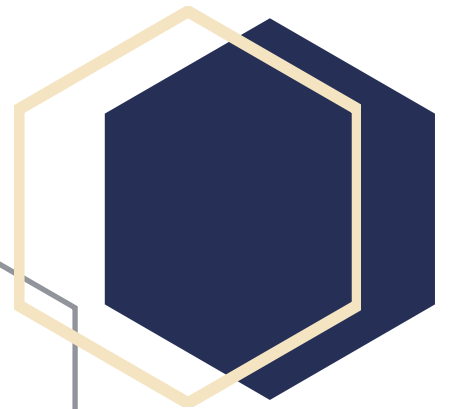
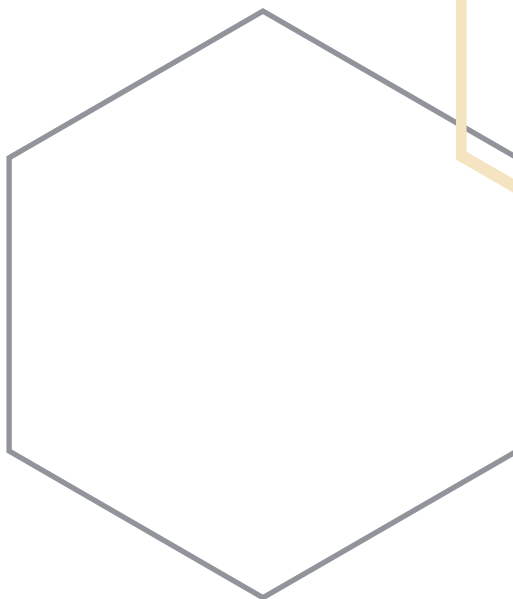
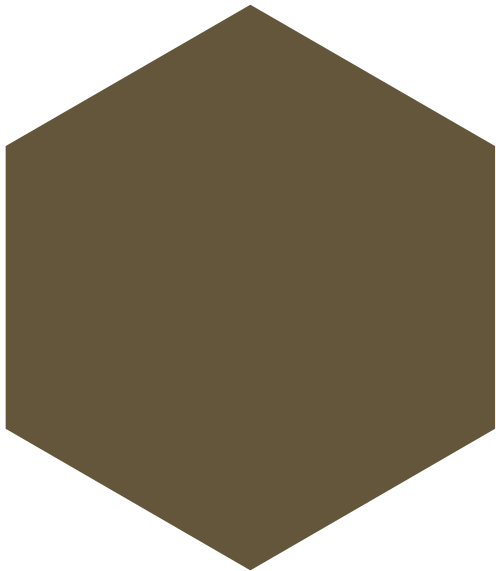




The Employees' Retirement System
A Blended Component Unit of
The Maryland-National Capital Park and Planning Commission

Comprehensive Annual Financial Report

For the Fiscal Years Ended June 30, 2020 and 2019



Comprehensive Annual Financial Report

For the Fiscal Years Ended June 30, 2020 and 2019



Prepared by the Employees' Retirement System
A Blended Component Unit
of The Maryland-National Capital Park and Planning Commission
6611 Kenilworth Avenue, Suite 100
Riverdale, Maryland 20737

MISSION STATEMENT

The Mission of the Maryland-National Capital Park and Planning Commission Employees' Retirement System (ERS) is to prudently manage, protect, diversify, and administer the funds for the sole benefit of the members and beneficiaries to ensure sufficient assets are available to pay the promised benefits.

OUR CORE VALUES

Quality Customer Service

Accountability and Transparency

Professionalism and Respect

Trustworthiness and Stewardship

Comprehensive Annual Financial **Report**

For the Fiscal Years Ended June 30, 2020 and 2019

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**INTRODUCTORY
SECTION**

LETTER OF TRANSMITTAL



EMPLOYEES' RETIREMENT SYSTEM
The Maryland-National Capital Park and Planning Commission
6611 Kenilworth Avenue, Suite 100
Riverdale, Maryland 20737

(301) 454-1415 - Telephone
(301) 454-1413 - Facsimile
<http://ers.mncppc.org>

Andrea L. Rose
Administrator

September 23, 2020

The Board of Trustees:

The Maryland-National Capital Park and Planning Commission ("Commission") Employees' Retirement System's (ERS) Comprehensive Annual Financial Report (CAFR) for the fiscal year ended June 30, 2020 is hereby submitted. The responsibility for the accuracy of the data and completeness and fairness of the presentation, including disclosures, rests with the ERS' staff. We believe all data in the report is accurate in all material respects and is reported in a manner designed to present fairly the financial position and results of the operation of the ERS. All disclosures necessary to enable the reader to gain an understanding of the ERS' financial activities are included.

The Management's Discussion and Analysis immediately follows the Report of Independent Public Accountants and provides a narrative introduction with an overview of the basic financial statements. The Management's Discussion and Analysis complements this letter of transmittal and is suggested to be read in conjunction with this letter.

This CAFR has been prepared in accordance with the principles of governmental accounting and reporting promulgated by the Governmental Accounting Standards Board (GASB). The accrual basis of accounting has been used to record assets, liabilities, additions and deductions. Revenues are recorded when earned, regardless of the date of collection, and expenses are recorded when incurred, regardless of when payment is made. The independent public accounting firm of SB & Company, LLC was selected to conduct the ERS' audit. I am pleased to inform that the auditors issued an unmodified opinion, the highest possible outcome of the audit process.

Awards

The Government Finance Officers Association of the United States and Canada (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting for the ERS' CAFR for the fiscal year ended June 30, 2019. The Certificate of Achievement is the highest form of recognition for excellence in state and local government financial reporting, and its attainment represents a significant accomplishment. We believe our CAFR continues to conform to the Certificate of Achievement program requirements, and we will submit our CAFR for fiscal year 2020 to the GFOA.

The Public Pension Coordinating Council (PPCC) recognizes public pension systems that meet the professional standards for public retirement system management and administration as set forth by the PPCC. The ERS was awarded the Public Pension Standards Award for Funding and Administration for 2019. The Award recognizes achievement of high professional standards in the area of plan funding and administration. The PPCC encourages all state and local governments to meet these standards.

Reporting Entity and Plan History

The ERS covers employees of the Commission, a body corporate of the State of Maryland, established by the Maryland General Assembly in 1927. The Commission is the bi-county agency empowered to acquire, develop, and administer a regional system of parks in the defined Metropolitan District, and to

prepare and administer a general plan for the physical development of a defined Regional District for Montgomery and Prince George's Counties. The ERS was established as a single employer defined benefit pension plan effective, July 1, 1972, in accordance with the Trust Agreement between the Commission and the Board of Trustees ("Board"). Prior to that date, Commission employees were covered under Maryland's State Retirement System ("Maryland State"). Employees who were covered by Maryland State were given the option of remaining with Maryland State or transferring to the ERS' Plan. Revisions to the Social Security tax structure and other fiscal considerations made it prudent to develop a new retirement plan, based on the principle of Social Security excess. Therefore, effective January 1, 1979, the Plan became The Maryland-National Capital Park and Planning Commission Employees' Retirement System, encompassing three defined benefit plans: Plan A, the original plan; Plan B, for non-police, integrated with Social Security; and Plan C, only for Park Police. Commission Park Police are not covered by Social Security.

On July 1, 1990, a collectively bargained Plan D replaced Plan C, which was closed, and all members transferred to the new Park Police Plan D. Effective July 1, 1993, again as a result of collective bargaining with the Park Police union, Plan D was closed to new employees, and Plan C was amended and reopened to provide benefits for Park Police Officers hired after July 1, 1993. Pursuant to a 2002 collective bargaining agreement, Plan D members were given a one-time election to transfer to Plan C on or before October 25, 2002.

Faced with continued fiscal challenges, the Commission approved a new defined benefit plan designated as Plan E for all non-police employees, Commissioners and appointed officials hired on or after January 1, 2013. Therefore, effective December 31, 2012, Plan B was closed to new employees.

Today, the ERS consists of five defined benefit pension plans: Plan A, the original plan; Plan B, for non-police, Plans C and D, for park police; and, Plan E, for non-police and appointed officials hired on or after January 1, 2013.

The administrative operations of the ERS are the responsibility of the Administrator and Staff employed by the Board. The Plan Document establishes all benefit provisions. The Commission reserves the right to amend the provisions of the ERS, consistent with the Trust Agreement, provided that no amendments may adversely affect the benefits that have accrued prior to the effective date of such amendment, except as may be legally required to continue to qualify the ERS under section 401(a) of the Internal Revenue Code, or any successor thereto of similar importance.

Benefits and Services Provided

The ERS provides normal and early retirement benefits, spouse and children survivor benefits, ordinary death benefits, and post-retirement death benefits for members of the ERS. Disability retirement benefits were prospectively removed in August 1982, with income replacement provided to employees through a long-term disability (LTD) insurance program administered by the Commission. Members on LTD receive free credited service until their normal retirement date. Annual cost-of-living adjustments are provided for ERS annuitants. The ERS has a comprehensive membership education program, which includes on-site workshops and one-on-one counseling. In accordance with the Uniform Management of Public Employees Retirement Systems Act, the ERS provides Annual Benefit Statements that project benefits at normal retirement; a Popular Annual Financial Report, which contains a summary of key financial and actuarial information; and Summary Plan Descriptions, which describe the provisions and benefits of the ERS. The ERS communicates with members via *Life Times*, which is published monthly in the Commission's Update newsletter. One-on-one counseling is available to all active members to discuss benefits and retirement options. Employees are encouraged to take advantage of a retirement counseling session, which is provided for all those retiring from the Commission. The session includes a review of retirement benefits, options, and assistance is provided in completing the necessary paperwork

in order to begin benefits. Due to the COVID-19 pandemic some services have been temporarily suspended while others have been modified to ensure the health and safety of staff and members. Information can also be accessed via the ERS' website, <http://ers.mncppc.org>.

Investment Results

For the year ended June 30, 2020, the ERS fund had a return of 1.9% versus its policy benchmark of 2.1%. The ERS fund return was 5.6% for the three-years ended June 30, 2019 and 6.1% for the five-years ended June 30, 2020 versus the policy index which returned 5.4% and 5.6%, respectively. Refer to the Investment Consultant's Report on page 51 for a market overview with investment results by asset class and a portfolio review highlighting the ERS' restructuring activities.

Initiatives & Accomplishments

For the eighth consecutive year, the ERS considered a reduction in the investment return assumption. Changes in economic and financial conditions caused public plans to continue lowering the investment return assumption. The Board determined decreasing the investment return assumption from 6.85% to 6.80%, effective July 1, 2020, was prudent and consistent with continued trends across the U.S.

Following adoption of a revised asset allocation policy in July 2019 which included a 5% allocation to emerging market debt, the Board launched a search to identify a best in class provider of emerging market debt. The Board selected the Prudential Trust Company's Emerging Markets Blend Debt Fund.

The Board and Staff kicked off a project in January 2020 with Levi, Ray & Shoup, Inc. for a comprehensive pension administration system to handle key business line processes; to implement a document imaging solution with viewing, scanning and storing capabilities; and to establish an employee self-service portal for members to view account information and perform benefit estimate calculations.

The Board accepted Wilshire's recommendation to address Chicago Equity Partners' unexpected closure by engaging Northern Trust to assist with the transition to combine Chicago Equity Partner's small cap value mandate and Northern Trust's small cap growth mandate into one passive index fund, the Northern Trust Collective Russell 2000 Index Fund.

Additional initiatives and accomplishments for fiscal year 2020 included extension of the Investment Consulting Services Agreement with Wilshire Associates for two additional years through June 30, 2022; consent to assignment of the Investment Management Agreement from C.S. McKee to CSM Advisors, LLC; approval of revised investment guidelines for Eaton Vance to permit inclusion of a maximum of 5% in credit risk transfer securities; reductions in fees with Northern Trust Company, VOYA Investment Management and C.S. McKee (now CSM Advisors, LLC); and approval of a revised Securities Lending Authorization Agreement with Northern Trust Company.

Internal Controls

It is the responsibility of management to develop and maintain systems of internal controls, which are designed to provide reasonable, but not absolute, assurances for the safeguarding of assets and the reliability of financial records. The concept of reasonable assurance recognizes that the cost of a control should not exceed the benefits derived, and the valuation of costs and benefits requires estimates and judgments by management. Controls are also put in place to limit the risk of collusion. However, it should be recognized that all internal controls have inherent limitations.

The Trust Agreement requires an annual accounting of the ERS' operations and activities and that the results of this analysis be reported to the Commission. The ERS' Independent Public Accountants' unmodified opinion is the highest possible result of the audit process and their report on the basic financial statements is included in the CAFR on pages 16-17.

Annually, the Board prepares and presents an operating budget setting forth projected expenditures for the operations of the ERS for the Commission's review and approval. The Board also prepares certain projected expenses, including banking, investment consulting and investment manager fees for the Commission's information. The Board closely monitors the fees and expenses from consultants and professional advisors to ensure comparability to other public funds of the ERS' size and complexity. Although there is no formal restriction or budget guideline imposed by parties outside the Board, the Board is sensitive to the limitations imposed on the Commission by the two counties.

The revenues necessary to finance retirement benefits are accumulated through employee and employer contributions and income on investments. The Board establishes investment objectives and policies; determines appropriate asset allocation strategies; selects investment managers for appointment by the Commission; and evaluates investment performance. The ERS' investments are diversified, recognizing that a prudent policy preserves assets and maximizes earnings with appropriate risk, to provide asset growth consistent with long-term needs. For 2020 and 2019, the gains net of investment expense, were \$10,900,156 and \$62,438,427, respectively. Total contributions decreased from \$32,333,169 in 2019 to \$27,041,395 in 2020. The decrease can be attributed to actuarial gain on assets and an adjustment to the valuation programming. Total deductions increased by 7.2% from \$53,506,003 in 2019 to \$57,369,843 in 2020. Pension and disability benefits and refunds account for \$55,647,482 and the remainder of \$1,722,361 was attributed to administrative expenses (see page 22).

Funding Status

The ultimate test for a retirement system is the level of funding achieved. The better the level of funding, the larger the ratio of assets accumulated to pay liabilities and the greater the level of investment income potential. The Schedule of Funding Progress directly illustrates the financial stability of the ERS and presents a standardized measure of projected plan liabilities (see page 63). This measure allows the reader to assess the funding status of the ERS on a going concern basis, and to assess progress made in accumulating sufficient assets to pay benefits when due. The measure is the actuarial present value of credited projected benefits and independent of the funding method used to determine contributions. An actuarial valuation performed as of July 1, 2019, indicated that the funded ratio of the actuarial value of assets to the actuarial accrued liability for benefits was 92.75%. As of July 1, 2019, the actuarial value of assets was \$968,142,434, and the actuarial accrued liability was \$1,043,820,211.

Acknowledgments

The preparation of this CAFR reflects combined efforts of the ERS' staff. Special recognition is extended to Sheila Joynes for her lead role. This CAFR is intended to provide complete and reliable information as a basis for making management decisions, determining compliance with legal provisions, and for determining responsible stewardship for the assets contributed by the members of the Commission. I thank the Board, staff, consultants and service providers who have worked so diligently to assure the successful operation of the ERS.

Respectfully Submitted,



Andrea L. Rose
Administrator



Government Finance Officers Association

**Certificate of
Achievement for
Excellence in Financial
Reporting**

Presented to

**The Maryland-National Capital Park
and Planning Commission Employees'
Retirement System**

For its Comprehensive Annual Financial Report
for the Fiscal Year Ended

June 30, 2019

Christopher P. Morill

Executive Director/CEO



Public Pension Coordinating Council

***Public Pension Standards Award
For Funding and Administration
2019***

Presented to

***The Maryland-National Capital Park and Planning
Commission Employees' Retirement System***

In recognition of meeting professional standards for
plan funding and administration as
set forth in the Public Pension Standards.

Presented by the Public Pension Coordinating Council, a confederation of

National Association of State Retirement Administrators (NASRA)
National Conference on Public Employee Retirement Systems (NCPERS)
National Council on Teacher Retirement (NCTR)

A handwritten signature in cursive script that reads "Alan H. Winkle".

Alan H. Winkle
Program Administrator

BOARD OF TRUSTEES

Elizabeth M. Hewlett, Chairman

Prince George's County Commissioner
Term expires: 6/30/2022

Gerald R. Cichy, Vice Chairman

Montgomery County Commissioner
Term expires: 6/30/2023

Caroline McCarthy

Montgomery County Open Trustee
Term expires: 6/30/2021

Asuntha Chiang-Smith

Executive Director Ex-Officio

Sheila Morgan-Johnson

Prince George's County Public Member
Term expires: 6/30/2023

Melissa D. Ford

Prince George's County Open Trustee
Term expires: 6/30/2021

Amy Millar

MCGEO Represented Trustee
Term expires: 6/30/2022

Howard Brown

FOP Represented Trustee
Term expires: 6/30/2022

Pamela F. Gogol

Montgomery County Public Member
Term expires: 6/30/2023

Elaine A. Stookey

Bi-County Open Trustee
Term expires: 6/30/2023

Joseph C. Zimmerman, CPA

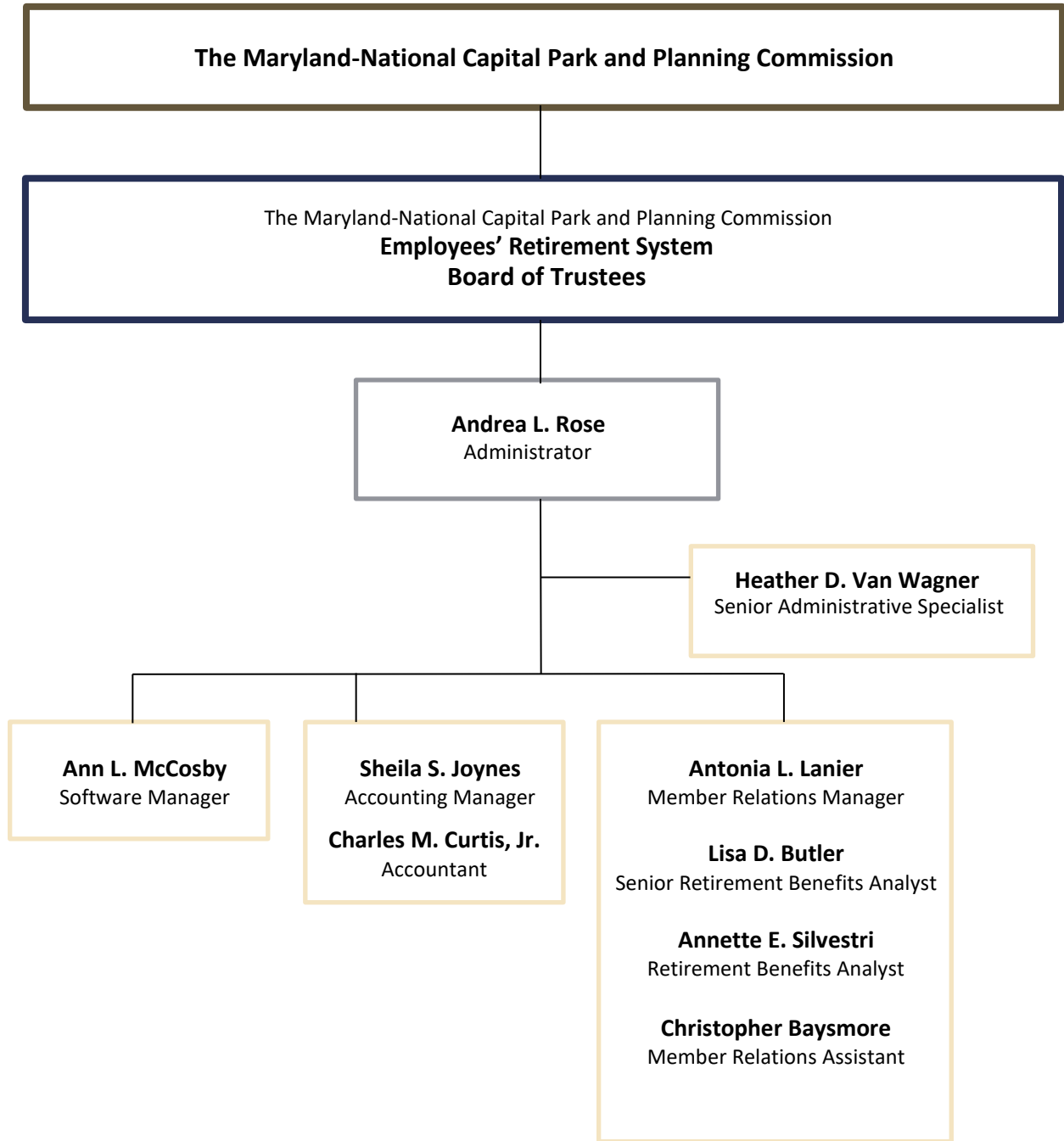
Secretary-Treasurer
Ex-Officio

The Board consists of 11 appointed and elected members as adopted by the Commission on July 24, 2001:

- Two Commissioners, one each from Montgomery and Prince George's counties, appointed by the Commission.
- The Commission's Executive Director, Ex-Officio, concurrent with tenure in office.
- The Commission's Secretary-Treasurer, Ex-Officio, concurrent with tenure in office.
- Three Open Trustees, one each from Montgomery and Prince George's counties and one from the Bi-County office (effective July 2003), as a result of an election conducted by the ERS.
- Two Public Members, one each from Montgomery and Prince George's counties, appointed by the Commission.
- Two Represented Trustees, one each from the Municipal and County Government Employees' Organization (MCGEO) and the Fraternal Order of Police (FOP). The MCGEO Representative is selected by the Chief Executive Officer of MCGEO and the FOP Representative is selected pursuant to an internal election process established by the FOP. Represented trustees continue in office until replaced by their successors.

