



**CITY OF GALVESTON EMPLOYEES'  
RETIREMENT PLAN FOR CITY EMPLOYEES**

**FINANCIAL STATEMENTS  
AND REQUIRED SUPPLEMENTAL SCHEDULES**

**Year Ended December 31, 2020  
with Report of Independent Auditors**



**CITY OF GALVESTON EMPLOYEES' RETIREMENT PLAN FOR CITY EMPLOYEES**  
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## REPORT OF INDEPENDENT AUDITORS

To the Board of Trustees  
City of Galveston Employees' Retirement  
Plan for City Employees

### Report on the Financial Statements

We have audited the accompanying financial statements of the City of Galveston Employees' Retirement Plan for City Employees (the "Plan"), a component unit of the City of Galveston, which comprise the statement of net position as of December 31, 2020, the related statement of changes in net position for the year then ended, and the related notes to the financial statements.

### Management's Responsibility for the Financial Statements

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

### Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

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

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

To the Board of Trustees  
City of Galveston Employees' Retirement  
Plan for City Employees

**Opinion**

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Plan, as of December 31, 2020, and the changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

**Other Matters**

*Required Supplementary Information*

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and required supplementary pension information on pages 3 through 4 and 20 through 26, respectively, be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.



Houston, Texas  
May 6, 2021

**CITY OF GALVESTON EMPLOYEES' RETIREMENT PLAN FOR CITY EMPLOYEES**  
**MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)**

This section of the City of Galveston Employees' Retirement Plan for City Employees (the "Plan") provides an overall review of the Plan's financial activities for the year ended December 31, 2020. Readers should consider the information here in conjunction with the financial statements, notes to the financial statements and required supplementary information, in order to enhance their understanding of the Plan's financial performance.

**Financial Statements**

The Statement of Fiduciary Net Position presents the Plan's assets and liabilities and the resulting net position, which are held in trust for retirement benefits. This statement reflects a year-end snapshot of the Plan's investments, at fair value, along with cash and short-term investments, receivables and other assets and liabilities. The Statement of Changes in Fiduciary Net Position, on the other hand, provides a view of current year additions to and deductions from the Plan. The Plan is a single employer defined benefit pension plan. The Plan is a component unit of the City of Galveston, Texas (the "City"), and, as such, its reports are included in the Fiduciary Funds of the City as restricted assets.

**Financial Highlights**

The Plan presents its financials solely on the accounts of the Plan. The accrual basis of accounting is used by the Plan, whereby revenues are recognized when they are earned and collection is reasonably assured, and expenses are recognized when the liability has been incurred. Investments are reported at fair value.

A summary of the Statement of Fiduciary Net Position for the Plan is as follows (in 000's):

	<b>2020</b>	<b>2019</b>	<b>Change</b>	
			<b>\$</b>	<b>%</b>
<b>Assets</b>				
Investments, at fair value	\$ 63,044	\$ 57,505	\$ 5,539	10%
Other assets	-	10	(10)	-100%
<b>Total Assets</b>	<b>63,044</b>	<b>57,515</b>	<b>5,529</b>	<b>10%</b>
<b>Liabilities</b>				
Accounts payable	-	17	(17)	-100%
<b>Net position - restricted for pension benefits</b>	<b>\$ 63,044</b>	<b>\$ 57,498</b>	<b>\$ 5,546</b>	<b>10%</b>

The Plan's net position increased by \$5.5 million, or 10%, in 2020. This was primarily due to an increase in the market value of investments related to favorable market conditions in 2020.

**CITY OF GALVESTON EMPLOYEES' RETIREMENT PLAN FOR CITY EMPLOYEES**  
**MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED) (continued)**

A summary of the Statement of Changes in Fiduciary Net Position is as follows (in 000's):

	2020	2019	Change	
			\$	%
<b>Additions</b>				
Total contributions	\$ 4,145	\$ 4,041	\$ 104	3%
Net investment income	6,248	9,792	(3,544)	36%
<b>Total Additions</b>	<b>10,393</b>	<b>13,833</b>	<b>(3,440)</b>	<b>-25%</b>
<b>Deductions</b>				
Benefits	4,712	4,683	29	1%
Administrative expenses	135	166	(31)	-19%
<b>Total Deductions</b>	<b>4,847</b>	<b>4,849</b>	<b>(2)</b>	<b>0%</b>
Change in net position	5,546	8,984	(3,438)	38%
Net position - restricted for pension benefits, Beginning of the year	57,498	48,514	8,984	19%
Net position - restricted for pension benefits, End of the year	\$ 63,044	\$ 57,498	\$ 5,546	10%

**Additions**

Net investment income decreased by 36% or (\$3.5)million in 2020. The stock market in 2019 experienced a significant rebound from the 2018 downturn. During 2020, there was a decrease in market values temporarily due to the COVID-19 pandemic. The market rebounded so that the plan did not suffer losses, however the gains were lower than 2019.

**Deductions**

Benefits increased by 1% overall. Monthly benefits increased approximately 4.0% due to an increase in number of retirees and beneficiaries. Lump sums, refunds and rollovers decreased 11% due to fewer employees receiving payouts.

