



NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM
(A Pension Trust Fund of New Castle County, Delaware)

Financial Statements and Required Supplementary Information

For the Year Ended June 30, 2021

(With Report of Independent Public Accountants)

NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM
(A Pension Trust Fund of New Castle County, Delaware)

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INDEPENDENT AUDITORS' REPORT

The Board of Trustees of the
New Castle County Employees' Pension Program

Report on the Financial Statements

We have audited the accompanying financial statements of the New Castle County, Delaware Employees' Pension Program (the Pension Program) as of and for the year ended June 30, 2021, and the related notes to the financial statements, which collectively comprise the Pension Program's basic financial statements as listed in the table of contents, and have issued our report thereon dated August 10, 2022.

Management's Responsibility for the Financial Statements

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

Auditors' Responsibility

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

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

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

The Board of Trustees of the
New Castle County Employees' Pension Program

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Pension Program as of June 30, 2021, and the changes in net position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Other Matters

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis (MD&A) on pages 3 - 5, the schedule of changes in net pension liability and related ratios, the schedule of county contributions, and the schedule of investment returns on pages 24 - 26, be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.



CliftonLarsonAllen LLP

Baltimore, Maryland
August 10, 2022

NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM
(A Pension Trust Fund of New Castle County, Delaware)
Management's Discussion and Analysis

This discussion and analysis of the New Castle County, Delaware Employees' Pension Program (the Program) financial performance provides an overview of the Program's financial activities for the year ended June 30, 2021. Please read this discussion and analysis in conjunction with the Program's financial statements, which follow this section.

Financial Highlights

- Net position restricted for pensions increased by \$95.3 million during the year from \$457.1 million as of June 30, 2020, to \$552.4 million as of June 30, 2021. The increase is primarily driven by increased County contributions to the plan and favorable market performance, offset by an increase in benefit payments.
- The Program had a net investment gain of \$108.4 million for the year ended June 30, 2021, compared to a net investment gain of \$18.5 million for the year ended June 30, 2020. This increase in the net investment gain year-over-year is attributable to outperformance in all asset classes, particularly the equity markets throughout the year.
- Employer contributions increased by \$3.1 million for the year ended June 30, 2021, to \$26.5 million. Contributions from other sources increased slightly (\$0.4 million) to \$6.3 million in 2021.
- Benefit payments to retirees increased by \$1.3 million during the year from \$44.0 million in FY 2020 to \$45.3 million in FY 2021.

Overview of the Financial Statements

This financial report consists of the statement of fiduciary net position and the statement of changes in fiduciary net position. These statements provide information about the financial position and activities of the Program as a whole. These amounts are included in the statement of fiduciary net position in New Castle County's financial statements.

Notes to the Financial Statements

The accompanying notes to the financial statements provide additional information that is essential for a comprehensive understanding of the Program's financial condition and financial performance. The notes to the financial statements can be found on pages 8-22 of this report.

Other Information

In addition to the basic financial statements and the accompanying notes, this report also presents certain required supplementary information concerning the Program's net pension liability and related ratios, contributions required and made to the Program as of and for the year ended June 30, 2021, actuarial assumptions, and a 10-year schedule of annual money-weighted rates of return (net of investment expense). Required supplementary information can be found on pages 23-26 of this report.

NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM

(A Pension Trust Fund of New Castle County, Delaware)

Management's Discussion and Analysis

Analysis of Financial Position and Financial Performance

The Program's overall funding objective is to accumulate sufficient assets over time to meet its long-term benefit obligations as they become due. Accordingly, collecting employer contributions as well as earning an adequate long-term rate of return on its investments are essential components of the Program for accumulating the funds needed to finance future retirement benefits.

Fiscal Year 2021 Compared to 2020

The following schedule depicts the balances of the Program's allocation of investments from 2020 to 2021. Common and preferred stock increased \$19.1 million due to outperformance of small cap stocks. Collective Trusts increased \$42.5 million primarily due to favorable performance in the international equity, real estate and fixed income collective trusts. Mutual funds increased \$15.6 million due to the outperformance of an equity mutual fund designed to track the S&P 500. Private Equity/Private Debt increased due to highly favorable performance in the existing funds. Cash and cash equivalents increased by \$4.7 million in preparation of funding upcoming benefit payments to retirees.

	<u>2021</u>	<u>2020</u>	<u>Variance</u>	<u>% Change</u>
Cash and cash equivalents	\$ 14,173,411	\$ 9,508,760	\$ 4,664,651	49%
Common and preferred stock	65,738,170	46,681,787	19,056,383	41%
Mutual funds	83,399,964	67,803,591	15,596,373	23%
Real Estate Equity funds	4,727,025	3,220,505	1,506,520	47%
Collective Trusts	343,929,657	301,435,018	42,494,639	14%
Private Equity/Private Debt	38,842,475	27,016,722	11,825,753	44%
Total Cash, cash equivalents, and investments	<u>\$ 550,810,702</u>	<u>\$ 455,666,383</u>	<u>\$ 95,144,319</u>	<u>21%</u>

As depicted in the schedule below, investment income increased year-over-year, due to favorable market performance, particularly in the equity sector. Employer contributions increased year-over-year due to increased actuarial costs of the plan. Benefit payments increased due to new retirees during the year. Refunds of contributions decreased due to fewer employees leaving employment with New Castle County prior to becoming vested in the Pension Plan.

NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM

(A Pension Trust Fund of New Castle County, Delaware)

Management's Discussion and Analysis

Fiscal Year 2021 Compared to 2020 (Continued)

	<u>2021</u>	<u>2020</u>	<u>Variance</u>	<u>%</u> <u>Change</u>
Additions:				
Contributions:				
Plan members	\$ 2,790,057	\$ 2,586,225	\$ 203,832	8%
New Castle County	26,490,095	23,444,559	3,045,536	13%
State of Delaware	3,536,177	3,290,385	245,792	7%
Other contributions	351	13,109	(12,758)	-97%
Net investment income/(loss)	<u>108,424,561</u>	<u>18,550,796</u>	<u>89,873,765</u>	484%
Total additions	<u>141,241,241</u>	<u>47,885,074</u>	<u>93,356,167</u>	195%
Deductions:				
Benefit payments	45,342,633	43,978,551	1,364,082	3%
Refunds of contributions	50,662	203,481	(152,819)	-75%
Administrative expenses	574,320	743,098	(168,778)	-23%
Other expenses, net	107	31,633	(31,526)	-100%
Total deductions	<u>45,967,722</u>	<u>44,956,763</u>	<u>1,010,959</u>	2%
Change in net position	<u>\$ 95,273,519</u>	<u>\$ 2,928,311</u>	<u>\$ 92,345,208</u>	3154%

Requests for Information

New Castle County's management are fiduciaries of the pension trust fund and, as such, are charged with the responsibility of ensuring that the Program's assets are used exclusively for the benefit of plan participants and their beneficiaries. This financial report is designed to provide an overview of the Program's finances and to demonstrate accountability for the resources entrusted to the Program for the benefit of all the Program's participants. Questions concerning any of the information provided in this report or requests for additional financial information should be directed to Michael Smith, Chief Financial Officer, New Castle County Government Center, 87 Reads Way, New Castle, Delaware 19720, telephone (302) 395-5170. Visit the County's website at www.nccde.org.

NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM

(A Pension Trust Fund of New Castle County, Delaware)

Statement of Fiduciary Net Position

June 30, 2021

Assets:

Cash and cash equivalents	<u>\$ 14,173,411</u>
Receivables:	
New Castle County	2,262,819
Employee Contributions	93,548
State of Delaware	5,222
Total receivables	<u>2,361,589</u>
Investments:	
Common and preferred stock	65,738,170
Mutual funds	83,399,964
Real Estate equity funds	4,727,025
Collective Trusts	343,929,657
Private Equity	38,842,475
Total investments	<u>536,637,291</u>
Total assets	<u>553,172,291</u>

Liabilities:

Vouchers payable and accrued expenses	<u>815,848</u>
Net position restricted for pensions	<u>\$ 552,356,443</u>

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

NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM
(A Pension Trust Fund of New Castle County, Delaware)
Statement of Changes in Fiduciary Net Position
Year Ended June 30, 2021

Additions:

Contributions:

Plan members	\$ 2,790,057
New Castle County	26,490,095
State of Delaware	3,536,177
Other contributions	<u>351</u>

Total contributions 32,816,680

Investment income:

Net increase in fair value of investments	72,130,323
Interest, dividends, and other income, including realized gains/losses	<u>38,726,621</u>

Total investment income 110,856,944

Less: investment expense 2,432,383

Net investment income 108,424,561

Total additions 141,241,241

Deductions:

Benefit payments	45,342,633
Refunds of contributions	50,662
Administrative expenses	574,320
Other expenses, net	<u>107</u>

Total deductions 45,967,722

Net increase in net position 95,273,519

Net position

Beginning of year 457,082,924

End of year \$ 552,356,443

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

NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM

(A Pension Trust Fund of New Castle County, Delaware)

Notes to Financial Statements

Year Ended June 30, 2021

(1) Plan Description

New Castle County, Delaware Employees' Pension Program (the Program) is a quasi-independent agency established as a single-employer defined benefit pension plan to provide pension benefits to employees of New Castle County, Delaware (the County). The Program is considered part of the County's financial reporting entity and is included in the County's financial statements as a pension trust fund. These financial statements are not intended to present the financial position and results of operations of the County.

The Program is governed by a twelve member board of trustees comprised of the County's Chief Financial Officer and Chief Human Resources Officer, six member employees (five of whom are labor union representatives), one retired employee, and three persons not employed by or retired from the County (two of whom are to be in the banking or investment security business). All board of trustees decisions concerning the Pension code must be ratified by ordinance or resolution passed by the County Council before they can become effective.

The Program consists of five separate pension plans with members' benefits varying according to the plan in which they participate. Original membership in a particular plan generally is based upon the date of employment and occupation.

Upon organization of the Program, all of the assets of the County's previously separate pension plans were pooled and were made available to satisfy obligations of members under any of the plans. The County's contributions are based on the actuarial valuation of the Program as a single entity.

The Program's five retirement plans are the County Employees' Pension Plan (the Plan), the Employees' Retirement System (the System), the Alternate Pension Plan (the Closed Plan), the County 2011 Plan (the Hybrid Plan) and the School Crossing Guards' Pension Plan (the Guard Plan). The Closed Plan is the original County employees' pension plan established in 1947. In 1972, this plan was amended and the System was established. All County police and County employees, except appointments, hired after January 1, 1972, automatically became members of the System. The County Code was amended in May 1979, establishing the Plan effective November 1979. All eligible County nonpolice employees hired after May 1, 1979, automatically became members of the Plan after completing six months of service. All eligible County nonpolice employees hired after October 21, 1997, could choose between the Plan and the System. Effective June 24, 2011, the System was closed to new employees. As of November 1, 2011, the Plan was closed to new employees and participation in the Hybrid Plan is compulsory for eligible individuals. In addition, nonpolice County employees have at various times been given the option to transfer between the three plans.

