

**PENSION COMMISSION  
City Conference Room  
260 Constitution Plaza  
Friday, July 24, 2015  
9:00 a.m.**

**MINUTES**

**PENSION ADMINISTRATION**

- MEMBERS PRESENT:** Peter Stevens, Chairman; Frank Lord; Gene Goldman; Adam Cloud, Secretary
- MEMBERS EXCUSED:** Nicholas Triglia, Employee Representative
- STAFF PRESENT:** Donna Parker, Plan Administrator; Rebecca Crowley, Assistant Plan Administrator; Lisa Silvestri, Assistant Corporation Counsel; Carmen Sierra, Assistant City Treasurer; Terry Williams, Senior Administrative Assistant; Chelsea Mott, Accountant
- OTHERS PRESENT:** Richard Pokorski, Employee Benefits; George Zoltowski, Management and Budget; Darrell Hill, Chief Operating Officer (COO); Katharine Chaney-Jones and Mollie Chaney of Barnum Financial Group; Allison Mislow and Monica Burnett of MetLife

**Chairman Peter Stevens called the meeting to order at 9:15 a.m.**

**I. Minutes of the Meeting of June 26, 2015**

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 June 26, 2015 meeting.**

## II. Survivor Benefits

**A motion was made, seconded and unanimously adopted to approve the following survivor benefits:**

Denisky, Rejane, survivor of the late Peter Denisky, member of the Municipal Employees' Retirement Fund (MERF) who died June 9, 2015 (Survivor benefits under the MERF; Emp. #S186007 / 980311)

Effective Date:	July 1, 2015	
Annual Allowance:		\$ 7,767.84
Monthly Allowance:		647.32

## III. Regular Retirements

Chairman Peter Stevens noted that the final average pay for several retirees was significantly higher than base pay. Secretary Adam Cloud stated that it came down to collective bargaining agreements and there were plenty of overtime opportunities for police officers since there were not as many officers as needed for the City. Secretary Cloud also noted that this was not a new issue but rather a reoccurring theme and welcomed the opportunity to participate in collective bargaining discussions.

Plan Administrator Donna Parker stated that Hooker and Holcombe, the MERF's actuary, assumed that final average pay for police was 45% higher than base pay to determine the liability for the MERF. Ms. Parker also noted that final average pay for new police officers did not include private duty pay, only overtime. Assistant Corporation Counsel Lisa Silvestri asked if employee contributions were taken out of private duty pay. Ms. Parker confirmed that employee contributions were taken out of private duty and overtime pay.

Chief Operating Officer (COO) Darrell Hill noted that the City's administration and City Council were focused on the budget and controlling costs. Mr. Hill stated that approximately \$180M-\$190M of the city's \$532M budget was for employee benefits and it was difficult to talk about the budget without consideration of employee benefits. Mr. Hill also noted that many of the management rights were imbedded in the collective bargaining agreements and that Police, Fire, HMEA and Local 1716 contracts were up for negotiation and many of these issues would be addressed at that time.

Mr. Hill stated that the City planned to start the budget process earlier this year. Secretary Cloud noted there were weekly meetings attended by Mr. Hill, Acting Finance Director Leigh Ann Ralls and himself to discuss fiscal matters, including

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budget shortfalls. Secretary Cloud added that the bond restructuring had captured \$5M in savings.

Mr. Hill noted that there was a \$6.5M budget gap for Fiscal Year 2016 and they were working on ways to close the gap. Mr. Hill explained that much of the gap was due to actual overtime exceeding forecasts, a rash of fires over the winter and increased gun violence, as well as a decrease in the Governor's budget. Mr. Hill stated that he was optimistic that the City would recapture the shortfall but there were no creative solutions.

Secretary Cloud stated that the Treasurer's office along with the Finance Department, were looking at ways to gain more insight into cash flows and timing to get a better sense of what funds were needed and when that money was needed. Secretary Cloud thanked Mr. Hill for attending and keeping the Commission informed of the budgetary issues and the administration's plans.

