



**GENERAL EMPLOYEES RETIREMENT FUND  
BOARD OF TRUSTEES  
REGULAR MEETING AGENDA PACKAGE**

**Tuesday, December 15, 2015**



**GENERAL EMPLOYEES RETIREMENT FUND  
BOARD OF TRUSTEES  
REGULAR MEETING AGENDA  
TUESDAY – DECEMBER 15, 2015 - 1:00 P.M.**

- Trustees:** Ernest Carrera - Chairman; Alan Weiner - Vice Chairman; Derwin Bright - Trustee; Karl Craig - Trustee; Steve Kenny - Trustee; Julio Muniz - Trustee; Sonya Little - Chief Financial Officer
- Supporting Staff:** Natasha Neagu, Pension Plan Supervisor and Recording Secretary; Mark L. Boghich, III – Retiring Pension Plan Supervisor; Justin Vaske - Assistant City Attorney and Board Attorney; Terrie Williams - Accounting Operations Manager; Deborah Hodo - Pension Reporting Accountant; Rosie Santos - Pension Relationship Accountant; Tammy Shaw - Accounting Technician I
- Consultants:** Jason Pulos - Asset Consulting Group; Stephen Lambert Oswald and Bruce Crosswhite - AON/Hewitt
- Location and Time:** City Council Chambers, 3<sup>rd</sup> Floor, 315 E. Kennedy Blvd., Tampa, Florida 33602, December 15, 2015, 1:00 p.m.

*Any person who decides to appeal any decision of the Board of Trustees with respect to any matter considered at this meeting will need a record of the proceedings, and for such purpose, may need to hire a court reporter to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. **In accordance with the Americans with Disabilities Act and Section 286.26, Florida Statutes, persons with disabilities needing special accommodations to participate in this meeting should contact the General Employees Pension Office at least 48 hours prior to the date of the meeting.***

**Page Numbers**

- I. **Roll Call**
- II. **Public Comments - Ten (10) Minutes Total – Three (3) Minutes per Speaker**
- III. **Approval of Minutes**  
Meeting Minutes for November 17, 2015 **(Motion)** ..... 3 – 7
- IV. **Medical Disability Hearing**  
Ronald Richardson **(Motion)** ..... Handout
- V. **Staff Report**
  - 1. November 2015 Performance Reports - ACG..... 8 – 12
  - 2. DROP Rate of Return for the Year Ending Sept. 30, 2015 - Option 1 **(Motion)**..... Handout
  - 3. DROP Rate of Return for the Year Ending Sept. 30, 2015 – Option 2 **(Motion)**..... 14 - 15
  - 4. JP Morgan Money Market Daily Rate of Return – Dec. 1, 2015 **(Motion)** ..... 16 - 17
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**VI. Death Verification Service Vendor Discussion**

**VII. Consent Agenda (Motion)**

Retirement Benefits & Estate Payments:

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1. COMSERV - (Nov. 30th) - \$ 62.00..... 22

Quarterly Invoices:

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Miscellaneous Invoices:

- 1. Workhealth (Richardson) - \$1,500.00..... 24
- 2. Tampa Occupational Health Services (Richardson) - \$1,200.00..... 25
- 3. Ford & Harrison - #641585 - \$450.00 ..... 26
- 4. Ford & Harrison - #641588 - \$856.00 ..... 27
- 5. Ford & Harrison - #641589 - \$1,580.00 ..... 28
- 6. Ford & Harrison - #641590 - \$84.00 ..... 29
- 7. Shumaker, Loop & Kendrick, LLP - #496785 - \$280.00 ..... 30

**VIII. Adjournment**

**Upcoming Meeting Schedule – City Council Chambers:**

Regular Board Meeting - Tuesday, January 19, 2016 - 1:00 p. m.



**GENERAL EMPLOYEES RETIREMENT FUND  
BOARD OF TRUSTEES - REGULAR MEETING MINUTES  
TUESDAY – NOVEMBER 17, 2015 - 1:00 p.m.**

The Board of Trustees for the General Employees Retirement Fund convened in a regular session at 1:00 p.m. on this 17<sup>th</sup> day of November, 2015 in the City Council Chambers, City Hall, 3<sup>rd</sup> Floor, 315 E. Kennedy Blvd., Tampa, FL 33602.

**Support Staff:** Mark L. Boghich III, Retiring Pension Plan Supervisor and Recording Secretary; Natasha Neagu, Pension Plan Supervisor; Justin Vaske, ACA and Board Attorney; Terrie Williams, Accounting Operations Manager; Deborah Hodo, Pension Reporting Accountant; Rosie Santos, Pension Relationship Accountant; Tammy Shaw, Accounting Technician I.

**Consultants to Board:** Jason Pulos, Asset Consulting Group; Stephen Lambert Oswald and Bruce Crosswhite, AON/Hewitt

**I. ROLL CALL**

Mr. Carrera, Chairman, presiding, brought the meeting to order at 1:00 p.m.

**Board Members Present Included:** Ernest Carrera, Chairman; Sonya Little, Chief Financial Officer; Julio Muniz, Trustee; Steve Kenny, Trustee; and Karl Craig, Trustee. Board Members Absent include: Alan Weiner, Vice Chairman; and Derwin Bright, Trustee.

**II. PUBLIC COMMENTS- Ten (10) Minutes Total – Three (3) Minutes per Speaker**

None.

**III. ANNUAL ELECTION**

Mark Boghich informed the board that it is Board policy at the board meeting to elect a new Chair and Vice Chair at the November board meeting.

1. 2016 Annual Election - Chair

**MOTION: (Kenny/Muniz) On a motion made by Mr. Kenny, and seconded by Mr. Muniz, the Board elected to retain Mr. Ernest Carrera as Board Chairman for 2016. MOTION CARRIED.**

2. 2016 Annual Election – Vice-Chair

**MOTION: (Kenny/Carrera) On a motion made by Mr. Kenny, and seconded by Mr. Carrera, the Board elected to retain Mr. Weiner as Board Vice-Chairman for 2016. MOTION CARRIED.**

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**IV. APPROVAL OF MINUTES**

Mr. Boghich requested the board approve the minutes from the October 20th, 2015 meeting.

**MOTION: (Muniz/Kenny) On a motion made by Mr. Muniz, and seconded by Mr. Kenny to approve the minutes from the October Board meeting stands approved as presented. MOTION CARRIED.**

The Board then presented a plaque to Mr. Randy Goers for his years of service to the General Employees Retirement Fund Board of Trustees.

**V. STAFF REPORT**

**1. October 2015 and Quarterly Performance Reports – Jason Pulos, ACG**

The market value of the Total Fund (“Fund”) was approximately \$672.5 million at the end of October 2015, which was up approximately \$42 million from the end of September 2015. During the month, the S&P 500 advanced over 8.0%. Strength in the equity markets were not limited to U.S. Large Cap but filtered through to U.S. Small Cap and Non-US equities as well. The strong October performance followed a challenging third quarter, a period when the Fund declined by 5.7% as Equities struggled due to global worries and US monetary policy uncertainty. The Fund’s intermediate term performance remains strong both in absolute terms and relative to the Policy Index. Over the trailing three years ending October 2015, the Fund advanced 9.5% per annum relative to an 8.9% return for the Policy Index. Over the trailing five years ending October 2015, the Fund advanced 8.4% per annum relative to an 8.2% return for the Policy Index.

