A Pension Trust Fund of the City of Richmond, Virginia

Richmond Retirement System

RRS

Building your financial future

Annual Comprehensive Financial Report

FOR THE FISCAL YEAR ENDED JUNE 30, 2022

Annual Comprehensive Financial Report

for the fiscal year ended
June 30, 2022

Vision

Our vision is to be a recognized leader in pension fund management and administration, the standard by which others measure their progress and success. Every employee of the Richmond Retirement System (RRS) displays a devotion to maintaining excellence in public service and embraces the highest standards of excellence, accountability, dependability and integrity. All participating employers, along with active, former and vested members, should take pride in knowing that the RRS provides the best retirement services available and is an exemplary steward of their pension funds.

Mission

To deliver timely and effective communications and retirement services with integrity and professionalism to the members of the Richmond Retirement System (RRS), its Board of Trustees, City officials, departments, and City Council.

A publication of the

Richmond Retirement System,

A pension trust fund of the City of Richmond, Virginia

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Downtown Street View

Groovin' in the Garden2 ©Richard MacDonald

Introductory Section

Award

Public Pension Coordinating Council

Recognition Award for Funding
2021

Presented to

Richmond Retirement System

In recognition of meeting professional standards for
plan funding 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)

Alan H. Winkle
Program Administrator

Public Pension Coordinating Council Achievement Award

The RRS received the 2021 Achievement Award from the Public Pension Coordinating Council (PPCC) in recognition of the agency's excellence in meeting the Public Pension Standards. Developed by PPCC, these standards are the benchmark for measuring excellence in defined benefit plan funding and administration.

The purpose of the award is to promote high professional standards for public employee retirement systems and publicly commend systems that adhere to these standards. The PPCC is a coalition of the National Association of State Retirement Administrators (NASRA), National Conference on Public Employee Retirement Systems (NCPERS) and the National Council on Teacher Retirement (NCTR).

Letter of Transmittal

November 3, 2022

To the Honorable Richmond City Council and
Mayor Levar M. Stoney
Richmond, VA 23219

On behalf of the Board of Trustees of the Richmond Retirement System (RRS or the System) and in accordance with City of Richmond code § 22-54, I am pleased to submit the RRS Annual Comprehensive Financial Report (ACFR) for the fiscal year ended June 30, 2022. The ACFR was prepared by the RRS, a pension trust fund of the City of Richmond, and management maintains responsibility for the accuracy and completeness of the presentation including all disclosures.

In addition to this Introductory Section, the RRS's ACFR contains a Financial Section, Investment Section, Actuarial Section, and Statistical Section. This Letter of Transmittal is designed to complement Management's Discussion and Analysis (MD&A) and should be read in conjunction with it. The MD&A can be found in the Financial Section and provides an in-depth analysis of the RRS's financial statements. The Financial Section also includes the report of the RRS's independent auditor, which states the auditor's opinion on the financial position of the RRS.

Overview

The RRS was first established in 1945 by Richmond City Council and reestablished by the acts of the Virginia General Assembly in 1998, 2005, 2008, and 2010. This is our 77th year of operations. The System administers its defined benefit plan in accordance with provisions outlined in both the Richmond City Charter (5B.01) and Chapter 22 of the Richmond Municipal Code. A single employer, the City of Richmond, and its component unit, The Richmond Behavioral Health Authority participates in the RRS on behalf of its employees.

Accounting Basis and Internal Controls

Financial statements included in the ACFR have been prepared in accordance with generally accepted accounting principles (GAAP) for governmental accounting and reporting under the Governmental Accounting Standards Board (GASB).

The accrual basis of accounting is used in the preparation of the financial statements. Revenues are recognized when they are earned and become measurable; expenses are recognized when the liabilities are incurred. Investments are reported at fair value. In management's opinion, the financial statements present fairly the RRS's net position at June 30, 2022, and the changes in its plan net position.

continued on next page

RRS management is responsible for maintaining a system of adequate internal controls designed to provide reasonable, rather than absolute, assurance that the financial statements are free of any material misstatements. The concept of reasonable assurance recognizes that these controls should be cost-effective and that the cost of a control should not exceed the benefits derived from that control. In management's opinion, the internal controls in effect during fiscal year 2022 adequately safeguard the System's assets and provide reasonable assurance regarding the proper recording of financial transactions.

Funding

At June 30, 2022, the Plan Fiduciary Net Position as a percentage of the Total Pension Liability (Funded Status) was 64.5% compared to 71.8% at June 30, 2021. Further actuarial information can be found in the Actuarial Section of this report.

Investments

For the fiscal year ended June 30, 2022, the investment portfolio exceeded its benchmark and returned -6.4% on a net-of-fees (net) basis compared to an investment return of 23.7% net in the prior year. The fair market value of the RRS investment portfolio, including cash, at June 30, 2022 was $630.8 million, a decrease of $69.8 million from the prior year. Additional information on the System's investment policies and strategies as well as information on the portfolio's composition and investment return information is included in the Investment Section of this report.

Major Initiatives

The restructuring of the investment portfolio, as a result of an extensive strategic analysis in 2020, continued in fiscal year 2022. The portfolio restructure is a multi-year project impacting all asset classes.

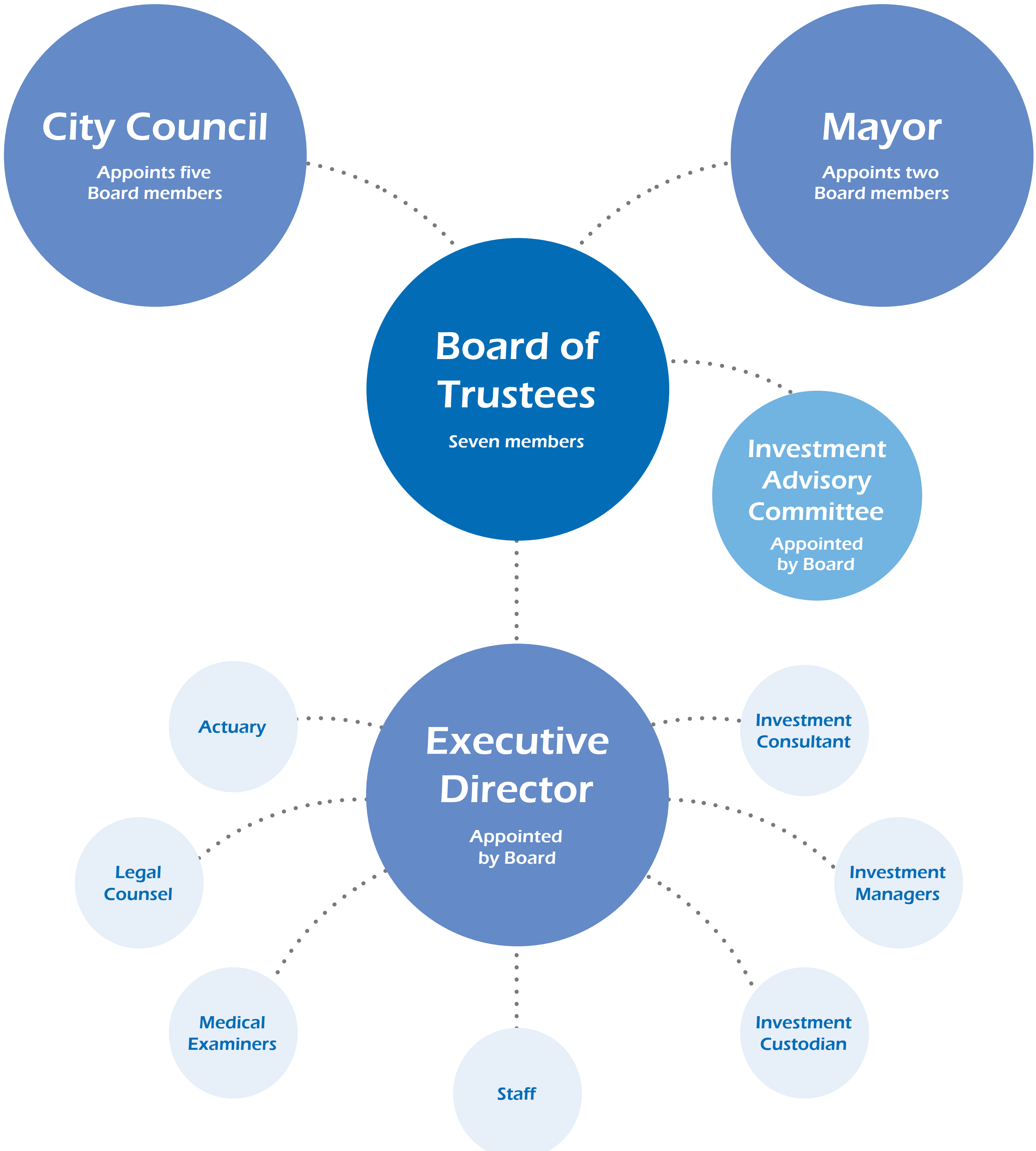
Acknowledgments

I would like to express my gratitude to the Board of Trustees, Investment Advisory Committee, and my staff. I would also like to thank you for your continued support of the Richmond Retirement System.

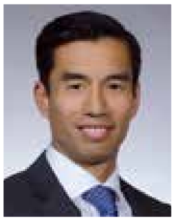
Respectfully submitted,

Leo F. Griffin, CPA
Executive Director

Organizational Chart



Board of Trustees



Chung Ma, CFA
Chairman

Managing Director
Virginia Retirement System
Term Expires: July 27, 2023

Daisy Weaver
Vice Chairman

Retiree
City of Richmond
Term Expires: November 22, 2023

Jesse T. Ellington

Managing Member & CIO
Dover Advisors LLC
Term Expires: March 28, 2023

Dante Jackson

Vice President of Institutional Advisory Service
Atlantic Union Bank Asset Management
Term Expires: March 8, 2024

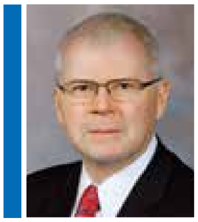
Elizabeth Cabell Jennings,
CFA, CAIA, CIMA®

Managing Director & Regional Practice Leader
Foundations and Endowments Specialty Practice
Truist
Term Expires: October 24, 2023

David H. Naoroz

Lieutenant
Police Department, City of Richmond
Term Expires: October 27, 2023

Executive Director



Leo F. Griffin, CPA
Executive Director

Richmond Retirement System

Investment Advisory Committee

The Board of Trustees has established an Investment Advisory Committee (IAC) to provide recommendations to the Board on investments and investment policy. Members of the IAC serve at the pleasure of the Board of Trustees.

The IAC meets quarterly and consists of five to seven members of which at least two are current members of the Board. The remainder of the IAC are persons who are not otherwise affiliated with RRS and who have demonstrated skill and expertise in institutional investments.

IAC members who are not members of the Board of Trustees serve up to two consecutive three-year terms for a total of six years. IAC members who also serve on the Board of Trustees have IAC terms that match their Board terms.

A list of IAC members can be found at:
www.rva.gov/retirement-system

Investment Managers and Other Service Providers

Investment Managers

Domestic Equity

Brown Investment Advisory Baltimore, MD
LSV Asset Management Chicago, IL
Northern Trust Investments Chicago, IL
Sycamore Capital Cincinnati, OH
William Blair & Company, LLC Chicago, IL

Non-U.S. Equity

Acadian Asset Management, Inc. Boston, MA
WCM Investment Management Laguna Beach, CA

Fixed Income

Loomis, Sayles & Co., L.P. Boston, MA
PGIM Fixed Income Newark, NJ

Diversifying Assets

Blackstone Alternative Asset Management Associates, LLC New York, NY
Graham Capital Management, LP Rowayton, CT
North Rock Capital Management, LLC Palm Beach Gardens, FL

Private Equity

Accel KKR Growth Capital Partners, L.P. Menlo Park, CA
Apogem Capital, LLC Richmond, VA
Arcline Capital Partners, L.P. San Francisco, CA
Brighton Park Capital, L.P. Greenwich, CT
Clayton, Dubilier & Rice New York, NY
Clearlake Capital Partners, L.P. Santa Monica, CA
Coller Capital London, UK
Lexington Partners, Inc. Boston, MA
StepStone Group, LLC San Diego, CA

Private Debt

Alcentra Ltd. London, UK
Atalaya Capital Management, L.P. New York, NY
Audax Group, L.P. Boston, MA
CarVal Investors Hopkins, MN
EIG Global Energy Partners Washington, D.C.
HPS Investment Partners, LLC New York, NY
Park Square Capital, LLP London, UK
Sixth Street Partners, L.P. San Francisco, CA

Real Estate

J.P. Morgan Asset Management New York, NY
Orion Capital Managers London, UK
PGIM Real Estate Madison, NJ
Principal Global Investors Des Moines, IA

Other Service Providers

Actuary

SageView Consulting Group, LLC Glen Allen, VA

Auditor

Moss Adams LLP Albuquerque, NM

Investment Consultant

Callan, LLC Atlanta, GA

Legal Counsel

K&L Gates LLP Seattle, WA
Troutman Pepper LLP Richmond, VA

Master Custodian

State Street Corporation Kansas City, MO

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Financial Section

The RRS administers retirement benefit plans for its active members, retirees, and beneficiaries. The purpose of the financial section is to present the plan's financial condition for the fiscal year. To support this information, the section includes Management's Discussion and Analysis as well as the Notes to the Financial Statements.

Report of Independent Auditors

The Board of Trustees
Richmond Retirement System
Richmond, Virginia

Report on the Audit of the Financial Statements

Opinions

We have audited the accompanying financial statements of Richmond Retirement System (RRS), a component unit of the City of Richmond, Virginia, which comprise the statements of fiduciary net position as of June 30, 2022 and 2021, the related statements of changes in fiduciary net position for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the fiduciary net position of Richmond Retirement System as of June 30, 2022 and 2021, and the respective changes in fiduciary net position for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of RRS and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about RRS's ability to continue as a going concern for 12 months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

continued on next page

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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 RRS's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about RRS's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control–related matters that we identified during the audit.

continued on next page

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the accompanying management’s discussion and analysis, schedule of changes in the employer’s net pension liability and related ratios, schedule of employer’s contributions, schedule of investment returns, and notes to the schedules be presented to supplement the basic financial statements. Such information is the responsibility of management and, 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.

Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements that collectively comprise the RRS’s basic financial statements. The schedule of administrative expenses and schedule of retirement benefits (collectively, the supplementary information) are presented for purposes of additional analysis and are not a required part of the basic financial statements.

