

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

MINUTES

PENSION ADMINISTRATION

MEMBERS PRESENT: Peter Stevens, Chairman; Gene Goldman; Adam Cloud, Secretary

MEMBERS EXCUSED: Frank Lord; Nicholas Trigila, 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 & Budget; Darrell Hill, Chief Operating Officer; Greg Forte and Ethel Pippin, Mass Mutual

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

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

Agenda Items II through X - Discussion

Under the new administrative process, the Pension Commission discussed agenda items II through X prior to any motions or approvals.

In regard to the 14 Police retirements this month, Secretary Adam Cloud noted that the age range for police retirements was between ages 41 and 49, and while he fully supported full retirement packages for those who put their lives on the line for the City of Hartford, it was shocking to see the young ages and high benefits as this really impacted the liability for the pension plan. Secretary Cloud also noted that an experience study would be completed this year that would be very telling. Plan Administrator Donna Parker explained that there were approximately 75 police officers still in the pre-1999 plan entitled to the richer benefits, with 37 eligible to retire now and two more big classes left (one later in 2016 and another in 2018). Commissioner Gene Goldman stated that each retirement represented approximately \$2-\$3 million in liability on a present value basis and that everyone on the Commission agreed police officers should be rewarded for their service; however the final average pays were very high, especially given all the stories in the news about unfunded pensions.

Secretary Cloud stated that the large liability would be a heavy burden for the City but that there was nothing that could be done to change this and that the MERF contribution would increase. Secretary Cloud suggested that the City dig into the drivers as to why there was so much overtime and asked Chief Operating Officer Darrell Hill if COW (Committee of the Whole) presentations would continue. Mr. Hill stated that he would recommend that COWs continue, but that it was City Council's decision. Secretary Cloud noted that it was important to discuss this issue publically.

Chairman Stevens stated that a retiring officer with the highest average pay of \$240,000 and a base pay of \$75,000 really highlighted the issue and that with a large class in 2018 perhaps it was not too late to have a conversation elsewhere to mitigate extreme pays in the future. Secretary Cloud noted that overtime was over budget by \$3.7 million. Mr. Hill confirmed that overtime was over budget, and by more than that amount. Secretary Cloud stated that it was not within the realm of the Treasurer's Office to adjust future overtime budgets but believed that there needed to be a serious conversation with the City Council on mitigation strategies. Secretary Cloud also noted that there was currently a staffing problem in the Police department, especially in the traffic division that was decimated by retirements, which caused a large number of overtime hours to be worked and asked if the new recruit class would fill that void.

Agenda Items II through X – Discussion (continued)

Chief Operating Officer Hill stated that the Mayor and Chief of Police were working to get overtime down. Mr. Hill also noted that three years ago the City Council cut the overtime budget in half from \$5 million to \$2.5 million and that made overtime underfunded. Mr. Hill also stated that the prior City Council was unwilling to fund new police recruit classes, which has contributed to the need for current officers to work more overtime. Mr. Hill explained that there was a strategy in place to get the number of police officers up over the next two to three years and that overtime would be more expensive until the number of police officers was increased. Mr. Hill further explained that recruit classes would be smaller but more frequent with classes every six to nine months.

Mr. Hill also noted that the City was in the process of implementing a new scheduling technology that would help provide better insight and information into how overtime was allocated and the new technology could be used as a management tool to see how overtime could be improved. Mr. Hill continued by stating that this new technology would replace the manual process used currently and would enable the Police department to do a better job of spreading overtime throughout the force, as well as to better understand where and why there were overtime concentrations. Secretary Cloud asked if the Police department used Timeforce technology like the rest of the City and if Timeforce data would help to provide more information about overtime. Mr. Hill responded that the Police department was using Timeforce but this only provided information about when officers were clocking in and out and did not provide any real information regarding the overtime issue. Mr. Hill stated that the Chief of Police was working to better manage overtime and holdovers for major events.

At the conclusion of the discussion, a motion was made, seconded and unanimously adopted to approve agenda items II through X requiring approval and to accept and place on file any requests in not requiring approval by consent vote.

