

## BOARD OF TRUSTEES LETTER

*to all active members & retirees of the  
general retirement system of the city of detroit*



Sheila Wade Kneeshaw  
Chairperson  
Board of Trustees

### **DEAR MEMBERS:**

On behalf of the Board of Trustees of the General Retirement System of the City of Detroit, I am pleased to present the annual report of the Retirement System for the 2009 – 2010 fiscal year ended June 30, 2010. This report will provide you with a summary of the plan benefit provisions, the financial condition of the Retirement System, assumptions used for actuarial valuations, and the Retirement System's investments.

Your Board of Trustees is pleased to report that the Retirement System is in sound actuarial condition. The Board invests all available funds in a diversified portfolio of investments with the objective of maximizing the overall long term appreciation of the Retirement System's assets while generating sufficient current income to pay the benefits which the members of the System have earned. This diversified portfolio is built around the Board's asset allocation plan which is detailed on pages 29, and 30 and summarized on page 32. The Board's asset allocation is built upon the foundation that the obligations of the Retirement System to pay the benefits promised to its members and retirants are very long term obligations. Accordingly, the Board of Trustees must make investment decisions which it believes will be the most beneficial to the Retirement System over many years, not just one or two years.

The Retirement System exists to pay the benefits which its members have earned. The assets of the System provide the means to pay these benefits. The total assets of the System on June 30, 2010 were \$2,246,512,689. During the fiscal year ended June 30, 2010 the System paid

- *\$211,331,792 in benefits to retirants and beneficiaries, plus*
- *\$104,665,911 in lump sum defined contribution plan benefits*

The Board's asset allocation delivered an overall market value rate of return for the current year, net of all expenses, equal to 5.7%. The Board has adopted the policy of computing the recognized rate of return by using a "smoothing" formula to average the market value rate of return over seven years. For the current year the recognized rate of return was 2.9%.

**BOARD OF TRUSTEES LETTER CON'T**

The General Retirement System is *stable and secure* and expects to meet all future retirement obligations to its members. As of June 30, 2010 the ratio of the System's assets to its liabilities to pay future benefits was 87%. When comparing the Retirement System with other public employee retirement plans, the Retirement System ranks very favorably against other such plans as measured by its solvency and ability to meet all future retirement obligations to its members.

With the objective of providing the active and retired members of the System with better service, the Retirement System:

- *Established an annuity loan program for active members.*
- *Added staff at the front counter to handle ever increasing service requirements from its members.*
- *Upgraded the Retirement Systems internet web site ([www.rscd.org](http://www.rscd.org))*

*which is available for member access to include enhancements to the pension benefit estimator.*

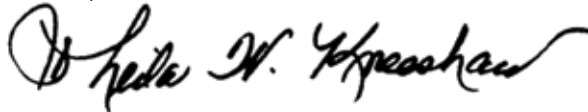
- *Enhanced its computer systems to improve response time to member inquiries.*
- *Continued to provide an 800 toll free telephone number (1-800-339-8344).*

These accomplishments reflect the continued hard work and dedication of the Board of Trustees, advisors, consultants and staff of the Retirement System. We ask for your continued support so that we can maintain a strong and financially secure Retirement System for all participants.

The Board of Trustees and its staff welcome your suggestions regarding the Retirement System and encourage you to inform us how we might better serve you. If you have any suggestions for the 2010 – 2011

Annual Report, please send them to the Annual Report Committee at 908 Coleman A. Young Municipal Center, Detroit, Michigan 48226.

Sincerely,



Sheila Wade Kneeshaw  
Chairperson  
Board of Trustees



Walter Stampor  
Executive Secretary

I am pleased to submit to you the annual report of the General Retirement System of the City of Detroit. This report was prepared to communicate to all active and retired members of the Retirement System the financial position and the results of operations of the System for the fiscal year ended June 30, 2010. At June 30, 2010 the Retirement System had 8,072 active members and 11,539 retirees and beneficiaries. This is a consolidated report of the Defined Benefit Plan and the Defined Contribution Plan of the Retirement System. This annual report consists of four (4) sections:

**I INTRODUCTORY SECTION** contains the introductory letter from the Board of Trustees, the transmittal letter from the Executive Secretary, a summary of the asset allocation strategy, the officers and members of the Board of Trustees, and summary of plan benefit provisions.

**II FINANCIAL SECTION** contains the report of the independent auditors and the financial statements of the Retirement System.

**III ACTUARIAL & STATISTICAL SECTION** contains the results of the annual valuation and statistical tables prepared by the System's actuaries.