Trustees serve for three-year terms. Trustees elect a chairman and vice chairman to serve for a two-year term. Generally, the Board meets on the first Tuesday of every month, except for August. Board meetings are open to all employees and members of the public. Members of the Board may be contacted in writing through the ERS. Announcements regarding the Board of Trustees are posted on the ERS' website <http://ers.mnccppc.org> and in the Commission's monthly newsletter, *Update*.

ORGANIZATIONAL AND REPORTING STRUCTURE



STAFF, CONSULTANTS AND PROFESSIONAL SERVICE PROVIDERS

STAFF

Andrea L. Rose
Administrator

Heather D. Van Wagner
Senior Administrative Specialist

Member Relations

Antonia L. Lanier
Member Relations Manager

Lisa D. Butler
Senior Retirement Benefits Analyst

Annette E. Silvestri
Retirement Benefits Analyst

Christopher Baysmore
Member Relations Assistant

Technical and Accounting Services

Sheila S. Joynes
Accounting Manager

Ann L. McCosby
Software Manager

Charles M. Curtis Jr.
Accountant

CONSULTANTS & PROFESSIONAL SERVICE PROVIDERS

Actuary
Cheiron

Auditor
SB & Company, LLC

Banking
The Northern Trust Company
Bank of America

Investment Consultant
Wilshire Associates, Inc.

Legal
GROOM Law Group, Chartered
M-NCPPC Legal Department
Robbins Geller Rudman & Dowd, LLP

Note: For the Investment Manager Directory see page 50, and for the Schedule of Broker Commissions see page 58.

Employees' Retirement System
The Maryland-National Capital Park and Planning Commission
6611 Kenilworth Avenue, Suite 100
Riverdale, Maryland 20737
Telephone (301) 454-1415
Fax (301) 454-1413
<http://ers.mncppc.org>
contactERS@mncppc.org

Hours of Service Monday-Friday 8 a.m. to 5 p.m.



**FINANCIAL
SECTION**



SB & COMPANY, LLC
KNOWLEDGE • QUALITY • CLIENT SERVICE

REPORT OF INDEPENDENT PUBLIC ACCOUNTANTS

To the Board of Trustees

The Maryland-National Capital Park and Planning Commission Employees' Retirement System

Report on the Financial Statements

We have audited the accompanying financial statements of the Maryland-National Capital Park and Planning Commission Employees' Retirement System (the ERS), as of June 30, 2020 and 2019, and for the years then ended, and the related notes to the financial statements, which collectively comprise the ERS' basic financial statements as listed in the table of contents.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

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

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

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective fiduciary net position of the ERS, as of June 30, 2020 and 2019, and the respective changes in fiduciary net position for the years then ended, in accordance with accounting principles generally accepted in the United States of America.



Other Matters

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the Management's Discussion and Analysis, Schedule of Changes in Net Pension Liability and Related Ratios, Schedule of Employer Contributions, Schedule of Money-Weighted Rate of Returns, and Notes to Required Supplementary Information be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audits of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Information

Our audits were conducted for the purpose of forming an opinion on the financial statements that collectively comprise the ERS' basic financial statements. The Schedule of Administrative Expenses, Schedule of Investment expenses, and Schedule of Payments to Consultants, the Introductory Section, Investment Section, Actuarial Section, and Statistical Section, as listed in the table of contents, are presented for purposes of additional analysis and are not a required part of the basic financial statements.

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

The Introductory Section, Investment Section, Actuarial Section, and Statistical Section have not been subjected to the auditing procedures applied in the audits of the basic financial statements and, accordingly, we do not express an opinion or provide any assurance on them.

Owings Mills, Maryland
September 23, 2020

A handwritten signature in black ink that reads "SB & Company, LLC".

MANAGEMENT'S DISCUSSION AND ANALYSIS

This section of the Report provides readers with a narrative overview and analysis of the financial activities of the Maryland-National Capital Park and Planning Commission Employees' Retirement System (ERS) for the fiscal years ended June 30, 2020, 2019 and 2018. We encourage readers to consider the information presented here in conjunction with basic financial statements to enhance their understanding of the ERS' financial performance.

FINANCIAL HIGHLIGHTS

- The ERS' assets exceeded liabilities by \$942.6 million and \$962.0 million as of June 30, 2020 and 2019, respectively. Of this amount, \$942.6 million and \$962.0 million may be used to meet the obligations of current and future retirees and beneficiaries. The total fiduciary net position held in trust for pension benefits decreased in 2020 by \$19.4 million (2.0%) due to a significant decrease in investment gains resulting from the COVID-19 global pandemic and increased in 2019 by \$41.3 million (4.5%) due primarily to investment gains.
- The ERS' Net Pension Liability as of June 30, 2020 was \$134,825,027. The ratio of the Fiduciary Net Position to the Total Pension Liability was 87.5%.

OVERVIEW OF THE FINANCIAL STATEMENTS

The Management's Discussion & Analysis is intended to serve as an introduction to the ERS' basic financial statements. The basic financial statements contain two components: the ERS' Financial Statements and the Notes to the Financial Statements. In addition to the basic financial statements, this report also contains the following additional supplementary information required by the Governmental Accounting Standards Board: a Schedule of Changes in Net Pension Liability and Related Ratios, a Schedule of Employer Contributions, a Schedule of Money-Weighted Rate of Returns, and Notes to Required Supplementary Information.

The Statements of Fiduciary Net Position present information on all of the ERS' assets and liabilities, with the difference between the two reported as fiduciary net position restricted for pensions. Over time, increases or decreases in net position may serve as a useful indicator of whether the ERS' financial position is improving or deteriorating.

The Statements of Changes in Fiduciary Net Position present information showing how the ERS' net position changed during the fiscal year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of related cash flows. Thus, additions to and deductions from net position are reported in the statements for some items that will only result in cash flows in future fiscal periods (e.g. unrealized gains or losses on investments).

The Notes to the Financial Statements provide additional information that is essential to a full understanding of the data provided in the financial statements.

The Schedules of Changes in Net Pension Liability and Related Ratios, Employer Contributions and Money-Weighted Rate of Returns present historical trend information about the ERS. This information is intended to improve financial reporting for decision making, accountability and transparency.

MANAGEMENT'S DISCUSSION AND ANALYSIS

Financial Analysis of the System

Fiduciary Net Position and Changes in Fiduciary Net Position: The following table reflects the ERS' net position and changes in net position as of and for the years ended June 30, 2020, 2019 and 2018 (in thousands).

	<u>June 30, 2020</u>	<u>June 30, 2019</u>	<u>June 30, 2018</u>
Assets			
Current assets	\$ 986,921	\$ 1,000,916	\$ 953,331
Other assets	245	38	36
Total assets	<u>987,166</u>	<u>1,000,954</u>	<u>953,367</u>
Liabilities			
Total liabilities	<u>44,577</u>	<u>38,937</u>	<u>32,616</u>
Fiduciary net position restricted for pensions	<u>\$ 942,589</u>	<u>\$ 962,017</u>	<u>\$ 920,751</u>
	<u>June 30, 2020</u>	<u>June 30, 2019</u>	<u>June 30, 2018</u>
Changes in fiduciary net position			
Total additions, net	\$ 37,942	\$ 94,772	\$ 102,494
Total deductions, net	57,370	53,506	49,899
Net (decrease) increase in fiduciary net position	<u>\$ (19,428)</u>	<u>\$ 41,266</u>	<u>\$ 52,595</u>

Assets

The largest component of fiduciary net position is the ERS' investments. As of June 30, 2020, 2019 and 2018, investments amounted to approximately \$986.0 million, \$999.9 million, and \$952.4 million, respectively. In 2020 the net decrease in fiduciary net position was as result of a \$51.5 million decrease in the net gain from investing activities compared to the prior fiscal year. During the current fiscal year, the portfolio's return was significantly impacted by the COVID-19 pandemic particularly in the first quarter 2020 resulting in a -10.1% return during that quarter. All other quarters during fiscal year 2020 had positive absolute investment returns. In 2019, and 2018, the net increase in fiduciary net position was as a result of the net gain in the fair value of investments. Total receivables of \$0.8 million, \$0.9 million and \$0.9 million represent accrued income on investments and receivables of member contributions as of June 30, 2020, 2019 and 2018, respectively.

Liabilities

Liabilities are primarily comprised of amounts payable on securities lending transactions and investments payable. Securities lending liabilities amounted to approximately \$29.9 million, \$37.2 million, and \$30.6 million as of June 30, 2020, 2019 and 2018, respectively. These outstanding balances are offset with cash and investments being held as collateral on securities lending transactions. Investments payable represent purchases not settled by June 30 of each year. Investments payable were approximately \$13.2 million, \$0.4 million, and \$0.8 million as of June 30, 2020, 2019 and 2018, respectively.

Additions

The primary sources of net additions for the ERS include employer and member contributions and investment income. The following table reflects the source and amount of additions during the fiscal years ended June 30, 2020, 2019 and 2018 (in millions):

	<u>June 30, 2020</u>	<u>June 30, 2019</u>	<u>June 30, 2018</u>
Employer contributions	\$ 19.2	\$ 24.8	\$ 24.8
Member contributions	7.8	7.5	7.2
Net investment gain	<u>10.9</u>	<u>62.4</u>	<u>70.5</u>
Net Additions	<u>\$ 37.9</u>	<u>\$ 94.7</u>	<u>\$ 102.5</u>

MANAGEMENT'S DISCUSSION AND ANALYSIS

Financial Analysis of the System (continued)

Contributions

During 2020, the actuarially determined employer contribution to the ERS increased from \$17,514,943 to \$19,244,687. An increase in the actuarially determined contribution can be attributed to a reduction in the interest rate assumption and a modification to the active member death benefits.

During 2019, the actuarially determined employer contribution to the ERS decreased from \$19,422,872 to \$17,514,943. A decrease in the actuarially determined contribution can be primarily attributed to an actuarial gain on the actuarial liabilities. During 2019, the employer contribution of \$24,792,093 paid to the ERS was more than the actuarially determined contributions. Refer to the Schedule of Employer Contributions (page 44).

Effective July 1, 2007, employer contributions are paid based on the prior year's valuation. The ERS uses a five-year asset smoothing method to determine the actuarial value of plan assets. During the period July 1, 2018 through June 30, 2019, investment performance on the actuarial value of assets was 6.77%. Over the five-year period ending on the valuation date, July 1, 2019, the return on the actuarial value of assets was 6.92%.

Net Investment Income

The net investment gain for the ERS totaled \$10.9 million in 2020, \$62.4 million in 2019, and \$70.5 million in 2018. In 2020, the \$10.9 million investment gain was comprised of a net appreciation in fair value of investments of \$0.9 million, \$12.9 million in dividends and interest, \$0.1 million from securities lending, 0.1 million from other investment income and \$3.1 million advisory and management fees. In 2019, the \$62.4 million investment gain was comprised of a net appreciation in fair value of investments of \$52.7 million, \$13.0 million in dividends and interest, \$0.1 million from securities lending, and \$3.4 million advisory and management fees. In 2018, the \$70.5 million investment gain was comprised of a net appreciation in fair value of investments of \$62.5 million, \$11.3 million in dividends and interest, \$0.1 million from securities lending, and \$3.5 million advisory and management fees.

Deductions

The deductions from the ERS include the payment of retiree and survivor benefits, participant refunds and administrative expenses. Deductions for 2020, 2019 and 2018 totaled \$57.4 million, \$53.5 million, and \$49.9 million, respectively. Such amounts represent increases of 7.2% and 7.2% over 2019 and 2018 respectively. At the beginning of fiscal year 2020, eligible retirees received a 2.4% cost-of-living adjustment which contributed to the 7.2% increase in deductions from 2019 to 2020. At the beginning of fiscal year 2019, eligible retirees received a 2.1% cost-of-living adjustment which contributed to the 7.20% increase in deductions from 2018 to 2019. The following table reflects the ERS' deductions by type in 2020, 2019, and 2018 (in thousands):

	2020	2019	2018
Benefits	\$ 55,068	\$ 51,057	\$ 47,628
Refunds	580	745	460
Administrative expenses	1,722	1,704	1,811
Total Deductions	\$ 57,370	\$ 53,506	\$ 49,899

Request for Information

This financial report is designed to provide an overview of the ERS. Questions concerning any of the information provided in this report should be addressed to Andrea L. Rose, Administrator, The Maryland-National Capital Park and Planning Commission Employees' Retirement System, 6611 Kenilworth Avenue, Suite 100, Riverdale, Maryland 20737.

STATEMENTS OF FIDUCIARY NET POSITION

June 30, 2020 and 2019

	<u>2020</u>	<u>2019</u>
INVESTMENTS AT FAIR VALUE (note 3)		
Fixed income securities	\$ 210,237,172	\$ 212,288,167
International fixed income securities	7,394,333	3,621,479
Venture capital/alternative investments	234,115,360	206,450,020
Corporate stock	332,767,108	359,403,418
International corporate stock	64,495,247	79,337,936
Real estate	65,610,521	66,955,167
Short term investments	42,136,972	35,438,010
Securities lending short term collateral investment pool	29,250,404	36,447,344
Total investments at fair value	<u>986,007,117</u>	<u>999,941,541</u>
 CASH	 <u>65,117</u>	 <u>60,414</u>
 RECEIVABLES		
Accounts receivable-member contributions	6,792	96,099
Accrued income on investments	842,073	818,120
Total receivables	<u>848,865</u>	<u>914,219</u>
 OTHER ASSETS		
Prepaid expenses	310	38,009
Software development in progress	244,538	-
Total other assets	<u>244,848</u>	<u>38,009</u>
Total assets	<u>987,165,947</u>	<u>1,000,954,183</u>
 LIABILITIES		
Investments related payable	13,176,486	437,904
Accrued expenses	621,732	636,338
Refunds payable	845,813	677,730
Payable for securities lending collateral	29,933,326	37,185,329
Total liabilities	<u>44,577,357</u>	<u>38,937,301</u>
 FIDUCIARY NET POSITION RESTRICTED FOR PENSIONS	 <u>\$ 942,588,590</u>	 <u>\$ 962,016,882</u>

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

STATEMENTS OF CHANGES IN FIDUCIARY NET POSITION

For the Years Ended June 30, 2020 and 2019

	<u>2020</u>	<u>2019</u>
ADDITIONS		
Contributions (note 2)		
Employer	\$ 19,244,687	\$ 24,792,093
Employees	7,796,708	7,541,076
Total contributions	<u>27,041,395</u>	<u>32,333,169</u>
Investment income		
Interest	10,340,034	10,728,303
Dividends	2,589,151	2,268,453
Net appreciation in fair value of investments	886,552	52,697,180
Other	88,782	8,351
Less - investment advisory and management fees	<u>(3,116,235)</u>	<u>(3,386,283)</u>
Net gain from investing activities	<u>10,788,284</u>	<u>62,316,004</u>
Securities lending activity (note 3)		
Securities lending income	579,475	861,224
Borrower rebate	(412,686)	(660,129)
Securities lending expenses:		
Less - Management fees	<u>(54,917)</u>	<u>(78,672)</u>
Net income from securities lending	<u>111,872</u>	<u>122,423</u>
Net investment gain	<u>10,900,156</u>	<u>62,438,427</u>
Total additions	<u>37,941,551</u>	<u>94,771,596</u>
DEDUCTIONS		
Benefits and other payments		
Pension benefits	49,426,895	46,583,577
Disability benefits	81,800	86,331
Survivor and death benefits	5,559,158	4,387,373
Refunds of contributions	579,629	744,624
Administrative expenses (note 6)	1,722,361	1,704,098
Total deductions	<u>57,369,843</u>	<u>53,506,003</u>
NET (DECREASE)/ INCREASE IN FIDUCIARY NET POSITION	<u>(19,428,292)</u>	<u>41,265,593</u>
FIDUCIARY NET POSITION RESTRICTED FOR PENSIONS		
Beginning of year	962,016,882	920,751,289
	<u>\$ 942,588,590</u>	<u>\$ 962,016,882</u>

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

NOTES TO FINANCIAL STATEMENTS

1. Summary of Significant Accounting Policies

The Maryland-National Capital Park and Planning Commission Employees' Retirement System (ERS), although a legally separate entity, is considered to be a blended component unit of the Maryland-National Capital Park and Planning Commission ("Commission"). Accordingly, the financial statements of the ERS are included as a pension trust fund in the Commission's basic financial statements.

The ERS is a retirement benefit trust organized by the Commission and is a qualified retirement plan pursuant to, and within the meaning of Section 401(a) of the Internal Revenue Code of 1986. The ERS is considered a single "pension plan" for purposes of financial reporting in accordance with accounting principles generally accepted in the United States of America, as no assets are legally restricted to the payment of certain benefits.

Basis of Accounting

The financial statements of the ERS are prepared on the accrual basis of accounting under which expenses are recorded when the liability is incurred; revenues are recorded in the accounting period in which they are earned and become measurable; and investment purchases and sales are recorded as of their trade date. Employee contributions for active members are established by the plan sponsor; set forth in the ERS' plan document; and, recognized when due. Employer contributions are recognized when due pursuant to formal commitments as recommended by the actuary and approved by the plan sponsor. Benefits and refunds are recognized when due and payable in accordance with the terms of the plan.

Use of Estimates

Management of the ERS has made certain estimates and assumptions relating to the reporting of assets and liabilities, and the disclosure of contingent assets and liabilities, to prepare these financial statements in conformity with accounting principles generally accepted in the United States of America. Actual results could differ from those estimates.

Fair Value

The ERS' investments are reported at fair value. Fair value is the amount that a plan can reasonably expect to receive for an investment in a current sale between a willing buyer and a willing seller, that is, other than in a forced or liquidation sale. The investments in short-term investment funds are reported at cost plus allocated interest, which approximates fair value. The securities lending collateral pool, which is a fund operated by the securities lending agent, also is accounted for at fair value, which represents the net position of the collateral received. U.S. government obligations, corporate and foreign bonds and notes, and common and preferred stocks, are generally valued based on published market prices and quotations from national security exchanges and securities pricing services.