**Economic Factors and Next Year's Rates**

The 2020 plan contribution rates for the City and Employees are 9% and 6% respectively. This is consistent with the prior year. There is no change in contribution rates planned for 2021.

**Contacting the Plan's Financial Management**

This financial report is designed to provide members and other users with a general overview of the Plan's finances and to show the Plan's accountability for the funds it receives. If you have questions about this report, you may contact the Plan's Administrator at 1011 Tremont, Galveston, TX 77550 or by phone at 409-765-9311.

**BASIC FINANCIAL STATEMENTS**



**CITY OF GALVESTON EMPLOYEES' RETIREMENT PLAN FOR CITY EMPLOYEES**  
**STATEMENT OF PLAN NET POSITION**  
*December 31, 2020*

**December 31,**  
**2020**

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**Assets**

Investments at fair value:

Money market funds	\$ 1,465,093
Domestic equity mutual Funds	45,667,345
Domestic fixed income mutual funds	13,570,397
International fixed income funds	<u>2,341,391</u>
Total Investments at fair value	<u>63,044,226</u>

**Net position - restricted for pension  
benefits**

\$ 63,044,226

**CITY OF GALVESTON EMPLOYEES' RETIREMENT PLAN FOR CITY EMPLOYEES**  
**STATEMENT OF CHANGES IN FIDUCIARY NET POSITION**  
*For the year ended December 31, 2020*

	<b>December 31,</b>
	<b>2020</b>
	<hr/>
<b>Additions</b>	
Contributions:	
Employer	\$ 2,486,763
Employees	1,658,767
Total contributions	<hr/> 4,145,530 <hr/>
Investment income:	
Net change in investments	5,370,077
Interest and dividends	994,936
Less investment expenses	(117,243)
Net investment income	<hr/> 6,247,770 <hr/>
Total additions	<hr/> 10,393,300 <hr/>
<b>Deductions</b>	
Benefits:	
Retirement	4,145,864
Survivor	317,663
Disability	32,738
Rollover	215,905
Administrative expenses	134,810
Total deductions	<hr/> 4,846,980 <hr/>
Change in net position	5,546,320
<b>Net position restricted for pension benefits</b>	
Net position - beginning	57,497,906
Net position - ending	<hr/> \$ 63,044,226 <hr/>

# **CITY OF GALVESTON EMPLOYEES' RETIREMENT PLAN FOR CITY EMPLOYEES**

## **NOTES TO THE FINANCIAL STATEMENTS**

### **A. Description of the Plan**

The City of Galveston Employees' Retirement Plan for City Employees (the "Plan"), a component unit of the City of Galveston (the "City"), is a single-employer defined benefit pension plan created by City ordinance under the authority of Title 8, Subchapter A of the Texas Government Code, to provide retirement and incidental benefits for employees of the City who are not Participants of the retirement plans for the police department employees or firefighters. The Plan has been designed as a "governmental plan" by the U.S. Department of Labor and, thus, is not subject to the provisions of Title I of the Employee Retirement Income Security Act of 1974 (ERISA).

Effective January 1, 2009, the Plan was amended and restated to allow employees to repurchase years of service under the Plan. Members wishing to repurchase years of service must deposit the present value of the increase in the present value of the member's accrued benefit in the Plan. The amendment also included modifications to the requirements for the payout of lump sum amounts, so that no consent is required for amounts less than \$1,000. The following brief description of the Plan, as amended and restated, is provided for general information purposes only. Participants should refer to the Plan agreement for more complete details.

The City of Galveston, Texas, is the Plan sponsor. All active employees of the City are Participants of the Plan except for part-time employees, temporary employees performing emergency service, employees compensated on a fee basis, employees who are Participants of the City of Galveston Employees' Retirement Plan for Police, employees who are Participants of the Galveston Firefighters' Pension Fund and leased employees. Participation is mandatory for all employees hired after January 1, 1957.

### **Plan Administration**

A Plan Administrator appointed by a seven-Participant Board of Trustees administers the Plan. Some of the more significant responsibilities of the Plan Administrator are:

- to construe and interpret the Plan, decide all questions of eligibility and determine the amount, manner and time of payment of any benefits under the Plan;
- to receive from the City and from Participants such information as shall be necessary for the proper administration of the Plan;
- to receive and review the periodic valuation of the Plan made by the Plan's actuary;
- to receive and review reports of the financial condition and of the receipts and disbursements of the Trust Fund from the Trustee;
- to appoint or employ for the Plan any agent he deems advisable, including, but not limited to, legal counsel, accountants, consultants and actuaries;
- to adopt such rules and regulations for the administration of the Plan as he deems necessary or desirable, with such rules and regulations being subject to review by the Board.

### **Retirement Benefits**

Plan Participants are eligible for normal retirement at age 65. Normal retirement date is the last day of the month in which a Participant reaches his 65<sup>th</sup> birthday and completes five years of vesting service. Payments commence on the first day of the following month. The normal retirement benefit under the Plan equals 2.25% of Average Monthly Compensation multiplied by a Participant's years of benefit service. The maximum normal retirement benefit is \$4,167 per month for members retiring after January 1, 2003 but before October 1, 2020. For members retiring after October 1, 2020, maximum benefit is \$5,000 per month. Service retirement benefits are payable for the Participant's lifetime. In the event the Participant's death precedes that of his or her spouse, one half of the Participant's pension will be continued to the spouse for his or her lifetime or until remarried.

