

ANNUAL REPORT OF THE CITY EMPLOYEES' RETIREMENT FUND FISCAL YEAR 2019-2020

The City of New Haven City Employees' Retirement Fund ("CERF" or the "Fund") was created by 1939 Special Act No. 397. Pursuant to Special Act No. 397, Section 3, the Retirement Board was appointed the trustee of CERF. 1939 Special Act No. 397 was subsequently amended by 1941 Special Act No. 248, 1947 Special Act No. 248, 1957 Special Act No. 456, 1957 Special Act 391, 1959 Special Act 518, 1961 Special Act 326, 1963 Special Act 389, 1965 Special Act 379, and New Haven Code, City of New Haven Special Laws, Article IX, Retirement Plan for City Employees §§ 121 et. seq.

Thereafter, the CERF plan has been amended and restated in a single document to comply with Internal Revenue Code provisions applicable to tax qualified plans and also to reflect changes set forth in the various collective bargaining agreements that the City of New Haven (the "City") has entered into with the unions that represent City employees as well as to reflect changes in the Executive Management and Confidential Employees Personnel and Procedures Manual (the "EMC Manual"). Additional changes in applicable collective bargaining agreements entered into after the plan was last restated and additional changes to the EMC Manual further amend the Fund. Except where specifically set forth in the EMC Manual, provisions applicable to Executive Management and Confidential Employees who are members of CERF are identical to the provisions applicable to Local 3144 members. The Fund is administered by a retirement board consisting of seven members.

This Annual Report has been prepared to provide members and other interested parties with statistical and financial information concerning the Fund. Also included is general information concerning participation and benefits provided under the Fund. Eligible City employees should refer to their union contracts or to the EMC Manual, as applicable, to determine the specific pension and benefit provisions that apply.

Active participants in the Fund numbered **880** as of June 30, 2020. Also as of that date, there were **1,119** individuals receiving monthly retirement checks including retired and disabled members, and survivors of deceased members.

Net assets of the Fund available for pension plan benefits totaled **\$179,036,391** on June 30, 2020. The City Employees' Retirement Fund Board (the "Retirement Board") serves in an administrative and fiduciary capacity to provide retirement benefits to members of the Fund. The investment goal of the Retirement Board is to ensure that current and future benefits are adequately funded while preserving capital and realizing sufficient return through diversification of fund investments.

This Annual Report of the Fund has been completed for the fiscal year ended June 30, 2020. Questions concerning this report or pension benefits should be directed to the Pension Division to Leanna Ambersley at LAmbersley@newhavenct.gov.

SUMMARY OF PRINCIPAL PLAN PROVISIONS

This summary describes the principal plan provisions that apply to the majority of employees covered by the CERF. Some employees or groups of employees are subject to different eligibility requirements and benefit provisions than those outlined below. Therefore, we ask that Plan members refer to the applicable union contracts or the EMC Manual, as applicable, for more specific information. To the extent that the provisions of this Summary conflict with the provisions of the applicable union contract or EMC Manual, the provisions of the applicable union contract or EMC Manual will control.

Plan Year

July 1 through June 30.

Employees Covered

General Fund Full-time Employees who are covered by a Collective Bargaining Agreement between the City and Locals 424 (Unit 34), 71, 884, 3144, 217, 287, 1303-467 and the Trade Unions (Locals 24, 11, 90, and 777). Also covered are those Executive Management and Confidential Employees ("EMC Employees") who are eligible to participate in the Plan pursuant to the provisions of the EMC Manual. Also covered are employees hired prior to July 1, 2008 who are covered by the Collective Bargaining Agreement between the City and Local 1303-464. Employees are excluded if they are receiving benefits from or eligible for participation in any other pension plan of the City or if an employee is a member of a bargaining unit whose CBA permits the employee to elect to participate in the Plan and such employee does not make the election in accordance with the provisions of the CBA.

Employee Contributions

9.0% of gross earnings for all participating employees with the following exceptions. Local 3144 and Local 1303-464 contribute 10.0%, members of the Trade Unions contribute 9.5%, members of Executive Management contribute 6.5% and members of Local 217 contribute 8.0%.

