

**PENSION COMMISSION
City Conference Room
260 Constitution Plaza
Friday, January 25, 2013
9:00 a.m.**

MINUTES

PENSION ADMINISTRATION

MEMBERS PRESENT: Frank Lord; Gene Goldman; Marc Nelson, Employee Representative; Adam Cloud, Secretary

MEMBERS EXCUSED: Peter Stevens, Chairman

STAFF PRESENT: Donna Parker, Plan Administrator; Lisa Silvestri, Assistant Corporation Counsel; Carmen Sierra, Assistant City Treasurer; Terry Williams, Senior Administrative Assistant

OTHERS PRESENT: Richard Pokorski, Employee Benefits; George Zoltowski, Office of Management and Budget

Acting Chairman Frank Lord called the meeting to order at 9:05 a.m.

I. Minutes of the Meeting of December 14, 2012

There were no changes or corrections to the minutes as presented.

A motion was made, seconded and unanimously adopted to accept the minutes of the December 14, 2012 meeting.

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II. Regular Retirements

A motion was made, seconded and unanimously adopted to approve the following regular retirement benefits:

		<u>AMOUNT</u>		
<u>Alers, Edna</u>				
Emp. # 941544 / 990485				
Union: HMEA				
		Years	Months	Days
Term of Service (including Sick Exchange):		27	0	0
Sick Exchange:		4	0	0
Grounds:	Service			
Effective Date:	December 4, 2012			
Average Salary:	Highest 2 out of last 5 years			\$ 52,760.03
	Final Base Pay			55,110.00
Pension Allowed:	73.25 %			38,646.72
Monthly Payment:				3,220.56

<u>Davis, Lorraine</u>				
Emp. # 906793 / 990483				
Union: Local 1018C				
		Years	Months	Days
Term of Service (including Sick Exchange):		17	0	0
Sick Exchange:		0	0	0
Grounds:	Service			
Effective Date:	November 13, 2012			
Average Salary:	Highest 5 out of last 10 years			\$ 41,729.21
	Final Base Pay			40,165.00
Pension Allowed:	34.00 %			14,187.96
Monthly Payment:				1,182.33

<u>Duhamel, John</u>				
Emp. # 940767 / 990489				
Union: Local 760				
		Years	Months	Days
Term of Service (including Sick Exchange):		31	0	0
Sick Exchange:		6	0	0
Grounds:	Service			
Effective Date:	December 23, 2012			
Average Salary:	Final Base Pay			\$ 94,483.68
Pension Allowed:	85.00 %			80,311.08
Monthly Payment:				6,692.59

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II. Regular Retirements (continued)

AMOUNT

James, Beverly

Emp. # 943407 / 990493

Union: SCGA

	Years	Months	Days
Term of Service (including Sick Exchange):	15	0	0
Sick Exchange:	0	0	0
Grounds:	Service		
Effective Date:	January 5, 2013		
Average Salary:	Highest 5 out of last 10 years		\$ 9,820.52
	Final Base Pay		10,217.00
Average Social Security:			9,248.96
Pension Allowed:	(2.00 % x Average Salary in excess of Average Social Security + 1.00% x Average Social Security) x Service		1,558.80
Monthly Payment:			129.90

Lammie, Brenda Lee

Emp. # 940318 / 990488

Union: CHPEA

	Years	Months	Days
Term of Service (including Sick Exchange):	17	0	0
Sick Exchange:	0	0	0
Grounds:	Vested Early		
Termination Date:	June 4, 2002		
Effective Date:	January 9, 2013		
Average Salary:	Highest 2 out of last 5 years		\$ 49,665.44
	Final Base Pay		49,257.00
Pension Allowed:			
Unreduced Pension:	42.50 %		\$ 21,107.76
Early Reduction Factor:	4.00 % for each year prior to age 60		19.63 %
Reduced Pension:			\$ 16,964.28
Monthly Payment:			1,413.69

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II. Regular Retirements (continued)