II. Survivor Benefits

The following survivor benefits were approved by consent vote:

Campelli, Ruth, survivor of the late 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 late 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 late 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

III. Regular Retirements

The following regular retirement benefits were approved by consent vote:

		<u>AMOUNT</u>		
<u>Aponte, Alexander</u>				
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
 <u>Darling, Mark</u>				
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

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

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

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

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

IV. Terminated Vested – Requests to Vest Benefits

The following request to vest benefits was approved by consent vote:

		<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

V. Pension Benefit Adjustments

The Plan Administrator, Donna Parker explained 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). Ms. Parker further explained that these limits were subject to change each calendar year and are applicable to MERF benefits as of each January 1st and that the Section 415(m) Excess benefit was paid from the City's General Fund.

The following pension benefit adjustments were approved by consent vote:

A. Section 415 (m) Excess Benefit Adjustments

<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

VI. 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>
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

The following refunds of pension contributions were approved by consent vote:

<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

VII. Request for Refunds of Pension Contributions (continued)

<u>NAME</u>	<u>AMOUNT</u>
Maddox, Sheryl **	\$ 13,910.07
Mantilla, Paola	6,360.77
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

The following amounts paid for additional pension service that were not able to be used in the pension calculation were approved by consent vote:

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

IX. Service Purchases

Routine Service Purchases

Chairman Stevens introduced the item. The Plan Administrator stated that the following individuals 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.

The requests were accepted and placed on file.

Routine Service Purchases

<u>NAME</u>	<u>TYPE</u>	<u>AMOUNT</u>			<u>PURCHASE PRICE</u>
		<u>Years</u>	<u>Months</u>	<u>Days</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

The Plan Administrator reported that the Pension Unit had received one properly executed Qualified Domestic Relations Order (QDRO) for the MERF. The Plan Administrator recommended that the Commission approve the Order as presented 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*.

The following QDRO, with assignment as indicated, subject to like reductions in the contribution and pension accounts of the plan member, was approved by consent vote.

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		

XI. Consideration of Request to Close Breaks in Service

Chairman Stevens introduced the item. The Plan Administrator, Donna Parker, explained that a year ago the City Council had requested that the Pension Commission be responsible for approving requests to close breaks in service. Ms. Parker further explained that the Commission had agreed to review and approve requests if the break was less than the participant's original City service but asked that requests with longer breaks in service, and any requests that the Commission rejected, still be approved by City Council. Ms. Parker stated that the City Council had approved the ordinance under these terms on December 28, 2015.

Ms. Parker noted that there were eight requests to close breaks in service before the Commission and presented a summary of the annual cost for each participant. Ms. Parker explained that the cost was spread over 25 years and there were no costs in some cases, generally due to very short breaks in service. Ms. Parker also noted that costs were low in situations where a participant was a vested termination prior to their break in service. Ms. Parker pointed out that one participant had a higher cost and that this was due to the fact that if the break was closed, the participant would be in the more generous pre-2003 HMEA plan, and if the break wasn't closed, the participant would be in the new, less generous post-2003 HMEA plan.

Commissioner Gene Goldman asked if contributions during the break would be lost. Ms. Parker responded yes, but that participants did not get credit for the time on break. Commissioner Goldman asked if the HMEA participant would need to make up the contribution differences between the pre-2003 HMEA plan and the post-2003 HMEA plan. Ms. Parker confirmed that the contributions would need to be made up.

Ms. Parker further explained that she expected to present requests to close breaks in service to the Commission every six months. Ms. Parker also noted that there were three requests that needed to be presented to City Council as well.

Chief Operating Officer Darrell Hill asked for confirmation that closing the breaks was only to make the service continuous and credit was not given for the break itself. Ms. Parker confirmed that was correct. Mr. Hill also asked which contract the HMEA participant was covered under and if she was grandfathered into that contract. Ms. Parker explained that the HMEA contract was based on original date of hire so closing the break in service would put the participant in the pre-2003 HMEA plan. Ms. Parker further noted that this was different than the CHPEA contract which was based on when the participant joined the union.

