

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
FINANCIAL STATEMENTS
FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2016**

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
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SEPTEMBER 30, 2016**

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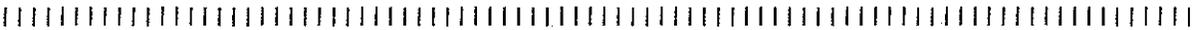
INDEPENDENT AUDITORS' REPORT



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INDEPENDENT AUDITORS' REPORT

Board of Trustees
City of Hialeah Employees' Retirement System
Hialeah, Florida

Report on the Financial Statements

We have audited the accompanying financial statements of the City of Hialeah Employees' Retirement System (the "Plan") which comprise the statement of fiduciary net position as of September 30, 2016 and the related statement of changes in fiduciary net position for the fiscal year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Plan as of September 30, 2016, and the changes in its financial position for the fiscal year then ended in accordance with accounting principles generally accepted in the United States of America.

Emphasis of a Matter

As discussed in Note 1 to the financial statements, the Plan implemented Governmental Accounting Standards Board (GASB) Statement No. 72, *Fair Value Measurement and Application*, which prescribes how state and local governments should define and measure fair value.

Our opinion is not modified with respect to this matter.

Other Matters

The financial statements being presented are only for the City of Hialeah Employees' Retirement System which is also reported as a pension trust fund in the City of Hialeah's comprehensive annual financial report. Accordingly, the accompanying financial statements are not intended to present the financial position of the City of Hialeah, Florida as of September 30, 2016 or its changes in financial position and cash flows for the fiscal year then ended in accordance with accounting principles generally accepted in the United States of America.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis on pages 3 through 8 and schedule of changes in employer net pension liability and related ratios, schedule of employer contributions, and schedule of investment returns on pages 24 through 26, be presented to supplement the financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated August 11, 2017, on our consideration of the Plan's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Plan's internal control over financial reporting and compliance.

Alberni Caballero & Fierman, LLP

Alberni Caballero & Fierman, LLP
Coral Gables, Florida
August 11, 2017

**MANAGEMENT'S DISCUSSION AND ANALYSIS
(MD&A)**

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
MANAGEMENT'S DISCUSSION AND ANALYSIS**

This section of the annual financial report presents the Management Discussion and Analysis (MD&A) of the City of Hialeah Employees' Retirement System (the Plan) financial performance. This analysis provides an overview of the financial activities and funding conditions for fiscal year ended September 30, 2016. Please read it in conjunction with the Plan's financial statements, which immediately follow.

Financial Highlights

The Plan's net results from operations for fiscal year 2016 reflected the following financial activities:

- Total plan net position was \$591,081,423 as of September 30, 2016 and was 3.7% higher than the 2015 total plan net position. This increase was mainly due to the valuation of investments at fair market value.
- Total contributions were \$34,162,861 as of September 30, 2016 and were 1.9% lower than the 2015 contributions.
- Total additions were \$82,837,254 as of September 30, 2016 and were 119.6% higher than the 2015. The increase in earnings reflects the current economic conditions and market.
- Net investment income was \$48,674,393 as of September 30, 2016 and was 1,589.2% higher than the 2015 net investment income. The increase reflects the increase in appreciation of the fair value of investments.
- Total pension benefits payments and refunds were \$61,753,388 as of September 30, 2016 and were 6.5% less than 2015. This reflects a decrease in refunds for the current year.

Overview of the Financial Statements

The financial section of this annual report consists of three parts: Management's Discussion and Analysis (this section), the basic financial statements, notes to the financial statements and other required supplemental information.

The financial statements provide both long-term and short-term information about the Plan's overall financial status. The financial statements also include notes that explain some of the information in the financial statements and provide more detailed data. The statements are followed by a section of other supplementary information that further explains and supports the information in the financial statements.

The Plan's financial statements are prepared in conformity with Accounting Principles Generally Accepted in the United States of America (GAAP) as applied to governmental units on an accrual basis. Under this basis, revenues are recognized in the period in which they are earned, expenses are recognized in the period in which they are incurred, and appreciation of assets is recognized in the Statement of Changes in Plan Net position. All assets and liabilities associated with the operation of the Plan are included in the Statement of Net position.

The Statement of Net position reports net position and how they have changed. Net position is the difference between the assets and liabilities, and it is one way to measure the financial health or current position of the Plan. The increase in the net position during 2016 is one indicator of the stability in the current financial markets.

Pursuant to Governmental Accounting Standards Board (GASB) requirements, the management of the City of Hialeah Employees' Retirement System herewith provides a discussion and analysis of its financial activities for the fiscal year ended September 30, 2016.

The City of Hialeah Employees' Retirement System was established January 1, 1956 to provide retirement allowances, disability and death benefits for the employees of the City, as defined in Chapter 70 of the Hialeah Code. The City of Hialeah is the administrator of this system. There is a board of trustees in whom the general administration, management and responsibility for the proper operation of the system is vested.

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
MANAGEMENT'S DISCUSSION AND ANALYSIS**

Plan Highlights

- Employer contributions for the year were \$26,327,799 were 3.85% less than the 2015 contributions. The amount of employer contribution varies from year to year and is actuarially determined.
- Plan member contributions were \$7,373,185 as of September 30, 2016 and were 5.41% higher than the 2015 contributions.
- Annuity Savings Fund contributions are equal to 7%, 6%, 5%, 4%, 3%, 2%, 1% or 0 of straight payroll.
- Member contribution to the retirement system equals 4% of straight payroll. Contributions will vary from year to year and are dependent upon several factors such as salary levels and number of active members in the system.

Statement of Plan Net Position

The following condensed comparative Statements of Plan Net positions are a point in time snapshot of account balances at fiscal year end. It reports the assets available for future payments to retirees and any current liabilities that are owed as of the financial statement date. The resulting net position, or assets minus liabilities, represents the value of assets held in trust for pension benefits.

The Plan continues to be soundly funded. It is important to remember that retirement system funding is based on a long-term perspective, and that temporary ups and downs in the market are to be expected.

**Employees' Retirement System
Net Position**

	2016	2015	Percent
	<u>Activities</u>	<u>Activities</u>	<u>Change</u>
Cash and short term investments	\$ 23,204,946	\$ 46,725,292	-50.34%
Securities lending cash collateral	18,416,084	98,811,261	-81.36%
Receivables	2,815,956	18,943,654	-85.14%
Investments at fair value	603,465,058	537,650,026	12.24%
Loans to members	<u>10,116,315</u>	<u>10,606,075</u>	-4.62%
Total assets	658,018,359	712,736,308	-7.68%
Total liabilities	<u>66,936,936</u>	<u>142,738,751</u>	-53.11%
Total net position	<u>\$ 591,081,423</u>	<u>\$ 569,997,557</u>	3.70%

Total net position at September 30, 2016 was \$591,081,423 a 3.70% increase over total net position at September 30, 2015. Total assets were \$658,018,359 a decrease of 7.68% over 2015 and total liabilities were \$66,936,936 a decrease of 53.11% from 2015.

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
MANAGEMENT'S DISCUSSION AND ANALYSIS**

Statement of Changes in Plan Net Position

The Statement of Changes in Plan Net position, present the effect of pension fund transactions that occurred during the fiscal year, where additions minus deductions equal net increase (or decrease) in net position.

