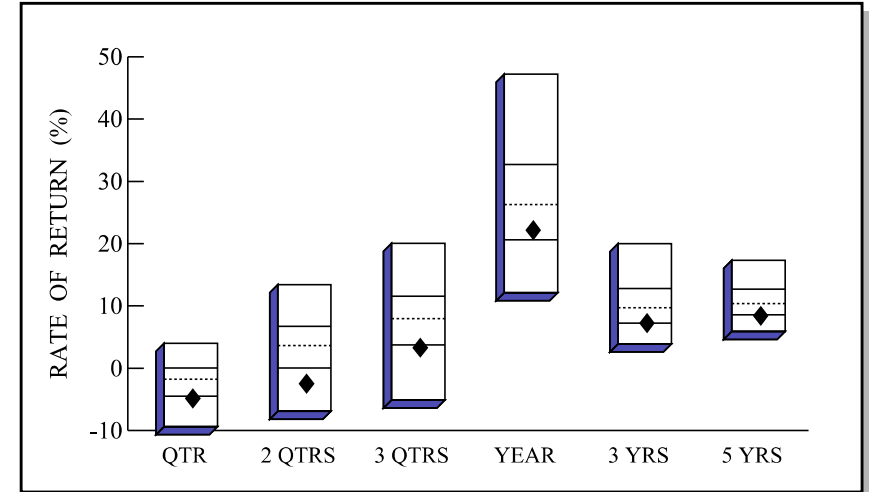
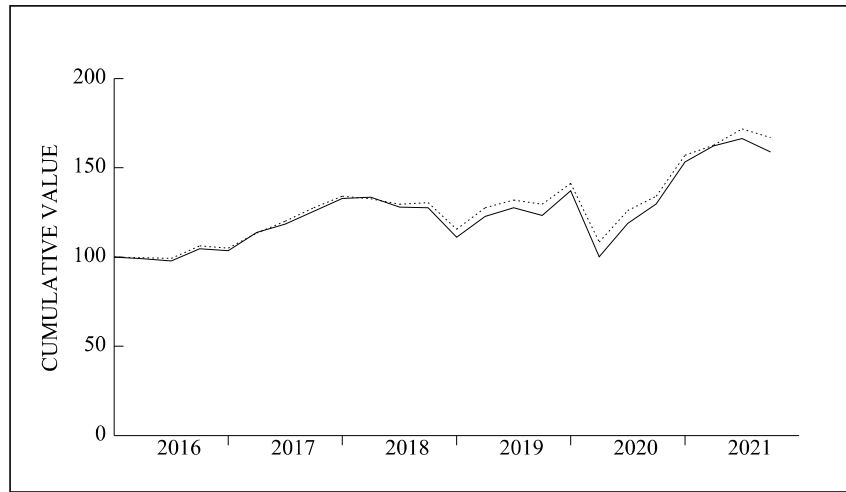
DOMESTIC EQUITY QUARTERLY PERFORMANCE SUMMARY**COMPARATIVE BENCHMARK: CUSTOM DOMESTIC EQUITY INDEX****VARIATION FROM BENCHMARK**

Total Quarters Observed	40
Quarters At or Above the Benchmark	22
Quarters Below the Benchmark	18
Batting Average	.550

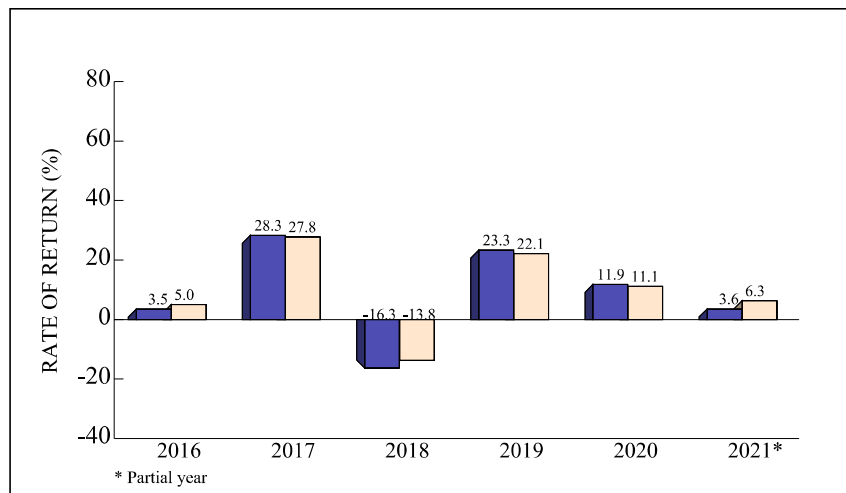
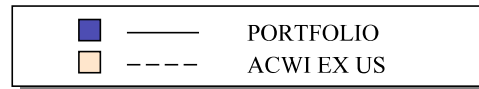
RATES OF RETURN

Date	Portfolio	Benchmark	Difference
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
9/21	-0.4	-0.5	0.1

INTERNATIONAL EQUITY RETURN COMPARISONS



International Equity Universe



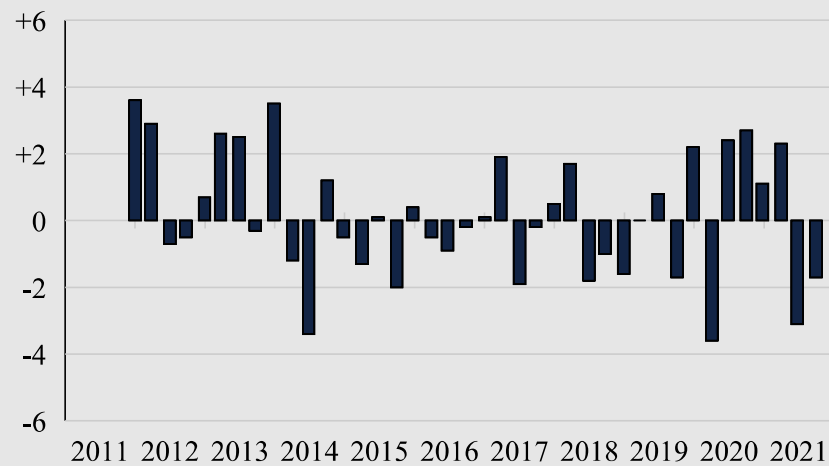
	QTR	2 QTRS	3 QTRS	YEAR	-----ANNUALIZED----- 3 YRS	5 YRS
RETURN	-4.6	-2.2	3.6	22.4	7.5	8.7
(RANK)	(76)	(86)	(76)	(68)	(72)	(74)
5TH %ILE	4.0	13.4	20.0	47.2	20.0	17.3
25TH %ILE	0.0	6.8	11.5	32.7	12.8	12.7
MEDIAN	-1.7	3.6	8.0	26.3	9.7	10.3
75TH %ILE	-4.5	0.0	3.8	20.6	7.2	8.6
95TH %ILE	-9.3	-6.9	-5.1	12.2	3.9	5.9
ACWI ex US	-2.9	2.6	6.3	24.4	8.5	9.4

International Equity Universe

INTERNATIONAL EQUITY QUARTERLY PERFORMANCE SUMMARY

COMPARATIVE BENCHMARK: MSCI ALL COUNTRY WORLD EX US

VARIATION FROM BENCHMARK

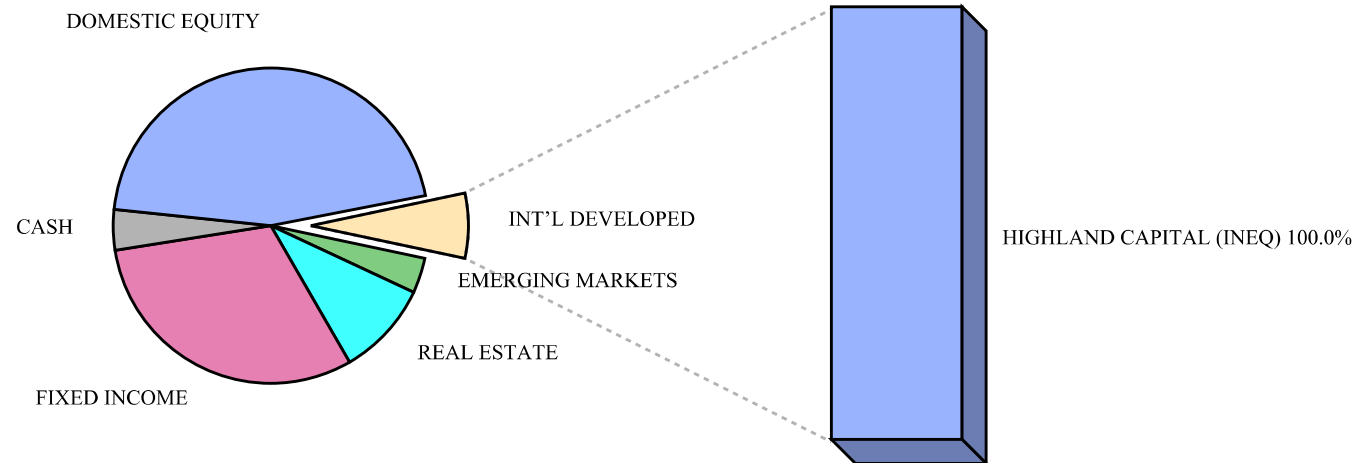


Total Quarters Observed	40
Quarters At or Above the Benchmark	20
Quarters Below the Benchmark	20
Batting Average	.500

RATES OF RETURN

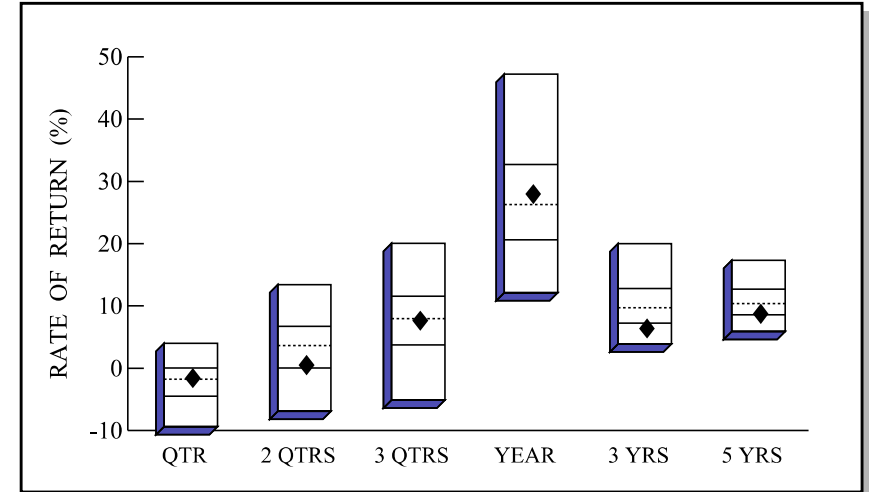
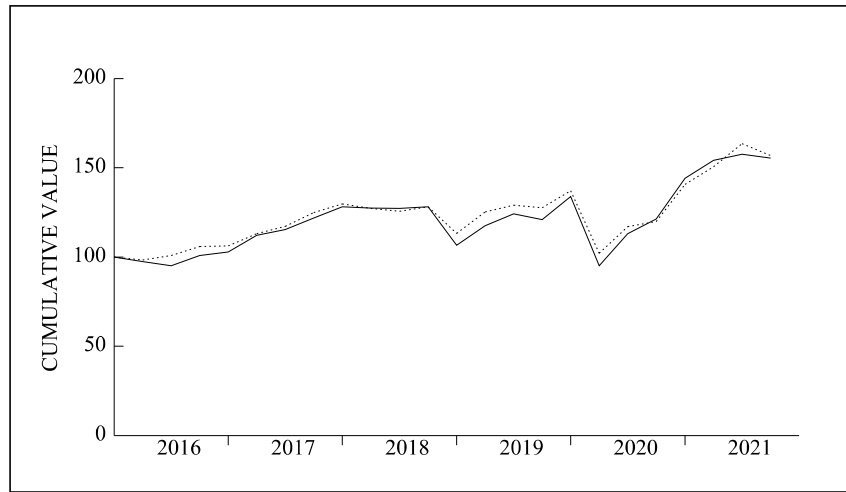
Date	Portfolio	Benchmark	Difference
12/11	7.4	3.8	3.6
3/12	14.2	11.3	2.9
6/12	-8.1	-7.4	-0.7
9/12	7.0	7.5	-0.5
12/12	6.6	5.9	0.7
3/13	5.9	3.3	2.6
6/13	-0.4	-2.9	2.5
9/13	9.9	10.2	-0.3
12/13	8.3	4.8	3.5
3/14	-0.6	0.6	-1.2
6/14	1.8	5.2	-3.4
9/14	-4.0	-5.2	1.2
12/14	-4.3	-3.8	-0.5
3/15	2.3	3.6	-1.3
6/15	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
9/21	-4.6	-2.9	-1.7

DEVELOPED MARKETS EQUITY MANAGER SUMMARY

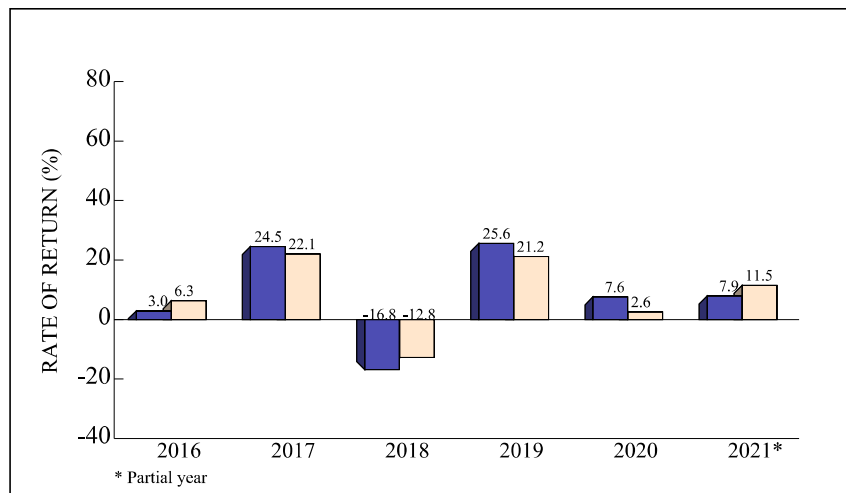
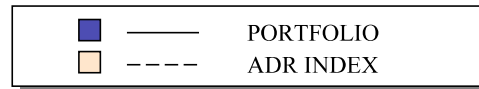


MANAGER	(UNIVERSE)	COMPONENT RETURNS AND RANKINGS					MARKET VALUE
		QTR	FYTD	1 YEAR	3 YEARS	5 YEARS	
HIGHLAND CAPITAL	(International Equity)	-1.3 (44)	28.2 (42)	28.2 (42)	6.7 (80)	9.0 (70)	\$1,639,860
<i>S&P ADR Index</i>		<i>-4.1 ----</i>	<i>30.8 ----</i>	<i>30.8 ----</i>	<i>7.0 ----</i>	<i>8.2 ----</i>	<i>----</i>
TOTAL	(International Equity)	-1.3 (44)	28.2 (42)	28.2 (42)	6.7 (80)	9.0 (70)	\$1,639,860
<i>S&P ADR Index</i>		<i>-4.1 ----</i>	<i>30.8 ----</i>	<i>30.8 ----</i>	<i>7.0 ----</i>	<i>8.2 ----</i>	<i>----</i>

DEVELOPED MARKETS EQUITY RETURN COMPARISONS

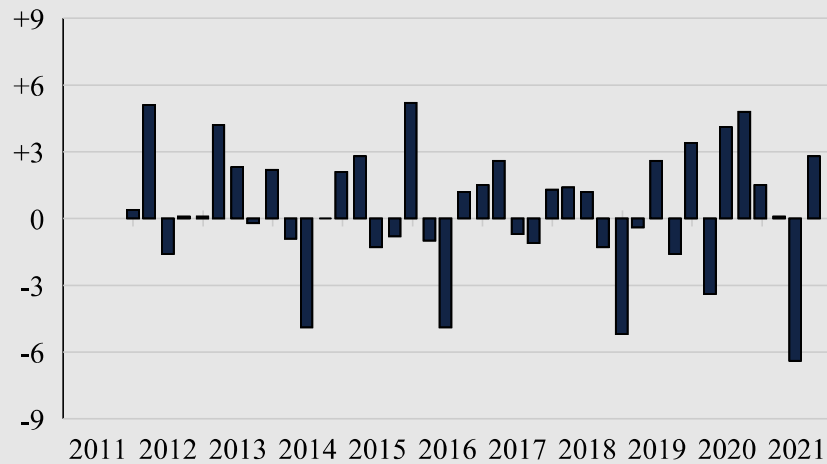


International Equity Universe



	QTR	2 QTRS	3 QTRS	YEAR	-----ANNUALIZED----- 3 YRS	5 YRS
RETURN	-1.3	0.8	7.9	28.2	6.7	9.0
(RANK)	(44)	(72)	(51)	(42)	(80)	(70)
5TH %ILE	4.0	13.4	20.0	47.2	20.0	17.3
25TH %ILE	0.0	6.8	11.5	32.7	12.8	12.7
MEDIAN	-1.7	3.6	8.0	26.3	9.7	10.3
75TH %ILE	-4.5	0.0	3.8	20.6	7.2	8.6
95TH %ILE	-9.3	-6.9	-5.1	12.2	3.9	5.9
ADR Index	-4.1	4.2	11.5	30.8	7.0	8.2

International Equity Universe

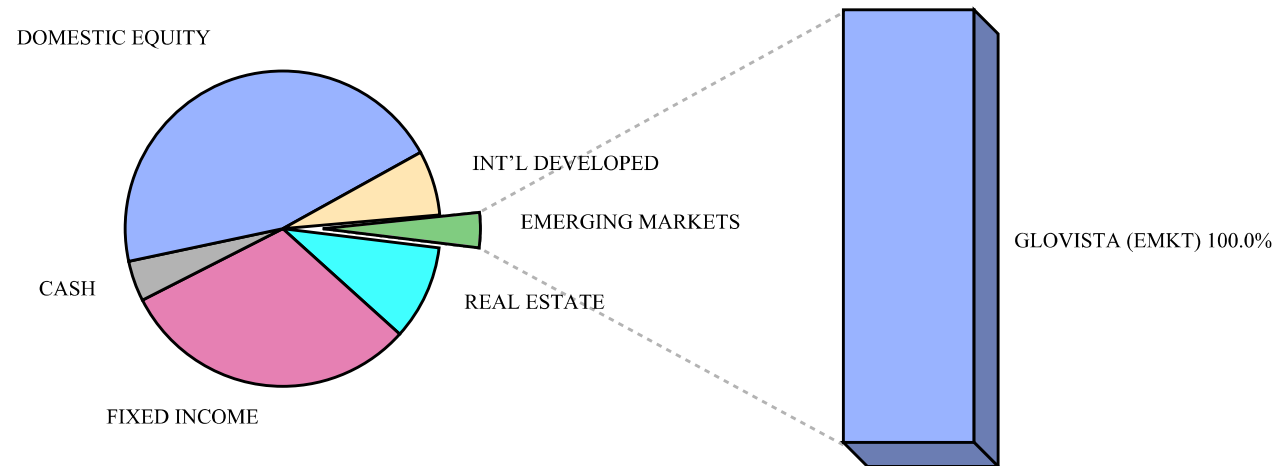
DEVELOPED MARKETS EQUITY QUARTERLY PERFORMANCE SUMMARY**COMPARATIVE BENCHMARK: S&P ADR INDEX****VARIATION FROM BENCHMARK**

Total Quarters Observed	40
Quarters At or Above the Benchmark	24
Quarters Below the Benchmark	16
Batting Average	.600

RATES OF RETURN

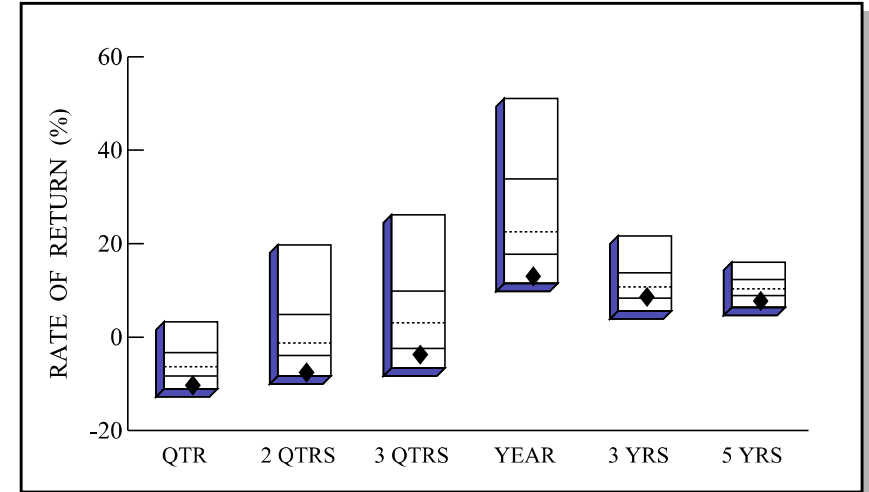
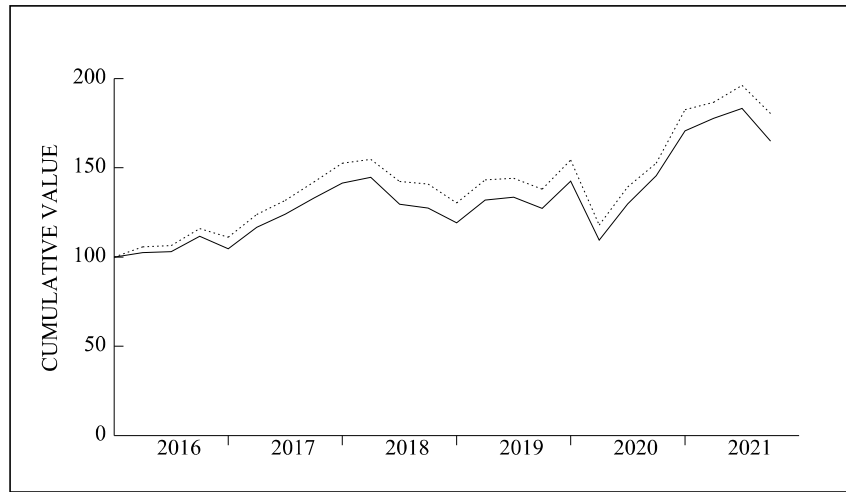
Date	Portfolio	Benchmark	Difference
12/11	7.4	7.0	0.4
3/12	14.2	9.1	5.1
6/12	-8.1	-6.5	-1.6
9/12	7.0	6.9	0.1
12/12	6.6	6.5	0.1
3/13	5.9	1.7	4.2
6/13	-0.4	-2.7	2.3
9/13	9.9	10.1	-0.2
12/13	8.3	6.1	2.2
3/14	-0.6	0.3	-0.9
6/14	0.8	5.7	-4.9
9/14	-4.0	-4.0	0.0
12/14	-3.8	-5.9	2.1
3/15	4.4	1.6	2.8
6/15	0.1	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
9/21	-1.3	-4.1	2.8

EMERGING MARKETS EQUITY MANAGER SUMMARY

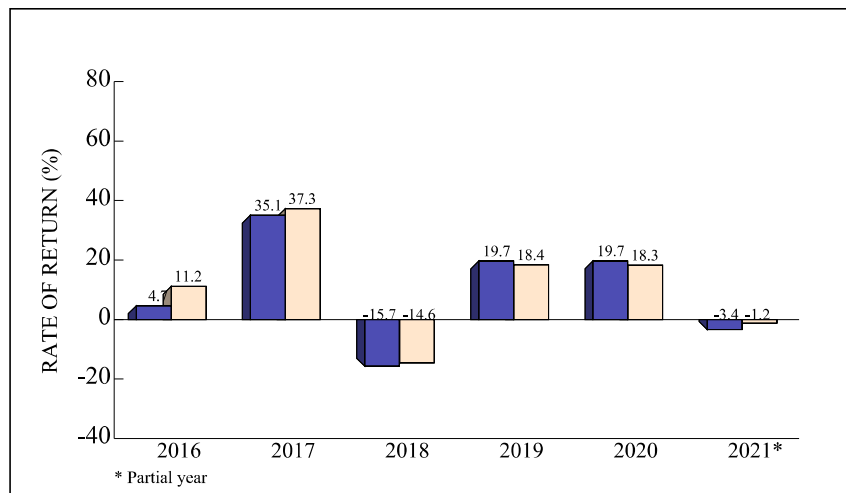
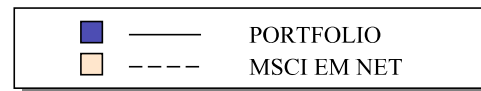


MANAGER	(UNIVERSE)	COMPONENT RETURNS AND RANKINGS					MARKET VALUE
		QTR	FYTD	1 YEAR	3 YEARS	5 YEARS	
GLOVISTA	(Emerging Markets)	-9.9 (92)	13.3 (91)	13.3 (91)	9.0 (65)	8.1 (82)	\$881,694
<i>MSCI Emerging Markets Net</i>		-8.1 ----	18.2 ----	18.2 ----	8.6 ----	9.2 ----	----
TOTAL	(Emerging Markets)	-9.9 (92)	13.3 (91)	13.3 (91)	9.0 (65)	8.1 (82)	\$881,694
<i>MSCI Emerging Markets Net</i>		-8.1 ----	18.2 ----	18.2 ----	8.6 ----	9.2 ----	----

