

Kent County
Employees'
Retirement Plan



Year Ended
December 31,
2019

Financial
Statements

KENT COUNTY EMPLOYEES' RETIREMENT PLAN

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INDEPENDENT AUDITORS' REPORT

June 8, 2020

Members of the Pension Board of the
Kent County Employees' Retirement Plan
Grand Rapids, Michigan

Report on the Financial Statements

We have audited the financial statements of the *Kent County Employees' Retirement Plan* (the "Plan", a fiduciary component unit of the County of Kent, Michigan), as of and for the year ended December 31, 2019, and the related notes to the financial statements, which collectively comprise the Plan's basic financial statements as listed in the table of contents.

Management's Responsibility for the Financial Statements

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 control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Independent Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. 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 auditors' 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 control relevant to the entity'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 entity's internal control. 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 Plan financial position of the Kent County Employees' Retirement Plan as of December 31, 2019, and the change in financial position thereof for the year then ended, in conformity with accounting principles generally accepted in the United States of America.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and the schedules of pension information, as listed in the table of contents, 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 audit 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 Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated June 8, 2020, on our consideration of the Plan's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Plan's internal control over financial reporting and compliance.

A handwritten signature in black ink that reads "Rehmann Lohman LLC". The signature is written in a cursive, flowing style.

MANAGEMENT'S DISCUSSION AND ANALYSIS

KENT COUNTY EMPLOYEES' RETIREMENT PLAN

Management's Discussion and Analysis

The following is a discussion and analysis of the financial performance and position of the Kent County Employees' Retirement Plan (the "Plan") for the year ended December 31, 2019. This analysis should be read in conjunction with the *Independent Auditors' Report* and with the financial statements, which follow this section.

Financial Highlights

- Plan assets exceeded liabilities at December 31, 2019 by \$951,910,145 (reported as *net position*).
- The Plan's funding objective is to meet the long-term benefit obligations through contributions and investment income. At December 31, 2019, the plan fiduciary net position as a percentage of the total pension liability was 101.1%.
- Additions to net position for the year ended December 31, 2019 were \$173,626,839 which is comprised of contributions of \$18,609,668 and net investment earnings of \$155,017,171.
- Deductions from net position increased 7.8% from 2018 to 2019 from \$41,702,283 to \$44,956,921, respectively.

The Statement of Fiduciary Net Position and the Statement of Changes in Fiduciary Net Position

This report consists of two financial statements: the *Statement of Fiduciary Net Position* and the *Statement of Changes in Fiduciary Net Position*. These financial statements report information about the Plan, as a whole, and about its financial condition that should help answer the question: Is the Plan better off or worse off as a result of this year's activities? These statements include all assets and liabilities using the economic resources measurement focus and the accrual basis of accounting. Under the accrual basis of accounting, all revenues and expenses are taken into account regardless of when cash is received or paid. The *Statement of Fiduciary Net Position* presents all of the Plan's assets and liabilities with the difference between the two reported as net position. Over time, increases and decreases in net position measure whether the Plan's financial position is improving or deteriorating. The *Statement of Changes in Fiduciary Net Position* presents how the Plan's net position changed during the most recent fiscal year. These two financial statements should be reviewed along with the schedules of pension information (presented after the footnotes as required supplementary information) to determine whether the Plan is becoming financially stronger or weaker and to understand changes over time in the funded status of the Plan.

Financial Analysis

Total assets as of December 31, 2019 and 2018 were \$952,933,907 and \$824,744,440, respectively, and were comprised mainly of investments and receivables. Total assets increased \$128,189,467 or 15.5% from December 31, 2018 to December 31, 2019, primarily from net appreciation in the fair value of investments.

Total liabilities as of December 31, 2019 were \$1,023,762, and consisted of amounts payable for management fees and amounts due to brokers. Total liabilities decreased \$480,451 or approximately 31.9% from December 31, 2018 to December 31, 2019, primarily due to the timing of management fee payments.

Plan assets exceeded its liabilities at the close of 2019 by \$951,910,145.

KENT COUNTY EMPLOYEES' RETIREMENT PLAN

Management's Discussion and Analysis

	Net Position	
	December 31,	
	2019	2018
Assets		
Cash	\$ -	\$ 80
Receivables	2,190,274	2,317,187
Investments	950,743,633	822,427,173
Total assets	<u>952,933,907</u>	<u>824,744,440</u>
Liabilities		
Accounts payable	895,680	934,373
Due to brokers	128,082	569,840
Total liabilities	<u>1,023,762</u>	<u>1,504,213</u>
Total net position	<u>\$ 951,910,145</u>	<u>\$ 823,240,227</u>

Revenue - Additions to Fiduciary Net Position

The reserves needed to finance retirement benefits are accumulated through the collection of contributions and through earnings on investments. Contributions and the net investment earnings for fiscal year 2019 totaled \$173,626,839. This represents a increase of \$205,604,224 from the prior year primarily due to strong investment returns in the current year, which are expected to fluctuate from year to year based on current market conditions.