AMOUNT

Lippitt, Janis

Emp. # 914416 / 990486

Union: Local 78

	Years	Months	Days
Term of Service (including Sick Exchange):	12	0	0
Sick Exchange:	0	0	0
Grounds:	Service		
Effective Date:	January 11, 2013		
Average Salary:	Highest 3 out of last 5 years		\$ 98,723.11
	Final Base Pay		97,644.00
Pension Allowed:	30.00 %		29,616.96
Monthly Payment:	2,468.08		

Nunes, David

Emp. # 560308 / 990487

Union: HMEA

	Years	Months	Days
Term of Service (including Sick Exchange):	12	0	0
Sick Exchange:	0	0	0
Grounds:	Vested Service		
Termination Date:	August 19, 1992		
Effective Date:	July 16, 2012		
Average Salary:	Highest 2 out of last 5 years		\$ 50,773.27
	Final Base Pay		50,505.00
Pension Allowed:	24.00 %		12,185.58
Monthly Payment:	1,015.47		

Ricketts, Weldon

Emp. # 911308 / 990484

Union: BOE Non-Union

	Years	Months	Days
Term of Service (including Sick Exchange):	7	0	0
Sick Exchange:	0	0	0
Grounds:	Vested Service		
Effective Date:	December 14, 2012		
Average Salary:	Highest 5 out of last 10 years		\$ 19,926.55
	Final Base Pay		20,419.74
Pension Allowed:	14.00 %		2,789.76
Monthly Payment:	232.48		

II. Regular Retirements (continued)

AMOUNT

Rosa, Gail

Emp. # 943984 / 990492

Union: SCGA

	Years	Months	Days
Term of Service (including Sick Exchange):	13	0	0
Sick Exchange:	0	0	0
Grounds:	Service		
Effective Date:	December 22, 2012		
Average Salary:	Highest 5 out of last 10 years		\$ 9,678.89
	Final Base Pay		10,217.00
Average Social Security:			9,554.27
Pension Allowed:	(2.00 % x Average Salary in excess of Average Social Security + 1.00% x Average Social Security) x Service		1,274.40
Monthly Payment:			106.20

Saulter, Donna

Emp. # 917628 / 990491

Union: Local 82

	Years	Months	Days
Term of Service (including Sick Exchange):	8	0	0
Sick Exchange:	0	0	0
Grounds:	Service		
Effective Date:	January 16, 2013		
Average Salary:	Highest 3 out of last 5 years		\$ 60,006.39
	Final Base Pay		53,758.00
Pension Allowed:	20.00 %		12,001.32
Monthly Payment:			1,000.11

III. Pension Benefit Adjustments

A. Section 415 (m) Excess Benefit Adjustments

Acting Chairman Lord introduced the item. The Plan Administrator, Donna Parker, explained that the following pension benefit adjustments were due to the annual change in the Section 415(b) limits, as adjusted by the Economic Growth and Tax Relief Reconciliation Act of 2001 (EGTRRA). She further explained that these limits were subject to change each calendar year and were applicable to MERF benefits as of each January 1st; noting further that the Section 415(m) Excess benefits were paid from the City's General Fund.

III. Pension Benefit Adjustments (continued)

A. Section 415 (m) Excess Benefit Adjustments

A motion was made, seconded and unanimously adopted to approve the following pension benefit adjustments:

<u>Emp#</u>	<u>Name</u>		
990339	Aguilera, Denise	MERF	\$ 5,598.00
942586		415 Excess	<u>1,425.15</u>
		Total	\$ 7,023.15
990320	Baker, Antoinette	MERF	\$ 4,408.35
940696		415 Excess	<u>1,163.85</u>
		Total	\$ 5,572.20
980062	Collins, Michael	MERF	\$ 4,953.25
940348		415 Excess	<u>359.85</u>
		Total	\$ 5,313.10
990219	Freeman, Robert	MERF	\$ 6,060.38
941385		415 Excess	<u>0.00</u>
		Total	\$ 6,060.38
990322	Galarza, Enrique	MERF	\$ 4,111.44
942162		415 Excess	<u>2,343.74</u>
		Total	\$ 6,455.18
980052	Kee Borges, Sandra	MERF	\$ 5,377.28
389218		415 Excess	<u>937.25</u>
		Total	\$ 6,314.53
990310	Marcellino, Alexander	MERF	\$ 7,391.29
941121		415 Excess	<u>176.80</u>
		Total	\$ 7,568.09
990321	Narcisse, Sharon	MERF	\$ 6,064.42
941628		415 Excess	<u>53.18</u>
		Total	\$ 6,117.60

