

**BOARD OF PENSION TRUSTEES
FOR THE
CITY OF JACKSONVILLE RETIREMENT SYSTEM
Thursday, June 23, 2022 at 2 PM
City Hall Conference Room 3C**

AGENDA

- 1. CALL TO ORDER**
- 2. PUBLIC COMMENT**
- 3. MINUTES**
 - a. Copy of May 26, 2022 and June 2, 2022 Board of Trustees Minutes;
RECOMMENDED ACTION: APPROVAL
- 4. NEW BUSINESS**
 - a. COPP May 2022 Consent; COPAC RECOMMENDED ACTION: APPROVAL.
PAC April and May 2022 Consent; Pending PAC Review
- 5. INVESTMENT AND FINANCIAL MATTERS**
 - a. May 2022 Investment Performance Update
 - b. Staff Update
- 6. OLD BUSINESS**
 - a. Review of COPP Summary Plan Description (SPD); COPAC RECOMMENDED ACTION: APPROVAL
- 7. ADMINISTRATIVE**
 - a. Staff Update
- 8. INFORMATION**
 - a. Manager Review Meeting with Kayne Anderson – US SMID Value Equity scheduled for Thursday, July 7, 2022, at 12:30 PM (meet and greet starts at 12:00)
 - b. Next regular BOT meeting scheduled for Thursday, July 28, 2022, at 2 PM
- 9. PRIVILEGE OF THE FLOOR**
- 10. ADJOURNMENT**

**BOARD OF PENSION TRUSTEES
FOR THE
CITY OF JACKSONVILLE RETIREMENT SYSTEM
May 26, 2022**

MINUTES

2:00 PM, held in Person in City Hall Conference Room 3C and via Zoom

Members Present

Jeffrey Bernardo, Chair
Julie Bessent
Joey Greive
Diane Moser
Valerie Gutierrez
David Kilcrease, Secretary
Richard Wallace

Members Not Present

Brian Hughes
John Verwey

Staff Present

Randall Barnes, Treasurer
Brennan Merrell, Manager of Debt and Investments
Yolanda Tillman, Treasury Analyst II (via Zoom)
Ariel Cook, OGC
John Sawyer, OGC
Tom Stadelmaier, Pension Administrator
Andy Robinson, Assistant Pension Administrator

Others Present

Jeff Williams, Segal
Jordan Cipriani, RVK (via Zoom)
Austin Head-Jones, RVK (via Zoom)
Kevin Schmidt, RVK (via Zoom)
Steve Hahn, RVK (via Zoom)
Benjamin Friedman, President & CEO, Abacus Capital Group (via Zoom)
Brian Woods, Investor Relations, Abacus Capital Group (via Zoom)

1. CALL TO ORDER

Acting Chair Greive called the meeting to order at about 2:01 PM and turned the meeting over to Chair Bernardo upon his arrival.

2. PUBLIC COMMENT

There was none.

3. MINUTES

Ms. Moser asked Staff to remove the word “voluntary” in the Dawston appeal section of the prior minutes. The employee sessions are mandatory and not voluntary. Mr. Kilcrease motioned to approve the minutes pending Staff changes. Ms. Bessent seconded the motion. The Chair asked for discussion and there was none. The Chair took a vote and the motion passed unanimously.

4. NEW BUSINESS

Consent agenda

Ms. Moser made a motion to approve the consent. Mr. Kilcrease seconded the motion. The Chair asked for discussion and there was none. The Chair took a vote and the motion passed unanimously.

Actuarial Valuation Results

Mr. Williams provided an overview of the 10/1/2021 GEPP valuation. He mentioned the amount of the City’s minimum required contribution for fiscal year 2023 and spoke on the funded ratio regarding actuarial basis versus market basis. The rate of return on the market value of assets was 21.08% and 9.71% for the rate of return on the actuarial value of assets. He spoke on the discount rate, how the early retirement window was reflected in the valuation, and the surtax allocation percentage. Ms. Bessent inquired about the inflation rate listed at 2.50%. Mr. Williams said no impact would be realized to the Plan unless the rate was lowered to less than 1.50%.

Mr. Williams provided an overview of the 10/1/2021 COPP valuation. He mentioned the amount of the City’s minimum required contribution for fiscal year 2023, spoke on the funded ratios and unfunded liabilities. The rate of return on the market value of assets was 27.03% and 10.75% for the rate of return on the actuarial value of assets. He mentioned the discount rate regarding the DROP program, and the surtax allocation percentage as well. Mr. Greive inquired if the floor for the City’s minimum COPP contribution is in the \$13-15 million range and when will the next experience study be performed. Mr. Barnes commented the floor for GEPP is \$60 million and the floor for COPP is \$10 million. Mr. Stadelmaier mentioned an experience study was conducted in 2018 and Mr. Williams said a new study would be commissioned for 9/30/2023. Mr. Williams then spoke on investment gains and losses. Mr. Greive spoke on the 2017 pension reform regarding market value of assets and investment performance. Mr. Kilcrease mentioned the types of investments that will be available depending on risk. Mr. Greive motioned to adopt the GEPP and COPP valuations. Ms. Moser seconded the motion. The Chair asked for discussion and there was none. The Chair took a vote and

the motion passed unanimously.

Part-time Employees, Temporary Employees, and Pension Retirees

Mr. Stadelmaier briefed the Board on proposed legislation by City Council member White. The Supervisor of Elections Office is seeking to hire pension retirees on a short-term basis. The current municipal code states pensioners are permitted to work part-time (25 hours per week) for the City or affiliated agency without a direct affect to their pension benefit. An amendment has been brought before the committee for an emergency voting schedule that will allow for retirees to work as many hours as necessary during a 10-week window. Eight weeks before the elections and two weeks after the elections. The existing code allows for poll workers but is not well-defined. The Pension Office has several concerns with the language in the proposal and has reached out to OGC for guidance and a red-lined version of the legislation. Mr. Sawyer mentioned one new in-service distribution is being created and provided an overview of the proposal. Chair Bernardo asked if this would allow for eventual full-time employment as strict boundaries are in place to prevent this class of employment. Mr. Sawyer commented the employment is only for the short timeframe specified in the language. Mr. Greive asked about any financial impacts to the Plan. Mr. Stadelmaier said no financial impact will be felt. Mr. Greive asked about the jurisdiction of commenting on the proposed legislation whether the Board has that ability. Mr. Stadelmaier mentioned the Board does not need to comment but has the responsibility to review and see the amendment. Ms. Cook said any changes would not implicate any unions and the process is not new. The legislation is already happening. Mr. Wallace stated the proposal will be good for the City in a tight labor market. Chair Bernardo asked to see a copy of the amended proposal. The red-lined version will be made available by staff.

Mr. Wallace motioned to approve the discussion of the amended version. No second was initiated, and no vote was taken.

5. INVESTMENT AND FINANCIAL MATTERS

Mr. Merrell mentioned the preview of the Abacus Multi-family Partners Fund that was presented at the prior meeting, and he reminded the Board of the \$40 million per year pacing schedule for opportunistic real estate. Ms. Cipriani provided a refresher of the recommendation on non-core real estate. RVK is recommending the Abacus Multi-Family Partners Fund VI with a \$20 million investment. She also presented the specifics of key questions and answers regarding the fund. Mr. Hahn spoke on the opportunities of the fund in relation to supply and demand within the housing market. He mentioned inflation, interest rates, fund asset size, and expected investment rate of return. Mr. Freidman thanked the Board for the opportunity to present and for their consideration of investment. He provided an overview of Abacus Capital Group, market opportunities, and the proposed fund for investment consideration. He mentioned their management team structure, amount of equity invested, and their multi-family experience. Mr. Woods covered performance highlights and return targets for three of the Abacus funds. He spoke on target fundamentals, market screening, up-and-coming market characteristics,

geographic diversification, and a summary of key terms regarding investment criteria. Chair Bernardo asked about modest levels of leverage and what to expect. Mr. Freidman provided answers to his questions. The Board thanked Abacus for their presentation and a brief discussion was held between Board members, staff, and RVK regarding the potential investment.

Mr. Greive motioned to adopt the recommendation of the \$20 million investment in the Abacus fund. Ms. Moser seconded the motion. The Chair asked for discussion and there was none. The Chair took a vote and the motion passed unanimously.

Chair Bernardo asked if there were any questions on the quarterly and monthly investment reports. No questions were asked, but Mr. Schmidt spoke about the watch list within the portfolio.

Mr. Merrell provided an overview of the Securitized Fixed Income Finalist presentations that were recently held. Mr. Schmidt followed up with Board questions regarding best and final offers and reduction of fees. He mentioned RVK is recommending Schroders Investment Management. Ms. Head-Jones commented on the current market environment regarding fixed income, interest rate and corporate rate volatility, and Schroder's strategy.

Mr. Greive motioned to approve the recommendation of hiring Schroders for the \$100-\$108 million mandate and funding sources as contemplated under next-steps rebalancing. Ms. Bessent seconded the motion. The Chair asked for discussion. Several Board members and staff discussed the motion. Mr. Greive asked staff and RVK to provide a summary at Plan level how much public versus private investments have been made. Mr. Merrell will follow up with the Board. Mr. Schmidt mentioned RVK is recommending the full termination of investment in Franklin Templeton due to underwhelming performance and decreasing assets. The proceeds from the removal of the manager will be allocated to the Schroders investment with an approximate equal weight between the Loomis Sayles Multisector Full Discretion fund. The Chair took a vote and the motion passed unanimously.

Mr. Merrell concluded his presentation by mentioning the next investment workshop will be held with Systematic.

Mr. Merrell asked for any other questions and there were none.

6. OLD BUSINESS

COPP Summary Plan Description (SPD)

Mr. Stadelmaier mentioned at the previous April meeting that the COPP SPD had been updated by Staff and had been reviewed by the COPAC and the Office of the General Counsel (OGC) for their comments. The COPAC voted unanimously to approve the document and recommended approval by the Board. Staff asked the Board for their

review and adoption of the SPD. The Board agreed to a one-month review timeframe before voting.

Mr. Kilcrease asked if there is a red-line version containing changes compared to the prior version. Mr. Stadelmaier mentioned the new SPD has been mostly re-written and a copy of the prior version was made available. A red-line version is not available. Chair Bernardo asked for another one-month review and the SPD will be discussed at the next meeting.

7. ADMINISTRATIVE

Mr. Stadelmaier provided a brief update on Pension Office activities. A discussion was then held between several Board members, OGC, and staff regarding the proposed legislation mentioned earlier. The discussion focused on the best ways to encourage City Council to work with the Pension Office as an arm of the Board in these matters.

Mr. Stadelmaier then spoke on the prior proposal that regular BOT meetings could align with the Police and Fire Pension Fund (PFPF) Board meetings for scheduling efficiency regarding shared outside consultants. A discussion was held with PFPF by staff and more information will be presented at the next Board meeting.

Chair Bernardo asked for any Board questions and there were none.

8. INFORMATION

The next regular BOT meeting is scheduled for Thursday, June 23, 2022, at 2 PM.

Investment due diligence workshop will be held Thursday, June 2, 2022, at 12:30 PM.

9. PRIVILEGE OF THE FLOOR

There was none.

10. ADJOURNMENT

The Chair adjourned the meeting at about 3:37 PM.

**BOARD OF PENSION TRUSTEES
FOR THE
CITY OF JACKSONVILLE RETIREMENT SYSTEM
June 2, 2022**

MINUTES

12:30 PM, held in Person in City Hall Conference Room 3C and via Zoom

Members Present

Jeffrey Bernardo, Chair
Julie Bessent
Joey Greive (via Zoom)
David Kilcrease, Secretary
Diane Moser (via Zoom)

Members Not Present

Brian Hughes
Valerie Gutierrez
John Verwey
Richard Wallace

Staff Present

Brennan Merrell, Manager of Debt and Investments
Robin Adams, Manager of Treasury Accounting
Tom Stadelmaier, Pension Administrator
Andy Robinson, Assistant Pension Administrator

Others Present

Kenneth Burgess, Chief Investment Officer / Portfolio Manager, Systematic Financial Management

1. CALL TO ORDER

Chair Bernardo called the meeting to order at about 12:30 PM.

This is a workshop for educational purposes. No votes will take place at the meeting.

2. PUBLIC COMMENT

There was none.

3. INVESTMENT AND FINANCIAL MATTERS

Systematic Financial US SMID Value (SA)

Mr. Merrell introduced Kenneth Burgess from Systematic Financial Management. Systematic Financial Management is a small mid-cap value manager with \$3.6 billion in assets under management as of 3/31/2022. The COJ General Pension Fund has approximately \$82 million of assets invested in their SMID Cap Value Free Cash Flow fund. Mr. Burgess attended in-person and covered the provided material in detail.

