

PENSION COMMISSION
City Conference Room
250 Constitution Plaza, 4th Floor
Friday, October 28, 2016
9:00 a.m.

MINUTES

PENSION ADMINISTRATION

MEMBERS PRESENT: Peter Stevens, Chairman; Frank Lord; Gene Goldman; Nicholas Trigila, Employee Representative; Adam Cloud, Secretary

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

OTHERS PRESENT: Richard Pokorski, Employee Benefits; Darrell Hill, Finance Director; Mayor Luke Bronin; Tim Ryor, Hooker & Holcombe.

Chairman Peter Stevens called the meeting to order at 10:20 a.m.

I. Minutes of the Meeting of September 27, 2016

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 September 27, 2016 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. Plan Administrator Donna Parker stated that the agenda items were routine this month with the exception of one item of business, a defaulted promissory note.

The Plan Administrator Donna Parker stated that Pamela Foster had defaulted on her five-year promissory note, which would allow her to purchase her CMERS pension service under the MERF. Secretary Cloud added that Ms. Foster had been and informed on multiple occasions about the status and the impact of defaulting on the note.

Secretary Cloud explained to the Commission that the Pension Administration Unit had explicit procedures in place for handling the default of a participant's promissory note and that the proper protocol had been followed. Secretary Cloud stated that it was prudent for the Commission to continue to follow the same procedure when handling all participants' promissory notes and any future promissory notes. Chairman Stevens agreed that the Commission should continue to follow the same procedure as had been done previously and not to set any new precedents.

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

II. Survivor Benefits

The following survivor benefits were approved by consent vote:

Sullivan, Christine, survivor of the late Patrick J. Sullivan Sr., member of the Municipal Employees' Retirement Fund (MERF) who died September 6, 2016 (Survivor benefits under the MERF; Emp. # 980348)

Effective Date:	October 1, 2016	
Annual Allowance:		\$ 27,190.92
Monthly Allowance:		2,265.91

III. Regular Retirements

The following regular retirement benefits were approved by consent vote:

		<u>AMOUNT</u>		
<u>Bowley, Thomas</u>				
Emp. # 944163 / 990879				
Union: HMEA				
		Years	Months	Days
Term of Service (including Sick Exchange):		20	0	0
Sick Exchange:		4	0	0
Grounds:	Service			
Effective Date:	September 14, 2016			
Average Salary:	Highest 2 out of last 5 years			\$ 88,944.63
	Final Base Pay			88,000.00
Pension Allowed:	54.00%			48,030.12
Monthly Payment:				4,002.51

<u>Boyd, Leslie</u>				
Emp. # 918951 / 990888				
Union: 1018 AB				
		Years	Months	Days
Term of Service (including Sick Exchange):		11	0	0
Sick Exchange:		0	0	0
Grounds:	Service			
Effective Date:	September 10, 2016			
Average Salary:	Highest 3 out of last 5 years			\$ 65,719.38
	Final Base Pay			65,194.00
Pension Allowed:	27.50%			18,072.84
Monthly Payment:				1,506.07

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III. Regular Retirements (continued)

		<u>AMOUNT</u>		
<u>Edwards, Devone</u>				
Emp. # 946237 / 990878				
Union: HMEA				
		Years	Months	Days
Term of Service (including Sick Exchange):		7	0	0
Sick Exchange:		0	0	0
Grounds:	Service			
Effective Date:	August 31, 2016			
Average Salary:	Highest 2 out of last 5 years			\$ 76,449.34
	Final Base Pay			76,931.00
Pension Allowed:	14.00%			10,702.92
Monthly Payment:				891.91

<u>Garvis, Joseph</u>				
Emp. # 944907 / 990875				
Union: HMEA				
		Years	Months	Days
Term of Service (including Sick Exchange):		10	0	0
Sick Exchange:		0	0	0
Grounds:	Vested Early			
Termination Date:	March 31, 2015			
Effective Date:	October 1, 2016			
Average Salary:	Highest 2 out of last 5 years			\$ 83,341.96
	Final Base Pay			83,695.00
Pension Allowed:				
Unreduced Pension:	20.00 %			\$ 16,668.36
Early Reduction Factor:	4 % for each full and partial year prior to age 60			4.23 %
Reduced Pension:				\$ 15,963.24
Monthly Payment:				1,330.27

