

CITY OF CORAL GABLES

- MEMORANDUM -

TO: Mayor and Members
Of the City Commission

DATE: 11/30/2020

FROM: Diana M. Gomez
Finance Director

SUBJECT: 2021 COLA
Recommendation

At the Pension Board meeting of November 12, 2020, the Board voted to approve the 2021 COLA of 5.1% to Class Members as required by the COLA Lawsuit Settlement. Additionally, the Pension Board voted to approve the same 2021 COLA to GAP and Opt-Out Members. This memo is being provided in advance of the Alternative Dispute Resolution Mechanism Hearing to be held on December 8, 2020. In accordance with the terms of the settlement agreement, at the hearing, the City Commission, in its sole discretion may, by a supermajority 4/5 vote, reject the Retirement Board's determination or reduce the amount of the proposed COLA.

As the Finance Director of the City of Coral Gables, it is my recommendation that the City Commission reject the Board's proposed 2021 COLA for Class Members, GAP and Opt-Out Members because it would increase the unfunded liability to over \$228 million, increase our contribution requirements by \$2.5 million and decrease our funded ratio by 2%. Additionally, payment of this COLA would wipe out 83% of the progress we have made to date with the total extra payments made (\$22.2 million) which has gone towards reducing our total unfunded debt.

My recommendation is based on the factors listed in the Ordinance (see attached Ordinance Sec. 8.3 A through G) that are to be considered by the City Commission in making its determination, specifically:

- A. The present value of the proposed COLA will exceed the net actuarial experience of the Retirement System. The current cumulative experience loss as of October 1, 2019 (since July 1, 1994) is approximately \$200 million as of the 2019 Actuarial Valuation Report (see attached).
- B. The Unfunded Actuarial Accrued Liability (UAAL) is \$209.9 million as of the Actuarial Valuation Report as of October 1, 2019. The UAAL has decreased from the previous year by approximately \$9.7 million (see attached).
- C. Providing for the 2021 COLA of 5.1% to Class Members, Opt-out Members and Gap Members would increase the current Unfunded Actuarial Accrued Liability of \$209.9 million by \$18.433 million to over \$228 million and will increase the current annual required contribution of \$23.7 million by \$2.5 million to over \$26 million. (See attached 2021 COLA determination letter)
- D. The last COLA was paid on May 7, 2018 per the terms of the settlement agreement.
- E. The COLA Lawsuit Settlement provided for a 2.975% COLA for 2013 and a .25% COLA for 2014, payable on May 7, 2018; this payment increased the UAAL by \$14.5 million.

- F. The Net Actuarial Experience over the preceding seven years is a gain of \$18,998,079 (the sum of the individual years' experience listed below).

The single-year Actuarial Experience of the Retirement System for each of the seven years preceding the proposed COLA is as follows:

1.	9/30/2019	\$469,094 (gain)
2.	9/30/2018	\$2,374,009 (gain)
3.	9/30/2017	\$8,574,453 (gain)
4.	9/30/2016	\$4,713,880 (gain)
5.	9/30/2015	\$3,038,952 (gain)
6.	9/30/2014	\$1,436,491 (gain)
7.	9/30/2013	\$1,608,800 (loss)

- G. The increase of the Consumer Price Index is 10.2% since the last granted COLA in January 2014.

Factors A through E support rejection of the 2021 COLA as the cost associated with granting the COLA would adversely impact the Pension System (by increasing the funding requirement and decreasing the funded status).

Although it is not one of the factors of consideration in the Ordinance, it should be noted that the City Commission has passed a resolution instituting a policy to budget a higher than required amount to the pension fund annually in order that the excess over the required contribution could be used to pay down the unfunded liability and increases funded status (currently at 65.1%) quicker than the normal amortization. The total annual payment amount that was budgeted for FY 2021 is just under \$30 million which allowed for a \$5 million extra payment this past October. Since FY 2015, this has allowed for total additional funds of almost \$22.2 million to be sent to the pension fund. Should the 2021 COLA be granted, much the progress we've made thus far will be eaten up by granting this one COLA. Additionally, the annual required contribution would increase by about \$2.5 million and the extra payment would need to be reduced moving forward as the City's Budget cannot absorb an additional \$2.5 million hit.