EMERGING MARKETS EQUITY RETURN COMPARISONS

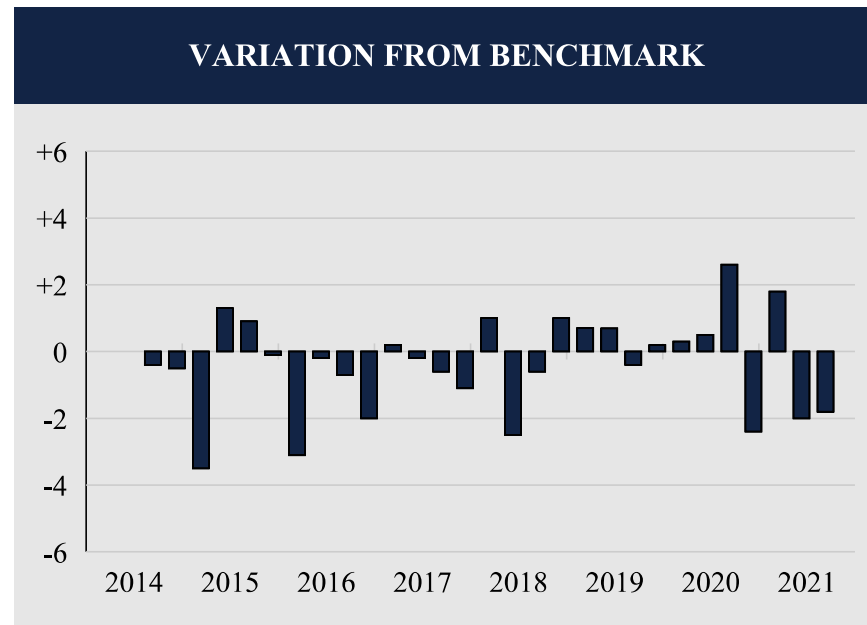


Emerging Markets Universe



	QTR	2 QTRS	3 QTRS	YEAR	-----ANNUALIZED----- 3 YRS	5 YRS
RETURN	-9.9	-7.2	-3.4	13.3	9.0	8.1
(RANK)	(92)	(91)	(81)	(91)	(65)	(82)
5TH %ILE	3.3	19.7	26.2	51.1	21.7	16.0
25TH %ILE	-3.3	4.9	9.9	33.8	13.8	12.3
MEDIAN	-6.4	-1.3	3.1	22.5	10.7	10.3
75TH %ILE	-8.3	-3.9	-2.4	17.7	8.4	8.9
95TH %ILE	-11.1	-8.3	-6.7	11.5	5.6	6.4
EM Net	-8.1	-3.5	-1.2	18.2	8.6	9.2

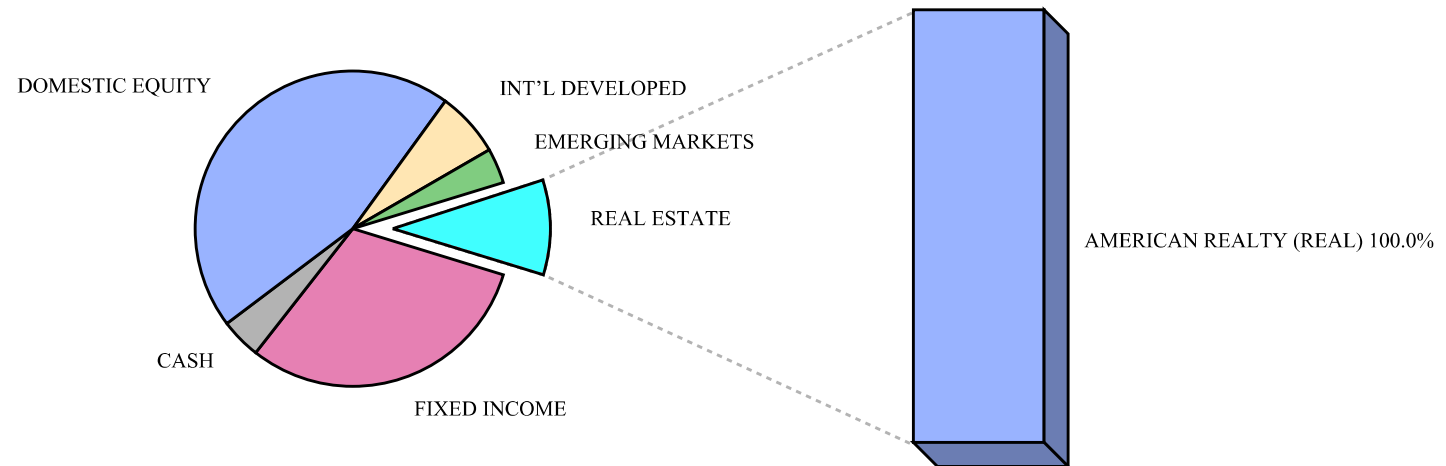
Emerging Markets Universe

EMERGING MARKETS EQUITY QUARTERLY PERFORMANCE SUMMARY**COMPARATIVE BENCHMARK: MSCI EMERGING MARKETS NET**

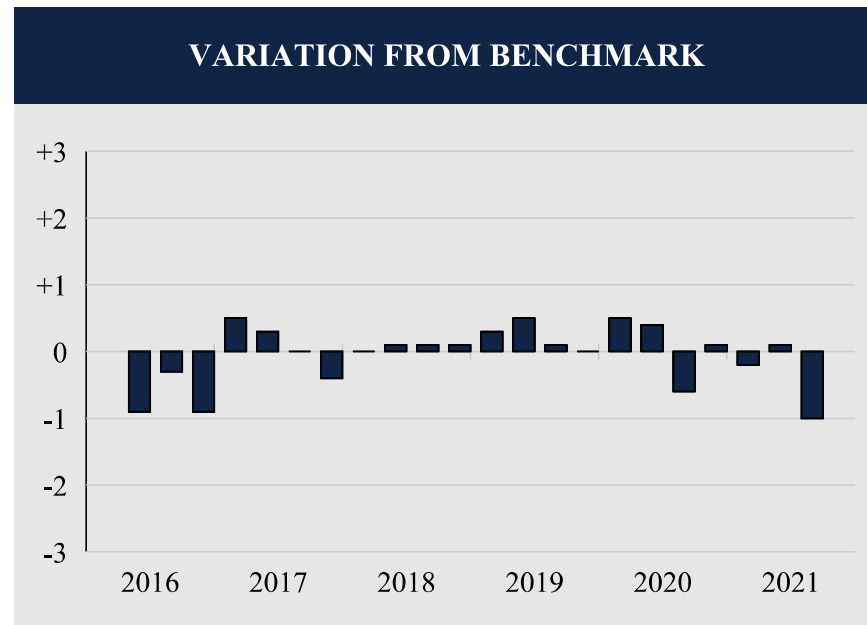
Total Quarters Observed	29
Quarters At or Above the Benchmark	12
Quarters Below the Benchmark	17
Batting Average	.414

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
9/21	-9.9	-8.1	-1.8

REAL ESTATE MANAGER SUMMARY



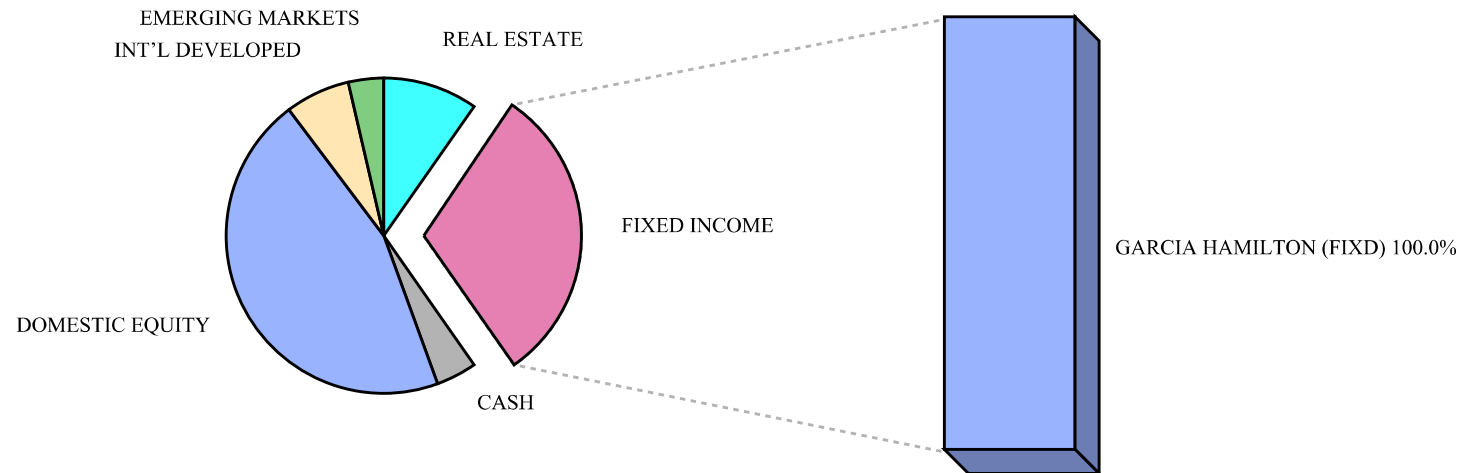
MANAGER	(UNIVERSE)	COMPONENT RETURNS AND RANKINGS					MARKET VALUE
		QTR	FYTD	1 YEAR	3 YEARS	5 YEARS	
AMERICAN REALTY		5.6 ---	13.5 ---	13.5 ---	7.2 ---	7.5 ---	\$2,402,632
<i>NCREIF NFI-ODCE Index</i>		<i>6.6 ---</i>	<i>14.6 ---</i>	<i>14.6 ---</i>	<i>7.0 ---</i>	<i>7.5 ---</i>	<i>---</i>
TOTAL		5.6 ---	13.5 ---	13.5 ---	7.2 ---	7.5 ---	\$2,402,632
<i>NCREIF NFI-ODCE Index</i>		<i>6.6 ---</i>	<i>14.6 ---</i>	<i>14.6 ---</i>	<i>7.0 ---</i>	<i>7.5 ---</i>	<i>---</i>

REAL ESTATE QUARTERLY PERFORMANCE SUMMARY**COMPARATIVE BENCHMARK: NCREIF NFI-ODCE INDEX**

Total Quarters Observed	22
Quarters At or Above the Benchmark	15
Quarters Below the Benchmark	7
Batting Average	.682

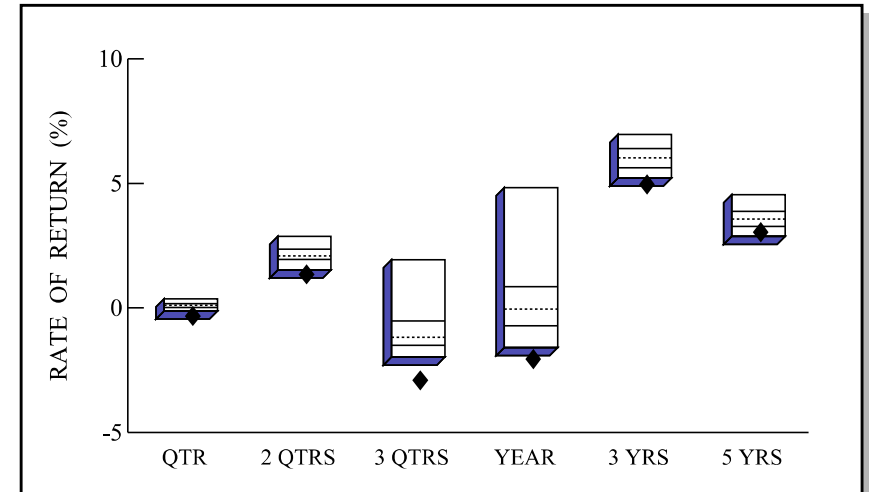
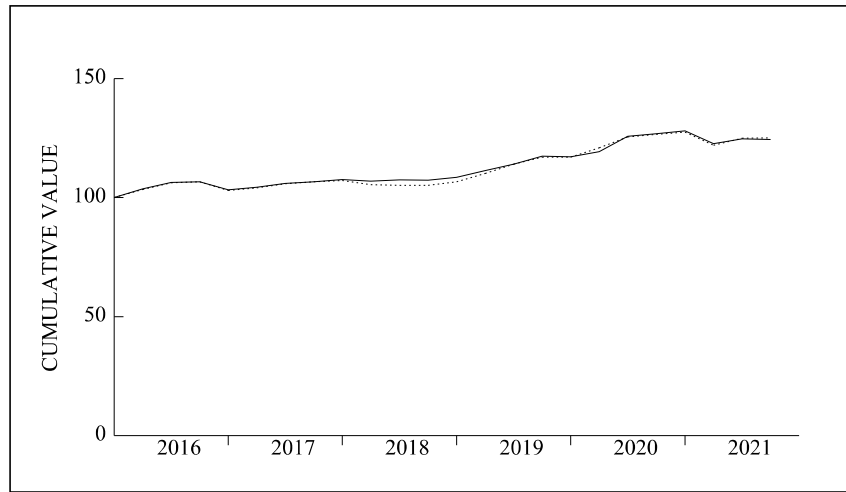
RATES OF RETURN			
Date	Portfolio	Benchmark	Difference
6/16	1.2	2.1	-0.9
9/16	1.8	2.1	-0.3
12/16	1.2	2.1	-0.9
3/17	2.3	1.8	0.5
6/17	2.0	1.7	0.3
9/17	1.9	1.9	0.0
12/17	1.7	2.1	-0.4
3/18	2.2	2.2	0.0
6/18	2.1	2.0	0.1
9/18	2.2	2.1	0.1
12/18	1.9	1.8	0.1
3/19	1.7	1.4	0.3
6/19	1.5	1.0	0.5
9/19	1.4	1.3	0.1
12/19	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
9/21	5.6	6.6	-1.0

FIXED INCOME MANAGER SUMMARY

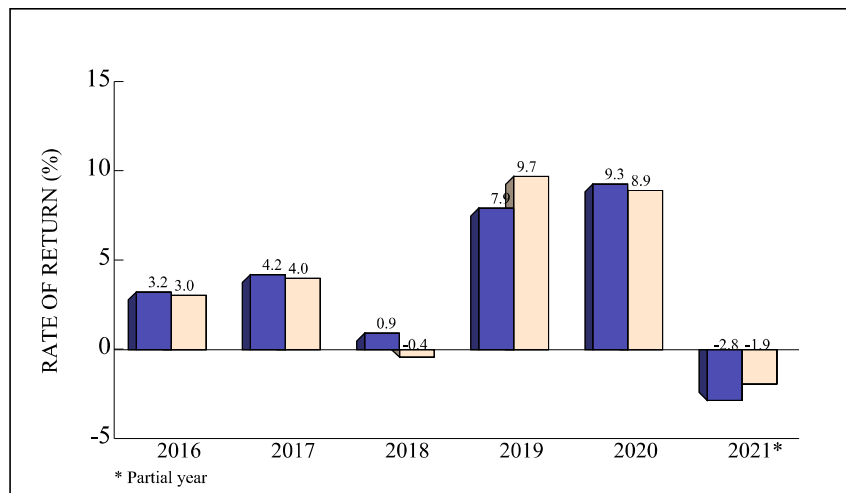
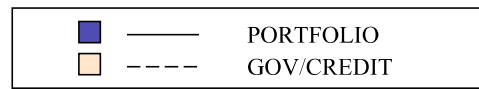


MANAGER	(UNIVERSE)	COMPONENT RETURNS AND RANKINGS					MARKET VALUE
		QTR	FYTD	1 YEAR	3 YEARS	5 YEARS	
GARCIA HAMILTON	(Core Fixed Income)	-0.3 (99)	-2.0 (99)	-2.0 (99)	5.0 (98)	3.1 (84)	\$7,672,248
<i>Bloomberg Gov/Credit</i>		<i>0.0 ----</i>	<i>-1.1 ----</i>	<i>-1.1 ----</i>	<i>5.9 ----</i>	<i>3.2 ----</i>	<i>----</i>
TOTAL	(Core Fixed Income)	-0.3 (99)	-2.0 (99)	-2.0 (99)	5.0 (98)	3.1 (84)	\$7,672,248
<i>Bloomberg Gov/Credit</i>		<i>0.0 ----</i>	<i>-1.1 ----</i>	<i>-1.1 ----</i>	<i>5.9 ----</i>	<i>3.2 ----</i>	<i>----</i>

FIXED INCOME RETURN COMPARISONS

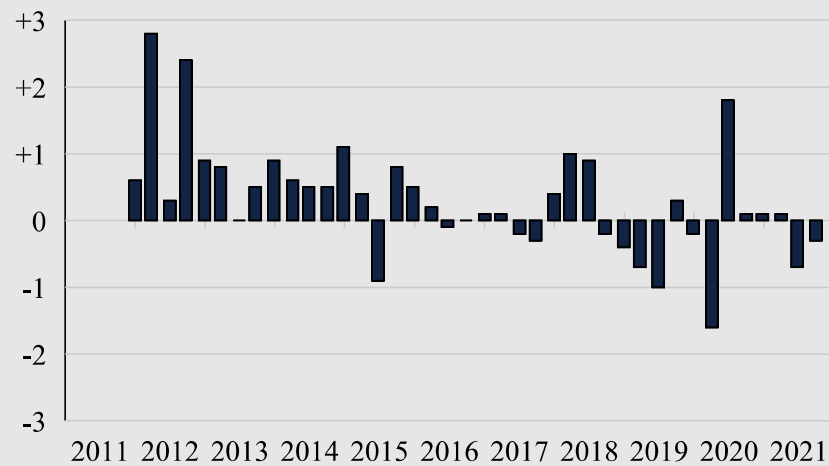


Core Fixed Income Universe



	QTR	2 QTRS	3 QTRS	YEAR	-----ANNUALIZED-----	
					3 YRS	5 YRS
RETURN	-0.3	1.4	-2.8	-2.0	5.0	3.1
(RANK)	(99)	(96)	(99)	(99)	(98)	(84)
5TH %ILE	0.4	2.9	1.9	4.8	7.0	4.6
25TH %ILE	0.2	2.4	-0.5	0.9	6.4	3.9
MEDIAN	0.1	2.1	-1.2	-0.1	6.0	3.6
75TH %ILE	0.0	1.9	-1.5	-0.7	5.6	3.3
95TH %ILE	-0.1	1.5	-2.0	-1.6	5.2	2.9
Gov/Credit	0.0	2.5	-1.9	-1.1	5.9	3.2

Core Fixed Income Universe

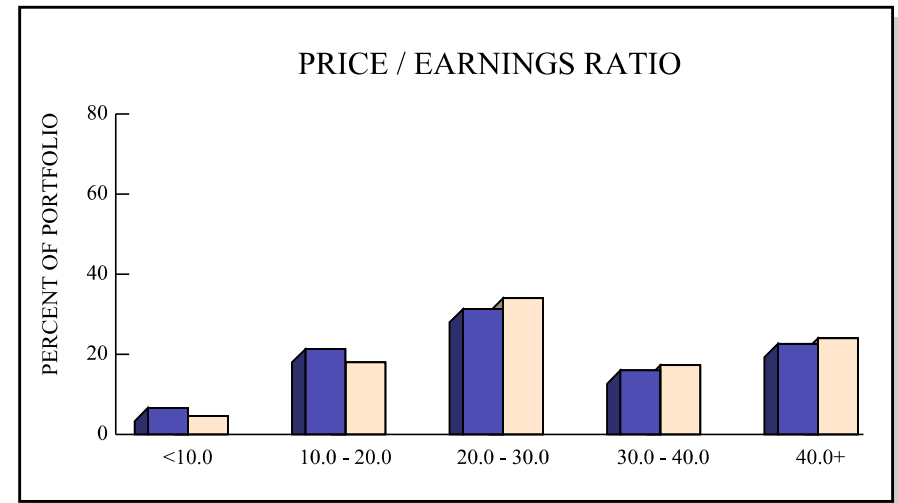
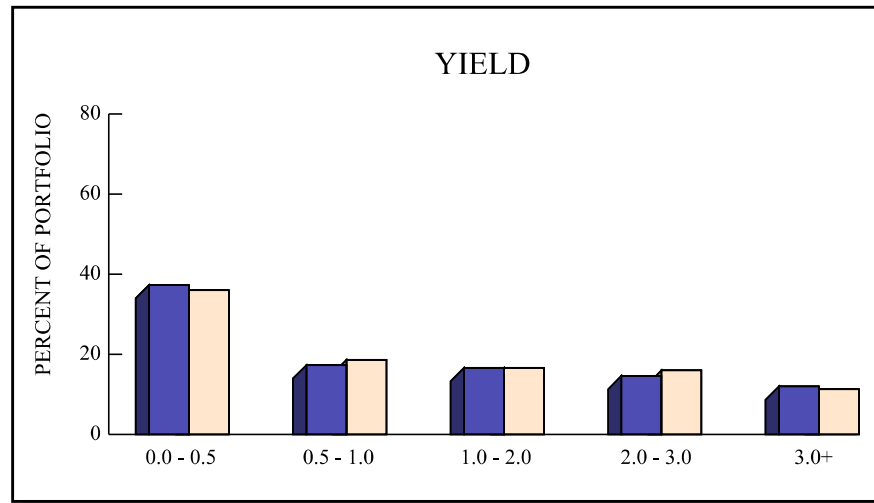
FIXED INCOME QUARTERLY PERFORMANCE SUMMARY**COMPARATIVE BENCHMARK: BLOOMBERG GOV/CREDIT****VARIATION FROM BENCHMARK**

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

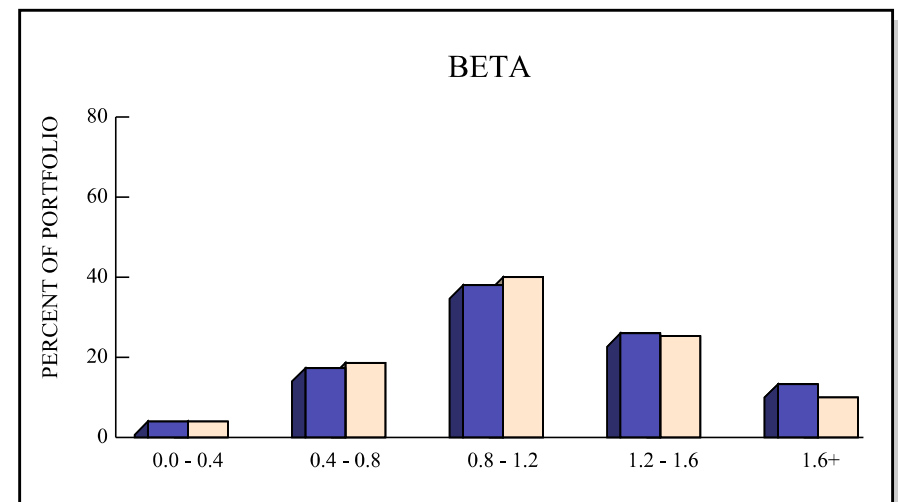
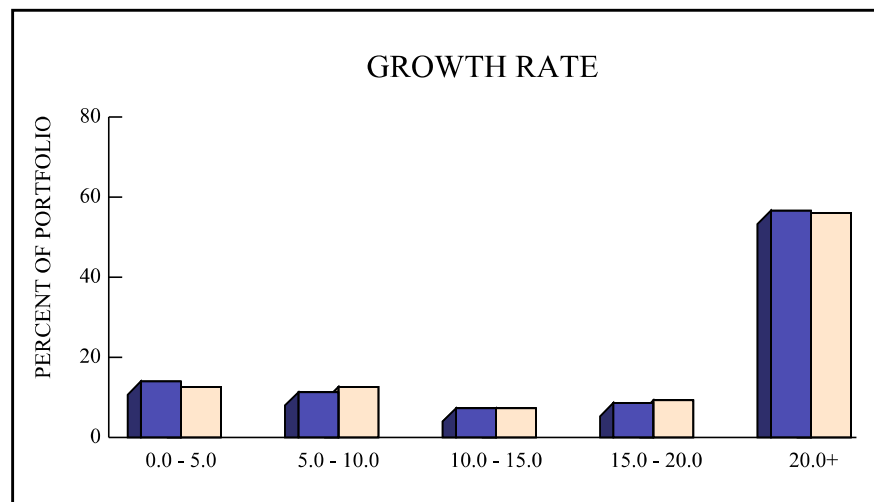
RATES OF RETURN

Date	Portfolio	Benchmark	Difference
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
9/21	-0.3	0.0	-0.3

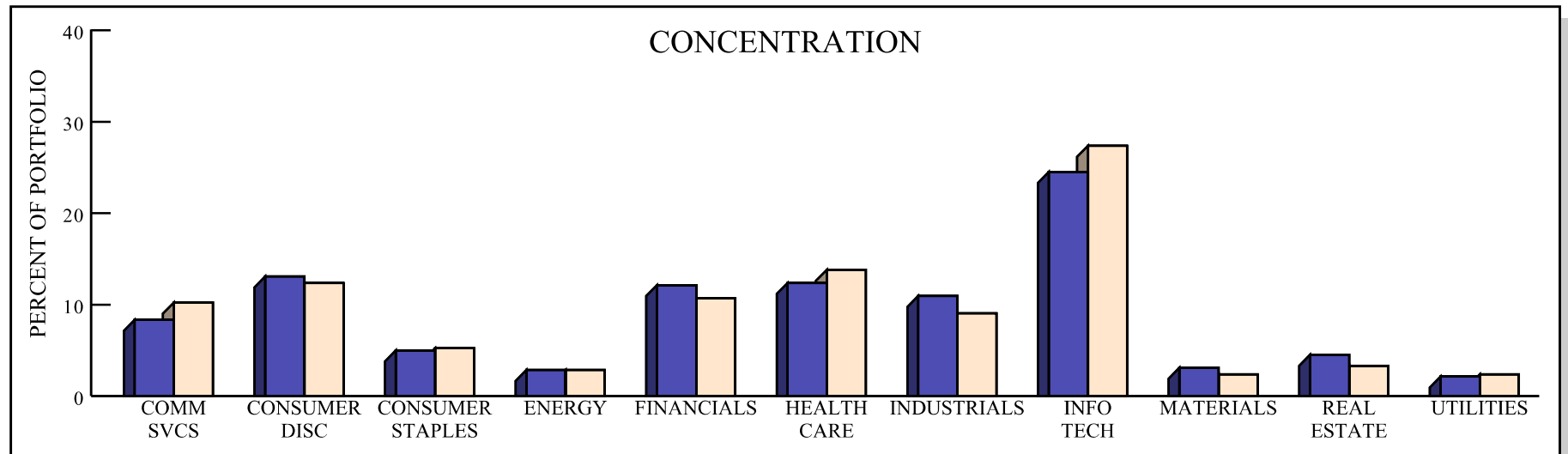
STOCK CHARACTERISTICS



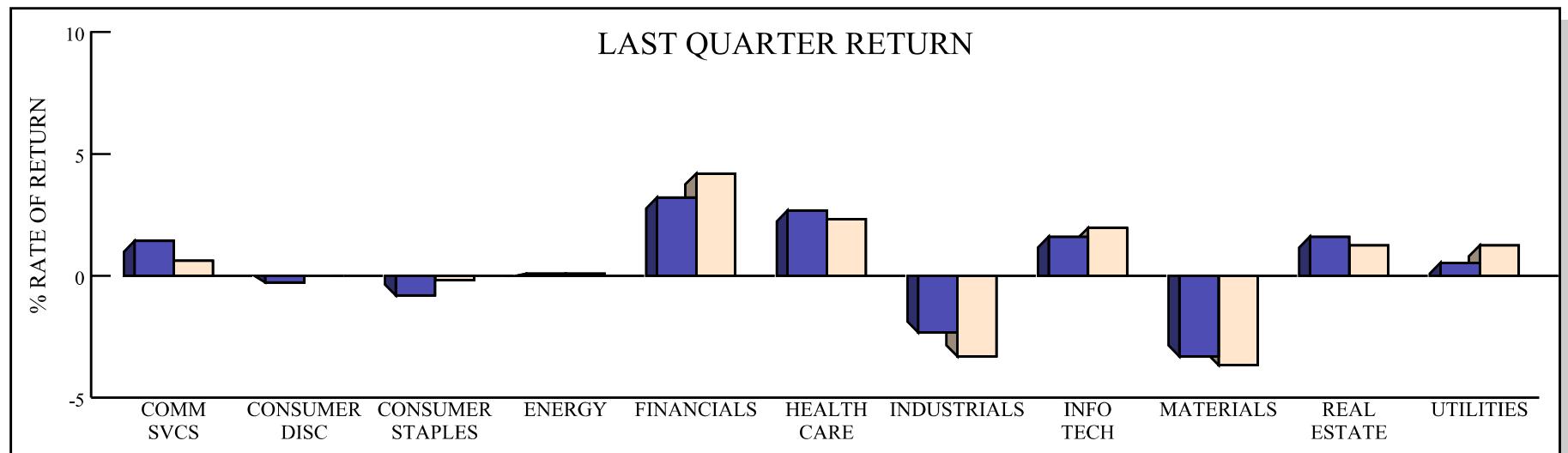
	# HOLDINGS	YIELD	GROWTH	P/E	BETA
PORTFOLIO	1,776	1.3%	29.9%	31.1	1.13
RUSSELL 3000	3,052	1.3%	30.1%	32.3	1.08