III. Pension Benefit Adjustments (continued)

A. Section 415 (m) Excess Benefit Adjustments (continued)

990340	Ramos-Soler, Ivan	MERF	\$ 5,099.50
942309		415 Excess	<u>419.31</u>
		Total	\$ 5,518.81
980063	Trujillo, Alexander	MERF	\$ 4,303.38
940538		415 Excess	<u>0.00</u>
		Total	\$ 4,303.38
980060	Vasquenza, Michael	MERF	\$ 6,982.71
745670		415 Excess	<u>933.34</u>
		Total	\$ 7,916.05

IV. Separations from Pension Payroll

The following separations from Pension Payroll were placed on file:

<u>EMPLOYEE NUMBER</u>	<u>NAME</u>	<u>DATE OF DEATH</u>	<u>PENSION AMOUNT</u>	<u>PENSION PLAN</u>
S111873	Clair, Genevieve	12/25/2012	\$ 708.83	PBF
90263	Cordova, Sylvia	12/02/2012	239.20	MERF
S368850	Jacobucci, Helen	10/10/2012	160.14	BOE-ANN
S433188	Law, Dewitt	12/05/2012	549.19	MERF
980017	Matta, Josefina	12/08/2012	2,405.18	MERF
606960	Preu, John	12/11/2012	756.60	BOE-RAF
873543	Raynor, Ruth	12/22/2013	2,612.66	MERF

V. Request for Refunds of Pension Contributions

A motion was made, seconded and unanimously adopted to approve the following refunds of pension contributions:

<u>NAME</u>	<u>AMOUNT</u>
Akers, Alicia *	\$ 516.57
Amodeo, Marian	11,543.05
Ditroia, Kenneth	4,457.67
Gonzalez, Nitzaliz	15,444.71

V. Request for Refunds of Pension Contributions (continued)

<u>NAME</u>	<u>AMOUNT</u>
Grant-Washington, Lakisha	\$ 3,885.44
Kanaitis, Kimberly	45,447.79
Lacourse, Robert	7,722.10
Lewis, Claudia	11,394.73
Matos, Miguel	26,951.80
Patterson, Lenee	24,124.15
Quinones-Rodriguez, Graciela *	93.42
Sibblis, Taryn	5,174.28
Terry-Johnson, Catherine	15,540.06
Valentin, Richard F.	2,809.46
Weston, Gareth	2,107.15
Zaza, Mark	294.81

None of the above members is vested, or, if vested, he or she has been informed of, and has waived, his or her rights to a vested benefit in lieu of a contribution refund.
The amounts shown above include interest.

*Additional interest due to the member.

VI. Qualified Domestic Relations Orders

Acting Chairman Lord introduced the item. The Plan Administrator reported that the Pension Unit had received five properly executed Qualified Domestic Relations Orders (QDRO), two for the MERF and three for the Deferred Compensation Plan. The Plan Administrator recommended that the Commission approve the Orders as presented.

A motion was made, seconded and unanimously adopted to approve the following QDROs, with assignments as indicated, subject to like reductions in the contribution and pension accounts of the plan member.

MERF

QDRO: 13-2

Entered into Court Records: November 29, 2012
Benefit Calculation Date: January 9, 2004

		<u>Percentage</u>	<u>Dollar Amount</u>
Benefit Assigned to Alternate Payee:	Monthly:	35.43 %	\$ 352.90
Pension Contributions Assigned:	Pre-Tax:	0.00 %	0.00
	Post-Tax:	0.00 %	0.00
	Interest:	0.00 %	0.00

Alternate Payee Retirement Date: January 1, 2013

QDRO: 13-5

Entered into Court Records: November 14, 2012
Benefit Calculation Date: November 14, 2012