The following table shows a condensed comparative summary of the changes in net position and reflects the activities of the Plan. The funding objective is to meet long-term obligations, and fund all pension benefits.

**Employees' Retirement System
Statement of Changes In Plan Net position**

	Fiscal Year <u>2016</u>	Fiscal Year <u>2015</u>	Percent <u>Change</u>
Total contributions	\$ 34,162,861	\$ 34,839,772	-1.9%
Net investment gains	<u>48,674,393</u>	<u>2,881,487</u>	1589.2%
Total increase (decrease)	82,837,254	37,721,259	119.6%
Total deductions	<u>61,753,388</u>	<u>66,047,848</u>	-6.5%
Net increase (decrease)	21,083,866	(28,326,589)	-174.4%
Net position, beginning	<u>569,997,557</u>	<u>598,324,146</u>	-4.7%
Net position, ending	<u>\$ 591,081,423</u>	<u>\$ 569,997,557</u>	3.7%

Revenues (additions to the plan net position) for the Plan were \$82.8 million, which includes member, State and employer contributions of \$34.2 million and net investment gains from investment activities of \$48.7 million. Increase in investments gains was mainly due to market conditions as the Plan's investments increased in fair value during 2016 compared to decreases in 2015. Expenses (deductions to the plan net position) decreased from \$66 million during 2015 to \$61.8 million in 2016 or about 6.5%. Most of the decrease is due to fewer refunds.

Asset Allocation

The table below indicates the Plan's investment policy target asset allocation for September 30, 2016.

**City of Hialeah Employees' Retirement System
Summary of Asset Allocation**

	Policy Guidelines	Actual Allocation September 30, 2016
US Interm Agg Fixed Inc - Boyd	17.50%	17.38%
US Interm Agg Fixed Inc - Taplin	22.50%	22.26%
Domestic Large Cap Core - RhumbLine	15.00%	15.81%
Domestic Large Cap Growth - GAMCO	5.00%	5.02%
Domestic Large Cap Value - Diamond	5.00%	5.07%
Russell Midcap Value - Fisher	6.00%	6.08%
Russell Midcap Core - RhumbLine	5.00%	5.06%
Russell Midcap Growth - RhumbLine	5.00%	5.06%
Small Cap Core - RhumbLine	5.00%	5.16%
Small Cap Value - Fisher	2.00%	2.04%
Small Cap Growth - Franklin	2.00%	2.14%
International Equity - Franklin	5.00%	4.69%
Alternatives- Entrust DIV, RICI PAM, Entrust SP Opp, BlackRock	<u>5.00%</u>	<u>4.23%</u>
Total	<u>100.00%</u>	<u>100.00%</u>

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
MANAGEMENT'S DISCUSSION AND ANALYSIS**

Asset Allocation (Continued)

The table below indicates the Plan's investment policy target asset allocation for September 30, 2016:

	<u>Policy Guidelines</u>	<u>Actual Allocation September 30, 2016</u>
Domestic Equity	50.00%	51.44%
International Equity	5.00%	4.69%
US Fixed Income	40.00%	39.64%
Alternatives	5.00%	4.23%
Total	<u>100.00%</u>	<u>100.00%</u>

Under policy guidelines: 5% cash maximum allowed in equities (small capitalization managers may, from time to time hold more than 5% cash or money markets, but never in excess of 10%) / 10% cash maximum allowed in fixed accounts.

The investment guidelines provide for the appropriate diversification of the portfolio. Investments have been diversified to the extent practicable to control risk of loss resulting from over-concentration of a specific maturity, issuer, instrument, dealer or bank through which financial instruments are bought and sold. The Board recognizes the difficulty of achieving the Plan's investment objectives in light of uncertainties and complexities of contemporary investment markets.

The Board also recognizes that some risk must be assumed to achieve the Plan's long-term investment objectives. In establishing the risk tolerances, the Plan's ability to withstand short and intermediate term variability has been considered. However, the Plan's strong financial condition enables the Board to adopt a long-term investment perspective. Asset allocation for fiscal year ended September 30, 2016 was within the limits defined by the investment policy guidelines.

Investment Activities

Investment income is vital to the Plan for current and future financial stability. Therefore, the Trustees have a fiduciary responsibility to act prudently and discretely when making plan investment decisions. To assist the Board of Trustees in this area, the Board employs the services of an investment consultant to periodically review and update the investment policy. There were no changes to the Investment Policy Statement and Asset Allocation during the fiscal year.

The Board and its investment consultant review portfolio performance quarterly. Performance is evaluated both individually by money manager style and collectively by investment type, and for the aggregate portfolio.

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
MANAGEMENT'S DISCUSSION AND ANALYSIS**

Investment Activities (Continued)

Overall performance results for the Plan can be viewed in the table below:

**City of Hialeah Employees' Retirement System
Asset Allocation Summary**

	Market Value (Thousands)	Quarter	Trailing 1 Year	Trailing 3 Year	Inception
Intermediate Aggregate	\$ 136,795,825	0.61%	3.90%	3.36%	5.66%
Barclays Interm Agg		0.31%	3.57%	3.09%	5.52%
Intermediate Aggregate	106,846,058	0.21%	3.21%	3.00%	4.81%
Barclays Interm Agg		0.31%	3.57%	3.09%	4.93%
Large Cap Core	97,172,014	3.89%	15.64%	11.19%	9.51%
S&P 500		3.85%	15.43%	11.16%	9.20%
Large Cap Value	31,168,721	5.75%	13.97%	9.17%	7.31%
Russell 1000V		3.48%	16.20%	9.70%	6.96%
Large Cap Growth	30,861,011	5.41%	15.17%	11.24%	15.08%
Russell 1000G		4.58%	13.76%	11.83%	16.06%
Midcap Core	31,114,297	4.24%	15.92%	9.53%	10.03%
S&P 400		4.14%	15.33%	9.35%	9.90%
Midcap Value	37,368,873	5.16%	12.72%	8.02%	7.80%
Russell Midcap Value		4.45%	17.26%	10.49%	10.10%
Midcap Growth	31,126,830	4.71%	12.03%	9.05%	9.00%
Russell Midcap Growth		4.59%	11.24%	8.90%	9.01%
Small Cap Core	31,697,375	7.11%	17.87%	9.03%	10.40%
S&P 600		7.20%	18.12%	9.04%	10.33%
Small Cap Value	12,538,594	6.25%	15.23%	7.29%	10.76%
Russell 2000 Value		8.87%	18.81%	6.77%	7.66%
Small Cap Growth	13,135,100	12.08%	16.44%	6.58%	9.14%
Russell 2000 Growth		9.22%	12.12%	6.58%	7.63%
International Equity	28,825,798	6.91%	2.63%	-1.77%	0.87%
MSCI EAFE		6.43%	6.52%	0.48%	0.69%
Short Fixed Income	-	NA	NA	NA	NA
BC 1-3 yr Gov/Cr		NA	NA	NA	NA
Short Fixed Income	-	NA	NA	NA	NA
BC 1-3yr Gov/Cr		NA	NA	NA	NA
Alternatives Diversified	7,813,345	1.93%	-3.98%	NA	-3.81%
HFRI FOF: Diversified Index		1.95%	-0.08%	NA	1.21%
Alternatives Opportunity	5,513,111	3.35%	13.54%	NA	7.81%
HFRI FOF: Diversified Index		1.95%	-0.08%	NA	-1.66%
Alternatives	6,291,515	3.84%	7.23%	NA	0.36%
60%MSCI World /40% Barclays Global Agg Bond		3.25%	10.64%	NA	3.42%
Alternatives	6,405,269	-1.79%	-4.47%	NA	-15.76%
Bloomberg Commodity Index TR		-3.86%	-2.59%	NA	-12.22%
Total	<u>\$ 614,673,736</u>	3.20%	9.11%	6.05%	7.63%
Policy Benchmark		2.97%	9.43%	6.27%	7.97%

Please note that the schedule above reflects trailing one-year and three-year including returns since inception. Please also note that the above rates of returns are time weighted, net of fees and based on market rate of return in accordance with AIMR's performance presentation standards.