Mr. Burgess said Systematic has 25+ years of experience and over \$300 million in AUM within the fund. He discussed their investment strategy, client list, and investment team overview. Mr. Burgess described their investment philosophy as being a value manager at heart. They seek out value, quality, and superior financial strength using an upfront credit analysis. He spoke on volatility within a company's business model, debt compared to generated cash, and cash flows in relation to present and future values. Ms. Bessent asked if five years is the standard holding time for an investment. Mr. Burgess commented yes. They also do not invest in a company just because it may be high quality and undervalued. The investment needs to achieve additional criteria based on internal parameters.

Mr. Burgess provided details on their process of selecting potential investments. They utilize the Russell 2500 Index as a starting point during the screening process and move to fundamental research of the potential company. They analyze the current business model, forecasted financial results, and company valuations. This information is used to construct their portfolio consisting of 75-125 securities. He spoke on the dynamics of the portfolio, sector weights, and that their sell discipline is a mirror image of their buy discipline.

Mr. Bernardo inquired about cyclical indexes and Mr. Merrell asked about buying and selling frequencies within the portfolio. Mr. Burgess answered their questions and spoke on sustainability in up and down markets and mentioned the portfolio is multi-faceted regarding caution versus comfort. Ms. Bessent asked about maximum holding sizes within the portfolio and if there any sector bans. Mr. Burgess said there are no restrictions and provided historical examples. Mr. Bernardo inquired about a company-specific case study and Mr. Burgess provided details on their reasoning of purchase and research analysis.

Mr. Burgess mentioned price movement and valuations and approximately half of the turnover in the portfolio is based on buying and selling current positions. He then provided a breakdown of holdings within the portfolio listed by sector class. Mr. Bernardo asked if ESG (environmental, social, and governance) is considered when screening investment candidates. Mr. Burgess commented ESG is a component of the process from a financial standpoint. Higher ESG scores equal a lower discount rate. Ms. Bessent inquired about investment opportunities and who has the responsibility for reviewing the company data. Mr. Burgess spoke on long-term versus short-term thinking, and their team is open-minded and challenge one another to compare their findings. He mentioned inflation, supply chain obstructions, overordered inventory, and Federal Reserve policy. He talked

about the current market environment and how Systematic seeks out companies that can weather the storm.

Mr. Bernardo, Ms. Bessent, and Mr. Burgess spoke more about Systematic's screening process, market and index caps, enterprise value, and internal versus external research practices. Mr. Merrell asked if there are any concerns about investment capacity within the fund. Mr. Burgess commented there is no limit currently in place.

Mr. Stadelmaier asked for any other Board questions. Mr. Bernardo and Mr. Merrell thanked Systematic for their presentation. Mr. Burgess thanked the Board.

4. OLD BUSINESS

N/A

5. ADMINISTRATIVE

N/A

6. INFORMATION

The next regular BOT meeting is scheduled for Thursday, June 23, 2022, at 2 PM.

7. PRIVILEGE OF THE FLOOR

Mr. Merrell reminded the Board the due diligence investment meetings would continue going forward on the first Thursday of the month.

8. ADJOURNMENT

The Chair adjourned the meeting at about 1:56 PM.

CORRECTIONAL OFFICERS PENSION ADVISORY COMMITTEE

May 2022

CONSENT AGENDA FOR RECOMMENDED BENEFITS

ALL CALCULATIONS AND DOLLAR AMOUNTS HAVE BEEN AUDITED IN ACCORDANCE WITH ACCEPTED PROCEDURES.

1. TIME SERVICE RETIREMENTS

None

2. TIME SERVICE CONNECTIONS COMPLETED

Autumn Flemming, 8.3 months in the amount of \$6,795.20

John Verwey, II, 6.87 months in the amount of \$2,930.14

3. REFUNDS

Garrison T Gatlin, 7 years, and 5 months, \$29,279.15

Marcus A Holloway, 7 years, and 10 months, \$43,412.90

4. SURVIVOR BENEFITS APPLICATION

None

5. CHILDREN/ORPHAN/GUARDIANSHIP BENEFITS

None

6. VESTED BENEFIT

None

7. TIME SERVICE CONNECTIONS COMPLETED PURSUANT TO ORDINANCE 2003-573-E (Military)

Billy Pabon, 24 months in the amount of \$17,054.35

8. OFFICERS ENTERING DROP April 2022

None

9. Phase II Biweekly Distribution DROP Program

Jack Clifton, \$200 per pay period maximum of 23 years

Jason Hart, \$450.00 per pay period maximum of 20 years

10. DROP Payments

Jack R Clifton, \$106,250.00

COPAC Secretary Approval

Date

BOT Secretary Approval

Date

Notes and Comments regarding Approval:

**GENERAL EMPLOYEES PENSION ADVISORY COMMITTEE
FOR THE
BOARD OF PENSION TRUSTEES**

April 2022

CONSENT AGENDA FOR RECOMMENDED BENEFITS

ALL CALCULATIONS AND DOLLAR AMOUNTS HAVE BEEN AUDITED IN ACCORDANCE WITH ACCEPTED PROCEDURES.

1. TIME SERVICE RETIREMENTS

Debra Anderson, (IGO), effective March 26, 2022 in the monthly amount of \$2,904.22 at the rate of 54.38% (21years, 9 months), 10% PLOP \$60,602.14

Joseph Cangemi, (JSO), effective March 1, 2022 in the monthly amount of \$2,661.93 at the rate of 50.63% (20 years, 3 months)

Chau Chan, (Clerk of Court), effective March 26, 2022 in the monthly amount of \$1,153.12 at the rate of 41.25% (16 years, 6 months)

Sandra Christianson, (JEA), effective March 26, 2022 in the monthly amount of \$5,201.07 at the rate of 50% (20 years), 5% PLOP \$47,584.62

Brenda Forbes, (PW), effective March 12, 2022 in the monthly amount of \$7,423.89 at the rate of 77.71% (31 years, 1 month)

Robert Growcock, (JEA), effective March 12, 2022 in the monthly amount of \$8,288.91 at the rate of 61.67% (24 years, 8 months)

Robert Halstead, (R&E), effective March 12, 2022 in the monthly amount of \$1,441.40 at the rate of 51.04% (20 years, 5 months)

Billie Hightower, (JSO), effective March 5, 2022 in the monthly amount of \$5,259.53 at the rate of 75% (30 years)

John Hurford, (JEA), effective March 12, 2022 in the monthly amount of \$961.73 at the rate of 12.5% (5 years), 15% PLOP \$24,482.50

Angelo King, (JEA), effective March 12, 2022 in the monthly amount of \$2,367.18 at the rate of 50% (20 years)

Steven Lackey, (PW), effective March 5, 2022 in the monthly amount of \$1,958.46 at the rate of 58.13% (23 years, 3 months), 15% PLOP \$47,437.11

Robert Morris, (PW), effective March 26, 2022 in the monthly amount of \$3,022.95 at the rate of 52.71% (21 years, 1 month)

Andrew Rogers, (JEA), effective March 19, 2022 in the monthly amount of \$6,134.67 at the rate of 80% (32 years), 51 months BACKDROP \$334,635.28

Robert Sage, (JEA), effective March 12, 2022 in the monthly amount of \$4,130.11 at the rate of 55% (22 years)

Gail West, (JSO), effective March 12, 2022 in the monthly amount of \$3,348.96 at the rate of 77.5% (31 years), 21 months BACKDROP \$72,531.28

Cheryl Wicker, (JSO), effective February 26, 2022 in the monthly amount of \$3,531.68 at the rate of 77.5% (31 months), 22 months BACKDROP \$80,076.57

2. VESTED RETIREMENTS

New Commencements

John Germany, effective March 8, 2022 in the monthly amount of \$3,329.15

Cindy Lacquidara, effective March 31, 2022 in the monthly amount of \$7,641.75

New Deferrals

None

3. SURVIVOR BENEFITS

Marian Collins, (David Collins), effective February 18, 2022 in the monthly COLA base amount of \$1,682.72

Laverne Davis, (Lorenzie Davis), effective January 28, 2022 in the COLA base amount of \$1,487.48

Katherine Dean, (James Dean), effective February 15, 2022 in the COLA base amount of \$1,040.65

Julia Koivisto, (Samuel Koivisto), effective March 2, 2022 in the monthly COLA base amount of \$3,166.04

Everlee Merritt, (Donald Merritt), effective March 17, 2022 in the COLA base amount of \$2,044.73

Claire Stine, (Ronald Stine), effective March 4, 2022 in the COLA base amount of \$2,031.60

Jacqueline Werner, (Michael Werner), effective February 18, 2022 in the COLA base amount of \$5,255.90

4. RESTORATION OF SURVIVOR BENEFITS

None

5. CHILDREN/ORPHAN/GUARDIANSHIP BENEFITS

None

6. TIME SERVICE CONNECTIONS COMPLETED

DeAnne Breckenridge, (Tax Collector), 120 months in the amount of \$21,446.50

Steven Brown, (PW), 82.2 months in the amount of \$33,457.13

Marsha Cain, (R&E), 60 months in the amount of \$12,187.50

7. TIME SERVICE CONNECTIONS COMPLETED PURSUANT TO ORDINANCE 2000- 624-E (Independent Agency)

None

8. TIME SERVICE CONNECTIONS COMPLETED PURSUANT TO ORDINANCE 2003-573-E (Military)

None

9. REFUNDS

Samuel C Balloun (JSO) 3 years and 3 months, \$8,076.67

Travis P Crane (JEA), 10 years, \$63,484.59

Marie-Andree Escriba (Library), 6 years and 6 months, \$16,386.76

William A Klein (Clerk of Courts), 5 years and 11 months, \$19,157.79

Estate of Randy Parker (P&R) 30 years and 10 months, \$2,155.58

Steven T Rigdon (P&R), 7 years and 2 months, \$20,847.44

Mhontereal D Sparrow (Clerk of Courts) 9 years and 11 months, \$29,824.91

Bryan Thomas (JEA) 10 years and 1 month, \$46,767.91

Ausha K Wards (PWKS), 5 years, \$16,190.32

10. DB TO DC TRANSFER

Torrey D Coleman (P&R) 18 years and 6 months, \$40,265.22

Jessica B Matthews (City Council) 8 years and 11 months, \$74,513.27

Cherie L Montgomery (JEA) 22 years and 8 months, \$138,176.70

11. OTHER PAYMENTS AND TIME CONNECTIONS

None

12. RE-RETIREE

None

13. DISABILITY

None

PAC Secretary Approval

Date

BOT Secretary Approval

Date

Notes and Comments regarding Approval:

**GENERAL EMPLOYEES PENSION ADVISORY COMMITTEE
FOR THE
BOARD OF PENSION TRUSTEES**

May 2022

CONSENT AGENDA FOR RECOMMENDED BENEFITS

ALL CALCULATIONS AND DOLLAR AMOUNTS HAVE BEEN AUDITED IN ACCORDANCE WITH ACCEPTED PROCEDURES.

