



GENESEE COUNTY EMPLOYEES' RETIREMENT SYSTEM ANNUAL REPORT

for the Year Ended
December 31, 2010

RETIREMENT COMMISSION MEMBERS

Jeffrey Cyphert, Chairperson	Elected Retiree Representative
John Mandelaris, Vice-Chairperson	Ex-Officio Commissioner
Patrick Gleason	Ex-Officio Commissioner
George Martini	Ex-Officio Commissioner
John Northrup	Ex-Officio Commissioner
Dan Russell	Ex-Officio Commissioner
Vickie Francisco	Elected Employee Representative
Martina Royster	Elected Employee Representative
Warren Vyvyan	Elected Employee Representative

WHERE TO WRITE FOR INFORMATION:

Genesee County Employees' Retirement System
Retirement Services Administrator
1101 Beach Street
Flint, MI 48502
Telephone: (810) 257-2626 or (800) 949-2627
Fax: (810) 768-7097
Email: retirement@co.genesee.mi.us
Web site: www.co.genesee.mi.us



Public Pension Coordinating Council

***Public Pension Standards Award
For Funding and Administration
2010***

Presented to

Genesee County Employees' Retirement System

In recognition of meeting professional standards for
plan funding 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 that reads "Alan H. Winkle".

Alan H. Winkle
Program Administrator

INDEPENDENT AUDITORS

Plante & Moran, PLLC

ACTUARY

Rodwan Consulting Company

INVESTMENT MANAGERS

AEW Value Investors, LP

Bedrock Advisors, LLC

BlackRock

Calamos Asset Management

EARNEST Partners

First Eagle Investment Management

GAM Ltd.

Guggenheim Real Estate Partners

INTECH Investment Management, LLC

Mackay Shields, LLC

Pacific Investment Management Company (PIMCO)

Prudential Investments (PRISA)

World Asset Management (WAM)

COMMISSION RECAPTURE FIRMS

BNY-Convergex

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

Consulting Physicians, P.C.

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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 32nd Annual Report of the Genesee County Employees' Retirement System (also referred to as GCERS) for the year ended December 31, 2010.

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, 2010.

ORGANIZATION

The GCERS was organized pursuant to Section 12 (a) of Act #156, Public Acts of 1851 (MSA 5.333(1); MCLA 46.12 (a) 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 and individual union/management collectively-bargained contracts. This Ordinance has been approved by the Genesee County Board of Commissioners.

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, or other Road Commissioner designated by the Chairperson of the Board of County Road Commissioners as his or her designee during the Chairperson's term.
- 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 **Human Resources Director** serves as Secretary to the Retirement Commission and as the Administrative Officer.

The **Retirement Services Administrator** serves as a staff aide to the Retirement Commission and as the Plan Administrator.

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 Investment 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)

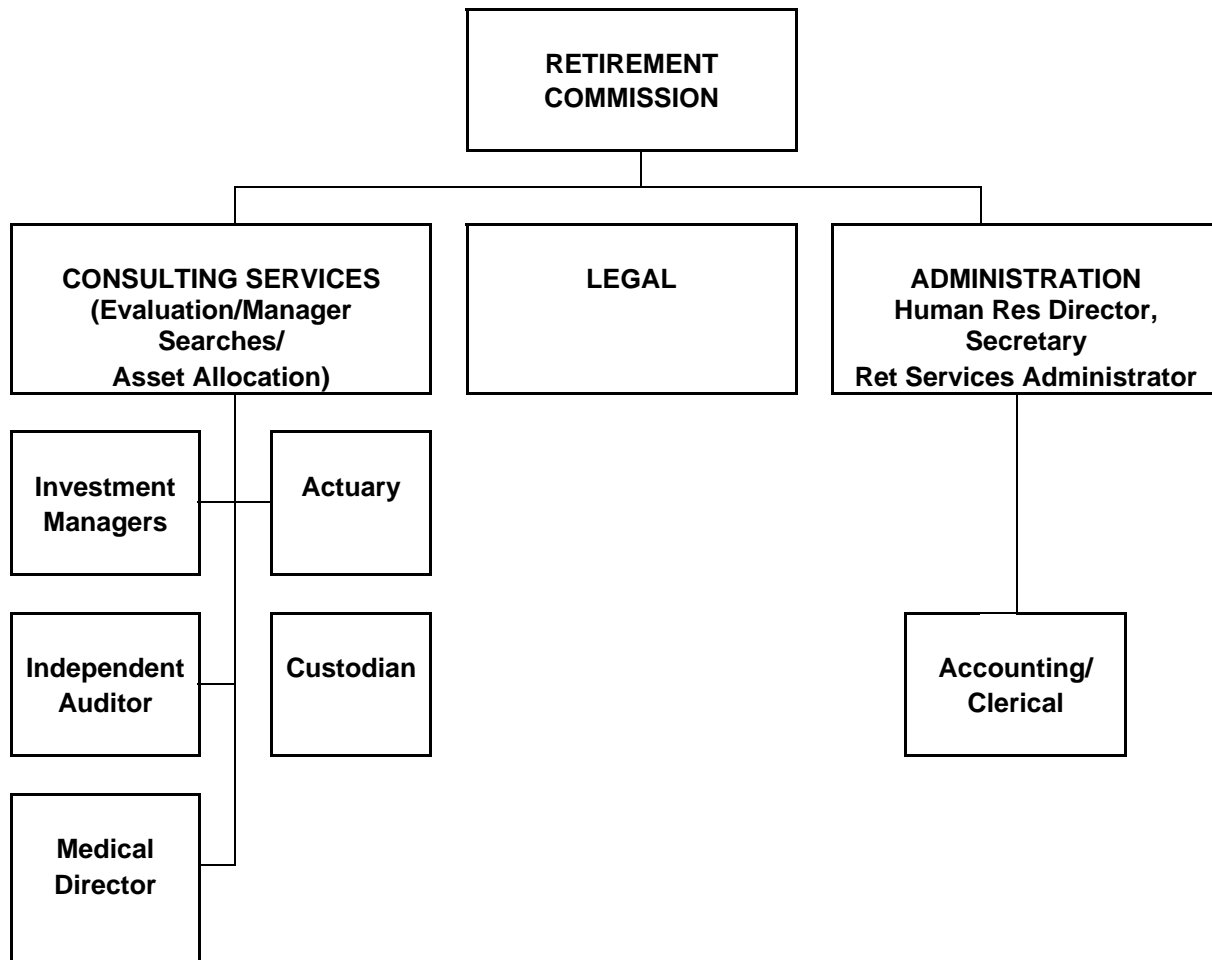
A **Medical Director** is appointed by the Commission to review and evaluate medical evidence and propose recommendations regarding applications for disability retirements.

