

**CITY OF ATLANTA, GEORGIA  
FIREFIGHTERS' PENSION PLAN**

Financial Statements and Required Supplemental Schedules

June 30, 2020 and 2019

(With Independent Auditors' Report Thereon)



**CITY OF ATLANTA, GEORGIA  
FIREFIGHTERS' PENSION PLAN**

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## Independent Auditors' Report

The Board of Trustees  
City of Atlanta, Georgia  
Firefighters' Pension Plan:

### *Report on the Financial Statements*

We have audited the accompanying financial statements of the City of Atlanta, Georgia Firefighters' Pension Plan (the Plan), a component unit of the City of Atlanta, Georgia, as of and for the years ended June 30, 2020 and 2019, and the related notes to the financial statements, which collectively comprise the Plan's basic financial statements as listed in the table of contents.

### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with U.S. generally accepted accounting principles; 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 audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America and the standards applicable to the financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

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

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

### *Opinion*

In our opinion, the financial statements referred to above present fairly, in all material respects, the fiduciary net position of the City of Atlanta, Georgia Firefighters' Pension Plan, a component unit of the City of Atlanta, Georgia, as of June 30, 2020 and 2019, and the changes in its fiduciary net position for the years then ended in accordance with U.S. generally accepted accounting principles.



*Other Matter*

Required Supplementary Information

U.S. generally accepted accounting principles require that the Management's Discussion and Analysis on pages 3 to 8 and the Schedule of Changes in Net Pension Liability, Schedule of Net Pension Liability and Related Ratios, Schedule of Employer Contributions and Schedule of Investment Returns on pages 31 to 35 to be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated December 16, 2020, on our consideration of the Plan's internal control over financial reporting and on our test of its compliance with certain provisions of laws, regulations, contracts and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Plan's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Plan's internal control over financial reporting and compliance.

KPMG LLP

Atlanta, Georgia  
December 16, 2020

**CITY OF ATLANTA, GEORGIA**  
**FIREFIGHTERS' PENSION PLAN**  
Management's Discussion and Analysis (Unaudited)  
June 30, 2020 and 2019

As management, we offer readers of the Firefighters' Pension Plan (the Plan) financial statements this narrative overview and analysis of the financial activities of the Plan for the years ended June 30, 2020 and 2019. This overview compares the years ended June 30, 2020 and 2019 and the years ended June 30, 2019 and 2018. Readers are encouraged to read the notes to the financial statements in conjunction with the financial statements presented, following this narrative.

In December 2017, the City of Atlanta (the City) adopted legislation to combine the management of its three separate pension plans and create one board of trustees to be known as the City of Atlanta Defined Benefit Pension Plan Investment Board (The Board) in order to improve administrative efficiency, governance and investment returns. The City consolidated and set minimum requirements for the Investment Board of Trustees of the three Pension Plans in order to optimize investment returns, establish national leadership in pension management best practices, and increase the City revenues available for compensation of active employees.

The Plan is administered as a single-employer, defined-benefit plan by the Board, which includes the Chair who is an appointee of the Mayor, the Mayor or a designee serving as Vice Chair of the Investment Board, three city council members appointed by the Mayor, two city council members appointed by the President of the Atlanta City Council, one member appointed by the Atlanta Board of Education (School System), one member appointed by the Mayor who is a participant in any of the three Plans, the City's Chief Financial Officer, the Human Resources Commissioner, and four members elected by active and retired participants as follows: one from the City of Atlanta, Georgia General Employees' Pension Plan, one from the Atlanta Public Schools General Employees Pension Plan, one from the City of Atlanta, Georgia Firefighters' Pension Plan and one from the City of Atlanta, Georgia Police Officers' Pension Plan. Each pension law modification must be adopted by at least two-thirds vote of the City Council and be approved by the Mayor.

**Financial Highlights**

- At June 30, 2020, the assets of the Plan exceeded its liabilities by \$716.4 million. At June 30, 2019, the assets of the Plan exceeded its liabilities by \$727.3 million. This amount represents the Plan's net position for each year.
- The Plan's total net position decreased in 2020 by \$10.9 million or 1.5% as compared with net position at June 30, 2019. The Plan's total net position increased in 2019 by \$9.2 million or 1.3% as compared with net position at June 30, 2018.
- Net investment income in fiscal year 2020 was \$19.5 million. This is a \$12.7 million decrease compared to fiscal year 2019 net investment income of \$32.1 million. Net investment income decreased in 2019 by \$36.2 million compared to fiscal year 2018.
- Contributions received from employer and employees totaled \$21.8 million in 2020 as compared to \$27.2 million in fiscal year 2019.
- Benefit payments in 2020 totaled \$51.7 million, an increase of \$1.9 million or 3.7% when compared with fiscal year 2019. Benefits payments in 2019 totaled \$49.8 million, an increase of \$2.9 million or 6.2% when compared with fiscal year 2018.

**CITY OF ATLANTA, GEORGIA**  
**FIREFIGHTERS' PENSION PLAN**  
Management's Discussion and Analysis (Unaudited)

June 30, 2020 and 2019

**Fiduciary funds.** The Plan is considered a fiduciary fund of the City of Atlanta, Georgia (the City) and its financial statements are included in the City's Comprehensive Annual Financial Report (CAFR) as part of the Pension Trust Fund. The City's CAFR for the years ended June 30, 2020 and 2019 should be read in conjunction with these financial statements.

Fiduciary funds are used to account for resources held for the benefit of parties outside the government, but over which the government maintains a meaningful degree of ongoing responsibility. The financial statements of fiduciary funds are presented using the economic resources measurement focus, or full accrual basis of accounting, similar to private sector businesses.

Directly following this management discussion and analysis are the *basic financial statements*. The basic financial statements and required notes to the financial statements are prepared in accordance with accounting principles and reporting guidelines as set forth by the Governmental Accounting Standards Board (GASB).

*Basic financial statements* comprise the following:

The *Statement of Fiduciary Net Position* presents information on the assets and liabilities of the Plan, with the difference between the two reported as *net position*. The investments of the Plan in this statement are presented at fair value.

The *Statement of Changes in Fiduciary Net Position* presents information showing how the Plan's net position changed during the fiscal year. All changes in net position are reported as soon as the underlying events giving rise to the changes occur, *regardless of the timing of the related cash flows*. Changes would include investment income, employee and employer contributions to the Plan, benefit payments to members, and administrative expenses.

The *Notes to the Financial Statements* provide additional information that is essential to a full understanding of the data provided in the Plan's financial statements. The notes can be found following the financial statements in this report.

**Required Supplementary Information.** In addition to the basic financial statements, this report also presents certain *required supplementary information* concerning the changes in net pension liability, net pension liability and related ratios, employer contributions and the Plan's money-weighted investment rate of return. Required supplementary information and related notes can be found following the notes to the financial statements in this report.

**Financial Analysis**

The net position may serve over time as an indicator of financial stability. In the case of the Plan, assets exceeded liabilities by \$716.4 million and \$727.3 million at the close of the years ended June 30, 2020 and 2019, respectively. Table 1 summarizes the major categories of assets, liabilities, and net position. Table 2 summarizes the changes in the Plan's net position for the years ended June 30, 2020, 2019 and 2018.