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III. Regular Retirements (continued)

AMOUNT

Hadley, Janice

Emp. # 833576 / 990887

Union: Library Non-Union

	Years	Months	Days
Term of Service (including Sick Exchange):	10	0	0
Sick Exchange:	0	0	0
Grounds:	Vested Early		
Termination Date:	January 10, 1997		
Effective Date:	September 30, 2016		
Average Salary:	Highest 2 out of last 5 years		\$ 44,368.13
	Final Base Pay		43,972.00
Pension Allowed:	20.00%		8,873.64
Monthly Payment:	739.47		

Knight, Anlinda

Emp. # 754595 / 990881

Union: HMEA

	Years	Months	Days
Term of Service (including Sick Exchange):	32	0	0
Sick Exchange:	0	0	0
Grounds:	Service		
Effective Date:	August 31, 2016		
Average Salary:	Highest 2 out of last 5 years		\$ 69,589.01
	Final Base Pay		68,650.00
Pension Allowed:	75.00%		52,191.72
Monthly Payment:	4,349.31		

III. Regular Retirements (continued)

		<u>AMOUNT</u>		
<u>Lashley, Angela</u>				
Emp. # 943564 / 990891				
Union: HMEA				
		Years	Months	Days
Term of Service (including Sick Exchange):		18	0	0
Sick Exchange:		0	0	0
Grounds:	Early			
Effective Date:	September 7, 2016			
Average Salary:	Highest 2 out of last 5 years			\$45,626.45
	Final Base Pay			44,616.00
Pension Allowed:				
Unreduced Pension:	49.50 %			\$ 22,585.08
Early Reduction Factor:	4.00 % for each full and partial year prior to age 60			0.12%
Reduced Pension:				\$ 22,557.96
Monthly Payment:				1,879.83
 <u>Mailloux, Norma</u>				
Emp. # 900256 / 990889				
Union: Local 1100				
		Years	Months	Days
Term of Service (including Sick Exchange):		32	0	0
Sick Exchange:		0	0	0
Grounds:	Service			
Effective Date:	October 1, 2016			
Average Salary:	Highest 5 out of last 10 years			\$ 63,163.08
	Final Base Pay			65,419.00
Pension Allowed:	64.00%			40,424.40
Monthly Payment:				3,368.70

III. Regular Retirements (continued)

AMOUNT

Nasto, Carl

Emp. # 944062 / 990884

Union: Unclassified

	Years	Months	Days
Term of Service (including Sick Exchange and Qualified Non-City Service):	19	0	0
Sick Exchange:	4	0	0
Qualified Non-City Service	3	7	12
Grounds:	Service – Special 15 Year		
Termination Date:	October 24, 2011		
Effective Date:	October 25, 2016		
Average Salary:	Highest 2 out of last 5 years		\$ 156,111.91
	Final Base Pay		155,015.00
Pension Allowed:	47.50%		74,153.16
Monthly Payment:	6,179.43		

Nelson, Marc

Emp. # 945815 / 990876

Union: HMEA

	Years	Months	Days
Term of Service (including Sick Exchange):	8	0	0
Sick Exchange:	0	0	0
Grounds:	Early		
Effective Date:	October 25, 2016		
Average Salary:	Highest 2 out of last 5 years		\$ 117,307.11
	Final Base Pay		114,951.00
Pension Allowed:			
Unreduced Pension:	16.00 %		\$ 18,769.08
Early Reduction Factor:	4.00 % for each year and partial year prior to age 60		14.28 %
Reduced Pension:	\$ 16,088.88		
Monthly Payment:	1,340.74		

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III. Regular Retirements (continued)

		<u>AMOUNT</u>		
<u>Pajak, Edward</u>				
Emp. # 942971 / 990882				
Union: HMEA				
		Years	Months	Days
Term of Service (including Sick Exchange):		24	0	0
Sick Exchange:		4	0	0
Grounds:	Service			
Effective Date:	August 25, 2016			
Average Salary:	Highest 2 out of last 5 years			\$ 69,188.26
	Final Base Pay			52,030.00
Pension Allowed:	65.00%			44,972.40
Monthly Payment:				3,747.70