		<u>Percentage</u>	<u>Dollar Amount</u>
Benefit Assigned to Alternate Payee:	Monthly:	3.13 %	\$ 190.00
Pension Contributions Assigned:	Pre-Tax:	0.00 %	0.00
	Post-Tax:	0.00 %	0.00
	Interest:	0.00 %	0.00

Alternate Payee Retirement Date: February 1, 2013

VI. Qualified Domestic Relations Orders (continued)

Section 457 Deferred Compensation Plan

QDRO:	13-1
Entered into Court Records:	September 5, 2012
Contribution Assignment Date:	February 8, 2012
Contributions Assigned:	50% of (Account Balance less \$10,851)
QDRO:	13-3
Entered into Court Records:	November 29, 2012
Contribution Assignment Date:	January 9, 2004
Contributions Assigned:	50%
QDRO:	13-4
Entered into Court Records:	December 21, 2012
Contribution Assignment Date:	October 26, 2012
Contributions Assigned:	\$20,000.00

XVII. Hardship Withdrawal Ratifications

Acting Chairman Lord introduced the item. The Plan Administrator, Donna Parker stated that the Pension Unit had received three requests for hardship withdrawals from the Section 457 deferred compensation plan.

Application 12-10: Ms. Parker summarized the request by stating that the applicant had received an eviction notice due to late payment of rent. Ms. Parker went on to explain that eviction met the IRS guidelines for a Hardship Withdrawal and recommended that the Commission ratify the approval given by the Pension Commission's Review Committee. She concluded by stating that The Hartford's Hardship Review Committee recommended denial because the paperwork was not complete, but the Pension Commission's Review Committee overrode the decision after additional paperwork was received from the applicant.

VII. Hardship Withdrawal Requests (continued)

Application 12-11: Ms. Parker summarized the request by stating that the applicant had received a foreclosure notice on the mortgage of his primary residence. Ms. Parker went on to explain that foreclosure on a participant's primary residence met the IRS guidelines for a Hardship Withdrawal and recommended that the Commission ratify the approval given by The Hartford's Hardship Review Committee and the Pension Commission's Review Committee.

Application 13-01: Ms. Parker summarized the request by stating that the applicant had received a foreclosure notice on the mortgage of his primary residence. Ms. Parker went on to explain that foreclosure on a participant's primary residence met the IRS guidelines for a Hardship Withdrawal and recommended that the Commission ratify the approval given by The Hartford's Hardship Review Committee and the Pension Commission's Review Committee.

The Secretary, Adam Cloud, informed the Commissioners that the Assistant Plan Administrator, Anne Coleman, was very helpful with the applicants for hardship withdrawals. He added that Ms. Coleman always carefully explained to the applicants what was needed or missing from their applications so they would be promptly approved.

A motion was made, seconded and adopted to ratify the approvals for hardship withdrawal requests 12-10, 12-11 and 13-01 as presented.

VIII. Consideration of Report on Section 457 Deferred Compensation Quarterly Status

Acting Chairman Lord introduced the item. Ms. Parker noted that she was providing the summary pages of the quarterly report provided by The Hartford (Hartford Life) for the Section 457 Deferred Compensation Plan for the quarter ending on December 31, 2012, as requested by the Commissioners.

The Commissioners asked if we had seen any rebranding yet as a result of the sale to Mass Mutual. The Plan Administrator responded that none of the documents had been changed yet and The Hartford had told us that nothing would change right away.

The Secretary, Adam Cloud, stated that he has been receiving many requests for meetings from brokers and companies, that do business with Mass Mutual, looking to help us with our Deferred Compensation plan.

The Commission received the report for advice and placed it on file.

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IX. Consideration of Report on Automatic Pension Adjustments for FRF and PBF

Acting Chairman Lord introduced the item. The Plan Administrator summarized her report, stating that the retirees under two old closed plans, the Police Benefit Fund (PBF) and the Firemen's Relief Fund (FRF), would receive automatic increases by contract, due to wage adjustments for active police and firefighters of equivalent rank, with the January 1, 2013 pension payment.