For alternative investments, which include venture capital, private equity and real estate investments where no readily ascertainable fair value exists, management, in consultation with the general partner and investment advisors, has determined the fair values for the individual investments based upon the partnership's most recent available financial information. Securities that are not traded on a national security exchange are valued by the asset manager or third parties based on similar sales.

The pricing services used for fixed income securities uses the Interactive Data Corporation by Institutional Bid Evaluation daily; international fixed income securities uses the PC Bond Group or IBOXX by Institutional Mid Evaluation daily; corporate stock uses the Interactive Data Corporation as of the official close of NASDAQ daily; international corporate stock uses Telekurs by the Last Trade daily; venture capital uses the Limited Partnership by the Institutional Bid Evaluation or Valuation as Priced for U.S. and international; and real estate uses the Investment Managers by Evaluation as priced.

NOTES TO FINANCIAL STATEMENTS

1. Summary of Significant Accounting Policies (continued)

Fair Value (continued)

Investment expenses consist of investment managers' fees and those expenses directly related to the ERS' investment operations. GASB only requires disclosure of investment management fees which are "readily separable" from investment income. Due to the diversified investments, not all investment expenses are transparently disclosed in the statements. Partnership fees for private equity are drawn from committed capital; therefore, these fees are included within the net asset value and reported in the net appreciation/(depreciation) in fair value of investments.

Capital Assets

Capital assets are stated at cost or, if donated, at estimated fair market value at the time received less accumulated depreciation. Repairs and maintenance are expensed as incurred. Assets with a cost greater than \$5,000 are capitalized.

Depreciation is recorded over the following estimated useful lives using the straight-line method:

Computer software systems	5 to 15 years
Furniture, fixtures, and equipment	3 to 5 years

2. Organization and Plan Description

The Board of Trustees ("Board") administers the ERS in accordance with the Trust Agreement between the Commission and the Board and delegates the day-to-day operations to the Administrator. The Board's main responsibility is to administer the ERS for the sole benefit of the members and to pay the promised benefits. The assets of the ERS are invested with the objective of ensuring that sufficient funds will be available for meeting benefit payments. The Board consists of 11 appointed and elected members as follows: two Commissioners (one each from Montgomery and Prince George's counties); three employee trustees (one each from Montgomery and Prince George's counties and one from the Bi-County office); two public members (one each from Montgomery and Prince George's counties); two Represented Trustees (one MCGEO Representative and one Fraternal Order of Police Representative); and, the Commission's Executive Director and Secretary-Treasurer, who serve as Ex-Officio.

The ERS consists of five contributory, single employer defined benefit pension plans sponsored by the Commission. Three of the plans, Plan A, B and D are closed to new entrants, and two, Plan C and E are open for park police and general employees, respectively. The following description of the ERS provides general information. Participants should refer to the Plan Document for more complete information.

General Employees. General employees may be members of Plans A, B, or E. Plan A, the original plan effective July 1, 1972, is applicable to all employees who enrolled on a voluntary basis as of December 31, 1978, when membership was closed. Plan B became mandatory for all new full-time career general employees effective January 1, 1979, and ERS staff hired on or after March 1, 1994. Effective January 1, 2009, membership was mandatory for part-time Merit System employees, Commissioners and Appointed Officials of the Commission. Plan B is integrated with Social Security and members vest after five years of credited service, with the exception of Commissioners and Appointed Officials who receive full and immediate vesting. Membership in Plan B closed effective December 31, 2012. Under the terms of Plans A and B, the normal retirement date for participating general employees is the first day of the month coinciding with or immediately following the date on which a participant attains age 60 with at least 5 years of credited service, or upon completion of 30 years of credited service regardless of age. Plan E became mandatory for all full-time and part-time general career employees, ERS Staff, Commissioners and Appointed Officials hired on or after January 1, 2013. Plan E is integrated with Social Security and members fully vest after ten years of credited service, with the exception of Commissioners and Appointed Officials who receive full and immediate vesting. Normal retirement in Plan E is age 62 with 10 years of credited service or 30 years of credited service, regardless of age.

NOTES TO FINANCIAL STATEMENTS

2. Organization and Plan Description (continued)

Park Police. Park Police may be members of Plans C or D. On July 1, 1990, a collectively bargained Plan D replaced Plan C, which was closed and all members transferred to the new Park Police Plan D. Effective July 1, 1993, again as a result of collective bargaining, Plan D was closed to new employees, and Plan C was amended and reopened to provide benefits for Park Police hired after July 1, 1993. Pursuant to a 2002 collective bargaining agreement, Plan D members were given a one-time election to transfer to Plan C on or before October 25, 2002.

The normal retirement date for Plan D members is the first day of the month coinciding with or immediately following the date on which the participant attains age 55 and has completed 5 years of credited service, or has completed 22 years of credited service, regardless of age. The normal retirement date for Plan C members is the first day of the month coinciding with or immediately following the date on which the participant attains age 55 and has completed 5 years of credited service, or has completed 25 years of credited service, regardless of age.

Benefit Payments. Benefit payments for Plans A, B, C, and D are determined by application of a benefit formula considering the average of an employee's annual base pay during the three consecutive years that produce the highest total earnings prior to retirement, and the number of years of credited service, up to 40 years for members of Plan A, 35 years for members of Plan B, 30 years for members of Plan C, and 32 years for members of Plan D. Benefit payments in Plan E are determined by application of a benefit formula considering the average of an employee's annual base pay during the five consecutive years that produce the highest total earnings prior to retirement and credited service up to 35 years. Under certain conditions, participants may elect to take early retirement at a reduced benefit level. Joint and survivor options are also available under all the plans.

Disability. Prior to August 1, 1982, disability benefits were available under the plans. Effective August 1, 1982, applications for disability retirement benefits were discontinued. All members who were receiving disability benefits, or who applied for disability benefits prior to August 1, 1982, continue to be covered under the terms of Plans A, B, and C. All applications for disability benefits subsequent to August 1, 1982, are covered under the Commission's Long-Term Disability Insurance Plan, which is not part of the ERS.

Cost-of-Living Adjustment (COLA). On July 1 each year, retirement income for participants retired at least six months is adjusted for changes in the cost-of-living as determined by the Consumer Price Index-All Items Annual Average, Urban Index for Major U. S. Cities (CPI). Plans A, B, C and D provide COLAS at 100% of the change in the CPI up to 3%, plus half of the change in the CPI in excess of 3%, up to a 5% maximum COLA for the portion of a member's benefit attributable to credited service earned prior to July 1, 2012, including earned and unused sick leave prior to January 1, 2013. The portion of a member's benefit attributable to credited service earned after July 1, 2012, including earned and unused sick leave on and after January 1, 2013, are subject to a maximum COLA of 2.5%. Plan E provides COLAs at 100% of the change in the CPI up to a maximum COLA of 2.5%.

Death Benefit. The ERS provides a \$10,000 post-retirement death benefit to beneficiaries of current and future retired members.

Sick Leave Integration. The ERS permits members to use up to a maximum of 301 days of earned and unused sick leave to meet the length of service requirements for retirement qualification.

Plan Termination. Although the Commission has not expressed any intent to terminate the Plans, it may do so at any time. In the event that the Plans are terminated, beneficiaries receiving benefits at the date of termination shall be entitled to an allocation of the remaining assets based upon the relationship of each individual's actuarial reserve to total actuarial reserves, the balance to be allocated (pro rata) to the remaining members or beneficiaries.

NOTES TO FINANCIAL STATEMENTS

2. Organization and Plan Description (continued)

Membership by Plan

As of July 1, 2019, membership in the ERS was as follows:

	<u>Plan A</u>	<u>Plan A</u>	<u>Plan B</u>	<u>Plan C</u>	<u>Plan D</u>	<u>Plan E</u>	<u>Total</u>
	<u>(General)</u>	<u>(Police)</u>					
Inactive Plan Members (or their beneficiaries) Currently Receiving Benefits	274	16	1,163	81	108	3	1,645
Inactive Plan Members Entitled to but Not Yet Receiving Benefits	-	-	509	37	3	112	661
Active Plan Members	-	-	1,142	205	2	774	2,123
Total membership	<u>274</u>	<u>16</u>	<u>2,814</u>	<u>323</u>	<u>113</u>	<u>889</u>	<u>4,429</u>

As of July 1, 2018, membership in the ERS was as follows:

	<u>Plan A</u>	<u>Plan A</u>	<u>Plan B</u>	<u>Plan C</u>	<u>Plan D</u>	<u>Plan E</u>	<u>Total</u>
	<u>(General)</u>	<u>(Police)</u>					
Inactive Plan Members (or their beneficiaries) Currently Receiving Benefits	293	16	1,042	73	107	1	1,532
Inactive Plan Members Entitled to but Not Yet Receiving Benefits	-	-	532	32	3	82	649
Active Plan Members	1	-	1,277	204	3	659	2,144
Total membership	<u>294</u>	<u>16</u>	<u>2,851</u>	<u>309</u>	<u>113</u>	<u>742</u>	<u>4,325</u>

Contributions

The Commission has agreed to make actuarially determined periodic contributions sufficient to provide the ERS with assets for payment of pension benefits. The rate for the Commission's employee group as a whole is expected to remain level as a percentage of annual covered payroll. The contribution rate is based on current service cost plus amortization of the unfunded actuarial accrued liability.

Employee contributions are established and amended by the Commission and set forth in the ERS' Plan Document. Employees participating in Plan A contribute 7% of their base pay. Park Police participating in Plans C and D contribute 9% and 8%, respectively, of their base pay. Employees participating in Plan B and E contribute 4% of their base pay up to the Social Security covered wage base and 7% and 8%, respectively, thereafter.

The total contributions to the ERS for 2020 and 2019 were \$27,041,395 and \$32,333,169, respectively. In 2020, the Commission contributed \$19,244,687 (12.0% of covered payroll). Employees contributed \$7,796,708 (4.9% of covered payroll). In 2019, the Commission contributed \$24,792,093 (15.9% of covered payroll). Employees contributed \$7,541,076 (4.8% of covered payroll). The Actuarially Determined Contribution for Fiscal Year ending June 30, 2019 was revised resulting in a reduction of \$7,277,150 from the previously calculated Actuarially Determined Contribution. Refer to the Schedule of Employer Contributions (page 44).

The Commission's actuarially determined contributions increased 9.9% from \$17,514,943 in 2019 to \$19,244,697 in 2020. An increase in the actuarially determined contribution can be primarily attributed to a decrease in the interest rate assumptions and a change in death benefits.

NOTES TO FINANCIAL STATEMENTS

3. Investments

The Board is authorized by the Trust Agreement to invest and reinvest the Trust Fund, as may be determined by the investment consultant selected by the Commission. The Board is authorized to formulate investment policies, develop investment manager guidelines and objectives, and approve the retention of qualified advisors and investment managers.

Trust Fund assets are invested to obtain an appropriate long-term total return consistent with prudent risk taking. The Trust Fund shall be diversified across investment classes and among investment managers in order to achieve return as compensation for investment risk. The Board established target allocations for each asset class, as well as ranges of expected exposure as follows:

	Target Exposure	Expected Range
U.S. Equities	15.00%	10%-20%
International Equities	15.00%	10%-20%
Low Volatility Equities	10.00%	5%-10%
Private Equities	7.50%	0%-10%
Total Equities	47.50%	40%-55%
U.S. Core Fixed Income	11.50%	8.5%-14.5%
High Yield Fixed Income	7.50%	5%-10%
Global Opportunistic Fixed Income	7.50%	5%-10%
Bank Loans	4.00%	2%-6%
Emerging Market Debt	5.00%	3%-7%
Total Fixed Income	35.50%	30%-41%
Public Real Assets	2.00%	0%-10%
Private Real Assets	15.00%	5%-20%
Total Real Assets	17.00%	12%-25%

The Board approved revisions to the Statement of Investment Policy on July 7, 2020. The Policy was amended to update the asset allocation changes adopted July 9, 2019 and to update the long-term assumptions.

Each investment manager has a set of guidelines, which contain investment objectives, and risk control provisions, which are appropriate for each manager's mission. Investment managers have discretion within the constraints of these guidelines and are subject to regular review by the Board. Investment manager assignments may be implemented with pooled vehicles. In such circumstances, the ERS may not have control with respect to the investment guidelines and objectives as they are written broadly for multiple investors. The Trust Fund has guidelines, which apply broadly to each asset class as follows:

Public Equity Guidelines (U.S. and International)

- Under normal conditions, no more than 5% of the value of the U.S. and International composites should be held in cash equivalents at any time.
- The U.S. and International equity composites are expected to remain broadly diversified by economic sector, industry and individual securities at all times.
- The composites should match the asset class benchmark in terms of capitalization and growth characteristics and be like the asset class benchmark in terms of risk.

Private Equity Guidelines

- The portfolio is expected to be diversified by geographic location with the following weightings: North America (approximately 50%), Europe (approximately 30%), and the Asia-Pacific region and other emerging markets (approximately 20%).

NOTES TO FINANCIAL STATEMENTS

3. Investments (continued)

Private Equity Guidelines (continued)

- The composite is expected to be diversified by the following investment types: buyouts, venture capital, growth equity, distressed, and special situations (private equity-like investments, such as mezzanine debt, asset-intensive assets or royalty streams and other opportunistic funds).
- Secondary fund investments and direct co-investments are permitted on an opportunistic basis with a combined maximum limit of 20%.
- Investments should be diversified by vintage year.
- No single partnership investment is expected to be more than 20% of the private equity composite. This guideline shall not apply during initial funding.

Fixed Income Guidelines

- The fixed income portfolio is structured to include exposures to the following sub-classes: core fixed income, high yield fixed income, global opportunistic fixed income, emerging markets, and bank loans.
- The fixed income composite may have up to 20% of its value in cash equivalents at any time.
- Except for securities issued by the U.S. Government and/or its agencies, any single issuer is not expected to exceed 5% of the market value of the fixed income composite at any time.
- Duration of each fixed income sub-class should typically remain with +/- 1.5 years of the sub-class benchmark.
- Credit quality for each sub-class is expected to be like that of the designated sub-class benchmark, as measured by a recognized rating agency (Standard & Poor's or Moody's).
- Build America Bonds issued by Montgomery County and Prince George's County are prohibited.
- Flexible global opportunistic fixed income guidelines allow managers to invest globally, seeking to add value through duration management, yield curve positioning, sector/issue selection, country market selection and currency.

Real Assets Guidelines

- The real assets portfolio includes private real assets and public real assets.
- Any un-invested portion of the private real assets allocation should remain invested in public real assets.

Private Real Assets Guidelines

- Investments will be structured privately in the form of commingled or pooled vehicles, such as limited partnerships and diversified among the following investment types: real estate, energy, mining, timber, agriculture, and infrastructure.
- The private real assets portfolio is expected to be diversified by geographic location with a minimum of 50% invested in the United States and no more than 30% invested in emerging markets.
- Investments should also be diversified by vintage year. No single partnership commitment is expected to be more than 20% of the real assets portfolio or more than 20% of the portfolio of a fund-of-funds manager.

Public Real Assets Guidelines

- Investments structured in public real assets include natural resource stocks, real estate securities (including REITs), commodities, inflation indexed bonds, and global infrastructure that are broadly diversified, such that each sub-asset class may contribute to the portfolio's real return and risk profile.

NOTES TO FINANCIAL STATEMENTS

3. Investments (continued)

Fair Value Measurements

The fair value of all invested assets, based on the fair value hierarchy, and categorized based upon the lowest level of input that was significant to the fair value measurement which represents the price that would be received if sold on the measurement date, were as follows:

Investments and Derivative Instruments Measured at Fair Value (\$ in thousands)

	Fair Value 6/30/2020	Fair Value Measurements Using		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Investments by fair value level				
Cash and invested cash	\$ 1,341	\$ 1,341		
Short-term investment funds	34,334	34,334		
Debt securities				
Asset backed securities	8,075		8,075	
Commercial mortgage-backed	3,546		3,546	
Non-Government Backed C.M.O.S.	328		328	
Corporate bonds	49,922		49,922	
Government agencies	4,575		4,575	
Government bonds	9,563		9,563	
Government mortgage-backed securities	26,098		26,098	
Government-issued commercial mortgage-backed	1,538		1,538	
Other fixed income	5,776		5,776	
Index linked government bonds	7,676		7,676	
Total debt securities	<u>117,097</u>	<u>-</u>	<u>117,097</u>	<u>-</u>
Equity investments				
Common stock	58,613	58,610	3	
Total equity investments	<u>58,613</u>	<u>58,610</u>	<u>3</u>	<u>-</u>
Securities lending short term collateral investment pool	29,250	29,250		
Total investments by fair value level	<u>\$ 240,635</u>	<u>\$ 123,535</u>	<u>\$ 117,100</u>	<u>\$ -</u>

Investments Measured at the net asset value (NAV) (\$ in thousands)

	2020	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Notice Period
Short-term investment funds	\$ 6,462	None	Monthly	1-6 days
Funds-corporate bonds	34,473	None	Monthly	7-15 days
Funds-other fixed income	66,062	None	Monthly	7-15 days
Funds-common stock	338,649	5,000	Monthly	7-15 days
Venture capital and partnerships	234,115	85,274	Monthly, Quarterly	Frequent Changes
Real estate	65,611	5,500	Monthly	1-15 days
Total investments measured at NAV	<u>745,372</u>			
Total investments	<u>\$ 986,007</u>			

NOTES TO FINANCIAL STATEMENTS

3. Investments (continued)

Investments and Derivative Instruments Measured at Fair Value (\$ in thousands)

	Fair Value 6/30/2019	Fair Value Measurements Using		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Investments by fair value level				
Cash and invested cash	\$ 2,661	\$ 2,661		
Short-term investment funds	22,762	22,762		
Debt securities				
Asset backed securities	7,358		7,358	
Commercial mortgage-backed	3,624		3,624	
Corporate bonds	32,578		32,578	
Government agencies	6,357		6,357	
Government bonds	13,258		13,258	
Government mortgage-backed securities	17,610		17,610	
Government-issued commercial mortgage-backed	652		652	
Other fixed income-funds	8,813		8,813	
Index linked government bonds	2,646		2,646	
Provincial Bonds	379		379	
Total debt securities	<u>93,275</u>	<u>-</u>	<u>93,275</u>	<u>-</u>
Equity investments				
Common stock	92,091	92,088	3	
Equity exchange traded fund	2	2		
Total equity investments	<u>92,093</u>	<u>92,090</u>	<u>3</u>	<u>-</u>
Securities lending short term				
collateral investment pool	36,447	36,447		
Total investments by fair value level	\$ 247,238	\$ 153,960	\$ 93,278	\$ -

Investments Measured at the net asset value (NAV)

(\$ in thousands)

	2019	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
Short-term investment funds	\$ 10,015	None	Monthly	1-6 days
Funds-corporate bonds	34,593	None	Monthly	7-15 days
Other fixed income-funds	88,041	None	Monthly	7-15 days
Funds-common stock	346,649	None	Monthly	7-15 days
Venture capital and partnerships	206,450	None	Monthly, Quarterly	Frequency Changes
Real estate	66,955	None	Monthly	1-15 days
Total investments measured at NAV	<u>752,703</u>			
Total investments	\$ 999,941			

The pricing services used for fixed income securities (level 2) uses the Interactive Data Corporation by Institutional Bid Evaluation daily; international fixed income securities (level 2) uses the PC Bond Group or IBOXX by Institutional Mid Evaluation daily; corporate stock (level 1) uses the Interactive Data Corporation as of the official close of NASDAQ daily; international corporate stock (level 1) uses Telekurs by the Last Trade daily; venture capital (level 2) uses the Limited Partnership by the Institutional Bid Evaluation or Valuation as Priced for U.S. and international; and, real estate (level 2) uses the Investment Managers by Evaluation as priced.

