

# ANNUAL COMPREHENSIVE FINANCIAL REPORT 2023



*For the Fiscal  
Years Ended  
September 30,  
2023 & 2022*



City of Miami  
General Employees' and Sanitation Employees'  
Retirement Trust and Managed Trusts  
A Component Unit of the City of Miami, Florida

**City of Miami General Employees' and Sanitation Employees'  
Retirement Trust and Managed Trusts,  
A Component Unit of the City of Miami**

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**Annual Comprehensive Financial Report**  
**For the Fiscal Years Ending September 30,**  
**2023 & 2022**



**Prepared by Management**

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**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
ANNUAL COMPREHENSIVE FINANCIAL REPORT  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

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## **Introductory Section**

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
BOARD OF TRUSTEES, MANAGEMENT AND CONSULTANTS  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

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**BOARD OF TRUSTEES**

**Joe Simmons, Jr./Chairman**  
Appointed by AFSCME/Local 871

**Mary D. Lugo/Vice Chair**  
Appointed by AFSCME/Local 1907

**Sean Moy**  
Appointed by AFSCME/Local 1907

**Luis Fernandez**  
Appointed by City Commission

**Ann-Marie Sharpe**  
Appointed by City Manager

**Clarence Graves**  
Appointed by City Commission

**Corey L. Taylor**  
Appointed by AFSCME/Local 871

**Porfirio Jimenez**  
Appointed by City Commission

**Olga Torres**  
Appointed by City Commission

**MANAGEMENT**

**Pension Administrator**  
Edgard Hernandez

**Senior Fund Accountant**  
Yves Louissaint

**Staff Accountant**  
Nelsia King

**Accounting Clerk**  
Fortuna Levy

**CONSULTANTS**

**Legal Counsel**  
Ronald A. Silver, Esq.

**Certified Public Accountants**  
Anthony Brunson, P.A

**Investment Consultants**  
Southeastern Advisory Services, Inc.

**Consulting Actuary**  
Cavanaugh Macdonald Consulting, LLC

**Custodian Bank**  
State Street Bank & Trust Co.



March 22, 2024

To the Board of Trustees, Members and Beneficiaries of  
the City of Miami General Employees' and Sanitation Employees'  
Retirement Trust and Managed Trusts,  
A Component Unit of the City of Miami

It is our privilege to present to you the annual comprehensive financial report (ACFR) for the City of Miami General Employees' & Sanitation Employees' Retirement Trust and Managed Trusts (the "Trust") for the fiscal year ended September 30, 2023.

Management assumes full responsibility for the accuracy and reliability of the information including the completeness and fairness of its presentation. The cost of control should not exceed the benefits to be derived, the objective is to provide a reasonable, rather than absolute assurance that the financial statements are free of any material misstatements. The basis for these representations, management has established a comprehensive internal control framework that is designed to provide reasonable, but not absolute, assurance of the safeguarding of assets against loss from unauthorized use or disposition and the adequate reliability of accounting records. Monitoring and evaluation of internal controls is a function that is maintained on an ongoing basis.

The financial statements have been audited by a firm of licensed certified public accountants in the State of Florida as required by state statute. The goal of the audit was to provide reasonable assurance that the financial statements are free of material misstatement. The audit was conducted in accordance with U.S. generally accepted auditing standards and the standards applicable to financial audits in *Government Auditing Standards* issued by the Comptroller General of the United States. The independent accounting firm, Anthony Brunson P.A., concluded that there was a reasonable basis for rendering an unmodified opinion that the financial statements for the year ended September 30, 2023, are fairly stated in conformity with U.S. generally accepted accounting principles. The Independent Auditor's Report is presented as the first component of the financial section of this report. Immediately following the Independent Auditor's Report is Management's Discussion and Analysis ("MD&A"). It contains a condensed analysis of the financial and investment sections. This letter of transmittal is designed to complement the MD&A and should be read in conjunction with it.



## **BACKGROUND INFORMATION**

### **Trusts' History**

The City of Miami General Employees' and Sanitation Employees' Retirement Trust and Managed Trusts is a retirement system that includes four separate defined benefit plans representing pension trust funds of the City of Miami, Florida (the "City"). The Trusts consist of a single-employer plan covering general and sanitation employees of the City, an excess benefit plan covering retirees exceeding the maximum benefit, a single employer plan covering the staff of the Trusts, and an excess staff benefit plan.

A defined benefit pension trust for all City employees was instituted by City of Miami Ordinance No. 5624, effective July 1, 1956. Pursuant to the final judgment entered on May 23, 1985, in the matter of Leonard Gates, et al vs. City of Miami (the "Gates Agreement"), the City of Miami General Employees' and Sanitation Employees' Retirement Trust (the "GESE Trust") was established by Ordinance No. 10002 effective June 13, 1985, to serve permanent employees other than firefighters and police officers. The Gates Agreement separated the GESE Trust from the Firefighters and Police Officers' Trust and set individual pension Board guidelines and funding requirements. Members contribute 10% of the compensation to the plan. Benefits are based on a percent ("benefit multiplier") of the average final compensation multiplied by years of creditable service (3%, 2.25%, 2.5%, and 2.75%). The plan normal retirement age is 55 and 60. A minimum 10 years of service is required to become eligible for a benefit, including vesting. Members may also retire based on a point system where age and years of service add to at least 70 or 80 points based on member's eligibility.

As part of the GESE Trust, a Deferred Retirement Option Program ("DROP") was established in March 2002, pursuant to City of Miami Ordinance No. 12202. The DROP was available to all qualified active GESE Trust members effective May 1, 2002. The DROP allows a participant to accumulate deferred pension benefits while continuing to work as an active member. A BACKDROP benefit option was implemented effective on January 1, 2013.

The City of Miami established a qualified governmental excess benefit plan in Section 40-265 of the Miami City Code in July 2000. The City of Miami General Employees' and Sanitation Employees' Retirement Excess Benefit Plan (the "Excess Benefit Plan") was intended to pay the GESE Trust participants, whose benefits exceeded the amounts permitted by Sections 415 and 401(a)(17) of the Internal Revenue Code. The Board of Trustees of the City of Miami General Employees' and Sanitation Employees' Retirement Trust administers the Excess Benefit Plan through a Grantor Trust Agreement with the City of Miami. The original plan's effective date was October 1, 2000.

On April 27, 2001, the Board of Trustees, within their rule making authority as allowed under Section 40-244 of the Miami City Code, approved a defined benefit plan for the staff employees of the GESE Trust. The City of Miami General Employees' and Sanitation Employees' Retirement Trust Staff Pension Plan (the "Staff Plan") was adopted by the

board on May 25, 2001. Members contribute 10% of the compensation to the plan. Normal retirement is a minimum of 10 years of service regardless of age.

Benefits are based on 3% of the average final compensation multiplied by years of creditable service. On May 25, 2001, the board adopted the Staff Excess benefit plan ("Staff Excess") for members of the staff, whose benefit exceeded the amounts permitted by Section 415 and 401 (a)(17) of the Internal Revenue Code.

## **Plan Administration**

A nine-member Board of Trustees, who are considered fiduciaries, govern the Trusts. The Board meets at least once every two months as required by City ordinance. Trustees are selected as follows: one trustee selected by the City Manager, two trustees selected by the general employees, two trustees selected by the sanitation employees, and four independent trustees submitted by the unions and selected by the City Commission.

As fiduciaries of the Trusts, the Board performs their duties and responsibilities solely in the interest of members of the retirement plans. In order to achieve their goals, the Board has employed the services of support staff including a Pension Administrator to perform daily functions. Services provided by support staff include accounting and financial reporting, member and employer contributions processing, retiree benefits calculations, and monthly disbursement of benefits to retirees or beneficiaries.

The Board employs the services of a consulting actuary, a custodial bank, an investment consultant and several investment managers and other consultants as deemed necessary. An actuarial valuation for each plan is performed by the actuary on an annual basis to determine the amount of the City's annual contribution. The custodial bank has the responsibility of safeguarding assets and reporting monthly investment manager activity. The investment consultant assists the Board in various investment related functions including asset allocation, selection of investment managers, and monitoring and reporting of investment performance. The services of several investment managers are utilized to achieve the goals of investment diversification, and the maximization of returns that meet or exceed the Trusts' actuarial interest rate assumption with reasonable risk. A third-party financial organization is utilized as the administrator and investment advisor to assist individual participants with their DROP accounts.

Pursuant to the Gates Agreement, all administrative expenditures of the Trusts, other than investment expenses are to be funded by the City. These expenditures are based upon a budget approved by the Board of Trustees prior to the beginning of the fiscal year. Budgetary controls are maintained in the form of recording all expenditures in the accounting records and performing variance analysis. All administrative expenditures other than investment manager fees are considered budgeted expenditures reimbursable by the City. All investment manager fees are negotiated and based upon the fair value of assets being managed and are not reimbursed by the city.

The Board continues to review all aspects of the Trusts to comply with its policies and regulations. All efforts continue in administering the Trusts in an efficient and cost-

effective manner. The Board and management remain committed to serving the needs of its participants in a diligent manner.

## **INITIATIVES**

The GESE Trust proactively enhances its cybersecurity posture as part of a comprehensive, risk-based strategy aimed at protecting sensitive member information. This strategy involves an ongoing commitment to employee education and training on cybersecurity principles and practices, reflecting an understanding that a knowledgeable workforce is a critical line of defense against cyber threats. By embedding cybersecurity across all our organizational operations and adhering to a robust security framework, GESE Trust ensures that cybersecurity considerations are integrated into its daily activities. Furthermore, the Trust conducts regular penetration testing, a proactive and technical effort to simulate cyberattacks on the systems. This crucial activity helps identify and rectify vulnerabilities within our computer security systems before they can be exploited by malicious actors, thereby reinforcing the security infrastructure, and demonstrating commitment to maintaining the highest standards of data protection for its members.

With the advancements of technology, we have employed a comprehensive cybersecurity strategy to combat the growing threats of cyberattacks in an increasingly interconnected digital environment. Our approach involves a cycle of identifying potential vulnerabilities within the systems, detecting any actual cyberattacks swiftly to minimize damage, implementing protective measures to guard against future incidents, responding transparently to stakeholders in the event of a breach, and finally, recovering from the attack by restoring impaired services and strengthening defenses. The GESE Trust have purchased new computers for every member of the team with updated computer software to further enhance security. This methodical response to cybersecurity risks supports our risk-based framework, ensuring the protection of members and beneficiaries' data against evolving cyber threats.

With the ongoing implementation of the investment managers fee reduction based on performance, this fiscal year 2023 generated a savings of approximately \$255,000.

## **INVESTMENT ACTIVITIES**

The investments are governed by the “prudent person rule” which established standards that states fiduciaries shall discharge their duties solely in the interest of the fund participants and with the degree of diligence, care, and skill which prudent persons would ordinarily exercise under similar circumstances in a like position. The Board has established investment policies based upon criteria that allows for the delegation of investment authority to professional investment advisors as permitted by the prudent person rule. The investment policies outline the responsibility for the investment of funds and the degree of risk. The investment managers can use their full discretion if they remain within the established guidelines. The investment policy guidelines are reviewed and amended periodically upon consultation with the investment consultant. The

investment activities of the Trusts are monitored very closely to maintain asset allocation within the established investment guidelines and performance within the benchmarks. The Board meets at least quarterly with the investment consultant to monitor individual investment manager performance as well as total fund performance. Investment managers are required to meet with the Board at least once a year, to update the Board on performance-related information and investment-related events.

In considering investment allocation, the major focus of attention is the long-term returns of the Trusts. Diversification of investments helps to reduce overall risk. Asset classes currently being utilized include domestic and international equities, fixed income, and cash. A summary of asset allocation is provided on page 69 in the investment section of this report. The GESE Trust shows a target asset allocation of 57 percent in domestic equities, 10 percent in international equities, 0 percent in real estate, 30 percent in fixed income and 3 percent in cash at fiscal year-end. The Staff plan has an asset allocation target of 30 percent in fixed income, 48 percent in large cap equities, 10 percent in international, 9 percent in small cap equities, and 3 percent in cash at fiscal year-end.

For fiscal year 2023, investments provided a return of 13.42 percent for the GESE Trust and a 15.28 percent return for the Staff Plan. The GESE Trust's annualized rate of return over the last three years was a positive 5.4 percent and over the last five years was 6.1 percent. The Staff Plan's annualized rate of return over the last three years was a positive 5.8 percent and over the last five years was 6.3 percent. For a summary of investment returns, see pages 70-71 in the investment section of this report. A detailed breakdown for the GESE Trust of individual manager investment style, fund allocation, rate of return, style benchmark, and universe ranking is provided on page 73-74 in the investment section. For actuarial valuation purposes, the assumed rate of return was 7.30 percent for fiscal year 2023. It should be noted that the method of asset valuation utilized for actuarial purposes is a moving fair value average over five years. Therefore, although fund return variations have an impact on actuarial calculations, the impact is not as high on an individual year due to this market smoothing effect.

## **FUNDED STATUS**

Florida Statutes require local pension plans to be funded based on approved actuarial reports, except for plans for a select group of employees such as the Excess Benefit Plan. Annual actuarial valuation reports are prepared by our consulting actuary and submitted to the State of Florida's Division of Retirement for approval on an annual basis.

The Trusts' funding policies provide for the City of Miami to make periodic employer contributions at actuarially determined rates. These contributions are sufficient to maintain the actuarial soundness of the plans and to accumulate sufficient assets to pay benefits when due. The annual required contributions vary from year to year and are based upon various factors and assumptions, including investment rates of return. As can be seen from the schedule of employer contributions on page 59 in the schedules of required supplementary Information section, the City has consistently contributed the annual required contributions as determined by the plans' actuary. This policy does not

annual required contributions as determined by the plans' actuary. This policy does not apply to the Excess Benefit Plan which is funded on a pay-as-you-go basis as benefits become due.


Under GASB 67, the funded ratio is the ratio between the plan net position (Fair value of assets) and the total pension liability as of each measurement date. The higher the ratio, the better funded the Trusts are from an actuarial perspective. The schedule of the Net Pension Liability provides trend funded ratio information. The latest information is in accordance with GASB Statement No. 67 as of the measurement date of October 1, 2023. For the **GESE Trust**, the plan net position was \$876 million, and the total pension liability was \$1.220 billion causing a net pension liability of \$345 million. This resulted in a ratio of 71.75%. For the **Staff Plan**, the plan net position was \$5.676 million, and the total pension liability was \$6.815 million causing a net pension liability of \$1.139 million. This resulted in a ratio of 83.29%. The Board, management and its consulting actuary concur that the Trusts remain in sound financial position to meet their future obligations to the plan participants and beneficiaries. A detailed discussion of funding is provided in the Actuarial Section of this report.

## **AWARDS AND ACKNOWLEDGMENTS**

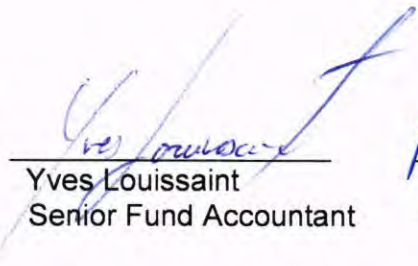
The Government Finance Officers Association of the United States and Canada ("GFOA") awarded a Certificate of Achievement for Excellence in Financial Reporting to the Trusts for its ACFR for the fiscal year ended September 30, 2022. To be awarded a Certificate of Achievement, a government unit must publish an easily readable and efficiently organized ACFR. This report must satisfy both U.S. generally accepted accounting principles and applicable legal requirements. A Certificate of Achievement is valid for a period of one year only. We believe our current ACFR continues to meet the Certificate of Achievement Program's requirements and we are submitting it to the GFOA to determine its eligibility for another certificate.

The guidance and cooperation of the Board of Trustees in planning and conducting the financial affairs of the Trusts is greatly appreciated. We would like to express our gratitude to the dedicated service of our staff and advisors who have worked so diligently to assure the successful operation of the Trusts as well as the completion of this report.

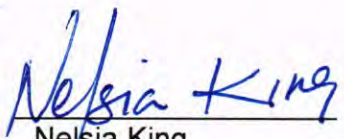
Sincerely,



Edgard Hernandez  
Pension Administrator



Yves Louissaint  
Senior Fund Accountant



Nelsia King  
Staff Accountant



Government Finance Officers Association

Certificate of  
Achievement  
for Excellence  
in Financial  
Reporting

Presented to

**City of Miami General Employees' & Sanitation  
Employees' Retirement Trust  
Florida**

For its Annual Comprehensive  
Financial Report  
For the Fiscal Year Ended

September 30, 2022

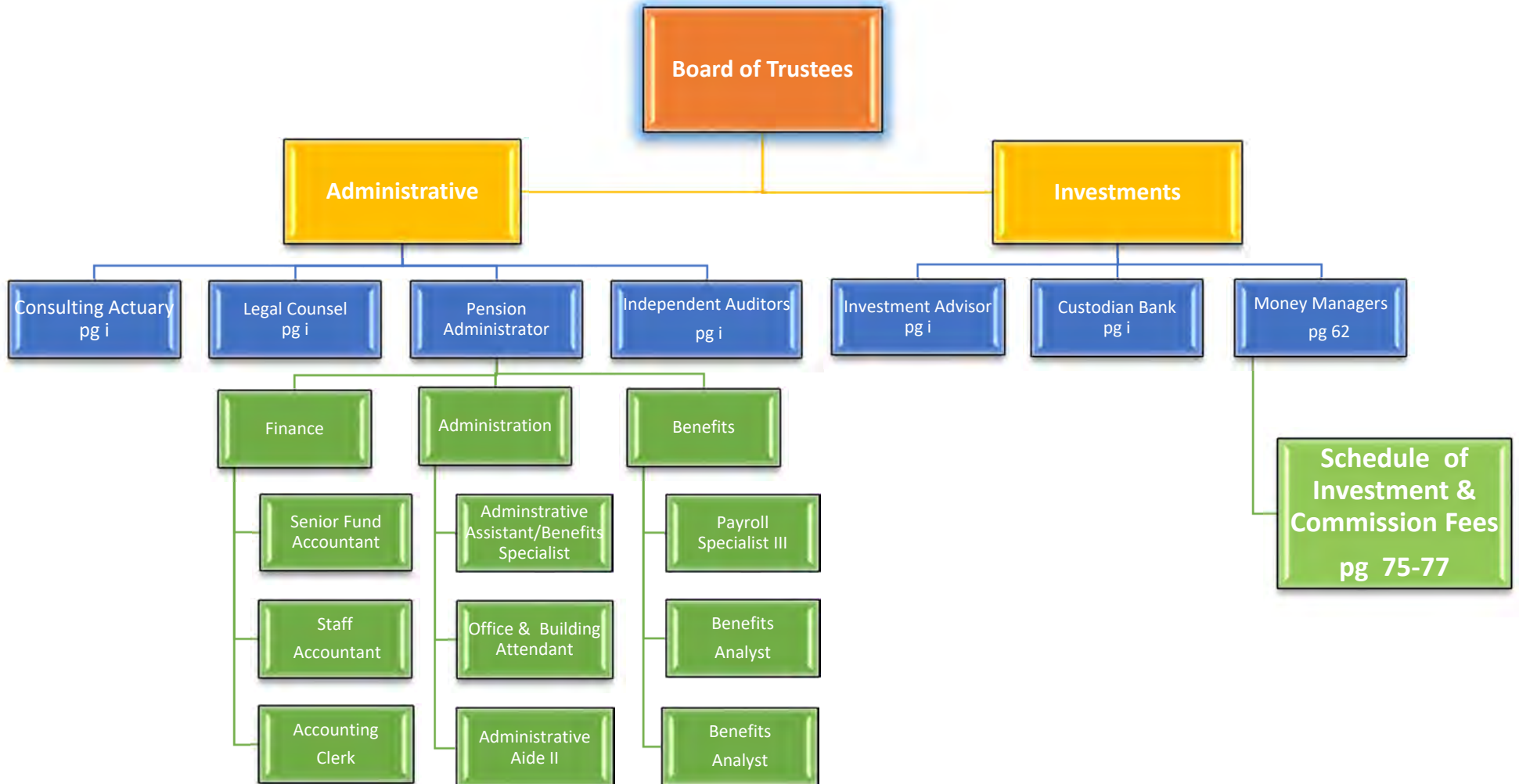
*Christopher P. Morill*

Executive Director/CEO



CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
ORGANIZATIONAL CHART  
FOR THE YEAR ENDED SEPTEMBER 30, 2023

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## **Financial Section**





# ANTHONY BRUNSON P.A.

CERTIFIED PUBLIC ACCOUNTANTS & BUSINESS ADVISORS

## INDEPENDENT AUDITORS' REPORT

Board of Trustees, Members, and Beneficiaries of the  
City of Miami General Employees' and Sanitation Employees  
Retirement Trust and Other Managed Trusts

### Report on the Audit of the Financial Statements

#### *Opinions*

We have audited the accompanying financial statements of the combined statements of plan net position and the combined statements of changes in plan net position of the City of Miami General Employees' and Sanitation Employees' Retirement Trust and Managed Trusts (the "Trusts"), as of and for the year ended September 30, 2023 and 2022, and the related notes to the financial statements, which collectively comprise the Trusts' basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the combined statements of plan net position of the Trusts' as of September 30, 2023 and 2022, and the respective changes in plan net position, thereof for the years then ended in accordance with accounting principles generally accepted in the United States of America.

#### *Basis for Opinions*

We conducted our audits 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. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Trusts and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

#### *Responsibilities of Management for the Financial Statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Trusts' ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.



#### **Miramar Office**

3350 SW 148<sup>th</sup> Ave. | Suite 110  
Miramar, FL 33027  
(954) 874-1721

CLIENT FOCUSED: SOLUTION DRIVEN

[info@abcpasolutions.com](mailto:info@abcpasolutions.com)

#### **North Miami Office**

1801 NE 123<sup>rd</sup> Street | Suite 314  
North Miami, FL 33181  
(786) 743-7108

### ***Emphasis of Matter***

As discussed in Note 1 to the financial statements, the accompanying financial statements are intended to present the combined statements of plan net position and the combined statements of changes in plan net position of the Trusts. These financial statements do not purport to, and do not present fairly the financial position of the City of Miami, as of September 30, 2023 and 2022, and the changes in financial position, or where applicable, cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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 Trusts' internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Trusts' ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

### ***Required Supplementary Information***

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis on pages 4 through 13, and the information on employer contributions on pages 53 through 59, be presented to supplement the basic financial statements. Such information is the responsibility of management and, 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.

### **Supplementary Information**

Our audit was conducted for the purpose of forming an opinion on the combined financial statements that collectively comprise the Trusts' basic financial statements. The introductory section and statistical section are presented for purposes of additional analysis and are not a required part of the basic financial statements.

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

### **Other Information**

Management is responsible for the other information included in the annual report. The other information comprises the introductory and statistical sections but does not include the basic financial statements and our auditor's report thereon. Our opinions on the basic financial statements do not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

### **Other Reporting Required by *Government Auditing Standards***

In accordance with *Government Auditing Standards*, we have also issued our report dated January 9, 2024, on our consideration of the Trusts' 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 solely 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 the effectiveness of the Trusts' 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 Trusts' internal control over financial reporting and compliance.



Miami, Florida  
January 9, 2024

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
A COMPONENT UNIT OF THE CITY OF MIAMI  
MANAGEMENT'S DISCUSSION AND ANALYSIS  
SEPTEMBER 30, 2023 AND 2022**

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The discussion and analysis of the City of Miami General Employees' and Sanitation Employees' Retirement Trust and Managed Trusts' (the "Trusts") financial performance provides an overview of the financial activities and funding conditions for the fiscal years ended September 30, 2023 and 2022. Readers are encouraged to consider the information presented in conjunction with the basic financial statements.

**FINANCIAL HIGHLIGHTS**

**The City of Miami General Employees' and Sanitation Employees' Retirement Trust ("GESE Trust")**

The GESE Trust net results from operations for fiscal year 2023 reflected the following financial activities:

- A net increase of \$93.7 million in plan net position (or 11%) as a result of the fiscal year activities.
- Member contributions represent 10% of payroll for fiscal years 2023, 2022, and 2021. Members contributed approximately \$15.3 million in 2023, \$15.7 million in 2022, \$13.8 million in 2021. Member contributions decreased by \$367 thousand (or 2%) in 2023, increased by \$1.8 million (or 12%) in 2022, decreased by \$594 thousand (or 4%) in 2021.
- Employee contributions will vary from year to year and are dependent upon several factors such as salary levels and number of active members.
- Employer contributions decreased by \$482 thousand (or 1%) in 2023, increased by \$1.7 million (or 3%) in 2022, increased by \$4.2 million (or 8%) in 2021. The amount of employer contributions varies from year to year based on an actuarially determined requirement.
- The investment portfolio had a net investment gain of \$108 million in 2023 compared to a net investment loss of \$143 million in 2022, and a net investment income of \$170 million in 2021.
- In 2023, benefit payments and refunds of contributions increased by \$4.5 million (or 5%). In 2022, benefit payments and refunds of contributions increased by \$1.2 million (or 1%). In 2021, benefit payments and refunds of contributions increased by \$3.5 million (or 5%).

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
A COMPONENT UNIT OF THE CITY OF MIAMI  
MANAGEMENT'S DISCUSSION AND ANALYSIS  
SEPTEMBER 30, 2023 AND 2022**

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**FINANCIAL HIGHLIGHTS (cont'd)**

**The City of Miami General Employees' and Sanitation Employees' Retirement Excess Benefit Plan ("Excess Benefit Plan")**

The Excess Benefit Plan reflected the following activities for fiscal year 2023:

- Employer contributions for the Excess Benefit Plan decreased by \$129 thousand (or 54%) in 2023 and increased by \$1 thousand (or 0.003%) in 2022, compared to a decrease by \$53 thousand (or 13%) in 2021.
- Employee benefit payments for the Excess Benefit Plan decreased by \$129 thousand (or 54%) in 2023 and increased by \$1 thousand (or 0.003%) in 2022, compared to a decrease by \$53 thousand (or 13%) in 2021.
- The Excess Benefit Plan was established so that the amount of the defined benefits for eligible members is not diminished by changes in the IRS Tax code. The Plan pays GESE Trusts' participants whose benefits exceeded the amounts permitted by section 415 and 401(a)(17) of Internal Revenue Code. Accordingly, the Plan does not have a plan net position.

**The City of Miami General Employees' and Sanitation Employees' Retirement Trust Staff Pension Plan ("Staff Plan")**

The Staff Plan had the following financial performance results for fiscal year 2023:

- Plan net position increased by \$743 thousand (or 13%) in fiscal year 2023. Plan net position decreased by \$978 thousand (or 16.5%) in fiscal year 2022 in comparison to an increase of \$1.1 million (or 23%) in fiscal year 2021.
- Member contribution for 2023 increased by \$20 thousand (or 27%) compared to 2022, which increased by \$6 thousand (or 13%), following an increase in 2021 of \$1 thousand (or 2%), representing 10% of payroll. Employer contributions decreased by \$21 thousand (or 8%) in 2023 compared to an increase of \$24 thousand (or 9%) in 2022, following an increase of \$32 thousand (or 14%) in 2021. The amount of employer contributions varies from year to year based on an actuarially determined requirement.
- The investment portfolio had net investment gain of \$743 thousand in fiscal year 2023 compared to a net investment loss of \$975 thousand in fiscal year 2022, and a net investment income of \$1.1 million in fiscal year 2021.
- In 2023, benefit payments and refunds of contributions decreased by \$4 thousand (or 1%) compared to 2022, which increased by \$21 thousand (or 7%), following an increase of \$3 thousand (or 1%) in 2021.

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**FINANCIAL HIGHLIGHTS (cont'd)**

**The City of Miami General Employees' and Sanitation Employees' Retirement Trust Staff Excess Pension Plan ("Staff Excess Plan")**

The Staff Excess Benefit Plan had the following results for fiscal year 2023.

- For the Staff Excess Benefit Plan, the City contributes as benefits become payable. As a result, employer contributions equal benefit payments. In 2023, employer contributions and benefits paid equal to \$27,932. In 2022, employer contributions and benefits paid equal to \$33,903. In 2021, employer contributions and benefits paid equal to \$40,027.
- The Staff Excess Benefit Plan is funded as needed to pay benefits and therefore the plan has no net position. The liability represents some funding in advance as the City of Miami makes estimated contributions twice a year. The Plan's effective date began during fiscal year 2016.

**OVERVIEW OF FINANCIAL STATEMENTS**

Management's Discussion and Analysis serves as an introduction to the basic financial statements. The basic financial statements consist of the Statements of Plan Net Position, the Statements of Changes in Plan Net Position, the notes to the financial statements, and required supplementary historical trend information including the schedule of funding progress and the schedule of employer contributions. The basic financial statements are prepared on an accrual basis in accordance with U.S. generally accepted accounting principles promulgated by the Governmental Accounting Standards Board.

The Statement of Plan Net Position is a point in time snapshot of account balances at fiscal year-end. It reports the assets available for future payments to retirees and their beneficiaries less any current liabilities that are owed as of the fiscal year end. The resulting net position held in trust for pension benefits are available to meet on-going obligations. The Trusts continue to be soundly funded. It is important to remember that a retirement system's funding is a long-term concept, where temporary fluctuations in the market are expected.

The Statement of Changes in Plan Net Position displays the effect of pension fund transactions that occurred during the fiscal year. The impact of those activities is shown as additions less deductions to the plan net position. The trend of additions versus deductions to the Plan indicates the condition of the Trusts' financial position over time.

The notes to the financial statements are an integral part of the financial reports. The notes provide detailed discussions of key policies, activities, and additional background which are essential for a complete understanding of the data presented in the statements.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
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**FINANCIAL ANALYSIS**

The following is a condensed comparative Statement of Plan Net Position of each of the Trusts.

**STATEMENT OF PLAN NET POSITION  
September 30,  
(in Thousands)**

	<b>GESE Trust</b>			<b>Excess Benefit Plan</b>			<b>Staff Plan</b>			<b>Staff Excess Benefit Plan</b>		
	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Assets:</b>												
Cash	\$ 1,076	\$ 1,120	\$ 833	\$ 34	\$ 35	\$ 34	\$ 66	\$ 76	\$ 78	\$ 5	\$ 5	\$ 5
<b>Receivables:</b>												
Securities sold	1,063	2,239	226	-	-	-	-	-	-	-	-	-
Interest & dividends	1,953	1,716	1,445	-	-	-	-	-	-	-	-	-
Contributions & other	<u>1,304</u>	<u>888</u>	<u>1,601</u>	<u>51</u>	<u>26</u>	<u>26</u>	<u>5</u>	<u>5</u>	<u>5</u>	<u>-</u>	<u>-</u>	<u>-</u>
<b>Total receivables</b>	<u>4,320</u>	<u>4,843</u>	<u>3,272</u>	<u>51</u>	<u>26</u>	<u>26</u>	<u>5</u>	<u>5</u>	<u>5</u>	<u>-</u>	<u>-</u>	<u>-</u>
<b>Investments:</b>												
Fixed income	194,920	196,313	202,152	-	-	-	1,218	1,136	1,275	-	-	-
Equity securities	<u>677,996</u>	<u>578,795</u>	<u>730,937</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>4,390</u>	<u>3,717</u>	<u>4,554</u>	<u>-</u>	<u>-</u>	<u>-</u>
<b>Total investments</b>	<u>872,916</u>	<u>775,108</u>	<u>933,089</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>5,608</u>	<u>4,853</u>	<u>5,829</u>	<u>-</u>	<u>-</u>	<u>-</u>
Capital assets	<u>1,664</u>	<u>1,740</u>	<u>1,782</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
<b>Total assets</b>	<u>879,976</u>	<u>782,811</u>	<u>938,976</u>	<u>85</u>	<u>61</u>	<u>60</u>	<u>5,679</u>	<u>4,934</u>	<u>5,912</u>	<u>5</u>	<u>5</u>	<u>5</u>
<b>Liabilities:</b>												
Securities purchased	3,550	234	4,654	-	-	-	-	-	-	-	-	-
Other liabilities	<u>774</u>	<u>668</u>	<u>854</u>	<u>85</u>	<u>61</u>	<u>60</u>	<u>3</u>	<u>1</u>	<u>1</u>	<u>5</u>	<u>5</u>	<u>5</u>
<b>Total liabilities</b>	<u>4,324</u>	<u>902</u>	<u>5,508</u>	<u>85</u>	<u>61</u>	<u>60</u>	<u>3</u>	<u>1</u>	<u>1</u>	<u>5</u>	<u>5</u>	<u>5</u>
<b>Net Position - restricted for pension benefits</b>	<u>\$ 875,652</u>	<u>\$ 781,909</u>	<u>\$ 933,468</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 5,676</u>	<u>\$ 4,933</u>	<u>\$ 5,911</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

**GESE Trust**

The net position of the GESE Trust reported in the fiscal year 2023 was \$876 million. The net position of the GESE Trust reported in the fiscal year 2022 was \$782 million compared to the net position reported in fiscal year 2021 of \$933 million.

In 2023, the net position increased by \$94 million (or 11%) primarily due to a net investment income of \$108 million. In 2022, the net position decreased by 152 million (or 16%) primarily due to a net investment loss of \$143 million. In 2021, the net position increased by approximately \$159 million (or 21%), primarily due to net investment income of \$170 million.

**Excess Benefit Plan**

The Excess Benefit Plan is funded as needed to pay benefits and therefore the plan has no net position. The liability represents some funding in advance as the City of Miami makes estimated contributions twice a year.

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**FINANCIAL ANALYSIS (cont'd)**

**Staff Plan**

The net position of the Staff Plan reported in the fiscal year 2023 was \$5.7 million, compared to the net position reported in fiscal year 2022 of \$4.9 million and \$5.9 million in 2021.

In 2023, the net position increased by \$743 thousand (or 13% ) primarily due to the net investment income of \$743. In 2022, the net position decreased by \$978 thousand (or 16.5%) primarily due to the net investment loss of \$975 compared to an increase of \$1.1 million (or 23%) in 2021, due to a net investment income of \$1.1 million.

**Staff Excess Benefit Plan**

The Staff Excess Benefit Plan is funded as needed to pay benefits and therefore the plan has no net position. The liability represents some funding in advance as the City of Miami makes estimated contributions twice a year. The Plan's effective date began during fiscal year 2016.

The table below shows a condensed comparative summary of the changes in net position and represents the activities of the Trusts.

**STATEMENTS OF CHANGES IN PLAN NET POSITION  
For the Years Ended September 30,  
(in Thousands)**

	GESE Trust			Excess Benefit Plan			Staff Plan			Staff Excess Benefit Plan		
	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021
<b>Additions:</b>												
Contributions												
Employer	\$ 55,326	\$ 55,808	\$ 54,122	\$ 237	\$ 366	\$ 365	\$ 257	\$ 278	\$ 254	\$ 28	\$ 34	\$ 40
Members	15,313	15,680	13,864	-	-	-	73	53	47	-	-	-
<b>Total contributions</b>	<u>70,639</u>	<u>71,488</u>	<u>67,986</u>	<u>237</u>	<u>366</u>	<u>365</u>	<u>330</u>	<u>331</u>	<u>301</u>	<u>28</u>	<u>34</u>	<u>40</u>
Reimbursement income	2,673	2,867	2,677	101	106	104	-	-	-	-	-	-
Net investment (loss) income	107,515	(143,357)	169,736	-	-	-	743	(975)	1,109	-	-	-
<b>Total (decrease) additions</b>	<u>180,827</u>	<u>(69,002)</u>	<u>240,399</u>	<u>338</u>	<u>472</u>	<u>469</u>	<u>1,073</u>	<u>(644)</u>	<u>1,410</u>	<u>28</u>	<u>34</u>	<u>40</u>
<b>Deductions:</b>												
Benefits	81,875	77,242	75,799	237	366	365	330	321	313	28	34	40
Refunds	2,217	2,285	2,571	-	-	-	-	13	-	-	-	-
Administrative	2,992	3,030	2,995	101	106	104	-	-	-	-	-	-
<b>Total deductions</b>	<u>87,084</u>	<u>82,557</u>	<u>81,365</u>	<u>338</u>	<u>472</u>	<u>469</u>	<u>330</u>	<u>334</u>	<u>313</u>	<u>28</u>	<u>34</u>	<u>40</u>
<b>Change in net position</b>	93,743	(151,559)	159,034	-	-	-	743	(978)	1,096	-	-	-
<b>Net Position - restricted for pension benefits:</b>												
Beginning of year	781,909	933,468	774,434	-	-	-	4,933	5,911	4,815	-	-	-
End of year	<u>\$ 875,652</u>	<u>\$ 781,909</u>	<u>\$ 933,468</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 5,676</u>	<u>\$ 4,933</u>	<u>\$ 5,911</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>



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**FINANCIAL ANALYSIS (cont'd)**

**GESE Trust**

The changes in plan net position for the GESE Trust reflect the following:

- Additions to the plan net position for fiscal year 2023 show an increase of \$181 million that included member and employer contributions of \$71 million and net investment income of \$108 million. Additions to the plan net position for fiscal year 2022 show a decrease of \$69 million that included member and employer contributions of \$71 million and net investment loss of \$143 million. In fiscal year 2021, \$240 million additions included member and employer contributions of \$68 million and net investment income of \$170 million.
- Deductions to the plan net position increased by \$4.5 million (or 5%) from \$82.5 in fiscal year 2022 to \$87.0 million in fiscal year 2023. Deductions to the plan net position increased by \$1.2 million (or 1%) from \$81.4 in fiscal year 2021 to \$82.5 million in fiscal year 2022, preceded by an increase of \$4 million (or 5%) in 2021. Most of the increase in 2023 deductions relate to higher benefits, refund payments and administrative cost.

**Excess Benefit Plan**

For the Excess Benefit Plan, the City contributes as benefits become payable. As a result, employer contributions equal benefit payments. Employer contributions and administrative reimbursements decreased by \$134 thousand (or 40%) from \$472 thousand during 2022 to \$338 thousand in 2023 compared to an increase of \$3 thousand (or 1%) from \$469 thousand during 2021 to \$472 thousand in 2022.

**Staff Plan**

The changes in plan net position for the Staff Plan reflect the following:

- In 2023, additions to plan net position show an increase of \$1.07 million, whereas in 2022, additions to plan net position decreased by \$644 thousand and for fiscal year 2021, additions to plan net position increased by \$1.4 million. In 2023, the change was mainly attributed to a net investment income of \$743 million.
- Deductions to plan net position decreased by \$4 thousand during fiscal year 2023 and increased by \$21 and \$3 thousand during 2022 and 2021 respectively. Most of the increase in 2023 relates to pension benefit payments and refunds.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
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**FINANCIAL ANALYSIS (cont'd)**

**Staff Excess Plan**

- For the Staff Excess Benefit Plan, the City contributes as benefits become payable. As a result, employer contributions equal benefit payments. In 2023, employer contributions and benefits paid equal to \$27,932. In 2022 and 2021, employer contributions and benefits paid equal to \$33,903 and \$40,027, respectively.