**2. Investment Policy Update**

ACG made a recommendation for an administrative Investment Policy update to reflect a recent manager change in the portfolio.

**MOTION: (Kenny/Little) On a motion made by Mr. Kenny, and seconded by Ms. Little to approve the Investment Policy Update. MOTION CARRIED.**

**3. Real Estate Cap Managers Presentations**

**a. UBS – U.S. Real Estate – Maria Basceta, Executive Director**

Organization

Over the past year, we have had a net staff increase of 7. As we have been adding to our assets under management, we have been adding to staff. All of the positions added were director level or below. The TPF portfolio management team and the Investment Committee have not changed since last year.

Trumbull Property Fund (TPF)

TPF’s total gross return for the twelve months ended September 30, 2015 was 12.9%, consisting of 5.0% net investment income and 7.6% net realized and unrealized gain. ODCE's 14.9% return was

**BOARD OF TRUSTEES - REGULAR MEETING MINUTES  
NOVEMBER 17, 2015**

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higher by approximately 200 bps primarily due to TPF's lower leverage, of 13.8% versus ODCE at 22.0%. Over the 10 year period however, TPF significantly outperformed ODCE primarily due to lower leverage and a higher allocation to apartments.

From an operating perspective, the fund is performing very well. Portfolio leasing is strong at 94.9%, which reflects the portfolio's focus on income and maintaining occupancy. The same property net operating income for the first nine months of 2015 is 8.7% above the first nine months of 2014. Future lease expiration exposure is limited with only 3% commercial leases expiring through the end of 2015, and only 12% in all of 2016. Leverage is at 13.8%, with an average interest rate of 4%. Through September 30, 2015, the fund closed on 31 acquisitions totaling \$1.8 billion across the 4 property types and an increase in the West. Through September 30, 2015, the fund sold 10 investments totaling \$839.1 million, actively enhancing the quality of the portfolio. The deposit queue as of September 30, 2015 is approximately \$900 million. Any new additions to the queue may deposit on January 4, 2016 or most likely April 1, 2016.

**Quarterly Portfolio Update – 3Q15**

**UBS Realty Investors, LLC**

**Performance - Periods ended September 30, 2015**

	<b><u>Portfolio</u></b>	<b><u>ODCE Benchmark</u></b>
Quarter	3.43%	3.68%
1-year	12.94%	14.93%
3-Years	11.30%	13.45%
5-Years	11.78%	14.02%

*Rates of return are time-weighted; include reinvestment of income and are before deduction of contract changes and management fees, which are applicable on an individual client basis. Past performance is not indicative of future results.*

**b. CBRE CLARION – Global REIT – Mark Babiec, Senior Vice President**

CBRE Clarion Organization

- CBRE Clarion continues to be a leader in global real estate securities
  - 30-year track record.
- Strong “State of the Firm” – Business, Personnel, Process and Performance.
- Experienced and Stable Team – 37 investment professionals, 5 global offices.

Listed Real Estate Markets

- Global property stocks are up modestly year-to-date +0.9%.
- Positive returns in Europe and the Americas have been offset by negative performance in the Asia-Pacific region.
  - Performance led by Europe +13.8%, followed by North America +0.9% and the Asia-Pacific region -5.0%.

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Investment Outlook

- Property fundamentals are stable and have been improving.
- Moderate economic growth combined with limited new construction and accommodative central bank policy.
- Solid earnings and dividend growth.
- Valuations are attractive, at an 11% discount to NAV.

**4. Recording Secretary Resolution**

Mark Boghich informed the board that due to his upcoming retirement that a new Recording Secretary would need to be appointed. Mr. Boghich stated that it was viewed appropriate to appoint Natasha Neagu the new Recording Secretary because she is the current Custodian of Records.

**MOTION: (Muniz/Kenny) On a motion made by Mr. Muniz, and seconded by Mr. Kenny to approve the resolution appointing Natasha Neagu Recording Secretary. MOTION CARRIED.**

**5. Update on Pension ERP System Project**

Mark Boghich updated the board on the current status of the ERP System. He stated that as reported to the board months ago the current payment system is utilized by both the General Employees and Fire & Police pension offices. Both administrations along with the City's Technology and Innovation developed an RFP. This became public the week prior. The purpose of the RFP is to hire a consultant to come in, look at the current system; determine if best practices are being used; gather requirements; and develop a RFP for a new system.

<b>VI. CONSENT AGENDA</b>
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Mr. Boghich advised the Consent Agenda has been reviewed and the items listed are true, correct, have been evaluated and audited to ensure contract compliance and correctness.

Retirement Benefits & Estate Payments:

Longevity Retirements, DROP Applicants, DROP to Longevity, Deferred Retirements, Deferred to Longevity Retirements, Disability Retirement, Spouse Benefits and Estate Payments.

Monthly Invoices:

1. COMSERV - (Oct. 27<sup>th</sup> & Nov. 12th) - \$ 124.00

Quarterly Invoices:

1. Aberdeen - \$ 59,346.33
2. CBRE-Clarion - \$ 52,502.00
3. ClariVest - \$ 31,745.45
4. Dodge & Cox - \$ 73,976.12
5. Fisher - \$ 100,837.68
6. GW Capital - \$ 36,552.92
7. State Street - \$ 8,441.06

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8. Taplin, Canida & Habacht - \$ 33,902.78
9. Waddell & Reed - \$ 105,023.91
10. Wellington - \$ 38,024.60

Deducted from Account:

1. Brandywine - \$ 63,408.32
2. Marathon-London - \$33,436.00
3. Mercator - \$ 28,874.00
4. UBS Trumbull - \$ 102,635.42

Miscellaneous Invoices:

1. Allegra - \$ 35.54
2. FPPTA 2016 Membership Renewal - \$600.00
3. FPPTA 2016 Membership Renewal – Derwin Bright - \$30.00
4. FPPTA 2016 Membership Renewal – Deborah Hodo - \$30.00
5. FPPTA 2016 Membership Renewal – Steve Kenny - \$30.00
6. NAPPA 2016 Membership Renewal - \$450.00
7. NCPERS 2016 Membership Renewal - \$500.00
8. Shumaker Loop & Kendrick - # 493134 - \$437.50

**MOTION: (Little/Kenny) On a motion made by Ms. Little and seconded by Mr. Kenny for the approval of the Consent Agenda as presented. MOTION CARRIED.**

<b>VI. MEETING SCHEDULE</b>
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The next Regular Board meeting will be held at 1:00 p.m., Tuesday, December 15th, 2015, in City Council Chambers.

<b>VII. ADJOURNMENT</b>
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There being no further business, Chair Carrera adjourned the meeting at 2:12 p.m.