1. TIME SERVICE RETIREMENTS

Pamela Beaton, (Library), effective April 22, 2022 in the monthly base amount of \$1,801.75 at the rate of 62.5% (25 years) minus 18% reduction for early retirement

Patricia Brown, (Tax Collector), effective April 1, 2022 in the monthly base amount of \$999.35 at the rate of 41.25% (16 years, 6 months) 15% PLOP \$21,764.89

Gary Chaney, (JSO), effective April 23, 2022 in the monthly amount of \$2,616.67 at the rate of 70.21% (28 years, 1 month), with an 8% reduction for early retirement

Thomas P. Davis, (JEA), effective April 1, 2022 in the monthly base amount of \$4,799.03 at the rate of 48.75% (19 years, 6 months)

Jason Geiger, (PW), effective May 7, 2022 in the monthly base amount of \$4,067.51 at the rate of 75.42% (30 years, 2 months), 15% PLOP \$154,838.72

Gary Gillis, (JEA), effective April 9, 2022 in the monthly base amount of \$6,080.94 at the rate of 80% (32 years), 24 months BACKDROP \$151,020.44

James Gunnoe, (F&R), effective April 24, 2022 in the monthly base amount of \$2,773.91 at the rate of 57.5% (23 years)

Kathy Holsenbeck, (F&R), effective April 2, 2022 in the monthly base amount of \$3,514.29 at the rate of 80% (32 years), 5 months BACKDROP \$17,747.77

Steve Lankford, (JEA), effective May 7, 2022 in the monthly base amount of \$5,455.52 at the rate of 55.42% (22 years, 2 months)

John Larson, (P&D), effective April 23, 2022 in the monthly base amount of \$2,201.30 at the rate of 55.21% (22 years, 1 month)

Jennifer Lindsey, (R&E), effective May 14, 2022 in the monthly amount of \$1,315.52 at the rate of 35% (14 years)

Joseph Namey, (PW), effective April 23, 2022 in the monthly base amount of \$5,095.43 at the rate of 80% (32 years), 12 months BACKDROP \$62,484.94

Mark Nelson, (JSO), effective April 16, 2022 in the monthly base amount of \$882.65 at the rate of 26.67% (10 years, 8 months)

Vicki Nichols, (JEA), effective May 7, 2022 in the monthly base amount of \$1,583.10 at the rate of 12.5% (5 years)

Jean Schubert, (P&R), effective May 7, 2022 in the monthly amount of \$1,539.24 at the rate of 45.42% (18 years, 2 months)

James Sweat, (PW), effective April 23, 2022 in the monthly base amount of \$4,753.79 at the rate of 78.75% (31 years, 6 months)

Julie White, (Elections), effective April 9, 2022 in the monthly base amount of \$440.19 at the rate of 13.13% (5 years, 3 months)

2. VESTED RETIREMENTS

New Commencements

Cabrina Cameron, effective May 11, 2022 in the monthly amount of \$1,057.39

Robert Defalco, effective April 19, 2022 in the monthly base amount of \$2,412.88

New Deferrals

Raymond Butts, (JEA), effective August 12, 2022 in the monthly amount of \$2,699.11 at the rate of 36.67% (14 years, 8 months)

3. SURVIVOR BENEFITS

Linda Borders, (Dennis Borders), effective April 12, 2022 in the COLA base amount of \$3,100.13

Faye Bridgeman, (Bobby Bridgeman), effective March 9, 2022 in the monthly COLA base amount of \$1,131.46

Sharon Buquo, (Gary Buquo), effective January 27, 2022 in the monthly COLA base amount of \$4,607.68

Betty Burney, (Calvin Burney), effective March 25, 2022 in the monthly amount of \$2,594.73

Kathleen Carlton, (Royce Carlton), effective November 18, 2021 in the monthly COLA base amount of \$3,876.21

Sylvia Falana, (John Falana), effective March 7, 2022 in the monthly COLA base amount of \$863.66

Barbara Ghee, (Timothy Ghee), effective April 17, 2022 in the monthly amount of \$2,086.23

Shelian Olsen, (Del Olsen), effective April 9, 2022 in the monthly COLA base amount of \$2,439.02

Nancy Spivey, (George Spivey), effective March 29, 2022 in the monthly COLA base amount of \$1,641.32

Charlotte Twait, (Robert Twait). Effective February 20, 2022 in the monthly COLA base amount of \$2,636.36

Judith Wright, (Billy Wright), effective April 9, 2022 in the monthly COLA base amount of \$3,077.73

Dayle Young, (Gerald Young), effective April 8, 2022 in the monthly COLA base amount of \$2,256.97

4. RESTORATION OF SURVIVOR BENEFITS

None

5. CHILDREN/ORPHAN/GUARDIANSHIP BENEFITS

None

6. TIME SERVICE CONNECTIONS COMPLETED

Carla Foster, (JEA), 43 months in the amount of \$21,573.62

Frederick Hannah, (JEA), 55.17 months in the amount of \$49,582.70

Sherman Jessie, (PW), 24.23 months in the amount of \$10,572.74

Richard Neil, (PW), 18 months in the amount of \$7,123.66

Heather Pelegrin, (City Council), 8.50 months in the amount of \$2,532.72

Eugene Werts, (PW), 20 months in the amount of \$7,260.58

7. TIME SERVICE CONNECTIONS COMPLETED PURSUANT TO ORDINANCE 2000- 624-E (Independent Agency)

None

8. TIME SERVICE CONNECTIONS COMPLETED PURSUANT TO ORDINANCE 2003-573-E (Military)

James Gilner, (JEA), 24 months in the amount of \$29,031.98

9. REFUNDS

Marcus A Clark (PW) 6 years and 5 months, \$13,956.43

Marsha M Owens (Clerk of Court) 19 years and 11 months, \$50,955.04

Gene T Trevail (PW) 4 years and 11 months, \$38,526.56

Alicia S Alexander (Clerk of Court) 12 years and 3 months, \$35,060.58

Rhonda Lattimore (JHA) 6 years and 10 months, \$43,596.87

10. DB TO DC TRANSFER

None

11. OTHER PAYMENTS AND TIME CONNECTIONS

None

12. RE-RETIREE

None

13. DISABILITY

None

PAC Secretary Approval

Date

BOT Secretary Approval

Date

Notes and Comments regarding Approval:



Monthly Investment Performance Analysis

City of Jacksonville Employees' Retirement System

Period Ended: May 31, 2022

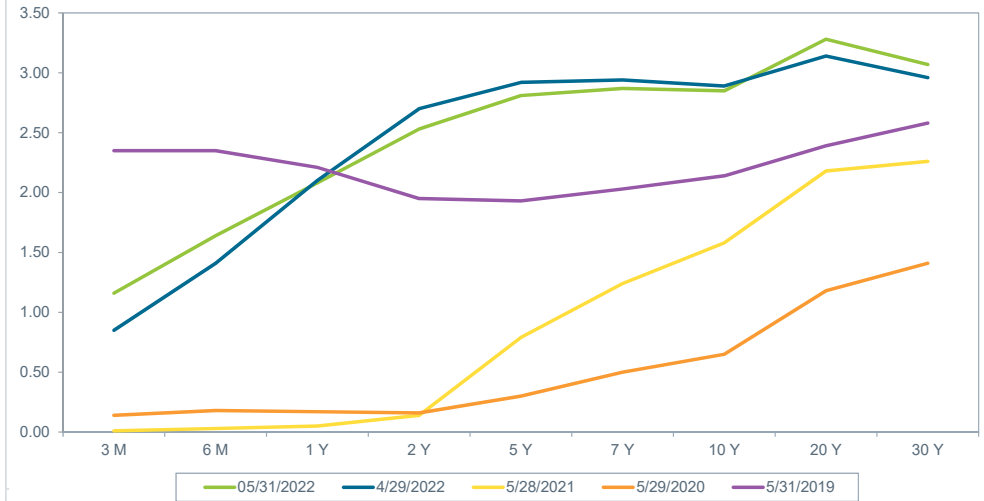


General Market Commentary

- Equity market volatility remained elevated in May with major market indexes in negative territory across US, Developed Non-US, and Emerging Markets. Growth and value-oriented stocks both declined during the quarter; however, growth stocks continued to depreciate more rapidly as investors are cautious around future growth prospects given the inflationary environment.
- Market participants remain focused on the impact of persistent inflationary pressures and the resulting action and commentary from the US Federal Open Markets Committee (FOMC). Based on its minutes from May, the FOMC is expected to increase the Federal Funds rate in 50 basis point increments during upcoming meetings.
- Many bond investors fared better during the month with most fixed income indexes in positive territory, in contrast to the largely negative returns sustained earlier this year, as implied rates of future inflation expectations started to decline and long-term yields began to stabilize.
- Equity markets posted positive returns in May as the S&P 500 (Cap Wtd) Index returned 0.18% and the MSCI EAFE (Net) Index returned 0.75%. Emerging markets returned 0.44% as measured by the MSCI EM (Net) Index.
- The Bloomberg US Aggregate Bond Index returned 0.64% in May, underperforming the 0.68% return by the Bloomberg US Treasury Intermediate Term Index. International fixed income markets returned -0.20%, as measured by the FTSE Non-US World Gov't Bond Index.
- Public real estate, as measured by the FTSE NAREIT Eq REITs Index (TR), returned -6.23% in May and 7.40% over the trailing five-year period.
- The Cambridge US Private Equity Index returned 42.80% for the trailing one-year period and 20.09% for the trailing five-year period ending December 2021.
- The return for absolute return strategies, as measured by the HFRI FOF Comp Index, is currently unavailable.
- Crude oil's price increased by 9.53% during the month, and has increased by 72.90% YoY.

Economic Indicators	May-22	Apr-22	May-21	10 Yr	20 Yr
Federal Funds Rate (%)	0.83 ▲	0.33	0.05	0.64	1.27
Breakeven Inflation - 5 Year (%)	2.96 ▼	3.35	2.60	1.84	1.89
Breakeven Inflation - 10 Year (%)	2.65 ▼	2.94	2.45	1.97	2.06
Breakeven Inflation - 30 Year (%)	2.41 ▼	2.59	2.34	2.04	2.26
Bloomberg US Agg Bond Index - Yield (%)	3.38 ▼	3.48	1.50	2.26	3.23
Bloomberg US Agg Bond Index - OAS (%)	0.46 ▼	0.49	0.30	0.48	0.60
Bloomberg US Agg Credit Index - OAS (%)	1.21 ▼	1.25	0.79	1.20	1.40
Bloomberg US Corp: HY Index - OAS (%)	4.06 ▲	3.79	2.96	4.34	5.15
Capacity Utilization (%)	N/A	N/A	78.99	75.28	76.51
Unemployment Rate (%)	3.6	3.6	5.8	5.5	6.1
PMI - Manufacturing (%)	56.1 ▲	55.4	61.6	54.5	53.7
Baltic Dry Index - Shipping	2,566 ▲	2,040	2,596	1,303	2,412
Consumer Conf (Conf Board)	106.40 ▼	108.60	120.00	103.14	90.92
CPI YoY (Headline) (%)	8.3	8.3	5.0	2.1	2.3
CPI YoY (Core) (%)	6.2	6.2	3.8	2.2	2.1
PPI YoY (%)	N/A	N/A	15.7	8.7	1.9
M2 YoY (%)	N/A	N/A	8.0	14.5	8.4
US Dollar Total Weighted Index	118.24 ▼	119.64	110.79	108.36	103.08
WTI Crude Oil per Barrel (\$)	115 ▲	105	66	66	66
Gold Spot per Oz (\$)	1,837 ▼	1,897	1,904	1,434	1,119

Treasury Yield Curve (%)



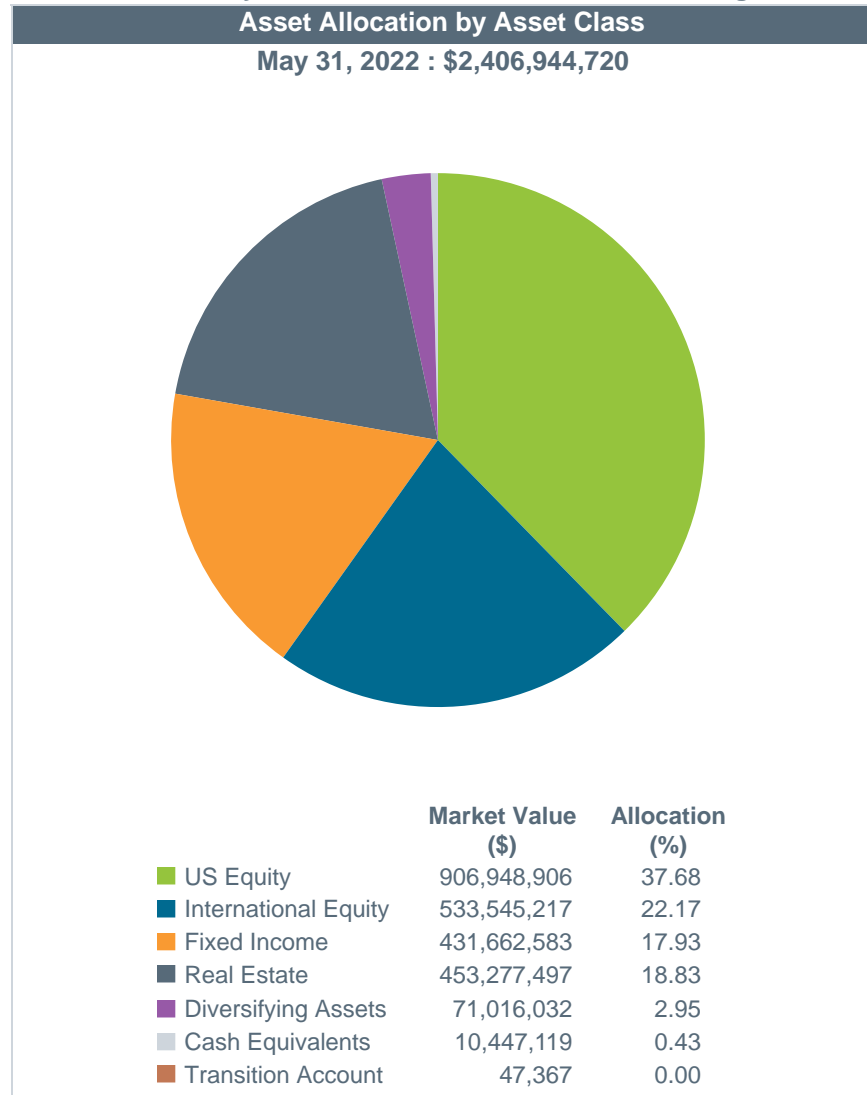
Treasury Yield Curve (%)	May-22	Apr-22	May-21	May-20	May-19
3 Month	1.16	0.85	0.01	0.14	2.35
6 Month	1.64	1.41	0.03	0.18	2.35
1 Year	2.08	2.10	0.05	0.17	2.21
2 Year	2.53	2.70	0.14	0.16	1.95
5 Year	2.81	2.92	0.79	0.30	1.93
7 Year	2.87	2.94	1.24	0.50	2.03
10 Year	2.85	2.89	1.58	0.65	2.14
20 Year	3.28	3.14	2.18	1.18	2.39
30 Year	3.07	2.96	2.26	1.41	2.58