Expenses - Deductions from Fiduciary Net Position

The primary expenses of the Plan include the payment of pension benefits to members and beneficiaries, refunds of contributions to former members, and cost of administering the Plan. Total deductions for fiscal years 2019 and 2018 were \$44,956,921 and \$41,702,283, respectively.

Pension benefit payments increased by \$2,828,122 or 7.0% from \$40,615,954 to \$43,444,076 from 2018 to 2019, respectively. Benefit payments may fluctuate annually based on the mix of retirees currently receiving benefits.

KENT COUNTY EMPLOYEES' RETIREMENT PLAN

Management's Discussion and Analysis

	Changes in Net Position	
	Year Ended December 31,	
	2019	2018
Additions		
Contributions	\$ 18,609,668	\$ 18,254,797
Net investment income (loss)	155,017,171	(50,232,182)
Total additions	173,626,839	(31,977,385)
Deductions		
Benefit payments	43,444,076	40,615,954
Administrative expenses	763,201	536,943
Refunds of contributions	749,644	549,386
Total deductions	44,956,921	41,702,283
Change in net position	128,669,918	(73,679,668)
Net position, beginning of year	823,240,227	896,919,895
Net position, end of year	\$ 951,910,145	\$ 823,240,227

Economic Factors, Investment Returns, and Other Important Matters

The Plan's purpose is to provide long-term benefit payments to its members through long-term investing. Through its investment policy, the Plan has positioned the investment portfolio to achieve this long-term objective.

In addition, to maximize investment returns and preserve fund assets, the Plan carefully monitors the performance of each of its investment managers and takes the necessary corrective action to ensure acceptable investment results.

While the exact circumstances and impact of a world-wide pandemic could not have been anticipated, the pension board takes a long-term investment approach that not only provides for growth but also down-side protection. As a result, impacts to the markets due to COVID-19 did not warrant a reactionary change in investment philosophy or asset allocation. Close contact with the investment consultant continues to be maintained as it is in any market environment. Should changes to asset allocation be warranted in the future, those changes will be implemented with a thoughtful, strategic approach as it has historically been done.

Contacting the Plan's Financial Management

This financial report is designed to provide the public, citizens, and other interest parties with a general overview of the Plan's financial position. If you have questions about this report or need additional financial information, contact Michelle Balcom, Pension Administrator, County of Kent, Michigan, 300 Monroe Ave. NW, Grand Rapids, MI 49503.

BASIC FINANCIAL STATEMENTS

KENT COUNTY EMPLOYEES' RETIREMENT PLAN

Statement of Changes in Fiduciary Net Position

For the Year Ended December 31, 2019

Additions

Contributions:

Employer	\$ 9,007,032	
Employee	9,602,636	
Total contributions	<u>18,609,668</u>	\$ 18,609,668

Investment earnings:

Net appreciation in fair value of securities	145,986,158	
Interest	2,761,593	
Dividends	9,765,312	
Total investment income	<u>158,513,063</u>	
Investment expense	<u>(3,495,892)</u>	
Net investment earnings		<u>155,017,171</u>

Total additions	<u>173,626,839</u>
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Deductions

Benefit payments	43,444,076
Administrative expenses	763,201
Refunds of contributions	<u>749,644</u>

Total deductions	<u>44,956,921</u>
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Change in net position	128,669,918
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Net position, beginning of year	<u>823,240,227</u>
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Net position, end of year	<u><u>\$ 951,910,145</u></u>
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The accompanying notes are an integral part of these basic financial statements.

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NOTES TO FINANCIAL STATEMENTS

KENT COUNTY EMPLOYEES' RETIREMENT PLAN

Notes to Financial Statements

1. PLAN DESCRIPTION

The Kent County Employees' Retirement Plan (the "Plan") is a single-employer defined benefit contributory retirement plan that provides pension, death and disability benefits covering substantially all full-time and regular part-time employees of the County of Kent, Michigan (the "County").