Level 1 - Unadjusted quoted prices for identical instruments in active markets for identical assets or liabilities. Fair values of stocks are determined by utilizing quoted market prices.

Level 2 - Reflects measurements based on other observable inputs. Quoted prices for similar instruments in active markets; identical or similar instruments in markets that are not active; and models in which all significant inputs are observable.

NOTES TO FINANCIAL STATEMENTS

3. Investments (continued)

Investments Measured at the net asset value (NAV) (continued)

Level 3 - Valuations are based on methods in which significant inputs are unobservable.

The carrying value of cash equivalents and short-term investments approximates fair value due to the short maturities of these investments.

Money-Weighted Rate of Return

For the years ended June 30, 2020 and 2019, the annual money-weighted rate of return on pension plan investments, net of pension plan investment expense, was 2.29% and 7.38%, respectively for one year. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

Investment Risks

The ERS has investments that are subject to various risks. Among these risks are custodial credit risk, interest rate risk, credit risk, and foreign currency risk. Each one of these risks is discussed in more detail below.

For an investment, custodial credit risk is the risk that, in the event of the failure of the counterparty, the ERS will not be able to recover the value of its investment or collateral securities that are in the possession of an outside party. Investment securities are exposed to custodial credit risk if the securities are uninsured, are not registered in the name of the government, and are held by either a) the counterparty or b) the counterparty's trust department or agent but not in the government's name. The ERS requires that all investments be clearly marked as to ownership and to the extent possible, shall be registered in the name of the ERS.

Of the ERS' \$986.0 million in investments as of June 30, 2020, \$29.3 million were cash collateral reinvestment securities acquired by the custodian, whom is also the lending agent/counterparty. This is consistent with the ERS' securities lending agreement in place with the custodian.

For short term investments, custodial credit risk is the risk that in the event of a bank failure, the government's deposits may not be returned to it.

The amount of the ERS' total cash and short-term investments as of June 30, 2020 and 2019 was \$42,202,089 and \$35,498,424, respectively. Cash deposits that were insured and collateralized in the bank account totaled \$65,117 and \$60,414 as of June 30, 2020 and 2019, respectively. As of June 30, 2020, and 2019, the ERS held \$42,136,972 and \$35,438,010, respectively, of short-term investments in its custodial investment accounts.

As of June 30, 2020, the ERS held \$16,456 of short-term investments that were exposed to custodial credit risk.

Each investment manager has duration targets and bands that control interest rate risk; however, the ERS does not have a policy relating to interest rate risk.

NOTES TO FINANCIAL STATEMENTS

3. Investments (continued)

As of June 30, 2020, the ERS had the following fixed income investments and short-term investments with the following maturities:

Investment Type	Fair Value	Weighted Average Maturity-Years
Asset backed securities	\$ 8,074,743	9.730221
Commercial mortgage-backed	3,545,803	17.109969
Corporate bonds	84,394,829	9.368838
Government agencies	4,575,379	8.276334
Government bonds	9,562,684	19.592590
Government mortgage-backed securities	26,098,128	24.446849
Government-issued commercial mortgage-backed	1,537,566	8.757722
Index linked government bonds	7,676,286	8.211445
Non-government backed collateralized mortgaged obligations	327,980	13.007745
Fixed income mutual funds	71,836,502	N/A
Short-term investment funds	40,795,495	N/A
TOTAL	\$ 258,425,394	13.426605

As of June 30, 2019, the ERS had the following fixed income investments and short-term investments with the following maturities:

Investment Type	Fair Value	Weighted Average Maturity-Years
Asset-backed securities	\$ 7,358,157	7.244718
Commercial mortgage-backed	3,624,327	20.662161
Corporate bonds	67,171,098	8.355191
Government agencies	6,357,128	8.008153
Government bonds	13,257,539	15.262654
Government mortgage-backed securities	17,609,767	23.503655
Government-issued commercial mortgage-backed	652,349	9.232834
Index linked government bonds	2,646,254	11.934511
Provincial bonds	378,694	20.939000
Fixed income mutual funds	96,852,710	N/A
Short-term investment funds	32,776,931	N/A
TOTAL	\$ 248,684,954	12.354895

Asset-backed securities (ABS) are bonds or notes backed by loan paper or accounts receivable originated by banks, credit card companies, or other providers of credit. The originator of the loan or accounts receivable paper sells it to a specially created trust, which repackages it as securities. Brokerage firms underwrite the securities and reoffer them to the public. The ERS held \$8,074,743 and \$7,358,157 in ABS as of June 30, 2020 and 2019, respectively.

Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. The credit risk of a debt instrument is measured by a nationally recognized statistical rating agency such as Standard & Poor's Services. Individual manager guidelines require investment managers to follow certain controls, documentation and risk management procedures. Managers are required to measure and monitor exposure to counterparty credit risk; however, there is no formal policy relating to a specific investment-related risk. All counterparties must have commercial paper credit ratings of at least A1 or equivalent rating.

NOTES TO FINANCIAL STATEMENTS

3. Investments (continued)

Individual investment manager guidelines include limitations on the percentage of securities below investment grade and various types of securities including derivatives. A Derivatives Policy Statement identifies and allows common derivative investments and strategies which are consistent with the Statement of Investment Policy.

Credit Quality Ratings as of June 30, 2020:

Credit Quality Distribution for Services		% of Total Portfolio
Agency	AGY	4.45%
Government Agencies	AA	0.22%
Government Bonds	NR	0.28%
Government Mortgage Backed Securities	BBB	0.01%
Government Mortgage Backed Securities	BB	0.01%
Government Mortgage-Backed Securities	NR	0.05%
Asset-Backed Securities	AAA	0.23%
Asset-Backed Securities	AA	0.14%
Asset-Backed Securities	A	0.12%
Asset-Backed Securities	BBB	0.11%
Asset-Backed Securities	NR	0.23%
Commercial Mortgage-Backed	AAA	0.17%
Commercial Mortgage-Backed	A	0.02%
Commercial Mortgage-Backed	BBB	0.04%
Commercial Mortgage-Backed	NR	0.13%
Corporate Bonds	AAA	0.03%
Corporate Bonds	AA	0.40%
Corporate Bonds	A	1.98%
Corporate Bonds	BBB	2.28%
Corporate Bonds	BB	0.21%
Corporate Bonds	B	0.05%
Corporate Bonds	NR	0.12%
Funds - Corporate Bonds	NR	3.50%
Funds - Other Fixed Income	NR	6.70%
Funds - Short Term Investment	NR	4.14%
Non-Government Backs C.M.O.s	NR	0.03%
Other Fixed Income	NR	0.59%

Credit Quality Ratings as of June 30, 2019:

Credit Quality Distribution for Services		% of Total Portfolio
Agency	AGY	3.38%
Government Agencies	AAA	0.04%
Government Agencies	AA	0.38%
Government Bonds	NR	0.23%
Government Mortgage-Backed Securities	NR	0.03%
Asset-Backed Securities	AAA	0.27%
Asset-Backed Securities	AA	0.02%
Asset-Backed Securities	A	0.09%
Asset-Backed Securities	BBB	0.05%
Asset-Backed Securities	NR	0.30%
Commercial Mortgage-Backed	AAA	0.18%
Commercial Mortgage-Backed	BBB	0.02%
Commercial Mortgage-Backed	NR	0.17%
Corporate Bonds	AAA	0.07%
Corporate Bonds	AA	0.36%
Corporate Bonds	A	1.28%
Corporate Bonds	BBB	1.38%
Corporate Bonds	BB	0.11%
Corporate Bonds	NR	0.05%
Municipal/Provincial Bonds	AA	0.04%
Other Fixed Income	NR	0.88%
Funds-Corporate Bonds	NR	3.46%
Funds-Other Fixed Income	NR	8.80%
Funds- Short Term Investment	NR	3.28%

NR = Not rated

NOTES TO FINANCIAL STATEMENTS

3. Investments (continued)

The ERS does not have a policy for foreign currency risk. Foreign currency is intentionally unhedged. The ERS' exposure to foreign currency risk as of June 30, 2020 was as follows:

<u>Investment Type</u>	<u>Currency</u>	<u>Fair Value</u>
Common stock	Brazilian real	\$ 1,581,956
Common stock	British pound sterling	4,858,044
Common stock	Canadian dollar	1,030,483
Common stock	Euro	16,831,345
Common stock	Hong Kong dollar	3,567,546
Common stock	Japanese yen	4,361,477
Common stock	Mexican peso	1,018,106
Common stock	New Taiwan dollar	2,040,556
Common stock	Norwegian krone	1,935,977
Common stock	Singapore dollar	958,704
Common stock	South Korean won	993,405
Common stock	Swiss franc	1,547,928
Total		<u>\$ 40,725,527</u>

The ERS' exposure to foreign currency risk as of June 30, 2019 was as follows:

<u>Investment Type</u>	<u>Currency</u>	<u>Fair Value</u>
Common stock	Brazilian real	\$ 1,127,813
Common stock	British pound sterling	5,633,812
Common stock	Canadian dollar	1,279,764
Common stock	Czech koruna	620,988
Common stock	Euro	22,070,231
Common stock	Hong Kong dollar	3,425,960
Common stock	Indonesian rupiah	108,207
Common stock	Japanese yen	7,061,710
Common stock	Mexican peso	1,025,398
Common stock	New Taiwan dollar	3,659,930
Common stock	Norwegian krone	2,827,106
Common stock	Singapore dollar	1,550,366
Common stock	South Korean won	1,272,153
Common stock	Swiss franc	1,866,212
Total		<u>\$ 53,529,650</u>

Note: These schedules do not agree with the total international obligations and international equities as listed on the Statements of Fiduciary Net Position due to international obligations valued in U.S. dollars but classified as international.

NOTES TO FINANCIAL STATEMENTS

3. Investments (continued)

Cash Received as Securities Lending Collateral

The ERS accounts for securities lending transactions in accordance with GASB No. 28, *Accounting and Financial Reporting for Securities Lending Transactions*, which established standards of accounting and financial reporting for securities lending transactions.

The Board authorized the lending of fixed income securities, which activity is managed by the custodian bank. The Board authorized a securities lending loan cap of 50%, effective February 1, 2011. There were no violations of legal or contractual provisions, and no borrower or lending agent default losses known to the securities lending agent as of June 30, 2020 and 2019.

Securities are loaned against collateral that may include cash, U.S. government securities, and irrevocable letters of credit. U.S. government securities are loaned against collateral valued at 102% of the fair value of the securities plus any accrued interest. Non-U.S. government securities are loaned against collateral valued at 105% of the fair value of the securities plus any accrued interest. Non-cash collateral cannot be pledged or sold unless the borrower defaults. Consequently, the non-cash collateral has not been reported as an asset or liability on the Statements of Fiduciary Net Position. All securities loans can be terminated on demand by either the lender or the borrower, although the average term of overall loans were approximately 93 days in 2020 and 46 days in 2019.

Cash open collateral is invested in a short-term investment pool, the Northern Trust Collective Securities Lending Core Short Term Investment Fund, which had an interest sensitivity of 31 days as of June 30, 2020, and 35 days as of June 30, 2019. Cash collateral may also be invested separately in “term loans”, in which case there are no dividends or coupon payments owing on the securities lent. Securities lending earnings are credited to the ERS’ accounts on approximately the fifteenth day of the following month.

The custodial bank’s responsibilities include performing appropriate borrower and collateral investment credit analysis; demanding adequate types and levels of collateral; and complying with applicable Department of Labor and Federal Financial Institutions Examination Council regulations concerning securities lending. Loss indemnification is provided when securities are not returned due to the insolvency of a borrower and the trustee bank fails to fulfill its contractual responsibilities relating to the lending of those securities to that borrower.

The following table presents the fair values of the underlying securities, and the value of the collateral pledged as of June 30, 2020:

Securities Lent	Fair Value	Cash Collateral Received*
Fixed income securities	\$ 23,296,968	\$ 23,888,724
Domestic equities	5,862,781	5,949,016
Global equities	90,655	95,586
Total	\$ 29,250,404	\$ 29,933,326

NOTES TO FINANCIAL STATEMENTS

3. Investments (continued)

Cash Received as Securities Lending Collateral (continued)

The following table presents the fair values of the underlying securities, and the value of the collateral pledged as of June 30, 2019:

<u>Securities Lent</u>	<u>Fair Value</u>	<u>Cash Collateral Received*</u>
Fixed income securities	\$ 16,900,555	\$ 17,227,603
Domestic equities	16,830,007	17,115,338
Global equities	2,716,782	2,842,388
Total	\$ 36,447,344	\$ 37,185,329

*The securities collateral value is based on the ERS' pro rata share of the value of the securities collateral

4. Derivatives Policy Statement

A Derivatives Policy Statement identifies and allows common derivative investments and strategies, which are consistent with the Statement of Investment Policy. The guidelines identify transaction-level and portfolio-level risk control procedures and documentation requirements. Managers are required to measure and monitor exposure to counterparty credit risk. All counterparties must have commercial paper credit ratings of at least A1 or equivalent rating. The duration and other risk exposure limits specified in the managers' guidelines are expected to be satisfied on an ongoing basis. Investment managers are permitted to use such derivatives for hedging purposes, including cross-hedging of currency exposures, to replicate the risk/return profile of an asset or asset class, and to tactically change country exposure. Derivative securities such as "plain vanilla" collateralized mortgage obligations (CMOs) and structured notes are allowed. CMOs which are not "plain vanilla" are restricted to 5% of a manager's portfolio. Any use of derivatives not listed above is prohibited without written approval of the Board. As of June 30, 2020, and June 30, 2019, the ERS did not hold any derivatives. Gains and losses are determined based on quoted fair values and recorded in the Statements of Changes in Fiduciary Net Position. The objective of Statement No. 53, *Accounting and Financial Reporting for Derivative Instruments* is to enhance the usefulness and comparability of derivative instrument information reported by state and local governments.

The following uses of derivatives are prohibited:

- **Leverage.** Derivatives shall not be used to magnify exposure to an asset beyond that which would be allowed by the guidelines.
- **Unrelated Speculation.** Derivatives shall not be used to create exposures to securities, currencies, indices, or any other financial variable, unless such exposures would be allowed by the manager's guidelines if created with non-derivative securities.

Typically, investment advisors enter into foreign exchange contracts to make payment for international investments. Foreign exchange contracts are agreements to exchange the currency of one country for the currency of another country at an agreed-upon price and settlement date. The investment advisor uses these contracts primarily for its international investments to settle pending trades. To reduce the risk of counterparty nonperformance, the investment advisors generally enter into these contracts with institutions meeting high standards of credit worthiness. The realized and unrealized gain/loss on contracts are included in the ERS' net position and represents the fair value of the contracts as of June 30, 2020 and June 30, 2019, the ERS' contracts to purchase and sell by foreign currencies as follows:

NOTES TO FINANCIAL STATEMENTS

4. Derivatives Policy Statement (continued)

Foreign Exchange Contracts Settled as of June 30, 2020:

<u>Currency</u>	<u>Purchases</u>	<u>Realized Gain/(Loss)</u>	<u>Sells</u>	<u>Realized Gain/(Loss)</u>
Brazilian real	\$ 1,253,060	\$ (16,501)	\$ (1,423,118)	\$ 1,534
British pound sterling	3,647,697	3,188	(3,158,556)	(14,038)
Canadian dollar	-	-	(135,683)	272
Czech koruna	-	-	(404,033)	(235)
Euro	3,385,087	6,790	(5,194,310)	(2,665)
Hong Kong dollar	1,630,220	(122)	(1,468,104)	(216)
Indonesian rupiah	-	-	(122,234)	(166)
Japanese yen	437,408	(50)	(2,502,596)	(3,514)
Mexican peso	497,475	(3,412)	(91,508)	(545)
New Taiwan dollar	48,611	-	(2,494,717)	(36)
Norwegian krone	476,852	(902)	(519,475)	(5,254)
Singapore dollar	-	-	(369,437)	(347)
South Korean won	-	-	(369,042)	(97)
Swiss franc	127,363	(1,381)	(904,998)	4,488

Foreign Exchange Contracts Settled as of June 30, 2019:

<u>Currency</u>	<u>Purchases</u>	<u>Realized Gain/(Loss)</u>	<u>Sells</u>	<u>Realized Gain/(Loss)</u>
Brazilian real	\$ -	\$ -	\$ (687,253)	\$ 1,272
British pound sterling	117,964	94	(257,829)	(685)
Canadian dollar	28,586	(22)	-	-
Czech koruna	-	-	(22,243)	(68)
Euro	2,499,420	(1,097)	(481,130)	(1,012)
Hong Kong dollar	2,695,490	678	(166,269)	(25)
Indonesian rupiah	-	-	(395,443)	(390)
Japanese yen	1,252,337	1,665	(125,910)	(353)
Mexican peso	-	-	(224,874)	2,066
New Taiwan dollar	44,104	-	(228,662)	128
Norwegian krone	61,245	(281)	(102,102)	(248)
Singapore dollar	36,260	(69)	(87,505)	(226)
South Korean won	-	-	(1,077,946)	(33)
Swiss franc	34,404	119	(36,441)	(125)
Turkish lira	-	-	(467,709)	(1,124)

There were no foreign exchange contracts pending as of June 30, 2020.

Foreign Exchange Contracts Pending June 30, 2019:

<u>Currency</u>	<u>Purchases</u>	<u>Unrealized Gain/(Loss)</u>	<u>Sells</u>	<u>Unrealized Gain/(Loss)</u>
Indonesian rupiah	\$ -	\$ -	\$ (9,944)	\$ (16)

NOTES TO FINANCIAL STATEMENTS

5. Net Pension Liability

The measurement date for implementation of GASB 67 is the ERS' fiscal year end, June 30, 2020. Plan assets (Fiduciary Net Position) are measured as of this date. The Total Pension Liability (TPL) as of this date is based on an actuarial valuation as of July 1, 2019, with adjustments made for the one-year difference. Adjustments include service cost, interest on total pension liability, and expected benefit payments during the year. Under GASB 67, the Net Pension Liability (NPL) is established as the difference between the Total Pension Liability and the Plan Fiduciary Net Position.

The components of the net pension liability of the System as of June 30, 2020 and 2019 are as follows:

	<u>Total for ERS 2020</u>	<u>Total for ERS 2019</u>
Total Pension Liability	\$ 1,077,413,617	\$ 1,037,415,459
Plan Fiduciary Net Position	942,588,590	962,016,882
Net Pension Liability	<u>\$ 134,825,027</u>	<u>\$ 75,398,577</u>

Plan Fiduciary Net Position as a percentage of Total Pension Liability	87.5%	92.7%
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Actuarial Assumptions

The total pension liability as of June 30, 2020 was determined by an actuarial valuation, using the following actuarial assumptions, applied to all periods included in the measurement:

COLA: 2.4% compounded annually for benefits accrued until July 1, 2012, 2.0% compounded annually thereafter

Inflation: 2.5%

Salary Increases: 2.5% + variable service based increases

Mortality rates were based on the RP-2000 Mortality Table with male rates set forward 1 year and female rates set forward 2 years with generational adjustments for mortality improvements based on Scale BB. An alternate table was used for the valuation of disabled members.

The actuarial assumptions used in the July 1, 2019 valuation were based on the results of an actuarial experience study dated April 2016 for the period July 1, 2011 through June 30, 2015. The board agreed to annually review the investment return assumption.

Actuarial Cost Method

For financial reporting purposes, the July 1, 2019 actuarial valuation was performed using the Entry-Age Normal Actuarial Cost Method.

Assumed Rate of Return

The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimates of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each asset class, based on inputs from a survey of investment professionals. These allocations are combined to produce a long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. This is then modified through a Monte-Carlo simulation process, by which returns are simulated over a 30-year period, and a risk adjustment is applied to the baseline expected return. This method accounts for not only expected returns but adjusts for volatility of returns by asset class as well as correlations between the different classes.