Service Retirement

The earlier of (a) or (b) or the earlier of (a) or (c), as applicable:

- (a) Completion of ten (10) years of Credited Service for the City and attainment of age sixty five (65) (sixty [60] years if he/she became a participating Member before July 1, 1974 or for members of Local 1303-464).
- (b) With respect to any Grandfathered Member (as set forth in (d) below), when the sum of his or her age and years of Credited Service for the City equals or exceeds eighty (80).
- (c) With respect to any Member other than a Grandfathered Member, when the sum of his or her age and years of Credited Service for the City equals or exceeds eighty-five (85), provided he or she has also attained age sixty-two (62) (age fifty-five (55) for Local 287 members hired prior to January 1, 2013).
- (d) Grandfathered Members are those whose described in the chart below based on the applicable bargaining unit, service and date of hire:

Local 424 (Unit 34)	At least ten years of service as of July 1, 2010
Local 71	Hired on or prior to June 30, 2013

Local 217	At least ten years of service as of July 1, 2016
Local 287	At least ten years of service as of December 31, 2012
Local 884	At least ten years of service as of July 1, 2010
Local 1303-464	At least ten years of service as of November 24, 2015
Local 3144	At least ten years of service as of July 1, 2013
Trades	At least ten years of service as of July 1, 2010
Executive Management and Confidential Employees	Hired prior to July 1, 2013

Early Retirement Date

Within 10 years of service retirement date and after completing 10 years of credited service.

Service Retirement Benefit

Members are entitled to pension benefits that are equal to 2% of the Average Annual Rate of Pay for each of their first 20 years of service plus 3% of Average Annual Rate of Pay for each year or fraction thereof in excess of 20 years. Maximum benefit equals 70% of highest average or budgeted salary. Minimum benefit is \$2,000 per year. Members may purchase pension service credit for periods they were receiving Workers' Compensation.

Any elected official whose period in office expires or elected official or appointed official whose service is terminated involuntarily, not due to malfeasance or misfeasance in office, or who resigns after completion of ten (10) years of Credited Service shall subsequently receive, commencing upon the attainment of the age of sixty (60) or upon qualification for disability annuity, an annuity for life equal to forty percent (40%) of the greater of his or her Average Annual Rate of Pay plus two percent (2%) of such Average Annual Rate of Pay for each full year of service in excess of ten (10) years, provided such annuity shall not exceed seventy percent (70%) of his or her Average Annual Rate of Pay. Minimum benefit is \$2,000 per year. Members may purchase pension service credit for periods they were receiving Workers' Compensation.

Members of Local 1303-464 are entitled to pension benefits that are equal to 40% of the Average Annual Rate of Pay for their first 10 years of service plus two percent (2%) of such Average Annual Rate of Pay for each full year of service in excess of ten (10) years, provided such annuity shall not exceed seventy percent (70%) of his or her Average Annual Rate of Pay. Minimum benefit is \$2,000 per year. Members may purchase pension service credit for periods they were receiving Workers' Compensation.

Average Annual Rate of Pay

Average Annual Rate of Pay means the average of the employee's five highest budgeted salaries, except:

- (1) For Locals 217, 884, 1303-467, 1303-464, 3144 and the Trade Unions, total earnings are used in place of budgeted salary for any year in which is was higher and contributions for the member were based on total earnings.
- (2) For Local 71, total earnings are used if higher for employees with ten years of service as of July 1, 2010.
- (3) For Local 424, total earnings are used if higher for employees hired prior to December 3, 2014;
- (4) For Local 287, total earnings are used for employees with ten years of service as of December 31, 2012, a three year average of budgeted salary is used for employees who had less than ten years of service as of December 31, 2012.

Early Retirement Benefit

Determined in the same manner as the service retirement benefit and reduced by 2% (Larger reductions apply for non-grandfathered employees) for each full and fractional year benefit payments start prior to service retirement date.

Form of Benefit Payment

Life annuity with a 50% survivor benefit for service pensioners and disabled pensioners.