It is my recommendation that the City does not grant a COLA of any amount as the increase to the unfunded liability, the increase in the City's funding requirement and a decrease to the funding status would adversely impact the Pension System.

Should you have any questions or need additional information, please contact me.

c: Peter Iglesias, City Manager
Miriam Soler Ramos, City Attorney

Mechanism by requesting a hearing before the City Commission within sixty (60) days of the Retirement Board's determination. Within sixty (60) days of the City Attorney's request, the City Commission must hold a hearing. At the hearing, the City Commission in its sole discretion may, by a supermajority 4/5 vote, reject the Retirement Board's determination or reduce the amount of the proposed COLA, considering the following factors:

A. Whether the present value of the proposed COLA exceeds the net Actuarial Experience of the Retirement System accumulated from all sources of gains and losses since July 1, 1994;

B. The amount of the Unfunded Actuarial Accrued Liability and whether it has been declining or increasing and the amount of such decline or increase;

C. The amount of the Unfunded Actuarial Accrued Liability and the amount by which it will increase if the proposed COLA is granted;

D. The number of years since the last COLA was granted;

E. The percentage increase of the last COLA that was granted;

F. The single-year Actuarial Experience of the Retirement System for each of the seven years preceding the proposed COLA, and the net Actuarial Experience over the preceding seven years; and

G. The increase or decrease of the Consumer Price Index issued by the U.S. Bureau of Labor Statistics.

8.3.1 If the Commission fails to obtain the supermajority 4/5 vote, then the Retirement Board's determination shall be considered approved by the Commission.

8.3.2 If the Commission obtains the supermajority 4/5 vote specified, then the Commission's decision shall not be overturned unless it is arbitrary and capricious.

8.3.3 Any decision of the Commission to reject the Retirement Board's determination or reduce the amount of the proposed COLA based on the factor specified in ¶ 8.3(A), alone, and regardless of the other factors specified in ¶ 8.3(B)-(G), will not be considered arbitrary or capricious.

8.3.4 The intent of the Alternative Dispute Resolution Mechanism is to comply with law and accomplish the purposes of Chapter 112, Part VII, Florida Statutes, which include maintaining the actuarial soundness of the Retirement System, maximizing the protection of public employee retirement benefits, and prohibiting the use of any procedure the effect of which is to transfer to future

Cumulative Experience Gain/(Loss)

As Measured From 1994

<u>Plan Year Ending</u>	<u>Experience Gain/(Loss)</u>
December 31, 1994	\$ (6,035,838)
December 31, 1995	12,826,310
December 31, 1996	(942,133)
December 31, 1997	14,413,961
December 31, 1998	9,828,307
December 31, 1999	(1,889,769)
December 31, 2000	(26,457,751)
December 31, 2001	(13,298,945)
December 31, 2002	(46,662,623)
December 31, 2003	(23,736,342)
December 31, 2004	(20,236,223)
September 30, 2005	(15,261,034)
September 30, 2006	(7,371,714)
September 30, 2007	19,235,295
September 30, 2008	(27,415,318)
September 30, 2009	(27,577,164)
September 30, 2010	(15,074,929)
September 30, 2011	(20,969,312)
September 30, 2012	(22,681,760)
September 30, 2013	(1,608,800)
September 30, 2014	1,436,491
September 30, 2015	3,038,952
September 30, 2016	4,713,880
September 30, 2017	8,574,453
September 30, 2018	2,374,009
September 30, 2019	469,094
Total from 1994 to Valuation Date	\$ (200,308,903)



Summary of the Coral Gables Retirement System 10/1/2019 Actuarial Valuation

Below is a summary of the principal results of the October 1, 2019 Actuarial Valuation, which shows where things currently stand with Coral Gables Retirement System from an actuarial / funding perspective:

- **Required City Contribution** for FY 2021 (payable in full on October 1, 2020) is approximately **\$23.6 million** (vs. **\$24.3 million** for the previous year). Prior to reflecting the assumption change (changing the investment return assumption from 7.60% to 7.55%), the required City contribution would have been approximately **\$23.4 million**.
- **Actuarial Value of Assets** as of 10/1/2019 = **\$391.6 million** (vs. \$382.5 million last year).
- **Market Value of Assets** as of 10/1/2019 = **\$395.5 million** (vs. \$402.4 million last year).
- **Rate of return on the Actuarial Value of Assets** during the year ending 9/30/2019 was **8.1%**.
- **Rate of return on the Market Value of Assets** during the year ending 9/30/2019 was **3.7%**.
- **Actuarial Accrued Liability (AAL)** as of 10/1/2019 = **\$601.5 million** (vs. \$602.1 million last year). The change in the investment return (IR) assumption from 7.60% to 7.55% increased the AAL by **\$2.7 million**.
- **Funded Ratio** as of 10/1/2019 = **65.1%** (vs. 63.5% last year). This is based on the Actuarial Value of Assets. This funded ratio would have been **65.4%** prior to reflecting the assumption change.
- **Market Value-based funded ratio** as of 10/1/2019 = **65.7%** (vs. 66.8% last year).
- **Unfunded Actuarial Accrued Liability (UAAL)** as of 10/1/2019 = **\$209.9 million** (vs. \$219.6 million last year). The UAAL would have been **\$207.2 million** prior to reflecting the assumption change. This reflects the deposit of additional City contributions of **\$3.97 million** to reduce the UAAL, which were deposited in October 2019. The additional UAAL contributions by the City were used to eliminate 7 UAAL amortization bases, which in turn **reduced the required City contribution by approximately \$943,000**.
- There was an **actuarial experience gain** of **\$469,000** realized during the year ended 9/30/2019. Investment experience gains (on the actuarial value of assets) were \$1,864,000. Salary increase experience (1.9% actual average salary increases versus 4.6% expected) was also a source of experience gain. Mortality, retirement, termination and disability experience resulted in offsetting experience losses.
- Newly hired general employees are given a choice between the defined benefit (DB) plan or a 401(a) defined contribution (DC) plan. Through October 1, 2019, approximately 50% of new employees hired since the choice went into effect have elected the DC Plan. This experience does not have much impact on the current cost of the DB plan because the employee contribution rate is very close to the total normal cost rate in DB plan.

Recommendations Looking Forward:

- Continue making extra payments toward the Unfunded Actuarial Accrued Liability. The current forecast of extra UAAL payments is expected to fully pay off the UAAL in 12-14 years.
- Lower the investment return assumption further (at least incrementally). Based on the current asset allocation and forward-looking capital market assumptions, the probability of earning 7.55% (compound average) over the next 20 years is **38%**. The **50th percentile** (median of average expected compound returns over the next 20 years) is **6.70%**. **The Plan's current 7.55% assumption is at the high end of what can be considered reasonable.**
- It has been **over 5 years since the last Experience Study** (dated 12/31/2014) was completed. The Florida Retirement System updated its mortality assumptions in the 7/1/2019 FRS valuation report, so **new mortality rates will be required to be used in the 10/1/2020 actuarial valuation**. Given the required mortality change and length of time since the last Experience Study was performed, we recommend an experience study be completed this Fall, and the resulting recommended assumption changes be adopted in the 10/1/2020 actuarial valuation (in combination with the required mortality change).



October 27, 2020

PRIVILEGED AND CONFIDENTIAL

Board of Trustees,
City of Coral Gables Retirement System
c/o Ms. Kimberly Groome
Retirement System Administrator
147 Alhambra Circle, Suite 215
Coral Gables, Florida 33134

Re: 2021 COLA Determination

Dear Members of the Board:

We have completed our review of the investment results of the City of Coral Gables ("City") Retirement System ("Retirement System") for the year ended September 30, 2020, and of the cost of living increase provisions in the City Ordinance, Section 46-253(c). The purpose of this letter and attachments is to determine the cost of living adjustment ("COLA") as of January 1, 2021 only.

Background

Section 46-253(c) of the City Ordinance provides for a COLA as of January 1st if the rate of return on the market value of assets for the preceding year ended September 30th is at least +10%, the cumulative rate of return on the market value of assets since the date the last COLA was granted is greater than 0%, and the present value of such increase does not exceed the net actuarial experience accumulated from all sources of gains and losses, as provided in Florida Statutes, Chapter 112.61, effective from July 1, 1994, forward.