**CITY OF ATLANTA, GEORGIA**  
**FIREFIGHTERS' PENSION PLAN**  
Management's Discussion and Analysis (Unaudited)  
June 30, 2020 and 2019

**Table 1.** Firefighters' Pension Plan Net Position, as of June 30, 2020 and June 30, 2019 and June 30, 2019 and June 30, 2018 (dollars in thousands):

	<b>June 30</b>		<b>Amount change</b>	<b>Percentage change</b>
	<b>2020</b>	<b>2019</b>		
Assets:				
Cash and deposits	\$ 14,753	\$ 9,387	5,366	57.2 %
Receivables	2,199	4,637	(2,438)	(52.6)
Investments	707,046	714,643	(7,597)	(1.1)
Total assets	<u>723,998</u>	<u>728,667</u>	<u>(4,669)</u>	<u>(0.6)</u>
Liabilities:				
Due to brokers for securities purchased	6,699	759	5,940	782.6
Other	881	564	317	56.3
Total liabilities	<u>7,580</u>	<u>1,323</u>	<u>6,257</u>	<u>473.0</u>
Net position restricted for pensions	<u>\$ 716,418</u>	<u>727,344</u>	<u>(10,926)</u>	<u>(1.5)%</u>
	<b>June 30</b>		<b>Amount change</b>	<b>Percentage change</b>
	<b>2019</b>	<b>2018</b>		
Assets:				
Cash and cash equivalents	\$ 9,387	14,662	(5,275)	(36.0)%
Receivables	4,637	3,536	1,101	31.1
Investments	714,643	702,077	12,566	1.8
Total assets	<u>728,667</u>	<u>720,275</u>	<u>8,392</u>	<u>1.2</u>
Liabilities:				
Due to brokers for securities purchased	759	1,575	(816)	(51.8)
Other	564	567	(3)	(0.5)
Total liabilities	<u>1,323</u>	<u>2,142</u>	<u>(819)</u>	<u>(38.2)</u>
Net position restricted for pensions	<u>\$ 727,344</u>	<u>718,133</u>	<u>9,211</u>	<u>1.3 %</u>

The net position of the Plan decreased by \$10.9 million or 1.5% during 2020 when compared to fiscal 2019. This is primarily attributable to a decrease in net investment income when compared to fiscal year 2019. Total assets for the Plan decreased by \$4.7 million or 0.6% compared to fiscal year 2019. Total cash and deposits increased by \$5.4 million compared to fiscal year 2019. Cash and investments represent 99.7% of total assets as of June 30, 2020, as compared to 99.4% as of June 30, 2019. The plan liabilities do not include future benefits payable to plan participants; however an actuarially determined estimate of this amount is included in the Required Supplementary Information section of this report.

**CITY OF ATLANTA, GEORGIA**  
**FIREFIGHTERS' PENSION PLAN**  
Management's Discussion and Analysis (Unaudited)  
June 30, 2020 and 2019

**Table 2.** Firefighters' Pension Plan Changes in Net Position, years ended June 30, 2020, June 30, 2019, and June 30, 2018 (dollars in thousands):

	<u>June 30</u>		<u>Amount change</u>	<u>Percentage change</u>
	<u>2020</u>	<u>2019</u>		
Additions to plan net position:				
Investment income:				
Net appreciation				
in fair value of investments	\$ 15,013	27,440	(12,427)	(45.3)%
Interest and dividends	5,921	6,069	(148)	(2.4)
Less investment expenses	<u>(1,445)</u>	<u>(1,363)</u>	<u>(82)</u>	<u>(6.0)</u>
Net investment income	19,489	32,146	(12,657)	(39.4)
Employee contributions	6,130	5,980	150	2.5
Employer contributions	15,626	21,194	(5,568)	(26.3)
Other Income	48	—	48	100
Total additions	<u>41,293</u>	<u>59,320</u>	<u>(18,027)</u>	<u>(30.4)</u>
Deductions from plan net position:				
Benefit payments	51,680	49,819	1,861	3.7
Administrative expense	539	290	249	85.9
Total deductions	<u>52,219</u>	<u>50,109</u>	<u>2,110</u>	<u>4.2</u>
(Decrease) Increase in				
net position restricted				
for pensions				
	<u>\$ (10,926)</u>	<u>9,211</u>	<u>(20,137)</u>	<u>(218.6)%</u>
Net position restricted for pensions:				
Beginning of year	\$ 727,344	718,133		
(Decrease) Increase	<u>(10,926)</u>	<u>9,211</u>		
End of year	<u>\$ 716,418</u>	<u>727,344</u>		



**CITY OF ATLANTA, GEORGIA**  
**FIREFIGHTERS' PENSION PLAN**  
Management's Discussion and Analysis (Unaudited)  
June 30, 2020 and 2019

	<u>June 30</u>		<u>Amount change</u>	<u>Percentage change</u>
	<u>2019</u>	<u>2018</u>		
Additions to plan net position:				
Investment (loss) income:				
Net (depreciation) appreciation				
in fair value of investments	\$ 27,440	63,308	(35,868)	(56.7)%
Interest and dividends	6,069	7,098	(1,029)	(14.5)
Less investment expenses	(1,363)	(2,027)	664	(32.8)
Net investment (loss) income	32,146	68,379	(36,233)	(53.0)
Employee contributions	5,980	5,945	35	0.6
Employer contributions	21,194	21,882	(688)	(3.1)
Total additions	59,320	96,206	(36,886)	(38.3)
Deductions from plan net position:				
Benefit payments	49,819	46,898	2,921	6.2
Administrative expense	290	683	(393)	(57.5)
Total deductions	50,109	47,581	2,528	5.3
Increase (decrease) in net position restricted for pensions	<u>\$ 9,211</u>	<u>48,625</u>	<u>(39,414)</u>	<u>(81.1)%</u>
Net position restricted for pensions:				
Beginning of year	\$ 718,133	669,508		
Increase	9,211	48,625		
End of year	<u>\$ 727,344</u>	<u>718,133</u>		

**Financial Analysis of June 30, 2020 to June 30, 2019**

Total additions to the Plan net position decreased by \$18.0 million or 30.4% compared to fiscal year 2019. This decrease is primarily attributed to the decrease in the net appreciation of investments held at year end. Net investment income decreased to \$19.5 million for 2020, a decrease of \$12.7 million compared to fiscal year 2019. The investment portfolio comprises 66.9% equities, 26.2% fixed income, 3.1% alternative investments including real estate, and 3.8% short term investments of cash and cash equivalents as of June 30, 2020, compared to 69.0% equities, 27.4% fixed income, 3.4% alternative investments including real estate, and 0.20% short term investments of cash and cash equivalents as of June 30, 2019. The overall portfolio returned 3.1% for the 12 months ended June 30, 2020, compared with 4.7% for the same time period in 2019. The S&P 500 index was 7.50% and 10.40% for the years ended June 30, 2020 and 2019, respectively.

**CITY OF ATLANTA, GEORGIA**  
**FIREFIGHTERS' PENSION PLAN**  
Management's Discussion and Analysis (Unaudited)  
June 30, 2020 and 2019

Employee contributions to the Plan remained relatively flat at \$6.1 million in fiscal year 2020. Employer contributions decreased by \$5.6 million or 26.3% to \$15.6 million due to a decreased actuarially determined contribution (ADC) for fiscal 2020. Benefit payments increased by \$1.9 million or 3.7% to \$51.7 million.

**Financial Analysis of June 30, 2019 to June 30, 2018**

Net position may serve over time as a useful indicator of financial stability. In the case of the Plan, assets exceeded liabilities by \$727.3 million and \$718.1 million at the close of the years ended June 30, 2019 and 2018, respectively. Table 1 summarizes the major categories of assets, liabilities, and net position. Table 2 summarizes the changes in the Plan's net position for the years ended June 30, 2019 and 2018.

The net position of the Plan increased by \$9.2 million or 1.3% when compared to 2018. This is mainly attributable to the increase in net investment income, which was related to investment market performance during fiscal year 2019. Total assets for the Plan increased by \$8.4 million or 1.2% compared to 2018. Total cash and deposits decreased by \$5.3 million compared to fiscal 2018. Cash and investments represent 99.4% of total assets as of June 30, 2019, as compared to 99.5% as of June 30, 2018. The plan liabilities do not include future benefits payable to plan participants, but an actuarially determined estimate of this amount is included in the Required Supplementary Information of this report.