Market Performance (%)	MTD	QTD	CYTD	1 Yr	3 Yr	5 Yr	7 Yr	10 Yr
S&P 500 (Cap Wtd)	0.18	-8.55	-12.76	-0.30	16.44	13.38	12.20	14.40
Russell 2000	0.15	-9.77	-16.57	-16.92	9.70	7.72	7.33	10.83
MSCI EAFE (Net)	0.75	-5.77	-11.34	-10.38	6.43	4.17	3.71	7.15
MSCI EAFE SC (Net)	-0.72	-7.53	-15.42	-16.02	6.59	4.11	5.28	8.86
MSCI EM (Net)	0.44	-5.15	-11.76	-19.83	5.00	3.80	3.41	4.17
Bloomberg US Agg Bond	0.64	-3.17	-8.92	-8.22	0.00	1.17	1.49	1.71
ICE BofAML 3 Mo US T-Bill	0.07	0.08	0.12	0.14	0.70	1.12	0.89	0.64
NCREIF ODCE (Gross)	N/A	N/A	7.37	28.47	11.29	9.88	10.19	10.93
FTSE NAREIT Eq REITs Index (TR)	-6.23	-10.32	-13.81	3.88	7.15	7.40	7.20	8.81
HFRI FOF Comp Index	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Bloomberg Cmdty Index (TR)	1.52	5.73	32.74	41.85	19.82	10.85	4.74	0.86

NCREIF performance is reported quarterly; MTD and QTD returns are shown as "N/A" on interim-quarter months and until available. Data shown is as of most recent quarter-end. Treasury data courtesy of the US Department of the Treasury. Economic data courtesy of Bloomberg Professional Service. The previous month's CPI YoY is used as a proxy for the current YoY return until it becomes available. Performance for HFRI FOF Comp Index is currently unavailable.

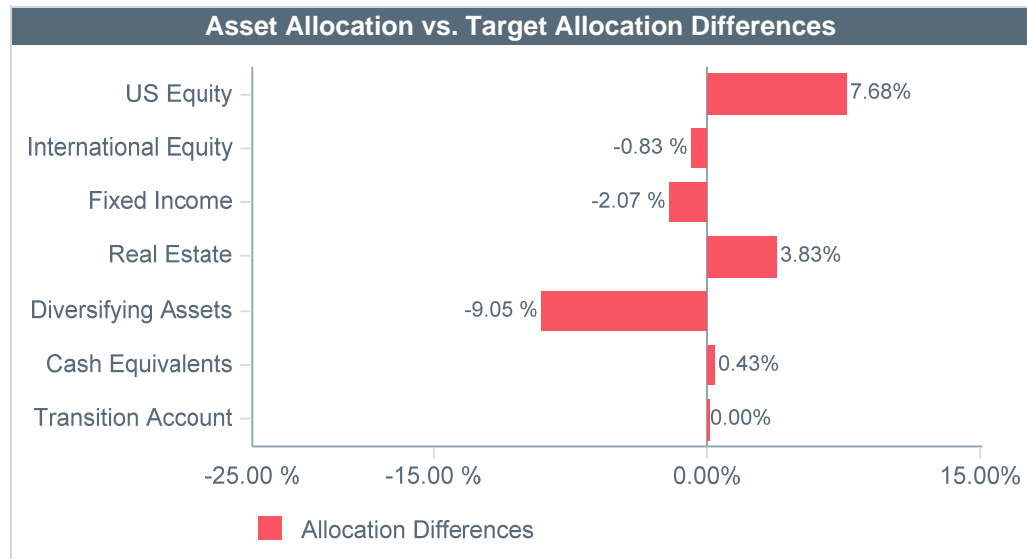


Asset Allocation by Asset Class, Asset Allocation vs. Target, and Schedule of Investable Assets



Asset Allocation vs. Target Allocation

	Market Value (\$)	Allocation (%)	Min (%)	Target (%)	Max (%)
Total Fund	2,406,944,720	100.00	-	100.00	-
US Equity	906,948,906	37.68	20.00	30.00	40.00
International Equity	533,545,217	22.17	13.00	23.00	25.00
Fixed Income	431,662,583	17.93	10.00	20.00	30.00
Real Estate	453,277,497	18.83	0.00	15.00	20.00
Diversifying Assets	71,016,032	2.95	0.00	12.00	20.00
Cash Equivalents	10,447,119	0.43	0.00	0.00	10.00
Transition Account	47,367	0.00	0.00	0.00	0.00



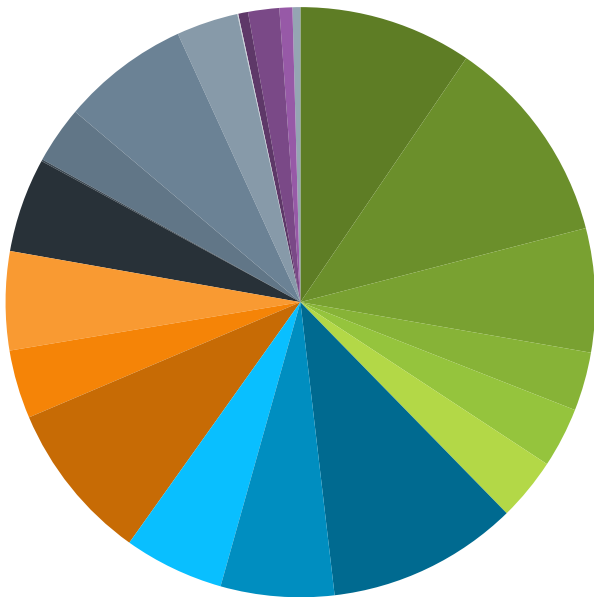
Schedule of Investable Assets

Periods Ending	Beginning Market Value (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	% Return
CYTD	2,664,636,142	980,507	-258,671,929	2,406,944,720	-9.71

Market values and performance shown are preliminary and subject to change. Performance shown is net of fees. Allocations shown may not sum up to 100% exactly due to rounding.



May 31, 2022 : \$2,406,944,720



	Market Value (\$)	Allocation (%)
Eagle Capital Large Cap Value (SA)	228,801,836	9.51
Mellon Large Cap Core Index (CF)	275,694,016	11.45
Loomis Sayles Large Cap Growth (CF)	163,176,687	6.78
Pinnacle Associates US SMID Cap Growth (SA)	77,393,157	3.22
Kayne Anderson US SMID Value (SA)	79,216,982	3.29
Systematic Financial US SMID Value (SA)	82,666,228	3.43
Silchester International Value (CF)	251,934,175	10.47
Baillie Gifford International Growth (BGEFX)	149,666,089	6.22
Acadian Emerging Markets (CF)	131,944,953	5.48
Baird Core Fixed Income (SA)	211,089,171	8.77
Franklin Templeton Global Multisector Plus (CF)	90,406,955	3.76
Loomis Sayles Multisector Full Discretion (CF)	130,166,457	5.41
Harrison Street Core Property, LP	124,054,558	5.15
H.I.G. Realty Fund IV (CF)	2,456,111	0.10
PGIM Real Estate PRISA II LP (CF)	75,436,721	3.13
Principal US Property (CF)	168,571,810	7.00
UBS Trumbull Property (CF)	81,435,866	3.38
Vanguard RE Idx;ETF (VNQ)	1,322,431	0.05
Hancock Timberland (SA)	12,977,259	0.54
Adams Street Private Equity (SA)	41,043,790	1.71
Hamilton Lane Private Credit (SA)	16,994,983	0.71
Dreyfus Gvt Csh Mgt;Inst (DGCXX)	10,447,119	0.43
Transition Account	47,367	0.00

Market values shown are preliminary and subject to change. Allocations shown may not sum up to 100% exactly due to rounding.

City of Jacksonville Employees' Retirement System
 Asset Allocation & Performance (Net of Fees)

As of May 31, 2022

	Allocation		Performance (%)										
	Market Value (\$)	%	MTD	QTD	CYTD	FYTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Incep.	Inception Date
Total Fund	2,406,944,720	100.00	0.23	-5.47	-9.71	-6.86	-6.60	7.41	6.32	5.99	8.50	6.23	07/01/1999
Total Fund Policy Index			0.27	-5.33	-8.50	-3.78	-1.78	8.02	6.88	6.38	8.31	5.94	
Difference			-0.04	-0.14	-1.21	-3.08	-4.82	-0.61	-0.56	-0.39	0.19	0.29	
Total Equity	1,440,494,123	59.85	0.04	-9.24	-15.92	-13.33	-14.10	10.50	8.32	7.83	10.97	6.32	07/01/1999
US Equity	906,948,906	37.68	-0.33	-10.69	-16.99	-12.11	-11.38	12.88	10.84	9.79	12.77	6.98	07/01/1999
US Equity Index			-0.13	-9.10	-13.89	-5.91	-3.68	15.60	12.75	11.55	14.00	7.25	
Difference			-0.20	-1.59	-3.10	-6.20	-7.70	-2.72	-1.91	-1.76	-1.23	-0.27	
International Equity	533,545,217	22.17	0.67	-6.67	-14.03	-15.31	-18.35	6.78	4.37	4.58	7.91	5.65	07/01/1999
International Equity Index			0.72	-5.61	-10.74	-9.12	-12.41	6.49	4.42	3.83	6.39	3.97	
Difference			-0.05	-1.06	-3.29	-6.19	-5.94	0.29	-0.05	0.75	1.52	1.68	
Fixed Income	431,662,583	17.93	0.33	-3.44	-7.74	-8.35	-8.16	-0.59	0.68	1.15	2.03	4.53	07/01/1999
Fixed Income Index			0.55	-3.20	-9.12	-9.14	-8.41	0.20	1.28	1.56	1.76	4.26	
Difference			-0.22	-0.24	1.38	0.79	0.25	-0.79	-0.60	-0.41	0.27	0.27	
Real Estate	453,277,497	18.83	0.56	4.09	9.66	17.07	22.53	8.68	8.12	8.41	8.97	6.33	12/01/2005
NCREIF ODCE Index (AWA) (Net)			0.00	0.00	7.14	15.34	27.26	10.30	8.90	9.20	9.92	6.92	
Difference			0.56	4.09	2.52	1.73	-4.73	-1.62	-0.78	-0.79	-0.95	-0.59	
Diversifying Assets	71,016,032	2.95	1.42	7.74	17.52	33.40	41.03	12.98	8.05	4.16	7.99	8.20	03/01/2011
Diversifying Assets Index			0.28	-5.56	-8.21	-2.06	0.24	-0.10	0.55	-0.79	3.07	3.00	
Difference			1.14	13.30	25.73	35.46	40.79	13.08	7.50	4.95	4.92	5.20	

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City of Jacksonville Employees' Retirement System
Asset Allocation & Performance (Net of Fees)

