

PENSION COMMISSION
City Conference Room
260 Constitution Plaza
Friday, January 29, 2016
9:00 a.m.

AGENDA

PENSION ADMINISTRATION

I. Review of Minutes of the Meeting of December 18, 2015

II. Survivor Benefits

<u>NAME</u>	<u>FUND</u>
Campelli, Ruth	MERF
Silvestro, M. Dolores	MERF
Webb, Lorraine	MERF

III. Regular Retirements

<u>NAME</u>	<u>UNION</u>	<u>QUALIFICATION</u>	<u>YEARS</u>	<u>AGE</u>
Aponte, Alexander	Non-Union	Service	8	60
Darling, Mark	HMEA	Vested Service	20	61
Eisele, Matthew	HPU	Service	24	43
Fowler, Mark	HPU	Service	24	46
Klin, Robert	HPU	Service	24	43
Kolosky, Theodore	Local 760	Service	25	53
Medina, Karla	HPU	Service	24	41
Medina, Richard	HPU	Service	24	42
Mejia, Migdalia	Local 2221	Vested Early	17	55
Mui, Danny	HPU	Service	24	44
O'Donnell, Kellie	Library	Vested Early	20	55
Pileski, Steven	HPU	Service	24	45
Poma, Luis	HPU	Service	28	44
Rivera, William	HPU	Service	24	44
Rodriguez, Gustavo	HPU	Service	24	41
Sheiber, Theodore	Library	Early	10	57
Shon, Peter	HPU	Service	24	49
Siemionko, William	HPU	Service	24	47
Simmons, Celestia	Library	Service	15	60
Suroughbally, Diawatty	SCGA	Service	21	69
Trahan, Joseph	HPU	Service	24	49

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III. Regular Retirements (continued)

<u>NAME</u>	<u>UNION</u>	<u>QUALIFICATION</u>	<u>YEARS</u>	<u>AGE</u>
Wiebusch, Ursula	HPU	Service	24	46
Wilcox, Deborah	Local 1018C	Vested Service	10	60

IV. Terminated Vested – Request to Vest Benefits

<u>NAME</u>	<u>UNION</u>	<u>QUALIFICATION</u>	<u>YEARS</u>	<u>AGE</u>
O'Connor, Maxine	Local 1018C	Vested Service	20	57

V. Pension Benefit Adjustments

A. Section 415 (m) Excess Benefit Adjustments

VI. Separations from Pension Payroll

VII. Requests for Refunds of Contributions

VIII. Request for Refund of Contributions for Excess Purchased Service

IX. Service Purchases

X. Qualified Domestic Relations Orders

A. 16-01 MERF

XI. Consideration of Request to Close Breaks in Service

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

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XIII. Presentation by Mass Mutual Regarding Retirement Planning Tools

XIV. Executive Session - Personnel Matters

XV. Other Business

XVI. Disability Retirements

Benefit Approvals

<u>NAME</u>	<u>UNION</u>	<u>QUALIFICATION</u>	<u>YEARS</u>	<u>AGE</u>
Cruz, Pura	Local 2221	Service Connected Partial	28	53
Lariviere, Douglas	HPU	Service Connected Total	14	43
Lawrence, Andrew	HPU	Service Connected Partial	24	50

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PENSION DATA

II. Survivor Benefits

Campelli, Ruth, survivor of the Pietro Campelli, member of the Municipal Employees' Retirement Fund (MERF) who died November 27, 2015 (Survivor benefits under the MERF; Emp. #S087220 / 980323)

Effective Date: December 1, 2015
Annual Allowance: \$ 5,979.24
Monthly Allowance: 498.27

Silvestro, M. Dolores, survivor of the Guido Silvestro, member of the Municipal Employees' Retirement Fund (MERF) who died November 15, 2015 (Survivor benefits under the MERF; Emp. #S720607 / 980321)

Effective Date: December 1, 2015
Annual Allowance: \$ 5,495.40
Monthly Allowance: 457.95

Webb, Lorraine, survivor of the William Webb, member of the Municipal Employees' Retirement Fund (MERF) who died December 4, 2015 (Survivor benefits under the MERF; Emp. #S760250 / 980322)

Effective Date: January 1, 2016
Annual Allowance: \$ 15,849.60
Monthly Allowance: 1,320.80