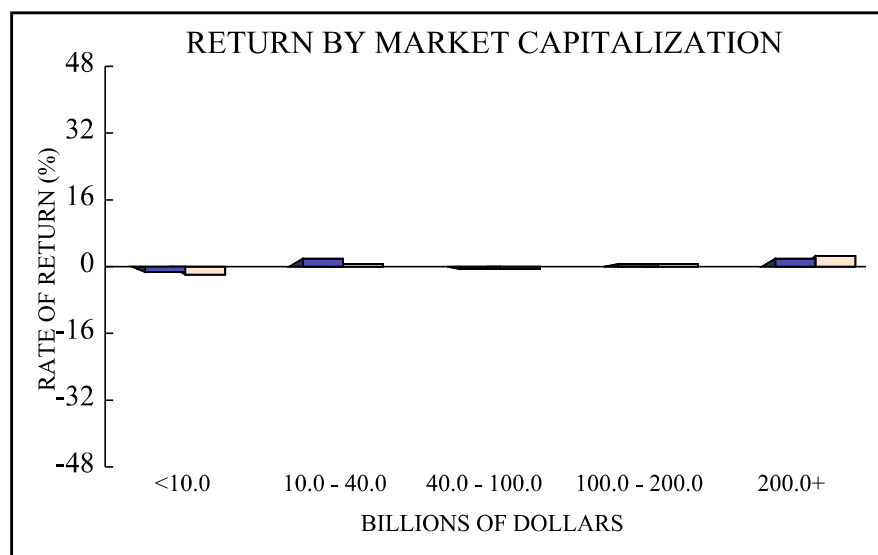
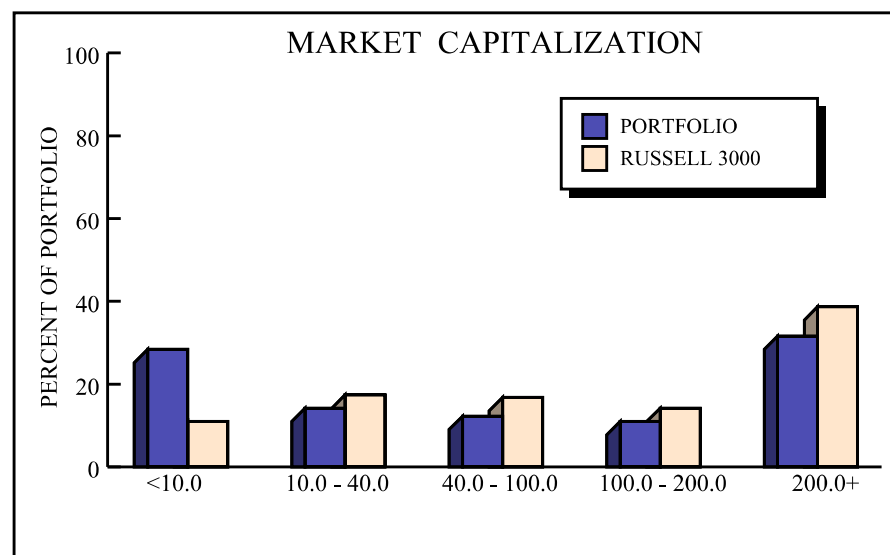
STOCK INDUSTRY ANALYSIS



■ PORTFOLIO ■ RUSSELL 3000

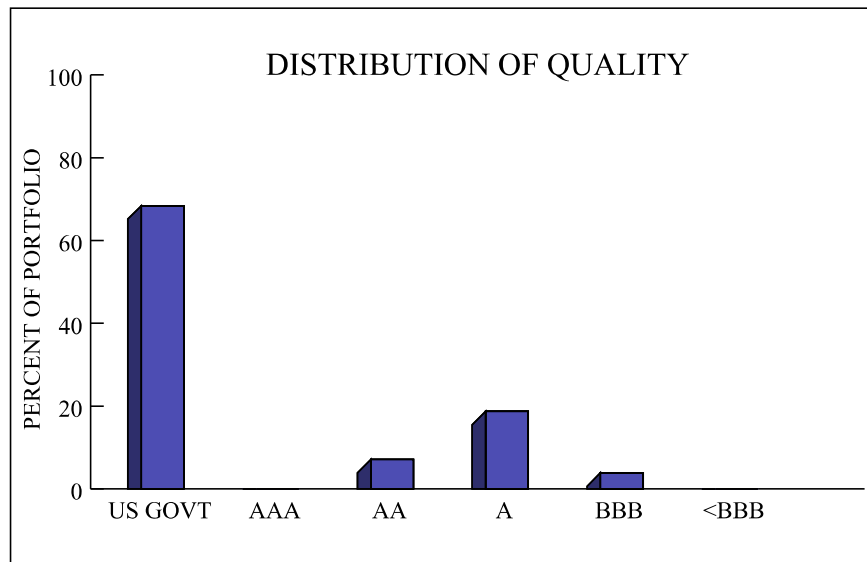
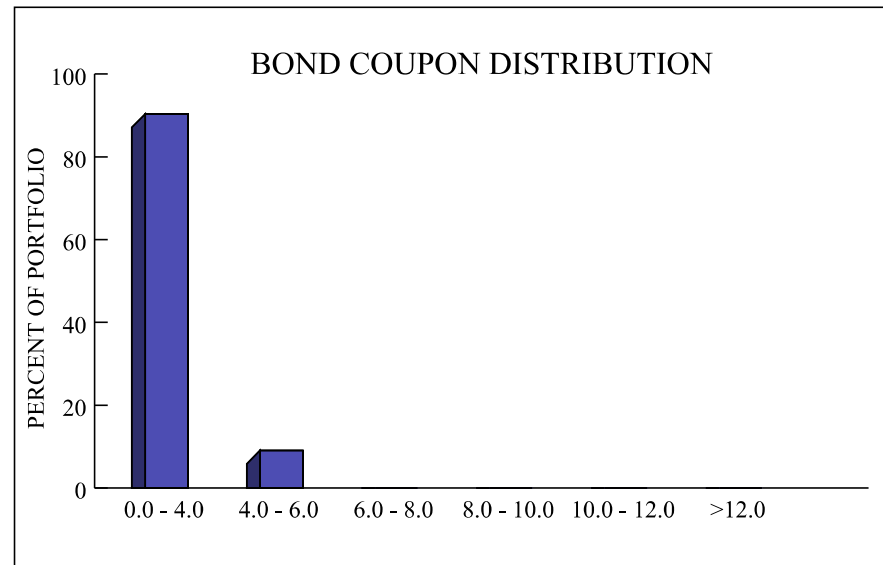
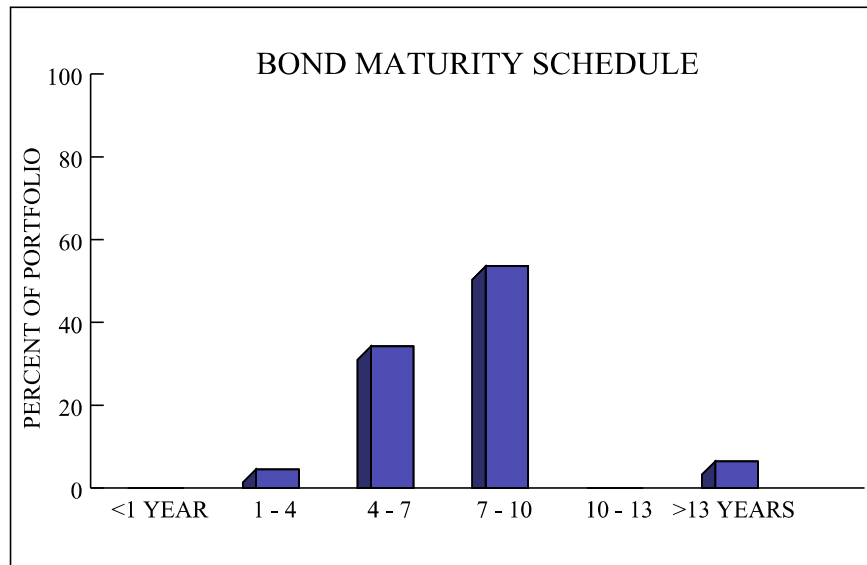


TOP TEN HOLDINGS



TOP TEN EQUITY HOLDINGS

RANK	NAME	VALUE	% EQUITY	RETURN	INDUSTRY SECTOR	MKT CAP
1	APPLE INC	\$ 480,393	4.27%	3.5%	Information Technology	\$ 2339.0 B
2	MICROSOFT CORP	458,966	4.08%	4.3%	Information Technology	2118.6 B
3	AMAZON.COM INC	308,794	2.74%	-4.5%	Consumer Discretionary	1663.7 B
4	FACEBOOK INC	175,125	1.55%	-2.4%	Communication Services	956.9 B
5	ALPHABET INC	173,779	1.54%	9.5%	Communication Services	926.6 B
6	ALPHABET INC	157,253	1.40%	6.3%	Communication Services	853.3 B
7	TESLA INC	134,158	1.19%	14.1%	Consumer Discretionary	767.7 B
8	NVIDIA CORP	108,759	.97%	3.6%	Information Technology	517.9 B
9	JPMORGAN CHASE & CO	93,631	.83%	5.9%	Financials	489.1 B
10	JOHNSON & JOHNSON	81,719	.73%	-1.4%	Health Care	425.1 B

BOND CHARACTERISTICS

	PORTFOLIO	GOV/CREDIT
No. of Securities	22	8,390
Duration	6.78	7.59
YTM	1.70	1.47
Average Coupon	2.73	2.37
Avg Maturity / WAL	7.89	9.80
Average Quality	AAA	AA

APPENDIX - MAJOR MARKET INDEX RETURNS

Economic Data	Style	QTR	FYTD	1 Year	3 Years	5 Years	10 Years
Consumer Price Index	Economic Data	1.0	5.4	5.4	2.8	2.6	1.9
Domestic Equity	Style	QTR	FYTD	1 Year	3 Years	5 Years	10 Years
Russell 3000	Broad Equity	-0.1	31.9	31.9	16.0	16.8	16.6
S&P 500	Large Cap Core	0.6	30.0	30.0	16.0	16.9	16.6
Russell 1000	Large Cap	0.2	31.0	31.0	16.4	17.1	16.8
Russell 1000 Growth	Large Cap Growth	1.2	27.3	27.3	22.0	22.8	19.7
Russell 1000 Value	Large Cap Value	-0.8	35.0	35.0	10.1	10.9	13.5
Russell Mid Cap	Midcap	-0.9	38.1	38.1	14.2	14.4	15.5
Russell Mid Cap Growth	Midcap Growth	-0.8	30.5	30.5	19.1	19.3	17.5
Russell Mid Cap Value	Midcap Value	-1.0	42.4	42.4	10.3	10.6	13.9
Russell 2000	Small Cap	-4.4	47.7	47.7	10.5	13.4	14.6
Russell 2000 Growth	Small Cap Growth	-5.7	33.3	33.3	11.7	15.3	15.7
Russell 2000 Value	Small Cap Value	-3.0	63.9	63.9	8.6	11.0	13.2
International Equity	Style	QTR	FYTD	1 Year	3 Years	5 Years	10 Years
MSCI All Country World ex US	Foreign Equity	-2.9	24.4	24.4	8.5	9.4	8.0
MSCI EAFE	Developed Markets Equity	-0.4	26.3	26.3	8.1	9.3	8.6
MSCI EAFE Growth	Developed Markets Growth	0.1	21.2	21.2	12.3	11.8	10.5
MSCI EAFE Value	Developed Markets Value	-0.8	31.4	31.4	3.7	6.6	6.6
MSCI Emerging Markets	Emerging Markets Equity	-8.0	18.6	18.6	9.0	9.6	6.5
Domestic Fixed Income	Style	QTR	FYTD	1 Year	3 Years	5 Years	10 Years
Bloomberg Aggregate Index	Core Fixed Income	0.1	-0.9	-0.9	5.4	2.9	3.0
Bloomberg Capital Gov't Bond	Treasuries	0.1	-3.2	-3.2	4.9	2.3	2.2
Bloomberg Capital Credit Bond	Corporate Bonds	0.0	1.4	1.4	7.1	4.4	4.6
Intermediate Aggregate	Core Intermediate	0.0	-0.4	-0.4	4.4	2.5	2.5
ML/BoA 1-3 Year Treasury	Short Term Treasuries	0.1	0.0	0.0	2.6	1.6	1.1
Bloomberg Capital High Yield	High Yield Bonds	0.9	11.3	11.3	6.9	6.5	7.4
Alternative Assets	Style	QTR	FYTD	1 Year	3 Years	5 Years	10 Years
Bloomberg Global Treasury Ex US	International Treasuries	-1.6	-2.1	-2.1	3.2	0.7	0.7
NCREIF NFI-ODCE Index	Real Estate	6.6	14.6	14.6	7.0	7.5	9.9
HFRI FOF Composite	Hedge Funds	0.3	13.8	13.8	6.3	5.7	4.4

APPENDIX - DISCLOSURES

- * The policy index is a passive policy-weighted index, rebalanced quarterly, and constructed as follows:

For all periods Through 6/30/2007:

40% Russell 3000 10% MSCI EAFE 50% Barclays Aggregate.

From 7/1/2007 Through 4/30/2012:

40% Russell 3000 10% S&P ADR Index 50% Barclays Aggregate.

From 5/1/2012 through 6/30/2014:

40% Russell 3000 10% S&P ADR Index 10% CPI + 6.5% 40% Barclays Aggregate.

From 7/1/2014 through 3/31/2016:

40% Russell 3000 10% S&P ADR Index 10% CPI + 6.5% 5% MSCI Emerging Markets
35% Barclays Aggregate.

For all periods since 4/1/2016:

40% Russell 3000 10% S&P ADR Index 10% NCREIF NFI-ODCE 5% MSCI Emerging Markets
35% Barclays Aggregate.

- * The shadow index is a customized index that matches your portfolio's asset allocation on a quarterly basis.

This index was calculated using the following asset classes and corresponding benchmarks:

Domestic Equity	Custom Domestic Equity Index
International Equity	MSCI All Country World ex US
Developed Markets Equity	S&P ADR Index
Emerging Markets Equity	MSCI Emerging Markets Net
Real Estate	NCREIF NFI-ODCE Index
Fixed Income	Bloomberg Gov/Credit
Cash & Equivalent	90 Day T Bill

- * The Custom Domestic Equity Index is comprised of 62.5% S&P 500, 18.75% S&P 400, and 18.75% S&P 600
- * Dahab Associates utilizes data provided by a custodian and other vendors it believes are reliable. However, it cannot assume responsibility for errors and omissions therefrom.
- * All returns were calculated on a time-weighted basis, and are gross of fees unless otherwise noted.
- * All returns for periods greater than one year are annualized.
- * Dahab Associates uses the modified duration measure to present average duration.
- * All values are in US dollars.

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

INVESTMENT RETURN

On September 30th, 2021, the Bay Harbor Islands Employees' Retirement System's RhumbLine portfolio was valued at \$11,262,118, a decrease of \$45,760 from the June ending value of \$11,307,878. Last quarter, the account recorded total net withdrawals of \$1,394 in addition to \$44,366 in net investment losses. Because there were no income receipts during the third quarter, the portfolio's net investment losses were entirely made up of capital losses (realized and unrealized).

RELATIVE PERFORMANCE

Total Fund

During the third quarter, the RhumbLine portfolio lost 0.4%, which was 0.3% less than the Russell 3000 Index's return of -0.1% and ranked in the 50th percentile of the Domestic Equity universe. Over the trailing twelve-month period, this portfolio returned 34.3%, which was 2.4% above the benchmark's 31.9% return, and ranked in the 59th percentile. Since September 2011, the portfolio returned 15.9% per annum and ranked in the 50th percentile. For comparison, the Russell 3000 returned an annualized 16.6% over the same period.

FUND PERFORMANCE & ALLOCATION

	QTR	Market Value	%
RhumbLine			
S&P 500	0.6%	\$ 3,025,696	26.9%
Russell 1000 Growth	1.2%	\$ 2,845,545	25.3%
Russell 1000 Value	-0.8%	\$ 2,106,958	18.7%
S&P 400 Mid Cap	-1.8%	\$ 1,621,494	14.4%
S&P 600 Small Cap	-2.9%	\$ 1,662,425	14.8%
Total	-0.4%	\$ 11,262,118	100.0%

EXECUTIVE SUMMARY

PERFORMANCE SUMMARY

	Quarter	FYTD / 1Y	3 Year	5 Year	Since 09/11
Total Portfolio - Gross	-0.4	34.3	13.1	15.1	15.9
<i>DOMESTIC EQUITY RANK</i>	(50)	(59)	(53)	(51)	(50)
Total Portfolio - Net	-0.4	34.3	13.0	15.0	15.8
Russell 3000	-0.1	31.9	16.0	16.8	16.6
Domestic Equity - Gross	-0.4	34.3	13.1	15.1	15.9
<i>DOMESTIC EQUITY RANK</i>	(50)	(59)	(53)	(51)	(50)
Russell 3000	-0.1	31.9	16.0	16.8	16.6
S&P 500	0.6	30.0	16.0	16.9	16.6
Russell 1000G	1.2	27.3	22.0	22.8	19.7
Russell 1000V	-0.8	35.0	10.1	10.9	13.5
S&P 400	-1.8	43.7	11.1	13.0	14.7
S&P 600	-2.8	57.6	9.4	13.6	15.7

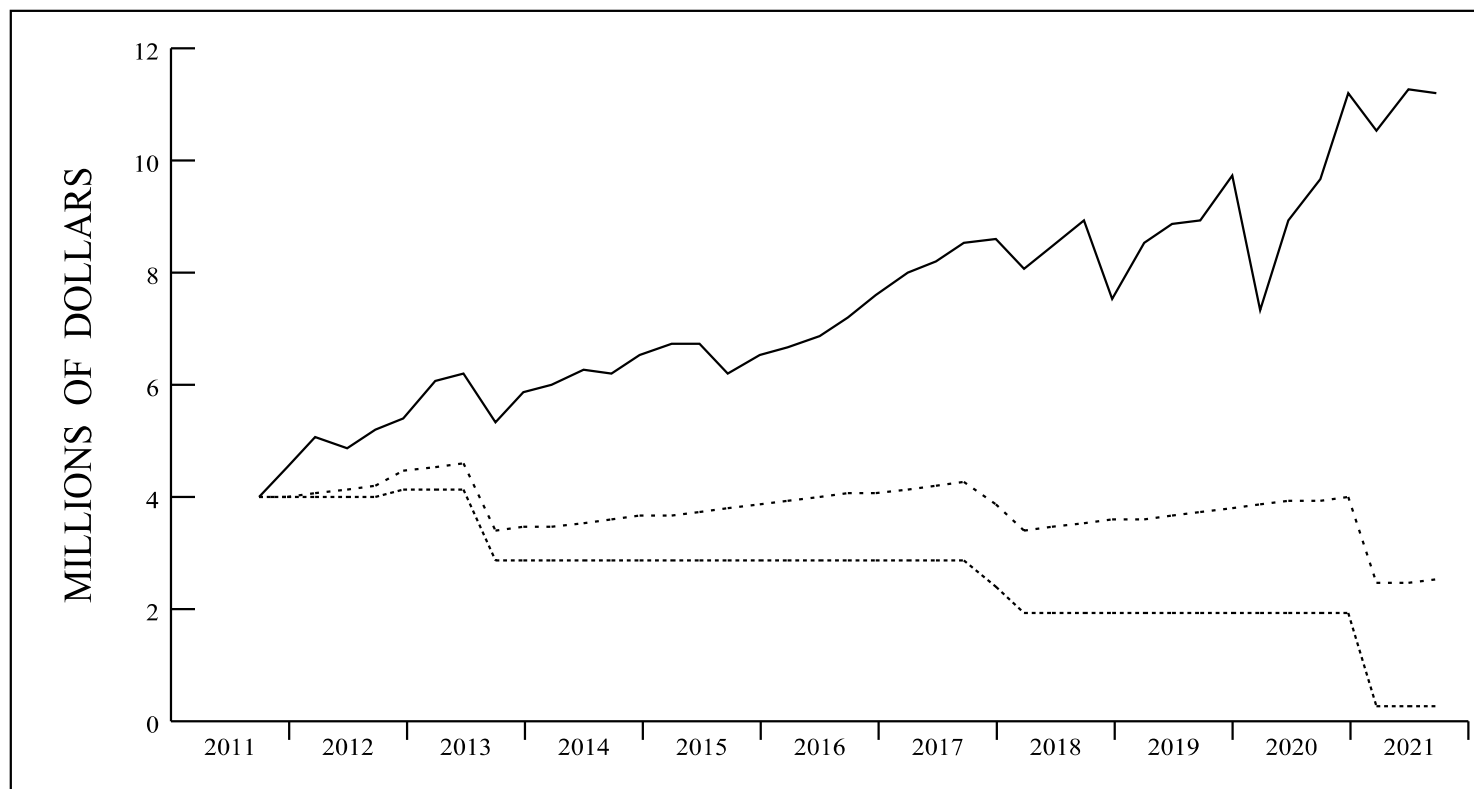
ASSET ALLOCATION

Domestic Equity	100.0%	\$ 11,262,118
Total Portfolio	100.0%	\$ 11,262,118

INVESTMENT RETURN

Market Value 6/2021	\$ 11,307,878
Contribs / Withdrawals	- 1,394
Income	0
Capital Gains / Losses	- 44,366
Market Value 9/2021	\$ 11,262,118

INVESTMENT GROWTH

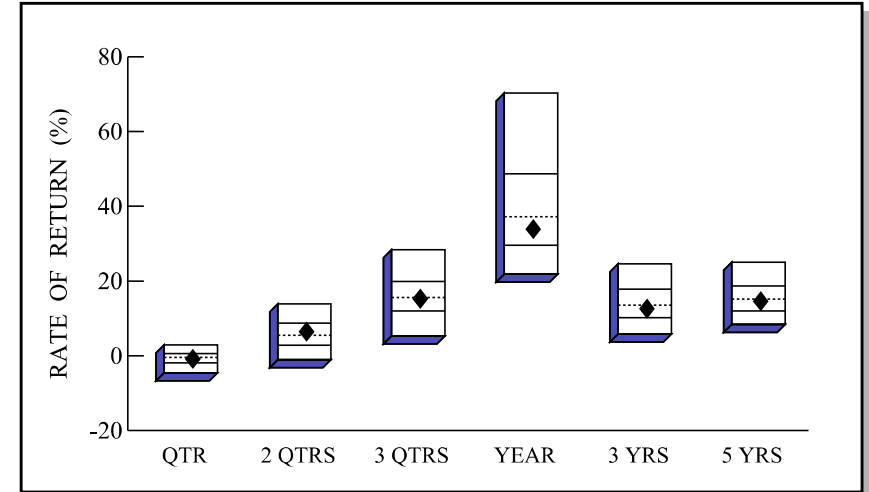
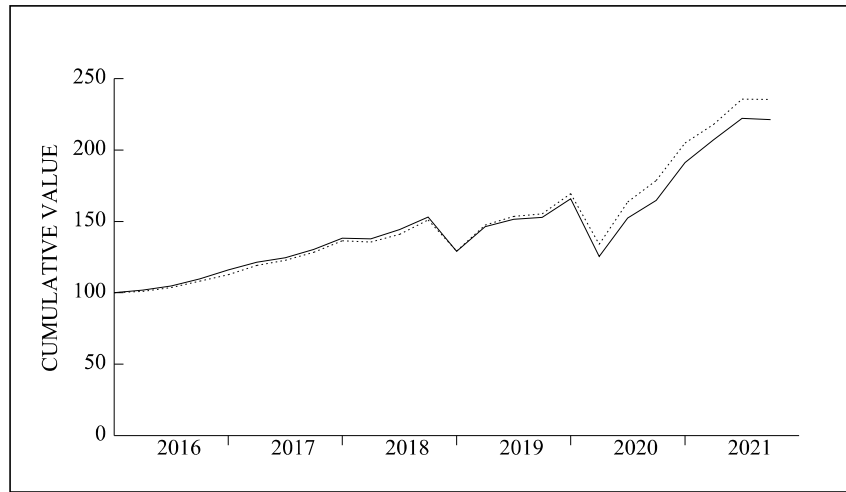


— ACTUAL RETURN
 6.0%
 0.0%

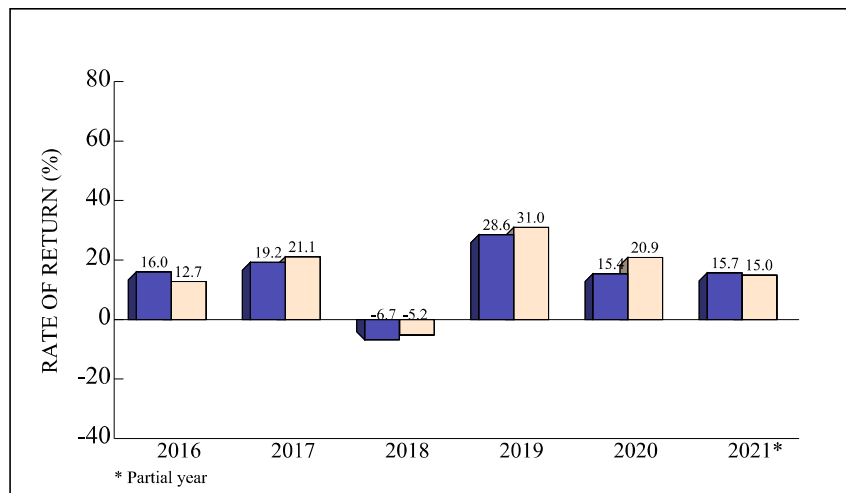
VALUE ASSUMING
 6.0% RETURN \$ 2,559,513

