CITY OF BIRMINGHAM RETIREE HEALTH CARE FUND INVESTMENT COMMITTEE FRIDAY, April 8, 2022 IMMEDIATELY FOLLOWING THE RETIREMENT BOARD MEETING

- 1) Call to Order
- 2) Roll Call
- 3) Announcements
- Consent Agenda

All items listed on the consent agenda are considered to be routine by the Retiree Health Care Fund Investment Committee and will be enacted by one motion and approved by a roll call vote. There will be no separate discussion of these items unless a committee member so requests, in which event the item will be removed from the general order of business and considered as the last item under new business.

- A) Approval of Retiree Health Care Fund Investment Committee Meeting minutes of December 10, 2021.
- B) Approval of the Special Retiree Health Care Fund Investment Meeting minutes from March 22, 2022.
- C) Approval of Retiree Health Care Fund Expenses of \$22,075.80 for the period of January 1, 2021 through March 31, 2022.
- D) Resolution to receive the Summary of Assets for the period ending January 31, 2022 with a total market value of \$49,640,842.

| | 1/31/2022 | _ | 12/31/2021 | | 1/31/2021 | |
|---|------------|-------|------------|-------|------------|-------|
| Blackstone REIT(allocated but not funded) | 0 | 0.0% | 0 | 0.0% | 1,122,164 | 2.5% |
| Bramshill Investments-Fixed Income | 0 | 0.0% | 0 | 0.0% | 1,388,513 | 3.0% |
| C. S. McKee - Fixed Income | 0 | 0.0% | 0 | 0.0% | 2,974,715 | 6.5% |
| Ducenta Squared-Fixed Income | 14,691 | 0.0% | 77,048 | 0.1% | 5,9119,051 | 13.0% |
| Blackrock Total Return K Fixed Income | 6,035,349 | 12.2% | 6,310,292 | 12.3% | 0 | 0.0% |
| Metropolitan W Total Return Bond fund | 6,044,168 | 12.2% | 6,299,673 | 12.3% | 0 | 0.0% |
| Vanguard S&P 500(VOO) | 0 | 0.0% | 0 | 0.0% | 6,855,968 | 15.0% |
| Polen Capital Management | 0 | 0.0% | 0 | 0.0% | 4,664,876 | 10.2% |
| Westwood - Large-Cap Value | 0 | 0.0% | 0 | 0.0% | 5,189,976 | 11.4% |
| Fidelity 500 Index Fund-Lrg Cap | 14,969,641 | 30.2% | 16,158,796 | 31.4% | 0 | 0.0% |
| Vanguard Mid-Cap ETF (VO) | 0 | 0.0% | 0 | 0.0% | 2,349,206 | 5.1% |
| MFS Mid-Cap Value | 2,914,484 | 5.9% | 3,002,437 | 5.8% | 0 | 0.0% |
| Blackrock Mid Cap Growth Equity | 2,289,836 | 4.6% | 2,690,865 | 5.2% | 0 | 0.0% |
| Fiera Capital-SMID Gro | 0 | 0.0% | 0 | 0.0% | 2,383,685 | 5.2% |
| Gabelli-Small Cap | 8,970 | 0.0% | 7,691 | 0.0% | 2,715,509 | 5.9% |
| Wells Fargo Special Sm Cap | 1,086,061 | 2.2% | 1,140,285 | 2.2% | 0 | 0.0% |
| Principal Sm Cap Growth | 940,247 | 1.9% | 1,087,101 | 2.1% | 0 | 0.0% |
| MFS International Diversified Fund | 0 | 0.0% | 0.0 | 0.0% | 6,649,497 | 14.6% |
| American Funds Europacific Growth | 3,336,185 | 6.7% | 3,601,589 | 7.0% | 0 | 0.0% |
| Hartford International Opportunities Fund | 3,506,426 | 7.1% | 3,676,091 | 7.2% | 0 | 0.0% |
| Driehaus Emerging Markets Growth | 1,901,045 | 3.8% | 1,692,308 | 3.3% | 0 | 0.0% |
| | | | | | | |