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

		<u>AMOUNT</u>		
<u>Cattanach, Marcia</u>				
Emp. # 904847 / 990694				
Union: Local 2221				
		Years	Months	Days
Term of Service (including Sick Exchange):		25	0	0
Sick Exchange:		0	0	0
Grounds:	Service			
Effective Date:	June 13, 2015			
Average Salary:	Highest 3 out of last 5 years			\$ 42,101.79
	Final Base Pay			38,348.00
Pension Allowed:	60.00%			25,261.08
Monthly Payment:				2,105.09

III. Regular Retirements (continued)

		<u>AMOUNT</u>		
<u>Gant, Clementine</u>				
Emp. # 916543 / 990692				
Union: Local 2221				
		Years	Months	Days
Term of Service (including Sick Exchange):		10	0	0
Sick Exchange:		0	0	0
Grounds:	Service			
Effective Date:	June 13, 2015			
Average Salary:	Highest 3 out of last 5 years			\$ 28,786.74
	Final Base Pay			28,875.00
Pension Allowed:	25.00%			7,196.64
Monthly Payment:				599.72

<u>Hanley, Jeanne</u>				
Emp. # 903542 / 990686				
Union: Local 2221				
		Years	Months	Days
Term of Service (including Sick Exchange):		18	0	0
Sick Exchange:		0	0	0
Grounds:	Vested Early			
Effective Date:	July 1, 2015			
Termination Date:	October 27, 2006			
Average Salary:	Highest 3 out of last 5 years			\$ 38,961.85
	Final Base Pay			41,936.96
Pension Allowed:				
Unreduced Pension:	45.00 %			\$ 17,532.84
Early Reduction Factor:	4.00 % for each year prior to age 60			8.00%
Reduced Pension:				\$ 16,130.16
Monthly Payment:				1,344.18

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III. Regular Retirements (continued)

		<u>AMOUNT</u>		
<u>Kurylowski, Linda</u>				
Emp. # 850659 / 990689				
Union: Library Non-Union				
		Years	Months	Days
Term of Service (including Sick Exchange):		12	0	0
Sick Exchange:		0	0	0
Grounds:	Early			
Effective Date:	May 2, 2015			
Average Salary:	Highest 5 out of last 10 years			\$ 45,441.51
	Final Base Pay			47,553.00
Pension Allowed:				
Unreduced Pension:	24.00 %			\$ 10,905.96
Early Reduction Factor:	4.00 % for each year prior to age 60			12.00%
Reduced Pension:				\$ 9,597.24
Monthly Payment:				799.77

<u>Mefferd, Christopher</u>				
Emp. # 942455 / 990688				
Union: HPU				
		Years	Months	Days
Term of Service (including Sick Exchange):		25	0	0
Sick Exchange:		4	0	0
Grounds:	Service			
Effective Date:	June 3, 2015			
Average Salary:	Highest 3 out of last 5 years			\$ 165,780.66
	Final Base Pay			95,061.82
Pension Allowed:	66.00%			109,415.28
Monthly Payment:				9,117.94

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III. Regular Retirements (continued)

		<u>AMOUNT</u>		
<u>Mills, Campbell Scott</u>				
Emp. # 916420 / 990693				
Union: Local 2221				
		Years	Months	Days
Term of Service (including Sick Exchange):		12	0	0
Sick Exchange:		0	0	0
Grounds:	Service			
Effective Date:	June 13, 2015			
Average Salary:	Highest 3 out of last 5 years			\$ 31,166.80
	Final Base Pay			30,247.00
Pension Allowed:	30.00%			9,350.04
Monthly Payment:				779.17

<u>Santiago, Jose</u>				
Emp. # 942425 / 990687				
Union: HPU				
		Years	Months	Days
Term of Service (including Sick Exchange):		25	0	0
Sick Exchange:		4	0	0
Grounds:	Service			
Effective Date:	June 6, 2015			
Average Salary:	Highest 3 out of last 5 years			\$ 125,257.99
	Final Base Pay			75,729.26
Pension Allowed:	66.00%			82,670.28
Monthly Payment:				6,889.19