**INVESTMENT ACTIVITIES**

Investment income is very important to the Trusts for current and future financial stability. The Board employs the services of an investment consultant to annually review and periodically update the Investment Policy Statements. The Investment Policy Statements for GESE was last amended on September 29, 2023. The Staff plan policy was last amended on July 23, 2021.

Portfolio performance is reviewed quarterly for the GESE Trust and semi-annually for the Staff Plan by the Board and its investment consultant. Performance is evaluated for each individual money manager, collectively by investment type (i.e. domestic equity) and for the total portfolio.

**Asset Allocation**

The table below indicates the GESE Trust's investment policy target and actual asset allocation for the past two years.

**GESE TRUST - SUMMARY OF ASSET ALLOCATION**

	<u>Policy Guidelines</u>		<u>Actual as of September 30</u>	
	<u>Target</u>	<u>Range</u>	<u>2023</u>	<u>2022</u>
U.S. large cap equity	48%	30 - 65%	60.9%	57.7%
U.S. small cap equity	9%	0 - 15%	6.4%	6.7%
International equity	10%	0 - 15%	7.3%	6.6%
U.S. fixed income	30%	20 - 50%	22.6%	26.1%
Real estate	0%	0 - 10%	0.0%	0.0%
Cash and other	3%	0 - 10%	2.8%	2.9%
			<u>100.0%</u>	<u>100.0%</u>

The percentage of total assets invested in each asset class was within the policy ranges for the past two fiscal years. Minor changes in the allocation occurred due to market conditions.

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**INVESTMENT ACTIVITIES (cont'd)**

The table below indicates Staff Plan's investment policy target and actual asset allocation for the past two years.

**STAFF TRUST - SUMMARY OF ASSET ALLOCATION**

	<u>Policy Guidelines</u>		<u>Actual as of September 30,</u>	
	<u>Target</u>	<u>Range</u>	<u>2023</u>	<u>2022</u>
U.S. large cap equity	48%	30 - 60%	58.3%	56.4%
U.S. small cap equity	9%	0 - 15%	13.3%	13.7%
International equity	10%	0 - 15%	6.6%	6.4%
U.S. fixed income	30%	20 - 50%	21.7%	23.5%
Cash and other	3%	0 - 10%	<u>0.0%</u>	<u>0.0%</u>
			<u>100.0%</u>	<u>100.0%</u>

The percentage of total assets invested in each asset class was within the policy ranges for the year. There were minor changes in the allocation among the asset class during the year.

**Investment Returns (GESE)**

The summary of investment returns reflects the past fiscal year returns as well as the three-year and five-year annualized rates of return for periods ending September 30, 2023. The rates of return are money-weighted and calculated based on the fair value of assets, time-weighted for transactions and net of fees.

As of September 30, 2023, the GESE Trust policy portfolio includes the following indices and weightings 48% S&P 500, 9% Russell 2000, 10% Morgan Stanley Capital International and Europe Australia Far East (MSCI EAFE), and 33% Bloomberg U.S. Aggregate.

***The overall performance results for the GESE Trust follows:***

**GESE TRUST - SUMMARY OF INVESTMENT RETURNS**

	<u>September 30,</u>		
	<u>Year to Date</u>	<u>Annualized Return</u>	
		<u>3 Year</u>	<u>5 Year</u>
<b>Fiscal Year 2023</b>			
Total Fund	13.4%	5.4%	6.1%
Policy Portfolio	13.9%	4.5%	5.7%
<b>Fiscal Year 2022</b>			
Total Fund	-15.0%	3.4%	5.3%
Policy Portfolio	-16.7%	3.4%	4.9%

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**INVESTMENT ACTIVITIES (cont'd)**

**Investment Returns (cont'd)**

***The overall performance results for the GESE Trust continues:***

The GESE Trust had a positive return of 13.4%, for the year ended September 30, 2023, as compared to a negative return of 15.0%, for the year ended September 30, 2022.

The Trust's positive performance was the result of gains on returns in the equity and fixed income markets. The fund performance was relative to the benchmark for the year fiscal 2023 and outperformed the benchmark for the annualized three year and five-year periods.

**Investment Returns (STAFF PLAN)**

As of September 30, 2023, the Staff Plan's policy portfolio includes the following indices and weightings: 48% S&P 500, 9% Russell 2000, 10% MSCI AC World ex US, 33% Bloomberg U.S. Aggregate.

***The overall performance results for the Staff Plan follows:***

<b>STAFF PLAN - SUMMARY OF INVESTMENT RETURNS</b>			
<b>September 30,</b>			
	<b><u>Year to Date</u></b>	<b><u>Annualized Return</u></b>	
		<b><u>3 Year</u></b>	<b><u>5 Year</u></b>
<b>Fiscal Year 2023</b>			
Total Fund	15.3%	5.8%	6.3%
Policy Portfolio	13.7%	4.5%	5.7%
<b>Fiscal Year 2022</b>			
Total Fund	-16.7%	4.2%	5.6%
Policy Portfolio	-16.6%	3.4%	4.9%

For the fiscal year ended September 30, 2023, the Staff Plan experienced a positive market environment and had a positive return of 15.3%, following a negative return of 16.7% in 2022 compared to a positive return in 2021 of 23.2%. The fund outperformed the benchmark for the fiscal year 2023, and for the three-year and five-year periods.

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**ECONOMIC FACTORS**

The Trusts' funding objectives are to meet long-term benefit obligations through investment income and contributions. Accordingly, the collection of employer and member contributions, and the income from investments are essential for providing the reserves needed to finance future retirement benefit payments. The Trusts' investment activities are a function of the underlying marketplace for the period measured, money manager performance, and the investment policy's asset allocation. Maintaining a diversified portfolio of investments is critical for an opportunity of positive returns. The market continues to have strong opportunity for the possibility of growth in many sectors. The Trusts have very successful investment programs and prudent management practices in place to alleviate the effects of present and future adverse economic conditions.

**CONTACTING THE TRUSTS' FINANCIAL MANAGEMENT**

This financial report is designed to provide the Trustees, retired plan participants and active City employees with an overview of the Trusts' finances and the prudent exercise of the Board's oversight. If you have any questions regarding the contents of this report, please contact the City of Miami General Employees' and Sanitation Employees' Retirement Trust at 2901 Bridgeport Avenue, Coconut Grove, Florida 33133, phone (305) 441-2300, or at the Trusts' website at <http://www.gese.org>.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS –  
A COMPONENT UNIT OF THE CITY OF MIAMI  
STATEMENT OF PLAN NET POSITION  
SEPTEMBER 30, 2023**

	<b>GESE Trust</b>	<b>Excess Benefit Plan</b>	<b>Staff Plan</b>	<b>Staff Excess Benefit Plan</b>	<b>Total</b>
<b>ASSETS</b>					
Cash	\$ 1,076,614	\$ 34,460	\$ 65,738	\$ 5,000	\$ 1,181,812
<b>Receivables:</b>					
Securities sold	1,063,247	-	-	-	1,063,247
Members' contributions	278,525	-	-	-	278,525
Interest and dividends	1,953,162	-	-	-	1,953,162
City of Miami	960,200	50,782	-	-	1,010,982
Other	<u>64,613</u>	<u>-</u>	<u>5,000</u>	<u>-</u>	<u>69,613</u>
Total receivables	<u>4,319,747</u>	<u>50,782</u>	<u>5,000</u>	<u>-</u>	<u>4,375,529</u>
<b>Investments, at fair value:</b>					
U.S. Government, Mortgage and Agency Securities	140,331,937	-	-	-	140,331,937
Corporate stocks	640,805,334	-	4,390,375	-	645,195,709
Corporate bonds	54,587,893	-	1,217,444	-	55,805,337
Real estate funds	-	-	-	-	-
Money market funds	<u>37,190,356</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>37,190,356</u>
Total investments	872,915,520	-	5,607,819	-	878,523,339
Capital assets, net	<u>1,664,004</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,664,004</u>
Total Assets	<u>879,975,885</u>	<u>85,242</u>	<u>5,678,557</u>	<u>5,000</u>	<u>885,744,684</u>
<b>LIABILITIES</b>					
Payable for securities purchased	3,549,597	-	-	-	3,549,597
City of Miami – Excess	-	1,482	-	-	1,482
Notes payable capital lease	-	-	-	-	-
Accounts payable and accrued expenses	<u>774,628</u>	<u>83,760</u>	<u>2,735</u>	<u>5,000</u>	<u>866,123</u>
Total Liabilities	<u>4,324,225</u>	<u>85,242</u>	<u>2,735</u>	<u>5,000</u>	<u>4,417,202</u>
Net Position – restricted for pension benefits	<u>\$875,651,660</u>	<u>\$ -</u>	<u>\$ 5,675,822</u>	<u>\$ -</u>	<u>\$881,327,482</u>

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

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS –  
A COMPONENT UNIT OF THE CITY OF MIAMI  
STATEMENT OF PLAN NET POSITION  
SEPTEMBER 30, 2022**

	<u>GESE Trust</u>	<u>Excess Benefit Plan</u>	<u>Staff Plan</u>	<u>Staff Excess Benefit Plan</u>	<u>Total</u>
<b>ASSETS:</b>					
Cash	\$ 1,120,286	\$ 35,321	\$ 76,105	\$ 5,000	\$ 1,236,712
<b>Receivables:</b>					
Securities sold	2,239,313	-	-	-	2,239,313
Members' contributions	279,739	-	-	-	279,739
Interest and dividends	1,715,932	-	-	-	1,715,932
City of Miami	441,821	26,598	-	-	468,419
Other	<u>166,584</u>	<u>-</u>	<u>5,000</u>	<u>-</u>	<u>171,584</u>
Total receivables	<u>4,843,389</u>	<u>26,598</u>	<u>5,000</u>	<u>-</u>	<u>4,874,987</u>
<b>Investments, at fair value:</b>					
U.S. Government, Mortgage and Agency Securities	124,339,981	-	-	-	124,339,981
Corporate stocks	540,673,672	-	3,717,014	-	544,390,686
Corporate bonds	71,972,550	-	1,136,465	-	73,109,015
Real estate funds	-	-	-	-	-
Money market funds	<u>38,121,366</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>38,121,366</u>
Total investments	<u>775,107,569</u>	<u>-</u>	<u>4,853,479</u>	<u>-</u>	<u>779,961,048</u>
Capital assets, net	<u>1,740,160</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,740,160</u>
Total Assets	<u>782,811,404</u>	<u>61,919</u>	<u>4,934,584</u>	<u>5,000</u>	<u>787,812,907</u>
<b>LIABILITIES</b>					
Payable for securities purchased	233,710	-	-	-	233,710
City of Miami – Excess	-	1,482	-	-	1,482
Notes payable capital lease	-	-	-	-	-
Accounts payable and accrued expenses	<u>668,745</u>	<u>60,437</u>	<u>1,030</u>	<u>5,000</u>	<u>735,212</u>
Total Liabilities	<u>902,455</u>	<u>61,919</u>	<u>1,030</u>	<u>5,000</u>	<u>970,404</u>
Net Position - restricted for pension benefits	<u>\$ 781,908,949</u>	<u>\$ -</u>	<u>\$ 4,933,554</u>	<u>\$ -</u>	<u>\$ 786,842,503</u>

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

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	<u>GESE Trust</u>	<u>Excess Benefit Plan</u>	<u>Staff Plan</u>	<u>Staff Excess Benefit Plan</u>	<u>Total</u>
<b>ADDITIONS</b>					
<b>Contributions:</b>					
Employer	\$ 55,325,610	\$ 237,284	\$ 257,061	\$ 27,932	\$ 55,847,887
Plan members	<u>15,313,027</u>	<u>-</u>	<u>72,609</u>	<u>-</u>	<u>15,385,636</u>
Total contributions	<u>70,638,637</u>	<u>237,284</u>	<u>329,670</u>	<u>27,932</u>	<u>71,233,523</u>
<b>Investment (loss) income:</b>					
Net (depreciation) appreciation in fair value of investments	92,378,994	-	631,415	-	93,010,409
Interests	9,840,860	-	-	-	9,840,860
Dividends	7,604,768	-	111,496	-	7,716,264
Other income	<u>23,238</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>23,238</u>
Total investment (loss) income	<u>109,847,860</u>	<u>-</u>	<u>742,911</u>	<u>-</u>	<u>110,590,771</u>
Less investment expense	<u>2,333,166</u>	<u>-</u>	<u>55</u>	<u>-</u>	<u>2,333,221</u>
Net investment (loss) income	<u>107,514,694</u>	<u>-</u>	<u>742,856</u>	<u>-</u>	<u>108,257,550</u>
Reimbursement income from City of Miami	<u>2,673,309</u>	<u>101,363</u>	<u>-</u>	<u>-</u>	<u>2,774,672</u>
Total (Decrease) Additions	<u>180,826,640</u>	<u>338,647</u>	<u>1,072,526</u>	<u>27,932</u>	<u>182,265,745</u>
<b>DEDUCTIONS</b>					
Benefit payments	81,875,080	237,284	330,259	27,932	82,470,555
Refunds of member contributions	2,217,315	-	-	-	2,217,315
Administrative and other expenses	<u>2,991,534</u>	<u>101,363</u>	<u>-</u>	<u>-</u>	<u>3,092,897</u>
Total Deductions	<u>87,083,929</u>	<u>338,647</u>	<u>330,259</u>	<u>27,932</u>	<u>87,780,767</u>
Change in net position	93,742,711	-	742,267	-	94,484,978
Net position - restricted for pension benefit, beginning of year	<u>781,908,949</u>	<u>-</u>	<u>4,933,554</u>	<u>-</u>	<u>786,842,503</u>
Net Position - restricted for pension benefit- end of year	<u>\$ 875,651,660</u>	<u>\$ -</u>	<u>\$ 5,675,822</u>	<u>\$ -</u>	<u>\$ 881,327,482</u>

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



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	<u>GESE Trust</u>	<u>Excess Benefit Plan</u>	<u>Staff Plan</u>	<u>Staff Excess Benefit Plan</u>	<u>Total</u>
<b>ADDITIONS</b>					
<b>Contributions:</b>					
Employer	\$ 55,807,861	\$ 365,619	\$ 277,952	\$ 33,903	\$ 56,485,335
Plan members	<u>15,679,905</u>	<u>-</u>	<u>53,513</u>	<u>-</u>	<u>15,733,418</u>
Total contributions	<u>71,487,766</u>	<u>365,619</u>	<u>331,465</u>	<u>33,903</u>	<u>72,218,753</u>
<b>Investment (loss) income:</b>					
Net (depreciation) appreciation in fair value of investments	(154,029,717)	-	(1,075,837)	-	(155,105,554)
Interests	6,422,517	-	-	-	6,422,517
Dividends	6,493,778	-	101,164	-	6,594,942
Other income	<u>65,742</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>65,742</u>
Total investment (loss) income	<u>(141,047,680)</u>	<u>-</u>	<u>(974,673)</u>	<u>-</u>	<u>(142,022,353)</u>
Less investment expense	<u>2,309,374</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,309,374</u>
Net investment (loss) income	<u>(143,357,054)</u>	<u>-</u>	<u>(974,673)</u>	<u>-</u>	<u>(144,331,727)</u>
Reimbursement income from City of Miami	<u>2,867,071</u>	<u>105,991</u>	<u>-</u>	<u>-</u>	<u>2,973,062</u>
Total (Decrease) Additions	<u>(69,002,217)</u>	<u>471,610</u>	<u>(643,208)</u>	<u>33,903</u>	<u>(69,139,912)</u>
<b>DEDUCTIONS</b>					
Benefit payments	77,241,571	365,619	321,489	33,903	77,962,582
Refunds of member contributions	2,285,326	-	13,140	-	2,298,466
Administrative and other expenses	<u>3,029,853</u>	<u>105,991</u>	<u>-</u>	<u>-</u>	<u>3,135,844</u>
Total Deductions	<u>82,556,750</u>	<u>471,610</u>	<u>334,629</u>	<u>33,903</u>	<u>83,396,892</u>
Change in net position	(151,558,967)	-	(977,837)	-	(152,536,804)
Net Position - restricted for pension benefits - beginning of year	<u>933,467,916</u>	<u>-</u>	<u>5,911,391</u>	<u>-</u>	<u>939,379,307</u>
Net Position - restricted for pension benefits – end of year	<u>\$ 781,908,949</u>	<u>\$ -</u>	<u>\$ 4,933,554</u>	<u>\$ -</u>	<u>\$ 786,842,503</u>

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

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
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**Note 1 - Summary of Significant Accounting Policies**

**Basis of Presentation**

The financial statements of the City of Miami General Employees' and Sanitation Employees' Retirement Trust and Managed Trusts (the "Trusts") have been prepared in conformity with U.S. generally accepted accounting principles, Governmental Accounting Standards and the Trust Ordinance. The financial statements represent only the Trusts and are not intended to present the comprehensive financial position and results of operations of the City of Miami (the "City").

**Basis of Accounting**

The financial statements of the Trusts are prepared using the accrual basis of accounting. Trust member contributions are recognized in the period in which the contributions are due. City contributions are recognized when due pursuant to formal commitments rather than in the period in which employee services are performed. Benefits and refunds are recognized when due and payable in accordance with the terms of the plans.

Plan receivables generally are short term and consist of contributions due as of the reporting date from the employer(s), plan members, and other contributors, and interest and dividends on investments. Amounts recognized as receivables include those due pursuant to formal commitments as well as statutory or contractual requirements.

**Recent Pronouncements Issued**

The Governmental Accounting Standards Board ("GASB") has issued several pronouncements that have effective dates in the future that may impact future financial presentations.

***GASB Statement No. 87, Leases.*** The objective of this Statement is to better meet the information needs of financial statement users by improving accounting and financial reporting for leases by governments. This Statement increases the usefulness of governments' financial statements by requiring recognition of certain lease assets and liabilities for leases that previously were classified as operating leases and recognized as inflows of resources or outflows of resources based on the payment provisions of the contract. It establishes a single model for lease accounting based on the foundational principle that leases are financings of the right to use an underlying asset. Under this Statement, a lessee is required to recognize a lease liability and an intangible right-to-use lease asset, and a lessor is required to recognize a lease receivable and a deferred inflow of resources, thereby enhancing the relevance and consistency of information about governments' leasing activities. The provisions of this Statement are effective for the financial reporting periods ending June 30, 2022. Management has determined that this statement has an insignificant effect on the Trusts' financial statements.

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**Note 1 - Summary of Significant Accounting Policies (cont'd)**

**Recent Pronouncements Issued (cont'd)**

***GASB Statement No. 89, Accounting for Interest Cost Incurred before the End of a Construction Period.*** The objectives of this Statement are (1) to enhance the relevance and comparability of information about capital assets and the cost of borrowing for a reporting period and (2) to simplify accounting for interest cost incurred before the end of a construction period.

This Statement requires that interest cost incurred before the end of a construction period be recognized as an expense in the period in which the cost is incurred for financial statements prepared using the economic resources measurement focus. As a result, interest cost incurred before the end of a construction period will not be included in the historical cost of a capital asset reported in a business-type activity or enterprise fund. The provisions of this Statement are effective for the financial reporting periods ending December 31, 2021. Management has determined this statement has no effect on the Trusts' financial statements.

***GASB Statement No. 91, Conduit Debt Obligations.*** The primary objectives of this Statement are to provide a single method of reporting conduit debt obligations by issuers and eliminate diversity in practice associated with (1) commitments extended by issuers, (2) arrangements associated with conduit debt obligations, and (3) related note disclosures.

The requirements of this Statement are effective for reporting periods ending December 31, 2022. Earlier application is encouraged. Management has determined this statement has no effect on the Trusts' financial statements.

***GASB Statement No. 92, Omnibus 2020.*** The objectives of this Statement are to enhance comparability in accounting and financial reporting and to improve the consistency of authoritative literature by addressing practice issues that have been identified during implementation and application of certain GASB Statements. This Statement addresses a variety of topics and includes specific provisions for multiple statements including Statement No. 87, Leases, and Implementation Guide No. 2019-3, Leases, Statement No. 73, Accounting and Financial Reporting for Pensions and Related Assets That Are Not within the Scope of GASB Statement 68, and Amendments to Certain Provisions of GASB Statements 67 and 68, as amended, Statement No. 74, Financial Reporting for Postemployment Benefit Plans Other Than Pension Plans, and Statement No. 84, Fiduciary Activities.

The effective date is for fiscal years ending June 30, 2022. Earlier application is encouraged and is permitted by topic. Management has determined this statement has no effect on the Trusts' financial statements.

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**Note 1 - Summary of Significant Accounting Policies (cont'd)**

**Recent Pronouncements Issued (cont'd)**

**GASB Statement No. 93, *Replacement of Interbank Offered Rates*.** The objective of this Statement is to address those and other accounting and financial reporting implications that result from the replacement of an interbank offered rate (IBOR) — most notably, the London Interbank Offered Rate (LIBOR).

The requirements of this Statement, except for specific paragraphs are effective for reporting periods beginning after June 15, 2020. The requirements of other noted paragraphs are effective for reporting periods ending after December 31, 2021, and for fiscal years periods ending June 30, 2022, and all reporting periods thereafter as specified. Earlier application is encouraged. Management has determined this statement has no effect on the Trusts' financial statements.

**GASB Statement No. 94, *Public-Private and Public-Public Partnerships and Availability Payment Arrangements*.** The primary objective of this Statement is to improve financial reporting by addressing issues related to public-private and public-public partnership arrangements (PPPs).

The requirements of this Statement are effective for fiscal years ending June 30, 2023, and all reporting periods thereafter. Earlier application is encouraged. Management has determined this statement has no effect on the Trusts' financial statements.

**GASB Statement No. 96, *Subscription-Based Information Technology Arrangements*.** This Statement provides guidance on the accounting and financial reporting for subscription-based information technology arrangements (SBITAs) for government end users (governments).

The requirements of this Statement are effective for fiscal years ending June 30, 2023, and all reporting periods thereafter. Earlier application is encouraged. Management has determined this statement has no effect on the Trusts' financial statements.

**GASB Statement No. 97, *Certain Component Unit Criteria, and Accounting and Financial Reporting for Internal Revenue Code Section 457 Deferred Compensation Plans—an amendment of GASB Statements No. 14 and No. 84, and a supersession of GASB Statement No. 32*.** The primary objectives of this Statement are to (1) increase consistency and comparability related to the reporting of fiduciary component units in circumstances in which a potential component unit does not have a governing board and the primary government performs the duties that a governing board typically would perform; (2) mitigate costs associated with the reporting of certain defined contribution pension plans, defined contribution other postemployment benefit (OPEB) plans, and employee benefit plans other than pension plans or OPEB plans (other employee benefit plans) as fiduciary component units in fiduciary fund financial statements; and

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**Note 1 - Summary of Significant Accounting Policies (cont'd)**

**Recent Pronouncements Issued (cont'd)**

***GASB Statement No. 97, Certain Component Unit Criteria, and Accounting and Financial Reporting for Internal Revenue Code Section 457 Deferred Compensation Plans—an amendment of GASB Statements No. 14 and No. 84, and a supersession of GASB Statement No. 32. (cont'd)***

(3) enhance the relevance, consistency, and comparability of the accounting and financial reporting for Internal Revenue Code (IRC) Section 457 deferred compensation plans (Section 457 plans) that meet the definition of a pension plan and for benefits provided through those plans.

Some of the requirements of this Statement are effective immediately and others are effective for fiscal years or reporting periods ending June 30, 2022. Earlier application is encouraged and is permitted by specific requirement prescribed. Management has determined this statement has no effect on the Trusts' financial statements.

***GASB Statement No. 98, The Annual Comprehensive Financial Report.*** This Statement establishes the term annual comprehensive financial report and its acronym ACFR. That new term and acronym replace instances of comprehensive annual financial report and its acronym in generally accepted accounting principles for state and local governments.

This Statement was developed in response to concerns raised by stakeholders that the common pronunciation of the acronym for comprehensive annual financial report sounds like a profoundly objectionable racial slur. This Statement's introduction of the new term is founded on a commitment to promoting inclusiveness.

The requirements of this Statement are effective for fiscal years ending after December 15, 2021. Earlier application is encouraged. Management adopted this Statement in fiscal year ended September 30, 2022.

***GASB Statement No. 99, Omnibus 2022.*** The objectives of this Statement are to enhance comparability in accounting and financial reporting and to improve the consistency of authoritative literature by addressing (1) practice issues that have been identified during implementation and application of certain GASB Statements and (2) accounting and financial reporting for financial guarantees.

The requirements related to financial guarantees and the classification and reporting of derivative instruments within the scope of Statement 53 are effective for years ending after June 30, 2024. Management has not currently determined what effect this statement has on the Trusts' financial statements.

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**Note 1 - Summary of Significant Accounting Policies (cont'd)**

**Recent Pronouncements Issued (cont'd)**

**GASB Statement No. 100, *Accounting Changes and Error Corrections* —an amendment of GASB Statement No. 62.** The primary objective of this Statement is to enhance the accounting and financial reporting requirements for accounting changes and error corrections to provide more understandable, reliable, relevant, consistent, and comparable information for making decisions or assessing accountability. This Statement is an amendment of GASB Statement No. 62.

The requirements of this Statement are effective for fiscal years ending after June 30, 2024. Management has not currently determined what effect this statement has on the Trusts' financial statements.

**GASB Statement No. 101, *Compensated Absences*.** The objective of this Statement is to better meet the information needs of financial statement users by updating the recognition and measurement guidance for compensated absences. That objective is achieved by aligning the recognition and measurement guidance under a unified model and by amending certain previously required disclosures.

The requirements of this Statement are effective for fiscal years ending after December 31, 2024. Management has not currently determined what effect this statement has on the Trusts' financial statements.

**GASB Statement No. 102, *Certain Risk Disclosures*.** The objective of this Statement is to provide users of government financial statements with essential information about risks related to a government's vulnerabilities due to certain concentrations or constraints. The requirements of this Statement will improve financial reporting by providing users of financial statements with essential information that currently is not often provided. The disclosures will provide users with timely information regarding certain concentrations or constraints and related events that have occurred or have begun to occur that make a government vulnerable to a substantial impact. As a result, users will have better information with which to understand and anticipate certain risks to a government's financial condition.

The requirements of this Statement are effective for fiscal years beginning after June 15, 2024, and all reporting periods thereafter. Earlier application is encouraged. Management has not currently determined what effect this statement has on the Trusts' financial statements.

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**Note 1 - Summary of Significant Accounting Policies (cont'd)**

**Investments**

Investments are reported at fair value based on quoted market prices and are managed by third party money managers. Purchases and sales of securities are reflected on a trade-date basis. Gain or loss on sales of securities is based on average cost for equity and debt securities. Interest and dividend income are recorded as earned on an accrual basis.

**Cash**

As required by Chapter 280.04, Florida Statutes, all deposits of the Trusts were held in institutions designated by the Treasurer of the State of Florida as "qualified public depositories" and were accordingly collateralized as required by that Statute. All deposits of the Trusts are considered fully insured for risk categorization purposes. As a result, deposits are not exposed to custodial credit risk.

**Capital Assets**

Capital assets are recorded at cost. Capital assets are defined as assets with an initial, individual cost of more than \$1,000 and an estimated useful life in excess of one year. Major capital improvements are capitalized as projects are constructed. The costs of normal maintenance and repairs that do not add to the value of the asset or materially extend asset lives are not capitalized.

Capital assets are depreciated using the straight-line method over the estimated useful life as follows:

Buildings and improvements	20 to 50 years
Improvements other than buildings	10 to 30 years
Machinery and equipment	3 to 20 years

**Investment, Administrative, and Other Expenses**

Investment money manager fees are funded by investment income of the Trusts. All other costs of operating the Trusts, including investment advisor fees, are directly funded by reimbursement income from the City.

**Use of Estimates**

The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

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**Note 1 - Summary of Significant Accounting Policies (cont'd)**

**Risks and Uncertainties**

The Trusts provide for investment options in any combination of stocks, bonds, fixed income securities, mutual funds, and other investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risk. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in risks in the near term would materially affect balances and the amounts reported in the statements of net position and the statements of changes in net position.

**Reclassification**

Certain amounts presented in the prior year data have been reclassified in order to be consistent with the current year's presentation.

**Note 2 - Plan Description**

**Plan Administration**

The City of Miami General Employees' and Sanitation Employees' Retirement Trust administers four defined benefit pension plans ("collectively referred to as Trusts).

1. City of Miami General Employees' and Sanitation Employees' Retirement Trust (GESE Trust)
2. City of Miami General Employees' and Sanitation Employees' Excess Benefit Plan (Excess Benefit Plan)
3. City of Miami General Employees' and Sanitation Employees' Staff Pension Plan (Staff Plan)
4. City of Miami General Employees' and Sanitation Employees' Staff Excess Benefit Plan (Staff Excess Benefit Plan)

Each Plan's assets may be used only for the payment of benefits to the members of that Plan, in accordance with the terms of the Plans.

Additional general information about each Plan's characteristics and information about each Plan's participating members are described in Note 3.

Management of the Trusts is vested in its Board of Trustees, which consists of nine members, appointed by AFSCME Local 1907 (2 members) AFSCME Council 79, Local 871 (2 members), the City Commissioners 4 and the City Manager 1.



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**Note 2 - Plan Description (cont'd)**

**City of Miami General Employees' and Sanitation Employees' Retirement Trust (GESE Trust)**

The GESE Trust is a single employer defined benefit plan. The GESE Trust was established pursuant to the City of Miami Ordinance No. 10002 and subsequently revised under City of Miami Ordinance No. 12111. The City of Miami, Florida contributes such amounts as are necessary on an actuarial basis to provide the GESE Trust with assets sufficient to meet the benefits to be paid to the participants. Contributions to the GESE Trust are authorized pursuant to City of Miami Code Section 40-246 (a) and (b). A more detailed description of this plan and its provisions appears in the Ordinance constituting the GESE Trust and in the summary plan description.

**Contributions**

Members contribute 10% of their base salaries or wages to the Plan. Contributions from the City are designed to fund the GESE Trust's non-investment expenses and normal costs and to fund the unfunded actuarial accrued liability. The return (interests, dividends, and net realized and unrealized gains and losses) on investments of the Trust serves to reduce or increase future contributions that would otherwise be required to provide for the defined level of benefits under the GESE Trust.

**Eligibility**

The GESE Trust covers all City of Miami general and sanitation employees except appointed officers and some employees in executive service and certain employees eligible to decline membership. Participation in the GESE Trust is a mandatory condition of employment for all regular and permanent employees other than firefighters, police officers and those eligible to decline membership, as defined by the Ordinance.

**Retirement Age and Years of Service**

For members eligible for retirement on September 30, 2010, and members hired prior to October 1, 2010), who retire on or after September 30, 2020, the normal retirement is age 55 and 10 or more years of continuous creditable service. Such members who had completed a combination of at least ten years of creditable service plus attained age equaling 70 points may elect a rule of 70 service retirement. Subsequent to September 30, 2010, for members not eligible to retire as of that date, the retirement age and service changed to age 55 and 30 years of creditable service or age 60 and 10 years of continuous creditable service or a combination of at least ten years of creditable service plus attained age equaling 80 points (Rule of 80).

**Benefits**

For members eligible for retirement on September 30, 2010, and members hired prior to October 1, 2010), who retire on or after September 30, 2020, retirement benefits are based on 3% of the average final compensation multiplied by all years of creditable service.

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**Note 2 - Plan Description (cont'd)**

**City of Miami General Employees' and Sanitation Employees' Retirement Trust (GESE Trust) (cont'd)**

**Benefits (cont'd)**

For members hired after or on October 1, 2010, retirement benefits are based 2.25% (2.5% for members of AFSCME, Local 871) of average final compensation multiplied by creditable service up to 15 years, 2.5% of average final compensation for 16 to 20 years of service and 2.75% for service over 20 years.

**Maximum Limitation**

Effective on or after October 1, 2021, for members retiring or entering DROP from that date on, member retirement allowance shall not exceed the lesser of 100 percent of the member's average final compensation or an annual allowance of \$120,000 as of retirement or DROP entry based on the normal form of benefit in effect on the date of retirement for members eligible to retire as of October 1, 2012. Effective October 1, 2022, for members retiring or entering DROP from that date on, member retirement allowance shall not exceed the lesser of 100 percent of the member's average final compensation or \$100,000 as of retirement or DROP entry based on the normal form of benefit in effect on the date of retirement for members who were not eligible to retire as of October 1, 2012. However, any member who has an accrued benefit in excess of these annual allowance caps shall retain that benefit but not accrue any additional benefits after that date and other benefits as defined in City of Miami Ordinance No. 12111. Pension benefits are paid annually in monthly installments.

**Accumulated Leave**

Members eligible to receive accumulated sick and vacation leave from the City are able to transfer the amount to an eligible retirement plan. The GESE Trust facilitates the transfer of the accumulated sick and vacation leave to any eligible retirement plan and is pursuant to City of Miami Code Section 40-266.

**Cost of Living Adjustment (COLA)**

Effective October 1, 1998, the plan document was amended to provide for an increase in the COLA paid to retirees to 4% with a \$400 annual maximum increase, provided the retiree's first anniversary of retirement has been reached. The amendment also provided for retirees electing the return of contribution option to receive a minimum COLA benefit of twenty-seven dollars per year and a maximum COLA benefit of two hundred dollars added to the previous COLA benefit, provided the retiree's first anniversary of retirement has been reached.

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**Note 2 - Plan Description (cont'd)**

**City of Miami General Employees' and Sanitation Employees' Retirement Trust (GESE Trust) (cont'd)**

**Deferred Retirement Option Program (DROP)**

The DROP is available to all GESE Trust members eligible for normal retirement. The DROP is an enhancement to the GESE Trust that can provide a member with another way to save for retirement. It allows a participant to receive pension payments by depositing in the DROP program while continuing to work and receive pay and benefits as an active employee. At the end of the DROP period, when the participant is officially required to retire, the participant receives monthly pension payments based on the years of service and salary at the time that the participant enrolled in the DROP. The participant may receive the accumulated DROP account balance after withdrawing from the DROP. The DROP monies can be rolled over into a separate tax-qualified plan such as an Individual Retirement Account (IRA) or 457(b) government sponsored deferred compensation plan.

DROP pension payments for the years ended September 30, 2023 and 2022, amounted to \$6,720,432 and \$4,318,481, respectively and is included in benefits in the statement of changes in plan net position.

**BACKDROP Option (BACKDROP)**

The BACKDROP is available to all GESE Trust members effective January 1, 2013. Under the BACKDROP option a member can receive a lump sum payment in addition to a monthly pension annuity. The employee chooses to take a BACKDROP at the end of his employment with the City as long as he or she BACKDROPS to any date after he/she reaches the Normal Retirement date. If the member elects the BACKDROP option, the monthly benefit payable on the member's actual retirement date (when the member leaves City employment) is based on the benefit the member would have received had he or she left employment and retired on an earlier Normal Retirement date, referred to as the BACKDROP date. In addition, the member will receive a lump sum payment equal to the accumulation of annuity payments he or she would have received during the BACKDROP period had he or she elected to receive immediate pension annuity payments starting as of the BACKDROP date. Annuity payments would be accumulated at the rate of 3% per year, compounded annually. The member's BACKDROP date can be any date after his or her Normal Retirement Date and the BACKDROP period can be as little as one year and as long as 7 years. If the member does not elect a BACKDROP benefit option, his or her monthly retirement benefit will be calculated using his or her final average final compensation and creditable service as of the member's actual employment termination date.

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**Note 2 - Plan Description (cont'd)**

**City of Miami General Employees' and Sanitation Employees' Retirement Trust (GESE Trust) (cont'd)**

**BACKDROP Option (BACKDROP) (cont'd)**

The participant may receive the accumulated BACKDROP account balance upon electing the BACKDROP and at the end of his or her employment. The BACKDROP monies can be rolled over into a separate tax-qualified plan such as an Individual Retirement Account (IRA) or 457(b) government sponsored deferred compensation plan. BACKDROP Pension payments for the year ended 2023 and 2022 amounted to \$1,837,701 and \$631,337, respectively.

**City of Miami General Employees' and Sanitation Employees' Excess Benefit Plan (Excess Benefit Plan)**

In July 2000, the City of Miami Commission, pursuant to applicable Internal Revenue Code provisions, established a single-employer qualified governmental excess benefit plan to continue to cover the difference between the allowable pension to be paid and the amount of the defined benefit, so the benefits for eligible members are not diminished by changes in the Internal Revenue Code. The Board of Trustees of the GESE Trust administers the Excess Benefit Plan.

The payment of the City's contribution of excess retirement benefits for eligible members of the Trust above the limits permitted by the Internal Revenue Code is:

- a. funded from the City's General Fund,
- b. paid annually concurrently with the City's annual contribution to normal pension costs which causes the City to realize a reduction in normal pension costs, and
- c. deposited in a separate account established specifically for the GESE Trust to receive the City's excess retirement benefit contributions. This account is separate and apart from the accounts established to receive the City's normal pension contributions for the GESE Trust.

**City of Miami General Employees' and Sanitation Employees' Retirement Trust Staff Pension Plan (Staff Plan)**

The Staff Plan is a single employer defined benefit plan to which member employees of the plan contribute 10% of their base salaries or wages. The Staff Plan was established by the rule making authority of the GESE Trust, pursuant to Chapter 40 of the Miami City Code. The City is to contribute such amounts as are necessary on an actuarial basis to provide the Staff Plan with assets sufficient to meet the benefits to be paid to the participants. A more detailed description of these plans and their provisions appears in the summary plan description.

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**Note 2 - Plan Description (cont'd)**

**City of Miami General Employees' and Sanitation Employees' Retirement Trust Staff Pension Plan (Staff Plan) (cont'd)**

**Contributions**

Members contribute 10% of compensation to the plan. Contributions from the City are designed to fund the Staff Plan's non-investment expenses and normal costs and to fund the unfunded actuarial accrued liability. The Staff Plan's administrative and other expenses are funded through reimbursements from the GESE Trust. The yield (interests, dividends, and net realized and unrealized gains and losses) on investments of the Staff Plan serves to reduce or increase future contributions that would otherwise be required to provide for the defined level of benefits under the Staff Plan.

**Eligibility**

The Staff Plan covers all administrative full-time employees and other positions as may be named by the Board of Trustees. Participation in the Staff Trust is a mandatory condition of employment for all full-time employees as defined by the plan document.

**Retirement Age and Years of Service**

Any member who has 10 or more years of continuous creditable service may elect to retire, regardless of age.

**Benefits**

Retirement benefits are generally based on 3.0% of the average final compensation multiplied by years of creditable service, which is paid annually in monthly installments.