The supplementary information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the supplementary information is fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Information

The introductory, investment, actuarial, and statistical sections are presented for purposes of additional analysis and are not a required part of the basic financial statements of RRS. Such additional information has not been subjected to the auditing procedures applied in the audit of the basic financial statements, and accordingly, we do not express an opinion or provide any assurance on it.

Moss Adams LLP

Albuquerque, New Mexico
October 19, 2022, except for consideration of
Supplementary and Other Information as to
which the date is November 3, 2022

Management's Discussion and Analysis

This section presents management's discussion and analysis of the Richmond Retirement System's (RRS, System, or Plan) financial performance during the fiscal year ended June 30, 2022. Please read it in conjunction with the accompanying financial statements and the related notes.

This report is prepared in accordance with the principles of governmental accounting and reporting promulgated by the Governmental Accounting Standards Board (GASB). Investments are stated at fair market value or net asset value and income includes the recognition of unrealized gains or losses. The accrual basis of accounting is used to record assets, liabilities, revenues, and expenses. Revenue recognition occurs when earned without regard to the date of collection. Expense recognition occurs when the corresponding liabilities are incurred, regardless of payment date. For ease of reading, the dollar amounts that appear in this narrative are typically rounded to the closest one thousand dollars.

The financial section contains the following information:

1. Basic Financial Statements including:

a) Statements of fiduciary net position

b) Statements of changes in fiduciary net position

c) Notes to financial statements

2. Required Supplementary Information including:

a) Management's discussion and analysis

b) Schedule of changes in the employers' net pension liability and related ratios

c) Schedule of employers' contributions

d) Notes to the schedules

e) Schedule of investment returns

3. Additional Information including:

a) Schedule of administrative expenses

b) Schedule of investment benefits

The basic financial statements are described as follows:

- The statement of fiduciary net position shows the account balances at year end and includes the net position restricted for pensions. The Plan's net position is restricted to the satisfaction of benefits included in the schedule of employers' net pension liability and related ratios, plus expenses associated with maintaining the system.
- The statement of changes in fiduciary net position shows the sources and uses of funds during the year corresponding to the change in net position from the previous year.
- The notes to the financial statements are an integral part of the financial statements and include additional detailed information and schedules to provide a better understanding of the financial statements.

The required supplementary information provides historical data and projected obligations that reflect the long-term nature of the Plan and trends over time.

- Schedule of changes in the employers' net pension liability and related ratios contains the items contributing to the changes in the pension liability and the Plan's net position. Ratios comparing the Plan's net position to the pension liability and the net pension liability to covered-employee payroll are also provided.
- Schedule of employers' contributions contains a history of employer contributions made to the Plan.
- Schedule of investment returns contains a history of the Plan's investment performance on a money-weighted basis.

Financial Highlights

- The System's net position decreased by $66.3 million and increased by $120.0 million during the fiscal years ended June 30, 2022 and 2021, respectively. Based on market indices, returns for the broad U.S. equity market for fiscal year 2022 were negative (13.9%) with small cap stocks lagging large caps. Non-U.S. equity indices returned negative (19.4%) with a strengthening U.S. dollar amplifying those overseas losses. U.S. fixed income index returns were negative (-10.3%) and exhibited high volatility as they reacted to the Federal Reserve's (Fed) push to increase interest rates in the economy. Real estate returned a positive 29.5% over the fiscal year with continued strong demand for various property types. Private equity index returns were strongly positive at 22%. Based on indices, hedge funds lost (-5.5%) and private debt (-2.7%); however, both asset classes outpaced broader public market indices.

- Total additions to net position were $10.6 million in 2022, compared to $196.2 million in the prior year. For fiscal 2022, revenue includes member and employer contributions of $56.7 million and a net investment loss of $46.1 million. Member and employer contributions decreased by $739.8 thousand in 2022 compared to a $234 thousand increase in fiscal 2021 from the prior years.

- The Plan is closed to general employee membership and has a declining general employee membership payroll. Net investment income, which fluctuates year-to-year depending on market conditions, was $184.8 million less in fiscal 2022 than in fiscal 2021. During fiscal 2022, and on an absolute basis, real estate was the top performer for RRS followed by private equity. The next strongest asset class was private debt followed by diversifying assets. These four alternative asset classes all returned strong positive results in fiscal 2022. Assets returning negative results in fiscal 2022 were fixed income, U.S. equites, and lastly non-U.S. equities. Within U.S. equities, value stocks outpaced their growth counterparts.

- Total deductions in fiscal 2022 were $76.9 million, a $689.7 thousand increase from the prior year. Total deductions are primarily driven by pension benefit payments, which comprise 98% of total deductions. For the years ended June 30, 2022 and 2021, retiree benefits increased by $743.7 thousand and $1.8 million, respectively.

Havana 59 Downtown

Financial Statements and Analysis

Summary of Financial Statements:

The table below provides a summary of the financial statements as of and for the year ended June 30:

Activity for the Fiscal Year Ended June 30	2022	2021	2020
Total Assets	$633,183,838	$ 702,714,112	$ 583,021,332
Total Liabilities	(14,026,379)	(17,288,348)	(17,565,071)
Net Position	**$619,157,459**	**685,425,764**	**565,456,261**
Contributions	$56,714,535	57,454,374	57,220,651
Net Investment Earnings	(46,108,662)	138,699,585	9,749,141
Total Additions	**10,605,873**	**196,153,959**	**66,969,792**
Benefits Payments	75,293,547	74,627,010	72,813,126
Administrative Expenses	1,580,631	1,557,446	1,335,510
Total Deductions	**76,874,178**	**76,184,456**	**74,148,636**
Total Additions	10,605,873	196,153,959	66,969,792
Total Deductions	(76,874,178)	(76,184,456)	(74,148,636)
Net Change	**$(66,268,305)**	**(119,969,503)**	**$ (7,178,844)**
Contribution Rates			
General	**84.74%**	**84.31%**	**53.46%**
Police/Fire	**39.47%**	**38.40%**	**41.66%**

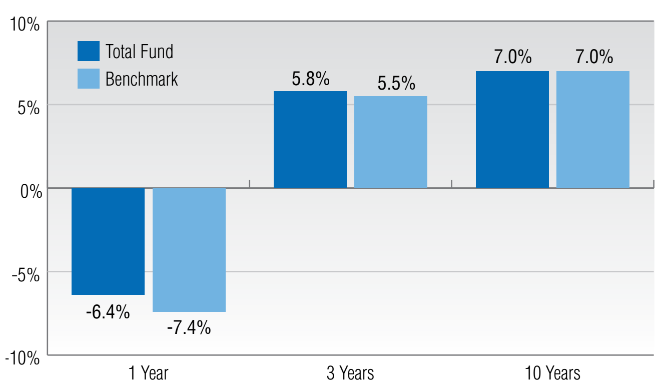
Additions to Net Plan Position

- Total employer and member contributions decreased by 1.3% in fiscal 2022 and increased by 0.4% in fiscal 2021. During fiscal 2022, the employer's contribution rate was 84.74% for general employees and 39.47% for police and fire. In fiscal 2021, the employer's contribution rate was 84.31% for general employees and 38.40% for police and fire. The employer's general employee contribution rate is calculated on a rapidly declining covered payroll as the plan is closed for that group; hence, the rate increases as the covered payroll decreases. Other factors impacting the contribution rates include the reduction in the assumed rate of return from 7.5% to 7.0% and the adoption of a new mortality table, both occurring in fiscal 2019 as a result of an Experience Study. Member contribution rates vary depending on the benefit selected; the majority of general members contributed 1.0% in both years while the majority of police and firefighters contributed 1.5% in both years.
- The total net investment loss was $46.1 million during fiscal year 2022 and the portfolio returned negative (6.4%) exceeding its benchmark by 1.0%. In fiscal 2021, the net investment gain was $138.7 million and the portfolio returned 23.7% exceeding its benchmark by 1.7%. Fiscal year 2022 was a tale of two markets. The first half of the fiscal year was marked by positive returns for U.S. equities, mildly negative returns in overseas markets and flat returns for U.S. fixed income. The second half of the fiscal year was negatively affected by the Russian invasion of Ukraine, a lingering pandemic and the impact of the Fed increasing interest rates in an effort to tame runaway inflation. At June 30, 2022, U.S. consumer inflation rose from the prior year at the highest rate in more than four decades as prices climbed throughout the economy. The consumer-price index rose 9.1% in the 12 months ended June 30, 2022, which was the fastest pace since November 1981. Inflation within the European Union and the United Kingdom rose at higher levels sending shockwaves throughout the world economy. Consequently, the bond market was hammered with double digit losses and institutional investors had few places to weather the storm other than alternative investments.

During fiscal year 2022, RRS completed its real estate and diversifying asset investment restructure and continued to build out its private equity portfolio, which doubled in assets during the fiscal year. RRS com-

Investment Performance (Net of Fees)

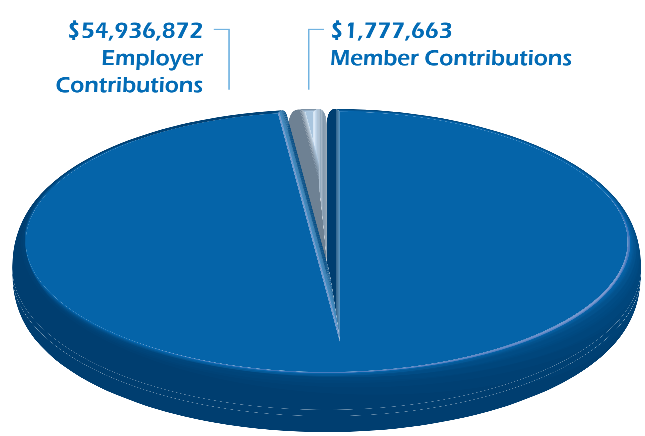
As of June 30, 2022



RRS uses a time-weighted performance calculation. Time period returns are determined by geometrically linking the holding period returns.

Additions to Net Plan Position

Fiscal Year 2022



pleted a significant core (representing over 75% of the total portfolio) restructuring of its investment portfolio during fiscal year 2021. As a result of the intensive portfolio restructuring over the past few years, RRS outperformed its benchmark in both fiscal years 2022 and 2021 and earned back-to-back years of portfolio outperformance for the first time in a decade. Investment manager effect was the largest contributor to outperformance in fiscal 2022. In addition, investment returns are above the System's benchmark for the three and ten-year (rounded) annualized periods. Further investment data can be found in the Investment Section of this report beginning on page 41.

Deductions from Net Plan Assets

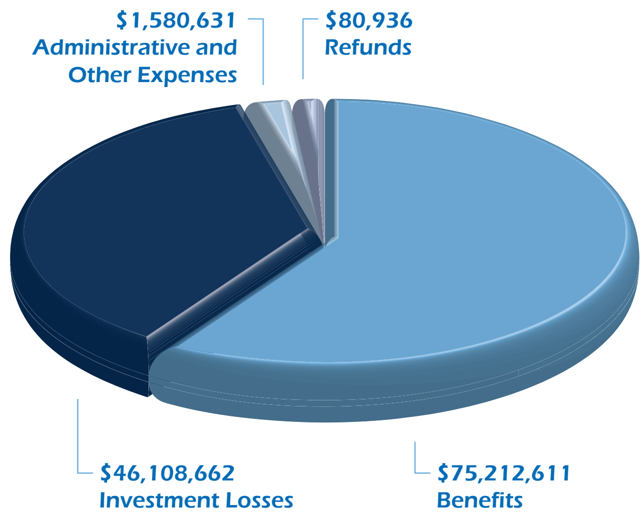
- Retiree benefits paid increased by $743.7 thousand (1.0%) in fiscal 2022 and increased by $1.8 million (2.5%) in fiscal 2021. The number of retirees and beneficiaries decreased by 62 members in fiscal 2022 and decreased by 51 during the prior year.
- Refunds of contributions decreased by $77.1 thousand (48.8%) in fiscal 2022 compared to an increase of $106 thousand (201.7%) in fiscal 2021. Lump sum withdrawals from the Plan fluctuate from year to year based on the number of non-vested participants that leave the System and the average size of withdrawal.
- Net administrative expenses include salaries and benefits for the RRS staff, along with other costs associated with administering the Plan and are shown on the Schedule of Administrative Expenses on page 39. Administrative expenses increased by a modest $22.4 thousand or 1.5% in fiscal 2022 and increased by $222 thousand or 17.4% in fiscal 2021. Staff and the Board continue to be diligent about Plan operating expenses.

Notes to the Financial Statements

The notes to the financial statements are an integral part of this financial report and provide additional information essential for a full understanding of RRS's financial statements.

Deductions from Net Plan Assets

Fiscal Year 2022



Funded Status

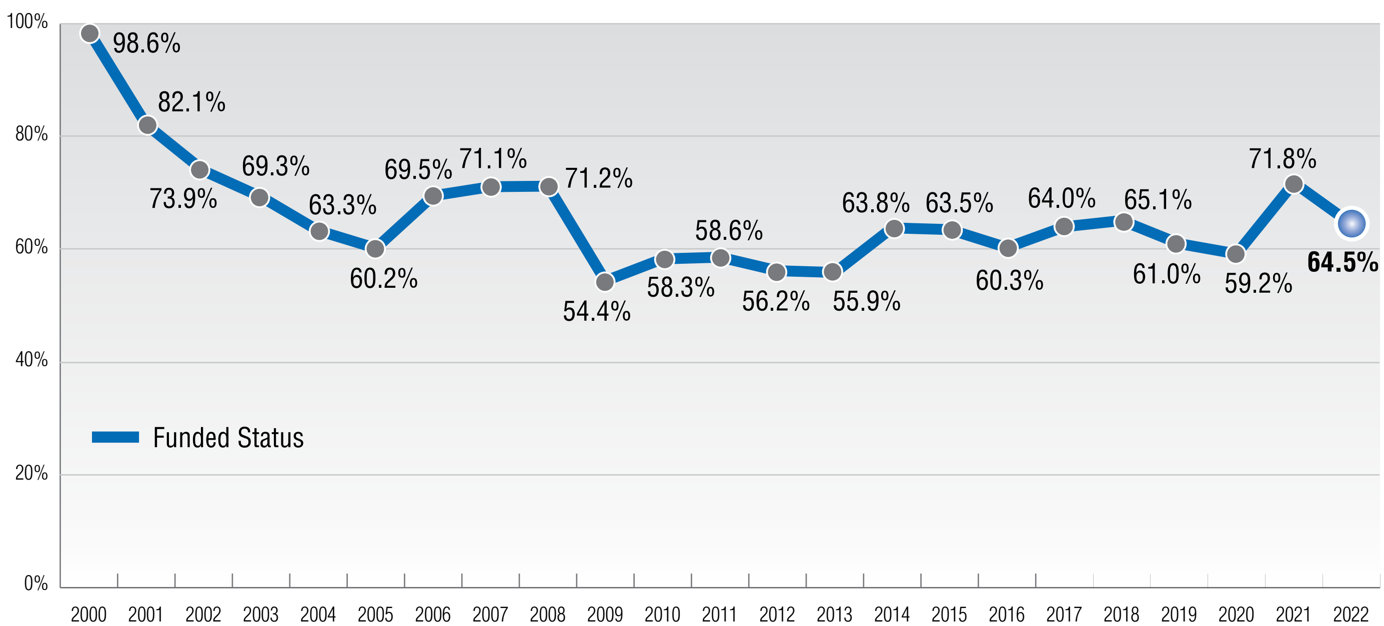
The funded status is the ratio of the fair value of plan assets to the actuarial liability, or pension obligation. In accordance with Governmental Accounting Standard No. 67, the funded status is determined using the Fiduciary Net Position (market value of assets) and the Total Plan Liability (Entry Age actuarial cost method).