As of May 31, 2022

	Allocation		Performance (%)										
	Market Value (\$)	%	MTD	QTD	CYTD	FYTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Incep.	Inception Date
US Equity													
Eagle Capital Large Cap Value (SA)	228,801,836	9.51	0.64	-11.14	-19.02	-16.45	-14.87	11.21	10.80	10.01	13.37	10.09	02/01/2007
Russell 1000 Val Index			1.94	-3.81	-4.52	2.90	0.93	12.75	9.50	8.79	12.06	6.93	
Difference			-1.30	-7.33	-14.50	-19.35	-15.80	-1.54	1.30	1.22	1.31	3.16	
Mellon Large Cap Core Index (CF)	275,694,016	11.45	-0.15	-9.06	-13.73	-5.29	-2.69	15.97	N/A	N/A	N/A	13.06	05/01/2019
Russell 1000 Index			-0.15	-9.05	-13.72	-5.28	-2.71	16.03	13.12	11.87	14.24	13.12	
Difference			0.00	-0.01	-0.01	-0.01	0.02	-0.06	N/A	N/A	N/A	-0.06	
Loomis Sayles Large Cap Growth (CF)	163,176,687	6.78	-2.35	-16.24	-22.79	-17.59	-16.18	12.27	N/A	N/A	N/A	12.11	08/01/2017
Russell 1000 Grth Index			-2.32	-14.12	-21.88	-12.79	-6.25	18.31	16.13	14.51	16.06	16.17	
Difference			-0.03	-2.12	-0.91	-4.80	-9.93	-6.04	N/A	N/A	N/A	-4.06	
Pinnacle Associates US SMID Cap Growth (SA)	77,393,157	3.22	-1.41	-13.02	-17.97	-15.21	-17.08	15.61	10.92	9.38	13.33	13.08	03/01/2010
Russell 2500 Grth Index			-2.43	-13.57	-24.20	-24.05	-22.80	8.87	9.57	8.10	12.03	12.25	
Difference			1.02	0.55	6.23	8.84	5.72	6.74	1.35	1.28	1.30	0.83	
Kayne Anderson US SMID Value (SA)	79,216,982	3.29	0.78	-4.38	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-4.78	03/01/2022
Russell 2500 Val Index			1.91	-4.99	-6.42	-0.47	-3.81	12.70	8.58	8.10	11.25	-2.99	
Difference			-1.13	0.61	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-1.79	
Systematic Financial US SMID Value (SA)	82,666,228	3.43	0.48	-6.33	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-6.68	03/01/2022
Russell 2500 Val Index			1.91	-4.99	-6.42	-0.47	-3.81	12.70	8.58	8.10	11.25	-2.99	
Difference			-1.43	-1.34	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-3.69	
International Equity													
Silchester International Value (CF)	251,934,175	10.47	0.79	-4.61	-4.44	-4.48	-6.28	6.56	3.74	4.32	8.96	8.56	06/01/2009
MSCI EAFE Val Index (USD) (Net)			2.46	-2.72	-2.40	-1.26	-4.46	5.55	2.71	2.24	6.22	5.01	
Difference			-1.67	-1.89	-2.04	-3.22	-1.82	1.01	1.03	2.08	2.74	3.55	
Baillie Gifford International Growth (BGEFX)	149,666,089	6.22	0.05	-11.32	-30.59	-33.75	-37.03	7.22	6.35	6.15	9.21	9.15	06/01/2009
Baillie Gifford Index			-0.86	-8.24	-18.12	-16.18	-18.91	6.80	4.76	4.52	7.59	7.15	
Difference			0.91	-3.08	-12.47	-17.57	-18.12	0.42	1.59	1.63	1.62	2.00	
Baillie Gifford Spliced Index			0.72	-5.61	-10.74	-9.12	-12.41	6.85	4.42	3.88	7.28	6.37	
Difference			-0.67	-5.71	-19.85	-24.63	-24.62	0.37	1.93	2.27	1.93	2.78	
Acadian Emerging Markets (CF)	131,944,953	5.48	1.15	-4.94	-6.66	-6.00	-10.23	8.72	4.47	4.12	5.20	3.29	02/01/2011
MSCI Emg Mkts Index (USD) (Net)			0.44	-5.15	-11.76	-12.92	-19.83	5.00	3.80	3.41	4.17	2.08	
Difference			0.71	0.21	5.10	6.92	9.60	3.72	0.67	0.71	1.03	1.21	

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City of Jacksonville Employees' Retirement System
Asset Allocation & Performance (Net of Fees)

As of May 31, 2022

	Allocation		Performance (%)										
	Market Value (\$)	%	MTD	QTD	CYTD	FYTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Incep.	Inception Date
Fixed Income													
Baird Core Fixed Income (SA)	211,089,171	8.77	0.39	-3.38	-9.34	-9.55	-8.61	N/A	N/A	N/A	N/A	-6.87	03/01/2021
Bloomberg US Agg Bond Index			0.64	-3.17	-8.92	-8.91	-8.22	0.00	1.17	1.49	1.71	-6.74	
Difference			-0.25	-0.21	-0.42	-0.64	-0.39	N/A	N/A	N/A	N/A	-0.13	
Franklin Templeton Global Multisector Plus (CF)	90,406,955	3.76	0.32	-3.67	-2.29	-4.71	-7.86	-4.99	-2.61	-1.55	1.10	4.16	09/01/2007
Frank. Temp. Global Multisector Index			0.27	-5.18	-10.92	-11.54	-13.07	-1.33	0.17	1.05	0.67	2.50	
Difference			0.05	1.51	8.63	6.83	5.21	-3.66	-2.78	-2.60	0.43	1.66	
Loomis Sayles Multisector Full Discretion (CF)	130,166,457	5.41	0.24	-3.38	-8.67	-8.81	-7.62	2.87	3.39	3.41	5.05	5.79	10/01/2007
Bloomberg Gbl Agg Bond Index			0.27	-5.22	-11.06	-11.66	-13.21	-1.44	0.08	0.91	0.48	2.16	
Difference			-0.03	1.84	2.39	2.85	5.59	4.31	3.31	2.50	4.57	3.63	
Real Estate													
Harrison Street Core Property LP	124,054,558	5.15	0.00	2.50	5.11	8.04	11.10	7.37	7.60	N/A	N/A	7.66	11/01/2015
NCREIF ODCE Index (AWA) (Net)			0.00	0.00	7.14	15.34	27.26	10.30	8.90	9.20	9.92	8.67	
Difference			0.00	2.50	-2.03	-7.30	-16.16	-2.93	-1.30	N/A	N/A	-1.01	
H.I.G. Realty Fund IV (CF)	2,456,111	0.10	0.00	0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.00	04/01/2022
NCREIF ODCE Index (AWA) (Net)			0.00	0.00	7.14	15.34	27.26	10.30	8.90	9.20	9.92	0.00	
Difference			0.00	0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.00	
PGIM Real Estate PRISA II LP (CF)	75,436,721	3.13	0.00	7.38	14.32	22.60	28.54	10.93	9.71	10.08	N/A	9.97	01/01/2015
NCREIF ODCE Index (AWA) (Net)			0.00	0.00	7.14	15.34	27.26	10.30	8.90	9.20	9.92	9.12	
Difference			0.00	7.38	7.18	7.26	1.28	0.63	0.81	0.88	N/A	0.85	
Principal US Property (CF)	168,571,810	7.00	1.55	2.72	10.25	21.35	30.30	12.26	10.50	10.48	N/A	10.85	01/01/2014
NCREIF ODCE Index (AWA) (Net)			0.00	0.00	7.14	15.34	27.26	10.30	8.90	9.20	9.92	9.39	
Difference			1.55	2.72	3.11	6.01	3.04	1.96	1.60	1.28	N/A	1.46	
UBS Trumbull Property (CF)	81,435,866	3.38	0.00	7.54	13.08	19.91	23.30	4.68	4.98	5.81	6.94	5.48	12/01/2005
NCREIF ODCE Index (AWA) (Net)			0.00	0.00	7.14	15.34	27.26	10.30	8.90	9.20	9.92	6.92	
Difference			0.00	7.54	5.94	4.57	-3.96	-5.62	-3.92	-3.39	-2.98	-1.44	
Vanguard RE Idx;ETF (VNQ)	1,322,431	0.05	-4.68	-8.57	-14.13	-1.24	1.99	8.09	7.69	7.37	8.75	12.72	12/01/2008
Custom REITs Index			-4.61	-8.59	-14.03	-1.19	2.12	8.25	8.23	7.78	9.17	13.49	
Difference			-0.07	0.02	-0.10	-0.05	-0.13	-0.16	-0.54	-0.41	-0.42	-0.77	

Market values and performance shown are preliminary and subject to change. Performance shown is net of fees and is annualized for periods greater than one year. Allocations may not sum up to 100% due to the exclusion of managers in liquidation. Please see the addendum for custom benchmark definitions. Fiscal year for the COJ ends 09/30. Performance for Harrison Street Core Property, LP, H.I.G Realty Fund IV (CF), PGIM Real Estate PRISA II LP (CF), UBS Trumbull Property (CF), NCREIF ODCE Index (AWA) (Net), NCREIF Timberland Index, and Adams Street, LP is available quarterly; interim months assume a 0.00% return. Asset Valuations for Real Estate and Diversifying Assets are lagged/unlagged as reported by the System's book of record, BNY Mellon.



City of Jacksonville Employees' Retirement System
 Asset Allocation & Performance (Net of Fees)

As of May 31, 2022

	Allocation		Performance (%)										
	Market Value (\$)	%	MTD	QTD	CYTD	FYTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Incep.	Inception Date
Diversifying Assets													
Hancock Timberland (SA)	12,977,259	0.54	0.00	11.12	11.12	15.43	26.10	14.45	11.10	9.01	9.17	5.43	10/01/2006
NCREIF Timberland Index			0.00	0.00	3.21	7.91	11.82	4.75	4.08	3.85	5.60	5.49	
Difference			0.00	11.12	7.91	7.52	14.28	9.70	7.02	5.16	3.57	-0.06	
Adams Street Private Equity (SA)	41,043,790	1.71	0.00	8.48	25.84	55.56	80.84	N/A	N/A	N/A	N/A	45.38	11/01/2020
S&P 500 Index+3%			0.43	-8.10	-11.68	-1.21	2.69	19.93	16.79	15.57	17.83	21.19	
Difference			-0.43	16.58	37.52	56.77	78.15	N/A	N/A	N/A	N/A	24.19	
Hamilton Lane Private Credit (SA)	16,994,983	0.71	6.21	3.09	3.17	4.83	4.84	N/A	N/A	N/A	N/A	-4.85	04/01/2021
ICE BofAML Gbl Hi Yld Index +2%			0.11	-4.14	-9.46	-9.70	-9.20	3.65	4.41	5.58	6.92	-5.85	
Difference			6.10	7.23	12.63	14.53	14.04	N/A	N/A	N/A	N/A	1.00	
Dreyfus Gvt Csh Mgt;Inst (DGCXX)	10,447,119	0.43	0.07	0.09	0.17	0.27	0.47	0.71	1.14	0.92	0.67	1.31	04/01/2001
FTSE 3 Mo T-Bill Index			0.05	0.08	0.10	0.12	0.13	0.65	1.09	0.85	0.61	1.29	
Difference			0.02	0.01	0.07	0.15	0.34	0.06	0.05	0.07	0.06	0.02	

Private equity funds tend to underperform in the early stages of their maturity; returns tend to improve as funds mature.

Market values and performance shown are preliminary and subject to change. Performance shown is net of fees and is annualized for periods greater than one year. Allocations may not sum up to 100% due to the exclusion of managers in liquidation. Please see the addendum for custom benchmark definitions. Fiscal year for the COJ ends 09/30. Performance for Harrison Street Core Property, LP; H.I.G Realty Fund IV (CF), PGIM Real Estate PRISA II LP (CF), UBS Trumbull Property (CF), NCREIF ODCE Index (AWA) (Net), NCREIF Timberland Index, and Adams Street, LP is available quarterly; interim months assume a 0.00% return. Asset Valuations for Real Estate and Diversifying Assets are lagged/unlagged as reported by the System's book of record, BNY Mellon.



Performance Related Comments:

- Performance is annualized for periods greater than one year.
- Performance and market values shown are preliminary and subject to change.
- The inception date shown indicates the first full month of performance following initial funding.
- The market value shown for the Transition Account includes residual assets from terminated managers.
- RVK began monitoring the assets of the City of Jacksonville Retirement System on 01/01/2019. Prior historical data was provided by the custodian and previous consultant.
- Franklin Templeton Global Multisector Plus (CF) performance prior to 03/2016 is represented by Templeton Global Total Return (SICAV).

Custom Composite Benchmark Comments:

- **Total Fund Policy Index:** The passive Total Fund Policy Index is calculated monthly and currently consists of 30% Russell 3000 Index, 23% MSCI ACW Ex US Index (USD) (Net), 20% Fixed Income Index, 15% NCREIF ODCE Index (AWA) (Net), and 12% Diversifying Assets Index.
- **US Equity Index:** The passive US Equity Index consists of 100% DJ US TSM Index through 06/2009 and 100% Russell 3000 Index thereafter.
- **International Equity Index:** The passive International Equity Index consists of 100% MSCI EAFE Index (USD) (Gross) through 01/2011 and 100% MSCI ACW Ex US Index (USD) (Net) thereafter.
- **Fixed Income Index:** The passive Fixed Income Index consists of 100% Bloomberg US Agg Bond Index through 10/2017 and 100% Bloomberg US Universal Bond Index thereafter.
- **Diversifying Assets Index:** The active Diversifying Assets Index is calculated monthly using beginning of month investment weights applied to each corresponding primary benchmark return. Prior to 10/01/2020, the Diversifying Assets Index consists of 67% S&P MLP Index (TR)/33% NCREIF Timberland Index. Prior to 11/01/2017, the Diversifying Assets Index consists 50% S&P MLP Index (TR)/50% NCREIF Timberland Index.