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III. Regular Retirements

AMOUNT

Aponte, Alexander
Emp. # 944210 / 990754
Union: Non-Union

	Years	Months	Days
Term of Service (including Sick Exchange):	8	0	0
Sick Exchange:	0	0	0

Grounds:	Service		
Effective Date:	January 1, 2016		
Average Salary:	Highest 5 out of last 10 years		\$ 49,542.75
	Final Base Pay		15,000.00
Pension Allowed:	20.00%		9,908.52
Monthly Payment:			825.71

Darling, Mark
Emp. # 171697 / 990739
Union: HMEA

	Years	Months	Days
Term of Service (including Sick Exchange and Military):	20	0	0
Sick Exchange:	0	0	0
Military:	1	10	5

Grounds:	Vested Service		
Termination Date:	January 31, 2000		
Effective Date:	June 21, 2014		
Average Salary:	Highest 2 out of last 5 years		\$ 51,789.08
	Final Base Pay		38,701.00
Pension Allowed:	40.00%		20,718.48
Monthly Payment:			1,726.54

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III. Regular Retirements (continued)

		<u>AMOUNT</u>		
<u>Eisele, Matthew</u>				
Emp. # 942863/ 990751				
Union: HPU				
		Years	Months	Days
Term of Service (including Sick Exchange):		24	0	0
Sick Exchange:		4	0	0
Grounds:	Service			
Effective Date:	December 27, 2015			
Average Salary:	Highest 3 out of last 5 years			\$ 144,463.76
	Final Base Pay			96,199.00
Pension Allowed:	63.00%			91,012.20
Monthly Payment:				7,584.35

<u>Fowler, Mark</u>				
Emp. # 942865/ 990736				
Union: HPU				
		Years	Months	Days
Term of Service (including Sick Exchange):		24	0	0
Sick Exchange:		4	0	0
Grounds:	Service			
Effective Date:	November 28, 2015			
Average Salary:	Highest 3 out of last 5 years			\$ 126,431.73
	Final Base Pay			81,901.00
Pension Allowed:	63.00%			79,652.04
Monthly Payment:				6,637.67

<u>Klin, Robert</u>				
Emp. # 942871/ 990758				
Union: HPU				
		Years	Months	Days
Term of Service (including Sick Exchange):		24	0	0
Sick Exchange:		4	0	0
Grounds:	Service			
Effective Date:	January 3, 2016			
Average Salary:	Highest 3 out of last 5 years			\$ 197,587.92
	Final Base Pay			89,201.00
Pension Allowed:	63.00%			124,480.44
Monthly Payment:				10,373.37

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III. Regular Retirements (continued)

		<u>AMOUNT</u>		
<u>Kolosky, Theodore</u>				
Emp. 942652 / 990734				
Union: Local 760				
		Years	Months	Days
Term of Service (including Sick Exchange):		25	0	0
Sick Exchange:		4	0	0
Grounds:	Service			
Effective Date:	November 16, 2015			
Average Salary:	Final Base Pay			\$103,265.61
Pension Allowed:	68.80%			71,046.56
Monthly Payment:				5,920.56
<u>Medina, Karla</u>				
Emp. # 854913 / 990747				
Union: HPU				
		Years	Months	Days
Term of Service (including Sick Exchange):		24	0	0
Sick Exchange:		4	0	0
Grounds:	Service			
Effective Date:	December 8, 2015			
Average Salary:	Highest 3 out of last 5 years			\$ 101,157.43
	Final Base Pay			89,201.00
Pension Allowed:	63.00%			63,729.24
Monthly Payment:				5,310.77
<u>Medina, Richard</u>				
Emp. # 856371 / 990735				
Union: HPU				
		Years	Months	Days
Term of Service (including Sick Exchange):		24	0	0
Sick Exchange:		4	0	0
Grounds:	Service			
Effective Date:	November 28, 2015			
Average Salary:	Highest 3 out of last 5 years			\$ 130,488.61
	Final Base Pay			81,431.00
Pension Allowed:	63.00%			82,207.80
Monthly Payment:				6,850.65

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III. Regular Retirements (continued)