An increase in the funded status over time usually indicates a plan is gaining financial strength. However, a decrease in the funded status will not necessarily indicate a plan is in financial decline. Changes in actuarial assumptions and performance of financial markets can significantly impact the funded status.

The primary concern to most pension plan participants is whether there will be enough money available to pay benefits. The City of Richmond has traditionally contributed the actuarially determined contribution (ADC) as determined by the RRS's actuary. City Code requires that contributions to the RRS consist of a normal contribution plus an accrued liability contribution, which combined equal the ADC.

The funded status decreased from 71.8% in the prior year to 64.5% at June 30, 2022. The primary reason for the decrease in the System's funded status is investment performance less than the assumed rate of return. Over time, the benefit structure of the plan, coupled with contributions and investment returns, are primary drivers of the funded status of the funded status.

Schedule of Funding Status *As of June 30, 2022*



The funded status from 2000 to 2013 is calculated using methodology prior to the implementation of GASB No. 67.

Statements of Fiduciary Net Position

As of June 30,

Assets	2022	2021
Cash and Short-Term Investments	**$7,596,077**	**$ 3,514,000**
Receivables		
Receivables for Security Transactions	-	73,838
Employer Contributions	2,026,211	1,716,767
Interest and Dividends	96,009	104,187
Other Receivables	4,052	4,052
Total Receivables	**2,126,272**	**1,898,844**
Investments, at Fair Value		
U.S. Equities	154,982,400	216,127,849
International Equities	94,702,935	133,014,556
Fixed Income	160,036,366	180,410,694
Real Estate	80,440,837	52,143,847
Diversifying Assets	46,753,288	55,752,494
Private Debt	50,448,181	41,731,502
Private Equity	35,887,783	17,880,000
Total Investments	**623,251,790**	**697,060,942**
Capital Assets		
Net Furniture, Fixtures and Equipment	105,783	101,771
Net Leasehold Improvement	103,916	138,555
Total Net Capital Assets	**209,699**	**240,326**
Total Assets	**633,183,838**	**702,714,112**
Liabilities		
DROP Payable	11,077,546	14,061,000
Payable for Security Transactions	-	219,848
Accounts Payable and Accrued Expenses	2,240,167	2,258,010
Investment Expenses Payable	355,597	432,500
Retirement and Death Benefits Payable	353,069	316,990
Total Liabilities	**14,026,379**	**17,288,348**
Net Position Restricted for Pensions	**$ 619,157,459**	**$ 685,425,764**

The accompanying Notes to Financial Statements, which begin on page 24, are an integral part of this statement.

Statements of Changes in Fiduciary Net Position

Year ended June 30,

Additions	2022	2021
Employer Contributions		
City of Richmond	$53,290,506	$ 53,988,500
Richmond Behavioral Health Authority	1,549,004	1,637,278
Other	97,362	23,945
Total Employer Contributions	54,936,872	55,649,723
Total Member Contributions	**1,777,663**	**1,804,651**
Total Contributions	**56,714,535**	**57,454,374**
Investment (Loss) Income		
Net Increase (Decrease) in Fair Value of Investments	(47,193,207)	138,669,655
Dividends	2,782,532	1,868,158
Interest	22,024	-
Total Investment Income before Investment Expenses	(44,388,651)	140,537,813
Investment Expenses	(1,720,011)	(1,838,228)
Net Investment Income (Loss)	**(46,108,662)**	**138,699,585**
Total Additions	10,605,873	196,153,959
Deductions		
Retirement Benefits	(75,212,611)	(74,468,932)
Refunds of Member Contributions	(80,936)	(158,078)
Administrative Expenses	(1,519,736)	(1,497,364)
Depreciation Expense	(60,895)	(60,082)
Total Deductions	**(76,874,178)**	**(76,184,456)**
Net Increase (Decrease)	**(66,268,305)**	**119,969,503**
Net Position Restricted for Pensions		
Beginning of Year	685,425,764	565,456,261
End of Year	**$ 619,157,459**	**$ 685,425,764**

The accompanying Notes to Financial Statements, which begin on the following page, are an integral part of this statement.

Notes to Financial Statements

I. Summary of Significant Financial Policies

(A) Financial Reporting Entity

The Richmond Retirement System (RRS) is a component unit of the City of Richmond (the City), Virginia. The RRS's operations are accounted for as a blended component unit in the City's financial reporting entity because it provides services for the benefit of the City's employees. Its operations are included in the City of Richmond's basic financial statements as a fiduciary pension trust fund.

(B) Administration and Management

The RRS is governed by the Board of Trustees (the Board), which administers the retirement program according to the requirements of the Code of the City of Richmond, and other governing law. The Board has full power to invest and reinvest the trust funds of the RRS through the adoption of the investment policies and guidelines that fulfill the Board's investment objectives to maximize long-term investment returns while targeting an acceptable level of risk.

The Board of Trustees consists of seven members; City Council appoints five members and the Mayor appoints two members. The Board appoints an Executive Director to administer and transact the RRS's business. The Board also retains outside investment managers and consultants to advise and assist in the implementation of these policies. State Street Corporation is the custodian of designated assets of the RRS.

The provisions of Chapter 22 of the Code of the City of Richmond govern the actual operations of the RRS.

The Board of Trustees also has oversight of two Defined Contribution plans. The 401(a) Plan was established for employees who were hired or rehired on or after July 1, 2006. The 457 Plan is optional and allows employees to save for retirement by deferring a percentage of their pay on a pretax basis. The Defined Contribution Plans' financial transactions are not recorded in the RRS's accounting system. Therefore, these programs are not included in the RRS's financial statements. Additional information about the 401(a) Defined Contribution Plan is provided in the statistical section of this report.

(C) Accounting Basis

The financial statements are presented in accordance with U.S. Generally Accepted Accounting Principles (GAAP) using the accrual basis of accounting and the economic resources measurement focus.

Under the accrual basis, revenues are recognized when earned and expenses are recognized when liabilities are incurred, regardless of the timing of related cash flows.

Member and employer contributions are recognized as revenue, when due, in the period in which employees' services are performed pursuant to the City of Richmond Code.

Investment income is recognized when earned by the plan. Benefits and refunds are recognized when due and payable in accordance with the City Code.

(D) Administrative Expenses and Budget

The Board of Trustees approves expenses related to the administration and management of the RRS. These expenses are included in a budget prepared using the full accrual basis of accounting. Expenses for goods and services received but not paid for prior to the RRS's fiscal year end are accrued for financial reporting purposes in accordance with GAAP.

(E) Receivables for Security Transactions

Receivables from Security Transactions consist of foreign currency and investment security sales that have occurred but are pending the final settlement. The System recognizes these transactions when they occur.

(F) Payable for Security Transactions

Payable from Security Transactions consist of foreign currency and investment security purchases that have occurred but are pending the final settlement. The System recognizes these transactions when the obligation occurs.

II. Deposits and Investments

(A) Deposits

On June 30, 2022 and 2021, RRS held cash and cash equivalents with commercial banks and the Custodian totaling $7,596,077 and $3,514,000, respectively. All funds deposited in banks are protected under the provisions of the Virginia Securities for Public Deposit Act (the Act).

(B) Investments

1. Authorized Investments

The RRS invests in obligations of the U.S. government or its agencies, approved money market funds, other banks and savings and loan associations not exceeding federal insurance coverage, and commercial paper rated A-1 by Standard & Poor's, or P-1 by Moody's. The RRS is also authorized to invest in fixed income securities; domestic and international equities; private debt; Real Estate Investment Trusts (REITs); private equity; private real estate and diversifying assets. Decisions as to individual equity security selection, security size and quality, number of industries and holdings, current income levels, turnover, and other tools employed by active managers are left to the managers' discretion, subject to the standards of fiduciary prudence, as set out in the respective manager's Investment Management Agreement. At June 30, 2022 and 2021, total unfunded commitments amounted to $71.0 million and $57.5 million, respectively.

2. Fair Value Measurements

The RRS categorizes the fair value measures of its assets within the fair value hierarchy established by generally accepted accounting principles outlined in GASB Statement No. 72. The RRS has the following fair value measurements as of June 30, 2022 and 2021:

Investments Measured at Fair Value

as of June 30, 2022

	Fair Value at June 30, 2022	Quoted Prices in Active Markets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
U.S. Equities				
Consumer Spending	$8,990,537	$8,990,537	$ -	$ -
Energy and Industrials	12,101,913	12,101,913	-	-
Information Technology	6,508,799	6,508,799	-	-
Financials	11,835,804	11,835,804	-	-
Health Care	10,074,785	10,074,785	-	-
Other	5,086,660	5,086,660	-	-
Total U.S. Equities	**54,598,498**	**54,598,498**	**-**	**-**
International Equities	43,232,371	-	43,232,371	-
Real Estate	21,038,165	200,037	-	20,838,128
Diversifying Assets	33,364,036	-	-	33,364,036
Private Debt	50,448,181	-	-	50,448,181
Private Equity	35,887,783	-	-	35,887,783
Total	**238,569,034**	**$54,798,535**	**$43,232,371**	**$140,538,128**
Investments Measured at NAV Practical Expedient				
U.S. Equities	100,383,902			
International Equities	51,470,564			
Fixed Income	160,036,366			
Real Estate	59,402,672			
Diversifying Assets	13,389,252			
Total Investments Measured at NAV	**384,682,756**			
Total Investments at Fair Value	**$623,251,790**			

Investments Measured at Fair Value

as of June 30, 2021

	Fair Value at June 30, 2021	Quoted Prices in Active Markets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
U.S. Equities				
Consumer Spending	$12,013,120	$12,013,120	$ -	$ -
Energy and Industrials	14,342,716	14,342,716	-	-
Information Technology	7,768,517	7,768,517	-	-
Financials	15,119,630	15,119,630	-	-
Health Care	9,796,320	9,796,320	-	-
Other	5,137,887	5,137,887	-	-
Total U.S. Equities	**64,178,190**	**64,178,190**	**-**	**-**
International Equities	66,532,650	-	66,532,650	-
Real Estate	16,823,931	6,904,681	-	9,919,250
Diversifying Assets	41,736,630	-	-	41,736,630
Private Debt	41,731,502	-	-	41,731,502
Private Equity	17,880,000	-	-	17,880,000
Total	**248,882,903**	**$71,082,871**	**$66,532,650**	**$111,267,382**
Investments Measured at NAV Practical Expedient				
U.S. Equities	151,949,659			
International Equities	66,481,906			
Fixed Income	180,410,694			
Real Estate	35,319,916			
Diversifying Assets	14,015,864			
Total Investments Measured at NAV	**448,178,039**			
Total Investments at Fair Value	**$697,060,942**			

Investments Measured at NAV Practical Expedient

as of June 30, 2022 and 2021

	Fair Value June 30, 2022	Fair Value June 30, 2021	Redemption Frequency	Required Redemption Notice
U.S. Equities	$100,383,902	$151,949,659	Daily	0 - 5 days
International Equities	51,470,564	66,481,906	Daily	1 - 30 days
Fixed Income	160,036,366	180,410,694	Daily	1 - 10 days
Real Estate	59,402,672	35,319,916	Daily, Quarterly	7 - 45 Days
Diversifying Assets	13,389,252	14,015,864	Daily, Quarterly	1 - 95 days
Total Investments Measured at NAV Practical Expedient	**$384,682,756**	**$448,178,039**		

Level 1 investments are valued at active market quoted prices. Level 2 investments are valued using inputs other than quoted prices included within Level 1 that are observable for an asset or liability, either directly or indirectly. Level 3 investments are valued by market assumptions that are based on unobservable inputs. Fair value measurements for investments valued using the net asset value practical expedient (NAV practical expedient) are excluded from the fair value hierarchy in accordance with GASB No. 72.

U.S. Equities — Shares held in common stock are classified in Level 1 of the fair value hierarchy and valued using price quotes on active markets for those securities. Units held in commingled funds and mutual funds are valued using the NAV practical expedient of the fund as reported by the investment managers. The NAV practical expedient is based on the fair value of the underlying assets owned by the fund, minus its liabilities, and then divided by the number of units outstanding.

International Equities — International equities include investments in institutional investment funds, which invest in and employ a variety of investment strategies in foreign developed and emerging markets. Interests held in one fund are classified in Level 2 of the fair value hierarchy using market-corroborated inputs from observable market data and units held in the other fund are valued using the NAV practical expedient as report by the investment managers.

Fixed Income — Fixed income includes units in commingled funds that hold investments in domestic and international corporate bonds, U.S. Treasury obligations, mortgage-backed securities issued by federal agencies and collateralized mortgage obligations, and domestic and international mutual funds with underlying investments in fixed income securities. Units held in commingled funds are valued using the NAV practical expedient of the commingled fund as reported by the investment managers.

Real Estate — This category includes investments in real estate investment trusts (REITs) and real estate funds that invest in residential, office, retail, and industrial real estate or debt related to real estate acquisitions. Investments in REITs are classified in Level 1 of the fair value hierarchy and valued using prices quoted on active markets for those securities. Units held in real estate funds are valued using the NAV practical expedient of the commingled fund as reported by the investment managers. Real estate funds that are not valued at NAV practical expedient include significant unobservable inputs and are classified in Level 3 of the fair value hierarchy.