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.

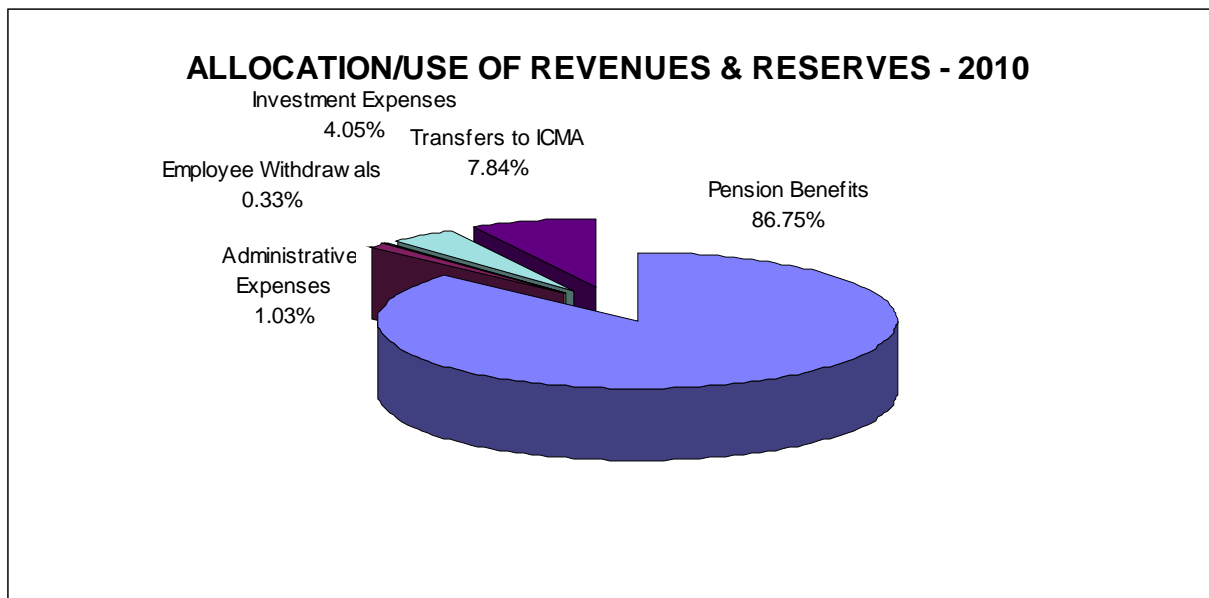
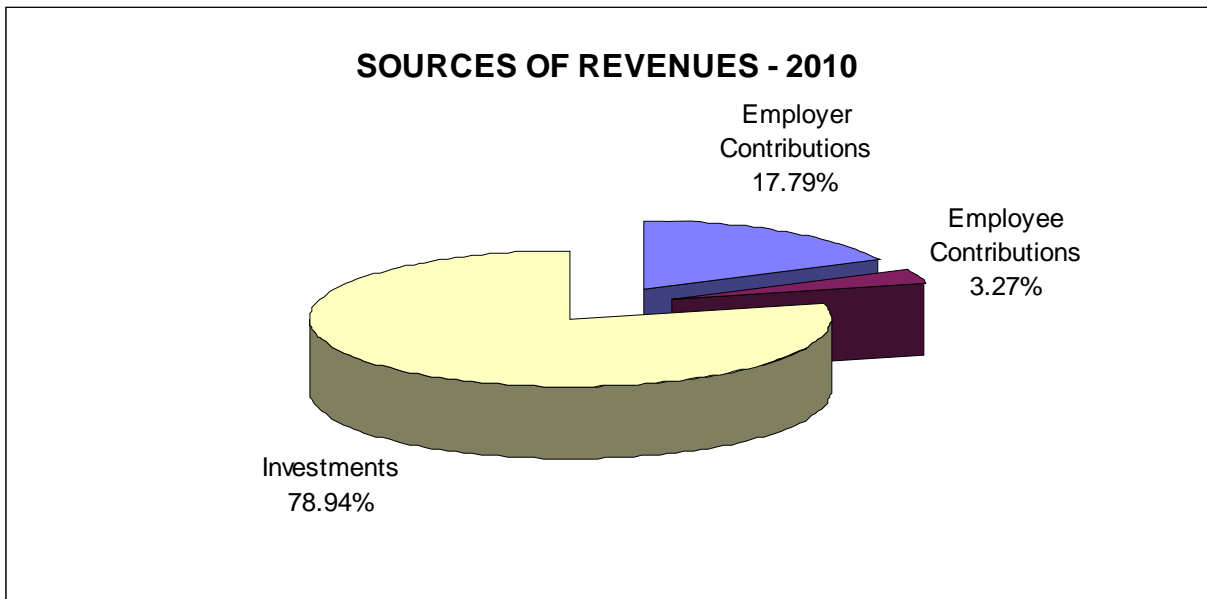
Contributions by Members: Employee contributions are calculated on all monetary compensation as defined by the Retirement Ordinance. The member contribution rates vary by employer and the respective collective bargaining agreements and/or personnel policies. These rates differ from 0.50% to 6.5%. The 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 3.27% of total income for 2010.