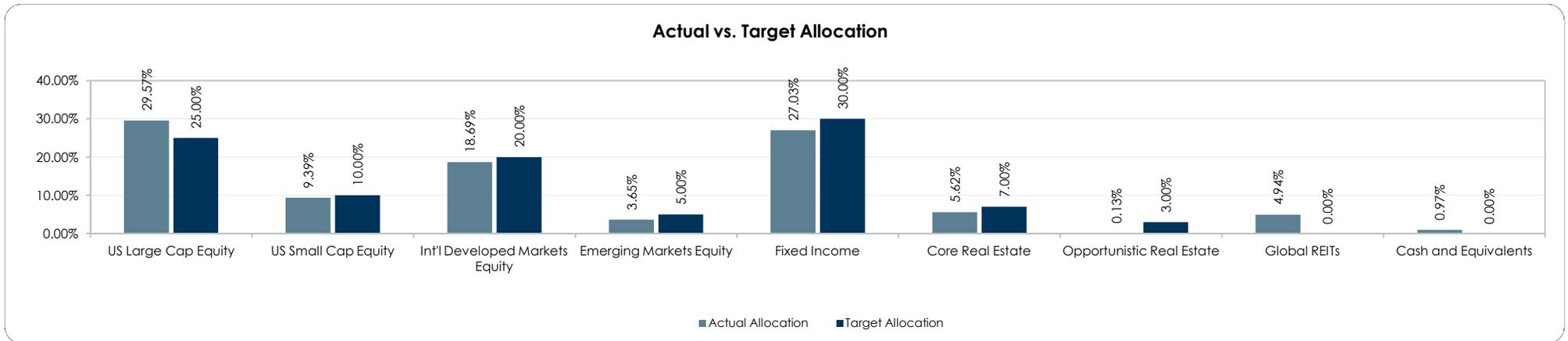
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CHAIRMAN – Ernest P. Carrera

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PENSION PLAN SUPERVISOR - Mark L. Boghich, III

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RECORDING SECRETARY - Mark L. Boghich, III

### City of Tampa General Employees' Retirement Fund

For the Periods Ending November 30, 2015



Asset Class	Market Value (\$000s)	Actual Allocation (%)	Target Allocation (%)	Over/Under (%)	Range Min - Max (%)
<b>Total Portfolio</b>	<b>666,567</b>	<b>100.00</b>	<b>100.00</b>		
<b>Equity</b>	<b>408,618</b>	<b>61.30</b>	<b>60.00</b>	<b>1.30</b>	<b>55.00 - 65.00</b>
US Large Cap Equity	197,121	29.57	25.00	4.57	20.00 - 30.00
US Small Cap Equity	62,622	9.39	10.00	-0.61	7.00 - 13.00
Int'l Developed Markets Equity	124,553	18.69	20.00	-1.31	17.00 - 23.00
Emerging Markets Equity	24,323	3.65	5.00	-1.35	3.00 - 7.00
<b>Fixed Income</b>	<b>180,205</b>	<b>27.03</b>	<b>30.00</b>	<b>-2.97</b>	<b>23.00 - 37.00</b>
<b>Real Assets</b>	<b>71,291</b>	<b>10.70</b>	<b>10.00</b>	<b>0.70</b>	<b>7.00 - 13.00</b>
Core Real Estate	37,483	5.62	7.00	-1.38	5.00 - 12.00
Opportunistic Real Estate	873	0.13	3.00	-2.87	1.00 - 5.00
Global REITs	32,935	4.94	0.00	4.94	0.00 - 5.00
<b>Cash and Equivalents</b>	<b>6,453</b>	<b>0.97</b>	<b>0.00</b>	<b>0.97</b>	

	Market Value (\$000s)	Actual Allocation (%)	1 Month (%)	FYTD (%)	YTD (%)	1 Year (%)	3 Years (%)	5 Years (%)	10 Years (%)	Since Inception (%)
<b>Total Portfolio (07/85)</b>	<b>666,567</b>	<b>100.00</b>	<b>-0.29</b>	<b>4.65</b>	<b>0.89</b>	<b>0.22</b>	<b>8.92</b>	<b>8.55</b>	<b>6.26</b>	<b>8.65</b>
<i>Policy Index</i> <sup>1</sup>			-0.28	4.50	1.31	0.81	8.47	8.34	6.16	--

<sup>1</sup> The Policy Index consists of 30% Barclays US Aggregate, 20% MSCI EAFE, 25% Russell 1000, 10% Russell 2000, 5% MSCI Emerging Markets, 5% NFI ODCE net and 5% FTSE EPRA/NAREIT Developed RE. Prior to June 2014, the Policy Index consisted of 30% Barclays US Aggregate, 18% MSCI EAFE, 29% Russell 1000, 7% Russell 2000, 3% MSCI EAFE SMID NetDiv, 3% MSCI Emerging Markets, 5% NFI ODCE net and 5% FTSE EPRA/NAREIT Developed RE. Prior to August 2009, the Policy Index consisted of 30% Barclays US Aggregate, 18% MSCI EAFE, 32% Russell 1000, 8% Russell 2000, 3.5% MSCI EAFE Small Cap, 3.5% MSCI Emerging Markets, and 5% NFI ODCE net.

## City of Tampa General Employees' Retirement Fund

For the Periods Ending November 30, 2015

	Market Value (\$000s)	Actual Allocation (%)	1 Month (%)	FYTD (%)	YTD (%)	1 Year (%)	3 Years (%)	5 Years (%)	10 Years (%)	Since Inception (%)
<b>Total Portfolio (07/85)</b>	<b>666,567</b>	<b>100.00</b>	<b>-0.29</b>	<b>4.65</b>	<b>0.89</b>	<b>0.22</b>	<b>8.92</b>	<b>8.55</b>	<b>6.26</b>	<b>8.65</b>
<i>Policy Index</i> <sup>1</sup>			-0.28	4.50	1.31	0.81	8.47	8.34	6.16	--
<b>US Large Cap Equity (04/02)</b>	<b>197,121</b>	<b>29.57</b>	<b>-0.02</b>	<b>8.56</b>	<b>4.11</b>	<b>3.74</b>	<b>17.92</b>	<b>15.11</b>	<b>8.17</b>	<b>7.87</b>
<i>S&amp;P 500</i>			0.30	8.76	3.01	2.75	16.09	14.40	7.48	6.59
<b>US Small Cap Equity (01/99)</b>	<b>62,622</b>	<b>9.39</b>	<b>3.44</b>	<b>8.76</b>	<b>1.03</b>	<b>2.97</b>	<b>14.92</b>	<b>13.00</b>	<b>7.94</b>	<b>11.14</b>
<i>Russell 2000</i>			3.25	9.07	0.64	3.51	14.92	12.02	7.31	7.78
<b>Non US Equity (03/03)</b>	<b>148,876</b>	<b>22.33</b>	<b>-1.27</b>	<b>6.27</b>	<b>-1.05</b>	<b>-4.91</b>	<b>5.05</b>	<b>4.43</b>	<b>4.46</b>	<b>8.84</b>
<i>Non US Equity Index</i> <sup>2</sup>			-2.01	5.52	-1.84	-5.44	5.51	4.81	4.24	9.37
<b>Fixed Income (10/84)</b>	<b>180,205</b>	<b>27.03</b>	<b>-0.70</b>	<b>-0.23</b>	<b>-2.03</b>	<b>-2.30</b>	<b>0.54</b>	<b>3.09</b>	<b>4.75</b>	<b>6.83</b>
<i>Barclays US Aggregate</i>			-0.26	-0.25	0.88	0.97	1.50	3.09	4.65	7.44
<b>Real Assets (07/02)</b>	<b>71,291</b>	<b>10.70</b>	<b>-1.17</b>	<b>1.40</b>	<b>4.72</b>	<b>6.74</b>	<b>9.87</b>	<b>10.54</b>	<b>6.75</b>	<b>8.27</b>
<i>Real Assets Composite Index</i> <sup>3</sup>			-1.08	1.75	4.91	6.73	10.23	11.37	6.54	--
<b>Cash and Equivalents (06/93)</b>	<b>6,453</b>	<b>0.97</b>	<b>0.01</b>	<b>0.01</b>	<b>0.40</b>	<b>0.41</b>	<b>0.23</b>	<b>0.23</b>	<b>1.48</b>	<b>3.08</b>
<i>US T-Bills 90 Day</i>			0.01	-0.00	0.02	0.02	0.05	0.07	1.29	2.79