However, for the Class Members in *Murrhee v. City of Coral Gables*, Case No. 13-20731 CA (13) (Fla. 11th Cir. Ct.), for those members who opted out of the Class in *Murrhee v. City of Coral Gables* but advised the City in writing on or before August 30, 2018 that they wish to be treated in the same manner as Class Members ("Opt-out Members"), and for those members who retired, entered the DROP or became eligible for normal retirement after January 1, 2013 and before February 10, 2015 and signed a settlement agreement with the City ("Gap Members"), or the designated beneficiaries of such members, subsection 46-253(c)(7) provides for a separate determination as to whether these members are entitled to a COLA and the amount of the COLA based solely on the factors identified in the 2013 version of Section 50-230(c) **without regard to net Actuarial Experience**. If the Retirement Board determines that these members should receive a COLA, and net Actuarial Experience is negative, the City Attorney may invoke the Alternative Dispute Resolution Mechanism under subsection 46-253(c)(7) by requesting a hearing before the City Commission. At the hearing, the City Commission, in its sole discretion may, by a supermajority 4/5 vote, reject the Retirement Board's determination or reduce the amount of the proposed COLA.

If a COLA is eligible to be granted and a COLA was granted in the prior year, the amount of the COLA is equal to one-half of the increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) during the year ending September 30th, not to exceed 2.75%. If a COLA is eligible to be granted and a COLA was not granted in the previous year, the amount of the COLA is equal to one-half of the increase in the CPI-W from the September 30th just prior to the date the last COLA was granted to the most recent September 30th, not to exceed the lesser of 8.0% and 2.75% multiplied by the number of years since the last increase was granted.

The first attachment (A.1) shows a history of the cost of living increases that have been granted under this provision for Class Members, including the members who opted out of the Class in *Murree v. City of Coral Gables* but advised the City in writing on or before August 30, 2018 that they wished to be treated in the same manner as Class Members (“Opt-out Members”), or the designated beneficiaries of such members. Since the Class Action Settlement Agreement dated September 18, 2017 was approved, these members were granted COLA’s retroactive to January 1, 2014 and January 1, 2013 (based on the investment results for the years ending September 30, 2013 and September 30, 2012, respectively). The formula-based COLA calculations for these two years were based on the provisions prior to the adoption of Ordinance No. 2015-03 (i.e., based solely on the factors identified in the 2013 version of Section 50-230(c) without regard to net Actuarial Experience). The “Actual COLA Granted” retroactively as of January 1, 2013 and January 1, 2014 is 2.975% and 0.25%, respectively, pursuant to the Class Action Settlement Agreement.

“Gap Members” are treated in the same fashion as Class Members and “Opt-out Members” for future COLA determinations, so the first attachment (A.1.) applies to them as well.

The second attachment (A.2) shows a history of the cost of living increases that have been granted under this provision for all other Members (not Class Members, “Opt-out Members” or “Gap Members”). We have started the history for this chart in 2014-15, which is the first year following the last date a COLA was granted to any member. None of these members retired prior to 2015.

Return on Assets

Based on the asset information received from the Retirement System Administrator, the **net rate of investment return** on the market value of assets during the year ended September 30, 2020 was calculated to be **11.4%**. Since the return exceeds 10%, and since the cumulative rate of investment return since the date the last COLA was granted is greater than 0%, a cost of living increase is eligible to be granted on January 1, 2021 to Class Members, “Opt-out Members”, and “Gap Members”, according to the provisions of subsection 46-253(c)(7) of the City Ordinance.

The third attachment (B) shows a 10-year history of the annual rate of investment return on the market value of assets during each year ending September 30.



Calculation of Cost of Living Adjustment (COLA) as of January 1, 2021

The amount of the COLA percentage increase calculated for Class Members, “Opt-out Members”, and “Gap Members” as of January 1, 2021 would be equal to one-half of the increase in the Consumer Price Index (CPI-W) from September 30, 2013 (i.e., the September 30th just prior to January 1, 2014, the effective date of the last COLA), to September 30, 2020, not to exceed the lesser of 8% and 2.75% multiplied by the number of years since the last increase was granted (i.e., January 1, 2014). As shown in attachment A.1, the increase in the CPI-W from September 30, 2013 to September 30, 2020 was 10.2%. One-half of this amount is 5.10%. Since this amount does not exceed the lesser of 8% and 2.75% multiplied by the number of years since the last increase was granted, the formula-based COLA increase determined as of January 1, 2021 for Class Members, “Opt-out Members”, and “Gap Members” is 5.10%.