**IV INVESTMENT SECTION** contains the summary of the investment activity, the audited summary of detail analysis of investments and related income, and list of investment managers along with a brief description of their investment objectives.

Telephone numbers for the Retirement System and its key departments may be found on the last page of this annual report.

**ACCOUNTING SYSTEM AND REPORTS:** The financial statements contained herein have been prepared in accordance with generally accepted accounting principles applicable to governmental units applied on a consistent basis. This was done in accordance with standards promulgated by the Governmental Accounting Standards Board (GASB).

**REVENUES:** The sources of funds utilized to pay retirement benefits consist of employer and employee contributions to the System plus income from investments. For the fiscal year ended June 30, 2010 employer contributions were \$37,338,960, employee contributions were \$19,043,434 and recognized investment income was \$93,724,632.

**EXPENSES:** The expenses incurred by the Retirement System include payment of retirement benefits from the Defined Benefit Plan and the Defined Contribution Plan plus the costs of administering the System. Administrative expenses are funded solely through investment income. For the fiscal year ended June 30, 2010 retirement benefits, refunds and administrative expenses totaled \$322,116,594.

**FUNDING AND RESERVES:** The trust funds consist of contributions and earnings that are accumulated by the Retirement System in order to meet current and future benefit obligations to retirants and beneficiaries. A higher level of funding and a larger accumulation of assets lead to a greater potential for higher investment income. Continuous improvement in the funding of the System is a primary objective of the Board of Trustees.

As of June 30, 2010 the actuarial accrued assets of the Retirement System totaled \$3,238,130,553. The actuarial valuation as of June 30, 2010 reflects an unfunded actuarial accrued liability of \$481,456,209. This is the difference between the net assets available for benefits and the actuarial liability calculated for the Retirement System. These "unfunded actuarial accrued liabilities" are being amortized over future years.

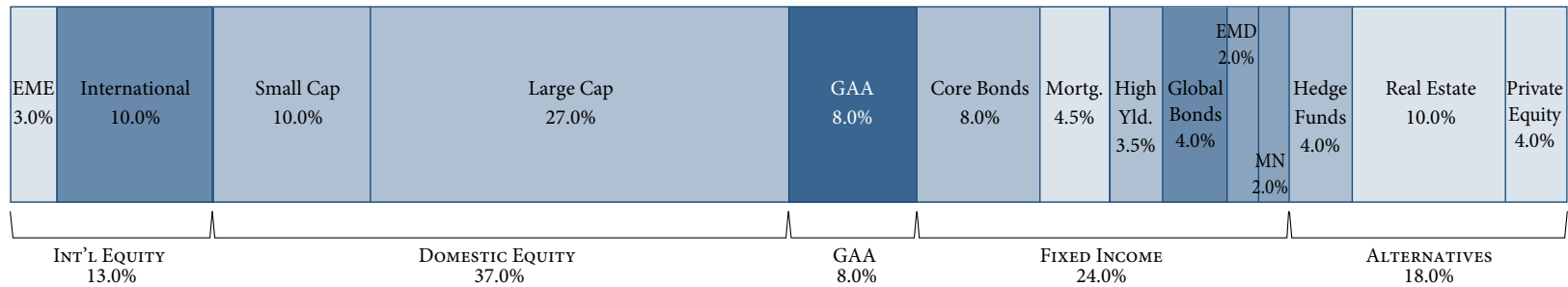
**INVESTMENTS:** The Retirement System invests all available funds in order to maximize both current income and long-term appreciation. The primary objective of the System's investment policy is to assure that the System meets its responsibility for providing retirement benefits. The System's portfolio of investments is diversified to provide the highest possible total return on assets with the least exposure to risk.

**ACKNOWLEDGEMENTS:** The preparation of this annual report reflects the combined efforts of the staff of the Retirement System under the direction of the Board of Trustees. The annual report is intended to provide complete and reliable information to the Trustees as a basis for making management decisions, to disclose compliance with legal provisions, and as a means of disseminating vital and pertinent information to all active and retired members of the General Retirement System of the City of Detroit. This report is being distributed to active members, retirees and other interested parties.