RHC Fund Committee April 8, 2022 Page 2

| Graham Absolute Return | 1,270,013 | 2.6% | 1,227,288 | 2.4% | 1,168,628 | 2.6% |
|------------------------------------|------------|-------|------------|-------|------------|--------|
| Whitebox Multi-Strategy Hedge Fund | 1,364,471 | 2.7% | 1,323,659 | 2.6% | 1,177,686 | 2.6% |
| Starwood Realty Income Trust | 2,806,378 | 5.7% | 2,764,361 | 5.4% | 1,122,162 | 2.5% |
| Cash | 1,147,195 | 2.3% | 197,124 | 0.4% | 0 | 0.0% |
| Goldman Sachs Financial Govt Fund | 5,682 | 0.0% | 153,733 | 0.3% | G | j.0% |
| Total | 49,640,842 | 97.7% | 51,410,342 | 99.3% | 45,681,634 | 100.0% |

5) Investments

- A) Captrust Report
- B) To concur in the recommendation of Captrust Financial Advisors and the Retirement Investment Committee to present the proposed Investment Policy Statement for the Retiree Health Care Fund to the City Commission for approval.
- C) Investment Report.
- 6) Unfinished Business
- 7) New Business
- 8) Meeting Open to the Public for Items Not on the Agenda.
- 9) Adjournment

Mark Gerber Secretary/Treasurer Employees Retirement Board

The highly transmissible COVID-19 Delta variant is spreading throughout the nation at an alarming rate. As a result, the CDC is recommending that vaccinated and unvaccinated personnel wear a facemask indoors while in public if you live or work in a substantial or high transmission area. Oakland County is currently classified as a substantial transmission area. The City has reinstated mask requirements for all employees while indoors. The mask requirement also applies to all board and commission members as well as the public attending public meetings.

Individuals requiring accommodations, such as interpreter services, for effective participation in this meeting should contact the City Clerk's Office at (248) 530-1880 at least one day in advance of the public meeting.

Las personas que requieren alojamiento, tales como servicios de interpretación, la participación efectiva en esta reunión deben ponerse en contacto con la Oficina del Secretario Municipal al (248) 530-1880 por lo menos el día antes de la reunión pública. (Title VI of the Civil Rights Act of 1964).

MINUTES OF THE REGULAR MEETING OF THE RETIREE HEALTH CARE FUND INVESTMENT COMMITTEE HELD DECEMBER 10, 2021

The meeting was called to order at 9:21 A.M.

PRESENT: Christopher Conti Connie Folk Mark Gerber Therese Longe Thomas Markus

ALSO PRESENT VIA ZOOM:

Thelma Golden, Treasury Consultant; Frank Pisano, Library Board; Dori Drayton and Jeremy Chambers, Captrust

21-2021

Motion by Long: Second by Folk:

To approve the Consent Agenda:

To approve the Retiree Health Care Fund Investment Committee meeting minutes of September 10, 2021;

To approve the Retiree Health Care Fund Expenses of \$45,144,50 for the period of September 1, 2021 through December 31, 2021;

To receive the Summary of Assets for the period ending October 31, 2021 with a total market value of \$51,542,372.

ROLL CALL VOTE:

| Conti: | Aye |
|---------|-----|
| Folk: | Aye |
| Gerber: | Aye |
| Longe: | Aye |
| Markus: | Aye |

22-2021

Captrust reviewed the majority of the investment report at the Retirement Board that was held just prior to this meeting. They provided an update of the fund's asset allocation as of November 30, 2021 and noted that the majority of the investment

14. 6.

RHC Fund Investment Committee Special Meeting December 10, 2021 Page 2

changes approved by the committee have been made or are in process. They will work with the Retirement Investment Committee to draft changes to the Retiree Health Care Fund Investment Committee's investment policy and hope to present a new investment policy at the March 2022 meeting.

23-2021

Motion by Longe: Second by Folk:

To approve the fiduciary liability insurance policy from Cincinnati Companies for the period from January 2, 2022 through January 2, 2023 with a \$3,000,000 limit of liability and a \$10,000 deductible with a premium of \$5,670 for the Retiree Health Care Fund.

ROLL CALL VOTE:

Conti: Aye Folk: Aye Gerber: Aye Longe: Aye Markus: Aye

24-2021

Mark Gerber presented the 2022-2023 proposed budget and highlighted the changes including an increase in audit costs, the elimination of investment management fees, an increase in actuary expenses and an increase in fiduciary insurance expenses.

Motion by Markus: Second by Longe:

To approve the Retiree Health Care Budget for the fiscal year 2022-2023.