		<u>AMOUNT</u>		
<u>Mejia, Migdalia</u>				
Emp. # 911632 / 990753				
Union: Local 2221				
		Years	Months	Days
Term of Service (including Sick Exchange):		17	0	0
Sick Exchange:		0	0	0
Grounds:	Vested Early			
Effective Date:	January 12, 2016			
Termination Date:	June 12, 2015			
Average Salary:	Highest 3 out of last 5 years			\$ 37,176.83
	Final Base Pay			37,579.00
Pension Allowed:				
Unreduced Pension:	42.50 %			\$ 15,800.16
Early Reduction Factor:	4.00 % for each year prior to age 60			16.00 %
Reduced Pension:				\$ 13,272.12
Monthly Payment:				1,106.01
 <u>Mui, Danny</u>				
Emp. # 942879 / 990741				
Union: HPU				
		Years	Months	Days
Term of Service (including Sick Exchange):		24	0	0
Sick Exchange:		4	0	0
Grounds:	Service			
Effective Date:	December 6, 2015			
Average Salary:	Highest 3 out of last 5 years			\$ 228,832.86
	Final Base Pay			78,501.00
Pension Allowed:	63.00%			144,164.76
Monthly Payment:				12,013.73

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III. Regular Retirements (continued)

		<u>AMOUNT</u>		
<u>O'Donnell, Kellie</u>				
Emp. # 862738 / 990738				
Union: Library				
		Years	Months	Days
Term of Service (including Sick Exchange):		20	0	0
Sick Exchange:		0	0	0
Grounds:	Vested Early			
Effective Date:	January 30, 2016			
Termination Date:	June 10, 2015			
Average Salary:	Highest 2 out of last 5 years			\$ 74,845.88
	Final Base Pay			75,974.00
Pension Allowed:				
Unreduced Pension:	40.00%			\$ 29,938.32
Early Reduction Factor:	4.00 % for each year prior to age 60			20.00 %
Reduced Pension:				\$ 23,950.68
Monthly Payment:				1,995.89

<u>Pileski, Steven</u>				
Emp. # 942883 / 990742				
Union: HPU				
		Years	Months	Days
Term of Service (including Sick Exchange):		24	0	0
Sick Exchange:		4	0	0
Grounds:	Service			
Effective Date:	December 2, 2015			
Average Salary:	Highest 3 out of last 5 years			\$ 146,611.69
	Final Base Pay			71,480.00
Pension Allowed:	63.00%			92,365.32
Monthly Payment:				7,697.11

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III. Regular Retirements (continued)

		<u>AMOUNT</u>		
<u>Poma, Luis</u>				
Emp. # 942884 / 990759				
Union: HPU				
		Years	Months	Days
Term of Service (including Sick Exchange & Military):		28	0	0
Sick Exchange:		4	0	0
Military Service:		3	10	26
Grounds:	Service			
Effective Date:	December 31, 2015			
Average Salary:	Highest 3 out of last 5 years			\$ 133,615.28
	Final Base Pay			81,901.00
Pension Allowed:	72.00%			96,203.04
Monthly Payment:				8,016.92
<u>Rivera, William</u>				
Emp. # 942885 / 990748				
Union: HPU				
		Years	Months	Days
Term of Service (including Sick Exchange):		24	0	0
Sick Exchange:		4	0	0
Grounds:	Service			
Effective Date:	December 2, 2015			
Average Salary:	Highest 3 out of last 5 years			\$ 124,783.91
	Final Base Pay			78,001.00
Pension Allowed:	63.00%			78,613.92
Monthly Payment:				6,551.16
<u>Rodriguez, Gustavo</u>				
Emp. # 942888 / 990745				
Union: HPU				
		Years	Months	Days
Term of Service (including Sick Exchange):		24	0	0
Sick Exchange:		4	0	0
Grounds:	Service			
Effective Date:	December 5, 2015			
Average Salary:	Highest 3 out of last 5 years			\$ 126,304.05
	Final Base Pay			81,901.00
Pension Allowed:	63.00%			79,571.52
Monthly Payment:				6,630.96

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III. Regular Retirements (continued)