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
MANAGEMENT'S DISCUSSION AND ANALYSIS**

Financial Analysis Summary

The investment activities, for the fiscal year ended September 30, 2016, are a function of the underlying market, money managers' performance, and the investment policy's asset allocation model. The Plan had a positive absolute return of 9.11% for the trailing one year. The fund continues to maintain a consistent, high quality, conservative approach and has had an annualized return, net of investment management fees, of 6.05% over the last three fiscal years.

Contacting The Plan's Financial Management

This financial analysis is designed to provide the Board of Trustees, plan participants and the marketplace credit analysts with an overview of the Plan's finances and the prudent exercise of the Board's oversight. If you have any questions regarding this report or you need additional financial information, please contact the City of Hialeah Retirement Office Grisell Aedo, Retirement Director, at 501 Palm Avenue, Hialeah, Florida 33010 or (305) 883-5872.

FINANCIAL STATEMENTS

CITY OF HIALEAH, FLORIDA
EMPLOYEES' RETIREMENT SYSTEM
STATEMENT OF FIDUCIARY NET POSITION
SEPTEMBER 30, 2016

ASSETS

Cash and short-term investments		\$ 23,204,946
Securities lending cash collateral		<u>18,416,084</u>
Receivables:		
Accrued interest		1,135,760
Accrued dividends		332,314
Contributions		754,649
Investments sold		264,529
Other receivables		<u>328,704</u>
Total receivables		<u>2,815,956</u>
Investments, at fair value:		
U.S. Treasury bonds and notes		51,283,960
Asset backed securities		5,357,911
Mortgage backed securities		98,547,454
Real estate investment trust		14,035,686
Corporate bonds and notes		80,585,423
Municipal bonds		1,007,855
Limited partnership		11,739,550
Mutual funds		13,969,232
Common stocks		<u>326,937,987</u>
Total investments		<u>603,465,058</u>
Loans to members		<u>10,116,315</u>
Total assets		<u>658,018,359</u>

LIABILITIES AND NET POSITION

Obligations under securities lending		18,416,084
Due to retired participants		48,263,833
Investments purchased		242,775
Accounts payable and accrued liabilities		<u>14,244</u>
Total liabilities		<u>66,936,936</u>
Net position restricted for pensions		<u>\$ 591,081,423</u>

See notes to financial statements.

CITY OF HIALEAH, FLORIDA
EMPLOYEES' RETIREMENT SYSTEM
STATEMENT OF CHANGES IN FIDUCIARY NET POSITION
FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2016

ADDITIONS	
Contributions:	
Employer	\$ 26,327,799
Plan members	2,433,031
Plan members buyback	907,919
Plan members annuity saving	4,032,235
State	<u>461,877</u>
Total contributions	<u>34,162,861</u>
Investment income:	
Investment earnings	14,173,999
Net appreciation in fair value of investments	<u>35,831,271</u>
	50,005,270
Less investment expenses	<u>(1,330,877)</u>
Net investment income	<u>48,674,393</u>
Total additions	<u>82,837,254</u>
DEDUCTIONS	
Pension benefits	54,842,277
DROP benefits	264,230
Refunds	<u>6,646,881</u>
Total deductions	<u>61,753,388</u>
Net Increase	<u>21,083,866</u>
Net Position restricted for pensions:	
Beginning of year	<u>569,997,557</u>
End of year	<u>\$ 591,081,423</u>

See notes to financial statements.

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
NOTES TO FINANCIAL STATEMENTS**

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements of the City of Hialeah Employees' Retirement System (the "Plan") are prepared on the accrual basis of accounting. Plan member contributions are recognized in the period in which the contributions are due. Employer contributions are recognized when contractually due. Benefits and refunds are recognized when due and payable in accordance with the terms of the Plan.

Method Used to Value Investments

Investments are reported at fair value. Short-term investments are reported at cost, which approximates fair value. Mortgages have been valued on the basis of their future principal and interest payments discounted at prevailing interest rates for similar investments. Securities traded on a national or international exchange are valued at the last reported sales price. Net appreciation/depreciation in fair value includes realized and unrealized gains and losses. Realized gains and losses are determined on the basis of specific cost. Dividends and interest are recognized as earned. Purchases and sales of investments are recorded on a trade-date basis.

Loans to Members

The Plan permits members to borrow from the Plan assets (subject to the rules of the Internal Revenue Service) at rates determined by the Plan Trustees. Interest charged on loans is between 4.75% and 9.75%. Such loans are limited to and are fully secured by the respective member's annuity savings account. Loan payments are deducted directly from the member's bi-weekly payroll.

Administrative Expenses

Administrative expenses incurred by the Plan are absorbed by the City of Hialeah.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the plan administrator to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Although these estimates are based on management's knowledge of current events and actions it may undertake in the future, they may ultimately differ from actual results.

Implementation of Governmental Accounting Standards Board Statements

The Plan implemented the following GASB Statement during the fiscal year ended September 30, 2016, that had an impact on the financial statements:

GASB Statement No. 72, *Fair Value Measurement and Application*, which prescribes how state and local governments should define and measure fair value as well as which assets and liabilities should be measured and the disclosure requirements.

NOTE 2 - PLAN DESCRIPTION AND CONTRIBUTION INFORMATION

The following brief description of the Plan is provided for general information purposes only. Participants should refer to the City of Hialeah Employees' Retirement System Plan document for more complete information.

Plan Administration

The City of Hialeah (the "City") is the administrator of a single-employer Public Employee Retirement System (PERS) established to provide pension, annuity, death, and disability benefits through a defined benefit and defined contribution pension plan, for substantially all of the employees of the City and its Department of Water and Sewers. The PERS is considered to be part of the City's financial reporting entity and is included in the City's financial reports as a pension trust fund.