On January 1, 1992, the Guard Plan was established, at which time all eligible school crossing guards were offered the option to buy into the Guard Plan through the prior service purchase options. All eligible school crossing guards become members after six months of service.

On February 1, 1993, the County Code was amended to provide: (a) a compounded 3% postretirement increase for police members of the System commencing January 1, 1998, and (b) that all police employees hired on or after February 1, 1993, shall become members of the Delaware Municipal Police/Firefighter Pension Plan. The County contributes to the Program for County police officers who are members of the System.

NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM

(A Pension Trust Fund of New Castle County, Delaware)

Notes to Financial Statements

Year Ended June 30, 2021

(1) Plan Description (Continued)

In December 1996, the board of trustees and the County Council approved an ordinance to allow certain current and former employees to retroactively transfer between the Closed Plan, the Plan and the System, join the Plan or the System, or buy in state service time through December 17, 1997. This ordinance was passed to correct past misinformation about the ability of an employee to buy in state service time and, thus, the possibility that some employees may have been deprived of the opportunity to join the Plan or the System.

On January 20, 2004, the County Code was amended to reflect the passing of an ordinance that allowed certain current employees to retroactively transfer between the Closed Plan, the Plan, and the System; join the Plan or System; or buy in credited service time through January 20, 2005. The ordinance was passed to retain experienced officials and employees who had invested more time with the County since the approval of a similar ordinance passed in December 1996 and had been operating with no pension plan and no County-provided disability coverage through disability retirement benefits.

On December 15, 2006, an ordinance was signed to reinstate the 10-year vesting requirement for the System. It also restricted the buy-in of other government service to full-time service performed for the state or municipalities of Delaware, permits buy-in only after full vesting, and restricts the buy-in or plan switching to be calculated at full actuarial cost.

Benefits Provided

Program benefits are established under County Code. The Program's board of trustees may recommend changes to the benefits, but any changes must be approved by the County Council.

County employees covered by the Plan and hired before December 15, 2006, become eligible for benefits upon 15 years of credited service and attainment of age 60, 10 years of credited service and attainment of age 62, 5 years of credited service and attainment of age 65, or 30 years of credited service. Employees hired after December 15, 2006, become eligible upon 15 years of credited service and age 60, 10 years of credited service and age 62, or 30 years of credited service. The amount of the monthly service or disability pension payable to a Plan member equals 1/60 of his or her final average compensation multiplied by the number of years of his or her credited service, taken to the nearest 1/12 of a year, provided that:

- A. Beginning no earlier than age 62, the service pension payable shall in no case exceed 1% of final average compensation plus 0.5% of final average compensation in excess of 30% of covered compensation plus 0.5% of final average pay in excess of covered compensation, the sum of which is multiplied by years of service not in excess of 30 and:
- B. The disability pension, when combined with the disability or old age insurance benefit for which he or she is eligible under the federal Social Security Act, without taking into account any increases in such benefit after payments commence, shall not exceed 75% of final average compensation.

For participants who are age 55 prior to January 1, 1997, benefits shall not be less than 75% of final average compensation less the age 62 Social Security benefit; the result to be multiplied by a ratio not to exceed 1, the numerator of which is the participant's years of credited service and the denominator of which is 30 years. Benefits are proportionately less for members with less than 30 years of credited service.

NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM

(A Pension Trust Fund of New Castle County, Delaware)

Notes to Financial Statements

Year Ended June 30, 2021

(1) Plan Description (Continued)

County nonpolice employees covered by the System and hired before December 15, 2006, become eligible for benefits at age 60, 55, or 50, provided they have completed at least 5, 15, or 25 years of service, respectively, or at any age upon attaining 30 years of credited service. Nonpolice employees hired after December 15, 2006, become eligible for benefits at age 60, 55, or 50, provided they have completed at least 10, 15, or 25 years of service, respectively, or at any age upon attaining 30 years of credited service. Police members become eligible to retire after 20 years at any age or at age 50 with at least 10 years of service and have not obtained a refund. Police are subject to mandatory retirement at age 55. Normal monthly retirement benefits for nonpolice System members are calculated based upon a monthly average of the member's highest base salary or wage, excluding overtime and shift premium compensation, for 36 months (12 months for police members with at least 15 years of credited service), whether or not consecutive, multiplied by a specific percentage that ranges from 1.7% to 2.5% and multiplied by years of service. Police pensions are calculated at 2.5% of final average salary for each year of police service. Benefits are limited to 80% of the average salary calculated above. Service retirement benefits for nonpolice employees are automatically increased January 1st each year by 2% of the initial benefit beginning the earlier of five years of retirement or attaining age 60 and one year of retirement. Service retirement benefits for police members are automatically increased each year beginning after three years of retirement or age 60 and 1 year of retirement by a 3% cost of living adjustment compounded annually.

Under the Closed Plan, County members are eligible for benefits upon completion of 20 years of credited service or at age 60 and completion of 15 years of credited service. Normal monthly retirement benefit is calculated based upon a monthly average of a member's highest wage, excluding overtime and shift premium compensation, for 60 consecutive months, multiplied by 2.5% and further multiplied by the total years of service. Benefits range from a minimum of \$200 per month to a maximum of \$300 per month.

Under the Guard Plan, members hired before December 15, 2006, become eligible for benefits upon 15 years of credited service and attainment of age 60, 10 years of credited service and attainment of age 62, 5 years of credited service and attainment of age 65, or 30 years of credited service. Employees hired after December 15, 2006, become eligible upon 15 years of credited service and age 60, 10 years of credited service and age 62, or 30 years of credited service. The annual service retirement benefit is equal to \$10 per month for each year of credited service.