AMOUNT

Sheiber, Theodore

Emp. # 877484 / 990757

Union: Library

	Years	Months	Days
Term of Service (including Sick Exchange):	10	0	0
Sick Exchange:	0	0	0
Grounds:	Early		
Effective Date:	December 5, 2015		
Average Salary:	Highest 2 out of last 5 years		\$ 73,417.22
	Final Base Pay		73,163.00
Pension Allowed:			
Unreduced Pension:	20.00%		\$ 14,683.44
Early Reduction Factor:	4.00 % for each year prior to age 60		8.00 %
Reduced Pension:			\$ 13,508.76
Monthly Payment:			1,125.73

Shon, Peter

Emp. # 942889 / 990746

Union: HPU

	Years	Months	Days
Term of Service (including Sick Exchange):	24	0	0
Sick Exchange:	4	0	0
Grounds:	Service		
Effective Date:	December 3, 2015		
Average Salary:	Highest 3 out of last 5 years		\$ 174,767.42
	Final Base Pay		78,001.00
Pension Allowed:	63.00%		110,103.48
Monthly Payment:			9,175.29

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III. Regular Retirements (continued)

		<u>AMOUNT</u>		
<u>Siemionko, William</u>				
Emp. # 942890 / 990750				
Union: HPU				
		Years	Months	Days
Term of Service (including Sick Exchange):		24	0	0
Sick Exchange:		4	0	0
Grounds:	Service			
Effective Date:	December 19, 2015			
Average Salary:	Highest 3 out of last 5 years			\$ 136,822.80
	Final Base Pay			81,901.00
Pension Allowed:	63.00%			86,198.40
Monthly Payment:				7,183.20

<u>Simmons, Celestia</u>				
Emp. # 811041 / 990755				
Union: Library Non-Union				
		Years	Months	Days
Term of Service (including Sick Exchange):		15	0	0
Sick Exchange:		0	0	0
Grounds:	Service			
Effective Date:	November 21, 2015			
Average Salary:	Highest 2 out of last 5 years			\$ 73,609.69
	Final Base Pay			73,855.00
Pension Allowed:	30.00%			22,082.88
Monthly Payment:				1,840.24

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III. Regular Retirements (continued)

		<u>AMOUNT</u>		
<u>Suroughbally, Diawatty</u>				
Emp. # 942361 / 990749				
Union: SCGA				
		Years	Months	Days
Term of Service (including Sick Exchange):		21	0	0
Sick Exchange:		0	0	0
Grounds:	Service			
Effective Date:	December 2, 2015			
Average Salary:	Highest 5 out of last 10 years			\$ 10,609.33
	Final Base Pay			10,948.00
Average Social Security:				10,228.80
Pension Allowed:	(2.00 % x Average Salary in excess of Average Social Security + 1.00% x Average Social Security) x Service			2,307.84
Monthly Payment:				192.32
 <u>Trahan, Joseph</u>				
Emp. # 942896 / 990737				
Union: HPU				
		Years	Months	Days
Term of Service (including Sick Exchange):		24	0	0
Sick Exchange:		4	0	0
Grounds:	Service			
Effective Date:	December 1, 2015			
Average Salary:	Highest 3 out of last 5 years			\$ 90,992.78
	Final Base Pay			74,763.00
Pension Allowed:	63.00%			57,325.44
Monthly Payment:				4,777.12

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III. Regular Retirements (continued)

		<u>AMOUNT</u>		
<u>Wiebusch, Ursula</u>				
Emp. # 942880 / 990744				
Union: HPU				
		Years	Months	Days
Term of Service (including Sick Exchange):		24	0	0
Sick Exchange:		4	0	0
Grounds:	Service			
Effective Date:	December 4, 2015			
Average Salary:	Highest 3 out of last 5 years			\$ 84,507.27
	Final Base Pay			81,901.00
Pension Allowed:	63.00%			53,239.56
Monthly Payment:				4,436.63
 <u>Wilcox, Deborah</u>				
Emp. # 909674 / 990752				
Union: Local 1018C				
		Years	Months	Days
Term of Service (including Sick Exchange):		10	0	0
Sick Exchange:		0	0	0
Grounds:	Vested Service			
Termination Date:	June 29, 2007			
Effective Date:	October 13, 2015			
Average Salary:	Highest 5 out of last 10 years			\$ 39,577.15
	Final Base Pay			41,620.00
Pension Allowed:	20.00%			7,915.44
Monthly Payment:				659.62