	LAST QUARTER	PERIOD 9/11 - 9/21
BEGINNING VALUE	\$ 11,307,878	\$ 4,001,646
NET CONTRIBUTIONS	- 1,394	- 3,680,009
INVESTMENT RETURN	- 44,366	10,940,481
ENDING VALUE	\$ 11,262,118	\$ 11,262,118
INCOME	0	0
CAPITAL GAINS (LOSSES)	- 44,366	10,940,481
INVESTMENT RETURN	- 44,366	10,940,481

TOTAL RETURN COMPARISONS

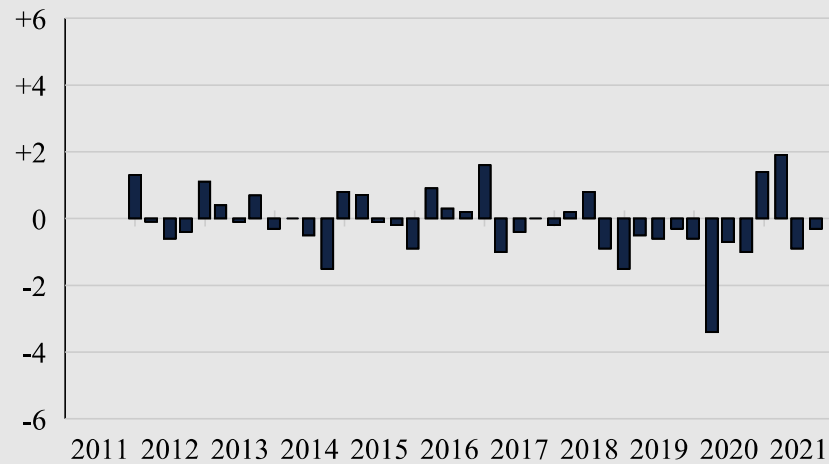


Domestic Equity Universe



	QTR	2 QTRS	3 QTRS	YEAR	-----ANNUALIZED----- 3 YRS	5 YRS
RETURN	-0.4	6.9	15.7	34.3	13.1	15.1
(RANK)	(50)	(39)	(50)	(59)	(53)	(51)
5TH %ILE	2.9	13.9	28.4	70.3	24.6	25.0
25TH %ILE	0.6	8.7	19.9	48.6	17.8	18.7
MEDIAN	-0.5	5.5	15.7	37.2	13.6	15.1
75TH %ILE	-1.9	2.8	12.0	29.6	10.2	12.0
95TH %ILE	-4.5	-1.0	5.3	21.8	5.9	8.4
Russ 3000	-0.1	8.1	15.0	31.9	16.0	16.8

Domestic Equity Universe

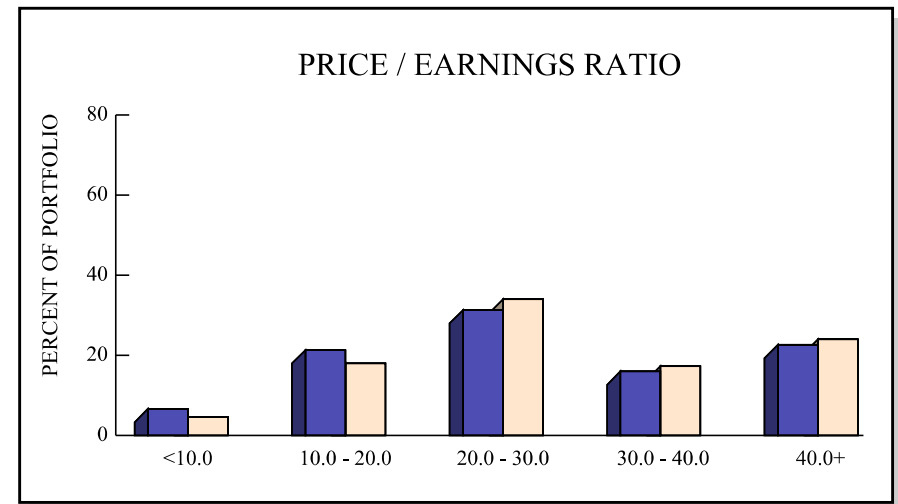
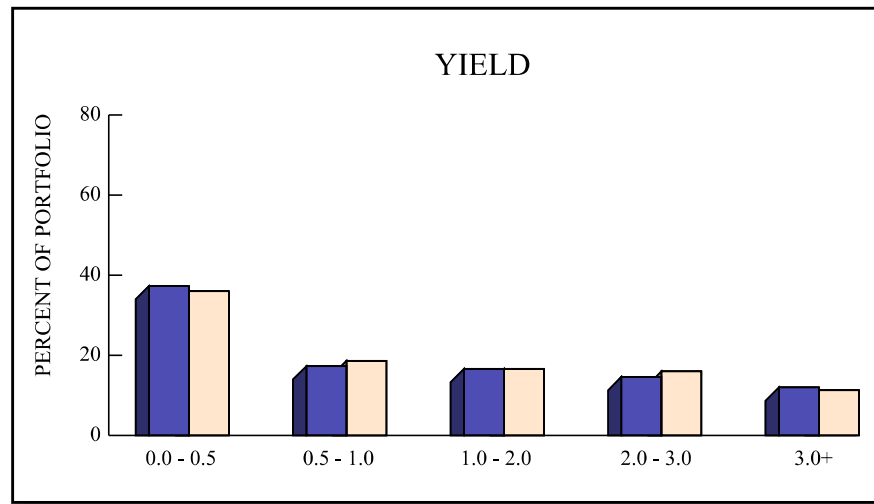
TOTAL PORTFOLIO QUARTERLY PERFORMANCE SUMMARY**COMPARATIVE BENCHMARK: RUSSELL 3000****VARIATION FROM BENCHMARK**

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

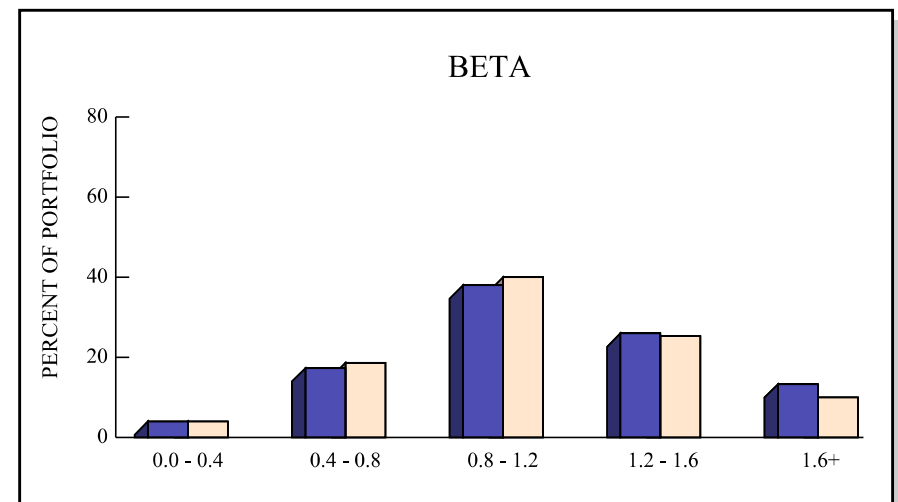
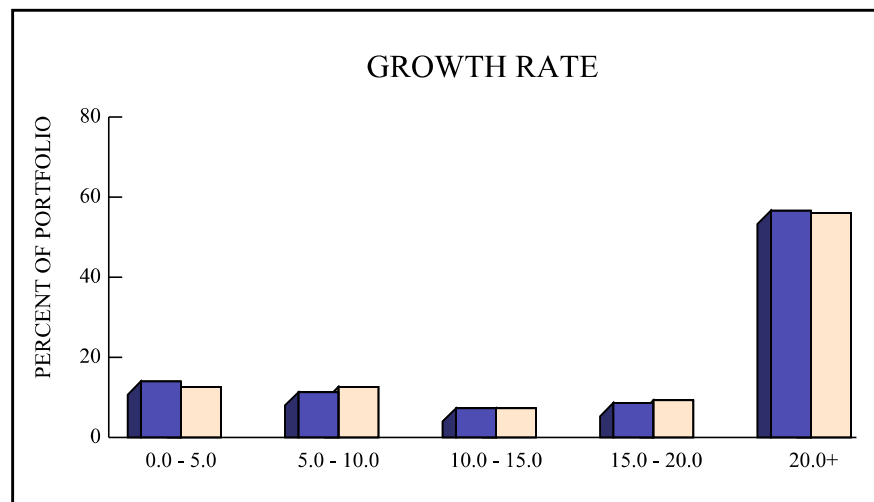
RATES OF RETURN

Date	Portfolio	Benchmark	Difference
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
9/21	-0.4	-0.1	-0.3

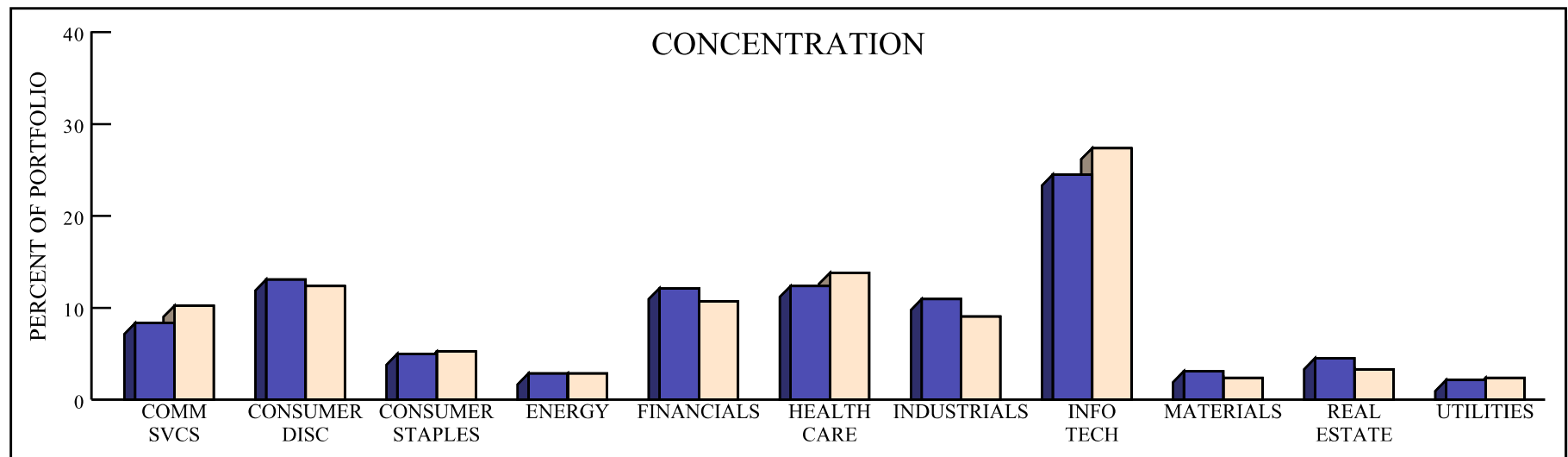
STOCK CHARACTERISTICS



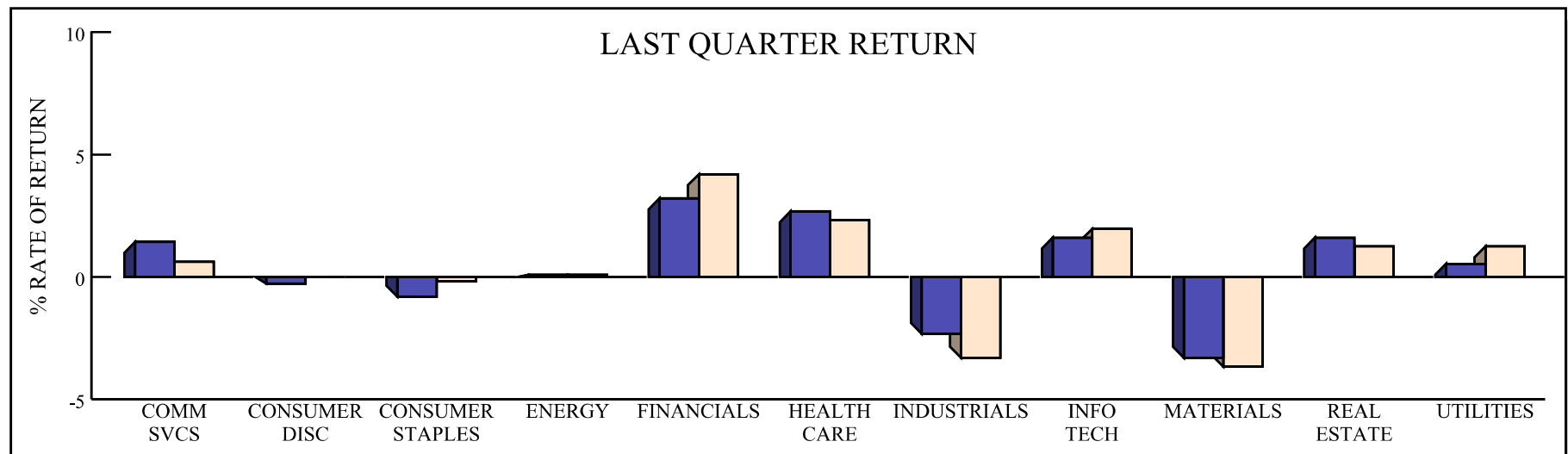
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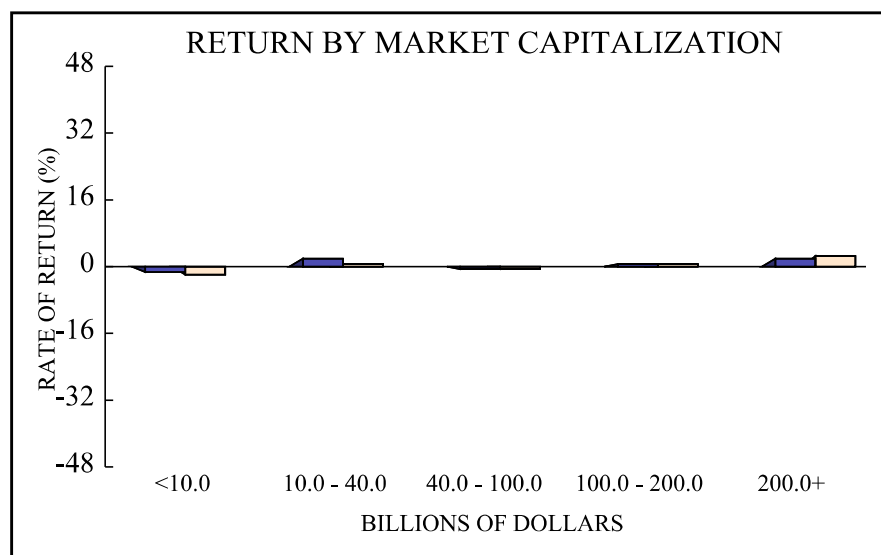
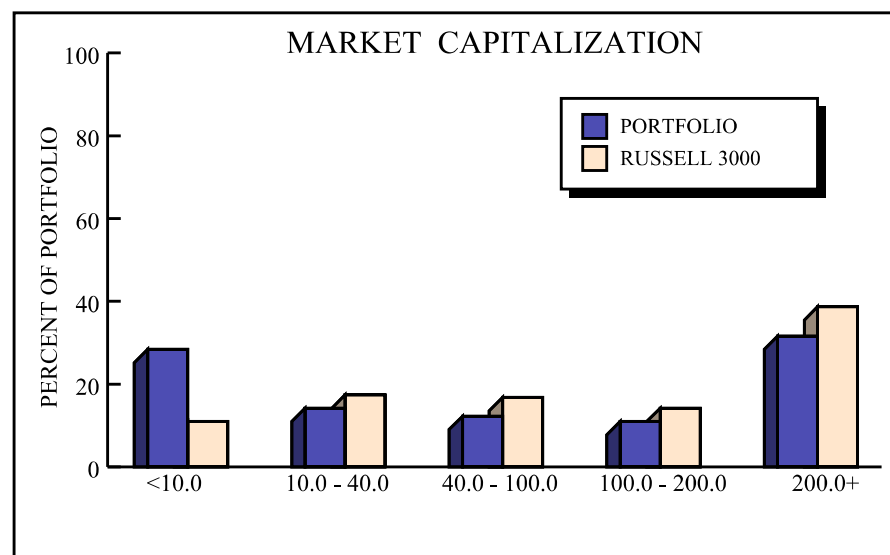
STOCK INDUSTRY ANALYSIS



■ PORTFOLIO ■ RUSSELL 3000



TOP TEN HOLDINGS



TOP TEN EQUITY HOLDINGS

RANK	NAME	VALUE	% EQUITY	RETURN	INDUSTRY SECTOR	MKT CAP
1	APPLE INC	\$ 480,393	4.27%	3.5%	Information Technology	\$ 2339.0 B
2	MICROSOFT CORP	458,966	4.08%	4.3%	Information Technology	2118.6 B
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BAY HARBOR ISLANDS EMPLOYEES' RETIREMENT SYSTEM
HIGHLAND CAPITAL MANAGEMENT - INT'L EQUITY
PERFORMANCE REVIEW
SEPTEMBER 2021

INVESTMENT RETURN

On September 30th, 2021, the Bay Harbor Islands Employees' Retirement System's Highland Capital Management International Equity portfolio was valued at \$1,667,204, a decrease of \$23,968 from the June ending value of \$1,691,172. Last quarter, the account recorded total net withdrawals of \$2,272 in addition to \$21,696 in net investment losses. The fund's net investment loss was a result of income receipts totaling \$5,290 and realized and unrealized capital losses totaling \$26,986.

RELATIVE PERFORMANCE

Total Fund

During the third quarter, the Highland Capital Management International Equity portfolio lost 1.3%, which was 2.8% greater than the S&P ADR Index's return of -4.1% and ranked in the 43rd percentile of the International Equity universe. Over the trailing year, the portfolio returned 26.8%, which was 4.0% less than the benchmark's 30.8% performance, and ranked in the 48th percentile. Since September 2011, the account returned 7.9% per annum and ranked in the 75th percentile. For comparison, the S&P ADR Index returned an annualized 7.0% over the same time frame.

ASSET ALLOCATION

At the end of the third quarter, developed markets equities comprised 98.4% of the total portfolio (\$1.6 million), while cash & equivalents comprised the remaining 1.6% (\$27,344).

EXECUTIVE SUMMARY

PERFORMANCE SUMMARY

	Quarter	FYTD / 1Y	3 Year	5 Year	Since 09/11
Total Portfolio - Gross	-1.3	26.8	7.0	8.8	7.9
<i>INTERNATIONAL EQUITY RANK</i>	(43)	(48)	(78)	(72)	(75)
Total Portfolio - Net	-1.4	26.2	6.4	8.3	7.4
ADR Index	-4.1	30.8	7.0	8.2	7.0
Developed Markets Equity - Gross	-1.3	28.2	6.7	9.0	8.4
<i>INTERNATIONAL EQUITY RANK</i>	(44)	(42)	(80)	(70)	(68)
ADR Index	-4.1	30.8	7.0	8.2	7.0
MSCI EAFE	-0.4	26.3	8.1	9.3	8.6
EAFE Growth	0.1	21.2	12.3	11.8	10.5
EAFE Value	-0.8	31.4	3.7	6.6	6.6

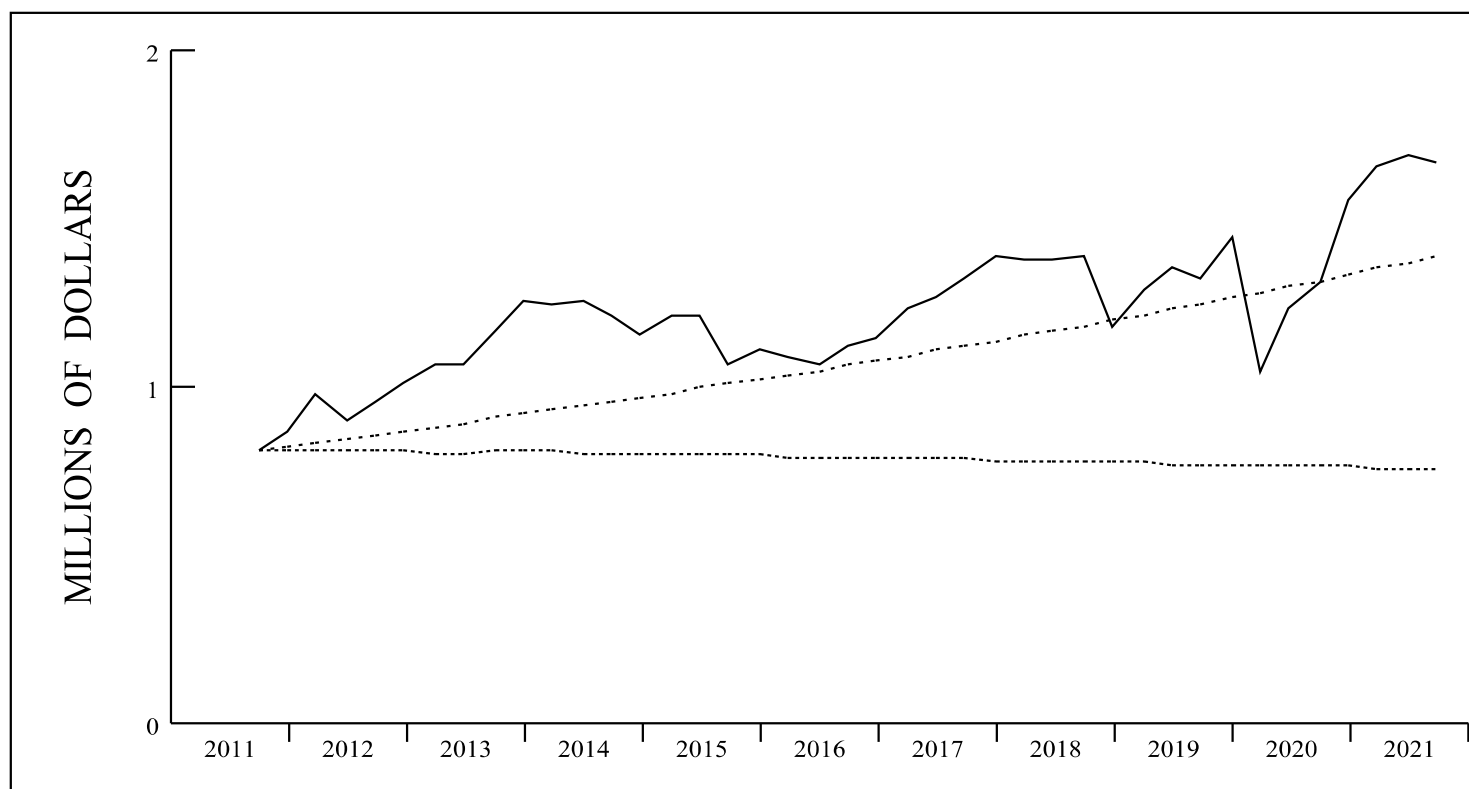
ASSET ALLOCATION

Int'l Developed	98.4%	\$ 1,639,860
Cash	1.6%	27,344
Total Portfolio	100.0%	\$ 1,667,204

INVESTMENT RETURN

Market Value 6/2021	\$ 1,691,172
Contribs / Withdrawals	-2,272
Income	5,290
Capital Gains / Losses	-26,986
Market Value 9/2021	\$ 1,667,204

INVESTMENT GROWTH

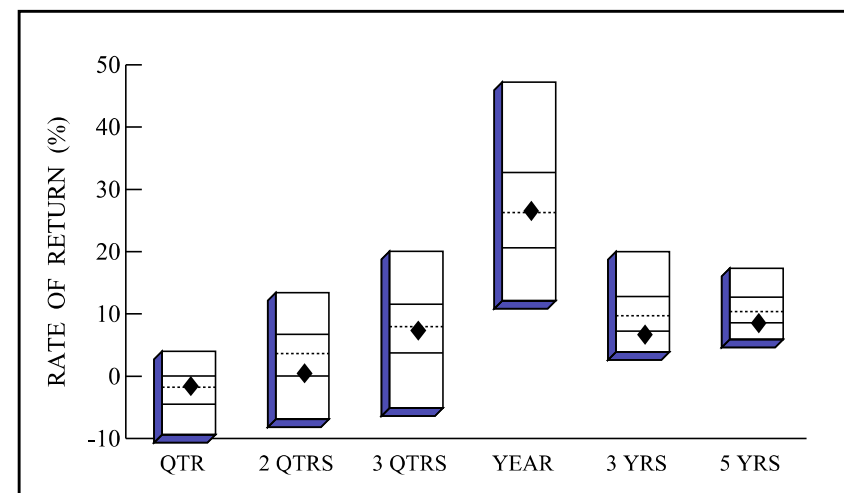
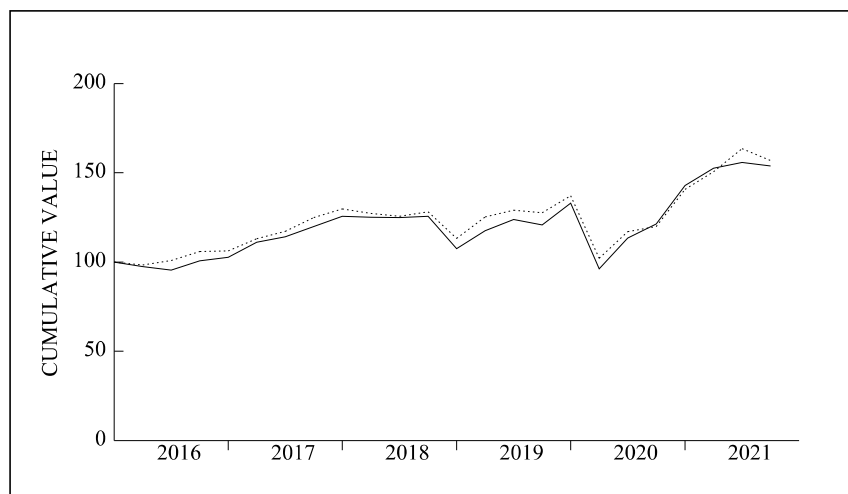