Diversifying Assets — This category consists of investments in fund-of-funds and direct investments. Investment managers in the fund-of-funds category have the ability to invest in underlying managers that focus on a variety of different strategies such as long/short, event-driven, leveraging, and other derivative instruments. The RRS's direct fund managers focus on a global macro approach. Units held in investments valued using the NAV practical expedient are excluded from the fair value hierarchy and reported at the NAV provided by the investment managers. Investments in limited partnerships that are not valued at NAV are classified in Level 3 of the fair value hierarchy.

Private Debt and Private Equity — Private debt includes investments in limited partnerships and portfolios focused on direct, distressed or mezzanine lending as governed by their respective investment agreements. Private equity includes limited partnerships and portfolios focused on small buyouts, secondary acquisitions, distressed companies, or sector focused investments. Investments in private debt and private equity represent partnership interests and capital investments and are valued as limited partnership ownership interests based on investment statements and other information provided by each investment manager. Investments in private debt and private equity are classified in Level 3 of the fair value hierarchy.

3. Credit Risk

Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligation to the RRS. The RRS has an investment policy for credit risk. Fixed income investments should emphasize high-quality and reasonable diversification. The investment managers are responsible for making an independent analysis of the credit worthiness of securities and their suitability as investments regardless of the classifications provided by rating agencies. The RRS's fixed income portfolio as of June 30, 2022 and 2021 consists of commingled funds and they are not rated.

Custodial Credit Risk

This is the risk that in the event of the failure of the counterparty, the RRS will not be able to recover the value of its investment or collateral securities that are in the possession of an outside party.

The RRS does not have exposure to custodial credit risk because the cash collateral received in each loan was invested together with the cash collateral of other qualified tax-exempt plan lenders in a collective investment pool.

4. Interest Rate Risk

Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. The RRS does not have a specific investment policy governing interest rate risk. As of June 30, 2022 and 2021, RRS's fixed income portfolio consists of commingled funds that mature within 1 to 5 years.

5. Foreign Currency Risk

Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment. The System invests in mutual funds, commingled funds, pooled funds, and has separately managed portfolios that invest in foreign securities; at June 30, 2022 and 2021, the total fair value of these investments were $94.7 million and $133.0 million, respectively.

At June 30, 2022 and 2021, the RRS had $2.4 million and $2.7 million of foreign currency holdings in its portfolio, respectively. The Board monitors foreign currency risk in accordance with the RRS investment policy.

III. Litigation

The RRS, including its Board of Trustees, officers and employees, is not involved in any ongoing claims or lawsuits that would have an adverse effect on the RRS's financial condition.

IV. Plan Description

The RRS was established by action of the Richmond City Council on February 1, 1945. The City Council appoints five members and the Mayor appoints two members of the Board of Trustees to administer the RRS. However, City Council retains the authority to establish or amend benefit provisions. The RRS is not subject to the provisions of the Employee Retirement Income Security Act of 1974.

The RRS is single-employer Defined Benefit (DB) Plan. The RRS has one participating employer, the City of Richmond, including its component unit Richmond Behavioral Health Authority. The plan covers all full-time permanent sworn public safety employees and a select group of Senior Executives as outlined in Chapter 22 of the City of Richmond Municipal Code. The plan is closed to general employees, hired on or after July 1, 2006. Members are vested after five years of creditable service or at their normal retirement age (age 65 for general employees; age 60 for public safety employees). The plan is contributory for employees. The following table demonstrates the changes in retirees and beneficiaries during the fiscal years ended June 30, 2022 and 2021.

	For the Fiscal Year ended:			
	2022	**2021**	**Decrease**	**Percent Change**
Active Vested DB Plan Members	1,160	1,239	(79)	-6.4%
Active Non-vested DB Plan Members	219	224	(5)	-2.2%
Terminated Vested DB Plan Members	1,541	1,544	(3)	-0.2%
Retirees & Beneficiaries	4,214	4,276	(62)	-1.4%
Total	**7,134**	**7,283**	**(149)**	**-2.0%**

A) Summary of Benefit and Contribution Provisions

Outlined on the following pages is a summary of the main provisions of the plan, set by Chapter 22 of the Code of the City of Richmond.

1. Definitions:

Average Final Compensation

The average annual creditable compensation of a member during the member's 36 consecutive months of creditable service in which such compensation was at its greatest amount or during the entire period of the member's creditable service, if less than three years.

Creditable Compensation

The base compensation payable to an eligible employee working in a full-time position, plus shift differentials, bonuses, severance pay and educational incentive pay but excluding overtime pay, imputed income under Section 79 of the Internal Revenue Service Code, and lump-sum payments for unused sick or vacation leave.

Creditable Service

Total service as an employee, whether or not continuous, but excluding any separate periods of service less than nine months in duration and any periods of leave without pay unless otherwise required by law. Effective July 1, 1999, 50% of unused sick leave counts as creditable service at retirement for current employees. Vested members who terminated City employment between July 1, 1998 and June 30, 1999 received 25% of unused sick leave as creditable service.

2. Retirement Plan Options:

a) Defined Benefit

The Defined Benefit Plan pays a monthly benefit at retirement based on the member's years of creditable service and average final compensation. General and public safety employees are required to pay contributions of 1.0% and 1.5% respectively, of their creditable compensation.

b) Enhanced Defined Benefit

The Enhanced Defined Benefit Plan option pays a monthly benefit at retirement based on the member's years of creditable service and average final compensation. This plan is optional for public safety officers and senior executives.

General employees are required to make contributions of 4.57% of their creditable compensation, and public safety employees are required to make contributions of 5.45% of their creditable compensation, until they terminate employment or retire in order to receive the benefits of the enhanced option. For public safety employees, the enhanced option allows eligibility for an unreduced early service retirement upon the completion of twenty (20) years of creditable service, regardless of age.

The benefit levels for both options is set by the formulas, regardless of the fund's investment performance. Participating entities contribute an amount each year that varies according to calculations by the actuary. The participating entities' contributions are invested by outside investment firms with the primary objective of ensuring the security, stability, and continued growth of assets for members' future benefits. The Code of the City of Richmond requires that the Plan be maintained on an actuarially sound basis.

3. Deferred Retirement Option Program (DROP):

Effective October 1, 2003, the DROP was implemented for public safety employees eligible for an unreduced retirement allowance. Effective July 1, 2015, eligible members may elect to participate for a maximum of six years, deferring receipt of unreduced retirement benefits while continuing employment with the City.

Upon a member's election to participate in the DROP, the amount of creditable service and the average final compensation become frozen for purposes of determining pension benefits. The participant is considered retired for all purposes related to the System and does not accrue additional retirement benefits, except for annual benefit cost-of-living adjustments, if applicable.

Each DROP participant's monthly pension is tracked by an individual DROP account in lieu of being paid to the participant. Upon termination of employment, the participant will receive the DROP account balance and will begin receiving the monthly pension directly. The DROP account is not credited with investment gains and losses.

For fiscal years ended June 30, 2022 and 2021, the DROP liability was $11,077,546 and $14,061,000, respectively.

4. Retirement Eligibility:

A member is eligible for normal retirement upon attaining their normal retirement date (general employees, age 65; public safety employees, age 60). Early retirement is permitted at any time within the ten-year period prior to the normal retirement date, provided the member has completed five or more years of creditable service, any age with 30 years of creditable service (general employees), 25 years of creditable service (public safety employees participating in defined benefit plan), or 20 years of creditable service (public safety employees participating in the enhanced defined benefit plan option).

5. Retirement Allowance:

Upon retirement, a member becomes eligible to receive an annual allowance, payable in equal monthly installments. The annual allowance is computed as follows:

a) Normal Retirement Allowance:

General Employees: 1.75% (2% Enhanced option) of the member's average final compensation, multiplied by the number of years of creditable service up to 35 years.

Public Safety Employees: 1.65% of the member's average final compensation, multiplied by the number of years of creditable service up to 35 years. In addition, a supplement of .75% of the member's average final compensation, multiplied by the number of years of creditable service up to 25 years is payable from retirement until age 65.

b) Early Retirement Allowance:

If a member retires prior to their normal retirement age, the allowance is determined as follows: for general employees, the benefit is reduced by five-twelfths of 1% for each complete month by which retirement precedes the earlier of age 65 or the date on which the employee would have completed 30 years of service had the member remained employed. For public safety employees, the benefit is reduced by five-twelfths of 1% for each complete month by which retirement precedes either age 60 or the date on which the employee would have completed 25 years of service had the member remained in service in the Defined Benefit Plan (or 20 years of service had the member remained in service in the Enhanced Defined Benefit Plan), whichever is earlier.

c) Workers' Compensation Offset:

In no instance may a member who receives both (a) a compensation award pursuant to the Virginia Workers' Compensation Act, and (b) a retirement allowance before the attainment of age 65 from the RRS, receive a benefit which would cause the sum of the Workers' Compensation award and retirement allowance to exceed the member's average final compensation at the time the member separated from active service. After attainment of age 65, the member shall be entitled to the full retirement allowance.

If a member in receipt of a retirement allowance elects to receive a lump-sum settlement in lieu of periodic payments for disability under the Virginia Workers' Compensation Act, the member's service retirement allowance shall continue to be reduced in the same amount required by Section 22-202(5) for the number of months equivalent to the lump-sum award amount divided by the amount of the original Workers' Compensation award.

6. Retirement Benefit Payment Options:

The member may elect, with the approval of the Board, one of the following options, in which case the amount payable is the actuarial equivalent of the Basic Benefit otherwise payable.

a) Joint and Survivor Option:

A reduced allowance is payable to the member during their lifetime; with the same amount or a designated fraction thereof continued after the member's death to a designated contingent beneficiary, if living.

b) Pop-Up Joint and Survivor Option:

A reduced allowance is payable to the member during their lifetime; with the same amount or a designated fraction thereof continued after the member's death to a designated contingent beneficiary, if living. If the designated contingent beneficiary predeceases the member, the allowance is increased to the amount that would have been payable in the absence of the election of an optional form of benefit.

c) Smooth-Out Option:

An increased retirement allowance is paid prior to age 65 and a decreased retirement allowance thereafter. The purpose of this option is to provide for a more level total retirement income before and after age 65, taking into account the primary federal Social Security benefits.

d) Level Option:

This payment option provides a leveled monthly benefit for the member's lifetime, which is less than the Basic Benefit before age 65 amount and greater than the Basic Benefit after age 65 amount. This option is available to current public safety employees and to former vested general employees who terminated service prior to March 1, 1997.

7. Disability Retirement Eligibility:

Any member in service who has five or more years of creditable service may retire, or may be retired by the member's appointing authority, at any time prior to the member's normal retirement date on account of permanent disability, provided that the medical examiners certify that the member has been completely incapacitated by reason of sickness or injury from performing the duties required by the participating employer, and provided further that if the disability is service connected (i.e., if it arises from a cause that would be compensable under the Virginia Workers' Compensation Act), the five-year service requirement does not apply. The service requirement is also waived for public safety employees if the disability arises from respiratory or heart disease or from hypertension, unless it is certified that such disability was not suffered in the line of duty.

8. Disability Retirement Allowance:

a) Non-Service Connected Disability

The annual allowance, payable monthly, is computed in the same way as a normal retirement allowance prior to the changes effective March 1, 1997, with the following modifications: "Disability Average Compensation" is used in place of Average Final Compensation. In essence, this is the annual rate of compensation in effect at the date of disability, graded into average final compensation for members who become disabled within three years of their normal retirement date. Creditable Service is replaced by "Disability Credited Service," which is the smaller of: i. The number of years of creditable service the member would have completed at age 60 if the member had remained in service until that time, or ii. The larger of: a. 20 years, or b. twice the member's actual years of creditable service except that if the disability occurs after age 60, disability credited service is equal to the number of years of creditable service. A deduction for Social Security is made prior to age 65 if the member is entitled to total and permanent disability benefits under Social Security. The early service reduction factor of five-twelfths of 1% per month early retirement reduction is not imposed. The additional pre-age 65 allowance for public safety employees is not payable.

In no instance may a member who receives a compensation award pursuant to the Virginia Workers' Compensation Act and a non-service connected disability retirement allowance from the City receive a benefit which would cause the sum of the disability retirement allowance and Workers' Compensation award to exceed the member's average final compensation at the time the non-service connected disability caused separation from active service.

b) Service Connected Disability

The annual allowance payable monthly is computed in the same way as a normal retirement allowance, prior to the changes effective March 1, 1997, with the following modifications: The disability retirement allowance is computed as two-thirds of the member's disability average compensation. This allowance shall be reduced dollar for dollar by the amount of compensation, if any, awarded to the member under the Virginia Workers' Compensation Act for as long as such compensation is payable. If any member who retired on or after July 1, 1989, elects to receive a lump-sum settlement in lieu of periodic payments for disability under the Virginia Workers' Compensation Act, the member's retirement allowance shall continue to be reduced in the same amount and for the number of months equivalent to the lump-sum award divided by the amount of the original Workers' Compensation award. A deduction for Social Security is made prior to age 65 if the member is entitled to total and permanent disability benefits under Social Security. The early service reduction factor of five-twelfths of 1% per month early retirement reduction is not imposed. The additional pre-age 65 allowance for public safety employees is not payable.

9. Death Benefits Before Retirement:

If a member who became an employee of the participating employer on or before June 13, 1988 and has one or more years of creditable service dies before retirement, a death benefit is payable equal to $16.67 multiplied by the number of months of creditable service of the member, subject to a maximum of $1,000.

If a member who is eligible for an early or normal retirement dies prior to actual retirement and no benefit of the type described in the paragraph below is payable, the surviving spouse is entitled to receive an allowance for life equal to that amount which would have been paid if the full Joint and Survivor Option had been in effect at the time of the member's death. The additional allowance paid from retirement to age 65 to public safety employees is not included in this benefit.

If a member dies at any time before retirement from a cause that would be compensable under the Virginia Workers' Compensation Act, an allowance is payable to the surviving spouse or to the member's children under the age of 18 equal to that which would have been payable if the full Joint and Survivor Option had been in effect at the time of the member's death. The allowance is calculated by projecting creditable service to that which the member would have earned had they remained in service until age 65 with the same final average compensation in effect at the time of their death. The benefit is reduced by any compensation awarded under the Virginia Worker's Compensation Act.

10. Death Benefits after Retirement:

The beneficiary of a retired member with at least one year of creditable service will receive, at the member's death, a death benefit of $16.67 multiplied by the number of months of creditable service of the member, subject to a maximum of $1,000, provided that the member was hired on or before June 13, 1988.

