

**MINUTES  
SPECIAL  
GENERAL EMPLOYEES'  
RETIREMENT COMMITTEE MEETING**

**TUESDAY - SEPTEMBER 11, 2012 - 3:30 PM**

**PRESENT**

Vic Espinal  
Larry Gordon  
Lori Helton – Chair  
Councilwoman Barbara Kramer

**ALSO PRESENT**

Larry Wilson – GRS-Actuary  
Darcee Siegel – City Attorney  
Bob Sugarman – Sugarman & Suskind  
Martin Lebowitz – Pension Administrator

**ABSENT**

Councilman Frantz Pierre

**DEPARTMENT REPRESENTATIVES**

Janice Coakley  
Robert Grosswald  
Roz Weisblum – Asst. City Manager

Lori Helton asked that she pass the gavel to Trustee Kramer to chair this meeting, and called the meeting to order at 3:40 p.m., followed by a roll call of Trustees.

**1. Roll Call**

Trustee Pierre was absent.

**2. APPOINTMENT OF 5<sup>TH</sup> SEAT ON THE COMMITTEE**

Motion by Trustee Helton, seconded by Trustee Espinal, to re-appoint Larry Gordon for the fifth seat on the Retirement Committee from 6/1/2012 through 5/31/2014.

Motion carried unanimously.

**3. PENSION REFORM**

**A. Plan Design Alternatives**

Bob Sugarman provided a recap of Pension Reform to the Committee. There was a meeting on June 14, 2012 attended by Bob Sugarman, Lori Helton, Larry Wilson and Martin Lebowitz to come up with ideas on possible changes to the pension plan.

Larry Wilson reviewed his Plan Redesign Services letter which describes his scope of services and possible changes to the General Employees Retirement Plan. (See attached letter)

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Trustee Kramer requested that we have the current plan and proposed plan changes listed. Larry Wilson presented as follows:

**Current Plan:**

- Normal Retirement Eligibility – age 62 or age 55 with 20 years of service
- Early Retirement – age 55 with 15 years of service or 20 years of service
- Actuarial reduction of early commencement
- 3.0% Multiplier
- 7% members contributions
- Vesting – 100% after 6 years of service
- DROP – 60 months 3% effective 7/1/2012
- COLA – 2.25% after one year( not paid to DROP members)

**Proposed Plan Changes:**

- Normal Retirement Eligibility – age 62 or age 60 with 25 years of service
- Early Retirement – age 55 with 20 years of service or 25 years of service
- Reduction of early commencement – 1/15 for first 5 years/ 1/30 thereafter
- 2.8% Multiplier – for future service
- 8% members contributions
- Vesting – 100% after 10 years of service
- DROP – 36 months 3% (future DROPs) interest would be fund return or money market selected by the member.
- COLA – 2.00% after three years( not paid to DROP members)

After discussion, motion by Trustee Larry Gordon, seconded by Trustee Vic Espinal, to engage Larry Wilson to do the Plan Redesign Study at a cost not to exceed \$12, 220, delivered 4 weeks from today. Also, to specifically adjust the COLA or Multiplier if needed to get to the goal of 8% that the City would contribute (in addition to the current unfunded accrued benefits).

Motion carried unanimously.

The next regularly scheduled quarterly Board meeting will be held on October 30, 2012 at 3:30 p.m. Meeting was adjourned at 5:15 p.m.

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**Martin Lebowitz, Pension Administrator**