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 17.79% of total income for 2010.

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 2010 accounted for 78.94% 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 \$40,685,324 for 2010. The allocation of this cost was 86.75% for retiree pension benefits, 4.05% for investment related fees, 0.33% for employee withdrawal of contributions, 7.84% for transfers to a defined contribution plan and 1.03% for administrative expenses.



HIGHLIGHTS

The second quarter of 2010 showed signs of a continuing slow recovery for the U.S. economy and equity markets continued the previous first quarter's rally into April. However, investor confidence was shaken due to European sovereign debt issues, the BP oil spill and continued elevated unemployment in the U.S, and this led to a steep correction at a level not seen since the fourth quarter of 2008. By the third quarter of 2010, the equity markets, including international stock markets, bounced back strongly and investor demand for new debt issues continued at a record level.

U.S. equity markets finished the year with strong gains in the fourth quarter of 2010. Growth stocks outperformed value stocks among large caps. Small cap stocks outperformed large cap stocks with small growth outperforming all major style segments for the fourth quarter. Investor demand for higher yield issues drove credits outperformance relative to government-related issues. High yield bonds were once again the best performing segment of the fixed income market.

During 2010, the Genesee County Employees' Retirement System's Investment Committee continued to evaluate its asset allocation strategy and seek investment opportunities to aid in achieving its long-term financial goals.

The Retirement Commission continues to remain diligent and proactive in its efforts to best manage the investment objectives of the Plan.

ACKNOWLEDGEMENTS

The compilation of this report reflects the combined effort of the Retirement Services Administrator 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,

Debra Tocarchick

Debra Tocarchick
Retirement Services Administrator

SUMMARY OF BENEFITS – December 31, 2010

(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 with 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.

GENESEEE COUNTY EMPLOYEES' RETIREMENT SYSTEM
 (January 1, 2011)

	FAC PERIOD (YEARS)			COLA PERCENTAGE							BENEFIT ELIGIBILITY AGE / SERVICE												MULTIPLIER					EMPLOYEE CONTRIBUTION RATES													
	2	3	5	2%	3%	3.5%	4%	9 YRS	1.75%	0020	0022	0023	0023	0023	56/23	60/10	60/10	60/15	60/23	60/25	00/26	2.9/	2.4/	2.4	2.5	0.5	1.0	2.0	3.0	4.0	5.0	6.0	6.5	7.0							
GENERAL COUNTY - PRIOR 7/1/1986	X			X								X												X																	
GENERAL COUNTY - AFTER 7/1/1986		X											X																												
SHERIFF LOCAL POAM DEPUTIES - PRIOR 1/1/2000																																									
SHERIFF LOCAL POAM DEPUTIES - AFTER 1/1/2000																																									
SHERIFF LOCAL 916.5 & 8 LTS./SGTS. - BEFORE 1/1/19																																									
SHERIFF LOCAL 916.5 & 8 LTS./SGTS. - AFTER 1/1/1999																																									
MENTAL HEALTH - ALL EMPLOYEE GROUPS																																									
LIBRARY - NON-UNION & UNION BEFORE 7/1/1985																																									
LIBRARY - NON-UNION & UNION AFTER 7/1/1985																																									
LIBRARY - NON-UNION DIRECTORS BEFORE 6/1/2004																																									
LIBRARY - NON-UNION DIRECTORS AFTER 6/1/2004																																									
WATER & WASTE - AFSCME HIRED PRIOR 12/31/2005																																									
WATER & WASTE - AFSCME HIRED AFTER 1/1/2006																																									
WATER & WASTE - AFSCME HIRED AFTER 1/1/2011																																									
WATER & WASTE - NON-UNION < 8 YRS 3/31/2006																																									
WATER & WASTE - NON-UNION > 8 YRS 3/31/2006																																									
CITY OF MT MORRIS - ALL GROUPS																																									
ROAD EXEMPT																																									
ROAD SUPERVISORS HIRED BEFORE 7/9/2002																																									
ROAD SUPERVISORS HIRED ON OR AFTER 7/9/2002																																									
ROAD SEIU 517M HIRED BEFORE 7/9/2002																																									
ROAD SEIU 517M HIRED ON OR AFTER 7/9/2002																																									
ROAD AFSCME 498 HIRED BEFORE 7/1/2004																																									
ROAD AFSCME 498 HIRED AFTER 7/1/2004																																									

* Unique blend of ages/service
 ** Reduced early retirement available age 55-60 with 8 or 15 years credited service
 *** Reduced early retirement available age 58 with 8 years credited service if hired prior to 7/1/2004; 58 with 15 years credited service if hired after 7/1/2004
 # Increases are based on C.P.L. up to stated maximum

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.