**CITY OF GALVESTON EMPLOYEES' RETIREMENT PLAN FOR CITY EMPLOYEES**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**A. Description of the Plan (continued)**

**Retirement Benefits (continued)**

The Plan permits early retirement after age fifty-five (55) and ten years of vesting service or after age sixty-two (62) and five years of vesting service. If a Participant chooses to receive this benefit on or after early retirement, the Participant receives a benefit equal to the normal retirement benefit multiplied by the Participant's years of Benefit Service as of his early retirement date. If the Participant's pension commences prior to his normal retirement date, the foregoing monthly benefit is reduced by 1/180th for each of the first sixty (60) months and 1/360th for each of the next sixty (60) months preceding age sixty-five (65) calculated from the starting date of the payments. This reduction does not apply to Participants who have completed 20 or more years of vesting service as of December 31, 2003; Participants who completed fifteen years of vesting service as of December 31, 2003, and twenty years of vesting service at date of termination; or individuals who were Participants on June 1, 1994, were hired after the age of 45 and who have completed 10 years of vesting service. Early retirement benefits are payable for the Participant's lifetime. Maximum benefit is \$4,167 for those retiring between January 1, 2003 and October 1, 2020, and \$5,000 for those retiring after October 1, 2020. In the event the Participant's death precedes that of his or her spouse, one-half of the Participant's pension will be continued to the spouse for his or her lifetime or until remarried.

An active Participant of the Plan who neither has a right to a Deferred Vested Pension under the Plan nor is drawing a monthly Pension from the Plan may repurchase the period or periods of prior Service he or she served under this Plan. The amount which the Participant must deposit into the fund shall equal the present value, on the date of repayment, of the increase in the present value of the Participant's Accrued Benefit under the Plan which results from the Participant's repurchased service. A Participant who requests the calculation of the amount needed to repurchase prior Service shall bear the cost of the calculation, regardless of whether the Participant actually chooses to make such repurchase. The repayment of Participant contributions shall be deemed an after-tax contribution under the Plan.

A Participant shall be eligible for a deferred vested pension if his employment is terminated for reasons other than death, disability or any of the aforementioned retirement provisions on or after five (5) or more years of service and prior to age sixty-five (65). Payment of the deferred vested pension is to commence at age sixty-five (65). If the Participant has completed at least ten (10) years of service, the deferred vested pension may commence at age fifty-five (55).

A Participant who meets the requirements for a deferred vested pension shall receive a non-forfeitable right to the accrued pension benefit payable monthly in accordance with the following schedule:

Years of Vesting Service	Percentage %
Less than 5	0%
5	50%
6	60%
7	70%
8	80%
9	90%
10 or more	100%

If the payment commences prior to age sixty-five (65), the amount determined above shall be reduced by 1/180th for each of the first sixty (60) months and 1/360th for each additional month by which the starting date of pension payment precedes age sixty-five (65).

**CITY OF GALVESTON EMPLOYEES' RETIREMENT PLAN FOR CITY EMPLOYEES**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**A. Description of the Plan (continued)**

**Optional Forms of Benefits**

A Participant who takes normal or early retirement or receives a vested termination benefit under the Plan may elect to receive a lump sum distribution of his or her accumulated contributions and a reduced monthly benefit. If the single sum value of a Participant's benefit is less than \$15,000, the Participant may elect to receive the entire value of his or her accrued benefit paid in a lump sum.

**Severance Benefits**

The minimum severance benefit is a refund of the Participant's accumulated contributions. After becoming eligible to receive benefits, a retired Participant may elect to receive a refund of his contribution accumulation, if any. Such election must be made prior to the commencement of any benefit payments and the Participant forfeits any further rights or benefits under the Plan. Payments of a Participant's contribution accumulation and other single-sum benefits shall be paid in one lump sum or in installments without interest accruing thereon.

**Disability Benefits**

A Participant, regardless of the Participant's age and years of service, terminated by reason of total and permanent disability, is eligible for a monthly pension, payable until death or when the disability ceases, whichever occurs earlier, commencing upon the latter of certification of the disability or 90 days after date of disability. The pension amount prior to age sixty-five (65) is calculated at 60% of the Participant's monthly rate of pay at the time of the disability, reduced by any workers' compensation, Railroad Retirement or any other disability plan payments, excluding primary social security disability. The pension amount will not exceed One Thousand Five Hundred Dollars (\$1,500) per month. On and after age sixty-five (65), the pension amount is calculated as for normal retirement benefits assuming a constant rate of pay and service from disability to age sixty-five (65).

**Death Benefits**

The minimum in-service death benefit after completing five (5) years of service will be Two Thousand Five Hundred Dollars (\$2,500) or the Participant's contribution accumulation, whichever is greater, less any payments paid to or on behalf of the deceased.