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IV. Terminated Vested – Request to Vest Benefits

		<u>AMOUNT</u>
<u>O'Connor, Maxine</u>		
Emp. # 909365		
Union: Local 1018C		
Date of Termination:	November 25, 2015	
Term of Service:	20 years	
Grounds:	Vested Service	
Normal Retirement Date:	December 27, 2018 (Age 60)	
Average Salary:	Highest 5 out of the last 10 years	\$ 56,567.66
	Final Base Pay	51,196.00
Pension Allowed:	40.00 %	22,627.08
Monthly Payment:		1,885.59

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V. Pension Benefit Adjustments

A. Section 415 (m) Excess Benefit Adjustments

The following pension benefit adjustments are 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). These limits are subject to change each calendar year and are applicable to MERF benefits as of each January 1st. The Section 415(m) Excess benefit is paid from the City's General Fund.

<u>Emp#</u>	<u>Name</u>		
990339	Aguilera, Denise	MERF	\$ 5,758.58
942586		415 Excess	<u>1,264.57</u>
		Total	\$ 7,023.15
990320	Baker, Antoinette	MERF	\$ 4,536.18
940696		415 Excess	<u>1,036.02</u>
		Total	\$ 5,572.20
980062	Collins, Michael	MERF	\$ 5,094.34
940348		415 Excess	<u>218.76</u>
		Total	\$ 5,313.10
990322	Galarza, Enrique	MERF	\$ 4,232.19
942162		415 Excess	<u>2,222.99</u>
		Total	\$ 6,455.18
980052	Kee Borges, Sandra	MERF	\$ 5,530.20
389218		415 Excess	<u>784.33</u>
		Total	\$ 6,314.53
990340	Ramos-Soler, Ivan	MERF	\$ 5,247.00
942309		415 Excess	<u>271.81</u>
		Total	5,518.81
980060	Vasquenza, Michael	MERF	\$ 7,170.96
745670		415 Excess	<u>745.09</u>
		Total	7,916.05

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VI. Separations from Pension Payroll

<u>EMPLOYEE NUMBER</u>	<u>NAME</u>	<u>DATE OF DEATH</u>	<u>PENSION AMOUNT</u>	<u>PENSION PLAN</u>
033163	Bassano, Angeline	12/15/2015	\$ 184.64	MERF
148733	Bottomley, Susan	12/26/2015	1,949.07	MERF
941794	Brodacki, Leslie	11/23/2015	2,348.32	MERF
110701	Claffey, Marguerita *	12/31/2015	781.65	PBF
355120	Hood, Lois	12/13/2015	104.30	MERF
405957	Kiely, John *	12/31/2015	1,246.57	PBF
717703	Supple, Vincent *	12/31/2015	418.15	PBF
980039	Supple, William *	12/31/2015	418.15	PBF
890197	Velez, Aida	11/11/2015	1,564.26	MERF
760250	Webb, William	12/04/2015	3,032.70	MERF

* Non-spouse beneficiaries who were eligible to receive survivor benefits for a period of 10 years following the death of the participant. The 10-year payment period ended December 31, 2015.

VII. Request for Refunds of Pension Contributions

<u>NAME</u>	<u>AMOUNT</u>
Alexandre, Etienne	\$ 10,612.08
Amalfitano, Gina	3,330.05
Antoine, Terry*	478.61
Asapokhai, Remi	2,732.08
Cyril, Jean	2,052.15
Dillard, Kejuan	387.70
Foster, Telli	3,621.87
Hernandez, Jimmy	7,951.27
Ionno, Sabra *	108.85
Japp, Isiah*	10.70
Jefferson, Maria	952.82
Kehoe, Cynthia*	13.12
Kindell, Lovie **	13,910.07
Lloyd, Cindi *	1,353.42
Maddox, Sheryl **	13,910.07
Mantilla, Paola	6,360.77

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VII. Request for Refunds of Pension Contributions (continued)

<u>NAME</u>	<u>AMOUNT</u>
McBride, Jasper	\$ 809.30
Negron, Hector	41,334.33
Negron, Maria	11,842.71
Newman-Scott, Kristina	20,904.45
Padilla, Marta	3,287.84
Penfield, Jane	3,995.15
Perez, Barbara	12,470.29
Rodriguez, Alexander	1,586.68
Sikora, Elzbieta*	24.06
Stacy, Robert *	724.28
Sullivan, Patricia*	323.68
Tesfaye, Susana*	354.83
Thomas, Rudolph *	146.47
Williams, Barry **	13,910.07
Williams Sr., Eric **	13,910.07
Wilson, Camaleta*	157.68
Winter, Diana*	96.09
Woolford, Sharryl*	28.41
Wright, Patricia *	19.57

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.

