

**MINUTES**

**GENERAL EMPLOYEES' RETIREMENT COMMITTEE  
AND  
POLICE OFFICERS' & FIREFIGHTERS'  
RETIREMENT COMMITTEE MEETING**

**THURSDAY - NOVEMBER 18, 2010 - 11:30 AM**

**PRESENT**

Sgt. Mo Asim  
Sgt. Leo Socorro  
Chief Linda Loizzo  
Larry Gordon  
Councilwoman Beth Spiegel  
Councilwoman Barbara Kramer  
Vic Espinal  
Lori Helton  
Councilman McKenzie Fleurimond

**ABSENT**

Councilman Frantz Pierre

**ALSO PRESENT**

Robert Sugarman – Plan Attorney  
Martin Lebowitz – Pension Administrator

**DEPARTMENT REPRESENTATIVES**

Bill Dresback - Retired Firefighter  
Janice Coakley – Pub Services

The meeting was called to order at 1:30 p.m. by Sgt. Socorro and was followed by a roll call of Trustees.

**I. PENSION ADMINISTRATOR CONTRACT**

Martin Lebowitz presented a proposed new contract and Comparison of Salary Spreadsheet – See Attached.

Martin Lebowitz has proposed a 3 day work week rather than the current 4 day week with a reduction in salary of approximately 25%.

After discussion, Martin Lebowitz will revise his contract and salary proposals and will present them to the boards at a future meeting.

**Police & Fire and General Retirement  
Committee Meeting  
November 18, 2010  
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Meeting was adjourned at 3:00 p.m.

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Martin Lebowitz, Pension Administrator

**CITY OF NORTH MIAMI BEACH  
GENERAL EMPLOYEES' PENSION BOARD  
TERMS OF EMPLOYMENT  
("Employer")**

Employee Name: Martin Lebowitz ("Employee")

Position: Pension Plan Administrator

Effective Date: January 1, 2011 (At- will employee)

Current Salary: \$1,194.23 per week (\$62,100.00 yearly equivalent)  
Employee will work three (3) days per workweek (Mon.-Fri.). If the Employee works more than three (3) days per week, Employer will provide Employee with a comp. day for each day over the (3) days worked.

Salary Review: Effective March 1, 2011, salary increases to \$64,273.50 yearly equivalent. For each additional year, Employee will receive a 3 ½% increases on his anniversary date.

Annual Leave \*\* Employee is entitled to 72 hours (9 days) of paid annual leave with 600 hours cap.

Sick Leave: \*\*Employee is entitled to 72 hours (9 days) of paid sick leave with unlimited accrual.  
  
\*\*Employee's already accumulated sick leave and annual leave from previous employment of Employer will rollover to the instant agreement. Employee will have the right to demand payout of the sick leave and annual leave at anytime Employee chooses and for any portion of the sick leave and annual leave he chooses based on Employee's current hourly rate.

Floating Holiday(s): \*\*Employee is entitled to 2 days per calendar year of floating holidays.

Birthday Holiday: \*\*Employee is entitled to 1 days per calendar year for a " Birthday Holiday" which need not be taken on employee's actual birthday.

Pension Eligibility: Employer shall make yearly contribution equivalent to 10% of Employee's yearly salary to pension plan (or 401(a) or equivalent retirement plan) based on the calendar year. If Employee leaves employment prior to the completion of the calendar year, the Employer's contributions to Employee's pension plan (or 401(a) or

equivalent retirement plan) shall be prorated based on Employee's yearly salary.

Health Insurance: Employer shall provide health insurance or Employee own health insurance at no cost to Employee equivalent to the cost of HMO family coverage.

Dental Insurance: Employer shall provide dental insurance at no cost to Employee equivalent to the cost of DMO family coverage.

Short Term Disability: Employer shall provide Employee with 13 weeks of paid disability at no cost to Employee. **Pending information for Ellen Snow.**

Workers' Compensation: Employer shall provide Employee with workers' compensation insurance at no cost to Employee.

Group Term Life Insurance With A D & D Rider: Employer shall provide Employee with Group Term Life Insurance With A D & D Rider equivalent to two times Employee's yearly salary up to a maximum of \$200,000.

Fair Labor Standard Category: Exempt

*Each Pension Board is responsible for half the cost of this contract.*

This Letter of Agreement supersedes all previous employment agreements or arrangements with the Police and Fire Pension Board and shall be effective hereafter.

**\*\*Employer shall prorate these benefits in accordance with Employee's termination date. Accrued annual leave may be cashed in at Employee's option during the year as per this agreement and/or at termination of employment. This contract shall not effect the employee's prior accrued time.**

*Acceptance:*

\_\_\_\_\_  
Martin Lebowitz

\_\_\_\_\_  
Date

\_\_\_\_\_  
Lori Helton, Chair General Employees' Retirement Committee

\_\_\_\_\_  
Date

**CITY OF NORTH MIAMI BEACH  
POLICE AND FIRE PENSION BOARD  
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\_\_\_\_\_  
Martin Lebowitz

\_\_\_\_\_  
Date

\_\_\_\_\_  
Leonardo Socorro, Chair Police & Fire Retirement  
Committee

\_\_\_\_\_  
Date

**Comparison of Salary for the Police & Fire Plan and General Plan  
FOR MARTIN LEBOWITZ**

<b>CURRENT</b>	<b>P&amp;F and GENERAL</b>	<b>NEW</b>
\$ 82,800.00	Salary	\$ 62,100.00
\$ 12,391.00	Medical	\$ 4,800.00
\$ 8,280.00	Pension	\$ 6,210.00
\$ 4,776.00	Sick Days (12) 96 hrs.(\$39.80 per HR)	\$ 3,582.00 Sick Days (9) 64 hrs.(\$39.80 per HR)
\$ 4,776.00	Vac. Days (12) 96 hrs.(\$39.80 per HR)	\$ 3,582.00 Vac. Days (9) 64 hrs.(\$39.80 per HR)
\$ 398.00	Birthday (1) 8 hrs. (\$39.80 per HR)	\$ 398.00 Birthday (1) 8 hrs. (\$39.80 per HR)
\$ 796.00	Floating Holidays - 2 days (\$39.80 X20)	\$ 796.00 Floating Holidays - 2 days (\$39.80 X20)
\$ 6,967.00	FICA Taxes	\$ 5,225.00 FICA Taxes
\$ 121,184.00		\$ 86,693.00

Difference \$ (34,491.00)