



GENESEE COUNTY EMPLOYEES' RETIREMENT SYSTEM ANNUAL REPORT

for the Year Ended
December 31, 2007

RETIREMENT COMMISSION MEMBERS

Jeffrey Cyphert, Chairperson, Elected Retiree Representative
Warren Vyvyan, Vice-Chairperson, Elected Employee Representative
George Martini, Secretary, Ex-Officio Commissioner
John Northrup, Ex-Officio Commissioner
Rose Bogardus, Ex-Officio Commissioner
Dan Russell, Ex-Officio Commissioner
Billy Bradshaw, Ex-Officio Commissioner
Debra Kozan, Elected Employee Representative
Chris Kwasneski, Elected Employee Representative

WHERE TO WRITE FOR INFORMATION:

Genesee County Employees' Retirement System
Retirement Office Supervisor
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Flint, MI 48502
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Email: retirement@co.genesee.mi.us
Web site: www.co.genesee.mi.us



Public Pension Coordinating Council
Public Pension Standards
2007 Award

Presented to

Genesee County Employees' Retirement System

In recognition of meeting professional standards for
plan design and administration as
set forth in the Public Pension Standards.

Presented by the Public Pension Coordinating Council, a confederation of

National Association of State Retirement Administrators (NASRA)
National Conference on Public Employee Retirement Systems (NCPERS)
National Council on Teacher Retirement (NCTR)

A handwritten signature in cursive script, reading 'Alan H. Winkle'.

Alan H. Winkle
Program Administrator

INDEPENDENT AUDITORS

Plante & Moran, PLLC

ACTUARY

Rodwan Consulting Company

INVESTMENT MANAGERS

AEW Value Investors, LP
Arnhold and S. Bleichroeder, Inc.
Barclay's Global Investors
Calamos Asset Management
Cortina Asset Management
EARNEST Partners
Guggenheim Real Estate Partners
INTECH
Pacific Investment Management Company (PIMCO)
Prudential Investments (PRISA)
Western Asset Management

COMMISSION RECAPTURE FIRMS

BNY Convergenx
Russell Implementation Services

CONSULTING SERVICES/EVALUATIONS/MANAGER SEARCHES

Asset Strategies Portfolio Services, Inc.

CUSTODIAL BANK & SECURITIES LENDING AGENT

Comerica Bank

ATTORNEYS

VanOverbeke, Michaud & Timmony, P.C.
Labaton Sucharow, L.L.P.
Faruqi & Faruqi, L.L.P.

MEDICAL DIRECTOR

Asfandiar Shukri, M.D.

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I. INTRODUCTORY SECTION

The Introductory Section Contains:

- **Secretary's Letter**
- **Organization Chart**
- **Sources and Disbursements of Revenue**
- **Summary of Benefits**



Genesee County Employees' Retirement System Secretary's Letter

Retirement System Members and Interested Citizens
Genesee County, Flint, Michigan

We are pleased to submit the 29th Annual Report of the Genesee County Employees' Retirement System (also referred to as GCERS) for the year ended December 31, 2007.

The annual report is presented in four sections: (1) the Introductory Section which provides information of a general nature regarding the System; (2) the Financial Section consisting of the audited financial statements and the accompanying notes to the Financial Statements; (3) Investment Analysis and Supplemental Information concerning the System's investment performance; and (4) the Actuarial Section which summarizes the results of the annual actuarial report as of December 31, 2007.

ORGANIZATION

The GCERS was organized pursuant to Section 12 (a) of Act #156, Public Acts of 1851 (MSA 5.333(1); MCLA 46.12a) as amended, State of Michigan. The GCERS was established in 1946, beginning with the General Unit and the County Road Commission. Water and Waste joined the System in 1956, Community Mental Health in 1966, City of Mt. Morris in 1969, and the Genesee District Library in 1980.

The GCERS is regulated under the Genesee County Employees' Retirement Ordinance and individual union/management collectively-bargained contracts. This Ordinance has been approved by the Genesee County Board of Commissioners and the State of Michigan Pension Plan Committee, during its existence.

ADMINISTRATION OF SYSTEM

The administration and responsibility for the proper operation of the System is vested in the Genesee County Retirement Commission, which is comprised of the following representatives as defined by Ordinance:

- a. Three employee representatives elected by the System membership for three-year staggered terms, which results in the election of one employee Commissioner yearly.
- b. The Chairperson of the Genesee County Board of Commissioners by virtue of his or her election to that office, or other County Commissioner designated by the Chairperson as his or her designee during the Chairperson's term.

**Genesee County Employees' Retirement System
Secretary's Letter (continued)**

- c. The Chairperson of the Genesee County Finance Committee by virtue of his or her appointment to that office.
- d. The Chairperson of the Board of County Road Commissioners by virtue of his or her election to that office.
- e. The Executive Director of the Community Mental Health services by virtue of his or her appointment to that office.
- f. The Genesee County Controller by virtue of his or her appointment to that position.
- g. A Retiree Representative elected by the retirees to a two-year term of office.

The following describes the Departments and outside firms that assist the Commission in carrying out its fiduciary responsibilities. The Organization Chart, Exhibit I, also illustrates these responsibilities

PROFESSIONAL SERVICES

The Retirement Commission has a fiduciary responsibility for the proper management of the System, and as such obtains the services of various professionals to aid it in its management. These professionals are:

The **County Controller** serves as Secretary to the Retirement Commission and as Plan Administrator.

The **Retirement Office Supervisor** serves as a staff aide to the Retirement Commission and works under the direct control of the Controller in the administration of the System.

The Commission has hired **outside legal counsel** as advisors to the Retirement Commission.

The respective **Employer Human Resources Departments** provide services regarding their employee members, as well as administer their retirees' health and life insurance plans.

The Commission appoints an **Actuary** who prepares an annual actuarial valuation to determine the adequacy of the funding of retirement benefit liabilities accrued by System members.

The Commission hires an outside **professional consultant** to evaluate investment manager performance, review the asset allocation mix, and perform investment manager searches.

An outside **Auditor** is engaged on an annual basis to ensure that the financial statements accurately reflect the financial position of the System and that the results of its yearly operations conform to generally accepted accounting principals.

Genesee County Employees' Retirement System
Secretary's Letter (continued)

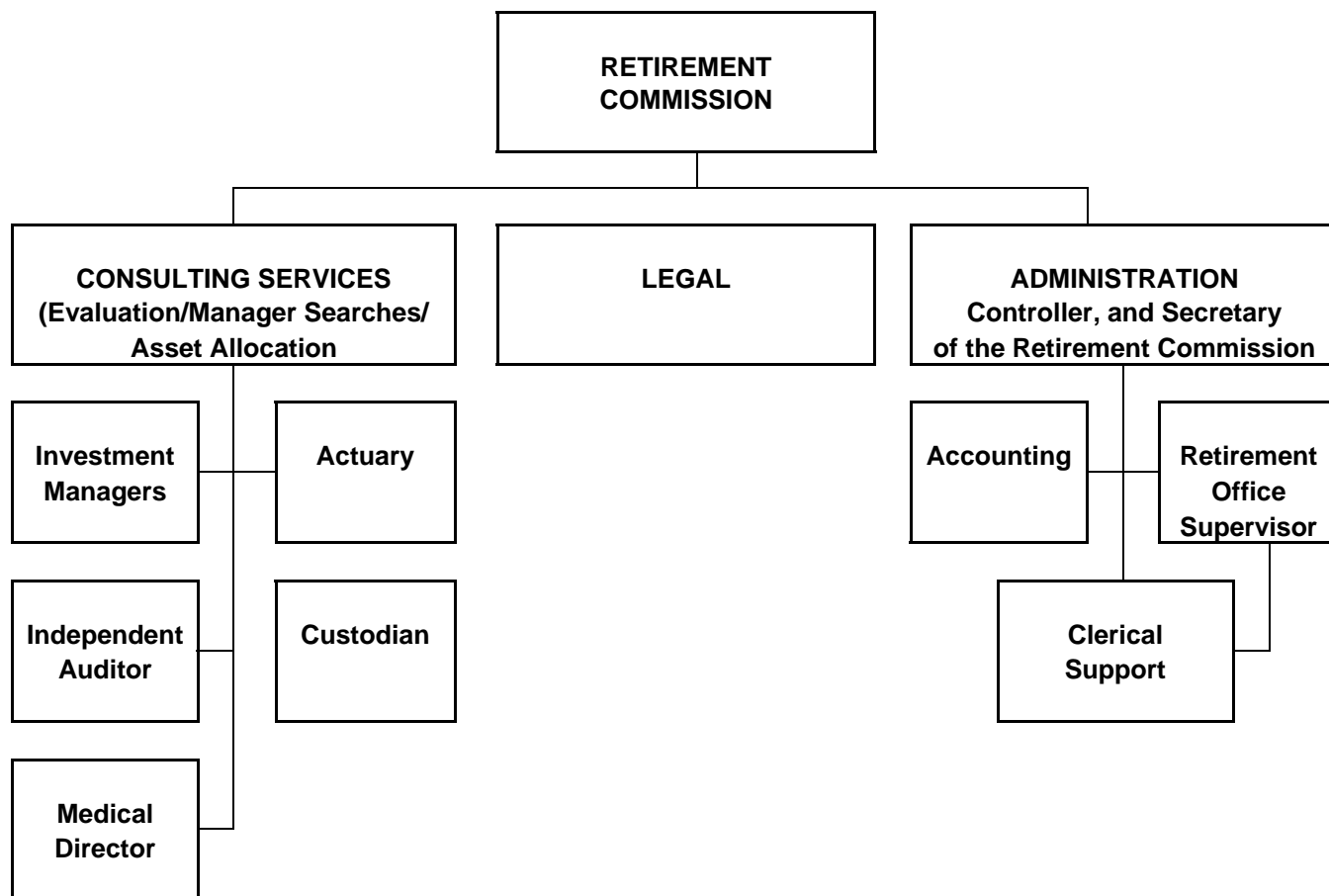
A **Medical Director** is appointed by the Commission to review and evaluate medical evidence and propose recommendations regarding applications for disability retirements.