Non-Occupational Disability

Benefit is payable after 10 years of credited service, upon medical proof of being "permanently disabled from performing duties of the nature required by the job". Benefit is equal to the service retirement benefit with a minimum equal to 50% of the disabled member's rate of pay at time of disability (lower calculation for members hired after age 40). Continuance of benefits is subject to periodic medical examinations.

Disability retirees, under age 65, who retired after June 30, 1973 must file a statement of outside earnings with the Pension Division. The benefit will be reduced by 50% of the excess over \$6,800.

Occupational Disability

Same as non-occupational disability, except that there is no service requirement if disability arises "out of and in the course of employment". Disability benefits are reduced by any weekly benefit received from Workers' Compensation.

Disability retirees, under age 65, who retired after June 30, 1973 must file a statement of outside earnings with the Pension Division. The benefit will be reduced by 50% of the excess over \$6,800.

Vested Benefits

Members who terminate employment after at least ten years of service and who do not elect to withdraw their accumulated employee contributions (such members are known as "Conditional Members"), shall be eligible to receive 100% of the service retirement benefit at age 65 (age 60 for Local 1303-464). Conditional members may instead elect an early commencement of a reduced service retirement benefit no more than ten years prior to the age at which they could receive a full benefit. Reductions are calculated as for Early Retirement.

Survivor Benefits

The benefit payable to a qualified spouse or the qualified children of members with at least 10 years of credited service is equal to either 50% of the benefit to which the active member would have been entitled if the member was approved for a disability pension on the date of death, or 50% of the benefit that the retired member actually was receiving on the date of death. The minimum benefit, subject to a six month service requirement, is set forth in a table in the pension provisions based on the number of qualified survivors and the member's "highest average pay." The maximum monthly benefit set forth in this table for an average annual pay of \$16,800 or more amounts to \$265, \$510 and \$800, respectively, when there are one, two or three-or-more qualified survivors. (These figures do not apply to Local 217 employees. Please refer to the applicable union contract for further information).

Survivorship benefits cease upon remarriage. A survivor who collects spousal death benefits and subsequently remarries is no longer entitled to that pension benefit and consequently subject to repayment.

Death Benefits

If the accumulated employee contributions exceed the benefit payments made to a member and/or the member's survivors, the difference will be paid to the appropriate beneficiary, legal representative or estate in a lump sum.

Termination Benefits

Terminating non vested members, upon application, receive their accumulated contributions in a lump sum. There were **67** terminated non vested members in the Fund as of June 30, 2020.

Vested members may choose to waive their rights to a pension and can, upon application, receive their accumulated contributions in a lump sum. Also, terminating members with 10 or more years of credited service will receive 3% interest on their contributions. There were **19** terminated vested members in the Fund as of June 30, 2020.

If a member who withdrew their contributions returns to employment with the City, they have up to six months of their return to work to request a reinstatement of their prior credited service.

Cost-of-Living Adjustments

Employees and their beneficiaries who are receiving monthly benefits will have these benefits increased or decreased each year according to the U.S. Consumer Price Index subject to the following restrictions:

- (1) the annual increase or decrease will be limited to 3% (2% for non-grandfathered employees) with a lifetime cap for non-grandfathered employees which varies from 10%, 15%, or 20% depending on service and applicable contract.
- (2) the cost-of-living adjustments will never reduce the benefit below its original level.
- (3) the cost of living increase will be paid out beginning each July, if at least 18 monthly prior pension payments have been received.
- (4) the retiree has the option to receive 40% of the actuarial value of the Cost of Living feature in exchange for forgoing the COLA.

PLEASE TAKE NOTE

IMPORTANT FACTS CERF RETIREES SHOULD KNOW:

1). **SURVIVORSHIP ELIGIBILITY:** If you are the spouse of a deceased CERF retiree and you are receiving a survivorship pension benefit, you must notify the City of New Haven Payroll & Pension Division immediately if you plan to remarry. ***Your survivorship eligibility terminates upon remarriage.***

2). **RETURN TO WORK FULL TIME PROHIBITION:** As per City of New Haven Ordinance 2-302, a CERF retiree may return to City Of New Haven reemployment provided his/her work week is part time (is less than twenty (20) hours per week). If the retiree's reemployment is full time, (twenty (20) or more work hours per week for a period of six months more), as a condition of reemployment with the city as a full-time employee, any such retiree shall sign a waiver of pension benefits. The waiver may be revoked after the period of reemployment as a full time employee ends, but no payment of the waived pension benefits shall be made covering the period such waiver was in effect. No waiver is applicable for any period during which the retiree is ages 70 ½ or older.