<sup>2</sup> The Non US Equity Index consists of 80% MSCI EAFE and 20% MSCI Emerging Markets Index. Prior to June 2014, the Non U.S. Equity Policy Index consisted of 75% MSCI EAFE, 12.5% MSCI EAFE SMID NetDiv, and 12.5% MSCI Emerging Markets Index.

<sup>3</sup> The Real Assets Composite Index consists of 50% NFI ODCE net and 50% FTSE EPRA/NAREIT Developed RE Index.

## City of Tampa General Employees' Retirement Fund

For the Periods Ending November 30, 2015

	Market Value (\$000s)	Actual Allocation (%)	1 Month (%)	FYTD (%)	YTD (%)	1 Year (%)	3 Years (%)	5 Years (%)	10 Years (%)	Since Inception (%)
<b>US Large Cap Equity (04/02)</b>	<b>197,121</b>	<b>29.57</b>	<b>-0.02</b>	<b>8.56</b>	<b>4.11</b>	<b>3.74</b>	<b>17.92</b>	<b>15.11</b>	<b>8.17</b>	<b>7.87</b>
<i>S&amp;P 500</i>			0.30	8.76	3.01	2.75	16.09	14.40	7.48	6.59
<b>Waddell &amp; Reed Investment Management (12/04)</b>	<b>101,313</b>	<b>15.20</b>	<b>0.30</b>	<b>9.45</b>	<b>9.12</b>	<b>8.24</b>	<b>19.19</b>	<b>15.71</b>	<b>9.50</b>	<b>10.07</b>
<i>Russell 1000 Growth</i>			0.28	8.92	7.24	6.12	17.39	15.10	8.66	8.76
<b>Dodge &amp; Cox Incorporated (04/02)</b>	<b>95,808</b>	<b>14.37</b>	<b>-0.36</b>	<b>7.63</b>	<b>-1.29</b>	<b>-1.17</b>	<b>16.29</b>	<b>14.26</b>	<b>6.60</b>	<b>7.93</b>
<i>Russell 1000 Value</i>			0.38	7.96	-1.71	-1.11	14.68	13.47	6.45	6.76
<b>US Small Cap Equity (01/99)</b>	<b>62,622</b>	<b>9.39</b>	<b>3.44</b>	<b>8.76</b>	<b>1.03</b>	<b>2.97</b>	<b>14.92</b>	<b>13.00</b>	<b>7.94</b>	<b>11.14</b>
<i>Russell 2000</i>			3.25	9.07	0.64	3.51	14.92	12.02	7.31	7.78
<b>WTC SC 2000 (01/99)</b>	<b>25,957</b>	<b>3.89</b>	<b>3.31</b>	<b>8.71</b>	<b>2.07</b>	<b>5.57</b>	<b>18.41</b>	<b>15.41</b>	<b>10.27</b>	<b>11.44</b>
<i>Russell 2000</i>			3.25	9.07	0.64	3.51	14.92	12.02	7.31	7.78
<b>ClariVest Asset Management (07/07)</b>	<b>15,597</b>	<b>2.34</b>	<b>4.15</b>	<b>9.78</b>	<b>7.74</b>	<b>8.80</b>	<b>19.59</b>	<b>15.35</b>	<b>--</b>	<b>6.12</b>
<i>Russell 2000 Growth</i>			3.66	9.54	3.56	6.63	17.26	13.41	8.47	7.38
<b>GW Capital (03/12)</b>	<b>21,067</b>	<b>3.16</b>	<b>3.08</b>	<b>8.07</b>	<b>-4.60</b>	<b>-3.81</b>	<b>8.43</b>	<b>--</b>	<b>--</b>	<b>9.30</b>
<i>Russell 2000 Value</i>			2.84	8.60	-2.32	0.35	12.59	10.60	6.07	11.29
<b>Non US Equity (03/03)</b>	<b>148,876</b>	<b>22.33</b>	<b>-1.27</b>	<b>6.27</b>	<b>-1.05</b>	<b>-4.91</b>	<b>5.05</b>	<b>4.43</b>	<b>4.46</b>	<b>8.84</b>
<i>Non US Equity Index <sup>2</sup></i>			-2.01	5.52	-1.84	-5.44	5.51	4.81	4.24	9.37
<b>Int'l Developed Markets Equity</b>										
<b>Marathon-London International Fund (08/15)</b>	<b>61,343</b>	<b>9.20</b>	<b>-0.69</b>	<b>6.50</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>-3.58</b>
<b>Fisher Investments (07/03)</b>	<b>63,211</b>	<b>9.48</b>	<b>-1.02</b>	<b>7.33</b>	<b>1.53</b>	<b>-1.63</b>	<b>7.37</b>	<b>6.49</b>	<b>5.02</b>	<b>8.44</b>
<i>MSCI EAFE (07/03)</i>			-1.54	6.16	0.95	-2.52	7.06	5.99	4.11	7.63
<i>MSCI EAFE Value (08/15)</i>			-2.47	4.72	-3.38	-6.68	5.71	5.18	3.14	-9.13
<i>MSCI EAFE Growth (07/03)</i>			-0.68	7.52	5.27	1.63	8.33	6.73	5.02	7.77
<b>Emerging Markets Equity</b>										
<b>Aberdeen Asset Management (06/08)</b>	<b>24,323</b>	<b>3.65</b>	<b>-3.34</b>	<b>3.04</b>	<b>-11.17</b>	<b>-16.40</b>	<b>-4.50</b>	<b>-0.17</b>	<b>--</b>	<b>2.89</b>
<i>MSCI Emerging Markets</i>			-3.89	2.97	-12.70	-16.68	-4.22	-2.72	4.78	-2.49