The Plan was established by the Kent County Board of Commissioners and is administered by a seven member board called the Kent County Employees' Retirement Plan Pension Board. The Board is comprised of the Chairperson of the Finance Committee of the Commissioners, one other commissioner appointed by the Board of Commissioners, three employees covered by the Plan, and two residents of the County who are independent of the County and the Plan. The Plan is administered by the County; accordingly, it is included as a pension trust fund in the County's comprehensive annual financial report. Employee contribution requirements were established and may be amended subject to collective bargaining agreements and approval by the Kent County Board of Commissioners.

Plan membership consisted of the following at December 31, 2019:

Retirees and beneficiaries currently receiving benefits	1,538
Terminated employees entitled to but not yet receiving benefits	261
Vested and non-vested active participants	<u>1,533</u>
Total membership	<u><u>3,332</u></u>

Benefits Provided

Employees who retire with minimum age and years of service requirements are entitled to annual retirement benefits, payable in monthly installments for life, in an amount equal to a percentage of their final average compensation times years of credited service. Plan members hired through December 31, 2010 are eligible to receive pension benefits upon retirement at age 60 with 5 years of service or at any age with 25 years of service. Members hired on or after January 1, 2011 (January 1, 2012 for the Teamsters-Parks, Circuit Court Referees, and Teamsters-Public Health Nurses) are eligible at age 62 with 5 years of service or at age 60 (55 for captains and lieutenants) with 25 years of service. Members of the KCDSA bargaining unit hired on or after January 1, 2013 and members of the FOP bargaining unit hired on or after January 1, 2015 are eligible to receive this benefit at age 60 with 5 years of service or age 50 with 25 years of service. An early retirement option is offered for retirement at age 55 with 15 or more years of service.

Cost-of-living adjustments (COLAs) vary based on bargaining unit and hire date and range from 1%-3%.

Retirees are eligible for postemployment healthcare benefits if they are receiving a pension from the Plan. The Kent County Voluntary Employees' Beneficiary Association (VEBA) pays these benefits. These benefits are accounted for in the VEBA trust fiduciary fund, included in the County's comprehensive annual financial report.

KENT COUNTY EMPLOYEES' RETIREMENT PLAN

Notes to Financial Statements

Contributions

Employee Contributions. After meeting eligibility requirements, active plan members are required to contribute to the Plan based on their bargaining unit or management group contribution rate. The variable rate was 8.59% for the year ended December 31, 2019. The additional amounts paid for COLAs by the members of the three unions covering public safety officers are a fixed amount added to the variable rate (8.5% for road patrol) and ranged from 1.75%-3.50%.

Employer Contributions. The County's funding policy provides for periodic employer contributions at actuarially determined rates that are expressed as percentages of annual covered payroll, and are designed to accumulate sufficient assets to pay benefits when due. The County's contribution rate for the year ended December 31, 2019, was 9.13% of projected valuation payroll. The normal cost and amortization payment were determined using an entry-age actuarial funding method. Unfunded actuarial accrued liabilities are being amortized as a level percent of payroll over a closed period of 21 years.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The Plan's financial statements are prepared on the accrual basis of accounting. Member contributions are recognized in the period in which they are due. The County's contributions are recognized when due and the employer has made a formal commitment to provide them. Benefits and refunds are recognized when due and payable in accordance with the terms of the Plan.

Valuation of Investments and Income Recognition

The Plan's investments are stated at fair value as described in Note 3.

Dividend income is recognized based on the ex-dividend date, and interest income is recognized on the accrual basis as earned. All realized gains and losses on investments are recognized at the point of sale and are included in investment income. Purchases and sales of investments are recorded as of the trade date, which is the date when the transaction is initiated.

Administration

Administrative costs are financed initially through forfeited contributions by terminated employees not vested in the plan and then through the Plan's investment earnings.

3. DEPOSITS AND INVESTMENTS

Cash and Short-term Investments

The Plan does not maintain any checking or other demand/time deposit accounts. The amounts reported as cash and money market funds in the statement of fiduciary net position are insured by the Securities Investors Protection Act for up to \$500,000 each. The carrying amount of these accounts as of December 31, 2019, was \$12,257,395, of which the insured amount was \$2,856,808. The remaining balance of \$9,400,587 is uninsured and uncollateralized.

KENT COUNTY EMPLOYEES' RETIREMENT PLAN

Notes to Financial Statements

Investments

The Plan is authorized by the Michigan Public Employees Retirement Systems' Investment Act 314 of 1965, as amended, to invest in stocks, government and corporate securities, mortgages, real estate, and various other instruments, subject to certain limitations. The Plan's Pension Board is responsible for adopting the investment policies and strategies, and retaining/monitoring the various investment managers, advisors, actuaries and other fiduciaries utilized by the Plan.