Estimated Effect of COLA

We **estimate** that granting a 5.10% COLA as of January 1, 2021 to Class Members, “Opt-out Members”, and “Gap Members” (who were retired as of October 1, 2019) would increase the Unfunded Actuarial Accrued Liability (UAAL) and the required City contribution for the first year as follows:

Group	Increase in UAAL	Increase in Required City Contribution
Class Members	\$14,906,000	\$2,024,000
“Opt-out Members”	72,000	10,000
“Gap Members”	3,455,000	469,000
Total	\$18,433,000	\$2,503,000

These estimates were calculated using an investment return assumption of 7.55%, a 10-year amortization period (which is the amortization period stipulated in the Retirement System’s funding policy for benefit changes affecting only retirees, including ad hoc COLA’s granted to retirees which have not been advance-funded), and census data provided by the Retirement System Administrator for the October 1, 2019 actuarial valuation (and the Actuarial Impact Statement dated September 30, 2020). The actual cost would be based on the UAAL determined using actual census data, financial information, and revised actuarial assumptions for the October 1, 2020 actuarial valuation (i.e., a 7.50% investment return assumption, the mortality tables used in the July 1, 2019 actuarial valuation of the Florida Retirement System Pension Plan, and any other assumption changes that are approved by the Board as a result of the upcoming Experience Study).

Cumulative Experience Position

Based on the current provisions in the City Ordinance Section 46-253(c), a COLA may not be granted



to members who are neither Class Members, “Opt-out Members” nor “Gap Members” if the Retirement System is in a cumulative experience loss position, as measured from July 1, 1994, forward. As shown in the October 1, 2019 Actuarial Valuation Report, the Retirement System had a cumulative experience loss of \$200,308,903 as of September 30, 2019, so a COLA may not be granted to members who are neither Class Members, “Opt-out Members” nor “Gap Members”.

Risks Associated with Measuring the Accrued Liability and Actuarially Determined Contribution

The determination of the accrued liability and the actuarially determined contribution requires the use of assumptions regarding future economic and demographic experience. Risk measures are intended to aid in the understanding of the effects of future experience differing from the assumptions used in the course of the actuarial valuation. Risk measures may also help with illustrating the potential volatility in the accrued liability and the actuarially determined contribution that result from the differences between actual experience and the actuarial assumptions.

Future actuarial measurements may differ significantly from the current measurements presented in this report 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 due to changing conditions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period, or additional cost or contribution requirements based on the Plan’s funded status); and changes in plan provisions or applicable law. The scope of this assignment does not include an analysis of the potential range of such future measurements.

Examples of risk that may reasonably be anticipated to significantly affect the plan’s future financial condition include:

1. Investment risk – actual investment returns may differ from the expected returns;
2. Contribution risk – actual contributions may differ from expected future contributions. For example, actual contributions may not be made in accordance with the plan’s funding policy or material changes may occur in the anticipated number of covered employees, covered payroll, or other relevant contribution base;
3. Salary and Payroll risk – actual salaries and total payroll may differ from expected, resulting in actual future accrued liability and contributions differing from expected;
4. Longevity risk – members may live longer or shorter than expected and receive pensions for a period of time other than assumed;
5. Other demographic risks – members may terminate, retire or become disabled at times or with benefits other than assumed resulting in actual future accrued liability and contributions differing from expected.



The effects of certain trends in experience can generally be anticipated. For example, if the investment return since the most recent actuarial valuation is less (or more) than the assumed rate, the cost of the plan can be expected to increase (or decrease). Likewise if longevity is improving (or worsening), increases (or decreases) in cost can be anticipated.

Risk Assessment

A quantitative risk assessment is outside the scope of this assignment. Additional assessment may include scenario tests, sensitivity tests, stochastic modeling, stress tests, and a comparison of the present value of accrued benefits at low-risk discount rates with the actuarial accrued liability. We are prepared to perform such assessment to aid in the decision-making process.

Required Disclosures

This report was prepared at the request of the Retirement Board and is intended for use by the Retirement System and those designated or approved by the Retirement Board. This report may be provided to parties other than the Retirement System only in its entirety and only with the permission of the Retirement Board. GRS is not responsible for unauthorized use of this report.