— ACTUAL RETURN
 6.0%
 - . - . 0.0%

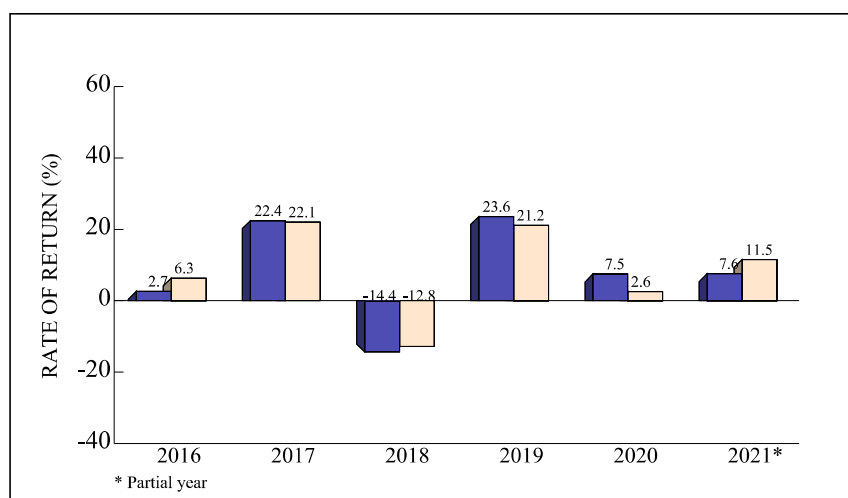
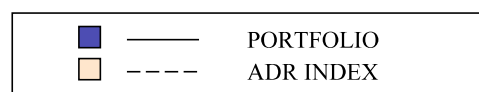
VALUE ASSUMING
 6.0% RETURN \$ 1,389,372

	LAST QUARTER	PERIOD 9/11 - 9/21
BEGINNING VALUE	\$ 1,691,172	\$ 818,657
NET CONTRIBUTIONS	- 2,272	- 59,235
INVESTMENT RETURN	- 21,696	907,782
ENDING VALUE	\$ 1,667,204	\$ 1,667,204
INCOME	5,290	288,128
CAPITAL GAINS (LOSSES)	- 26,986	619,654
INVESTMENT RETURN	- 21,696	907,782

TOTAL RETURN COMPARISONS



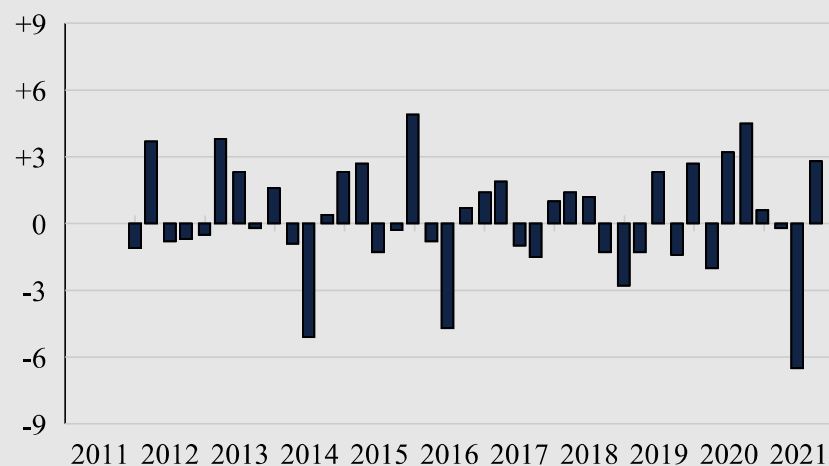
International Equity Universe



* Partial year

	QTR	2 QTRS	3 QTRS	YEAR	3 YRS	5 YRS
RETURN	-1.3	0.8	7.6	26.8	7.0	8.8
(RANK)	(43)	(72)	(53)	(48)	(78)	(72)
5TH %ILE	4.0	13.4	20.0	47.2	20.0	17.3
25TH %ILE	0.0	6.8	11.5	32.7	12.8	12.7
MEDIAN	-1.7	3.6	8.0	26.3	9.7	10.3
75TH %ILE	-4.5	0.0	3.8	20.6	7.2	8.6
95TH %ILE	-9.3	-6.9	-5.1	12.2	3.9	5.9
ADR Index	-4.1	4.2	11.5	30.8	7.0	8.2

International Equity Universe

TOTAL PORTFOLIO QUARTERLY PERFORMANCE SUMMARY**COMPARATIVE BENCHMARK: S&P ADR INDEX****VARIATION FROM BENCHMARK**

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

RATES OF RETURN

Date	Portfolio	Benchmark	Difference
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	2.5	4.5
12/20	17.9	17.3	0.6
3/21	6.8	7.0	-0.2
6/21	2.1	8.6	-6.5
9/21	-1.3	-4.1	2.8

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

INVESTMENT RETURN

On September 30th, 2021, the Bay Harbor Islands Employees' Retirement System's Glovista Investments Global Emerging Market Equities portfolio was valued at \$885,073, a decrease of \$99,861 from the June ending value of \$984,934. Last quarter, the account recorded total net withdrawals of \$2,391 in addition to \$97,470 in net investment losses. The fund's net investment loss was a result of income receipts totaling \$802 and realized and unrealized capital losses totaling \$98,272.

RELATIVE PERFORMANCE

Total Fund

During the third quarter, the Glovista Investments Global Emerging Market Equities portfolio lost 9.9%, which was 1.8% less than the MSCI Emerging Markets Net Index's return of -8.1% and ranked in the 92nd percentile of the Emerging Markets universe. Over the trailing year, the portfolio returned 13.2%, which was 5.0% less than the benchmark's 18.2% performance, and ranked in the 91st percentile. Since June 2014, the account returned 3.4% per annum and ranked in the 82nd percentile. For comparison, the MSCI Emerging Markets Net Index returned an annualized 4.9% over the same time frame.

ASSET ALLOCATION

At the end of the third quarter, emerging markets equity comprised 99.6% of the total portfolio (\$881,694), while cash & equivalents comprised the remaining 0.4% (\$3,379).

EXECUTIVE SUMMARY

PERFORMANCE SUMMARY

	Quarter	FYTD / 1Y	3 Year	5 Year	Since 06/14
Total Portfolio - Gross	-9.9	13.2	9.0	8.1	3.4
<i>EMERGING MARKETS RANK</i>	(92)	(91)	(65)	(82)	(82)
Total Portfolio - Net	-10.1	12.5	8.2	7.4	2.6
MSCI EM Net	-8.1	18.2	8.6	9.2	4.9
Emerging Markets Equity - Gross	-9.9	13.3	9.0	8.1	3.3
<i>EMERGING MARKETS RANK</i>	(92)	(91)	(65)	(82)	(83)
MSCI EM Net	-8.1	18.2	8.6	9.2	4.9

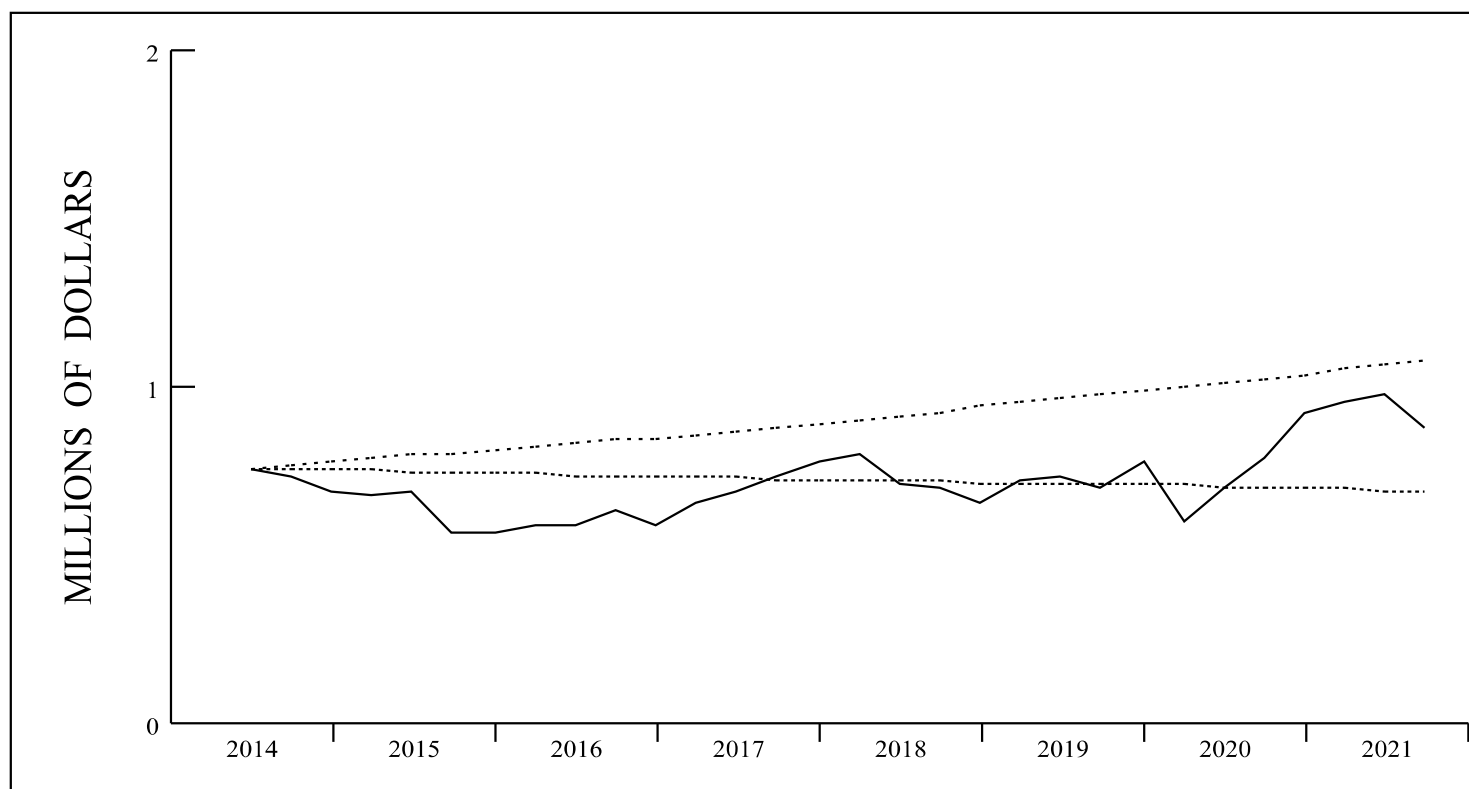
ASSET ALLOCATION

Emerging Markets	99.6%	\$ 881,694
Cash	0.4%	3,379
Total Portfolio	100.0%	\$ 885,073

INVESTMENT RETURN

Market Value 6/2021	\$ 984,934
Contribs / Withdrawals	-2,391
Income	802
Capital Gains / Losses	-98,272
Market Value 9/2021	\$ 885,073

INVESTMENT GROWTH

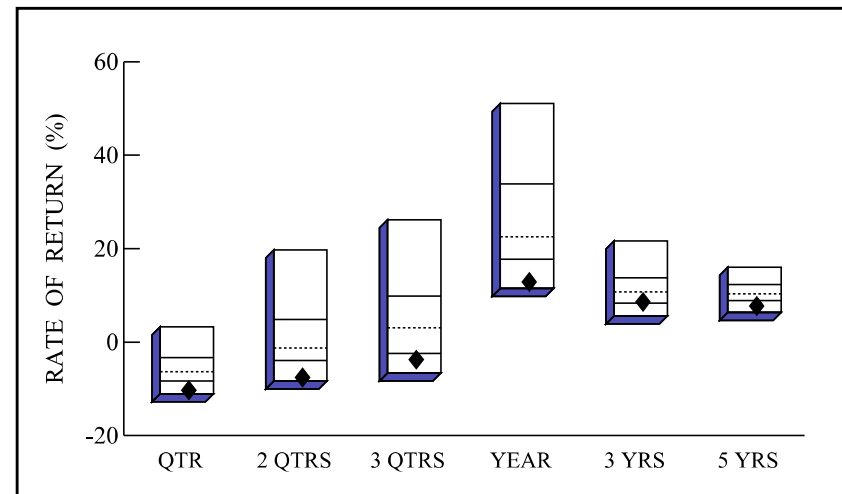
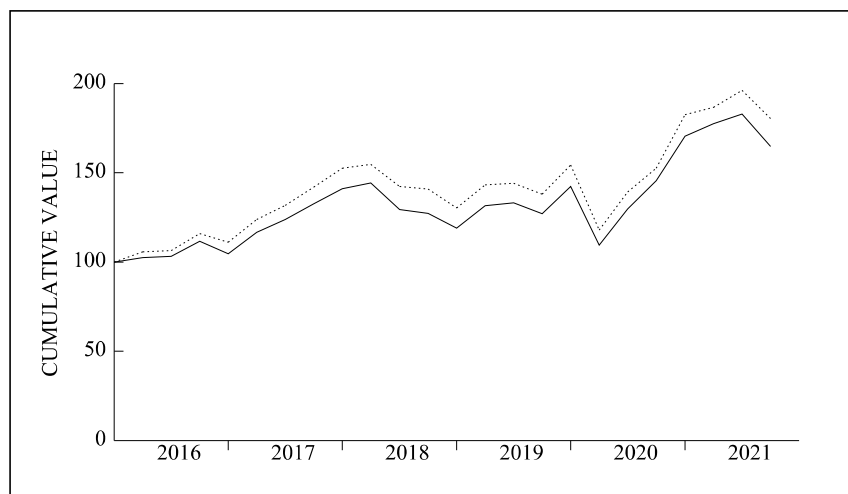


— ACTUAL RETURN
 6.0%
 0.0%

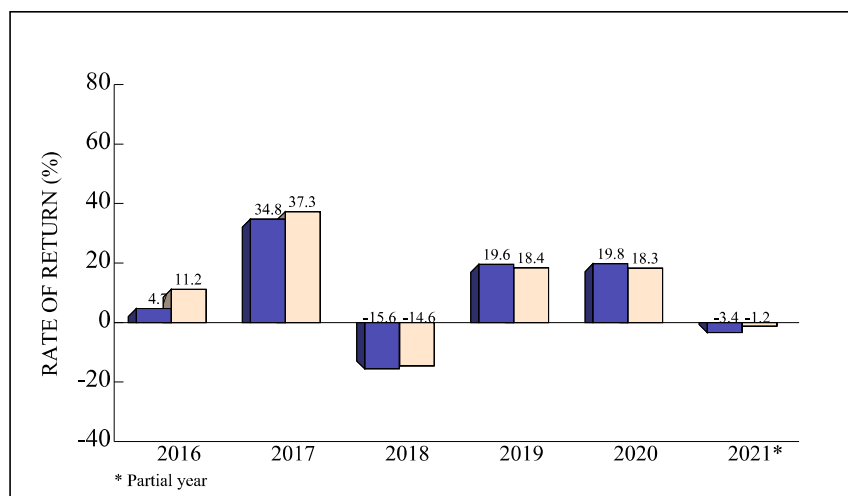
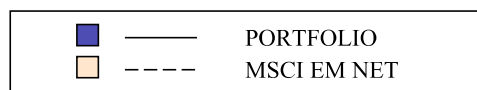
VALUE ASSUMING
 6.0% RETURN \$ 1,080,516

	LAST QUARTER	PERIOD 6/14 - 9/21
BEGINNING VALUE	\$ 984,934	\$ 763,317
NET CONTRIBUTIONS	- 2,391	- 67,562
INVESTMENT RETURN	- 97,470	189,318
ENDING VALUE	\$ 885,073	\$ 885,073
INCOME	802	103,084
CAPITAL GAINS (LOSSES)	- 98,272	86,234
INVESTMENT RETURN	- 97,470	189,318

TOTAL RETURN COMPARISONS

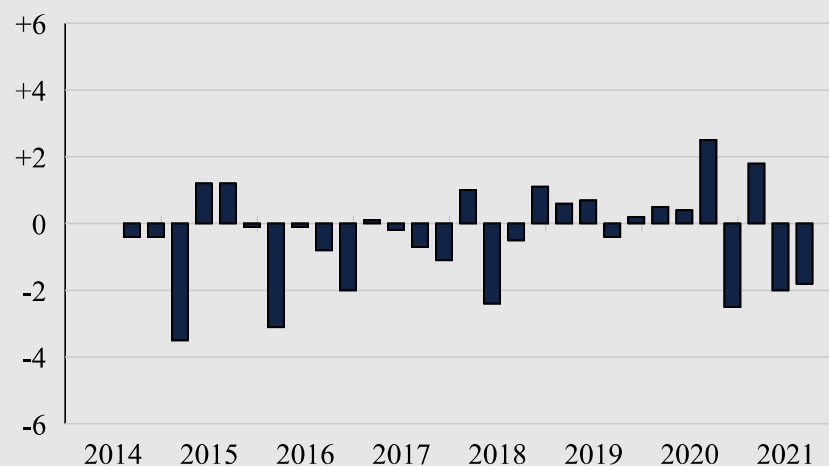


Emerging Markets Universe



	QTR	2 QTRS	3 QTRS	YEAR	-----ANNUALIZED----- 3 YRS	5 YRS
RETURN	-9.9	-7.2	-3.4	13.2	9.0	8.1
(RANK)	(92)	(91)	(81)	(91)	(65)	(82)
5TH %ILE	3.3	19.7	26.2	51.1	21.7	16.0
25TH %ILE	-3.3	4.9	9.9	33.8	13.8	12.3
MEDIAN	-6.4	-1.3	3.1	22.5	10.7	10.3
75TH %ILE	-8.3	-3.9	-2.4	17.7	8.4	8.9
95TH %ILE	-11.1	-8.3	-6.7	11.5	5.6	6.4
EM Net	-8.1	-3.5	-1.2	18.2	8.6	9.2

Emerging Markets Universe

TOTAL PORTFOLIO QUARTERLY PERFORMANCE SUMMARY**COMPARATIVE BENCHMARK: MSCI EMERGING MARKETS NET****VARIATION FROM BENCHMARK**

Total Quarters Observed	29
Quarters At or Above the Benchmark	12
Quarters Below the Benchmark	17
Batting Average	.414

RATES OF RETURN

Date	Portfolio	Benchmark	Difference
9/14	-3.9	-3.5	-0.4
12/14	-4.9	-4.5	-0.4
3/15	-1.3	2.2	-3.5
6/15	1.9	0.7	1.2
9/15	-16.7	-17.9	1.2
12/15	0.6	0.7	-0.1
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
9/21	-9.9	-8.1	-1.8

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

INVESTMENT RETURN

On September 30th, 2021, the Bay Harbor Islands Employees' Retirement System's American Realty Advisors Core Realty portfolio was valued at \$2,402,632, representing an increase of \$121,556 from the June quarter's ending value of \$2,281,076. Last quarter, the Fund posted withdrawals totaling \$6,625, which partially offset the portfolio's net investment return of \$128,181. Income receipts totaling \$19,031 plus net realized and unrealized capital gains of \$109,150 combined to produce the portfolio's net investment return.

RELATIVE PERFORMANCE

Total Fund

For the third quarter, the American Realty Advisors Core Realty account gained 5.6%, which was 1.0% less than the NCREIF NFI-ODCE Index's return of 6.6%. Over the trailing twelve-month period, the account returned 13.5%, which was 1.1% below the benchmark's 14.6% performance. Since March 2016, the portfolio returned 7.4% per annum, while the NCREIF NFI-ODCE Index returned an annualized 7.6% over the same period.

ASSET ALLOCATION

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

EXECUTIVE SUMMARY**PERFORMANCE SUMMARY**

	Quarter	FYTD / 1Y	3 Year	5 Year	Since 03/16
Total Portfolio - Gross	5.6	13.5	7.2	7.5	7.4
Total Portfolio - Net	5.3	12.3	6.0	6.3	6.2
NCREIF ODCE	6.6	14.6	7.0	7.5	7.6
Real Estate - Gross	5.6	13.5	7.2	7.5	7.4
NCREIF ODCE	6.6	14.6	7.0	7.5	7.6

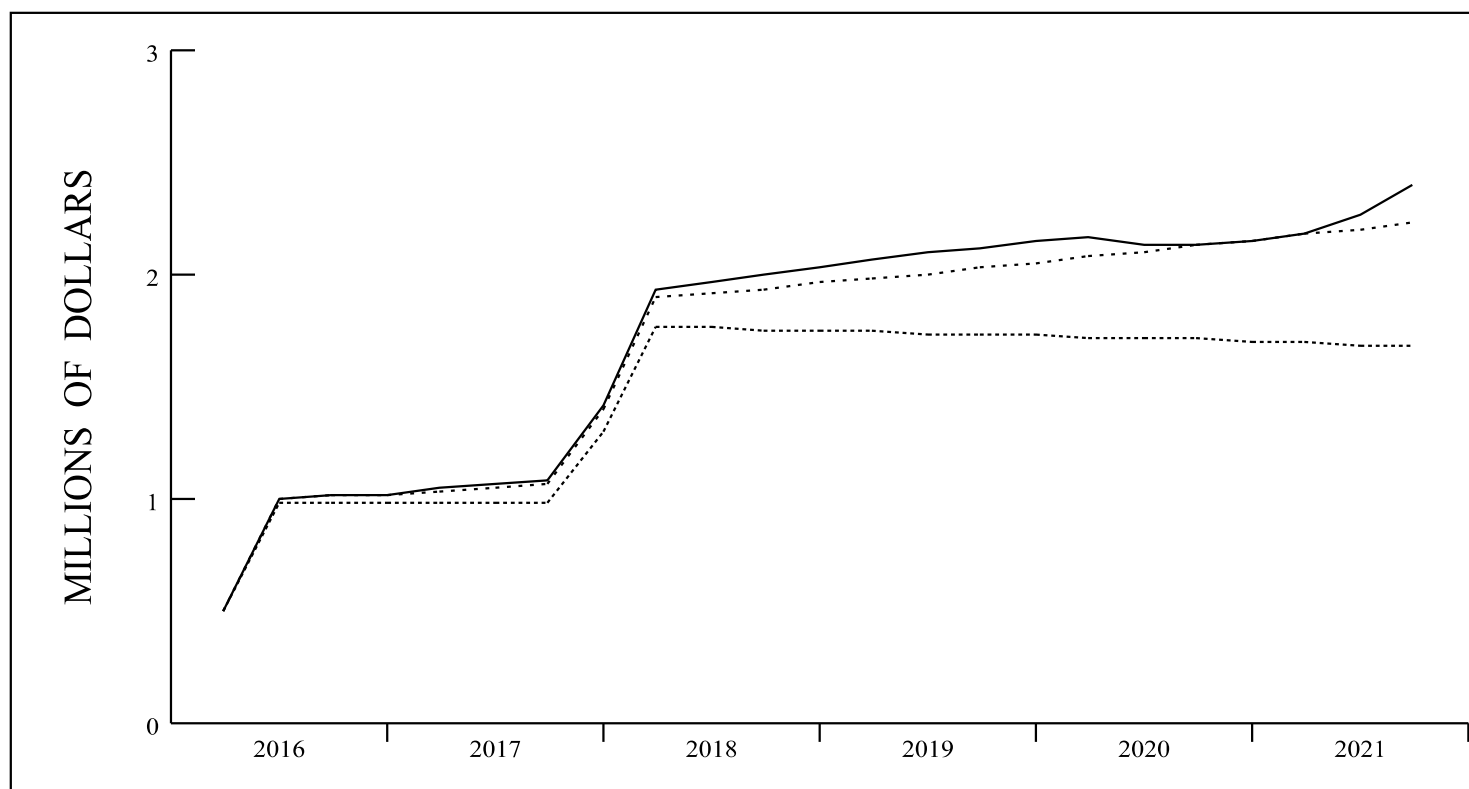
ASSET ALLOCATION

Real Estate	100.0%	\$ 2,402,632
Total Portfolio	100.0%	\$ 2,402,632

INVESTMENT RETURN

Market Value 6/2021	\$ 2,281,076
Contribs / Withdrawals	- 6,625
Income	19,031
Capital Gains / Losses	109,150
Market Value 9/2021	\$ 2,402,632

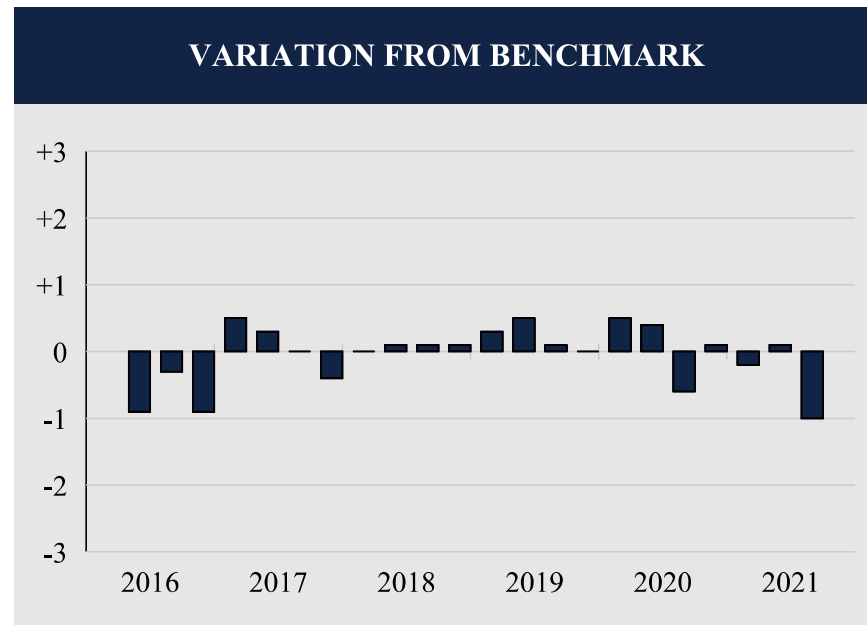
INVESTMENT GROWTH



— ACTUAL RETURN
 6.0%
 0.0%

VALUE ASSUMING
 6.0% RETURN \$ 2,239,094

	LAST QUARTER	PERIOD 3/16 - 9/21
BEGINNING VALUE	\$ 2,281,076	\$ 500,000
NET CONTRIBUTIONS	- 6,625	1,192,036
INVESTMENT RETURN	128,181	710,596
ENDING VALUE	\$ 2,402,632	\$ 2,402,632
INCOME	19,031	402,344
CAPITAL GAINS (LOSSES)	109,150	308,252
INVESTMENT RETURN	128,181	710,596

TOTAL PORTFOLIO QUARTERLY PERFORMANCE SUMMARY**COMPARATIVE BENCHMARK: NCREIF NFI-ODCE INDEX**

Total Quarters Observed	22
Quarters At or Above the Benchmark	15
Quarters Below the Benchmark	7
Batting Average	.682

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
9/21	5.6	6.6	-1.0

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

INVESTMENT RETURN

On September 30th, 2021, the Bay Harbor Islands Employees' Retirement System's Garcia Hamilton Government Credit portfolio was valued at \$8,682,458, representing an increase of \$151,406 from the June quarter's ending value of \$8,531,052. Last quarter, the Fund posted net contributions totaling \$172,368, which overshadowed the account's \$20,962 net investment loss that was sustained during the quarter. The fund's net investment loss was a result of income receipts totaling \$44,976 and realized and unrealized capital losses totaling \$65,938.