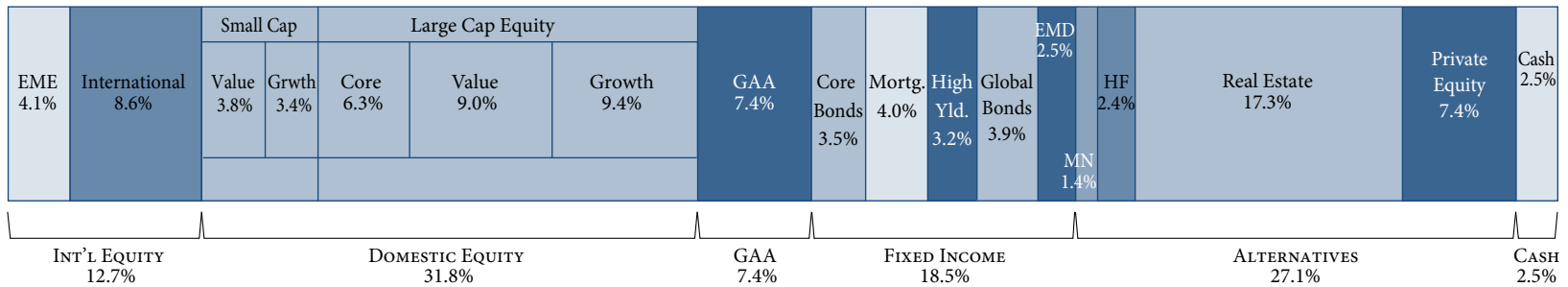
Very truly yours,

Walter Stampor  
Executive Secretary

**TARGET ASSET ALLOCATION**



**CURRENT ASSET ALLOCATION**



## JUNE 30, 2010 BOARD OF TRUSTEES

### ELECTED EMPLOYEE MEMBERS:



**SHEILA WADE KNEESHAW**  
Principal Development Specialist  
Planning & Development Department  
Term expires June 30, 2011



**DAVID C. CLARK**  
Mechanical Inspector  
Buildings & Safety Engineering  
Department  
Term expires June 30, 2014



**SUSAN R. GLASER**  
Senior Government Analyst  
Detroit Workforce Development Department  
Term expires June 30, 2015



**CEDRIC COOK**  
Senior Data Program Analyst  
Information Technology Services  
Term expires June 30, 2015

### EX-OFFICIO MEMBERS:



**DAVE BING**  
Mayor



**SAUNTEEL JENKINS**  
Council Designate,  
City Council



**CHERYL R. JOHNSON**  
Treasurer

### ELECTED RETIRANT MEMBER:



**ALVIN BROOKS**  
Term expires June 30, 2011

### APPOINTED CITIZEN MEMBER:



**REV. WENDELL ANTHONY**  
Term expires June 30, 2012

### OFFICERS:



**WALTER STAMPOR**  
Executive Secretary



**MYRON TERRELL**  
Assistant Executive Secretary

### ACTUARY:

GABRIEL, ROEDER,  
SMITH & CO.

### MEDICAL DIRECTOR:

REGINALD E. O'NEAL, D.O.

### PERFORMANCE EVALUATION:

NEW ENGLAND PENSION  
CONSULTANTS\*

### LEGAL ADVISOR:



**RONALD ZAJAC**

### REAL ESTATE CONSULTANT:

THE TOWNSEND GROUP

### MASTER CUSTODIAN:

BANK OF NEW YORK

\* Fees paid through commission recapture program

**SUMMARY OF PLAN BENEFIT PROVISIONS**

**AGE AND SERVICE RETIREMENT**

**ELIGIBILITY** – Any age with 30 years of service (Employees hired after January 1, 1996, age 55 with 30 years of service) age 60 with 10 years of service, or age 65 with 8 years of service.

**ANNUAL AMOUNT** – Sum of (a) a basic pension of \$12 for each of the first 10 years of service, plus (b) a pension equal to the first 10 years of service multiplied by 1.6% of AFC, plus 1.8% of AFC for each year of service greater than 10 years up to 20 years, plus 2.0% of AFC for each year of service greater than 20 years up to 25 years, plus 2.2% of AFC for each year of service greater than 25 years, plus (c) an annuity which is the actuarial equivalent of the member’s accumulated contributions at retirement.

Members who retired or vested their pension after July 1, 1992, and prior to July 1, 1998 – Sum of (a) a basic pension of \$12 for each of the first 10 years of service,

plus (b) a pension equal to the first 10 years of service multiplied by 1.5% of AFC, plus 1.7% of AFC for each year of service greater than 10 years up to 20 years, plus 1.9% of AFC for each year of service over 20 years, plus (c) an annuity which is the actuarial equivalent of the member’s accumulated contributions at retirement.

Members who retired prior to July 1, 1992, and members who vested their pension prior to July 1, 1992, are computed at 1.5% for the first 10 years and 1.63% for each year greater than 10, of average final compensation, times years of service.