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
NOTES TO FINANCIAL STATEMENTS**

NOTE 2 - PLAN DESCRIPTION AND CONTRIBUTION INFORMATION (Continued)

Plan Administration (Continued)

The plan is administered by a Board of Trustees in whom is vested the general administration, management and responsibility for the proper operation of the retirement system. The Board of Trustees shall consist of seven trustees appointed and elected in the following manner: (1) One trustee shall be appointed by the mayor. This trustee shall be an elector of the city. (2) One trustee shall be appointed by the City council. This trustee shall be an elector of the city. (3) Four trustees shall be appointed, one from each group; management, AFSCME Local, IAFF Local, and PBA. The appointee must be an active member of the retirement system or of the deferred retirement option program (DROP). Term of office for each trustee so elected shall be for a two-year period, and the trustee shall be voted into office and elected as determined by each group. (4) The seventh trustee shall be elected from the membership by majority vote by the trustees appointed pursuant to previous sections (1) through (3) as soon as practicable after their appointment. This appointee shall be an elector of the city. The trustee so appointed shall serve for two years.

All classified employees of the City of Hialeah, Florida participate in the plan, including: (1) all full-time employees (except as provided by law), and (2) those part-time employees working 22 ½ hours or more per week who elect to participate after one year of continuous employment. Membership does not include any person whose services are compensated on a fee or contractual basis, the Board of Trustees' medical committee, elected or appointed officials who are not in classified services, and persons employed on a temporary or provisional basis for less than nine months.

Plan Membership

On May 22, 2012, the City passed Ordinance No. 2012-27, retroactively to April 1, 2012, closing membership to the Plan for all general employees hired after April 1, 2012. New employees will instead participate in a new defined contribution plan.

Membership in the Plan as of October 1, 2015 consisted of the following:

Inactive plan members:	
Beneficiaries currently receiving benefits	1,436
Entitled to benefits but not yet receiving them	124
Active plan members	<u>1,030</u>
Total	<u>2,590</u>

Pension Benefits

For Police Officers hired on or after March 14, 2014, the Basic Pension is eliminated and the Service Pension minimum Age plus Service is changed from 70 points to 76 points to receive the Normal (full) Retirement Benefit and DROP eligibility. Additionally, the Vested or Deferred Benefits payable for these Members is payable at age 59 ½. Lastly, the automatic Cost of Living Adjustments for these Members is reduced from 2.0% per year to 1.0% per year.

For Firefighters hired on or after November 15, 2013, the Basic Pension is eliminated and the Service Pension minimum Age plus Service is changed from 70 points to 76 points to receive the Normal (full) Retirement Benefit and DROP eligibility. Additionally, the Vested or Deferred Benefits payable for these Members is payable at age 59 ½. Lastly, the automatic Cost of Living Adjustments for these Members is reduced from 2.0% per year to 1.0% per year.

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
NOTES TO FINANCIAL STATEMENTS**

NOTE 2 - PLAN DESCRIPTION AND CONTRIBUTION INFORMATION (Continued)

Pension Benefits (Continued)

The Service and age requirements are (1) for employees hired prior to January 27, 1970, 10 years of service, at age 50, or any age upon retirement after 20 years of service, (2) for employees hired after January 27, 1970 but prior to January 1, 1974, 15 years of service, at age 55, or any age upon retirement after 20 years of service, and (3) for all other members, any age with age plus service equal to 70 and with at least 20 years of service.

Employees who have attained the mandatory years of service and age requirements are entitled to the following pension benefits:

1. An annuity which shall be the actuarial equivalent of the member's accumulated contributions standing to the member's credit in the Annuity Savings Fund at the time of retirement;
2. The Basic annual pension, which is equal to \$1,800 (for those participants who have attained their normal retirement age) or \$2,800 (for all other members); and
3. A Service pension, which is equal to three percent (3%) of final average compensation multiplied by service up to twenty five (25) years (for those participants who have at least twenty (20) years of service and whose age plus service equals at least seventy (70) or two percent (2%) of final average compensation multiplied by service up to thirty (30) years (for all other members).
4. An additional benefit equal to 1.5% of Average Final Compensation for each year of Credited Service that exceeds 25 years, up to a maximum additional benefit of 4.5% of Average Final Compensation. It is assumed that this benefit applies only to Normal Retirees (full benefits) and not to Vested or Deferred Retirees who get the 2.0% benefit accrual rate up to 30 years of service.

Pre-Retirement Termination

Employees terminated before qualifying for retirement receive a lump sum payment representing their annuity contributions and any interest credited to their annuity savings account.

Early Retirement Pension Benefit

Employees who have at least 10 years of credited service upon reaching age 55 are eligible for their annuity plus the Basic and Service pensions multiplied by the participant's vested interest.

Death and Disability Payments

In the case of the death of a general employee Member prior to retirement, their beneficiary will receive a five-year certain and life annuity. In lieu of this five-year certain annuity, the beneficiary of the general employee may elect to receive 1/2 of the same amount payable over a ten-year period. For firefighters and police officers, the Member's vested accrued benefit deferred to early (reduced) or normal retirement and payable for a minimum of 10 years.

Upon retirement for total and permanent disability, the member shall receive pension benefits whether or not the member has attained eligible retirement age.

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
NOTES TO FINANCIAL STATEMENTS**

NOTE 2 - PLAN DESCRIPTION AND CONTRIBUTION INFORMATION (Continued)

Funding Requirements

City Contribution

On August 25, 2009, the City passed Ordinance 09-54, which established a minimum City contribution ("floor") to the Plan equal to 22% of the member payroll. Once every five years, the City may increase or decrease the floor up to 2% of member payroll, if supported by an actuarial study. The floor shall not be less than 16% or more than 28% of member payroll. The new provisions also indicate that the floor is subject to Section 70-168(b) which specifies the contribution shall be computed as a level percent of payroll in accordance with generally recognized actuarial principles and the provisions of Chapter 112 of the Florida Statutes. Provisions under Chapter 112 of the Florida Statutes will take precedence in the event the required City contribution calculated under Chapter 112 exceeds the 28% of member payroll.

The City contributes at actuarially determined rates that are designed to accumulate sufficient assets to pay benefits when due. Effective May 30, 2012, the Division of Retirement mandated that local governments confer with the Plan's actuary to select and maintain contribution method (percentage of payroll or fixed dollar contributions) that best fits the funding requirements of the Plan. The Plan determined to use the "percentage of payroll contribution" method for the fiscal year ended September 30, 2016.

The actual contribution from the City for active members were actuarially determined using the actuarial valuation as of October 1, 2014 for the year ended September 30, 2016. The contributions consisted of the following at September 30, 2016:

	<u>Actual Contribution</u>	<u>Percentage of Covered Payroll</u>
City	\$ 26,327,799	48%
State of Florida	<u>461,877</u>	0.84%
Total contribution from City and State of Florida	<u>\$ 26,789,676</u>	49%
Members	\$ 2,433,031	N/A

DROP Plan

The City established a deferred retirement option plan (DROP) for General Employees on February 19, 2008, and for Police and Firefighters on March 1, 2007. An active participant of the City's retirement system may enter into the DROP, on the first day of the month following completion of 25 years of membership service credit, provided that the sum of the member's age and years of service is 70 points or more.

Upon entry into the DROP, a member's monthly retirement benefits (basic plus service pension), based on final average earnings and service upon entering the DROP, which would have been payable had the member elected to cease employment and receive a normal retirement benefit, shall be paid into the member's DROP account. At the end of each fiscal year, interest will be credited to the DROP account at the same rate credited to the annuity savings account. Member contributions cease upon entering the

DROP and the member shall be ineligible for disability benefits provided by the Plan. Upon termination of employment or death, the DROP account balance will be paid in a cash lump sum. The maximum duration for participation in the DROP shall not exceed thirty-six (36) months and members cannot buy service in order to be eligible for the DROP.