**Cost of Living Adjustments (COLA)**

Effective October 1, 2016, the Staff Plan approved a cost of living adjustment equal to 4% of the total benefit with minimum increases of \$54 per year and maximum increases of \$400 per year deferred five years from date of retirement or DROP entry date.

**Staff Excess Benefit Plan**

The original effective date is May 25, 2001. The plan was established to fund the excess, if any, of the benefit earned under the GESE Staff Plan without taking into account the Internal Revenue Code (IRC) Section 415 limits. Membership consists of members of the GESE Trust Staff Plan who exceed the maximum benefit. There are no member contributions or plan assets.

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**Note 3 - Plan Participation**

The Trust's membership is summarized below. The total is based on an actuarial valuation as of October 1, 2022 and is applied to the measurement date of October 1, 2023.

	<b>2022</b>				
	<b><u>GESE</u></b>	<b><u>Staff</u></b>	<b><u>Excess</u></b>	<b><u>Staff Excess</u></b>	<b><u>Total</u></b>
Active Members	1,942	8	-	-	1,950
Inactive Members (not yet receiving retirement benefit)	279	2	-	-	281
Deferred Vested Members	36	-	-	-	36
Retired Members:					
Non-disabled	1,439	7	12	1	1,459
Disabled	48	-	-	-	48
Beneficiaries (receiving benefits)	<u>402</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>402</u>
Subtotal	<u>1,889</u>	<u>7</u>	<u>12</u>	<u>1</u>	<u>1,909</u>
Total Members	<u>4,146</u>	<u>17</u>	<u>12</u>	<u>1</u>	<u>4,176</u>

The Trust's membership for fiscal year 2021 is summarized below. The total was based on an actuarial valuation as of October 1, 2021 and is applied to the measurement date of October 1, 2022.

	<b>2021</b>				
	<b><u>GESE</u></b>	<b><u>Staff</u></b>	<b><u>Excess</u></b>	<b><u>Staff Excess</u></b>	<b><u>Total</u></b>
Active Members	1,901	6	-	-	1,907
Inactive Members (not yet receiving retirement benefit)	259	1	-	-	260
Deferred Vested Members	35	-	-	-	35
Retired Members:					
Non-disabled	1,452	7	20	1	1,480
Disabled	49	-	-	-	49
Beneficiaries (receiving benefits)	<u>403</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>403</u>
Subtotal	<u>1,904</u>	<u>7</u>	<u>20</u>	<u>1</u>	<u>1,932</u>
Total Members	<u>4,099</u>	<u>14</u>	<u>20</u>	<u>1</u>	<u>4,134</u>

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**Note 4 - Actuarial Methods, Assumptions and Benefit Changes**

**Plan's Actuarial Assumptions**

The actuarial assumptions utilized in developing the total plan liability (TPL) are summarized below. The total pension liability was determined based on an actuarial valuation as of October 1, 2022, using the following actuarial assumptions, applied to all periods included in the measurement and rolled forward to the measurement date of October 1, 2023.

Inflation	2.5 percent
Salary increases, including inflation	GESE Plan – 4 percent to 8.75 percent Staff Plan – 6 percent Excess Plan – 4 percent – 8.75 percent
Investment rate of return	GESE and Staff Plans – 7.30% per year, net of pension plan investment expenses and including inflation.  Excess plan – Not applicable. The plan has no assets for investment.

The rates of mortality are according to the following mortality tables.

**GESE, Excess, and Staff Plans**

• **Pre-Retirement Mortality**

- Female: PUB-2010 Headcount Weighted General Below Median Employee Female Table.
- Male: PUB-2010 Headcount Weighted General Below Median Employee Male Table, set back 1 year Projection Scale: MP-2018

• **Post-Retirement Healthy Mortality**

- Female: PUB-2010 Headcount Weighted General Below Median Healthy Retiree Female Table.
- Male: PUB-2010 Headcount Weighted General Below Median Healthy Retiree Male Table, set back 1 year Projection Scale: MP-2018

• **Post-Retirement Disabled Mortality**

- Female: PUB-2010 Headcount Weighted General Below Median Disabled Retiree Female Table, set forward 3 years.
- Male: PUB-2010 Headcount Weighted General Below Median Disabled Retiree Male Table, set forward 3 years Projection Scale: MP-2018

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**Note 4 - Actuarial Methods, Assumptions and Benefit Changes (cont'd)**

**Discount Rate**

The discount rate used to measure the total pension liability was 7.30% for the GESE and Staff plans. For the Excess plan the discount rate used to measure the total pension liability was 4.09%. Since the Excess plan has no assets, there are no assets available to make projected future benefit payments of current plan members. Therefore, the applicable municipal bond index rate of 4.09%, based on the Bond Buyer General Obligation 20-year Municipal Bond Index as of September 30, 2023, was applied to all periods of projected benefit payments. As a result, the Single Equivalent Interest Rate (SEIR) is also 4.09%. The SEIR at the beginning of the measurement period was 4.02% based on the applicable municipal bond index rate of 4.02% as of September 30, 2022, applied to all periods of projected benefit payments.

**Projected Cash Flows**

The projection of cash flows used to determine the discount rate assumed that member contributions will be made, and the employer contributions will be made in accordance with the City of Miami Ordinance and Florida Statutes.

**Municipal Bond Rate**

The discount rate for the Excess Plan uses municipal bond rated of 4.09% as of the measurement date and 4.02% at the beginning of the measurement period.

**Long Term Rate of Return**

The long term expected rate of return on GESE and the Staff Plans investments was determined using a long-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of Retirement Trust 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. The Excess Plan has no assets therefore the long-term rate of return is not applicable.

**Periods of Projected Benefit Payments**

Projected future benefit payments for all current plan members were projected through 2132 for the GESE and Staff Plans. We did not prepare a projection of benefit payments for the Excess Plan since the plan has no assets to make projected benefit payments and the municipal bond rate is the applicable discount rate for all periods.



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**Note 4 - Actuarial Methods, Assumptions and Benefit Changes (cont'd)**

**Changes of Benefit Terms**

- The discount rate used to measure the TPL for the GESE and Staff Plan plans decreased from 7.45% to 7.30%.

**Changes of Assumption**

- Additionally, the discount rate used to measure the TPL for the Excess plan increased from 4.02% to 4.09%.

**Note 5 - Plan's Assumed Asset Allocations**

The target asset allocation and best estimates of arithmetic rates of return, excluding inflation, for each major asset class as provided by the Retirement Trust's Investment Consultant and Actuary are summarized in the following table.

	Asset Class	Target Allocation	Long-Term Expected Rate of Return, Excluding Inflation
<b>GESE</b>	Large Cap Core Stocks	48.00%	6.20%
	Small Stocks	9.00%	7.25%
	International Stocks	10.00%	6.91%
	Real Estate	0.00%	0.00%
	Core Bonds	30.00%	2.46%
	Cash	<u>3.00%</u>	0.76%
	Total	100.00%	
<b>Staff Pension Plan</b>	Large Cap Core Stocks	48.00%	6.20%
	Small Stocks	9.00%	7.25%
	International Stocks	10.00%	6.91%
	Core Bonds	30.00%	2.46%
	Cash	<u>3.00%</u>	0.76%
	Total	100.00%	

- The Excess Plan has no assets.

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**Note 6 - Plan's Fiduciary Net Position**

The Plan's fiduciary net positions are provided in the following table.

**Fiscal Year End September 30, 2023**

	<b>GESE</b>	<b>Staff Benefit Plan</b>	<b>Excess Benefit Plan</b>
Total pension liability	\$ 1,220,474,883	\$ 6,814,756	\$ 1,771,804
Plan net position	<u>875,651,660</u>	<u>5,675,822</u>	<u>-</u>
Net pension liability	<u>\$ 344,823,223</u>	<u>\$ 1,138,934</u>	<u>\$ 1,771,804</u>
Ratio of plan net position to total liability	71.75%	83.29%	0.00%
Covered employee payroll	<u>\$ 142,271,264</u>	<u>\$ 567,464</u>	<u>\$ 142,271,264</u>
Net pension liability as a percentage of covered employee payroll	242.37%	200.71%	1.25 %

**Fiscal Year End September 30, 2022**

	<b>GESE</b>	<b>Staff Benefit Plan</b>	<b>Excess Benefit Plan</b>
Total pension liability	\$ 1,157,715,610	\$ 6,306,198	\$ 3,691,890
Plan net position	<u>781,908,949</u>	<u>4,933,554</u>	<u>-</u>
Net pension liability	<u>\$ 375,806,661</u>	<u>\$ 1,372,644</u>	<u>\$ 3,691,890</u>
Ratio of plan net position to total liability	67.54%	78.23%	0.00%
Covered employee payroll	<u>\$ 131,715,858</u>	<u>\$ 433,844</u>	<u>\$ 131,715,858</u>
Net pension liability as a percentage of covered employee payroll	285.32%	316.39%	2.80%

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**Note 7 - Sensitivity of the Net Position Liability**

This table discloses the sensitivity of the net pension liability (NPL) to changes in the discount rate. The following represents the net pension liability of the GESE and Staff Plans, calculated under the current assumption using the discount rate of 7.30%, for fiscal year 2023, as well as what the plans' net pension liability would be if it were calculated using a discount rate that is 1-percentage-point lower (6.30%) or 1-percentage-point higher (8.30%) than the current rate. For fiscal year ended September 30, 2022, the NPL for GESE and Staff Plans are presented at a discount rate of 7.45%. For the Excess Plan the NPL is presented at the discount rate of 4.09%, as well as at 3.09% and 5.09% for the fiscal year ended September 30, 2022 and at the discount rate of 4.02%, as well as at 3.02% and 4.02% Plan for the fiscal year ended September 30, 2021.

**Fiscal Year End September 30, 2023**

<b>Net Pension Liability</b>	<b>1% Decrease</b>	<b>Current Assumption</b>	<b>1% Increase</b>
GESE	\$ 474,962,991	\$ 344,823,223	\$ 234,833,361
STAFF	2,094,110	1,138,934	372,756
EXCESS	2,015,243	1,771,804	1,572,268

**Fiscal Year End September 30, 2022**

<b>Net Pension Liability</b>	<b>1% Decrease</b>	<b>Current Assumption</b>	<b>1% Increase</b>
GESE	\$ 497,522,654	\$ 375,806,661	\$ 272,836,649
STAFF	2,265,171	1,372,644	656,830
EXCESS	4,187,778	3,691,890	3,286,838

**Note 8 - Contributions**

The Trusts' funding policies provide for periodic contributions at actuarially determined rates that are sufficient to maintain the actuarial soundness of the Trusts and to accumulate sufficient assets to pay benefits when due. Contributions are determined using the individual entry age normal cost method.

Prior to October 1, 1997, the amortization payments were paid in accordance with Schedule B of Attachment E of the Gates Agreement. This agreement originally provided for a series of increasing scheduled amortization payments through the year 2007. As of October 1, 1997, the Gates Agreement was amended, and the payment schedule was discontinued. The unfunded actuarial accrued liability as of October 1, 1997 after the amendment was zero.

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**Note 8 - Contributions (cont'd)**

Beginning with the October 1, 2011, actuarial valuation of changes in the unfunded accrued liability under the GESE Trust are amortized over a 15-year period for benefit changes for retirees and 20-year period for all other changes, as a level percent of pay. To determine the Actuarially Determined Employer Contribution for the Excess Benefit Plan, the amortization of the unfunded accrued liability is over a 30-year period from October 1, 2000, as a level dollar amount. For the Staff Plan, the following amortization periods apply all payments as level dollar amounts:

Benefit improvements for actives	20 years
Benefit improvements for retirees	15 years
Actuarial gain/loss	15 years
Change in assumptions and methods	20 years

**GESE Trust**

The City is required to contribute an actuarially determined amount that, when combined with participants' contributions, will fully provide for all benefits as they become payable. The contributions for fiscal years 2023 and 2022 were determined through actuarial valuations performed as of October 1, 2021 and 2020, respectively. The City's actuarially determined contribution requirement and actual contribution made was \$53,765,131 and \$55,807,861 consisting of (a) \$6,987,231 and \$7,727,668 normal cost, (b) \$46,777,900 and \$48,080,193 amortization of the unfunded actuarial accrued liability and (c) \$0 interest adjustment both years, respectively. The members contributed \$15,313,027 and \$15,679,905 for the years ended September 30, 2023 and 2022, respectively.

**Excess Benefit Plan**

The Excess Benefit Plan is an unfunded plan and the City is required to contribute amounts as benefits become payable. An actuarial valuation is performed as of October 1, 2022 and 2021, respectively. The City's actuarially determined contribution requirement of \$353,458 and \$428,626 consisted of (a) \$0 normal cost for both years, (b) \$353,458 and \$428,626 amortization of the unfunded actuarial accrued liability and (c) \$0 interest adjustment for the years ended September 30, 2022 and 2021, respectively. The City's actual contributions were \$237,284 and \$365,619 as benefits became due for the years ended September 30, 2023 and 2022, respectively.

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**Note 8 - Contributions (cont'd)**

**Staff Plan**

The City is required to contribute an actuarially determined amount that, when combined with participants' contributions, will fully provide for all benefits as they become payable. The City contributions for fiscal year 2023 and 2022 were determined through actuarial valuations performed as of October 1, 2021 and 2020, respectively. The City's actuarially determined contribution requirement was \$257,061 and \$277,952 consisting of (a) \$75,427 and \$71,935 normal cost, (b) \$181,634 and \$206,017 amortization of the unfunded actuarial accrued liability and (c) \$0 interest adjustment for the years ended September 30, 2023 and 2022, respectively. The City's actual contributions were \$257,061 and \$277,952, for the years ended September 30, 2023 and 2022, respectively. The members contributed \$72,609 and \$53,513 for the years ended September 30, 2023 and 2022, respectively.

The following actuarial methods and assumptions were used to determine contribution rates as of the October 1, 2022, actuarial valuations of the GESE pension plans:

GESE	
Actuarial cost method:	Entry Age Normal
Amortization method:	Level percent, closed
Remaining amortization period:	1 to 20 years
Asset valuation method:	5-year smoothed market
Actuarial assumptions:	
Investment rate of return*	7.30%
Projected salary increases*	4.00% to 8.75%, including 3.5% wage inflation
Payroll Growth	3.00%
*Includes inflation at	2.50%
Cost of living adjustments	4% per year, with \$54 per year minimum and \$400 per year maximum.

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**Note 8 - Contributions (cont'd)**

**Staff Plan (cont'd)**

Staff Pension Plan	
Actuarial cost method:	Entry Age Normal
Amortization method:	Level Dollar amounts, closed
Remaining amortization period:	1 to 20 years
Asset valuation method:	3-year smoothed market
Actuarial assumptions:	
Investment rate of return*	7.30%
Projected salary increases*	6.00%, including 3.5% wage inflation
*Includes inflation at	2.50%
Cost of living adjustments	4% per year, with \$54 per year minimum and \$400 per year maximum.

Excess Benefit Plan	
Actuarial cost method:	Entry Age Normal
Amortization method:	Level Dollar, closed
Remaining amortization period:	8 years
Asset valuation method:	Not applicable
Actuarial assumptions:	
Investment rate of return*	7.30%
Projected salary increases*	4.00% to 8.75%, including 3.5% wage inflation
*Includes inflation at	2.50%

**Note 9 - Investments**

Fair values of investments are determined as follows: securities traded on a national securities exchange are valued at the last reported sales price on the last business day of the fiscal year; securities traded in the over-the-counter market and listed securities for which no sale was reported on that date are valued at the last reported bid price; commercial paper, certificates of deposit and short-term investment pools are valued at carrying value.

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**Note 9 - Investments (cont'd)**

**Investment Policy**

The investment policy, approved by the Board of Trustees for the GESE Trust, was effective September 10, 1999 and most recently amended on September 29, 2023. The investment policy, approved by the Board of Trustees for the Staff Plan, was effective April 27, 2001, and was most recently amended on July 23, 2021. The investment policies are reviewed by the Board of Trustees annually. Compliance with the investment policy is monitored by the investment consultant. This policy stipulates the following long-range asset allocation, measured at fair value, at the end of each quarter:

	<b>GESE Trust</b>			<b>Staff Plan</b>		
	<b><u>Minimum</u></b>	<b><u>Target</u></b>	<b><u>Maximum</u></b>	<b><u>Minimum</u></b>	<b><u>Target</u></b>	<b><u>Maximum</u></b>
U.S. large cap equity	30%	48%	65%	30%	48%	60%
U.S. small cap equity	0%	9%	15%	0%	9%	15%
International equity	0%	10%	15%	0%	10%	15%
U.S. fixed income	20%	30%	50%	20%	30%	50%
Real estate	0%	0%	10%	0%	0%	0%
Cash and other	0%	3%	10%	0%	3%	10%

The allocation of each Trust's total assets is permitted to vary within the allowable ranges. Because shifts in asset allocation occur as a result of different asset classes performing at different rates, the Board of Trustees monitors the asset allocation shifts caused by performance each quarter and is responsible for shifting assets among the classes to keep the overall allocation within allowable ranges.

Each Trust's general investment objectives are to achieve the following over rolling three-year periods without undue risk:

- Rates of return that equal or exceed the Trust's actuarial interest assumption rate.
- Performance results that rank in the top half of the investment consultant's universe database.

The investment policy states that individual investments in the securities of a single issue cannot exceed 7% at market of the value of the funds available for investment for the GESE Trust. For equity securities, investments in any single industry cannot exceed the greater of three times the index holding or 10% of the total value of the portfolio. For fixed income securities, excluding U.S. Government or agency securities, investments in any single industry cannot exceed 25% for the GESE Trust and 20% for the Staff Plan at market of the total value of the portfolio. For the GESE Trust, average duration of the fixed income securities should be in a range of three to ten years.

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**Note 9 - Investments (cont'd)**

**Investment Policy (cont'd)**

Prohibited direct investments include short sales, margin purchases, investments used to leverage the portfolio, private or direct placement of letter stock, commodities contracts, unattached warrants, and derivatives, issues related to the investment managers and restricted stock, and debt to equity exchanges. The Staff Plan policy further prohibits illiquid investments, Eurodollar securities, and foreign credits.

Investments for the GESE Trust and Staff Plan, as of September 30, 2023 and 2022, were as follows:

	<b>2023</b>		
	<b><u>GESE Trust</u></b>	<b><u>Staff Plan</u></b>	<b><u>Total Fair Value</u></b>
U.S. Government, Mortgage and Agency Securities	\$ 140,331,937	\$ -	\$ 140,331,937
Corporate Stocks	640,805,334	4,390,375	645,195,709
Corporate Bonds	54,587,893	1,217,444	55,805,337
Real Estate Fund	-	-	-
Money Market Fund	<u>37,190,356</u>	<u>-</u>	<u>37,190,356</u>
Total Investments	<u>\$ 872,915,520</u>	<u>\$ 5,607,819</u>	<u>\$ 878,523,339</u>

	<b>2022</b>		
	<b><u>GESE Trust</u></b>	<b><u>Staff Plan</u></b>	<b><u>Total Fair Value</u></b>
U.S. Government, Mortgage and Agency Securities	\$ 124,339,981	\$ -	\$ 124,339,981
Corporate Stocks	540,673,672	3,717,014	544,390,686
Corporate Bonds	71,972,550	1,136,465	73,109,015
Real Estate Funds	-	-	-
Money Market Fund	<u>38,121,366</u>	<u>-</u>	<u>38,121,366</u>
Total Investments	<u>\$ 775,107,569</u>	<u>\$ 4,853,479</u>	<u>\$ 779,961,048</u>



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**Note 9 - Investments (cont'd)**

**Fixed Income Security Investment Risk**

The Board of Trustees has engaged outside investment professionals to manage the assets of the Trusts. Four firms, registered with the Securities Exchange Commission as investment advisors, manage the fixed income assets of the Trusts. These managers are required to invest funds in accordance with the Investment Policy Statement approved by the Board of Trustees. The Custodian is responsible for the activity and safekeeping of the investment assets. The Trusts are potentially exposed to various types of Investment risk including credit risk, custodial credit risk, concentration of credit risk, interest rate risk and foreign currency risk. Custodial credit risk is defined as the risk that the Trusts may not recover cash and investments held by another party in the event of financial failure. Concentration of credit risk is defined as the risk of loss attributed to the magnitude of an investment in a single issuer. Credit risk is the risk that a debt issuer will not fulfill its obligations. Interest rate risk is the risk that changes in interest rates will adversely affect fair value of an investment in debt securities. Generally, the longer the time to maturity, the greater the exposure to interest rate risk. Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment. The following is a detailed discussion of the investment risks by the Trust.

**GESE Trust Investment Risk**

***Custodial Risk***

The GESE Trust utilizes an independent custodial safekeeping agent for its investment activity. Custodial credit risk is limited since its investments are held in independent custodial safekeeping accounts, external investment pools and/or open-end mutual funds (SSGA Government STIF). All cash in each money manager's portfolio is swept into this STIF account on a daily basis.

***Concentration of Credit Risk***

GASB states that the GESE Trust should provide information about the concentration of credit risk associated with its investments by disclosing investments in any one issuer that represents 5% or more of total investments.

The GESE Trust utilizes limitations on securities of a single issuer or industry to manage this risk. The GESE Trust Investment Policy requires that corporate bond issues must be diversified by industry and in number so that no investment in the securities of a single issue shall exceed 7% (at fair value) of the value of the portfolio. Single industry weightings can only be held up to a maximum of 25%, except US Government and agency securities.

Investments issued or explicitly guaranteed by the U.S. Government and investments in mutual funds, external investment pools and other pooled investments are not subject to concentration of credit risk. At September 30, 2023, the GESE Trust did not have any positions with corporate issuers greater than 5%.

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**Note 9 - Investments (cont'd)**

**GESE Trust Investment Risk**

***Credit Risk***

The GESE Trust utilizes portfolio diversification in order to limit this risk as well as limiting investments to the highest rated securities as rated by nationally recognized rating agencies. The GESE Trust's Investment Policy limits credit risk by requiring fixed income securities to be rated by Moody's/S&P as a Baa3/BBB - or better. However, a maximum of 20% of each manager's portfolio may be invested in high yield securities rated by Moody's/S&P as a Caa/CCC or better.

The following table displays Moody's ratings and the fair value of the total fixed income portfolio invested in that rating (amounts are in thousands).

<b><u>Moody's Rating</u></b>	<b><u>2023</u></b>		<b><u>2022</u></b>	
	<b><u>Fair Value (\$'000)</u></b>	<b><u>Percent</u></b>	<b><u>Fair Value (\$'000)</u></b>	<b><u>Percent</u></b>
Treasury Bonds	\$ 11,419	5.86%	\$ 12,587	6.41%
Treasury Notes	36,569	18.76%	49,269	25.10%
TIPS	-	0.00%	3,310	1.69%
Agency (Aaa)	6,576	3.37%	-	0.00%
Agency (Ba)	-	0.00%	357	0.18%
Other Government (A)	486	0.25%	508	0.26%
Asset-Backed (Aaa)	677	0.35%	557	0.28%
Asset-Backed (Aa)	490	0.25%	481	0.24%
Asset-Backed (Not Rated)	1,421	0.73%	1,119	0.57%
CMBS (Aaa)	8,274	4.24%	10,591	5.40%
CMBS (Aa)	-	0.00%	281	0.14%
CMBS (Not Rated)	-	0.00%	1,395	0.71%
CMO (Aaa)	591	0.30%	380	0.19%
CMO (Aa)	271	0.14%	-	0.00%
CMO (Not Rated)	482	0.25%	-	0.00%
FHLMC Mortgage (Aaa)	27,233	13.97%	16,070	8.19%
FNMA Mortgage (Aaa)	39,618	20.33%	39,678	20.22%
GNMA Mortgage (Aaa)	6,225	3.19%	2,654	1.35%
CORPORATE (Aaa)	\$415	0.21%	-	0.00%
CORPORATE (Aa)	1,036	0.53%	1,594	0.81%
CORPORATE (A)	33,478	17.18%	32,845	16.73%
CORPORATE (Baa)	19,386	9.95%	20,687	10.54%
CORPORATE (Ba)	-	0.00%	506	0.26%
CORPORATE (B)	-	0.00%	809	0.41%
CORPORATE (Not Rated)	273	0.14%	635	0.32%
Cash (Money Market)	-	0.00%	-	0.00%
Total	<u>\$ 194,920</u>	<u>100.0%</u>	<u>\$ 196,313</u>	<u>100.0%</u>

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**Note 9 - Investments (cont'd)**

**GESE Trust Investment Risk (cont'd)**

***Interest Rate Risk***

The GESE Trust limits the maturities of investments to control this risk. The GESE Trust Investment Policy requires that the average duration of the fixed income asset class be targeted within a range of three to ten years. In addition, each manager is expected to keep its duration at +/-18 months of the benchmark duration. As of September 30, 2023 and 2022, the following summarizes the fair value and duration of the securities for each investment type (amounts are in the thousands).

	<b>2023</b>		<b>2022</b>	
<b><u>Investment Type</u></b>	<b><u>Fair Value (\$'000)</u></b>	<b><u>Effective Duration</u></b>	<b><u>Fair Value (\$'000)</u></b>	<b><u>Effective Duration</u></b>
Treasury Bonds	\$ 11,419	16.14	\$ 12,587	17.39
Treasury Notes	36,569	3.77	49,269	3.54
TIPS	-	-	3,310	9.15
Agency	6,576	2.42	357	5.64
Other Government	486	9.28	508	9.77
Asset Backed	2,588	2.52	2,157	3.01
CMBS	8,274	1.45	12,268	1.67
CMO	1,343	1.92	380	2.95
FHLMC	27,233	5.54	16,070	4.79
FNMA	39,618	6.19	39,677	5.58
GNMA	6,225	5.04	2,654	4.12
Corporate-Bank	13,543	3.49	13,872	3.93
Corporate-Finance	8,541	4.35	9,751	4.77
Corporate-Industrial	22,992	6.57	25,435	6.48
Corporate-Transportation	1,251	8.27	1,580	9.76
Corporate-Comm Utility	2,355	8.49	2,372	7.48
Corporate-Electric Utility	3,856	9.60	3,133	10.10
Corporate-Gas Utility	-	0.00	-	0.00
Yankee-Finance	1,476	4.79	933	5.29
Yankee-Industrial	575	11.60	-	0.00
Cash -Money Market	-	0.00	-	0.00
Total	<u>\$ 194,920</u>	<u>5.98</u>	<u>\$ 196,313</u>	<u>5.69</u>

***Foreign Currency Risk***

The GESE Trust Investment Policy allows a maximum of 20% of each manager's portfolio to be invested in aggregate to Yankee bonds, foreign credits, Eurodollar bonds and Rule 144A securities. At September 30, 2023, the GESE Trust did not have any foreign denominated fixed income investments.

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**Note 9 - Investments (cont'd)**

**Staff Plan Investment Risk**

***Credit Risk***

The Staff Plan utilizes portfolio diversification in order to limit this risk as well as limiting investments to the highest rated securities as rated by nationally recognized rating agencies. The Staff Plan Investment Policy limits credit risk by requiring all fixed income securities to be rated by Moody's/S&P as a Baa3/BBB- or better.

The Board of Trustees for the GESE Trust has elected to hire outside investment professionals to manage the assets for the Staff Pension Plan. As of September 30, 2023 and 2022, the fixed income assets of the pension plan were invested in a mutual fund managed passively by Vanguard. The mutual fund weighting as of September 30:

<b><u>Moody's Rating</u></b>	<b><u>2023</u></b>		<b><u>2022</u></b>	
	<b><u>Fair Value</u></b>	<b><u>Percent</u></b>	<b><u>Fair Value</u></b>	<b><u>Percent</u></b>
Government/Treasury (Aaa)	\$ 562.5	46.2%	\$ 527.5	46.3%
Agency/Mortgage Backed (Aaa)	244.7	20.1%	240.4	21.1%
Corporate Bond (all ratings)	370.1	30.4%	298.5	26.2%
CMBS (Aaa)	24.3	2.0%	13.7	1.2%
Asset Backed (Aaa)	7.3	0.6%	5.7	0.5%
Government-related (Aaa)	-	0.0%	44.4	3.9%
Aa	-	0.0%	-	0.0%
A	-	0.0%	-	0.0%
Baa	-	0.0%	-	0.0%
Cash	8.5	0.7%	9.1	0.8%
Total	<u>\$ 1,217.4</u>	<u>100.0%</u>	<u>\$ 1,139.3</u>	<u>100.0%</u>

***Custodial Risk***

The Staff Plan utilizes an independent custodial safekeeping agent for its investment activity. Custodial credit risk is limited since its investments are held in independent custodial safekeeping accounts, external investment pools, and/or open-end mutual funds. Any unvested cash is swept into this STIF account on a daily basis.

***Concentration of Credit Risk***

GASB states that the Staff Plan should provide information about the concentration of credit risk associated with its investments by disclosing investments in any one issuer that represents 5% or more of total investments.

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**Note 9 - Investments (cont'd)**

**Staff Plan Investment Risk (cont'd)**

***Concentration of Credit Risk (cont'd)***

The Staff Plan utilizes limitations on securities of a single issuer or industry to manage this risk. The Staff Plan Investment Policy requires that corporate bond issues must be diversified by industry and in number, so that no investment in the securities of a single issue shall exceed 7% (at market) of the value of the portfolio. Single industry weightings can only be held up to a maximum of 20%, except US Government and agency securities.

Investments issued or explicitly guaranteed by the U.S. Government and investments in mutual funds, external investment pools and other pooled investments are not subject to concentration of credit risk. As of September 30, 2023 and 2022, the fixed income assets of the pension plan were invested in a mutual fund. The Staff Plan did not have any investments with issuers greater than 5%.

As stated earlier, the Staff Pension Plan is invested in a mutual fund.

***Interest Rate Risk***

The Staff Plan limits the maturities of investments to control this risk. The Staff Plan Investment Policy requires that the average duration of the fixed income asset class be targeted within a range of three to ten years. In addition, each manager is expected to keep its duration at +/- 18 months of the benchmark duration. As of September 30, 2023 and 2022, the effective duration of the passive mutual fund was 6.3 and 6.7 years, respectively.

***Foreign Currency Risk***

The Staff Plan Investment Policy prohibits investment in foreign currency denominated securities and is therefore, not exposed to foreign currency risk.

**Investment Performance Rate of Return**

Investment returns were calculated monthly, using a "money-weighted" basis and takes into account, every transaction that occurs in the portfolio each day. The annual rate of return on pension plan investments are net of the pension plan's investment expenses. The actual rate of return for the GESE Trust was 13.4%, (15.0%), and 21.4% at September 30, 2023 and 2022 and 2021, respectively. The annual actual rate of return for the Staff Plan was 15.3%, (16.7%), and 23.2% at September 30, 2023 and 2022 and 2021, respectively.

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**Note 9 - Investments (cont'd)**

**Investment Valuation**

GASB 72 establishes a hierarchical disclosure framework which prioritizes and ranks the level of market price observability used in measuring investments at fair value. Market price observability is impacted by a number of factors, including the type of investment and the specific characteristics of the investment. Fair value represents the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Investments with readily available actively quoted prices or for which fair value can be measured from actively quoted prices generally will have a higher degree of market price observability and lesser degree of judgment used in measuring fair value.

Investments measured and reported at fair value are classified and disclosed in one of the following categories:

**Level 1** – Investments traded in an active market with available quoted prices for identical assets as of the reporting date.

**Level 2** – Investments not traded on an active market but for which observable market inputs are available for an asset, either directly or indirectly, as of the reporting date. Fixed income securities (unlike stocks) are not priced on an open exchange, such as the NYSE. Investment managers use a third party (as do the custodians) to obtain prices on the bonds. Bond prices may be based on a recent buy/sell transaction or a matrix platform which is an average price from several sources. Investment managers uses Bloomberg VAL as their primary source and others uses Approved Pricing Services.

**Level 3** – Investments not traded in an active market and for which no significant observable market inputs are available as of the reporting date.

The Trust has established a framework to consistently measure the fair value of the Trusts' assets and liabilities in accordance with applicable accounting, legal, and regulatory guidance. This framework has been provided by establishing valuation policy and procedures that will provide reasonable assurance that assets and liabilities are carried at fair value. In certain cases, the inputs used to measure fair value may fall into different levels of the fair value hierarchy. In such cases, an investment's level within the fair value hierarchy is based on the lowest level of input that is significant to the fair value measurement. The Trusts' assessment of the significance of a particular input to the fair value measurement requires judgment and considers factors specific to the investment.

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**Note 9 - Investments (cont'd)**

**Investment Valuation (cont'd)**

The following table summarizes the valuation of the GESE Trust's investments in accordance with the above-mentioned fair value hierarchy levels as of September 30:

	Fair Value Measurements Using		Quoted Process in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
	GESE	Staff Plan			
	09/30/2023	Totals			
<b>Investments by fair value level</b>					
Debt Securities					
U.S. Government, Mortgage and Agency Securities	\$ 55,050,457	\$ 55,050,457	\$ 24,515,434	\$ 30,535,023	\$ -
Asset Backed Securities	2,587,742	2,587,742	-	2,587,742	
Corporate Bonds	54,587,893	54,587,893	3,622,038	50,965,855	-
Mortgage Bonds	<u>82,693,738</u>	<u>82,693,738</u>	<u>23,193,21</u>	<u>59,174,795</u>	<u>-</u>
Total Debt Securities	<u>194,919,830</u>	<u>194,919,830</u>	<u>51,330,690</u>	<u>143,589,140</u>	<u>-</u>
Equity Securities:					
Corporate Stocks	350,055,588	350,055,588	350,055,588	-	-
Real Estate Equity	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Equity Securities	<u>350,055,588</u>	<u>350,055,588</u>	<u>350,055,588</u>	<u>-</u>	<u>-</u>
Total Investments by fair value level	<u>\$ 544,975,418</u>	<u>\$ 544,975,418</u>	<u>\$ 401,386,278</u>	<u>\$ 143,589,140</u>	<u>\$ -</u>
<b>Investments measured at the net asset value (NAV)</b>					
International Equities Commingled Barings	\$ 63,407,184				
Domestic Commingled Funds SSGA	185,447,578				
Domestic Mutual Fund T Rowe Price	41,894,984				
Money Market Funds	37,190,356				
Staff - (Vanguard)	<u>-</u>	<u>\$ 5,607,819</u>			
Total Investments measured at the NAV	<u>327,940,102</u>	<u>5,607,819</u>			
Total Investments measured at fair value	<u>\$ 872,915,520</u>	<u>\$ 5,607,819</u>	<u>\$ 878,523,339</u>		

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**Note 9 - Investments (cont'd)**

**Investment Valuation (cont'd)**

	Fair Value Measurements Using		Quoted Process in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
	GESE	Staff Plan			
	9/30/2022	Totals			
<b>Investments by fair value level</b>					
Debt Securities:					
U.S. Government, Mortgage and Agency Securities	\$ 65,165,186	\$ 65,165,186	\$ -	\$ 65,165,186	\$ -
Corporate Bonds	71,972,550	71,972,550	-	71,972,550	-
Mortgage Bonds	<u>59,174,795</u>	<u>59,174,795</u>	<u>-</u>	<u>59,174,795</u>	<u>-</u>
Total Debt Securities	<u>196,312,531</u>	<u>196,312,531</u>	<u>-</u>	<u>196,312,531</u>	<u>-</u>
Equity Securities:					
Corporate Stocks	302,770,335	302,770,335	302,770,335	-	-
Real Estate Equity	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Equity Securities	<u>302,770,335</u>	<u>302,770,335</u>	<u>302,770,335</u>	<u>-</u>	<u>-</u>
Total Investments by fair value level	<u>\$ 499,082,866</u>	<u>\$ 499,082,866</u>	<u>\$ 302,770,335</u>	<u>\$ 196,312,531</u>	<u>\$ -</u>
<b>Investments measured at the net asset value (NAV)</b>					
International Equities Commingled Barings					
Domestic Commingled Funds SSGA	\$ 51,738,065				
Domestic Mutual Fund T Rowe Price	153,365,078				
Money Market Funds	32,800,194				
Staff - (Vanguard)	38,121,366				
Total Investments measured at the NAV	<u>-</u>	<u>\$ 4,853,479</u>			
Total Investments measured at fair value	<u>276,024,703</u>	<u>4,853,479</u>			
	<u>\$ 775,107,569</u>	<u>\$ 4,853,479</u>	<u>\$ 779,961,048</u>		

Debt securities: Debt securities consist primarily of negotiable obligations of the U.S. government and U.S. government-sponsored agencies, corporations, securitized offerings backed by residential and commercial mortgages, TIPS and foreign debt securities. These securities can typically be valued using the close or last traded price on a specific date (quoted prices in active markets). When quoted prices are not available, fair value is determined based on valuation models that use inputs that include market observable inputs. These inputs include recent trades, yields, price quotes, cash flows, maturity, credit ratings, and other assumptions based upon the specifics of the investment's type.



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**Note 9 - Investments (cont'd)**

**Investment Valuation (cont'd)**

Equity securities: These include domestic and international equities. Domestic securities traded on a national securities exchange are valued at the last reported sales price on the last business day of the fiscal year. Securities traded in the over-the counter market and listed securities for which no sale was reported on that date are valued at the last reported bid price. International equities are valued based upon quoted foreign market prices and translated into U.S. dollars at the exchange rate in effect at September 30, 2023. Securities which are not traded on a national security exchange are valued by the respective fund manager or other third parties based on yields currently available on comparable securities of issuers with similar credit ratings.

Alternative investments: There were no investments in alternatives.