Under the Hybrid Plan, members hired after November 1, 2011, become eligible for benefits upon 10 years of credited service and attainment of age 65, or if they are an Emergency Responder with 10 years of credited service and attainment of age 60, or upon 30 years of credited service, regardless of age. The amount of monthly service retirement benefit is equal to 1% of his or her final average salary multiplied by the number of years and partial years of credited service, taken to the nearest month.

The Program also provides death and disability benefits.

NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM

(A Pension Trust Fund of New Castle County, Delaware)

Notes to Financial Statements

Year Ended June 30, 2021

(1) Plan Description (Continued)

Plan membership

As of January 1, 2021, the Program membership consisted of the following:

Retirees and beneficiaries currently receiving benefits:

Plan participants	201
System participants	1,161
Closed Plan participants	23
Guard Plan participants	53
Total retirees and beneficiaries currently receiving benefits	<u>1,438</u>

Terminated employees entitled to but not yet receiving benefits:

Plan participants	18
System participants	54
Closed Plan participants	1
Guard Plan participants	6
Total terminated employees entitled to but not yet receiving benefits	<u>79</u>

Active Program members, vested:

Plan participants	103
System participants	486
Closed Plan participants	5
Guard Plan participants	52
Total active Program members, vested	<u>646</u>

Active Program members, nonvested:

Plan participants	11
System participants	13
Hybrid Plan participants	362
Guard Plan participants	15
Total active Program members, nonvested	<u>401</u>

(2) Summary of Significant Accounting Policies

(a) Basis of Accounting

The Program's financial statements are prepared on the accrual basis of accounting, under which expenses are recorded when the liability is incurred, and revenues are recorded in the accounting period in which they are earned and become measurable. Member, State of Delaware, and employer contributions are recognized in the period in which employee salaries are reported. Benefits and refunds are recognized when due and payable in accordance with the terms of the Program.

NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM
(A Pension Trust Fund of New Castle County, Delaware)
Notes to Financial Statements
Year Ended June 30, 2021

(2) Summary of Significant Accounting Policies (Continued)

(b) Investments and Cash Equivalents

New Castle County categorizes its fair value investments within the fair value hierarchy established by generally accepted accounting principles, as follows:

- Level 1 – Valuations based on unadjusted quoted prices for identical assets or liabilities in active markets;
- Level 2 – Valuations based on quoted prices for similar assets or liabilities in active markets or identical assets or liabilities in less active markets, such as dealer or broker markets;
- Level 3 – Valuations derived from valuation techniques in which one or more significant inputs or significant value drivers are unobservable, such as pricing models, discounted cash flow models and similar techniques not based on market, exchange, dealer or broker-traded transactions.

In addition to the three levels, if an investment does not have a readily determined fair value, the investment can be measured using the net asset value (NAV) per share. Investments in private equity funds and collective trusts are valued at the NAV based on information provided by the respective fund managers.

Purchases and sales are recorded on a trade-date basis. Unsettled investment sales are reported as investment proceeds receivable, and unsettled investment purchases are reported as investment purchases payable. Interest income is reported as earned, and dividend income is reported as dividends are declared. Investment expenses consist of investment managers' fees and those administrative expenses directly related to the Program's investment operations.

All highly liquid debt instruments purchased with an original maturity date of three months or less at the date of acquisition are considered cash equivalents and are reported at cost, which approximates fair value.

(c) Tax Status

The Program is exempt from federal income tax under Section 115, sections 401(a) and 501(a) of the *Internal Revenue Code*.

NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM
(A Pension Trust Fund of New Castle County, Delaware)
Notes to Financial Statements
Year Ended June 30, 2021

(3) Deposits and Investments

(a) Custodial credit risk

Deposits:

The carrying amount of the cash deposits and cash on hand as of June 30, 2021 is \$2,198,766. The bank balances were \$2,730,486. Of the bank balances, \$250,000 is covered by federal depository insurance. The remaining bank balance is uninsured and uncollateralized.

Cash Equivalents:

Out of the Pension Fund's highly liquid investments (maturing in less than a year), \$11,974,645 are unsecured investment instruments and therefore are reflected as uncollateralized.

(b) Investments:

The following is a schedule which details the Pension Trust fund's investments.

<u>Investment Type</u>	<u>Fair Value</u>
Common and Preferred Stock	\$ 65,738,170
Mutual Funds	83,399,964
Real Estate Equity Funds	4,727,025
Subtotal Equity Securities	153,865,159
Collective Trusts	343,929,657
Private Equity	38,842,475
Total Investments at Fair Value	536,637,291
Short Term Investment Trusts (included in cash deposits)	11,974,645
Total	\$ 548,611,936

NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM
(A Pension Trust Fund of New Castle County, Delaware)
Notes to Financial Statements
Year Ended June 30, 2021

(3) Deposits and Investments (Continued)

(c) Interest Rate Risk

The Pension fund's long-term investment objective is to achieve a total rate of return, net of fees, which exceeds the actuarial return assumption used for funding purposes. The Pension Trust fund's investment policy states that investment managers who use derivatives in a portfolio must monitor changing risk exposures to ensure that they comply with duration and other risk exposure limits specified in the manager's guidelines on an ongoing basis.

(d) Credit Risk

New Castle County Code, chapter 26 authorizes the Board of Trustees of the New Castle County Employees' Pension Program to manage the investment of the plan's assets. Per the Pension program's investment policy, the allowable investments are: 1) equities (developed, global, and emerging markets), including common and preferred stocks of companies domiciled both within the U.S. and outside the U.S. that trade on U.S. or foreign exchanges and over the counter; 2) fixed income (developed, global and emerging markets), including U.S. Government and Federal Agency obligations, non-U.S. government/entities, corporate bonds, debentures, commercial paper, certificates of deposit, Yankee bonds, mortgage-backed securities and other domestically issued fixed income instruments deemed prudent by the investment managers, as well as high yield and multi-sector management; 3) mutual funds and other types of commingled vehicles under 1) and 2); and 4) other assets, professionally managed commingled funds investing predominantly in real assets, real estate, hedge funds, private equity and opportunistic debt, and other types of risk parity/global asset allocation strategies that may include some of the vehicles listed above.

