

**DEFERRED COMPENSATION PLAN  
OF THE PORT OF OAKLAND**

Independent Auditor's Report,  
Management's Discussion and Analysis, and  
Financial Statements

Years Ended June 30, 2020 and 2019



Certified  
Public  
Accountants

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*Table of Contents*

	<i>Page</i>
<b>Independent Auditor's Report</b> .....	1
<b>Required Supplementary Information:</b>	
Management's Discussion and Analysis (Unaudited) .....	3
<b>Financial Statements:</b>	
Statements of Net Position .....	5
Statements of Changes in Net Position.....	6
Notes to the Financial Statements .....	7



## Independent Auditor's Report

Deferred Compensation Advisory Committee  
and Board of Port Commissioners of the City of Oakland  
Oakland, California

We have audited the accompanying statements of net position of the Deferred Compensation Plan of the Port of Oakland (Plan) as of June 30, 2020 and 2019, and the related statements of changes in net position for the years then ended, and the related notes to the financial statements, as listed in the table of contents.

### Management's Responsibility for the Financial Statements

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

### Auditor's Responsibility

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

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

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

### Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the net positions of the Plan as of June 30, 2020 and 2019, and the changes in net position for the years then ended in accordance with accounting principles generally accepted in the United States of America.

## Other Matters - Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis as listed in the table of contents be presented to supplement the financial statements. Such information, although not a part of the financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the 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 financial statements, and other knowledge we obtained during our audit of the 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.

*Macias Gini & O'Connell LLP*

Walnut Creek, California

February 5, 2021

**DEFERRED COMPENSATION PLAN  
OF THE PORT OF OAKLAND**

Management's Discussion and Analysis (Unaudited)  
Years Ended June 30, 2020 and 2019

The following discussion and analysis of the financial performance of the Deferred Compensation Plan of the Port of Oakland (Plan) provides an overview of its financial activities for the years ended June 30, 2020 and 2019. Please read it in conjunction with the Plan's financial statements, which begin on page 5. Responsibility for both the accuracy of the data, and the completeness and fairness of the presentation, including all disclosures, rests solely with management of the Port of Oakland. To the best of our knowledge and belief, the financial statements, as presented, are accurate in all material respects.

*Financial Statements*

The financial report for the Plan includes management's discussion and analysis, statements of net position, statements of changes in net position, and notes to the financial statements. These financial statements are prepared on the accrual basis of accounting. The Plan is administered by Empower Retirement (Empower). The Plan's assets are held in trust by Wells Fargo Bank (Custodian).

The following table indicates the Plan's net position due to participants as of June 30 (dollars in thousands):

	<u>2020</u>	<u>2019</u>	<u>2018</u>
Investments:			
Stable value fund	\$ 29,354	\$ 26,132	\$ 24,455
Mutual funds	<u>69,578</u>	<u>66,500</u>	<u>63,612</u>
Total investments at fair value	98,932	92,632	88,067
Loans receivable from participants	<u>681</u>	<u>766</u>	<u>712</u>
Net position due to participants	<u><b>\$ 99,613</b></u>	<u><b>\$ 93,398</b></u>	<u><b>\$ 88,779</b></u>

The following table indicates the changes in net position for the years ended June 30 (dollars in thousands):

	<u>2020</u>	<u>2019</u>	<u>2018</u>
Net additions to net position	\$ 10,997	\$ 10,221	\$ 12,000
Deductions from net position	<u>(4,782)</u>	<u>(5,602)</u>	<u>(3,452)</u>
Change in net position	6,215	4,619	8,548
Net position due to participants, beginning of year	<u>93,398</u>	<u>88,779</u>	<u>80,231</u>
Net position due to participants, end of year	<u><b>\$ 99,613</b></u>	<u><b>\$ 93,398</b></u>	<u><b>\$ 88,779</b></u>

- Net position increased \$6.2 million from \$93.4 million at June 30, 2019, to \$99.6 million at June 30, 2020. The increase in net position was primarily due to investment interest and dividends of \$4.8 million and net increases in fair value of investments of \$1.5 million.
- Net position increased \$4.6 million from \$88.8 million at June 30, 2018 to \$93.4 million at June 30, 2019. The increase in net position was primarily due to investment interest and dividends of \$4.8 million and net increases in fair value of investments of \$0.7 million.

**DEFERRED COMPENSATION PLAN  
OF THE PORT OF OAKLAND**

Management's Discussion and Analysis (Unaudited) (Continued)  
Years Ended June 30, 2020 and 2019

***Request for Information***

Requests for additional information about this report, should be addressed to the Financial Services Division, Port of Oakland, 530 Water Street, Oakland, California 94607 or visit the Port's website at [www.portoakland.com](http://www.portoakland.com).