The Trust's valuation methods for investments measured at the Net Asset Value ("NAV") per share (or its equivalent), are as follows:

**As of September 30, 2023  
Investments Measured at the NAV**

		<b>Unfunded Commitments</b>	<b>Redemption Frequency</b>	<b>Redemption Notice Period</b>
International Equities Commingled (Barings)	\$ 63,407,184		Monthly	
Domestic Commingled Funds SSGA	185,447,578		Daily	
Domestic Mutual Fund T Rowe Price	41,894,984		Daily	
Money Market Funds	37,190,356		Daily	
Staff – (Vanguard)	<u>5,607,819</u>		Daily	
Total Investments Measured at the NAV	<u>\$ 333,547,921</u>			

**As of September 30, 2022  
Investments Measured at the NAV**

		<b>Unfunded Commitments</b>	<b>Redemption Frequency</b>	<b>Redemption Notice Period</b>
International Equities Commingled (Barings)	\$ 51,738,065		Monthly	
Domestic Commingled Funds SSGA	153,365,078		Daily	
Domestic Mutual Fund T Rowe Price	32,800,194		Daily	
Money Market Funds	38,121,366		Daily	
Staff - (Vanguard)	<u>4,853,479</u>		Daily	
Total Investments Measured at the NAV	<u>\$ 280,878,182</u>			

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**Note 10 - Capital Assets, Net**

Capital assets consist of the following as of September 30:

	<b><u>2022</u></b>	<b><u>Additions</u></b>	<b><u>Deletions</u></b>	<b><u>2023</u></b>
<b>Capital assets, not being depreciated:</b>				
Land	\$ 262,143	\$ -	\$ -	\$ 262,143
Total capital assets, not being depreciated	<u>262,143</u>	<u>-</u>	<u>-</u>	<u>262,143</u>
<b>Capital assets, being depreciated:</b>				
Building and improvements	2,010,205	-	-	2,010,205
Improvements other than buildings	333,669	-	-	333,669
Furniture and equipment	<u>1,213,249</u>	<u>24,890</u>	<u>(12,476)</u>	<u>1,225,663</u>
Total capital assets, being depreciated	<u>3,557,123</u>	<u>24,890</u>	<u>(12,476)</u>	<u>3,569,537</u>
<b>Less accumulated depreciation for:</b>				
Building and improvements	814,873	47,993	-	862,866
Improvements other than buildings	173,191	18,348	-	191,539
Furniture and equipment	<u>1,091,042</u>	<u>34,705</u>	<u>(12,476)</u>	<u>1,113,271</u>
Total accumulated depreciation	<u>2,079,106</u>	<u>101,046</u>	<u>(12,476)</u>	<u>2,167,676</u>
Total capital assets, being depreciated, net	<u>1,478,017</u>	<u>(76,156)</u>	<u>-</u>	<u>1,401,861</u>
Total capital assets, (net of accumulated depreciation)	<u>\$ 1,740,160</u>	<u>\$ (76,156)</u>	<u>\$ -</u>	<u>\$ 1,664,004</u>
	<b><u>2021</u></b>	<b><u>Additions</u></b>	<b><u>Deletions</u></b>	<b><u>2022</u></b>
<b>Capital assets, not being depreciated:</b>				
Land	\$ 262,143	\$ -	\$ -	\$ 262,143
Total capital assets, not being depreciated	<u>262,143</u>	<u>-</u>	<u>-</u>	<u>262,143</u>
<b>Capital assets, being depreciated:</b>				
Building and improvements	2,010,205	-	-	2,010,205
Improvements other than buildings	321,573	12,096	-	333,669
Furniture and equipment	<u>1,173,704</u>	<u>39,545</u>	<u>-</u>	<u>1,213,249</u>
Total capital assets, being depreciated	<u>3,505,482</u>	<u>51,641</u>	<u>-</u>	<u>3,557,123</u>
<b>Less accumulated depreciation for:</b>				
Building and improvements	766,880	47,993	-	814,873
Improvements other than buildings	155,396	17,795	-	173,191
Furniture and equipment	<u>1,062,923</u>	<u>28,119</u>	<u>-</u>	<u>1,091,042</u>
Total accumulated depreciation	<u>1,985,199</u>	<u>93,907</u>	<u>-</u>	<u>2,079,106</u>
Total capital assets, being depreciated, net	<u>1,520,283</u>	<u>(42,266)</u>	<u>-</u>	<u>1,478,017</u>
Total capital assets, (net of accumulated depreciation)	<u>\$ 1,782,426</u>	<u>\$ (42,266)</u>	<u>\$ -</u>	<u>\$ 1,740,160</u>

Depreciation expense for the years ended September 30, 2023 and 2022 was \$101,046 and \$93,907, respectively.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
A COMPONENT UNIT OF THE CITY OF MIAMI  
NOTES TO FINANCIAL STATEMENTS  
SEPTEMBER 30, 2023 AND 2022**

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**Note 11 - Reimbursement Income from the City**

The City provides the GESE Trust with funds to be used to pay certain administrative costs. Each Trust prepares an annual budget which is approved by the City Commission before expenses are incurred. Payment is made by the City to the Trust on a reimbursement basis. The City reimburses capital asset costs at the time of purchase.

Such administrative costs for the years ended September 30, 2023 and 2022, consisted of the following:

	<u>2023</u>	<u>2022</u>
<b>Administrative costs:</b>		
Personnel services	\$ 1,312,235	\$ 1,376,129
Professional services	899,576	919,537
Seminar and travel	26,292	37,948
Office and administrative	211,302	190,952
Occupancy	<u>539,979</u>	<u>505,287</u>
Total administrative and other expenses	2,989,383	3,029,853
Capital asset purchases	24,890	51,640
Less: un-reimbursed depreciation and other expenses	<u>(340,964)</u>	<u>(214,422)</u>
Reimbursement income	<u><u>\$ 2,673,309</u></u>	<u><u>\$ 2,867,071</u></u>

**Note 12 - Plan Amendments**

**GESE Trust**

The following changes were effective during fiscal year 2022:

- Effective September 19, 2022, for all members of the GESE Trust, the maximum period of participation in the DROP shall be 84 months. The BACKDROP shall not replace the DROP program.
- For members who are eligible to retire or enter the DROP on October 1, 2012, member retirement allowances shall not exceed the lesser of 100 percent of the member's average final compensation or an annual retirement allowance of \$120,000 as of the retirement or DROP entry based on the normal form benefit option.
- For members who are eligible to retire or enter the DROP on October 1, 2012, member retirement allowances shall not exceed the lesser of 100 percent of the member's average final compensation or an annual retirement allowance of \$100,000 as of the retirement or DROP entry based on the normal form benefit option.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
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A COMPONENT UNIT OF THE CITY OF MIAMI  
NOTES TO FINANCIAL STATEMENTS  
SEPTEMBER 30, 2023 AND 2022**

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**Note 12 - Plan Amendments (cont'd)**

**GESE Trust (cont'd)**

- For members who retire on or after October 1, 2018, compensation shall include a retroactive 5% salary increase for the member's one-year salary. For members hired before October 1, 2010, retirement eligibility at age 55 with 10 years of service or Rule of 70 is restored for retirements on or after September 30, 2020. The benefit multiplier is restored to 3% per year of service.

**Note 13 - Subsequent Events**

Management has evaluated events and transactions for subsequent events that would impact the financial statements for the year ended September 30, 2023, through January 9, 2024, the date the financial statements were available to be issued. Management has determined that there were no subsequent events that require recognition or disclosure in the financial statements.

**CITY OF MIAMI  
GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST  
AND MANAGED TRUSTS  
A COMPONENT UNIT OF THE CITY OF MIAMI**

**SCHEDULES OF REQUIRED SUPPLEMENTARY INFORMATION**

**LAST TEN FISCAL YEARS**

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND OTHER MANAGED TRUSTS  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SCHEDULE OF CHANGES IN THE NET PENSION LIABILITY  
LAST TEN FISCAL YEARS**

	GESE TRUST									
	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>
<b>Total pension liability</b>										
Service cost	\$ 20,878,684	\$ 19,630,537	\$ 19,869,463	\$ 18,328,598	\$ 14,701,646	\$ 14,547,783	\$ 12,906,853	\$ 10,165,542	\$ 9,234,478	\$ 8,678,294
Interest	83,117,371	80,783,849	79,331,327	77,267,497	72,575,197	70,181,377	64,220,387	63,603,300	64,212,607	64,248,602
Benefit changes	14,020,671	18,659,207	-	13,656,820	51,240,022	-	-	-	-	-
Difference between expected and actual experience	11,158,830	9,374,988	(755,419)	17,095,189	(2,153,338)	21,593,105	10,997,320	8,476,546	(8,035,778)	-
Changes of assumptions	17,676,112	(15,316,483)	-	(1,593,601)	78,636	-	64,620,251	(421,932)	-	-
Benefit payments	(81,875,080)	(77,241,571)	(75,798,787)	(73,337,446)	(72,810,575)	(72,722,490)	(72,514,134)	(71,859,673)	(71,940,377)	(71,903,481)
Refunds of contributions	<u>(2,217,315)</u>	<u>(2,285,326)</u>	<u>(2,571,195)</u>	<u>(1,456,716)</u>	<u>(1,797,989)</u>	<u>(2,318,219)</u>	<u>(1,066,601)</u>	<u>(1,967,393)</u>	<u>(1,089,556)</u>	<u>(1,867,614)</u>
Net change in total pension liability	62,759,273	33,605,201	20,075,389	49,960,341	61,833,599	31,281,556	79,164,076	7,996,390	(7,618,626)	(844,199)
Total pension liability – beginning	<u>1,157,715,610</u>	<u>1,124,110,409</u>	<u>1,104,035,020</u>	<u>1,054,074,679</u>	<u>992,241,080</u>	<u>960,959,524</u>	<u>881,795,448</u>	<u>873,799,058</u>	<u>881,417,684</u>	<u>882,261,883</u>
Total pension liability – ending	<u>\$1,220,474,883</u>	<u>\$1,157,715,610</u>	<u>\$1,124,110,409</u>	<u>\$1,104,035,020</u>	<u>\$1,054,074,679</u>	<u>\$ 992,241,080</u>	<u>\$ 960,959,524</u>	<u>\$ 881,795,448</u>	<u>\$ 873,799,058</u>	<u>\$ 881,417,684</u>
<b>Plan net position</b>										
Contribution – employer	\$ 55,325,610	\$ 55,807,861	\$ 54,121,724	\$ 49,923,146	\$ 43,526,929	\$ 40,879,285	\$ 34,355,719	\$ 32,881,500	\$ 33,036,318	\$ 30,710,096
Contributions – member	15,313,027	15,679,905	13,863,911	14,457,555	13,094,948	10,847,473	11,081,234	9,595,465	8,163,643	7,231,235
Net investment (loss) income	107,514,694	(143,357,054)	169,736,310	50,886,836	47,381,930	60,276,827	78,645,544	60,237,354	1,496,395	65,272,884
Benefit payments	(81,875,080)	(77,241,571)	(75,798,787)	(73,337,446)	(72,810,575)	(72,722,490)	(72,514,134)	(71,859,673)	(71,940,377)	(71,903,481)
Administrative expense	(318,225)	(162,782)	(317,969)	95,992	(60,586)	(287,451)	(352,230)	(233,337)	(176,693)	(265,995)
Refunds of contributions	(2,217,315)	(2,285,326)	(2,571,195)	(1,456,716)	(1,797,989)	(2,318,219)	(1,066,601)	(1,967,393)	(1,089,556)	(1,867,614)
Other	-	-	-	-	-	-	-	-	-	-
Net change in plan net position	93,742,711	(151,558,967)	159,033,994	40,569,367	29,334,657	36,675,425	50,149,532	28,653,916	(30,510,270)	29,177,125
Plan net position – beginning	<u>781,908,949</u>	<u>933,467,916</u>	<u>774,433,922</u>	<u>733,864,555</u>	<u>704,529,898</u>	<u>667,854,473</u>	<u>617,704,941</u>	<u>589,051,025</u>	<u>619,561,295</u>	<u>590,384,170</u>
Plan net position – ending	<u>\$ 875,651,660</u>	<u>\$ 781,908,949</u>	<u>\$ 933,467,916</u>	<u>\$ 774,433,922</u>	<u>\$ 733,864,555</u>	<u>\$ 704,529,898</u>	<u>\$ 667,854,473</u>	<u>\$ 617,704,941</u>	<u>\$ 589,051,025</u>	<u>\$ 619,561,295</u>
Net pension liability	<u>\$ 344,823,223</u>	<u>\$ 375,806,661</u>	<u>\$ 190,642,493</u>	<u>\$ 329,601,098</u>	<u>\$ 320,210,124</u>	<u>\$ 287,711,182</u>	<u>\$ 293,105,051</u>	<u>\$ 264,090,507</u>	<u>\$ 284,748,033</u>	<u>\$ 261,856,389</u>

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND OTHER MANAGED TRUSTS  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SCHEDULE OF CHANGES IN THE NET PENSION LIABILITY  
LAST TEN FISCAL YEARS**

	<b>STAFF BENEFIT PLAN</b>									
	<b><u>2023</u></b>	<b><u>2022</u></b>	<b><u>2021</u></b>	<b><u>2020</u></b>	<b><u>2019</u></b>	<b><u>2018</u></b>	<b><u>2017</u></b>	<b><u>2016</u></b>	<b><u>2015</u></b>	<b><u>2014</u></b>
<b>Total pension liability</b>										
Service cost	\$ 159,543	\$ 118,812	\$ 113,703	\$ 102,120	\$ 82,784	\$ 69,391	\$ 52,832	\$ 45,464	\$ 43,416	\$ 77,022
Interest	457,510	434,484	415,667	400,033	385,782	369,771	320,492	365,280	353,121	345,755
Benefit changes	-	-	-	-	-	-	460,951	-	-	-
Difference between expected and actual experience	96,138	88,222	46,797	65,909	26,620	78,475	10,440	(686,043)	99,869	-
Changes of assumptions	125,626	-	-	59,142	-	-	105,798	-	-	-
Benefit payments	(330,259)	(321,489)	(312,565)	(310,171)	(305,180)	(301,155)	(295,460)	(319,459)	(340,299)	(311,388)
Refunds of contributions	-	(13,140)	-	-	-	(7,606)	-	(13,095)	-	-
Net change in total pension liability	508,558	306,889	263,602	317,033	190,006	208,876	655,053	(607,853)	156,107	111,389
Total pension liability – beginning	<u>6,306,198</u>	<u>5,999,309</u>	<u>5,735,707</u>	<u>5,418,674</u>	<u>5,228,668</u>	<u>5,019,972</u>	<u>4,364,739</u>	<u>4,972,592</u>	<u>4,816,485</u>	<u>4,705,096</u>
Total pension liability – ending	<u>\$ 6,814,756</u>	<u>\$ 6,306,198</u>	<u>\$ 5,999,309</u>	<u>\$ 5,735,707</u>	<u>\$ 5,418,674</u>	<u>\$ 5,228,668</u>	<u>\$ 5,019,792</u>	<u>\$ 4,364,739</u>	<u>\$ 4,972,592</u>	<u>\$ 4,816,485</u>
<b>Plan net position</b>										
Contribution – employer	\$ 257,061	\$ 277,952	\$ 254,056	\$ 221,616	\$ 232,280	\$ 233,242	\$ 247,449	\$ 269,054	\$ 291,087	\$ 291,968
Contributions – member	72,609	53,513	46,617	44,971	40,846	32,621	24,542	19,316	19,838	23,377
Net investment (loss) income	742,857	(974,673)	1,108,680	451,577	176,655	424,371	438,774	364,079	(15,614)	338,281
Benefit payments	(330,259)	(321,489)	(312,565)	(310,171)	(305,180)	(301,155)	(295,460)	(319,459)	(340,299)	(311,388)
Administrative expense	-	-	-	-	-	-	-	-	-	-
Refunds of contributions	-	(13,140)	-	-	-	(7,606)	-	(13,095)	-	-
Other	-	-	-	-	-	-	-	-	-	-
Net change in plan net position	742,268	(977,837)	1,096,788	407,993	144,601	381,473	415,305	319,895	(44,988)	342,238
Plan net position – beginning	<u>4,933,554</u>	<u>5,911,391</u>	<u>4,814,603</u>	<u>4,406,610</u>	<u>4,262,009</u>	<u>3,880,536</u>	<u>3,465,231</u>	<u>3,145,336</u>	<u>3,190,324</u>	<u>2,848,086</u>
Plan net position – ending	<u>\$ 5,675,822</u>	<u>\$ 4,933,554</u>	<u>\$ 5,911,391</u>	<u>\$ 4,814,603</u>	<u>\$ 4,406,610</u>	<u>\$ 4,262,009</u>	<u>\$ 3,880,536</u>	<u>\$ 3,465,231</u>	<u>\$ 3,145,336</u>	<u>\$ 3,190,324</u>
Net pension liability	<u>\$ 1,138,934</u>	<u>\$ 1,372,644</u>	<u>\$ 87,918</u>	<u>\$ 921,104</u>	<u>\$ 1,012,064</u>	<u>\$ 966,969</u>	<u>\$ 1,139,256</u>	<u>\$ 899,508</u>	<u>\$ 1,827,256</u>	<u>\$ 1,626,161</u>

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND OTHER MANAGED TRUSTS  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SCHEDULE OF CHANGES IN THE NET PENSION LIABILITY  
LAST TEN FISCAL YEARS**

	<b>EXCESS BENEFIT PLAN</b>									
	<b><u>2023</u></b>	<b><u>2022</u></b>	<b><u>2021</u></b>	<b><u>2020</u></b>	<b><u>2019</u></b>	<b><u>2018</u></b>	<b><u>2017</u></b>	<b><u>2016</u></b>	<b><u>2015</u></b>	<b><u>2014</u></b>
<b>Total pension liability</b>										
Service cost	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Interest	143,645	164,795	159,670	225,257	318,281	387,640	385,137	469,106	392,659	427,362
Benefit changes	-	-	-	-	-	-	-	-	-	-
Difference between expected and actual experience	(1,810,969)	(2,630,978)	324,879	(1,061,015)	(930,692)	(2,359,812)	(1,948,114)	(516,393)	3,177,002	763,199
Changes of assumptions	(15,478)	(950,935)	(52,548)	435,484	1,294,576	(571,232)	(92,094)	1,459,230	-	-
Benefit payments	(237,284)	(365,619)	(364,502)	(417,755)	(477,892)	(587,959)	(674,572)	(680,534)	(653,302)	(556,805)
Refunds of contributions	-	-	-	-	-	-	-	-	-	-
Net change in total pension liability	(1,920,086)	(3,782,737)	67,499	(818,029)	204,273	(3,131,363)	(2,329,643)	731,409	2,916,359	633,756
Total pension liability – beginning	<u>3,691,890</u>	<u>7,474,627</u>	<u>7,407,128</u>	<u>8,225,157</u>	<u>8,020,884</u>	<u>11,152,247</u>	<u>13,481,890</u>	<u>12,750,481</u>	<u>9,834,122</u>	<u>9,200,366</u>
Total pension liability – ending	<u>\$ 1,771,804</u>	<u>\$ 3,691,890</u>	<u>\$ 7,474,627</u>	<u>\$ 7,407,128</u>	<u>\$ 8,225,157</u>	<u>\$ 8,020,884</u>	<u>\$ 11,152,247</u>	<u>\$ 13,481,890</u>	<u>\$ 12,750,481</u>	<u>\$ 9,834,122</u>
<b>Plan net position</b>										
Contribution – employer	\$ 237,284	\$ 365,619	\$ 364,502	\$ 417,755	\$ 477,892	\$ 587,959	\$ 674,572	\$ 680,534	\$ 648,302	\$ 561,805
Contributions – member	-	-	-	-	-	-	-	-	-	-
Net investment (loss) income	-	-	-	-	-	-	-	-	-	-
Benefit payments	(237,284)	(365,619)	(364,502)	(417,755)	(477,892)	(587,959)	(674,572)	(680,534)	(653,302)	(556,805)
Administrative expense	-	-	-	-	-	-	-	-	5,000	(5,000)
Refunds of contributions	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-
Net change in plan net position	-	-	-	-	-	-	-	-	-	-
Plan net position – beginning	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Plan net position – ending	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Net pension liability	<u>\$ 1,771,804</u>	<u>\$ 3,691,890</u>	<u>\$ 7,474,627</u>	<u>\$ 7,407,128</u>	<u>\$ 8,225,157</u>	<u>\$ 8,020,884</u>	<u>\$ 11,152,247</u>	<u>\$ 13,481,890</u>	<u>\$ 12,750,481</u>	<u>\$ 9,834,122</u>



**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND OTHER MANAGED TRUSTS  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SCHEDULE OF THE NET PENSION LIABILITY  
LAST TEN FISCAL YEARS**

	<b>GESE TRUST</b>									
	<b><u>2023</u></b>	<b><u>2022</u></b>	<b><u>2021</u></b>	<b><u>2020</u></b>	<b><u>2019</u></b>	<b><u>2018</u></b>	<b><u>2017</u></b>	<b><u>2016</u></b>	<b><u>2015</u></b>	<b><u>2014</u></b>
Total pension liability	\$1,220,474,883	\$1,157,715,610	\$1,124,110,409	\$1,104,035,020	\$1,054,074,679	\$ 992,241,080	\$ 960,959,524	\$ 881,795,448	\$ 873,799,058	\$ 881,417,684
Plan net position	<u>875,651,660</u>	<u>781,908,949</u>	<u>933,467,916</u>	<u>774,433,922</u>	<u>733,864,555</u>	<u>704,529,898</u>	<u>667,854,473</u>	<u>617,704,941</u>	<u>589,051,025</u>	<u>619,561,295</u>
Net pension liability	<u>\$ 344,823,223</u>	<u>\$ 375,806,661</u>	<u>\$ 190,642,493</u>	<u>\$ 329,601,098</u>	<u>\$ 320,210,124</u>	<u>\$ 287,711,182</u>	<u>\$ 293,105,051</u>	<u>\$ 264,090,507</u>	<u>\$ 284,748,033</u>	<u>\$ 261,856,389</u>
Ratio of plan net position to total pension liability	71.75%	67.54%	83.04%	70.15%	69.62%	71.00%	69.50%	70.05%	67.41%	70.29%
Covered payroll	<u>\$ 142,271,264</u>	<u>\$ 131,715,858</u>	<u>\$ 129,902,012</u>	<u>\$ 122,643,648</u>	<u>\$ 111,004,019</u>	<u>\$ 111,127,482</u>	<u>\$ 97,373,080</u>	<u>\$ 81,069,095</u>	<u>\$ 71,924,747</u>	<u>\$ 66,370,246</u>
Net pension liability as a percentage of covered payroll	242.37%	285.32%	146.76%	268.75%	288.47%	258.90%	301.01%	325.76%	395.90%	394.54%
Total actual annual money- weighted rate of return	13.43%	(15.0)%	21.4%	7.3%	7.1%	9.30%	13.20%	10.6%	0.23%	11.2%

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND OTHER MANAGED TRUSTS  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SCHEDULE OF THE NET PENSION LIABILITY  
LAST TEN FISCAL YEARS**

	<b>STAFF PENSION PLAN</b>									
	<u><b>2023</b></u>	<u><b>2022</b></u>	<u><b>2021</b></u>	<u><b>2020</b></u>	<u><b>2019</b></u>	<u><b>2018</b></u>	<u><b>2017</b></u>	<u><b>2016</b></u>	<u><b>2015</b></u>	<u><b>2014</b></u>
Total pension liability	\$ 6,814,756	\$ 6,306,198	\$ 5,999,309	\$ 5,735,707	\$ 5,418,674	\$ 5,228,668	\$ 5,019,792	\$ 4,364,739	\$ 4,972,592	\$ 4,816,485
Plan net position	<u>5,675,822</u>	<u>4,933,554</u>	<u>5,911,391</u>	<u>4,814,603</u>	<u>4,406,610</u>	<u>4,262,009</u>	<u>3,880,536</u>	<u>3,465,231</u>	<u>3,145,336</u>	<u>3,190,324</u>
Net pension liability	<u>\$ 1,138,934</u>	<u>\$ 1,372,644</u>	<u>\$ 87,918</u>	<u>\$ 921,104</u>	<u>\$ 1,012,064</u>	<u>\$ 966,659</u>	<u>\$ 1,139,256</u>	<u>\$ 899,508</u>	<u>\$ 1,827,256</u>	<u>\$ 1,626,161</u>
Ratio of plan net position to total pension liability	83.29%	78.23%	98.53%	83.94%	81.32%	81.51%	77.30%	79.39%	63.25%	66.24%
Covered payroll	<u>\$ 567,464</u>	<u>\$ 433,844</u>	<u>\$ 417,671</u>	<u>\$ 387,761</u>	<u>\$ 320,720</u>	<u>\$ 280,425</u>	<u>\$ 225,148</u>	<u>\$ 172,459</u>	<u>\$ 164,547</u>	<u>\$ 298,958</u>
Net pension liability as a percentage of covered payroll	200.71%	316.39%	21.05%	237.54%	315.56%	344.71%	506.00%	521.58%	1110.48%	543.94%
Total actual annual money- weighted rate of return	15.28%	(16.7)%	23.2%	10.4%	4.2%	11.20%	12.9%	11.8%	(0.40)%	12.1%

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND OTHER MANAGED TRUSTS  
COMPONENT UNIT OF THE CITY OF MIAMI  
SCHEDULE OF THE NET PENSION LIABILITY  
LAST TEN FISCAL YEARS**

	<b>EXCESS BENEFIT PLAN</b>									
	<b><u>2023</u></b>	<b><u>2022</u></b>	<b><u>2021</u></b>	<b><u>2020</u></b>	<b><u>2019</u></b>	<b><u>2018</u></b>	<b><u>2017</u></b>	<b><u>2016</u></b>	<b><u>2015</u></b>	<b><u>2014</u></b>
Total pension liability	\$ 1,771,804	\$ 3,691,890	\$ 7,474,627	\$ 7,407,128	\$ 8,225,157	\$ 8,020,884	\$ 11,152,247	\$ 13,481,890	\$ 12,750,481	\$ 9,834,122
Plan net position	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net pension liability	<u>\$ 1,771,804</u>	<u>\$ 3,691,890</u>	<u>\$ 7,474,627</u>	<u>\$ 7,407,128</u>	<u>\$ 8,225,157</u>	<u>\$ 8,020,884</u>	<u>\$ 11,152,247</u>	<u>\$ 13,481,890</u>	<u>\$ 12,750,481</u>	<u>\$ 9,834,122</u>
Ratio of plan net position to total pension liability	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Covered payroll	<u>\$ 142,271,264</u>	<u>\$ 131,715,858</u>	<u>\$ 129,902,012</u>	<u>\$ 122,643,648</u>	<u>\$ 111,004,019</u>	<u>\$ 111,127,482</u>	<u>\$ 97,373,080</u>	<u>\$ 81,069,095</u>	<u>\$ 71,924,747</u>	<u>\$ 66,370,246</u>
Net pension liability as a percentage of covered payroll	1.25%	2.80%	5.75%	6.04%	7.41%	7.22%	11.45%	16.63%	17.73%	14.82%

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND OTHER MANAGED TRUSTS  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SCHEDULE OF EMPLOYER CONTRIBUTIONS  
LAST TEN FISCAL YEARS**

<b>GESE TRUST</b>										
	<b><u>2023</u></b>	<b><u>2022</u></b>	<b><u>2021</u></b>	<b><u>2020</u></b>	<b><u>2019</u></b>	<b><u>2018</u></b>	<b><u>2017</u></b>	<b><u>2016</u></b>	<b><u>2015</u></b>	<b><u>2014</u></b>
Actuarially determined employer contribution	\$ 55,807,861	\$ 54,121,724	\$ 49,923,146	\$ 43,526,929	\$ 40,879,285	\$ 34,355,719	\$ 32,881,500	\$ 33,036,318	\$ 30,710,096	\$ 55,807,861
Actual employer contributions	<u>55,807,861</u>	<u>54,121,724</u>	<u>49,923,146</u>	<u>43,526,929</u>	<u>40,879,285</u>	<u>34,355,719</u>	<u>32,881,500</u>	<u>33,036,318</u>	<u>30,710,096</u>	<u>55,807,861</u>
Annual contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Covered payroll	<u>\$ 142,271,264</u>	<u>\$ 131,715,858</u>	<u>\$ 129,902,012</u>	<u>\$ 122,643,648</u>	<u>\$ 111,004,019</u>	<u>\$ 111,127,482</u>	<u>\$ 97,373,080</u>	<u>\$ 81,069,095</u>	<u>\$ 71,924,747</u>	<u>\$ 66,370,246</u>
Actual contributions as a percentage of covered payroll	38.89%	42.37%	41.66%	40.71%	39.21%	36.79%	35.28%	40.56%	45.93%	46.27%
<b>STAFF PENSION PLAN</b>										
	<b><u>2023</u></b>	<b><u>2022</u></b>	<b><u>2021</u></b>	<b><u>2020</u></b>	<b><u>2019</u></b>	<b><u>2018</u></b>	<b><u>2017</u></b>	<b><u>2016</u></b>	<b><u>2015</u></b>	<b><u>2014</u></b>
Actuarially determined employer contribution	\$ 257,061	\$ 277,952	\$ 254,056	\$ 221,616	\$ 232,280	\$ 233,242	\$ 247,449	\$ 269,054	\$ 291,087	\$ 291,968
Actual employer contributions	<u>257,061</u>	<u>277,952</u>	<u>254,056</u>	<u>221,616</u>	<u>232,280</u>	<u>233,242</u>	<u>247,449</u>	<u>269,054</u>	<u>291,087</u>	<u>291,968</u>
Annual contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Covered payroll	<u>\$ 567,464</u>	<u>\$ 433,844</u>	<u>\$ 417,671</u>	<u>\$ 387,761</u>	<u>\$ 320,720</u>	<u>\$ 280,425</u>	<u>\$ 225,148</u>	<u>\$ 172,459</u>	<u>\$ 164,547</u>	<u>\$ 298,958</u>
Actual contributions as a percentage of covered payroll	45.30%	64.07%	60.83%	57.15%	72.42%	83.17%	109.91%	156.01%	176.90%	97.66%
<b>EXCESS BENEFIT PLAN</b>										
	<b><u>2023</u></b>	<b><u>2022</u></b>	<b><u>2021</u></b>	<b><u>2020</u></b>	<b><u>2019</u></b>	<b><u>2018</u></b>	<b><u>2017</u></b>	<b><u>2016</u></b>	<b><u>2015</u></b>	<b><u>2014</u></b>
Actuarially determined employer contribution	\$ 234,885	\$ 428,626	\$ 616,889	\$ 572,194	\$ 631,547	\$ 694,643	\$ 850,429	\$ 914,859	\$ 947,666	\$ 722,999
Actual employer contributions	<u>237,284</u>	<u>365,619</u>	<u>364,502</u>	<u>417,755</u>	<u>477,892</u>	<u>587,959</u>	<u>674,572</u>	<u>680,534</u>	<u>648,302</u>	<u>561,805</u>
Annual contribution deficiency (excess)	<u>\$ (\$2,399)</u>	<u>\$ 63,007</u>	<u>\$ 252,387</u>	<u>\$ 154,439</u>	<u>\$ 153,655</u>	<u>\$ 106,684</u>	<u>\$ 175,857</u>	<u>\$ 234,325</u>	<u>\$ 299,364</u>	<u>\$ 161,194</u>
Covered payroll	<u>\$ 142,271,264</u>	<u>\$ 131,715,858</u>	<u>\$ 129,902,012</u>	<u>\$ 122,643,648</u>	<u>\$ 111,004,019</u>	<u>\$ 111,127,482</u>	<u>\$ 97,373,080</u>	<u>\$ 81,069,095</u>	<u>\$ 71,924,747</u>	<u>\$ 66,370,246</u>
Actual contributions as a percentage of covered payroll	0.17%	0.28%	0.28%	0.34%	0.43%	0.53%	0.69%	0.84%	0.90%	0.85%

## **Supporting Schedules**

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SCHEDULE OF ADMINISTRATIVE EXPENSES  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

	<b>GESE Trust</b>	<b>Excess Benefits</b>	<b>Combined Total</b>
<b>Personnel Services:</b>			
Salaries & Wages	\$ 848,708	\$ 35,000	\$ 883,708
Payroll Taxes	\$ 59,455	\$ 2,957	\$ 62,412
Insurance	\$ 113,079	\$ -	\$ 113,079
Retirement	\$ 284,993	\$ -	\$ 284,993
Car Allowance	\$ 6,000	\$ -	\$ 6,000
Total Personnel Services	<u>1,312,235</u>	<u>37,957</u>	<u>\$ 1,350,192</u>
<b>Professional Services:</b>			
Investment Custodian	\$ 189,691		\$ 189,691
Investment Consulting	\$ 253,157		\$ 253,157
Legal Counsel	\$ 108,620	\$ 5,000	\$ 113,620
Actuarial	\$ 127,407	\$ 30,000	\$ 157,407
Audit	\$ 68,980	\$ 1,440	\$ 70,420
Other	\$ 151,722	\$ 8,050	\$ 159,772
Total Professional Services	<u>899,576</u>	<u>44,490</u>	<u>\$ 944,066</u>
<b>Seminar and Travel</b>			
Meetings	\$ 7,711		\$ 7,711
Education and Travel	\$ 9,460		\$ 9,460
Travel and Auto	\$ 9,121		\$ 9,121
Total Seminar and Travel	<u>26,292</u>	<u>-</u>	<u>\$ 26,292</u>
<b>Office and Administrative</b>			
Printing	\$ 10,749	\$ 620	\$ 11,369
Advertising	\$ 1,098	\$ 60	\$ 1,158
Postage & Courier Services	\$ 11,557	\$ 150	\$ 11,707
Fidelity Insurance	\$ 165,679	\$ -	\$ 165,679
Office Supplies	\$ 12,621	\$ 400	\$ 13,021
Publications and Memberships	\$ 5,127		\$ 5,127
Other	\$ 4,471		\$ 4,471
Total Office and Administrative	<u>211,302</u>	<u>1,230</u>	<u>\$ 212,532</u>
<b>Occupancy</b>			
Utilities	\$ 26,824	\$ 296	\$ 27,120
Telecommunications	\$ 43,853	\$ 1,300	\$ 45,153
Property Insurance	\$ 34,459	\$ 1,975	\$ 36,434
Repairs & Maintenance	\$ 91,930	\$ 12,050	\$ 103,980
Rental	\$ 10,473	\$ -	\$ 10,473
Parking	\$ -	\$ -	\$ -
Furniture and Equipment	\$ 27,816	\$ 265	\$ 28,081
Depreciation	\$ 100,595	\$ 450	\$ 101,045
Other	\$ 206,179	\$ 1,350	\$ 207,529
Total Occupancy	<u>542,129</u>	<u>17,686</u>	<u>\$ 559,815</u>
<b>Total Administrative Expenses</b>	<u><b>\$ 2,991,534</b></u>	<u><b>\$ 101,363</b></u>	<u><b>\$ 3,092,897</b></u>

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SCHEDULE OF INVESTMENT AND CONSULTANT EXPENSES  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

<b><u>Investment Manager</u></b>	<b><u>Investment Style</u></b>	<b><u>Fee Amount</u></b>
Atlanta Capital Management Co., LLC	Equity - Large Cap Growth	\$ 583,558
Cooke & Bieler, LP	Equity - Large Cap Value	665,135
Cramer Rosenthal McGlynn LLC	Equity - Small Cap Value	287,630
State Street Global Advisors	Equity - S&P 500 Index	22,310
Baring International Investment LTD.	Equity - International	317,704
Equity Managers		<u>1,876,337</u>
Seix Investment Advisors, LLC	Fixed Income - Aggregate	141,954
Richmond Capital Management	Fixed Income - Aggregate	218,283
Garcia, Hamilton & Associates, L.P.	Fixed Income - Intermediate	96,592
Fixed Income Managers		<u>456,829</u>
<b>Total GESE Trust</b>		<u><b>2,333,166</b></u>
<b>Total Investment Expenses <sup>1</sup></b>		<u><b>\$ 2,333,166</b></u>

<b><u>Consultant Firm</u></b>	<b><u>Nature of Service</u></b>	<b><u>Fee Amount</u></b>
Actuarial Consulting Services	Actuarial Services <sup>3</sup>	127,407
Anthony Brunson P.A	Audit Services	68,980
Southeastern Advisory Services, Inc.	Investment Services	253,157
Computer Consultant	General IT	60,030
Computer Consultant	Pension Software	22,789
Ronald A. Silver	Legal Counsel	108,620
<b>Total GESE Trust</b>		<u><b>640,983</b></u>
Cavanaugh Macdonald Consulting, LLC	Actuarial Services	30,000
Computer Consultant	Pension Software	5,750
<b>Total GESE Excess Trust</b>		<u><b>35,750</b></u>
<b>Total Consultant Expenses <sup>2</sup></b>		<u><b>\$ 676,733</b></u>

<sup>1</sup> Information on fees paid to investment professionals is included on the schedule of investment fees located in the investment section.

<sup>2</sup> Consultant expenses are included in the administrative expenses on Statement of Changes in Plan Net Position

<sup>3</sup> Actuarial Expenses includes Cavanaugh Macdonald consulting, LLC & Fase2 C&W LLC Consulting

## **Investment Section**





## SOUTHEASTERN ADVISORY SERVICES, INC.

*Registered Investment Advisor*

Hilda A Thompson, Senior Consultant

[hthompson@seadvisory.com](mailto:hthompson@seadvisory.com)

404-229-5464

December 1, 2023

To: Board of Trustees, Members and Beneficiaries of the City of Miami  
General Employees' and Sanitation Employees' Retirement Trust

Re: Investment Consultant

Dear Trustees, Members and Beneficiaries:

Southeastern Advisory Services, Inc has been retained by the Board to provide investment consulting services to the City of Miami General Employees' & Sanitation Employees' Retirement Trust. Our duties include providing quarterly performance evaluation reports, asset allocation reviews, investment policy reviews, and conducting manager searches as needed. We also provide the Board with investment research and education.

One of our primary duties is to provide investment performance reports to the Board. We meet with the Board quarterly to deliver these reports and answer any questions. The reports include total fund performance as well as sector performance and individual manager performance. The reports include comparisons to benchmarks (indices) as well as to a peer universe.

For the twelve-month period ending September 30, 2023 the fund earned an annual return of 13.43% net of fees, which was greater than the actuarial rate objective. This return was calculated using a time-weighted rate of return based on fair values and is consistent with the CFA Institute's Global Investment Performance Standards (GIPS). The fund ranked at the 11<sup>th</sup> percentile and slightly underperformed the unmanaged index which returned 13.85%. The broad equity market (as measured by the S&P 500) earned 21.62% for the fiscal year, while fixed income (Barclay's Aggregate) had a return of 0.64%. Historical performance remains competitive, posting an annualized 8.06% return since July 1987.

Southeastern believes the Fund is well positioned to meet the current and future needs of the Trust.

Sincerely,

*Hilda A. Thompson*

Hilda A. Thompson  
Senior Consultant

Cc: Edgard Hernandez



## SOUTHEASTERN ADVISORY SERVICES, INC.

*Registered Investment Advisor*

Hilda A Thompson, Senior Consultant

[hthompson@seadvisory.com](mailto:hthompson@seadvisory.com)

404-229-5464

December 1, 2023

To: Board of Trustees, Members and Beneficiaries of City of Miami  
General Employees' and Sanitation Employees' Retirement Trust

Re: Investment Consultant

Dear Trustees, Members and Beneficiaries:

Southeastern Advisory Services, Inc has been retained by the Board to provide investment consulting services to the City of Miami General Employees' & Sanitation Employees' Retirement Trust Staff Pension Plan. Our duties include providing semi-annual performance evaluation reports, asset allocation reviews, investment policy reviews, and conducting manager searches as needed. We also provide the Board with investment research and education.

One of our primary duties is to provide investment performance reports to the Board. We meet with the Board to deliver these reports and answer any questions. The reports include total fund and individual fund performance. The reports include comparisons to benchmarks (indices) as well as to a peer universe.