<u>Perez, Eddie</u>				
Emp. # 944414 / 990880				
Union: Unclassified				
		Years	Months	Days
Term of Service (including Sick Exchange):		8	0	0
Sick Exchange:		0	0	0
Grounds:	Vested Early			
Termination Date:	July 23, 2010			
Effective Date:	October 10, 2016			
Average Salary:	Highest 2 out of last 5 years			\$ 139,725.71
	Final Base Pay			139,128.00
Pension Allowed:	20.00%			27,945.12
Monthly Payment:				2,328.76

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III. Regular Retirements (continued)

		<u>AMOUNT</u>		
<u>Santana, Margarita</u>				
Emp. # 909046 / 990883				
Union: Local 78				
		Years	Months	Days
Term of Service (including Sick Exchange):		14	0	0
Sick Exchange:		0	0	0
Grounds:	Vested Early			
Date of Termination:	July 29, 2009			
Effective Date:	October 26, 2016			
Average Salary:	Highest 3 out of last 5 years			\$ 63,525.02
	Final Base Pay			64,129.00
Pension Allowed:				
Normal Retirement Date:	October 26, 2021 (Age 60)			
Unreduced Pension:	35.00 %			\$ 22,233.72
Early Reduction Factor:	4.00 % for each year prior to age 60			20.00 %
Reduced Pension:				\$ 17,787.00
Monthly Payment:				1,482.25
 <u>Smith, Christine</u>				
Emp. # 943006 / 990885				
Union: SCGA				
		Years	Months	Days
Term of Service (including Sick Exchange):		20	0	0
Sick Exchange:		0	0	0
Grounds:	Service			
Effective Date:	July 9, 2016			
Average Salary:	Highest 5 out of last 10 years			\$ 10,608.67
	Final Base Pay			10,948.00
Average Social Security:				9,829.91
Pension Allowed:	(2.00 % x Average Salary in excess of Average Social Security + 1.00% x Average Social Security) x Service			2,277.48
Monthly Payment:				189.79

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III. Regular Retirements (continued)

AMOUNT

Smith, Steven

Emp. # 920650 / 990890
Union: Local 78

	Years	Months	Days
Term of Service (including Sick Exchange):	9	0	0
Sick Exchange:	0	0	0
Grounds:	Service		
Effective Date:	September 15, 2016		
Average Salary:	Highest 3 out of last 5 years		\$ 85,793.39
	Final Base Pay		90,177.00
Pension Allowed:	22.50%		19,303.56
Monthly Payment:			1,608.63

Turner, Frederick

Emp. # 739006 / 990886
Union: Local 760

	Years	Months	Days
Term of Service (including Sick Exchange):	37	0	0
Sick Exchange:	2	0	0
Grounds:	Service		
Effective Date:	September 17, 2016		
Average Salary:	Final Base Pay		\$ 106,371.85
Pension Allowed:	85.00%		90,416.04
Monthly Payment:			7,534.67

Velazquez, Michael

Emp. # 943129 / 990877
Union: HPU

	Years	Months	Days
Term of Service (including Sick Exchange and Military Service):	28	0	0
Sick Exchange:	4	0	0
Military Service:	3	11	12
Grounds:	Service		
Effective Date:	September 3, 2016		
Average Salary:	Highest 3 out of last 5 years		\$ 119,054.85
	Final Base Pay		82,977.00
Pension Allowed:	72.00%		85,719.48
Monthly Payment:			7,143.29

IV. Terminated Vested – Requests to Vest Benefits

The following requests to vest benefits were approved by consent vote:

	<u>AMOUNT</u>
<u>Rivera, Mayra</u>	
Emp. # 912080	
Union: Local 82	
Date of Termination:	July 28, 2016
Term of Service:	17 years
Grounds:	Vested Service
Normal Retirement Date:	September 22, 2027 (Age 60)
Average Salary:	Highest 3 out of the last 5 years
	Final Base Pay
Pension Allowed:	42.50 %
Monthly Payment:	
	\$ 59,636.58
	58,467.00
	25,345.56
	2,112.13

Rosemond-Thames, Geralyn

Emp. # 903873	
Union: Local 82	
Date of Termination:	July 8, 2016
Term of Service:	26 years
Grounds:	Vested Service
Normal Retirement Date:	January 21, 2019 (Age 55)
Average Salary:	Highest 3 out of the last 5 years
	Final Base Pay
Pension Allowed:	65.00 %
Monthly Payment:	
	\$ 44,196.44
	52,108.00
	28,727.64
	2,393.97

V. Pension Benefit Adjustment

The following pension benefit adjustment was approved by consent vote:

Setaro, Kathleen

Emp. #990862

From:	\$ 1,392.20
To:	1,400.12

Reason: Ms. Setaro received a retroactive salary increase after her retirement, which increased her monthly retirement benefit as of her July 29, 2016 retirement date.