General employees who are members of the retirement system are prohibited from entering the DROP on or after April 2, 2012. As of September 30, 2015, there were thirty five (34) DROP participants and their fair value of DROP investment was \$3,451,850 which is included in the Plan's net position.

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
NOTES TO FINANCIAL STATEMENTS**

NOTE 3 - DEPOSITS AND INVESTMENTS

Deposits

In addition to insurance provided by the Federal Deposit Insurance Corporation, all deposits, which include cash on hand, are held in qualified public depositories pursuant to State of Florida Statutes Chapter 280, Florida Security for Public Deposits Act. Under the Act, all qualified public depositories are required to pledge eligible collateral. In the event of a failure of a qualified public depository, the remaining public depositories would be responsible for covering any resulting losses.

Therefore, all deposits are deemed as insured or collateralized with securities held by the entity or its agent in the entity's name.

Investments

The Board of Trustees has developed certain investment policies and has retained investment managers. The investment managers are expected to maximize the return on the investment portfolio and may make transactions consistent with that expectation within the Board's policies. The investment managers are compensated based on a percentage of their portfolio's market value.

The Plan's investment policy is determined by the Board who is responsible for directing the investment of the assets of the Plan to ensure that there will be adequate monies for future benefits. The policy has been identified by the Board to conduct the operations of the Plan in a manner so that the assets will provide the pension and other benefits provided under applicable laws, including City ordinances, preserving principal while maximizing the rate of return.

Investment in all equity securities shall be limited to those listed on a major U.S stock exchange or traded over-the-counter. The equity position in any one company shall not exceed 5% of the total cost of equity investments. Investments in stocks of foreign companies shall be limited to 10% of the manager's portfolio.

Fixed income securities must be rated "BBB" or higher by a major rating agency. The average quality rating of the fixed income portfolio shall be "A" or better by a major rating agency.

Types of Investments

Florida statutes and Plan investment policy authorize the Board to invest funds in various investments. The current target allocation of these investments at fair value is as follows:

<u>Asset Class</u>	<u>Target Allocation</u>
Domestic Equity	50%
International Equity	5%
Domestic Bonds	40%
Alternatives	5%

Rate of Return

For the year ended September 30, 2016 the annual money-weighted rate of return on pension plan investments, net of pension plan investment expense, was 8.08%. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested. Inputs to the internal rate of return calculations are determined on a monthly basis.

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
NOTES TO FINANCIAL STATEMENTS**

NOTE 3 - DEPOSITS AND INVESTMENTS (Continued)

Rate of Return (Continued)

Information about the sensitivity of the fair values of the Plan's investments to market interest rate fluctuations is provided by the following tables that show the distribution of the Plan's investments by maturity at September 30 2016:

<u>City of Hialeah Employees' Retirement System</u> <u>Investment Type</u>	<u>Fair Value</u>	<u>Investment Maturities (In Years)</u>			
		<u>Less than 1</u>	<u>1 to 5</u>	<u>6 to 10</u>	<u>More than 10</u>
U.S. Treasuries Bonds and Notes	\$ 51,283,960	\$ 5,425,964	\$ 21,241,432	\$ 24,616,564	\$ -
Corporate Bonds and Notes	80,585,423	12,126,787	41,994,827	25,930,304	533,505
Municipal Bonds	1,007,855	-	506,210	501,645	-
Mortgage Backed Securities	98,547,454	1,395	998,037	576,389	96,971,633
Asset Backed Securities	5,357,911	-	5,357,911	-	-
Sub-total	<u>236,782,603</u>	<u>\$ 17,554,146</u>	<u>\$ 70,098,417</u>	<u>\$ 51,624,902</u>	<u>\$ 97,505,138</u>
Real estate investment trusts	14,035,686				
Limited Partnership	11,739,550				
Mutual Funds	13,969,232				
Common stocks	<u>326,937,987</u>				
Total Fair Value	<u>\$ 603,465,058</u>				

Interest Rate Risk

Interest rate risk exists when there is possibility that changes in interest rates could adversely affect an investment's fair value. In accordance with its investment policy, the Plan places no limit on the amount that may be invested in securities of the U.S. Government or its agencies. Interest rate risk disclosures are required for all debt investments as well as investments in mutual funds, external investment pools, and other pooled investments that do not meet the definition of a 2a7-like pool.

Credit Risk

Generally, credit risk is the risk that an issuer of an investment will not fulfill its obligation to the holder of the investment. The Plan's investment policy limits investments to the highest ratings by nationally recognized statistical rating organizations (NRSPO) - (Standard and Poor's, Moody's Investors Services and Fitch Ratings). Fixed income investments must be direct issues of the United States Treasury, United States Government Agencies, or Instrumentalities including Mortgage Backed Securities and their derivative products. Mortgage and Asset backed securities not issued by an agency of the Federal Government must be rated "A" or better by a NRSPO. Other than securities of the U.S. Government or its agencies the fixed income portfolio shall not exceed 5% of any one issuer. Any idle cash not invested by the investment manager shall be invested daily through an automatic, interest bearing, sweep vehicle managed by the custodian.

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
NOTES TO FINANCIAL STATEMENTS**

NOTE 3 - DEPOSITS AND INVESTMENTS (Continued)

Credit Risk (Continued)

As of September 30, 2016, the Plan's fixed income investments with credit ratings consisted of the following:

<u>Investment Type</u>	<u>Fair Value</u>	<u>Credit Rating</u>
U.S. Treasury bonds and notes	\$ 51,283,960	Aaa
Asset backed securities	3,158,839	Aaa
Asset backed securities	2,199,072	NR
Mortgage backed securities	-	AAA
Mortgage backed securities	1,510,330	Aa3
Mortgage backed securities	2,785,768	Aaa
Mortgage backed securities	-	AA
Mortgage backed securities	94,251,356	NR
Municipals	501,645	A1
Municipals	506,210	Aa2
Corporate bonds and notes	10,581,858	A1
Corporate bonds and notes	8,424,023	A2
Corporate bonds and notes	14,549,189	A3
Corporate bonds and notes	1,547,932	Aa1
Corporate bonds and notes	2,064,848	Aa2
Corporate bonds and notes	2,732,509	Aa3
Corporate bonds and notes	797,812	Aaa
Corporate bonds and notes	1,310,888	Ba1
Corporate bonds and notes	659,496	Ba2
Corporate bonds and notes	13,764,558	Baa1
Corporate bonds and notes	17,666,490	Baa2
Corporate bonds and notes	5,587,581	Baa3
Corporate bonds and notes	898,238	NR
Total	<u>\$ 236,782,602</u>	

Concentration Credit Risk

GASB Statement No. 40 requires disclosure of investments in any one issuer that represents 5% or more of the total of the Plan's investments. Conversely, investments issued or explicitly guaranteed by the U.S. government and investments in mutual funds or pools are excluded from the concentration of credit risk disclosure requirement.

The Plan did not hold investments in any one organization that represent 5 % or more of the Pension Plan's fiduciary net position.