**III. Regular Retirements (continued)**

		<u>AMOUNT</u>		
<u>Serrano, Olga</u>				
Emp. # 917948 / 990690				
Union: Local 1018F				
		Years	Months	Days
Term of Service (including Sick Exchange):		11	0	0
Sick Exchange:		0	0	0
Grounds:	Early			
Effective Date:	June 13, 2015			
Average Salary:	Highest 5 out of last 10 years			\$ 25,711.30
	Final Base Pay			26,917.00
Pension Allowed:				
Unreduced Pension:	22.00 %			\$ 5,656.44
Early Reduction Factor:	4.00 % for each year prior to age 60			4.00%
Reduced Pension:				\$ 5,430.24
Monthly Payment:				452.52

**IV. Pension Benefit Adjustments**

Chairman Stevens introduced the item. The Plan Administrator, Donna Parker explained that the Service Connected Disability Pension for Ms. Williams had been suspended since 2000 due to earnings reported on Ms. Williams' Earned Income Affidavits. Ms. Parker stated that in July, Ms. Williams reported no earnings during 2014 on her Earned Income Affidavit and Ms. Williams' disability pension should be restarted retroactively to May 2015.

Commissioner Lord asked if there was a procedure to verify why earnings decreased. Ms. Parker explained that the form was notarized and no questions regarding earnings were asked of retirees.

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

Williams, Carrie  
Emp. #942197  
From: \$ 0.00  
To: 375.92

V. 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>
980228	Carola, Nicolina	06/06/2015	\$ 737.45	PBF
186007	Denisky, Peter	06/09/2015	1,221.09	MERF
264156	Fote, Rita	06/09/2015	264.87	MERF
274534	Gadson, Betty	05/26/2015	1,744.51	MERF
S461548	Mangiagli, Helen	05/16/2015	843.60	MERF
515868	Michaelis, Ann	06/26/2015	591.74	BOE RAF
S746003	Vendetta, Margaret	05/31/2015	769.52	MERF

The pensions for the following individuals were suspended due to the fact that at least two pension payments remain uncashed or were returned as undeliverable and the individuals did not respond to inquiries made by the Pension Unit as to their address and/or status.

<u>EMPLOYEE NUMBER</u>	<u>NAME</u>	<u>DATE OF REMOVAL</u>	<u>PENSION AMOUNT</u>	<u>PENSION PLAN</u>
093734	Japp, Margaret	07/01/2015	\$ 578.30	MERF
777366	Williams, Marjorie	07/01/2015	2,257.91	MERF

The pension for the following individual was reinstated since the Pension Unit received his disability affidavit.

<u>EMPLOYEE NUMBER</u>	<u>NAME</u>	<u>DATE OF REMOVAL</u>	<u>PENSION AMOUNT</u>	<u>PENSION PLAN</u>
940267	Pu'sey, Harold	05/01/2015	\$ 1,737.10	MERF

**VI. Request for Refunds of Pension Contributions**

Plan Administrator Donna Parker noted an increased number of refunds this month due to the continued work of the Pension Unit to clean up outstanding refunds and this increase would continue for a couple more months. Ms. Parker noted that many of the outstanding refund amounts were fairly small.

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

<u>NAME</u>	<u>AMOUNT</u>
Adams, Lisa	\$ 537.34
Bowden, James *	389.94
Diaz, Hiram	878.93
Dukes, Trillon	2,212.78
Franco, Pedro	4,487.54
Guzman, Angel	1,602.25
Hairston, Kenya	161.32
Harris, Shelia *	690.62
Howell, Justina	18,758.60
Jimenez, Ramon	602.12
Johnson, Amanda	213.70
Johnson, Willie F.	911.66
Knapp, Donald	2,390.64
Lucco, Shawn	1,291.56
Mack, Earl	7,230.24
Maldonado, Maria	60.90
Marrero, Roberto *	913.60
Martinez, Osvaldo	63.86
Montalvo, Marangelly *	31.88
Motley, April	50.64
Negron, Sol M.	23.12
Ortiz, Nelson *	34.30
Paradis, Rena	45.38
Phan, Khoa	5,401.63
Pisani, Gladys	1,181.95
Pratts, Ileana	82.35
Qazolli, Sarah	11,257.64
Resto, Jorge *	70.98
Richmond, Kerry *	35.95
Rivera, Antonia	295.20

VI. Request for Refunds of Pension Contributions (continued)

<u>NAME</u>	<u>AMOUNT</u>
Rule, Tashera	\$ 51.76
Sadowski, Franciszka	592.63
Soto, Iris	79.24
Strong, Tonya	15,016.94
Taylor, Patsy *	86.18
Torres, Evelyn	229.62
Torres, Miriam	214.58
Vitullo, Elizabeth	2,821.32
Watson, Laura	5,707.04
Williams, Belinda *	33.79
Zayas, Persida *	16.43

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

\* Additional contributions or interest due to the member.

