

**CITY OF PHOENIX  
DEFINED CONTRIBUTION PLAN  
SECTION 401(a)**

**FINANCIAL STATEMENTS**

**YEARS ENDED DECEMBER 31, 2021 AND 2020**



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**CITY OF PHOENIX  
DEFINED CONTRIBUTION PLAN SECTION 401(a)  
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## INDEPENDENT AUDITORS' REPORT

City of Phoenix Deferred Compensation Board  
City of Phoenix Defined Contribution Plan  
Phoenix, Arizona

### **Report on the Financial Statements**

#### ***Opinions***

We have audited the accompanying statements of fiduciary net position of the City of Phoenix Deferred Compensation Plan (the Plan) as of December 31, 2021 and 2020, and the related statements of changes in fiduciary net position for the years then ended, and the related notes to the financial statements, which collectively comprise the basic financial statements as listed in the accompanying table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Plan as of December 31, 2021 and 2020 and the changes in financial position for 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 Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

#### ***Responsibilities of Management for the Financial Statements***

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

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 the Plan's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

***Auditors' 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 auditors' report that includes our opinions. 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 the Plan'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 the Plan'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.

City of Phoenix Deferred Compensation Board  
City of Phoenix Defined Contribution Plan

*Required Supplementary Information*

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis on pages 4 through 5 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 audits of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

*CliftonLarsonAllen LLP*

Phoenix, Arizona  
June 6, 2022

**CITY OF PHOENIX DEFINED CONTRIBUTION PLAN**  
**SECTION 401(a)**  
**MANAGEMENT'S DISCUSSION AND ANALYSIS**  
**DECEMBER 31, 2021 AND 2020**

This discussion and analysis of the City of Phoenix Defined Contribution Plan's (the Plan) financial performance provides an overview of the Plan's financial position and activities as of and for the years ended December 31, 2021, 2020, and 2019. Please read it in conjunction with the Plan's financial statements, which follow this section.

**FINANCIAL HIGHLIGHTS**

- Net position available for Plan benefits was \$792 million, \$674 million, and \$582 million as of December 31, 2021, 2020, and 2019, respectively. Changes in net position are primarily attributable to contributions, Plan investment income (loss), and distributions from year to year.
- Variable earnings investment income increased by approximately \$10.6 million, from \$77.9 million for the year ended December 31, 2020, to \$88.5 million for the year ended December 31, 2021. Variable earnings investment income decreased by approximately \$5.8 million, from \$83.7 million for the year ended December 31, 2019 to an \$77.9 million gain for the year ended December 31, 2020. The fluctuations in earnings from year to year were primarily due to market conditions in each fiscal year. The Plan's overall average rate of return on variable earnings investments was 13.05%, 13.9%, and 17.57% for the years ended December 31, 2021, 2020, and 2019, respectively.
- Contributions increased from \$51.6 million for the year ended December 31, 2020 to \$60.2 million for the year ended December 31, 2021. Contributions increased from \$47.8 million for the year ended December 31, 2019 to \$51.6 million for the year ended December 31, 2020. The increase in contributions from year to year is mainly attributable to an increase in the number of participants receiving a fringe and special pay contribution. There were 12,534, 12,691, and 13,879 active Plan participants at December 31, 2021, 2020 and 2019, respectively.
- Distributions to participants decreased from \$39.6 million for the year ended December 31, 2020 to \$32.9 million for the year ended December 31, 2021. Distributions to participants increased from \$29.0 million for the year ended December 31, 2019 to \$39.6 million for the year ended December 31, 2020. The decrease in distributions can be attributed to a decrease in the number of participants receiving a distribution from 2020 to 2021. Much of the decrease was driven by the adoption of the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) in 2020 that was not received in 2021. There were 1,502, 1,740, and 1,508 individuals who received a distribution from the Plan during 2021, 2020 and 2019, respectively.
- Administrative fees and asset fees collected or paid for the years ended December 31, 2021, 2020, and 2019 were approximately \$279,000, \$121,000, and \$407,000, respectively. The increase fees paid in 2021 is due to the fee holiday which was implemented in the second quarter of 2020.