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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, 2010 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, 2010 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 I - 3 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. The information presented in Table 4 is presented for purposes of additional analysis and is not a required part of the basic financial statements. We have applied certain limited procedures to the management's discussion and analysis and required supplemental information, 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. The information in Table 4 has not been subjected to auditing procedures applied by us in the audit of the financial statements and accordingly, we express no opinion on it.

The System's basic financial statements will be included in an Annual Report of the System. The other information included in the Annual Report listed in the table of contents: as the Introductory, Investment, Actuarial, and Glossary of Key Investment and Actuarial Terms section, is presented for the purposes of additional analysis and is not a required part of the basic financial statements. We did not audit the information and express no opinion on it.

Plante & Moran, PLLC

November 28, 2011



MANAGEMENT'S DISCUSSION AND ANALYSIS FOR THE YEAR ENDED December 31, 2010

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 by \$30,853,306; from \$394,364,124 at December 31, 2009, to \$425,217,430 at December 31, 2010; 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 \$40,685,324. The allocation of this cost was 86.75% for retiree pension benefits, 4.05% for investment related fees, 0.33% for employee withdrawal of contributions, 7.84% for transfers to a Defined Contribution Plan and 1.03% for administrative expenses.
- During the year, additions representing employer and employee contributions to the System totaled \$71,538,630. The source of this revenue was 17.79% in employer contributions, 3.27% in employee contributions and 78.94% in realized and unrealized investment income.
- The overall net increase in net assets held in trust for pension benefits amounted to \$30,853,306.

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 2009 to 2010 is contained in the following tables:

	Plan Net Assets (in Thousands)	
	Pension Trust Fund 12/31	
	<u>2010</u>	<u>2009</u>
Cash, Short-Term Cash Investments and Receivables	\$ 16,293	\$ 22,554
Investments, at Fair Value	416,812	372,174
Cash and Investment Held as Collateral for Securities Lending	<u>35,535</u>	<u>23,048</u>
Total Assets	468,640	417,776
Amounts due to broker under securities lending agreement	35,535	23,048
Other Liabilities	<u>7,888</u>	<u>364</u>
Total Liabilities	43,423	23,412
Total Net Assets Held in Trust for Pension Benefits	<u>\$425,217</u>	<u>\$394,364</u>

	Changes in Plan Net Assets (in Thousands)	
	Pension Trust Fund 12/31	
	<u>2010</u>	<u>2009</u>
Net Investment Income (Loss)	\$ 54,740	\$ 64,795
Net Securities Lending Income	82	85
Contributions:		
Employee	2,340	2,361
Employer	<u>12,728</u>	<u>12,096</u>
Total Contributions	15,068	14,457
Benefits Paid to Retirees and Beneficiaries	35,293	32,751
Refunds to Terminated Employees	137	110
Other Expenses	<u>3,607</u>	<u>2,293</u>
Net Increase (Decrease) in Net Assets	<u>\$ 30,853</u>	<u>\$ 44,183</u>

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

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 H 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

Overall experience of the Retirement System for the year ended December 31, 2010, produced results which were less favorable than expected based on the long-term assumptions. The investment return on the market value of assets was greater than assumed. However, the smoothed funding value of assets includes carry-forwards of experience from the prior 4 years, which includes the effect of the unfavorable market conditions in 2008. The recognized rate of investment return based on the smoothed funding value of assets was significantly less than the assumed rate (0.29% vs. 8.00%). The rate of retirements during 2010 also contributed to the unfavorable recognized experience.

Established employer contribution rates for January 1, 2012 to December 31, 2012 are computed to be General and Sheriff's 40.58%, Water and Waste 16.62%, District Library 12.85%, Community Mental Health 16.65%, Road Commission 19.89%, and City of Mt. Morris 26.74%.

**GENESEE COUNTY EMPLOYEES' RETIREMENT SYSTEM
STATEMENT OF PLAN NET ASSETS – December 31, 2010**

ASSETS:

Cash and Short-Term Cash Investments	\$ 14,754,695
Receivables:	
Contributions Receivable	157,421
Accrued Interest, Dividends and Other	<u>1,381,335</u>
Total Receivables	<u>1,538,756</u>
Investments, at Fair Value:	
U.S. Government Securities	44,340,207
Foreign Governments & Agencies	12,860,873
Corporate Bonds	77,207,001
Foreign Equity	82,961,365
Common Stock	93,680,990
Preferred Stock	4,238,023
Mutual Funds	67,727,763
Real Estate	20,439,662
Hedge Fund-of Funds	<u>13,356,114</u>
Total Investments	<u>416,811,998</u>
Cash and Investments Held as Collateral for Securities Lending:	
Commercial Paper	6,295,261
Money Market and Cash	28,993,718
U.K. Corporate Floating Rate Note	<u>246,496</u>
Total Cash and Investments Held as Collateral for Securities Lending	<u>35,535,475</u>
Total Assets	468,640,924

LIABILITIES:

Accounts Payable	7,888,019
Amounts Due Broker Under Securities Lending Agreement	<u>35,535,475</u>
Total Liabilities	<u>43,423,494</u>

Net Assets held in Trust for Pension Benefits \$ 425,217,430

(A schedule of funding progress is presented on Page 27)

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, 2010**

ADDITIONS:

Contributions

Employee Contributions	\$ 2,339,603
Employer Contributions	<u>12,727,881</u>

Total Contributions	<u>15,067,484</u>
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Investment Income (Loss)

Net Appreciation in Fair Value of Investments	49,166,527
Interest on U.S. Government Securities	1,474,976
Interest on Corporate Bonds	3,757,976
Dividend Income	<u>1,989,919</u>
	56,389,398
Less Investment Expense	<u>(1,648,898)</u>

Net Investment Gain	<u>54,740,500</u>
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Securities Lending Income

Interest and Fees	72,252
Less Borrower Rebates and Bank Fees	<u>(9,496)</u>

Net Securities Lending Income	<u>81,748</u>
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Total Additions	69,889,732
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DEDUCTIONS:

Benefits Paid to Retirees and Beneficiaries	35,292,536
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Refunds to Terminated Employees	136,580
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Administrative Expenses	419,549
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Rollover to Other Pension Plan	<u>3,187,761</u>
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Total Deductions	<u>39,036,426</u>
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Net Increase	30,853,306
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Net Assets Held in Trust for Pension Benefits:

Beginning of Year	<u>394,364,124</u>
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End of Year	<u>\$ 425,217,430</u>
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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 \$57,794,576.

The plan covers 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 a 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 certain Community Mental Health new-hire employee groups may only join a defined contribution plan. Current membership in the GCERS is comprised of the following:

<u>Group</u>	<u>December 31, 2010</u>
Retirees and beneficiaries Currently receiving benefits	1,551
Vested terminated employees	84
Active employees:	
Fully vested	486
Non-vested	516
Number of participating employers	6

The GCERS was organized pursuant to Section 12a ACT #156, Public Acts of 1851 (MSA 5.333(l); 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.

Eligible employee members of GCERS are required to deposit from 0.50% to 6.5% of eligible monetary compensation. 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. Mortgages are valued on the basis of future principle and interest payments and are discounted at prevailing interest rates for similar instruments. 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 of more than 5% of the outstanding stock of any one corporation, nor invested more than 5% of the system's assets in the stock of any one corporation.

There were no loans outstanding to GCERS employers at December 31, 2010. 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 did not have any 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>
US Gov Agency	\$ 2,695,936	\$ 2,469,437	\$ 51,860	\$ 174,639
US Gov CMO	-	-	-	-
US Gov Mortgage Backed	3,677,088	-	-	3,677,088
US Gov TIPS	1,031,879	305,775	-	726,104
US Gov Treas, Notes & Bonds	29,871,407	19,338,718	5,262,815	5,269,874
Foreign Bonds				
Foreign Corporate	\$ 9,064,928	\$ 5,000,464	\$ 3,263,454	\$ 801,010
Foreign Government	3,795,946	1,322,481	2,128,771	344,694
Corporate Bonds				
Asset Backed	\$ 3,064,661	\$ -	\$ -	\$ 3,064,661
Corporate – CMO	7,063,897	-	158,525	6,905,372
Corporate – Bonds	68,256,761	23,681,481	18,611,155	25,964,125
Private Placement	5,885,578	1,902,581	1,462,152	2,520,845

**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	\$ 791
Asset Backed – AA	417
Asset Backed – A	685
Corporate Bonds – AAA	2,535
Corporate Bonds - AA	2,918
Corporate Bonds - A	19,869
Asset Backed – BBB	175
Asset Backed – BB	133
Asset Backed – B	121
Asset Backed – N/R	72
Corporate Bonds - BBB	26,996
Corporate Bonds - BB	11,248
Corporate Bonds - B	3,225
Asset Backed – CCC and below	672
Corporate Bonds – CCC and below	453
Corporate Bonds – N/R	1,012
Corporate CMO - AAA	1,495
Corporate CMO – AA	0
Corporate CMO – A	584
Corporate CMO – BBB	1,412
Corporate CMO – BB	51
Corporate CMO – B	8
Corporate CMO - CCC and below	1,765
Corporate CMO – N/R	1,749
Private Placement – AAA	104
Private Placement – AA	129
Private Placement – A	1,893
Private Placement - BBB	1,888
Private Placement – BB	396
Private Placement – B	470
Private Placement – N/R	1,005
Foreign Bonds – AA	559
Foreign Bonds - A	3,108
Foreign Bonds – BBB	2,416
Foreign Bonds – BB	720
Foreign Bonds – B	715
Foreign Bonds – NR	1,547
Foreign Bonds – Government – A	1,213
Foreign Bonds – Government – AA	101
Foreign Bonds – Government – BBB	578

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

<u>Investment and S&P Rating (continued)</u>	<u>Fair Value (in \$000's)</u>
Foreign Bonds – Government – NR	1,904
US Government – Agency – AAA	175
US Government – Agency – A	2,421
US Government – Agency – BBB	48
US Government - Agency – N/R	52
US Government – Mortgage Backed – N/R	3,677
US Government – TIPS – N/R	1,032
US Government – Treasuries, Notes & Bonds – AAA	26,279
US Government – Treasuries, Notes & Bonds – N/R	3,592

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 securities are subject to foreign currency risk:

	<u>Fair Value (in \$)</u>
Euro	2,228.63
Great British Pounds	9.64
Mexican Peso	445.63
New Zeland Dollars	.01

All of the System's investments subject to foreign currency risk relate to a single comingled fund which held many different foreign currency securities. The system owns a portion of the comingled fund.