## City of Tampa General Employees' Retirement Fund

For the Periods Ending November 30, 2015

	Market Value (\$000s)	Actual Allocation (%)	1 Month (%)	FYTD (%)	YTD (%)	1 Year (%)	3 Years (%)	5 Years (%)	10 Years (%)	Since Inception (%)
<b>Fixed Income (10/84)</b>	<b>180,205</b>	<b>27.03</b>	<b>-0.70</b>	<b>-0.23</b>	<b>-2.03</b>	<b>-2.30</b>	<b>0.54</b>	<b>3.09</b>	<b>4.75</b>	<b>6.83</b>
<i>Barclays US Aggregate</i>			-0.26	-0.25	0.88	0.97	1.50	3.09	4.65	7.44
<b>Taplin, Canida &amp; Habacht (03/97)</b>	<b>65,682</b>	<b>9.85</b>	<b>-0.43</b>	<b>-0.12</b>	<b>-0.28</b>	<b>-0.38</b>	<b>1.37</b>	<b>3.72</b>	<b>5.06</b>	<b>5.85</b>
<i>Barclays US Aggregate</i>			-0.26	-0.25	0.88	0.97	1.50	3.09	4.65	5.49
<b>State Street Global Advisors (06/03)</b>	<b>57,619</b>	<b>8.64</b>	<b>-0.27</b>	<b>-0.24</b>	<b>0.91</b>	<b>1.02</b>	<b>1.53</b>	<b>3.11</b>	<b>4.76</b>	<b>4.26</b>
<i>Barclays US Aggregate</i>			-0.26	-0.25	0.88	0.97	1.50	3.09	4.65	4.17
<b>Brandywine (02/12)</b>	<b>56,904</b>	<b>8.54</b>	<b>-1.43</b>	<b>-0.34</b>	<b>-6.65</b>	<b>-7.44</b>	<b>-1.23</b>	<b>--</b>	<b>--</b>	<b>0.95</b>
<i>Citigroup World Govt Bond</i>			-2.08	-2.12	-4.45	-5.08	-3.29	0.09	3.46	-2.30
<b>Real Assets (07/02)</b>	<b>71,291</b>	<b>10.70</b>	<b>-1.17</b>	<b>1.40</b>	<b>4.72</b>	<b>6.74</b>	<b>9.87</b>	<b>10.54</b>	<b>6.75</b>	<b>8.27</b>
<i>Real Assets Composite Index <sup>3</sup></i>			-1.08	1.75	4.91	6.73	10.23	11.37	6.54	--
<b>Core Real Estate</b>										
<b>UBS Global Asset Management (09/00) as of 09/15</b>	<b>37,483</b>	<b>5.62</b>	<b>--</b>	<b>--</b>	<b>9.64</b>	<b>12.95</b>	<b>11.29</b>	<b>11.77</b>	<b>7.02</b>	<b>8.58</b>
<i>NFI ODCE Net as of 09/15</i>			--	--	10.52	13.86	12.39	12.94	5.72	--
<b>Opportunistic Real Estate</b>										
<b>Private Real Estate (06/04)</b>	<b>873</b>	<b>0.13</b>	<b>0.38</b>	<b>0.21</b>	<b>33.73</b>	<b>41.99</b>	<b>26.57</b>	<b>20.13</b>	<b>0.66</b>	<b>2.23</b>
<b>Global REITs</b>										
<b>CBRE Clarion (07/09)</b>	<b>32,935</b>	<b>4.94</b>	<b>-2.52</b>	<b>3.07</b>	<b>-1.66</b>	<b>-1.04</b>	<b>7.27</b>	<b>8.63</b>	<b>--</b>	<b>13.11</b>
<i>FTSE EPRA/NAREIT Dev RE</i>			-2.17	3.43	-0.87	-0.42	7.59	9.09	5.72	13.74
<b>Cash and Equivalents (06/93)</b>	<b>6,453</b>	<b>0.97</b>	<b>0.01</b>	<b>0.01</b>	<b>0.40</b>	<b>0.41</b>	<b>0.23</b>	<b>0.23</b>	<b>1.48</b>	<b>3.08</b>
<b>Private Real Estate Residual Cash</b>	<b>0</b>	<b>0.00</b>	<b>--</b>							

Dates reflect the first full month of performance.

FYTD: Fiscal year ending September.

## Market Overview

For the Periods Ending November 30, 2015

	1 Month (%)	FYTD (%)	YTD (%)	1 Year (%)	3 Years (%)	5 Years (%)	10 Years (%)
<b>Equity Markets - Core</b>							
S&P 500	0.30	8.76	3.01	2.75	16.09	14.40	7.48
Russell 1000	0.33	8.45	2.77	2.53	16.10	14.32	7.61
Russell 2000	3.25	9.07	0.64	3.51	14.92	12.02	7.31
Russell 2500	1.96	7.66	1.22	2.60	15.01	12.88	8.03
Russell Mid Cap	0.25	6.47	0.25	0.46	16.07	13.56	8.40
<b>Equity Markets - Growth</b>							
S&P 500/Citigroup Growth	0.12	9.52	7.15	6.13	17.74	15.58	8.87
Russell 1000 Growth	0.28	8.92	7.24	6.12	17.39	15.10	8.66
Russell 2000 Growth	3.66	9.54	3.56	6.63	17.26	13.41	8.47
Russell 2500 Growth	2.26	7.61	3.47	4.79	16.67	13.86	8.94
Russell Mid Cap Growth	0.22	6.53	2.11	1.82	16.44	13.42	8.53
NASDAQ Comp	1.09	10.57	7.87	6.62	19.28	15.38	8.63
<b>Equity Markets - Value</b>							
S&P 500/Citigroup Value	0.51	7.87	-1.48	-0.94	14.29	13.11	5.98
Russell 1000 Value	0.38	7.96	-1.71	-1.11	14.68	13.47	6.45
Russell 2000 Value	2.84	8.60	-2.32	0.35	12.59	10.60	6.07
Russell 2500 Value	1.68	7.71	-0.95	0.48	13.41	11.91	6.99
Russell Mid Cap Value	0.29	6.42	-1.74	-1.00	15.59	13.59	8.05
<b>International Markets</b>							
MSCI EAFE	-1.54	6.16	0.95	-2.52	7.06	5.99	4.11
MSCI World ex US	-1.58	5.84	-0.85	-4.11	6.09	5.27	4.07
MSCI World	-0.45	7.47	1.42	-0.17	11.58	10.13	5.98
<b>Fixed Income</b>							
BofA ML 1 Yr Treasury Note	-0.16	-0.17	0.14	0.05	0.21	0.28	1.82
BofA ML High Yield Master II	-2.24	0.42	-2.12	-3.56	3.07	5.76	7.19
Barclays Intermediate Agg	-0.21	-0.26	1.46	1.30	1.49	2.59	4.37
Barclays US Aggregate	-0.26	-0.25	0.88	0.97	1.50	3.09	4.65
Barclays Intermediate G/C	-0.26	-0.36	1.41	1.09	1.18	2.39	4.14
Barclays US Credit	-0.22	0.25	-0.01	0.00	1.73	4.33	5.36



# **General Employee Retirement Fund**

## **Fund's Net Investment Return**

**Actual Rate of Return for the Period  
October 1, 2014 – September 30, 2015**

**DROP Option 1**

***Note: Information will be distributed at the Board meeting on  
December 15, 2015.***

***Past Performance is not an indicator of Future Results.***



# **General Employee Retirement Fund**

## **Actual 2a-7 Money Market Fund Rate of Return (Low Risk, Variable Rate)**

**October 1, 2014 – September 30, 2015**

**DROP Option 2: + .01%**

***Past Performance is not an indicator of Future Results.***

Performance Data (as of 11/30/2015)