**CERF STATEMENT OF ASSETS & LIABILITIES JUNE 30, 2020
WITH COMPARABLE FIGURES FOR JUNE 30, 2019**

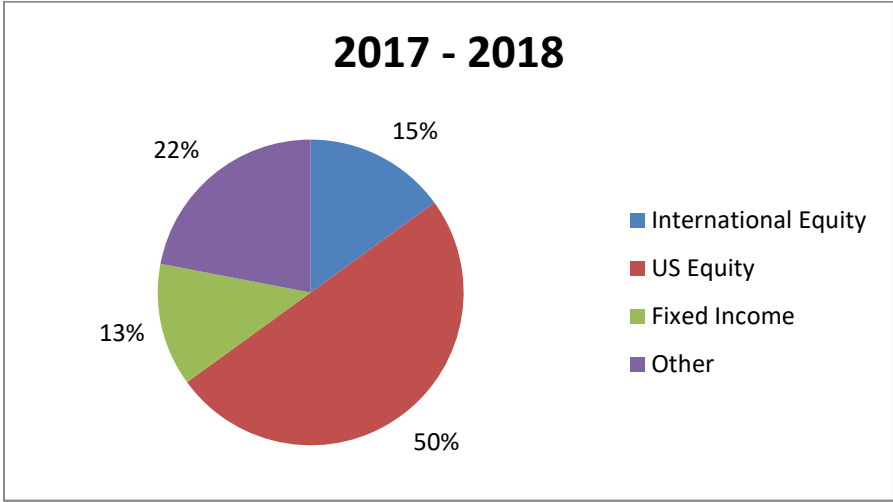
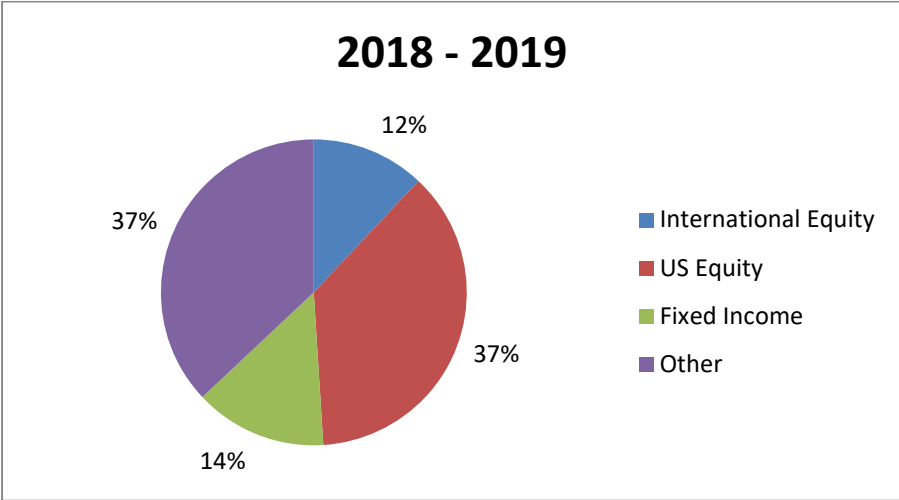
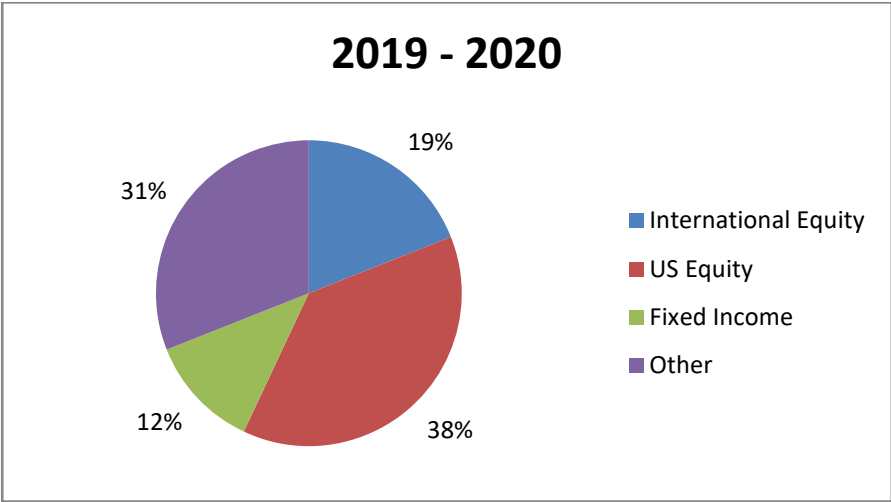
	<u>June 30, 2019</u>		<u>June 30, 2020</u>	
	Amount	Percent	Amount	Percent
NET ASSETS (1)				
Long Term Debt Obligations -				
Government	0	0.00%	0	0.00%
Long Term Debt Obligations -				
Corporate	19,499,800	4.16%	19,973,500	4.01%
Common Stock	87,099,100	18.58%	91,650,400	18.42%
Preferred Stock	13,888,000	2.96%	13,808,000	2.78%
Cash and Cash Equivalents	15,770,500	3.36%	14,392,400	2.89%
Others	37,558,000	8.01%	38,859,800	7.81%
Accrued Investment Income	228,400	0.05%	284,300	0.06%
Accrued Member Contributions	38,800	0.01%	68,000	0.01%
Accrued City Contributions	0	0.00%	0	0.00%
Due From Other Funds	0	0.00%	0	0.00%
Due From Sale of Securities	40,200	0.01%	0	0.00%
Net Assets Available				