For the twelve-month period ending September 30, 2023 the fund earned an annual return of 15.28% net of fees, which was greater than the actuarial rate objective. This return was calculated using a time-weighted rate of return based on fair values and is consistent with the CFA Institute's Global Investment Performance Standards (GIPS). The fund ranked at the 3<sup>rd</sup> percentile and outperformed the unmanaged index which returned 13.69%. The broad equity market (as measured by the S&P 500) earned 21.62% for the fiscal year, while fixed income (Barclay's Aggregate) had a return of 0.64%. Since inception (September 2001), the fund has earned an annualized 6.27% return.

Southeastern believes the Fund is well positioned to meet the current and future needs of the Trust.

Sincerely,

*Hilda A. Thompson*

Hilda A. Thompson  
Senior Consultant

Cc: Edgard Hernandez

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
A COMPONENT UNIT OF THE CITY OF MIAMI  
INVESTMENT POLICIES  
FOR YEAR ENDED SEPTEMBER 30, 2023**

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**Investment Overview**

The GESE Trust and the Staff Plan each have an investment policy approved by the Board of Trustees. The investment policy objectives of the Trusts are designed to be pursued on a long-term basis. The investment policy statements set forth the policies and objectives that the Board judges to be appropriate and prudent in consideration of the needs of the participants. The policies establish the criteria that the registered investment advisers retained by the Board of Trustees are expected to meet and against which they are to be measured. The Policies serve as a review document to guide the Board's ongoing supervision of the investment of the Trusts' assets. The goals are intended to provide a means for controlling the overall risk of the portfolio without unduly constraining the discretionary decision-making process of the investment managers. The Board reviews the policy statements periodically. The investment performance objectives may be revised if significant changes occur within the economic and/or capital market environment.

The asset allocation guidelines are presented on page 69, along with the actual allocations for the last three years. The asset allocations are monitored closely by the Board, so as to comply with the established policy guidelines. Rebalancing is performed as needed and upon advisement from our investment consultant. For the GESE Trust, an asset liability study may be conducted periodically. For the Staff Plan, the asset allocation policy is required to be reviewed every three to five years.

**Investment Manager Performance**

The investment performance objectives of the overall portfolio are to achieve a rate of return that equals or exceeds the Trusts' actuarial interest rate assumption and achieve performance results which will rank in the top half of a peer universe within a time horizon of rolling three year periods without taking undue risk. The performance objectives are to be used as a basis for reviewing and monitoring managers, not as an absolute measure that requires manager termination if they are not achieved.

The Board has established written guidelines and objectives against which the investment performance of any money manager retained by the Board is measured. If a money manager fails to meet its contractual agreement with the Board, the money manager may be terminated. The performance objective of the investment portfolio for the Trusts is 90 percent of the median performance of comparable portfolios. The criteria is measured based on the returns during the most recent three year period in the appropriate peer universe. If a manager falls below the criteria, they are placed on a watch list and then on probation. If a manager remains on probation for one year, the manager is subject to termination.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
A COMPONENT UNIT OF THE CITY OF MIAMI  
INVESTMENT POLICIES  
FOR YEAR ENDED SEPTEMBER 30, 2023**

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**Governance/Monitoring:**

The Board has established governance standards to manage the Trusts effectively and efficiently. Trust oversight is performed by the Board establishing and periodically reviewing the Trusts' policies. The Board appoints and monitors the investment managers. The investment program is managed by several designated managers. The investment managers are given full discretion to manage the assets under their supervision subject to the Investment Policy. There is a continual review of the investments under management. The Board meets with the investment consultant quarterly to review the performance of the Trust and each manager. The Board meets with each investment manager at least annually to review Trust investments and current environment and future outlook. Proxies are voted by the manager in compliance with the Board's general guidelines based on the best economic interest of the Trust.

Trust operations consist of the Trusts' staff administering and maintaining internal control procedures, monitoring investment and custody of assets, providing analysis and information for decision-making, and reporting to the Board. The Trusts are governed by a set of written internal controls and operational procedures. The Pension Administrator is responsible for establishing and maintaining the internal control structure. This policy is designed to safeguard the Trusts from losses that may arise from fraud, error or misrepresentations by third parties, or imprudent actions by the Board or employees of the plan sponsor.

**GESE Trust Investment Policy and Guidelines**

The most recent modified GESE Trust investment policy statement effective September 29, 2023, is outlined as follows:

***Equity Securities***

Equity securities are required to be diversified by industry and in number so that no investment in the securities of a single issue shall exceed seven percent (at market) of the value of the portfolios, provided that the aggregate investment of the fund in any one issuing corporation does not exceed three percent of the outstanding capital stock of that corporation. Single industry weightings can only be a maximum of three times the index holding or ten percent, whichever is greater. Equity securities possess value and quality corroborated by accepted techniques and standards of fundamental and technical analysis. Investments into commingled funds are excluded from the above maximums.

Permissible direct investments include registered common stock listed on a major U.S. exchange or traded on any major U.S. market (including foreign securities traded on U.S. exchanges), convertible preferred stock and convertible bonds, foreign stocks through the use of commingled or mutual funds, emerging market stocks within the commingled or mutual funds, Standard & Poor's Depository Receipts, American Depository Receipts, REITS, stocks with a minimum market capitalization of \$100 million (small cap managers may invest in stocks with a \$50 million market capitalization), new Issues (initial public offerings) up to five percent of the portfolio and commingled and mutual funds.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
A COMPONENT UNIT OF THE CITY OF MIAMI  
INVESTMENT POLICIES  
FOR YEAR ENDED SEPTEMBER 30, 2023**

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**GESE Trust Investment Policy and Guidelines (Cont'd)**

***Equity Securities (Cont'd)***

Excluded direct investments include short sales, margin purchases (lending or borrowing of funds), investments used to leverage the portfolio, letter stock, private or direct placements, commodities contracts, unattached warrants, derivatives, issues related to the investment manager or restricted stock.

***Fixed Income Securities***

The fixed income portion of the GESE Trust is required to be invested in marketable, fixed income securities. Corporate bond issues must be diversified by industry and in number so that no investment in the securities of a single issue shall exceed seven percent (at market) of the value of the portfolio. Single industry weightings, excluding U.S. Government and agency securities, can only be a maximum of 25 percent. Fixed income investments are expected to preserve capital and provide a high level of income on a consistent basis.

Acceptable fixed income instruments are commercial paper of only the highest quality, certificate of deposit of the top 100 national banks, bankers acceptances, United States Treasuries, repurchase agreements or debt instruments issued or guaranteed by the U.S. Government or agencies, investment grade corporate debt issues including those rated Baa3/BBB- or better by Moody's Investor Services/Standard and Poor's Corporation, asset backed securities, mortgages, commercial backed securities, collateralized mortgage obligations, futures less than 15 percent with prior board approval, options, preferred stock, municipal bonds, Yankee bonds/foreign credits, Eurodollar bonds, commingled funds and mutual funds. A limitation of 20 percent of each manager's portfolio may be invested in aggregate to Yankee bonds, foreign credits, Euro-dollar bonds and Rule 144A Securities. A limitation of 20 percent of each manager's portfolio may be invested in high yield securities (with ratings of CCC or better). 10% maximum of each manager's bond portfolio may be invested in Exchange Traded Funds (ETF). The ETF may be held for a maximum of 75 days and must have an expense ratio of 10 basis points or less.

Fixed income instruments that are not allowable are private placements or debt to equity exchanges. Investment managers are not authorized to use derivative securities, or strategies that do not comply with basic investment objectives of this policy, which is an emphasis on the preservation of principal consistent with conservative growth of assets. Managers are specifically prohibited from using derivative or synthetic securities whose characteristics as implemented by the manager include potentially high price volatility and whose returns are speculative or leveraged (when considered together with liquid/short-term securities position) or whose marketability may be severely limited, without written authority from the Board.

The fixed income investments are required to be appropriately diversified although the investment manager may engage in "active" bond management. It is therefore anticipated that there may be turnover as shifts are made between and within sectors, quality and maturity. Average duration of the fixed income

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
A COMPONENT UNIT OF THE CITY OF MIAMI  
INVESTMENT POLICIES  
FOR YEAR ENDED SEPTEMBER 30, 2023**

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**GESE Trust Investment Policy and Guidelines (Cont'd)**

asset class will be targeted within a range of three to ten years. Each manager is expected to keep duration at +/- 18 months of the benchmark duration.

***Real Estate Securities***

A Portion of the fund may be invested in REITS with prior Board approval.

**Staff Plan Investment Policy and Guidelines**

Currently the Staff Portfolio is invested in mutual funds, which are governed by the mutual fund prospectus. The most recent modified Staff Plan investment policy statement effective July 23, 2021, is outlined as follows:

***Equity Securities***

Equity securities are required to be diversified by industry and in number so that no investment in the securities of a single issue exceeds seven percent (at market) of the value of the portfolios, provided that the aggregate investment of the fund in any one issuing corporation shall not exceed three percent of the outstanding capital stock of that corporation. Single industry weightings can only be a maximum of three times the index holding or 10 percent whichever is greater. Equity securities possess value and quality corroborated by accepted techniques and standards of fundamental and technical analysis. Investments into mutual funds are excluded from the above maximums.

Permissible direct investments include registered common stock listed on a major U.S. exchange or traded on any major U.S. market, including foreign securities traded on U.S. exchanges, convertible preferred stock and convertible bonds, foreign stocks through the use of commingled or mutual funds, emerging stocks through the use of commingled or mutual funds, Standard & Poor's Depository Receipts, American Depository Receipts and stocks with a minimum market capitalization of \$100 million (small cap managers may invest in stocks with a \$50 million market capitalization). New issues (initial public offerings), up to five percent of portfolio.

Prohibited direct investments include, short sales, margin purchases (lending or borrowing of funds), investments used to leverage the portfolio, letter stock, private or direct placements, commodities contracts, unattached warrants, derivatives, issues related to the investment manager, restricted stock, or illiquid investments.

***Fixed Income Securities***

The fixed income portion of the Staff Plan is required to be invested in marketable, fixed income securities. Corporate bond issues must be diversified by industry and in number so that no investment in the

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
A COMPONENT UNIT OF THE CITY OF MIAMI  
INVESTMENT POLICIES  
FOR YEAR ENDED SEPTEMBER 30, 2023**

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securities of a single issue shall exceed 7 percent at fair value of the portfolio. Single industry weightings can only be a maximum of 20 percent, except US Government and agency securities. Fixed income

**Staff Plan Investment Policy and Guidelines (Cont'd)**

investments are expected to preserve capital and provide a high level of income on a consistent basis. Duration is expected to be +/- 18 months of the benchmark duration.

***Fixed Income Securities (Cont'd)***

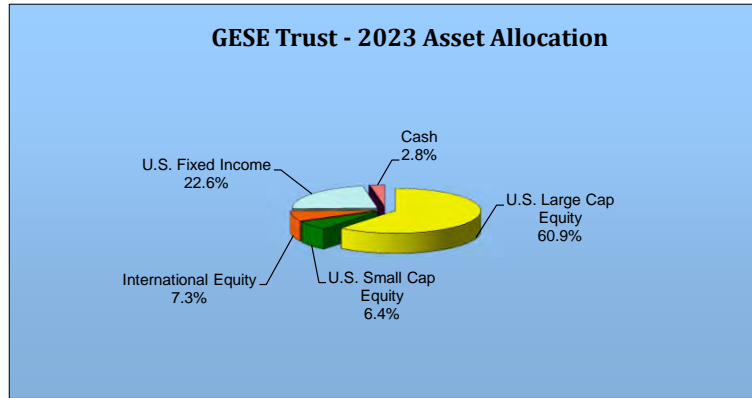
Acceptable fixed income instruments are commercial paper of only the highest quality, certificate of deposit insured by the FDIC, bankers acceptances, United States Treasuries, repurchase agreements or debt instruments issued or guaranteed by the U.S. Government or agencies, investment grade corporate debt issues including those rated Baa3/BBB- or better by Moody's Investor Services/Standard & Poor's Corporation, asset backed securities, mortgages, commercial backed securities, collateralized mortgage obligations, futures less than 15 percent with prior board approval, options and preferred stock, commingled and mutual funds. Fixed income instruments that are not allowable include private placements, Eurodollar securities, foreign credits, debt to equity exchanges, illiquid investments or derivatives.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SUMMARY OF ASSET ALLOCATION  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

**GESE Trust Summary of Asset Allocation**

	Policy Guidelines						Actual				
	11/01 to 3/05		3/06 to 9/11		9/18 to current		September 30,				
	Target	Range	Target	Range	Target	Range	2023	2022	2021	2020	2019
<b>U.S. Large Cap Equity</b>	50%	40-60%	45%	35-55%	48%	30-65%	60.9%	57.7%	60.7%	56.0%	54.6%
<b>U.S. Small Cap Equity</b>	10%	0-15%	10%	0-15%	9%	0-15%	6.4%	6.7%	6.1%	5.1%	7.0%
<b>International Equity</b>	10%	0-15%	10%	0-15%	10%	0-15%	7.3%	6.6%	7.6%	7.8%	7.8%
<b>U.S. Fixed Income</b>	25%	20-40%	29%	20-40%	30%	20-50%	22.6%	26.1%	21.8%	26.7%	27.6%
<b>Real Estate</b>	5%	0-10%	5%	0-10%	0%	0-10%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Cash</b>	0%	0-15%	1%	0-15%	3%	0-10%	2.8%	2.9%	3.8%	4.4%	3.0%
							100%	100%	100%	100%	100%

**GESE Trust - 2023 Asset Allocation**



**Staff Plan Summary of Asset Allocation**

	Policy Guidelines				Actual				
	4/01 to 9/07		9/18 to current		September 30,				
	Target	Range	Target	Range	2023	2022	2021	2020	2019
<b>U.S. Large Cap Equity</b>	50%	40-60%	48%	30-60%	58.3%	56.4%	56.6%	54.8%	53.2%
<b>U.S. Small Cap Equity</b>			9%	0-15%	13.3%	13.7%	14.4%	12.2%	13.2%
<b>International Equity</b>			10%	0-15%	6.6%	6.4%	7.1%	7.0%	7.3%
<b>U.S. Fixed Income</b>	50%	40-60%	30%	20-50%	21.7%	23.5%	21.9%	26.0%	26.3%
<b>Cash</b>	0%	0-10%	3%	0-10%	0.0%	0.0%	0.0%	0.0%	0.0%
					100%	100%	100%	100%	100%

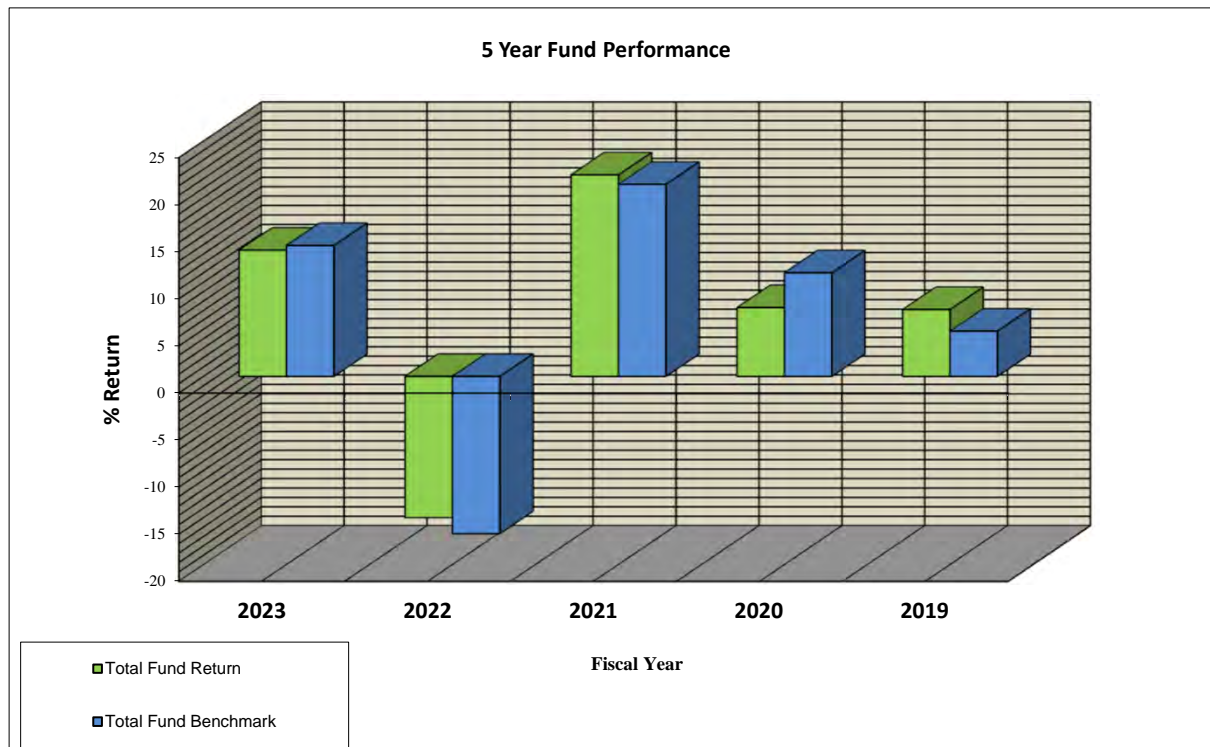
**Staff Plan-2023 Asset Allocation**





**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
GESE TRUST - SUMMARY OF INVESTMENT RETURNS  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

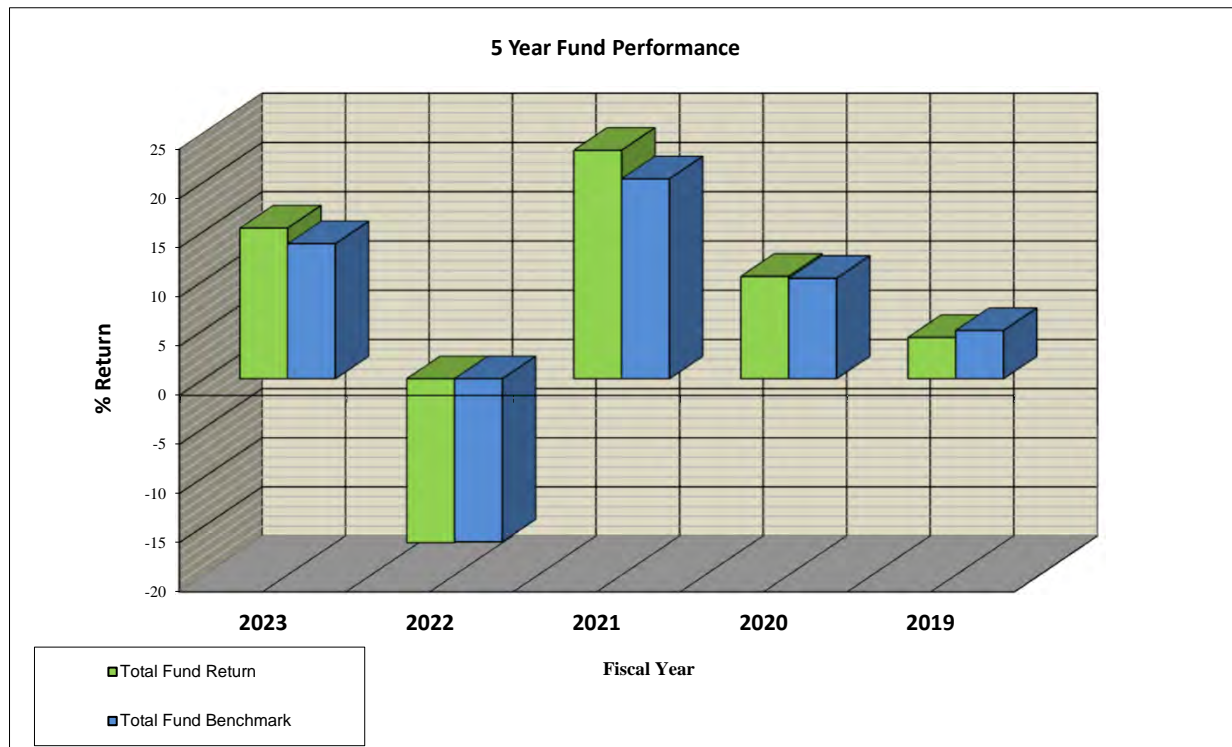
	Annual Rates of Return (%) September 30,					Annualized Return (%)	
	2023	2022	2021	2020	2019	3 Years 2021-2023	5 Years 2019-2023
<b>Equities</b>							
Fund Return - Domestic Equities	18.7	-15.5	33.9	7.6	6.2	10.3	8.9
Fund Return - International Equities	23.2	-26.4	18.2	7.0	-3.8	2.2	1.9
S&P 500	21.6	-15.5	30.0	15.2	4.3	10.2	9.9
Dow Jones	19.2	-13.4	24.2	3.2	4.2	8.6	7.1
Russell 2500 Mid-Cap	11.3	-21.1	45.0	2.2	-4.0	8.4	4.5
Russell 2000 - Small Stock	8.9	-23.5	47.7	0.4	-8.9	7.2	2.4
MSCI EAFE - Non US Stocks	25.7	-25.2	25.7	0.5	-1.3	5.8	3.2
<b>Fixed Income</b>							
Fund Return - Fixed Income	0.9	-13.5	-0.1	7.4	9.4	-4.5	0.5
Barclays U.S. - Aggregate	0.6	-14.6	-0.9	7.0	10.3	-5.2	0.1
Barclays - Mortgage Backed	-0.2	-14.0	-0.4	4.4	7.8	-5.1	-0.8
Barclays Intermediate - Govt/Credit	2.2	-10.2	-0.4	6.3	8.2	-2.9	1.0
T-Bills - 91 Days	4.5	0.6	0.1	1.0	2.4	1.7	1.7
<b>Real Estate</b>							
Fund Return - Real Estate	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FR NCREIF Index	-8.4	16.1	12.2	2.0	6.2	6.0	5.3
NAREIT	-0.9	-17.2	32.5	-13.3	19.6	2.7	2.4
<b>Total Fund Return</b>	<b>13.4</b>	<b>-15.0</b>	<b>21.4</b>	<b>7.3</b>	<b>7.1</b>	<b>5.4</b>	<b>6.1</b>
<b>Total Fund Benchmark</b>	<b>13.9</b>	<b>-16.7</b>	<b>20.4</b>	<b>11.0</b>	<b>4.8</b>	<b>4.5</b>	<b>5.7</b>



Note: Rate of Returns are time weighted & net of fees. Based on rate of return in accordance with the CFA Institute's Performance Presentation Standards.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
GESE TRUST - SUMMARY OF INVESTMENT RETURNS  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

	Annual Rates of Return (%)					Annualized Return (%)	
	September 30,					3 Years	5 Years
	2023	2022	2021	2020	2019	2021-2023	2019-2023
<b>Equities</b>							
Fund Return - Domestic Equities	19.8	-16.6	32.5	12.4	2.6	9.8	8.8
Fund Return - International Equities	20.5	-25.2	24.4	3.8	-1.6	3.9	2.7
S&P 500	21.6	-15.5	30.0	15.2	4.3	10.2	9.9
Russell 2000-Small Stock	8.9	-23.5	47.7	0.4	-8.9	7.2	2.4
Dow Jones	19.2	-13.4	24.2	3.2	4.2	8.6	7.1
MSCI EAFE - Non US Stocks	25.7	-25.2	25.7	0.5	-1.3	5.8	3.2
<b>Fixed Income</b>							
Fund Return - Fixed Income	0.6	-14.6	-0.9	7.0	10.4	-5.2	0.1
Barclays U.S. - Aggregate	0.6	-14.6	-0.9	7.0	10.3	-5.2	0.1
Barclays - Mortgage Backed	-0.2	-14.0	-0.4	4.4	7.8	-5.1	-0.8
Barclays Intermediate - Government/Credit	2.2	-10.2	-0.4	6.3	8.2	-2.9	1.0
T-Bills - 91 Days	4.5	0.6	0.1	1.0	2.4	1.7	1.7
<b>Total Fund Return</b>							
<b>Total Fund Benchmark</b>							



Note: Rate of Returns are time weighted & gross of fees. Based on rate of return in accordance with the CFA Institute's Performance Presentation Standards.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS  
A COMPONENT UNIT OF THE CITY OF MIAMI  
GESE TRUST - LIST OF LARGEST ASSETS HELD  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

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**Largest Stock Holdings (By Fair Value)**

	<u>Shares</u>	<u>Stocks</u>		<u>Fair Value</u>
1)	17,861	MASTERCARD INC A	\$	7,071,349
2)	53,343	ALPHABET INC CL C		7,033,275
3)	28,330	DANAHER CORP		7,028,673
4)	29,967	VISA INC		6,892,710
5)	21,064	MICROSOFT CORP		6,650,958
6)	12,631	THERMO FISHER SCIENTIFIC INC		6,393,433
7)	88,200	AERCAP HOLDINGS NV		5,527,494
8)	61,752	TJX COMPANIES INC		5,488,518
9)	175,040	BROOKFIELD CORP		5,473,501
10)	23,138	VERISK ANALYTICS		5,466,121

**Largest Bond Holdings (By Fair Value)**

	<u>Par</u>	<u>Bonds</u>	<u>Coupon</u>	<u>Maturity</u>		<u>Fair Value</u>
1)	6,960,000	US TREASURY N/B	3.875%	08/15/20233	\$	6,576,086
2)	7,320,000	US TREASURY N/B	3.625%	05/15/2053		6,060,740
3)	5,858,000	US TREASURY N/B	0.250%	09/30/2025		5,330,780
4)	5,253,000	US TREASURY N/B	2.750%	07/31/2027		4,893,275
5)	3,787,000	US TREASURY N/B	3.625%	05/15/2026		3,670,891
6)	5,220,000	US TREASURY N/B	2.000%	02/15/2050		3,046,340
7)	3,120,000	US TREASURY N/B	0.375%	07/15/2024		2,998,382
8)	3,225,000	US TREASURY N/B	2.250%	11/15/2027		2,932,976
9)	2,890,000	US TREASURY N/B	3.500%	01/31/2028		2,758,043
10)	3,265,000	US TREASURY N/B	1.125%	02/15/1931		2,575,269

**Staff Largest Stock Holdings (By Fair Value)**

	<u>Shares</u>	<u>Stocks</u>	<u>Fair Value</u>
1)	8,264	Vanguard 500 Index	3,269,042
2)	132,619	Vanguard Total Bond	1,217,444
3)	8,264	Vanguard Small Cap	748,469
4)	12,974	Vanguard Total International	372,864

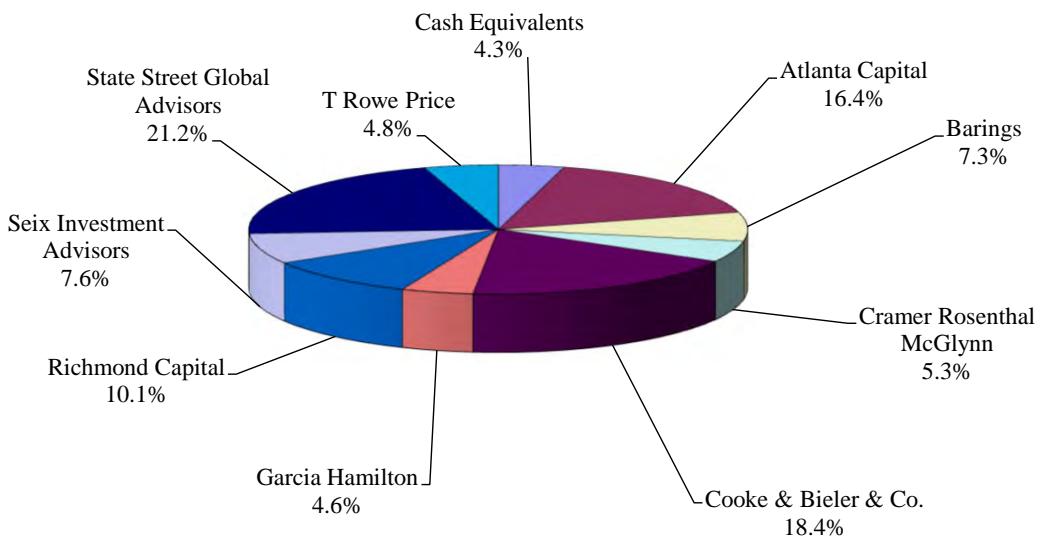
Complete list of holdings available upon request.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
FUND MANAGER ALLOCATION  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

<u>Investment Manager</u>	<u>Fair Value</u>	<u>Fund Allocation</u>	<u>Performance*</u>		
			<u>Fund Return</u>	<u>Style Benchmark</u>	<u>Universe Ranking</u>
<b>GESE Trust</b>					
<b>Domestic Equity Segment</b>	\$ <b>577,398,149</b>	<b>66.1%</b>	<b>18.7%</b>	<b>21.6%</b>	<b>42</b>
Atlanta Capital Management	143,392,005	16.4%	17.3%	27.7%	89
Cooke & Bieler	160,589,463	18.4%	18.2%	14.4%	43
Cramer Rosenthal McGlynn	46,074,119	5.3%	9.6%	7.8%	87
State Street Global Advisors	185,447,578	21.2%	21.6%	21.6%	39
T Rowe Price Associates	41,894,984	4.8%	27.6%	27.7%	37
<b>International Equity Segment</b>	<b>63,407,184</b>	<b>7.3%</b>	<b>23.2%</b>	<b>25.7%</b>	<b>46</b>
Barings International	63,407,184	7.3%	23.2%	25.7%	46
<b>Real Estate Segment</b>	<b>-</b>	<b>-</b>			
<b>Fixed Income Segment</b>	<b>194,919,830</b>	<b>22.3%</b>	<b>0.9%</b>	<b>0.6%</b>	<b>86</b>
Garcia Hamilton	40,476,437	4.6%	0.6%	1.4%	96
Richmond Capital Management	87,860,688	10.1%	1.3%	0.6%	35
Seix Investment Advisors	66,582,705	7.6%	0.6%	0.6%	82
<b>Cash Equivalents</b>					
<b>Administrative account</b>	<b>37,190,356</b>	<b>4.3%</b>	<b>4.4%</b>	<b>4.5%</b>	<b>70</b>
State Street Corporation	37,190,356	4.3%	4.4%	4.5%	70
<b>TOTAL GESE Trust</b>	\$ <b>872,915,520</b>	<b>100.0%</b>	<b>13.4%</b>	<b>13.9%</b>	<b>11</b>

Source: Southeastern Advisory Services, Inc. - Manager universe and style categorization but not fair values  
Performance represents a one year return

**GESE Trust Fund Manager Allocation**

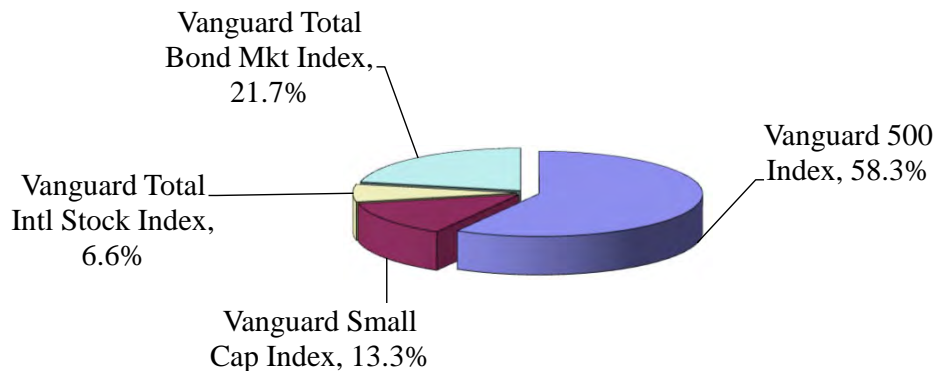


**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
FUND MANAGER ALLOCATION  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

			Performance*		
<u>Investment Manager</u>	<u>Fair Value</u>	<u>Fund Allocation</u>	<u>Fund Return</u>	<u>Style Benchmark</u>	<u>Universe Ranking</u>
<b>Staff Plan</b>					
<b>Domestic Equity Segment</b>	\$ <b>4,017,511</b>	<b>71.6%</b>	<b>19.8%</b>	<b>19.7%</b>	<b>36</b>
Vanguard 500 Index	3,269,042	58.3%	21.6%	21.6%	42
Vanguard Small Cap Index	748,469	13.3%	12.5%	12.4%	54
<b>International Equity Segment</b>	<b>372,864</b>	<b>6.6%</b>	<b>20.5%</b>	<b>20.4%</b>	<b>62</b>
Vanguard Total Intl Stock Index	372,864	6.6%	20.5%	20.4%	68
<b>Fixed Income Segment</b>	<b>1,217,444</b>	<b>21.7%</b>	<b>0.6%</b>	<b>0.6%</b>	<b>89</b>
Vanguard Total Bond Mkt Index	1,217,444	21.7%	0.6%	0.6%	81
<b>Cash Equivalents Admin. account</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>TOTAL Staff Trust</b>	\$ <b>5,607,819</b>	<b>100.0%</b>	<b>15.3%</b>	<b>13.7%</b>	<b>3</b>

Source: Southeastern Advisory Services, Inc. - Manager universe and style categorization but not market value  
Performance represents a one year return

**Staff Plan Manager Allocation**



**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SCHEDULE OF INVESTMENT AND COMMISSION FEES  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

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<b><u>Investment Manager's Style</u></b>	<b><u>Assets Under Management</u></b>	<b><u>Investment Fees</u></b>
<b><i>GESE Trust</i></b>		
Equity Managers	\$ 640,805,334	\$ 1,876,337
Fixed Income Managers	194,919,830	456,829
Real Estate Managers	-	-
Money Market Funds	<u>37,190,356</u>	<u>-</u>
Total GESE Trust	<b><u>\$ 872,915,520</u></b>	<b><u>\$ 2,333,166</u></b>
<b><i>Staff Plan</i></b>		
Vanguard Funds	\$ 5,607,819	-
	<u>-</u>	<u>-</u>
Total Staff Plan	<b><u>\$ 5,607,819</u></b>	<b><u>\$ -</u></b>
<b>Total Investments</b>	<b><u>\$ 878,523,339</u></b>	
<b>Total Investment Expenses</b>		<b><u>\$ 2,333,166</u></b>
<b><u>Other Investment Service Fees GESE Trust</u></b>		
Custodian		\$ 189,691
Investment Consultants		<u>253,157</u>
<b>Total Other Investment Service Fees <sup>1</sup></b>		<b><u>\$ 442,847</u></b>

<sup>1</sup> Other Investment Service Fees are included in the Schedule of Administrative Expenses.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND OTHER MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SCHEDULE OF INVESTMENT AND COMMISSION FEES  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

Broker Name	Number Of Shares Traded	Total Commissions	Commissions Per Share
ABEL NOSER	115,446.00	4,511.77	\$ 1.49
ADDITIONAL PRINCIPAL	105,955.56	-	\$ -
BANK OF OKLAHOMA, N.A.	345,000.00	-	\$ -
BARCLAYS CAPITAL INC	11,887,446.09	-	\$ -
BARCLAYS CAPITAL INC.	-	-	\$ -
BARCLAYS CAPITAL INC./LE	1,252.00	50.08	\$ 0.04
BARCLAYS CAPITAL LE	465,041.00	6,258.56	\$ 1.79
BMO CAPITAL MARKETS	10,702.00	428.08	\$ 0.08
BMO CAPITAL MARKETS CORP	1,398,035.13	-	\$ -
BNP PARIBAS SECURITIES BOND	3,723,000.00	-	\$ -
BOFA SECURITIES, INC.	661,488.00	16,704.54	\$ 2.50
BOFA SECURITIES, INC. / FIXED INCOME	68,956,350.65	-	\$ -
BONY/TORONTO DOMINION SECURITIES INC	150,000.00	-	\$ -
BREAN CAPITAL LLC	1,753,963.06	-	\$ -
BTIG, LLC	3,033.00	75.83	\$ 0.03
CABRERA CAPITAL MARKETS	21,075,000.00	-	\$ -
CALLED BONDS	4,259,281.41	-	\$ -
CANTOR FITZGERALD + CO	3,361,207.78	-	\$ -
CANTOR FITZGERALD + CO.	87,389.00	2,009.84	\$ 0.12
CANTOR FITZGERALD AND CO	1,166,000.00	-	\$ -
CAP GAIN REINVEST	12,200.78	-	\$ -
CASTLEOAK SECURITIES LP	6,685,000.00	-	\$ -
CITADEL SEC/INTERNAL	15,397,000.00	-	\$ -
CITIGROUP GLOBAL MARKETS INC	84,659.00	3,386.36	\$ 0.96
CITIGROUP GLOBAL MARKETS INC SALOMON BRO	42,221,990.64	-	\$ -
CREDIT SUISSE AG	180,767.77	-	\$ -
CREDIT SUISSE SECURITIES (USA) LLC	1,566,171.00	8,418.74	\$ 2.08
CUSIP CHANGE NON CASH	100,052.00	-	\$ -
DEUTSCHE BANK SECURITIES INC	822,000.00	-	\$ -
DEUTSCHE BANK SECURITIES, INC.	4,200,000.00	-	\$ -
EVERCORE ISI	26,351.00	1,023.71	\$ 0.35
EXCHANGE OFFER	1,687,000.00	-	\$ -
EXCHANGE OFFER (NON CASH)	1,503,550.00	-	\$ -
FEDERAL RESERVE BANK OF BOSTON	17,843,717.58	-	\$ -
FIRST TENNESSEE SECURITIES CORP	125,000.00	-	\$ -
FRACTIONAL SHARES	0.12	-	\$ -
GOLDMAN SACHS + CO LLC	44,480,636.36	303.64	\$ 0.16
GREAT PACIFIC SECURITIES	45,395,000.00	-	\$ -
HARRIS GOVT SEC INC	2,470,724.08	-	\$ -
HSBC SECURITIES INC.	47,844,000.00	-	\$ -
INCOME REINVESTMENT	4,168.84	-	\$ -
INFLATION INDEX ADJUSTMENT	9,456.48	-	\$ -
INSTINET	190,462.00	5,713.86	\$ 4.05
INTL FCSTONE FINANCIAL INC	6,170,203.08	-	\$ -
INTL FCSTONE FINANCIAL INC./BD RATES	6,039,902.30	-	\$ -
J.P. MORGAN SECURITIES LLC	17,587,177.90	2,786.32	\$ 1.20
JANE STREET EXECUTION SERVICES, LLC	2,802,000.00	-	\$ -
JANNEY MONTGOMERY SCOTT INC.	168,967.54	-	\$ -
JEFFERIES LLC	3,862,937.00	2,255.46	\$ 0.54
JONESTRADING INSTITUTIONAL SERVICES LLC	214,792.00	3,522.88	\$ 0.51
KEEFE BRUYETTE + WOODS INC	75,624.00	3,024.96	\$ 0.92
KEYBANC CAPITAL MARKETS INC	956,720.00	668.80	\$ 0.36
LIQUIDNET INC	142,138.00	4,264.14	\$ 2.97
LOOP CAPITAL MARKETS	43,560.00	1,742.40	\$ 0.76
LOOP CAPITAL MARKETS LLC	2,555,000.00	-	\$ -

