

Bay County Employees' Retirement System

Summary Annual Report to Members December 31, 2024

Dear Retirement System Members and Retirants:

The Retirement System, which is managed by the Retirement Board of Trustees, is designed to help you meet your financial needs should you become disabled, retire, or die. ***The County also supports a retiree health insurance program, which is separate from the Retirement System.***

The Retirement Board's fiduciary responsibility to you is to oversee the general administration of the System and invest its assets. Our Board retains professional advisors to assist us in fulfilling these duties.

We have prepared this summary report to give you a brief overview of the Retirement System and how it operates. We hope you will find it useful and informative. However, a summary cannot cover all the details of the System, which is governed by the provisions of the County's Retirement Ordinance and the Retirement Board's official rules and regulations. Additional information about the System, including the Retirement Ordinance and the actuarial valuation, is available in the Retirement Office or can be accessed via the County's website.

Respectfully submitted,

Board of Trustees

Bay County Employees' Retirement System

- Weston Prince – Chairperson
- Patrick Woody – Vice Chairperson
- Jerry Crete – Sergeant at Arms
- Kristal Goetz
- Vaughn Begick
- Patrick McFarland
- Jon Morse
- Jill Schmidt
- Danean Wright

Auditors/Accountants

- Rehmann

Legal Counsel

- Heather Brady-Pitcher

Investment Consultant

- Mariner Consulting

Medical Director

- Thomas Bender, M.D.

Custodial Bank

- Fifth Third Bank

Actuaries and Consultants

- Gabriel, Roeder, Smith & Company

Plan Administrator

- Jennifer Davenport

Secretary

- Scott Trepkowski

Investment Managers

- Baird Advisors
- Barrow Hanley
- Columbia Management
- Eagle Asset Management
- Geneva Capital Management
- Harbor International (Cedar Street)
- Integrity Asset Management
- Loomis Sayles
- Mackay Shields
- MFS International
- MFS Investment Management
- Principal
- Prisa
- Vanguard

Summary Results of the Actuarial Valuation

Your Retirement System's financial objective is to accumulate the assets necessary to pay the promised benefits in an orderly manner. To accomplish this, contribution rates are established in a manner that is designed to keep those rates approximately level as a percentage of payroll from year to year.

The Board of Trustees of the Bay County Employees' Retirement System provides for payment of the required employer contribution as described in MCL 38.1140m and the Bay County Employees' Retirement System Ordinance.

To determine an appropriate employer contribution level for the ensuing year and to gauge how the System's funding is meeting this fundamental objective, an independent firm of actuaries and employee benefit consultants, Gabriel, Roeder, Smith & Company, conducts annual actuarial valuations.

These valuations are based on the System's past experience, information about current participation and financial markets, and assumptions concerning the System's future demographic and economic activity. The results of the December 31, 2024 valuation, based on the established funding objective, are summarized below:

Valuation Date	December 31, 2024
Actuarial Cost Method	Individual Entry-Age Normal Cost
Amortization Method	Level dollar amount for Library. Level percent-of-payroll for all other groups.
Open/Closed Plan	The Bay County Employees' Retirement System is open to all future hires, except Library members hired on or after January 1, 2012.
Amortization Periods	18 years closed for groups that are underfunded (unfunded accrued liability is positive). 20 years open for groups that are overfunded (unfunded accrued liability is negative).
Asset Valuation Method	Market value with 5-year smoothing of gains and losses.
Valuation Payroll	\$59,220,915
Annual Pensions Paid	\$23,531,593
Average Annual Pensions Paid	\$ 20,769
Deferred Vested Members Annual Benefits	\$ 1,384,478
Retirees and Beneficiaries Receiving Benefits	1,133
Deferred Vested Members	99
Active Plan Members	1,050
Total	2,282
Principal Actuarial Assumptions:	
– Net Investment Return	7.25%
– Projected Salary Increases	3.00% pay inflation plus merit and longevity
– Cost-of-Living Adjustments	None

Valuation Payroll and Employer Contributions for the Year Beginning January 1, 2026

	General County	DWS	Library ¹	MCF	Sheriff's Dept.	Road Comm.	Total	BABH
Valuation Payroll	\$20,240,791	\$ 3,886,392	\$ 1,041,341	\$ 10,431,910	\$ 5,489,797	\$ 3,493,753	\$44,583,984	\$14,636,931
Contributions For	General County	DWS	Library ¹	MCF	Sheriff's Dept.	Road Comm.	Total	BABH
Normal Cost								
Total	9.62%	13.78%	\$ 125,868	9.33%	13.35%	14.68%		9.70%
Member	4.06	4.00	37,294	4.00	4.50	4.85		4.00
Employer (ER)	5.56	9.78	88,574	5.33	8.85	9.83		5.70
Amort. of UAL	(13.92)	4.41	(276,763)	(9.85)	(17.88)	2.37		(2.62)
Computed ER Rate	0.00%	14.19%	\$ 0	0.00%	0.00%	12.20%	\$ 1,037,260	3.08%

¹ Beginning with the 2013 valuation, the Library contribution is calculated as a level dollar amount, since the Library is closed to future hires.