Custom Manager Benchmark Comments:

- **Baillie Gifford Index:** The passive Baillie Gifford Index consists of 100% MSCI EAFE Grth Index (USD) (Net) through 10/2017 and 100% MSCI ACW Ex US Grth Index (USD) (Net) thereafter.
- **Baillie Gifford Spliced Index:** The passive Baillie Gifford Spliced Index consists of 100% MSCI EAFE Index (USD) (Net) through 11/2019 and 100% MSCI ACW Ex US Index (USD) (Net) thereafter.
- **Frank. Temp. Global Multisector Index:** The passive Frank. Temp. Global Multisector Index consists of 100% ICE BofAML Gbl Hi Yld Index through 12/2009 and 100% Bloomberg Multiverse Index thereafter.

- **Custom REITs Index:** The passive Custom REITs Index consists of 100% MSCI US REIT Index (USD) (Gross) through 01/2019 and 100% Vanguard Spl Real Estate Index thereafter.
- **Vanguard Spliced Real Estate Index:** The Vanguard Spl Real Estate Index consists of MSCI US REIT Index (USD) (Gross) adjusted to include a 2% cash position (Lipper Money Market Average) through 04/30/2009, MSCI US REIT Index (USD) (Gross) through 01/31/2018, MSCI US IM Real Estate 25/50 Transition Index through 07/24/2018, and MSCI US IM Real Estate 25/50 Index (Gross) thereafter.

PORTLAND

BOISE

CHICAGO

NEW YORK

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City of Jacksonville Employees' Retirement System

INVESTMENT ACTIVITY UPDATE: June 2022

Events

Board Due Diligence Meetings

1st Thursday Each Month

Presentation: 12:30-2 PM

City Hall Conference Room 3C

July 7, 2022

Kayne Anderson-US SMID Value Equity

August 4, 2022

Loomis Sayles- Fixed Income

September 1, 2022

Baird- Core Fixed Income

October 6, 2022

Hamilton Lane- Private Credit

November 3, 2022

UBS Trumbull - Real Estate

December 1, 2022

January 5, 2023

Principal - Real Estate

February 2, 2023

Staff Update

Contract Status

Expect completion by July

Abacus- Real Estate

Multifamily Partners VI Fund

Schroders Investment Mgmt

Other

Hancock Timber

Remaining timberland (TX/LA)

sale on track, proceeds expected early 3Q22

Meeting Current Managers

Ballie Gifford- Int Equity Growth

Systematic- SMID Value

Meeting Prospect Managers

Deep Blue Investment Advisors

Cash Flows

Hamilton Lane-Private Credit

Total Monthly Called:

Ares Special Ops: \$1.2 M

HL Strat Ops VI (2020): \$2.4 M

HL Strat Ops VII (2022): \$0.5 M

Total Net Called: \$4.1 million

Adams Street- Private Equity

Capital Call: \$3.7 M

Total Called: ~\$31.7 million

Real Estate

Capital Called: \$0

Provider Disbursements

6/30/2022

Harrison Street: \$304,000 1Q

PGIM Real Estate: \$200,000 1Q

Principal : \$114,000 (monthly)

Silchester: \$120,000 (monthly)

Total Fees: \$738,000

Provider Redemptions

None

CITY OF JACKSONVILLE RETIREMENT SYSTEM



CITY OF JACKSONVILLE CORRECTIONS OFFICERS RETIREMENT PLAN

SUMMARY PLAN DESCRIPTION

January 31, 2022

INTRODUCTION

This document is intended to be a plain language summary of the administration and benefits provided by the City of Jacksonville Corrections Officers' Retirement Plan (also known as the "Corrections Officers' Pension Plan" or "COPP"). The COPP is designed to provide members with a lifetime of income once they retire and also includes provisions for disability and death benefits.

The following pages contain valuable information describing the main features of the COPP, including:

- When eligible members qualify for retirement;
- How the pension is calculated and how it can be paid including the Deferred Retirement Option Program (DROP);
- The benefits available to surviving spouses and minor children in the event of the member's death; and
- Additional information that will help you plan ahead.

While efforts have been made to provide an accurate summary, this document is not an official plan document and actual benefits are governed by the appropriate provisions of the actual statutes and ordinances which created the COPP. **If there are conflicts between those legislative provisions and this Summary Plan Description, the COPP will ultimately be administered and benefits will be provided only in accordance with the legislative provisions.** This Summary Plan Description is solely intended as a guide to COPP benefits and is not intended to

create a contract or promise of any specific benefit. **Nothing in this document is intended to, nor does it create a contract for benefits greater than provided by law.** Any questions you have regarding your rights or benefits under the COPP should be directed to the Pension Office.

This Summary Plan Description explains how the COPP works and what it can mean to you as you go about the process of planning for your financial future. Please read these materials carefully and share them with your family and trusted advisors.

LEGAL DOCUMENTS CREATING THE COPP

The COPP arises out of Chapter 16 of the City Charter, Chapter 120 of Ordinance Code of the City of Jacksonville, and Chapter 112, Part VII, Florida Statutes. The City Charter and Code provisions are available for inspection at no cost through the free on-line library. The Florida Statutes are also available on-line at the Florida Legislature's website.

COPP BENEFITS

The COPP is a contributory "defined benefit" public employee retirement plan. The COPP is established under Section 401(a) of the Internal Revenue Code and has been designated as a qualified plan by the Internal Revenue Service. Members make contributions to the COPP by payroll deduction on a pre-tax basis and the retirement benefit is calculated by a predetermined formula that produces a "defined benefit" over the life of the member and the surviving spouse of the member if applicable. The formula used to calculate the benefit is based on the number of years of service and takes into account the salary earned by the member.

COPP ADMINISTRATION

The responsibility for the proper and effective operation of the COPP and for implementing the provisions of the Code is entrusted to the Pension Board of Trustees (BOT). The BOT consists of the following individuals:

1. The Chief Administrative Officer of the City or designee;
2. The Chief Financial Officer or designee;
3. The Chief Human Resources Officer;
4. The Chairperson of the General Employees Pension Advisory Committee;
5. The Chairperson of the Corrections Officers Advisory Committee;
6. A General Employee retiree chosen by the Retired Employees Association;
7. A COPP retiree officer chosen from among the retirees of that plan;
8. One citizen appointed by the City Council with professional experience in either finance, investments, economics, pension management, pension administration and/or accounting; and
9. Another citizen appointed by the City Council with the same qualifications listed above.

There is also a Corrections Officers' Pension Advisory Committee (COPAC) that consists of five (5) elected members that are all active employees participating in the COPP. The COPAC reviews activity and recommends actions to the BOT related to membership, benefits, disability applications, updates of System documents, and other administrative matters related to the fulfillment of COPP provisions outlined in the Code.

Day-to-day record-keeping, processing and customer service functions for the COPP are conducted through the Pension Office which is overseen by the Pension Administration Manager. Additionally, the City Treasurer is responsible for administrative oversight and financial management of the COPP.

ADMINISTRATION OF COPP

- Pension Board of Trustees (BOT)—Responsible for overall administration and implementation of the statutes and ordinances providing for COPP benefits
- Corrections Officers' Pension Advisory Committee (COPAC)—Provides oversight and review of COPP including recommendation to the BOT regarding benefits, documentation and other administrative matters
- Treasury Division—Oversees financial management of COPP and the Pension Office
- Pension Office—Responsible for the day-to-day operation of the COPP and for providing support as necessary to Treasury, COPAC and BOT for all COPP functions.

PENSION OFFICE SERVICES

The Pension Office is available to assist employees, former employees, retirees, survivors and others with needs and questions related to the COPP.

TO CONTACT THE PENSION OFFICE: CALL: 904-255-7280

PORTAL: <https://jaxpensionportal.coj.net>

WEBSITE: <http://www.coj.net/departments/finance/retirement-system>

E-MAIL: citypension@coj.net (Please do not send sensitive information via e-mail unless secured)

LOCATION:

117 West Duval Street, Suite 330

Jacksonville, FL 32202

For in-person visits, members are encouraged to contact the Pension Office and setup an appointment in advance. Most requests can be handled by phone or e-mail.

COMMON SERVICES FOR ACTIVE MEMBERS AND FORMER EMPLOYEES

- Answering GENERAL QUESTIONS
- Calculating ESTIMATES of benefit amounts
- COUNSELING members regarding their COPP benefits and options
- Handling requests for credited SERVICE TIME PURCHASES
- Payment of CONTRIBUTION REFUNDS for non-vested employees leaving their positions
- Processing new age 65 TERM VESTED benefits
- Processing new RETIREMENTS and DROP elections and payments
- COMMUNICATIONS and SYSTEM UPDATES regarding COPP benefits

COMMON SERVICES FOR RETIREES

- Processing BENEFIT PAYMENTS
- Providing AWARD LETTERS/PENSION INCOME VERIFICATION LETTERS
- Processing CHANGE OF ADDRESS requests
- Processing DIRECT DEPOSIT changes and STOPPING DEDUCTIONS
- Updating TAX ELECTIONS using W4P forms
- Receipt of DEATH NOTIFICATIONS for retirees and survivors and processing SURVIVOR BENEFIT requests
- Conducting RETIREE VERIFICATIONS which requires retirees to return a form with their current information
- Annual distribution of 1099R TAX FORMS
- COMMUNICATIONS and SYSTEM UPDATES regarding COPP benefits

IMPORTANT DEFINITIONS

Some of the terms used in the Summary Plan Description have special meaning as applied within the COPP. A few of these terms are defined below:

Accumulated Contributions. The sum of all amounts deducted (or “picked-up”) from a member’s compensation on behalf of a member.

Credited Service. Membership credit upon which a member’s eligibility or benefit amount is based. Credited service is the number of years and months of full-time employment at the City (or for an eligible employer) for which employee pension contributions are made. Credited service generally starts on the first day of membership in the COPP and ends upon termination of employment or DROP entry. Member contributions are required to receive credited service. The pension date (or adjusted pension date) reflects the starting period for credited service. Pension date can be the date of hire, the date contributions started in the COPP or another date reflecting changes for breaks-in-service, leave without pay or purchased service time.

Earnable Compensation. A member’s base pay for regular hours worked as an employee, plus service raises and excluding bonuses, adjusted compensation, overtime or any extra compensation over and above regularly budgeted salaries. Earnable compensation does not include payouts of accumulated leave taken as cash upon separation from service or amounts above a member’s IRS compensation limits. Some incentive pay is included in earnable compensation. The Pension Office can answer any questions about eligible pay.

Final Monthly Compensation. The member’s average monthly rate of earnable compensation for his/her highest 36 consecutive months (78 bi-weekly pay periods) out of the last 10 years of employment. Pay-periods with unpaid leave time are generally excluded.

Member. A person actively employed by the City (or eligible employer) making contributions to the COPP.

Vesting. The point at which a member has earned a right to retirement benefits. Any member who completes five years of credited service has a fully vested right to accrued benefits.

Vested Benefit. An immediate or deferred benefit to which a member has gained a non-forfeitable right to a present or future (at Age 65) benefits offered by the provisions of the COPP.

COPP MEMBERSHIP ELIGIBILITY

In order to be eligible for membership, a person must meet the following conditions:

- 1) Hired prior to October 1, 2017 in a position covered by the COPP
- 2) Employed as a full-time Corrections Officer of the City of Jacksonville

Corrections Officers hired October 1, 2017 and later become members of the Public Safety Defined Contribution Plan (PSDC).

Previous members of the COPP that left employment may potentially re-enroll in the plan upon re-hire as a Corrections Officer as long as they were vested and did NOT remove their contributions from the COPP. To re-enroll, employees must notify Employee Services and the Pension Office upon being rehired as a Corrections Officer. Employees cannot actively contribute to both the COPP and the PSDC.

MEMBERSHIP

Employees must have been hired as a Corrections Officer PRIOR to OCTOBER 1, 2017 to potentially be a member of the COPP.

PURCHASING CREDITED SERVICE

Members are eligible to purchase previous full-time service with the City by paying their current contribution rate if they did not previously make contributions for that period. Payments may be made by (i) lump sum payment, (ii) roll over from another qualified retirement plan, (iii) payroll deductions, without interest, over a period not to exceed five years, or (iv) a combination of these payment options.

Members in receipt of Workers' Compensation may make contributions to the COPP which would have been made had the member been in regular pay status to continue to accrue credited service for up to six (6) months.

Members on approved leave of absence without pay status, who are not terminated from employment, may elect to make contributions and receive credited service for up to six months.

Members who are vested may purchase up to two years of active-duty military service as credited service. Military service may be active duty, war time, or non-wartime service, provided that non-wartime service shall not exceed one year. All military service purchased under this section must have occurred prior to any employment with the City. Military service may be purchased at the rate of 20% of the member's earnable compensation.