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND OTHER MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SCHEDULE OF INVESTMENT AND COMMISSION FEES  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

<b>Broker Name</b>	<b>Number Of Shares Traded</b>	<b>Total Commissions</b>	<b>Commissions Per Share</b>
MARKETAXESS CORPORATION	7,156,000.00	-	\$ -
MATURITY	8,717,000.00	-	\$ -
MELLON BANK/MELLON FINANCIAL MKTS, INC.	435,301.95	-	\$ -
MERGER NON CASH	112,875.00	-	\$ -
MERRILL LYNCH PROFESSIONAL CLEARING CORP	2,808,484.00	99.36	\$ 0.04
MFR SECURITIES INC	14,061,319.65	-	\$ -
MILLENNIUM ADVISORS LLC	536,231.00	-	\$ -
MISCHLER FINANCIAL GROUP, INC-EQUITIES	16,320,000.00	-	\$ -
MITSUBISHI UFJ SECURITIES	1,076,714.18	-	\$ -
MIZUHO SECURITIES USA INC.	1,021,000.00	-	\$ -
MIZUHO SECURITIES USA/FIXED INCOME	845,000.00	-	\$ -
MORGAN STANLEY CO INCORPORATED	7,547,889.29	1,064.80	\$ 0.20
NEEDHAM AND COMPANY LLC	7,856.00	314.24	\$ 0.04
NOMURA SECURITIES INTL., FIXED INCOME	61,706,954.81	-	\$ -
NOMURA SECURITIES/FIXED INCOME	2,275,769.21	-	\$ -
OPPENHEIMER + CO. INC.	2,130.00	85.20	\$ 0.08
PERSHING LLC	3,434,624.52	-	\$ -
PIERPONT SECURITIES LLC	640,000.00	-	\$ -
PIPER JAFFRAY & CO.	9,914.00	261.86	\$ 0.18
PNC SECURITIES CORP	4,844,202.06	-	\$ -
PRINCIPAL PAYMENTS - MTG BACK	15,072,167.17	-	\$ -
RAYMOND JAMES AND ASSOCIATES INC	82,529.00	3,301.16	\$ 0.80
RBC CAPITAL MARKETS, LLC	2,903,558.00	281.88	\$ 0.17
REVERSE SPLIT NON CASH	95,013.00	-	\$ -
ROBERT W. BAIRD CO.INCORPORATED	955,848.93	3,343.05	\$ 1.40
SAMUEL A. RAMIREZ & COMPANY, INC.	80,000.00	-	\$ -
SANFORD C BERNSTEIN CO LLC	42,660.00	1,706.40	\$ 0.36
SEAPORT GROUP SECURITIES, LLC	1,370,000.00	-	\$ -
SHORTTERM CAP GAIN REINVEST	5,194.64	-	\$ -
SMBC NIKKO SECURITIES AMERICA, INC.	370,000.00	-	\$ -
SOCIETE GENERALE NY	344,000.00	-	\$ -
STATE STREET BANK AND TRUST CO.	644,580,745.80	-	\$ -
STATE STREET GLOBAL MARKETS, LLC	68,519.00	2,055.57	\$ 0.33
STEPHENS INC	695,101.18	812.56	\$ 0.20
STERN BROTHERS AND CO.	715,000.00	-	\$ -
STIFEL NICOLAUS + CO INC	32,405.00	1,296.20	\$ 0.32
STRATEGAS SECURITIES LLC	17,570.00	702.80	\$ 0.24
SUNTRUST CAPITAL MARKETS, INC.	103,839.00	4,153.56	\$ 1.60
TENDER OFFER	1,174,000.00	-	\$ -
TORONTO DOMINION SECURTIES (USA) INC	2,549,762.49	-	\$ -
UBS SECURITIES LLC	871,725.00	3,869.05	\$ 1.28
US BANCORP INVESTMENTS INC	909,000.00	-	\$ -
VIRTU AMERICAS LLC	191,345.00	6,436.72	\$ 3.42
WELLS FARGO SECURITIES LLC	2,069,960.71	-	\$ -
WELLS FARGO SECURITIES, LLC	22,740,020.09	4,257.16	\$ 0.36
WILLIAMS CAPITAL GROUP LP (THE)	17,155,000.00	-	\$ -
<b>Grand Total</b>	<b>1,241,748,749.83</b>	<b>101,191.54</b>	<b>\$ 0.00</b>



**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION EMPLOYEES'  
RETIREMENT TRUST AND OTHER MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
INVESTMENT SUMMARY  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

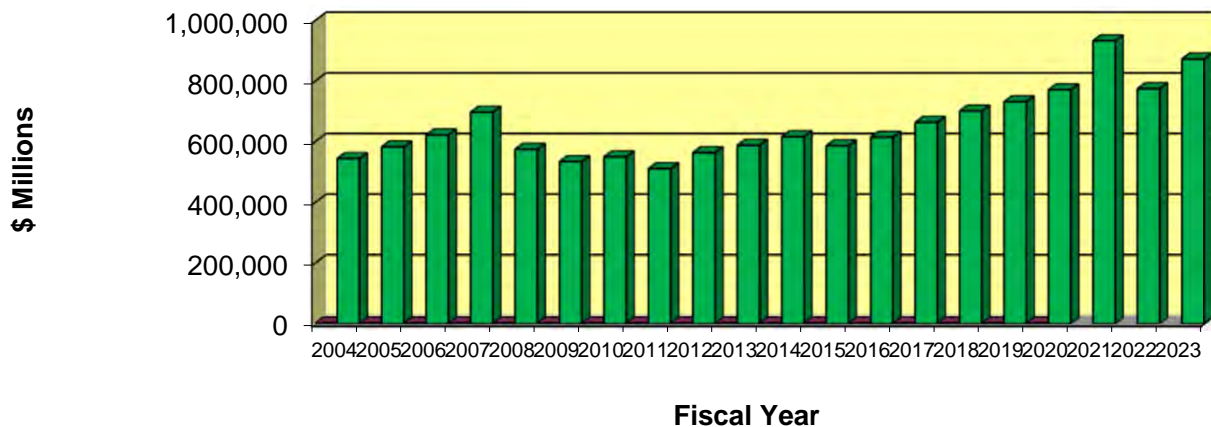
<b><u>Type of Investment</u></b>	<b>GESE Trust</b>		<b>Staff Plan</b>	
	<b>Fair Value at 9/30/23</b>	<b>Percent of Total Fair Value</b>	<b>Fair Value at 9/30/23</b>	<b>Percent of Total Fair Value</b>
<b>Fixed Income</b>				
U.S. Government Obligations	\$54,563,891	6.25%		
Federal Instrumentalities	486,567	0.06%		
Mortgage Backed Securities	82,693,738	9.47%		
Asset Backed Securities	2,587,742	0.30%		
Domestic Corporate Bonds	52,537,177	6.02%		
Vanguard Total Bond Mkt			1,217,444	
International Bonds (Yankees)	2,050,715	0.23%		
<b>Total Fixed Income</b>	<b>\$194,919,830</b>	<b>22.33%</b>	<b>\$1,217,444</b>	<b>21.71%</b>
<b>Common Stock</b>				
Consumer	\$52,581,650	6.02%		
Energy	\$16,037,279	1.84%		
Financial	\$97,398,701	11.16%		
Healthcare	\$47,031,337	5.39%		
Industrials	\$39,967,639	4.58%		
Information Technology	\$45,337,874	5.19%		
Materials	\$12,727,022	1.46%		
Telecommunications & Utilities	\$28,085,279	3.22%		
International	\$63,407,184	7.26%	372,864	
Vanguard Small Cap Index			748,469	
Vanguard 500 Index			3,269,041	
Commingled Growth Equity	\$41,894,984	4.80%		
Commingled Equity Fund	\$185,447,578	21.24%		
<b>Total Common Stock</b>	<b>\$629,916,527</b>	<b>72.16%</b>	<b>\$4,390,374</b>	<b>78.29%</b>
<b>Real Estate</b>				
Real Estate	\$10,888,806	1.25%		
Real Estate Investment Trust		0.00%		
<b>Total Real Estate</b>	<b>\$10,888,806</b>	<b>1.25%</b>		
<b>Short term Investments</b>				
Short term Investment Fund	\$37,190,356	4.26%		
<b>TOTAL INVESTMENTS</b>	<b>\$872,915,520</b>	<b>100.00%</b>	<b>\$5,607,819</b>	<b>100.00%</b>

*A detailed schedule of investments is available from the GESE Trust's administrative office at (305) 441-2300.*

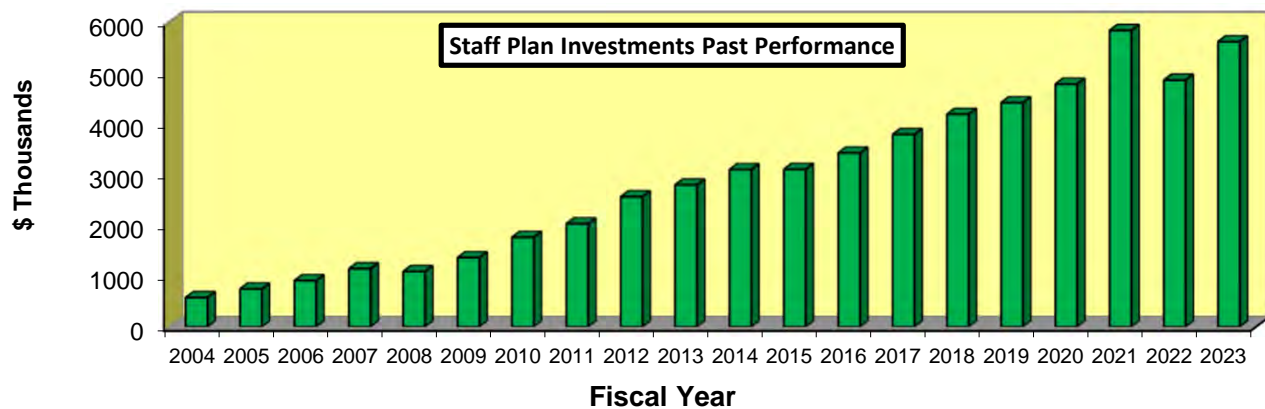
**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
HISTORICAL SUMMARY OF INVESTMENTS HELD AT FAIR VALUE  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

<b>Fiscal Year Ended September 30,</b>	<b>GESE Trust ( \$ Millions)</b>	<b>Staff Plan * ( \$ Thousands)</b>
2004	544,828	575
2005	583,495	745
2006	622,766	908
2007	697,627	1,142
2008	575,255	1,087
2009	534,686	1,361
2010	550,340	1,760
2011	511,483	2,027
2012	564,046	2,557
2013	588,597	2,790
2014	616,634	3,092
2015	586,975	3,097
2016	614,982	3,419
2017	664,295	3,783
2018	701,331	4,180
2019	732,085	4,408
2020	771,714	4,774
2021	933,089	5,829
2022	775,107	4,853
2023	872,916	5,608

**GESE Investments Past Performance**



**Staff Plan Investments Past Performance**



# Actuarial Section



# Cavanaugh Macdonald

CONSULTING, LLC

*The experience and dedication you deserve*

February 29, 2024

Board of Trustees, Members and Beneficiaries  
City of Miami General Employees' and Sanitation Employees'  
Retirement Trust  
2901 Bridgeport Avenue  
Coconut Grove, FL 33133

The funding objective of the Retirement Trust is to establish and receive contributions which will maintain the plan in sound financial condition. The actuarial information presented in the financial statements is in accordance with GASB Statement No. 67 and is not the basis for funding the plans.

An actuarial valuation is performed annually to determine the contributions which satisfy the funding objective in accordance with City Ordinance, the final revised judgment in the Gates v. City of Miami case, and Chapter 112 of Florida Statutes. The actuarially determined annual contribution consists of normal cost plus an amortization of the unfunded actuarial accrued liability (UAAL). The objective is to establish, over time, a normal cost which will remain level as a percent of payroll. The unfunded actuarial accrued liability is amortized as a level percent of payroll over a maximum period of 20 years. The actuarial cost method is designed to achieve this objective. The actuarial assumptions and methods used for funding purposes meet the parameters set by the Actuarial Standards of Practice.

The most recent annual actuarial valuation for funding purposes and for use in the current financial statements was prepared as of October 1, 2022. The actuarial assumptions, as set forth in Table XI of the actuary's October 1, 2022 valuation report, were specified by the Board of Trustees for the funding of the Retirement Trust. The actuarial assumptions in Schedule C of the GASB Statement No. 67 Report comply with GASB Statement No. 67 and are used to develop the actuarial information in the financial statements. The actuary prepared the following schedules presented in the Annual Comprehensive Financial Report.

- Financial Section – Supplementary Information
  - Schedule of Changes in the Net Pension Liability
  - Schedule of the Net Pension Liability
  - Schedule of Employer Contributions



Board of Trustees, Members and Beneficiaries  
February 29, 2024  
Page 2

- Actuarial Section
  - Summary of Actuarial Assumptions and Methods
  - Schedule of Active Member Valuation Data
  - Schedule of Retirants and Beneficiaries
  - Solvency Test
  - Analysis of Financial Experience
  - Schedule of Funding Progress

Note that the actuarial value of assets is based on a moving fair value averaged over five years for the GESE Retirement Trust and over three years for the Staff Plan. The contribution amounts and the fair value of assets used to develop the actuarial value of assets were reported to us by the Retirement Trust office. Member census data for the annual valuation was also furnished by the Retirement Trust office. We have reviewed the member census data for internal completeness and year-to-year consistency.

We believe the assumptions and methods used in the funding actuarial valuation produce results which are reasonable and that the assumptions and methods used for financial statement purposes meet the parameters set by Statement No. 67 of the Governmental Accounting Standards Board.

In order to prepare the results in this report, we have utilized actuarial models that were developed to measure liabilities and develop actuarial costs. These models include tools that we have produced and tested, along with commercially available valuation software that we have reviewed to confirm the appropriateness and accuracy of the output. In utilizing these models, we develop and use input parameters and assumptions about future contingent events along with recognized actuarial approaches to develop the needed results.

To the best of my knowledge, the results of the 2022 actuarial valuation are complete and accurate and, in my opinion, the techniques and assumptions used are reasonable and meet the requirements of the City Ordinance, Florida Statutes and Gates case requirements. I am a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render this actuarial opinion.

Respectfully submitted,

A handwritten signature in blue ink that reads 'Todd B. Green' followed by a horizontal line.

Todd B. Green, ASA, EA, FCA, MAAA  
President  
Enrolled Actuary No. 23-8883

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

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**GESE Trust – Actuarial Assumptions and Methods October 1, 2022 Valuation**

**Actuarial Cost Method of Valuation:**

The modified individual entry age normal cost method of valuation was used in determining actuarial liabilities and normal cost. Under this method, the present value of future normal cost equals the present value of all future benefits less the present value of future employee contributions less the greater of the actuarial accrued liability or the actuarial value of assets where the total cost is not less than zero.

In the calculation of the actuarially determined contributions, changes in actuarial assumptions and methods, plan amendments for actives and actuarial gains and losses are amortized as a level percent of pay over 20 years. Plan amendments for retirees are amortized over 15 years.

**Mortality Tables:**

- **Pre-Retirement Mortality**

Female: PUB-2010 Headcount Weighted General Below Median Employee Female Table

Male: PUB-2010 Headcount Weighted General Below Median Employee Male Table, set back 1 year

Projection Scale: MP-2018 (fully generational)

- **Post-Retirement Healthy Mortality**

Female: PUB-2010 Headcount Weighted General Below Median Healthy Retiree Female Table

Male: PUB-2010 Headcount Weighted General Below Median Healthy Retiree Male Table, set back 1 year

Projection Scale: MP-2018 (fully generational)

- **Post-Retirement Disabled Mortality**

Female: PUB-2010 Headcount Weighted General Disabled Retiree Female Table, set forward 3 years

Male: PUB-2010 Headcount Weighted General Disabled Retiree Male Table, set forward 3 years

Projection Scale: MP-2018 (fully generational)

**Actuarial Assumption Rates:**

- **Investment Return Rate and Discount Rate** - The investment return rate used in the October 1, 2022 valuation is 7.30% per annum, compounded annually. The investment return rate assumption is net of investment expenses. The City provides for the non-investment expenses of the GESE Trust.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

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**GESE Trust – Actuarial Assumptions and Methods October 1, 2022 Valuation (Cont'd)**

The discount rate in the calculation of the actuarially determined contributions was 7.30% as of October 1, 2022.

The discount rate for purposes of GASB 67 was 7.30%.

- **Salary Increase Rate** - Salaries are assumed to increase at a rate that varies based on years of credited service and include 3.5% wage inflation.
- **Inflation Rate** – The assumed inflation rate is 2.5% per annum.
- **Cost of Living Adjustment** – The cost-of-living adjustment is assumed to be 4% per year with a minimum and maximum of \$54 and \$400 per year, respectively, based on the plan provisions.

**Asset Valuation Method:**

In the calculation of the actuarially determined contributions, the actuarial value of assets is based on a smoothed market value of assets which recognizes investment gains and losses over a five-year period. Each year the expected return will be determined based on the beginning of year market value and the actual contributions and benefit payments at the assumed interest assumption. One fifth of the difference between the expected market value return and the actual market value return is included in the actuarial asset value at the valuation date. Four-fifths of the difference between the expected market value return and the actual market value return is deferred in even increments of 20% per year to each of the next four years as future adjustments to the actuarial asset value. The preliminary actuarial asset value will be the sum of the actuarial asset value as of the previous valuation date plus the actual contributions and benefit payments in the year ending on the current valuation date plus the expected return on market value return plus one-fifth of the cumulative differences between the expected and actual market value returns over the five years up to the valuation date. The result cannot be greater than 120% of market value or less than 80% of market value.

For purposes of GASB 67 the value of assets is equal to the fair value of assets.

**Other Assumptions:**

- **Spouses** - 80% of active members are assumed to be married, with the husband three years older than his wife.
- **Maximum Benefit** – The valuation reflects the maximum benefit limits under Internal Revenue Code Section 415.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

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**GESE Trust – Actuarial Assumptions and Methods October 1, 2022 Valuation (Cont'd)**

- **Actuarial Experience Analysis** – The most recent actuarial experience study was prepared in 2021 and became effective with the October 1, 2021 valuation. The assumptions revised as a result of this study were the retirement rates and disability rates.

**Probability Table of Permanent Withdrawal from Active Status:**

Representative values of the assumed annual rates of withdrawal among members in active service are set forth in the following table.

Age	Completed Years of Service					
	0	1	2	3	4	5 or more
20	13.5%	13.0%	10.8%	8.5%	7.0%	6.0%
25	13.5%	13.0%	10.8%	8.5%	7.0%	5.3%
30	13.5%	13.0%	10.8%	8.5%	7.0%	4.8%
35	13.0%	12.5%	10.3%	8.2%	7.0%	4.4%
40	12.4%	11.9%	9.7%	7.6%	6.5%	3.4%
45	11.8%	11.3%	9.0%	7.0%	5.7%	2.9%
50	11.2%	10.7%	8.5%	6.4%	4.7%	2.4%
55	10.9%	10.4%	8.2%	6.1%	4.4%	2.0%

**Probability Table of Disability:**

Representative values of the assumed annual rates of disability among members in active service are set forth in the following table. 90% of disabilities are assumed to be ordinary (non-occupational), and 10% are service incurred. Of the service incurred disabilities, 50% are assumed to be accidental.

Age	Rate	Age	Rate	Age	Rate	Age	Rate
20	0.01%	30	0.03%	40	0.07%	50	0.15%
25	0.01%	35	0.05%	45	0.10%	55	0.22%



**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

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**GESE Trust – Actuarial Assumptions and Methods October 1, 2022 Valuation (Cont'd)**

**Probability Table of Retirement:**

**Non-Backdrop Retirements**

Representative values of the assumed annual rates of retirement among members in active service are set forth in the following table. The rates for ages 45 through 54 are the assumed rates before the age of 55 under the rule of 70.

<b>Age</b>	<b>Rate</b>	<b>Age</b>	<b>Rate</b>	<b>Age</b>	<b>Rate</b>	<b>Age</b>	<b>Rate</b>	<b>Age</b>	<b>Rate</b>
<b>45</b>	<b>5%</b>	<b>50</b>	<b>8%</b>	<b>55</b>	<b>15%</b>	<b>60</b>	<b>16%</b>	<b>65</b>	<b>16%</b>
<b>46</b>	<b>5%</b>	<b>51</b>	<b>8%</b>	<b>56</b>	<b>15%</b>	<b>61</b>	<b>16%</b>	<b>66</b>	<b>16%</b>
<b>47</b>	<b>5%</b>	<b>52</b>	<b>8%</b>	<b>57</b>	<b>15%</b>	<b>62</b>	<b>16%</b>	<b>67</b>	<b>16%</b>
<b>48</b>	<b>5%</b>	<b>53</b>	<b>8%</b>	<b>58</b>	<b>15%</b>	<b>63</b>	<b>16%</b>	<b>68</b>	<b>16%</b>
<b>49</b>	<b>5%</b>	<b>54</b>	<b>8%</b>	<b>59</b>	<b>15%</b>	<b>64</b>	<b>16%</b>	<b>69</b>	<b>16%</b>
								<b>70</b>	<b>100%</b>

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

**GESE Trust – Actuarial Assumptions and Methods October 1, 2022 Valuation (Cont'd)**

Rates of Backdrop Retirement Elections

The valuation assumes members will elect a five-year Backdrop.

Age	Years of Service									
	10	10-14	15-20	21	23	25	27	29	30	35
50									15%	
51								15%	15%	
52								15%	10%	
53							15%	10%	10%	
54							15%	10%	10%	
55						18%	10%	10%	10%	25%
56						18%	10%	10%	10%	25%
57					18%	10%	10%	10%	10%	25%
58					18%	10%	10%	10%	10%	25%
59				18%	10%	10%	10%	10%	10%	25%
60	18%	18%	18%	18%	10%	10%	10%	10%	25%	25%
61	18%	10%	10%	10%	10%	10%	10%	25%	25%	25%
62	18%	10%	10%	10%	10%	10%	10%	25%	25%	25%
63	18%	10%	10%	10%	10%	10%	25%	25%	25%	25%
64	18%	10%	10%	10%	10%	10%	25%	25%	25%	25%
65	18%	10%	25%	25%	25%	25%	25%	25%	25%	25%
66	18%	10%	25%	25%	25%	25%	25%	25%	25%	25%
67	18%	10%	25%	25%	25%	25%	25%	25%	25%	16%
68	18%	10%	25%	25%	25%	25%	25%	25%	25%	16%
69	18%	10%	25%	25%	25%	25%	25%	25%	25%	16%
70	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

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**Excess Benefit Plan - Actuarial Assumptions and Methods October 1, 2022 Valuation**

**Actuarial Cost Method of Valuation:**

The modified individual entry age normal cost method of valuation was used in determining actuarial liabilities and normal cost. Under this method, the present value of future normal cost equals the present value of all future benefits less the present value of future employee contributions less the greater of the actuarial accrued liability or the actuarial value of assets where the total cost is not less than zero.

For determination of the Actuarially Determined Contribution, the unfunded actuarial accrued liability is amortized as a level dollar amount over 30 years from October 1, 2000.

**Mortality Tables:**

- **Pre-Retirement Mortality**

Female: PUB-2010 Headcount Weighted General Below Median Employee Female Table

Male: PUB-2010 Headcount Weighted General Below Median Employee Male Table, set back 1 year

Projection Scale: MP-2018 (fully generational)

- **Post-Retirement Healthy Mortality**

Female: PUB-2010 Headcount Weighted General Below Median Healthy Retiree Female Table

Male: PUB-2010 Headcount Weighted General Below Median Healthy Retiree Male Table, set back 1 year

Projection Scale: MP-2018 (fully generational)

- **Post-Retirement Disabled Mortality**

Female: PUB-2010 Headcount Weighted General Disabled Retiree Female Table, set forward 3 years

Male: PUB-2010 Headcount Weighted General Disabled Retiree Male Table, set forward 3 years

Projection Scale: MP-2018 (fully generational)

**Actuarial Assumption Rates:**

- **Investment Return Rate and Discount Rate** – The excess benefit plan is a pay-as-you-go plan and there are no plan assets. Therefore, the assumed investment return rate does not apply. The City provides for the non-investment expenses of the plan.

The discount rate in the calculation of the annual required contribution was 7.30% as of October 1, 2022.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

**Excess Benefit Plan - Actuarial Assumptions and Methods October 1, 2022 Valuation (Cont'd)**

The discount rate for purposes of GASB 67 was 4.02% as of September 30, 2022 and 4.09% as of September 30, 2023 based on the Bond Buyer General Obligation 20-year Municipal Bond Index ([www.bondbuyer.com](http://www.bondbuyer.com)) formerly published monthly by the Board of Governors of the Federal Reserve System.

- **Salary Increase Rate** - Salaries are assumed to increase at a rate that varies based on years of credited service and include 3.5% wage inflation. There is no assumed total active member payroll increase.
- **Inflation Rate** – The assumed inflation rate is 2.5% per annum.

**Spouses** - 80% of active members are assumed to be married, with the husband three years older than his wife.

**Valuation of Excess Benefits:**

Due to the pay-as-you-go nature of the excess benefit plan, there are no plan assets. The City provides for the benefit payments and expenses of the plan as required each year. The valuation of excess benefits does not reflect the maximum benefit limits under Internal Revenue Code 415.

**Probability Table of Permanent Withdrawal from Active Status:**

Representative values of the assumed annual rates of withdrawal among members in active service are set forth in the following table.

Age	Completed Years of Service					
	0	1	2	3	4	5 or more
20	13.5%	13.0%	10.8%	8.5%	7.0%	6.0%
25	13.5%	13.0%	10.8%	8.5%	7.0%	5.3%
30	13.5%	13.0%	10.8%	8.5%	7.0%	4.8%
35	13.0%	12.5%	10.3%	8.2%	7.0%	4.4%
40	12.4%	11.9%	9.7%	7.6%	6.5%	3.4%
45	11.8%	11.3%	9.0%	7.0%	5.7%	2.9%
50	11.2%	10.7%	8.5%	6.4%	4.7%	2.4%
55	10.9%	10.4%	8.2%	6.1%	4.4%	2.0%

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
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SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

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**Excess Benefit Plan - Actuarial Assumptions and Methods October 1, 2022 Valuation (Cont'd)**

**Probability Table of Disability:**

Representative values of the assumed annual rates of disability among members in active service are set forth in the following table. 90% of disabilities are assumed to be ordinary (non-occupational), and 10% are service incurred. Of the service incurred disabilities, 50% are assumed to be accidental.

Age	Rate	Age	Rate	Age	Rate	Age	Rate
20	0.01%	30	0.03%	40	0.07%	50	0.15%
25	0.01%	35	0.05%	45	0.10%	55	0.22%

**Probability Table of Retirement:**

**Non-Backdrop Retirements**

Representative values of the assumed annual rates of retirement among members in active service are set forth in the following table. The rates for ages 45 through 54 are the assumed rates before the age of 55 under the rule of 70.

Age	Rate	Age	Rate	Age	Rate	Age	Rate	Age	Rate
45	5%	50	8%	55	15%	60	16%	65	16%
46	5%	51	8%	56	15%	61	16%	66	16%
47	5%	52	8%	57	15%	62	16%	67	16%
48	5%	53	8%	58	15%	63	16%	68	16%
49	5%	54	8%	59	15%	64	16%	69	16%
								70	100%

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
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**Excess Benefit Plan - Actuarial Assumptions and Methods October 1, 2022 Valuation (Cont'd)**

Rates of Backdrop Retirement Elections

The valuation assumes members will elect a five-year Backdrop.

Age	Years of Service									
	10	10-14	15-20	21	23	25	27	29	30	35
50									15%	
51								15%	15%	
52								15%	10%	
53							15%	10%	10%	
54							15%	10%	10%	
55						18%	10%	10%	10%	25%
56						18%	10%	10%	10%	25%
57					18%	10%	10%	10%	10%	25%
58					18%	10%	10%	10%	10%	25%
59				18%	10%	10%	10%	10%	10%	25%
60	18%	18%	18%	18%	10%	10%	10%	10%	25%	25%
61	18%	10%	10%	10%	10%	10%	10%	25%	25%	25%
62	18%	10%	10%	10%	10%	10%	10%	25%	25%	25%
63	18%	10%	10%	10%	10%	10%	25%	25%	25%	25%
64	18%	10%	10%	10%	10%	10%	25%	25%	25%	25%
65	18%	10%	25%	25%	25%	25%	25%	25%	25%	25%
66	18%	10%	25%	25%	25%	25%	25%	25%	25%	25%
67	18%	10%	25%	25%	25%	25%	25%	25%	25%	16%
68	18%	10%	25%	25%	25%	25%	25%	25%	25%	16%
69	18%	10%	25%	25%	25%	25%	25%	25%	25%	16%
70	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
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SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
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**Staff Plan - Actuarial Assumptions and Methods October 1, 2022 Valuation**

**Actuarial Cost Method of Valuation:**

The modified individual entry age normal cost method of valuation was used in determining actuarial liabilities and normal cost. Under this method, the present value of future normal cost equals the present value of all future benefits less the present value of future employee contributions less the greater of the actuarial accrued liability or the actuarial value of assets where the total cost is not less than zero.

In the calculation of the actuarially determined contributions, changes in actuarial assumptions are amortized as level dollar amounts over 20 years, actuarial gains and losses are amortized over 15 years, benefit improvements for retirees are amortized over 15 years, and benefit improvements for actives are amortized over 20 years. The Staff Plan's initial unfunded actuarial accrued liability as of October 1, 2000 is amortized over 30 years.

**Mortality Tables:**

- **Pre-Retirement Mortality**  
Female: PUB-2010 Headcount Weighted General Below Median Employee Female Table  
Male: PUB-2010 Headcount Weighted General Below Median Employee Male Table, set back 1 year  
Projection Scale: MP-2018 (fully generational)
- **Post-Retirement Healthy Mortality**  
Female: PUB-2010 Headcount Weighted General Below Median Healthy Retiree Female Table  
Male: PUB-2010 Headcount Weighted General Below Median Healthy Retiree Male Table, set back 1 year  
Projection Scale: MP-2018 (fully generational)
- **Post-Retirement Disabled Mortality**  
Female: PUB-2010 Headcount Weighted General Disabled Retiree Female Table, set forward 3 years  
Male: PUB-2010 Headcount Weighted General Disabled Retiree Male Table, set forward 3 years  
Projection Scale: MP-2018 (fully generational)

**Actuarial Assumption Rates:**

- **Investment Return Rate and Discount Rate** - The investment return rate used in the October 1, 2022 valuation is 7.30% per annum. The investment return rate assumption is net of investment expenses. The City provides for the non-investment expenses of the Staff Plan.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

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**Staff Plan - Actuarial Assumptions and Methods October 1, 2022 Valuation (Cont'd)**

The discount rate in the calculation of the actuarially determined contributions was 7.30% as of October 1, 2022.

The discount rate for purposes of GASB 67 was 7.30%.

- **Salary Increase Rate** - Salaries are assumed to increase at the rate of 6.00% per annum, including 3.5% wage inflation. There is no assumed total active member payroll increase.
- **Inflation Rate** – The assumed inflation rate is 2.5% per annum.

**Asset Valuation Method:**

In the calculation of the actuarially determined contributions, the actuarial value of assets is based on a smoothed market value of assets which recognizes investment gains and losses over a three-year period, effective July 1, 2001. Each year, the market asset value is projected forward at the valuation date based on actual contributions and benefit payments at the assumed interest assumption. One third of the difference between the projected market value and the market value plus prior deferrals is added to the projected actuarial value. The remaining two thirds is deferred to each of the next two years as future adjustments to the actuarial value. The result cannot be greater than 120% of market value or less than 80% of market value. As of October 1, 2000, the actuarial value was equal to the estimated present value of employee payments to purchase credit for service to the effective date of the plan (July 1, 2001).

For purposes of GASB 67 the value of assets is equal to the fair value of assets.

**Other Assumptions:**

- **Spouses** - 40% of active members are assumed to be married with the husband 3 years older than his wife.
- **Maximum Benefit** – The valuation reflects the maximum benefit limits under Internal Revenue Code Section 415.



**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
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SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

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**Staff Plan - Actuarial Assumptions and Methods October 1, 2022 Valuation (Cont'd)**

**Probability Table of Permanent Withdrawal from Active Status:**

Representative values of the assumed annual rates of withdrawal among members in active service are set forth in the following table, effective October 1, 2001.

Age	Completed Years of Service					
	0	1	2	3	4	5 or more
20	12.0%	10.5%	9.0%	7.2%	6.0%	5.3%
25	12.0%	10.5%	9.0%	7.2%	6.0%	4.6%
30	12.0%	10.5%	9.0%	7.2%	6.0%	4.0%
35	12.0%	10.5%	9.0%	7.2%	6.0%	3.4%
40	11.4%	9.9%	8.4%	6.6%	5.4%	2.6%
45	10.8%	9.3%	7.8%	6.0%	4.8%	2.0%
50	10.2%	8.7%	7.2%	5.4%	4.2%	1.3%
55	9.9%	8.4%	6.9%	5.1%	3.9%	1.0%

**Probability Table of Disability:**

Representative values of the assumed annual rates of disability among members in active service are set forth in the following table.

Age	Rate	Age	Rate	Age	Rate	Age	Rate
20	0.03%	30	0.04%	40	0.07%	50	0.17%
25	0.03%	35	0.05%	45	0.10%	55	0.25%

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
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SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

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**Staff Plan - Actuarial Assumptions and Methods October 1, 2022 Valuation (Cont'd)**

**Probability Table of Retirement:**

Representative values of the assumed annual rates of retirement among members in active service are set forth in the following table.

Age	Rate	Age	Rate	Age	Rate	Age	Rate	Age	Rate
45	15%	50	20%	55	30%	60	20%	65	20%
46	15%	51	20%	56	20%	61	20%	66	20%
47	15%	52	20%	57	20%	62	20%	67	20%
48	15%	53	20%	58	20%	63	20%	68	20%
49	15%	54	20%	59	20%	64	20%	69	20%
								70	100%

20% is added to the rates in the table when the member first reaches Rule of 70 eligibility.

**Consistency with Accounting Information**

The determination of the Government Accounting Standards Board Statement No. 67 accounting information has been made on the same basis as the actuarial assumptions and methods used in the calculation of the actuarially determined contributions, unless noted.

**Actuarial Data**

The actuarial assumptions, as set forth in the supporting schedules, were specified by the Board of Trustees with the recommendation of the actuary.