Total additions to the Plan net position decreased by \$36.9 million or 38.3% compared to 2018. As mentioned earlier, this is primarily attributed to the decrease in the fair value of investments. Net investment income was \$32.1 million for 2019, a decrease of \$36.2 million compared to 2018. The investment portfolio comprises 69.0% equities, 27.4% fixed income, 3.4% alternative investments including real estate, and 0.2% of short term investments of cash and cash equivalents as of June 30, 2019, compared to 69.5% equities, 26.5% fixed income, 3.4% alternative investments and 0.5% short term investments of cash and cash equivalents in 2018. The overall portfolio returned 4.70% for the 12 months ended June 30, 2019, compared with 2.00% for the same time period in 2018. The S&P 500 index rose 10.40% and 14.37% for the years ended June 30, 2019 and 2018, respectively.

Employee contributions to the Plan remained flat at \$6.0 million in fiscal year 2019 compared to fiscal year 2018. Employer contributions decreased by \$0.7 million or 3.1% to \$21.2 million due to a slightly lower actuarially determined contribution (ADC) for fiscal year 2019. Benefit payments increased by \$2.9 million or 6.2% to \$49.8 million. The increase in benefit payments is primarily the result of increased payments to members.

**Requests for Information**

This financial report is designed to provide a general overview of the Plan's finances for all those with an interest. Questions concerning any of the information provided in this report or requests for additional financial information should be addressed to the City's Chief Financial Officer, 68 Mitchell St. SW, Suite 11100, Atlanta, Georgia 30303.

**CITY OF ATLANTA, GEORGIA**  
**FIREFIGHTERS' PENSION PLAN**  
Statements of Fiduciary Net Position

June 30, 2020 and 2019

(Dollars in thousands)

	<b>2020</b>	<b>2019</b>
<b>Assets</b>		
Cash and deposits	\$ 14,753	9,387
Receivables:		
Contributions receivable from employer	3	1,140
Contributions receivable from employees	478	190
Due from brokers for investments sold	646	2,362
Accrued Investment income	1,036	873
Other	36	72
Total receivables	2,199	4,637
Investments:		
Short term investments	27,125	1,399
Domestic fixed income securities	184,115	194,898
Domestic equities	444,790	462,803
International fixed income securities	1,004	631
International equities	28,417	30,619
Alternative investments		
Real estate	5,688	5,562
Limited partnerships	15,907	18,731
Total investments	707,046	714,643
Total assets	723,998	728,667
<b>Liabilities</b>		
Due to brokers for investments purchased	6,699	759
Other	881	564
Total liabilities	7,580	1,323
Net position restricted for pensions	\$ 716,418	727,344

See accompanying notes to financial statements.

**CITY OF ATLANTA, GEORGIA**  
**FIREFIGHTERS' PENSION PLAN**  
Statements of Changes in Fiduciary Net Position  
June 30, 2020 and 2019  
(Dollars in thousands)

	<b>2020</b>	<b>2019</b>
Additions:		
Contributions:		
Employer	\$ 15,626	21,194
Employee	6,130	5,980
Total contributions	21,756	27,174
Investment income:		
Net appreciation in fair value of investments	15,013	27,440
Interest and dividends	5,921	6,069
Less investment expenses	(1,445)	(1,363)
Net investment income	19,489	32,146
Other	48	—
Total additions	41,293	59,320
Deductions:		
Benefit payments, including refunds of member contributions	51,680	49,819
Administrative expense	539	290
Total deductions	52,219	50,109
Net (decrease) increase in net position	(10,926)	9,211
Net position restricted for pensions:		
Beginning of year	727,344	718,133
End of year	\$ 716,418	727,344

See accompanying notes to financial statements.

**CITY OF ATLANTA, GEORGIA**  
**FIREFIGHTERS' PENSION PLAN**  
Notes to Financial Statements

June 30, 2020 and 2019

**(1) Plan Description**

City of Atlanta, Georgia Firefighters' Pension Plan (the Plan) was established by a 1924 Act of the State of Georgia Legislature to provide retirement benefits for full-time sworn firefighters of the City of Atlanta Fire Rescue Department. Until 1983, the Georgia Legislature established all requirements and policies of the Plan. By a constitutional amendment, effective July 1983, control over all aspects of the Plan transferred to the City of Atlanta (the City) under the principle of Home Rule. The types of benefits offered by the Plan are; retirement, disability, and pre-retirement death benefits. The Plan is a single employer defined benefit pension plan. Participants should refer to the Atlanta, Georgia, Code of Ordinances, Section 6 (Plan agreement) for more complete information. Under the principle of Home Rule and the Atlanta, Georgia, Code of Ordinances, Section 6, the Board has the authority to establish and amend benefit terms and contributions.

The Plan is considered a fiduciary fund of the City and its financial statements are included in the City of Atlanta's Comprehensive Annual Financial Report (CAFR) as part of the Pension Trust Funds. The City's CAFR for the years ended June 30, 2020 and 2019 should be read in conjunction with these financial statements.

**(a) Administration of the Plan**

In December 2017, the City of Atlanta (the City) adopted legislation to combine the management of its three separate pension plans and create one board of trustees to be known as the City of Atlanta Defined Benefit Pension Plan Investment Board (The Board) in order to improve administrative efficiency, governance and investment returns. The City consolidated and set minimum requirements for the Investment Board of Trustees of the three Pension Plans in order to optimize investment returns, establish national leadership in pension management best practices, and increase the City revenues available for compensation of active employees.

The Plan is administered as a single-employer, defined-benefit plan by the Board, which includes the Chair who is an appointee of the Mayor, the Mayor or a designee serving as Vice Chair of the Investment Board, three city council members appointed by the Mayor, two city council members appointed by the President of the Atlanta City Council, one member appointed by the Atlanta Board of Education (School System), one member appointed by the Mayor who is a participant in any of the three Plans, the City's Chief Financial Officer, the Human Resources Commissioner, and four members elected by active and retired participants as follows: one from the City of Atlanta, Georgia General Employees' Pension Plan, one from the Atlanta Public Schools General Employees' Pension Plan, one from the City of Atlanta, Georgia Firefighters' Pension Plan, and one from the City of Atlanta, Georgia Police Officers' Pension Plan. Each pension law modification must be adopted by at least two-thirds vote of the City Council and be approved by the Mayor.

**CITY OF ATLANTA, GEORGIA**  
**FIREFIGHTERS' PENSION PLAN**  
Notes to Financial Statements

June 30, 2020 and 2019

**(b) Contribution Requirements**

Under the Georgia Legislature principle of Home Rule and the Atlanta, Georgia, Code of Ordinances, Section 6, the Board has the authority to administer the Plan including establishing and amending contribution requirements. The funding methods and determination of benefits payable were established by the Atlanta, Georgia, Code of Ordinances, Section 6 legislative acts creating the Plan, as amended, and in general, provide that funds are to be accumulated from employee contributions for defined benefits, City contributions, and income from the investment of accumulated funds.

Sworn personnel employed by the Atlanta Fire Rescue Department are required to contribute to the Plan. Employees must contribute either 8% of base pay, if hired after August 31, 2011, 12% of base pay if hired before September 1, 2011 without an eligible beneficiary, or 13% of base pay if hired before September 1, 2011 with an eligible beneficiary. Contribution requirements may be amended by the Board under the authority of the City ordinance, but the employer contribution requirement is subject to State minimums.

On November 1, 2011, the sworn personnel of the Fire Rescue Department participating in the Plan and hired before September 1, 2011, or after January 1, 1984, had an increase of 5% in their mandatory contributions into the Plan. The contribution is such that the new contribution is 12% of salary (without a designated beneficiary) or 13% of salary (with a designated beneficiary). Where an Actuarial Valuation anticipates that the City's actuarially determined contribution for the next fiscal year will exceed 35% of the total payroll, contributions may be increased, by no more than 5% of compensation, in order to fund the overage.