**DEFERRED COMPENSATION PLAN  
OF THE PORT OF OAKLAND**

Statements of Net Position

June 30, 2020 and 2019

(Dollars in Thousands)

	<u>2020</u>	<u>2019</u>
ASSETS		
Investments:		
Stable value fund	\$ 29,354	\$ 26,132
Mutual funds	69,578	66,500
Total investments at fair value	<u>98,932</u>	<u>92,632</u>
Loans receivable from participants	<u>681</u>	<u>766</u>
NET POSITION DUE TO PARTICIPANTS	<u>\$ 99,613</u>	<u>\$ 93,398</u>

See accompanying notes to financial statements.

**DEFERRED COMPENSATION PLAN  
OF THE PORT OF OAKLAND**  
Statements of Changes in Net Position  
Years Ended June 30, 2020 and 2019  
(Dollars in Thousands)

	<u>2020</u>	<u>2019</u>
ADDITIONS:		
Contributions by participants	\$ 4,752	\$ 4,621
Net investment income and adjustments to fair value	<u>6,245</u>	<u>5,600</u>
Total additions to net position	10,997	10,221
DEDUCTIONS:		
Withdrawals by participants	<u>(4,782)</u>	<u>(5,602)</u>
CHANGE IN NET POSITION	6,215	4,619
NET POSITION DUE TO PARTICIPANTS:		
Beginning of year	<u>93,398</u>	<u>88,779</u>
End of year	<u>\$ 99,613</u>	<u>\$ 93,398</u>

See accompanying notes to financial statements.



**DEFERRED COMPENSATION PLAN  
OF THE PORT OF OAKLAND**  
Notes to the Financial Statements  
Years Ended June 30, 2020 and 2019

**NOTE 1 – PLAN DESCRIPTION**

The following description of the Deferred Compensation Plan of the Port of Oakland (Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

The Port of Oakland (Port) maintains an eligible deferred compensation plan in accordance with Section 457 of the Internal Revenue Code (IRC 457). The Port's Plan was established in 1977 and is governed by the Deferred Compensation Advisory Committee (Committee) in accordance with IRC 457 and the Port's Plan document. The Plan permits employees to defer a portion of their compensation until future years. Distributions may be made only at death, retirement, termination, disability or some other event, as provided in the Plan in accordance with the provisions of Sections 53212-53214 of the Government Code of the State of California and the applicable provisions of the Internal Revenue Code.

The Plan is available to all permanent Port employees on a voluntary basis. Each employee may elect to participate by signing a participation agreement that specifies the amount of the deferral and the investment options selected by the participant. Plan participants can choose to make contributions on a pre-tax basis to the traditional 457, and after-tax basis to the Roth 457, or a combination of the two contribution options. The Plan currently utilizes one investment administrator: Empower Retirement (Empower). Each participant pays for administrative services provided by Empower through an administrative fee based on Plan assets and an investment management fee based on a percentage established by each mutual fund company and the Port's Stable Value Fund. Participants are reimbursed any revenue share fees paid for a particular fund.

All amounts of compensation deferred under the Plan, all property and rights purchased with such amounts, and all income attributable to such amounts, property and rights are held by the Plan in trust through Wells Fargo Bank for the exclusive benefit of the participants or beneficiaries, and are not subject to the claims of the Port's creditors. Investment options are monitored by the Committee, which is comprised of seven voting members – the Port's Director of Human Resources, the Port's Chief Financial Officer, and five other members appointed by the Port's Director of Human Resources or the Port's Chief Financial Officer. The Port's Director of Human Resources or the Port's Chief Financial Officer may also appoint up to two alternate members.

*Contributions*

During each payroll period in which an employee is a participant in the Plan, the Port defers a portion of the employee's compensation as specified by the employee. The maximum that each participant may defer under this Plan for any taxable year is the lesser of:

- The applicable dollar amount determined pursuant to IRC 457(e)(15); or
- One hundred percent of the participant's year-to-date includible compensation.

Participants in the Plan may elect to rollover balances from other IRC 457 deferred compensation plans, subject to the requirements of the Plan.