**CITY OF PHOENIX DEFINED CONTRIBUTION PLAN**  
**SECTION 401(a)**  
**MANAGEMENT'S DISCUSSION AND ANALYSIS**  
**DECEMBER 31, 2021 AND 2020**

**Overview of the Financial Statements**

This financial report consists of the Statements of Fiduciary Net Position and the Statements of Changes in Fiduciary Net Position. These statements provide information about the financial position and activities of the Plan as a whole. These amounts are included in the Statement of Fiduciary Net Position in the City of Phoenix's financial statements.

**Table 1**  
**Fiduciary Net Position**

	2021	2020	2019
Investments	\$ 791,338,278	\$ 674,138,395	\$ 580,784,358
Contributions Receivable	347,228	275,383	1,653,368
Net Position Available for Plan Benefits	<u>\$ 791,685,506</u>	<u>\$ 674,413,778</u>	<u>\$ 582,437,726</u>

**Table 2**  
**Changes in Fiduciary Net Position**

	2021	2020	2019
<b>Additions</b>			
Variable Earnings Investment Income (Loss)	\$ 88,522,822	\$ 77,921,946	\$ 83,690,537
Contributions	60,170,428	51,634,405	47,833,491
Interest Income	1,751,987	2,148,601	2,328,971
Total Additions	<u>150,445,237</u>	<u>131,704,952</u>	<u>133,852,999</u>
<b>Deductions</b>			
Distributions to Participants	32,894,247	39,608,128	29,044,861
Administrative Fees and Asset Fees	279,262	120,772	406,719
Total Deductions	<u>33,173,509</u>	<u>39,728,900</u>	<u>29,451,580</u>
Net Increase (Decrease)	<u>\$ 117,271,728</u>	<u>\$ 91,976,052</u>	<u>\$ 104,401,419</u>

**FINANCIAL CONTACT**

The Plan's financial statements are designed to present users with a general overview of the Plan's finances and to demonstrate the trustee's accountability. If you have questions about this report or need additional financial information, contact the Staff Coordinator for the Deferred Compensation and Defined Contribution Plans, City of Phoenix Benefits Office at (602) 534-2202.

**CITY OF PHOENIX DEFINED CONTRIBUTION PLAN  
SECTION 401(a)  
STATEMENTS OF FIDUCIARY NET POSITION  
DECEMBER 31, 2021 AND 2020**

	<u>2021</u>	<u>2020</u>
<b>ASSETS</b>		
<b>INVESTMENTS</b>		
Variable Earnings Investments	\$ 677,783,256	\$ 561,012,037
Fixed Earnings Investments	<u>113,555,022</u>	<u>113,126,358</u>
Total Investments	791,338,278	674,138,395
<b>RECEIVABLES</b>		
Contributions Receivable	<u>347,228</u>	<u>275,383</u>
<b>FIDUCIARY NET POSITION AVAILABLE FOR PLAN BENEFITS</b>	<u><u>\$ 791,685,506</u></u>	<u><u>\$ 674,413,778</u></u>

*See accompanying Notes to Financial Statements.*



**CITY OF PHOENIX DEFINED CONTRIBUTION PLAN**  
**SECTION 401(a)**  
**STATEMENTS OF CHANGES IN FIDUCIARY NET POSITION**  
**YEARS ENDED DECEMBER 31, 2021 AND 2020**

	<u>2021</u>	<u>2020</u>
<b>ADDITIONS</b>		
Variable Earnings Investment Income (Loss)	\$ 88,522,822	\$ 77,921,946
Contributions	60,170,428	51,634,405
Interest Income	<u>1,751,987</u>	<u>2,148,601</u>
Total Additions	150,445,237	131,704,952
<b>DEDUCTIONS</b>		
Distributions to Participants	32,894,247	39,608,128
Asset Fees	255,662	97,522
Administrative Charges	<u>23,600</u>	<u>23,250</u>
Total Deductions	<u>33,173,509</u>	<u>39,728,900</u>
<b>NET INCREASE</b>	117,271,728	91,976,052
<b>FIDUCIARY NET POSITION AVAILABLE FOR PLAN BENEFITS</b>		
Beginning of Year	<u>674,413,778</u>	<u>582,437,726</u>
End of Year	<u><u>\$ 791,685,506</u></u>	<u><u>\$ 674,413,778</u></u>

See accompanying Notes to Financial Statements.