Employees hired on or after September 1, 2011 who are sworn members of the fire department are required to participate in a hybrid defined benefit plan with a mandatory defined contribution component (see discussion below regarding Amendments to the Defined Contribution Plan). The defined benefit portion of this plan included a mandatory 8% employee contribution, and a 1% multiplier. The retirement age increased to age 57 for participants in the Plan. Early Retirement Age is changed from any age (as long as vested) with penalty to age 47 for hires after September 1, 2011. Upon retirement, these participants will receive an annually calculated cost of living increase to their pension benefit that may not exceed 1% and is based upon the Consumer Price Index. Sick and vacation leave are no longer applied to retirement benefits for hires after September 1, 2011.

**(c) Description of the Benefit Terms**

In June 2011, the City Council approved changes for the City's three defined benefit plans, effective on September 1, 2011 for new hires, and November 1, 2011 for existing employees. Currently sworn personnel employed by the Atlanta Fire Rescue Department are required to contribute to the Plan.

**CITY OF ATLANTA, GEORGIA**  
**FIREFIGHTERS' PENSION PLAN**

Notes to Financial Statements

June 30, 2020 and 2019

Prior to the change approved in June 2011, the Plan provided monthly retirement benefits that initially represent 3% for each year of credited service times the participants' final average three-year earnings (limited to 80% of the average). Retirement benefits were adjusted annually based on the change in the consumer price index, limited to 3% per year. Upon the death of a vested participant who has beneficiary coverage, his or her eligible beneficiary(ies) would be entitled to three fourths of the amount the deceased participant was receiving or would have been entitled to receive. Below are the terms the Plan has established to receive benefits:

Normal retirement age: Any age with at least 30 years of creditable service  
(participants who are covered by the 2005 Amendment);  
or

Age 55 with at least 10 years of creditable service  
(hired prior to July 1, 2010); or

Age 55 with at least 15 years of creditable service,  
(hired prior to September 1, 2011); or

Age 57 with at least 15 years of creditable service; or

Age 65 with at least 5 years of creditable service

For early retirement, there is a reduction of the retirement benefit of 0.5% for each month by which the participant's early retirement age precedes normal retirement age (for employees hired after August 31, 2011). The retirement benefit is reduced by 0.5% for each of the first 60 months and by 0.25% for each additional month by which the participant's early retirement age precedes the normal retirement age (for employees hired before September 1, 2011).

Early retirement age: Any age with at least 10 years of creditable service (hired  
before July 1, 2010)

Any age with at least 15 years of creditable service (hired  
from July 1, 2010 to August 31, 2011)

Minimum age of 47 with at least 15 years of service for  
participants hired after August 31, 2011

For participants who incur a catastrophic injury in the line of duty, the basic pension formula is 100 % of the top salary for the grade and position occupied by the participant at the time of disability.

For a service-connected disability for participants hired before 1986, the basic pension formula is the greater of 70% of the top salary for the employee's grade and position occupied by the participant at the time of disability or basic pension formula, offset by

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worker's compensation payments to the extent both payments exceed 100% of the participant's salary at the time of disability.

For participants hired on or after January 1, 1986, the basic pension formula is the greater of 50% of average monthly earnings at the time of disability or basic pension formula, offset by worker's compensation payments to the extent both payments exceed 75% of the participant's salary at the time of disability (payable until the earlier of recovery from disability or normal retirement age).

Pre-retirement death

benefit:

75% of the basic pension formula (payable to the eligible beneficiary upon death not in the line-of-duty).

100% of base pay offset by worker's compensation or other payments (payable to the eligible beneficiary beginning two years after the death in the line-of-duty).

75% of the larger of the basic pension formula or 70% of top salary for the employee's grade (payable to the eligible beneficiary beginning two years after death in the line-of-duty).

75% of the basic pension formula (payable to the eligible beneficiary beginning two years after death in the line-of-duty if the employee was covered by the 1986 amendment).

**Amendments to Defined Contribution Plan**

Employees hired on or after September 1, 2011 who are either sworn members of the police department or fire department are required to participate in the mandatory defined contribution component. The defined contribution element is governed and accounted for separately, and includes a mandatory employee contribution of 3.75% of salary, which is matched 100% by the City. Additionally, these employees may voluntarily contribute up to an additional 4.25% of salary, which is also matched 100% by the City. Employees vest in the amount of the City's contributions at a rate of 20% per year and become fully vested in the City's contribution after 5 years of participation.



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**(d) Plan Membership**

As of the beginning of the fiscal years ended June 30, 2020 and 2019, participation in the Plan was as follows:

	<b>2020</b>	<b>2019</b>
Inactive plan members or beneficiaries currently receiving benefits	1,086	1,034
Inactive plan members entitled to, but not yet receiving benefits	19	12
Active plan members	951	928
	2,056	1,974

**(2) Summary of Significant Accounting Policies**

**(a) Basis of Accounting**

The financial statements are prepared on the accrual basis of accounting. Employee and employer contributions are recognized as additions to plan net position in the period in which withheld from the employees' salary and paid by the employer. Benefits and refunds are recognized as deductions from fiduciary net position when due and payable.

**(b) Cash and Cash Equivalents**

Cash represents cash deposits held at financial institutions. The Plan considers all highly liquid debt securities with an original maturity of three months or less when purchased to be cash equivalents.

**(c) Investments**

The Plan's investments are stated at fair value. Quoted market prices are used to value all investments in equities based on closing prices on the U.S. national securities exchange. Securities traded on the open market for which no sale was reported on that date are valued at the most recent quoted bid price.

Estimated fair values provided by third-party vendors are used to value U.S. government notes, corporate bonds, mutual funds, and U.S. government and agency guaranteed bonds, if not traded in an active market. Partnership investments and certain commingled vehicles are valued based on the Net Asset Value (NAV) of the partnership, as reported by the investment managers. Net asset value is based upon the fair value of the underlying investments. Information provided by partnerships regarding the methods they use to value the underlying investments of the partnership and any restrictions on or illiquidity of the interests of partnerships are considered in determining fair value.

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The net appreciation (depreciation) in the fair value of investments held by the Plan is recorded as an increase (decrease) to investment income based on the valuation of investments as of the statement of fiduciary net position date. Investment income is recognized on the accrual basis as earned by the Plan.

**(d) Use of Estimates**

Management of the Plan has made a number of estimates and assumptions relating to the reporting of assets and liabilities and the disclosures of contingent assets and liabilities and the additions to and deductions from net position to prepare these financial statements in conformity with accounting principles generally accepted in the United States of America. Actual results could differ from those estimates.

**(3) Pension Plan Investments**

The Plan investments are made within the Public Retirement Systems Investment Authority Law of the Georgia Code (O.C.G.A. 47-20-80). The Board has been granted the authority by City Ordinance to establish and amend the Plan investment policy. The Board is responsible for making all decisions with regard to the administration of the Plan, including the management of Plan assets, establishing the investment policy, and carrying out the policy on behalf of the Plan.

The Plan's investments are managed under contracts with the Board by various investment managers who have discretionary authority over the assets managed by them and within the Plan's investment guidelines as established by the Board. The investments are held in trust by the Plan's custodian in the Plan's name. These assets are held exclusively for the purpose of providing benefits to members of the Plan and their beneficiaries.