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, 2010, 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. During 2010, the System realized a loss of \$246,496 on the Sigma Finance Medium Term Note after a payout distribution of \$13,244 that was credited to its liability for the impaired investment. The System elected to repay the liability over a five-year period. There were no other failures by any borrowers to return loaned securities or pay distributions thereon during the fiscal year.

The Genesee County Employees' Retirement System and the borrower maintain the right to

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

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, 2010 was 65 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, 2010, the System had no credit risk exposure to borrowers with the exception of Sigma Finance. The collateral based on cost and the fair market value of the underlying securities on loan for the System as of December 31, 2010 was \$35,535,475 and \$35,535,475 respectively, which consisted of short-term money market funds, U.S. corporate commercial paper, and a foreign corporate floating rate note.

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 25 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, 2010, the System's reserves (except for the City of Mt. Morris employer reserve which was a -\$573,398) had been fully funded as follows:

Reserved for employee contributions	\$ 26,044,473
Reserved for retired employees	335,840,650

Note G – Funded Status and Funding Progress:

The funded status of the plan as of December 31, 2010, the most recent actuarial valuation date, is as follows (dollar amounts in thousands):

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 percentage of Covered Payroll ((b-a)/c)
\$401,700	\$564,033	\$162,333	71.2	\$57,795	280.90

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

The schedules of funding progress, presented as required supplementary information (RSI) following the notes to financial statements, present multiyear trend information about whether the actuarial value of plan assets are increasing or decreasing over time relative to the AALs for benefits.

Three-year trend information as of December 31, 2010, is as follows:

	<u>Fiscal Year Ended December 31</u>		
	<u>2008</u>	<u>2009</u>	<u>2010</u>
Annual Pension costs (APC) (000's)	\$11,950	\$12,096	\$12,728
Percentage of APC Contributed	100%	100%	100%
Net Pension Obligation	\$ 0	\$ 0	\$ 0

Note H – Additional Actuarial Information:

Additional information as of the latest valuation follows:

Valuation date	December 31, 2010
Actuarial Cost Method	Individual Entry Age
Amortization Method	Level percent-of-payroll
Remaining amortization period	25 years
Asset valuation method	4 year smoothed market
Actuarial assumptions:	
Investment rate of return	8.0%
Projected salary increases	5.00% to 9.03%
Includes inflation at	5%

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)
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
2008*	439,812,757	527,639,697	87,826,940	83.4	67,720,817	129.69
2009*	424,482,866	543,307,372	118,824,506	78.1	65,511,481	181.38
2010*	401,700,454	564,033,044	162,332,590	71.2	57,794,546	280.90

*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
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%
2008	2006	17.65	\$11,949,881	100%
2009	2007	18.88	\$12,096,241	100%
2010	2008	22.02	\$12,727,882	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, 2010
Actuarial Cost Method:	Individual Entry Age
Amortization Method	Level percent-of-payroll
Remaining amortization period for unfunded actuarial accrued liability	25 years
Remaining amortization period for credit	10 years
Asset valuation method	4 year smoothed market
Actuarial assumptions:	
Investment rate of return	8.0%
Projected salary increases	5.00% to 9.03%
Includes inflation at	5%
Post Retirement adjustments	Yes, depending on Benefit Group

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
2001	4,311,457	2,042,221	(6,530,016) ⁽¹⁾	22,909,501	326,947 ^(a)	161,978
2002	6,016,181	2,076,429	(36,568,322) ⁽²⁾	23,643,413	342,825 ^(a)	284,130
2003	6,448,412	2,263,639	76,459,629 ⁽³⁾	24,610,139	377,858 ^(a)	300,685
2004	9,088,459	2,148,473	37,474,631 ⁽⁴⁾	25,909,403	382,311 ^(a)	410,930
2005	10,787,720	2,145,417	31,062,720 ⁽⁵⁾	27,626,671	415,778 ^(a)	169,994
2006	12,482,410	2,295,981	53,089,557 ⁽⁶⁾	28,994,941	475,979 ^(a)	273,168
2007	12,996,937	2,467,034	29,602,123 ⁽⁷⁾	30,690,083	460,749 ^(a)	248,300
2008	11,949,881	2,305,956	(138,233,632) ⁽⁸⁾	31,332,459	503,244 ^(a)	242,544
2009	12,096,241	2,361,324	64,778,104 ⁽⁹⁾	32,750,874	448,687 ^(a)	110,191
2010	12,727,881	2,339,603	54,740,500 ⁽¹⁰⁾	35,292,536	419,549 ^(a)	136,580

- (1) Includes net depreciation in fair value of investments of \$13,100,598.
- (2) Includes net depreciation in fair value of investments of \$26,575,020.
- (3) Includes net appreciation in fair value of investments of \$68,174,647.
- (4) Includes net appreciation in fair value of investments of \$30,045,812.
- (5) Includes net appreciation in fair value of investments of \$26,384,710.
- (6) Includes net appreciation in fair value of investments of \$51,374,725.
- (7) Includes net appreciation in fair value of investments of \$25,590,661.
- (8) Includes net depreciation in fair value of investments of \$142,475,269.
- (9) Includes net appreciation in fair value of investments of \$60,858,466.
- (10) Includes net appreciation in fair value of investments of \$49,166,527.