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
NOTES TO FINANCIAL STATEMENTS**

NOTE 3 - DEPOSITS AND INVESTMENTS (Continued)

Custodial Credit Risk

Custodial credit risk is the risk that, in the event of the failure of the counterparty, the Plan will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party. Consistent with the Plan's investment policy, the investments are held by the Plan's custodial bank and registered in the Plan's name.

Foreign Currency Risk

Foreign currency is the risk that changes in exchange rates will adversely affect the fair value of the investment or a deposit. The Plan has exposure to foreign currency fluctuations as follows:

Holdings Valued in U.S. Dollars

<u>Currency</u>	<u>International Equities</u>
CANADIAN DOLLAR	\$ 363,628
DANISH KRONE	132,371
EURO CURRENCY	9,887,356
HONG KONG DOLLAR	2,547,875
JAPANESE YEN	4,309,442
NORWEGIAN KRONE	849,031
POUND STERLING	4,363,915
SINGAPORE DOLLAR	1,047,859
SWEDISH KRONA	159,750
SWISS FRANC	1,504,610
	<u>\$ 25,165,837</u>

Risks and Uncertainties

The Plan has investments in a combination of stocks, bonds, government securities 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 plan fiduciary net position and the statements of changes in plan fiduciary net position. The Plan, through its investment advisors, monitors the Plan's investments and the risks associated therewith on a regular basis, which the Plan believes minimizes these risks.

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term could be material to the financial statements.

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
NOTES TO FINANCIAL STATEMENTS**

NOTE 4 - FAIR VALUE MEASUREMENTS

The Plan categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; Level 3 inputs are significant unobservable inputs. The Plan does not have any investments that are categorized as Level 3.

As of September 30, 2016, the Plan had the following investments within the fair value hierarchy:

<u>Investments by fair value level</u>	<u>Total</u>	Quoted Prices in Active Markets for Identical Assets <u>Level 1</u>	Significant Other Observable Inputs <u>Level 2</u>
Common Stocks	\$ 326,937,987	\$ 326,937,987	\$ -
U.S Treasuries	51,283,960	-	51,283,960
Corporate Bonds	80,585,423	-	80,585,423
Municipal Bonds	1,007,855	-	1,007,855
Mortgage Backed Securities	98,547,454	-	98,547,454
Asset Backed Securities	5,357,911	-	5,357,911
Mutual Funds	13,969,232	-	13,969,232
Real Estate Investment Trusts	14,035,686	14,035,686	-
Sub total investments by fair value level	<u>591,725,508</u>	<u>340,973,673</u>	<u>250,751,835</u>
<u>Investments measured at the net asset value (NAV)*</u>			
Limited Partnerships	11,739,550		
Money market funds (exempt)	20,736,198		
Total investments by fair value level	<u>\$ 624,201,256</u>		

*As required by GAAP, certain investments that are measured at net asset value have not been classified in the fair value hierarchy.

The following is a description of the fair value techniques for the Plan's investments. Level 1 and 2 prices are obtained from various pricing sources by the Plan's custodian:

Short-term investments, which consist of money market funds, are reported at cost which is fair value.

Equity securities traded on national or international exchanges are valued at the last reported sales price or current exchange rates (Level 1). This included common stock, mutual funds, and REITs.

Debt securities are valued using pricing inputs that reflect the assumptions market participants would use to price an asset or liability and are developed based on market data obtained from sources independent of the reporting entity (Level 2). This includes U.S. Treasuries, mortgage backed and collateralized securities, municipal bonds and corporate obligations.

The Plan has investments in limited partnerships that are considered an alternative asset class which hold a variety of investment vehicles that do not have readily available market quotations. These investments are measured at net asset value based on their proportionate share of the value of the investments as determined by the fund managers and are valued according to methodologies which include pricing models, discounted cash flow model and similar techniques.

The fair value amounts presented in the table below are intended to permit reconciliation of the fair value hierarchy to the total investment line item in the Statement of Fiduciary Net Position.

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
NOTES TO FINANCIAL STATEMENTS**

NOTE 4 - FAIR VALUE MEASUREMENTS (Continued)

The following table summarizes investments for which fair value is measured using the net asset value per share practical expedient, including their related unfunded commitments and redemption restrictions.

Investments measured at the NAV

	Fair Value	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Notice Period
Limited Partnerships (1)	\$ 6,405,272	-	Monthly	5 Days
Limited Partnerships (2)	5,334,278	4,064,819	Quarterly	95 Days
Total investments measured at NAV	<u>\$ 11,739,550</u>			

- (1) *Limited Partnerships*. Aims to provide long-term total return by investing in (a) a portfolio of commodity-linked futures contracts traded on U.S. and foreign exchanges and (b) a fixed-income portfolio containing U.S. Government securities, money market instruments, and other high-quality short-term debt securities
- (2) *Limited Partnerships*. Aims to invest in highly attractive, select investment opportunities by maintaining investments through private investment entities and/or separately managed accounts with investment management professionals specializing in various alternative investment strategies.

NOTE 5 - DUE TO RETIRED PARTICIPANTS

As part of the City of Hialeah Employees' Retirement System's provisions, Plan participants are required to contribute 7% of their annual compensation into an annuity fund. The amounts recorded within the Due To Retirement Participants account represent monies held for retired participants which have not cashed out their annuity and amounts held for terminated employees or employees which have voluntarily left the City and have not cashed out their annuity balance.

In accordance with Section 70-166 of the City of Hialeah Code, Participants receiving a pension, which maintain monies within this account, have the discretion to leave the funds with the City and continue accruing interest, or cash out their balance until age 70 at which time he/she is required to withdraw the balance in a lump sum. Upon retirement of a member, either the employee's accumulated contributions shall be transferred from the annuity savings fund to the annuity reserve fund or the employee may elect to withdraw the employee's annuity in a lump sum. At the expiration of a period of four years from the date an employee ceases to be a member, any balance of accumulated contributions standing to his credit in the annuity savings fund, unclaimed by such member, shall be transferred to the pension reserve fund unless such member has at least ten years of credited service and indicates to the board in writing, at time of separation, his intent to defer pension benefits as provided in section 70-239.

As of September 30, 2016 the amounts held in the annuity savings fund due to retired participants totaled \$48,248,471 (including \$584,454 due to non-active, non-retired members).

NOTE 6 - ANNUITY RESERVE

The annuity reserve includes the Participants' accumulated contributions with interest at the annual rates established by the Board of Trustees. As of September 30, 2016 accumulated member contributions totaled \$72,268,487. Of these amounts, accumulated active member contributions totaled \$24,004,654 and accumulated retiree contributions (including accumulated contributions for non-active, non-retired members) totaled \$48,263,833 as of September 30, 2016. Interest at 8.63% was credited for fiscal year ended September 30, 2016.

The fiduciary net position restricted for pension benefits of \$591,081,423 as of September 30, 2016 include the accumulated active member contributions which totaled \$24,004,654 as of September 30, 2016. The accumulated retiree contributions (including accumulated contributions for non-active, non-retired members) totaled \$48,263,833 as of September 30, 2016 and are reported as Due To Retired Participants (See NOTE 4).