(e) Concentration of Credit Risk

The Program's investment policy states that no more than 10% of any fixed income manager's portfolio will be invested in the securities of any single issuer at the time of purchase except for obligations of the U.S. Government, which may be held without limitation. There were no concentration of credit risk issues as of June 30, 2021.

(f) Foreign Currency Risk

Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment or a deposit. The Investment Policy does allow the plan to invest in foreign currency denominations. The Plan had no assets as of June 30, 2021 which were held in foreign currency denominations.

(g) Concentrations of Investments

There were no individual investments that represent more than five percent of the Pension Program net position that are required to be disclosed.

NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM

(A Pension Trust Fund of New Castle County, Delaware)

Notes to Financial Statements

Year Ended June 30, 2021

(3) Deposits and Investments (Continued)

(h) Annual Money-Weighted Rate of Return

For the year ended June 30, 2021, the annual money-weighted rate of return on pension program investments, net of pension program investment expense, was 24.19%. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

(i) Investment Policy

The Program's asset allocation policy has been established and may be amended by a majority vote of its Board of Trustees. The Board developed this policy after careful examination of the historical relationships of risk and return among asset classes with the intent of providing the greatest probability of meeting or exceeding the Program's return objectives with the lowest possible risk through diversification in a broad range of asset classes. The policy statement is reviewed and updated annually.

The Board's adopted asset allocation policy as of June 30, 2021 is as follows:

<u>Asset Class</u>	<u>Target Allocation</u>
Domestic Equity	23%
International Equity	15%
Emerging Market Equities	2%
Fixed Income	31%
Opportunistic Debt	3%
Global Tactical Asset Allocation	10%
Hedge Funds	5%
Private Equity	5%
Real Estate	5%
Cash	1%
Total	<u>100%</u>

NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM
(A Pension Trust Fund of New Castle County, Delaware)

Notes to Financial Statements

Year Ended June 30, 2021

(4) Fair Value Measurement of Investments

The Pension Trust has the following recurring fair value measurements as of June 30, 2021:

Investments Measured at Fair Value

	<u>Fair Value Measurements Using</u>			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Balance as of June 30, 2021
Investments by fair value level				
Equity Securities				
Energy	\$ 1,258,441	\$ -	\$ -	\$ 1,258,441
Consumer discretionary	8,732,528	-	-	8,732,528
Health care	14,084,637	-	-	14,084,637
Materials	1,423,318	-	-	1,423,318
Consumer staples	6,827,762	-	-	6,827,762
Information technology	9,710,229	-	-	9,710,229
Industrials	8,726,915	-	-	8,726,915
Real estate	4,760,462	-	-	4,760,462
Utilities	299,894	-	-	299,894
Financials	9,624,973	-	-	9,624,973
Communication Services	289,011	-	-	289,011
Real estate equity funds	4,727,025	-	-	4,727,025
Mutual Funds				
Equity mutual funds	83,399,964	-	-	83,399,964
Total investments by fair value level	<u>153,865,159</u>	<u>-</u>	<u>-</u>	<u>153,865,159</u>
Investments measured at the net asset value (NAV)				
Private equity/private debt investments	-	-	-	38,842,475
Collective trusts - hedge funds	-	-	-	36,664,874
Collective trusts - real estate funds	-	-	-	25,743,375
Collective trusts - equities	-	-	-	123,901,863
Collective trusts - fixed income	-	-	-	157,619,545
Total investments measured at the NAV	<u>-</u>	<u>-</u>	<u>-</u>	<u>382,772,132</u>
Total investments	<u>\$ 153,865,159</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 536,637,291</u>

NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM

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(4) Fair Value Measurement of Investments (Continued)

Investments Measured at Fair Value (Continued)

Debt and equity securities classified in Level 1 of the fair value hierarchy are valued using prices quoted in active markets for those securities. There were no investments measured with Level 2 or Level 3 inputs.

The valuation method for investments measured at the net asset value (NAV) per share (or its equivalent) is presented on the following table.

Investment	Net Asset Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Private equity/private debt investments	\$ 38,842,475	\$ 20,366,826	N/A	N/A
Collective trusts - hedge funds	36,664,874	-	Quarterly	90-95 days
Collective trusts - real estate funds	25,743,375	-	Quarterly	45 days
Collective trusts - equities	123,901,863	-	Daily	0-2 days
Collective trusts - fixed income	157,619,545	-	Daily	0 days
Total	\$ 382,772,132	\$ 20,366,826		

Investments in private equity and private debt funds consists of investments in twelve funds. The objectives of the Funds are to seek total return by managing a broad opportunity set of asset classes including, but not limited to, global equities, global bonds, commodities, currencies and cash. These investments are valued at the net asset value (NAV) of outstanding units. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities.

Collective Trusts-Hedge Funds consists of investments in three investment trusts. The objectives of the Funds are to seek total return by managing a broad opportunity set of asset classes including, but not limited to, global equities, global bonds, commodities, currencies and cash. These investments are valued at the net asset value (NAV) of units of the collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities.

Collective Trusts-Real Estate funds consists of an investment in two trusts. The objectives of the fund are to identify real estate projects with stabilized occupancies, that produce a relatively high level of current income combined with moderate appreciation potential. These investments are valued at the net asset value (NAV) of units of the collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities.