- (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 decisions shall be made within the framework of the goals 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.

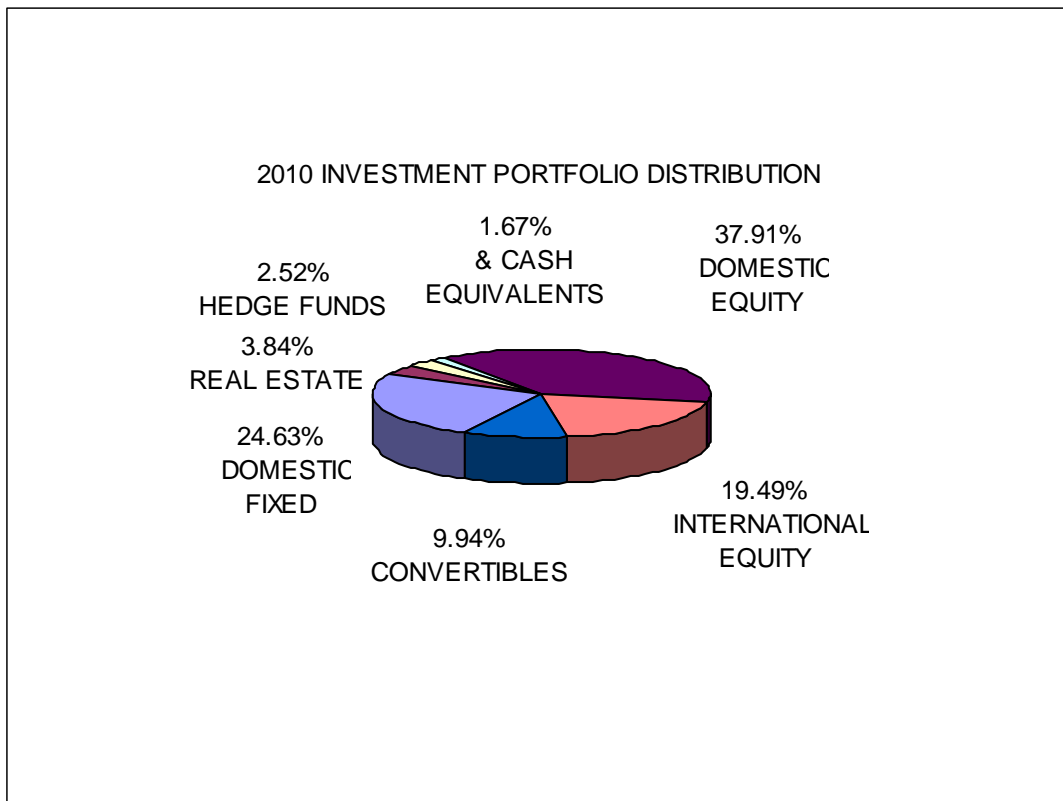
The Governmental Accounting Standards Board Statement Number 5 will be followed in accounting for the portfolio. Securities will be recorded at market values and will be reported to the Commission monthly. The firm engaged for the annual audit shall be consulted when questions concerning accounting procedures 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, 2010, the market value of the portfolio distribution of investments was as follows: 37.91% in domestic equities, 19.49% in international equities, 24.63% in various fixed income securities, 9.94% in convertibles, 3.84% in real estate, 2.52% in hedge fund-of-funds and 1.67% 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 2010 of 15.41% ranks in the 11th percentile among public funds.
- The three and five year total returns of 0.28% and 3.66% respectively, rank 75th and 82nd percentiles among all public funds. (Statistics according to Asset Strategies Portfolio Services' December 31, 2010 Cumulative Performance Comparison)
- The following expenses were paid by soft dollars totaling \$123,050 (of which \$1,732 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 hedge fund-of-fund manager is employed to select and monitor the best performing funds.

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**

The overall recognized experience of the Retirement System during the year ended December 31, 2010 was less favorable than expected experience based upon the long-term assumptions. The investment return on the market value of assets was greater than assumed. However, the smoothed funding value of assets includes carry-forwards of experience from the prior 4 years, which includes the effect of the unfavorable market conditions in 2008. The recognized rate of investment return based on the smoothed funding value of assets was less than the assumed rate. The decrease in the funded ratio and the increase in the computed contribution rates reflect this experience. The rate of retirements during the year also contributed to the recognized unfavorable experience.

In all divisions, the computed retiree liabilities were greater than the Reserve for Retirement Benefit Payments as of December 31, 2010. Transfers were recommended to be made to the Reserve for Retired Benefit Payments so that it equals the retired life liabilities as of December 31, 2010.