ROLL CALL VOTE:

Conti: Aye Folk: Aye Gerber: Aye Longe: Aye Markus: Aye RHC Fund Investment Committee Special Meeting December 10, 2021 Page 3

The meeting was adjourned at 9:30 A.M.

Respectfully submitted,

Thelma Golden Treasury Consultant

MINUTES OF THE SPECIAL MEETING OF THE RETIREE HEALTH CARE FUND INVESTMENT COMMITTEE HELD MARCH 22, 2022

The meeting was called to order at 12:12 P.M.

PRESENT: Christopher Conti Connie Folk Mark Gerber Therese Longe Thomas Markus

PRESENT VIA ZOOM; Thelma Golden, Treasury Consultant; Dori Drayton, Brett Reardon and Jeremy Chambers, Captrust

The purpose of the special meeting was to reallocate international funds.

01-2022

Brett Reardon reviewed Captrust's rationale regarding their recommendation to remove any direct exposure to emerging markets. Over the past several months there have been challenges for emerging markets, most importantly the Russian invasion of the Ukraine. Emerging markets are impacted more by rising energy prices and inflation.

02-2022

Motion by Markus Second by Longe

To concur in the recommendation of Captrust and the Retirement Investment Committee to liquidate the Driehaus Emerging Markets Growth Fund and transfer proceeds equally into the American Funds Europacific Growth Fund and the Hartford International Opportunities Fund.

ROLL CALL VOTE:

| Conti: | Aye |
|---------|-----|
| Folk: | Aye |
| Gerber: | Aye |
| Longe: | Aye |
| Markus: | Aye |

The meeting was adjourned at 12:18 P.M.

Retiree Health Care Fund Investment Committee Special Meeting March 22, 2022 Page 2

Respectfully submitted,

Thelma Golden Treasury Consultant

Retiree Health Care Fund Expenses 1/1/2022-3/31/2022

| Date | Name | Purpose | Amount |
|------------|--|--|-----------------|
| 1/14/2022 | Captrust | Investment Consultant 1/1/2022 - 3/31/2022 | \$ 7,500.00 |
| 11/17/2021 | JLA Insurance | 22-23 Fiduciary Liability Policy Period of 1/2/2022-1/2/2023 | \$ 5,670.00 |
| 1/25/2022 | Ducenta Squared | Investment Management Period of 10/01/2021 - 10/31/2021 | \$ 607.26 |
| 12/21/2021 | Gabriel, Roeder, Smith and Co | June 30 Valuation Finalized, 5 yr Projection Actuary Services | \$ 2,250.00 |
| 1/28/2022 | Comerica Custodial/Investment Management Services | Custodial Services/market value fees Period of 10/1/2021 - 12/31/2021 | \$ 6,048.54 |
| TOTAL | | | \$ 22,075.80 |

GRS Gabriel, Roeder, Smith & Company #1023

One Towne Square Suite 800 Southfield, Michigan 48076-3723 (248) 799-9000

Invoice

| | Date 12/21/2021 | Invo 4660 | |
|--|--|--------------------------|---------------------|
| Bill To: https://www.second.com/second/second/second/second/second/second/second/second/second/second/second/se | | ease Remit To: | |
| Attention: Mr. Mark Gerber City of Birmingham Employees Retirement System P.O. Box 3001 Birmingham, Michigan 48012 | Dept. # 78009 Gabriel, Roeder, S PO Box 78000 Detroit, Michigan | | y |
| | | 38-1691268 | |
| Client 24, Pen Val 2021 0630, Project 24-102 | | | Amount |
| Finalized the June 30, 2021 valuation | | | 9,300.00 |
| Allocation of Unfunded Actuarial Liability and Amortization payment to 25 component units | | . : | 2,500.00 |
| 5-year projection of pension and retiree health plan contributions | | #4,500 | 3,300.00 |
| - 2 additional scenarios - FY 2020 rate of return at 0% and 15% (2 scenarios @\$600) | 50% | #4,500 30000 X RHC | 1,200.00 |
| Summary Annual Report | \$7250 | \$2,250 | 1,500.00 |
| Amount Due 101-274.000 - 802.0400 \$15,550 (Valuation 736-860.000 - 802.0400 \$2,250 (5 Yerra 736-860.000 - 802.0400 \$2,250 (5 Yerra 736-860.000 - 802.0400 \$2,250 (5 Yerra) | M + 5 YE | AR PROJECT | <u>من)</u> \$17,800 |
| | | | |