Investment Managers are hired to invest the System's assets consistent with the objectives and direction of the Commission. The System's investment performance is monitored externally by an independent evaluation service. The Retirement Commission has also retained two firms to recapture fees paid in commissions on the purchase and sale of assets.

The **Custodian** is hired by the Commission to handle the cash transactions due to the buying and selling of securities. The Custodian follows through on the Investment Managers' decisions on investments.

The Commission retains the services of **outside special counsel** for the purposes of monitoring securities litigation.

Exhibit I – Organization Chart



ACCOUNTING SYSTEM AND REPORTS

The accounting records of the GCERS are maintained on an accrual basis and all System costs and expenses are borne by the System.

Annually, as required by the Retirement Ordinance, the Retirement Commission submits an Actuarial Valuation Report, a Statement of Plan Net Assets, and a Statement of Changes in Plan Net Assets to the Genesee County Board of Commissioners.

HOW THE FUND OPERATES

The revenues essential to the sound funding of the System are derived from three sources. The chart of page six identifies the percentage of revenues and distribution of revenues by source.

Contributions by Members: Employee contributions are calculated on all monetary compensation, including overtime. The member contribution rates vary by employer and the respective collective bargaining agreements and/or personnel policies. These rates differ from 0.5% to 6.5%. The employee deposits are posted to individual accounts for each member. The accumulated amount in each account is used for the member's benefit if he or she remains in service. Members leaving service may withdraw the amount of their accumulated contributions together with interest that was credited to the individual account. Employees have a deferred retirement benefit that varies by employer, respective collective bargaining agreements and/or personnel policy and employment starting dates. This benefit varies between 8 and 15 years of credited service, and allows an employee to leave employment after satisfying the required vesting period and commence a pension benefit when that employee would normally have met the age and service requirements had the employee not left employment. If a deferred member dies before retirement and no other death benefits are payable, his or her beneficiary or estate will receive his or her contributions. Employee contributions accounted for 5.04% of total income for 2007.

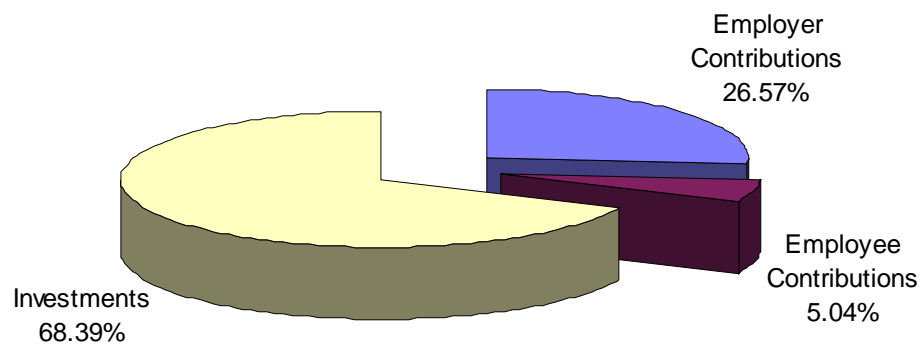
Contributions by Employer: While members are paying toward their retirement, the employer groups are depositing contributions on behalf of members employed by them. The GCERS provides for payment of required employer contributions, which rates vary among the employer groups and from year-to-year. The employer contribution rates are determined on the basis of the annual actuarial valuation, which indicates the needed revenues, in addition to the members' contributions and assumed investment income, to fund the allowances promised by the System. Employer contributions accounted for 26.57% of total income for 2007.

Investment Income: Investment income is the third source of System revenues and must be regarded as both a vital and major contributor to the GCERS. This income assists the governmental employer groups in controlling costs and protects the future security of System members. The investment income for 2007 accounted for 68.39% of the total income.

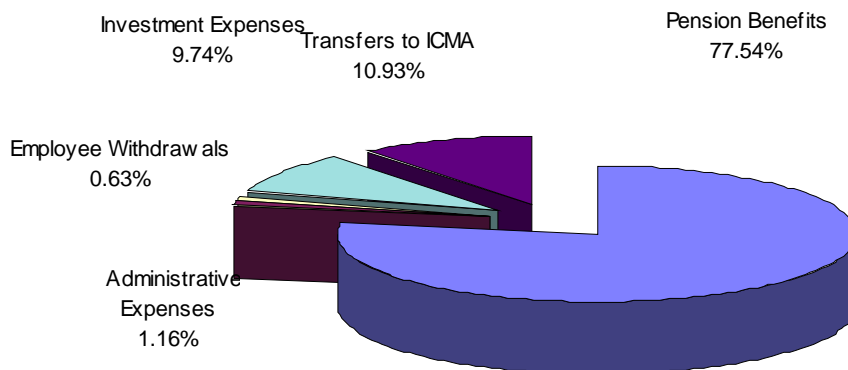
**Genesee County Employees' Retirement System
Secretary's Letter (continued)**

Expenditures of System: The cost of all benefits, services, and operations are borne by the System. This totaled \$39,580,146 for 2007. The allocation of this cost was 77.54% for retiree pension benefits, 9.74% for investment related fees, 0.63% for employee withdrawals, 10.93% to ICMA as transfers to the Defined Contribution plan, and 1.16% for administrative expenses.

SOURCES OF REVENUES - 2007



ALLOCATION/USE OF REVENUES & RESERVES - 2007



HIGHLIGHTS

The end of 2007 drew to a close facing a potential recession, high oil prices, and continuing woes in the subprime mortgage and real estate markets. Despite previous quarter drops in the Fed Funds rate, shifts from equity to fixed income persisted. Crude oil prices continued to climb and rising healthcare and food costs all drove the Consumer Price Index. The broad U.S. equity market suffered, with small cap underperforming large cap, and value continuing to underperform growth by a wide margin.

Economic uncertainty and the resultant flight to quality translated to strong performance for Treasuries and investment-grade bonds. In the falling interest rate environment, longer-term issues outperformed their shorter-term counterparts. Investors shunned credit risk and the U.S. Government issues again outperformed Corporate Bonds.

Global developed equity markets suffered; however, emerging market stocks continued to benefit from demand for oil and other exports.

The Retirement System experienced a 7.33% smoothed overall gain in 2007, which is less favorable than expected based on its long-term assumption, and as a result, its funded status decreased to 89.6%. The Plan continues to mature, and in some cases is now closed to certain employee groups; however, the Genesee County Employees' Retirement System continues to remain in good financial health.

ACKNOWLEDGEMENTS

The compilation of this report reflects the combined effort of the Retirement Office Supervisor and the Genesee County Controller's Office staff and is designed to provide the County Board of Commissioners, members of the System, and the public with detailed investment, financial, and actuarial information regarding the GCERS' operations.

I hope that this year's report will be of interest to you and will be useful in understanding, evaluating, and assuring the continued success of the System.

Respectfully submitted,



George Martini
Secretary

SUMMARY OF BENEFITS – December 31, 2007

(Subject to contractual or management changes – See matrix and applicable union contract for specific benefit provisions)

DESCRIPTION OF THE SYSTEM

The Genesee County Employees' Retirement System is a contributory defined benefit plan that provides for pension and disability benefits for employee members. Because the Retirement System is a multiple-employer retirement fund, each employer has the ability to negotiate and/or establish through personnel policy retirement benefits with their respective employees. Subsequently, the employers and employees assume the related cost liabilities. The System requires contributions that will provide assets sufficient to meet the future benefits to be paid to members.

The following is a description of the benefits of the Genesee County Employees' Retirement System. Complete details of the benefits and other aspects of the program may be found in the law and in the rules and regulations of the Retirement Commission.

Final Average Compensation (FAC) is a frequently used term describing Genesee County Employees' Retirement System benefits. It means the average of the highest two, three, or five years of earnings contained within the period of service being considered, usually, but not necessarily the last years of employment, depending upon the labor agreement and individual employer personnel policies.