This report is intended to determine the cost of living adjustment (“COLA”) as of January 1, 2021 only and to describe the financial effect of granting the COLA to applicable plan members. No statement in this report is intended to be interpreted as a recommendation in favor of granting the COLA to applicable plan members or in opposition to it. This report should not be relied on for any purpose other than the purpose described above.

The calculations were based upon information furnished by the Retirement System Administrator for the October 1, 2019 actuarial valuation (and the Actuarial Impact Statement dated September 30, 2020) concerning Retirement System benefits, financial transactions, plan provisions and active members, terminated members, retirees and beneficiaries. They are also based on the financial information as of September 30, 2020 as reported in the custodian statements. We checked for internal reasonability and year-to-year consistency, but did not audit the data. We are not responsible for the accuracy or completeness of the information provided by the Retirement System Administrator.

The calculations are based upon assumptions regarding future events, which may or may not materialize. They are also based on the assumptions, methods, and plan provisions outlined in this report. If you have reason to believe that the assumptions that were used are unreasonable, that the plan provisions are incorrectly described, that important plan provisions relevant to this proposal are not described, or that conditions have changed since the calculations were made, you should contact the author of the report prior to relying on information in the report.



This report was prepared using ProVal's valuation model, a software product of Winklevoss Technologies. We are relying on the ProVal model. We performed tests of the ProVal model with this assignment and made a reasonable attempt to understand the developer's intended purpose of, general operation of, major sensitivities and dependencies within, and key strengths and limitations of the ProVal model. In our professional judgment, the ProVal valuation model has the capability to provide results that are consistent with the purposes of the valuation.

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. To the best of our knowledge, the information contained in this letter is accurate and fairly presents the actuarial position of the Retirement System as of the valuation date. All calculations have been made in conformity with generally accepted actuarial principles and practices, with the Actuarial Standards of Practice issued by the Actuarial Standards Board, and with applicable statutes.

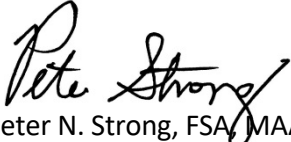
Peter N. Strong and Melissa R. Moskowitz are members of the American Academy of Actuaries. These actuaries meet the Academy's Qualification Standards to render the actuarial opinions contained herein.


The signing actuaries are independent of the plan sponsor.

This actuarial valuation and/or cost determination was prepared and completed by us or under our direct supervision, and we acknowledge responsibility for the results. To the best of our knowledge, the results are complete and accurate. In our opinion, the techniques and assumptions used are reasonable, meet the requirements and intent of Part VII, Chapter 112, Florida Statutes, and are based on generally accepted actuarial principles and practices. There is no benefit or expense to be provided by the Plan and/or paid from the Plan's assets for which liabilities or current costs have not been established or otherwise taken into account in the valuation. All known events or trends which may require a material increase in plan costs or required contribution rates have been taken into account in the valuation.

If you have any questions with regard to the above, please contact us.

Sincerely yours,


Peter N. Strong, FSA, MAAA, FCA
Enrolled Actuary No. 20-06975
Senior Consultant & Actuary


Melissa R. Moskowitz, MAAA, FCA
Enrolled Actuary No. 20-06467
Consultant & Actuary

This communication shall not be construed to provide tax advice, legal advice or investment advice.



**Attachment A.1:
City of Coral Gables Retirement System
History of Cost of Living Adjustments (COLA) for Class Members, "Opt-out Members" and "Gap Members"**