RELATIVE PERFORMANCE

Total Fund

During the third quarter, the Garcia Hamilton Government Credit portfolio lost 0.2%, which was 0.2% less than the Bloomberg Gov/Credit Index's return of 0.0% and ranked in the 99th percentile of the Core Fixed Income universe. Over the trailing year, the portfolio returned -1.7%, which was 0.6% less than the benchmark's -1.1% performance, and ranked in the 98th percentile. Since September 2011, the account returned 4.4% per annum and ranked in the 8th percentile. For comparison, the Bloomberg Gov/Credit returned an annualized 3.2% over the same time frame.

ASSET ALLOCATION

At the end of the third quarter, fixed income comprised 88.4% of the total portfolio (\$7.7 million), while cash & equivalents comprised the remaining 11.6% (\$1.0 million).

BOND ANALYSIS

At the end of the quarter, nearly 70% of the total bond portfolio was comprised of USG quality securities. Corporate securities, rated AA through BBB made up the remainder, giving the portfolio an overall average quality rating of AAA. The average maturity of the portfolio was 7.90 years, less than the Bloomberg Barclays Gov/Credit Index's 9.80-year maturity. The average coupon was 2.73%.

EXECUTIVE SUMMARY

PERFORMANCE SUMMARY

	Quarter	FYTD / 1Y	3 Year	5 Year	Since 09/11
Total Portfolio - Gross	-0.2	-1.7	4.9	3.1	4.4
<i>CORE FIXED INCOME RANK</i>	(99)	(98)	(98)	(85)	(8)
Total Portfolio - Net	-0.3	-2.0	4.7	2.8	4.1
Gov/Credit	0.0	-1.1	5.9	3.2	3.2
Fixed Income - Gross	-0.3	-2.0	5.0	3.1	4.5
<i>CORE FIXED INCOME RANK</i>	(99)	(99)	(98)	(84)	(7)
Gov/Credit	0.0	-1.1	5.9	3.2	3.2
Aggregate Index	0.1	-0.9	5.4	2.9	3.0
Int Gov/Credit	0.0	-0.4	4.6	2.6	2.5

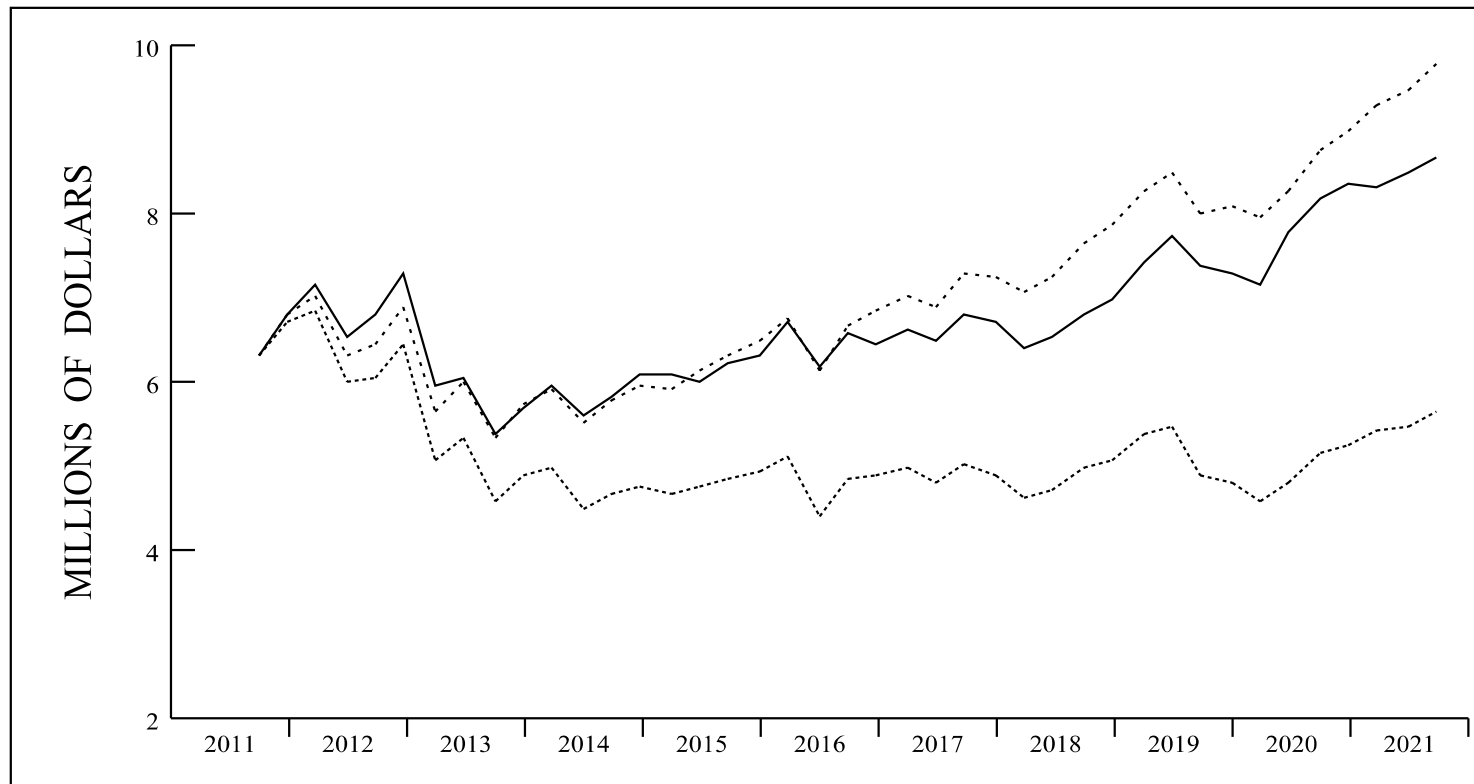
ASSET ALLOCATION

Fixed Income	88.4%	\$ 7,672,248
Cash	11.6%	1,010,210
Total Portfolio	100.0%	\$ 8,682,458

INVESTMENT RETURN

Market Value 6/2021	\$ 8,531,052
Contribs / Withdrawals	172,368
Income	44,976
Capital Gains / Losses	-65,938
Market Value 9/2021	\$ 8,682,458

INVESTMENT GROWTH

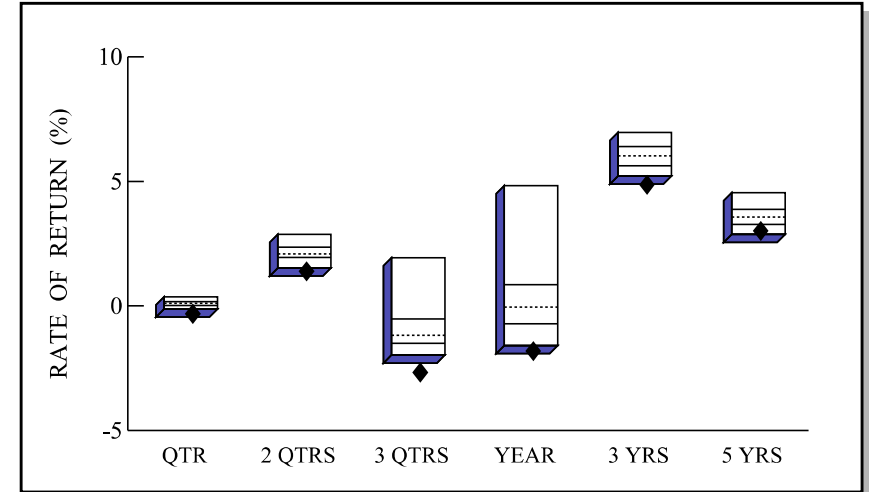
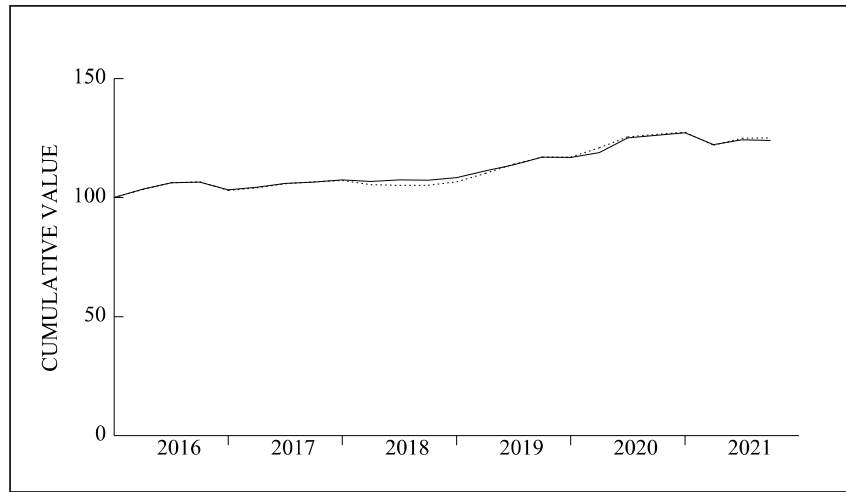


— ACTUAL RETURN
 6.0%
 0.0%

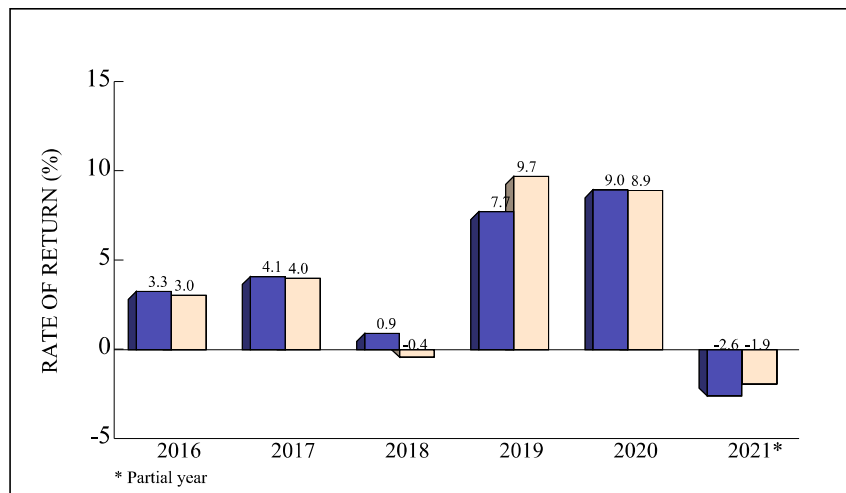
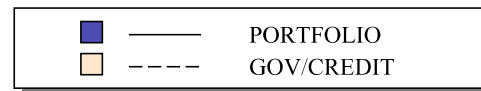
VALUE ASSUMING
 6.0% RETURN \$ 9,821,051

	LAST QUARTER	PERIOD 9/11 - 9/21
BEGINNING VALUE	\$ 8,531,052	\$ 6,352,174
NET CONTRIBUTIONS	172,368	-680,833
INVESTMENT RETURN	-20,962	3,011,117
ENDING VALUE	\$ 8,682,458	\$ 8,682,458
INCOME	44,976	2,281,218
CAPITAL GAINS (LOSSES)	-65,938	729,899
INVESTMENT RETURN	-20,962	3,011,117

TOTAL RETURN COMPARISONS

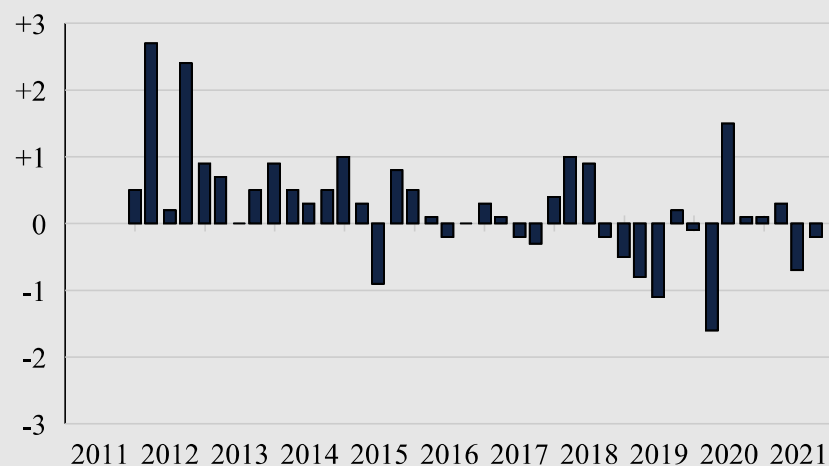


Core Fixed Income Universe



	QTR	2 QTRS	3 QTRS	YEAR	-----ANNUALIZED----- 3 YRS	5 YRS
RETURN	-0.2	1.5	-2.6	-1.7	4.9	3.1
(RANK)	(99)	(96)	(99)	(98)	(98)	(85)
5TH %ILE	0.4	2.9	1.9	4.8	7.0	4.6
25TH %ILE	0.2	2.4	-0.5	0.9	6.4	3.9
MEDIAN	0.1	2.1	-1.2	-0.1	6.0	3.6
75TH %ILE	0.0	1.9	-1.5	-0.7	5.6	3.3
95TH %ILE	-0.1	1.5	-2.0	-1.6	5.2	2.9
Gov/Credit	0.0	2.5	-1.9	-1.1	5.9	3.2

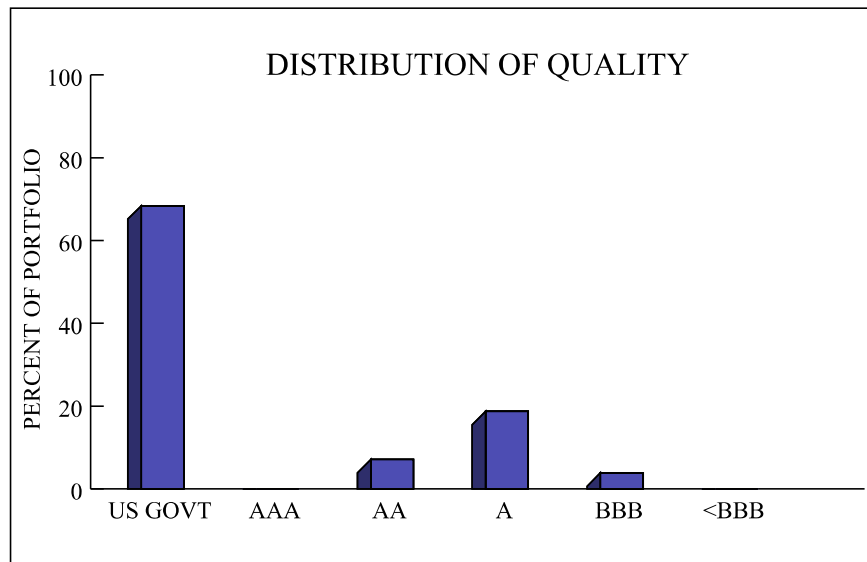
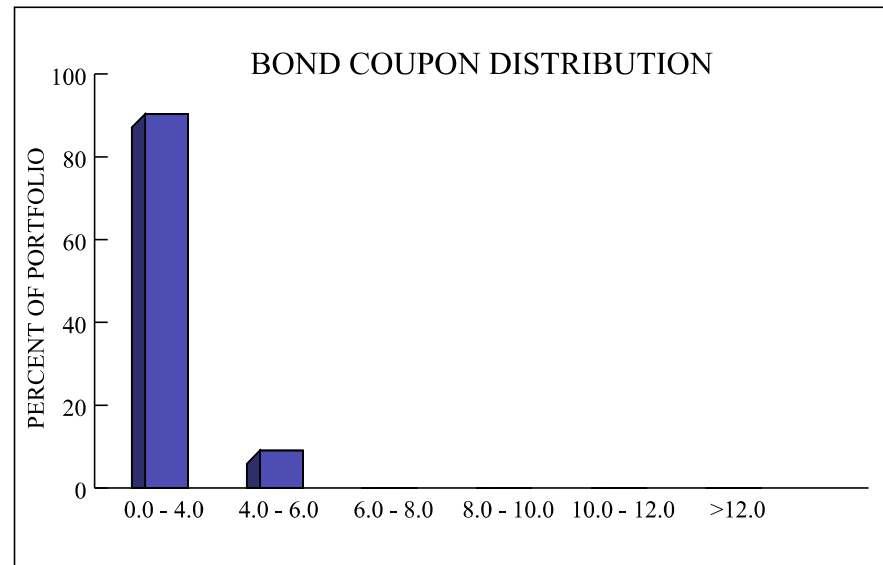
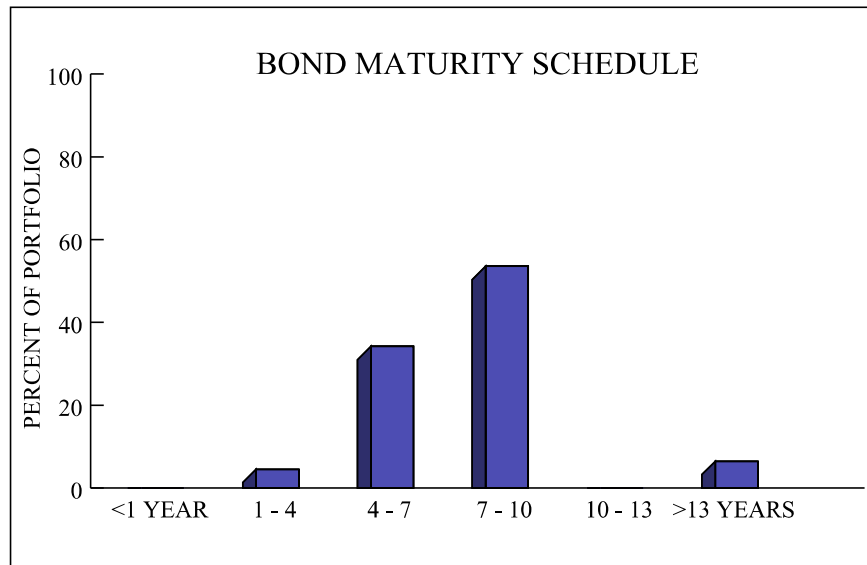
Core Fixed Income Universe

TOTAL PORTFOLIO QUARTERLY PERFORMANCE SUMMARY**COMPARATIVE BENCHMARK: BLOOMBERG GOV/CREDIT****VARIATION FROM BENCHMARK**

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

RATES OF RETURN

Date	Portfolio	Benchmark	Difference
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
9/21	-0.2	0.0	-0.2

BOND CHARACTERISTICS

	PORTFOLIO	GOV/CREDIT
No. of Securities	22	8,390
Duration	6.78	7.59
YTM	1.70	1.47
Average Coupon	2.73	2.37
Avg Maturity / WAL	7.90	9.80
Average Quality	AAA	AA

AGENDA ITEM REPORT

November 10, 2021

ITEM NUMBER: 3.

ITEM: Consideration and Ratification of Fiduciary Liability extension provided by the Gibson & Wirt Commercial Insurance Specialists to the Fiscal Year 2021-2022.

DESCRIPTION:

Consideration and Ratification 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:

N/A

FINANCIAL ANALYSIS:

BUDGET IMPACT:

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

ATTACHMENTS

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

**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: Peter V Kajokas CPA, MBA
Mailing Address: 9665 Bay Harbor Terrace, Bay Harbor Islands, FL 33154

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.

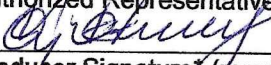
PUERTO RICO: Any person who knowingly and with the intention of defrauding presents false information in an insurance application, or presents, helps, or causes the presentation of a fraudulent claim for the payment of a loss or any other benefit, or presents more than one claim for the same damage or 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

November 10, 2021

ITEM NUMBER: 4.

ITEM: Consideration and approval of Southern Actuarial Services actuarial fee increase for annual actuarial valuation fee for Bay Harbor Islands Employee Retirement System. Enclosed is a copy of the letter dated September 16, 2021 requesting the actuarial fee increase.

DESCRIPTION:

Consideration and approval of Southern Actuarial Services actuarial fee increase for annual actuarial valuation fee for Bay Harbor Islands Employee Retirement System. Enclosed is a copy of the letter dated September 16, 2021 requesting the actuarial fee increase.

RECOMMENDED ACTION:

N/A

FINANCIAL ANALYSIS:

Actuarial fee will increase actuarial valuation fees from \$10,000 a year to \$12,500 a year. The additional expenditure of \$2,500 in actuarial services fees.

BUDGET IMPACT:

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

ATTACHMENTS

1. Southern Actuarial Services, Actuarial Fee Increase Request 9.16.2021



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

September 16, 2021

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

Re: Actuarial Fee Increase

Ladies and Gentlemen:

I am writing this letter to request an increase in the annual actuarial valuation fee.

We are asking for a fee increase because, aside from ordinary inflation and the increase in overhead costs (such as health insurance costs, which for us have increased over 40% just in the last three years), the State of Florida has increased the amount of work that must be done in connection with the annual actuarial valuations. For example, we now have to file the valuation reports electronically by completing a questionnaire that involves answering over 130 questions by hand.

Your previous annual actuarial valuation fee was \$10,000 and that fee was effective as of October 1, 2013. We are requesting an increase in that fee to **\$12,500** effective **October 1, 2021**.

The annual actuarial valuation fee includes the following routine actuarial services:

- (1) Annual funding valuation report as of October 1, complete with all necessary calculations, information, and disclosures as required by Chapters 112 and 185, Florida Statutes, and other applicable actuarial professional standards;
- (2) Annual supplemental Governmental Accounting Standards Board Statement Nos. 67 and 68 (GASB 67/68) report as of the next following September 30;
- (3) Attendance at one meeting to deliver the annual valuation report, as well as any associated travel costs, provided that such meeting is held in or near Bay Harbor Islands, Florida or at a location that is within a similar distance from our office;
- (4) Any work necessary to obtain State acceptance of the report; and
- (5) Preparation of individual employee benefit statements in our standard format.

I have also attached a copy of our new billing policies which are effective October 1, 2021. Please review this document carefully.

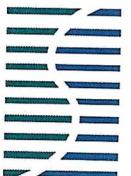
I appreciate your consideration of our request. If you have any questions, please do not hesitate to call me.

Sincerely,

Charles T. Carr

Charles T. Carr
Consulting Actuary

Attachment as stated



New Billing Policies Effective October 1, 2021

We are making several changes to our billing policies that are effective with respect to invoices dated after September 30, 2021. These changes are necessary because we have had difficulty in getting some invoices paid in a timely manner. Historically, we have not submitted an invoice to our clients until a project has been completed, even though we are aware that other actuarial firms (especially the larger firms) submit invoices for work in progress. Furthermore, in the past, we have not charged late fees or interest on past due invoices. We do not currently have plans to begin submitting invoices for work in progress except as described below. Unfortunately, however, we must implement several new billing policies, including the assessment of late fees, on invoices that are not paid by the due date.

In addition, the volume of telephone calls and emails and the demand for web meetings has increased tremendously in recent years, largely related to the changes and additional work that is necessary to meet accounting and governmental requirements. Therefore, we will no longer be able to provide unlimited telephone and email consultation as a part of the annual valuation fee.

Details of the new billing policies are set forth below:

- (1) Payment on your account is due within 30 days of the billing date. The due date is shown on the invoice. Invoices that are not paid in full by the due date become “past due.” Past due invoices will incur a late fee equal to the greater of \$50.00 or 1.5% of the past due balance. The late fee becomes a part of the invoice and is due within 30 days after the original due date. Additional late fees as described in this paragraph will be incurred for each additional 30 days that the invoice is past due or delinquent. We reserve the right to waive the late fee(s) in cases where the client otherwise has a good payment history or in cases where circumstances justify the late payment. *Please contact our office if you anticipate not being able to pay an invoice in a timely manner.*
- (2) Invoices that are not paid in full within 60 days of the billing date become “delinquent.” We reserve the right not to provide additional work products, including miscellaneous consultation, to clients that have delinquent amounts due until all past due and delinquent amounts are paid in full. Furthermore, with respect to clients that have or have had delinquent accounts, we reserve the right to require advance payment of all or a portion of the fee for future work projects before we begin work on such projects.
- (3) We will no longer provide telephone consultation, email consultation, or web meetings as a part of the annual actuarial valuation fee. Although we may choose to waive any additional fees or time charges for such work, we reserve the right to charge an hourly time charge for such work. Our standard hourly rate has been increased to \$125.00 per quarter hour of consultation.
- (4) We will no longer provide unlimited responses to auditor requests as a part of the annual actuarial valuation fee. Although we may choose to provide additional work products or consultation to the client’s auditors at no charge, we reserve the right to charge an hourly time charge for such work at the standard hourly rate of \$125.00 per quarter hour.
- (5) We will continue to honor the provisions of written service agreements and service contracts until the expiration date(s) set forth in such documents. These provisions may limit our ability to charge a late fee, for example, or may require that we continue to provide certain services as a part of the annual fee. However, once the agreement or contract expires, the new billing policies will be effective and any new agreements or contracts submitted to us must include these provisions.

AGENDA ITEM REPORT

November 10, 2021

ITEM NUMBER: 5.

ITEM: Approval of retirement benefits for Police Corporal James J. Fierro. Mr. James Fierro has chosen a monthly retirement income in the amount of \$3,912.33 payable to the participant for life under the 50% joint and contingent form of payment (Option 1), with 16 2/3 % of such amount to continue to be paid to each of the participant's beneficiaries following the participant's death for the remaining lifetime of each beneficiary. Enclosed is a copy of the benefit calculation and Police Corporal application for Retirement Benefit.

DESCRIPTION:

Approval of retirement benefits for Police Corporal James J. Fierro. Mr. James Fierro has chosen a monthly retirement income in the amount of \$3,912.33 payable to the participant for life under the 50% joint and contingent form of payment (Option 1), with 16 2/3 % of such amount to continue to be paid to each of the participant's beneficiaries following the participant's death for the remaining lifetime of each beneficiary. Enclosed is a copy of the benefit calculation and Police Corporal application for Retirement Benefit.