BENEFIT PROVISIONS

Eligible employees may become members of GCERS and are required to deposit from 0.50% to 6.5% of all monetary compensation, including overtime. Deposits are accumulated in individual accounts for each member remaining in service. If a member leaves service, he or she may withdraw his or her accumulated contributions together with the interest credited to his or her account; or members with eight years of service may elect a deferred annuity providing a lifetime benefit. Four employers have negotiated a fifteen-year service provision for the deferred annuity for new employees, each with a different effective date. The requirements for regular retirement vary by bargaining group from a 20 to 25 year anniversary date of employment or age 60 with the required years of credited service based upon collective bargaining agreement or personnel policy. Full retirement benefits vary by bargaining unit. Benefit computations also vary, but generally are computed at final average compensation times the sum of 2.3-2.5% for the first 25 years of service plus 1% for years of service in excess of 25 years. (NOTE: Some contracts allow 2.4% or 2.5% for all years of service.)

Duty Disability Retirement

Eligibility: No age or service requirements. Must be in receipt of worker's compensation.

Genesee County Employees' Retirement System
Summary of Benefits (continued)

Annual Amount: Computed as a regular retirement with additional service credit granted from date of retirement to date regular retirement age would have been attained. Prior to age 65, maximum benefit is 90% of FAC (increased by 2.5% for each year of retirement) less worker's compensation payments and/or other remuneration.

Groups Covered: All.

Non-Duty Disability Retirement

Eligibility: Generally 10 or more years of credited service. Water and Waste employees require 15 years of credited service.

Annual Amount: Computed as a regular retirement. Prior to age 65, maximum benefit is 90% of FAC (increased by 2.5% for each year of retirement) less long-term disability benefits and/or other remuneration.

Groups Covered: All.

Duty Death Before Retirement

Eligibility: No age or service requirements. Must be in receipt of worker's compensation.

Annual Amount: Refund of accumulated contributions. Upon termination of worker's compensation the same amount is paid by the Retirement System to the widow for life or until remarriage, to unmarried children under 18 and to dependent parents.

Groups Covered: All.

Non-Duty Death Before Retirement

Eligibility: 15 or more years of credited service or age 60 with 10 or more years of service.

Annual Amount: Computed as a regular retirement but actuarially reduced in accordance with a 100% joint and survivor election (Option A).

Groups Covered: All.

Nothing contained in this retirement Annual Report is intended, or shall be construed, as in any way creating or establishing any right or entitlement, for any purposes or in any manner whatsoever, for the applicant, until approved by the Actuary and the Retirement Commission.

	FAC PERIOD (YEARS)	COLA PERCENTAGE				BENEFIT ELIGIBILITY AGE /SERVICE				MULTIPLIER				EMPLOYEE CONTRIBUTION RATES												
		1.75%				AGE /SERVICE				MULTIPLIER				CONTRIBUTION RATES												
		2%	3%	3.5%	4%	9 YR	00/20	00/22	00/23	00/23	00/25	00/25	00/25	2.3/	2.4/	2.5	0.5	1.0	2.0	3.0	3.5	4.0	5.0	6.0	6.5	
GENERAL COUNTY - BEFORE 1/1/88	2																									
GENERAL COUNTY - AFTER 1/1/88	3																									
GENERAL COUNTY - AFTER 7/1/96 (486 ONLY)	5																									
SHERIFF LOCAL POAM DEPUTIES - BEFORE 1/1/88	X																									
SHERIFF LOCAL POAM DEPUTIES - AFTER 1/1/88	X																									
SHERIFF LOCAL POAM DEPUTIES - AFTER 1/1/88	X																									
SHERIFF LOCAL 916 F&G LITS/SGTS - BEFORE 1/1/88	X																									
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II. FINANCIAL SECTION

The Financial Section Contains:

- **Management's Statement of Responsibility**
- **Auditor's Report**
- **Management's Discussion and Analysis**
- **Audited Financial Statements**
- **Notes to Financial Statements**
- **Supplemental Data**

MANAGEMENT'S STATEMENT OF RESPONSIBILITY FOR FINANCIAL STATEMENTS

The following financial statements and related notes of the Genesee County Employees' Retirement System were prepared by management in accordance with generally accepted accounting principles. The Board of Commissioners through the Audit Subcommittee of the Finance Committee (composed of Commissioners) is responsible for assuring that management fulfills its responsibilities in the preparation of the financial statements.

Management is responsible for the integrity and objectivity of the financial statements that are presented in accordance with generally accepted methods of accounting. Established accounting procedures are designed to provide books, records, and accounts that fairly reflect the transactions of the System.

The training of qualified personnel and the assignment of duties are intended to provide good internal controls. This provides reasonable assurances that transactions are executed in accordance with management's authorization and that adequate accountability of System assets is maintained.

Plante & Moran, PLLC, independent public accountants, with direct access to the Retirement Commission, have examined the financial statements prepared by the System and their report follows.

Independent Auditor's Report

To the Board of
Genesee County Employees' Retirement System

We have audited the accompanying statement of plan net assets of the Genesee County Employees' Retirement System (the "System") as of December 31, 2007 and the related statement of changes in plan net assets for the year then ended. These financial statements are the responsibility of the System's management. 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 of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Genesee County Employees' Retirement System as of December 31, 2007 and the results of its operations for the year then ended, in conformity with accounting principles generally accepted in the United States of America.

The management's discussion and analysis and required supplemental information (presented in Tables 1 – 4 within the Financial Section) are not a required part of the basic financial statements but are supplemental information required by the Governmental Accounting Standards Board. We have applied certain limited procedures, which consisted principally of inquiries of management, regarding the methods of measurement and presentation of the required supplemental information. However, we did not audit the information and express no opinion on it.

Plante & Moran, PLLC

August 1, 2008

MANAGEMENT'S DISCUSSION AND ANALYSIS FOR THE YEAR ENDED December 31, 2007

As the administrators of the Genesee County Employees' Retirement System, the Genesee County Retirement Commission and its management offer readers of the System's Annual Report and incorporated financial statements this narrative overview and analysis of the financial activities of the system.

Financial Highlights

- The Retirement system's net assets held in trust for pension benefits increased \$9,342,207; from \$499,944,001 at December 31, 2006, to \$509,286,208 at December 31, 2007; mainly as a result of gains in the market value of assets.
- During the year, deductions representing the cost of all benefits, services and operations borne by the system totaled \$39,580,146. The allocation of this cost was 77.54% for retiree pension benefits, 9.74% for investment related fees, 0.63% for employee withdrawal of contributions, 10.93% for transfers to a Defined Contribution Plan and 1.16% for administrative expenses.
- During the year, additions representing employer and employee contributions and investment income received by the system totaled \$48,922,353. The source of this revenue was 26.57% in employer contributions, 5.04% in employee contributions and 68.39% in realized and unrealized investment income. Total additions exceeded total deductions by \$9,342,207. This compares to last year's net increase in assets held in trust for pension benefits of \$36,277,205.

Using This Annual Report

This annual report consists of the financial statements, notes to the financial statements and required supplementary information for the Genesee County Employees' Retirement System. The financial statements, related note disclosures and supplementary tables provide financial information about assets held in trust for six separate employer's pension plans.

Overview of the Financial Statements

The Statement of Plan Net Assets (on page 17) and the Statement of Changes in Plan Net Assets (on page 18) report the retirement system's net assets and the changes in them. You can think of the retirement system's net assets – the difference between assets and liabilities – as one way to measure the system's financial health or financial position. Over time, increases or decreases in the system's net assets are one indicator of whether its financial health is improving or deteriorating. You will also need to consider other non-financial factors; such as favorable or unfavorable economic and demographic actuarial experience, as well as actuarial funding progress and current funded status in order to assess the overall health of the system.

**Genesee County Employees' Retirement System
Management's Discussion & Analysis (continued)**

Genesee County is the trustee, or fiduciary, for its own and five other separate employer's pension plans. Fiduciary funds are used to account for resources held in trust for the benefit of parties outside the government. The retirement system's assets are held in trust for the sole purpose of the fund, its participants and beneficiaries. Fiduciary funds are not reflected in Genesee County's government-wide financial statement because the resources of those funds are not available to support Genesee County's own programs. The accounting used for fiduciary funds is much like that used for proprietary funds.

The basic fiduciary fund financial statements can be found following the Management Discussion & Analysis Section of this Annual Report.

A comparison of plan net assets and the changes in plan assets from 2006 to 2007 is contained in the following tables:

	Plan Net Assets (in Thousands)	
	Pension Trust Fund	
	12/31	
	2007	2006
Cash, Short-Term Cash Investments and Receivables	\$ 34,585	\$ 9,582
Investments, at Fair Value	509,693	490,886
Total Assets	544,278	500,468
Other Liabilities	34,992	524
Total Liabilities	34,992	524
Total Net Assets Held in Trust for Pension Benefits	<u>\$509,286</u>	<u>\$499,944</u>

	Changes in Plan Net Assets (in Thousands)	
	Pension Trust Fund	
	12/31	
	2007	2006
Net Investment Income	\$ 29,438	\$ 53,090
Net Securities Lending Income	164	0
Contributions:		
Employee	2,467	2,296
Employer	12,997	12,482
Total Contributions	15,464	14,778
Benefits Paid to Retirees and Beneficiaries	30,690	28,995
Refunds to Terminated Employees	248	273
Other Expenses	4,786	2,323
Net Increase in Net Assets	<u>\$ 9,342</u>	<u>\$ 36,277</u>

**Genesee County Employees' Retirement System
Management's Discussion & Analysis (continued)**

The reason for the increase in the plan net assets for 2007 was due to the continued positive investment return market which provided a net appreciation in the fair value of investment of \$25.6 million. In 2006, the plan reported a \$51.4 million appreciation in fair value of investments.