State of Georgia Code and City statutes authorize the Plan to invest in U.S. government obligations, U.S. government agency obligations, State of Georgia obligations, obligations of a corporation of the U.S. government, the Georgia Fund 1 (a government investment pool maintained by the State of Georgia), and alternative investments. The Plan invests in repurchase agreements only when they are collateralized by U.S. government or agency obligations. The Plan is also authorized to invest in collateralized mortgage obligations (CMOs) to maximize yields. These securities are based on cash flows from interest payments on underlying mortgages. CMOs are sensitive to prepayment by mortgagees, which may result from a decline in interest rates. For example, if interest rates decline and mortgagees refinance their mortgages, thereby prepaying the mortgages underlying these securities, the cash flows from interest payments are reduced and the value of these securities declines. Likewise, if mortgagees pay on mortgages longer than anticipated, the cash flows are greater and the return on the initial investment would be higher than anticipated.

In the development of a current asset allocation plan, the Board reviews the long-term performance and risk characteristics of various asset classes, balancing the risks and rewards of

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market behavior, and reviewing state legislation regarding investment options. The below asset classes were selected to achieve the plan objectives: Domestic Equities, International Equities, Domestic Fixed Income, International Fixed Income, Alternative Investments, and cash equivalents.

The Firefighters' Pension Plan's Investment Policy did not change during the fiscal year. The policy may be amended by the Board by a majority vote of its members. The below asset allocation target asset mix in effect for fiscal year 2019 remained in effect during fiscal year 2020:

	<b>Fiscal years 2020 and 2019</b>		
	<b>Minimum</b>	<b>Target</b>	<b>Maximum</b>
Domestic equity:			
All/Flex Cap	5 %	7 %	10 %
Large Cap	25	30	35
Mid Cap	10	15	20
Small Cap	4	9	14
International equity	4	9	14
Total equity	48 %	70 %	93 %
Alternative investments	—	5 %	5 %
Fixed income:			
Core	10 %	14 %	19 %
Intermediate	5 %	10 %	15 %
Cash equivalents	—	1 %	2 %
Total fixed income and cash equivalents	15 %	25 %	36 %

The Plan, by policy, is to invest the Plan funds in domestic equities, domestic fixed income securities, international equities, international fixed income, alternative investments, and cash equivalents. These instruments consist of common and preferred stock, obligations of the U.S. government and agencies (GNMA, FHLMC, and FNMA securities and CMO's), corporate bonds, and certificates of deposit. The Plan has strict limitations on the amounts managers are allowed to invest in any one issuer in all classes of securities. The Plan also invests in repurchase agreements, which must be fully collateralized by U.S. government or agency guaranteed securities. The Plan is in compliance with the policy.

The Plan maintains cash to meet its immediate liquidity needs. Cash not immediately needed is invested in either short-term or long-term investment securities as directed by management.

For the years ended June 30, 2020 and 2019, the annual money-weighted rate of return on pension plan investments, net of pension plan investment expense was 2.74% and 4.75%, respectively. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

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**(a) Investment Risk Disclosures**

**Interest Rate Risk.**

Interest rate risk is the risk that changes in market rates will adversely affect the fair value of an investment. Generally, the longer the maturity of an investment, the greater the sensitivity of its fair value to changes in market interest rates. Additionally, the fair values of the investments may be highly sensitive to interest rate fluctuations. The Plan has no specific policy to address interest rate risk.

**Credit Risk.**

Credit risk is the risk that an issuer of an investment will not fulfill its obligation to the holder of the investment. This risk is measured by the assignment of a rating to each investment by a nationally recognized statistical rating organization. The Plan has no specific policy to address credit risk.

As of June 30, 2020 and 2019, the Plan had the following fixed income investments (dollars in thousands), with the corresponding credit ratings and maturities:

Type of investments	Credit rating	June 30, 2020					Fair value
		Maturity					
		Under 1 year	1–3 years	3–5 years	5–10 years	Over 10 years	
U.S. treasury securities	Exempt	\$ 1,574	6,171	1,265	4,445	7,622	21,077
U.S. government agencies	AAA/AA+	7,645	7,001	332	—	—	14,978
U.S. government agencies	AGY	3,814	2,211	32	1,772	16,880	24,709
Corporate bonds	AA/A-	1,330	2,774	9,485	34,655	8,120	56,364
Corporate bonds	B+/BBB	—	2,662	1,045	21,173	3,576	28,456
Asset-backed securities	AAA	—	—	1,964	—	—	1,964
Asset-backed securities	NR	—	—	1,414	—	—	1,414
CMOs	AAA	—	—	—	—	1,542	1,542
CMOs	NR	—	—	—	—	4,104	4,104
State and local obligations	AAA/AA+	—	115	425	—	387	927
Commingled bond Fund	NR	29,584	—	—	—	—	29,584
		<u>\$ 43,947</u>	<u>20,934</u>	<u>15,962</u>	<u>62,045</u>	<u>42,231</u>	<u>185,119</u>

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Type of investments	Credit rating	June 30, 2019					Fair value
		Maturity					
		Under 1 year	1-3 years	3-5 years	5-10 years	Over 10 years	
U.S. treasury securities	Exempt	\$ 381	6,804	1,986	2,222	17,628	29,021
U.S. government agencies	AAA/AA+	2,949	5,934	—	313	—	9,196
U.S. government agencies	AGY	—	24	—	1,634	10,190	11,848
Corporate bonds	AA/A-	—	14,365	13,429	9,551	4,094	41,439
Corporate bonds	B+/BBB	77	1,322	9,423	9,685	2,543	23,050
Asset-backed securities	AAA	—	—	1,551	401	—	1,952
Asset-backed securities	NR	—	—	309	—	—	309
CMOs	AAA/A	—	—	—	—	1,629	1,629
CMOs	NR	—	—	—	—	3,776	3,776
State and local obligations	AAA/A-	—	—	144	1,216	346	1,706
Commingled bond fund	NR	71,603	—	—	—	—	71,603
		<u>\$ 75,010</u>	<u>28,449</u>	<u>26,842</u>	<u>25,022</u>	<u>40,206</u>	<u>195,529</u>

***Custodial Credit Risk.***

Custodial credit risk for deposits is the risk that, in the event of the failure of a depository financial institution, the Plan will not be able to recover its deposits or will not be able to recover collateral securities that are in the possession of an outside party. Custodial credit risks for investments, is the risk that in the event of the failure of the counter-party, the Plan will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party.

The City requires that uninsured collected balances held in trust by the City for the Plan plus accrued interest in depository accounts be collateralized and that the market value of collateralized pledged securities must be at least 110% of the deposit balances, and 102% of collateral value for repurchase agreements.

All investments of the Plan are either held by the Plan or by the counterparty in the Plan's name; therefore, the Plan's investments had no custodial risk as of June 30, 2020 and 2019.

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***Concentration of Credit Risk.***

The Plan does not have a policy regarding the concentration of credit risk. Investments in any one issuer, excluding U.S. treasuries and government Agencies, representing 5% or more of the net position restricted for pensions at June 30, 2020 and 2019 are as follows(dollars in thousands):

<b>Issuer</b>	<b>Type</b>	<b>2020</b>	<b>2019</b>
BlackRock Growth Index Fund	Commingled Equity Fund	\$273,103	282,573
Colchester	Commingled Bond Fund	—	41,018
Johnston International Equity Group	Commingled Equity Fund	50,155	45,301
NT Collective Commingled Equity Fund	Commingled Equity Fund	88,179	108,286

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***Foreign Currency Risk.***

Foreign currency risk is the risk that changes in currency exchange rates could adversely affect an investment's or deposit's fair value. The Plan does not have a policy regarding foreign currency risk.

Although all of the foreign equity securities are American Depository Receipts (ADR's), this does not eliminate the foreign currency risk involved in purchasing foreign securities.