Performance Basics - Monthly	Performance Basics - as of quarter ending 09/30/2015			Cumulative	Calendar Year
------------------------------	--	--	--	------------	---------------

30 day average yield

	1 MONTH	3 MONTHS	YTD	1 YEAR	3 YEARS	5 YEARS	10 YEARS
At NAV	0.00%	0.00%	0.01%	0.01%	0.01%	0.01%	1.27%
<p>N/A: Not available at this time  <i>The performance quoted is past performance and is not a guarantee of future results. Current performance may be higher or lower than the performance data shown. For performance current to the most recent month-end please call 1-800-766-7722 (institutional investors) or 1-800-480-4111 (retail investors).</i></p>							

**PORTFOLIO**

PORTFOLIO STATS    HOLDINGS    DIVIDENDS AND DISTRIBUTIONS

Historical Market-based NAV	Weekly Liquid Assets	Daily Liquid Assets	Net Inflows/Outflows
-----------------------------	----------------------	---------------------	----------------------

**HISTORICAL MARKET-BASED NAV (AS OF 12/07/2015)**



# **General Employee Retirement Fund**

**JP Morgan Funds – Daily Rate  
For U.S. Government Money Market**

**Annualized Rate of Return  
as of December 1, 2015**

**DROP Holding Account Rate: + 0.01%**

**Account where DROP participants' funds are held until Payout Date.**

***Past Performance is not an indicator of Future Results.***

U.S.

## JPMorgan Funds - Daily Rate Report 12/01/2015

Fund Name	TA Fund #	Ticker	Distribution Factor*	1 Day Simple	7 Day Avg	7 Day SEC	30 Day Avg	WAM	WAL	Net Assets
<b>Agency</b>										
Prime MM	349	VMIXX	0.000001276	0.05%	0.05%	0.05%	0.04%	36	48	117,483,632,674.66
Liquid Assets MM	3909	AJLXX	0.000000676	0.02%	0.02%	0.01%	0.02%	23	40	14,858,128,452.35
<b>U.S. Government MM</b>	<b>1603</b>	<b>OGAXX</b>	<b>0.000000616</b>	<b>0.02%</b>	<b>0.02%</b>	<b>0.01%</b>	<b>0.01%</b>	44	92	59,009,930,488.37
U.S. Treasury Plus MM	3917	AJTXX	0.000000274	0.01%	0.01%	0.00%	0.00%	41	54	15,863,584,851.81
Federal MM	355	VFIXX	0.000000753	0.03%	0.03%	0.01%	0.01%	46	86	4,575,050,534.82
100% U.S. Treas MM	676	VPIXX	0.000000137	0.01%	0.01%	0.00%	0.00%	49	89	25,127,930,885.29
Tax Free MM	244	VTIXX	0.000001644	0.06%	0.06%	0.01%	0.03%	21	21	19,231,247,958.02
Municipal MM	3953	JMAXX	0.000001644	0.06%	0.06%	0.01%	0.02%	14	14	3,039,661,491.33

**FOR REPORTING PURPOSES ONLY/NOT TO BE USED AS ADVERTISING OR SALES LITERATURE**

*Must be preceded by a prospectus*

*Past performance is not a guarantee of future results. Current performance may be higher or lower than the performance data shown.*

An investment in a money market fund is not insured by the FDIC or any other government agency. Although money market funds strive to preserve the value of the investment at \$1.00 per share, it is possible to lose money by investing in a money market fund.

The Funds may currently be waiving certain fees and expenses. Please note the removal of the waiver would reduce returns.

JPMorgan Funds are distributed by JPMorgan Distribution Services, Inc., which is an affiliate of JPMorgan Chase & Co. Affiliates of JPMorgan Chase & Co. receive fees for providing various services to the Funds. JPMorgan Distribution Services, Inc., member FINRA/SIPC.

\*Friday's factor includes the weekend.



December 8, 2015

Deborah Hodo  
City of Tampa General Employees Retirement Fund  
306 East Jackson Street 7th Floor E  
Tampa, FL 33602

**Fidelity Real Estate Growth Fund III – Extension of Scheduled Dissolution Date**

Dear Investor:

With the business objectives for most of the fund's properties largely achieved, Fidelity Real Estate Growth Fund III has been actively selling assets. Over the past three years, the fund has fully realized 20 investments and returned nearly \$750 million of capital to investors. On a cumulative basis since inception, FREG III has distributed \$890 million back to investors, which equates to 114% of total contributed capital of \$782 million.

The fund has now fully realized 27 of its 33 investments. The six remaining holdings in the portfolio, together with the fund's cash, had a net asset value of \$150 million as of September 30, 2015. The recent quarterly investment review provided a current status of the remaining properties. In order to facilitate an orderly liquidation of these assets, the General Partner has elected to extend the Scheduled Dissolution Date of the fund for one year from December 30, 2015 to December 30, 2016.

The upcoming fourth quarter report will further update our plan for each asset and the expected timing for their disposition in 2016. In the interim, please do not hesitate to call us with any questions on the fund.

We are proud of the progress made by FREG III and we greatly appreciate your continued support.

Sincerely,

A handwritten signature in black ink that reads "Jeff Gandel".

Jeffrey Gandel  
Long Wharf Real Estate Partners LLC,  
on behalf of the General Partner



# General Employees Retirement Fund

Bob Buckhorn, Mayor

## General Employees Board of Trustees Meeting Schedule

Held the 3<sup>rd</sup> Tuesday of Each Month

*All are invited to attend.*

Contact: Natasha Neagu, (813) 274-8136

Date	Time	Location	Topic
<b>2015</b>			
Dec. 15, 2015	1:00 p.m.	Tampa City Council Chambers, Old City Hall 315 East Kennedy Blvd, Third Floor, Tampa, FL	Regular Monthly Board Meeting
<b>2016</b>			
Jan 19, 2016	1:00 p.m.	Tampa City Council Chambers, Old City Hall 315 East Kennedy Blvd, Third Floor, Tampa, FL	Regular Monthly Board Meeting
Feb 16, 2016	1:00 p.m.	Tampa City Council Chambers, Old City Hall 315 East Kennedy Blvd, Third Floor, Tampa, FL	Regular Monthly Board Meeting
March 15, 2016	1:00 p.m.	Tampa City Council Chambers, Old City Hall 315 East Kennedy Blvd, Third Floor, Tampa, FL	Regular Monthly Board Meeting
April 19, 2016	1:00 p.m.	Tampa City Council Chambers, Old City Hall 315 East Kennedy Blvd, Third Floor, Tampa, FL	Regular Monthly Board Meeting
May 17, 2016	1:00 p.m.	Tampa City Council Chambers, Old City Hall 315 East Kennedy Blvd, Third Floor, Tampa, FL	Regular Monthly Board Meeting
June 21, 2016	1:00 p.m.	Tampa City Council Chambers, Old City Hall 315 East Kennedy Blvd, Third Floor, Tampa, FL	Regular Monthly Board Meeting
July 19, 2016	1:00 p.m.	Tampa City Council Chambers, Old City Hall 315 East Kennedy Blvd, Third Floor, Tampa, FL	Regular Monthly Board Meeting
Aug 16, 2016	1:00 p.m.	Tampa City Council Chambers, Old City Hall 315 East Kennedy Blvd, Third Floor, Tampa, FL	Regular Monthly Board Meeting
Sept 20, 2016	1:00 p.m.	Tampa City Council Chambers, Old City Hall 315 East Kennedy Blvd, Third Floor, Tampa, FL	Regular Monthly Board Meeting
Oct 18, 2016	1:00 p.m.	Tampa City Council Chambers, Old City Hall 315 East Kennedy Blvd, Third Floor, Tampa, FL	Regular Monthly Board Meeting
Nov 15, 2016	1:00 p.m.	Tampa City Council Chambers, Old City Hall 315 East Kennedy Blvd, Third Floor, Tampa, FL	Regular Monthly Board Meeting
Dec 20, 2016	1:00 p.m.	Tampa City Council Chambers, Old City Hall 315 East Kennedy Blvd, Third Floor, Tampa, FL	Regular Monthly Board Meeting
<b>2017</b>			
Jan 17, 2017	1:00 p.m.	Tampa City Council Chambers, Old City Hall 315 East Kennedy Blvd, Third Floor, Tampa, FL	Regular Monthly Board Meeting
Feb 21, 2017	1:00 p.m.	Tampa City Council Chambers, Old City Hall 315 East Kennedy Blvd, Third Floor, Tampa, FL	Regular Monthly Board Meeting
March 21, 2017	1:00 p.m.	Tampa City Council Chambers, Old City Hall 315 East Kennedy Blvd, Third Floor, Tampa, FL	Regular Monthly Board Meeting