XI. Consideration of Request to Close Breaks in Service (continued)

Chairman Stevens asked why the original request to have these breaks in service approved by the Commission had been made. Commissioner Goldman answered that the City Council wanted to move these requests off their agenda. Chairman Stevens asked if this meant nothing had changed with regard to the approval method. Plan Administrator Parker confirmed that it was just the approving body that was changing. Commissioner Goldman asked if participants had to make the request to close the break in service. Ms. Parker explained that the Pension Administration Unit did tell the participants that they could make a request and that many times the participants were already aware of it. Ms. Parker also noted that if participants had refunded contributions from the prior employment period, the participants had to buy back this service to be able to count it towards their benefit and there was generally a dialogue with participants in this situation.

Commissioner Goldman asked if closing the breaks in service impacted medical coverage. Ms. Parker said she wasn't sure. Richard Pokorski from Employee Benefits stated that it could impact medical coverage if service was bridged.

<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, Lolitheia	2221	12/15/1997	06/13/1998	09/13/1999	
			06/26/2004	10/31/2005	1,421
Nadal-Cristofaro, Barbie	82	06/23/2008	06/18/2012	08/27/2013	
			07/10/2015	11/23/2015	348
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

A motion was made, seconded and unanimously adopted to approve the eight requests to close the breaks in service.

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

Chairman Stevens introduced the item. The Plan Administrator, Donna Parker, explained that retirees in the old FRF and PBF plans were entitled to increased benefits effective January 1st and July 1st of each year. Ms. Parker noted that there were only 3 firefighters in the FRF plan entitled to increases on January 1, 2016 and that there were no increases for retirees in the PBF plan since the Police contract had ended and no salary increased were currently scheduled.

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

A motion was made, seconded and unanimously adopted to approve the automatic pension adjustments.

XIII. Presentation by Mass Mutual Regarding Retirement Planning Tools

Chairman Stevens introduced the item. Greg Forte, from MassMutual, opened the discussion by stating that MassMutual had been aware of the presentation by MetLife regarding financial education and that the Secretary, Adam Cloud, had asked MassMutual to come before the Commission to discuss MassMutual's financial education tools. Mr. Forte noted that many of the items covered in MetLife's presentation were already available to City of Hartford employees through MassMutual. Mr. Forte introduced Ethel Pippin, retirement education specialist, and asked her to give an overview of MassMutual's current interactions with participants.

Ms. Pippin stated that she had been working with City employees for 3 years as a retirement education specialist and thought it would be helpful to share with the Commission what the role of retirement education specialist was, what services MassMutual was currently providing to participants and observations about what worked best for the City's employees. Ms. Pippin noted that a MassMutual representative was in the City of Hartford three days a week and that representatives went to all locations where there were employees. Ms. Pippin commented that while her official title was retirement education specialist, titles such as financial trainer and retirement coach would also apply as a large part of the participant interactions involved encouragement to save for retirement.

Ms. Pippin summarized the participant interactions during 2015 and noted that there were 2,700 meetings with employees (some more than once) and that this resulted in 700 positive actions (such as enrollment, increased contributions, change of investment allocation, etc.). Ms. Pippin further noted that participants tended to make a positive action more frequently during face to face interactions, either at individual meetings or group meetings, such as department meetings. As an example, Ms. Pippin referenced in-service training sessions with the police department when MassMutual representatives took 5-10 minutes to cover relevant topics without overwhelming the participant with too much information. Ms. Pippin stated that the goal of these meetings was to help participants be able to retire on their own terms.

Ms. Pippin explained that the new platform at MassMutual had new tools for participants that allowed participants to analyze their benefits to determine whether or not their benefits were on track, combine benefits from other sources to get a total retirement picture and model what-if scenarios. Ms. Pippin also stated that a lot of tools were visual, such as a gas gauge, to quickly show participants where they currently were with regard to retirement benefits, using a 75% target income in retirement. Ms. Pippin noted that participants could not change the 75% target themselves, but the target could be changed if the City of Hartford wanted to show participants something different. Commissioner Gene Goldman noted that 75% was a fairly common measure of retirement readiness and that seemed reasonable for illustrative purposes.