**CITY OF PHOENIX DEFINED CONTRIBUTION PLAN  
SECTION 401(a)  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2021 AND 2020**

**NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**General**

The City of Phoenix Defined Contribution Plan (the Plan) was established pursuant to the City of Phoenix Code Ordinance G-4634, effective December 2004. The City of Phoenix Deferred Compensation Board (the Board) is also named trustee of the Plan.

**Contributions and Contributions Receivable**

The Plan is designed to be a tax-qualified 401(a) defined contribution plan under Internal Revenue Code (IRC) Section 401(a). Amounts contributed by employees are deferred for federal and state income tax purposes until benefits are paid to the employees. The Plan was adopted by the Board effective December 20, 2004 for all general and public safety employees. Public Safety workers retiring on or after June 30, 2005 and before October 1, 2007 may elect to have their accumulated leave and compensatory time contributed to the Plan as a "pickup contribution." Effective June 30, 2005, Sworn Public Safety Workers also became eligible to make an election to have irrevocable contributions made to the Plan by electing a designated percentage of salary reduction. Effective January 1, 2008, the Plan was amended to mandate that 100% of the nonelective employer contribution amounts otherwise payable to them are contributed by the City to this Plan. Eligible employees may make an election to have irrevocable contributions made to the Plan by electing a designated percentage of salary reduction. In accordance with the IRS code, the Plan limits the amount of contributions to an amount not to exceed \$58,000 or 100% of an employee's eligible compensation for the year ended December 31, 2021 and not to exceed \$57,000 or 100% of an employee's eligible compensation for the year ended December 31, 2020, respectively.

Employees who retired between December 20, 2004 and January 7, 2005 receive an accumulated leave/compensatory time contribution to the Plan on their behalf by the City. General employees retiring on or after January 8, 2005 receive an accumulated leave/compensatory time contribution to the Plan on their behalf by the City. Public safety officers retiring on or after July 1, 2007 receive an accumulated leave/compensatory time contribution on their behalf by the City. The aforementioned employer contributions are made as soon as administratively practicable following the employee's retirement. Employee contributions are recognized when such amounts are withheld.

**Participant Accounts**

The Plan is governed by the Board and is administered by a third party.

An employee's interest in his/her account is fully vested at all times. An employee may elect to invest contributions in the following investment options:

- Fixed earnings investments in a City of Phoenix Stable Income Fund option managed by Morley Financial Services, Inc.
- Variable earnings investments consisting of various mutual funds.
- Self-directed option – Personal Choice Retirement Accounts (PCRA) offered by Charles Schwab & Co., Inc. Participants may exchange funds accumulated in the core options of the Plan to a PCRA account, which provides approximately 3,000 additional mutual fund offerings other than the Plan's core options. This option is included in the variable earnings investments.

**CITY OF PHOENIX DEFINED CONTRIBUTION PLAN**  
**SECTION 401(a)**  
**NOTES TO FINANCIAL STATEMENTS**  
**DECEMBER 31, 2021 AND 2020**

**NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**Participant Accounts (Continued)**

With the consent of the Board, an employee may pay over to the Plan any amount which constitutes a rollover contribution as set forth by Section 402(c) or 408(d)(3) of the IRC. The Board may also accept a direct transfer of funds from an eligible retirement plan as defined in the Plan document.

Earnings are credited to individual participants' accounts based upon the investment performance of each specific investment option selected.

**Payment of Benefits**

Employees with assets in the Plan are eligible to receive benefits under the Plan subject to IRS regulations upon retirement, death, or termination of employment with the City. In the case of death, any amount due under the participant's account with certain exceptions is paid to the beneficiary or their estate. Distributions to participants are recorded at the time withdrawals are made from the participant account.

**Use of Estimates in Preparing Financial Statements**

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America may require management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions and deductions during the reporting period. Actual results could differ from those estimates.

**Basis of Accounting**

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America and present the net position available for Plan benefits and the net changes in position.