The Plan provides for a monthly pension for a surviving spouse or dependent children, if the Participant should die while actively employed and has completed five (5) or more years of service. The monthly benefit, commencing on the first day of the month after the date of death, payable for life or until remarriage, whichever occurs earlier, is equal to fifty percent (50%) of the normal retirement benefits considering average compensation and service at date of death. In the event of surviving children and no surviving spouse, or surviving dependent children upon the death of the surviving spouse, each dependent child is eligible for a monthly pension, payable until the attainment of age eighteen (18) or until such child's death prior to attaining age eighteen (18). If there is more than one child under the age eighteen (18), then such benefit is divided proportionately among those children under age eighteen (18) at the time of Participant's death.

**CITY OF GALVESTON EMPLOYEES' RETIREMENT PLAN FOR CITY EMPLOYEES**  
*NOTES TO THE FINANCIAL STATEMENTS (continued)*

**A. Description of the Plan (continued)**

**Participation Summary Data**

Below is a summary of the participant data for the Plan as of December 31, 2020, the date of the Plan's last actuarial valuation:

Retirees and beneficiaries currently receiving benefits	367
Inactive employees entitled to only a refund of contributions	180
Inactive employees entitled to but not receiving benefits	65
Active employees	516
<b>Total Participants</b>	<u><u>1,128</u></u>

**B. Summary of Significant Accounting Policies**

**Basis of Accounting**

The Plan's financial statements are prepared using the accrual basis of accounting.

**Contributions**

Plan Participant contributions are recognized in the period in which the contributions are due. Employer contributions are recognized when due and the employer has made a formal commitment to provide the contributions.

The City and Employees currently contribute 9 percent and 6 percent, respectively of covered compensation to the pension plan.

**Benefit payments**

Benefits and refunds are recognized when due and payable in accordance with the terms of the Plan.

**Use of Estimates**

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

**Fair Value**

Plan investments are presented at fair value or estimated fair value. Fair value measurements are based on the hierarchy established by generally accepted accounting principles.

Investments are reported at fair value. Fair value measurements are based on the hierarchy established by generally accepted accounting principles. The fair value hierarchy, which has three levels, is based on the valuation inputs used to measure an asset's fair value: Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; level 3 inputs are significant unobservable inputs.

**CITY OF GALVESTON EMPLOYEES' RETIREMENT PLAN FOR CITY EMPLOYEES**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**B. Summary of Significant Accounting Policies (continued)**

**Administrative Expenses**

The Plan pays all administrative expenses incurred in the administration of the Plan, including expenses and fees of the trustee. All fees are paid from the trust fund. Expenses are recorded when incurred.

**Refunds Paid**

Participants are eligible for a refund of their contributions upon termination of service. No interest is paid on refunds. Terminated employees must request a refund of contributions. Contribution refunds are recorded when paid.

**C. Cash, Investments and Related Activity**

**Cash and Cash Equivalents**

The Plan considers all highly liquid investments with a maturity of three months or less when purchased to be cash equivalents. Cash equivalents consist of money market funds. Cash balances were covered by federal depository insurance and/or by collateral held by the Plan's agent in the Plan's name.

**Investments**

The Plan's investment policy provides for investments in fixed income securities and equities. Statutes of the State of Texas authorize the Plan to invest surplus funds in a manner provided by the Government Code, Chapter 802, Subchapter C. The Plan's investment policy provides for investments in fixed income securities and equities. Statutes of the State of Texas authorize the Plan to invest surplus funds in a manner provided by the Government Code, Chapter 802, Subchapter C.

Investments are reported at fair value. Fair value measurements are based on the hierarchy established by generally accepted accounting principles. The fair value hierarchy, which has three levels, is based on the valuation inputs used to measure an asset's fair value: Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; level 3 inputs are significant unobservable inputs.

The Plan's investments at fair value measurements are as follows at December 31, 2020:

<b>Plan Asset</b>	<b>Level 1 Inputs</b>	<b>Level 2 Inputs</b>	<b>Level 3 Inputs</b>	<b>Percentage of Total</b>
Money Market Mutual Fund	\$ 1,465,093	\$ -	\$ -	2%
Domestic equity mutual Funds	45,667,345	-	-	72%
Domestic fixed income mutual funds	13,570,397	-	-	22%
International fixed income funds	2,341,391	-	-	4%
	<u>\$ 63,044,226</u>	<u>\$ -</u>	<u>\$ -</u>	<u>100%</u>

**CITY OF GALVESTON EMPLOYEES' RETIREMENT PLAN FOR CITY EMPLOYEES**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**C. Cash, Investments and Related Activity (continued)**

**Custodial Credit Risk**

For an investment, custodial credit risk is the risk that, in the event of the failure of the counterparty, the Plan will not be able to recover the value of its investment or collateral securities that are in the possession of an outside party. Investment securities are exposed to custodial credit risk if the securities are uninsured, are not registered in the name of the Plan, and are held by either the counterparty or the counterparty's trust department or agent but not in the Plan's name. At December 31, 2020, the Plan's investments that were not subject to custodial credit risk were the investments in corporate and foreign bonds and common equity and preferred stock securities as they are registered in the name of the Plan and held by the agent.