Notes to the Financial Statements

The notes provide additional information that is essential to a full understanding of the data provided in the fund financial statements. The notes can be found in Notes A through F of this Annual report.

Other Information

In addition to the basic financial statements and accompanying notes, this report also presents certain required supplementary funding and actuarial information. The information can be found in the Supplemental Data Section of this report.

Economic Factors and Next Year's Employer Contribution Rates

The Retirement System experience during the year ended December 31, 2007 was less favorable than expected based on long-term assumptions. The recognized rate of investment return based on the smoothed funding value of assets was less than the assumed rate (7.33% vs. 8.00%). This was partially attributable to the large carry forward of favorable investment return in 2003 which dropped off of the valuation as of December 31, 2007.

Established employer contribution rates for January 1, 2009 to December 31, 2009 are computed to be General and Sheriff's 25.38%, Water and Waste 16.49%, District Library 8.58%, Community Mental Health 11.63%, Road Commission 16.60%, and Mt. Morris 20.56%.

GENESEE COUNTY EMPLOYEES' RETIREMENT SYSTEM
STATEMENT OF PLAN NET ASSETS – December 31, 2007

ASSETS:

Cash and Short-Term Cash Investments	\$ 4,498,014
Cash and Inv. Held as Collateral for Securities Lending	<u>29,110,470</u>

Total Cash and Cash Equivalents \$ 33,608,484

Receivables:

Contributions Receivable	\$ 138,601
Accrued Interest and Dividends	834,845
Other	<u>3,765</u>

Total Receivables \$ 977,211

Investments, at Fair Value:

U.S. Government Securities	\$ 14,305,907
Foreign Bonds	3,240,712
Foreign Equities	74,724,883
Corporate Bonds	76,919,001
Common Stock	132,283,625
Preferred Stock	5,142,534
Mutual Funds	172,988,755
Real Estate	<u>30,087,500</u>

Total Investments \$ 509,692,917

Total Assets \$ 544,278,612

LIABILITIES:

Accounts Payable	\$ 544,648
Amounts Due Broker Under Securities Lending Agreement	29,110,470
Other Current Liabilities	<u>5,337,286</u>

Total Liabilities \$ 34,992,404

Net Assets held in Trust for Pension Benefits \$ 509,286,208

(A schedule of funding progress is presented
on Page 26)

The accompanying notes are an integral part of the financial statements.

GENESEE COUNTY EMPLOYEES' RETIREMENT SYSTEM
STATEMENT OF CHANGES IN PLAN NET ASSETS
FOR THE YEAR ENDED – December 31, 2007

ADDITIONS:

Contributions

Employee Contributions	\$ 2,467,034
Employer Contributions	<u>12,996,937</u>

Total Contributions \$ 15,463,971

Investment Income

Net Appreciation in Fair Value of Investments	\$ 25,590,661
Interest on U.S. Government Securities	763,309
Interest on Corporate Bonds	3,973,644
Dividend Income	<u>1,263,157</u>
	\$ 31,590,771
Less Investment Expense	<u>2,152,746</u>

Net Investment Income \$ 29,438,025

Securities Lending Income

Interest and Fees	\$ 1,867,611
Less Borrower Rebates and Bank Fees	<u>1,703,513</u>

Net Securities Lending Income \$ 164,098

Total Additions \$ 45,066,094

DEDUCTIONS:

Benefits Paid to Retirees and Beneficiaries	\$ 30,690,083
Refunds to Terminated Employees	248,300
Administrative Expenses	460,749
Rollover to Other Pension Plan	<u>4,324,755</u>

Total Deductions \$ 35,723,887

Net Increase \$ 9,342,207

Net Assets Held in Trust for Pension Benefits:

Beginning of Year \$ 499,944,001

End of Year \$ 509,286,208

The accompanying notes are an integral part of the financial statements.

GENESEE COUNTY EMPLOYEES' RETIREMENT SYSTEM **NOTES TO FINANCIAL STATEMENTS**

Note A – Plan Description, Provisions, and Reporting Entity:

The Genesee County Employees' Retirement System (also known as GCERS) is a contributory agent multiple-employer defined benefit pension plan. The GCERS's current-year payroll for all covered employees was \$68,341,150.

The plan covers most employees who are paid by a GCERS employer more than 50% of all compensation received by them for personal services, unless they are a member of the defined contribution plan. Exemptions to the 50% rule include the County Board of Commissioners, Judges and County Juvenile Officers who are paid partially by the County and partially by the State. All new-hire General County and Community Mental Health employees may only join the defined contribution plan. Current membership in the GCERS is comprised of the following:

<u>Group</u>	<u>December 31, 2007</u>
Retirees and beneficiaries	
Currently receiving benefits	1,413
Vested terminated employees	97
Active employees:	
Fully vested	526
Non-vested	735

The GCERS was organized pursuant to Section 12a ACT #156, Public Acts of 1851 (MSA 5.333(I); MCLA 46.12a as amended, State of Michigan. The GCERS was established in 1946, beginning with the General Unit and the County Road Commission. Water and Waste joined the System in 1956, Community Mental Health in 1966, City of Mt. Morris in 1969, and the Genesee District Library in 1980. The GCERS is regulated under the Genesee County Employees' Retirement System Ordinance, the sections of which have been approved by the Genesee County Board of Commissioners and the State Pension Plan Committee, during its existence.

Eligible employee members of GCERS are required to deposit from 0.50% to 6.5% of all monetary compensation, including overtime. Deposits are accumulated in individual accounts for each member remaining in service. If a member leaves service, he may withdraw his accumulated contribution together with the interest credited to his account. All employers allow members with eight years of service to elect a deferred annuity providing a lifetime benefit. Four employers have a fifteen year service provision for the deferred annuity for new employees, each with a different effective date. The requirements for regular retirement varies by bargaining group from a 20 to 25 year anniversary date of employment; or age 60 with a minimum of 8 to 15 years of service. Full retirement benefits vary by bargaining unit. Benefit computations also vary, but generally are computed at final average compensation times the sum of 2.3-2.5% for the first 25 years of service, plus 1% for years of service in excess of 25 years. (NOTE: Some contracts allow 2.4% or 2.5% for all years of service.)

Genesee County Employees' Retirement System
Notes to Financial Statements (continued)

The GCERS employers are required by the Retirement System Ordinance to make adequate contributions to fund the retirement allowances provided by the System. The contribution rates are determined by an annual actuarial valuation based on certain assumptions along with consideration of members' contributions and assumed investment income.

Reporting entity – The financial statements of the System are also included in the financial statements of Genesee County as a Pension Trust Fund.

Note B – Summary of Significant Accounting Policies and Plan Asset Matters:

The pension fund financial statements are reflected on the accrual basis of accounting; revenues are recorded when earned and expenses are recorded as incurred. Employer and employee contributions are recognized in the period in which the contributions are due. Benefits and refunds are recognized when due and payable. Genesee County is following GASB Statement No. 34, Basic Financial Statements and Management's Discussion and Analysis for State and Local Governments. The Genesee County Employees' Retirement System implemented GASB No. 34 as of December 31, 2003.

The System's investment assets, which are trusted by Comerica of Detroit, are stated at fair value (as prescribed by the Michigan Public Employee Retirement Act) as determined and certified by the Trustee. Short-term investments are reported at cost, which approximates fair value. Securities traded on the national or international exchange are valued at the last reported sales price at current exchange rates.

The fair value of real estate investments is based on independent appraisals. Investments that do not have an established market are reported at estimated fair value.

The plan held no investment in any one organization that represented 5 percent or more of net assets available for benefits.

There were no loans outstanding to GCERS employers at December 31, 2007. Retirement investments are subject to a number of restrictions as to the type, quality and concentration of investments made, including limiting common stock to no more than 70% (market) of the portfolio and foreign equities to 20% of the portfolio as stated in Public Act 307 of 2000; the Amendments to Public Act 314 of 1965.

Note C – Deposits and Investments:

Michigan Compiled Laws Section 129.91 (Public Act 20 of 1943, as amended) authorizes local governmental units to make deposits and invest in the accounts of federally insured banks, credit unions, and savings and loan associations that have offices in Michigan. The local unit is allowed to invest in bonds, securities, and other direct obligations of the United States or any agency or instrumentality of the United States; repurchase agreements; bankers' acceptances of United States banks; commercial paper rated within the two highest classifications, which matures not more than 270 days after the date of purchase; obligations of the State of Michigan

Genesee County Employees' Retirement System
Notes to Financial Statements (continued)

or its political subdivisions, which are rated as investment grade; and mutual funds composed of investment vehicles that are legal for direct investment by local units of government in Michigan.