Investment Policy. The Plan's policy in regard to the allocation of invested assets is established and may be amended by the Pension Board. The investment policy has been formulated based on consideration of a wide range of policies and describes the prudent investment process that the Board deems appropriate. The Plan's asset allocation policy as of December 31, 2019 is detailed in Note 4.

Rate of Return. For the year ended December 31, 2019, the annual money-weighted rate of return on pension plan investments, net of pension plan investment expense, was 19.01%. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

The Plan's investments are held in 17 portfolios administered by various investment managers. Following is a summary of the Plan's investments (at fair value, as determined by quoted market price) as of December 31, 2019:

U.S. government obligations	\$ 38,924,406
U.S. government agency obligations	1,442,282
Municipal obligations	603,683
Corporate obligations	34,189,173
Common stock	389,456,126
Foreign obligations	8,443,109
Foreign common stock	1,914,195
Money market funds	12,257,395
International equity mutual funds	185,810,246
International fixed income mutual funds	147,468,325
Real estate and infrastructure securities	67,547,766
Asset-backed securities	10,458,362
Mortgage-backed securities fund	52,228,565
Total investments	<u>\$ 950,743,633</u>

Credit Risk. Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. The Plan's investment policy requires that bonds have a minimum quality rating of BBB/Baa at the time of purchase. The overall portfolio is expected to maintain an average credit quality of AA or higher. Money market instruments shall have a minimum quality rating comparable to an A bond rating and commercial paper shall not be rated less than A1/P1 unless held in a diversified short-term commingled fund. For collateralized mortgage obligations, only issues rated AA or better at time of purchase are permitted.

KENT COUNTY EMPLOYEES' RETIREMENT PLAN

Notes to Financial Statements

As of December 31, 2019, the Plan's investments were rated as follows:

Standard and Poor's AAA	\$ 8,846,447
Standard and Poor's AA	4,090,326
Standard and Poor's A	17,145,347
Standard and Poor's BBB	21,514,529
Standard and Poor's BB	60,100
Standard and Poor's B	23,458
Unrated	131,496,912
Not subject to credit risk	<u>767,566,514</u>
 Total investments	 <u><u>\$ 950,743,633</u></u>

Custodial Credit Risk. For investments, custodial credit risk is the risk that, in the event of the failure of the counterparty to a transaction, the Plan will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party. Although uninsured and unregistered, the Plan's investments are not exposed to custodial credit risk since the securities are held by the counterparty's trust department or agent in the Plan's name. Short-term investments in money market funds and equity mutual funds are not exposed to custodial credit risk because their existence is not evidenced by securities that exist in physical or book form.

Concentration of Credit Risk. Concentration of credit risk is the risk of loss attributed to the magnitude of the Plan's investment in a single issuer. For fixed income portfolios, the Plan's Investment Policy provides that, with the exception of U.S. treasuries and agencies, no more than 3% of the portfolio shall be invested in the obligations of any one issuer. For equity portfolios, no single company's securities should represent more than 5% at cost, or 7% at market value, of the individual manager's portfolio. For the Plan's large cap equity portfolio, no single company's security should represent more than 1% plus the benchmark weight at the time of purchase of the individual manager's portfolio. Collateralized mortgage obligations are limited to 5% per issue. As of December 31, 2019, the Plan had no investment in a single issuer, other than U.S. treasuries and agencies, that exceeded the above percentages.

Foreign Currency Risk. Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment or deposit. The Plan mitigates foreign currency risk by requiring the portfolio to be broadly diversified by number of holdings, by geographic location and across industry sectors. Country exposures are monitored through a quarterly performance report. The Plan's exposure to foreign currency risk as of December 31, 2019 in U.S. dollars is as follows:

Foreign obligations	\$ 8,443,109
Foreign common stock	1,914,195
International equity mutual funds	185,810,246
International fixed income mutual funds	<u>147,468,325</u>
 Total	 <u><u>\$ 343,635,875</u></u>

KENT COUNTY EMPLOYEES' RETIREMENT PLAN

Notes to Financial Statements

Interest Rate Risk. Interest rate risk is the risk that changes in interest rates will adversely affect the fair market value of an investment. The Plan's policy provides for its fixed income portfolio to have an average duration of no more than 120% of the duration of the stated benchmark (which varies by portfolio). Investments in equity mutual funds are comprised of securities with no stated maturity date. Accordingly, such investments are deemed to have an average duration of zero years. At December 31, 2019, maturities of the Plan's investments were as follows:

Less than 1 year	\$ 5,444,736
1 - 5 years	39,697,400
6 - 10 years	28,943,014
More than 10 years	44,855,410
No maturity	<u>831,803,073</u>
 Total investments	 <u><u>\$ 950,743,633</u></u>

Fair Value Measurement. The Plan categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; Level 3 inputs are significant unobservable inputs. The Plan has the following recurring fair value measurements as of December 31, 2019:

	Level 1	Level 2	Level 3	Total
U.S. government obligations	\$ -	\$ 38,924,406	\$ -	\$ 38,924,406
U.S. government agency obligations	-	1,442,282	-	1,442,282
Municipal obligations	-	603,683	-	603,683
Corporate obligations	-	34,189,173	-	34,189,173
Common stock	211,519,830	177,936,296	-	389,456,126
Foreign obligations	-	8,443,109	-	8,443,109
Foreign common stock	1,914,195	-	-	1,914,195
International equity mutual funds	-	185,810,246	-	185,810,246
International fixed income mutual funds	44,472,133	46,674,010	56,322,182	147,468,325
Real estate and infrastructure securities	-	-	67,547,766	67,547,766
Asset-backed securities	-	10,458,362	-	10,458,362
Mortgage-backed securities fund	-	52,228,565	-	52,228,565
 Total investments by fair value level	 <u><u>\$ 257,906,158</u></u>	 <u><u>\$ 556,710,132</u></u>	 <u><u>\$ 123,869,948</u></u>	 938,486,238
 Money market funds measured at amortized cost (which approximates fair value)				 <u>12,257,395</u>
 Total investments				 <u><u>\$ 950,743,633</u></u>

KENT COUNTY EMPLOYEES' RETIREMENT PLAN

Notes to Financial Statements

Fair value methodologies are summarized by investment type as follows:

Debt securities are valued by the Plan's investment custodian using various independent pricing services based on the type of asset. The pricing services may use valuation models or matrix pricing, which consider: (a) benchmark yields, (b) reported trades, (c) broker/dealer quotes, (d) benchmark securities, (e) bids or offers, and (f) reference data.

Securities traded on a national or international exchange are valued at the last quoted sales price on the primary exchange or market on which they are traded.

Investments in mutual funds are valued based on the net asset value as of the last business day of the month as calculated by the respective fund managers. This amount is typically representative of the current trade value of the fund (unless the Plan has reason to believe that this is not the most appropriate indicator of fair value).

Real estate and infrastructure investments are externally appraised on an annual basis by a reputable, independent appraisal firm (coordinated by the fund's trustee). Key inputs and assumptions used to determine fair value of real estate infrastructure include rental revenue and expense (and the related growth rate), terminal capital rates and discount rates. Development investments are valued using cost-incurred-to-date as a primary input until substantive progress is achieved.

Asset-backed and mortgage-backed securities funds are valued based on the future cash flows of the principal and interest payments of the underlying collateral of mortgages on various assets.

Certain investments are subject to redemption restrictions. Real estate and infrastructure securities are restricted based on the applicable portfolio: (a) quarterly with a 45-day written notice, or (b) on March 31 or September 30 with a 90-day notice. Equity mutual funds are generally restricted to redemption on the first or last day of each month. All other investments are subject to daily redemption.

4. NET PENSION ASSET OF THE COUNTY

Net Pension Asset. The components of the net pension asset of the County at December 31, 2019, were as follows:

Total pension liability	\$ 941,501,528
Plan fiduciary net pension	<u>951,910,145</u>
County's net pension asset	<u>\$ (10,408,617)</u>
Plan fiduciary net position as a percentage of the total pension liability	101.11%

Actuarial Assumptions. The total pension liability was determined by an actuarial valuation as of December 31, 2018 (rolled forward to December 31, 2019), using the following actuarial assumptions, applied to all periods included in the measurement:

Inflation	3.5% (price inflation of 2.5%)
Salary increases	3.5 to 10.5%, including inflation
Investment rate of return	6.75%

KENT COUNTY EMPLOYEES' RETIREMENT PLAN

Notes to Financial Statements

Mortality rates were based on the RP-2014 Combined Healthy Mortality Tables with 2-dimensional, fully generational improvements projected with the MP-2018 Mortality Improvement Scales.

The actuarial assumptions used in the December 31, 2018 valuation were based on the results of an actuarial experience study dated November 8, 2018.