Members with prior full-time paid service at a defined agency of the City may also be entitled to purchase credited service time at full actuarial cost if certain conditions apply. Those agencies include: Duval County prior to consolidation, any agency of the judicial branch of government in

Duval County also covered under FRS and not currently covered by this Plan, State Attorney in Duval County, Public Defender in Duval County, Jacksonville Transportation Authority, Duval County School Board, former Duval County Hospital, employees or officers of any Duval County constitutional officer who served under the FRS, Agriculture Department employees who participated in FRS, Jacksonville Port Authority, Jacksonville Aviation Authority, the Medical Examiner’s Office, and certain corrections officers for the Florida Department of Corrections. Members must provide proof of their full-time employment and proof that they did not and will not (and have not) receive a vested benefit from FRS or another retirement plan offered by the agency.

A member wishing to purchase credited service must make the request to the Pension Office and complete the purchase prior to leaving employment.

CREDITED SERVICE PURCHASE SUMMARY—MUST BE ACTIVELY EMPLOYED			
Type of Time	How long	Cost	Notes
Full-time worked without contributions	Unlimited	10% of CURRENT pay	
Workers Comp	Time on workers comp up to 6 months	Contributions based on regular pay status	
Approved Unpaid Leave	Up to 6 months	10% of CURRENT pay	
Military Time	Up to 2 years for	20% of CURRENT pay	Must be vested (5

Type of Time	How long	Cost	Notes
	approved wartime service; up to 1 year for other approved service		Years Credited Service) and provide DD Form 214, Certificate of Release or Discharge from Active Duty
Outside Agency Time	Time worked	Full Actuarial Cost	Complete list of eligible agencies available online and through the Pension Office. Proof of full-time employment and divestiture of retirement benefits from agency required.

RETIREMENT ELIGIBILITY AND BENEFITS

Service Retirement. Members of the COPP are eligible to retire with a normal pension benefit upon achieving one of the following:

- (1) completing 20 years of credited service, regardless of age; or
- (2) attaining age 65 with 5 years of credited service.

There is no mandatory retirement age.

Upon reaching one of the two conditions for retirement described above, a member is entitled to a retirement benefit of 3.0% of final monthly compensation (as defined above), multiplied by the number of whole years (and partial credit for whole months) of credited service up to 20 years plus 2.0% for time over 20 years, up to a maximum benefit of 80% of final monthly compensation.

Retirement from active status starts the day after the last-day-worked (“last-day worked” is defined as the last day for which an employee receives regular base pay salary). Retirement benefit payments cannot start before final active payroll is received and verified by the Pension Office. Retirees should allow at least one to two pay-periods after the final active payroll before retirement payments start. The initial payment will give credit back to the retirement date if eligible. Payments will continue until death.

SUMMARY:

RETIREMENT ELIGIBILITY (Retirement directly from active employment)

Normal Retirement

- 20 Years Credited Service
- 5 Years Credited Service AND Age 65

NORMAL RETIREMENT BENEFIT AMOUNT

Credited Service (Using Years and Whole Months Up to 20 Years)

X

Accrual Percentage (3.0%)

Plus

Credited Service (Using Years and Whole Months Over 20 Years)

X

Accrual Percentage (2.0%)

X

Final Monthly Compensation

=

Monthly Benefit Amount

Monthly benefits are paid as bi-weekly amounts every two weeks until death.

Cost-of-Living Adjustment. Each retiree and survivor is eligible for a cost-of-living adjustment (“COLA”) December 1 of each year. The COLA consists of a 3% increase of the retiree’s or survivor’s pension benefits, which compounds annually. The COLA happens in the first full pay period of December for eligible retirees and survivors.

Supplement. In addition to the regular retirement benefit, there is also a supplemental benefit. The supplement is equal to \$5 multiplied by the number of years of credited service. This benefit may not exceed \$150 per month.

Retirees receive the full supplement within the first two payments of each month. If there is a third pay-period in the month it will NOT include a supplement since it was already paid in full earlier in the month.

LEAVING EMPLOYMENT BEFORE ELIGIBILITY FOR RETIREMENT

Less than five years of credited service. A member who leaves the service of the City as a Corrections Officer prior to completing five years of credited service is NOT entitled to any retirement benefits from the COPP except a refund of employee contributions with no interest. **Once the funds are paid there will be no future benefit available from the COPP.**

Refund applications are available to members from the Pension Office after leaving employment as a Corrections Officer. Refund of contributions can be taken as direct payments (with mandatory 20% federal tax withholding) or as rollover payments, subject to rollover eligibility. Refund of contributions will not be made before final active payroll is received and verified by the Pension Office. Members completing a refund request should allow at least one to two pay-periods after final active payroll before they receive a refund of contributions. Members considering a refund of contributions should review the provided tax notice, consult with a financial advisor and carefully consider all of the consequences of the decision related to their individual situations.

More than five years of credited service. A member who leaves the service of the City as a Corrections Officer prior to eligibility for normal service retirement, but who has completed five years of credited service (and has NOT taken a refund) is eligible to make application for a vested

benefit commencing at age 65 at a 3.0% accrual rate for each year of creditable service. Such benefits will be based on final monthly compensation and credited service as of the date of termination as a Corrections Officer. At commencement, the benefit will include the supplement and be eligible for COLAs. A member should apply for a vested benefit within 90 days of leaving employment.

Members can also request a refund of employee contributions with no interest. This election can be made up to six months prior to commencement of a vested benefit. Once the funds are taken there will be no future benefit available from the COPP.

Death of a separated vested (or non-vested) member/former employee will result in the return of employee contributions to the surviving spouse. If there is no surviving spouse, the employee contributions are paid to the estate.

Members that retain a vested benefit are eligible to re-join the Plan and earn additional benefits if they are hired in a position that is eligible for the COPP.

RECEIVING OR TAKING A REFUND OF EMPLOYEE CONTRIBUTIONS RESULTS IN A FORFEITURE OF ALL FUTURE COPP BENEFITS.

MINIMUM RETIREMENT BENEFIT

The minimum retirement benefit received by a vested member was originally \$25 multiplied by the number of whole years of credited service not to exceed 30 years. For members retiring on or

after August 14, 1995, the minimum payment is increased at a compounded rate of 4% annually on each October 1. The minimum benefit per year of service as of October 1, 2021, is approximately \$72 per year of service not to exceed 30 years.

DEFERRED RETIREMENT OPTION PROGRAM (DROP)

If eligible, a member may elect to join the Deferred Retirement Option Program, or DROP. Actively employed members of the COPP are eligible to join DROP after they reach 20 years of Credited Service. The entry date is the first full pay-period in January, April, July and October. Members that elect DROP have credited service and final monthly compensation frozen for purposes of determining pension benefits. The supplement amount due in retirement is also frozen based on credited service at DROP entry-date. DROP members accrue their deferred retirement benefits plus interest and they are eligible to receive the DROP benefits (along with regular pension benefits) at retirement. When joining DROP the payroll deduction for participation changes from 10% to 2% of earnable compensation.

Eligible COPP members can elect DROP by completing the approved forms and returning them to the Pension Office prior to the next DROP entry date.

Once approved, DROP entry is irrevocable unless an employee currently in DROP becomes an elected or appointed employee and revokes the DROP election. DROP participants are not eligible for disability benefits offered under the COPP. Survivor benefits will apply to DROP members.

DROP TIME-PERIOD

For members that enter DROP prior to 30 years of credited service the maximum time-period to participate in DROP is 130 bi-weekly pay-periods. For members that enter with 30 years but less than 31 years the maximum is 78 bi-weekly pay-periods. For members that enter with 31 years but less than 32 years the maximum is 52 bi-weekly pay-periods. Members are not eligible to enter DROP after reaching 32 years of service. Employees in DROP can choose to retire before the maximum time-period. The DROP entry-date is the first payroll date with the 2% deduction. DROP entry-date is also the date for the first DROP credit. DROP termination is the last payroll date for which a member worked a full pay-period. (Employment termination is typically a week prior to DROP termination.)

ENTERING DROP MEANS YOU ARE AGREEING TO TERMINATE EMPLOYMENT AT THE END OF YOUR DROP PERIOD. YOU CAN OF COURSE LEAVE SOONER THAN THAT IF YOU CHOOSE.
--

DROP CREDITS AND INTEREST

DROP credits are applied for DROP members with each full payroll of participation up to the maximum time-period. Credits are applied on pay-dates. DROP contribution credits include calculated base pension plus COLA but do not include the retiree supplement. COLA increases applied each December will apply to DROP credits. DROP credits end with the final full pay-period of participation.

DROP Interest is credited on a monthly basis as of month-end. The Pension Office credits monthly interest using the 1-year net rate of the Fund published by the Plan Custodian. Interest is typically credited for the month by the end of the following month or sooner if feasible. The minimum annual rate used is 2% (0.167% monthly) and there is no maximum rate.

DROP members can obtain updated DROP information through the pension portal or the Pension Office.

DROP interest is credited after DROP termination for up to 90 days as long as funds remain in DROP as of month-end within 90 days of DROP termination. DROP termination is the last payroll date that a DROP bi-weekly deposit occurs.

DROP PAYMENT OPTIONS

Upon termination of employment and retirement, DROP members have the following options:

1. DROP Phase 2. Under this option the COPP retiree elects to receive the DROP balance over a period of time, up to a maximum time-period determined by approved mortality tables. The total balance divided by the elected pay-periods determines the bi-weekly amount added to the retiree bi-weekly payment until the DROP benefits are depleted. Annually, after September 30, interest is applied to the DROP Phase 2 balance based on the average balance for the year and the 1-year net rate of the Fund published by the Plan Custodian as of 9/30. The minimum annual rate used is 0% and the maximum rate is 14%. The bi-weekly payment is adjusted when interest is credited. Once DROP Phase 2 is

elected it cannot be changed except allowing for the retiree to take a 100% payment of the remaining balance as a lump-sum or a rollover.

2. Direct rollover payment paid to an eligible tax-deferred account such as an IRA or a qualified retirement plan. No taxes are withheld for direct rollover payments. This election can be made for any amount up to 100% of the available DROP benefits.
3. Lump sum payment paid directly to the member. The Pension Office is required to withhold 20% for federal taxes for lump sum payments made directly to the member. This election can be made for any amount up to 100% of the available DROP benefits.

DROP members can choose a combination of the options listed above as well.

DROP members may elect to delay receiving their lump-sum or Phase 2 payment. Interest credits apply for 90 days following termination of DROP. After 90 days no further interest will be applied to DROP benefits unless DROP Phase 2 is elected.

<u>SUMMARY OF DROP</u>

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| <ul style="list-style-type: none">• COPP Members are generally eligible for DROP after reaching 20 years of Credited Service in the pension• Base pension is frozen upon entry and COLAs start during DROP participation• DROP members earn bi-weekly base pension and COLA credits in DROP and also get interest credited monthly• The maximum period of DROP participation is 130 pay-periods (approximately 5 years) |
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- DROP funds are available at retirement as a lump-sum payment, a rollover or a series of payments over time

APPLYING FOR BENEFIT PAYMENTS

A member may apply for a service retirement benefit by contacting the Pension Office. It is best to make the request 4-6 weeks in advance of your retirement date. Members will need to identify a retirement date based on the day after the last day employed. Employees are encouraged to choose a termination date at the end of a pay-period (Fridays in between pay-dates). Employees should consider the pay-out of accrued leave when determining retirement date.

The Pension Office will complete a detailed review of records and pension benefits. The member will be provided with an estimate of retirement benefits. **Please keep in mind that final benefits may change based on changes to information or additional review.**

Members will be required to sign an election form and provide certain information. Examples include: direct deposit information, W4P for tax elections, signed retiree checklist, rollover detail if applicable and identification with proof of birth for members and spouses and proof of marriage if applicable. Contact information for the Pension Office including the Pension Office website is included in this document.

The Pension Office provides communications regarding initiation of vested benefits just prior to age 65. A form is available on the website for refund of contributions for members no longer

employed. Former employees that choose to take a refund of employee contributions forfeit all future benefits from the Plan. You can also contact the Pension Office to commence these benefits.

TAX WITHHOLDING

Ongoing service-retirement benefits and non-service-related disability pensions are taxable and subject to federal withholding. Retirees will complete a W4P form in order to calculate required federal withholding for ongoing retirement benefits.

Lump-sum payments taken as direct payments are subject to mandatory 20% federal tax withholding. Some lump-sum payments may be eligible for rollover.

The retiree will receive a tax form from the COPP at the end of each January reporting the income received in the prior year. For specific tax advice you should consult a qualified tax expert.