**Investment Valuation**

Fixed earnings investments consisting solely of the City of Phoenix Stable Income Fund are presented at contract value which approximates fair value. Contributions of participants who elect this investment option for the City of Phoenix Deferred Compensation Program Section 457 Plan and/or the City of Phoenix Defined Contribution Plan Section 401(a) are combined and held in a trust. Each plan has an undivided interest in the trust and each plan's ownership is represented by its proportionate dollar interest. Interest rates are reset quarterly based on prior quarters' performance.

Variable earnings investments (mutual funds), including personal choice retirement accounts, are presented at fair value based on published quotations or the net asset value reported by the investment provider. All purchases and sales of investments are recorded on a trade-date basis.

**CITY OF PHOENIX DEFINED CONTRIBUTION PLAN**  
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**NOTES TO FINANCIAL STATEMENTS**  
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**NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**Variable Earnings Investment Income (Loss)**

Variable earnings investment income consists of dividend income and realized and unrealized gains and losses attributed to the variable earnings investments.

**Interest Income**

During 2021, the Stable Income option paid interest ranging from 1.70% to 1.95%. At December 31, 2021, the actual crediting rate was 1.70%. During 2020, the Stable Income option paid interest ranging from 1.98% to 2.46%. At December 31, 2020, the actual crediting rate was 1.98%. Interest income is recorded as earned on the accrual basis.

**NOTE 2 INVESTMENTS**

Investments held in the name of the Plan at December 31, 2021 and 2020 were as noted below. Investments marked with an asterisk (\*) represent individual investment options which exceed 5% of the net position available for Plan benefits as of December 31, 2021 and 2020. Investments marked with two asterisks (\*\*) represent international mutual funds as of December 31, 2021 and 2020.

	Fair and Carrying Value	
	2021	2020
<b>Fixed Earnings Investments:</b>		
City of Phoenix Stable Income Fund	\$ 113,555,022 *	\$ 113,126,358 *
<b>Variable Earnings Investments, at Fair Value:</b>		
Personal Choice Retirement Account - Charles Schwab	164,222,724 *	139,929,012 *
US Large Cap Stock Portfolio	92,337,505 *	78,361,996 *
American Funds 2035 Target Date Retirement Fund - Class R6	44,820,927 *	35,456,329 *
Vanguard® Institutional Index Fund - Institutional Plus Shares	43,996,705 *	32,623,709
American Funds 2040 Target Date Retirement Fund - Class R6	40,276,231 *	31,259,233
American Funds 2045 Target Date Retirement Fund - Class R6	37,924,642	29,170,178
American Funds 2030 Target Date Retirement Fund - Class R6	37,257,332	31,152,337
US Mid Cap Stock Portfolio	32,811,301	27,834,051
American Funds 2025 Target Date Retirement Fund - Class R6	32,068,660	29,010,091
US Small Cap Stock Portfolio	25,864,465	20,289,817
American Funds 2050 Target Date Retirement Fund - Class R6	25,734,449	19,293,442
EuroPacific Growth Fund® - Class R6	21,849,062 **	20,635,520 **
Metropolitan West Funds - Total Return Bond Fund - Plan Class	18,630,425	18,561,336
American Funds 2020 Target Date Retirement Fund - Class R6	15,200,262	14,096,565
American Funds 2055 Target Date Retirement Fund - Class R6	12,250,400	8,416,443
Vanguard® Extended Market Index Fund - Institutional Shares	9,802,855	7,715,364
American Funds 2060 Target Date Retirement Fund - Class R6	7,915,510	4,935,430
American Funds 2015 Target Date Retirement Fund - Class R6	5,953,150	5,548,645
American Funds 2010 Target Date Retirement Fund - Class R6	4,354,038	3,656,097
Vanguard® Total International Stock Index Fund - Institutional Shares	3,264,796 **	2,074,565 **
PIMCO All Asset Fund - Institutional Class	1,247,817	893,361
Suspense	-	98,516
Total Variable earnings investments	<u>677,783,256</u>	<u>561,012,037</u>
Total Investments	<u>\$ 791,338,278</u>	<u>\$ 674,138,395</u>

**CITY OF PHOENIX DEFINED CONTRIBUTION PLAN**  
**SECTION 401(a)**  
**NOTES TO FINANCIAL STATEMENTS**  
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**NOTE 2 INVESTMENTS (CONTINUED)**

***Custodial credit risk*** is the risk that, in the event of a failure of the counterparty, the Plan would not be able to recover the value of its deposits, investments, or collateral securities that were in the possession of an outside party. Investment securities are exposed to custodial credit risk if they are uninsured or not registered in the name of the Plan and are held by either the counterparty or the counterparty's trust department or agent, but not in the Plan's name.