The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the 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. Best estimates of arithmetic real rates of return for each major asset class included in the pension plan's target asset allocation as of December 31, 2019 (see the discussion of the pension plan's investment policy in Note 3) are summarized in the following table:

Asset Class	Target Allocation	Long-term Expected Real Rate of Return	Expected Money-Weighted Rate of Return
Core bonds	18.00%	2.60%	0.47%
Multi-sector fixed income	10.00%	3.43%	0.34%
Absolute return	5.00%	3.25%	0.16%
U.S. large cap equity	30.00%	7.14%	2.14%
U.S. small cap equity	10.00%	8.43%	0.84%
International developed equity	15.00%	8.14%	1.22%
Emerging market equity	5.00%	9.48%	0.47%
Core real estate	5.00%	6.73%	0.34%
Infrastructure	2.00%	9.73%	0.19%
Total	<u>100.00%</u>		6.17%
Inflation			2.50%
Risk adjustment			<u>-1.92%</u>
Investment rate of return			<u>6.75%</u>

Discount Rate. The discount rate used to measure the total pension liability was 6.75%. 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 Plan 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 rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

KENT COUNTY EMPLOYEES' RETIREMENT PLAN

Notes to Financial Statements

Changes in the Net Pension Liability (Asset). The components of the change in the net pension liability (asset) are summarized as follows:

	Total Pension Liability (a)	Plan Fiduciary Net Position (b)	Net Pension Liability (Asset) (a) - (b)
Balances at December 31, 2018	\$ 900,799,146	\$ 823,240,227	\$ 77,558,919
Changes for the year:			
Service cost	18,181,774	-	18,181,774
Interest on total pension liability	59,926,039	-	59,926,039
Differences between expected and actual experience	6,788,289	-	6,788,289
Employer contributions	-	9,007,032	(9,007,032)
Employee contributions	-	9,602,636	(9,602,636)
Net investment income	-	155,017,171	(155,017,171)
Benefit payments	(43,444,076)	(43,444,076)	-
Administrative expenses	-	(763,201)	763,201
Refunds of contributions	(749,644)	(749,644)	-
Net changes	40,702,382	128,669,918	(87,967,536)
Balances at December 31, 2019	\$ 941,501,528	\$ 951,910,145	\$ (10,408,617)

Sensitivity of the Net Pension Liability (Asset) to Changes in the Discount Rate. The following presents the net pension liability (asset) of the County, calculated using the discount rate of 6.75%, as well as what the County's net pension liability (asset) would be if it were calculated using a discount rate that is 1-percentage point lower (5.75%) or 1-percentage point higher (7.75%) than the current rate:

	One Percent Decrease (5.75%)	Current Discount Rate (6.75%)	One Percent Increase (7.75%)
County's net pension liability (asset)	\$ 118,735,956	\$ (10,408,617)	\$ (116,818,236)

5. RISK MANAGEMENT

The Plan is exposed to various risks of loss related to torts, errors and omissions. The Plan participates in the County of Kent, Michigan's risk management program for all of these exposures. The County's risk management program is primarily a self-insured program with reinsurance for amounts in excess of aggregate loss funds. The County estimates the liability for unpaid claims (including claims incurred but not reported) and allocates the cost to all appropriate entities and funds. There is no further exposure to the Plan that would require a liability to be recorded in the financial statements.

In addition, the Plan holds a fiduciary liability insurance policy to protect the Pension Board and County employees administering the Plan against allegations of breach of fiduciary responsibility. The policy includes an aggregate claim limit of \$3,000,000.

KENT COUNTY EMPLOYEES' RETIREMENT PLAN

■ Notes to Financial Statements

6. UNCERTAINTY

In March 2020, the World Health Organization declared the novel coronavirus outbreak (COVID-19) to be a global pandemic. The extent of the ultimate impact of the pandemic on the Plan's operational and financial performance will depend on various developments, including the duration and spread of the outbreak and its impact on employees, vendors, and financial markets, all of which cannot be reasonably predicted at this time. While management reasonably expects the COVID-19 outbreak to negatively impact the Plan's financial position, changes in financial position, and, where applicable, the timing and amounts of cash flows, the related financial consequences and duration are highly uncertain.