**DEFERRED COMPENSATION PLAN  
OF THE PORT OF OAKLAND**  
Notes to the Financial Statements (Continued)  
Years Ended June 30, 2020 and 2019

**NOTE 1 – PLAN DESCRIPTION (Continued)**

*Special Limited Catch-Up Deferral*

Qualified employees who have not deferred the maximum regular deferral amount(s) allowed in prior years, may elect the Special Limited Catch-up Provision as defined in IRC 457(b)(3) for one or more of the participant's last three tax years ending before the year in which the participant attains normal retirement age as defined under Sections 1.14 and 3.03 of the Plan. In that instance, participants may elect to contribute the lesser of:

- Twice the applicable dollar amount permitted under IRC 457(b)(2)(A); or
- The sum of:
  - The maximum amount of compensation that may be deferred for the employment period as determined under Section 3.01 of the Plan for the taxable year; plus
  - The maximum amount of compensation that may be deferred for any prior employment period or employment periods as determined under Section 3.01 of the Plan's document less the compensation deferred under the Plan for such employment period or employment periods.

The Special Limited Catch-up Provision can only be elected one time. Employees who are 70½ or older may not elect this provision.

*Age 50 and Older Catch-Up Deferral*

Plan participants who attain age 50 by the last day of a tax year may make an additional deferral into the Plan as a catch-up contribution, subject to the requirements of IRC 414(v)(2)(B)(i). The Age 50 and Older Catch-up Deferral election limit was \$6,500 in calendar year 2020 and \$6,000 in calendar year 2019.

Employees may not participate in both the Special Limited Catch-up Provision deferral and the Age 50 and Older Catch-up Deferral concurrently.

*Participant Deferred Compensation Accounts*

The administrative services agreement with Empower provides that each participant's deferred compensation account shall be updated daily with the participant's contributions and allocations of Plan earnings, including interest, dividends, and gains/losses from investments.

*Vesting*

Participants are immediately vested in their contributions plus actual earnings thereon.

**DEFERRED COMPENSATION PLAN  
OF THE PORT OF OAKLAND**  
Notes to the Financial Statements (Continued)  
Years Ended June 30, 2020 and 2019

**NOTE 1 – PLAN DESCRIPTION (Continued)**

*Payment of Benefits*

On termination of service due to death, disability, separation of service, retirement, or as otherwise permitted by the Plan, a participant may elect to receive a full or partial lump-sum distribution, periodic payments of a dollar certain, periodic payments for a time certain, or periodic payments over the lifetime of the participant. A participant may also purchase a life or term-certain annuity, or simply leave the money on deposit until the date that they have a minimum annual distribution requirement.

*Required Minimum Distributions (RMDs)*

The IRS requires a minimum annual distribution to be made no later than April 1 of the calendar year following the later of the calendar year in which the employee attains age 70½, or the calendar year in which the employee retires. The Setting Every Community Up for Retirement Enhancement (SECURE) Act, changed the age limit for RMDs to age 72 for those employees who reach age 70½ after December 31, 2019. Distributions will be net of any federal and state taxes required to be withheld. The participants also have the option of having a direct tax-free rollover to a new employer pension plan or a rollover to an Individual Retirement Account.

The Coronavirus Aid, Relief, and Economic Security Act (CARES Act) allows the owners of certain retirement accounts – including inherited and beneficiary accounts – to skip otherwise mandatory Required Minimum Distributions (RMDs) for tax year 2020.

*Coronavirus Relief Act Hardship Withdrawals*

The CARES Act allows “qualified individuals” to treat as a coronavirus-related withdrawal up to \$100,000 in withdrawals from their eligible retirement plans on or after January 1, 2020 and before December 31, 2020. A coronavirus related withdrawal is not subject to the 10% additional tax penalty that would otherwise typically apply to withdrawals made before an individual reaches the age of 59 ½. The coronavirus-related withdrawal can be repaid over three years (in one or multiple installments) to the retirement plan in which the participant is a beneficiary and will be treated as a rollover when received.

**NOTE 2 – SIGNIFICANT ACCOUNTING POLICIES**

*Basis of Presentation*

The accompanying statements of net position and changes in net position present only the Plan, and are not intended to present the financial position of the Port and the changes in its financial position in conformity with accounting principles generally accepted in the United States of America.

*Basis of Accounting*

The financial statements of the Plan are prepared on the accrual basis of accounting. Contributions are recognized as additions when due (at the end of each pay period). Payments to participants are recognized as deductions when due and payable under the provisions of the Plan.