The System is also authorized by Michigan Public Act 314 of 1965, as amended, to invest in certain reverse repurchase agreements, stocks, diversified investment companies, annuity investment contracts, real estate leased to public entities, mortgages, real estate, debt or equity of certain small businesses, certain state and local government obligations, and certain other specified investment vehicles. The investment policy adopted by the board is in accordance with Public Act 196 of 1997 and has authorized the investments according to Michigan Public Act 314. The System's deposits and investment policies are in accordance with statutory authority.

The System's cash and investments are subject to several types of risk, which are examined in more detail below:

Custodial Credit Risk of Bank Deposits

Custodial credit risk is the risk that in the event of a bank failure, the government's deposits may not be returned to it. The government does not have a deposit policy for custodial credit risk. At year end, the System had \$4,112,386 of bank deposits (certificates of deposit, checking, and savings accounts) that were uninsured and uncollateralized. The System believes that due to the dollar amounts of cash deposits and the limits of FDIC insurance, it is impractical to insure all deposits. As a result, the System evaluates each financial institution with which it deposits funds and assesses the level of risk of each institution only; only those institutions with an acceptable estimated risk level are used as depositories.

Interest Rate Risk

Interest rate risk is the risk that the value of investments will decrease as a result of a rise in interest rates. The System's investment policy does not restrict investment maturities. At year end, the average maturities of investments broken down by years are as follows:

	<u>Fair Value</u>	<u>Less than 5</u>	<u>6 – 10</u>	<u>>10</u>
U.S. Government Securities				
US Gov Agency	\$ 2,426,443	\$ 1,713,570	\$ 336,299	\$ 376,574
US Gov CMO	664,874	23,282	-	641,592
US Gov Mortgaged Backed	1,959,744	-	-	1,959,744
US Gov Other	5,350,428	-	-	5,350,428
US Gov TIPS	3,581,124	-	613,055	2,968,069
US Gov Treas, Notes & Bonds	394,222	-	-	394,222
Foreign Bonds				
Foreign Corporate	\$ 3,251,038	\$ 732,808	\$ 1,120,979	\$ 1,397,251
Foreign Government	37,420	-	37,420	-
Corporate Bonds				
Asset Backed	\$ 538,078	\$ 245,506	\$ 11,815	\$ 280,756
Corporate – CMO	6,837,147	-	-	6,837,147
Corporate – Bonds	63,333,443	14,032,621	11,593,832	37,706,990
Private Placement	6,802,947	2,559,804	3,122,919	1,120,224

Genesee County Employees' Retirement System
Notes to Financial Statements (continued)

Credit Risk

State law does not limit investments in commercial paper for pension plans to certain quality ratings. Additionally, the System has no investment policy that would further limit its investment choices. As of year end, the credit quality ratings of debt securities are as follows:

<u>Investment and S&P Rating</u>	<u>Fair Value(in \$000's)</u>
Asset Backed – AAA	\$ 364
Asset Backed – N/R	174
Corporate Bonds – AAA	542
Corporate Bonds - AA	4,493
Corporate Bonds - A	23,268
Corporate Bonds - BBB	21,699
Corporate Bonds - BB	8,157
Corporate Bonds - B	3,489
Corporate Bonds – CCC and below	510
Corporate Bonds – N/R	1,175
Corporate CMO - AAA	4,968
Corporate CMO – N/R	1,869
Private Placement – AAA	521
Private Placement - A	291
Private Placement - BBB	2,759
Private Placement - BB	931
Private Placement – B	631
Private Placement – CCC and below	112
Private Placement – N/R	1,559
Foreign Bonds - A	386
Foreign Bonds - BBB	2,526
Foreign Bonds - BB	340
Foreign Bonds – Government – BBB	37
US Government – Agency – AAA	1,491
US Government – Agency – BBB	43
US Government - Agency – N/R	892
US Government – CMO – N/R	665
US Government – Other – N/R	5,350
US Government – TIPS – N/R	3,581
US Government – Treasuries, Notes & Bonds	394
US Government – Mortgage Back – N/R	1,960

Foreign Currency Risk

Foreign currency risk is the risk that an investment denominated in the currency of a foreign country could reduce its U.S. dollar value as a result of changes in foreign currency exchange rates. The Retirement System does not restrict the amount of investments in foreign currency. The following security is subject to foreign currency risk:

Genesee County Employees' Retirement System
Notes to Financial Statements (continued)

Foreign Currency Risk (continued)

Australian Dollar	311,951
British Pound	683,305
Canadian Dollar	197,757
Euro Currency	18,607,501
Hong Kong Dollar	1,400,338
Indonesian Rupiah	79,913
Japanese Yen	20,076,460
Malaysian Ringgit	1,162,964
Mexican Peso	1,342,039
New Zealand Dollar	10
Singapore Dollar	2,928,500
South African Rand	1
South Korean Won	5,255,228
Swiss Franc	5,015,872
Taiwan Dollar	560,298
Thai Bhat	384,084

The categorization by investment type is not available.

Securities Lending

As permitted by state statutes and under the provisions of a securities lending authorization agreement, the System lends securities to broker-dealers and banks for collateral that will be returned for the same securities in the future. The System's custodial bank manages the securities lending program and receives cash as collateral. Borrowers are required to deliver collateral for each loan equal to not less than 100 percent of the market value of the loaned securities. During the year ended December 31, 2007, only United States currency was received as collateral.

The System did not impose any restrictions during the fiscal year on the amount of loans made on its behalf by the custodial bank. There were no failures by any borrowers to return loaned securities or pay distributions thereon during the fiscal year. Moreover, there were no losses during the fiscal year resulting from a default of the borrowers or custodial bank.

The Genesee County Employees' Retirement System and the borrower maintain the right to terminate all securities lending transactions on demand. The cash collateral received on each loan was invested, together with the cash collateral of other lenders, in an investment pool. The average duration of such investment pool as of December 31, 2007 was 128 days. Because the loans are terminable on demand, their duration did not generally match the duration of the investments made with cash collateral. On December 31, 2007, the System had no credit risk exposure to borrowers. The collateral held and the fair market value of the underlying securities on loan for the System as of December 31, 2007 was \$29,110,470 and \$27,968,624 respectively, which consisted of U.S. government and agencies, U.S. corporate fixed income and U.S. equity securities.

Genesee County Employees' Retirement System
Notes to Financial Statements (continued)

Note D – Contributions Required and Contributions Made:

The GCERS's funding policy provides for periodic employer contributions at actuarially determined rates that are expressed as percentages of annual covered payroll, which are designed to accumulate sufficient assets to pay benefits when due. The System has received the required employer contributions for the year covered in the Summary Annual Report. Employee contributions range from .50% to 6.50% of annual compensation and the remaining required contributions are paid by the employer. The normal cost is determined using an attained age actuarial funding method. Unfunded actuarial accrued liabilities were amortized as a level percent-of-payroll over 20 years in all employers, and added to the computed normal costs. Administrative costs are financed via investment earnings and employer contributions.

Note E – Post retirement Benefits Contributions:

Each employer pays directly to the group providers for their retirants' health and life insurance, with some including dental and optical, through General Fund appropriations.

Note F – Reserves:

State law requires employee contributions to be segregated. In addition, amounts must be set aside as determined by the actuary to fund benefits to retirees currently approved to receive benefits. As of December 31, 2007, the System's reserves have been fully funded as follows:

Reserved for employee contributions	\$ 25,794,900
Reserved for retired employees	291,526,951

SUPPLEMENTAL DATA

**GENESEE COUNTY EMPLOYEES' RETIREMENT SYSTEM
REQUIRED SUPPLEMENTARY INFORMATION**

TABLE 1

Schedule of Funding Progress

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) -- Entry Age (b)	Unfunded AAL (UAAL) (b-a)	Funded Ratio (a/b)	Covered Payroll (c)	(UAAL) as a % of Covered Payroll ((b-a)/c)
1998*	380,089,212	343,751,589	(36,337,623)	110.6	62,420,613	(58.23)
1999*	418,744,721	369,605,820	(49,138,901)	113.3	64,378,394	(76.33)
2000*	432,631,400	399,583,345	(33,048,055)	108.3	63,780,949	(51.81)
2001*	425,846,925	403,158,551	(22,688,374)	105.6	65,746,943	(34.50)
2002*	414,125,511	423,009,102	8,883,591	97.9	68,666,690	12.94
2003*	405,218,225	433,147,789	27,929,564	93.6	70,142,749	39.82
2004*	404,492,706	458,068,584	53,575,878	88.3	71,273,973	75.17
2005*	412,739,184	467,582,019	54,842,426	88.3	70,433,450	77.86
2006*	445,962,298	490,334,814	44,372,516	91.0	70,204,587	63.20
2007*	461,349,321	514,859,339	53,510,018	89.6	68,341,150	78.30

*After changes in actuarial assumptions and/or benefit changes

TABLE 2

Schedule of Employer Contributions

Fiscal Year December 31	Valuation Date December 31	Contribution Rates ^{(1) (2)} As Percents of Valuation Payroll	Annual Required Contribution	Percentage Contribution
1998	1996	14.56	\$ 8,790,633	100%
1999	1997	12.64	\$ 8,030,107	100%
2000	1998	7.25	\$ 4,735,018	100%
2001	1999	9.22	\$ 4,311,457	100%
2002	2000	9.55	\$ 6,016,181	100%
2003	2001	9.55	\$ 6,448,412	100%
2004	2002	14.82	\$ 9,088,458	100%
2005	2003	16.01	\$10,787,720	100%
2006	2004	18.45	\$12,482,410	100%
2007	2005	19.08	\$12,996,937	100%

⁽¹⁾ Net of amortization credit for assets in excess of accrued liabilities.