NOTES TO FINANCIAL STATEMENTS

5. Net Pension Liability (continued)

Assumed Rate of Return (continued)

Best estimates of long-term real rates of return and risk for each major asset class included in the pension plan's target asset allocation, and the aggregate expected investment return assumption and expected risk, are summarized in the following table:

Asset Class	Expected Real Return	Expected Risk
U.S Equity	6.75%	17.00%
International Equity- (non-U.S.)	7.50%	18.95%
Low Volatility Equity	7.15%	13.40%
Private Equity	8.40%	28.00%
U.S. Core Fixed Income	1.80%	5.15%
High-Yield Fixed Income	5.40%	10.00%
Bank Loans	4.60%	6.00%
Emerging Market Debt ("EMD")	5.30%	8.50%
Global Opp. Fixed Income	8.00%	12.15%
Public Real Assets	3.40%	7.60%
Private Real Assets	7.80%	11.25%
Total Fund	6.38%	10.65%
Inflation Assumption	2.50%	
Total Return without Adjustment	8.88%	
Risk Adjustment	-2.03%	
Total Expected Return	6.85%	

Discount Rate

The discount rate used to measure the total pension liability was 6.85%. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rate and that Commission contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member rate.

Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members.

Therefore, the long-term expected rates of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of the Net Pension Liability to Changes in the Discount Rate

The following presents the net pension liability of the Commission, calculated using the discount rate of 6.85%, as well as what the Commission's net pension liability would be if it were calculated using a discount rate that is 1.00% lower and 1.00% higher than the current rate:

	1% Decrease 5.85%	Current Discount Rate 6.85%	1% Increase 7.85%
Total Pension Liability	\$ 1,210,089,042	\$ 1,077,413,617	\$ 966,727,871
Plan Net Position	942,588,590	942,588,590	942,588,590
Net Pension Liability	\$ 267,500,452	\$ 134,825,027	\$ 24,139,281
Ratio of Plan Fiduciary Net Position to Total Pension liability	77.9%	87.5%	97.5%

NOTES TO FINANCIAL STATEMENTS

6. Administrative Expenses

The Board employs internal staff to perform all accounting and administrative services. Administrative expenses are primarily comprised of salaries and related costs, professional fees, and office expenses. In accordance with a Trust Agreement and Memorandum of Understanding between the ERS and the Commission, the administrative expenses are determined by the ERS and paid from the ERS' Trust Fund within the limits of the budget approved by the Commission. The cost of such services for the years ended June 30, 2020 and 2019 was \$1,722,361 and \$1,704,098, respectively. The administrative expenses are financed by the employer contributions.

The liability for accrued leave as of June 30, 2020 and 2019, was \$162,884 and \$156,670 respectively, and has been included in accrued expenses in the accompanying financial statements.

Administrative expenses charged to the ERS by the Commission for 2020 were: computer services of \$135,500, legal of \$64,200, rent of \$108,680, postage of \$2,812, telephone charges of \$1,624, and copier leasing costs of \$1,555. In 2019, the expenses were: computer services of \$67,750, legal of \$64,200, rent of \$108,680, postage of \$2,961, and copier leasing costs of \$6,827.

7. Federal Income Taxes

The ERS obtained its latest determination letter on November 20, 2014, in which the Internal Revenue Service (IRS) stated that the ERS, as amended, is in compliance with the applicable requirements of the Internal Revenue Code and the related trust is tax exempt.

In Announcement 2015-19, the IRS announced elimination of the staggered 5-year determination letter remedial amendment cycles for individually designed plans effective January 1, 2018.

8. Retirement Contributions for ERS Employees

Effective March 1, 1994, new employees of the ERS are required to participate in the ERS. Those employees remaining in the Board established 401(a) Defined Contribution Plan (the "401(a) Plan") receive an ERS contribution at the rate of 8% of base pay, and the employee contribution is at the rate of 6% of base pay.

Upon termination of employment, the amount accumulated in the 401(a) Plan shall be made available to the employee or designee, in accordance with the policies and procedures of the 401(a) Plan and in compliance with IRS regulations. The payroll for the one employee covered by the 401(a) Plan for the year ended June 30, 2020 was \$165,299 and the total payroll was \$817,492. The ERS' contribution to the 401(a) Plan was \$15,341 (1.9% of covered payroll) for the year ended June 30, 2020.

The payroll for the two employees covered by the 401(a) Plan for the year ended June 30, 2019 was \$205,470 and the total payroll was \$850,672. The ERS' contribution to the 401(a) Plan was \$17,055 (2.0% of covered payroll) for the year ended June 30, 2019.

In addition, employees are eligible to participate in a Section 457 Deferred Compensation Plan ("the "457 Plan)"). Participation is voluntary, and the ERS does not contribute to the 457 Plan. Upon termination of employment, the amount accumulated in the 457 Plan shall be made available to the employee or designee, in accordance with the policies and procedures of the 457 Plan and in compliance with IRS regulations. ERS employees electing to participate, do so in the Commission's Section 457 deferred compensation plan. The contributions made to this plan are held in trust for the exclusive benefit of participants and their beneficiaries.

NOTES TO FINANCIAL STATEMENTS

9. Other Post-Employment Benefits (OPEB)

Plan Description

In addition to the pension benefits provided for the ERS, the Commission provides post-retirement health care benefits under a cost sharing plan, in accordance with Commission approval, to all full-time and part-time career employees of the ERS who have been insured under any Commission-sponsored group medical plan during the three years immediately preceding the date of retirement or ability to prove similar coverage in another plan immediately prior to retirement. These benefits are administered through a separate trust of the Commission. Currently, 3 ERS retirees are participating in the Commission's medical plans. The ERS contributes 80% of the amount of medical, dental, prescription and vision insurance rates for retirees. For ERS active employees, the ERS contributes 82.5% of the amount of all medical and dental insurance rates, except for the lowest cost medical plan and the prescription plan. The cost share for the lowest cost medical plan and the prescription plan remains at 85% paid by the ERS. The ERS contributes 80% of the low vision option. Detailed information of the plan may be accessed via the Commission's CAFR.

Funding Policy

The ERS pays the contributions for Other Post-Employment Benefits (OPEB) in connection with the implementation of the accounting requirements of GASB Statement No. 75, Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions, based on requested actuarial amounts from the Commission and plan sponsor. For the years ended June 30, 2020 and 2019, the ERS contributed \$26,321 and \$22,250, respectively. The total OPEB liability is reported within the Commission's reporting entity and is not allocated to the ERS. The OPEB is documented as a part of the Commission's CAFR. Questions concerning the OPEB information may be addressed to the Department of Finance, Office of the Secretary-Treasurer, The Maryland-National Capital Park and Planning Commission, 6611 Kenilworth Avenue, Suite 204, Riverdale, Maryland 20737 or via the Commission's website, <http://www.mncppc.org> (See Budget/CAFR).

10. Risk Management

The ERS is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; injuries to employees; natural disasters; and identity theft. The ERS addresses these risks by purchasing workers' compensation (Maryland state mandatory limits) insurance, unemployment insurance, fiduciary liability, theft, business owners, and cyber liability insurance. The ERS did not pay any claims settlements in excess of insurance coverage in 2020 or 2019, nor was any insurance coverage reduced in 2020 or 2019. The ERS' employees have various options in their selection of health insurance benefits that are offered through the Commission's self-insurance program. The Commission self-insures the following medical plans: a health maintenance organization (HMO), an exclusive provider organization (EPO), a point of service (POS) as well as the prescription drug plan. All other group health insurance plans are fully insured including a dental plan and a vision plan with three coverage options.

11. Accounting Pronouncements

The Governmental Accounting Standards Board (GASB) issued GASB Statement No. 84, Fiduciary Activities, which establishes criteria for identifying fiduciary activities of all state and local governments and clarifies whether and how business-type activities should report their fiduciary activities. This amendment was effective for reporting periods beginning after December 15, 2018 and was adopted by the County.

NOTES TO FINANCIAL STATEMENTS

11. Accounting Pronouncements (continued)

In February 2020, the Governmental Accounting Standards Board (GASB) issued Statement No. 92, Omnibus 2020, to improve the consistency of authoritative literature and enhance the comparability in the application of accounting and financial reporting requirements. Statement No. 92 amends the accounting and financial reporting requirements for specific issues related to leases, intra-entity transfers of assets, and postemployment benefits. The amendments related to intra-entity transfers of assets and applicability of Statements 73 and 74 (postretirement benefits) are effective for fiscal years beginning after June 15, 2021.

GASB Statement No. 95, Postponement of the Effective Dates of Certain Authoritative Guidance, postpones the effective dates of certain GASB Statements and Implementation Guides for one year from their original effective dates to provide relief to governments and other stakeholders in light of the COVID-19 pandemic. This amendment postpones the amendments of Statement No. 84 and Statement No. 92 by one year, and the amendments of Statement No. 87 by eighteen months.

Management is in the process of evaluating the impact of GASB Statement Nos. 84, 92 and 95, and will implement these by the required implementation dates.

REQUIRED SUPPLEMENTARY INFORMATION

UNDER GASB 67

Schedule of Changes in Net Pension Liability and Related Ratios¹ For Years Ended June 30

	Fiscal Year						
	2020	2019	2018	2017	2016	2015	2014
Total Pension Liability							
Service Cost	\$ 18,144,368	\$ 17,097,809	\$ 18,834,451	\$ 20,196,060	\$ 18,125,110	\$ 19,015,744	\$ 16,635,683
Interest	70,945,812	67,607,637	65,346,751	66,311,451	61,280,153	64,188,829	60,003,715
Changes in benefit terms ²	-	5,196,837	-	(6,233)	(4,863)	-	-
Difference between expected and actual experience	540,274	12,366,940	(51,028,919)	(9,213,536)	(20,701,234)	610,807	-
Changes in assumptions	6,015,186	5,808,280	5,434,643	34,368,804	(13,818,623)	9,147,692	-
Benefit payments, including refunds	(55,647,482)	(51,801,905)	(48,088,129)	(45,189,395)	(42,718,801)	(40,382,818)	(38,407,073)
Net Change in Total Pension Liability	\$ 39,998,158	\$ 56,275,598	\$ (9,501,203)	\$ 66,467,151	\$ 2,161,742	\$ 52,580,254	\$ 38,232,325
Total Pension Liability - Beginning of Year	1,037,415,459	981,139,861	990,641,064	924,173,913	922,012,171	869,431,917	831,199,592
Total Pension Liability - End of Year	\$ 1,077,413,617	\$ 1,037,415,459	\$ 981,139,861	\$ 990,641,064	\$ 924,173,913	\$ 922,012,171	\$ 869,431,917
Plan Fiduciary Net Position							
Contributions – employer	\$ 19,244,687	\$ 24,792,093	\$ 24,822,301	\$ 20,268,189	\$ 27,191,305	\$ 28,149,976	\$ 28,750,323
Contributions – member	7,796,708	7,541,076	7,201,130	6,751,196	6,418,154	6,339,732	5,413,595
Net investment income	10,900,156	62,438,427	70,470,948	111,662,056	(4,851,526)	3,340,520	107,897,795
Benefit payments, including refunds	(55,647,482)	(51,801,905)	(48,088,129)	(45,189,395)	(42,718,801)	(40,382,818)	(38,407,073)
Admin. expenses	(1,722,361)	(1,704,098)	(1,810,777)	(1,674,654)	(1,696,334)	(1,587,371)	(1,487,210)
Net Change in Plan Fiduciary Net Position	\$ (19,428,292)	\$ 41,265,593	\$ 52,595,473	\$ 91,817,392	\$ (15,657,202)	\$ (4,139,961)	\$ 102,167,430
Plan Fiduciary Net Position - Beginning of Year	\$ 962,016,882	\$ 920,751,289	\$ 868,155,816	\$ 776,338,424	\$ 791,995,626	\$ 796,135,587	\$ 693,968,157
Plan Fiduciary Net Position - End of Year	\$ 942,588,590	\$ 962,016,882	\$ 920,751,289	\$ 868,155,816	\$ 776,338,424	\$ 791,995,626	\$ 796,135,587
Net Pension Liability - Beginning of Year	\$ 75,398,577	\$ 60,388,572	\$ 122,485,248	\$ 147,835,489	\$ 130,016,545	\$ 73,296,330	\$ 137,231,435
Net Pension Liability - End of Year	134,825,027	75,398,577	60,388,572	122,485,248	147,835,489	130,016,545	73,296,330
Plan Fiduciary Net Position as a percentage							
of Total Pension Liability	87.5%	92.7%	93.8%	87.6%	84.0%	85.9%	92.0%
Covered Payroll ³	\$ 160,221,081	\$ 156,412,817	\$ 143,534,600	\$ 141,670,765	\$ 135,041,803	\$ 129,134,125	\$ 129,911,593
Net Pension Liability as a percentage							
of Covered Payroll	84.2%	48.2%	42.1%	86.5%	109.5%	100.7%	56.0%

¹Data for 2011-2013 is not readily available.

²Effective January 1, 2016, Employee contributions for Plan C were changed from 8.5% of Base Pay to 9.0% of Base Pay and for Plan D were changed from 7.5% of Base Pay to 8.0% of Base Pay.

³Covered payroll for FYE 2019 and later is as of beginning of fiscal year. Covered payroll for years prior to FYE 2019 is as of the valuation date one year prior to the beginning of the fiscal year.

REQUIRED SUPPLEMENTARY INFORMATION

Schedule of Employer Contributions (unaudited)

Year	Actuarially Determined Employer Contribution	Contributions in Relation to the Actuarially Determined Contribution	Contribution Deficiency (Excess)	Covered Payroll	Contributions as a Percentage of Covered Payroll
2011	35,206,700	25,633,000	9,573,700	142,590,713	18.00%
2012	32,182,287	32,182,287	-	140,407,414	22.90%
2013	23,806,058	23,806,058	-	132,490,722	18.00%
2014	28,750,323	28,750,323	-	129,911,593	22.13%
2015	28,149,976	28,149,976	-	129,134,125	21.80%
2016	27,191,305	27,191,305	-	135,041,803	20.14%
2017	20,268,189	20,268,189	-	141,670,765	14.31%
2018	19,422,872	24,822,301	(5,399,429)	143,534,600	17.29%
2019	17,514,943	24,792,093	(7,277,150)	156,412,817	15.85%
2020	19,244,687	19,244,687	-	160,221,081	12.01%

Covered payroll for FYE 2019 and later is as of beginning of fiscal year. Covered payroll for years prior to FYE 2019 is as of the valuation date one year prior to the beginning of the fiscal year.

Notes to Schedule

Valuation Date July 1, 2018

Timing Actuarially determined contribution rates are calculated as of the July 1 preceding the fiscal year in which contributions are made

Key Methods and Assumptions Used to Determine Contribution Rates for FYE 2020:

Actuarial cost method	Entry Age Normal
Amortization method	Level dollar, open 15-year period
Asset valuation method	5-year smoothed market
Discount rate	6.90% net of investment expenses
Salary increases	Varies by service from 2.50% to 6.50% per year
Cost-of-living adjustments	2.40% compounded annually for benefits based on credited service accrued up to July 1, 2012 and sick leave accrued until January 1, 2013; 2.00% compounded thereafter
Inflation	2.50% per year
Mortality	Post-Retirement Healthy: RP-2000 Healthy Mortality Table with male rates set forward one year and female rates set forward two years, projected generationally with Scale BB Disabled: RP-2000 Disabled Annuitant Table, with male rates set forward one year and female rates set forward two years, projected generationally with Scale BB Pre-Retirement: 50% of the RP-2000 Healthy Mortality Table with male rates set forward one year and female rates set forward two years, projected generationally with Scale BB

REQUIRED SUPPLEMENTARY INFORMATION

UNDER GASB 67

Schedule of Money-Weighted Rate of Returns for Years Ended June 30

<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>
2.29%	7.38%	8.03%	14.62%	0.21%	0.70%	15.30%	12.35%	3.01%	21.80%

NOTES TO REQUIRED SUPPLEMENTARY INFORMATION

The **Schedule of Changes in Net Pension Liability and Related Ratios** shows the portion of the actuarial present value of projected benefit payments that is attributed to past periods of member service and the liability of the Commission to plan members for benefits provided by the plan.

The **Schedule of Employer Contributions** highlights the historical actuarially determined contribution less the actual Commission contribution and reflects the actual contributions as a percentage of covered payroll for the 10-year period ended June 30, 2020. With the exception of 2011, the Commission has consistently contributed 100% of the actuarially determined employer contribution.

The **Schedule of Money-Weighted Rate of Returns** expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

SUPPLEMENTARY SCHEDULE

Schedule of Administrative Expenses Fiscal Years Ended June 30

	Actual 2020	Actual 2019
PERSONNEL SERVICES		
Salaries and wages	\$ 817,492	\$ 850,672
Social Security contributions	57,314	63,391
Retirement contributions	76,183	98,464
Insurance contributions	113,286	132,956
Other employee benefits	58,198	41,544
Unemployment compensation	336	378
TOTAL PERSONNEL SERVICES	<u>1,122,809</u>	<u>1,187,405</u>
Professional and contractual services		
Actuarial	43,913	49,415
Auditing & Tax services	23,101	25,642
Legal	147,080	113,130
Computer services	176,707	70,066
Payroll & Miscellaneous Services	3,866	4,361
Total professional and contractual services	<u>394,667</u>	<u>262,614</u>
Communication costs		
Advertising	375	-
Telephone	1,624	-
Postage	2,812	2,961
Travel, conference and meetings	1,386	9,390
Total communication costs	<u>6,197</u>	<u>12,351</u>
Other services and charges		
Office space rental	108,680	108,680
Equipment leasing	1,555	6,827
Furniture and equipment	-	46,047
Supplies	4,408	4,787
Maintenance	34,073	26,215
Bonding and insurance	45,239	43,657
Dues and subscriptions	1,635	2,300
Other services	3,098	3,215
Total other services and charges	<u>198,688</u>	<u>241,728</u>
Total	<u>\$ 1,722,361</u>	<u>\$ 1,704,098</u>

SUPPLEMENTARY SCHEDULE

Schedule of Investment Expenses

Fiscal Years Ended June 30

	<u>2020</u>	<u>2019</u>
Investment managers		
Fixed income	\$ 1,429,139	\$ 1,492,021
U.S. Equity	231,242	284,130
International equity	879,218	978,415
Private equity	3,414	2,401
Real assets	78,522	132,623
Total investment managers' fees	<u>2,621,535</u>	<u>2,889,590</u>
Other investment service fees		
Custodian fees	292,885	298,154
Investment consulting fees	201,815	198,539
Security lending fees:		
Borrower rebate	412,686	660,129
Management fees	54,917	78,672
Total other investment service fees	<u>962,303</u>	<u>1,235,494</u>
Total	<u>\$ 3,583,838</u>	<u>\$ 4,125,084</u>

Schedule of Payments to Consultants

Fiscal Years Ended June 30

<u>Firm Name</u>	<u>Nature of Service</u>	<u>2020</u>	<u>2019</u>
SB & Company, LLC	Auditor	\$ 23,101	\$ 25,642
Wilshire Associates, Inc.	Investment Consultant	201,815	198,539
Cheiron	Actuary	43,913	49,415
GROOM Law Group	Legal	82,880	48,930
The Maryland-National Capital Park and Planning Commission Legal Department	Legal	64,200	64,200
The Maryland-National Capital Park and Planning Commission Finance Department	Computer Services	<u>135,500</u>	<u>67,750</u>
Total		<u>\$ 551,409</u>	<u>\$ 454,476</u>



INVESTMENT MANAGER DIRECTORY

U.S. EQUITY

J.P. Morgan Investment Management
The Northern Trust Company
RhumbLine Advisors, L.P.

INTERNATIONAL EQUITY

Capital Group
Earnest Partners, L.L.C.

GLOBAL MINIMUM VOLATILITY

BlackRock Institutional Trust Company, N.A.