Funded Status	General County	DWS	Library	MCF	Sheriff's Dept.	Road Comm.	Total	BABH
AAL ^{1,2}	\$123.1	\$22.4	\$12.5	\$62.8	\$39.9	\$37.2	\$297.9	\$70.0
Applied assets ² (smoothed market value)	161.9	20.2	15.4	77.1	53.5	36.1	364.1	75.4
% funded	131.5%	89.9%	122.9%	122.7%	134.1%	97.2%	122.2%	107.8%

¹ Actuarial Accrued Liabilities.

² \$ millions.

Actuary's Opinion

It is the actuary's opinion that the contribution amounts recommended in the most recent actuarial report are sufficient to meet the System's financial objective.

Summary Financial Information

Revenues & Expenditures

2024

Market Value - January 1 \$402,093,177

Revenues

Employee contributions	2,465,002
Employer contributions	2,124,036
Investment income	45,968,524
Miscellaneous income	0
Total	50,557,562

Expenditures

Benefit payments	22,893,391
Refund of member contributions	543,230
Administrative expenses ¹	417,703
Professional training/education expenses ¹	16,895
Travel expenses ¹	2,192
Investment expenses ^{1,2}	1,956,328
Professional expenses ¹	72,838
Total	25,902,577

Market Value - December 31 \$426,748,162

¹ Reported separately by County staff.

² Adjusted in order for aggregate expenses to balance with reported valuation expenses.

The Board of Trustees has confirmed that the employer contributions shown above represent the required employer contribution for the year covered.

Investments (Market Value)

Domestic Stocks – 79%



Cash Equivalents¹ – 1%

Bonds – 20%

¹ Adjusted for accruals net of payables, deferred inflows, and deferred outflows.

The market rate of return on System assets net of expenses for the year ended December 31, 2024 was 11.2%.

Average Annual Market Rate of Return¹

Period Ending December 31, 2024

1-Year	11.2%
3-Year	1.7%
5-Year	7.0%
7-Year	7.1%
10-Year	7.7%

¹ Geometric averages of reported dollar-weighted annual returns (net of fees). Results may differ from investment manager's stated returns.

Projected Expenses for the Fiscal Year Ending December 31, 2025

Administrative	\$ 413,500
Professional Training/Education	12,525
Travel	2,400
Investment	2,048,000
Professional	103,100

Brief Summary of Primary Benefit Provisions

(Please refer to the Retirement Ordinance for a complete description)

Division Name	Normal Ret. Eligibility	Early Ret. Eligibility
Elected Officials and Department Heads (div. 1), Judges (div. 2), General County (div. 3), General Circuit Court (div. 4), General District Court (div. 5), General Probate Court (div. 6), BCAMPS (div. 7), USWA-General (div. 8), USWA Part-Time Employees (div. 9), District Court AFSCME (div. 15)	(d)% or (f)/(g)#	(b)*
Elected Officials and Department Heads: Elected Sheriff and Appointed Undersheriff (div. 33)	(h)% or (d) % or (f)/(g)#	(b)*
Nurses (div. 10)	(d) or (e)/(g)#	(b)#
Sheriff-Road Patrol (div. 11)	(h) or (f)*	(b)*
Sheriff Correctional Facility Officers (div. 12)	(c) or (f)*	(h) or (b)*
Dispatchers (div. 13)	(i) or (c) or (f)*	(h) or (b)*
Circuit Court Govt. Employees Labor Council (GELC) (div. 14)	(d)% or (f)/(g)#	(b)@
Probate Court USWA (div. 16)	(d) or (e)/(j)#	(a)
Behavioral Health AFSCME (div. 23)	(d) or (e)/(g)~	(b)~
Behavioral Health General (div. 24)	(d) or (e)/(g)&	(b)&
Library-Employee Members of UWUA Local 542 (div. 18), General Library (div. 19), ICEA/PERA 1203 (div. 30), ICEA/PERA 612 (div. 31)	(d) or (f)!	(b)!
MCF United Steel Workers Local 15301 (div. 20), MCF RN & LPN Nursing Council – USW 15301-01 (div. 21), General MCF (div. 22)	(i)~ or (c)* or (f)^(g)?	(b)^
Road Commission AFSCME Local 1096 (div. 25), Road Commission Class I Supervisory and Admin. Employees (div. 26)	(i) or (f)*	(b)*
Water and Sewer UWUA Local 546 (div. 28), Water and Sewer General (div. 29)	(i) or (f)^	(b)^
Road Patrol Supervisory Unit (div. 32)	(h) or (f)@	(b)@