**VII. Report on Automatic Pension Adjustments for FRF and PBF**

Chairman Stevens introduced the item. The Plan Administrator, Donna Parker summarized her report, stating that the retirees under two old closed plans, the Police Benefit Fund (PBF) and the Firemen's Relief Fund (FRF), received automatic increases by contract every January and July, if there was a wage adjustment for active police and firefighters of equivalent rank on that date. Ms. Parker stated that there were wage increases for the active police officers and firefighters on July 1, 2015.

**Police Benefit Fund (PBF)**

EE #	Last Name	First Name	January 1, 2015 Monthly Pension	July 1, 2015 Monthly Pension	Monthly Change
32069	Barber	Thomas	\$ 2,996.54	\$ 3,071.77	\$ 75.23
236497	Faenza	John	2,115.60	2,169.38	53.78
267155	Frank	Ralph	2,117.14	2,174.69	57.55
296120	Goldstein	Benjamin	2,500.52	2,554.82	54.30
		Total	\$9,729.80	\$9,970.66	\$240.86

**Fireman's Relief Fund (FRF)**

EE #	Last Name	First Name	January 1, 2105 Monthly Pension	July 1, 2105 Monthly Pension	Monthly Change
391107	Keenan	James	\$2,153.27	\$2,176.76	\$23.49
539198	Muller	James	1,763.79	1,787.28	23.49
682853	Skehan	Edward	1,837.62	1,862.07	24.45
		Total	\$5,754.68	\$5,826.11	\$71.43

**A motion was made, seconded and unanimously adopted to approve the automatic pension adjustment for the PBF and FRF retirees effective July 1, 2015.**

**VIII. MetLife retirewise® Program**

Chairman Stevens introduced the item. Secretary Cloud welcomed the representatives from Barnum Financial Group and MetLife, who came to talk about an opportunity to educate employees on retirement planning, saving and caring for the elderly.

Katharine Chaney-Jones of Barnum Financial Group stated that she was very active in Hartford's community affairs and non-profits and wanted to bring value to the City of Hartford. Ms. Chaney-Jones introduced Monica Burnett and Allison Winslow of MetLife. Ms. Burnett, Senior Account Executive, spoke briefly about the 22 different products that MetLife offers and how to balance the message to employees. Ms. Mislow, Regional PlanSmart Director, noted that she worked with other municipalities in Connecticut including New Haven, Stamford and Milford, as well as Springfield, Massachusetts and welcomed the opportunity to speak to the City of Hartford.

Ms. Mislow spoke about retirewise®, a financial education course offered free to participants and geared at providing participants a better idea of where they stand for retirement. Ms. Mislow stated that participants needed to plan for a successful retirement and retirewise® was helpful in this regard and noted that the Wall Street Journal gave retirewise® a Best in Class award two years ago. In addition to retirewise®, Ms. Mislow stated that there were additional programs available including retirewise® Graduate (a refresher course for participants who have previously attended the retirewise® course), 22 topical workshops covering a broad financial curriculum, special needs planning for participants with a special needs child, executive services geared towards higher earners and additional online tools.

Ms. Mislow indicated that it was possible to have a small pilot program covering 15-20 participants, which would enable the Commission to see the program in action and help determine if retirewise® was something the City of Hartford wanted to make available for all employees. Secretary Cloud thanked the attendees from the Barnum Financial Group and MetLife and stated that the City was always looking for ways to educate and help employees. Secretary Cloud stated that the Commission would review the materials provided, discuss internally and coordinate with Richard Pokorski of Employee Benefits to determine the right target audience.

**IX. Other Business**

Chairman Stevens introduced the item. There was no Other Business to come before the Commission at this meeting.

There being no further business, Chairman Stevens adjourned the Pension Administration portion of the meeting at 10:15 a.m.

Attest:



Adam M. Cloud, Secretary