* Additional contributions or interest due to the member.

** Beneficiary of deceased active MERF member Josephine Williams

VIII. Request for Refund of Contributions for Excess Purchased Service

<u>Name</u>	<u>Amount Due:</u>	<u>Service Type</u>
Poma, Luis	\$ 376.56	Military
Rodriguez, Gustavo	3,663.86	Military

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IX. Service Purchases

Routine Service Purchases

The following individuals have requested the purchase of additional pension service under the provisions of the Municipal Code of the City of Hartford, Article I, Division I, Section 2A-8.

<u>NAME</u>	<u>TYPE</u>	<u>AMOUNT</u>			<u>PURCHASE</u>
		<u>Years</u>	<u>Months</u>	<u>Days</u>	<u>PRICE</u>
Loos, Daniel **	Non-Qualified City	4	0	0	\$ 33,794.91
Saenz, Eric *	Military	4	0	0	15,657.30

* This individual elected payroll deduction.

** This individual has completed his service purchase.

X. Qualified Domestic Relations Orders

MERF

QDRO: 16-01

Entered into Court Records: November 16, 2015

Benefit Calculation Date: October 5, 2015

		<u>Percentage</u>	<u>Dollar Amount</u>
Benefit Assigned to Alternate Payee:	Monthly:	46.80 %	\$ 3,414.93
Pension Contributions Assigned:	Pre-Tax:	46.80 %	0.00
	Post-Tax:	46.80 %	0.00
	Interest:	46.80 %	0.00

Alternate Payee Retirement Date: January 1, 2016

Comments: The Pension Unit has received a properly executed Qualified Domestic Relations order (QDRO) relating to the above case.

It is my recommendation that the Commission approve the pending QDRO with respect to the MERF with benefits assigned as indicated above and also approve payment to the Alternate Payee effective no earlier than January 1, 2016 and subject to receipt of a properly executed *Application for Pension*.



CITY OF HARTFORD
PENSION COMMISSION

MEMORANDUM

To: Pension Commission

From: Donna Parker, Plan Administrator *DDP*

Date: January 29, 2016

Re: **Request to Close Breaks-in-Service**

At the November 2014 Pension Commission meeting the Commission asked Assistant Corporation Counsel Lisa Silvestri to draft an ordinance for City Council requesting that leaves of absence, in cases where the breaks in service are more than 90 days but equal to or less than the period of the Employee's prior service, be approved by the Pension Commission, instead of the City Council. The Ordinance was approved at the December 28, 2015 City Council meeting. Attached is the ordinance for your review.

The following individuals have incurred during their careers with the City one or more absences from employment of 90 or more consecutive days, but their absences were equal to or less than the period of their prior service. They have requested in accordance with Section 2A-5 of the Municipal Code of the City of Hartford, that these absences be reclassified as approved leaves of absence, thereby "closing" the breaks in service for pension purposes and allowing all of their eligible City service to be aggregated and treated as continuous service as required by the City's pension plan provisions.

The cost shown below is the approximate annual cost of the reclassification. This cost would be spread over the working lifetime of the average City employee, or over a period of 25 years.

<u>Employee Name</u>	<u>Union Affiliation</u>	<u>Original Hire Date</u>	<u>Absence Began</u>	<u>Absence Ended</u>	<u>Approximate Annual Cost</u>
DeJesus Jr., Raul	UNCL	08/15/2004	07/18/2008	01/01/2012	\$ 275
Drost, Walter	HMEA	04/01/2002	08/04/2011	02/19/2014	0
Gonzalez-Schwapp, Elby	HMEA	03/04/2002	05/24/2008	09/28/2009	5,602
Lewis, Lolithea	2221	12/15/1997	06/13/1998	09/13/1999	1,421
			06/26/2004	10/31/2005	
Nadal-Cristofaro, Barbie	82	06/23/2008	06/18/2012	08/27/2013	348
			07/10/2015	11/23/2015	
Rosemond-Thames, Geralyn	82	04/10/1989	07/01/2015	11/30/2015	0
Vazquez, Wilbert	82	05/15/2000	07/10/2015	11/09/2015	0
Vega, Maria	2221	11/05/2000	08/19/2009	09/29/2014	0