The following tables provides the value in U.S. dollars by foreign currency denominations and investment type for the Plan investments denominated in foreign currencies at June 30, 2020 and 2019 (dollars in thousands):

		<b>June 30, 2020</b>		
		<b>Fixed income</b>	<b>Equities</b>	<b>Total</b>
Currency:	Country:			
Euro	Belgium	\$ 1,004	—	1,004
Euro	Germany	—	2,772	2,772
Euro	Ireland	—	559	559
Euro	United Kingdom	—	3,299	3,299
Euro	Netherlands	—	1,604	1,604
Euro	Italy	—	566	566
Euro	France	—	2,069	2,069
Euro	Spain	—	509	509
	Total Euro	<u>1,004</u>	<u>11,378</u>	<u>12,382</u>
Australian Dollar	Australia	—	1,330	1,330
Canadian Dollar	Canada	—	4,000	4,000
Chinese Yuan Renminbi	China	—	2,503	2,503
Denmark Kroner	Denmark	—	373	373
Hong Kong Dollar	Hong Kong	—	396	396
Indian Rupee	India	—	379	379
Israeli New Shekel	Israel	—	453	453
Japanese Yen	Japan	—	3,015	3,015
Russian Ruble	Russian Federation	—	1,176	1,176
South African Rand	South Africa	—	401	401
Swedish Krona	Sweden	—	905	905
Swiss Franc	Switzerland	—	1,687	1,687
New Taiwan Dollar	Taiwan	—	421	421
	Total securities subject to foreign currency risk	<u>\$ 1,004</u>	<u>28,417</u>	<u>29,421</u>

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		<b>June 30, 2019</b>		
		<b>Fixed income</b>	<b>Equities</b>	<b>Total</b>
Currency:	Country:			
Euro	Belgium	\$ 631	—	631
Euro	Germany	—	2,521	2,521
Euro	Ireland	—	588	588
Euro	United Kingdom	—	3,835	3,835
Euro	Netherlands	—	1,021	1,021
Euro	Italy	—	456	456
Euro	France	—	2,262	2,262
Euro	Spain	—	946	946
	Total Euro	631	11,629	12,260
Australian Dollar	Australia	—	943	943
Canadian Dollar	Canada	—	5,053	5,053
Chinese Yuan Renminbi	China	—	2,703	2,703
Hong Kong Dollar	Hong Kong	—	2,547	2,547
Indian Rupee	India	—	845	845
Israeli New Shekel	Israel	—	488	488
Japanese Yen	Japan	—	3,424	3,424
South Korean Won	Korea	—	421	421
South African Rand	South Africa		450	450
Swedish Krona	Sweden	—	405	405
Swiss Franc	Switzerland	—	1,351	1,351
New Taiwan Dollar	Taiwan	—	360	360
	Total securities subject to foreign currency risk	\$ 631	30,619	31,250

**(b) Fair Value Measurement**

GASB Statement No. 72, *Fair Value Measurement and Application*, enhances comparability of governmental financial statements by requiring fair value measurement for certain assets and liabilities using a consistent definition and accepted valuation techniques. The standard establishes a hierarchy of inputs used to measure fair value that prioritizes the inputs into three categories – Level 1, Level 2 and Level 3 inputs – considering the relative reliability of the inputs. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to measurements involving significant unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are as follows:

- Level 1 inputs are quoted (unadjusted) prices in active markets for identical financial assets or liabilities that are accessible at the measurement date;



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- Level 2 inputs are inputs other than quoted prices included within level 1 that are observable for the financial asset or liability, either directly or indirectly; and
- Level 3 inputs are unobservable inputs for the financial asset or liability.

The level in the fair value hierarchy within which a fair value measurement falls is based on the lowest level input that is significant to the fair value measurement in its entirety.

The Plan also has investments held through limited partnerships and commingled vehicles for which fair value is estimated using the NAV reported by the investment manager as a practical expedient to fair value. Such investments have not been categorized within the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of fiduciary net position.

The following tables present the valuation hierarchy as of June 30, 2020 and 2019 (in thousands)

	<b>2020</b>			<b>Total</b>
	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	
Short term investments:				
Cash and cash equivalents	\$ 27,125	—	—	27,125
Debt securities:				
Asset backed securities	\$ —	9,024	—	9,024
Corporate and municipal bonds	—	85,747	—	85,747
U. S. Agency securities	—	39,687	—	39,687
U. S. Treasury securities	21,077	—	—	21,077
Total debt securities	<u>\$ 21,077</u>	<u>134,458</u>	<u>—</u>	<u>155,535</u>
Equity securities:				
Commingled equity fund	\$ —	361,287	—	361,287
Common stock	56,268	—	—	56,268
Total equity securities	<u>56,268</u>	<u>361,287</u>	<u>—</u>	<u>417,555</u>
Total investments at fair value	<u>\$ 104,470</u>	<u>495,745</u>	<u>—</u>	<u>600,215</u>
Investments measured at NAV:				
Commingled bond funds				29,584
Commingled equity funds				55,652
Limited partnerships				15,907
Real estate fund				<u>5,688</u>
Total investments measured at NAV				<u>106,831</u>
Total investments				<u>\$ 707,046</u>

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	<b>2019</b>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Short term investments:				
Cash and cash equivalents	\$ 1,399	—	—	1,399
Debt securities:				
Asset backed securities	\$ —	7,666	—	7,666
Corporate and municipal bonds	—	66,195	—	66,195
U. S. Agency securities	—	21,044	—	21,044
U. S. Treasury securities	29,021	—	—	29,021
Total debt securities	<u>\$ 29,021</u>	<u>94,905</u>	<u>—</u>	<u>123,926</u>
Equity securities:				
Commingled equity fund	—	390,859	—	390,859
Common stock	57,262	—	—	57,262
Total equity securities	<u>57,262</u>	<u>390,859</u>	<u>—</u>	<u>448,121</u>
Total investments at fair value	<u>\$ 87,682</u>	<u>485,764</u>	<u>—</u>	<u>573,446</u>
Investments measured at NAV:				
Commingled bond funds				71,603
Commingled equity funds				45,301
Limited partnerships				18,731
Real estate fund				<u>5,562</u>
Total investments measured at NAV				<u>141,197</u>
Total investments				<u>\$ 714,643</u>

Equity securities classified in Level 1 are valued using prices quoted in active markets for those securities.

Debt securities classified in Level 1 are valued using pricing quoted in active markets. Debt securities classified in Level 2 are valued using either a bid evaluation or a matrix pricing technique. Bid evaluations may include market quotations, yields, maturities, call features and ratings. Matrix pricing is used to value securities based on the securities relationship to benchmark quoted prices. These securities have non-proprietary information that was readily available to market participants, from multiple independent sources, which are known to be actively involved in the market.

Commingled equity funds classified in Level 2 are valued using prices quoted in active markets for those investment types and the readily determinable fair value per share (unit) which is determined based on the publication of the price or on the basis of current transactions.

Investments in privately held limited partnerships and commingled vehicles which do not have a readily determined fair value are valued using the NAV provided by the general partner/investment manager as of June 30, 2020. The monthly or quarterly values of the partnership investments provided from the general partner are reviewed by the Plan to

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determine if any adjustments are necessary. The Plan currently has no plans to sell any of the investments resulting in these assets being carried at the NAV estimated by the general partner/investment manager.

**(c) Securities Lending**

State statutes and Board policies permit the Plan to lend its securities to broker dealers and other entities with a simultaneous agreement to return the collateral for the same securities in the future. As of June 30, 2020 and 2019, the Plan has no credit risk exposure to securities lending.

**(d) Alternative Investments**

The Board has authorized the Plan to invest in alternative investments. As of June 30, 2020 and 2019, the Plan had an alternative investment in one limited partnership totaling approximately \$15.9 million and approximately \$18.7 million, respectively. As part of the partnership agreement, the Plan may not voluntarily withdraw from the partnership prior to its dissolution, and no limited partnership interest is redeemable or repurchasable by the partnership at the option of the Plan.

