

City of Tampa,
General Employees'



retirement fund annual report



A PENSION TRUST FUND OF THE CITY OF TAMPA, FLORIDA

as of September 30, 2023

Annual Report

for the fiscal year ended
September 30, 2023

general employees'
retirement fund

vision *and* mission statements



At the General Employees' Retirement Fund, we are proud to serve those who serve the City of Tampa. For more than seven decades, we have built retirement security for people who invest their lifework in Tampa

vision

A leader in pension fund administration displaying a devotion to maintaining excellence in public service and embracing the highest standards for quality, accountability, dependability and integrity

mission

To deliver retirement benefits to our members and their beneficiaries

A publication of the
General Employees' Retirement Fund,
A pension trust fund of the City of Tampa, Florida

front cover: "Downtown Tampa Sunset" photo courtesy of Lance Raab;
facebook.com/LanceRaabPhotography

this page: "Oyster Catchers Sunset" photo courtesy of Lance Raab;
facebook.com/LanceRaabPhotography

award

In 2023 the Public Pension Coordinating Council (PPCC) awarded the City of Tampa, General Employees' Retirement Fund, its eighth Public Pension Standards Award for Funding and Administration. The award recognizes the Fund's excellence in meeting the professional standards for plan funding and administration as set forth by the PPCC. These standards are the benchmark for measuring excellence in defined benefit plan funding and administration. The PPCC is a coalition of the National Association of State Retirement Administrators (NASRA); the National Coalition on Teacher Retirement (NCTR); and the National Conference on Public Employee Retirement Systems (NCPERS). Together these associations represent more than 500 of the largest pension plans in the United States.



Public Pension Coordinating Council

**Public Pension Standards Award
For Funding and Administration
2023**

Presented to

City of Tampa, General Employees' Retirement Fund

In recognition of meeting professional standards for
plan funding and administration as
set forth in the Public Pension Standards.

Presented by the Public Pension Coordinating Council, a confederation of

National Association of State Retirement Administrators (NASRA)
National Conference on Public Employee Retirement Systems (NCPERS)
National Council on Teacher Retirement (NCTR)


Alan H. Winkle
Program Administrator



Dear Members and Retirees,

On behalf of the Board of Trustees (the Board) of the General Employees' Retirement Fund (the Fund), I am pleased to submit our Annual Report for the fiscal year ended September 30, 2023. This report was written to provide you with an overview of the Fund's administration and financial highlights. Those readers seeking more detailed information on the Fund's financial and actuarial disclosures should refer to the City of Tampa's Annual Comprehensive Financial Report (ACFR) or the Fund's Actuarial Valuation Report.

Overview

The Fund was first established on June 11, 1945 by a Special Act of the Florida State Legislature – specifically Chapter 23559, Special Act of 1945. The Fund administers two defined benefit plans (Division A and Division B) for approximately 5,000 members, retirees and beneficiaries in accordance with provisions outlined in *The Retirement Plan for City of Tampa General Employees' Retirement Fund — Special Act of the Florida State Legislature — Chapter 23559, Special Act of 1945* and the Tampa City Charter (Article VI, Section 6.01). The Fund is a single-employer defined benefit plan, with one participating employer, the City of Tampa.

Governance

The Board has the authority to invest the assets of the Fund. To fulfill this obligation, the Board develops investment objectives and policy guidelines to manage its investments. The investment objectives are to earn an investment return greater than the actuarial return assumption; to achieve a long-term investment result that is at least 5% above inflation as measured by the Consumer Price Index; and to perform in the top 40% of a universe of similarly sized public funds. Primary risks include volatility in plan assets and contribution rates.

In making each and all of such investments, the Board shall exercise the judgment and care under the circumstances, then prevailing which men or women of ordinary prudence, discretion, and intelligence exercise in the management of their own affairs, not in regard to speculation, but in regard to the permanent disposition of the funds, considering the probable income therefrom, as well as probable safety of their capital (*Retirement Plan for City of Tampa General Employees' Retirement Fund — Special Act of the Florida State Legislature — Chapter 23559, Special Act of 1945*).