COLA Effective Date	Fiscal Year Ending	Fiscal Year Fund Return (%)	Prior Fiscal Year CPI-W	Current Fiscal Year CPI-W	One-Year Change in CPI-W (%)	50% of Change in CPI-W (%)	Change in CPI-W since Last COLA Granted	50% of Change in CPI-W since Last COLA Granted	Formula-Based COLA	Actual COLA Granted
1/1/1995	9/30/1994	5.7%	142.600	146.900	3.0%	1.50%	5.6%	2.80%	0.00%	0.00%
1/1/1996	9/30/1995	18.3%	146.900	150.600	2.5%	1.25%	8.2%	4.10%	4.10%	4.10%
1/1/1997	9/30/1996	13.8%	150.600	155.100	3.0%	1.50%	3.0%	1.50%	1.50%	1.50%
1/1/1998	9/30/1997	23.6%	155.100	158.300	2.1%	1.05%	2.1%	1.05%	1.05%	1.05%
1/1/1999	9/30/1998	8.7%	158.300	160.200	1.2%	0.60%	1.2%	0.60%	0.00%	0.00%
1/1/2000	9/30/1999	11.9%	160.200	164.700	2.8%	1.40%	4.0%	2.00%	2.00%	2.00%
1/1/2001	9/30/2000	7.9%	164.700	170.400	3.5%	1.75%	3.5%	1.75%	0.00%	0.00%
1/1/2002	9/30/2001	-7.1%	170.400	174.800	2.6%	1.30%	6.1%	3.05%	0.00%	0.00%
1/1/2003	9/30/2002	-13.1%	174.800	177.000	1.3%	0.65%	7.5%	3.75%	0.00%	0.00%
1/1/2004	9/30/2003	19.0%	177.000	181.000	2.3%	1.15%	9.9%	4.95%	4.95%	4.95%
1/1/2005	9/30/2004	10.8%	181.000	185.400	2.4%	1.20%	2.4%	1.20%	1.20%	1.20%
1/1/2006	9/30/2005	11.4%	185.400	195.000	5.2%	2.60%	5.2%	2.60%	2.60%	2.60%
1/1/2007	9/30/2006	8.0%	195.000	198.400	1.7%	0.85%	1.7%	0.85%	0.00%	0.00%
1/1/2008	9/30/2007	12.9%	198.400	203.889	2.8%	1.40%	4.6%	2.30%	2.30%	2.30%
1/1/2009	9/30/2008	-15.5%	203.889	214.935	5.4%	2.70%	5.4%	2.70%	0.00%	0.00%
1/1/2010	9/30/2009	-1.4%	214.935	211.322	-1.7%	-0.85%	3.6%	1.80%	0.00%	0.00%
1/1/2011	9/30/2010	9.1%	211.322	214.306	1.4%	0.70%	5.1%	2.55%	0.00%	0.00%
1/1/2012	9/30/2011	3.7%	214.306	223.688	4.4%	2.20%	9.7%	4.85%	0.00%	0.00%
1/1/2013	9/30/2012	16.7%	223.688	228.184	2.0%	1.00%	11.9%	5.95%	5.95%	2.975% *
1/1/2014	9/30/2013	16.1%	228.184	230.537	1.0%	0.50%	1.0%	0.50%	0.50%	0.25% *
1/1/2015	9/30/2014	9.9%	230.537	234.170	1.6%	0.80%	1.6%	0.80%	0.00%	0.00%
1/1/2016	9/30/2015	2.0%	234.170	232.661	-0.6%	-0.30%	0.9%	0.45%	0.00%	0.00%
1/1/2017	9/30/2016	8.4%	232.661	235.495	1.2%	0.60%	2.2%	1.10%	0.00%	0.00%
1/1/2018	9/30/2017	14.5%	235.495	240.939	2.3%	1.15%	4.5%	2.25%	2.25%	0.00%
1/1/2019	9/30/2018	10.9%	240.939	246.565	2.3%	1.15%	7.0%	3.50%	3.50%	0.00%
1/1/2020	9/30/2019	3.9%	246.565	250.251	1.5%	0.75%	8.6%	4.30%	0.00%	0.00%
1/1/2021	9/30/2020	11.4%	250.251	254.004	1.5%	0.75%	10.2%	5.10%	5.10%	TBD

* Reflecting Class Action Settlement Agreement dated September 17, 2017



**Attachment A.2:
City of Coral Gables Retirement System
History of Cost of Living Adjustments (COLA)
For Members that are neither Class Members, "Opt-out Members" nor "Gap Members"**