An allowance for life, as described in the preceding paragraphs, is also payable to the widow or widower of a member who retired for disability after attaining early retirement age but dies before reaching normal retirement age. In this case, the member's average final compensation as of the disability retirement date is used, but it is assumed the member's service continued to the last day of the month in which the member died.

11. Ad Hoc Cost-of-Living Allowances (COLA):

Ad-Hoc COLAs are issued at the discretion of City Council.

12. Benefits for City Officials and Department Heads:

Effective March 1, 1997, certain City of Richmond officials and department heads can make additional contributions to the RRS in order to receive two years of credit for each year of service in a covered position (up to a maximum of 15 additional years).

V. Contributions Required and Contributions Made

For fiscal years ended June 30, 2022 and 2021, the Entry Age Actuarial Cost Method was used in determining employer contribution rates, calculated by the RRS's actuaries.

The annual contribution percentages include amortization of the unfunded actuarial liability. The employer contribution rates calculated for fiscal year ended June 30, 2022 were 39.47% for sworn public safety officers and 84.74% for general employees. The employer contributions rates calculated for fiscal year ending June 30, 2021 were 38.40% for sworn public safety officers and 84.31% for general employees.

The City Code requires that contributions to the RRS consist of a normal contribution plus an accrued liability contribution, which, combined, equal the actuarially determined contribution.

Contributions totaling $56,714,535, including $1,777.663 in member contributions, were made from July 1, 2021 to June 30, 2022 in accordance with the actuarially determined contribution requirements stated above. Contributions made during the fiscal year ended June 30, 2021 in accordance with actuarially determined contribution requirements were $57,454,374, including $1,804,651 in member contributions.

(A) Funding Policy

The Richmond City Code of 1993, as amended, requires the City to contribute to the RRS, annually, an amount as determined by the actuary equal to the sum of the "normal contribution" and the "actuarial liability contribution."

The actuarial liability contribution is the amount necessary to amortize the unfunded actuarial liability and any increase or decrease in the unfunded actuarial liability in future years due to changes in actuarial assumptions, changes in RRS provisions, including the granting of ad hoc COLA increases, or actuarial gains or losses amortized over a closed period not to exceed 30 years.

(B) Net Pension Liability

The components of the Employer's net pension liability at June 30, 2022 and 2021 are as follows:

Components of Employers' Net Pension Liability

	June 30, 2022	June 30, 2021
Total Pension Liability	$959,392,716	$954,775,368
Plan Fiduciary Net Position	(619,157,459)	(685,425,764)
Employer's Net Pension Liability	$340,235,257	$269,349,604
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability (Funded Status)	64.5%	71.8%

(C) Actuarial Assumptions

For the purposes of determining net pension liability, fair value of investments was used. Significant actuarial assumptions used in determining the actuarial liability include: (a) 7.0% investment rate of return for 2022 and 2021; (b) projected salary increases of 2.5% to 4.0% for general employees and 2.5% to 4.5% for police and fire employees; and (c) the assumption that benefits will not increase after retirement. The most recent actuarial experience study was completed for the five years ended June 30, 2018.

(D) Long-Term Expected Rate of Return and Target Asset Allocation

The long-term expected rate of return on RRS investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target asset allocation identifies the optimal asset mix strategy for the RRS. To ensure compliance with the policy, a rebalancing strategy is used. RRS is in the multiyear process of phasing in its asset allocation. Best estimates of geometric return for each major asset class included in the pension plan's target asset allocation as of June 30, 2022 are summarized in the following table.

Asset Class	10-Year Assumptions *Geometric Return*	Interim Target Asset Allocation
Broad U.S. Equities	6.60%	29.00%
International Equities	6.50%	16.00%
Diversifying Assets	4.10%	6.00%
Private Equity	8.00%	4.00%
Fixed Income	1.75%	29.00%
Private Debt	5.50%	6.00%
Real Estate (Core)	5.75%	10.00%

(E) Annual Money-Weighted Rate of Return

For the fiscal years ended June 30, 2022 and 2021, the annual money-weighted rates of return were -6.0% and 24.0%, respectively. Annual money-weighted rate of return is calculated net of all investment management expenses and additional plan investment related expenses that are reported by the plan's custodian or were provided to the Investment Consultant by the RRS. The methodology used to determine the money weighted rate of return is different from the calculation of the fiscal year rate of return. Cash flows have a larger impact on the money-weighted rate of return than the fiscal year rate of return, which uses a time-weighted calculation.

(F) Discount Rate

The discount rate used to measure the total pension liability was 7.0% as of June 30, 2022 and 2021. 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 the City, and its component unit, 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 plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

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

The following presents the net pension liability along with the funded status of the system, calculated using the current discount rate of 7.0%, as well as using a discount rate that is one percentage point lower (6.0%) or one percentage point higher (8.0%) than the current rate:

	1% Decrease (6.0%)	Current Discount Rate (7.0%)	1% Increase (8.0%)
Net Pension Liability	$429,457,844	$340,235,257	$263,274,546
Funded Status	59.0%	64.5%	70.2%

Required Supplementary Information

Financial Section, continued

Schedule of Changes in the Employers' Net Pension Liability and Related Ratios*

Total Pension Liability	**2022**	**2021**	**2020**	**2019**	**2018**	**2017**	**2016**	**2015**	**2014**
Service cost	$11,051,933	$11,768,290	$12,194,183	$10,690,477	$10,306,295	$10,254,351	$10,452,587	$9,471,988	$10,648,531
Interest	64,243,572	64,253,208	63,160,066	63,004,086	62,230,250	61,563,762	61,275,821	61,557,532	62,395,219
Changes of Benefit Terms	-	479,225	15,042,109	-	-	-	-	-	8,705,940
Differences Between Expected and Actual Experience	4,615,390	(1,683,740)	(1,075,314)	(1,116,866)	8,033,833	6,602,613	1,284,630	(6,133,948)	1,651,751
Changes of Assumptions	-	-	-	61,459,185	-	-	-	-	(26,784,600)
Benefit Payments, Including Refunds of Member Contributions	(75,293,547)	(74,627,010)	(72,813,126)	(70,748,768)	(69,773,981)	(69,302,957)	(69,049,286)	(68,268,268)	(67,320,865)
Net Change in Total Pension Liability	4,617,348	189,973	16,507,918	63,288,114	10,796,397	9,117,769	3,963,752	(3,372,696)	(10,704,024)
Total Pension Liability – Beginning	954,775,368	954,585,395	938,077,477	874,789,363	863,992,966	854,875,197	850,911,445	854,284,141	864,988,165
Total Pension Liability – Ending (a)	959,392,716	954,775,368	954,585,395	938,077,477	874,789,363	863,992,966	854,875,197	850,911,445	854,284,141
Plan Fiduciary Net Position									
Contributions – Employer	$54,936,872	$55,649,723	$55,240,421	$48,539,647	$46,548,902	$42,911,076	$44,926,043	$46,684,500	$42,342,620
Contributions – Member	1,777,663	1,804,651	1,980,230	1,935,870	1,962,951	2,150,631	1,976,022	2,347,163	2,118,493
Net Investment Income	(46,108,662)	138,699,585	9,749,141	25,100,251	38,843,025	62,841,319	(1,498,570)	15,641,333	76,463,285
Benefit Payments, Including Refunds of Member Contributions	(75,293,547)	(74,627,010)	(72,813,126)	(70,748,768)	(69,773,981)	(69,302,957)	(69,049,286)	(68,268,268)	(67,320,865)
Administrative Expense	(1,580,631)	(1,557,446)	(1,335,510)	(1,277,205)	(1,208,148)	(1,141,301)	(1,161,281)	(1,248,162)	(1,318,016)
Net Change in Plan Fiduciary Net Position	(66,268,305)	119,969,503	(7,178,844)	3,549,795	16,372,749	37,458,768	(24,807,072)	(4,843,434)	52,285,517
Plan Fiduciary Net Position – Beginning	685,425,764	565,456,261	572,635,105	569,085,310	552,712,561	515,253,793	540,060,865	544,904,299	492,618,782
Plan Fiduciary Net Position – Ending (b)	619,157,459	685,425,764	565,456,261	572,635,105	569,085,310	552,712,561	515,253,793	540,060,865	544,904,299
Employer's Net Pension Liability – Ending (a) - (b)	$340,235,257	$269,349,604	$389,129,134	$365,442,372	$305,704,053	$311,280,405	$339,621,404	$310,850,580	$309,379,842
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	64.5%	71.8%	59.2%	61.0%	65.1%	64.0%	60.3%	63.5%	63.8%
Covered Payroll	$95,468,950	$96,123,709	$104,017,764	$108,326,347	$107,814,490	$107,363,266	$108,015,367	$111,738,352	$110,748,076
Employer's Net Pension Liability as a Percentage of Covered Payroll	356.4%	280.2%	374.1%	337.4%	283.5%	289.9%	314.4%	278.2%	279.4%

**See Notes to the Schedules on page 37.*
**This schedule will display ten years of data as the information becomes available.*

Schedule of Employers' Contributions*

	2022	**2021**	**2020**	**2019**	**2018**	**2017**	**2016**	**2015**	**2014**
Actuarially Determined Contribution	$54,936,872	$55,649,723	$48,276,781	$46,539,647	$46,548,902	$42,911,076	$44,926,043	$46,684,500	$42,342,620
Contributions in Relation to the Actuarially Determined Contribution	54,936,872	55,649,723	55,240,421	48,539,647	46,548,902	42,911,076	44,926,043	46,684,500	42,342,620
Contribution Deficiency (Excess)	$ -	$ -	$(6,963,640)	$(2,000,000)	$ -	$ -	$ -	$ -	$ -
Covered Payroll	$95,468,950	$96,123,709	$104,017,764	$108,326,347	$107,814,490	$107,363,266	$108,015,367	$111,738,352	$110,748,076
Contributions as a Percentage of Covered Payroll	57.54%	57.89%	53.11%	44.81%	43.17%	39.97%	41.59%	41.78%	38.23%

**This schedule will display ten years of data as the information becomes available.*

Notes to the Schedules

Valuation Date

Actuarially determined contribution rates are calculated as of July 1, two years prior to the end of the fiscal year in which contributions are reported.

Methods and Assumptions Used to Determine Contribution Rates

	2022
Actuarial Cost Method	Entry Age Normal
Amortization Period	Level percent of pay over a closed period not to exceed 30 years for police and fire employees; level dollar amount over a closed period not to exceed 30 years for general members.
Remaining Amortization Period	Unfunded liability amortized over 12 years as of July 1, 2019 with 9 years remaining as of July 1, 2022. Cost of 2019 VRIP amortized over 3 years as of July 1, 2020 with 1 year remaining as of July 1, 2022. Other new bases are amortized over 20 years.
Asset Valuation Method	Five-year spread of actual over expected investment earnings with the restriction that the resulting value must be within 90%-110% of market value.
Inflation	2.50%
Salary Increases – General Employees	2.50% to 4.00%
Salary Increases – Police and Fire Employees	2.50% to 4.50%
Investment Rate of Return	7.00%
Retirement Age – General Employees	20% in 1st year of unreduced retirement eligibility; 10% at age 55 increasing to 100% at age 75
Retirement Age – Police and Fire Employees	25% in 1st year of unreduced retirement eligibility; 10% at age 50 increasing to 100% at age 65
Mortality – General Employees	Pub-2010 Below Median Income Table for General Employees
Mortality – Police and Fire Employees	Pub-2010 Below Median Income Table for Safety Employees

Schedule of Investment Returns*

	2022	2021	2020	2019	2018	2017	2016	2015	2014
Annual Money-Weighted Rate of Return, Net of Investment Expense	-6.0%	24.0%	-1.0%	5.1%	7.1%	12.2%	-0.3%	2.4%	15.5%

Money-weighted rate of return is based on a methodology that reflects the impact of cash flows (contributions and withdrawals) to and from the portfolio and takes into account both the investment return and the size of the portfolio. In contrast, time-weighted rate of return is a measure of the compound rate of growth in a portfolio. The time-weighted method eliminates the effects of cash flows on the investment return. Large cash inflows or outflows in the portfolio and volatility of results can result in distortions to the money-weighted rate of return relative to the time-weighted return. Information on the portfolio's time-weighted rates of return can be found in the Investment Section of this report.

**This schedule will display ten years of data as the information becomes available.*

Supplementary Information

Financial Section, continued

Schedule of Administrative Expenses

Year Ended June 30, 2022

Personnel Services	
Salaries and wages	$799,125
Social Security and Medicare	41,328
Retirement contributions	234,147
Group life and health insurance	101,023
Total Personnel Services	**1,175,623**
Professional Services	
Actuarial	68,770
Legal services	60,235
Auditing and accounting services	51,000
Business services	35,542
Medical examiners	3,126
Total Professional Services	**218,673**
Communications	
Printing and publications	**5,941**
Other	
Board/staff development and travel	12,907
Supplies	11,733
Dues and membership	4,845
Depreciation	60,895
Total Other	**90,380**
Total Administrative Expenses before Allocation to Information Technology and Risk Management	**1,490,617**
Information technology and risk management	90,014
Total Administrative and Depreciation Expenses	**$1,580,631**

Schedule of Retirement Benefits

Year Ended June 30, 2022

Benefit Payments:	
Regular Pension	$64,008,206
Disability Pension	3,348,664
Survivor Pension	2,402,709
Death Benefits	161,072
DROP Expense	5,291,960
Total Benefits	**$75,212,611**

Farmers Market

Richmond Canal

Investment Section

The Investment Section provides detailed information regarding the performance of the investment portfolio. This information includes asset allocation and an investment summary.

Investment Consultant Report

Callan

Callan LLC
300 Galleria Parkway
Suite 950
Atlanta, GA 30339

Main 770.618.2140
Fax 770.618.2141

www.callan.com

August 19, 2022

Board of Trustees
Richmond Retirement System
730 East Broad Street, Suite 900
Richmond, VA 23219

RE: Fiscal Year 2022

Dear Trustees,

Callan LLC is pleased to present the Richmond Retirement System's ("RRS") investment results for fiscal year-end June 30, 2022.

Total Fund Objectives

The RRS investment program's objective is to provide plan participants with retirement benefits. This is accomplished by the implementation of a carefully planned and executed long-term investment program. The Board of Trustees ("Board"), with input provided by an Investment Advisory Committee ("IAC"), has exclusive control of all retirement system investments and is responsible for establishing investment objectives, strategies, and policies.