For Pension Plan Benefits	174,122,800	37.15%	179,036,400	35.99%
Future City Contributions				
For Prior Service	294,635,100	62.85%	318,463,200	64.01%
Total Assets	468,757,900	100.00%	497,499,600	100.00%
LIABILITIES				
Purchase of Securities Payable	112,100	0.02%	0	0.00%
Due to Other Funds	0	0.00%	0	0.00%
Expenses Payable	0	0.00%	0	0.00%
Interest and Dividends Payable	0	0.00%	0	0.00%
Benefits Payable	0	0.00%	0	0.00%
Active Members				
a. Portion Funded by Member				
Contributions	46,435,000	9.91%	47,634,700	9.57%
b. Portion funded or to be				
Funded by City Contributions	120,335,300	25.67%	100,126,200	20.13%
Total	166,882,400	35.60%	147,760,900	29.70%
Conditional Members	1,088,000	0.23%	2,049,400	0.41%
Retired Members	264,104,900	56.34%	306,337,500	61.58%
Disabled Members	18,416,300	3.93%	18,844,100	3.79%
Survivor Members	18,266,300	3.90%	22,507,700	4.52%
Total Liabilities	468,757,900	100.00%	497,499,600	100.00%
Funded Ratio (2)	37.1%		36.0%	