ITEM # 21 ON AGENCY

Pedro E. Segarra
Mayor

September 28, 2015

Honorable Shawn T. Wooden, Council President, and
Members of the Court of Common Council
City of Hartford
550 Main Street
Hartford, CT 06103

RE: Reclassification of Breaks in Service

Dear Council President Wooden:

Attached for your consideration is an ordinance amending the process by which employee breaks in service may be reclassified as leaves of absence.

The amount of pension an employee is eligible for upon retirement is determined, in part, by the duration of his/her "creditable actual service". Absences without pay for 90 or more consecutive calendar days (known as breaks in service) are not included in the calculation of creditable actual service, except in certain circumstances specified in Section 2A-5(3). The circumstances relate to disability, Worker's Compensation, or military service. Additionally, an employee may request that a break in service be classified as a leave of absence, thus "closing" the break in service by moving the date of hire forward.

At the present time, all such requests must be approved by the Court of Common Council. In order to streamline the process of closing breaks in service, we are proposing the following change. Leaves of absence, in cases where the break in service is longer than the period of the employee's prior service, would continue to be granted by the Court of Common Council. However, in cases where the break in service is equal to or less than the period of the employee's prior service, the leave of absence would be approved by the Pension Commission. This change will reduce the number of requests which must be acted upon by Council.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Pedro E. Segarra", written over a large, stylized circular flourish.

Pedro E. Segarra
Mayor

550 Main Street
Hartford, Connecticut 06103
Telephone (860) 757-9500
Facsimile (860) 722-6606

Introduced by:

Mayor Pedro E. Segarra

HEADING
AND
PURPOSE

AN ORDINANCE AMENDING CHAPTER 2A, ARTICLE I, SECTION 2A-5(3), OF THE HARTFORD MUNICIPAL CODE

COURT OF COMMON COUNCIL,
CITY OF HARTFORD

September 28, 2015

Be It Hereby Ordained by the Court of Common Council of the City of Hartford:

That Chapter 2A, Article I, Section 2A-5(3) of the Municipal Code of the City of Hartford is hereby amended as follows:

Section 2A-5. Definitions.

(3) A "break-in-service" results from any absence, without pay, which lasts more than ninety (90) consecutive days, unless:

a. The break-in-service is longer than the period of the employee's prior service, and the member applies for, and is granted, a leave of absence, by the Hartford Court of Common Council;

b. The break-in-service is equal to or less than the period of the employee's prior service, and the member applies for, and is granted, a leave of absence by the Pension Commission;

[b] c. The absence is caused by a disability that routinely requires the regular attendance of a physician;

[c] d. The member was receiving weekly payments representing income replacement under the Worker's Compensation Act during the period of absence; or

[d] e. The absence resulted from the member's provision of qualified USERRA service as defined in section 2A-7(a), and, after completing that service, the member returned immediately to city, library or board employment.

This ordinance shall take effect upon adoption.

Introduced by:

Mayor Pedro E. Segarra

HEADING
AND
PURPOSE

AN ORDINANCE AMENDING CHAPTER 2A, ARTICLE I, SECTION 2A-5(3), OF THE
HARTFORD MUNICIPAL CODE

SUBSTITUTE TO ITEM#21 ON AGENDA

COURT OF COMMON COUNCIL,
CITY OF HARTFORD

September 28, 2015

Be It Hereby Ordained by the Court of Common Council of the City of Hartford:

That Chapter 2A, Article I, Section 2A-5(3) of the Municipal Code of the City of Hartford is hereby amended as follows:

Section 2A-5. Definitions.