⁽²⁾ Average contribution rate for all six employers within GCERS.

**Genesee County Employees' Retirement System
Supplemental Data (continued)**

TABLE 3

The information presented in the required supplementary schedule was determined as part of the actuarial valuations at the dates indicated. Additional information as of the latest actuarial valuation follows:

Valuation date:	December 31, 2007
Actuarial Cost Method:	Individual Entry Age
Amortization Method	Level percent-of-payroll
Remaining amortization period for unfunded actuarial accrued liability	20 years
Remaining amortization period for credit	10 years
Asset valuation method	4 year smoothed market
Actuarial assumption:	
Investment rate of return	8.0%
Projected salary increases	5.00% to 9.03%
Includes inflation at	5%
Post Retirement adjustments	Yes, depending on Bargaining Unit

TABLE 4

The following table is a ten-year analysis of additions by source and deductions by type for GCERS.

Fiscal Year Dec 31	Employer Contributions	Employee Contributions	Investment Income (Loss)	Benefit Payments	Admin. Expenses	Refunds of Employee Contributions
1998	8,790,633	2,243,330	32,878,957 ⁽¹⁾	18,008,944	337,638 ^(a)	145,992
1999	8,030,107	2,412,717	51,117,399 ⁽²⁾	19,292,089	700,325 ^(a)	107,117
2000	4,735,018	2,615,818	8,816,574 ⁽³⁾	21,024,197	346,790 ^(a)	250,514
2001	4,311,457	2,042,221	(6,530,016) ⁽⁴⁾	22,909,501	326,947 ^(a)	161,978
2002	6,016,181	2,076,429	(36,568,322) ⁽⁵⁾	23,643,413	342,825 ^(a)	284,130
2003	6,448,412	2,263,639	76,459,629 ⁽⁶⁾	24,610,139	377,858 ^(a)	300,685
2004	9,088,459	2,148,473	37,474,631 ⁽⁷⁾	25,909,403	382,311 ^(a)	410,930
2005	10,787,720	2,145,417	31,062,720 ⁽⁸⁾	27,626,671	415,778 ^(a)	169,994
2006	12,482,410	2,295,981	53,089,557 ⁽⁹⁾	28,994,941	475,979 ^(a)	273,168
2007	12,996,937	2,467,034	29,602,123 ⁽¹⁰⁾	30,690,083	460,749 ^(a)	248,300

- (1) Includes net depreciation in fair value of investments of \$23,938,979.
- (2) Includes net appreciation in fair value of investments of \$21,919,831.
- (3) Includes net depreciation in fair value of investments of \$25,521,562.
- (4) Includes net depreciation in fair value of investments of \$13,100,598.
- (5) Includes net depreciation in fair value of investments of \$26,575,020.
- (6) Includes net appreciation in fair value of investments of \$68,174,647.
- (7) Includes net appreciation in fair value of investments of \$30,045,812.
- (8) Includes net appreciation in fair value of investments of \$26,384,710.
- (9) Includes net appreciation in fair value of investments of \$51,374,725.
- (10) Includes net appreciation in fair value of investments of \$25,590,661.

- (a) GASB 25 requires investment fees to be netted against investment income for years beginning after December 31, 1998.

III. INVESTMENT SECTION

The Investment Section Contains:

- **Investment Goal**
- **Investment Policy**
- **Investment Portfolio Distribution**
- **Return on Investment**
- **Investment Performance**

GENESEE COUNTY EMPLOYEES' RETIREMENT SYSTEM INVESTMENT POLICY

GOAL

The objective of the Genesee County Employees' Retirement System is to provide present and future retirement or survivor benefits for its members. To achieve this goal, the Fund targets an average, annual return of 8.0% over periods greater than five years. Achievement of this target return will likely ensure the System's ability to pay benefits and result in stable contribution rates.

INVESTMENT POLICY

The fund is long-term in nature and the selection of investments is regulated by (1) statutory limitations, (2) limits of acceptable risk and (3) the objective of a maximized total rate of return.

Investment decision shall be made within the framework of the goal established for the rate of return, limits of acceptable risk and fund objectives. At any point in time, certain types of investments have greater relative attractiveness than others. To maximize the realized rate of return, it is necessary to determine the relative values ascribed to differing types of investments within a given investment environment.

The System believes that individual holdings should stand alone on merit as well as complement the entire group of holdings.

Diversification shall be considered as part of the effort to minimize liquidity risks, maximize total rate of return and limit exposure to unanticipated business risks. Since the portfolio is long-term in nature and is constructed to avoid the necessity of liquidating holdings to meet benefit payments, liquidity is not a first consideration; however, every reasonable effort will be made to provide protection for the portfolio in future deteriorating markets.

No holding will be considered a "permanent" part of the portfolio. Any security can be sold at any time either to maximize gains or to minimize losses. The portfolio shall be continuously monitored in order to identify such instruments as overvalued stocks or low yield bonds in order to take appropriate action.

In making decisions, the Commission shall avail itself of the highest caliber advice obtainable, both internally and externally. The Commission has retained the services of a professional investment consultant to monitor investments, returns, and peer performance of the investment managers. Investment managers are hired to invest the System's assets on a daily basis in a variety of asset classes to maximize returns at a lower overall risk to the plan.

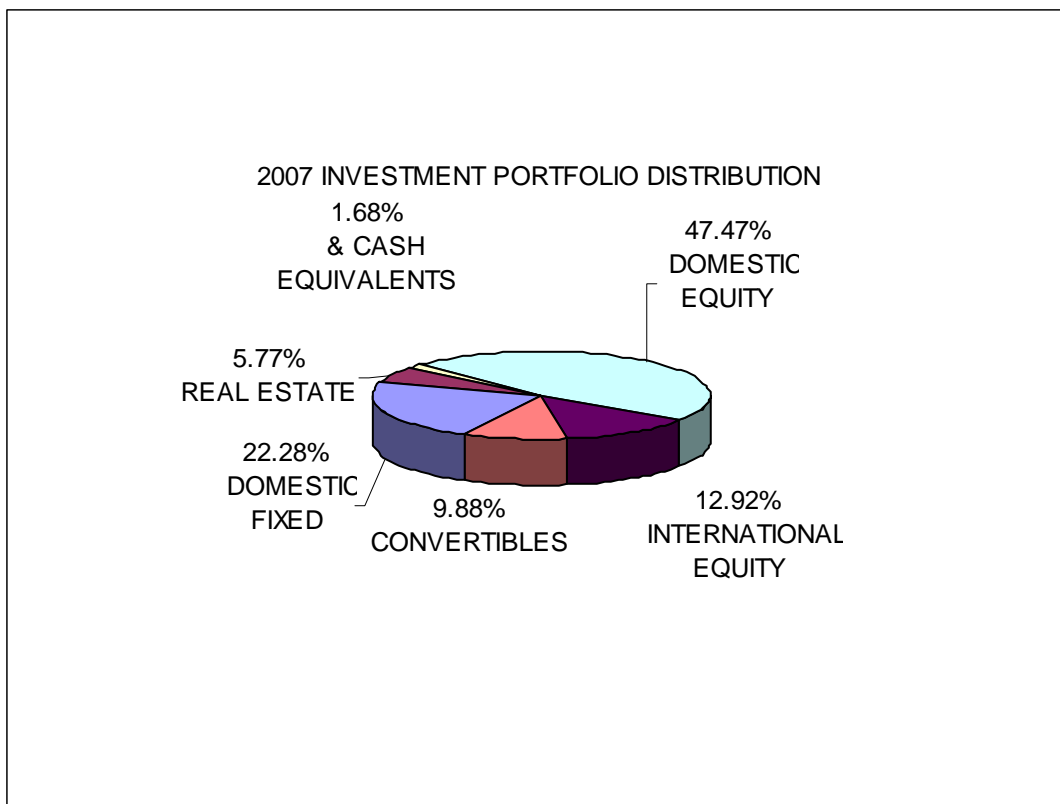
The Governmental Accounting Standards Board Statement Number 5 will be followed in accounting for the portfolio. Securities will be recorded at market values and will be reported to the Commission monthly. The firm engaged for the annual audit shall be consulted when questions concerning accounting procedures arise.

**Genesee County Employees' Retirement System
Investment Policy (continued)**

A quarterly evaluation of the System's portfolio will be conducted to monitor the investment performance by each of the Investment Managers. In addition, the annual external audit and the annual actuarial valuations shall be reviewed in conjunction with the evaluation of investment performance. All evaluations will be related to the Commission's stated goals. Because these goals are long-term, cumulative performance results will be considered as more important than performance in any single year.