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
NOTES TO FINANCIAL STATEMENTS**

NOTE 7 - SECURITIES LENDING TRANSACTIONS

State statutes do not prohibit the Plan from participating in securities lending transactions. The City of Hialeah Employees' Retirement System (the "Plan"), pursuant to a Securities Lending Authorization Agreement, has authorized State Street Bank and Trust Company ("State Street") to act as the Plan's agent in lending the Plan's securities to approved borrowers. State Street, as agent enters into Securities Loan Agreements with borrowers. Cash collateral received in respect to the Plan's securities lent to approved borrowers was invested at the direction of the Plan, in the Quality D Duration and Quality Investment Fund D (the "Fund") which are comprised of liquidity pools and duration pools. Please note the following:

- a) **Method for Determining Fair Value.** The fair value of investments held by the Fund is based upon valuations provided by a recognized pricing service.
- b) **Policy for Utilizing Amortized Cost Method.** As the Fund is not a mutual fund and does not otherwise meet the requirements of the Investment Company Act of 1940 pursuant to which amortized cost accounting may be permissible, State Street has valued the Fund's investments at fair value for reporting purposes.
- c) **Regulatory Oversight.** The Fund is not registered with the Securities and Exchange Commission. State Street and the investment vehicles it sponsors (including the Fund) are subject to oversight by the Federal Reserve Board and the Massachusetts Commissioner of Banks. The fair value of the Plan's position in the Fund is equal to the value of the Fund shares.
- d) **Involuntary Participation.** There was no involuntary participation in an external investment pool by the Plan for the Fiscal Year.
- e) **Necessary Information.** Not Applicable.
- f) **Income Assignment.** No income from one fund was assigned to another fund by State Street during the fiscal year.

During the fiscal year, State Street lent, on behalf of the Plan, certain securities of the Plan held by State Street as custodian and received cash or other collateral including securities issued or guaranteed by the United States government. State Street does not have the ability to pledge or sell collateral securities delivered absent a borrower default. Borrowers were required to deliver collateral for each loan equal to at least 100% of the market value of the loaned securities.

Pursuant to the Securities Lending Authorization Agreement, State Street had an obligation to indemnify the Plan in the event of default by a borrower. There were no failures by any borrowers to return loaned securities or pay distributions thereon during the fiscal year that resulted in a declaration and notice of Default of the Borrower.

During the fiscal year, the Plan and the borrowers maintained the right to terminate securities lending transactions upon notice. The cash collateral received on each loan was invested, together with the cash collateral of other qualified tax-exempt plan lenders, in a collective investment pool. As of September 30, 2016, such investment pool had an average duration of 3 days and an average weighted final maturity of 182 days for USD collateral. Because the loans were terminable at will their duration did not generally match the duration of the investments made with cash collateral.

GASB Statement No. 28, Accounting and Financial Reporting for Securities Lending Transactions, establishes accounting and financial reporting standards for securities lending transactions. The standard requires governmental entities to report securities lent as assets in their balance sheets unless the entity did not have the ability to pledge or sell collateral securities absent a borrower default as the case with the Plan. Cash received as collateral and investments made with that cash must also be reported as assets. The statement also requires the costs of the securities lending transactions to be reported as expenses separately from income received. In addition, the statement requires disclosures about the transactions and collateral related to them. On September 30, 2016, the Plan had no credit risk exposure to borrowers. The market values of collateral held and the market value (USD) of securities on loan for the Plan as of September 30, 2016 was \$18,416,084. The \$18,416,084 was cash and securities collateral and has been reported in the statement of fiduciary net position as an asset of the Plan along with the liability of \$18,416,084 for obligations under security lending.

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
NOTES TO FINANCIAL STATEMENTS**

NOTE 8 - NET PENSION LIABILITY

Total pension liability	\$ 856,668,657
Plan fiduciary net position	591,081,423
Net pension liability	<u>\$ 265,587,234</u>

Plan fiduciary net position as a percentage
of total pension liability 69.00%

Significant Actuarial Assumptions

The total pension liability was determined by an actuarial valuation as of October 1, 2015 updated to September 30, 2016, using the following actuarial assumptions:

Interest rates:	
Single discount rate	8.0%
Inflation	2.3%
Salary Increases	3.0-9.0%
Long-term expected rate of return	8.0%
Mortality Rate Healthy Lives:	<i>Female:</i> RP2000 Generational, 100% Annuitant White Collar, Scale BB. <i>Male:</i> RP2000 Generational, 10% Annuitant White Collar/90% Annuitant Blue Collar, Scale BB.
Mortality Rate Disabled Lives:	<i>Female:</i> 60% RP2000 Disabled Female set forward two years / 40% Annuitant White Collar with no setback, no projection scale. <i>Male:</i> RP2000 Disabled Male setback four years / 40% Annuitant White Collar with no setback, no projection scale.

Long-Term Expected Rate of Return

The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expenses and inflation) are developed for each major asset class. These ranges are combined to produce the long term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

Best estimates of arithmetic real rates of return for each major asset class included in the pension plan's target asset allocation as of September 30, 2016 are summarized in the following table:

<u>Asset Class</u>	<u>Target Allocation</u>	<u>2016</u>
Domestic Equity	50%	7.10%
International Equity	5%	7.40%
Domestic Bonds	40%	2.10%
Other	5%	4.20%
Total	<u>100%</u>	

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
NOTES TO FINANCIAL STATEMENTS**

NOTE 8 - NET PENSION LIABILITY (Continued)

Discount Rate

The discount rate used to measure the total pension liability was 8.00 %. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rate and that sponsor contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member rate. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of the Net Pension Liability to the Discount Rate Assumption

Regarding the sensitivity of the net pension liability to changes in the single discount rate, the following presents the Plan's net pension liability, calculated using a discount rate of 8.0%, as well as what the Plan's net pension liability would be if it were calculated using a single discount rate that is 1-percentage-point lower or 1-percentage-point higher:

1% Decrease 7.00%	Current Discount Rate 8.00%	1% Increase 9.00%
\$ 348,973,900	\$ 265,587,234	\$ 195,379,329

NOTE 9 - ACTUARIAL ASSUMPTIONS AND METHOD CHANGES

Effective October 1, 2015,

- a) As negotiated between the Board and the Division of Retirement, the payroll growth assumption utilized in amortizing the Unfunded Actuarial Accrued Liability was changed from 3.5% to 2% in this report. It will change to 1% in the October 1, 2016 report and 0.0% for the October 1, 2017 report and beyond.
- b) Additionally, the mortality assumption was amended because each year it is assumed that mortality improves.