RECOMMENDED ACTION:

FINANCIAL ANALYSIS:

BUDGET IMPACT:

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

ATTACHMENTS

1. TBHI James Fierro Retirement Benefit Calculations
2. Law Enforcement- FS119



Post Office Box 888343
ATLANTA, GEORGIA 30356-0343
TELEPHONE 770.392.0980
FACSIMILE 770.392.2193

February 2, 2021

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

Re: Town of Bay Harbor Islands Employees Retirement System

Ladies and Gentlemen:

In response to your request, we have determined the late retirement benefit payable to Mr. James J. Fierro effective August 1, 2021.

Please note that our calculation is based on the information set forth on the enclosed benefit calculation worksheets. This information should be verified by you or by someone in the pension office. If any of the information changes, then the amount of the benefit may change.

Please note that this participant may not elect the 66 $\frac{2}{3}$ %, 75%, or 100% joint and contingent annuity option because he chose a non-spousal beneficiary and Internal Revenue Service (IRS) regulation §1.401(a)(9)-6, Q&A-2(c) limits the portion of a participant's monthly annuity that may be paid to a non-spouse beneficiary after the participant's death.

If you have any questions or changes, please do not hesitate to call me.

Sincerely,

A handwritten signature in blue ink that reads "Randolph W. Moon".

Randolph W. Moon
Actuarial Analyst

Enclosures as stated

TOWN OF BAY HARBOR ISLANDS
EMPLOYEES RETIREMENT SYSTEM

Late Retirement Benefit

- | | |
|---|-----------------|
| 1. Name | James J. Fierro |
| 2. Social security number | [REDACTED] |
| 3. Date of birth | [REDACTED] |
| 4. Date of employment | July 19, 2001 |
| 5. Assumed date of termination | July 31, 2021 |
| 6. Late retirement date | August 1, 2021 |
| 7. Age as of retirement date | [REDACTED] |
| 8. Credited service as of July 31, 2021 | 20.000 years |
| 9. Average final compensation as of July 31, 2021: | |
| a. Plan compensation for the period August 1, 2018 through December 31, 2018 | \$ 33,243.03 |
| b. Plan compensation for the period January 1, 2019 through December 31, 2019 | \$ 96,353.82 |
| c. Plan compensation for the period January 1, 2020 through December 31, 2020 | \$ 99,172.32 |
| d. Plan compensation for the period January 1, 2021 through July 31, 2021 | \$ 59,121.96 |
| e. Average final compensation (monthly) | \$ 7,996.98 |
| 10. Contribution history: | |
| a. Contribution rate for the period July 19, 2002 through September 30, 2002 | 5% |
| 11. Accrued monthly retirement income as of July 31, 2021 | \$ 5,229.69 |
| $(2.125\% \times 1.166667 \text{ years} \times \$7,996.98) + (3.250\% \times 12.000000 \text{ years} \times \$7,996.98) +$
$(3.500\% \times 6.833333 \text{ years} \times \$7,996.98)$ | |

NOTE: All forms of payment guarantee the return of the member's accumulated contributions.



Benefit calculation for James J. Fierro (continued)

12. Monthly retirement income payable for the lifetime of the participant, commencing August 1, 2021	\$ 5,229.69
13. Date of birth of beneficiaries	
14. Age of beneficiaries as of August 1, 2021	
15. Monthly retirement income payable to the participant for life under the 50% joint and contingent form of payment (Option 1), with 16⅔% of such amount to continue to be paid to each of the participant's beneficiaries following the participant's death for the remaining lifetime of each beneficiary, commencing August 1, 2021 (\$5,229.69 × 0.7481)	\$ 3,912.33
16. Monthly retirement income payable for five years certain and life thereafter (Option 2), commencing August 1, 2021 (\$5,229.69 × 0.9603)	\$ 5,022.07
17. Monthly retirement income payable for 10 years certain and life thereafter (Option 2), commencing August 1, 2021 (\$5,229.69 × 0.8667)	\$ 4,532.57
18. Single lump sum payment as of August 1, 2021 (\$5,229.69 × 97.451614)	\$ 509,641.73

Calculated by: **SOUTHERN ACTUARIAL SERVICES COMPANY, INC.**
Actuaries for the plan

Prepared by: *Randolph W. Moon*
Randolph W. Moon
Actuarial Analyst



Redacted information is exempt per **F.S. 119.071 (4)(2)(a)**

Active or Former Law Enforcement

The home addresses, telephone numbers, dates of birth, and photographs of active or former sworn law enforcement personnel or of active or former civilian personnel employed by a law enforcement agency, including correctional and correctional probation officers, personnel of the Department of Children and Families whose duties include the investigation of abuse, neglect, exploitation, fraud, theft, or other criminal activities, personnel of the Department of Health whose duties are to support the investigation of child abuse or neglect, and personnel of the Department of Revenue or local governments whose responsibilities include revenue collection and enforcement or child support enforcement; the names, home addresses, telephone numbers, photographs, dates of birth, and places of employment of the spouses and children of such personnel; and the names and locations of schools and day care facilities attended by the children of such personnel are exempt from s. 119.07(1) and s. 24(a), Art. I of the State Constitution.

AGENDA ITEM REPORT

November 10, 2021

ITEM NUMBER: 6.

ITEM: Discussion on amending the Town of Bay Harbor Islands Retirement System regulations for permission to allow general employees to have higher multiplier if they meet certain educational criteria. Providing higher retirement multiplier for educational criteria would allow the Town of Bay Harbor Islands to retain qualified employees and incentivize general employees to achieve higher educational criteria required for higher retirement multiplier.

DESCRIPTION:

Discussion on amending the Town of Bay Harbor Islands Retirement System regulations for permission to allow general employees to have higher multiplier if they meet certain educational criteria. Providing higher retirement multiplier for educational criteria would allow the Town of Bay Harbor Islands to retain qualified employees and incentivize general employees to achieve higher educational criteria required for higher retirement multiplier.

RECOMMENDED ACTION:

N/A

FINANCIAL ANALYSIS:

No fiscal impact at this point the item is just for discussion currently.

BUDGET IMPACT:

Submitted By: Peter Kajokas, Finance Director
Stephanie Bruder, Council Member

ATTACHMENTS

1. TBHI Employees Retirement System 10.01.16

**Town of Bay Harbor Islands
Employees Retirement System**

***Summary Plan Description
As of October 1, 2016***

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Town of Bay Harbor Islands Employees Retirement System

Introduction

One of the most important long range goals for you and your family is to prepare for your financial security during your retirement years. The Town of Bay Harbor Islands Employees Retirement System (the “pension plan”) was established to help you with this goal.

The pension plan was established as of October 1, 1969 for employees of the Town of Bay Harbor Islands. The plan has been amended several times since that date. This booklet describes the pension plan provisions which are in effect as of October 1, 2016 and these provisions are applicable only to those members who are in active service on or after October 1, 2016.

The Town of Bay Harbor Islands Employees Retirement System is a ***defined benefit pension plan*** which provides retirement benefits to eligible full-time employees who work for the Town of Bay Harbor Islands. The plan is jointly paid for by the Town, plan members, and the State of Florida (pursuant to Chapter 185, Florida Statutes), all of whom make contributions to the plan. It is important for you to note that plan members do ***not*** have individual accounts in the pension plan. Eligibility for benefits and the amount of those benefits are based upon a member’s years of credited service, basic compensation, age at retirement, and, in some cases, amount of member contributions. Benefits may also be provided upon death on behalf of eligible members.

This booklet has been written in everyday language to summarize the benefits, rights, and obligations you have under your pension plan. While every effort has been made to accurately describe the pension plan, it is important to remember that this booklet is only a summary. In the event of any conflict between this booklet and the legal plan document, the provisions of the legal plan document will be followed. A copy of the legal plan document is available at the pension office (located at the address shown below) and you are encouraged to examine it.

We hope that you will find this information helpful. If you have any questions, please contact Mr. Alan Short in the finance department for assistance. The finance department is located at 9665 Bay Harbor Terrace, Bay Harbor Islands, Florida 33154, and is open during normal business hours on Monday through Friday (except holidays). The finance department can also be reached by telephone at (305) 866-6241 or by electronic mail at ashort@bayharborislands.net.

Sincerely,

Board of Trustees

The Pension Plan at a Glance

SECTION	CONDITION	SEE PAGE
<i>Eligibility for Membership</i>	Membership is automatic if you are employed by the Town of Bay Harbor Islands as a full-time police officer or general employee.	4
<i>Contributions</i>	Police officers must contribute 8% of their basic compensation to the plan. All other members must contribute a portion (2% to 10%) of their basic compensation to the plan based on their election from time to time, while the Town of Bay Harbor Islands makes an annual contribution which is actuarially determined. The plan also receives a portion of certain insurance premium taxes pursuant to Chapter 185, Florida Statutes.	7
<i>Retirement</i>	If you have earned at least 20 years of credited service: You are eligible for your retirement benefit at either age 50 (for police officers) or age 52 (for all other members). If you have earned at least 10 years of credited service, but less than 20 years of credited service: You are eligible for your retirement benefit at age 55. If you have earned less than 10 years of credited service, but you are partially or fully vested: You are eligible for your retirement benefit at age 65.	10
<i>Disability</i>	You may be eligible for additional credited service for the period of time that you are disabled if you become "totally and permanently disabled".	8
<i>Termination of Employment</i>	If you have earned at least five years of credited service when you terminate your employment, then you will be eligible for a termination retirement benefit at age 50 (for police officers with at least 20 years of credited service), at age 52 (for all other members with at least 20 years of credited service), at age 55 (for members with at least 10 years of credited service), or at age 65 (otherwise).	10

(continued)

SECTION	CONDITION	SEE PAGE
<i>Return of Member Contributions</i>	In lieu of receiving a retirement benefit, you may elect to receive your member contributions with applicable interest in a single lump sum payment if your employment is terminated or you retire. <i>(If you have earned less than five years of credited service, then your member contributions plus applicable interest will be automatically refunded to you.)</i>	10
<i>Temporary Retirement Subsidy</i>	In addition to your regular monthly retirement benefit, the plan provides a temporary monthly retirement subsidy until age 65 equal to \$375.00 multiplied by your vested interest, provided that you do not withdraw your member contributions if you terminate your employment prior to normal retirement.	11
<i>Death Benefits Before You Retire</i>	Your accrued retirement benefit will immediately become fully vested and your designated beneficiary will receive a monthly survivor benefit payable for 10 years beginning on what would have been your normal retirement date. Alternatively, your beneficiary may elect to receive a refund of your member contributions plus applicable interest in lieu of receiving the 10-year survivor annuity.	11
<i>Death Benefits After You Retire</i>	Your designated beneficiary will receive a monthly survivor benefit if you elect to receive a certain and life annuity or a joint and contingent annuity when you retire.	12

Important Facts About Your Pension Plan and Important Terms That You Should Know

Requirements for Plan Membership

You automatically become a member of the plan if:

1. you are employed by the Town as a full-time police officer or general employee; and
2. you have been employed with the Town continuously for at least one year; and
3. you are not a member of the Town Council, an elected official, or an independent contractor.

Membership is mandatory and you will remain a plan member as long as you continue to meet both of the requirements listed above or as long as you are entitled to a retirement or disability benefit. You are considered to be an active member of the plan as long as you continue to meet both of the requirements listed above and you make the required member contribution to the plan (*currently, the member contribution is 8% of basic compensation for police officers or, for all other members, is a variable percentage of basic compensation (2% to 10%) based on the member's election from time to time*).

(Note: The Town Manager may optionally participate in the plan under the conditions set forth in the pension ordinance.)

Credited Service

Both your eligibility for benefits and the amount of your benefits from the plan depend on your length of credited service. The service which is recognized under the pension plan is your period of covered employment with the Town of Bay Harbor Islands, measured in years and completed months. This means that only your credited service with the Town while you are employed as described above and while you have made the required member contribution to the plan will count towards your eligibility for benefits and the amount of your benefits. Except as discussed below, any other employment will not count towards determining your eligibility for benefits and the amount of your benefits.

Your credited service will be measured from the date that you last entered employment until your employment is terminated by reason of death, disability, retirement, resignation, or discharge. You may also receive credited service for the period of time that you are disabled if you are found to be totally and permanently disabled or for the period of time that you are engaged in certain military service in accordance with the

Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), which is described on page 22. *You do not have to make a contribution to the plan for any periods during which you are totally and permanently disabled or for military service that is credited pursuant to USERRA.*

Police officers may purchase up to four years of additional credited service for employment as a police officer with another employer or for military service. However, there are several requirements that must be met. First, the service must have occurred prior to the officer's initial employment with the Town of Bay Harbor Islands. Second, the officer must not otherwise be entitled to receive a pension benefit for such service. Third, the officer must pay the full actuarial cost of the additional service, including any professional fees that are incurred by the plan in connection with the service purchase. Fourth, the officer must pay the amount due within six months of the request for the service credit, but no later than his or her retirement date.

Finally, federal law requires that in certain situations you will not incur a break in your service under this pension plan even though you may not receive actual credited service for these periods. These situations include a return from certain military service (under USERRA) and a return from certain absences due to family leave (under the Family and Medical Leave Act of 1993, which is described on page 23). If you have any questions about how absences from work will affect your credited service, please contact the finance department.

Average Monthly Earnings

The amount of your benefit from the pension plan also depends upon your ***average monthly earnings***. Your average monthly earnings is the average of your basic compensation for the highest consecutive five years (three years for police officers) out of the last 10 years of your active membership in the plan. For this purpose, your basic compensation only includes your basic salary and wages and excludes overtime and other special compensation such as sick leave, annual leave, and compensatory leave paid upon separation from service. *(Note that basic compensation does include amounts paid by the Town as deferred compensation to an Internal Revenue Code (IRC) section 457 plan.)*

Under federal law *for purposes of the pension plan* your salary cannot exceed \$265,000 per year. (Because this limit is adjusted periodically for inflation, a lower or higher limit may apply to years prior to or after 2016, respectively). If you have questions about how the limit on salary affects you or your benefits under the plan, please contact the finance department.

Normal Retirement Date

You may elect to receive your retirement benefit at any time on or after your **normal retirement date**. Your normal retirement date is the first of the month coincident with or next following the earliest of the following dates:

1. the date on which you have attained age 50 (for police officers) or age 52 (for all other members) and have earned at least 20 years of credited service; or
2. the date on which you have attained age 55 and have earned at least 10 years of credited service; or
3. the date on which you have attained age 65 and are partially or fully vested in your accrued benefit.

Vested Interest

You will have a 100% **vested interest** in your retirement benefit after you have earned at least 10 years of credited service (for police officers) or five years of credited service (for all other members). If you are a police officer, you will have a partially vested interest in your retirement benefit after you have earned at least five years of credited service in accordance with the following schedule:

Years of Credited Service For Police Officers	Vested Interest For Police Officers
Less than five	0%
At least five, but less than six	50%
At least six, but less than seven	60%
At least seven, but less than eight	70%
At least eight, but less than nine	80%
At least nine, but less than 10	90%
At least 10	100%

When you have a vested interest in your retirement benefit, this means that the vested portion of your retirement benefit cannot be taken away from you *even if you terminate your employment*.

Trust Fund

The retirement and death benefits which are payable from the plan are not paid directly by the Town of Bay Harbor Islands. These benefits are paid from a pension **trust fund**. This trust fund is made up of the contributions from members and from the Town of Bay

Harbor Islands and the State of Florida (as described below) plus earnings on the assets of the trust. The contributions plus the earnings of the trust fund pay the entire cost of your pension plan.

Contributions

Both plan members and the Town of Bay Harbor Islands must make regular contributions to this pension plan.

Police officers must contribute 8% of their basic compensation to the plan. All other members must contribute a portion (any whole percentage from a minimum of 2% up to 10%) of their basic compensation to the plan based on their election from time to time and the benefit formula multiplier varies depending on the member's contribution level (a higher member contribution rate gives the member a higher benefit formula multiplier for that period). *(For the period prior to October 1, 2002, police officers were required to contribute a portion (2% to 10%) of their basic compensation based on their election from time to time.)* The member contribution is waived for qualifying periods of military service or for periods during which the member is totally and permanently disabled as described below.

By law, the Town of Bay Harbor Islands must make an annual contribution which is determined each year by the Board of Trustees upon the recommendation of an **actuary** who has been certified by the United States Internal Revenue Service (IRS). (An actuary is a professional who is trained to determine the amount of money which must be put aside in order to provide the retirement and death benefits which have been promised to the members of the pension plan.)

In addition to member and Town contributions, the pension plan receives an annual contribution from the State of Florida pursuant to Chapter 185, Florida Statutes. This contribution is derived from a tax on certain insurance premiums for real property located within the Town of Bay Harbor Islands and is used to provide enhanced pension benefits to police officers.

Beneficiaries

As a plan member, you may name a beneficiary or beneficiaries to receive the benefits, if any, that may be payable from the pension plan upon your death. You may generally name any individual as your beneficiary. However, in certain cases, IRS rules may prohibit you from naming as your beneficiary a person who is not your legal spouse if that individual is more than 10 years younger than you.

You should notify the finance department if you would like to name a new beneficiary or beneficiaries or if you would like to change your beneficiary designation. You should note that, if you do not name a beneficiary or beneficiaries under the pension plan, then

any death benefits payable from the plan will be paid to your estate. Also, it is important for you to understand that the pension plan does not recognize any beneficiaries that you may have named for other purposes, including beneficiaries that you may have named for other death benefits which may be payable from the Town of Bay Harbor Islands. **You must file your beneficiary designation for this pension plan with the finance department in order for your designation to be effective for this plan.**

Total and Permanent Disability

You are considered to be “totally and permanently disabled” if:

1. You 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
2. You remain so disabled until you reach your normal retirement age.

If you are a police officer, you may also be considered to be “totally and permanently disabled” if you successfully passed a physical examination upon entering employment with the Town and your impairment of health is caused by hypertension, heart disease, or hardening of the arteries, or other conditions as designated under State or federal law from time to time unless competent evidence shows otherwise.

If you recover from your disability prior to your normal retirement age and you are reemployed by the Town after your recovery, you may receive additional credited service for your additional employment as an eligible member. You will also receive credited service for the period of time during which you are totally and permanently disabled.

Actuarial Equivalence

Throughout this booklet, you will come across the term “actuarially equivalent” or similar terms. When two things are said to be “actuarially equivalent”, they have the same expected value to you as a plan member. For example, if a life annuity of \$100 per month is actuarially equivalent to a single, lump sum payment of \$12,000, then these two different forms of benefit payment are worth the same amount of money when measured in today’s dollars.

A Summary of Your Responsibilities

As a plan member, you are responsible for:

1. Understanding how your pension plan works and for using it as it was designed to be used; and
2. Notifying the finance department if you change your address after you are no longer employed by the Town; and
3. Notifying the finance department if you wish to name a beneficiary or beneficiaries or change a beneficiary under the plan; and
4. Filing an application for benefits with the finance department in advance of your expected retirement date. It is recommended that you submit your application at least three months prior to your anticipated retirement date. **No benefits are paid until an application is filed and it has been approved by the Board of Trustees.**

What Types of Benefits Are Paid?

A. Normal Retirement Benefit

You will be eligible to receive a normal retirement benefit if you meet all of the following conditions:

1. You must have reached your normal retirement age (***age 50 (for police officers) or age 52 (for all other members) with at least 20 years of credited service or age 55 with at least 10 years of credited service or age 65 with a partially or fully vested interest in your accrued benefit***); and
2. You must no longer be employed with the Town as an active plan member; and
3. You must file an application for normal retirement benefits; and
4. You must not be receiving a termination retirement benefit from the plan.

Normal retirement benefits are payable monthly while you continue to meet the requirements described above.

B. Termination Retirement Benefit

You will be eligible to receive a termination retirement benefit if you meet all of the following conditions:

1. You must have at least ***five years of credited service***; and
2. You must no longer be employed with the Town as an active plan member; and
3. You must file an application for termination retirement benefits; and
4. You must not be receiving a normal retirement benefit from the plan.

Your termination retirement benefit is equal to your vested interest in your retirement benefit and is payable monthly while you continue to meet the requirements described above. You may choose to begin receiving your termination retirement benefit at any time once you have reached your normal retirement age.

C. Return of Member Contributions

If you have less than five years of credited service, then you will receive your member contributions (plus interest at a rate established by the Board of Trustees from time to time) after you terminate your employment as an active plan member

with the Town. Your contributions with interest will be returned to you in a single, lump sum payment.

If you have earned at least five years of credited service, then you may elect, *in lieu of any additional benefits from the plan*, to receive your member contributions plus interest when you terminate your employment as an active plan member with the Town. Your contributions with interest will be returned to you in a single, lump sum payment. However, please be aware that, once you have received your member contributions, you will no longer be eligible for any other benefits under the pension plan.

If you are rehired by the Town within two years after your previous termination of employment and you received a refund of your previous member contributions with interest, then you may optionally repay to the pension trust fund the amount of your refund plus interest to the date of repayment and your previous period of credited service will be restored to you. Otherwise, you will not receive credited service for any prior periods of employment with respect to which you have received a refund of your member contributions.

D. Temporary Retirement Subsidy

If you are eligible to receive a normal or termination retirement benefit and you do not withdraw your member contributions prior to retirement, then you will receive a temporary retirement subsidy until age 65 equal to \$375.00 per month multiplied by your vested interest. The temporary retirement subsidy is not paid to your beneficiary after your death.

If you begin receiving a normal or termination retirement benefit after age 65, then you will not receive a temporary retirement subsidy. Furthermore, if you retire prior to age 65, the temporary retirement subsidy will be paid to you only until you reach age 65 and will not be paid to you after age 65.

Finally, if you terminate your employment prior to your normal retirement age and you withdraw your member contributions, then you will not be eligible to receive the temporary retirement subsidy.

E. Death Benefits Before You Retire

If you die *before* you retire, then you will immediately become fully vested in your accrued benefit and your beneficiary or beneficiaries will receive certain payments from the pension plan.

Unless your beneficiary elects to receive a refund of your member contributions with interest, a death benefit will be paid to your beneficiary or beneficiaries in equal shares. The amount of the benefit will be equal to your accrued benefit payable for 120 months beginning on what would have been your normal retirement date.

Optionally, your designated beneficiary may elect to receive your member contributions plus applicable interest in a single, lump sum payment. In this case, no additional death benefits will be paid to your beneficiary.

In any case, if you have not named a beneficiary for purposes of the death benefit, then any death benefit payments will be made to your estate.

F. Death Benefits After You Retire

If you die after you begin receiving a retirement benefit, then your designated beneficiary or beneficiaries will only receive a death benefit from the pension plan if you elected to provide a survivor's benefit at the time that you retired. No additional death benefits will be paid to your beneficiary or beneficiaries after you begin receiving retirement payments. For additional information on the optional survivor's benefits that are available when you retire, please see the discussion of retirement options on page 13.

How Your Benefits Are Paid

Normal Form of Benefit Payment

The normal form of retirement and disability benefit is a monthly benefit payment for the rest of your life. This is called the *single life annuity*. Benefit payments will be made to you until your death but no payments will be made to your beneficiary after your death.

In lieu of the normal form of benefit payment described above, you may choose one of the optional forms of payment that are described below. If you want your benefits paid to you in one of the optional forms of payment, then you must make a timely election on the appropriate form provided by the finance department. You may cancel your choice at any time before you retire. **If you do not choose to receive an optional form of payment, then your benefit will automatically be paid to you in the form of a *single life annuity*.**

Optional Forms of Benefit Payment

If you do not want your retirement benefits paid to you in the form of a single life annuity, then you may choose to receive one of the following optional forms of retirement benefit payment:

Five-Year Certain and Life Annuity

You will receive a reduced retirement benefit payment each month for the rest of your life, but the first 60 months of payments are guaranteed. If you die within the first 60 months after commencing your retirement benefit, payments will continue to your beneficiary after your death for the remainder of the 60-month guarantee period. If you die after the first 60 monthly payments have been made to you, then no payments will be made to your beneficiary after your death. Because benefits under this method of payment are guaranteed to be paid for at least five years, the monthly amount you receive will be lower than the amount provided with a single life annuity.

10-Year Certain and Life Annuity

You will receive a reduced retirement benefit payment each month for the rest of your life, but the first 120 months of payments are guaranteed. If you die within the first 120 months after commencing your retirement benefit, payments will continue to your beneficiary after your death for the remainder of the 120-month guarantee period. If you die after the first 120 monthly payments have been made to you, then no payments will be made to your beneficiary after your death. Because benefits under this method of payment are guaranteed to be paid for at least 10 years, the

monthly amount you receive will be lower than the amount provided with a single life annuity.

Joint and Contingent Annuity Option

You will receive a reduced monthly benefit during your lifetime, with a percentage of it being continued after your death to your beneficiary. You can choose to have either 50%, $66\frac{2}{3}\%$, 75%, or 100% of your reduced benefit paid to your beneficiary for the remainder of his or her life. The actual amount of your benefit reduction depends on your age and your beneficiary's age at the time that you retire. Because benefits under this method of payment must be paid for the duration of two lifetimes, yours and your beneficiary's, the monthly amount you receive will be lower than the amount provided with a single life annuity.

Social Security Level Income Annuity Option

You will receive a monthly benefit during your lifetime (except as described below). A larger monthly benefit will be paid to you up to age 65 and a smaller monthly benefit will be paid to you after age 65 such that you will receive a level amount of monthly income for your lifetime when the benefit payable from this plan is combined with your social security benefit. Keep in mind that this option does not take into account future increases in your social security benefit due to cost-of-living adjustments and that the amount needed to provide a level lifetime income will be estimated based on the information that is available at the time of your retirement. Therefore, the benefit payable from this plan may be based on an estimate of your social security benefit. Also, your accrued benefit under this plan may not be large enough to provide a level lifetime monthly benefit to you. In that case, you will receive the largest benefit that can be provided by your accrued benefit until you reach age 65 and then your monthly benefit payments from this plan will stop and you will not receive a monthly pension from this plan after age 65.

Single Lump Sum Payment

You may choose to receive the actuarial equivalent value of your accrued retirement benefit as a single lump sum payment. In this case, once you have received the lump sum payment, no additional benefits will be payable to you from the plan except that you may be eligible to receive the temporary retirement subsidy until you reach age 65.

Partial Lump Sum Payment (General Employees Only)

If you are not a police officer, you may choose to receive a portion of the actuarial equivalent value of your accrued retirement benefit as a single lump sum payment and to receive the remainder of your accrued retirement benefit as a monthly annuity. In this case, your monthly annuity will be reduced actuarially to reflect the portion of your accrued retirement benefit that you have chosen to receive as a

single lump sum payment. You may choose to receive the remaining portion of your benefit under any of the annuity forms of payment that are described above.