PRIVATE EQUITY

Wilshire Associates Inc.

FIXED INCOME

Core Fixed Income

CSM Advisors, LLC
Eaton Vance Management

High Yield Fixed Income

Loomis Sayles & Company, L.P.
Neuberger Berman Fixed Income, LLC

Opportunistic Fixed Income

Golub Capital
Western Asset Management Company
Oaktree Capital Management, L.P.
White Oak Partners 3, LLC

Bank Loans

Voya Investment Management

Emerging Market Debt

Prudential Trust Company

PRIVATE REAL ASSETS

Aberdeen Capital Management, LLC
Grosvenor Capital Management
Principal Global Investors, LLC

PUBLIC REAL ASSETS

State Street Global Advisors

INVESTMENT CONSULTANT’S REPORT



To: Andrea Rose, Administrator
The Maryland-National Capital Park and Planning Commission
Employees’ Retirement System Board of Trustees

From: Bradley A. Baker, Vice President
Wilshire Associates (“Wilshire”)

Date: August 11, 2020

Subject: Annual Investment Consultant’s Review

Overview

The overall goal of Maryland-National Capital Park and Planning Commission Employees’ Retirement System (“ERS”) is to provide benefits, as anticipated under the ERS’ governing plan document, to its participants and their beneficiaries through a carefully planned and executed investment program. Through this program, the ERS seeks to produce a return on investment commensurate with levels of liquidity and investment risk that are prudent and reasonable given the financial status of the ERS and the prevailing capital market conditions. While the ERS recognizes the importance of the preservation of capital, it also recognizes the critical importance of a reasonable investment return in meeting the long-term financial requirements of the ERS. It adheres to the theory of capital market pricing that maintains that varying degrees of investment risk should be rewarded with varying levels of compensating return. Consequently, prudent risk-taking is both necessary and justifiable.

A new Asset/Liability study was completed in March 2019 based upon the November 2018 Actuarial Valuation conducted by the actuary, Cheiron. A new asset allocation policy was subsequently approved in July 2019 with an inclusion of a dedicated allocation to the Emerging Market Debt (“EMD”) asset class and offsetting reduction to Global Equity (U.S. and Non-U.S. Equity) allocations. This asset allocation policy has been fully implemented as of the end of FY2020. Private market investments will be evaluated on a continual basis and will fund gradually over time.

Asset Class	Target %	Range %
U.S. Equities	15.0	10 - 20
International Equities	15.0	10 - 20
Low Volatility Equities	10.0	5 - 15
Private Equities	7.5	0-10
Total Equities	47.5	40 - 55
U.S. Core Fixed Income	11.5	8.5 - 14.5
High Yield Fixed Income	7.5	5 - 10
Bank Loans	4.0	2 - 6
Emerging Market Debt (“EMD”)	5.0	3 - 7
Global Opportunistic Fixed Income	7.5	5 - 10
Total Fixed Income	35.5	30 - 41
Public Real Assets	2.0	0 - 10
Private Real Assets	15.0	5 - 20
Total Real Assets	17.0	12 - 25

Outline of Investment Policies

The policies and procedures of the investment program guide its implementation and outline the specific responsibilities of the ERS.

Therefore, it is the policy of the ERS to:

1. Base the investment of the assets of the ERS on a financial plan that will consider:
 - a. The financial condition of the ERS
 - b. The expected long-term capital market outlook
 - c. The ERS' risk tolerance
 - d. Future changes of active and retired participants
 - e. Projected inflation and the rate of salary increases
 - f. Cash flow requirements
 - g. Targeted funding level as a percentage of the actuarial funding target.

In developing its financial plan, the Board has relied on the ERS' investment consultant, as one of the ERS' expert fiduciaries, to advise the Board as to the long-term capital market outlook and the Board's options available to meet its investment objectives in light of that investment outlook. The investment consultant has advised the Board as to the potential impact on the funding level of alternative investment policies in terms of risk and return based on various levels of asset diversification and the current and projected liability structure of the ERS. Based on this advice, the Board has adopted an overall investment performance goal commensurate with the level of risk necessary to reach those goals.

2. Based on the financial plan and the advice of the investment consultant, the Board shall determine the specific allocation of the investments among the various asset classes considered prudent given the ERS' liability structure. The long-term asset allocation shall be expressed in terms of a target and ranges for each asset class to provide sufficient flexibility to take advantage of short-term market opportunities as they may occur. Asset allocation shall be sufficiently diversified to maintain a prudent level of risk, as determined by the Board, based on the investment consultant's expert opinion and projections that utilize reasonable, generally accepted capital market assumptions to ensure the current asset mix has a high probability of achieving the long-term goals of the retirement program.
3. In accordance with the asset allocation guidelines so adopted, the ERS' investment consultant shall advise and recommend to the Board external investment managers with demonstrated experience and expertise whose investment styles collectively will implement the planned asset allocation. Based on these recommendations, the Board will select the investment advisors that it deems most capable of carrying out the ERS' investment objectives. Upon the advice of the investment consultant, the Board will set guidelines for these managers and regularly review their investment performance against stated objectives.
4. It is the responsibility of the Board to administer the investments of the ERS at the lowest reasonable cost, taking into account the need to ensure quality. These costs include, but are not limited to, management and custodial fees, consulting fees, transaction costs, and other administrative costs chargeable to the ERS.

The Board of the ERS has general supervision of the investment and reinvestment of the funds of the ERS (the "Funds"). The specific investment-related duties of the Board and, by delegation, of its investment consultant and advisors, include but are not limited to:

1. Selection and appointment of investment consultant and management professionals to assist the Board to carry out its duties;
2. Establishment and implementation of investment policy with the advice and assistance of the Board's investment consultant and investment advisors;
3. Review and general supervision of the activities of the Board's investment consultant and investment advisors with regard to the ERS' assets.

Investment Results

The ERS' investment consultant, Wilshire Associates, calculates the investment results provided. The returns are accurate and representative of the actual performance of the Plan. The following describes the performance measurement process that is used to arrive at the investment results:

Performance measurement reporting begins with the monthly collection of data from three sources:

- Banks – Wilshire obtains transaction and asset information from trustee banks electronically. These transactions and security holdings are then loaded into client files on Wilshire's performance measurement system. Wilshire also tracks the availability and timeliness of statements sent by trustee banks. In addition, Wilshire has a dedicated team of data analysts responsible for maintaining statement receipts and portfolio data feeds, and loading asset portfolios into the performance system.
- Investment Managers – Wilshire receives investment manager returns and detailed account statement information to use in the return reconciliation process.
- External Data Vendors and Wilshire Data Sources – Wilshire's centralized security data division collects extensive security level data from external data vendors, while the index department collect returns and portfolios on over 800 benchmarks. Wilshire's manager research department collects manager returns and portfolios for the construction of universes. This data is also loaded into the performance system.

Monthly rates of return are calculated by Wilshire software using a time-weighted rate of return methodology based upon market values. Wilshire's calculation procedure is consistent with the recommendations of both the CFA Institute and the Bank Administrative Institute.

Tolerance ranges have been established for each asset class for return variance with the manager. When returns fall outside this tolerance range, Wilshire will review individual holdings, prices, accruals, cash flows and fees to determine where the discrepancies lie. If an error has been made, Wilshire will work with appropriate parties to correct the error. If the difference is due to structural differences in the way the sources perform their calculations, Wilshire will include an explanation in the reconciliation. Reconciliation work is documented and can be provided to the client for its records.

Market Overview

Major Asset Class Returns for Periods Ending June 30, 2020

	QTR	YTD	1 Year	3 Year	5 Year	10 Year
Equity						
Wilshire 5000 Index	21.94	-3.30	6.78	10.13	10.27	13.74
Standard & Poor's 500 Index	20.54	-3.08	7.50	10.73	10.73	13.99
MSCI EAFE (N) Index	14.88	-11.35	-5.13	0.81	2.05	5.73
MSCI ACWI ex-U.S. (N) Index	16.12	-11.00	-4.80	1.13	2.26	4.97
MSCI Emerging Market (N) Index	18.08	-9.78	-3.39	1.90	2.86	3.27
Fixed Income						
Bloomberg Barclays Aggregate Bond Index	2.90	6.14	8.74	5.32	4.30	3.83
Merrill Lynch High Yield BB/B Index	9.52	-3.49	0.66	3.65	4.79	6.57
S&P LSTA Leverage Loan Index	6.60	-3.93	-0.46	2.47	2.95	4.13
J.P. Morgan - EMBI Global Diversified	12.26	-2.77	0.47	3.59	5.29	6.03
J.P. Morgan - GBI Emerging Markets Global	9.82	-6.89	-2.82	1.13	2.33	1.64
Treasury Bills (91 Day)	0.02	0.60	1.63	1.77	1.19	0.64
Real Assets						
Barclays U.S. TIPS Index	4.24	6.01	8.28	5.05	3.75	3.52
Bloomberg Barclays Commodity Index	5.08	-19.40	-17.38	-6.14	-7.69	-5.82
Wilshire Global REIT Index	9.82	-20.41	-15.07	-0.45	2.79	8.51
NCREIF ODCE (EW) Index	-1.75	-1.01	1.33	4.72	6.35	9.78
U.S. CPI	-0.12	0.32	0.65	1.72	1.56	1.69

U.S. Equity

The U.S. stock market was up 21.9% for the second quarter of 2020. Although parts of the country have begun to loosen Coronavirus-related restrictions, considerable uncertainty about 2020 economic growth prospects remain. According to a report by the Federal Reserve Bank of Philadelphia, expectations for real GDP growth this year are approximately -5% with an unemployment rate remaining above 10%.

A surprising employment report in May speaks well for an eventual recovery. Unemployment claims are beginning to point towards a bottom and perhaps the beginning of a recovery, albeit off extremely weak levels. Other signals are not as encouraging. The ratio of employed persons to the overall population stands at 52.8%, down nearly 10%-points from the beginning of the year. Taken together, it seems that robust fiscal stimulus programs, targeting both households and businesses, are working well.

Non-U.S. Equity

Employment data in the U.K. shows that nearly a third of their workforce is on furlough with the government supporting a majority of those employees' wages. Inflation statistics in Germany indicate that service providers have been able to successfully raise prices to counter Coronavirus-related restrictions. China's economic recovery continues due, in part, to government support policies and the reopening of some overseas markets.

Fixed Income

The 10-year U.S. Treasury yield ended the quarter at 0.66%, down just 4 basis points from March. The FOMC met twice during the quarter, as scheduled, with no change to their overnight rate, which they expect will be near zero until at least 2022. Credit spreads tightened significantly during the quarter, as evidenced by the double-digit return within the high yield market.

Portfolio Review

The ERS' net of fee investment performance as of June 30, 2020 is detailed in the following table:

Maryland-NCPPC ERS	\$000	Comp %	Calendar				
			YTD %	1 Year %	3 Year %	5 Year %	Inception %
Total Fund (9/30/89)	944,346	100.0%	-3.3	1.9	5.6	6.1	7.4
<i>Policy Index/Blended Benchmark</i>			-3.3	2.1	5.4	5.6	7.5
Domestic Equity Comp (9/30/89)	123,780	13.1%	-4.3	5.2	8.8	9.1	9.2
<i>Wilshire 5000 Index</i>			-3.3	6.8	10.1	10.3	9.6
International Equity Comp (3/31/95)	116,987	12.4%	-11.0	-3.3	3.4	4.6	5.9
<i>Policy Index</i>			-11.0	-4.8	1.1	2.3	4.4
Global Min. Volatility Comp (6/30/17)	75,037	8.0%	-7.7	-2.1	6.2	--	6.7
<i>MSCI ACWI Min. Volatility Index (N)</i>			-7.8	-2.5	5.8	--	6.2
Private Equity Comp (6/30/13)	92,962	9.8%	11.5	15.7	15.2	15.8	7.0
<i>MSCI ACWI Index (N) + 3%</i>			-4.8	5.2	9.3	9.6	10.3
Fixed Income Comp (9/30/89)	323,759	34.3%	1.1	4.3	4.3	4.6	6.1
<i>Bloomberg Barclays Global Agg. Index</i>			6.1	8.7	5.3	4.3	4.8
Private Real Asset Comp (9/30/07)	157,573	16.7%	-0.3	2.6	5.0	6.1	2.7
<i>Policy Index</i>			2.8	5.7	6.8	6.6	2.0
Public Real Asset Comp (3/31/13)	21,489	2.3%	-13.0	-10.1	-0.8	0.2	-0.7
<i>Policy Index</i>			-13.5	-10.5	-0.7	0.3	-0.6
Managed Cash	32,759	3.4%	--	--	--	--	--

The chart above displays the calendar year to date (YTD), one, three, five and inception-to-date returns for the total fund and each of the underlying composites (Periods greater than one-year represent annualized figures). Monthly rates of return are calculated by Wilshire software using a time-weighted rate of return methodology based upon market values. Wilshire's calculation procedure is consistent with the recommendations of both the CFA Institute and the Bank Administrative Institute. The chart shows the relevant broad market benchmark for the asset classes. As applicable, it also shows the policy index, which is a blend of benchmarks used currently and historically; and in some cases, represents a weighted benchmark consisting of multiple indexes.

The ERS' total portfolio posted a positive return of +1.9% over the trailing one-year period ending June 30, 2020. During this period, the portfolio slightly trailed its policy index, which returned +2.2%. Over the past one-year period, the portfolio's return was significantly impacted by the COVID-19 pandemic particularly in the first quarter 2020 resulting in a -10.1% return during that quarter. All other quarters during fiscal year 2020 had positive absolute investment returns. Total portfolio returns have been +5.6% and +6.1% over the three-year and five-year periods, respectively, which are on an average annualized basis. Strong U.S. and Non-U.S. Equity markets combined with a maturing Private Equity portfolio have contributed to absolute returns during these longer-term periods.

Within equity markets, the domestic equity composite posted a +5.2% return compared to that of +6.8% for the Wilshire 5000 Index over the trailing one-year period ending June 30, 2020. Longer-term results over the three- and five-year periods were quite strong, posting a +8.8% and +9.1% return, respectively, during each of those time periods. The international equity portfolio posted strong absolute and relative investment returns over the past year. Both international equity and global low volatility equity posted negative results for the trailing one-year period posting a -3.3% and -2.1% return, respectively. Lastly, private equity investments continue to mature while posting strong returns of +15.7% in this segment of the portfolio over the past year.

The fixed income composite returned +4.2% during the past year, while the domestic investment grade market represented by the Bloomberg Barclays Global Aggregate Index returned +8.7%. During the fiscal year, a dedicated allocation to Emerging Market Debt was funded to help diversify the fixed income exposures as well as potentially provide yield and return enhancement compared to the other segments currently invested in. The investment opportunities within the Global Opportunistic segment of the portfolio will continue to be evaluated and considered as legacy investments continue to mature and provide a return of capital.

Within the real asset segment of the portfolio, Private Real Assets experienced positive returns of 2.6%, while Public Real Assets posted a negative return of -10.1% for the 2020 fiscal year. The public real assets composite has underlying exposures to real estate securities, commodities, global natural resource/energy stocks and global infrastructure. All the underlying exposures within the Public Real Asset segment of the portfolio are implemented through passively managed index funds. The private real assets composite returned +2.6% for the trailing one-year period. A portion of this portfolio has benefited from the continued bull market within the commercial real estate market since the global financial crisis. The remaining portion of the portfolio provides exposure to various natural resource, energy, and infrastructure related investments, some of which are returning positively while others are still early in their lifecycles and results are not fully meaningful at this stage.

The ERS Board continued its efforts in maintaining best practices with its investment monitoring, focused on competitive fees and ongoing education. Current portfolio investments are reviewed and monitored on ongoing basis, while due diligence on potential investments opportunities are conducted on a regular basis.

If you have any questions or need any further information regarding the Plan or investment results, please do not hesitate to contact me.

Sincerely,

Bradley A. Baker



Managing Director

INVESTMENT MANAGER MATRIX

As of June 30, 2020

Manager Name and/or Fund Name	Style	Market Value ¹	% of Fund
U.S. Equity			
J.P. Morgan Commingled Pension Trust Fund	130/30 Short Extension	\$ 11,668	1.24%
Northern Trust Collective Russell 2000 Index Fund	Small Cap	27,867	2.95%
RhumbLine S&P 500 Pooled Index Trust	Large Core	84,245	8.92%
		123,780	13.11%
International Equity			
Capital Group Institutional All Countries Equity Trust	ACWI ex-U.S.	48,588	5.15%
Earnest Partners, L.L.C.	ACWI ex-U.S.	68,399	7.24%
		116,987	12.39%
Global Mimimum Volatility			
Blackrock MSCI ACWI Minimum Volatility Index	MSCI ACWI Minimum Volatility	75,037	7.95%
Private Equity			
Wilshire MNCPPC Employee Retirement System Global, L.P. (I)	Other	55,527	5.88%
Wilshire MNCPPC Employee Retirement System Global, L.P. (II)	Other	37,435	3.96%
		92,962	9.84%
Fixed Income			
CSM Advisors, LLC	Core	59,558	6.31%
Eaton Vance Management	Core	59,423	6.29%
Golub Capital 9	Middle Market Direct Lending	15,343	1.62%
Golub Capital 11	Middle Market Direct Lending	13,976	1.48%
Loomis Sayles High Yield Full Discretion Trust	High Yield	33,840	3.58%
Neuberger Berman High Yield Bond Fund, LLC	High Yield	34,473	3.65%
Voya Senior Loan Fund	Bank Loans	32,222	3.41%
Western Asset Global Multi-Sector, LLC	Global Multi-Sector	2	0.00%
Oaktree Real Estate Debt Fund, L.P.	Real Estate Debt	1,471	0.16%
Oaktree Opportunities Fund VIII, L.P.	Distressed Opportunities	106	0.01%
White Oak Yield Spectrum Fund, L.P.	Middle Market Direct Lending	18,199	1.93%
PGIM Emerging Market Debt Fund	Emerging Market Debt	55,146	5.84%
		323,759	34.28%
Private Real Assets			
Principal U.S. Property Account	Real Estate	60,862	6.44%
Aberdeen Energy & Resources Partners II, L.P.	Real Assets	8,335	0.88%
Aberdeen Real Estate Partners II, L.P.	Real Estate	3,272	0.35%
Aberdeen Energy & Resources Partners III, L.P.	Real Assets	16,388	1.74%
Aberdeen Real Estate Partners III, L.P.	Real Estate	15,125	1.60%
GCM Grosvenor Real Asset Investments, L.P.	Real Assets	53,591	5.67%
		157,573	16.68%
Public Real Assets			
SSgA Custom Real Asset Non-Lending Strategy	Diversified	21,489	2.28%
Cash		32,759	3.47%
TOTAL		\$ 944,346	100.00%

¹ Net of Accrued Income on Investments and Investments Payable

² Market values provided by Wilshire Associates and not prepared by, reviewed or approved by any of the ERS' partnerships, general partners and/or any of their respective affiliates.

LIST OF LARGEST HELD DOMESTIC EQUITIES

As of June 30, 2020

Equity Income Securities	No. of Shares	Fair Value
AMBEV SA COM NPV	614,300	\$1,581,956
AMADEUS IT GROUP EUR0.01	30,217	1,574,055
ROCHE HLDGS AG GENUSSSCHEINE NPV	4,467	1,547,928
EUROFINS SCIENTIFI EUR0.10	2,377	1,491,310
ICON PLC COM	8,259	1,391,311
ADR RIO TINTO PLC SPONSORED ADR	24,760	1,391,017
BARCLAYS PLC ORD GBP0.25	979,711	1,385,089
HITACHI NPV	43,400	1,368,960
RESTAURANT BRANDS INTL INC COM NPV	25,048	1,368,372
PRYSMIAN SPA EUR0.10	57,048	1,321,195
ADR NOVARTIS AG	15,034	1,313,070
CARNIVAL CORP COM PAIRED	79,844	1,311,038
ADR EQUINOR ASA SPONSORED ADR	88,423	1,280,365
DIAGEO ORD PLC	38,567	1,277,826
ROYAL DUTCH SHELL 'A'SHS EUR0.07	78,845	1,275,012
DENSO CORP NPV	32,200	1,255,049
GVC HLDGS PLC ORD EUR0.01	133,697	1,223,442
ADR HDFC BK LTD ADR REPSTG 3 SHS	26,573	1,208,009
MERCK KGAA NPV	10,362	1,202,214
SAFRAN SA EUR0.20	11,952	1,197,679

A complete list of assets can be obtained at the office of the Employees' Retirement System.