REQUIRED SUPPLEMENTARY INFORMATION

CITY OF HIALEAH, FLORIDA
EMPLOYEES' RETIREMENT SYSTEM
 REQUIRED SUPPLEMENTARY INFORMATION
 SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS

Fiscal year ending September 30,	<u>2016</u>	<u>2015</u>	<u>2014</u>
Total pension liability			
Service cost	\$ 8,887,641	\$ 9,104,164	\$ 8,982,779
Interest	62,786,218	61,082,848	60,285,831
Change in annuity savings fund	4,032,235	3,887,151	4,064,028
Difference between expected & actual experience	13,256,782	10,359,527	-
Changes of assumptions	21,734,473	-	-
Contributions - buy back	907,919	975,579	1,182,367
Benefit payments, including refunds of employee contributions	<u>(61,753,388)</u>	<u>(66,047,848)</u>	<u>(63,299,504)</u>
Net change in total pension liability	49,851,880	19,361,421	11,215,501
Total pension liability - beginning	<u>806,816,777</u>	<u>787,455,356</u>	<u>776,239,855</u>
Total pension liability - ending (a)	<u>\$ 856,668,657</u>	<u>\$ 806,816,777</u>	<u>\$ 787,455,356</u>
Plan fiduciary net position			
Contributions - employer	\$ 26,327,799	\$ 27,382,906	\$ 25,769,253
Contributions - state	461,877	461,877	461,877
Contributions - member	2,433,031	2,132,259	1,587,095
Contributions - buy back	907,919	975,579	1,182,367
Contributions - annuity savings fund	4,032,235	3,887,151	4,064,028
Net investment income	48,674,393	2,881,487	58,702,102
Benefit payments, including refunds of employee contributions	<u>(61,753,388)</u>	<u>(66,047,848)</u>	<u>(63,299,504)</u>
Net change in plan fiduciary net position	21,083,866	(28,326,589)	28,467,218
Plan fiduciary net position - beginning	<u>569,997,557</u>	<u>598,324,146</u>	<u>569,856,928</u>
Plan fiduciary net position - ending (b)	<u>\$ 591,081,423</u>	<u>\$ 569,997,557</u>	<u>\$ 598,324,146</u>
Net pension liability - ending (a) - (b)	\$ 265,587,234	\$ 236,819,220	\$ 189,131,210
Plan fiduciary net position as a percentage of total pension liability	69.00%	70.65%	75.98%
Covered employee payroll	\$ 54,783,012	\$ 57,948,210	N/A
Net pension liability as a percentage of covered employee payroll	484.80%	408.67%	N/A

This schedule is presented to illustrate the requirement to show information for 10 years. However, until a full 10-year trend is compiled, pension plans should present information for those years for which information is available.

**CITY OF HIALEAH, FLORIDA
EMPLOYEES' RETIREMENT SYSTEM
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULE OF CONTRIBUTIONS**

Fiscal Year Ending <u>September 30,</u>	Actuarially Determined <u>Contribution</u>	Actual <u>Contribution</u>	Contribution Deficiency <u>(Excess)</u>	Covered <u>Payroll*</u>	Actual Contribution as a % of <u>Covered Payroll</u>
2014	\$ 26,231,130	\$ 26,231,130	\$ -	N/A	N/A
2015	26,210,070	27,844,783	(1,634,713)	57,948,210	48.05%
2016	26,477,463	26,789,676	(312,213)	54,783,012	48.90%

* Total covered payroll for fiscal year ending September 30.

Notes to the Schedule of Contributions

Valuation Date 10/1/2014
Measurement Date: 9/30/2014
Notes Actuarially determined contribution rates are calculated as of October 1, which is

Methods and Assumptions Used to Determine Contribution Rates:

Actuarial Cost Method The entry age normal cost method was used to determine all liabilities, except that the liability associated with member contributions has been assumed to be equal to those contributions.

Amortization Method Beginning October 1, 2011, the method of amortizing all outstanding unfunded liability bases was changed to an increasing amortization based on a level percent of payroll where the aggregate payroll is assumed to increase at 3.5% per year.

Remaining Amortization Period 30 years (as of 10/01/2014)
Actuarial Value of Assets The actuarial value of assets (AVA) is equal to the market value of assets adjusted to reflect a five year phase-in of the difference between the expected versus actual return on the AVA. The AVA is limited to an 80%-120% corridor of the market value of assets.

Inflation 3.5% per year

This schedule is presented to illustrate the requirement to show information for 10 years. However, until a full 10-year trend is compiled, pension plans should present information for those years for which information is available.

**CITY OF HIALEAH, FLORIDA
EMPLOYEES' RETIREMENT SYSTEM
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULE OF INVESTMENT RETURNS**

	<u>2016</u>	<u>2015</u>	<u>2014</u>
Annual Money-Weighted Rate of Return, Net of Investment Expense	8.08%	0.46%	10.22%

This schedule is presented to illustrate the requirement to show information for 10 years. However, until a full 10-year trend is compiled, pension plans should present information for those years for which information is available.

COMPLIANCE REPORT



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

Board of Trustees
City of Hialeah Employees' Retirement System
Hialeah, Florida

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of City of Hialeah Employees' Retirement System (the "Plan"), as of and for the fiscal year ended September 30, 2016, and the related notes to the financial statements, and have issued our report thereon dated August 11, 2017.

Internal Control Over Financial Reporting

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

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

Our consideration of internal control was for the limited purpose described in the preceding paragraph and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and therefore, material weaknesses or significant deficiencies may exist that were not identified. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. We did identify a deficiency in internal control, described in the accompanying schedule of findings and responses as item 2015-01 that we consider to be a significant deficiency.

Compliance and Other Matters

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

Plan's Response to Finding

The Plan's response to the finding identified in our audit are described in the accompanying schedule of findings and responses. The Plan's response was not subject to the auditing procedures applied in the audit of the financial statements and, accordingly, we express no opinion on it.

Purpose of this Report

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

Alberni Caballero & Fierman, LLP

Alberni Caballero & Fierman, LLP
Coral Gables, Florida
August 11, 2017

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
SUMMARY SCHEDULE OF PRIOR AUDIT FINDINGS**

PRIOR YEAR COMMENTS AND STATUS

Financial Statements

The following addresses the status of financial statement findings reported in the fiscal year ended September 30, 2015 schedule of findings and responses:

Matters that are repeated in the accompanying schedule of findings and responses:

- 2015-01 Internal Control over Financial Reporting

**CITY OF HIALEAH
EMPLOYEES' RETIREMENT SYSTEM
SCHEDULE OF FINDINGS AND RESPONSES**

CURRENT YEAR FINDINGS AND RESPONSES

Significant Deficiency

2015-01 Internal Control over Financial Reporting

Criteria

Timeliness of closing procedures is crucial to providing accurate accounting data and financial information including interim and year-end financial statements.

Condition

During the course of our audit procedures there were material auditor adjusting entries proposed to correct errors from the start of the fieldwork which necessitated additional procedures and delayed the completion of the audit.

Cause

Controls over transaction recording in certain areas need improvement. This includes monthly or quarterly reconciliations between the accounting data for the plan and the custodian statements.

Effect

Certain account balances were not properly stated which increases the risk of material misstatement.

Recommendation

We recommend a detailed general ledger account analysis be performed on a monthly or quarterly basis in a timely manner including reconciling the accounting data with the custodian statements. In addition, we recommend the performance of an analytical review of account balances with the prior year balances to determine if there are any needed adjustments.

View of responsible officials and planned corrective actions

In order to avoid this matter in the future, the Plan will make changes regarding the frequency of journal entries that is currently being done annually on the custodian account. The custodian bank is working on providing and expanding their capabilities for the Plan to have easy access to their information, which will be beneficial when tracking balances. Quarterly journal entries will now be recorded and this will assist in addressing any differences in the subsidiary ledgers and it will make it easier to perform reconciliations.