COLA Effective Date	Fiscal Year Ending	Fiscal Year Fund Return (%)	Prior Fiscal Year CPI-W	Current Fiscal Year CPI-W	One-Year Change in CPI-W (%)	50% of Change in CPI-W (%)	Change in CPI-W since Last COLA Granted	50% of Change in CPI-W since Last COLA Granted	Formula-Based COLA	Actual COLA Granted
1/1/2015	9/30/2014	9.9%	230.537	234.170	1.6%	0.80%	1.6%	0.80%	0.00%	0.00%
1/1/2016	9/30/2015	2.0%	234.170	232.661	-0.6%	-0.30%	0.9%	0.45%	0.00%	0.00%
1/1/2017	9/30/2016	8.4%	232.661	235.495	1.2%	0.60%	2.2%	1.10%	0.00%	0.00%
1/1/2018	9/30/2017	14.5%	235.495	240.939	2.3%	1.15%	4.5%	2.25%	2.25%	0.00%
1/1/2019	9/30/2018	10.9%	240.939	246.565	2.3%	1.15%	7.0%	3.50%	3.50%	0.00%
1/1/2020	9/30/2019	3.9%	246.565	250.251	1.5%	0.75%	8.6%	4.30%	0.00%	0.00%
1/1/2021	9/30/2020	11.4%	250.251	254.004	1.5%	0.75%	10.2%	5.10%	5.10%	0.00%



Attachment B:
City of Coral Gables Retirement System
Ten-Year History of Annual Investment Returns (Net of Investment Expenses Beginning in the Year Ending 9/30/2014)

Year Ended:	9/30/2020	9/30/2019	9/30/2018	9/30/2017	9/30/2016	9/30/2015	9/30/2014	9/30/2013	9/30/2012	9/30/2011
Market Value of Assets, Beg. of Year	\$387,911,773	\$395,141,940	\$371,168,727	\$339,166,648	\$326,724,946	\$333,530,323	\$308,110,756	\$272,797,486	\$240,166,747	\$236,131,666
Book Value of Assets, Beg. of Year	292,331,196	293,707,474	282,555,445	283,126,211	289,668,634	285,486,456	258,503,982	247,552,575	243,408,338	229,093,369
Total Receipts	140,133,522	139,822,556	99,364,875	117,176,946	132,919,745	83,014,726	114,723,501	126,341,337	85,575,989	114,315,198
Investment Income	5,687,831	5,710,033	5,222,713	4,833,080	5,657,582	5,989,999	5,782,879	6,422,205	6,491,738	6,944,964
Realized Gain/(Loss)	22,778,998	17,117,463	24,896,688	14,333,399	3,973,388	13,118,761	28,009,646	12,641,991	5,611,061	12,391,905
Total Disbursements	(155,728,804)	(162,016,034)	(116,345,975)	(135,006,742)	(147,291,351)	(96,212,868)	(119,813,031)	(134,454,126)	(93,808,674)	(119,337,098)
Book Value of Assets, End of Year	303,019,931	292,331,196	293,707,474	282,555,445	283,126,211	289,668,634	285,486,456	258,503,982	247,278,452	243,408,338
Unrealized Gain/(Loss)	17,303,290	(5,884,156)	12,821,184	32,572,844	18,984,125	(10,987,557)	(1,943,725)	24,205,924	27,226,210	(10,713,473)
Market Value of Assets, End of Year	415,903,798	387,911,773	395,141,940	371,168,727	339,166,648	326,724,946	333,149,504	307,954,817	271,263,071	239,733,162
Market Value, EOY	\$415,903,798	\$387,911,773	\$395,141,940	\$371,168,727	\$339,166,648	\$326,724,946	\$333,149,504	\$307,954,817	\$271,263,071	\$239,733,162
Total Receipts	140,133,522	139,822,556	99,364,875	117,176,946	132,919,745	83,014,726	114,723,501	126,341,337	85,575,989	114,315,198
Total Disbursements	(155,728,804)	(162,016,034)	(116,345,975)	(135,006,742)	(147,291,351)	(96,212,868)	(119,813,031)	(134,454,126)	(93,808,674)	(119,337,098)
Market Value, BOY	387,911,773	395,141,940	371,168,727	339,166,648	326,724,946	333,530,323	308,110,756	272,797,486	240,166,747	236,131,666
Investment Return	43,587,307	14,963,311	40,954,313	49,831,875	26,813,308	6,392,765	30,128,278	43,270,120	39,329,009	8,623,396
Rate of Return	11.4%	3.9%	10.9%	14.5%	8.4%	2.0%	9.9%	16.1%	16.7%	3.7%