Variable earnings investments are registered investments for which the securities are held by Nationwide Retirement Solutions, Inc. (NRS), agent for the Plan, in the Plan's name. Therefore, these investments have a minimal level of custodial credit risk. Fixed earnings investments are held in the Plan's name by Morley Financial Services, agent of the Plan. As a result, the investments of the Plan are not exposed to custodial credit risk.

***Credit risk*** is the risk that the Plan will lose money because of the default of the security of the issuer or investment counterparty. The average credit quality rating is calculated using the lowest of all available ratings including but not limited to S&P, Moody's, and Fitch. The Plan's Investments in the City of Phoenix Stable Value Fund had an average credit quality rating of AA as of December 31, 2021 and 2020, respectively.

***Concentration of credit risk*** is the risk of loss attributed to the magnitude of the Plan's investment in a single issuer. The Plan's investments are managed by several fund managers. The concentrations of investments are determined by the participants' elections to invest in the available investment options as selected by the Board. The investments that exceed 5% are identified on page 10.

***Foreign currency risk*** is the risk that changes in exchange rates will adversely affect the fair value of the investment. The Plan allows the option of investments in mutual funds that invest in securities outside the U.S. not required to disclose the individual assets within the fund. The fair value of this investment was \$25,113,858 and \$22,710,085 as of December 31, 2021 and 2020, respectively. The funds are identified on page 10.

***Interest rate risk*** is the risk that changes in interest rates will adversely affect the value of an investment.

**CITY OF PHOENIX DEFINED CONTRIBUTION PLAN**  
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**NOTE 2 INVESTMENTS (CONTINUED)**

As of December 31, 2021 and 2020, the Plan had the following investments and weighted average maturities in its fixed earnings investments, and the following mutual funds which include investments in bonds.

	2021		2020	
	Fair Value	Weighted Average Maturity	Fair Value	Weighted Average Maturity
<b>Fixed Earnings Investment:</b>				
City of Phoenix Stable Income Fund	\$ 113,555,022	3.28	\$ 113,126,358	3.11
	Fair Value	Weighted Duration	Fair Value	Weighted Duration
<b>Variable Earnings Investments:</b>				
American Funds 2035 Target Date Retirement Fund	\$ 44,820,927	5.89	\$ 35,456,329	4.79
American Funds 2040 Target Date Retirement Fund	40,276,231	6.04	31,259,233	5.17
American Funds 2045 Target Date Retirement Fund	37,924,642	5.99	29,170,178	5.21
American Funds 2030 Target Date Retirement Fund	37,257,332	5.40	31,152,337	4.50
American Funds 2025 Target Date Retirement Fund	32,068,660	5.28	29,010,091	4.42
American Funds 2050 Target Date Retirement Fund	25,734,449	5.98	19,293,442	5.16
Metropolitan West Funds - Total Return Bond Fund - Plan Class	18,630,425	6.29	18,561,336	5.66
American Funds 2020 Target Date Retirement Fund	15,200,262	5.21	14,096,565	4.33
American Funds 2055 Target Date Retirement Fund	12,250,400	5.98	8,416,443	5.15
American Funds 2060 Target Date Retirement Fund	7,915,510	5.98	4,935,430	5.15
American Funds 2015 Target Date Retirement Fund	5,953,150	5.08	5,548,645	4.26
American Funds 2010 Target Date Retirement Fund	4,354,038	4.59	3,656,097	3.89
PIMCO All Asset Fund - Institutional Class	1,247,817	4.68	893,361	3.64

Since all investments are participant directed, all risks exist at the participant level. Each individual participant has the ability to liquidate their positions on demand and has responsibility for managing their exposure to fair value loss.

**CITY OF PHOENIX DEFINED CONTRIBUTION PLAN**  
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**NOTE 2 INVESTMENTS (CONTINUED)**

**Fair Value Measurements**

The Authority categorizes their fair value measurements within the fair value hierarchy established by accounting principles generally accepted in the United States of America. The hierarchy is based on the valuation inputs used to measure the fair value of the asset and give the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

*Level 1* – Unadjusted quoted prices for identical instruments in active markets.