As of June 30, 2020, the related unfunded commitments of the Plan's alternative investments and limitations and restrictions on the Plan's ability to redeem or sell are summarized as follows (in thousands):

	<b>Unfunded commitments</b>	<b>Redemptions frequency (if currently eligible)</b>	<b>Redemptions notice period</b>
Private equity fund	\$ 2,123,119	Not eligible	Not eligible

Although the Plan is obligated to fund these commitments, many of these agreements allow resale.

**(e) Real Estate Investments**

Real estate investments are included under alternative investments which also includes joint ventures, partnerships and other participation interests with real estate owners, developers and others for the purpose of owning and operating any particular investment. As of June 30, 2020 and 2019, approximately \$5,688,000 and \$5,562,000, respectively, are considered to be real estate alternative investments.

	<b>Unfunded commitments</b>	<b>Redemptions frequency (if currently eligible)</b>	<b>Redemptions notice period</b>
Real Estate Fund	\$ —	Quarterly	90 days

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**(4) Contributions Required and Contributions Made**

The required contribution percentages developed in the most recent actuarial valuation (July 1, 2019) for the Plan for the years ended June 30, 2020 and 2019 and the actual contribution made are as follows (dollars in thousands):

	<b>2020</b>
Service cost	23.58 %
Amortization of the unfunded actuarial accrued liability	24.57 %
Total required contributions as a percentage of covered payroll	48.15 %
Actual employee contributions:	
Dollar amount	\$ 6,130
Percent of covered payroll	12.27 %
Actual employer contributions:	
Dollar amount	\$ 15,626
Percent of covered payroll	31.29 %

	<b>2019</b>
Service cost	24.94 %
Amortization of the unfunded actuarial accrued liability	25.27 %
Total required contributions as a percentage of covered payroll	50.22 %
Actual employee contributions:	
Dollar amount	\$ 5,980
Percent of covered payroll	12.67 %
Actual employer contributions:	
Dollar amount	\$ 21,194
Percent of covered payroll	44.91 %

The annual covered payroll for City Firefighters' was approximately \$49,940,000 and \$47,197,000 for the years ended June 30, 2020 and 2019, respectively. The actual employer contributions shown above include amounts used to fund retiree supplemental cost of living increases and other minimum benefits. These amounts are components of the City's contributions for purposes of meeting actuarially determined funding requirements.

**(5) Contributions Receivable**

**(a) Employer**

Employer contributions receivable represent Annual Required Contributions owed but not yet remitted to the Plan by the City. There was \$3,328 of contributions receivable from the employer at June 30, 2020 and approximately \$1,140,000 of contributions receivable at June 30, 2019.

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**(b) Employees**

Employees may receive credit for years of service from employment with certain state and local governmental agencies as well as prior employment with the City, upon payment to the Plan of an amount, as defined in the 1927 Act, as amended, representing contributions applicable to such service period. These contributions may be paid over a future period, even after retirement. In addition, 1962 and 1978 amendments to the Plan increased pension benefits and the related employee contribution rates. Active employees may retroactively increase their contribution rates from the date of employment in order to receive the maximum increased benefits available under the 1962 and 1978 amendments. These “back contributions” may also be paid over a future period. Contributions from employees include amounts withheld from employees’ pay but not yet remitted to the Plan. Total contributions receivable from employees were \$478,104 and \$190,000 as of June 30, 2020 and 2019, respectively.

**(6) Tax Status**

The Plan and its trust are intended to be qualified under Sections 401(a) and 501(c) of the Internal Revenue Code (IRC) such that they are not subject to tax under federal income tax laws. The Internal Revenue Service (IRS) issued a favorable determination letter on May 24, 2017 with respect to the Plan, in which the IRS stated that the Plan, as then designed, was in compliance with the applicable requirements of the IRC.

**(7) Net Pension Liability of the Plan**

The components of the net pension liability at June 30, 2020 and 2019 were as follows (in thousands):

	<b>2020</b>	<b>2019</b>
Total pension liability	\$ 990,698	971,323
Fiduciary net position	716,418	727,344
Net pension liability	\$ 274,280	243,979
Fiduciary net position as a percentage of total pension liability	72.31 %	74.88 %

**(a) Actuarial Assumptions**

The total pension liability was determined by the actuarial valuation as of July 1, 2019 for 2020 and as of July 1, 2018 for 2019, using the following actuarial assumptions, applied to all periods included in the measurement:

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Inflation	2.25%
Salary increases	4.00%
Investment rate of return	7.41%, net of pension plan investment expense, including inflation
Actuarial Cost Method	Entry Age normal

In 2020, mortality rates were based on the sex-distinct rates set forth in the PUB-2010 Public Safety Mortality Table (without income adjustments), with full generational improvements in mortality using Scale MP-2017; deaths prior to retirement are assumed not to be service-related.

In 2019, mortality rates were based on the PUB-2010 Public Safety Mortality Table, with generational improvements in mortality using Scale MP-2017.

In 2020, the Plan provides for an annual cost-of-living adjustment based on the CPI limited to 1% per year for employees hired after August 31, 2011 or 2.5% per year for employees hired before September 1, 2011.

In 2019, the Plan provides for an annual cost-of-living adjustment based on the CPI limited to 1% per year for employees hired after August 31, 2011 or 2.5% per year for employees hired before September 1, 2011.

The latest experience study was through June 30, 2011. In preparing the latest actuarial valuation, the results of the experience study are reviewed against the actuarial valuation results.

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

Estimates of real rates of return for each major asset class included in the Plan's target asset allocation as of June 30, 2020 is summarized in the following table:

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June 30, 2020 and 2019

<u>Asset class</u>	<u>Target allocation</u>	<u>Expected long-term real rate of return</u>
Domestic equity	7.00 %	6.01 %
Domestic large-cap equity	30.00	6.91
Domestic mid-cap equity	15.00	8.91
Domestic small-cap equity	9.00	5.01
International equity	9.00	3.31
Fixed income and cash equivalents	25.00	0.81
Alternative investments	5.00	7.51
	<u>100.00 %</u>	

**(b) Discount Rate**

A discount rate of 7.41% was applied in the measurement of the total pension liability as of June 30, 2020 and 2019. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rate and the employer contributions will be made at the rates equal to the difference between actuarially determined contribution rates and the member rate. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

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

The following presents the net pension liability as of June 30, 2020 and 2019, calculated using the discount rate of 7.41%, as well as what the plan net pension liability would be if it were calculated using a discount rate that is one-percentage point lower (6.41%) or one-percentage point higher (8.41%) than the current rate (dollars in thousands):

	<u>2020</u>		
	<u>1% Decrease</u>	<u>Current</u>	<u>1% Increase</u>
	<u>6.41%</u>	<u>7.41%</u>	<u>8.41%</u>
Total pension liability	\$ 1,120,453	\$ 990,698	884,661
Less fiduciary net position	716,418	716,418	716,418
Net pension liability	<u>\$ 404,035</u>	<u>274,280</u>	<u>168,243</u>

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June 30, 2020 and 2019

	<b>2019</b>		
		<b>Current</b>	
	<b>1% Decrease</b> <b>6.41%</b>	<b>discount rate</b> <b>7.41%</b>	<b>1% Increase</b> <b>8.41%</b>
Total pension liability	\$ 1,098,816	971,323	867,048
Less fiduciary net position	727,344	727,344	727,344
Net pension liability	\$ 371,472	243,979	139,704

**(d) Actual Valuation Date**

The total pension liability at June 30, 2020 is based on the July 1, 2019 actuarial valuation and the pension liability at June 30, 2019 is based on the July 1, 2018 actuarial valuation. The expected total pension liabilities were determined as of June 30, 2020 and 2019 using standard roll-forward techniques. The roll-forward calculation adds the annual normal cost (also called service cost), subtracts the actual benefit payments and refunds for the plan year, and then applies the expected investment rate of return for the year.