Members who have left employment after October 1, 2005 will no longer lose prior service time regardless of time separated from city employment.

**AVERAGE FINAL COMPENSATION (AFC)**

Pre-July 1, 1992 – Highest 5 consecutive years out of the last 10 excluding longevity.

July 1, 1992 – June 30, 1998 – Highest 4 consecutive years out of the last 10 including longevity.

July 1, 1998 or After – Highest 3 consecutive years out of the last 10 including longevity.

July 1, 1999 or After – Member has the option of adding the value of 25% of unused accrued sick leave to the earnings used in computing the AFC.

**EARLY SERVICE RETIREMENT**

**ELIGIBILITY** – Any age with 25 or more years of service

**ANNUAL AMOUNT** – Same as regular retirement but actuarially reduced.

**DEFERRED RETIREMENT (VESTED BENEFIT)**

**ELIGIBILITY** – July 1, 1980: Any age with 10 years of service.

**BENEFIT COMMENCEMENT** – Non-Union, SAAA, and lawyers

hired prior to June 30, 1986: Benefit begins at the age the member would have become eligible for regular retirement if service had continued. Others: Benefits based on service rendered by June 30, 1986, begin at the age the member would have become eligible for regular retirement. Benefits based on service rendered after July 1, 1986 (APTE effective July 1, 1988), begin at age 62.

Annual Amount – Same as regular retirement but based on average final compensation, factors and service at the time of termination.

**DUTY DISABILITY RETIREMENT**

**ELIGIBILITY** – Service-related disability before age 60. No service requirement.

**ANNUAL AMOUNT** – An annuity which is the actuarial equivalent of the accumulated contributions at date of disability plus a pension of two-thirds of average final compensation at time of disability.

## SUMMARY OF PLAN BENEFIT PROVISIONS CON'T

Effective January 1, 1999, the maximum annual pension is \$9,000. At age 60 or with 30 years, the annuity is recomputed assuming contributions would have continued at the employees elected contribution rate at the time of disability, a salary level equal to final compensation. The pension is recomputed with additional service credit granted from the date of disability to the conversion date with no maximum.

### NON-DUTY DISABILITY RETIREMENT

**ELIGIBILITY** – Disability from any cause before age 60 with 10 or more years of service.

**ANNUAL AMOUNT** – Computed in the same manner as a regular retirement benefit. Effective January 1, 1999, the maximum annual pension to age 60 is \$6,000. Benefit is recomputed at age 60 with no maximum.

### DUTY DEATH BEFORE RETIREMENT

**ELIGIBILITY** – Death from service-related causes. No age or service requirements.

**ANNUAL AMOUNT** – One-third of final compensation to the surviving spouse for life or until remarriage, plus an equal share of 1/4 of final compensation to each unmarried child under age 18. If there is no eligible spouse, eligible children each receive 1/4 of final compensation; if there are more than 2 such children, each child shares an equal part of 1/2 of final compensation. Maximum total amount for spouse and children is \$9,000 annually. If there is no eligible spouse or children, dependent parents each receive 1/6 of deceased's final compensation, to a total maximum of \$600 annually.

### NON-DUTY DEATH BEFORE RETIREMENT

**ELIGIBILITY** – Death in service at any age with 20 years of service; or age 60 with 10 years of service, or age 65 with 8 years of service.

**ANNUAL AMOUNT** – To Surviving Spouse: Computed as a regular retirement benefit but reduced in accordance with a 100% joint and survivor election. To Dependent Children if no Surviving Spouse: \$9,000 payable to age 19 of the youngest child or for life if child is physically or mentally impaired.

**ELIGIBILITY** – Death in service at any age with at least 15 years of service but less than 20 years of service.

**ANNUAL AMOUNT** – To Surviving Spouse: Computed as a regular retirement benefit but reduced in accordance with a 50% joint and

survivor election. To Dependent Children if no Surviving Spouse: \$6,000 payable to age 19 of the youngest child or for life if child is physically or mentally impaired.

### POST RETIREMENT COST-OF-LIVING ADJUSTMENTS

Benefit is increased annually by 2.25% of the original pension amount at retirement.

### MEMBER CONTRIBUTIONS

Members have the option of choosing one of four contribution amounts: (1) 0%; (2) 3.0% of compensation up to the Social Security wage base, plus 5.0% of compensation in excess of the Social Security wage base; (3) 5.0% of total compensation; or (4) 7.0% of total compensation.