The actuarial valuation computations were made by or under the supervision of a Member of the American Academy of Actuaries. The member data was furnished by the GESE Trust's administrative staff. Although examined for reasonableness, the data was not independently verified by the actuary.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
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SCHEDULE OF RETIRANTS AND BENEFICIARIES, AND SOLVENCY TEST\*  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

**SCHEDULE OF ACTIVE MEMBER VALUATION DATA**

Valuation Date	GESE Trust				Staff Plan			
	Number	Annual Payroll	Annual Average Pay	Percent Increase in Average Pay	Number	Annual Payroll	Annual Average Pay	Percent Increase in Average Pay
10/1/2013	1,288	\$64,437,132	\$50,029	-1.49%	5	\$298,958	\$59,792	1.08%
10/1/2014	1,376	\$69,829,851	\$50,748	1.44%	3	\$164,547	\$54,849	-8.27%
10/1/2015	1,512	\$78,707,859	\$52,055	2.58%	3	\$172,459	\$57,486	4.81%
10/1/2016	1,793	\$94,536,971	\$52,726	1.29%	3	\$225,148	\$75,049	33.48%
10/1/2017	1,943	\$107,890,759	\$55,528	5.31%	4	\$280,425	\$70,106	5.68%
10/1/2018	1,959	\$107,770,892	\$55,013	-0.93%	5	\$320,720	\$64,144	4.36%
10/1/2019	1,972	\$119,071,503	\$60,381	9.76%	6	\$387,761	\$64,627	11.29%
10/1/2020	1,967	\$126,118,458	\$64,117	6.19%	6	\$417,671	\$69,612	7.71%
10/1/2021	1,901	\$127,879,474	\$67,270	4.92%	6	\$433,844	\$72,307	3.87%
10/1/2022	1,942	\$138,127,441	\$71,126	5.73%	8	\$567,464	\$70,933	10.21%

**SCHEDULE OF RETIRANTS AND BENEFICIARIES ADDED TO AND REMOVED FROM ROLLS**

Year Ended	Added To Rols		Removed From Rols		Rols - End of Year		% Increase In Annual Allowances	Average Annual Allowances
	No.	Annual Allowances	No.	Annual Allowances	No.	Annual Allowances		
9/30/2013	45	\$2,050,826	97	\$2,049,700	2,073	\$72,294,380	0.00%	\$34,874
9/30/2014	43	\$1,559,877	85	\$1,859,508	2,031	\$71,994,749	-0.41%	\$35,448
9/30/2015	43	\$1,641,524	67	\$1,538,547	2,007	\$72,097,726	0.14%	\$35,923
9/30/2016	51	\$1,921,346	74	\$1,811,924	1,984	\$72,207,148	0.15%	\$36,395
9/30/2017	49	\$2,076,806	54	\$1,118,605	1,979	\$73,165,349	1.33%	\$36,971
9/30/2018	41	\$1,776,058	73	\$1,800,723	1,947	\$73,140,684	-0.03%	\$37,566
9/30/2019	38	\$1,776,058	65	\$1,805,724	1,920	\$73,278,003	0.19%	\$38,166
9/30/2020	69	\$3,009,695	98	\$3,004,934	1,891	\$73,282,764	0.01%	\$38,753
9/30/2021	114	\$5,688,650	101	\$2,880,740	1,904	\$76,090,674	3.83%	\$39,964
9/30/2022	70	\$3,506,262	85	\$2,639,034	1,889	\$76,957,902	1.14%	\$40,740

**SOLVENCY TEST**

Valuation Date	Aggregate Accrued Liabilities For				Portion of Accrued Liabilities Covered by Reported Assets		
	(1)	(2)	(3)	Actuarial Value of Assets	(1)	(2)	(3)
	Active Member Contrib- utions	Retirees and Beneficiaries	Active Member Employer Financed Portion		Active Member Contrib- utions	Retirees and Beneficiaries	Active Member Employer Financed Portion
<u>GESE Trust</u>							
10/1/2013	\$70,317,889	\$739,487,758	\$56,105,615	\$556,570,561	100%	66%	0%
10/1/2014	\$76,301,336	\$735,433,118	\$54,123,745	\$576,796,227	100%	68%	0%
10/1/2015	\$83,524,419	\$733,521,064	\$64,239,276	\$593,839,115	100%	70%	0%
10/1/2016	\$91,512,215	\$773,892,248	\$86,667,540	\$618,446,623	100%	68%	0%
10/1/2017	\$100,581,074	\$778,034,035	\$102,412,357	\$645,491,328	100%	70%	0%
10/1/2018	\$110,392,059	\$771,318,434	\$154,116,813	\$678,854,470	100%	74%	0%
10/1/2019	\$122,948,157	\$765,344,472	\$193,776,602	\$715,548,690	100%	77%	0%
10/1/2020	\$135,379,038	\$758,845,361	\$209,107,579	\$770,592,433	100%	84%	0%
10/1/2021	\$137,761,212	\$790,358,991	\$207,671,389	\$846,320,353	100%	90%	0%
10/1/2022	\$149,686,749	\$809,290,719	\$239,170,387	\$887,414,307	100%	91%	0%
<u>Staff Plan</u>							
10/1/2013	\$253,063	\$3,657,009	\$681,550	\$2,687,241	100%	67%	0%
10/1/2014	\$127,242	\$4,420,898	\$304,551	\$3,062,215	100%	66%	0%
10/1/2015	\$149,193	\$3,822,502	\$363,310	\$3,269,345	100%	82%	0%
10/1/2016	\$159,339	\$4,319,323	\$422,498	\$3,467,469	100%	77%	0%
10/1/2017	\$192,415	\$4,397,343	\$502,966	\$3,720,759	100%	80%	0%
10/1/2018	\$224,747	\$4,443,412	\$585,249	\$4,115,851	100%	88%	0%
10/1/2019	\$273,963	\$4,500,263	\$705,702	\$4,460,274	100%	93%	0%
10/1/2020	\$329,021	\$4,570,649	\$879,590	\$4,784,393	100%	97%	0%
10/1/2021	\$387,294	\$4,673,914	\$1,020,206	\$5,371,655	100%	100%	30%
10/1/2022	\$439,811	\$4,895,214	\$1,182,127	\$5,626,710	100%	100%	25%

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SCHEDULE OF RETIRANTS AND BENEFICIARIES, AND SOLVENCY TEST\*  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

**Excess Benefit Plan**

**EXCESS SCHEDULE OF RETIRANTS AND BENEFICIARIES ADDED TO AND REMOVED FROM ROLLS**

Year Ended	Added To Rols		Removed From Rols		Rolls - End of Year		% Increase In Annual Allowances	Average Annual Allowances
	No.	Annual Allowances	No.	Annual Allowances	No.	Annual Allowances		
9/30/2013	4	\$70,877	3	\$1,799	38	\$577,001	1.91%	\$15,184
9/30/2014	6	\$96,749	0	\$0	44	\$643,750	16.77%	\$15,313
9/30/2015	3	\$15,177	0	\$0	47	\$688,927	2.25%	\$14,658
9/30/2016	0	\$0	5	\$2,975	42	\$605,959	-12.04%	\$14,428
9/30/2017	0	\$0	6	\$11,759	36	\$477,589	-21.18%	\$13,266
9/30/2018	0	\$0	3	\$4,007	33	\$417,288	-12.63%	\$12,645
9/30/2019	0	\$0	5	\$6,918	28	\$361,096	-13.47%	\$12,896
9/30/2020	3	\$442	1	\$1,388	30	\$371,062	2.76%	\$12,369
9/30/2021	1	\$33	11	\$15,923	20	\$240,994	-35.05%	\$12,050
9/30/2022	0	\$0	8	\$22,353	12	\$119,498	-50.41%	\$9,958

\*\*Solvency Test does not apply to Excess Benefit Plan

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
ANALYSIS OF FINANCIAL EXPERIENCE  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

**Gains & Losses in Accrued Liabilities  
Resulting from Differences Between Assumed Experience & Actual Experience**

\$ Gain (or Loss) For Year Ending September 30,

	G.E.S.E. RETIREMENT					
	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>
<b>Age &amp; Service Retirements</b> If members retire at older ages or with lower final average pay than assumed, there is a gain. If younger ages or higher average pay, a loss.	(1,846,226)	(9,592,204)	(965,134)	1,656,916	(2,457)	(1,639,634)
<b>Disability Retirements</b> If disability claims are less than assumed, there is a gain. If more claims, a loss.	(223,952)	(118,954)	50,299	(510,708)	1,190	62,505
<b>Death-In-Service Retirements</b> If survivor claims are less than assumed, there is a gain. If more claims, a loss.	(314,436)	(317,456)	(397,423)	(305,018)	(227,625)	(190,574)
<b>Withdrawal From Employment</b> If more liabilities are released by withdrawals than assumed, there is a gain. If smaller releases, a loss.	176,883	887,093	(279,578)	292,024	(249,246)	(968,594)
<b>New Members / Rehires</b> If there are more new members than assumed, there is a gain. If less, a loss.	(1,568,286)	(349,231)	(1,525,913)	(452,350)	(478,709)	(935,113)
<b>Pay Increases</b> If there are smaller pay increases than assumed, there is a gain. If greater increases, a loss.	(6,637,460)	(4,175,105)	(4,632,800)	(17,156,591)	4,177,450	(10,693,157)
<b>Contribution Income</b> If more contributions are received than expected, there is again. If less, a loss.	4,551,049	745,658	(2,005,388)	(4,401,671)	(2,761,037)	(5,179,640)
<b>Investment Income</b> If there is greater Investment income than assumed, there is a gain. If less income, a loss.	(13,449,478)	29,419,761	11,371,575	3,834,350	8,804,056	9,621,622
<b>Death After Retirement</b> If retirants live longer than assumed, there is a loss. If not as long, a gain	317,786	3,854,529	6,691,478	271,077	(562,629)	(5,627,278)
<b>Other</b> Miscellaneous gains and losses resulting from data adjustments, timing of financial transactions, valuation methods, etc.	2,566,626	3,651,003	5,417,579	2,767,672	1,260,512	1,534,892
<b>Gain (or Loss) During Year From Financial Experience</b>	<u>\$(16,427,494)</u>	<u>\$24,005,094</u>	<u>\$13,724,695</u>	<u>\$(14,004,299)</u>	<u>\$9,961,505</u>	<u>\$(14,014,971)</u>
<b>Non-Recurring Items</b> Plan amendments, assumption changes, etc	<u>\$(30,047,108)</u>	<u>\$ (2,956,206)</u>	<u>\$846,242</u>	<u>\$(12,106,830)</u>	<u>\$(45,587,469)</u>	<u>\$-</u>
<b>Composite Gain (or Loss) During Year</b>	<u><u>\$(46,474,602)</u></u>	<u><u>\$21,048,888</u></u>	<u><u>\$14,570,937</u></u>	<u><u>\$(26,111,129)</u></u>	<u><u>\$(35,625,964)</u></u>	<u><u>\$(14,014,971)</u></u>

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FOR THE YEAR ENDED SEPTEMBER 30, 2023**

**Gains & Losses in Accrued Liabilities  
Resulting from Differences Between Assumed Experience & Actual Experience**

	<u>\$ Gain (or Loss) For Year Ending September 30,</u> <u>STAFF PENSION PLAN</u>					
	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>
<b>Age &amp; Service Retirements</b>	\$ 5,144	\$ 5,876	\$ 5,593	\$ 6,180	\$ 6,680	\$ 7,317
If members retire at older ages or with lower final average pay than assumed, there is a gain. If younger ages or higher average pay, a loss.						
<b>Disability Retirements</b>	(335)	(229)	(138)	(60)	(46)	(11)
If disability claims are less than assumed, there is a gain. If more claims, a loss.						
<b>Death-In-Service Retirements</b>	(1,581)	(1,319)	(1,016)	(796)	(652)	(516)
If survivor claims are less than assumed, there is a gain. If more claims, a loss.						
<b>Withdrawal From Employment</b>	89,135	(14,198)	(11,696)	(5,998)	14,273	(1,067)
If more liabilities are released by withdrawals than assumed, there is a gain. If smaller releases, a loss.						
<b>New Members</b>	(30,469)	-	-	(9,220)	(9,774)	(13,507)
If there are more new members than assumed, there is a gain. If less, a loss.						
<b>Pay Increases</b>	(6,012)	(2,582)	(26,586)	(23,886)	(18,775)	(18,767)
If there are smaller pay increases than assumed, there is a gain. If greater increases, a loss.						
<b>Contribution Income</b>	31,020	(19,046)	(26,245)	19,438	5,541	16,234
If more contributions are received than expected, there is again. If less, a loss.						
<b>Investment Income</b>	(141,851)	243,160	30,378	64,890	156,842	14,123
If there is greater Investment income than assumed, there is a gain. If less income, a loss.						
<b>Death After Retirement</b>	(5,579)	(5,426)	(3,110)	(2,932)	(2,817)	(2,625)
If retirants live longer than assumed, there is a loss. If not as long, a gain						
<b>Other</b>	(127,431)	(53,027)	28,903	(14,163)	(3,526)	(33,419)
Miscellaneous gains and losses resulting from data adjustments, timing of financial transactions, valuation methods, etc.						
<b>Gain (or Loss) During Year From Financial Experience</b>	<u>\$ (187,959)</u>	<u>\$ 153,209</u>	<u>\$ (3,917)</u>	<u>\$ 33,453</u>	<u>\$ 147,746</u>	<u>\$ (32,238)</u>
<b>Non-Recurring Items</b>	<u>\$ (121,481)</u>	<u>\$ -</u>	<u>\$ (84,514)</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Plan amendments, assumption changes, etc						
<b>Composite Gain (or Loss) During Year</b>	<u><u>\$ (309,440)</u></u>	<u><u>\$ 153,209</u></u>	<u><u>\$ (88,431)</u></u>	<u><u>\$ 33,453</u></u>	<u><u>\$ 147,746</u></u>	<u><u>\$ (32,238)</u></u>

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**Gains & Losses in Accrued Liabilities  
Resulting from Differences Between Assumed Experience & Actual Experience**

	<b>\$ Gain (or Loss) For Year Ending September 30,</b>					
	<b>EXCESS BENEFIT PLAN</b>					
	<b><u>2022</u></b>	<b><u>2021</u></b>	<b><u>2020</u></b>	<b><u>2019</u></b>	<b><u>2018</u></b>	<b><u>2017</u></b>
<b>Age &amp; Service Retirements</b>	0	0	0	0	0	0
If members retire at older ages or with lower final average pay than assumed, there is a gain. If younger ages or higher average pay, a loss.						
<b>Disability Retirements</b>	0	0	0	0	0	0
If disability claims are less than assumed, there is a gain. If more claims, a loss.						
<b>Death-In-Service Retirements</b>	0	0	0	0	0	0
If survivor claims are less than assumed, there is a gain. If more claims, a loss.						
<b>Withdrawal From Employment</b>	0	0	0	0	0	0
If more liabilities are released by withdrawals than assumed, there is a gain. If smaller releases, a loss.						
<b>New Members</b>	0	0	0	0	0	0
If there are more new members than assumed, there is a gain. If less, a loss.						
<b>Pay Increases</b>	0	0	0	0	0	0
If there are smaller pay increases than assumed, there is a gain, If greater increases, a loss.						
<b>Contribution Income</b>	(63,007)	(252,387)	(154,439)	(153,655)	(101,996)	(175,857)
If more contributions are received than expected, there is again. If less, a loss.						
<b>Investment Income</b>	(2,347)	(9,401)	(5,869)	(5,839)	(3,876)	(6,683)
If there is greater Investment income than assumed, there is a gain.. If less income, a loss.						
<b>Death After Retirement</b>	(17,252)	(26,088)	(3,303)	(20,202)	(21,656)	(26,084)
If retirants live longer than assumed, there is a loss. If not as long, a gain						
<b>Other</b>	1,230,350	1,491,311	(166,858)	611,763	613,036	1,467,486
Miscellaneous gains and losses resulting from data adjustments, timing of financial transactions, valuation methods, etc.						
<b>Gain (or Loss) During Year From Financial Experience</b>	<b><u>\$1,147,744</u></b>	<b><u>\$1,203,435</u></b>	<b><u>\$ (330,469)</u></b>	<b><u>\$ 432,067</u></b>	<b><u>\$ 485,508</u></b>	<b><u>\$1,258,862</u></b>
<b>Non-Recurring Items</b>	<b><u>\$ (18,738)</u></b>	<b><u>\$ -</u></b>	<b><u>\$ (3,876)</u></b>	<b><u>\$ -</u></b>	<b><u>\$ -</u></b>	<b><u>\$ -</u></b>
Plan amendments, assumption changes, etc						
<b>Composite Gain (or Loss) During Year</b>	<b><u>\$1,129,006</u></b>	<b><u>\$1,203,435</u></b>	<b><u>\$ (334,345)</u></b>	<b><u>\$ 432,067</u></b>	<b><u>\$ 485,508</u></b>	<b><u>\$1,258,862</u></b>

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
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SCHEDULE OF FUNDING PROGRESS  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

**GESE TRUST**

Valuation date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded AAL (UAAL) (b)-(a)	Funded Ratio (a)/(b)	Annual covered payroll (e)	UAAL as % of Annual Payroll [((b)-(a))/ (e)]
10/1/2013	\$556,570,561	\$865,911,262	\$309,340,701	64.28%	\$64,437,132	480.07%
10/1/2014	\$576,796,227	\$865,858,199	\$289,061,972	66.62%	\$69,829,851	413.95%
10/1/2015	\$593,839,115	\$881,284,759	\$287,445,644	67.38%	\$78,707,859	365.21%
10/1/2016	\$618,446,623	\$952,072,001	\$333,625,378	64.96%	\$94,536,971	352.90%
10/1/2017	\$645,491,328	\$981,027,466	\$335,536,138	65.80%	\$107,890,759	311.00%
10/1/2018	\$678,854,470	\$1,035,827,306	\$356,972,836	65.54%	\$107,770,892	331.23%
10/1/2019	\$715,548,690	\$1,082,069,231	\$366,520,541	66.13%	\$119,071,503	307.82%
10/1/2020	\$770,592,433	\$1,103,331,978	\$332,739,545	69.84%	\$126,118,458	263.83%
10/1/2021	\$846,320,353	\$1,135,791,592	\$289,471,239	74.51%	\$127,879,474	226.36%
10/1/2022	\$887,414,307	\$1,198,147,855	\$310,733,548	74.07%	\$138,127,441	224.96%

**Method used in funding progress for GESE Trust**

Actuarial Cost Method : Entry Age Normal  
Amortization Method : Level Percentage, Closed

**STAFF PLAN**

Valuation date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) b	Unfunded AAL (UAAL) (b)-(a)	Funded Ratio (a)/(b)	Annual covered payroll (e)	UAAL as % of Annual Payroll [((b)-(a))/ (e)]
10/1/2013	\$2,687,241	\$4,591,622	\$1,904,381	58.52%	\$298,958	637.01%
10/1/2014	\$3,062,215	\$4,852,691	\$1,790,476	63.10%	\$164,547	1088.12%
10/1/2015	\$3,269,345	\$4,335,005	\$1,065,660	75.42%	\$172,459	617.92%
10/1/2016	\$3,467,469	\$4,901,160	\$1,433,691	70.75%	\$225,148	636.78%
10/1/2017	\$3,720,759	\$5,092,724	\$1,371,965	73.06%	\$280,425	489.24%
10/1/2018	\$4,115,851	\$5,253,408	\$1,137,557	78.35%	\$320,720	354.69%
10/1/2019	\$4,460,274	\$5,479,928	\$1,019,654	81.39%	\$387,761	262.96%
10/1/2020	\$4,784,393	\$5,779,260	\$994,867	82.79%	\$417,671	238.19%
10/1/2021	\$5,371,655	\$6,081,414	\$709,759	88.33%	\$433,844	163.60%
10/1/2022	\$5,626,710	\$6,517,152	\$890,442	86.34%	\$567,464	156.92%

**Method used in funding progress for Staff Plan**

Actuarial Cost Method : Entry Age Normal  
Amortization Method : Level Percentage, Closed

\* See Supplementary section for the 10-Year Schedule of Employer Contributions- Including actuarially determined contributions found on page 59.

\* - Schedules do not apply to Excess Benefit Plan.



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**The City of Miami General Employees' and Sanitation Employees' Retirement Trust ("GESE Trust")**  
**– Summary Plan Provisions**

**1. MEMBERSHIP:**

Participation in the GESE Trust is a mandatory condition of employment for all employees, except for those employees who are hired in the executive service pursuant to section 40-351 and employees working in the office of an elected official, who can opt out of participation in the plan. Pursuant to Section 40-249 and Section 40-251 any regular and permanent employee of the City of Miami (the "City") other than a fire fighter or police officer becomes a member upon employment unless he or she is a member of any other pension or retirement system supported wholly or in part by the City. An employee will cease to be a member if he or she is absent from service for more than three years of any five consecutive year period, withdraws his/her contributions, becomes a member of any other City-sponsored retirement plan or system, or dies. Membership Service is the service as an employee for which contributions to the GESE Trust are made as required.

**2. CONTRIBUTIONS:**

The Members contribute ten percent of compensation to the GESE Trust. The City contributes the actuarially determined amount necessary to fund the normal cost plus the amortization of the unfunded accrued liability and non-investment expenses of the GESE Trust.

***Payback*** is a member's contribution to the GESE Trust for creditable service for which other than regular contributions have been made. Contributions required for paybacks shall not be picked up by the City, but may be deducted from a member's compensation. Required payback contributions vary depending on the type of service purchased. A member may purchase service credit for various types of service including, prior service credit upon re-employment, continuous service as a non-member, qualified military service, maternity or medical leave, and up to three years of service at retirement. Any member who takes an unpaid leave of absence for maternity or medical purposes may apply to the Board for membership credit up to a maximum of 180 days, or 240 days if the City denies light duty employment. The payback for maternity/medical leave is available for 30 days after notification to the member and must be fully completed within one year. Payback contributions made by a member may be a single lump-sum payment or equal installment payments which may be deducted from the member's compensation.

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**3. BENEFITS:**

***Key Definitions:***

***Average final compensation*** - For Members hired prior to October 1, 2010, the average annual compensation during the highest one year of membership service. For all other Members average annual compensation during the highest five years of the last 10 years of service.

***Compensation*** is an employee's base salary including pick-up contributions, for all straight time hours worked, plus assignment pay and payments received for vacation and sick leave taken, jury duty, and death-in-family leave taken. Compensation does not include overtime pay, payments for accrued sick leave, accrued vacation leave, or accrued compensatory leave; premium pay for holidays worked the value of any employment benefits or non-monetary entitlement; or any other form of remuneration. Compensation shall include the retroactive five percent salary increase for the Member's highest one year salary.

***Employee*** shall mean any regular, permanent, and full-time appointed officer or employee of the city, other than a police officer or firefighter as defined in section 40-191 of the city Code. The term "employee" shall include both classified and unclassified employees, provided they are appointed on a full-time basis as defined by the Civil Service Rules, collective bargaining agreement, or other applicable city personnel policy.

***Member*** shall mean an employee for whom contributions to the Plan are picked up as required by this Plan.

***Retirement*** is the member's withdrawal from service with a benefit granted to the member pursuant to the provisions of this Plan.

***Service*** is the active employment as an employee of the City.

***Creditable service*** is the membership credit upon which a member's eligibility to receive benefits under the retirement plan is based or upon which the amount of such benefits is determined.

***Spouse*** is the lawful husband or wife of a member or retiree at the time benefits commence, unless a new designation has been made in writing to the Board in accordance with the provision of the plan.

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**(A) Service Retirement:**

For Members hired prior to October 1, 2010, normal retirement is age 55 and 10 or more years of creditable service or Rule of 70. For all other Members normal retirement means the earlier of age 55 and 30 years of creditable service, age 60 and 10 years of creditable service or Rule of 80. A Member meets Rule of 70 or Rule of 80 when the sum of a Member's age and creditable service equal at least 70 or 80, respectively, and a Member has 10 or more years of creditable service.

For Members hired prior to October 1, 2010, retirement benefits are based on 3% of the average final compensation multiplied by years of creditable service. For all other Members retirement benefits are 2.25% of the average final compensation multiplied by creditable service up to 15 years, plus 2.5% of the average final compensation for 16 to 20 years of service (2.5% for AFSCME, Local 871 members for creditable service 1 to 20 years), plus 2.75% of the average final compensation for service over 20 years.

The revised benefit multiplier schedule will be used in the calculation of the normal, early, deferred and disability retirement benefits, where applicable.

**(B) Early Service Retirement Benefit:**

A member in service who has 20 or more years of creditable service may elect to retire early with an immediate benefit. The early retirement benefit equals the actuarial equivalent of the basic service retirement benefit payable at the earliest of the retirement eligibility date age 55 or age 60

**(C) Deferred Vested Retirement Benefit:**

A member who ceases to be an employee, for reasons other than death or willful misconduct, is not entitled to an immediate benefit under (A) and (B) above, has completed at least ten years of creditable service, and has left his/her accumulated contributions on deposit with the Plan, would be eligible for a deferred vested retirement benefit. The deferred vested retirement benefit may commence at age 55 or age 60 based on retirement eligibility rules.

**4. LIMITATION ON BENEFITS:**

Generally, member retirement allowances shall not exceed the lesser of 100 percent of the member's average final compensation or an annual retirement allowance of \$100,000 as of a member's retirement or DROP entry based on the normal form of benefit in effect on the date of retirement. For members eligible to retire or enter DROP on October 1, 2012, member retirement allowances shall not exceed the lesser of 100 percent of the member's average final compensation or an annual retirement allowance of \$120,000 as of a member's retirement or DROP entry based on the normal form of benefit in effect on the date of retirement. In no event shall the benefit

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limitation be less than the member's accrued benefit on September 30, 2012 based on the normal form of benefit in effect on that date.

**5. OPTIONAL ALLOWANCES:**

A member may receive payment of retirement benefits under the plan in accordance with the options set forth below.

**Normal Form Life Annuity** – A member may elect to receive an unreduced normal monthly service retirement allowance for the life of the member with no survivorship benefit. In the event of the death of the member prior to receiving twelve (12) monthly retirement allowance payments there shall be paid to a named beneficiary a lump sum benefit equal to the sum of twelve monthly retirement allowance payments less the payments made.

**Option 2 Equal payment survivor annuity** – A member may receive a reduced retirement allowance payable for his/her life with an equal sum being paid to the member's designated beneficiary at the death of the member. The reduction shall be based on the actuarially equivalent of the normal form of benefit for the designated beneficiary. For Members eligible to retire as of September 30, 2010, who choose the spouse as beneficiary the reduction shall be ten percent (10%) of member's benefit.

**Option 3 One-half payment survivor annuity** – A member may receive a reduced retirement allowance payable for his/her life with one-half of member's benefit being paid to a designated beneficiary at the death of the member. The reduction shall be based on the actuarially equivalent of the normal form of benefit for the designated beneficiary. For Members eligible to retire as of September 30, 2010, who choose the spouse as beneficiary the reduction shall be two percent (2%) of Members benefit.

**Option 6a One-half payment retiree refund** – A member may elect to receive a return of accumulated contributions, excluding all amounts picked up from the member's compensation and credited to the COLA fund between June 23, 1985 and September 30, 1993. Under this option, the member shall also receive a monthly service retirement allowance of one-half of the amount to which the member would have been entitled under this plan. In the event of the death of the member prior to receiving twelve (12) monthly retirement allowance payments there shall be paid to a named beneficiary a lump sum benefit equal to the sum of twelve (12) monthly retirement allowance payments less the payments made. **This option has no survivorship benefit.**

**Option 6b Life annuity** – A member may elect to receive his/her normal monthly service retirement allowance plus an additional five percent (5%) of such service retirement allowance for the life of the member, with no survivorship benefit. In the event of the death of the member prior to receiving twelve (12) monthly retirement allowance payments there shall be paid to a

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named beneficiary a lump sum benefit equal to the sum of twelve (12) monthly retirement allowance payments less the payments made. **Option only available for Members eligible to retire as of September 30, 2010.**

***Option 6c Surviving spouse annuity*** – A member may elect to receive an actuarially reduced retirement allowance and upon the member's death the surviving spouse shall receive forty percent (40%) of the member's retirement allowance payable during the lifetime of the spouse nominated and designated by him/her at the time of retirement. Members eligible to retire as of September 30, 2010, the retirement allowance shall be the unreduced normal retirement benefit

**6. CHANGES IN BENEFICIARY AFTER RETIREMENT:**

Any member who elects a survivorship option for a spouse may designate a new spousal beneficiary in accordance with procedures established by the board; provided, that an actuarial valuation will be made following such election, and the benefit for the retiree will be recalculated so that it is the actuarial equivalent of the benefit payable to the original spouse. It is intended that the Plan will pay only one survivor benefit for any member of the Plan and will not incur an increase in benefit costs by reason of a change in designated beneficiary.

**7. RE-EMPLOYMENT OF RETIREES:**

If a retiree becomes re-employed by the City into a regular permanent full-time position, the benefits payable under the GESE Trust will be suspended during the period of re-employment. Upon termination of the period of re-employment with the City, benefits will be automatically restored on the first day of the month following the termination of re-employment. However, City Commission, Mayoral assistants and secretarial staff positions, as described in Civil Service Rule 1, Sec. 1.2 (a) may opt to continue collecting their pensions during their re-employment, but they may not accrue any further pension service credit.

**8. DISABILITY RETIREMENT BENEFIT:**

A disability is the permanent and total incapacity to perform useful and efficient service as an employee of the City as determined by the board pursuant to the terms of the plan.

**(A) Ordinary Disability Retirement Benefit:**

Any member in service who has ten or more years of creditable service, may be retired by the Board on an ordinary disability retirement allowance; provided, that the physician retained by the Board after a medical examination of such member, shall certify that such a member is permanently and totally incapacitated for the further performance of duty not as a result of an accident in the actual performance of duty.

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Upon retirement, for an ordinary disability, a member shall receive a retirement allowance of the greater of (1) 90 percent of the product of the benefit multiplier in effect at the time the service is earned multiplied by the member's average final compensation multiplied by the number of years of creditable service; or (2) 30 percent of the average final compensation. The ordinary disability is paid in monthly installments and is not eligible for a return of accumulated contributions, optional allowances or survivorship benefits.

**(B) Accidental Disability Retirement Benefit:**

A member in service who has become totally and permanently incapacitated for duty as a result of an injury or illness occurring while in the performance of his/her duty would be eligible for an immediate benefit payable for his/her lifetime.

Upon retirement for accidental disability, a member shall receive a pension which is equal to 66 2/3 percent of the greater of (1) the member's average final compensation; or (2) the member's compensation in the year immediately preceding the member's disability. This disability is paid in monthly installments and is not eligible for a return of accumulated contributions or optional allowances. Upon death, 40 percent of that benefit would continue to be paid to the designated surviving spouse at the time of retirement for the lifetime of such spouse.

**(C) Service-Incurred Disability Benefit:**

Any member who becomes totally and permanently incapacitated for duty as a result of tuberculosis, hypertension, or heart disease (which was not an existing condition at the time of employment) would be eligible for an immediate benefit payable for his/her lifetime.

Upon retirement, for a service-incurred disability, a member shall receive a retirement allowance equal to those paid for an ordinary disability, with a minimum of 40 percent of average final compensation. This disability is paid in monthly installments and is not eligible for a return of accumulated contributions, optional allowances or survivorship benefits.

**9. DEATH BENEFITS:**

**(A) Ordinary Death Benefit:**

Upon receipt by the Board of proper proofs of the death of a member in service who has three or more years of creditable service, there shall be paid to such person, if any, as the member shall have nominated by written designation duly executed and filed with the Board, otherwise to the member's estate, a benefit equal to a lump-sum payment of 50 percent of the earnable compensation received by the member during the year immediately preceding the member's death. In addition, the member's accumulated contributions plus interest shall be payable in a single lump sum payment.

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In addition to the benefit above, and in the event a Member eligible for retirement dies on or after October 1, 2010, the Member is treated as if he/she had retired on the date preceding death. If the Member had not elected an option before death and the Member has a surviving spouse, the spouse will receive a benefit under Option 6c (40% joint and survivor).

In the event a Member in service on October 1, 2010, is eligible to retire at the time of death and the Member has a surviving spouse, the surviving spouse can choose:

- ( a ) a 40% joint and survivor benefit (Option 6c) without actuarial reduction, plus 50 percent of the Member's compensation in the last year, or
- (b) 50 percent of the Member's compensation in the last year, plus a return of the Member's accumulated contributions, including interest.

**(B) Service-Incurred Death Benefit:**

If it can be determined that a member's death was the result of an accident in the performance of duty and not caused by willful negligence on the part of the member based on proof that the death was the natural and proximate result of an accident occurring at some definite time and place while the member was in the actual performance of duty, the member is eligible for a service-incurred death benefit. The amount paid is equal to one-half of the member's average final compensation paid yearly in monthly installments to the member's spouse. If there is no spouse, or if the spouse dies before the youngest child of the deceased member has attained the age of 18, then the benefit is paid to the children under such age divided in equal shares until they reach 18 years of age. If there are no children under the age of 18, then the benefit is paid to the dependent father or dependent mother for life. If there are no such beneficiaries, the amount which otherwise would have been paid as an ordinary death benefit will be paid to the member's estate. In addition, the member's accumulated contributions plus interest shall be payable in a single lump sum payment.

**(C) Minimum Retiree Death Benefit:**

If a retired member dies prior to having received 12 monthly retirement payments and prior to having an optional allowance become effective, the designated beneficiary will be paid a lump sum benefit equal to the remaining 12 monthly retirement allowance payments.

**10. RETURN OF ACCUMULATED CONTRIBUTIONS:**

A member who terminates employment other than for retirement or death will be paid his/her accumulated contributions less any mandatory tax withholding upon demand, plus interest at the rate prescribed by the Board which will not be less than one percent per quarter of the contribution balance as of the end of the previous calendar year, including interest. A Member who receives a

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refund of contributions is not entitled to any other benefits from the Plan. Refunded contributions may be rolled over directly to a qualified individual retirement account or another employer's plan.

**11. RESTORATION OF SERVICE CREDITS:**

Under certain circumstances, a former member may restore service credits earned under a prior period of service by repaying the amount of the accumulated contributions previously returned to him/her plus interest from the date of refund to the date of the buyback begins.

**12. COST-OF-LIVING ALLOWANCE BENEFIT:**

Every October 1st, each retiree will receive an annual COLA benefit increase between \$54 minimum and \$400 maximum payable monthly after the retiree's first anniversary of retirement has been reached.

For retirees exercising Option 6(a), each retiree will receive an annual COLA increase between \$27 minimum and \$200 maximum payable monthly.

**13. DEFERRED RETIREMENT OPTION PROGRAM ("DROP"):**

The DROP is available to all GESE Trust members eligible for normal retirement. Upon election of participation, a member's creditable service, accrued benefits, and compensation calculation are frozen, and the DROP retirement benefit is based on the member's creditable service, average final compensation and benefit multiplier in effect at the time the member elects to participate in the DROP. The member's contribution and the City contribution to the retirement plan for that member ceases as no further service credit is earned. The member does not acquire additional pension credit for the purposes of the pension plan but may continue City employment for up to a maximum of 84 months. Once the maximum participation has been achieved, the participant must terminate employment.

The DROP program consists of a Forward DROP and a BACDROP. A member can participate in the Forward DROP and BACDROP simultaneously without exceeding the maximum allowed participation of 84 months. The *Forward DROP* is a DROP benefit equal to the regular retirement benefit the member would have received had the member separated from service and commenced the receipt of benefits from the plan. The *BACDROP* is a DROP benefit actuarially calculated. A member may elect to BACDROP to a date, no further back than the date of the member's retirement eligibility date. The BACDROP period must be in 12 month increments, beginning at the start of a pay period, not to exceed 12 months.



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An individual account is created for each participant. The GESE Trust will deposit the member's monthly retirement benefits into the participant's DROP account. The Board of Trustees of the retirement plan has selected a series of investment vehicles which may be chosen by the participant. Any losses incurred on account of the option selected by the participant will not be made up by the City or the GESE Trust and will be borne by the participant only. All investment income and interest will be credited to the Member's DROP account.

Upon termination of employment, a participant may receive payment from the DROP account in a lump sum distribution, or periodic payments. A participant may elect to rollover the balance to another qualified retirement plan such as an individual retirement account (I.R.A.), an Internal Revenue Code Section 457 Plan, or an annuity. A participant may defer payment until the latest date authorized by Section 401(a) (9) of the Internal Revenue Code. DROP participation will not affect any other death or disability benefit provided under law or applicable collective bargaining agreement. If a participant dies before the account balances are paid out in full, the nominated beneficiary on the account will receive the remaining balance.

**14. BACKDROP OPTION: (BACKDROP)**

The Backdrop is available to all GESE Trust Members effective January 1, 2013. Under the Backdrop option a member can receive a lump sum payment in addition to a monthly pension annuity. The employee chooses to take the Backdrop at the end of his/her employment with the City as long as he or she Backdrops to any date after he/she reaches the Normal Retirement date. If the member elects the Backdrop option, the monthly benefit payable on the member's actual retirement date (when the member leaves City employment) is based on the benefit the member would have received had he/she left employment and retired on an earlier date after attaining Normal Retirement date, referred to as the Backdrop date. In addition, the member will receive a lump sum payment equal to the accumulation of annuity payments he/she would have received during the Backdrop period had he/she elected to receive immediate pension annuity payments starting as of the Backdrop date. Annuity payments would be accumulated at the rate of 3% per year, compounded annually. The member's Backdrop election must be made within 10 years after his or her Normal Retirement date and the Backdrop period can be as little as one year and as long as 7 years. If the member does not elect a Backdrop benefit option, his/her monthly retirement benefit will be calculated using his or her final average final compensation and creditable service as of the member's actual employment termination date. The participant may receive the accumulated Backdrop account balance upon electing the Backdrop and at the end of his/her employment. The Backdrop monies can be rolled over into a separate tax-qualified plan such as an Individual Retirement Account (IRA) or 457(b) government sponsored deferred compensation plan.

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**15. TRANSFER OF ACCUMULATED LEAVE:**

Members eligible to receive accumulated sick leave, accumulated vacation leave or any other accumulated leave payable upon retirement or separation (including DROP) may elect, not later than the year prior to the year of retirement, to have the leave transferred to the GESE Trust. Members who fail to elect a transfer in the year prior to retirement or other separation will receive payment from the City at time of separation with all attendant tax consequences.

Members may elect one of the following options within 30 days of separation. Members failing to elect a distribution option within 30 days of separation will be deemed to have elected Option 1 below:

**Option 1** - Receive a lump sum equal to the transferred leave balance, or

**Option 2** - Transfer the entire amount of the transferred leave balance directly to any eligible retirement plan, or

**Option 3** - Purchase additional service credit as permitted by the Code. If the leave balance exceeds the cost of the service credit purchased, the balance shall be paid to the member in a lump sum.

If a member dies after retirement or other separation, but before any distribution is made, the election option is void. In such an event, any person who would have received a death benefit had the member died in service immediately prior to the date of retirement or other separation, will be entitled to receive an amount equal to the transferred leave balance in a lump sum. In the case of a surviving spouse or former spouse, an election may be made to transfer the leave balance to an eligible retirement plan in lieu of the lump sum payment. Failure to make such an election by the surviving spouse or former spouse within 60 days of the member's death will be deemed an election to receive a lump sum payment.

**The City of Miami General Employees' and Sanitation Employees' Retirement Excess Benefit Plan ("Excess Benefit Plan") – Summary Plan Provisions**

The original plan effective date is October 1, 2000. The plan was established to pay the excess, if any, of the benefit granted Members pursuant to the provisions set forth in the Plan and the allowable pension to be paid under the Internal Revenue Code (IRC) Section 415. The excess benefits shall be paid on a monthly basis. Membership consists of Members of the GESE Trust who exceed the maximum IRC benefit. There are no member contributions or plan assets. The Excess Benefit Plan is an unfunded plan with benefits funded from the City's general fund. The City contributes the actuarially determined amount necessary to pay the excess retirement benefits as they become due.

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**The City of Miami General Employees' and Sanitation Employees' Retirement Trust Staff Pension Plan ("Staff Plan") – Summary Plan Provisions**

The original plan was adopted on May 25, 2001.

**1. MEMBERSHIP** - The membership of the Staff Plan consists of full-time employees of the GESE Trust and such other positions as may be named by the Board.

**2. CONTRIBUTIONS** - Members contribute ten percent of compensation to the Plan. The City contributes the actuarially determined amount necessary to fund the normal cost plus the amortization of the unfunded accrued liability and non-investment expenses of the GESE Trust.

**Paybacks:** At any time prior to the retirement, Members shall have the option to purchase credit for any or all years of prior, full-time service, by depositing in the Plan an amount equal to ten percent (10%) of the employees' current compensation for each year of prior service purchased.

**Restoration of prior service credit upon re-employment:** A re-employed former member may restore credited service by repaying to the plan the member's accumulated contributions with interest at the rate of four percent (4%). This benefit is only available to persons who were not dismissed for willful misconduct.

**Payback for military service:** Any member of the plan whose service with the Trust is interrupted by military service shall have all pension rights accorded veterans under state or federal law. Any member who has wartime military service prior to becoming a member in the plan, as determined by state or federal law, may purchase up to four (4) years of credited service for the time spent in the military. To purchase the military service prior to membership the member must make a contribution to the plan equal to the member's rate of compensation at the date plan membership began at the contribution rate then in effect for each year of service purchased with 4% interest.

**Credit for maternity and medical leave:** Members taking unpaid leaves of absence for maternity or medical leave may purchase credited service, not to exceed one hundred eighty (180) days. If the member requests light duty employment from the Trust, but is denied, the amount of service which may be purchased shall increase to two hundred forty (240) days. Purchase of credit for maternity and medical leave shall be in accordance with uniform rules adopted by the Board.

**Purchase of additional service upon retirement:** A member in service who has continuous service may, at the time of retirement, purchase up to three (3) whole years of credited service based on the present value as determined by the actuary for the plan. The purchase shall be made using the member's accumulated leave balance at the time of retirement, reduced by applicable payroll taxes. If the leave balance is insufficient, the balance shall be paid in a single sum by the member.

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### **3. BENEFITS**

#### **Service Retirement:**

Any member in service who has ten or more years of creditable service may elect to retire, regardless of age. The basic retirement benefit equals three percent of the member's average final compensation for each year of creditable service. Average final compensation is the average compensation during the highest two years of membership service. Benefits shall be paid on a monthly basis for the life of the member.

**4. OPTIONAL ALLOWANCES** - A member may receive payment of retirement benefits under the plan in accordance with the options set forth below.