**Concentration of Credit Risk**

The allocations of assets among various asset classes are set by the board. The Plan will contract with investment managers to use different investment approaches but maintain a balanced portfolio. Statutes of the State of Texas authorize the Plan to invest surplus funds in a manner provided by the Government Code, Chapter 802, Subchapter C. The Plan provides that no more than 10% of the Plan's market value will be invested in any one common equity security and no more than 30% of the market value will be invested in any one industry.

The following was the Board's adopted asset allocation policy as of December 31, 2020:

<b>Asset Class</b>	<b>Minimum</b>	<b>Maximum</b>
Equities	25%	70%
Fixed Income	25%	60%
Alternatives	0%	30%
Cash	1%	50%

The plan's assets are allocated in the following manner at December 31, 2020:

<b>Plan Asset</b>	<b>Fair Value</b>	<b>Percentage of Total Portfolio</b>
Money market funds	\$ 1,465,093	2%
Domestic equity mutual Funds	45,667,345	72%
Domestic fixed income mutual funds	13,570,397	22%
International fixed income funds	2,341,391	4%
Total Investments at fair value	\$ 63,044,226	100%

**CITY OF GALVESTON EMPLOYEES' RETIREMENT PLAN FOR CITY EMPLOYEES**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**C. Cash, Investments and Related Activity (continued)**

**Rate of Return**

For the year ended December 31, 2020, the annual money-weighted rate of return on pension plan investments, net of pension plan investment expense, was 10.93% percent. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

**Interest Rate Risk**

The Plan's investment policy does not address interest rate risk beyond the applicable investments above as defined by state statutes and provisions. Information about the exposure of the Plan's debt type investments to this risk, using the segmented time distribution model is as follows:

The Plan's portfolio at December 31, 2020, is allocated in the following manner:

Investment Type	Investment Maturities (in Years)			
	Fair Value	Less than 1	6-10	>10
Money Market Mutual Fund	\$ 1,465,093	\$ 1,465,093	\$ -	\$ -
Domestic fixed income funds	13,570,397	-	-	13,570,397
International fixed income funds	2,341,391	-	-	2,341,391
	<u>\$ 17,376,881</u>	<u>\$ 1,465,093</u>	<u>\$ -</u>	<u>\$ 15,911,788</u>

**Credit Risk**

Generally, credit risk is the risk that an issuer of a debt-type investment will not fulfill its obligations to the holder of the investment. This is measured by assignment of a rating by a nationally recognized rating organization. The Plan's investment policy allows for investment in bonds rated BBB (or equivalent) or better. Below investment grade allocation in excess of 25% of the aggregate fixed income portfolio must have approval from the Board. The Plan's debt investments' ratings at December 31, 2020, are presented below:

Quality Ratings	Fair Value - Rated Debt Investments		
	Money Market Mutual Fund	Fixed income mutual funds	Totals
AAA	\$ 1,465,093	\$ 6,788,873	\$ 8,253,966
AA	-	556,994	556,994
A	-	1,791,135	1,791,135
BBB	-	3,087,309	3,087,309
BB	-	629,538	629,538
B and under	-	238,741	238,741
Unrated	-	2,819,198	2,819,198
Total Fair Value	<u>\$ 1,465,093</u>	<u>\$ 15,911,788</u>	<u>\$ 17,376,881</u>

**CITY OF GALVESTON EMPLOYEES' RETIREMENT PLAN FOR CITY EMPLOYEES**  
*NOTES TO THE FINANCIAL STATEMENTS (continued)*

**D. Net Pension Liability**

The components of the net pension liability of the plan at December 31, 2020 were as follows:

Total pension liability	\$ 74,747,692
Plan fiduciary net position	<u>(63,044,226)</u>
Plan net pension liability	<u>\$ 11,703,466</u>

Plan fiduciary net position as a percentage of the total pension liability	84.34%
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**Actuarial Assumptions**

The total pension liability was determined by an actuarial valuation as of December 31, 2020 using the following actuarial assumptions:

Investment rate of return	7.25%	net of pension plan investment expense, including inflation
Inflation	2.75%	
Annual pay increases	2.75%	per year, plus promotion, step and longevity increases that vary by service

The mortality rates were based on the PubG-2010 below median income mortality tables for employees and for retirees (sex distinct) projected for mortality improvement generationally using the projection scale MP-2018.

**CITY OF GALVESTON EMPLOYEES' RETIREMENT PLAN FOR CITY EMPLOYEES**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**D. Net Pension Liability (continued)**

**Long Term Expected Rate of Return**

The long-term expected rate of return on pension plan investments is reviewed for each annual actuarial valuation and was determined using a building-block method in which expected future net real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These components are combined to produce the long-term expected rate of return by weighting the expected future net real rates of return by the current asset allocation percentage (currently resulting in 4.88%) and by adding expected inflation (2.75%). In addition, the final 7.25% assumption was selected by rounding down and thereby reflects a reduction of 0.38% for adverse deviation. The current allocation and expected arithmetic net real rates of return for each major asset class are summarized in the following table:

<b>Asset Class</b>	<b>Current Allocation</b>	<b>Long-Term Expected Net Real Rate of Return</b>
Equities		
Large cap domestic	30.5%	6.21%
Mid cap domestic	17.4	6.75
Small cap domestic	8.5	6.74
International developed	4.9	6.73
Emerging markets	2.7	8.19
Fixed income		
Core	17.1	1.47
Global	3.7	1.72
Multisector	4.4	1.80
Alternatives	8.5	3.49
Cash	2.3	0.20
Total	100%	
Weighted Average		4.88%