REQUIRED SUPPLEMENTARY INFORMATION

KENT COUNTY EMPLOYEES' RETIREMENT PLAN

Required Supplementary Information

Schedule of Changes in the County's Net Pension Liability (Asset) and Related Ratios

	Year Ended December 31,			
	2014	2015	2016	2017
Total pension liability				
Service cost	\$ 16,145,491	\$ 15,924,610	\$ 16,888,031	\$ 16,899,725
Interest on total pension liability	49,676,858	51,987,575	54,926,464	57,510,730
Benefit changes	-	(476,713)	(185,975)	-
Difference between expected and actual experience	-	(8,805,534)	12,418,940	(8,133,524)
Assumption changes	-	27,445,379	-	-
Benefit payments	(31,099,736)	(33,243,393)	(35,536,696)	(38,366,716)
Refunds of contributions	(582,890)	(477,321)	(725,789)	(478,636)
Distribution to Gerald R. Ford International Airport Authority	-	-	(19,162,598)	-
Net change in total pension liability	34,139,723	52,354,603	28,622,377	27,431,579
Total pension liability, beginning of year	717,437,965	751,577,688	803,932,291	832,554,668
Total pension liability, end of year	751,577,688	803,932,291	832,554,668	859,986,247
Plan fiduciary net position				
Employer contributions	8,929,617	8,858,387	7,153,893	8,965,098
Employee contributions	9,209,179	9,364,823	9,131,552	9,275,253
Net investment income (loss)	47,055,073	(1,703,474)	55,834,348	130,100,983
Benefit payments	(31,099,736)	(33,243,393)	(35,536,696)	(38,366,716)
Administrative expenses	(745,779)	(600,482)	(574,511)	(665,347)
Refunds of contributions	(582,890)	(477,321)	(725,789)	(478,636)
Distribution to Gerald R. Ford International Airport Authority	-	-	(19,162,598)	-
Net change in plan fiduciary net position	32,765,464	(17,801,460)	16,120,199	108,830,635
Plan fiduciary net position, beginning of year	757,005,057	789,770,521	771,969,061	788,089,260
Plan fiduciary net position, end of year	789,770,521	771,969,061	788,089,260	896,919,895
County's net pension liability (asset)	<u>\$(38,192,833)</u>	<u>\$ 31,963,230</u>	<u>\$ 44,465,408</u>	<u>\$(36,933,648)</u>
Plan fiduciary net position as a percentage of total pension liability	105.08%	96.02%	94.66%	104.29%
Covered payroll ⁽¹⁾	<u>\$ 91,944,708</u>	<u>\$ 90,602,575</u>	<u>\$ 96,286,815</u>	<u>\$ 88,577,675</u>
County's net pension liability (asset) as a percentage of covered payroll	-41.54%	35.28%	46.18%	-41.70%

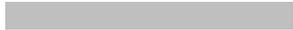
⁽¹⁾ Valuation payroll as of the previous year ended December 31

The December 31, 2018 valuation incorporates assumption changes in accordance with the experience study dated November 8, 2018 and adopted by the Board on November 14, 2018. The adopted changes are summarized as follows: 6.75% investment return assumption; 3.50% wage inflation assumption; MP-2018 mortality projection scale; decrease retirement rates; decrease withdrawal rates.

The December 31, 2016 and 2015 valuations incorporate changes to the benefit provisions and assumptions as of the measurement date were reflected in the rolled-forward total pension liability. These changes include updates to the mortality assumption and the non-duty disability provision for certain groups.

The December 31, 2015 valuation incorporates assumption changes that had a significant impact on the total pension liability from the prior measurement date. The most significant changes were related to the non-duty disability provision and the member contribution rate for certain groups.

Note: GASB 67 was implemented in 2014. This schedule is being built prospectively. Ultimately, 10 years of data will be presented.



Year Ended December 31,

2018	2019
------	------

\$ 17,404,156	\$ 18,181,774
59,367,396	59,926,039
-	-
5,037,610	6,788,289
169,077	-
(40,615,954)	(43,444,076)
(549,386)	(749,644)
-	-

40,812,899	40,702,382
------------	------------

859,986,247	900,799,146
-------------	-------------

900,799,146	941,501,528
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8,939,628	9,007,032
9,315,169	9,602,636
(50,232,182)	155,017,171
(40,615,954)	(43,444,076)
(536,943)	(763,201)
(549,386)	(749,644)
-	-
(73,679,668)	128,669,918

896,919,895	823,240,227
-------------	-------------

823,240,227	951,910,145
-------------	-------------

<u>\$ 77,558,919</u>	<u>\$ (10,408,617)</u>
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91.39%	101.11%
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<u>\$ 91,815,718</u>	<u>\$ 97,993,092</u>
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84.47%	-10.62%
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KENT COUNTY EMPLOYEES' RETIREMENT PLAN

Required Supplementary Information

Schedule of the County's Net Pension Liability (Asset)