All forms of payment, the standard form and the optional forms, guarantee that you or your beneficiary will at least receive your member contributions plus interest.

Once you begin receiving your benefit payments under a particular form of payment, you may not change that form. Under the certain and life annuity options, you may change your beneficiary at any time. However, under the joint and contingent annuity options, you may only change your beneficiary in accordance with the rules set forth in State law. These rules allow police officers to change their beneficiary under the joint and contingent annuity option up to two times after retirement without the approval of the Board of Trustees or the current joint annuitant or beneficiary. If you are eligible and you do elect to change your beneficiary under the joint and contingent annuity option, the amount of your monthly retirement benefit will be re-determined based upon your age, your old beneficiary's age, and your new beneficiary's age at the time of the change. Once your original beneficiary dies, you may not add a new beneficiary under the joint and contingent forms of payment under any circumstances.

If you die before you retire, retirement benefits will not be paid. Your beneficiary may receive a death benefit, however, payable as described under Part III, Death Benefits Before You Retire, on page 11. If your beneficiary dies before your retirement payments begin, the form you elected will be automatically cancelled.

REGARDLESS OF WHEN YOU RETIRE, RETIREMENT BENEFITS WILL NOT BEGIN UNTIL THE FINANCE DEPARTMENT HAS RECEIVED YOUR COMPLETED APPLICATION. BECAUSE THE BOARD OF TRUSTEES MEETS QUARTERLY, IT IS RECOMMENDED THAT YOU SUBMIT YOUR APPLICATION AT LEAST THREE MONTHS BEFORE YOU PLAN ON RETIRING.

How to Calculate Your Benefits

Your Retirement Benefit

Your retirement benefit is based on your years of credited service and your average monthly earnings.

Your monthly retirement benefit is equal to:

The “applicable percentage” x your years of credited service x your average monthly earnings	=	Your Single Life Annuity at Normal Retirement
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In the formula described above, the “applicable percentage” that applies to your years of credited service will vary depending on whether you are a police officer or a general employee and on the amount of your member contributions to the plan. A different “applicable percentage” may apply to different periods of your credited service.

For general employees, the following table shows the “applicable percentage” that applies based on the level of member contributions to the plan:

Contribution Rate For General Employees	“Applicable Percentage” For Service Earned Prior to October 1, 1969	“Applicable Percentage” For Service Earned During the Period October 1, 1969 Through September 30, 2010	“Applicable Percentage” For Service Earned During the Period October 1, 2010 Through September 30, 2016	“Applicable Percentage” For Service Earned After September 30, 2016
2%	1.25%	1.250%	1.500%	1.750%
3%	1.25%	1.375%	1.625%	1.875%
4%	1.25%	1.500%	1.750%	2.000%
5%	1.25%	1.625%	1.875%	2.125%
6%	1.25%	1.750%	2.000%	2.250%
7%	1.25%	1.875%	2.125%	2.375%
8%	1.25%	2.000%	2.250%	2.500%
9%	1.25%	2.125%	2.375%	2.625%
10%	1.25%	2.250%	2.500%	2.750%

For police officers, the “applicable percentage” is 3.25% for credited service earned during the period October 1, 2002 through September 30, 2014 and is 3.50% for credited service earned after September 30, 2014. For credited service earned prior to

October 1, 2002, the following table shows the “applicable percentage” that applies based on the level of member contributions to the plan:

Contribution Rate For Police Officers	“Applicable Percentage” For Police Officers For Credited Service Earned Prior to October 1, 2002
2%	1.750%
3%	1.875%
4%	2.000%
5%	2.125%
6%	2.250%
7%	2.375%
8%	2.500%
9%	2.625%
10%	2.750%

If you become totally and permanently disabled, then your monthly retirement benefit will be reduced by the amount of any workmen’s compensation or other long-term disability benefits provided by the Town. In addition, your monthly retirement benefit will be based on credited service that includes the period of time during which you were disabled and on average monthly earnings and a contribution rate that are imputed for your period of disability. Your imputed compensation for the period of your disability is equal to the rate of basic compensation in effect at the time of your disability and your imputed contribution rate for the period of your disability is equal to the contribution rate that was in effect at the time of your disability.

If you choose to receive any form of payment other than the single life annuity, then your monthly benefit will be actuarially equivalent to the single life annuity.

Example #1: Normal Retirement Benefit for a General Employee

Let’s assume that you are a general employee and you retire on October 1, 2016 at age 52 with 20 years of credited service, that your average monthly earnings is \$4,000, and that your contribution rate was 4% of your basic compensation during your first 10 years of service and 10% of your basic compensation during your last 10 years of service.

If you choose the single life annuity option, you will receive \$1,560.00 per month. The calculation is as follows:

1.50% x 10 years of service x \$4,000		
plus		
2.25% x four years of service x \$4,000	=	\$1,560.00
plus		
2.50% x six years of service x \$4,000		

Example #2: Normal Retirement Benefit for a Police Officer

Let's assume that you are a police officer and you retire on October 1, 2016 at age 50 with 20 years of credited service, that six years of your service was earned prior to October 1, 2002, that your average monthly earnings is \$5,000, and that your contribution rate was 8% during the first six years of your service.

If you choose the single life annuity option, you will receive \$3,050.00 per month. The calculation is as follows:

2.50% x six years of service x \$5,000		
plus		
3.25% x 12 years of service x \$5,000	=	\$3,050.00
plus		
3.50% x two years of service x \$5,000		

Example #3: Termination Retirement Benefit for a General Employee

Let's assume that you are a general employee, that you terminate your employment on September 30, 2016 at age 40 with 15 years of credited service, that your average monthly earnings is \$4,000, and that your contribution rate was 2% of your basic compensation during your first five years of service, 6% of your basic compensation during the next seven years of your service, and 4% of your basic compensation during your last three years of service.

If you choose the single life annuity option, you will receive \$980.00 per month beginning at age 55. The calculation is as follows:

1.25% x five years of service x \$4,000		
plus		
1.75% x four years of service x \$4,000		
plus	=	\$980.00
2.00% x three years of service x \$4,000		
plus		
1.75% x three years of service x \$4,000		

In any of the examples shown above, if you choose an optional certain and life annuity, joint and contingent annuity, or social security level income annuity, you will receive an adjusted amount per month. If this is the case, then your single life annuity will be multiplied by an actuarial adjustment factor in order to determine the amount of your monthly benefit.

If you retire prior to age 65 and you have not withdrawn your member contributions prior to your normal retirement date, then you will also receive a temporary retirement subsidy equal to \$375.00 multiplied by your vested interest. However, the temporary retirement subsidy is payable only to you prior to age 65 and is not payable to your beneficiary after your death.

Other Questions

A. How Do I Apply for Benefits?

If you wish to apply for benefits under the plan, you must submit a written request to the finance department at the following address:

Board of Trustees
Town of Bay Harbor Islands Employees Retirement System
c/o Mr. Alan Short, Finance Director
9665 Bay Harbor Terrace
Bay Harbor Islands, Florida 33154

Once your request is received, the Board's actuary will prepare a document that explains your retirement benefit options.

B. Can I Lose My Benefits from the Plan?

If you are convicted of certain specified offenses, Florida law requires that you forfeit your pension benefits (refer to sections 112.3173 and 175.195 of the Florida Statutes). Otherwise, even if you are dismissed from employment with the Town, you will not lose the benefits to which you have a vested right.

Section 112.3173, Florida Statutes, requires the official or board responsible for paying benefits under a public retirement system to make a forfeiture determination when the board has reason to believe that the rights of the person under any such system are required to be forfeited pursuant to the statute.

The Florida Constitution provides:

"Any public officer or employee who is convicted of a felony involving a breach of public trust shall be subject to forfeiture of rights and privileges under a public retirement system or pension plan in such manner as may be provided by law."

The Florida Legislature has implemented this constitutional provision in section 112.3173, Florida Statutes. Subsection (3) of the statute requires that:

"[a]ny public officer or employee who is convicted of a specified offense committed prior to retirement, or whose office or employment is terminated by reason of his or her admitted commission, aid, or abetment of a specified offense, shall forfeit all rights and benefits under any public retirement system of which he or she is a member, except for the return of his or her accumulated contributions as of the date of termination."

A “specified offense” for purposes of the statute includes: (i) embezzlement of public funds; (ii) theft by a public officer or employee from his or her employer; (iii) bribery in connection with employment; (iv) certain felonies involving bribery or misuse of public office; (v) committing an impeachable offense; (vi) commission of a felony to obtain profit or advantage through the use of a public office or employment; and (vii) commission of lewd or lascivious offenses against certain victims by a public officer or employee through the use of his or her public office or employment.

Section 112.3173(5), Florida Statutes, creates the procedure for a forfeiture determination to be made by the official or board responsible for paying benefits under a public retirement system. The statute requires that, upon receipt of notice or whenever the board *“otherwise has reason to believe that the rights and privileges of any person under such system are required to be forfeited under this section,”* the board must give notice and hold an administrative hearing pursuant to Chapter 120, Florida Statutes, to determine whether the subject’s retirement rights and benefits must be forfeited. If a determination is made that such rights and privileges are required to be forfeited, the board must order the forfeiture. Orders of forfeiture of retirement system rights and privileges are appealable to the district court of appeal.

Section 112.3173, Florida Statutes, requires that “all rights and benefits under *any* public retirement system of which [the officer or employee] is a member” shall be subject to forfeiture.

C. Can My Benefits Be Affected by a Divorce or Family Dispute?

Yes, the plan may be required to honor a court order that requires payment of some or all of your benefit to your former spouse or other dependents.

D. What Happens If the Board Denies My Claim for Benefits?

After any final decision of the Board to deny your claim for benefits, if you still believe that you are entitled to benefits from the plan, then you may file a lawsuit against the Board with any court of the State of Florida which would have jurisdiction over the dispute and you may serve notice of the lawsuit upon any member of the Board or upon its agent for service of legal process.

Other Important Information

A. Mandated Payment of Benefits After Age 70½ When You Are No Longer Employed

Under federal law, the Board of Trustees is required to start paying you your benefits from the pension plan no later than the April 1st of the calendar year after you have both reached age 70½ and you are no longer employed as an active member. Payments will begin even if you have not filed an application for benefits.

B. Maximum Retirement Benefits

Federal law prohibits benefits from exceeding certain limits. These limits vary depending upon your retirement age and your form of payment. Currently, the limit is \$210,000 per year for a life annuity that commences at ages 62 through 65 (for a general employee) or at ages 55 through 65 (for a police officer).

C. Direct Rollover of Eligible Distributions

You may elect to have any portion of an eligible rollover distribution paid directly to an eligible retirement plan specified by you. If you make such an election, then the amount rolled over will not be subject to immediate federal income tax. Generally, any amounts distributed to you which are not rolled over are subject to federal income tax.

An eligible rollover distribution is a certain distribution from the pension plan that is not part of your regular monthly pension benefit. For example, the single lump sum payment option would be an eligible rollover distribution. A monthly retirement benefit that is not paid in a single lump sum would not be an eligible rollover distribution.

An eligible retirement plan is another qualified retirement plan, such as an individual retirement account (IRA), that will accept an eligible rollover distribution from this plan. Prior to the time that you are to receive an eligible rollover distribution, the plan administrator will give you detailed information about how to roll over your benefit into another retirement plan.

For more information on eligible rollover distributions from this plan, please contact your tax advisor.

D. Pension Credit for Military Service

The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) requires the retirement plan to give you pension credit for certain service performed while you are in the United States Army, Navy, Air Force,

Marines, or Coast Guard (or any Reserve or National Guard components of any of these), in the commissioned corps of the United States Public Health Service, or in any other category of persons designated by the President of the United States in a time of war or emergency.

However, in order to receive pension credit under the plan for your military or other service as described above, you must meet the following requirements:

1. You must have been working in employment which was covered by the pension plan immediately prior to entering military service; and
2. You must return to covered employment with the Town within the time period specified in the law.

Alternatively, if you die while on military duty, then your beneficiary(ies) will be entitled to receive any death benefits that would otherwise be payable from the plan as if you had returned to active employment with the Town immediately prior to your death.

If you would like more details concerning the specific rules regarding pension credit for military service, please contact the finance department.

E. Family Leave

The Family and Medical Leave Act of 1993 is a federal law that requires the pension plan to allow you a period of absence from work for certain reasons without counting that absence as a break in your service. Under the law, the reasons for absence are limited to:

1. A leave of absence to care for your child following his or her birth;
2. A leave of absence taken because of the placement of a child with you for adoption or foster care;
3. A leave of absence taken because you have a serious health condition that prevents you from performing your duties as an active plan member; and
4. A leave of absence to care for your child, spouse, or parent when this individual has a serious health condition.

F. Assignment of Benefits

The money in the trust fund is used exclusively to provide benefits to the members of the plan and to defray the reasonable expenses of running the plan. It cannot be used for any other purpose. Your interest in the pension fund and your benefits cannot be assigned, transferred, or attached nor used for any other purposes.

However, certain court orders for alimony and child support may have to be honored by the pension plan.

G. Plan Amendment and Termination

The Board of Trustees intends to continue the pension plan indefinitely. However, the Town Council can amend the plan at any time provided that any amendment must comply with the requirements of Chapters 112 and 185, Florida Statutes, and with any applicable collective bargaining agreements which are in effect at the time of the amendment.

H. Plan Administration

The Board of Trustees administers the plan and acts as the plan fiduciary. The Board is made up of five members, one of whom is a police officer (elected by the police officers), one of whom is a general employee (elected by the general employees), two of whom are Town Council members appointed by the Town Council, and the Town Manager, who is a permanent member of the Board. Any interpretation of the plan's provisions rests with the Board of Trustees. No employee of the Town of Bay Harbor Islands nor anyone else is authorized to interpret the plan on behalf of the Board of Trustees, nor can an employee of the Town act as an agent of the Board of Trustees.

The finance department of the Town of Bay Harbor Islands takes care of the day-to-day operations of the plan and handles requests from members regarding eligibility rules, benefits, and claims procedures, files government reports, and handles other administrative activities under the direction of the Board of Trustees. However, the Board of Trustees makes the final determination as to benefit claims.

An independent auditor examines the entire trust fund's financial records every year and certifies as to their accuracy, completeness, and fairness. In addition, the Board of Trustees employs an actuary to prepare an annual report which provides details of the pension plan's liabilities, assets, and required contributions.

I. Other Legally Required Disclosures

1. Date of the end of the plan year:

September 30

2. Records of the plan are kept on a plan-year basis.

3. Relevant laws and other agreements which govern the provisions of this pension plan:

Chapters 112 and 185, Florida Statutes;

Chapter 16 of the Town of Bay Harbor Islands Code of Ordinances; and
Collective bargaining agreement(s) between the Town of Bay Harbor Islands
and the Police Benevolent Association.

4. Name, address, and telephone number of the Administrator for the Board of Trustees:

Alan Short
Finance Director
Town of Bay Harbor Islands
9665 Bay Harbor Terrace
Bay Harbor Islands, Florida 33154

(954) 344-1147

5. Name, address, and telephone number of Legal Counsel:

Sugarman & Susskind
100 Miracle Mile, Suite 300
Coral Gables, FL 33134
(305) 529-2801

6. Name and principal business address for each member of the Board of Trustees:

Ronald J. Wasson, Chairman rwasson@bayharborislands.net
Isaac Salver isalver@bayharborislands.net
Stephanie Bruder sbruder@bayharborislands.net
Lindsley Noel lnoel@bayharborislands.net
Marlene M. Siegel msiegel@bayharborislands.net

7. Service of legal process:

Legal process may be served upon the Board of Trustees by serving its Chairman or, in his absence, any member of the Board of Trustees.

AGENDA ITEM REPORT

November 10, 2021

ITEM NUMBER: 7.

ITEM: Approval and ratification of payment of \$5,773.00 to Gibson & Writ Commercial Insurance 1st Installment, invoice #4147 dated August 17th, 2021. Copy of Invoice is included.

DESCRIPTION:

Approval and ratification of payment of \$5,773.00 to Gibson & Writ Commercial Insurance 1st Installment, invoice #4147 dated August 17th, 2021. Copy of Invoice is included.

RECOMMENDED ACTION:

N/A

FINANCIAL ANALYSIS:

BUDGET IMPACT:

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

ATTACHMENTS

1. Gibson & Writ, Invoice 4147, \$5,773.00, 08.17.2021

**Invoice # 4147**

Page 1 of 1

Account Number	Date
TOWNOFB-02	8/17/2021
BALANCE DUE ON	
9/1/2021	
AMOUNT PAID	Amount Due
	\$5,773.00

125 E. Main Street
Bartow, FL 33830

Phone: (863) 533-3131

Fax: (863) 582-9836

Email: info@gibsonandwirt.com

Town of Bay Harbor Islands Employees' Retirement Sys
9665 Bay Harbor Terrace
Bay Harbor Islands, FL 33154

Bonds	PolicyNumber: 106358145	Effective: 9/1/2021	to 9/1/2024
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Item #	Trans Eff Date	Due Date	Trans	Description	Amount
59717	9/1/2021	9/1/2021	RENB	1 of 3 Annual Installments	\$5,773.00

Total Invoice Balance:**\$5,773.00**

An annual fee of \$100 is included for Waiver of Recourse

AGENDA ITEM REPORT

November 10, 2021

ITEM NUMBER: 8.

ITEM: Approval of payment of \$4,125.00 to DAHAB for professional services Quarter 4 of 2021. Copy of invoice #BH1221 dated October 1, 2021 is included.

DESCRIPTION:

Approval of payment of \$4,125.00 to DAHAB for professional services Quarter 4 of 2021. Copy of invoice #BH1221 dated October 1, 2021 is included.

RECOMMENDED ACTION:

N/A

FINANCIAL ANALYSIS:

Professional services expense of \$4,125.00 increased

BUDGET IMPACT:

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

ATTACHMENTS

1. DAHAB, Invoice BH1221, \$4,125.00, 10.01.2021



October 1st, 2021

Invoice # BH1221

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: 10/1/2021 - 12/31/2021		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

November 10, 2021

ITEM NUMBER: 9.

ITEM: Approval of payment of \$1,177.90 to Glovista Investments for management services fees for Quarter 3, 2021. Copy of invoice #glsc02a3qu2021 dated September 30, 2021 is attached.

DESCRIPTION:

Approval of payment of \$1,177.90 to Glovista Investments for management services fees for Quarter 3, 2021. Copy of invoice #glsc02a3qu2021 dated September 30, 2021 is attached.

PREVIOUS MEETING VOTE:

RECOMMENDED ACTION:

N/A

FINANCIAL ANALYSIS:

Management service fees expenditures increased by \$1,177.90.

BUDGET IMPACT:

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

ATTACHMENTS

1. Glovista, Invoice glsc02a3qu2021, \$1,177.90, 09.30.2021



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: 09-30-21

Due Date: On Receipt

Invoice Number: glsc02a3qu2021

Statement of Management Fees
Period Third Quarter of 2021

	Capital Base*	Fee Level	Day Count	Amount
Management Fee for July 2021	\$982,339.85	0.50% p.a.	31/31	\$409.31
Management Fee for Aug 2021	\$915,571.09	0.50% p.a.	31/31	\$381.49
Management Fee for Sep 2021	\$929,047.89	0.50% p.a.	30/30	\$387.10
Total Fee				\$1,177.90

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))*

AGENDA ITEM REPORT

November 10, 2021

ITEM NUMBER: 10.

ITEM: Approval of payment of \$2,081.31 to Highland Capital for management services fees for the period 07/01/2021 through 9/30/2021 (Quarter 3 of 2021). Copy of the invoice 28760 dated on October 2nd, 2021 is attached.

DESCRIPTION:

Approval of payment of \$2,081.31 to Highland Capital for management services fees for the period 07/01/2021 through 9/30/2021 (Quarter 3 of 2021). Copy of the invoice 28760 dated on October 2nd, 2021 is attached.

PREVIOUS MEETING VOTE:

RECOMMENDED ACTION:

N/A

FINANCIAL ANALYSIS:

Increase in management service fee expenditures in the amount of \$2,081.31.

BUDGET IMPACT:

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

ATTACHMENTS

1. Highland Capital, Invoice 28760, \$2,081.31, 10.02.2021



October 2, 2021

Invoice Number: 28760

MANAGEMENT FEE: TOWN OF BAY HARBOR ISLANDS PENSION FUND ADR

9/30/2021 Portfolio Value:	\$ 1,665,050.84
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Quarterly Fee Based On:

\$ 1,665,051 @ 0.50% per annum	\$ 2,081.31
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Quarterly Fee:

\$ 2,081.31

For the Period 7/1/2021 through 9/30/2021

Paid by Debit Direct (\$ 0.00)

Please Remit \$ 2,081.31

Mailing Check:

Wiring Instructions:

Highland Capital Management, LLC

Contact: srunyan@highlandcap.com

850 Ridge Lake Blvd. Suite 205

Memphis, TN 38120

*****Note New Address*****

AGENDA ITEM REPORT

November 10, 2021

ITEM NUMBER: 11.

ITEM: Approval of payment of \$300.00 to Southern Actuarial Services for service purchase calculations for Lindsley Noel. Copy of invoice #235-0921 dated September 17th, 2021 attached.

DESCRIPTION:

Approval of payment of \$300.00 to Southern Actuarial Services for service purchase calculations for Lindsley Noel. Copy of invoice #235-0921 dated September 17th, 2021 attached.

PREVIOUS MEETING VOTE:

RECOMMENDED ACTION:

N/A

FINANCIAL ANALYSIS:

An increase of \$300.00 in actuarial service fees expenditures for FY 2021.

BUDGET IMPACT:

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

ATTACHMENTS

1. Southern Actuarial Services, Invoice 235-0921, \$300.00, 09.17.2021



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: 235-0921
DATE: September 17, 2021
PAYMENT DUE BY: **October 17, 2021**

PROJECT	DESCRIPTION	FEE
235-165	Service purchase calculation for Lindsley Noel, submitted September 14, 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!

AGENDA ITEM REPORT

November 10, 2021

ITEM NUMBER: 12.

ITEM: Approval of payment of \$150.00 to Southern Actuarial Services for individual benefit calculations for Kathryn E Sullivan. Copy of invoice #235-1021 dated October 4th, 2021 is attached.

DESCRIPTION:

Approval of payment of \$150.00 to Southern Actuarial Services for individual benefit calculations for Kathryn E Sullivan. Copy of invoice #235-1021 dated October 4th, 2021 is attached.

PREVIOUS MEETING VOTE:

RECOMMENDED ACTION:

N/A

FINANCIAL ANALYSIS:

Increase of \$150.00 in actuarial service fee expenditure for the FY 2021-2022.

BUDGET IMPACT:

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

ATTACHMENTS

1. Southern Actuarial Services, Invoice 235-1021, \$150.00, 10.04.2021



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: 235-1021
DATE: October 4, 2021
PAYMENT DUE BY: **November 3, 2021**

PROJECT	DESCRIPTION	FEE
235-166	Estimated individual benefit calculation for Kathryn E. Sullivan, submitted September 29, 2021	\$150.00
TOTAL DUE		\$150.00

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

November 10, 2021

ITEM NUMBER: 13.

ITEM: Approval and ratification of payment of \$1,437.00 to Rhumblin for Investment advisory fees for 3rd Quarter, 2021. Copy of the invoice #gbayha2021Q3 dated on October 6th, 2021 is attached.

DESCRIPTION:

Approval and ratification of payment of \$1,437.00 to Rhumblin for Investment advisory fees for 3rd Quarter, 2021. Copy of the invoice #gbayha2021Q3 dated on October 6th, 2021 is attached.

PREVIOUS MEETING VOTE:

RECOMMENDED ACTION:

N/A

FINANCIAL ANALYSIS:

Increase of \$1,437.00 in Investment advisory fees expenditure for FY 2021-2022.

BUDGET IMPACT:

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

ATTACHMENTS

1. Rhumblin, Invoice gbayha2021Q3, \$1,437.00, 10.06.2021



Investment Advisory Fees for 3rd Quarter 2021
Client: Bay Harbor Islands Employees Pension Plan

October 6, 2021
Invoice #: gbayha2021Q3

Billable Assets:	10mbayha	2mbayhar	4mbayhar	6mbayhar	7mbayhar
Period Ending:	(RU1000GP)	(SP500P)	(SP400P)	(RU1000VP)	(SP600P)
07-31-2021	\$2,905,821	\$3,079,590	\$1,656,249	\$2,140,383	\$1,670,264
08-31-2021	3,014,288	3,173,129	1,688,478	2,182,744	1,703,882
09-30-2021	2,845,546	3,025,696	1,621,505	2,106,958	1,662,425
Average Assets:	\$2,921,885	\$3,092,805	\$1,655,411	\$2,143,362	\$1,678,857
Billable Assets:	<u>\$11,492,320</u>				

Fee Calculation:	Asset Tier	Rate (BPs)	Fee
	\$11,492,319	0.00050000	\$5,746
Total:	<u>\$11,492,319</u>		<u>\$5,746</u>
Annual Fee:			\$5,746
Quarterly Calculated Fee:			\$1,437
Total Quarterly Fee Due:			<u>\$1,437</u>

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

	10mbayha	2mbayhar	4mbayhar	6mbayhar	7mbayhar
Fee Allocation:	(RU1000GP)	(SP500P)	(SP400P)	(RU1000VP)	(SP600P)
Fee:	\$365	\$387	\$207	\$268	\$210

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

November 10, 2021

ITEM NUMBER: 14.

ITEM: Approval and payment of \$5,428.79 to Garcia, Hamilton and Associates for portfolio valuation services for the period of July 1,2021 to September 30,2021 (Quarter 3 of Fiscal Year 2021). Copy of invoice #34778 dated October 7th, 2021 is attached.

DESCRIPTION:

Approval and payment of \$5,428.79 to Garcia, Hamilton and Associates for portfolio valuation services for the period of July 1,2021 to September 30, 2021 (Quarter 3 of Fiscal Year 2021). Copy of invoice #34778 dated October 7th, 2021 is attached.

PREVIOUS MEETING VOTE:

RECOMMENDED ACTION:

N/A

FINANCIAL ANALYSIS:

Increase of \$5,428.79 in portfolio valuation service fees expenditures for FY 2021-2022.

BUDGET IMPACT:

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

ATTACHMENTS

1. Garcial Hamilton, Invoice 34778, \$5,428.79, 10.07.2021

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

INVOICE # 34778

October 7, 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 July 1, 2021 through September 30, 2021
Portfolio Valuation with Accrued Interest as of 09-30-21

\$ 8,686,069.41

8,686,069 @ 0.250% per annum

5,428.79

Quarterly Management Fee

\$ 5,428.79

TOTAL DUE AND PAYABLE

\$ 5,428.79