Police Benefit Fund (PBF)

EE #	Last Name	First Name	MI	December 31, 2012 Monthly Pension	January 1, 2013 Monthly Pension	Monthly Change
32069	Barber	Thomas	A.	\$ 2,788.84	\$ 2,829.10	\$ 40.26
35769	Beard	Harold		1,537.54	1,560.77	23.23
236497	Faenza	John	J.	1,967.11	1,995.88	28.77
241113	Fasanelli	Antonio	P.	3,366.20	3,404.25	38.05
267155	Frank	Ralph	J.	1,958.32	1,989.09	30.77
296120	Goldstein	Benjamin		2,350.68	2,379.71	29.03
571237	O'Connor	Robert	J.	1,947.97	1,977.57	29.60
764604	Welles	Arthur	C.	2,521.93	2,558.63	36.70
Total				\$ 18,438.59	\$ 18,695.00	\$ 256.41

Fireman's Relief Fund (FRF)

EE #	Last Name	First Name	MI	December 31, 2012 Monthly Pension	January 1, 2013 Monthly Pension	Monthly Change
79294	Burns	John	D.	\$ 2,361.97	\$ 2,380.55	\$ 18.58
391107	Keenan	James	F.	2,048.03	2,062.73	14.70
539198	Muller	James	R.	1,658.55	1,673.25	14.70
682853	Skehan	Edward		1,728.06	1,743.36	15.30
735752	Treglia	Vincent		1,920.09	1,936.94	16.85
Total				\$ 9,716.70	\$ 9,796.83	\$ 80.13

A motion was made, seconded and unanimously adopted to approve the automatic pension adjustments for the FRF and PBF retirees effective January 1, 2013.

X. Other Business

Acting Chairman Lord introduced the item. The Secretary, Adam Cloud, indicated that he had one informational item of Other Business.

Secretary Cloud informed the Commissioners that the 2013 COLA Task Force had its initial meeting on January 24, 2013 to consider options for offering a Cost of Living Adjustment (COLA). The options that would be considered, he continued, were a COLA for all retirees, a COLA only for retirees who had attained age 62 or who had been retired at least 15 years, a COLA only for retirees who had attained age 65 or who had been retired at least 20 years, and a COLA only for retirees who had attained age 70 or who had been retired at least 20 years. Secretary Cloud concluded by stating that the MERF's actuary, Hooker & Holcombe, would prepare cost estimates for these options for the February meeting and then the COLA Task Force would submit a recommendation to the Mayor and City Council in time for the April budget meetings.

XI. Disability Retirements

A motion was made, seconded and unanimously adopted to enter into executive session to discuss the disability applications before the Commission, after which a motion was made, seconded and unanimously adopted to return to open public session.

A motion was made, seconded and unanimously adopted to approve the following disability retirement application:

Applications

<u>NAME</u>	<u>UNION</u>	<u>QUALIFICATION</u>	<u>YEARS</u>	<u>AGE</u>
Bermudez, Andres	Local 760	Service Connected Partial Disability	31	51

XI. Disability Retirements (continued)

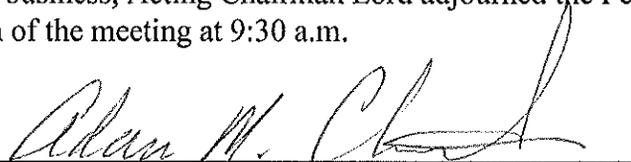
Benefit Approvals

A motion was made, seconded and unanimously adopted to approve the following disability retirement benefit:

		<u>AMOUNT</u>		
		Years	Months	Days
<u>Abrams, Ursula</u>				
Emp. 911000				
Union: Local 2221				
Term of Service (including Sick Exchange):		12	0	0
Sick Exchange:		0	0	0
Grounds:	Non-Service Connected Total Disability			
Effective Date:	January 1, 2013			
Average Salary:	Last 10 years			\$ 22,970.68
	Final Base Pay			29,727.00
Pension Allowed:	30.00%			6,891.24
Monthly Payment:				574.27

There being no further business, Acting Chairman Lord adjourned the Pension Administration portion of the meeting at 9:30 a.m.

Attest:



Adam M. Cloud, Secretary