INVESTMENT PORTFOLIO DISTRIBUTION

The State of Michigan charges the Retirement Commission with the responsibility of investing the System's portfolio in a prudent manner and in a fiduciary capacity. On December 31, 2007, the market value of the portfolio distribution of investments was as follows: 47.47% in domestic equities, 12.92% in international equities, 22.28% in various fixed income securities, 9.88% in convertibles, 5.77% in real estate, and 1.68% in cash and equivalents (receivables and accruals).



RETURN ON INVESTMENT

The return on investments, which is defined as the income plus or minus the appreciation or depreciation in value, is analyzed each quarter. The Genesee County Employees' Retirement System's investment performance is compared with the results within a universe of other public funds.

- Total return for 2007 of 5.75% ranks in the 70th percentile among public funds.
- The three and five year total returns of 8.46% and 11.26% respectively, rank 43rd and 41st percentiles among all public funds. (Statistics according to Asset Strategies Portfolio Services' December 31, 2007 Investment Performance Analysis)
- The following expenses were paid by soft dollars totaling \$197,238 (of which \$30,035 was recaptured).
 - Execution of securities trading
 - Investment Research

INVESTMENT PERFORMANCE ANALYSIS

The investment performance of the System is continually monitored through the use of a number of different methods. The performance of the domestic equity, international equity, fixed income, and real estate portfolios is monitored by a highly respected portfolio evaluation service and consultant in the United States.

A summary of the Genesee County Employees' Retirement System's performance results, along with a brief description of issues to be considered in interpreting the results follow. Since the purpose of the summary is to provide an overview, the reader is cautioned against forming conclusions that may be premature.

The Genesee County Employee's Retirement System Report is provided as a profile of the System's performance. The reader may note that the yields of the audited financial statements will vary from the rates of return presented in this section. The variation is attributable to asset appreciation being included in the determination of rates of return, whereas only dividends and interest are used to determine yields in the Financial Section.

Total Cumulative Annual Rate of Return:

This shows how the Genesee County Employees' Retirement System performed over multi-year periods compared with other public plan funds. The System's return is tabulated along with a segmentation of the group's results. Percent rank indicates what proportion of the group outperformed the System; a low percent indicates a relatively higher return. The reader can

**Genesee County Employees' Retirement System
Investment Policy (continued)**

choose a time period of particular interest and examine the return the Genesee County Employees' Retirement System earned for that period. In the past, a market cycle has generally covered a four-year period. For any time period one chooses to examine, the median serves as an effective standard for determining what a "reasonable" return for that period would have been. (The median is that return that outranked 50 percent of the funds in the group and that was outranked by 50 percent of the funds).

This summary should be regarded only as an introduction to evaluating the Genesee County Employees' Retirement System's investment performance results. Nevertheless, it is hoped that this brief overview will be of some assistance.

IV. ACTUARIAL PRINCIPLES

The Actuarial Section Contains:

- **Actuarial Principles**
- **Present Actuarial Status**
- **Member Statistics**

GENESEE COUNTY EMPLOYEES' RETIREMENT SYSTEM ACTUARIAL PRINCIPLES

Promises Made, and Eventually Paid – As each year is completed, the Genesee County Employees' Retirement System in effect hands an "IOU" to each member then acquiring a year of service credit – the "IOU" says: "The Genesee County Employees' Retirement System owes you a retirement benefit, payments to be made in cash commencing when you qualify for retirement."

The principal related financial question is: "When shall the money required to cover the "IOU" be contributed?"

The year when the benefit of the member's service is received, or some future year when the "IOU" becomes a cash demand.

The Constitution of the State of Michigan is directed to the question:

"Financial benefits arising on account of service rendered in each fiscal year shall be funded during that year and such funding shall not be used for financing unfunded accrued liabilities."

The majority of public employers meet this constitutional requirement by level percent-of-payroll contributions.

Translated into actuarial terminology, a level percent-of-payroll contribution objective means that the contribution rate must be at least:

Normal Cost – (the present value of benefits likely to be paid on account of members' service being rendered in the current year).

...PLUS

The Financing of Unfunded Actuarial Accrued Liabilities – (unfunded actuarial accrued liabilities are the difference between (1) the actuarial accrued liability, and (2) the valuation assets of the retirement program).

A byproduct of a level percent-of-payroll contribution objective is the accumulation on invested assets of varying periods of time. Invested assets are a byproduct of level percent-of-payroll contributions, not the objective. Investment income becomes the third major contributor to the retirement program, and the amount is directly related to the amount of contributions and investment performance.

If contributions to the retirement program are less than the preceding amount, the difference plus investment earnings not realized thereon, will have to be contributed at some later time or benefits will have to be reduced to satisfy the fundamental fiscal equation under which all retirement programs must operate; that is;

The aggregate amount of benefit payments to any group of members and their beneficiaries cannot exceed the sum of:

**Genesee County Employees' Retirement System
Actuarial Principles (continued)**

The aggregate amount of contributions received on behalf of the group

...PLUS

Investment earnings on contributions received and not required for immediate cash payments of benefits

...MINUS

The expenses of operating the program.

There are retirement programs designed to defer the bulk of contributions far into the future. Lured by artificially low present contributions, the inevitable consequence of a relentlessly increasing contribution rate – to a level that may be greatly in excess of the level percent-of-payroll rate – is ignored.

This method of financing is prohibited in Michigan by the State Constitution.

COMPUTED CONTRIBUTION RATE NEED TO FINANCE BENEFITS

The actuary calculates the contribution requirements and benefit values of the Fund by applying actuarial assumptions to the benefit provisions and people information furnished, using the actuarial cost methods described on the previous page.

The principal areas of financial risk which require assumptions about future experiences are:

- a. Long-term rates of investment return to be generated by the assets of the Fund.
- b. Rates of mortality among members, retirees, and beneficiaries.
- c. Patterns of actual retirements.
- d. The age patterns of actual retirements.
- e. Rates of withdrawal of active members (without entitlement to a retirement benefit).
- f. Rates of disability among members.

In making a valuation, the actuary calculates the monetary effect of each assumption for as long as a present covered person survives – a period of time which can be as long as a century.

Actual experience of the Fund will not coincide with assumed experience, regardless of the wisdom of the assumptions, or the skill of the actuary and the precision of the many calculations made. Each valuation provides a complete recalculation of assumed future experience and takes in account all past differences between assumed and actual experience. The result is a continual series of adjustments (usually small) to the computed contribution rate.

From time to time it becomes appropriate to modify one or more of the assumptions to reflect experience trends (but not random year to year fluctuations).

GENESEE COUNTY EMPLOYEES' RETIREMENT SYSTEM ACTUARIAL STATUS

Overall experience of the Retirement System for the year ended December 31, 2007, produced results which were less favorable than expected based on long-term assumptions. The recognized rate of investment return based on the smoothed funding value of assets was less than the assumed rate (7.33% vs. 8.00%). This was partially attributable to the large carry forward of favorable investment return in 2003, which dropped off for the valuation as of December 31, 2007.

In all divisions except the District Library, the computed retiree liabilities were greater than the Reserve for Retired Benefit Payments as of December 31, 2007 and transfers were recommended in each division to equal the retired life liabilities as of December 31, 2007.

The ratio of the funding value of accrued assets to accrued liabilities was 89.6%

FUNDING PROGRESS INDICATORS

There is no single all-encompassing indicator that measures a retirement system's funding progress and current funded status.

A traditional measure has been the relationship of valuation assets to actuarial accrued liability – a measure that is influenced by the choice of actuarial cost method. This relationship is as follows:

GCERS Unfunded Actuarial Accrued Liability As of December 31, 2007 By Divisions (\$ in thousands)

	General & Sheriffs	Water & Waste	District Library	Mental Health	Road Commission	Mt. Morris	TOTALS
Actuarial Accrued Liability & Reserves:	\$305,032	\$44,748	\$13,020	\$83,581	\$63,533	\$4,944	\$514,858
Assets Allocated to Funding:	\$265,251	\$38,980	\$14,261	\$80,564	\$58,368	\$3,925	\$461,349
Unfunded Actuarial Accrued Liability:	\$ 39,781	\$ 5,768	\$ (1,241)	\$ 3,017	\$ 5,165	\$1,019	\$ 53,509
Funded Ratio:	87.0%	87.1%	109.5%	96.4%	91.9%	79.4%	

**Genesee County Employees' Retirement System
Actuarial Status (continued)**

We believe an understanding of short-term funding progress and status can be achieved using the following indicators:

- (1) The ratio of the unfunded actuarial accrued liability to participant payroll.** In a soundly financed retirement system, the amount of the unfunded actuarial accrued liability will be controlled and prevented from increasing in the absence of benefit improvements. However, in an inflationary environment is seldom practical to impose this control on dollar amounts that are depreciating in value. The ratio is a relative index of condition where inflation is present in both items. The ration is expected to decrease over time but the basic trend may be interrupted by benefit improvements.
- (2) The ratio of the funding value of assets to the actuarial accrued liability.** The ratio is expected to increase over time but the basic trend may be interrupted by benefit improvements.
- (3) The actuarial present value of gains or losses realized in the operation of the retirement system.** Gains and losses are expected to cancel each other over a period of years but sizable year-to-date fluctuations are common.