XIII. Presentation by Mass Mutual Regarding Retirement Planning Tools (continued)

Mr. Forte stated that in addition to the tools available to participants, MassMutual also had a dedicated communications specialist for the City of Hartford and that MassMutual's annual communication campaigns (targeted to participants based on the current stage of their career) generally had a very good response rate of around 4%-5%, in an industry where a 1% response rate was considered good. Mr. Forte also noted that MassMutual had a dedicated concierge service to assist with rollovers that was currently available to participants. Mr. Forte stated that once participants called into this service, they were assigned a representative that stayed with that participant throughout the whole process. Secretary Adam Cloud asked if MassMutual could create a communication document to ensure participants were aware of this service.

Mr. Forte also referenced an interactive tool that allowed participants to determine how they should spend their money in retirement, for things like insurance and healthcare. Mr. Forte indicated that this tool would not be available to government plans until later in 2016, but that feedback so far had been very positive. Mr. Forte explained that MassMutual's focus was on helping participants save for retirement, and that MassMutual's service did not rely on selling insurance products, but that insurance products could be made available to participants if the City of Hartford was interested. Secretary Cloud indicated that the Commission was interested in education and planning for retirement, not insurance, and wanted to make sure that the best choices were available for participants and participants were made aware of the educational tools available. Mr. Forte stated that MassMutual would focus communications on education. Chairman Stevens noted that that was especially important given longer life expectancies in the future.

George Zoltowski, of Management and Budget, asked if participants could project expenses in retirement as well as income. Ms. Pippin stated that the tools did not allow participants to project expenses, but that the tools did factor in inflation and longevity to help make it clear to participants that money in today's dollars buys less in the future. Mr. Forte concluded his presentation by stating that if the Commission did decide to offer products through MetLife, MassMutual's educational and retirement savings approach would be unchanged and the retirement tools would still be available to participants. Mr. Forte did caution, however, that with two different providers, there was an increased possibility of conflicting advice and confusion on the part of the participants.

XIII. Presentation by Mass Mutual Regarding Retirement Planning Tools (continued)

Secretary Cloud stated that MetLife's elder care program was of interest to the Commission, and while there was not a comparable product from MassMutual, the right decision was to stay with MassMutual and work with Ms. Pippin and Mr. Forte to customize and develop other tools as needed. Secretary Cloud asked the members of the Commission if he could communicate to MetLife that the City would not be moving forward with MetLife. Chairman Stevens agreed that the City should remain with MassMutual and the Commission could revisit MetLife's offerings in the future if there were areas of interest that were not being covered. Chairman Stevens also agreed with Mr. Forte that it was confusing to use MassMutual for retirement savings and planning and to offer additional education and products through MetLife. Secretary Cloud stated that he would communicate the Commission's opinion to MetLife.

XIV. Executive Session - Personnel Matters

A motion was made, seconded and unanimously adopted to enter into executive session to discuss the Personnel Matters before the Commission, after which a motion was made, seconded and unanimously adopted to return to open public session. Chairman Peter Stevens, Commissioner Gene Goldman, Secretary Adam Cloud, Assistant City Treasurer Carmen Sierra, Plan Administrator Donna Parker, Assistant Plan Administrator Rebecca Crowley and Assistant Corporation Council Lisa Silvestri were present during the executive session.

XV. Other Business

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

XVI. Disability Retirements

Benefit Approvals

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

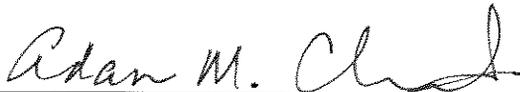
		<u>AMOUNT</u>		
<u>Cruz, Pura</u>				
Emp. 901241 / 990740				
Union: Local 2221				
		Years	Months	Days
Term of Service (including Sick Exchange):		28	0	0
Sick Exchange:		0	0	0
Grounds:	Service Connected Partial Disability			
Disability Approved:	December 18, 2015			
Effective Date:	November 1, 2014			
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
<u>Lariviere, Douglas</u>				
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

XVI. Disability Retirements (continued)

		<u>AMOUNT</u>		
<u>Lawrence, Andrew</u>				
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

There being no further business, Chairman Stevens adjourned the Pension Administration portion of the meeting at 10:50 a.m.

Attest:



Adam M. Cloud, Secretary