Collective Trusts-Equity Funds consists of investments in three investment trusts. The Fund's investment objective is to seek long-term capital appreciation through equity securities of companies located in emerging market countries. These investments are valued at the net asset value (NAV) of units of the collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities.

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(4) Fair Value Measurement of Investments (Continued)

Investments Measured at Fair Value (Continued)

Collective Trusts-Fixed Income Funds consists of an investment in five trusts. The objective of the fund is to outperform the Barclays Capital U.S. Government/Credit Index and the Barclays US Aggregate Total Return Index. These investments are valued at the net asset value (NAV) of units of the collective trusts. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities.

(5) Contributions

The requirements for County and employee contributions are established under County Code. The Program's board of trustees may recommend changes to the contributions, but any changes must be approved by the County Council. The County's contributions are required by County Code to be based on an actuarial valuation that considers the normal cost of the Program plus an amortization of the Program's unfunded actuarial liability on a sound actuarial basis.

Under County Code, Plan employees are required to contribute 3% of their total compensation exceeding \$115 per week plus 2% of the portion that exceeds the Social Security maximum wage base. Police officers and other System employees are required to contribute 7% and 5% of their base salary or wage, respectively. Closed Plan employees make no contributions. Guard Plan employees are required to contribute \$10 (pretax) per biweekly pay period during the ten-month school year. Hybrid Plan employees are required to contribute 3% of their base salary. In addition, if the recommended contribution of the Board exceeds 10% of total base salary of all the members of the Hybrid Plan, membership contributions for the twelve month period starting July 1st following the determination of the recommended contribution by the Board will be increased to the extent that the recommended contribution exceeds 10 percent.

Under the provisions of state law, the State of Delaware also contributes to the System for police employees from taxes received on certain insurance premiums. The contribution is based on the number of County police members covered by the System in relation to all state, county, and municipal police officers covered by pension plans that are eligible to share in the distribution of the premium tax. The tax on insurance premiums also provides a pool of funds for the Police COLA's.

Administrative expenses, which are paid to the County, are paid from Program revenues.

For police employees, the County contributes the difference between 17.06% of the salary of police officers covered by the Delaware Municipal Police/Firefighter Pension Plan and a rate determined by the actuaries associated with Delaware Municipal Police/Firefighter Pension Plan, plus the County's contribution given to all County employees based on the actuarial valuation of the County's Employees' Retirement Plan discussed above. The County's actuarial valuation includes the actuarial present value of an ad-hoc compounded 3% postretirement increase that was provided to police members of the System commencing January 1, 1998. That benefit is being financed by police employees and County and State contributions. The value of contributions received through June 30, 2021 for that enhanced postretirement increase is \$147,439.

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Year Ended June 30, 2021

(6) Risk Management

The Program is exposed to risk of loss arising from errors and omissions on the part of board members and to claims from members and beneficiaries related to benefit coverage and payments. The Program purchases fiduciary liability insurance for board members; there have been no claims against those policies in the past three years. The Program has no insurance against claims related to benefit coverage and payments. If such an event were to occur, then the additional costs would be recovered by the Program through adjustment to the County or members' contribution rates.

(7) Components of Net Pension Liability

The components of net pension liability of the County as of June 30, 2021 are as follows:

	<u>Total for Program</u>
Total Pension Liability	\$709,028,826
Fiduciary Net Position	<u>\$552,356,443</u>
Net Pension Liability	<u>\$156,672,383</u>
Fiduciary Net Position as a percentage of Total Pension Liability	77.9%

(8) Actuarial Methods and Assumptions

The accumulated program benefits are those future payments that are attributable under the Program's provisions to the service that employees have already rendered. Accumulated program benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Accumulated program benefits for all employees are based on the employee's compensation and credited service to the date for which the benefit information is presented (the valuation date). Benefits payable under all circumstances (retirement, death and termination of employment) are included to the extent they are deemed attributable to employee service rendered to the valuation date.

The actuarial present value of the accumulated program benefits is determined by an independent actuary and is the amount that results from applying actuarial assumptions to adjust the accumulated program benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements for death, withdrawal or retirement) between the valuation date and the expected date of payment.

Significant assumptions underlying the actuarial valuation as of January 1, 2021, were as follows:

Valuation date	January 1, 2021
Actuarial cost method	Entry age normal
Amortization method	Level dollar
Amortization period	20 years
Asset valuation method	5-year smoothed market
Investment rate of return	7.00%, net of investment expense and including inflation
Inflation rate	2.75%
Projected Salary Increases	3.25% (7.75% for General employees with less than 10 years of service and 2.75% for Crossing Guards)

NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM

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Year Ended June 30, 2021

(8) Actuarial Methods and Assumptions (Continued)

Mortality rates were based on the RP-2014 Combined Healthy Mortality Tables (Blue Collar), as appropriate, with adjustments for mortality improvements based on Scale SSA projected on a generational basis. RP-2014 Disabled tables were used for the valuation of disabled members.

A full experience study was conducted in 2018 and several assumptions were updated, including the ones listed above as well as the assumed rates of termination, disability, and retirement.

The actuarial valuations are used to determine the contributions to be made by the County in the fiscal year starting six months after the valuation date. For example, the January 1, 2020 valuation is used to establish the contribution level for the year ended June 30, 2021.

Long-Term expected rate of return

The long-term expected rate of return on pension program investments was determined using a building-block method in which best-estimates of expected future real rates of return (expected returns, net of pension program investment expense and inflation) are developed for each asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. This is then modified through a Monte-Carlo simulation process, by which a (downward) risk adjustment is applied to the baseline expected return.