City of Birmingham, Michigan

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Mark Gerber

PO Box 3001

151 Martin Street

Birmingham, MI 48012

4208 Six Forks Road Suite 1700 Raleigh, NC 27609 ph 919.870.6822 fax 919.870.8891 toll free 800.216.0645

 Invoice:
 LT73847

 Date:
 1/14/2022

 Statement Period:
 1/1/2022 - 3/31/2022

 Customer No:
 2M-CBRETHLT

 PO Number:
 Amount Due upon
 \$ 7,500.00

 Receipt:
 *
 *

Please remit payment to: CapFinancial Partners, LLC. PO Box 600071 Raleigh,NC 27675-6071

ADVISORY FEES

| Description | Annual Fee | Freq | Advisory Fee |
|---|-------------|---------|--------------|
| City of Birmingham Retiree Health Care Fund | \$30,000.00 | 0.25000 | \$ 7,500.00 |
| | | | \$ 7,500.00 |

Total Net Fees Due & Payable \$ 7,500.00

In the event any payments have been received, they have been credited above. For a calculation explanation, please call our Accounts Receivable department at 1-800-216-0645. If you have already mailed your payment, please disregard this notice and accept our thanks.

736-860-000-802.0600

TIN: 26-0058143

| JLA Insurance Group | | | | |
|-----------------------------|--|--|--|--|
| 5600 New King Dr., Ste. 210 | | | | |
| Troy, MI 48098 | | | | |
| Phone: 248-528-2400 | | | | |

| INVOICE | Page | 1 | |
|---------------------------------|--------------------|---|--|
| Account No. BIRMING-01 | Date 11/17/2021 | | |
| Producer Jay Sawmiller | | | |
| Policy Term: 1/2/2022- 1/2/2 | 2023 | | |

City of Birmingham PO Box 3001 Birmingham, MI 48012-3001

| Due Date | Tran | Policy Type | Policy # | Description | Amount |
|-----------------|------|-------------|------------|-------------------------------------|----------|
| Upon Receipt | MEM | FID | EMN0416993 | 22-23 Fiduciary Liability Policy | \$18,715 |
| | | | | | |

Invoice Balance:

\$18,715

Please make checks payable to: JLA Insurance Group, Inc.

You can now pay online by check or credit card: https://jlains.epaypolicy.com/

RHC - 5,670 Returee - 13,045

RHC - 236-860.000-957.0200

DUCENTA SQUARED

January 25, 2022

Fixed Income Management Fee City of Birmingham Retiree Health Care Fund xxxxxx3214

| | | | | Inception | Date: 09/17/2009 | | | |
|---------------------|----------|-------|------------|-------------------------------------|------------------|-----------------|-------------------|----------|
| Billing Period | | | | | | Asset Value | | |
| Beginning Ending | | | | October 1, 2021 October 31, 2021 | | \$98,281.01 | | |
| | | | | Bill | ing Summary | | | |
| /lanagement | | | alue Tiers | | | | | |
| From | 1 | | То | Fee Rate | Value | Days in Year | Days in Period | Fee |
| \$ | - | \$ | 50,000,000 | 0.250% | \$98,281.01 | 360 | 30 | \$20.48 |
| rorated Cont | ribution | s/Wit | hdrawals | | | | | |
| October 15 | , 2021 | | | 0.250% | (\$4,510,173.49) | 360 | 14 | \$438.49 |
| October 26 | , 2021 | | | 0.250% | (\$854,159.20) | 360 | 25 | \$148.29 |
| otal Manage | ment Fe | e | | | | | - | \$607.26 |

If possible, we would greatly appreciate the use of ACH/EFT payments at this time.

| ACH/EFT Instructions | (PREFERRED): | If ACH/EFT not possible, please note that our name and our address have charged: |
|----------------------|-------------------------|---|
| Bank: | First Republic Bank | Checks should be made out to: |
| Bank Address: | 111 Pine Street | Ducenta Squared Asset Management |
| | San Francisco, CA 94111 | |
| Account Name: | R Squared BM LLC | |
| | DBA Ducenta | |
| | Squared Asset | |
| | Management | Address: |
| ABA #: | 321 081 669 | 555 W. 5th Street, Suite 3700 Los Angeles, CA. 90013 |
| Account Number: | 80009244908 | |