**Discount Rate**

The discount rate used to measure the total pension liability was 7.25%. No projection of cash flows was used to determine the discount rate because the December 31, 2020 actuarial valuation showed that expected contributions would pay the normal cost and amortize the unfunded actuarial accrued liability (UAAL) in 16 years. Because of the 16-year amortization period of the UAAL, the pension plan's fiduciary net position is expected to be available to make all projected future benefit payments of current active and inactive members. Therefore, the long-term expected rate of return on pension plan investments of 7.25% was applied to all periods of projected benefit payments as the discount rate to determine the total pension liability.

**CITY OF GALVESTON EMPLOYEES' RETIREMENT PLAN FOR CITY EMPLOYEES**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**D. Net Pension Liability (continued)**

**Sensitivity of Net Pension Liability to Changes in the Discount Rate**

The following presents the net pension liability of the City, calculated using the discount rate of 7.25% as well as what the City's net pension liability would be if it were to be calculated using the discount rate that is 1 percentage-point lower (6.25%) or 1 percentage-point higher (8.25%) than the current rate:

	<b>1% Decrease (6.25%)</b>	<b>Current Discount Rate (7.25%)</b>	<b>1% Increase (8.25%)</b>
Net pension liability	\$ 20,285,343	\$ 11,703,466	\$ 4,472,532

**E. Tax Status**

The Plan obtained its latest determination letter dated June 9, 2011, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code Section 401(a) and that, therefore, the Plan is tax-exempt.

**F. Plan Termination**

Although the Board has not expressed any intent to terminate the Plan, upon complete or partial termination of the Plan, each affected Member's accrued benefit, based on his years of Service and Average Monthly Compensation prior to that date of such termination, shall become fully vested and non-forfeitable to the extent then funded.

**G. Risks and Uncertainties**

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of net assets available for benefits.

**H. Commitments and Contingencies**

As described in Note A, eligible participants are entitled to payment of their accumulated contributions upon termination. As of December 31, 2020, aggregate contributions were approximately \$10.4 million.

**I. Administrative Expenses**

Administrative expenses are paid from Plan assets and were comprised of the following for the year ended December 31, 2020:

	<b>2020</b>
Actuarial services	\$ 42,442
Legal fees	10,146
Accounting and consulting fees	63,775
Audit fees	15,100
Other	3,347
	<u>\$ 134,810</u>

**REQUIRED SUPPLEMENTARY INFORMATION  
(UNAUDITED)**

**REQUIRED SUPPLEMENTARY INFORMATION**

**SCHEDULE OF CHANGES IN THE CITY OF GALVESTON'S EMPLOYEES'**

**RETIREMENT PLAN FOR EMPLOYEES**

**NET PENSION LIABILITY AND RELATED RATIOS**

**Last Seven Measurement Years**

	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>
Total pension liability				
Service costs (Pension benefits)	\$ 2,399,935	\$ 2,315,618	\$ 2,157,580	\$ 1,982,697
Interest on pension liability	5,238,969	4,953,301	4,640,796	4,423,875
Changes of benefit terms	1,404,762	-	735,115	-
Differences between expected and actual experience	(396,840)	(120,010)	(365,588)	636,348
Changes of assumptions	-	-	1,531,884	33,335
Benefit payments, including refunds of member contributions	(4,712,170)	(4,683,296)	(4,411,522)	(4,106,737)
Net change in total pension liability	3,934,656	2,465,613	4,288,265	2,969,518
Total pension liability - beginning	70,813,036	68,347,423	64,059,158	61,089,640
Total pension liability - ending {a}	<u>\$ 74,747,692</u>	<u>\$ 70,813,036</u>	<u>\$ 68,347,423</u>	<u>\$ 64,059,158</u>

**Plan fiduciary net position**

Contributions - employer	\$ 2,486,763	\$ 2,424,690	\$ 2,367,759	\$ 2,274,927
Contributions - member	1,658,767	1,616,461	1,578,505	1,518,519
Net investment income	6,247,770	9,791,491	(2,431,839)	6,356,393
Benefit payments, including refunds of member contributions	(4,712,170)	(4,683,296)	(4,411,522)	(4,106,737)
Administrative expenses	(134,810)	(165,769)	(138,864)	(133,006)
Net change in plan fiduciary net position	5,546,320	8,983,577	(3,035,961)	5,910,096
Plan fiduciary net position - beginning	57,497,906	48,514,329	51,550,290	45,640,194
Plan fiduciary net position - ending {b}	63,044,226	57,497,906	48,514,329	51,550,290
Net pension liability - ending {a} - {b}	<u>\$ 11,703,466</u>	<u>\$ 13,315,130</u>	<u>\$ 19,833,094</u>	<u>\$ 12,508,868</u>

Fiduciary net position as a percentage of the total pension liability

	84.3%	81.2%	71.0%	80.5%
Covered employee payroll	\$ 27,646,117	\$ 26,941,018	\$ 26,308,417	\$ 25,308,650
Fund's net pension liability as a percentage of covered payroll	42.3%	49.4%	75.4%	49.4%
Annual Money Weighted Net Rate of Return	10.93%	20.35%	-4.75%	14.00%

Note to Schedule: Covered payroll is estimated using employee contributions divided by the contribution percentage.