LIST OF LARGEST HELD FIXED INCOME EQUITIES

As of June 30, 2020

Fixed Income Securities	Par	Fair Value
UNITED STATES TREAS INFL INDEXED NTS 0.75% 07-15-2028	2,301,000	\$2,649,683
UNITED STATES TREAS BDS DTD 00218 3.875% DUE 08-15-2040 REG	1,355,000	2,019,268
FNMA POOL #BH7620 3.5% 08-01-2047 BEO	1,420,607	1,506,821
FNMA POOL #BM1144 2.5% 03-01-2047 BEO	1,091,467	1,156,040
FEDERAL HOME LN BKS 2.52% 03-02-2035	1,135,000	1,138,454
UNITED STATES TREAS BDS DTD 2.75% 11-15-2047	852,000	1,114,722
US TSY INFL IX TREAS BD 0.625 01-15-2024	953,000	1,102,837
US TREASURY N/B 2% DUE 02-15-2050 REG	961,000	1,100,570
FEDERAL HOME LN MTG CORP POOL #G08726 3% 10-01-2046 BEO	993,923	1,052,540
UNITED STATES OF AMER TREAS NOTES DTD 10/15/2017 1.625% DUE 10-15-2020 REG	1,040,000	1,044,318
TSY INFL IX N/B US GVT NATIONAL 0.375% 01-15-2027	851,000	973,239
FEDERAL HOME LN MTG CORP 1.1% DUE 04-13-2023 REG	931,000	931,258
FEDERAL HOME LN MTG CORP TRANCHE # TR 00206 0% DUE 10-07-2022 REG	875,000	875,142
VNDO 2012-6AVE MTG TR SER 2012-6AVE CL A2.9950 144A DUE 11-15-2030	848,000	872,130
GM FINL AUTOMOBILE 3.11% DUE 12-20-2021	860,000	864,758
UNITED STATES TREAS BDS 3% DUE 05-15-2047 REG	631,000	860,083
FNMA BO8944 3.0% 01-01-2050	805,659	851,086
FNMA POOL #CA4422 3.0% 10-01-2049	776,594	823,120
FEDERAL HOME LN MTG CORP POOL #SD8036 3% DUE 12-01-2049 REG	719,456	758,251
US TREASURY INFL INDX 0.125% 01-15-2030	679,000	730,972

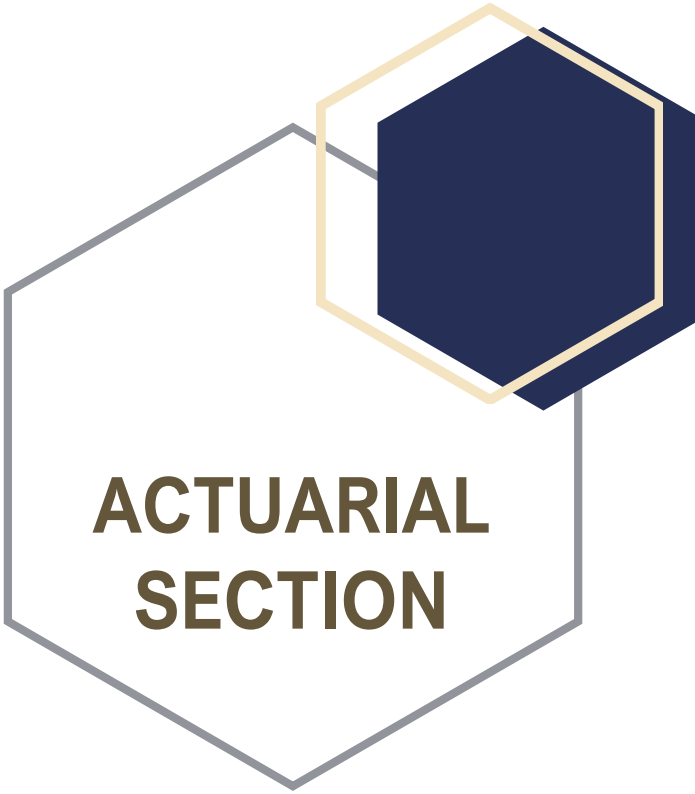
A complete list of assets can be obtained at the office of the Employees' Retirement System.

SCHEDULE OF BROKERS COMMISSIONS

As of June 30, 2020

Broker	Shares	Commissions	Commission per share
BANK OF AMERICA CORPORATION	143,387	\$ 1,960	1.37%
BANK OF AMERICA MERRILL LYNCH SECUR	347,400	1,750	0.50%
BARCLAYS CAPITAL	60,545	1,551	2.56%
BARCLAYS CAPITAL INC	4,207	147	3.49%
BMO CAPITAL MARKETS CORP	7,690	269	3.50%
BNP PARIBAS SECURITIES SERVICES	18,000	23	0.13%
BNP PARIBAS SECURITIES SERVICES SA	14,400	654	4.54%
BRASIL PLURAL CCTVM SA	30,700	190	0.62%
BTIG, INC.	10,788	216	2.00%
CAPITAL INSTITUTIONAL SERV NEW YORK	9,212	322	3.50%
CAPITAL INSTITUTIONAL SERVICES INC-EQUITIES	4,675	94	2.01%
CITIGROUP GLOBAL MARKETS INC	17,976	629	3.50%
CITIGROUP GLOBAL MARKETS INC.	25,600	142	0.55%
CITIGROUP GLOBAL MARKETS LIMITED	17,806	180	1.01%
COWEN AND COMPANY, LLC	113,452	2,836	2.50%
COWEN EXECUTION SERVICES LLC	37,652	941	2.50%
CREDIT SUISSE SECURITIES (USA) LLC	186,521	471	0.25%
GOLDMAN, SACHS AND CO.	104,146	1,113	1.07%
INSTINET, LLC	106,828	1,923	1.80%
INVESTMENT TECHNOLOGY GROUP INC.	21,143	740	3.50%
INVESTMENT TECHNOLOGY GROUP LTD.	66,838	789	1.18%
ITG INC.	25,475	459	1.80%
J.P. MORGAN SECURITIES LLC	291,800	1,235	0.42%
J.P. MORGAN SECURITIES PLC	99,384	1,708	1.72%
JEFFERIES HONG KONG LIMITED	78,000	124	0.16%
JEFFERIES LLC	223,868	4,030	1.80%
JOH. BERENBERG, GOSSLER UND CO.KG	99,836	976	0.98%
JONES TRADING INSTITUTIONAL SERVICE	29,364	1,028	3.50%
JONESTRADING INSTITUTIONAL SERVICES	530,394	790	0.15%
JPMORGAN SECURITIES (ASIA PACIFIC)	83,600	456	0.55%
LEERINK SWAN & COMPANY	13,374	468	3.50%
LIQUIDNET EUROPE LIMITED	94,682	329	0.35%
LIQUIDNET INC	59,482	2,082	3.50%
MERRILL LYNCH EQUITIES (AUSTRALIA)	60,000	134	0.22%
MISCHLER FINANCIAL GROUP, INC.	19,167	383	2.00%
MORGAN STANLEY AND CO., LLC	227,000	631	0.28%
OPPENHEIMER AND CO, INC.	7,332	257	3.51%
PAREL	11,077	308	2.78%
PENSERRASECURITIES	13,576	272	2.00%
PERSHING SECURITIES LIMITED	37,457	874	2.33%
RAYMOND JAMES AND ASSOCIATES	41,533	1,454	3.50%
RBC CAPITAL MARKETS, LLC	136,705	2,461	1.80%
ROBERT W. BAIRD CO.INCORPORATED	76,644	1,143	1.49%
SANFORD C. BERNSTEIN AND CO., LLC	9,717	340	3.50%
SANFORD C. BERNSTEIN LTD	4,975	237	4.76%
SOCIETE GENERALE LONDON BRANCH	59,267	948	1.60%
STIFEL NICOLAUS & CO,INCORORATED	33,732	1,181	3.50%
SUNTRUST ROBINSON HUMPHREY, INC.	14,231	498	3.50%
THEMIS TRADING LLC	19,421	388	2.00%
VIRTU AMERICAS LLC	38,422	692	1.80%
WEDBUSH MORGAN SECURITIES	17,477	612	3.50%
WELLS FARGO BANK MINNESOTA NA	12,135	218	1.80%
WELLS FARGO BANK, N.A.	3,334	117	3.51%
WILLIAM BLAIR AND COMPANY	15,880	556	3.50%
WILLIAMS CAPITAL GROUP L.P.,THE	29,189	584	2.00%
XP INVESTIMENTOS CCTVM SA	34,100	208	0.61%
	<u>3,900,596</u>	<u>\$ 45,121</u>	

The above table is a condensed version of brokers' commissions. A complete list can be obtained at the office of the Employees' Retirement System.



**ACTUARIAL
SECTION**

LETTER OF TRANSMITTAL

August 26, 2020

Board of Trustees
Employees' Retirement System
6611 Kenilworth Avenue, Suite 100
Riverdale, Maryland 20737

Dear Members of the Board:

At your request, we have conducted an actuarial valuation of the Maryland-National Capital Park and Planning Commission (the Commission) Employees' Retirement System as of July 1, 2019. The valuation is organized as follows:

The primary purpose of the actuarial valuation and this report is to measure, describe and identify as of the valuation date:

- The financial condition of the System,
- Past and expected trends in the financial progress of the System,
- The employers' contributions for Fiscal Year ending 2021,
- The risks of the System, and
- Information required for accounting statements.

This July 1, 2019 valuation represents Cheiron's first valuation performed for The Maryland-National Capital Park and Planning Commission (the Commission) Employees' Retirement System (ERS or the System).

Cheiron prepared the following schedules for inclusion in the Actuarial Section of the Comprehensive Annual Financial Report, based on the July 1, 2019 actuarial valuation.

- Schedule of Funding Progress
- Schedule of Funded Liabilities by Type (formerly referred to as the Solvency Test)
- Summary of Current Actuarial Assumptions and Methods

All results and information shown for years prior to July 1, 2019 were based on the prior actuary's valuation results.

The results of this report rely on future System experience conforming to the underlying assumptions. To the extent that actual System experience deviates from the underlying assumptions, the results will vary accordingly. The actuarial assumptions, with the exception of the discount rate, were adopted by the Board based on the recommended demographic assumptions shown in the Actuarial Assumption Review and Experience Study Covering July 1, 2011 through June 30, 2015, dated April 2016, prepared by the prior actuary. Cheiron has reviewed this experience study. While we consider these assumptions to be generally reasonable, we have not yet performed our own actuarial experience study. The Board of Trustees approved a discount rate of 6.85% effective with the July 1, 2019 actuarial valuation.

Actuarial funding is based on the Entry Age Normal Actuarial Cost Method. The actuarially determined contribution consists of the employer normal cost (cost of benefits for the upcoming year) and an amortization of the unfunded actuarial liability. An administrative expense rate of 0.20% of actuarial liabilities is added to the normal cost. The administrative expense rate is based on the recommendation of the prior actuary. Cheiron has not yet performed an analysis to determine whether the administrative expense rate is reasonable. The unfunded actuarial liability is amortized as a level dollar over an open 15-year period.

The actuarially determined contribution increased from 12.30% of payroll for fiscal year ending 2020 to 13.93% of payroll for fiscal year ending 2021. The actuarially determined contribution for the fiscal year ending June 30, 2021 is \$22,312,947. The System's unfunded actuarial liability increased from \$50 million as of July 1, 2018 to \$76 million as of July 1, 2019. During the year there was an investment loss of \$11.7 million and a liability loss of \$9.1 million. In addition, the discount rate was reduced from 6.90% to 6.85% which increased the actuarial liability by \$5.9 million.

The following table shows a breakdown of the employer contributions for the fiscal year ending 2021 between Park Police and Non-Police members:

Police and Non-Police Contributions			
	Contribution for FYE June 30, 2021	2019 Payroll	Contribution as % of Payroll
Non-Police	\$ 18,322,145	\$ 142,853,700	12.83%
Park Police	3,990,802	17,367,381	22.98%
Total	\$ 22,312,947	\$ 160,221,081	13.93%

The Net Employer Normal Cost payable at the beginning of the year increased from \$12,873,822 (8.2% of payroll) to \$13,179,673 (8.2% of payroll). The amortization of the Unfunded Actuarial Liability increased from \$5,128,690 to \$7,702,822 due to the investment loss, liability loss, and change in the discount rate.

The following table shows a breakdown of the actuarial (gain)/loss by source:

Sources of (Gain)/Loss		
	(Gain)/Loss	% of Liability
New members entering System	\$ 361,753	0.0%
Salary increases greater than expected	2,585,472	0.3
Active member decrements	5,034,887	0.5
Inactive mortality	136,288	0.0
Retiree COLA greater than expected	4,575,860	0.5
Benefit Payments less than expected	(4,482,821)	(0.5)
Miscellaneous changes	927,025	0.1
Total	\$ 9,138,464	0.9%

For this System, the actuarial value has been calculated by taking the market value of assets less 80% of the investment gain (loss) during the preceding year, less 60% of the investment gain (loss) during the second preceding year, less 40% of the investment gain (loss) during the third preceding year, and less 20% of the investment gain (loss) in the fourth preceding year. The investment gain (loss) is calculated by taking the difference between the expected value of assets, based on an expected return of 6.90% for the year ended June 30, 2019, and the actual value of assets. If the actuarial value of assets is less than 80% or more than 120% of the market value, an adjustment is made to the actuarial value to bring the value within this corridor.

As of June 30, 2019, the Actuarial Valuation of Assets including the receivable contribution was \$968,142,434 while the Market Value of Assets including the receivable contribution was \$981,261,569. The return on the Market Value of Assets during the year was 6.77%, which was less than the assumed investment return. The return on the Actuarial Value of Assets was 5.63%, which was less than the assumed rate of return. Over the five-year period ending June 30, 2019, the Market Value of Assets returned an average of 5.66%.

The purpose of this report is to present the annual actuarial valuation of the Maryland-National Capital Park and Planning Commission Employees' Retirement System. This report is for the use of Board and its auditors in preparing financial reports in accordance with applicable law and accounting requirements. The report does not include calculations related to GASB Statements No. 67 and 68, which are provided in a separate report.

In preparing our report, we relied on information supplied by the Maryland-National Capital Park and Planning Commission Employees' Retirement System staff. This information includes, but is not limited to, plan provisions, employee data, and financial information. We performed an informal examination of the obvious characteristics of the data for reasonableness and consistency in accordance with Actuarial Standards of Practice No. 23.

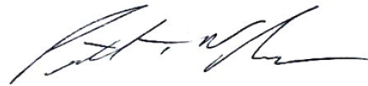
The report and its contents have been prepared in accordance with generally recognized and accepted actuarial principles and practices and our understanding of the Code of Professional Conduct and applicable Actuarial Standards of Practice as set out by the Actuarial Standards Board as well as applicable laws and regulations. Furthermore, as credentialed actuaries, we meet the Qualification Standards of the American Academy of Actuaries to render the opinion contained in this report. This report does not address any contractual or legal issues. We are not attorneys, and our firm does not provide any legal services or advice.

This actuarial report was prepared exclusively for the Maryland-National Capital Park and Planning Commission Employees' Retirement System for the purpose described herein. Other users of this report are not intended users as defined in the Actuarial Standards of Practice, and Cheiron assumes no duty or liability to such other users.

Sincerely,
Cheiron



Janet Cranna, FSA, FCA, EA, MAAA
Principal Consulting Actuary



Patrick Nelson, FSA, CERA, EA, MAAA
Associate Actuary

Attachment

REQUIRED SUPPLEMENTARY INFORMATION

SCHEDULE OF FUNDING PROGRESS

(Unaudited)

Ten-year historical trend information about the ERS is presented below. This information is intended to help users assess the ERS' funding status on a going-concern basis, assess progress made in accumulating assets to pay benefits when due and make comparisons with other public employee retirement systems.

	(1)	(2)	(3)	(4)	(5)	(6)
Actuarial Valuation Date July 1	Actuarial Value of Assets	Actuarial Accrued Liability (AAL)	Unfunded AAL (UAAL) (2) – (1)	Funded Ratio % (1)/(2)	Covered Payroll	UAAL as a Percentage of Covered Payroll (3) / (5)
2010	\$ 609,902,953	\$ 763,860,139	\$ 153,957,186	79.84%	\$ 140,407,414	109.65%
2011	659,362,107	761,343,000	101,980,893	86.61%	132,490,722	76.97%
2012	660,231,611	802,077,365	141,845,754	82.32%	129,911,593	109.19%
2013	690,539,998	831,199,592	140,659,594	83.08%	129,134,125	108.93%
2014	766,531,514	879,190,389	112,658,875	87.19%	135,041,803	83.43% ⁽¹⁾
2015	830,052,104	887,487,374	57,435,270	93.53%	141,670,765	40.54% ⁽¹⁾
2016	856,279,531	949,298,226	93,018,695	90.20%	143,534,600	64.81% ⁽¹⁾
2017	899,336,519	991,624,737	92,288,218	90.69%	150,820,889	61.19% ⁽¹⁾
2018	943,070,635	993,322,340	50,251,705	94.94%	156,444,006	32.12% ⁽¹⁾
2019	968,142,434	1,043,820,211	75,677,777	92.75%	160,221,081	47.23% ⁽¹⁾

¹ This ratio is now reported based on the Net Pension Liability, as defined in GASB 67. The UAAL as a percentage of payroll is no longer required but is shown here for historical comparison.

Analysis of the dollar amounts of plan net assets, actuarial accrued liability and unfunded actuarial accrued liability in isolation can be misleading. Expressing plan net assets as a percentage of the actuarial accrued liability provides one indication of the system's funding status on a going-concern basis. Analysis of this percentage over time indicates whether the system's funding is becoming stronger or weaker. Generally, the greater the funded ratio is, the stronger the system.

Trends in the unfunded actuarial accrued liability (or excess of) and annual covered payroll are both affected by inflation. Expressing the unfunded actuarial accrued liability as a percentage of annual covered payroll approximately adjusts for the effects of inflation and enables analysis of the system's progress made in accumulating sufficient assets to pay benefits when due. Generally, the smaller this percentage is the stronger the funding of the system.

Notes:

Actuarial valuations are completed annually.

The Entry Age Normal actuarial cost method is used for both funding and for financial reporting purposes. All actuarial assumptions are the same for both funding and accounting/GASB purposes.