# 2016 - General Employees Board of Trustees Annual Planner - Meeting Agenda

CONSULTANT RESPONSIBILITIES											
January	February	March	April	May	June	July	August	September	October	November	December
ACG: Monthly Performance Report	ACG: Monthly Performance Report	ACG: Monthly Performance Report	ACG: Monthly Performance Report	ACG: Monthly Performance Report	ACG: Monthly Performance Report	ACG: Monthly Performance Report	ACG: Monthly Performance Report	ACG: Monthly Performance Report	ACG: Monthly Performance Report	ACG: Monthly Performance Report	ACG: Monthly Performance Report
	ACG: Quarterly Investment Performance Review			ACG: Quarterly Investment Performance Review			ACG: Quarterly Investment Performance Review			ACG: Quarterly Investment Performance Review	
	ACG: Trustee Education Workshop, Real Estate Portfolio	ACG and Manager Annual Report: Fixed Income: Taplin, Canida & Habacht, State Street, and Brandywine	AON: Actuarial Report		ACG and Manager Annual Report: Small Cap: ClariVest, GW, & Wellington		Manager Annual Report: US Large Cap: Dodge & Cox; Waddell & Reed	ACG and Manager Annual Report: Non-US Equity: Aberdeen, Fisher & Marathon		ACG and Manager Annual Report: Real Estate: UBS and CBRE	

STAFF RESPONSIBILITIES											
January	February	March	April	May	June	July	August	September	October	November	December
		Risk Management: Fiduciary Liability Policy Renewal	Financial Statement Presented		Letter to State of Florida (Doug Beckendorf) expected ROR						
Cash Analysis			Cash Analysis			Cash Analysis			Cash Analysis		
Review of Ethics Laws/Rules		ROR for Quarter ending 12/31 and Daily Money Market			ROR for Period 10/1 - 3/31 and Daily Money Market			ROR for Period 10/1 - 6/30 and Daily Money Market			ROR for Year ending 9/30 and Daily Money Market
							Trustee Financial Disclosure Statements Due September 1st		2017 Board Annual Planner Review		
MONTHLY: Minutes, Staff Reports, Consent Agenda and Old/New Business											

**City of Tampa  
General Employees Retirement Fund  
Retirement Benefits & Estate Payments  
Consent Agenda  
December 15, 2015**

**DROP APPLICATION**

<u>Employee Number</u>	<u>Employee Name</u>	<u>Date of Birth</u>	<u>Date Hired</u>	<u>Separation Date</u>	<u>Service</u>		<u>Department</u>
					<u>Yrs</u>	<u>Mos</u>	
28496-00	Marion Sell	11/5/1960	8/31/1981	11/7/2015	34	2	Water
28481-00	Michael Sands	9/18/1960	8/17/1981	11/7/2015	34	2	Wastewater
15478-00	Shelia Pryor	10/2/1958	4/16/2001	11/21/2015	14	7	Public Works

**DEFERRED RETIREMENTS**

<u>Employee Number</u>	<u>Employee Name</u>	<u>Date of Birth</u>	<u>Date Hired</u>	<u>Separation Date</u>	<u>Service</u>		<u>Department</u>
					<u>Yrs</u>	<u>Mos</u>	
45650-00	Debra Jackson	9/4/1959	9/17/2001	8/15/2012	10	11	Public Works
31516-00	Sherry Dampier	6/30/1965	11/11/1984	8/25/2015	30	9	Police
41689-00	Christopher Plummer	7/16/1965	10/5/1998	11/5/2015	17	1	Water
30926-00	Deborah Canalejo	7/31/1963	11/6/1983	3/8/2015	31	3	Public Works
31415-00	Sally Fellmy	11/7/1953	9/4/1984	6/3/1995	10	9	T & I

**DEFERRED TO LONGEVITY RETIREMENTS**

<u>Employee Number</u>	<u>Employee Name</u>	<u>Date of Birth</u>	<u>Date Hired</u>	<u>Separation Date</u>	<u>Service</u>		<u>Department</u>
					<u>Yrs</u>	<u>Mos</u>	
11723-00	Gary Morgan	1/17/1953	8/8/1994	8/9/2004	10	0	Purchasing

**SPOUSE BENEFITS**

<u>Number</u>	<u>Spouse</u>	<u>Decedent</u>	<u>Death</u>
08598-01	Allie McPherson	John Harris	10/16/2015
03844-01	Jane West	William West Jr.	11/17/2015

**ESTATE PAYMENTS**

<u>Number</u>	<u>Beneficiary</u>	<u>Decedent</u>	<u>Death</u>
08598-80	Allie McPherson	John Harris	10/16/2015



7095 SE Twin Oaks Circle, Stuart, FL 34997-4729, 772-781-9433

# INVOICE

Ms. Rosie Santos  
 Relationship Accountant  
 City of Tampa, Florida  
 General Empl. Pension Office  
 306 E. Jackson St, 7th Floor E  
 Tampa, FL 33602

Date: November 30, 2015

Invoice No: 0336/11302015DIS-167

Purchase Order:

Federal ID#: 52-1481319

TERMS: Net due upon receipt.  
 Invoices not paid in 60 days incur a 1.5% per month late charge.

Services provided by COMSERV, Inc related to investigating 2,741 records against a comprehensive computerized data base of deceased persons, which includes social security number validation.