Note: GASB 67 was implemented in fiscal year 2014, therefore information for entire ten years is not available.

**REQUIRED SUPPLEMENTARY INFORMATION**  
**SCHEDULE OF CHANGES IN THE CITY OF GALVESTON'S EMPLOYEES'**  
**RETIREMENT PLAN FOR EMPLOYEES**  
**NET PENSION LIABILITY AND RELATED RATIOS**  
*Last Seven Measurement Years*

	<u>2016</u>	<u>2015</u>	<u>2014</u>
Total pension liability			
Service costs (Pension benefits)	\$ 1,782,456	\$ 2,036,695	\$ 2,184,793
Interest on pension liability	4,388,324	4,465,817	4,291,727
Changes of benefit terms	-	-	-
Differences between expected and actual experience	(1,388,765)	(932,848)	-
Changes of assumptions	1,539,868	1,385,114	-
Benefit payments, including refunds of member contributions	<u>(3,921,559)</u>	<u>(4,102,964)</u>	<u>(3,820,447)</u>
Net change in total pension liability	2,400,324	2,851,814	2,656,073
Total pension liability - beginning	<u>58,689,316</u>	<u>55,837,502</u>	<u>53,181,429</u>
Total pension liability - ending {a}	<u>\$ 61,089,640</u>	<u>\$ 58,689,316</u>	<u>\$ 55,837,502</u>
 <b>Plan fiduciary net position</b>			
Contributions - employer	\$ 2,059,527	\$ 1,968,772	\$ 1,836,025
Contributions - member	1,371,184	1,315,516	1,224,018
Net investment income	3,333,830	(856,751)	1,803,409
Benefit payments, including refunds of member contributions	(3,921,559)	(4,102,964)	(3,820,447)
Administrative expenses	<u>(145,136)</u>	<u>(127,457)</u>	<u>(123,414)</u>
Net change in plan fiduciary net position	2,697,846	(1,802,884)	919,591
Plan fiduciary net position - beginning	<u>42,942,348</u>	<u>44,745,232</u>	<u>43,825,641</u>
Plan fiduciary net position - ending {b}	<u>45,640,194</u>	<u>42,942,348</u>	<u>44,745,232</u>
Net pension liability - ending {a} - {b}	<u>\$ 15,449,446</u>	<u>\$ 15,746,968</u>	<u>\$ 11,092,270</u>
Fiduciary net position as a percentage of the total pension liability	74.7%	73.2%	80.1%
Covered employee payroll	\$ 22,853,067	\$ 21,925,267	\$ 20,400,300
Fund's net pension liability as a percentage of covered payroll	67.6%	71.8%	54.4%
Annual Money Weighted Net Rate of Return	7.82%	-1.94%	4.16%

Note to Schedule: Covered payroll is estimated using employee contributions divided by the contribution percentage.

Note: GASB 67 was implemented in fiscal year 2014, therefore information for entire ten years is not available.



**CITY OF GALVESTON EMPLOYEES' RETIREMENT PLAN FOR EMPLOYEES**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**SCHEDULE OF THE CITY OF GALVESTON'S CONTRIBUTIONS**  
*Last Ten Calendar Years*

	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>
Actuarially determined employer contribution	\$ 2,488,151	\$ 2,424,690	\$ 2,367,759	\$ 2,277,779	\$ 2,056,776
Contributions in relation to the actuarially required contribution	<u>2,486,763</u>	<u>2,424,690</u>	<u>2,367,759</u>	<u>2,274,927</u>	<u>2,059,527</u>
Contribution deficiency (excess)	<u>\$ 1,388</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 2,852</u>	<u>\$ (2,751)</u>
Covered payroll	\$ 27,646,117	\$ 26,941,018	\$ 26,308,417	\$ 25,308,650	\$ 22,853,067
Contributions as a percentage of covered payroll	9.0%	9.0%	9.0%	9.0%	9.0%
	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>
Actuarially required contribution	\$ 1,728,814	\$ 2,040,170	\$ 2,108,505	\$ 2,026,248	\$ 1,786,959
Contributions in relation to the actuarially required contribution	<u>1,968,772</u>	<u>1,836,025</u>	<u>1,583,356</u>	<u>1,616,976</u>	<u>1,645,622</u>
Contribution deficiency (excess)	<u>\$ (239,958)</u>	<u>\$ 204,145</u>	<u>\$ 525,149</u>	<u>\$ 409,272</u>	<u>\$ 141,337</u>
Covered-employee payroll	\$ 21,925,267	\$ 20,400,300	\$ 17,592,844	\$ 17,966,400	\$ 18,284,689
Contributions as a percentage of covered payroll	9.0%	9.0%	9.0%	9.0%	9.0%

**CITY OF GALVESTON EMPLOYEES' RETIREMENT PLAN FOR EMPLOYEES** *Page 1 of 3*  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**NOTES TO SCHEDULE OF CONTRIBUTIONS**  
**Last Seven Calendar Years**