**(8) Covid-19 Pandemic**

The COVID-19 pandemic has significantly disrupted financial markets, economies, and other events subsequent to June 30, 2020. As noted in the investment risk disclosure, 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 and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in risks in the near term would affect the amounts reported in the statements of fiduciary net position and statements of changes in fiduciary net position.

The actuarial valuation of the Firefighter's Pension Plan is based on certain assumptions pertaining to interest rates and employee demographics. Due to the changing nature of these assumptions, it is at least reasonably possible that changes in these assumptions will occur in the near term and, due to the uncertainties inherent in setting assumptions, such changes could affect the valuation.

Subsequent to June 30, 2020, the impact to the Plan of the COVID-19 pandemic has resulted in reductions in values to investments of the Plan. It has also decreased interest rates and could impact employee demographics which could change assumptions utilized in the future for the actuarial valuation. While management of the Plan currently expects to be able to continue to meet immediate contribution requirements, the long-term impact of the effects of the COVID-19 pandemic to the Plan are currently not known. The extent of the adverse impact of the COVID-19 pandemic on the Plan's net position and actuarial valuation of the Plan cannot be reasonably estimated at this time.



**REQUIRED SUPPLEMENTARY INFORMATION (UNAUDITED)**

(See Accompanying Independent Auditors' Report)

**CITY OF ATLANTA, GEORGIA**  
**FIREFIGHTERS' PENSION PLAN**  
Required Supplementary Information

Schedule of Changes in Net Pension Liability

Year ended June 30, 2020

(Dollars in thousands)

(Unaudited)

	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>
Total pension liability:					
Service cost	\$ 11,779	11,773	11,925	12,155	12,013
Interest	70,940	68,477	65,668	63,123	62,584
Differences between expected and actual experiences	(11,664)	12,391	(10,855)	4,835	(22,794)
Changes of assumptions	—	(8,569)	20,135	—	
Benefit payments, including refunds of member contributions	<u>(51,680)</u>	<u>(49,819)</u>	<u>(46,898)</u>	<u>(44,510)</u>	<u>(44,000)</u>
Net change in total pension liability	19,375	34,253	39,975	35,603	7,803
Total pension liability – beginning	<u>971,323</u>	<u>937,070</u>	<u>897,095</u>	<u>861,493</u>	<u>853,690</u>
Total pension liability – ending	<u>990,698</u>	<u>971,323</u>	<u>937,070</u>	<u>897,096</u>	<u>861,493</u>
Plan fiduciary net position:					
Contributions – employer	15,626	21,194	21,882	17,901	16,454
Contributions – employee	6,130	5,980	5,945	5,711	5,667
Net investment income (loss)	19,489	32,146	68,379	78,247	(9,895)
Other income	48	—	—	1	150
Benefit payments, including member refunds	(51,680)	(49,819)	(46,898)	(44,510)	(44,000)
Administrative expenses	<u>(539)</u>	<u>(290)</u>	<u>(683)</u>	<u>(479)</u>	<u>(388)</u>
Net change in plan fiduciary net position	(10,926)	9,211	48,625	56,871	(32,012)
Plan fiduciary net position – beginning	<u>727,344</u>	<u>718,133</u>	<u>669,508</u>	<u>612,637</u>	<u>644,649</u>
Plan fiduciary net position – ending	<u>716,418</u>	<u>727,344</u>	<u>718,133</u>	<u>669,508</u>	<u>612,637</u>
Plan net pension liability – ending	<u>\$274,280</u>	<u>243,979</u>	<u>218,937</u>	<u>227,588</u>	<u>248,856</u>

Note: Schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

See accompanying notes to required supplementary information and accompanying independent auditors' report.

**CITY OF ATLANTA, GEORGIA**  
**FIREFIGHTERS' PENSION PLAN**  
 Required Supplementary Information

Schedule of Net Pension Liability and Related Ratios

Year ended June 30, 2020

(Dollars in thousands)

(Unaudited)

	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>
Total pension liability	990,698	971,323	937,070	897,096	861,493
Plan fiduciary net position	716,418	727,344	718,133	669,508	612,637
Net pension liability	<u>\$274,280</u>	<u>243,979</u>	<u>218,937</u>	<u>227,588</u>	<u>248,856</u>
Plan fiduciary net position as a percentage of the total pension liability	72.31 %	74.88 %	76.64 %	74.63 %	71.11 %
Covered-employee payroll	\$49,940	47,197	46,962	47,479	46,918
Net pension liability as a percentage of covered-employee payroll	549.22 %	516.94 %	466.20 %	479.34 %	530.41 %

Note: Schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

See accompanying notes to required supplementary information and accompanying independent auditors' report.

**CITY OF ATLANTA, GEORGIA**  
**FIREFIGHTERS' PENSION PLAN**

Required Supplementary Information  
Schedule of Employer Contributions

Year ended June 30, 2020

(Dollars in thousands)

(Unaudited)

	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>
Actuarially determined contribution	\$ 15,626	21,194	21,882	17,901	16,454	20,866	20,656	17,491	21,092	24,912
Contributions in relation to the actuarially determined contribution	15,626	21,194	21,882	17,901	16,454	20,866	20,656	17,491	21,092	24,912
Contribution deficiency (excess)	\$ —	—	—	—	—	—	—	—	—	—
Covered-employee payroll	\$ 49,940	47,197	46,962	47,479	46,918	47,181	44,508	42,797	39,482	42,963
Contributions as a percentage of covered-employee payroll	31.29 %	44.91 %	46.60 %	37.70 %	35.07 %	44.23 %	46.41 %	40.87 %	53.42 %	57.98 %

See accompanying notes to required supplementary information and accompanying independent auditors' report.

**CITY OF ATLANTA, GEORGIA**  
**FIREFIGHTERS' PENSION PLAN**  
 Required Supplementary Information  
 Schedule of Investment Returns  
 Year ended June 30, 2020  
 (Dollars in thousands)  
 (Unaudited)

	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>
Annual money-weighted rate of return, net of investment expense	2.74 %	4.75 %	9.85 %	13.15 %	(1.13)%	0.79 %	21.01 %	15.34 %	1.68 %	25.58 %

See accompanying notes to required supplementary information and accompanying independent auditors' report.

**CITY OF ATLANTA, GEORGIA**  
**FIREFIGHTERS' PENSION PLAN**  
Notes to Required Supplementary Information

June 30, 2020

(Unaudited)

**(1) Schedule of Changes in Net Pension Liability**

The total pension liability contained in this schedule was provided by the Plan's actuary, Southern Actuarial Services. The net pension liability is measured as the total pension liability less the amount of the fiduciary net position of the Plan.

**(2) Schedule of Employer Contributions**

The actuarially determined contributions and comparison to those contributions actually made are presented in the schedule.

**(3) Actuarial Methods and Assumptions**

*Changes of assumptions:* Since the prior measurement date, the mortality basis was updated from the RP-2000 Blue Collar Mortality Table with generational mortality projections using Scale AA to the PUB-2010 Public Safety Mortality Table with generational mortality projections using Scale MP-2017.

*Method and assumptions used in calculations of actuarially determined contributions:* The actuarially determined contribution rates in the schedule of employer contributions are calculated as of June 30, one year prior to the end of the fiscal year in which contributions are reported. The following actuarial methods and assumptions were used to determine the most recent contribution rate reported in that schedule:

Valuation date	July 1, 2019
Actuarial-cost method	Entry age normal
Amortization method	Level percentage, closed
Remaining amortization period	23 years
Asset-valuation method	Market value
Inflation rate	2.25%
Salary increases	4.00%
Investment rate of return	7.41%