The Board is charged with the responsibility of investing RRS' assets to provide for the benefits of the members of the System. To achieve that goal, the Board follows a policy of seeking means of enhancing revenues while also protecting against undue losses in any particular investment area. The Board diversifies the investment of the assets among classes of securities to reduce risk while maximizing the long-range return.

Fiscal Year 2022 Market Review

Fiscal year 2022 was in many ways a tale of two markets. The first half of the fiscal year was marked by generally positive returns for risk assets in the US, mildly negative returns in overseas markets and mildly negative returns for US fixed income as the Fed began to consider growing concerns with inflation. The second half of the fiscal year was bludgeoned by the full impact of the Russian invasion of Ukraine, a stubborn pandemic and the impact of a newly-aggressive Fed driving rates upward in an effort to slow inflation. Returns for the broad US equity market for the full fiscal year 2022 were -13.9% with small caps lagging large caps, and growth trailing value. Non-US equity investments for the period returned -19.4% with a strengthening US dollar amplifying local market losses. US fixed income returns (-10.3%) were both highly correlated with the weakening equity markets and also exhibited higher volatility as they

continued on next page

reacted to the Fed's push to raise overall rates. Real estate continued its recovery from pandemic lows and returned 29.5% over the fiscal year. Continued demand for various property types as well as improving economic fundamentals buoyed results. Private equity returns were strongly positive (+22%). Hedge funds (-5.5%) and private debt (-2.7%) outpaced broader public markets.

Total Fund Rates of Return

For the fiscal-year-ending June 30, 2022, the RRS Total Fund returned -6.4% on a net-of-fee basis outperforming the policy benchmark return of -7.4% by 102 basis points. Over the trailing three-year period, the RRS Total Fund exceeded the policy benchmark by 28 basis points net-of-fees with an annualized return of 5.8%, but trailed by 41 basis points over the trailing five-year period with an annualized net-of-fee return of 5.7%. For the trailing ten-years, the RRS Total Fund returned 7.0% on a net-of-fee basis exceeding the policy benchmark return of 7.0% by 4 basis points.

Investment Policy

The RRS Total Fund continues to evolve through an ongoing review of the asset allocation and asset class components. With much of the work on the public markets component of the portfolio already complete, Staff completed the restructuring of the diversifying assets and real estate portfolios. The private equity and private debt components continue to grow as new commitments are made and funded. The planned revision of the Plan's Investment Policy Statement was completed during fiscal 2020. Within fiscal year 2023, the Board again plans to update the Plan's Investment Policy Statement to reflect the migration towards the long term private equity target.

The performance returns for the Richmond Retirement System presented in this report have been calculated by Callan using custodial bank statements. The performance is calculated using a time-weighted rate of return methodology based upon the market value of assets.

Kind regards,

William Emmett, CFA

Elizabeth Hood, CFA

Investment Policy Summary

Introduction

The Board is responsible for the overall management of the assets of the fund. The Trustees approve the Investment Policy Statement (IPS) and provide overall direction in executing the policy. The Trustees review investment results in relationship to investment expectations and actuarial assumptions and experience to determine if future changes are needed to either the IPS or the implementation of the IPS.

Purpose of the IPS

The purpose of the IPS is to assist the Board in effectively supervising, monitoring, and evaluating the investment of the fund assets. The IPS:

1. Makes a clear distinction between the responsibilities of the Board and the service providers hired to help implement the Fund's Investment Policy — the investment consultant, the investment managers, and the bank custodian/trustee.
2. Describes the Fund's risk tolerance, as defined by the asset classes that are considered allowable investments and the percentage allocations to each asset class.
3. Sets forth the criteria to be placed on diversification of portfolio investments.
4. Provides rate-of-return objectives and criteria to monitor and evaluate the performance results achieved by the investment managers.
5. Establishes effective communication procedures between the Board and the investment managers, investment consultant, and bank custodian/trustee.
6. Creates a formal review process for reviewing this Investment Policy Statement.

Objectives

The assets are invested to meet the following objectives:

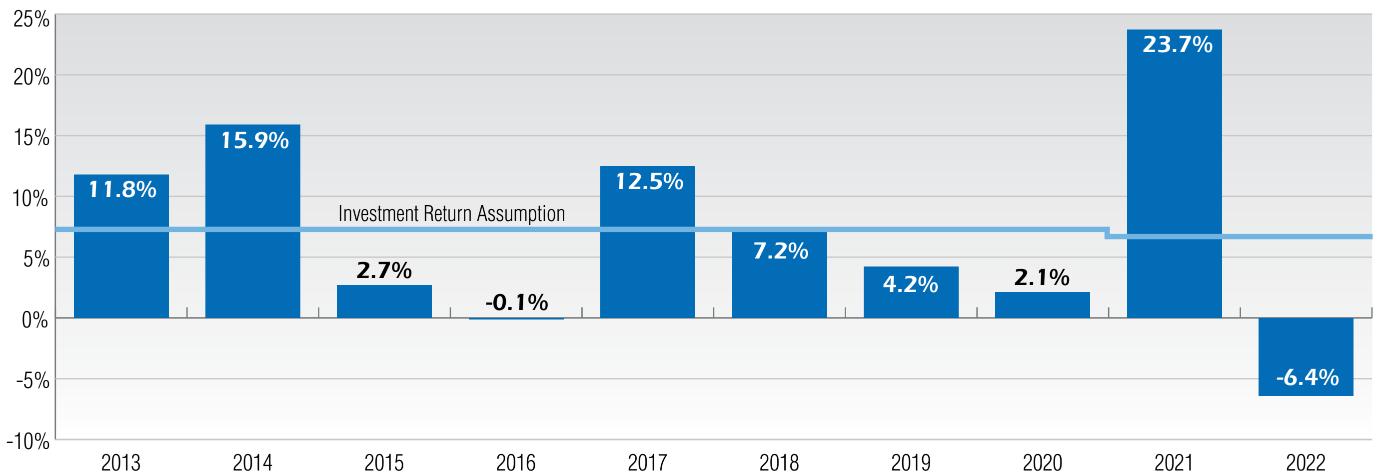
1. To ensure funds are available to meet current and future obligations of the plan when due.
2. To earn an investment return greater than the actuarial return assumption over time.
3. To assure the Fund's fiscal health.

Time Horizon

For purposes of planning, the time horizon for investments is long-term. Capital values fluctuate over shorter periods and the Board recognizes that the possibility of capital loss does exist. The Board has adopted a long-term investment horizon in order to carefully weigh the probability of investment loss against the long-term potential for investment gains. Fund assets will be invested in a prudent manner to ensure diversification of investment risks and opportunities.

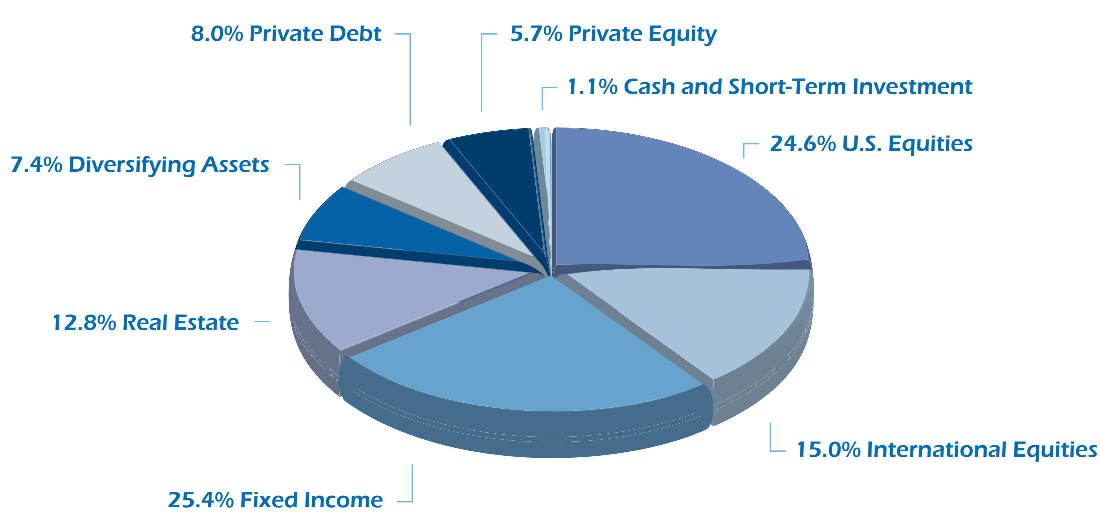
Schedules of Investment Results

Fiscal Year Returns *(Net of Fees)*



Effective June 30, 2019, the investment return assumption was lowered from 7.5% to 7.0%.

Asset Allocation



May not add to 100% due to rounding.

Investment Performance Summary* *(Net of Fees)*

One, Three, Five & Ten Years Ending June 30, 2022

	1 Year	3 Years	5 Years	10 Years
Total Fund				
RRS	-6.4%	5.8%	5.7%	7.0%
RRS Custom Benchmark[1]	-7.4%	5.5%	6.1%	7.0%
Total U.S. Equity				
RRS	-14.8%	9.0%	9.5%	12.1%
RRS Benchmark[2]	-13.9%	9.8%	10.6%	12.6%
Total International Equity				
RRS	-22.4%	2.6%	2.8%	5.3%
RRS Benchmark[3]	-19.4%	1.4%	2.5%	4.8%
Total Fixed Income				
RRS	-11.3%	-1.0%	0.7%	2.2%
RRS Benchmark[4]	-10.3%	-0.9%	0.9%	1.5%
Total Diversifying Assets				
RRS	9.3%	7.5%	5.6%	5.0%
RRS Benchmark[5]	-5.5%	3.9%	3.6%	3.8%
Total Real Estate				
RRS	27.5%	11.5%	9.2%	9.8%
RRS Benchmark[6]	29.5%	12.7%	10.5%	11.2%
Total Private Equity				
RRS	28.1%	19.8%	16.6%	14.6%
RRS Benchmark[7]	22.0%	24.4%	20.7%	16.5%
Total Private Debt				
RRS	12.0%	9.3%	8.5%	7.8%
RRS Benchmark[8]	-2.7%	2.0%	3.0%	3.9%

Benchmarks:

[1] The RRS Custom Benchmark is a blend of the Asset Class Benchmarks at policy weights.

[2] The U.S. Equity Benchmark is the Russell 3000 Index.

[3] The International Equity Benchmark is the MSCI ACWI ex U.S. Index.

[4] The Fixed Income Benchmark is the Bloomberg Barclays Capital Aggregate Index.

[5] The Hedge Funds Benchmark is the HFRI Fund of Funds Composite Index.

[6] The Real Estate Benchmark is the NCREIF ODCE Index.

[7] The Private Equity Benchmark is the Cambridge Associates U.S. All Private Equity Index lagged by three months.

[8] The Private Debt Benchmark is the Credit Suisse Leveraged Loan Index lagged by three months.

** Source: Callan LLC. Investment return calculations were prepared using a time-weighted return methodology based on market value, net of investment expenses.*

Schedule of Investments

Ten Largest Equity Holdings at June 30, 2022*

Description	Share/Par	Fair Value
PFIZER INC COMMON STOCK USD.05	31,200	1,635,816
MERCK + CO. INC. COMMON STOCK USD.5	17,000	1,549,890
BRISTOL MYERS SQUIBB CO COMMON STOCK USD.1	15,700	1,208,900
VERIZON COMMUNICATIONS INC COMMON STOCK USD.1	23,200	1,177,400
INTEL CORP COMMON STOCK USD.001	26,900	1,006,329
EXXON MOBIL CORP COMMON STOCK	11,700	1,001,988
CVS HEALTH CORP COMMON STOCK USD.01	8,700	806,142
AT+T INC COMMON STOCK USD1.0	35,600	746,176
AMGEN INC COMMON STOCK USD.0001	3,000	729,900
ABBVIE INC COMMON STOCK USD.01	4,700	719,852
Total Ten Largest Equity Holdings		**$10,582,393**

Fair Value of Cash and Investments at June 30, 2022	**$630,847,867**
Percentage of Ten Largest Equity Holdings	**1.68%**

A complete listing of the holdings is available from the RRS's executive office.

**Schedule does not include equity and fixed income securities held by mutual funds and commingled trusts.*

Virginia War Memorial

Investment Summary

As of June 30, 2022	Fair Value	% of Total Fair Value
Equities		
U.S. Equities		
Information Technology	$6,508,799	1.03%
Consumer	8,990,537	1.43%
Financial	11,835,804	1.88%
Healthcare	10,074,785	1.60%
Industrials	5,057,355	0.80%
Energy	2,620,872	0.42%
Utilities	980,480	0.16%
Telecommunications	4,147,196	0.66%
Materials	3,443,206	0.55%
Other/Commingled Funds	101,323,366	16.06%
Total U.S. Equities	**154,982,400**	**24.57%**
International Equities		
Commingled Funds	94,702,935	15.01%
Total Equities	**249,685,335**	**39.58%**
Fixed Income		
Core Commingled Fund	105,327,872	16.70%
Core Plus Commingled Fund	54,708,494	8.67%
Total Fixed Income	**160,036,366**	**25.37%**
Other Investments		
Diversifying Assets	46,753,288	7.41%
Real Estate	80,440,837	12.75%
Private Debt	50,448,181	8.00%
Private Equity	35,887,783	5.69%
Total Other Investments	**213,530,089**	**33.85%**
Total Investments	**623,251,790**	**98.80%**
Short-Term Investments		
Cash and Cash Equivalents	**7,596,077**	**1.20%**
Total Investments and Cash Equivalents	**$630,847,867**	**100.00%**

May not add to 100% due to rounding.

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Actuarial Section

The Actuarial Section presents information relating to the funded status of the pension plan. Additionally, this section provides detailed information about actuarial assumptions, includes retirement trend data, and summarized provisions and changes.

Actuary's Report

4510 Cox Road, Suite 200
Glen Allen, VA 23060
sageviewadvisory.com

September 22, 2022

Board of Trustees
The Richmond Retirement System
Richmond, Virginia

Ladies and Gentlemen:

Actuarial valuations of the Richmond Retirement System are performed annually. The results of the latest actuarial valuation of the System, which was prepared as of July 1, 2022, are summarized in this letter.

The valuation reflects the benefits in effect on the valuation date, and was prepared on the basis of the data submitted by the City using generally accepted actuarial principles and methods.