VI. Employee Pension Contribution Adjustment

The following employee pension contribution adjustment was approved by consent vote:

1. Contributions Owed to the Employee

Foster, Pamela

Amount Due: \$ 7,033.72

Interest Due: 3,241.42

Reason: Pamela Foster defaulted on the promissory note which would allow her to purchase CMERS pension service under a five-year extended payment plan. As a result of the default, any employee contributions transferred from CMERS to the MERF and any additional contributions paid by the employee would be returned to the individual, and the purchase irrevocably cancelled. Ms. Foster was aware and informed on several occasions that she had defaulted on her note.

VII. 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>
980236	Baj, Stanislaw	09/17/2016	\$ 355.67	MERF
97128	Caruso, Annabelle	09/29/2016	507.71	MERF
197920	DiMartino, Salvatore	09/14/2016	708.71	MERF
370916	Jennings, Anne	09/28/2016	1,947.11	MERF
413364	Kloc, Theodore	09/15/2016	3,133.58	MERF
907524	Lee, Joseph	09/22/2016	1,231.79	MERF
980294	Nappier Jr., Connie	09/27/2016	300.15	MERF
678740	Silverberg, Alvin	07/04/2016	3,290.36	MERF
990781	Sullivan, Patrick	09/06/2016	4,531.81	MERF

VIII. Request for Refunds of Pension Contributions

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

<u>NAME</u>	<u>AMOUNT</u>
Agosto, Heriberto	\$ 11,253.30
Anderson, Erin	18,416.47
Ballestas, Rita	14,424.40
Bernard, Richard	7,349.49
Bowman, Brent	1,519.66
Guzman, Emmanuel	2,167.67
Hernandez, Juan	4,520.82
Holmes, Rochelle	12,341.49
Leslie, Shonnita	9,013.95
Mendez, Marilyn	10,645.87
Powell, William	1,334.41
Prokop, Filomena	5,248.45
Pudlin, Samuel	6,547.35
Rivera, Eunice	2,436.47
St. Felix, Carlyne	3,915.00
Thorpe Jr., Ronnie*	50,894.13
Tinker, Edie	1,741.24
Ward, Devaughn	4,140.00
Weaver, Andrew	403.71

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.

* This individual is a vested termination.

IX. Request for Refund of Contributions for Excess Purchased Service

The following amounts paid for additional pension service that was 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>
Velazquez, Michael	\$ 140.67	Military Service

X. Service Purchases

Routine Service Purchases

The following individual 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 request was accepted and placed on file.

<u>NAME</u>	<u>TYPE</u>	<u>AMOUNT</u>			<u>PURCHASE PRICE</u>
		<u>Years</u>	<u>Months</u>	<u>Days</u>	
Angieri, Peter *	Military	4	0	0	\$ 17,165.53

* This individual has completed his service purchase.

XI. Other Business

Chairman Stevens introduced the item. Secretary Cloud recognized Assistant City Treasurer Carmen Sierra and Assistant Plan Administrator Wendy Bond for their continued work on the operations of the Pension Administration Unit.

Secretary Cloud explained that Assistant City Treasurer Sierra and Ms. Bond have been working side by side to identify the deficiencies in the personnel by-laws, policies and procedures. Secretary Cloud stated that both were working with Miguel Escalera from Kainen, Escalera and McHale Labor & Employment Lawyers to review, strengthen, and update the Pension Administration Unit's personnel policies and procedures.

Secretary Cloud stated that there were several requests for medical leave under the Family Medical Leave Act (FMLA) in the Pension Administration Unit, in addition to personnel issues that were being addressed. Secretary Cloud stated the cost of this project with Attorney Escalera was \$225 per hour. Chairman Stevens supported and commended the efforts of this project.

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

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There being no further business, Chairman Stevens adjourned the Pension Administration portion of the meeting at 10:27 a.m.

Attest:


Adam M. Cloud, Secretary