Best estimates of arithmetic real rates of return for each major asset class included in the pension program's target asset allocation as of June 30, 2021, and the final investment return assumption, are summarized in the following table:

<u>Asset Class</u>	<u>Long-Term Expected Real Rate of Return</u>	<u>Weight</u>
Domestic Equity	6.10%	23%
International Equity	6.40%	17%
Fixed Income – U.S.	1.35%	31%
Global Asset Allocation	5.10%	10%
Opportunistic Debt	3.25%	3%
Real Estate	4.85%	5%
Private Equity	8.10%	5%
Hedge Funds	2.50%	5%
Cash Equivalents	0.40%	1%
Total Weighted Average Real Return	4.29%	100%
Plus inflation	2.75%	
Total return without Adjustment	7.04%	
Risk adjustment	-0.04%	
Total Expected Return	7.00%	

NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM

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Year Ended June 30, 2021

(8) Actuarial Methods and Assumptions (Continued)

Discount Rate

The discount rate used to measure total pension liability was 7.00%. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rate and that County contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member rate.

Based on those assumptions, the pension program's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members.

Therefore, the long-term expected rates of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of the net pension liability to changes in the discount rate

The following presents the net pension liability of the County, calculated using the discount rate of 7.00%, as well as what the County's net pension liability would be if it were calculated using a discount rate that is 1.00% lower or 1.00% higher than the current rate:

	1% Decrease	Current Discount Rate	1% Increase
	6.00%	7.00%	8.00%
Total Pension Liability	\$785,964,090	\$709,028,826	\$630,823,167
Plan Net Position	552,356,443	552,356,443	552,356,443
Net Pension Liability	<u>\$233,607,647</u>	<u>\$156,672,383</u>	<u>\$78,466,724</u>
Ratio of Plan Net Position to Total Pension Liability	70.3%	77.9%	87.6%

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Year Ended June 30, 2021

(9) Net Pension Liability

The Plan's change in Total Pension Liability, Plan Fiduciary Net Position, and Net Pension Liability for the year ended June 30, 2021, were as follows:

	Increase (Decrease)		
	Total Pension Liability	Plan Fiduciary Net Position	Net Pension Liability
	(a)	(b)	(a) – (b)
Balances at 6/30/20	\$660,731,476	\$457,082,924	\$203,648,552
Changes for the year:			
Service cost	7,622,511	-	7,622,511
Interest	45,222,885	-	45,222,885
Differences between expected and actual experience	10,034,013	-	10,034,013
Changes in assumptions	30,811,236	-	30,811,236
Contributions – employer	-	30,026,272	(30,026,272)
Contributions – employee	-	2,790,057	(2,790,057)
Net investment income	-	108,424,912	(108,424,912)
Benefit payments, including refunds of employee contributions	(45,393,295)	(45,393,295)	-
Administrative expense	-	(574,427)	574,427
Net changes	48,297,350	95,273,519	(46,976,169)
Balances at 6/30/21	\$709,028,826	\$552,356,443	\$156,672,383

REQUIRED SUPPLEMENTARY INFORMATION

NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM
(A Pension Trust Fund of New Castle County, Delaware)
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June 30, 2021

Schedule of Changes in Net Pension Liability and Related Ratios*

	Fiscal Year 2021	Fiscal Year 2020	Fiscal Year 2019	Fiscal Year 2018	Fiscal Year 2017	Fiscal Year 2016	Fiscal Year 2015	Fiscal Year 2014
Total Pension Liability								
Service Cost	\$ 7,622,511	\$ 6,782,145	\$ 8,002,663	\$ 7,578,587	\$ 7,700,742	\$ 7,847,444	\$ 7,733,029	\$ 7,803,030
Interest	45,222,885	44,219,774	43,722,887	42,043,474	41,203,676	40,893,316	40,243,005	43,328,727
Changes in benefit terms	-	-	-	-	-	-	-	-
Difference between expected and actual experience	10,034,013	7,265,293	(3,143,686)	3,123,070	(2,077,314)	1,314,713	1,188,291	-
Changes in assumptions	30,811,236	-	39,786,800	-	(1,789,625)	11,647,493	721,980	-
Benefit payments, including refunds	(45,393,295)	(44,182,032)	(42,835,175)	(41,141,436)	(39,523,627)	(37,813,325)	(36,345,952)	(34,213,002)
Net Change in Total Pension Liability	48,297,350	14,085,180	45,533,489	11,603,695	5,513,852	23,889,641	13,540,353	16,918,755
Total Pension Liability - Beginning of Year	660,731,476	646,646,296	601,112,807	589,509,112	583,995,260	560,105,619	546,565,266	529,646,511
Total Pension Liability - End of Year	\$ 709,028,826	\$ 660,731,476	\$ 646,646,296	\$ 601,112,807	\$ 589,509,112	\$ 583,995,260	\$ 560,105,619	\$ 546,565,266
Plan Fiduciary Net Position								
Contributions - employer	\$ 30,026,272	\$ 26,734,944	\$ 22,504,179	\$ 22,677,474	\$ 17,259,347	\$ 17,035,119	\$ 18,025,370	\$ 13,672,749
Contributions - member	2,790,057	2,586,225	2,639,998	2,688,889	2,679,140	2,840,013	2,779,085	2,845,513
Net investment income (loss)	108,424,912	18,563,905	26,769,755	36,749,800	46,007,003	(8,901,831)	15,220,117	48,084,200
Benefit payments, including refunds	(45,393,295)	(44,182,032)	(42,835,175)	(41,141,436)	(39,523,627)	(37,813,327)	(36,345,952)	(34,213,002)
Administrative expenses	(574,320)	(743,098)	(830,410)	(717,800)	(682,369)	(660,453)	(581,179)	(642,018)
Other expenses	(107)	(31,633)	(61,202)	(16,704)	(33,285)	-	-	-
Net Change in Plan Fiduciary Net Position	95,273,519	2,928,311	8,187,145	20,240,223	25,706,209	(27,500,479)	(902,559)	29,747,442
Plan Fiduciary Net Position - Beginning of Year	457,082,924	454,154,613	445,967,468	425,727,245	400,021,036	427,521,515	428,424,074	398,676,632
Plan Fiduciary Net Position - End of Year	\$ 552,356,443	\$ 457,082,924	\$ 454,154,613	\$ 445,967,468	\$ 425,727,245	\$ 400,021,036	\$ 427,521,515	\$ 428,424,074
Net Pension Liability - Beginning of Year	\$ 203,648,552	\$ 192,491,683	\$ 155,145,339	\$ 163,781,867	\$ 183,974,224	\$ 132,584,104	\$ 118,141,192	\$ 130,969,879
Net Pension Liability - End of Year	\$ 156,672,383	\$ 203,648,552	\$ 192,491,683	\$ 155,145,339	\$ 163,781,867	\$ 183,974,224	\$ 132,584,104	\$ 118,141,192
Plan Fiduciary Net Position as a percentage of Total Pension Liability	77.9%	69.2%	70.2%	74.2%	72.2%	68.5%	76.3%	78.4%
Covered Payroll	\$ 66,089,534	\$ 63,622,011	\$ 62,750,893	\$ 63,082,234	\$ 61,704,013	\$ 61,711,130	\$ 62,272,733	\$ 62,346,860
Net Pension Liability as a percentage of Covered Payroll	237.1%	319.9%	306.8%	245.9%	265.4%	298.1%	212.9%	189.5%