Year Ended December 31,	Total Pension Liability	Plan Fiduciary Net Position	Net Pension Liability (Asset)	Plan Fiduciary Net Position as Percentage of Total Pension Liability	Covered Payroll ⁽¹⁾	Net Pension Liability (Asset) as Percentage of Covered Payroll
2014	\$ 751,577,688	\$ 789,770,521	\$ (38,192,833)	105.08%	\$ 91,944,708	-41.54%
2015	803,932,291	771,969,061	31,963,230	96.02%	90,602,575	35.28%
2016	832,554,668	788,089,260	44,465,408	94.66%	96,286,815	46.18%
2017	859,986,247	896,919,895	(36,933,648)	104.29%	88,577,675	-41.70%
2018	900,799,146	823,240,227	77,558,919	91.39%	91,815,718	84.47%
2019	941,501,528	951,910,145	(10,408,617)	101.11%	97,993,092	-10.62%

⁽¹⁾ Valuation payroll as of the previous year ended December 31

Note: GASB 67 was implemented in 2014. This schedule is being built prospectively. Ultimately, 10 years of data will be presented.

KENT COUNTY EMPLOYEES' RETIREMENT PLAN

Required Supplementary Information

Schedule of County Contributions

Year Ended December 31,	Actuarially ⁽²⁾ Determined Contribution	Actual Contribution	Contribution Deficiency (Excess)	Covered Payroll	Actual Contribution as Percentage of Covered Payroll
2010	\$ 6,747,873	\$ 6,747,873	\$ -	\$ 92,487,613	7.30%
2011	8,412,960	8,412,960	-	90,889,046	9.26%
2012	8,547,559	8,547,559	-	91,209,371	9.37%
2013	9,741,061	9,741,061	-	91,944,708	10.59%
2014	8,929,617	8,929,617	-	90,602,575	9.86%
2015	8,858,387	8,858,387	-	96,286,815	9.20%
2016	7,153,893	7,153,893	-	88,577,675	8.08%
2017	8,965,098	8,965,098	-	91,815,718	9.76%
2018	8,939,628	8,939,628	-	97,993,092	9.12%
2019	9,007,032	9,007,032	-	97,618,555	9.23%

⁽²⁾ The actuarially determined contribution was calculated based on projected covered payroll. Employer contributions were made in full based on actual covered payroll. Accordingly, the actuarially-determined contribution has been expressed above as a percentage of actual payroll.

Notes to Schedule of Contributions

Valuation Date Actuarially determined contribution rates are calculated as of December 31, which is 12 months prior to the beginning of the fiscal year in which contributions are reported. The actuarial assumptions noted below relate to the valuation, dated December 31, 2017. Changes in assumptions have been identified where applicable.

Methods and assumptions used to determine contribution rates:

Actuarial cost method	Entry-age normal
Amortization method	Level percentage of payroll, closed
Remaining amortization period	21 years
Asset valuation method	4-year smoothed market
Inflation	4.0%
Salary increases	4.0%-11.0%, including inflation
Investment rate of return	7.0%
Retirement age	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the 2013 valuation pursuant to the January 1, 2008 - December 31, 2012 experience study
Mortality	The RP-2014 Mortality Tables with 2-dimensional, fully generational improvements projected with the MP-2015 Mortality Improvement Scales. These tables were first used for the December 31, 2015 valuation
Cost-of-living adjustment	Varies from 1% to 3%, depending on union

Other Information

Notes The employer contribution for fiscal year 2019 was determined in the December 31, 2017 actuarial valuation. The December 31, 2018 valuation incorporates assumption changes in accordance with the experience study dated November 8, 2018 and adopted by the Board on November 14, 2018.

KENT COUNTY EMPLOYEES' RETIREMENT PLAN

Required Supplementary Information

Schedule of Investment Returns

Year Ended December 31,	Annual Return ⁽³⁾
2014	6.34%
2015	-0.31%
2016	7.37%
2017	16.68%
2018	-5.75%
2019	19.01%

⁽³⁾ Annual money-weighted rate of return, net of investment expenses

Note: GASB 67 was implemented in 2014. This schedule is being built prospectively. Ultimately, 10 years of data will be presented.

INTERNAL CONTROL AND COMPLIANCE

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INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS*

June 8, 2020

Members of the Pension Board of the
Kent County Employees' Retirement Plan
Grand Rapids, Michigan

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the *Kent County Employees' Retirement Plan* (the "Plan", a fiduciary component unit of the County of Kent, Michigan), as of and for the year ended December 31, 2019, and the related notes to the financial statements, which collectively comprise the Plan's basic financial statements, and have issued our report thereon dated June 8, 2020.

Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the Plan's internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, we do not express an opinion on the effectiveness of the Plan's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A significant deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the preceding paragraph and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Plan's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Plan's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Rehmann Johnson LLC