Keep in mind some medical deductions may be tax-exempt for former public safety employees up to an allowed limit. Please consult with your health care administration provider or a tax professional for more details.

RETURNING TO WORK AFTER RETIREMENT

Employment outside the City or eligible employer does not affect your retirement benefits.

Retired employees may return to work on a part-time basis (defined as 50 hours or less per 2-week

pay-period) and continue to receive their pension benefit. The same is true for retired employees rehired into temporary positions (positions designated as 6-months or less).

Retired employees in the COPP may also be rehired (full-time, part-time or temporary) as a court bailiff and continue to receive COPP pension benefit payments. The same applies to other positions covered by the Code as an exception including logistical and technical support officer, corrections bond custodian, chaplain, stable manager, corrections mail coordinator, aviation supervisor, court bailiff supervisor, Community Projects inmates work crew supervisor, or temporary corrections officer (if eligible).

If a retiree returns to work for the City in a full-time position covered by the COPP or one of the Defined Contribution Plans offered under Chapter 120, all retirement benefit payments will cease for the period of re-employment unless the position qualifies as an exception. Members that are hired again to a position eligible for the COPP that did not enter DROP will continue participation in the COPP. An updated benefit will be calculated when the member leaves employment again or enters DROP. Members that rejoin and work LESS than four years in the new period can earn an updated benefit based on the new employment period using the original final monthly compensation. Members that rejoin and work MORE than four years in the new period can earn an updated benefit based on the new employment period using a newly calculated final monthly compensation. The COLA wait period will restart for members that receive an updated benefit.

Retired COPP pensioners rehired full-time that are NOT eligible to re-join the COPP will join the applicable DC Plan if eligible. The rehired member's benefits in the COPP will be frozen at the

level in effect at the time of re-employment and will re-commence at the same amount (with COLAs applied if applicable) upon separation from service. (No payments are due for the period the rehired pensioner was employed.)

DEATH AFTER RETIREMENT

Upon the death of a retired member, the surviving spouse receives 75% of the member's retirement benefit and the full supplement. In order to qualify as a surviving spouse, the spouse must be married to and living with the member at the time of the member's death and have been married to the member for a minimum of 365 days immediately prior to death. The surviving spouse's benefit will continue until death and is not affected by remarriage. If there are dependent children under the age of 18, the benefit is increased by 10% for each child to a maximum of 100% of the retiree's pension. Any increase for a surviving minor child is paid to the child at the direction of a guardian of the child and stops when the child turns age 18.

Orphaned children under the age of 18 are entitled to the same benefit as a surviving spouse without children, not to exceed the amount of the surviving spouse benefit in total. The benefit will continue until their marriage or until they reach the age of 18. Children under the age of 18 whose parent is a retiree of the COPP shall receive a benefit of \$300 per child per month upon the death of the retiree where no other survivorship benefit is available, but not to exceed the member's maximum benefit. The benefit continues until the earlier of the child's marriage or reaching age 18. Survivor benefits for eligible disabled children under age 18 may be payable for the life of the child subject to review.

DEATH BENEFITS AFTER RETIREMENT

- Eligible Spouses receive 75% of the retiree's base benefit with COLAs and the full supplement
- Additional benefits provided for surviving children under age 18
- Remaining employee contributions payable to estate if not exhausted and no other survivor benefit is payable

ACTIVE DEATH PRIOR TO RETIREMENT

If an active employee member of the COPP dies before retirement, and is not eligible for a time service retirement, the surviving spouse will receive 75% of the pension the member would have received if the member retired with a time service retirement based on a 2% annual accrual rate. Service time will apply based on assuming the employee would have worked until the first point of retirement eligibility (not early retirement). If the member was eligible for a service retirement, the base benefit will be calculated as if the deceased member was a retiree, and the spouse will receive 75% of the base benefit. The spouse will also receive the full supplement based on actual full years of service worked by the member. The benefits will be increased by 10% for each of the member's children under the age of 18, up to a maximum of 100% of the member's pension benefits. Any increase for a surviving minor child is paid to the child at the direction of a guardian of the child and stops when the child turns age 18.

Orphaned children under the age of 18 are entitled to the same benefit as a surviving spouse without children, not to exceed the amount of the surviving spouse benefit in total. The benefit will continue until their marriage or until they reach the age of 18. Children under the age of 18 whose parent is a member of the COPP shall receive a benefit of \$300 per child per month upon

the death of the member where no other survivorship benefit is available, but not to exceed the member's maximum benefit. The benefit continues until the earlier of the child's marriage or reaching age 18. Survivor benefits for eligible disabled children under age 18 may be payable for the life of the child subject to review.

<u>DEATH BENEFITS FOR MEMBERS THAT DIE AS ACTIVE EMPLOYEES</u>

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| <ul style="list-style-type: none">• If member was NOT retirement eligible, base benefit is based on a 2% accrual and assumes service time until retirement eligibility (supplement is based on actual service time)• If member was retirement eligible, base benefit calculated assumes the member was a retiree• Eligible Spouses receive 75% of the member's base benefit with COLAs and the full supplement• Additional benefits provided for surviving children under age 18• Remaining employee contributions payable to estate if not exhausted and no other survivor benefit is payable |
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DISABILITY BENEFITS

A member who has suffered an illness, injury or disease which renders the member permanently and totally incapacitated, physically or mentally, from regular and continuous duty as a corrections officer of the City is considered disabled under the terms of the Retirement System. The Retirement System provides two types of disability benefits: a service-related disability benefit, and a non-service-related disability benefit.

Service-related disability. A service-related disability is a disability arising from an accident, illness or injury arising in the performance of service with the City. The service-related disability benefit is 50% of the member's final monthly compensation at the time of the disability.

Non-service-related disability. A member is only eligible for a non-service-related disability retirement upon completion of five years of credited service. A non-service-related disability retirement is 25% of the member's final monthly compensation at the time of the disability. For each year of service in excess of five years, the benefit shall be increased 2.5% to a maximum of 50%.

Payments of disability benefits are payable each pay-period after termination and will continue until the recovery from the disability or death. A supplement is paid as part of the benefit and COLAs apply for eligible retirees. Upon the death of member who is in receipt of disability benefits, an eligible surviving spouse shall receive 75% of the disability benefit, payable for life.

A disability benefit cannot be based on a condition which pre-existed membership in the Plan.

A member who receives a disability pension may be reexamined by the BOT or COPAC at any time, and if found to have recovered, must resume active service with the City if a position offered. If a member recovers, yet refuses re-employment with the City, the disability retirement benefits will be terminated.

DISABILITIES THAT DO NOT QUALIFY

A member may not receive disability benefits if the disability is the result of: (1) excessive or habitual use of drugs, intoxicants, or narcotics by the member; (2) an injury or disease sustained by the member while willfully and illegally participating in fights, riots, or civil insurrections, or while committing a crime; (3) an injury or disease sustained while the member was serving in the armed forces; or (4) self-inflicted wounds or conditions.

APPLYING FOR A DISABILITY RETIREMENT BENEFIT

A member must complete an application on a form provided by the Pension Office. Application for disability benefits must be made while still a member of the COPP, meaning still actively employed at the time of application. As part of the application, the member must agree to any medical releases necessary to permit the Pension Office, the City's Medical Review officers, COPAC and BOT to review the medical records needed to determine the question of disability. The member will also be required to submit to medical examinations as requested.

Once the application and medical review is completed it is presented to the COPAC. The COPAC can request more information, deny the application or recommend approval to the BOT. If denied, the applicant can request an evidentiary hearing. The COPAC will provide a recommendation following the hearing. At that stage the applicant can appeal directly to the BOT if necessary. The BOT makes the final determination on the question of disability.

DISABILITY RETIREMENT STEPS

1) APPLICATION—Submit Application including medical information and releases. Must be completed

while still employed. Two physician's statements are requested.

2) INITIAL REVIEW AND MEDICAL EXAMINATION—Application and medical information is reviewed by the Pension Office and Medical Review Officers. Applicant required to complete any requested medical examinations and produce any additional requested information at this stage.

3) COPAC REVIEW—COPAC considers case resulting in: request for more information, denial, or recommendation to BOT for approval. Applicants can request an evidentiary hearing with the COPAC based on results.

4) BOT REVIEW—Final stage of process before approval.

FORFEITURES

Members that separate from service before vesting will not receive any benefits from the COPP, although you are entitled to a refund of your contributions. In addition, benefits are forfeitable pursuant to the provisions of Section 112.3173, Florida Statutes, which provides for the forfeiture of retirement benefits of persons convicted of specific offenses even if you have vested in your benefits. Pension benefits may also be forfeited if you are terminated by reason of your admitted commission, aiding or abetting of a specified offense.

DIVORCE, IDOs, IWOs, ODROs

Pension benefits are considered marital property subject to division in a divorce proceeding. While the benefits are not subject to distribution until after a member terminates employment with the City, a court can determine that upon distribution, a certain portion of the pension benefits may be awarded to a former spouse through the Domestic Relations Depository.

The State has provided that Income Deduction Orders (IDOs) or Income Withholding Orders (IWOs) for alimony and child support are mandatory court orders that the Pension Plan must follow. IDOs and IWOs are taken from benefit checks and remanded directly to the DOMESTIC RELATIONS OFFICE for distribution to the spouse. Separate pension checks are not issued to the former spouse. To be approved, the IDO or IWO must include the bi-weekly amount, must be marked as alimony or child support (no other reasons will be accepted including equitable distribution of marital assets), and indicate payment issued to the State.

Qualified Domestic Relations Orders (QDROs) are NOT accepted for payment of benefits to a former spouse or family member.

Divorce laws can be quite complex. Therefore, you may wish to speak to legal counsel to discuss your personal circumstances.

COPP RECORDS AND MEEETINGS

The Treasury Division and Pension Office keeps accurate and detailed accounts of all investments, receipts, disbursements, and other transactions pertaining to the COPP. The Pension Office keeps a record of all BOT and COPAC proceedings and they are available for public inspection. The BOT and COPAC meetings are open to the public.

HIGHLY COMPENSATED CONSIDERATIONS

Some highly compensated members may be subject to limits and receive different benefits from the COPP based on IRS limits including Section 415 and Section 401(a)(17). The Pension

Office provides members detail regarding these limits as needed.

COLLECTIVE BARGAINING AGREEMENTS

For employees represented by bargaining units, retirement benefits are subject to collective bargaining under the Florida Public Employees Labor Relations Act, Chapter 447, Part II, Florida Statutes, as interpreted by the Florida Supreme Court, and may be negotiated from time to time. Any contract provision must be made effective by changing the ordinances which govern this Retirement System.

COPP FUNDING

Money is contributed to the COPP Trust by the members and the City. Under Florida Law, the City is responsible for making certain that the COPP is actuarially sound. The required City contribution is currently determined each year by an actuarial valuation. The valuation is performed to make sure that the Retirement System is able to pay benefits to members. The member contributions and the City contributions are invested in a diversified portfolio of stocks, bonds, real estate and other permissible assets utilizing an investment policy adopted by the BOT and managed by the Treasury Division. Information regarding the COPP valuation and investments is available on the Retirement System website and through the Pension Office.

CONTACT INFORMATION

All questions should be directed to the Retirement System's Pension Office at:

City of Jacksonville Retirement System Pension Office
City Hall, St. James Building
117 W. Duval Street, Suite 330

Jacksonville, FL 32202
Phone: (904) 255-7280

E-mail: citypension@coj.net

Pension Portal: <https://jaxpensionportal.coj.net>

Pension Office Website: <http://www.coj.net/departments/finance/retirement-system>

Fax: (904) 588-0524

[Municipal Code Website: http://library.municode.com](http://library.municode.com)

[State of Florida Legislation Website: www.leg.state.fl.us](http://www.leg.state.fl.us)

Official correspondence for the Retirement System, the BOT, COPAC, Treasury or the Pension Office can be sent to the address listed above. You can also send information to this address to the attention of the Pension Administration Manager or the City Treasurer.

CONTACT THE PENSION OFFICE AT 904-255-7280 OR AT CITYPENSION@COJ.NET FOR ASSISTANCE WITH ANYTHING RELATED TO THE COPP

SUMMARY

The foregoing Summary Plan Description has been designed to help answer some of your questions about how the COPP is organized and managed. The final authority on any interpretation of the COPP is the actual legislation which created it. In the event of any conflict between this summary and those laws, the COPP will ultimately be administered and benefits will be provided only in accordance with the law.

Nothing in this summary is intended to, nor does it, constitute a contract for benefits. The ordinances governing the COPP may be found within the Charter and Ordinance Code of the City of Jacksonville. The City Code may be reviewed in the office of City Council, Legislative Services, or online at www.municode.com. Plan website address is: <http://www.coj.net/departments/finance/retirement-system>