Notes to schedule:

Benefit changes: None

Changes of assumptions: In 2021, there was a change in assumption for the COLAs for Police participants. It is now assumed that annuities will increase by 3.00% per annum compounded, with an offset for expected State COLA amounts. This is a change from the previous assumption of 1.80% with no offset. In 2019, amounts reported as changes of assumptions resulted primarily from adjustments to the discount rate, salary increases, and inflation. Also in 2019, amounts reported as changes of assumptions resulted primarily from adjustments to assumed life expectancies as a result of adopting the RP-2014 Combined Healthy Mortality Tables (Blue Collar) for purposes of developing mortality rates. In 2015, 2016 and 2017, the only changes in actuarial assumptions were due to the change in the GASB discount rate.

*A full 10-year trend is unavailable at this time. Per GASB 67 standards, this schedule covers the time period in which data was available for the Pension plan.

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SCHEDULE OF COUNTY CONTRIBUTIONS
Last 10 Fiscal Years

	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>
Actuarially determined contribution	\$30,026,272	\$26,734,944	\$22,504,179	\$22,677,474	\$17,259,347	\$17,035,119	\$19,158,322	\$14,803,656	\$13,407,480	\$14,186,487
Contributions in relation to the actuarially determined contribution	30,026,272	26,734,944	22,504,179	22,677,474	17,259,347	17,035,119	18,025,371	13,672,749	13,626,668	13,063,608
Contribution deficiency/(excess)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,132,951	\$ 1,130,907	\$ (219,188)	\$ 1,122,879
Covered payroll	\$66,089,534	\$63,662,011	\$62,750,893	\$63,082,234	\$61,704,013	\$61,711,130	\$62,272,733	\$62,346,860	\$62,292,327	\$64,113,546
Contributions as a percentage of covered payroll	45.43%	42.00%	35.86%	35.95%	27.97%	27.60%	28.95%	21.93%	21.88%	20.38%

Note: Actuarial contributions are determined as a percentage of payroll. This rate is applied to actual payroll to determine the employer contribution. The County amounts include funds received from the State of Delaware. There have also been two separate time periods in which the actuarial contribution rate was phased in over a period of several years. This occurred in 2010 through 2012, as well as 2014 through 2015. The County and Retirement Board's current policy is to contribute the full actuarial cost each year going forward.

NEW CASTLE COUNTY, DELAWARE EMPLOYEES' PENSION PROGRAM

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Actuarial assumptions

Actuarially determined contribution rates are calculated as of January 1, 18 months prior to the end of the fiscal year in which contributions are reported:

Actuarial Method	Entry Age
Amortization Method	Level percentage of payroll
Asset Valuation Method	5-year smoothed market
Inflation rate	2.75%
Projected salary increases	3.25% (7.75% for General employees with less than 10 years of service and 2.75% for Crossing Guards)
Investments rates of return	7.00%, net of investment expense and including inflation
Postretirement benefit increase	2% for System benefits and 3% for police participation after a specified waiting period, with an offset for expected State COLA amounts. None for Plan members, alternative retirees, or survivors.

Mortality rates were based on the RP-2014 Combined Healthy Mortality Tables (Blue Collar), as appropriate, with adjustments for mortality improvements based on Scale SSA projected on a generational basis. RP-2014 Disabled tables were used for the valuation of disabled members.

A full experience study was conducted in 2018 and several assumptions were updated, including the ones listed above as well as the assumed rates of termination, disability, and retirement.

Annual money-weighted rates of return (net of investment expense)

<u>Fiscal Year</u>	<u>Return</u>
2021	24.19%
2020	4.18%
2019	6.16%
2018	8.85%
2017	11.87%
2016	-2.14%
2015	3.64%
2014	12.38%
2013	11.70%
2012	-1.98%