(1) Investments Reported at Market Value.

(2) Net Assets less Liability Payable divided by Total Liabilities less Liability Payables.

*Market value basis. Funded ratio is 36.5% on an actuarial value basis as of 06/30/2020

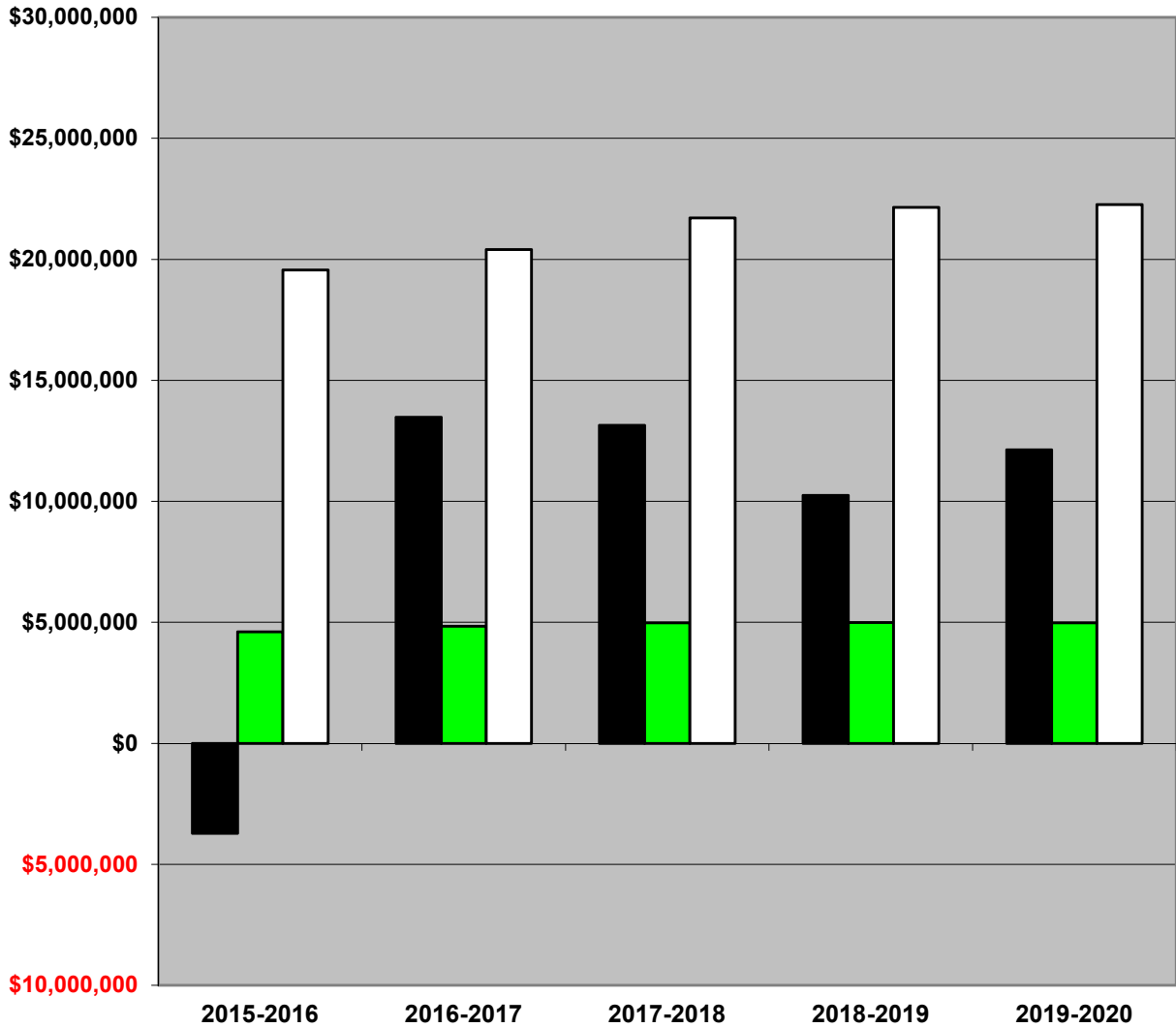
**DISTRIBUTION OF INVESTMENT ASSETS
FISCAL YEARS 2017-2020**



**CERF STATEMENT OF INCOME AND EXPENDITURES 2019-2020
WITH COMPARABLE FIGURES FOR 2018-2019**

	<u>2018-2019</u>	<u>2019-2020</u>
Income		
Members' Contributions	4,991,400	4,972,300
City's Contributions	22,140,500	22,256,200
Interest and Dividends	2,777,500	2,058,700
Realized Gains (Loss) from Investment Activity	-945,600	-102,800
Unrealized Gains (Loss) from Investment Activity	8,164,000	10,157,900
Other	246,800	16,600
Total Income	37,374,600	39,358,900
Expenditures		
Payments to Retired Members	26,355,400	27,621,300
Payments to Disabled Members	1,751,100	1,700,000
Payments to Survivors of Deceased Members	2,533,300	2,667,400
Payments to Retirees - Special Act 391	149,300	153,000
Refund Payments for Members Who Withdrew or Died	1,296,100	1,252,400
Investment Expenses	674,000	658,000
Administrative Expenses	318,300	281,200
Total Expenses	33,077,500	34,333,300
Net Income	4,297,100	5,025,600