*Level 2* – Quoted prices for similar instruments in active markets; quoted prices for identical or similar instruments in markets that are not active; and model-derived valuations in which all significant inputs are observable.

*Level 3* – Valuations derived from valuation techniques in which significant inputs are unobservable.

The categorization of investments within the hierarchy is based upon the pricing transparency of the instrument and should not be perceived as the particular investment's risk.

Variable earnings investments classified in Level 1 of the fair value hierarchy are valued using quoted prices in active markets for these securities.

The Plan has the following fair value measurement as of December 31:

	Fair Value Measurements			
	12/31/2021	Level 1	Level 2	Level 3
<b>Investments at Fair Value</b>				
Variable Earnings Investments	\$ 526,769,966	<u>\$ 526,769,966</u>	<u>\$ -</u>	<u>\$ -</u>
<b>Investments at Contract Value</b>				
Fixed Earnings Investments	113,555,022			
<b>Investments at Net Asset Value</b>				
Investment Options	<u>151,013,290</u>			
Total Investments	<u>\$ 791,338,278</u>			
	Fair Value Measurements			
	12/31/2020	Level 1	Level 2	Level 3
<b>Investments at Fair Value</b>				
Variable Earnings Investments	\$ 434,526,173	<u>\$ 561,012,037</u>	<u>\$ -</u>	<u>\$ -</u>
<b>Investments at Contract Value</b>				
Fixed Earnings Investments	113,126,358			
<b>Investments at Net Asset Value</b>				
Investment Options	<u>126,485,864</u>			
Total Investments	<u>\$ 674,138,395</u>			

**CITY OF PHOENIX DEFINED CONTRIBUTION PLAN**  
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**NOTE 3 PLAN ADMINISTRATION AND ASSET FEES**

The City has appointed Nationwide Retirement Solutions, Inc. (NRS) as the Plan administrator under an administrative services contract. NRS and Nationwide Life are subsidiaries of Nationwide Financial Services, Inc.

The City has contracted with NRS to provide administrative services to the Plan under Board authority. Under the agreement, NRS provides administrative services to the Plan, such as participant recordkeeping, participant account statements, monitoring the Plan's financial transactions, participant relations, and general management. NRS is paid a fee per average participant for this Plan and the 401(a) plan combined.

Participants who select the Schwab & Co. self-directed investment option are assessed a \$50 fee annually. In an effort to reduce frequent trading within long-term retirement accounts, certain funds impose a short-term trading fee (redemption fee).

Administrative fees and asset fees collected or paid for the years ended December 31, 2021 and 2020 were \$279,262 and \$120,772, respectively.

**NOTE 4 TAX STATUS**

The Plan is intended to be a tax-qualified retirement plan under Section 401(a) of the IRC for the exclusive benefit of the City's employees and their beneficiaries. The amounts of compensation contributed by the City on behalf of employees participating in the Plan are not subject to federal income tax withholding nor are they includable in taxable income until actually paid or otherwise made available to the participant, the participant's beneficiary, or the participant's estate. The City submitted a Determination Letter application to the IRS regarding the tax status of the Plan. In addition, the City has requested a Private Letter Ruling from the IRS, and both have been approved by the IRS and the Federal Government.

**NOTE 5 RELATED PARTIES**

Certain members of the Board are participants in the Plan.

**NOTE 6 RISKS AND UNCERTAINTIES**

The Plan, as directed by participants, may invest in various types of investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risk. Due to the level of risk associated with certain investment securities, it is possible that changes in the values of investment securities may occur in the near term and that such change could materially affect the amounts reported in the Statements of Net Position Available for Plan Benefits.



**CITY OF PHOENIX DEFINED CONTRIBUTION PLAN**  
**SECTION 401(a)**  
**NOTES TO FINANCIAL STATEMENTS**  
**DECEMBER 31, 2021 AND 2020**

**NOTE 7    PLAN TERMINATION**

The City may terminate the Plan at any time, although no intent to terminate the Plan has been expressed. In the event of termination, all participants will remain fully vested.