SOLVENCY TEST

Actuarial Accrued Liabilities for								
Vested								
Valuation Date	Member Contributions	Terminations, Retirees and Beneficiaries	Active Members (Employer Financed Portion)	Actuarial Value of Assets	Portion of Accrued Liabilities Covered by Reported Assets (%)			
7/1/2010	\$ 58,059,065	\$ 408,689,438	\$ 297,111,636	\$ 609,902,953	100	100	48.2	
7/1/2011	57,659,169	461,475,412	242,208,419	659,362,107	100	100	57.9	
7/1/2012	61,843,880	466,927,776	273,305,709	660,231,611	100	100	48.1	
7/1/2013	64,747,601	501,072,738	265,379,253	690,539,998	100	100	47.0	
7/1/2014	68,872,476	516,903,400	293,414,513	766,531,514	100	100	61.6	
7/1/2015	72,702,687	531,683,180	283,101,507	830,052,104	100	100	79.7	
7/1/2016	74,857,685	541,562,389	332,878,152	856,279,531	100	100	72.1	
7/1/2017	77,964,472	576,223,626	337,436,639	899,336,519	100	100	72.7	
7/1/2018	79,764,769	619,013,482	294,544,089	943,063,291	100	100	82.9	
7/1/2019	81,289,107	669,986,483	292,544,621	968,142,434	100	100	74.1	

August 28, 2020

Board of Trustees
The Maryland-National Capital Park and Planning Commission
Employees' Retirement System
6611 Kenilworth Avenue, Suite 100
Riverdale, Maryland 20737

Dear Members of the Board:

The purpose of this report is to provide accounting and financial disclosure information for The Maryland-National Capital Park and Planning Commission (the Commission) Employees' Retirement System (the System) in accordance with GASB 67 and 68. This information includes:

- Determination of the discount rate as of June 30, 2020
- Projection of the Total Pension Liability from the valuation date to the measurement date,
- Calculation of the Net Pension Liability at the discount rate as well as discount rates 1% higher and lower than the discount rate,
- Changes in the Net Pension Liability,
- Schedule of Employer Contributions,
- Disclosure of Deferred Inflows and Outflows, and
- Calculation of the Annual Pension Expense for the System.

In preparing our report, we relied on information (some oral and some written) supplied by the System. This information includes, but is not limited to, the plan provisions, employee data, and financial information. We performed an informal examination of the obvious characteristics of the data for reasonableness and consistency in accordance with Actuarial Standard of Practice No. 23.

Future actuarial measurements may differ significantly from the current measurements due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; and changes in plan provisions or applicable law.

This report and its contents have been prepared in accordance with generally recognized and accepted actuarial principles and practices, and our understanding of the Code of Professional Conduct and applicable Actuarial Standards of Practice as set out by the Actuarial Standards Board, as well as applicable laws and regulations. Furthermore, as credentialed actuaries, we meet the Qualification Standards of the American Academy of Actuaries to render the opinion contained in this report. This report does not address any contractual or legal issues. We are not attorneys, and our firm does not provide any legal services or advice.

This report was prepared for The Maryland-National Capital Park and Planning Commission Employees' Retirement System for the purposes described herein and for the use by the Plan auditor in completing an audit related to the matters herein. Other users of this report are not intended users as defined in the Actuarial Standards of Practice, and Cheiron assumes no duty or liability to such other users.

If you have any questions about the report or would like additional information, please let us know.

Sincerely,
Cheiron



Janet Cranna, FSA, FCA, EA, MAAA
Principal Consulting Actuary



Patrick Nelson, FSA, CERA, EA, MAAA
Associate Actuary

ACTUARIAL ASSUMPTIONS AND VALUATION METHODS

Actuarial Cost Method	The Entry Age Normal Actuarial Cost Method divides the cost of funding benefits into two parts: the normal cost and the actuarial accrued liability.
Actuarial Value of Assets	The actuarial value of assets has been calculated by taking the value of assets less 80% of the investment gain/(loss) during the preceding year, less 60% of the investment gain/(loss) during the second preceding year, less 40% of the investment gain/(loss) during the third preceding year, and less 20% of the investment gain/(loss) during the fourth preceding year.
Amortization Method	Amortize the unfunded actuarial accrued liability over an open 15-year period.
Valuation Date	July 1, 2019
Investment Rate of Return	6.85% compounded annually, net of investment expenses.
Salary Increases	Wage inflation is assumed to be 2.5%. Individual salaries are expected to increase according to the table below which includes wage inflation and merit.

Years of Service	Park Police	Non-Police
0	6.50%	5.00%
5	5.50	4.75
10	4.75	4.50
15	4.50	4.00
20	4.50	3.50
25	4.50	2.50

Mortality

Healthy Retirees RP-2000 Healthy Mortality Table with male rates set forward one year and female rates set forward two years, projected generationally with scale BB.

Disabled Retirees RP-2000 Disabled Annuitant Table with male rates set forward one year and female rates set forward two years, projected generationally with scale BB.

Active 50% of RP-2000 Healthy Mortality Table with male rates set forward one year and female rates set forward two years, projected generationally with scale BB.

For Park Police, 90% of deaths assumed to be service related. Non-Police 33% of deaths are assumed to be service-related.

Withdrawal

Sample rates:

Park Police		Non-Police		
Years of Service	Rates	Years of Service	Males	Females
0	11.00%	0	9.00%	11.70%
2	7.00%	5	4.70%	6.20%
4	4.50%	10	2.50%	3.30%
6	2.90%	15	1.30%	1.70%
8	1.80%	20	0.70%	0.90%
10	1.20%	25+	0.00%	0.00%
15+	0.00%			

ACTUARIAL ASSUMPTIONS AND VALUATION METHODS

(continued)

Disability

Sample rates:		
Age	Park Police	Non-Police
25	0.2560%	0.0705%
30	0.3660%	0.1103%
35	0.5080%	0.1643%
40	0.6930%	0.2468%
45	0.9400%	0.3833%
50	1.3540%	0.6285%
55	2.2880%	0.7500%
60	3.4340%	1.5803%

Retirement Rates from Active or Terminated Vested:

Sample rates:	
Years of Service	Park Police ¹
5-19	5%
20-29	10%
30+	100%

¹100% Retirement also assumed at age 65

Age	Non Police ¹
45	2.50%
50	4.00%
55	6.50%
60	10.40%
65	16.80%
70	100%

Marriage

90% of male active members and 50% of female active members. The male spouse is assumed to be three years older than the female.

Expenses

Administrative expenses are added to the normal cost and are assumed to be 0.2% of the actuarial accrued liability. The assumed investment rate if return is deemed to be net of investment expenses

Cost-of-Living Adjustment

2.4% compounded annually for benefits based on credit service accrued until July 1, 2012, and sick leave accrued until January 1, 2013, 2.0% compounded annually thereafter.

Social Security Wage Base Increase

3.0% compounded annually.

Non-Service-Connected Death Benefit Election

All Plan B participants are assumed to elect the annuity payable for life (default) if eligible for the non-service-connected death benefit.

Unused Sick Leave Service Credit

Accrued at a rate of 0.36 additional months per year of service.

Rationale of actuarial assumptions

Adopted by the Board of Trustees based upon recommendations by the prior actuary's actuarial experience study covering July 1, 2011 through June 30, 2015. Cheiron reviewed the experience study and consider these assumptions generally reasonable.

Changes in Actuarial Assumptions

The assumed rate of return has been lowered from 6.90% to 6.85%.

SCHEDULE OF ACTIVE MEMBER VALUATION DATA

Valuation Date	Total Number of Members	Annual Salary	Annual Average Pay	% Increase/ Decrease in Average Pay
Employees				
7/1/2010	2,009	\$ 126,594,778	\$ 63,014	1.7
7/1/2011	1,898	119,358,603	62,887	-0.2
7/1/2012	1,866	116,927,658	62,662	-0.4
7/1/2013	1,874	115,936,747	61,866	-1.3
7/1/2014	1,879	121,352,682	64,584	4.4
7/1/2015	1,901	126,806,443	66,705	3.3
7/1/2016	1,876	128,457,729	68,474	2.7
7/1/2017	1,899	134,573,069	70,865	3.5
7/1/2018	1,937	139,906,333	72,228	2.0
7/1/2019	1,916	142,853,700	74,558	3.2
 Park Police				
7/1/2010	194	\$ 13,812,636	\$ 71,199	0.2
7/1/2011	187	13,132,119	70,225	-1.4
7/1/2012	186	12,983,936	69,806	-0.6
7/1/2013	190	13,197,378	69,460	-0.5
7/1/2014	191	13,689,120	71,671	3.2
7/1/2015	203	14,864,322	73,223	2.2
7/1/2016	197	15,076,871	76,532	4.5
7/1/2017	203	16,247,820	80,039	4.6
7/1/2018	207	16,537,673	79,892	-0.2
7/1/2019	207	17,367,381	83,900	5.0
 Total				
7/1/2010	2,203	\$ 140,407,414	\$ 63,735	1.6
7/1/2011	2,085	132,490,722	63,545	-0.3
7/1/2012	2,052	129,911,593	63,310	-0.4
7/1/2013	2,064	129,134,125	62,565	-1.2
7/1/2014	2,070	135,041,802	65,238	4.3
7/1/2015	2,104	141,670,765	67,334	3.3
7/1/2016	2,073	143,534,600	69,240	2.8
7/1/2017	2,102	150,820,889	71,751	3.6
7/1/2018	2,144	156,444,006	72,968	1.7
7/1/2019	2,123	160,221,081	75,469	3.4

SCHEDULE OF RETIREES AND BENEFICIARIES ADDED TO AND REMOVED FROM THE ROLLS

As of Date	Added to rolls		Removed from rolls		Rolls end of year		% Increase in Annual Allowances	Average Annual Allowance
	No.	Annual Allowances	No.	Annual Allowances	No.	Annual Allowances		
July 1, 2019	117	4,322,963	40	993,901	1,609	53,638,651	8.17%	33,337
July 1, 2018	104	3,860,862	33	769,236	1,532	49,588,355	7.33%	32,368
July 1, 2017	89	3,145,674	24	465,503	1,461	46,199,983	6.62%	31,622
July 1, 2016	87	2,903,320	15	221,758	1,396	43,331,139	5.70%	31,039
July 1, 2015	76	2,516,877	26	549,556	1,324	40,994,405	5.72%	30,963
July 1, 2014	63	1,827,720	26	622,566	1,272	38,775,456	3.68%	30,484
July 1, 2013	75	2,173,664	16	406,440	1,235	37,399,741	5.92%	30,283
July 1, 2012	68	1,963,919	28	483,565	1,176	35,310,586	7.00%	30,026
July 1, 2011	96	3,425,855	27	528,833	1,136	32,999,162	10.02%	28,691
July 1, 2010	102	3,523,036	12	247,267	1,067	29,992,947	11.47%	28,162

Additions to the rolls include new retirees and the beneficiaries of an active or retired member's death.

Deletions from the rolls include deaths of retirees, deaths of the surviving beneficiaries, surviving children who have reached the age of 18 or 23 if a full-time student, and the expiration of 10-year certain benefits.

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**STATISTICAL
SECTION**

STATISTICAL SECTION NARRATIVE

To assist readers, the Statistical Section of this CAFR presents information to add historical perspective, context, and detail to the Financial Statements, Notes to Financial Statements, and Required Supplementary Information presented in the preceding sections. To provide historical perspective, assess the ERS' overall financial condition, and a sense of trend, the exhibits in this Section are presented in multiple-year formats.

The **Schedule of Changes in Fiduciary Net Position** shows the historical combined effects of the additions and deductions of fiduciary net position over the 10-year period ended June 30, 2020 as well as detailing the ERS' largest source of revenue capacity - investment income June 30, 2011 through 2015, and 2017 through 2020. Investment loss for the year ended June 30, 2016 assists in providing a context on how the ERS' financial position has changed over time.

The **Schedule of Benefit and Refund Deductions from Fiduciary Net Position by Type** provides the general information of payment trends of annuity data by benefit type and refund of contributions for the 10-year period ended June 30, 2020.

The **Schedule of Average Benefit Payments** provides the summary of statistics relating to the average annuitant's receipt of annuities over the ten-year period ended June 30, 2020.

SCHEDULE OF CHANGES IN FIDUCIARY NET POSITION

For Years Ended June 30

(dollars in thousands)

	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011
ADDITIONS										
Employer contributions	\$ 19,245	\$ 24,792	\$ 24,822	\$ 20,268	\$ 27,191	\$ 28,150	\$ 28,750	\$ 23,806	\$ 32,182	\$ 25,633
Member contributions	7,797	7,541	7,201	6,751	6,418	6,340	5,414	5,355	4,396	4,698
Investment income gain/(loss)(net of expenses)	10,900	62,439	70,471	111,662	(4,851)	3,340	107,898	72,802	14,100	111,044
Total Additions	37,942	94,772	102,494	138,681	28,758	37,830	142,062	101,963	50,678	141,375
DEDUCTIONS										
Benefit payments	55,068	51,057	47,628	44,628	42,258	39,992	38,170	36,263	33,833	32,775
Refunds	580	745	460	561	461	391	237	369	317	359
Administrative expenses	1,722	1,704	1,811	1,675	1,696	1,587	1,487	1,565	1,453	1,366
Total Deductions	57,370	53,506	49,899	46,864	44,415	41,970	39,894	38,197	35,603	34,500
CHANGE IN FIDUCIARY NET POSITION	\$ (19,428)	\$ 41,266	\$ 52,595	\$ 91,817	\$ (15,657)	\$ (4,140)	\$ 102,168	\$ 63,766	\$ 15,075	\$ 106,875

SCHEDULE OF BENEFIT AND REFUND DEDUCTIONS
From Fiduciary Net Position by Type
For Years Ended June 30
(dollars in thousands)

	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011
Type of Benefit										
Retirees	\$ 49,427	\$ 46,584	\$ 42,965	\$ 40,379	\$ 38,268	\$ 35,806	\$ 34,348	\$ 32,618	\$ 30,547	\$ 29,225
Survivors	5,559	4,387	4,576	4,163	3,895	4,093	3,730	3,555	3,199	3,464
Disability benefits	82	86	87	86	95	93	92	90	87	86
Total Benefits	\$ 55,068	\$ 51,057	\$ 47,628	\$ 44,628	\$ 42,258	\$ 39,992	\$ 38,170	\$ 36,263	\$ 33,833	\$ 32,775
Refund of Contributions	\$ 580	\$ 745	\$ 460	\$ 561	\$ 461	\$ 391	\$ 237	\$ 369	\$ 317	\$ 359

SCHEDULE OF AVERAGE BENEFIT PAYMENTS

As of July 1, 2019

Years of Credited Service ---->

	0-5	6-10	11-15	16-20	21-25	26-30	>30	Total
Number of Retirees and Survivors	58	188	184	211	296	365	307	1609
Average monthly benefit	\$526	\$736	\$1,163	\$1,722	\$2,867	\$3,766	\$4,889	\$2,779
Average final average salary	\$50,217	\$50,670	\$55,597	\$60,911	\$70,939	\$73,696	\$80,311	\$66,940
Average years of service	4.0	8.1	13.0	18.0	23.1	28.7	33.7	22.1

As of July 1, 2018

Years of Credited Service ---->

	0-5	6-10	11-15	16-20	21-25	26-30	>30	Total
Number of Retirees and Survivors	58	181	176	201	287	345	284	1532
Average monthly benefit	\$487	\$719	\$1,151	\$1,693	\$2,822	\$3,690	\$4,746	\$2,697
Average final average salary	\$46,368	\$50,103	\$55,012	\$59,813	\$70,473	\$72,596	\$78,227	\$65,629
Average years of service	3.9	8.1	13.0	18.1	23.1	28.7	33.7	22.0

As of July 1, 2017

Years of Credited Service ---->

	0-5	6-10	11-15	16-20	21-25	26-30	>30	Total
Number of Retirees and Survivors	59	172	164	189	279	325	273	1461
Average monthly benefit	\$466	\$692	\$1,137	\$1,650	\$2,764	\$3,563	\$4,683	\$2,642
Average final average salary	\$42,267	\$49,019	\$53,555	\$58,444	\$68,913	\$70,056	\$76,920	\$63,877
Average years of service	4.0	8.1	13.0	18.1	23.1	28.7	33.7	22.0

As of July 1, 2016

Years of Credited Service ---->

	0-5	6-10	11-15	16-20	21-25	26-30	>30	Total
Number of Retirees and Survivors	58	169	157	184	272	323	233	1,396
Average monthly benefit	\$ 455	\$ 684	\$ 1,144	\$ 1,633	\$ 2,757	\$ 3,537	\$ 4,722	\$ 2,593
Average final average salary	\$ 41,468	\$ 48,615	\$ 53,006	\$ 57,328	\$ 68,187	\$ 68,112	\$ 77,203	\$ 62,784
Average years of service	3.9	8.1	13.1	18.1	23.1	28.8	33.7	21.8

As of July 1, 2015

Years of Credited Service ---->

	0-5	6-10	11-15	16-20	21-25	26-30	>30	Total
Number of Retirees and Survivors	58	161	147	192	260	303	203	1,324
Average monthly benefit	\$ 467	\$ 703	\$ 1,166	\$ 1,733	\$ 2,772	\$ 3,578	\$ 4,761	\$ 2,580
Average final average salary	\$ 42,664	\$ 48,314	\$ 53,111	\$ 58,300	\$ 67,077	\$ 67,205	\$ 76,338	\$ 62,064
Average years of service	3.9	8.1	13.0	18.2	23.1	28.6	33.4	21.4

As of July 1, 2014

Years of Credited Service ---->

	0-5	6-10	11-15	16-20	21-25	26-30	>30	Total
Number of Retirees and Survivors	54	152	145	173	249	270	229	1,272
Average monthly benefit	\$ 452	\$ 691	\$ 1,082	\$ 1,603	\$ 2,752	\$ 3,441	\$ 4,600	\$ 2,540
Average final average salary	\$ 41,194	\$ 47,568	\$ 50,122	\$ 55,644	\$ 67,593	\$ 66,475	\$ 73,373	\$ 60,988
Average years of service	3.9	8.1	12.9	18.1	23.1	28.7	33.6	21.7

As of July 1, 2013

Years of Credited Service ---->

	0-5	6-10	11-15	16-20	21-25	26-30	>30	Total
Number of Retirees and Survivors	49	146	137	176	243	261	223	1,235
Average monthly benefit	\$ 446	\$ 698	\$ 1,064	\$ 1,605	\$ 2,687	\$ 3,441	\$ 4,545	\$ 2,524
Average final average salary	\$ 40,190	\$ 45,897	\$ 48,727	\$ 55,496	\$ 66,417	\$ 65,815	\$ 72,293	\$ 60,095
Average years of service	3.8	8.2	12.9	18.1	23.1	28.7	33.6	21.8

As of July 1, 2012

Years of Credited Service ---->

	0-5	6-10	11-15	16-20	21-25	26-30	>30	Total
Number of Retirees and Survivors	45	137	129	166	231	250	218	1,176
Average monthly benefit	\$ 464	\$ 701	\$ 1,035	\$ 1,615	\$ 2,612	\$ 3,405	\$ 4,450	\$ 2,508
Average final average salary	\$ 38,126	\$ 45,665	\$ 46,972	\$ 54,389	\$ 64,336	\$ 65,415	\$ 71,397	\$ 59,131
Average years of service	3.6	8.2	13.0	18.1	23.1	28.7	33.6	21.9

As of July 1, 2011

Years of Credited Service ---->

	0-5	6-10	11-15	16-20	21-25	26-30	>30	Total
Number of Retirees & Survivors	44	129	121	160	223	246	213	1,136
Average monthly benefit	\$ 667	\$ 655	\$ 994	\$ 1,604	\$ 2,489	\$ 3,293	\$ 4,218	\$ 2,431
Average final average salary	\$ 36,863	\$ 43,873	\$ 44,960	\$ 53,170	\$ 62,126	\$ 63,845	\$ 69,781	\$ 57,576
Average years of service	3.5	8.1	13.0	18.1	23.1	28.7	33.5	22.0

As of July 1, 2010

Years of Credited Service ---->

	0-5	6-10	11-15	16-20	21-25	26-30	>30	Total
Number of Retirees & Survivors	42	123	115	155	199	233	200	1,067
Average monthly benefit	\$ 390	\$ 635	\$ 950	\$ 1,567	\$ 2,429	\$ 3,191	\$ 4,137	\$ 2,347
Average final average salary	\$ 31,968	\$ 42,356	\$ 44,112	\$ 51,773	\$ 58,916	\$ 61,395	\$ 67,461	\$ 55,213
Average years of service	3.6	8.1	13.0	18.1	23.1	28.6	33.5	21.9



Prepared by the Employees' Retirement System
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