Financing Objective and City's Contribution Rate

The financing objective of the System is to:

(a) Fully fund all current costs based on the normal contribution rate payable by the City determined under the funding method; and

(b) Liquidate the unfunded actuarial liability based on actuarial liability contributions payable by the City over an amortization period of no more than 30 years, with contributions increasing 3% per year for Police/Fire employees and level contributions for General employees.

The July 1, 2022 valuation develops contribution rates for the fiscal year ending June 30, 2024. These contribution rates, which are based on the estimated covered payroll as of July 1, 2022, are as follows:

	General Employees	Police & Fire	Total
Bi-Weekly	82.42%	44.12%	59.17%

The above rates should be adjusted to reflect the actual budgeted payroll for the fiscal year ending June 30, 2024 if it is materially different than the estimated covered payroll on which they are based. The Board has approved a motion to request a change in the City Code which would provide for a flat dollar contribution amount for General Employees rather than a contribution rate. To the best of our knowledge, no action has yet been taken by the City.

continued on next page

4510 Cox Road, Suite 200
Glen Allen, VA 23060
sageviewadvisory.com

The contribution rates and amounts displayed above, once adjusted, are sufficient to support the benefits of the System and administrative expenses and achieve the financing objective set forth above.

Net Pension Liability

Under GASB 67, the Net Pension Liability is the excess, if any, of the Total Pension Liability over the Fiduciary Net Position. The Total Pension Liability is determined under the Entry Age actuarial cost method. The Net Pension Liability as of June 30, 2022 and June 30, 2021 is as follows:

	June 30, 2022	June 30, 2021
Total Pension Liability	$959,392,716	$954,775,368
Fiduciary Net Position	$619,157,459	$685,425,764
Net Pension Liability	$340,235,257	$269,349,604
Fiduciary Net Position as a Percentage of Total Pension Liability	64.5%	71.8%

Legislative and Administrative Changes

There were no legislative or administrative changes during the fiscal year ended June 30, 2022.

Actuarial Assumptions and Methods

Actuarial assumptions are adopted by the Board, upon review of recommendations made by the actuary. An experience study was conducted for the five-year period ended June 30, 2018. This study resulted in the Board adopting several changes in assumptions, at the recommendation of the actuary, in order to better anticipate emerging experience. Included in the changes was an update to the mortality tables used to the Pub-2010 Below-Median Income tables for both General and Public Safety plan participants. Additionally, the Board reviewed the investment return assumption and voted to lower the assumption from 7.5% to 7.0%.

The unfunded actuarial liability as of July 1, 2019 is being amortized over a period of 12 years (9 years remaining), with contributions increasing 3% per year for Police & Fire employees and level contributions for General employees. The cost of the 2019 Voluntary Retirement Incentive Program (VRIP) is being amortized over 3 years so that the annual cash inflow will be approximately equal to the annual outflow of benefit payments related to the VRIP (one year remaining). The amortization period for other bases established on or after July 1, 2020 is 20 years.

For purposes of determining contribution rates, the difference between actual investment earnings and expected investment earnings is recognized over a five-year period, with the restriction that the actuarial asset value cannot be less than 90% or more than 110% of market value. This smoothing method is utilized in order to smooth the impact of short term market fluctuations on the System's contribution rates and funded status. For purposes of financial reporting beginning with the fiscal year ended June 30, 2014, assets are reported at fair market value.

continued on next page

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Samples of the actuarial assumptions and descriptions of the actuarial cost method and asset valuation method are set forth in the outline of actuarial assumptions and methods included in the report.

System Assets and Participant Data

The individual data for members of the System as of the valuation date were reported to the actuary by the City. While we did not verify the data at their source, we did perform tests for internal consistency and reasonableness in comparison with the data submitted for the previous valuation. It is our understanding that the independent auditor of the System has also made an examination of the data.

The value of assets in the trust fund taken into account in the valuation was based on statements prepared for us by the Retirement System Staff which will be audited by the independent auditor of the System. Assets have been reduced by the value of DROP accounts as those accounts are recognized as benefits payable from the System.

Financial Results and Membership Data

Detailed summaries of the financial results of the valuation and membership data used in preparing the valuation are shown in the valuation report and the related membership data schedules. We were responsible for providing information for all schedules included in the Actuarial Section as well as certain schedules included in other sections of the consolidated annual financial report for the fiscal year ended June 30, 2022. These schedules include the Schedule of Active Members Valuation Data, Schedule of Beneficiaries Added to and Removed from Rolls, and the Reasons for Change in Contribution Rates.

Defined Contribution Plan

The City also sponsors a 401(a) Defined Contribution Plan for General employees hired on or after July 1, 2006 and other employees who have elected to participate in that plan in lieu of the Richmond Retirement System's defined benefit plan. An analysis of the Defined Contribution Plan with respect to Virginia Code Title 51.1-800 was conducted and we believe it is in compliance.

Funding Adequacy

The results of the valuation indicate the rate of contribution payable by the City, when taken together with the current assets of the System including member contributions, is adequate to fund the actuarial liabilities on account of all benefits payable under the System in accordance with generally accepted actuarial principles utilizing the assumptions and methods adopted by the Board.

To the best of our knowledge, this report is complete and accurate and the System is being operated on an actuarially sound basis. All costs and liabilities have been determined in conformance with generally accepted actuarial principles and on the basis of actuarial assumptions and methods which are each individually reasonable taking into account past experience and reasonable expectations of future experience. The assumptions and methods used for funding purposes meet the parameters set by the Actuarial Standards of Practice.

continued on next page

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Future liability and asset values may differ from the results shown in this report for many reasons including, but not limited to, actual experience differing from assumed experience, changes in actuarial assumptions or methods, plan amendments, regulatory changes or changes in contribution strategy. An impact analysis of such potential changes is not included in this report. Potential plan risks are discussed in Table 15 in compliance with ASOP 51.

The undersigned credentialed actuaries meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained in this report. We are not aware of any direct or material indirect financial interest or relationship, including investments or other services, that could create a conflict of interest or that would impair the objectivity of our work.

We appreciate the opportunity to be of service to the Richmond Retirement System and are available to answer questions regarding this report or to provide further details as may be requested.

Respectfully submitted,

SageView Consulting Group

William M. Dowd, FCA, EA
Managing Principal

William J. Reid, FCA, EA
Principal

Actuarial Assumptions and Methods

Actuarial Cost Method

For fiscal year ended June 30, 2022, the actuarial cost method used to determine the actuarial liability and the normal cost is the Entry Age Actuarial Cost Method.

The accrued liability and the normal cost are used to determine the City of Richmond's contribution requirement. The July 1, 2019 valuation developed contribution rates for the fiscal year ending June 30, 2022 using the Entry Age Actuarial Cost Method.

The investment return assumption of 7% was adopted for the years ended on and after June 30, 2019. Other actuarial assumptions and methods are as follows:

Actuarial Assumptions

Interest

7.0% per annum, compounded annually; adopted July 1, 2019.

Mortality

Active Lives and Service Retirements

General Employees:
Pub-2010 Below-Median Income Mortality Table for General Employees

Police and Fire Employees:
Pub-2010 Below-Median Income Mortality Table for Public Safety Employees

Disabled Lives

General Employees:
Pub-2010 Below-Median Income Mortality Table for Disabled General Employees

Police and Fire Employees:
Pub-2010 Below-Median Income Mortality Table for Disabled Public Safety Employees

Turnover

General Employees:
An attained age table with the following typical rates:

Age	Rate
25	-
35	0.0950
45	0.0550
55	0.0300
60	0.0100

Police and Fire Employees:
An attained age table with the following typical rates:

Age	Rate
25	0.0794
35	0.0434
45	0.0096
55	0.0015
60	-

Retirement

General Employees:
A select and ultimate table with the following typical rates; 20% for the first year in which the employee is eligible for unreduced immediate retirement benefits, and:

Age	Rate
55-56	0.100
57	0.080
58-60	0.060
61	0.120
62-64	0.150
65	0.250
66	0.300
67-69	0.200
70	0.400
71-73	0.300
74	0.500
75	1.000

Police and Fire Employees:
A select and ultimate table with the following typical rates; 25% for the first year in which the employee is eligible for unreduced immediate retirement benefits, and:

Age	Rate
50	0.100
51-53	0.080
54-55	0.120
56	0.090
57	0.150
58	0.200
59	0.300
60	0.400
61-63	0.500
64	0.750
65	1.000

Disability

General Employees:
An attained age table with the following typical rates:

Age	Rate
25	-
35	0.000100
45	0.001500
55	0.008500
60	0.014200

Police and Fire Employees:
An attained age table with the following typical rates:

Age	Rate
25	0.000100
35	0.000200
45	0.001000
55	0.001300

Duty Disability

General Employees:
An attained age table with the following typical rates:

Age	Rate
25	0.000017
35	0.000017
45	0.000059
55	0.000252

Police and Fire Employees:
An attained age table with the following typical rates:

Age	Rate
25	0.000035
35	0.000047
45	0.000170
55	0.000746

Salary Increases

General Employees:
An attained age table with the following typical rates:

Age	Rate
25	0.04000
35	0.04000
45	0.03500
55	0.03000
60	0.02500

Police and Fire Employees:
An attained age table with the following typical rates:

Age	Rate
25	0.04500
35	0.03500
45	0.03000
55	0.02500
60	0.02500

Cost-of-Living Adjustments

None assumed.

Asset Valuation Basis

For purposes of determining contribution rates, five-year spread of the difference between actual investment earnings and assumed investment earnings at 7% was used. The resulting actuarial asset value cannot be less than 90% or greater than 110% of market value.

**The Schedule of Funding Status on page 21 presents the funding progress based on actuarial methods and assumptions used for funding purposes.*

**See the Schedule of Changes in the Employers' Net Pension Liability and Related Ratios on page 36.*

Schedule of Active Members Valuation Data

General Defined Benefit Plan Members *(Dollars in Thousands)*

Valuation Date	Members	Annual Payroll	Average Salary	Percent Increase (Decrease) to Average Salary
6/30/22	**513**	**$37,458**	**$73**	**7.0**
6/30/21	561	38,275	68	4.2
6/30/20	604	39,532	65	9.1
6/30/19	738	44,286	60	1.1
6/30/18	800	47,493	59	3.3
6/30/17	873	50,169	57	1.5
6/30/16	941	53,267	57	1.6
6/30/15	1,014	56,518	56	4.5
6/30/14	1,075	57,323	53	3.4
6/30/13	1,256	64,794	52	0.2

Police and Fire Defined Benefit Plan Members *(Dollars in Thousands)*

Valuation Date	Members	Annual Payroll	Average Salary	Percent Increase (Decrease) to Average Salary
6/30/22	**866**	**$57,873**	**$67**	**3.9**
6/30/21	902	58,028	64	0.1
6/30/20	983	63,181	64	1.5
6/30/19	993	62,902	63	3.0
6/30/18	981	60,321	61	5.9
6/30/17	985	57,195	58	2.9
6/30/16	970	54,749	56	2.7
6/30/15	1005	55,220	55	1.8
6/30/14	990	53,425	54	0.2
6/30/13	963	51,872	54	-2.3

Defined Contribution 401(a) Plan Members *(Dollars in Thousands)*

Valuation Date	Members	Annual Payroll	Average Salary	Percent Increase (Decrease) to Average Salary
6/30/22	**2,518**	**$150,363**	**$60**	**5.5**
6/30/21	2,438	138,009	57	3.4
6/30/20	2,400	131,407	55	5.3
6/30/19	2,297	119,416	52	0.9
6/30/18	2,179	112,220	52	1.5
6/30/17	2,051	104,053	51	1.3
6/30/16	1,938	97,097	50	0.2
6/30/15	1,890	94,457	50	3.4
6/30/14	1,865	90,102	48	0
6/30/13	1,765	85,235	48	2.7

Schedule of Beneficiaries Added to and Removed from Rolls

(Dollars in Thousands)

Ended	Added	Annual Allowances Added	Removed	Annual Allowances Removed	Total	Annual Allowances	% Change	Average Annual Allowances	Retirees as a Percent of Active Members: Number	Retirees as a Percent of Active Members: Pay
6/30/22	**149**	**$3,337**	**211**	**$3,061**	**4,214**	**$74,874**	**0.4%**	**$18**	**305.6%**	**78.5%**
6/30/21	149	$3,985	200	$3,235	4,276	$74,598	1.0%	$17	292.3%	77.5%
6/30/20	220	$5,707	193	$2,378	4,327	$73,848	4.7%	$17	272.7%	71.9%
6/30/19	157	$3,008	175	$2,544	4,300	$70,519	0.7%	$16	248.4%	65.8%
6/30/18	161	$3,332	140	$2,400	4,318	$70,055	1.3%	$16	242.4%	65.0%
6/30/17	128	$2,268	153	$2,179	4,297	$69,123	0.1%	$16	231.3%	64.4%
6/30/16	153	$2,272	145	$1,596	4,322	$69,034	1.0%	$16	226.2%	63.9%
6/30/15	163	$1,667	161	$1,517	4,314	$68,358	0.2%	$16	213.7%	61.2%
6/30/14	285	$5,087	143	$1,654	4,312	$68,208	5.3%	$16	208.8%	61.6%
6/30/13	182	$1,917	143	$1,483	4,170	$64,775	0.7%	$16	187.9%	55.5%

Oculus on the dome of the State Capitol

Analysis of Financial Experience

Reasons for Change in the Net Pension Liability

The net pension liability was $340,235,257 as of June 30, 2022. The increase from the prior year was primarily due to actual investment return on the value of assets being less than the expected return.

Reasons for Change in Funded Status

The funded status decreased from 71.8% as of June 30, 2021 to 64.5% as of June 30, 2022. The decrease from the prior year was primarily due to actual investment return on the value of assets being less than the expected return.

Information for plan provisions regarding benefits can be found in Note IV beginning on page 29. Additionally, the assumptions and methods used in the actuarial valuation can be found in Note V beginning on page 33 and in the required supplementary information. Actuarial assumptions used for funding purposes are the same as those used for financial statement purposes.

Reasons for Change in Contribution Rates

The overall employer contribution rate, as of the beginning of the year, increased from 48.01% for the fiscal year ending June 30, 2021 to 54.19% for the fiscal year ending June 30, 2022. The increase of 6.18% is due to the following reasons:

Contribution Rate Fiscal Year Ended 2021	**48.01%**
Decrease/Increase due to investment loss on actuarial value of assets:	0.37%
Decrease/Increase due to changes in assumptions:	0.00%
Decrease/Increase due to VRIP:	3.49%
Decrease/Increase due to changes in benefit provisions:	0.00%
Decrease/Increase due to reduction in covered payroll	2.40%
Decrease/Increase due to other experience factors:	-0.08%
Total:	**6.18%**
Contribution Rate Fiscal Year Ended 2022	**54.19%**

Linden Row Inn

Statistical Section

The Statistical Section presents detailed historical information regarding the pension plan administered by the RRS. This information includes a ten-year overview of changes in net position, plan membership, contributions, plan additions and deductions, benefits and refunds. Included in this analysis is statistical information regarding retirees.