(3) A "break-in-service" results from any absence, without pay, which lasts more than ninety (90) consecutive days, unless:

a. The break-in-service is longer than the period of the employee's prior service, and the member applies for, and is granted, a leave of absence, by the Hartford Court of Common Council;

b. The break-in-service is equal to or less than the period of the employee's prior service, and the member applies for, and is granted, a leave of absence by the Pension Commission, provided that an employee whose request for a leave of absence has been denied by the Pension Commission shall have the right, within thirty days of the denial, to apply to the Court of Common Council, which shall make a de novo determination of the employee's request for a leave of absence;

[b] c. The absence is caused by a disability that routinely requires the regular attendance of a physician;

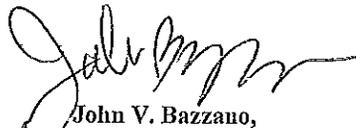
[c] d. The member was receiving weekly payments representing income replacement under the Worker's Compensation Act during the period of absence; or

[d] e. The absence resulted from the member's provision of qualified USERRA service as defined in section 2A-7(a), and, after completing that service, the member returned immediately to city, library or board employment.

This ordinance shall take effect upon adoption.

The ordinance was adopted by the Court of Common Council at a regular meeting held December 28, 2015 by roll-call vote 6 to 0, and approved by the Mayor, December 29, 2015.

Attest:


John V. Bazzano,
Town and City Clerk.

Copies to: Mayor, Chief Operating Officer, Corporation Counsel, Director of Finance, Director of Management and Budget, City Treasurer, Pension Commission, and Municode.

CITY OF HARTFORD
PENSION COMMISSION

MEMORANDUM

To: Pension Commission

From: Donna Parker, Plan Administrator *DDP*

Date: January 29, 2016

Re: **Report on Automatic Pension Adjustments for FRF and PBF**

The purpose of this memo is to report on the pension increases for retirees in the Fireman's Relief Fund (FRF) and Police Benefit Fund (PBF) in accordance with pay adjustments granted during the term of the current Local 760 and Hartford Police Union contracts and concession bargaining agreements.

The affected retirees are those who are covered under contractual provisions granting pension increases based on pay rates for active Firefighters or Police Officers in the same or corresponding grade as the retiree was in at the time of retirement.

Police Benefit Fund (PBF)

There was no wage increase scheduled for active police officers on January 1, 2016, so no pension increases were granted on this date.

Fireman's Relief Fund (FRF)

EE #	Last Name	First Name	July 1, 2015 Monthly Pension	January 1, 2016 Monthly Pension	Monthly Change
391107	Keenan	James	\$2,176.76	\$2,200.60	\$23.84
539198	Muller	James	1,787.28	1,811.12	23.84
682853	Skehan	Edward	1,862.07	1,886.89	24.82
		Total	\$5,826.11	\$5,898.61	\$72.50

**Pension Commission
Pension Administration Agenda
January 29, 2016**

XVI. Disability Retirements

AMOUNT

Cruz, Pura

Emp. 901241 / 990740

Union: Local 2221

	Years	Months	Days
Term of Service (including Sick Exchange):	28	0	0
Sick Exchange:	0	0	0
Grounds:	Service Connected Partial Disability		
Disability Approved:	December 18, 2015		
Effective Date:	November 1, 2014		
Average Salary:	10 Year Final Average Pay		\$29,666.62
	Final Base Pay		38,348.00
Pension Allowed:	66.00% less Workers' Compensation		17,179.08
Monthly Payment:	1,431.59		

Lariviere, Douglas

Emp. 944301 / 990756

Union: HPU

	Years	Months	Days
Term of Service (including Sick Exchange):	14	0	0
Sick Exchange:	0	0	0
Grounds:	Service Connected Total Disability		
Disability Approved:	December 18, 2015		
Effective Date:	January 1, 2016		
Average Salary:	Final Base Pay		\$ 73,267.00
Pension Allowed:	100.00%		73,267.00
Monthly Payment:	6,105.58		

Lawrence, Andrew

Emp. 942872 / 990743

Union: HPU

	Years	Months	Days
Term of Service (including Sick Exchange):	24	0	0
Sick Exchange:	4	0	0
Grounds:	Service Connected Partial Disability		
Disability Approved:	December 18, 2015		
Effective Date:	December 5, 2015		
Average Salary:	Highest 3 out of last 5 years		\$139,577.33
	Final Base Pay		82,977.00
Pension Allowed:	63.00%		87,933.72
Monthly Payment:	7,327.81		