Funding

The funded status is a measure of market value of assets to actuarial liabilities and acts as an indicator of the Fund's ability to pay its long-term obligations. The October 1, 2023 market value funded status, as determined by the Fund's actuary, Foster & Foster, was 79.2%. According to the U.S. Government Accountability Office, "Many experts consider a funded ratio of about 80% or better to be sound for government pensions."

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Investments

As of September 30, 2023, the Fund's investment portfolio returned 11.75% for one year, 5.38% for five year reporting periods, and 6.57% for ten year reporting periods, respectively. As of September 30, 2023, the fair market value of the Fund's investment portfolio was \$746,164,000.

Major Initiatives and Awards

Implementation of the Pension Administration System (PAS) project is complete. The multi-year initiative has replaced the legacy retirement payroll and membership/contribution data systems as well as introduced a retiree "self-service" module. The GE Pension team continues to invest time and resources in documenting go-live lessons, and is experiencing success with new functionalities. The technological innovations allows greater built-in security enhancements and numerous cost-effective improvements that foster trust, transparency, accuracy and accountability.

To improve the Plan's funded status and ability to pay its long-term obligations, the Board took action to reduce the actuarial assumed rate of return from 7.25% to 7.00%. Further, the Trustees have approved additional allocations to private equity investments.

The Fund was awarded its eighth annual Standards Award for Funding and Administration by the Public Pension Coordinating Council. This national award recognizes the Fund for meeting the professional standards for plan funding and administration. These standards are the benchmark for measuring excellence in defined benefit plan funding and administration.

Acknowledgments

I would like to express my gratitude to the Board and the Fund's staff who share my dedication to excellence in governance. Their efforts to strive for the best earn us recognition throughout Florida as a leader in pension fund management. I would also like to thank the Mayor and Members of City Council for their support of the Fund. Your guidance and commitment is valued. I thank you for your continued support.

Respectfully submitted,
Stephen G. Hill
Board Chairman

organizational chart



Supporting Roles

Actuary

The Board's designated plan actuary has the responsibility to prepare an annual actuarial valuation which includes an evaluation of the funded status and required contribution levels. The actuary is responsible for attesting to the appropriateness of the Fund's assumptions and funding policy.

Investment Consultant

The role of the investment consultant is to provide a comprehensive evaluation of the investment results, to develop the Fund's Investment Policy Statement and asset allocation, as well as to provide assistance to the Board in researching and selecting investment managers.

Investment Custodian

The custodian bank has the responsibility to hold and safeguard all securities on behalf of the Fund, to receive instructions from investment managers to purchase and sell various securities, and to provide monthly transaction accounting reports on security holdings.

Investment Managers

The investment managers are charged with the responsibility to invest the assets of the Fund, to diversify the portfolio to achieve stated investment objectives, and to adhere to the policy guidelines contained in the Investment Policy Statement.

Legal Counsel

The City Attorney is the legal advisor of the Board. The Board's legal counsel advises and represents the Board in all matters requiring legal insight and advice.

Medical Examiners

The Board's independent medical examiners assist the Board in processing disability retirement applications. The role of the medical examiners is to prepare comprehensive medical evaluation reports and to formulate opinions as to whether the member is totally and permanently disabled or could provide a useful and efficient service to the City of Tampa.

Board of Trustees & Pension Fund Staff



Stephen Hill, Chairman

*Mayoral Appointee
Term Expires 2025*



Steve Kenny, Vice-Chairman

*Elected Representative
Mobility Department
City of Tampa
Term Expires 2024*



Javier Moreno, Trustee

*Elected Representative
Wastewater Department
City of Tampa
Term Expires 2026*



Elizabeth Mackie, Trustee

*Mayoral Appointee
Term Expires 2026*



Steve Stagg, Trustee

*Mayoral Appointee
Term Expires 2025*



Dennis Rogero, Trustee

*Chief Financial Officer
City of Tampa*



Jonette Socall, Trustee

*Elected Representative
Human Resources Department
City of Tampa
Term Expires 2025*

Lee Huffstutler, Chief Accountant

Rosie Rivera, Accounting Operations Manager

April Oliver, GE Pension Plan Supervisor

Justin Vaske, Office of the City Attorney

Staff:

Open Position, Accountant II

Katrina Hughes, Accountant

Pamela Powell, Accounting Technician

Amy Reynolds, Accounting Technician

Angela Sotolongo, Office Support Specialist III

Investment Managers *and* Other Service Providers

Investment Managers

Equity

Dodge & Cox, Incorporated

Loomis Sayles Large Cap Growth

WTC Small Cap

Leeward Small Cap Value

Clarivest Asset Management

WCM Focused Growth International

Marathon-London International Fund

RWC Emerging Markets

Core Bonds

Loop Capital Asset Management

Multi Sector Fixed Income

Manulife Strategic Fixed Income

Absolute Return

JP Morgan Strategic Income Opportunities

Core Real Estate

UBS Global Asset Management

Blackstone Property Partners

Private Equity

General Atlantic Investment Partners

TrueBridge Capital Partners

Clayton, Dubilier & Rice Fund

Other Service Providers

Actuary

Foster & Foster

Ft. Myers, FL

Auditor

MSL

Tampa, FL

Investment Consultant

Asset Consulting Group

St. Louis, MO

Legal Counsel

Ford & Harrison

Tampa, FL

Shumaker, Loop & Kendrick

Tampa, FL

Master Custodian

Northern Trust

Chicago, IL

Securities Litigation Law Firms

Bernstein Liebhard, LLP

New York, NY

Motley Rice, LLC

Mt. Pleasant, SC

Polaszek Law Firm, PLLC

New York, NY

Robbins Geller Rudman & Dowd, LLP

New York, NY

plan description

On June 11, 1945, the Retirement Plan for City of Tampa General Employees' Retirement Fund (the Fund) was established by action of the Florida State Legislature — specifically Chapter 23559, Special Act of 1945. The Fund is a fiduciary pension trust fund of the City of Tampa. The Fund administers two defined benefit retirement plans for more than 5,000 members, and has approximately \$746 million in net assets.

The Fund's Board of Trustees (the Board) is a seven-member group that oversees the administration of the defined benefit retirement plans. Three members are appointed by the Mayor, three members are elected City of Tampa general employees and the seventh member is the Director of Finance for the City of Tampa. The Fund is not subject to the provisions of the Employee Retirement Income Security Act of 1974.

The Fund administers two defined benefit plans — the Division A and Division B retirement plans and has one participating employer, the City of Tampa. The Fund covers all full-time or part-time regular employees as well as certain types of temporary employees of the City of Tampa and administers benefits to general employees, the Mayor and members of City Council.

Active members can accrue benefits in one of two General Employees' Retirement Fund plans. These plans are called the Division A — Defined Benefit Plan and the Division B — Defined Benefit Plan. All general employees with a hire date on or after October 1, 1981 accrue benefits under the Division B — Defined Benefit Plan. All general employees with a hire date before October 1, 1981 accrue benefits under the plan that they self-elected, and this election cannot be changed.

Members are vested after six years of continuous service. The Division A Plan is contributory for employees; the Division B Plan is non-contributory for employees. The following table demonstrates the changes in retirees and beneficiaries during the past two fiscal years.

Summary of Benefit and Contribution Provisions

Outlined on the following pages is a summary of the main provisions of the plan, set by *The Retirement Plan for City of Tampa General Employees' Retirement Fund – Special Act of the Florida State Legislature – Chapter 23559 Special Act of 1945*.

Division A — Defined Benefit Plan

The Division A Plan pays a monthly benefit at retirement based on the member's years of continuous service and average monthly salary. General employees are required to pay contributions of 7% of their creditable compensation. Members of the Division A Plan are not covered under Social Security or Medicare benefits.

The benefit level is set by the formulas, regardless of the Fund's investment performance. The City of Tampa contributes an amount each year that varies according to calculations by the actuary. The participating entities' contributions are invested by outside investment firms with the primary objective of ensuring the security, stability, and continued growth of assets for members' future benefits. *The Retirement Plan for City of Tampa General Employees' Retirement Fund – Special Act of the Florida State Legislature – Chapter 23559 Special Act of 1945* requires that the plans be maintained on an actuarially sound basis.

Retirement Eligibility

Members of Division A are eligible for normal retirement upon attaining age 55. The plan does not offer reduced benefits at an age younger than 55.

Retirement Allowance

Upon retirement, a member becomes eligible to receive an annual allowance, payable in equal monthly installments. The annual normal retirement allowance is computed as follows: 2% of the member's average monthly salary, multiplied by the number of years of continuous service up to 30 years; plus 0.5% of the member's average monthly salary, multiplied by the number of years of continuous service greater than 15, maximum 30 years.