- (a) Age 55 with 8 yrs of service. (b) Age 55 with 8/10 yrs of service. (c) Age 55 with 25 yrs of service. (d) Age 55 with 30 yrs of service. (e) Age 60 with 8 yrs of service.
 (f) Age 60 with 8/10 yrs of service. (g) Age 62 with 10 yrs of service. (h) 25 yrs of service regardless of age. (i) 30 yrs of service regardless of age. (j) Age 62 with 8 yrs of service.
 @ Members hired after 1/1/2006. ~ Members hired on or after 10/1/2014. + Members hired before 7/30/2015 only.
 * Members hired after 1/1/2007. & Members hired after 1/1/2015. % Members hired on or before 1/1/2012 only.
 ^ Members hired after 7/1/2008. \$ Members hired on or after 7/30/2015. - Members hired before 1/1/2018 (4/1/2019 for div. 22) only.
 ! Members hired after 3/1/2008. # Members hired after 1/1/2012. ? Members hired on or after 1/1/2018 (4/1/2019 for div. 22).

Eligibility

See above or age 65 with 0 or more years of service.

Normal Retirement

Total service times FAC times:

- 2.00% for division 23 hired before 10/1/2014 for service through 1/1/2020 and 2.25% for service on or after 1/1/2020
 - 2.25% for division 24 hired on or before 1/1/2015
 - 2.25% for divisions 1-10, 14, 16, 33 hired before 1/1/2012
 - 2.25% for divisions 18, 19, and 28-31
 - 2.25% for divisions 20-22 hired before 7/30/2015
 - 2.50% for divisions 12, 13, and 15 hired before 1/1/2012
 - 2.50% for division 25 hired before 1/1/2011
 - 2.50% for division 26 hired before 1/1/1996
 - 2.80% for divisions 11 and 32 hired before 1/1/2012
 - 2.25% for division 25 hired on or after 1/1/2011 and before 1/1/2016
 - 2.50% for division 26 hired on or after 1/1/1996 and before 1/1/2016 for service through 3/31/2011 and 2.25% for service after 3/31/2011
 - 1.60% for division 23 hired on or after 10/1/2014
 - 1.60% for division 24 hired after 1/1/2015
 - 1.60% for divisions 1-16, 32, and 33 hired on or after 1/1/2012*
 - 1.75% for divisions 20-22 hired on or after 7/30/2015 and before 1/1/2018 (4/1/2019 for div. 22)
 - 1.50% for divisions 20-22 hired on or after 1/1/2018 (4/1/2019 for div. 22)
 - 2.00% for divisions 25, 26 and Road commission Non-Union hired on or after 1/1/2016
- Type of Final Average Compensation (FAC) - Highest 5 years. Some lump sums included.
 Maximum County-financed is 75% of FAC [70% of FAC for divisions 20-22 hired on or after 1/1/2018 (4/1/2019 for division 22)].

Early Retirement

See Above.

Normal retirement reduced to the actuarial equivalent of a pension at normal retirement age (age 62 for divisions hired on or after specific dates with an age 62 with 8 yrs of service or age 62 with 10 yrs of service normal retirement eligibility, age 60 for all others).

Deferred Retirement

8/10 or more years of credited service depending on date of hire.
 Benefit begins at age 60 (age 62 for divisions hired on or after specific dates with an age 62 with 8 yrs of service or age 62 with 10 yrs of service normal retirement eligibility) or reduced at age 55.

Computed as a normal retirement but based on service and final average compensation at time of termination.

The Retirement System also provides benefits for Non-Duty Death-in-Service, Duty Death-in-Service, Non-Duty Disability, and Duty Disability. Please check the Retirement Ordinance for a complete description of these benefit options.

Post-Retirement Cost-of-Living Adjustments

One-time increases have been granted.

Member Contributions

6% of annual compensation for divisions 11-13, 15, and 32 for members hired before 1/1/2012. 4% of annual compensation for divisions 11-13, 15, and 32 hired on or after 1/1/2012*.
 5% of annual compensation for division 25. 4% of annual compensation for remaining divisions. For certain employee groups, the employer pays the member contribution either by directly contributing to the Retirement System or by transferring funds from the employer to the employee reserves.

Employer Contributions

Actuarially determined amounts which, together with member contributions, are sufficient to cover both (i) normal costs of the plan, and (ii) financing of unfunded accrued liabilities over a selected period of future years.

Retirement System Eligibility

Library members hired on or after January 1, 2012 are no longer eligible to participate in the Bay County Employees' Retirement System.

* Two members hired after 1/1/2012 continue to be eligible for the multiplier and member contribution rate in effect prior to the implementation of the 1.60% multiplier and 4% member contribution rate for members hired after 1/1/2012.