Invoice Amount ..... \$62.00

NOTE: Payment should be made to:

COMSERV, Inc.  
 7095 SE Twin Oaks Circle  
 Stuart, FL 34997-4729

*Approved by  
 Natasha Neason  
 12/10/2015*

PAYMENT SCHEDULE (SEE TERMS: ABOVE)

11/30/2015 - 01/29/2016 (1-60).....	\$62.00
01/30/2016 - 02/28/2016 (61-90).....	\$62.93
02/29/2016 - 03/29/2016 (91-120).....	\$63.86

**TOTAL DUE \$62.00**

Retirement Plan For the City of Tampa  
Deborah D. Hodo  
Pension Accountant  
City of Tampa  
306 East Jackson Street - 050A7E  
Tampa FL 33602

Contact: ANTOLA, MARK 2126238526

**Billing Period:**

**July 1, 2015 through September 30, 2015**

	Remittance USD
Prior Month's Balance	90,547.48
Payments Received as of October 28, 2015	90,547.48
<b>Current Billing Period:</b>	
Custody Fees	15,550.92
Transaction Fees	23,767.00
Cash Movement Fees	1,850.00
Benefit Payments	311.20
Other/Flat Fees	9,967.75
<b>Sub Total of Current Period Fees</b>	<b>51,446.87</b>

**Total Balance Due**

51,446.87

*DN*

*Approved by:  
Natasha Neasom  
12/10/2015*

**Remittance Stub**  
**Billing Period 07/01/2015 - 09/30/2015**

**Invoice 787562**  
**Billing Entity 7068A**

**Please Remit 51,446.87 USD**

**Mail Payment To:** *Payment Due: November 28, 2015*  
GIS Proof & Control  
General Post Office  
P O BOX 26040  
New York, NY 10087 - 6040

**Wire Payments To:**  
JP Morgan Chase Bank  
ABA Number: 021000021  
Account Number: 9009002701  
Reference Invoice 787562  
Reference Billing Entity 7068A



Fax To: 813-274-7289

**TAMPA OCCUPATIONAL HEALTH SERVICES**  
2919 W. Swann Avenue, Suite 402  
Tampa, FL 33609  
Phone (813) 414-9400 FAX (813) 414-9401

EIN:59-3530633 FL580

**INVOICE  
DATE**  
12/2/2015

**City of Tampa Employee Service**  
General Employee Pension Office  
306 E Jackson Street  
Tampa, FL 33602

**BALANCE  
DUE**  
\$ 1,200.00

TERMS: Payment Terms are Net 30 Days

Date of Service	Patient Name	Procedure	Amount
12/2/2105	Ronald Richardson	Independent Medical Examination	1,200.00

Approved by:  
Natasha Neason  
12/10/2015

# FORDHARRISON<sup>LLP</sup>

## Remittance Statement

November 11, 2015

Remittance Statement for services in connection with our file number 011061.0007:

City of Tampa

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Summary of charges for invoice #641585:

CURRENT FEES .....	\$	<u>450.00</u>
CURRENT AMOUNT DUE .....	\$	450.00

Please remit this copy with your payment to:

FORD & HARRISON LLP  
Post Office Box 890836  
Charlotte, NC 28289-0836



Approved by:  
Natasha Neason  
12/10/2015

# FORDHARRISON<sup>LLP</sup>

## Remittance Statement

November 11, 2015

Remittance Statement for services in connection with our file number 011061.0010:

City of Tampa

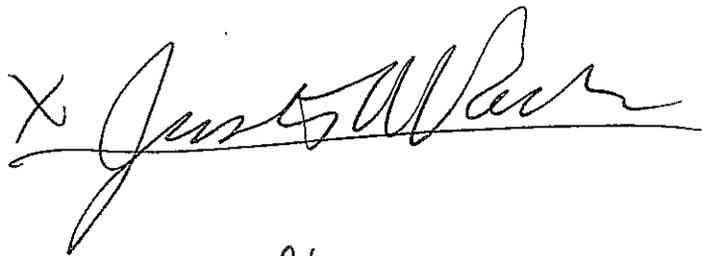
---

Summary of charges for invoice #641588:

CURRENT FEES.....	\$	<u>856.00</u>
CURRENT AMOUNT DUE .....	\$	856.00

Please remit this copy with your payment to:

FORD & HARRISON LLP  
Post Office Box 890836  
Charlotte, NC 28289-0836



Approved by:  
Natalie Neason  
12/10/2015

# FORDHARRISON<sup>LLP</sup>

## Remittance Statement

November 11, 2015

Remittance Statement for services in connection with our file number 011061.0011:

City of Tampa

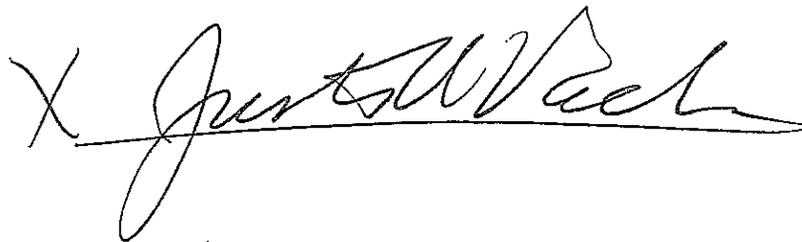
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Summary of charges for invoice #641589:

CURRENT FEES.....	\$	<u>1,580.00</u>
<b>CURRENT AMOUNT DUE .....</b>	<b>\$</b>	<b>1,580.00</b>

Please remit this copy with your payment to:

FORD & HARRISON LLP  
Post Office Box 890836  
Charlotte, NC 28289-0836

X 

Approved by:  
Natalie Neason  
12/10/2015

# FORDHARRISON<sup>LLP</sup>

## Remittance Statement

November 11, 2015

Remittance Statement for services in connection with our file number 011061.0012:

City of Tampa

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Summary of charges for invoice #641590:

CURRENT FEES .....	\$	<u>84.00</u>
CURRENT AMOUNT DUE .....	\$	84.00

Please remit this copy with your payment to:

FORD & HARRISON LLP  
Post Office Box 890836  
Charlotte, NC 28289-0836

*\* Just M. Vach*

Approved by:  
*Natasha Neasmi*  
12/10/2015

**SHUMAKER**  
Shumaker, Loop & Kendrick, LLP

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Tampa, Florida 33602

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Julia Cole Mandell  
City Attorney  
City of Tampa  
315 E Kennedy Boulevard  
5th Floor  
Tampa, FL 33602

Invoice 496785  
November 11, 2015

Federal Tax ID. 34-4439491

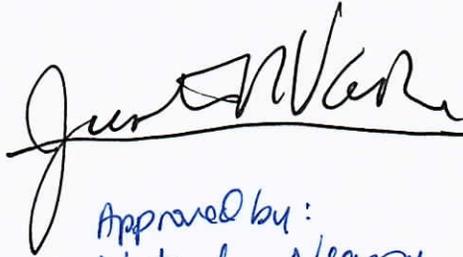
ID: T31652-133650 - RAC

RE: Pension Matters

For Services Rendered Through October 31, 2015

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Current Fees	280.00	
Total Due for this Bill		<u>\$280.00</u>

  
Approved by:  
Natasha Neeson  
12/10/2015

**\*\* PLEASE REMIT THIS PAGE WITH YOUR PAYMENT \*\***

**PAYMENT DUE WITHIN 30 DAYS.**

Invoices remaining unpaid 30 days after date of invoice will be charged a late payment charge of 1.5% per month.