***Option 2 Equal payment survivor annuity*** - Reduced retirement allowance throughout his or her life with an equal sum being paid to the member's designated beneficiary at the death of the member. If this option is chosen for a surviving spouse, the reduction shall be five percent of the member's benefit. If any person other than a surviving spouse is chosen as the beneficiary, the reduction shall be based on the actuarially equivalent sum.

***Option 3 One-half payment to survivor option*** - Reduced retirement allowance payable for the life of the member with one-half of the member's benefit being paid to a designated beneficiary at the death of the member. If this option is chosen for a surviving spouse, the reduction shall be one percent of the member's benefit. If any person other than a surviving spouse is chosen as the beneficiary, the reduction shall be based on the actuarially equivalent sum.

***Option 6A Return of Contributions and reduced pension*** - Lump sum payment of member's accumulated contributions with interest plus a monthly service retirement benefit equal to 50 percent of the amount to which he/she would have been otherwise entitled.

***Option 6B Life annuity*** - Monthly service retirement benefit for member's lifetime equal to 105 percent of the amount to which he/she would have been otherwise entitled, with no survivor's benefit.

***Option 6C Surviving spouse annuity*** - Monthly service retirement benefit for member's lifetime equal to the amount to which he/she was entitled, provided that, upon his/her death, 40 percent of that amount would continue to be paid to his/her surviving spouse for the lifetime of such spouse.

**5. RETURN OF ACCUMULATED CONTRIBUTIONS** - A member who separates from service prior to the completion of ten years of credited service will be eligible only for a return of the

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employee's contributions, including any sums transferred for the purchase of credited service, regardless of source, plus interest.

**6. COST-OF-LIVING ALLOWANCE BENEFIT** - Every October 1st, after five years from date of retirement or DROP Entry date, each retiree will receive an annual COLA benefit increase between \$54 minimum and \$400 maximum payable monthly after the retiree's fifth anniversary of retirement has been reached.

For retirees exercising Option 6(a), each retiree will receive an annual COLA increase between \$27 minimum and \$200 maximum payable monthly.

**7. TRANSFER OF ACCUMULATED LEAVE** - Members eligible to receive accumulated sick leave, accumulated vacation leave or any other accumulated leave payable upon retirement or separation (including DROP) may elect, not later than the year prior to the year of retirement, to have the leave transferred to the Plan.

Members may elect one of the following options within 30 days of separation. Members failing to elect a distribution option within 30 days of separation will be deemed to have elected Option 1 below:

**Option 1** - Receive a lump sum equal to the transferred leave balance, or

**Option 2** - Transfer the entire amount of the transferred leave balance directly to any eligible retirement plan, or

**Option 3** - Purchase additional service credit as permitted by the Plan. If the leave balance exceeds the cost of the service credit purchased, the balance shall be paid to the member in a lump sum.

If a member dies after retirement or other separation, but before any distribution is made, the election option is void. In such an event, any person who would have received a death benefit had the member died in service immediately prior to the date of retirement or other separation, will be entitled to receive an amount equal to the transferred leave balance in a lump sum. In the case of a surviving spouse or former spouse, an election may be made to transfer the leave balance to an eligible retirement plan in lieu of the lump sum payment. Failure to make such an election by the surviving spouse or former spouse within 60 days of the member's death will be deemed an election to receive a lump sum payment.

**8. Deferred Retirement Option Program (DROP)** - Effective March 26, 2010, any employee who has ten years of creditable service shall be eligible to participate in the DROP.

Upon commencement of participation in the DROP, the member's contribution and the Trust's contribution to the retirement plan for that member shall cease as the member will be earning no further service credit. The member shall not acquire additional pension credit for the purpose of the pension plan but may continue GESE employment for up to a maximum of 48 months.

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**Maximum participation:** The maximum period of participation in the DROP, is 48 months. Once the maximum participation has been achieved, the participant must terminate employment.

**Creation of individual account:** For each employee electing participation in the DROP, an individual account shall be created. The Staff Plan will deposit monthly retirement benefits into the participant's DROP account.

**Earnings on DROP account:** The Board of Trustees of the retirement plan has selected a series of investment vehicles which may be chosen by the participant. Any losses incurred on account of the option selected by the participant shall not be made up by the city or the Staff Plan trust fund, but any such loss shall be borne by the participant only. All interest shall be credited to the member's DROP account.

**Distribution of DROP benefits:** Upon conclusion of a period of participation in the DROP, the participant shall terminate employment. Upon termination of employment, a participant may receive payment from the DROP account in the following manner:

- a. Lump sum distribution; or
- b. Periodic payments; or
- c. Rollover of the balance to another qualified Retirement Plan, IRA, or an Internal Revenue Code Selection 457 Plan; or
- d. An annuity.

A participant may defer payment until the latest date authorized by Section 401(a) (9) of the Internal Revenue Code.

Drop participation shall not affect any other death or disability benefit provided to a member under federal law, state law, administrative rule, or motion made by the board of trustees.

If a DROP participant dies before the DROP account balances are paid out in full, the person(s) designated by such DROP participant shall receive such DROP account balances in accordance with the DROP participant election in effect at the time of death.

**Forward DROP.** The date of entry into the FORWARD DROP shall be the beginning of a pay period. Payment shall be made by the retirement plan into the participant's DROP account in an amount equal to the regular monthly retirement benefit which the participant would have received had the participant separated from service and commenced the receipt of benefits from the plan. The amount of the monthly benefit shall be determined based on the creditable service, average final compensation, and retirement option selected in accordance with the Staff Pension

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Plan Document. Election of a FORWARD DROP Program does not preclude participation in a BACDROP program

**BACDROP.** An employee may elect to BACDROP to a date no further back than the date of the member's retirement eligibility date. The BACDROP period must be in 12-month increments, beginning at the start of a pay period, not to exceed 12 months. Participation in the BACDROP does not preclude participation in the FORWARD Drop program. The benefits for purpose of the BACDROP will then be actuarially calculated to be equivalent to the benefit earned at the date of retirement. Said calculation will consist of the present value of benefits being equal to the actuarially reduced benefit, plus a lump sum with interest, as determined by the retirement plan's actuary. Participant contributions will not be returned for the period of time covered by the BACDROP program. The lump sum as calculated by the retirement plan's actuary will be based on the assumed investment return of the fund without discount for mortality and deposited into the newly created DROP account.

**9. Staff Excess Benefit Plan**

The original plan was adopted on May 25, 2001. The plan was established to pay the excess, if any, of the benefit granted Members pursuant to the provisions set forth in the Plan and the allowable pension to be paid under the Internal Revenue Code (IRC) Section 415. The Excess benefits shall be paid on a monthly basis. Membership consists of Members of the GESE Trust who exceed the maximum IRC benefit. There are no member contributions or plan assets. The Staff Excess Benefit Plan is an unfunded plan with benefits funded from the City's general fund. The City contributes the actuarially determined amount necessary to pay the excess retirement benefits as they become due.

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## **Statistical Section**

The schedules within the Statistical Section are classified into these five categories: Changes in Plan Net Position, Benefit & Refund Deductions from Net Assets by Type, Retired Members by Type of Benefit, Schedule of Average Benefit Payments, and Average of All Benefit Payments. The purpose of this Section is to provide a historical perspective by using the information in our financial statements and the notes the financial statements. This information is provided to assist readers in better understanding the Trust's overall economic condition.

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GESE TRUST - CHANGES IN PLAN NET POSITION  
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LAST TEN FISCAL YEARS

	GESE TRUST				
	Fiscal Year Ended				
	2023	2022	2021	2020	2019
Additions					
Employer contributions	\$55,325,610	\$55,807,861	\$54,121,724	\$49,923,146	\$43,526,929
Member contributions	15,313,027	15,679,905	13,863,911	14,457,555	13,094,948
Investment Income (net of expenses)	107,514,694	(143,357,054)	169,736,310	50,886,836	47,381,929
Reimbursement income	2,673,309	2,867,071	2,676,790	2,623,582	2,551,358
Total Additions to Plan Net Position	180,826,640	(69,002,217)	240,398,735	117,891,119	106,555,164
Deductions					
Benefit payments	81,875,080	77,241,751	75,798,787	73,337,446	72,810,575
Refunds of contributions	2,217,315	2,285,326	2,571,195	1,456,716	1,797,989
Administrative and other expenses	2,991,534	3,029,853	2,994,759	2,527,590	2,611,944
Total Deductions from Plan Net Position	87,083,929	82,556,750	81,364,741	77,321,752	77,220,508
Change in Net Position	\$ 93,742,711	(\$151,558,967)	\$159,033,994	\$40,569,367	\$29,334,656

	Fiscal Year Ended				
	2018	2017	2016	2015	2014
	2018	2017	2016	2015	2014
Additions					
Employer contributions	\$40,879,285	\$34,355,719	\$32,881,500	\$33,036,318	\$30,710,096
Member contributions	10,847,473	11,081,234	9,595,465	8,163,643	7,231,235
Investment Income (net of expenses)	60,276,829	78,645,544	60,237,354	1,496,397	65,272,883
Reimbursement income	3,075,184	2,790,472	3,199,333	3,128,822	2,869,729
Total Additions to Plan Net Position	115,078,771	126,872,969	105,913,652	45,825,180	106,083,943
Deductions					
Benefit payments	72,722,490	72,514,134	71,859,673	71,940,377	71,903,481
Refunds of contributions	2,318,219	1,066,601	1,967,393	1,089,556	1,867,614
Administrative and other expenses	3,362,635	3,142,702	3,432,670	3,305,515	3,135,724
Total Deductions from Plan Net Position	78,403,344	76,723,437	77,259,736	76,335,448	76,906,819
Change in Net Position	\$36,675,427	\$50,149,532	\$28,653,916	(\$30,510,268)	\$29,177,124

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**LAST TEN FISCAL YEARS**

**GESE EXCESS BENEFIT PLAN**

	<b>Fiscal Year Ended</b>				
	<b><u>2023</u></b>	<b><u>2022</u></b>	<b><u>2021</u></b>	<b><u>2020</u></b>	<b><u>2019</u></b>
<b>Additions</b>					
Employer contributions	\$237,284	\$365,619	\$364,502	\$417,755	\$477,892
Reimbursement income	101,363	105,991	103,903	106,712	103,477
<b>Total Additions to Plan Net Position</b>	<b>338,647</b>	<b>471,610</b>	<b>468,405</b>	<b>524,467</b>	<b>581,369</b>
<b>Deductions</b>					
Benefit payments	237,284	365,619	364,502	417,755	477,892
Administrative and other expenses	101,363	105,991	103,903	106,712	103,477
<b>Total Deductions from Plan Net</b>	<b>338,647</b>	<b>471,610</b>	<b>468,405</b>	<b>524,467</b>	<b>581,369</b>
<b>Change in Net Position</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

	<b>Fiscal Year Ended</b>				
	<b><u>2018</u></b>	<b><u>2017</u></b>	<b><u>2016</u></b>	<b><u>2015</u></b>	<b><u>2014</u></b>
<b>Additions</b>					
Employer contributions	\$587,959	\$674,572	\$680,534	\$648,302	\$561,805
Reimbursement income	100,823	99,963	103,183	98,528	88,652
<b>Total Additions to Plan Net Position</b>	<b>688,782</b>	<b>774,535</b>	<b>783,717</b>	<b>746,830</b>	<b>650,457</b>
<b>Deductions</b>					
Benefit payments	587,959	674,572	680,534	653,302	556,805
Administrative and other expenses	100,823	99,963	103,183	93,528	93,652
<b>Total Deductions from Plan Net Position</b>	<b>688,782</b>	<b>774,535</b>	<b>783,717</b>	<b>746,830</b>	<b>650,457</b>
<b>Change in Net Position</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

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STAFF PLAN - CHANGES IN PLAN NET POSITION  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

**LAST TEN FISCAL YEARS**

**GESE STAFF BENEFIT PLAN**

	<b>Fiscal Year Ended</b>				
	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
<b>Additions</b>					
Employer contributions	\$257,061	\$277,952	\$254,056	\$221,616	\$232,280
Member contributions	72,609	53,513	46,617	44,971	40,846
Investment Income (net of expenses)	742,911	(974,673)	1,108,680	451,577	176,655
<b>Total Additions to Plan Net Position</b>	<b>1,072,526</b>	<b>(643,208)</b>	<b>1,409,353</b>	<b>718,164</b>	<b>449,781</b>
<b>Deductions</b>					
Benefit payments	330,259	321,489	312,565	310,171	305,180
Refunds of contributions	0	13,140	0	0	0
<b>Total Deductions from Plan Net Position</b>	<b>330,259</b>	<b>334,629</b>	<b>312,565</b>	<b>310,171</b>	<b>305,180</b>
<b>Change in Net Position</b>	<b>742,267</b>	<b>(977,837)</b>	<b>1,096,788</b>	<b>\$407,993</b>	<b>\$144,601</b>
	<b>Fiscal Year Ended</b>				
	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
<b>Additions</b>					
Employer contributions	\$233,242	\$247,449	\$269,054	\$291,087	\$291,968
Member contributions	32,621	24,542	19,316	19,838	23,377
Investment Income (net of expenses)	424,371	438,774	364,079	(15,615)	338,281
<b>Total Additions to Plan Net Position</b>	<b>690,234</b>	<b>710,765</b>	<b>652,449</b>	<b>295,310</b>	<b>653,626</b>
<b>Deductions</b>					
Benefit payments	301,155	295,460	319,459	340,299	311,388
Refunds of contributions	7,606	0	13,095	0	0
<b>Total Deductions from Plan Net Position</b>	<b>308,761</b>	<b>295,460</b>	<b>332,554</b>	<b>340,299</b>	<b>311,388</b>
<b>Change in Net Position</b>	<b>\$381,473</b>	<b>\$415,305</b>	<b>\$319,895</b>	<b>(\$44,989)</b>	<b>\$342,238</b>

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
STAFF EXCESS - CHANGES IN PLAN NET POSITION  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

**LAST TEN FISCAL YEARS**

**GESE STAFF EXCESS BENEFIT PLAN \***

	<b>Fiscal Year Ended</b>				
	<b><u>2023</u></b>	<b><u>2022</u></b>	<b><u>2021</u></b>	<b><u>2020</u></b>	<b><u>2019</u></b>
Additions					
Employer contributions *	<u>\$27,932</u>	<u>\$33,903</u>	<u>\$40,027</u>	<u>\$39,621</u>	<u>\$41,479</u>
Total Additions to Plan Net	<u>27,932</u>	<u>33,903</u>	<u>40,027</u>	<u>39,621</u>	<u>41,479</u>
Deductions					
Benefit payments *	<u>27,932</u>	<u>33,903</u>	<u>40,027</u>	<u>39,621</u>	<u>41,479</u>
Total Deductions from Plan Net	<u>27,932</u>	<u>33,903</u>	<u>40,027</u>	<u>39,621</u>	<u>41,479</u>
Change in Net Position	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

	<b>Fiscal Year Ended</b>		
	<b><u>2018</u></b>	<b><u>2017</u></b>	<b><u>2016</u></b>
Additions			
Employer contributions *	<u>\$43,004</u>	<u>\$46,199</u>	<u>\$20,836</u>
Total Additions to Plan Net	<u>43,004</u>	<u>46,199</u>	<u>20,836</u>
Deductions			
Benefit payments *	<u>43,004</u>	<u>46,199</u>	<u>20,836</u>
Total Deductions from Plan Net	<u>43,004</u>	<u>46,199</u>	<u>20,836</u>
Change in Net Position	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

\* Staff Excess Benefit Plan commenced on fiscal year 2016.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
GESE TRUST - BENEFIT AND REFUND DEDUCTIONS FROM NET ASSETS BY TYPE  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

<b>LAST TEN FISCAL YEARS</b>					
<b>GESE TRUST</b>					
<b>Type of Benefit</b>	<b>Fiscal Year Ended</b>				
	<b><u>2023</u></b>	<b><u>2022</u></b>	<b><u>2021</u></b>	<b><u>2020</u></b>	<b><u>2019</u></b>
Age and service benefits					
Retirees	\$72,610,713	\$67,997,809	\$66,655,336	\$64,642,453	\$64,557,217
Survivors	7,726,095	7,604,426	7,585,906	7,228,030	6,775,042
Death in service benefits	-	214,264	138,393	43,569	-
Disability benefits	1,538,272	1,425,072	1,419,152	1,423,394	1,478,316
Total Benefits	<u>\$81,875,080</u>	<u>\$77,241,571</u>	<u>\$75,798,787</u>	<u>\$73,337,446</u>	<u>\$72,810,575</u>
<b>Type of Refund</b>					
Death	-	297,576	353,316	111,957	21,778
Separation	2,217,315	1,987,750	2,217,879	1,344,759	1,776,211
Total Refunds	<u>2,217,315</u>	<u>2,285,326</u>	<u>2,571,195</u>	<u>1,456,716</u>	<u>1,797,989</u>

<b>Type of Benefit</b>	<b>Fiscal Year Ended</b>				
	<b><u>2018</u></b>	<b><u>2017</u></b>	<b><u>2016</u></b>	<b><u>2015</u></b>	<b><u>2014</u></b>
Age and service benefits					
Retirees	\$64,624,201	\$64,546,168	\$64,008,383	\$64,511,670	\$64,719,166
Survivors	6,596,223	6,336,849	6,336,849	6,002,413	5,685,377
Death in service benefits	91,177	139,508	22,832	18,457	133,058
Disability benefits	1,410,889	1,491,609	1,491,609	1,407,837	1,365,880
Total Benefits	<u>\$72,722,490</u>	<u>\$72,514,134</u>	<u>\$71,859,673</u>	<u>\$71,940,377</u>	<u>\$71,903,481</u>
<b>Type of Refund</b>					
Death	243,469	385,235	48,415	45,901	21,792
Separation	2,074,750	681,366	1,918,978	1,043,655	1,845,822
Total Refunds	<u>2,318,219</u>	<u>1,066,601</u>	<u>1,967,393</u>	<u>1,089,556</u>	<u>1,867,614</u>

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
STAFF PLAN/STAFF EXCESS - BENEFIT AND REFUND DEDUCTIONS FROM NET ASSETS BY TYPE  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

**LAST TEN FISCAL YEARS**

**STAFF BENEFIT PLAN**

	<b>Fiscal Year Ended</b>				
	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
<b>Type of Benefit</b>					
Age and service benefits					
Retirees	\$330,259	\$321,489	\$312,565	\$310,171	\$305,180
Survivors					
Death in service benefits	-	-	-	-	-
Total Benefits	<u>\$330,259</u>	<u>\$321,489</u>	<u>\$312,565</u>	<u>\$310,171</u>	<u>\$305,180</u>
<b>Type of Refund</b>					
Death					
Separation	-	13,140	-	-	-
Total Refunds	<u>\$0</u>	<u>\$13,140</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

	<b>Fiscal Year Ended</b>				
	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
<b>Type of Benefit</b>					
Age and service benefits					
Retirees	\$301,155	\$295,460	\$319,459	\$340,299	\$311,388
Survivors					
Death in service benefits					
Total Benefits	<u>\$301,155</u>	<u>\$295,460</u>	<u>\$319,459</u>	<u>\$340,299</u>	<u>\$311,388</u>
<b>Type of Refund</b>					
Death					
Separation	7,606	0	13,095	0	0
Total Refunds	<u>\$7,606</u>	<u>\$0</u>	<u>\$13,095</u>	<u>\$0</u>	<u>\$0</u>

**STAFF EXCESS BENEFIT PLAN \***

	<b>Fiscal Year Ended</b>				
	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
<b>Type of Benefit</b>					
Age and service benefits					
Retirees	\$27,932	\$33,903	\$40,027	\$39,621	\$41,379
Total Benefits	<u>\$27,932</u>	<u>\$33,903</u>	<u>\$40,027</u>	<u>\$39,621</u>	<u>\$41,379</u>
	<b>Fiscal Year Ended</b>				
	<b>2018</b>	<b>2017</b>	<b>2016</b>		
<b>Type of Benefit</b>					
Age and service benefits					
Retirees	\$43,004	\$46,199	\$20,836		
Total Benefits	<u>\$43,004</u>	<u>\$46,199</u>	<u>\$20,836</u>		

\* Staff Excess Benefit Plan commenced fiscal year 2016.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUST AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
EXCESS BENEFIT PLAN - BENEFIT AND REFUND DEDUCTIONS FROM NET ASSETS BY TYPE  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

**LAST TEN FISCAL YEARS**

**GESE EXCESS BENEFIT PLAN**

<b>Type of Benefit</b>	<b>Fiscal Year Ended</b>				
	<b><u>2023</u></b>	<b><u>2022</u></b>	<b><u>2021</u></b>	<b><u>2020</u></b>	<b><u>2019</u></b>
Age and service benefits					
Retirees	\$237,284	\$365,619	\$364,502	\$417,755	\$477,892
Total Benefits	<u>\$237,284</u>	<u>\$365,619</u>	<u>\$364,502</u>	<u>\$417,755</u>	<u>\$477,892</u>

<b>Type of Benefit</b>	<b>Fiscal Year Ended</b>				
	<b><u>2018</u></b>	<b><u>2017</u></b>	<b><u>2016</u></b>	<b><u>2015</u></b>	<b><u>2014</u></b>
Age and service benefits					
Retirees	\$587,959	\$674,572	\$680,534	\$653,302	\$556,805
Total Benefits	<u>\$587,959</u>	<u>\$674,572</u>	<u>\$680,534</u>	<u>\$653,302</u>	<u>\$556,805</u>



**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUSTS AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
RETIRED MEMBERS BY TYPE OF BENEFIT  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

(UNAUDITED)

Amount of Monthly Benefit	Number of Retired Members	GESE													
		Type of Retirement <sup>(1)</sup>							Option Selected <sup>(2)</sup>						
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>NF</u>	<u>2</u>	<u>3</u>	<u>6a</u>	<u>6b</u>	<u>6c</u>	<u>S/L</u>
\$ 1 - 500	32	3	2				27			1	23	4		4	
501 - 1,000	115	29					86		2	27	37	15		34	
1,001 - 1,500	209	71	1	1	1	1	134		7	47	50	21	7	73	4
1,501 - 2,000	198	119	1	4	4	1	67	2	12	44	55	8	26	42	11
2,001 - 2,500	179	131	2	2	3	5	35	1	15	48	39	3	28	40	6
2,501 - 3,000	214	177	3			14	20		19	59	49		32	54	1
3,001 - 3,500	170	151	1		1	7	10		11	40	39	1	33	41	5
3,501 - 4,000	153	137	5	1		1	9		7	33	35		50	27	1
4,001 - 4,500	144	135	4			1	4		6	36	41		37	23	1
4,501 - 5,000	113	108	4				1		5	16	31		42	19	
5,001 - 5,500	106	101	2				3		11	21	15		41	18	
5,501 - 6,000	67	62	3				2		5	12	7		28	15	
Over 6,001	267	260	4				3		30	60	56		87	33	1
Total	1967	1484	32	8	9	30	401	3	130	444	477	52	411	423	30

Amount of Monthly Benefit	Number of Retired Members	STAFF						
		Type of Retirement <sup>(1)</sup>			Option Selected <sup>(2)</sup>			
		<u>1</u>	<u>6</u>	<u>2</u>	<u>3</u>	<u>6a</u>	<u>6b</u>	<u>6c</u>
\$ 1 - 2000	0							
2,001 - 2,500	2	2		1			1	
2,501 - 3,000	1	1		1				
3,001 - 3,500	0							
3,501 - 4,000	1	1			1			
4,001 - 4,500	1	1			1			
4,501 - 5,000	1	1			1			
5,001 - 5,500	0							
5,501 - 6,000	0							
Over 6,001	1	1			1			
Total	7	7	0	5	1	0	0	1

**(1) Type of Retirement**

- 1 - Normal retirement, including rule of 70 and rule of 80
- 2 - Early retirement, including rule of 64
- 3 - Ordinary disability retirement
- 4 - Service Incurred disability retirement
- 5 - Accidental disability retirement
- 6 - Survivor payment - normal or early retirement (continuance)
- 7 - Survivor payment - death benefit (ordinary or service incurred)

**(2) Option Selected**

- NF - Normal form, life annuity with actuarially reduced survivor benefit
- 2 - Beneficiary receives 100% of members' reduced monthly benefit
- 3 - Beneficiary receives 50% of member's reduced monthly benefit
- 6(a) - Member receives lump sum payment of accumulated contributions plus 50% of benefit
- 6(b) - Members receives 105% of monthly benefit
- 6(c) - Surviving spouse receives 40% of members' full monthly benefit
- S/L - Single Life retirement annuity

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUSTS AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SCHEDULE OF AVERAGE BENEFIT PAYMENTS  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

LAST TEN FISCAL YEARS (UNAUDITED)								
Retirement Effective Dates	GESE TRUST							
	Years Credited Service							
	0-5	6-10	11-15	16-20	21-25	26-30	30+	Total
<b>Period 10/1/2022 - 9/30/2023</b>								
Average Monthly Benefit	\$ 1,846	\$ 1,603	\$ 2,135	\$ 2,987	\$ 4,059	\$ 4,975	\$ 4,964	\$ 3,495
Number of Active Retirants	13	126	327	470	635	316	80	1,967
Average Final Compensation <sup>1</sup>	\$ 3,315	\$ 4,150	\$ 4,803	\$ 5,175	\$ 5,602	\$ 5,819	\$ 5,162	\$ 5,276
Number of Active Retirants	13	126	327	470	635	316	80	1,967
<b>Period 10/1/2021 - 9/30/2022</b>								
Average Monthly Benefit	\$ 1,818	\$ 1,558	\$ 2,043	\$ 2,887	\$ 3,961	\$ 4,825	\$ 4,604	\$ 3,370
Number of Active Retirants	14	132	309	452	607	303	72	1,889
Average Final Compensation 1	\$ 3,183	\$ 4,087	\$ 4,515	\$ 4,991	\$ 5,384	\$ 5,587	\$ 4,716	\$ 5,048
Number of Active Retirants	14	132	309	452	607	303	72	1,889
<b>Period 10/1/2020 - 9/30/2021</b>								
Average Monthly Benefit	\$ 1,684	\$ 1,509	\$ 2,032	\$ 2,801	\$ 3,906	\$ 4,723	\$ 4,567	\$ 3,312
Number of Active Retirants	15	132	314	451	603	309	80	1,904
Average Final Compensation 1	\$ 3,020	\$ 4,089	\$ 4,532	\$ 4,876	\$ 5,324	\$ 5,517	\$ 4,636	\$ 4,986
Number of Active Retirants	15	132	314	451	603	309	80	1,904
<b>Period 10/1/2019 - 9/30/2020</b>								
Average Monthly Benefit	\$ 1,596	\$ 1,495	\$ 1,949	\$ 2,769	\$ 3,833	\$ 4,549	\$ 4,235	\$ 3,215
Number of Active Retirants	15	135	317	443	595	300	86	1,891
Average Final Compensation 1	\$ 2,886	\$ 4,028	\$ 4,332	\$ 4,728	\$ 5,209	\$ 5,275	\$ 4,357	\$ 4,818
Number of Active Retirants	15	135	317	443	595	300	86	1,891
<b>Period 10/1/2018 - 9/30/2019</b>								
Average Monthly Benefit	\$ 1,693	\$ 1,453	\$ 1,900	\$ 2,779	\$ 3,838	\$ 4,472	\$ 3,710	\$ 3,184
Number of Active Retirants	20	133	314	440	594	305	114	1,920
Average Final Compensation 1	\$ -	\$ 4,738	\$ 5,146	\$ 5,535	\$ 6,575	\$ 6,685	\$ 6,689	\$ 5,943
Number of Active Retirants	-	69	134	140	219	122	24	708

<sup>1</sup> Average Final Compensation is based on retiree & survivor data.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUSTS AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SCHEDULE OF AVERAGE BENEFIT PAYMENTS  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

LAST TEN FISCAL YEARS (UNAUDITED)								
Retirement Effective Dates	GESE TRUST							
	Years Credited Service							
	0-5	6-10	11-15	16-20	21-25	26-30	30+	Total
<b>Period 10/1/2017 - 9/30/2018</b>								
Average Monthly Benefit	\$ 1,594	\$ 1,401	\$ 1,877	\$ 2,737	\$ 3,808	\$ 4,384	\$ 3,603	\$ 3,136
Number of Active Retirants	22	136	316	446	597	312	119	1,948
Average Final Compensation 1	\$ -	\$ 4,624	\$ 5,091	\$ 5,528	\$ 6,526	\$ 6,663	\$ 6,435	\$ 5,907
Number of Active Retirants	-	66	127	135	216	122	25	691
<b>Period 10/1/2016 - 9/30/2017</b>								
Average Monthly Benefit	\$ 1,276	\$ 1,430	\$ 1,925	\$ 2,916	\$ 3,908	\$ 4,511	\$ 3,430	\$ 3,089
Number of Active Retirants	192	119	278	384	568	297	141	1,979
Average Final Compensation 1	\$ -	\$ 4,551	\$ 4,918	\$ 5,552	\$ 6,524	\$ 6,684	\$ 5,925	\$ 5,900
Number of Active Retirants	-	62	110	118	214	125	50	679
<b>Period 10/1/2015 - 9/30/2016</b>								
Average Monthly Benefit	\$ 2,090	\$ 1,149	\$ 1,548	\$ 2,232	\$ 3,184	\$ 4,068	\$ 3,868	\$ 3,030
Number of Active Retirants	16	47	276	347	595	540	163	1,984
Average Final Compensation 1	\$ 3,757	\$ 4,942	\$ 4,938	\$ 5,331	\$ 6,258	\$ 6,619	\$ 6,216	\$ 5,940
Number of Active Retirants	1	12	124	106	160	208	39	650
<b>Period 10/1/2014 - 9/30/2015</b>								
Average Monthly Benefit	\$ 2,130	\$ 1,181	\$ 1,615	\$ 2,411	\$ 3,427	\$ 4,208	\$ 3,942	\$ 3,193
Number of Active Retirants	17	48	271	356	602	546	167	2,007
Average Final Compensation 1	\$ 3,757	\$ 4,465	\$ 4,945	\$ 5,355	\$ 6,294	\$ 6,621	\$ 6,169	\$ 5,961
Number of Active Retirants	1	12	115	97	157	205	40	627
<b>Period 10/1/2013 - 9/30/2014</b>								
Average Monthly Benefit	\$ 2,075	\$ 1,155	\$ 1,542	\$ 2,355	\$ 3,347	\$ 4,179	\$ 3,892	\$ 3,141
Number of Active Retirants	17	48	269	362	611	551	173	2,031
Average Final Compensation 1	\$ 3,757	\$ 4,584	\$ 4,737	\$ 5,216	\$ 6,285	\$ 6,622	\$ 6,106	\$ 5,921
Number of Active Retirants	1	11	105	95	155	206	41	614

<sup>1</sup> Average Final Compensation is based on retiree & survivor data.

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUSTS AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SCHEDULE OF AVERAGE BENEFIT PAYMENTS  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

**LAST TEN FISCAL YEARS  
(Unaudited)**

Retirement Effective Dates	GESE STAFF BENEFIT PLAN					
	Years Credited Service					
	<u>6-10</u>	<u>11-15</u>	<u>16-20</u>	<u>21-25</u>	<u>26+</u>	<u>Total</u>
<b>Period 10/1/2022 - 9/30/2023</b>						
Average Monthly Benefit	\$ -	\$ 2,353	\$ 5,029	\$ -	\$ -	\$ 4,264
Number of Active Retirants	-	2	5	-	-	7
 Average Final Average Salary <sup>1</sup>	\$ -	\$ 6,222	\$ 8,929	\$ -	\$ -	\$ 8,155
Number of Active Retirants	-	2	5	-	-	7
<b>Period 10/1/2021 - 9/30/2022</b>						
Average Monthly Benefit	\$ -	\$ 2,320	\$ 4,995	\$ -	\$ -	\$ 4,231
Number of Active Retirants	-	2	5	-	-	7
 Average Final Average Salary <sup>1</sup>	\$ -	\$ 6,222	\$ 8,929	\$ -	\$ -	\$ 8,155
Number of Active Retirants	-	2	5	-	-	7
<b>Period 10/1/2020 - 9/30/2021</b>						
Average Monthly Benefit	\$ -	\$ 2,286	\$ 4,962	\$ -	\$ -	\$ 4,198
Number of Active Retirants	-	2	5	-	-	7
 Average Final Average Salary <sup>1</sup>	\$ -	\$ 6,222	\$ 8,929	\$ -	\$ -	\$ 8,155
Number of Active Retirants	-	2	5	-	-	7
<b>Period 10/1/2019 - 9/30/2020</b>						
Average Monthly Benefit	\$ -	\$ 2,253	\$ 4,929	\$ -	\$ -	\$ 4,164
Number of Active Retirants	-	2	5	-	-	7
 Average Final Average Salary <sup>1</sup>	\$ -	\$ 6,222	\$ 8,929	\$ -	\$ -	\$ 8,155
Number of Active Retirants	-	2	5	-	-	7
<b>Period 10/1/2018 - 9/30/2019</b>						
Average Monthly Benefit	\$ -	\$ 2,220	\$ 4,895	\$ -	\$ -	\$ 4,131
Number of Active Retirants	-	2	5	-	-	7
 Average Final Average Salary <sup>1</sup>	\$ -	\$ 6,222	\$ 8,929	\$ -	\$ -	\$ 8,155
Number of Active Retirants	-	2	5	-	-	7

<sup>1</sup>Average Final Compensation is based on retiree data

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUSTS AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SCHEDULE OF AVERAGE BENEFIT PAYMENTS  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

**LAST TEN FISCAL YEARS  
(Unaudited)**

Retirement Effective Dates	GESE STAFF BENEFIT PLAN					
	Years Credited Service					
	<u>6-10</u>	<u>11-15</u>	<u>16-20</u>	<u>21-25</u>	<u>26+</u>	<u>Total</u>
<b>Period 10/1/2017 - 9/30/2018</b>						
Average Monthly Benefit	\$ -	\$ 2,186	\$ 4,862	\$ -	\$ -	\$ 4,098
Number of Active Retirants	-	2	5	-	-	7
Average Final Average Salary <sup>1</sup>	\$ -	\$ 6,222	\$ 8,929	\$ -	\$ -	\$ 8,155
Number of Active Retirants	-	2	5	-	-	7
<b>Period 10/1/2016 - 9/30/2017</b>						
Average Monthly Benefit	\$ -	\$ 2,170	\$ 4,835	\$ -	\$ -	\$ 4,074
Number of Active Retirants	-	2	5	-	-	7
Average Final Average Salary <sup>1</sup>	\$ -	\$ 6,222	\$ 8,929	\$ -	\$ -	\$ 8,155
Number of Active Retirants	-	2	5	-	-	7
<b>Period 10/1/2015 - 9/30/2016</b>						
Average Monthly Benefit	\$ -	\$ 2,170	\$ 3,742	\$ 9,111	\$ -	\$ 4,059
Number of Active Retirants	-	2	4	1	-	7
Average Final Average Salary <sup>1</sup>	\$ -	\$ 6,222	\$ 7,339	\$ 15,285	\$ -	\$ 8,155
Number of Active Retirants	-	2	4	1	-	7
<b>Period 10/1/2014 - 9/30/2015</b>						
Average Monthly Benefit	\$ -	\$ 2,167	\$ 3,730	\$ 9,077	\$ -	\$ 4,047
Number of Active Retirants	-	2	4	1	-	7
Average Final Average Salary <sup>1</sup>	\$ -	\$ 6,222	\$ 7,339	\$ 15,285	\$ -	\$ 8,155
Number of Active Retirants	-	2	4	1	-	7
<b>Period 10/1/2013 - 9/30/2014</b>						
Average Monthly Benefit	\$ -	\$ 2,167	\$ 3,730	\$ 9,077	\$ -	\$ 4,047
Number of Active Retirants	-	2	4	1	-	7
Average Final Average Salary <sup>1</sup>	\$ -	\$ 6,213	\$ 7,334	\$ 15,285	\$ -	\$ 8,149
Number of Active Retirants	-	2	4	1	-	7

<sup>1</sup>Average Final Compensation is based on retiree data

**CITY OF MIAMI GENERAL EMPLOYEES' AND SANITATION  
EMPLOYEES' RETIREMENT TRUSTS AND MANAGED TRUSTS,  
A COMPONENT UNIT OF THE CITY OF MIAMI  
SCHEDULE OF AVERAGE BENEFITS -ALL PLANS  
FOR THE YEAR ENDED SEPTEMBER 30, 2023**

LAST TEN FISCAL YEARS (Unaudited)							
Retirement Effective Dates	Type of Benefit						
	GESE Trust				Excess	Staff	Staff Excess <sup>1</sup>
	Retirees	Disability	Survivors	Total	Retirees	Retirees	Retirees
<b>Fiscal 2023</b>							
Average monthly benefit	\$4,038	\$2,638	\$1,563	\$3,495	\$989	\$4,264	\$2,328
Number of retired members	1515	48	404	1967	20	7	1
<b>Fiscal 2022</b>							
Average monthly benefit	\$3,910	\$2,441	\$1,545	\$3,370	\$1,016	\$4,231	\$2,825
Number of retired members	1439	48	402	1889	30	7	1
<b>Fiscal 2021</b>							
Average monthly benefit	\$3,833	\$2,426	\$1,538	\$3,312	\$1,028	\$4,198	\$3,275
Number of retired members	1453	48	403	1904	28	7	1
<b>Fiscal 2020</b>							
Average monthly benefit	\$3,713	\$2,387	\$1,494	\$3,215	\$1,055	\$4,164	\$3,302
Number of retired members	1447	49	395	1891	33	7	1
<b>Fiscal 2019</b>							
Average monthly benefit	\$3,670	\$2,385	\$1,428	\$3,184	\$1,014	\$4,131	3411
Number of retired members	1482	51	387	1920	33	7	1
<b>Fiscal 2018</b>							
Average monthly benefit	\$3,613	\$2,321	\$1,387	\$3,136	\$1,167	\$4,098	3584
Number of retired members	1510	50	388	1948	42	7	1
<b>Fiscal 2017</b>							
Average monthly benefit	\$3,565	\$2,207	\$1,348	\$3,089	\$1,196	\$4,074	3850
Number of retired members	1533	55	391	1979	47	7	1
<b>Fiscal 2016</b>							
Average monthly benefit	\$3,495	\$2,143	\$1,330	\$3,030	\$1,246	\$4,059	1736
Number of retired members	1536	57	391	1984	44	7	1
<b>Fiscal 2015</b>							
Average monthly benefit	\$3,679	\$2,154	\$1,401	\$3,193	\$1,219	\$4,047	
Number of retired members	1560	55	392	2007	39	7	
<b>Fiscal 2014</b>							
Average monthly benefit	\$3,608	\$2,090	\$1,335	\$3,154	\$1,221	\$4,047	
Number of retired members	1595	55	381	2031	39	7	

<sup>1</sup>Staff Excess Plan commenced on Fiscal Year 2016

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