Benefit Payment Types

If a Division A retiree is unmarried at the time of his or her death, monthly benefit payments from the Fund stop, unless certain conditions are met that make the minor child, or children, or solely dependent parents, eligible.

If a Division A retiree is married at the time of his or her death, monthly payments from the Fund continue after death, if there is a surviving spouse. The spouse is eligible to receive 75% of

the retiree's accrued pension benefit. If the surviving spouse remarries, his or her benefit amount will be reduced to 50% of the retiree's accrued monthly pension benefit.

Death Benefits

If an active member dies while working for the City of Tampa, his or her member contributions will be payable to his or her named beneficiary, unless certain conditions are met that make his or her spouse, minor children or solely dependent parents eligible for a monthly pension benefit.

A monthly pension benefit is only payable when:

- An active or retired member is married, and/or has a child or children under 18, or has one or both solely dependent parents, and at the time of his or her death is vested.
- His or her spouse will receive a monthly pension equal to 75% of the accrued pension; however, his/her pension will be reduced to 50% of the accrued pension if he/she remarries.
- A child or children will receive a monthly pension of \$100 per month (per child) until they marry or reach 18, or die, however combined payments to the spouse, and/or children shall not exceed the maximum pension earned at the time of death.
- Orphaned children will receive equally a pension equal to 75% of the accrued pension until they marry or reach age 18, or die. If there is a balance in the contribution account at the time the children reach age 18, it will be paid in a lump sum to the member's legal heirs.
- If the member does not have a spouse or minor children, and either or both parents are solely dependent on the member's earnings, either or both shall jointly receive an amount equal to that which would have been paid to the member's spouse. The dependent parent or parents may elect to withdraw in a lump sum the amount contributed by the member during the period of membership, in which case no further payments will be made.
- If a terminated vested member dies before retirement, then at the time the decedent would have reached age 55, his or her widow, widower, children or dependent parent or parents shall receive the pension benefits described above. If the member is not survived by a widow, widower, children, or dependent parents, then the full amount of his or her contributions to the Fund, without interest will be refunded to his or her legal heirs.

Automatic Cost-of-Living Allowances (COLA)

Retired members of the Division A plan receive a 2.2% automatic cost-of-living allowance in January of each year.

Division B – Defined Benefit Plan

The Division B Plan pays a monthly benefit at retirement based on the member's years of continuous service and average monthly salary. The plan is non-contributory for employees. Members of the Division B Plan are covered for Social Security and/or Medicare benefits.

The benefit level is set by the formula, regardless of the Fund's investment performance. The City of Tampa contributes an amount each year that varies according to calculations by the actuary. The participating entities' contributions are invested by outside investment firms with the primary objective of ensuring the security, stability, and continued growth of assets for members' future benefits. *The Retirement Plan for City of Tampa General Employees' Retirement Fund – Special Act of the Florida State Legislature – Chapter 23559 Special Act of 1945* requires that the plans be maintained on an actuarially sound basis.

Retirement Eligibility

Members of Division B are eligible for normal retirement upon attaining age 62. Early retirement is permitted at any time within the seven-year period prior to age 62 provided the member has completed six or more years of continuous service.

Retirement Allowance

Upon retirement, a member becomes eligible to receive an annual allowance, payable in equal monthly installments. The annual allowances are computed as follows:

- **Normal Retirement Allowance** — 1.2% of the member's average monthly salary, multiplied by the number of years of continuous service.
- **Early Retirement Allowance** — If a member retires prior to age 62, the allowance is determined as follows: The benefit is reduced by five-twelfths of 1% for each complete month by which retirement precedes the earlier of age 62.

Benefit Payment Types

If a member of Division B is unmarried at the time he or she retires from the City of Tampa, monthly benefit payments from the Fund will stop upon death.

If a Division B member is married at the time he or she retires from the City of Tampa, monthly payments equal to 50% of his or her accrued pension benefit will continue after his or her death, provided they were still married to the same person and their spouse is still alive.

Automatic Cost-of-Living Allowances (COLA)

Retired members of the Division B plan receive a 1.2% automatic cost-of-living allowance in January of each year.