The ratio of the funding value of accrued assets to accrued liabilities was 71.2%

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, 2010
By Divisions
(\$ in thousands)**

	General & Sheriffs	Water & Waste	District Library	Mental Health	Road Commission	City Mt. Morris	TOTALS
Actuarial Accrued Liability & Reserves:	\$321,687	\$48,395	\$14,951	\$95,625	\$64,673	\$ 5,130	\$550,461
Assets Allocated to Funding:	\$224,957	\$35,601	\$12,848	\$73,852	\$50,891	\$ 3,551	\$401,700
Unfunded Actuarial Accrued Liability:	\$ 96,730	\$12,794	\$ 2,103	\$21,773	\$13,782	\$ 1,579	\$148,761
Funded Ratio:	69.9%	73.5%	85.9%	77.2%	78.6%	69.2%	71.2%
Funded Ratio: Prior Year	76.2%	74.7%	95.5%	81.8%	81.2%	72.1%	78.1%

**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, 2010 Valuation

General Unit:

AFSCME 496-00, Clerical and maintenance Employees Ratified 3/23/2011; PCOA Professional Court Officers Ratified 6/29/2011; Judicial Administrative Secretaries Ratified 6/29/2011 and AFSCME 496-03 Ratified 7/12/2011

Retirement Eligibility:

- Members with less than 8 years of credited service on the date of ratification may retire at any age with at least 25 years of credited service; or at age 60 with at least 8 years of credited service
- Members with more than 8 years of credited service on the date of ratification may retire at any age with at least 23 years of credited service; or age 60 with at least 8 years of credited service

Employee Contributions:

- Employee contributions are phased in up to 7.0% (pre-tax) on 1/1/2012

Lump Sum Option:

- The Section 59 Lump Sum Transfer option is eliminated

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

Water & Waste Unit:

AFSCME 1918-0

Retirement Eligibility:

- Employees hired prior to 12/31/1995 may retire at any age with at least 23 years of credited service; or age 60 with at least 10 years of credited service; or age 55 with at least 10 years of credited service and a reduced pension

- Employees hired after 12/31/1995, may retire at age 55 with at least 23 years of credited service; or age 60 with at least 10 years of credited service; or age 55 with at least 10 years of credited service and a reduced pension

Employee Contributions:

- Employee contribution rates are increased to 7.0% (pre-tax) on 1/1/2012

Final Average Compensation:

- Employees hired on or after 1/1/2006, FAC will be the 3 highest of the last 5 years of earnings. Overtime, certificate bonus and vacation cash-in will be excluded from FAC

Multiplier:

- Employees hired between 1/1/2006 and 12/31/2010, 2.4% to 25 years and 1.0% thereafter. Employees hired on or after 1/1/2011, 2.0% up to 25 years and 1.0% thereafter

Lump Sum Option:

- The Section 59 Lump Sum Transfer option is eliminated

Employer-Financed Pop-Up Provision:

- Applies to Option A-100% survivor allowance only

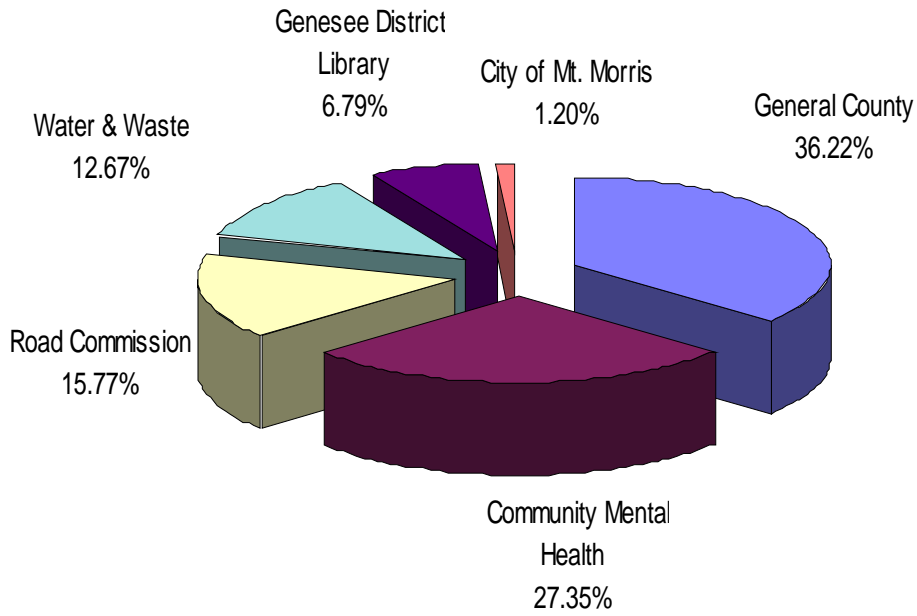
ACTUARIAL CONCLUSION

The Retirement System is financing benefits as they accrue in accordance with a sound level percent-of-payroll funding objective.

CERTIFICATION: Rodwan Consulting Company certifies that the December 31, 2010 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, 2011. The actuarial assumptions used in this valuation are reasonably related to past experience of the System and produce results which we believe are reasonable.

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

GCERS - Active Members as of 12/31/2010 - 1,002



COMPARATIVE SCHEDULE

Valuation Date Dec 31	Total Active Members	Valuation Payroll*	Average Age	Average Service	Average Annual Pay	% Increase
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
2008	1,205	67,721	45.8	12.4	56,200	3.6
2009	1,151	65,511	46.3	12.9	56,917	1.3
2010	1,002	57,795	46.3	13.0	57,679	1.3

**in thousands

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*
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
2008	29.33	17.76	11.64	13.96	18.34	20.40	67,721	11,949
2009	31.74	18.81	12.00	15.16	19.46	21.46	65,511	12,096
2010	40.58	16.62	12.85	16.65	19.89	26.74	57,795	12,728

* \$ In Thousands

** 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.