736-860.000-802.0200

555 W. 5th Street, Suite 3700 | Los Angeles, CA 90013 | (213) 687 9170

| | | City of Birmingham 151 Martin, P.O. Box 3001 Birmingham, Michigan 48012 248-644-1800 fax 248-644-5614 Vend | | | Dept.#: Req. #: or Name: Address: | 1011 Date: 1/28/2022 Vendor #: 979 Comerica Bank Attn: Trust Fee Accounting Group | | |
|--|-----------------|---|---------------------------------------|--------------|---|---|--|--|
| PAYMENT REQUISITION FORM | | | | | | P.O. Box 67600 | | |
| | | | | | | Detroit, MI 48267 | | |
| | Quantity | <u>Units</u> | <u>\$/Unit</u> | <u>Total</u> | | Description: | | |
| Item #1. | | | | \$ 6,048.54 | - | Custodial Services/market value fees | | |
| | Account #: | 736-860.00 | 0-802.0300 | | | 10/1/2021-12/31/2021 | | |
| Item #2. | Quantity | Units | <u>\$/Unit</u> | <u>Total</u> | | Description: | | |
| | Account #: | | | | | | | |
| | <u>Quantity</u> | Units | <u>\$/Unit</u> | Total | | Description: | | |
| Item #3. | | 04 C 1 1 | | | - | | | |
| | Account #: | | | | | | | |
| | <u>Quantity</u> | <u>Units</u> | <u>\$/Unit</u> | <u>Total</u> | | Description: | | |
| Item #4. | | | | | | | | |
| | Account #: | | | | | | | |
| | <u>Quantity</u> | <u>Units</u> | <u>\$/Unit</u> | <u>Total</u> | | Description: | | |
| Item #5. | . : <u>"</u> | · | | | | | | |
| | Account #: | • | · · · · · · · · · · · · · · · · · · · | | | | | |
| | | GRAND | TOTAL: | \$ 6,048.54 | | _ | | |
| INSTRUCTIONS: () Hold for billing. () Approved for payment (no purchase order). () Send payment to department for mailing. () Send attachments with check. () Early release. () Wednesday release. Other: | | | | | APPROVALS: Date of Commission, Library or Retirement Board Approval (if required): Dept. Head: Finance Dept.: | | | |
| | | | | | Group No.: | | | |

MEMORANDUM

| DATE: | March 16, 2022 |
|----------|---|
| то: | Retiree Health Care Fund Investment Committee |
| FROM: | Mark Gerber, Finance Director/Treasurer |
| SUBJECT: | Proposed Investment Policy Statement |

The Retirement Investment Committee has met with Captrust Financial Advisors to review and modify Captrust's proposed Investment Policy Statement for the Retiree Health Care Fund.

Captrust believes the Investment Policy Statement should be reviewed and changed over time based on litigation in the industry and based on trends with ERISA plans. They propose a policy that has broader language that will result in a higher likelihood of compliance.

We are recommending that the Retiree Health Care Fund Investment Committee approve presenting the proposed Investment Policy Statement as modified and approved by the Retirement Investment Committee to the City Commission for approval.

SUGGESTED ACTION:

To concur in the recommendation of Captrust Financial Advisors and the Retirement Investment Committee to present the proposed Investment Policy Statement for the Retiree Health Care Fund to the City Commission for approval.

2º

(b) The Fund described herein shall conform to all applicable sections of the Act, the collective bargaining or other agreements requiring payments to the Fund, and all statutes, ordinances, rules, regulations, arbitrators' awards and judicial decisions interpreting the foregoing provisions.

(c) A portion of net earnings may be used for payment for reasonable and necessary professional services, costs and expenses related to assisting the Investment Committee and Plan Administrator in the operation of the Fund. The Investment Committee shall determine what costs, fees and professional services are reasonable and necessary.

Section 9.02 Diversion. The Fund shall not be used for or diverted to purposes other than to provide the benefits contemplated under the Plan for the exclusive benefit of Retirees and their Dependents, except for any administrative expenses for which the Fund is liable.