Summary of Benefit Provision Changes in December 31, 2007 Valuation

Community Mental Health:

AFSCME 496

Plan is closed to employees hired into the bargaining group on or after 10/1/2007.

Teamsters

Plan is closed to employees hired on or after 11/20/2007.

Roads:

AFSCME 496

Member contribution rate decreased to 1.50% from 2.0%

December 31, 2007 valuation reflected no changes in assumptions or methods.

**Genesee County Employees' Retirement System
Actuarial Status (continued)**

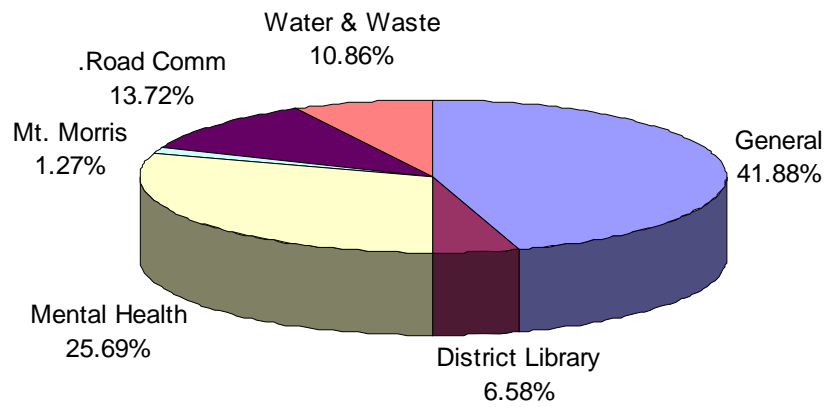
ACTUARIAL CONCLUSION

The accrued condition of the Retirement System is good, subject to continued receipt of recommended contributions.

CERTIFICATION: Rodwan Consulting Company certifies that the December 31, 2007 actuarial valuation has been conducted in accordance with generally accepted actuarial principles and practices. Data concerning active members, retirees, beneficiaries and assets was provided by the County. This data has been reviewed for reasonableness, but no attempt has been made to audit such information. The valuation was based on the provisions of the Retirement System as amended through January 1, 2008. The actuarial assumptions used in this valuation are reasonable related to past experience of the System and represent reasonable expectations of future experience under the System.

**GENESEE COUNTY EMPLOYEES' RETIREMENT SYSTEM
MEMBER STATISTICS**

GCERS Active Members as of 12/31/2007 TOTAL - 1,261



**Genesee County Employees' Retirement System
Member Statistics (continued)**

COMPARATIVE SCHEDULE

Valuation Date Dec 31	Total Active Members	Valuation Payroll*	Average Age	Average Service	Average Annual Pay	% Increase
1991	1,572	53,167	41.6	10.0	33,822	5.1
1992	1,656	57,807	41.4	9.4	34,098	3.2
1993	1,736	60,516	41.5	9.0	34,860	(0.1)
1994	1,783	65,137	42.0	9.3	36,532	4.8
1995	1,821	69,200	42.2	9.6	38,001	4.0
1996	1,661	65,206	42.5	10.0	39,257	3.3
1997	1,496	61,108	42.6	10.1	40,848	4.1
1998	1,502	62,421	42.8	10.4	41,558	1.7
1999	1,521	64,378	42.7	9.9	42,326	1.8
2000	1,474	63,781	42.8	10.4	43,271	2.2
2001	1,447	65,765	42.8	10.2	45,449	4.8
2002	1,481	68,667	43.5	10.2	46,365	2.0
2003	1,450	70,143	43.7	10.6	48,374	4.3
2004	1,395	71,274	43.8	10.8	51,092	5.3
2005	1,399	70,433	44.1	10.8	50,346	(1.5)
2006	1,346	70,205	44.6	11.2	52,115	3.5
2007	1,261	68,341	45.2	12.0	54,196	4.0

***in thousands*

**Genesee County Employees' Retirement System
Member Statistics (continued)**

EMPLOYER COMPUTED CONTRIBUTIONS-COMPARABLE SCHEDULE

Valuation Date Dec.	General & Sheriffs	Water & Waste	District Library	Mental Health	Road Commission	City of Mt. Morris	Valuation Payroll*	Dollar Contributions*
1970	6.91				8.75	9.13	12,470	1,886
1975	9.10				8.91	7.65	25,206	2,238
1980	11.34			4.09	12.30	5.30	37,400	4,012
1984	9.59	7.05	9.33	3.04	9.97	6.74	41,454	3,534
1985 (a)	8.01	6.37	7.91	7.03	10.24	4.90	44,068	3,795
1986	6.04	4.99	7.22	6.54	9.63	4.34	46,136	3,231
1987 (a)	11.40	4.79	5.72	6.44	9.07	3.35	50,282	5,235
1988 (a)	12.51	2.32	4.67	10.43	9.12	2.72	50,342	5,882
1989 (a)	15.66	0.45	4.42	9.14	6.54	1.24	50,694	6,631
1990 (a)	16.21	6.82	4.15	9.12	9.31	1.62	53,332	7,463
1991	17.03	6.19	8.27	8.97	15.98	0.58	53,167	9,448
1992	21.09	7.98	6.63	9.41	19.89	0.62	57,807	10,410
1993	23.34	13.41	6.36	10.67	19.91	0.23	60,516	10,614
1994	22.53	14.19	4.50	10.34	20.66	0.23	65,137	12,549
1995	18.44	9.99	.69	7.17	23.34	0.00	69,200	12,397
1996	20.19	3.22***	0.00	4.69	26.04	3.78	66,206	11,996
1997	17.32	10.88	0.00	5.68	19.33	3.76	61,108	9,502
1998	11.09	4.14	0.00	1.89	13.78	0.00	62,421	8,791
1999	10.29	2.08	0.00	1.20	10.95	0.00	64,378	8,030
2000	10.70	3.02	0.00	8.97	12.02	0.00	63,781	4,735
2001	10.39	4.71	0.00	8.09	16.93	5.22	65,765	4,311
2002	15.52***	14.00***	0.56***	9.44***	16.42***	11.56***	68,667	6,016
2003	19.27	15.94	5.40	11.47	18.19	14.96	70,143	6,448
2004	22.31	17.11	8.95	13.61	19.57	18.47	71,274	9,088
2005	24.28	17.58	12.68	12.80	18.18	18.76	70,433	10,788
2006	23.48	15.94	11.20	11.49	16.00	18.21	70,205	12,482
2007	25.38	16.49	8.58	11.63	16.60	20.56	68,341	12,997

* \$ In Thousands

** Rate was 3.22; employer paid 9.99

*** Rate represents those adopted by Retirement Commission on 6/16/2003.

V. GLOSSARY OF KEY INVESTMENT AND ACTUARIAL TERMS

Glossary of Key Investment and Actuarial Terms:

ACTUARIAL ACCRUED LIABILITY-

The difference between the actuarial present value of system benefits and the actuarial value of future normal costs. Sometimes referred to as “accrued liability”.

ACTUARIAL ASSUMPTIONS-

Estimates of future experience with respect to rates of mortality, disability, turnover, retirement, rate or rates of investment income and salary increases. Decrement assumptions (rates of mortality, disability, turnover, and retirement) are generally based on past experience, often modified for projected changes in conditions. Economic assumptions (salary increases and investment income) consist of an underlying rate in an inflation-free environment plus a provision for a long-term average rate of inflation.

ACTUARIAL RESERVE-

A fund for the purpose of paying benefits which will not be paid in the very near future but which have already been earned. An actuarial reserve retirement fund sets aside money for benefits earned before the benefits will actually have to be paid.

ACTUARIAL VALUATION-

An examination by an actuary of a group of people, with regard to certain characteristics of the people in that group. Some of the characteristics are age, service, salaries, rate of turnover by death or termination. The actuary can then determine whether contributions are sufficient to fund liabilities earned. An annual actuarial valuation of active and retired members is conducted by Rodwan Consulting Company, the actuary for the Genesee County Employees' Retirement System.

AMORTIZE-

To pay off an interest-discounted amount with periodic payments of interest and principal as opposed to paying off with a lump sum payment.

AUDIT-

An examination by someone or some firm outside an organization of accounting records developed by the staff of the organization. Recommendations and suggestions for better record keeping and management are often part of an audit. An annual audit is conducted by Plante & Moran, PLLC, the independent auditors for the Genesee County Employees' Retirement System.

CORPORATE OBLIGATION-

An investment in a corporation with specified payments of principal and interest over a definite period of time.

DIVERSIFICATION-

The practice of investing in several different investment areas in order to minimize total portfolio risks.

LEVEL-COST FINANCING-

A method of financing a retirement system in which contributions, as a percentage of payroll, remain level from generation to generation, if benefit provisions are not changed.