**DEFERRED COMPENSATION PLAN  
OF THE PORT OF OAKLAND**  
Notes to the Financial Statements (Continued)  
Years Ended June 30, 2020 and 2019

**NOTE 2 – SIGNIFICANT ACCOUNTING POLICIES (Continued)**

*Investment Valuation*

The Plan's mutual funds are reported at fair value in accordance with Governmental Accounting Standards Board Statement No. 72, *Fair Value Measurement and Application* (GASB 72). This statement requires the use of valuation techniques which are appropriate under the circumstances and are consistent with the market approach, the cost approach or the income approach. GASB 72 establishes a hierarchy of inputs used to measure fair value consisting of three levels. Level 1 inputs are quoted prices in active markets for identical assets or liabilities. Level 2 inputs are inputs other than quoted prices included with Level 1 that are observable for the asset or liability, either directly or indirectly. Level 3 inputs are unobservable inputs. Mutual funds are valued using prices quoted in active markets for identical assets (level 1 inputs). The Port of Oakland Stable Value Fund is stated at net asset value and is exempt from the fair value hierarchy.

*Loans Receivable from Participants*

The IRC permits and the Port allows participants in the Plan to participate in a loan program. The loans are secured by the remaining balance in the participant's account and must be repaid over a period that does not exceed five years, except that if the loan is for the purchase of a principal residence, the loan may be repaid over a period not to exceed fifteen years. The maximum amount of loans to participants is the lesser of \$50,000 or 50% of the participant's vested account balance as of the day immediately preceding the date on which the loan is approved.

Under the CARES Act, the maximum amount of loans to a "qualified individual" is increased from \$50,000 to \$100,000 for loans beginning on March 27, 2020 through September 23, 2020. During this period, loan participants can borrow up to the lessor of \$100,000 or 100% of their vested account balance.

*Estimates*

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

**NOTE 3 – INVESTMENTS**

Plan participants may direct contributions into any of the investment options offered by Empower, which include various publicly traded mutual funds and fixed income investments. Participants are permitted to establish different investment strategies, which have varying return and volatility characteristics to meet each participant's long-term retirement savings strategy.

**DEFERRED COMPENSATION PLAN  
OF THE PORT OF OAKLAND**  
Notes to the Financial Statements (Continued)  
Years Ended June 30, 2020 and 2019

**NOTE 3 – INVESTMENTS (Continued)**

*Concentration Risk*

The following tables present investments that represent 5% or more of the Plan's investments at fair value at June 30, 2020 and 2019 (dollars in thousands):

	2020		2019	
	<i>Amount</i>	<i>% of Investments</i>	<i>Amount</i>	<i>% of Investments</i>
Port of Oakland Stable Value Fund*	\$ 29,354	29.7%	\$ 26,132	28.2%
Vanguard 500 Index Admiral	8,643	8.7%	8,100	8.7%
Allianz RCM Global Technology Fund A	7,254	7.3%	5,712	6.2%
Fidelity Contrafund K6	6,490	6.6%	-	-
Fidelity Contrafund	-	-	5,816	6.3%

\* Funds managed by Empower

*Interest Rate Risk and Credit Risk*

The following table presents information related to interest rate risk and credit risk for the Plan's investment in the Port of Oakland Stable Value Fund at June 30, 2020 and 2019 (dollars in thousands):

Date	Average Maturity	Rating	Net Asset Value
June 30, 2020	2.8 years	Unrated	\$29,354
June 30, 2019	3.2 years	Unrated	\$26,132

The Port of Oakland Stable Value Fund credits interest on a quarterly portfolio basis. All money deposited into the Port of Oakland Stable Value Fund, regardless of when it was deposited, receives the same interest rate. A new interest rate is established each quarter. The quarterly interest rate is set by Empower according to the investment policy statement guidelines that the Committee has established for the Plan. The Port of Oakland Stable Value Fund invests primarily in securities issued by the U.S. Government or its agencies.

**DEFERRED COMPENSATION PLAN  
OF THE PORT OF OAKLAND**  
Notes to the Financial Statements (Continued)  
Years Ended June 30, 2020 and 2019

**NOTE 3 – INVESTMENTS (Continued)**

The following table presents the fair value of the Port's investment in mutual funds at June 30:

<b>Mutual Fund Investments</b>	<b>Fair Value (in thousands)</b>	
	<b>2020</b>	<b>2019</b>
Allianz RCM Global Technology Fund A	\$ 7,254	\$ 5,712
American Funds 2015 Trgt Date Retire R2ERBEJX	41	35
American Funds 2025 Trgt Date Retire R2ERBEDX	1,233	636
American Funds 2035 TRGT Date Retire R2ERBEFX	388	293
American Funds 2045 Trgt Date Retire R2ERBHHX	359	326
American Funds 2055 Trgt Date Retire R2ERBEMX	77	37
American Funds Europacific GR R5	-	936
American Funds Europacific GR R5E	834	-
American Funds Growth Fund of Amer R5E	3,877	-
American funds Growth Fund R4	-	3,651
American Funds New Perspective R2E	-	952
American Funds New Perspective R5E	931	-
Artisan Mid Cap Fund	1,243	1,087
Barron Small Cap	860	1,134
Calvert Balanced A	800	733
Dreyfus Mid Cap Index Fund	-	2,050
Dreyfus Small Cap stock index fund	-	1,480
Fidelity Contra Fund	-	5,816
Fidelity Contra Fund K6	6,490	-
Fidelity Low Priced Fund	1,803	2,246
Fidelity Puritan Fund	1,779	1,631
Franklin Mutual European R6	-	168
Franklin Mutual European Z	119	-
Franklin Mutual Global Discovery R6	-	735
Great West Agg Profile II Fund Inst	2,368	2,363
Great West Con Profile II Fund Inst	205	194
Great West Mod AGG Profile II Fund Inst	3,053	3,224
Great West Mod Con Profile II Fund Inst	811	794
Great West Mod Profile II Fund Inst	1,481	1,461
Ivy High Income A	168	579
Janus Balanced I	1,285	829
Janus Henderson Forty I	2,614	-
Janus Henderson Forty T	-	2,353
Janus Henderson Triton N	528	479
JP Morgan US Research Enhanced Equity L	-	3,118
JP Morgan Equity Income R5	1,068	930
JP Morgan Mid Cap Value L	510	622
JP Morgan US Research Enhanced Equity R6	3,195	-
Lord Abbet Short Duration Income R4	9	21
Neuberger Berman Genesis Instl	1,303	1,332

**DEFERRED COMPENSATION PLAN  
OF THE PORT OF OAKLAND**  
Notes to the Financial Statements (Continued)  
Years Ended June 30, 2020 and 2019

**NOTE 3 – INVESTMENTS (Continued)**

<u>Mutual Fund Investments</u>	<u>Fair Value (in thousands)</u>	
	<u>2020</u>	<u>2019</u>
Oakmark International Service	\$ 2,009	\$ 2,531
Parnassus Equity Income Fund	1,571	1,443
Payden GNMA	134	154
PIMCO Stocksplus Small A	568	639
Pimco Total Return A	1,437	1,584
Pioneer Fundamental Growth Y	480	472
Principal Real Estate Securities Inst	122	157
Prudential Jennison Utility Fund Z	520	533
T. Rowe Price Global Stock	1,204	-
T. Rowe Price Value ADV	1,211	1,447
Undiscovered Mgrs Behavioral Value R6	246	181
Vanguard 500 Index Admiral	8,643	8,100
Vanguard Mid Cap Index Admiral	2,241	-
Vanguard Small Cap Index Admiral	1,351	-
Vanguard Total Stock Market Index Adm	1,155	1,302
Total Mutual Funds	<u>\$ 69,578</u>	<u>\$ 66,500</u>

Disclosure of the average maturity and credit risk rating for mutual funds invested in equity investments is not applicable under GASB Statement No. 40, *Deposits and Investment Risk Disclosures – an amendment of GASB Statement No. 3*.

**NOTE 4 – UNCERTAINTIES**

In March 2020, the World Health Organization declared the outbreak of the coronavirus a global pandemic. On March 13, 2020, President Trump declared a national state of emergency. The U.S. Department of State and the Centers for Disease Control and Prevention (“CDC”), as well as other governmental authorities, nations, and companies, issued travel restrictions and warnings for countries around the world, including the United States. The federal government and many states, counties, and cities, have instituted social distancing guidelines and/or stay-at-home health orders, with certain exceptions and for various periods of time. These guidelines and orders have included avoiding discretionary travel, working or engaging in school from home, the cancellation of numerous events, avoiding social groups, and limitations on the operations of restaurants, bars, and other gathering establishments. These health orders have been modified on numerous occasions.

The outbreak of the COVID-19 pandemic and related restrictions and measures adopted to contain the spread of the virus have had, and continue to have, a severe negative impact on both international and domestic travel and travel-related industries, and have caused, and continue to cause, record-high unemployment and significant contraction of global and international economies. It is not possible to predict the duration and full magnitude of the adverse effects the pandemic may have on the global economy.

**NOTE 5 – SUBSEQUENT EVENT**

Effective November 13, 2020, Wells Fargo Bank was replaced as the Custodian of the Plan assets by Great-West Trust Company, LLC.