Valuation date:	December 31, 2020	December 31, 2019	December 31, 2018
Methods and assumptions used to determine contribution rates:			
Asset valuation method	Fair Value	Fair Value	Fair Value
Actuarial cost method	Entry Age	Entry Age	Entry Age
Amortization method	Level percentage of payroll, open	Level percentage of payroll, open	Level percentage of payroll, open
Inflation	2.75%	2.75%	2.75%
Investment rate of return	7.25%	7.25%	7.25%
Administrative expense	0.6% of payroll	0.6% of payroll	0.6% of payroll
Salary increases	2.75% plus promotion, step and longevity increases that vary by service	2.75% plus promotion, step and longevity increases that vary by service	2.75% plus promotion, step and longevity increases that vary by service
Mortality Rates:	Mortality rates were based on the PubG-2010 below-medium income tables for employees and for retirees, projected for mortality improvement generationally using the projection scale MP-2018	Mortality rates were based on the PubG-2010 below-medium income tables for employees and for retirees, projected for mortality improvement generationally using the projection scale MP-2018	Mortality rates were based on the PubG-2010 below-medium income tables for employees and for retirees, projected for mortality improvement generationally using the projection scale MP-2018
Retirement Rates	Early retirement is allowed for employees who terminate (a) at age 55 to 64 with at least 10 years of service or (b) at age 62 to 64 with at least five years of service. A retirement benefit that commences before age 65 is reduced by a formula that approximates actuarially equivalent reduction.	Early retirement is allowed for employees who terminate (a) at age 55 to 64 with at least 10 years of service or (b) at age 62 to 64 with at least five years of service. A retirement benefit that commences before age 65 is reduced by a formula that approximates actuarially equivalent reduction.	Early retirement is allowed for employees who terminate (a) at age 55 to 64 with at least 10 years of service or (b) at age 62 to 64 with at least five years of service. A retirement benefit that commences before age 65 is reduced by a formula that approximates actuarially equivalent reduction.

**CITY OF GALVESTON EMPLOYEES' RETIREMENT PLAN FOR EMPLOYEES** *Page 2 of 3*  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**NOTES TO SCHEDULE OF CONTRIBUTIONS**  
**Last Seven Calendar Years**

Valuation date:	December 31, 2017	December 31, 2016	December 31, 2015
Methods and assumptions used to determine contribution rates:			
Asset valuation method	Fair Value	Fair Value	Fair Value
Actuarial cost method	Entry Age	Entry Age	Entry Age
Amortization method	Level percentage of payroll, open	Level percentage of payroll, open	Level percentage of payroll, open
Inflation	2.75%	3.00%	3.25%
Investment rate of return	7.25%	7.25%	7.50%
Administrative expense	0.6% of payroll	0.6% of payroll	0.6% of payroll
Salary increases	2.75% plus promotion, step and longevity increases that vary by service	3.00% plus promotion, step and longevity increases that vary by service	3.25% plus promotion, step and longevity increases that vary by service
Mortality Rates:	Mortality assumption consisting of the PubG-2010 below median income tables for employees and for retirees, projected for mortality improvement generationally using the projection scale MP-2018	Mortality rates were based on the RP-2000 Combined Healthy Mortality Tables for males and for females (sex distinct) projected to 2024 by scall AA.	Mortality rates were based on the RP-2000 Combined Healthy Mortality Tables for males and for females (sex distinct) projected to 2024 by scall AA.
Retirement Rates	Early retirement is allowed for employees who terminate (a) at age 55 to 64 with at least 10 years of service or (b) at age 62 to 64 with at least five years of service. A retirement benefit that commences before age 65 is reduced by a formula that approximates actuarially equivalent reduction.	Early retirement is allowed for employees who terminate (a) at age 55 to 64 with at least 10 years of service or (b) at age 62 to 64 with at least five years of service. A retirement benefit that commences before age 65 is reduced by a formula that approximates actuarially equivalent reduction.	Early retirement is allowed for employees who terminate (a) at age 55 to 64 with at least 10 years of service or (b) at age 62 to 64 with at least five years of service. A retirement benefit that commences before age 65 is reduced by a formula that approximates actuarially equivalent reduction.

**CITY OF GALVESTON EMPLOYEES' RETIREMENT PLAN FOR EMPLOYEES** *Page 3 of 3*  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**NOTES TO SCHEDULE OF CONTRIBUTIONS**  
**Last Seven Calendar Years**

Valuation date: December 31, 2014

Methods and assumptions used to determine contribution rates:

Asset valuation method	Fair Value
Actuarial cost method	Entry Age Service Actuarial Cost Method
Amortization method	Level percentage of payroll, closed.
Inflation	3.00%
Investment rate of return	8.00%
Administrative expense	Assumed to increase 4.0% per year.
Salary increases	5.25% per year, compounded annually

Mortality Rates: Employee and healthy annuitant combined rates from the RP-2000 Mortality Table, projected to 2015 using Scale AA, with the separate rates for males and females.

Retirement Rates: Active members are assumed to retire once they have both attained age 65 and completed at least 5 years of service. Active members who have already reached their assumed retirement age are assumed to retire on the valuation date.