Section 9.03 Investment Limitations. The Investment Committee is required to invest the assets of the Fund in accordance with the investment policy adopted by the City Commission, and in compliance with the Public Employee Retirement System Investment Act 314 of the Public Acts of 1965 as amended.

ARTICLE X – RESERVE FUNDS

Section 10.01 Reserve for Retiree Health Benefits. There shall be a Reserve for Retiree Health Benefits. It shall be the reserve in which Employer contributions and Retiree premiums are accumulated and to which investment income is credited. It shall also be the fund from which all administrative expenses and retiree health care benefits are paid.

Section 10.02 Reserve for Participant Contributions. There shall be a Reserve for Participant Contributions. It shall be the reserve in which the contributions deducted from the compensations of Participants are accumulated with interest and from which refunds of accumulated contributions are paid.

Section 10.03 Interest on Participant Contributions. Interest on Participant accumulated contributions shall be credited at the same rate that would have been credited if such contributions had been made to the Birmingham Employees Retirement System.

Section 10.04 Refund of Accumulated Contributions.

(a) Should any Participant cease to be an employee and not be entitled to receive retiree health care benefits, the Participant shall be paid the accumulated contributions as he or she shall demand in writing on forms furnished by the Employer.

(b) Upon termination of employment for any reason, a Participant may withdraw his or her accumulated contributions, provided that in such event the Participant shall forfeit his or her rights to retiree health benefits.

(c) Upon the death of a Participant, his or her designated beneficiary may withdraw the Participants accumulated contributions, provided that in such event the designated beneficiary shall forfeit any rights he or she may have had to retire health benefits. Beneficiary designations in the

BIRMINGHAM RETIREE HEALTH CARE FUND INVESTMENT FUNDS & SERVICES

| | | DATE OF HIRE/ TRANSFER | ORIGINAL \$/ TRANSFER \$ | MANAGEMENT FEE |
|--------------------------------------|--|---------------------------|-----------------------------|--|
| FIXED INCOME | BLACKROCK TOTAL RETURN K MPHQX | 9/10/2021 | \$4,993,694 | 0.38% |
| FIXED INCOME | METROPOLITAN WEST RETURN BD I MTXDTIX | 9/10/2021 | \$4,993,694 | 0.44% |
| LARGE-CAP EQUITY | FIDELITY 500 INDEX FXAIX | 9/10/2021 | \$14,981,081 | 0.02% |
| MID-CAP VALUE EQUITY | MFS MID CAP VALUE R6 MVCKX | 9/10/2021 | \$2,871,374 | 0.69% |
| MID-CAP GROWTH EQUITY | BLACKROCK MID-CAP GROWTH EQUITY K BMGKX | 9/10/2021 | \$2,871,371 | 0.75% |
| SMALL-CAP VALUE EQUITY | WELLS FARGO SPECIAL SMALL CAP VALUE R6 ESPRX | 9/10/2021 | \$1,123,58 | 0.87% |
| SMALL-CAP GROWTH EQUITY | PRINCIPAL SMALL-CAP I R6 PCSMX | 9/10/2021 | \$1,123,581 | 0.86% |
| INTERNATIONAL EQUITY | AMERICAN FUNDS EUROPACIFIC GROWTH R6 RERGX | 9/10/2021 3/22/2022 | \$3,745,270 915,867 | 0.49% |
| INTERNATIONAL EQUITY | HARTFORD INTERNATIONSL OPPORTUNITIES R6 | 9/10/2021 3/22/2022 | \$3,745,270 915,867 | 0.71% |
| HEDGE FUND | WHITEBOX MULTI-STRATEGY FUND, LP | 3/8/2019 | \$1,126,494 | 1.5% MANAGEMENT 20% INCENTIVE |
| HEDGE FUND | GRAHAM ABSOLUTE RETURN CLASS B FUND | 3/8/2019 | \$1,126,494 | 2% MANAGEMENT 25% INCENTIVE |
| REIT | STARWOOD SREIT | 12/4/2020 3/24/2021 | \$1,111,720 1,122,185 | |
| CUSTODIAN PERFORMANCE MEASUREMENT | COMERICA BANK | 1951 | | 0.0475% \$500/MANAGER QUARTERLY |
| WWESTMENT CONSULTANT | CAPTRUST FINANCIAL ADVISORS | 6/23/2021 | | \$60,000 ANNUALLY 3% INCREASE AFTER 3 YEARS |

9/14/2021