INCOME CHART FISCAL YEARS 2015-2020



Total Income (in millions)

\$20.4
\$38.7
\$39.8
\$37.4
\$39.4

- Investments are earnings from the Fund portfolio
- Employee contributions are payroll contributions to the Fund
- Employer Contributions are City contributions to the Fund

INVESTMENT MANAGERS

ClearBridge Investments.....	New York, New York
Vanguard Group.....	Valley Forge, Pennsylvania
Cooke & Bieler.....	Philadelphia, Pennsylvania
Barclays Investment Bank.....	London, United Kingdom
iShares by BlackRock.....	New York, New York
Fuller & Thaler Asset Management	San Mateo, California
WCM Investment Management	Laguna Beach, California
Neuberger Berman	New York, New York
EnTrust Global	New York, New York
Brandywine Global	Philadelphia, Pennsylvania
Dolan McEniry Capital Management	Chicago, Illinois
Alkeon Capital	New York, New York
Balyasny Asset Management	New York, New York
Winton Group.....	London, United Kingdom
Bridge Investment Group	Sandy, Utah
Townsend Group	Cleveland, Ohio
Basis Investment Group	New York, New York
Western Asset Management	Pasadena, California

CUSTODIAN

Raymond James	New Haven, Connecticut
First State Trust Company	Wilmington, Delaware
Bank of New York Mellon.....	New York, New York
The Northern Trust Company	Chicago, Illinois

LEGAL COUNSEL

Brenner, Saltzman & Wallman LLP	New Haven, Connecticut
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INVESTMENT CONSULTANT

Raymond James	New Haven, Connecticut
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ACCOUNTANT

RSM US.....	New Haven, Connecticut
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ACTUARY

Hooker and Holcombe, Inc	Bloomfield, Connecticut
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**CITY EMPLOYEES' RETIREMENT FUND
EMPLOYEE GROUP PARTICIPANTS**

- Local 884-Council 4 of the AFSCME, AFL-CIO, Clerical & Technical
- Local 287-Council 4 of the AFSCME, AFL-CIO, School Custodians
- Local 424-Connecticut Independent Labor Union, Public Works
- Local 71-Connecticut Independent Labor Union, Parks & Recreation
- Local 3144-Council 4 of the AFSCME, AFL-CIO, Management
- Local 217 of the AFSCME, AFL-CIO, Education Cafeteria
- Local 11, 24, 90, and 777, of the AFSCME, AFL-CIO, Education Crafts
- Local 1303-467, Council 4, AFSCME, AFL-CIO, Nurses
- Local 1303-464, Council 4, AFSCME, AFL-CIO, Attorneys
- Executive Management/Professional/Confidential

RETIREMENT BOARD

Ex-Officio Representatives: Honorable Justin Elicker – Mayor
Michael Gormany – Acting Controller

Secretary:.....Michael Gormany

Appointed Representatives:.....Thomas Cama, Cathy Graves
Mario Zangari

Employee Representatives:.....Jerome Sagnella, Chairman
Mark Pietrosimone

IT IS HIGHLY RECOMMENDED THAT ALL RETIREES TAKE ADVANTAGE OF ELECTRONIC TRANSFER OF THEIR MONTHLY PENSION BENEFITS DIRECTLY TO THEIR DESIGNATED ACCOUNT. DIRECT DEPOSIT PROVIDES SECURITY, CONVENIENCE, RELIABILITY AND TIMELINESS. IF YOU DO NOT USE DIRECT DEPOSIT, RECEIPT OF YOUR NEGOTIABLE CHECK CANNOT BE GUARANTEED BY THE LAST BUSINESS DAY OF THE MONTH DUE TO FLUCTUATIONS IN POSTAL SERVICE DELIVERY. THE MAJORITY OF RETIREES CURRENTLY HAVE DIRECT DEPOSIT AND THOROUGHLY ENJOY ITS ADVANTAGES. PLEASE CONTACT THE PENSION DIVISION AT (203) 946-8296 IF YOU WOULD LIKE TO ENROLL.

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