Schedule of Changes and Growth in Net Position

Pension Trust Fund *(Dollars in Thousands)*

For the year ended June 30

	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013
Net Position Available — Beginning of Year	**$685,426**	**$565,456**	**$572,635**	**$569,085**	**$552,713**	**$515,254**	**$540,061**	**$544,904**	**$492,619**	**$461,761**
Additions										
Employer Contributions	**54,937**	55,650	55,241	48,540	46,549	42,911	44,926	46,537	42,295	40,402
Member Contributions	**1,778**	1,804	1,980	1,936	1,963	2,151	1,976	2,347	2,118	2,093
Investment Income (Loss)	**(46,109)**	138,700	9,749	25,100	38,843	62,841	(1,498)	15,641	76,463	54,219
Total Additions	**10,606**	**196,154**	**66,970**	**75,576**	**87,355**	**107,903**	**45,404**	**64,525**	**120,876**	**96,714**
Deductions										
Benefit Payments	**75,213**	74,469	72,761	70,545	69,707	69,186	68,846	68,140	67,274	64,673
Refunds	**81**	158	52	204	68	117	203	128	47	102
Administrative/ Depreciation Expenses	**1,581**	1,557	1,336	1,277	1,208	1,141	1,162	1,100	1,270	1,081
Total Deductions	**76,875**	**76,184**	**74,149**	**72,026**	**70,983**	**70,444**	**70,211**	**69,368**	**68,591**	**65,856**
Change in Net Position	**(66,269)**	**119,970**	**(7,179)**	**3,550**	**16,372**	**37,459**	**(24,807)**	**(4,843)**	**52,285**	**30,858**
Net Position Available — End of Year	**$619,157**	**$685,426**	**$565,456**	**$572,635**	**$569,085**	**$552,713**	**$515,254**	**$540,061**	**$544,904**	**$492,619**

Schedule of Retirees and Beneficiaries *June 30, 2022*

Amount of Monthly Benefit	Number of Retirees	Type of Retirement[1]							Option Selected[2]					
		A	B	C	D	E	F	G	Life	1	2	3	4	5
$1-$100	329	0	16	304	8	0	1	0	285	17	2	5	2	18
$101-$200	352	2	29	314	3	1	0	3	286	26	3	2	1	34
$201-$300	221	8	36	163	5	1	6	2	172	15	1	5	4	24
$301-$400	209	5	64	117	10	0	7	6	147	16	1	4	2	39
$401-$500	164	12	50	82	1	2	16	1	119	15	0	1	1	28
$501-$600	155	14	56	60	6	5	13	1	109	3	1	5	1	36
$601-$700	142	13	61	49	6	1	10	2	95	4	1	4	4	34
$701-$800	121	12	57	34	6	1	11	0	66	4	1	2	1	47
$801-$900	128	13	69	22	9	5	8	2	74	6	1	2	3	42
$901-$1000	116	14	62	21	1	5	12	1	60	5	1	2	3	45
Over $1000	2,277	387	1,638	83	38	66	64	1	1,563	157	48	94	107	308
Total	**4,214**	**480**	**2,138**	**1,249**	**93**	**87**	**148**	**19**	**2,976**	**268**	**60**	**126**	**129**	**655**

[1]Types of Retirement

A *Normal Retirement* — A general employee age 65 or a sworn public safety officer age 60 or older.

B *Early Service* — A general employee at least age 55, with five years of creditable service, or a sworn public safety officer at least age 50, with five years of creditable service.

C *Deferred Service* — A former vested general employee age 65 or older or a former vested sworn public safety officer age 60 or older.

Deferred Early Service — A former vested general employee at least age 55 but less than age 65 or a sworn public safety officers at least age 50 but less than age 60.

D *Beneficiary (normal, early, deferred retirement)* — Surviving beneficiary of a deceased retiree who is receiving a retirement allowance payable monthly for life.

E *Compensable Disability* — An employee who retires from active service due to a job-related disability.

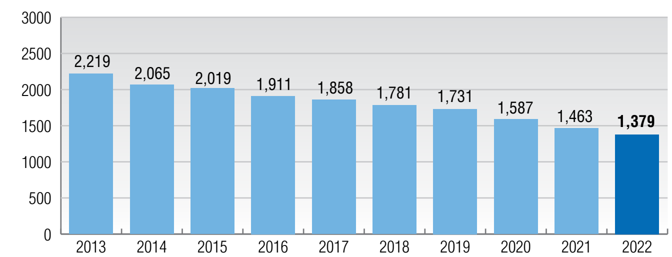
F *Ordinary Disability* — A vested employee who retires from active service due to a non-job-related disability.

G *Beneficiary (disability)* — Beneficiary of a deceased disability retiree who is receiving a retirement allowance payable monthly for life.

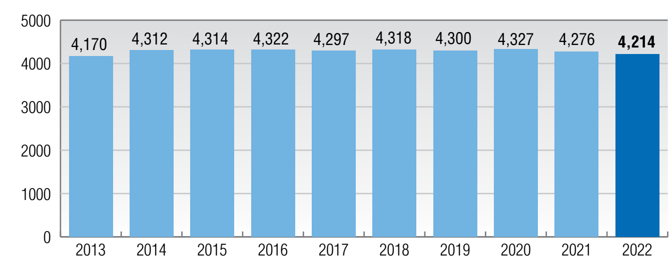
[2]Option Selected

LIFE — Basic Benefit
Option 1 — 100% Joint and Survivor Benefit
Option 2 — 75% Joint and Survivor Benefit
Option 3 — 50% Joint and Survivor Benefit
Option 4 — 25% Joint and Survivor Benefit
Option 5 — Social Security (Smooth-Out)

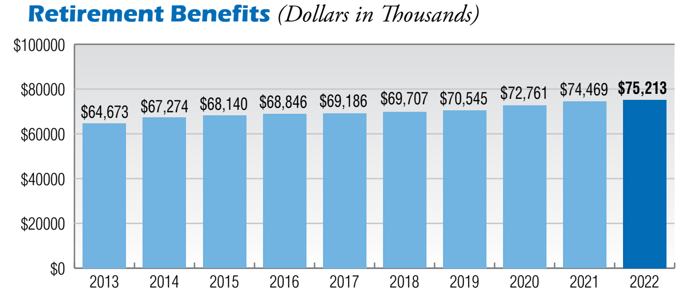
Number of Active Defined Benefit Plan Members



Number of Retirees and Beneficiaries



Retirement Benefits *(Dollars in Thousands)*



Schedule of Participating Employer and Component Unit (Current Year and Ten Years Ago)

	2022		2012	
Participating Employer and Component Unit	**Covered Employees**	**Percentage of Total System**	**Covered Employees**	**Percentage of Total System**
City of Richmond	1,362	98.8%	2,302	97.5%
Richmond Behavioral Health Authority	17	1.2%	58	2.5%
Total	**1,379**	**100.0%**	**2,360**	**100.00%**

Benefit Payment Options:

Basic Benefit

This form of payment provides a monthly benefit for life. However, when member dies, all benefits stop. There are no monthly payments to a beneficiary after death.

Social Security (Smooth-Out) Option

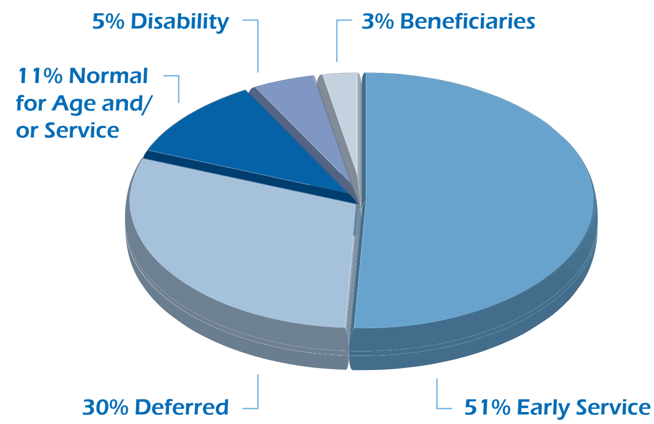
This form of payment provides an increased monthly benefit prior to age 65. When a member reaches age 65, retirement benefits will be reduced by the projected amount of their primary Social Security benefit. The purpose of this option is to provide for a more level total retirement income before and after age 65, taking into account the federal Social Security benefits. There are no monthly payments to a beneficiary after the member's death.

Joint and Survivor Benefit Option

This form of payment provides a reduced benefit during a member's lifetime. Upon the member's death, the same amount or a designated fraction (25%, 50% or 75%) will continue to be paid to a designated beneficiary, if living.

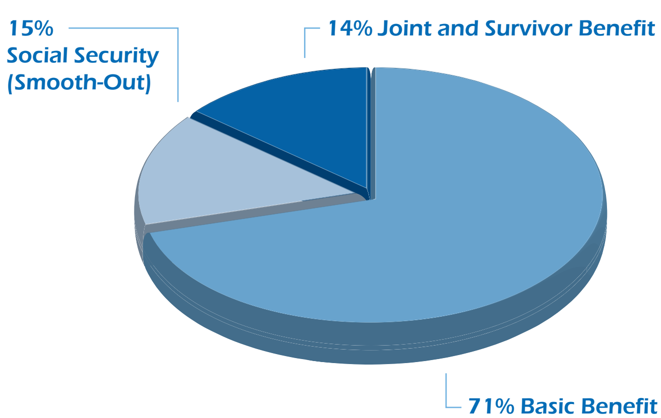
Retirement Types for All Retirees

As of June 30, 2022



Benefit Payment Options for All Retirees

As of June 30, 2022



Schedule of Average Benefit Payments

Retirements Effective July 1, 2013 to June 30, 2022

	Years of Creditable Service						
	0-5	5-10	10-15	15-20	20-25	25-30	30+
FY 2022							
Average monthly benefit	$193	$369	$1,123	$1,431	$2,312	$3,615	$3,496
Average final salary	$38,175	$33,257	$59,249	$54,722	$70,322	$78,885	$70,716
Number of retired members	1	18	15	24	13	34	19
FY 2021							
Average monthly benefit	$256	$270	$897	$1,170	$1,842	$3,935	$4,226
Average final salary	$39,418	$34,704	$53,128	$46,577	$53,898	$84,101	$81,024
Number of retired members	1	24	13	16	15	35	27
FY 2020							
Average monthly benefit	$210	$295	$686	$1,137	$2,229	$3,022	$2,956
Average final salary	$84,906	$35,361	$43,835	$50,424	$70,850	$64,920	$54,641
Number of retired members	1	26	17	13	27	28	98
FY 2019							
Average monthly benefit	$488	$343	$744	$1,352	$1,546	$3,399	$3,224
Average final salary	$85,690	$34,903	$39,025	$47,110	$50,916	$72,880	$62,348
Number of retired members	6	43	21	16	12	30	24
FY 2018							
Average monthly benefit	$255	$238	$910	$1,266	$1,718	$2,991	$3,331
Average final salary	$41,363	$25,826	$53,314	$49,956	$50,019	$65,135	$67,468
Number of retired members	2	27	22	16	8	20	38
FY 2017							
Average monthly benefit	$146	$293	$816	$1,352	$1,952	$3,214	$2,713
Average final salary	$52,541	$31,507	$44,095	$60,070	$56,857	$66,133	$52,548
Number of retired members	2	22	26	15	13	17	21
FY 2016							
Average monthly benefit	$0	$217	$1,019	$1,395	$1,769	$3,227	$3,538
Average final salary	$0	$26,320	$53,657	$48,659	$56,612	$69,436	$65,794
Number of retired members	0	28	15	18	20	36	22
FY 2015							
Average monthly benefit	$616	$270	$734	$1,081	$1,298	$2,994	$2,834
Average final salary	$116,696	$29,673	$46,794	$51,058	$57,990	$64,902	$56,033
Number of retired members	3	40	33	19	8	20	19
FY 2014							
Average monthly benefit	$0	$270	$631	$1,265	$1,920	$2,624	$2,824
Average final salary	$0	$28,316	$38,490	$45,144	$49,749	$55,108	$50,571
Number of retired members	0	41	40	15	24	39	100
FY 2013							
Average monthly benefit	$199	$264	$508	$819	$1,499	$2,582	$3,142
Average final salary	$75,193	$30,468	$31,411	$40,595	$50,062	$61,874	$58,771
Number of retired members	2	37	30	16	21	30	38

Schedule of Membership *June 30, 2022*

Active Defined Benefit Plan Members — By Departments and Agencies

Animal Care & Control		2
Assessor of Real Estate		7
Citizen Service & Response		3
City Attorney's Office		8
City Auditor		1
City Clerk		2
City Council		1
Department of Community Wealth Building		1
Department of Budget & Strategic Planning		0
Department of Community Development		13
Department of Economic Development		2
Department of Emergency Communications		9
Department of Finance		5
Department of Fire & Emergency Services		369
General Employees	4	
Firefighters	365	
Department of Human Resources		7
Department of Information Technology		14
Department of Parks, Recreations & Community Facilities		49
Department of Procurement Services		1
Department of Public Utilities		137
Department of Public Works		101
Department of Social Services		56
Housing & Community Development		3
Inspector General		1
Juvenile Justice Services		13
Office of the Chief Administrative Officer		1
Minority Business Enterprise		1
Office of the Mayor		1
Public Library		13
Richmond Behavioral Health Authority		17
Richmond Police Department		538
General Employees	37	
Police Officers	501	
Richmond Retirement System		1
Human Services		2
Total		**1,379**

Retired Members

General Employees	2,957
Police & Fire Employees	1,254
City Council Members	3
Total	**4,214**

Terminated Vested Defined Benefit Plan Members

General Employees	1,227
Police & Fire Employees	314
City Council Members	-
Total	**1,541**

Active Defined Contribution 401(a) Plan Members

General Employees	2,472
Police & Fire Employees	46
Total	**2,518**
Total Terminated Vested Defined Contribution Members	458
Total Membership	**10,110**

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www.rva.gov/retirement-system

Richmond Retirement System

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