

**CITY OF ATLANTA POLICE OFFICERS’
DEFINED BENEFIT PENSION
ADMINISTRATIVE COMMITTEE MEETING**

**November 18, 2021
Webex Teleconference
12:00 P.M. – 1:00 P.M.**

COMMITTEE MEMBERS PRESENT

Rick “Bud” Light	Police, City of Atlanta
Ken Allen	Police, City of Atlanta
William “Bill” Boyd	Police, City of Atlanta
Fumnanya Johnson	Finance Designee, City of Atlanta
Jeffrey Norman	HR Commissioner, City of Atlanta

OTHERS PRESENT

Mary Shah	Strategic Benefits Advisors, Inc.
Stephanie Atli	Strategic Benefits Advisors, Inc.
Lori Pocock	Strategic Benefits Advisors, Inc.
Ed Emerson	Morris, Manning & Martin
Eric Dec	Law Department, City of Atlanta
Delisha Robinson	Finance Department, City of Atlanta
Pamela Goins	Finance Department, City of Atlanta
Rosie Woods	Pension Department, City of Atlanta
Amanda Rouser	Pension Department, City of Atlanta
Grant Brunson	Police, City of Atlanta

I. CALL TO ORDER

Vice-Chairman Bill Boyd called the meeting to order at 12:02 p.m via Webex telephone conference. Vice-Chairman Boyd indicated that a quorum was present for the meeting and noted he would be acting as chair this month.

II. ADOPTION OF THE AGENDA

A motion was made by Mr. Allen to approve the Agenda as presented and the motion was seconded by Mr. Light. The motion carried unanimously and the Agenda was approved.

III. MINUTES

The Committee Members reviewed the Minutes of the October 21, 2021 Police Officers’ Defined Benefit Administrative Committee Meeting, which were distributed in advance and reviewed by Counsel.

There were no changes or modifications; however, a formal vote was not taken to approve the Minutes and should be taken at the next meeting of the Committee.

IV. ADMINISTRATIVE MANAGERS' REPORT

Service Pension Applications

Ms. Shah presented six (6) Service Pension Applications to the Committee for approval. Ms. Shah asked if the additional detail provided with the applications was sufficient and Mr. Allen asked that the payroll data be removed, but the rest was appropriate.

A motion was made by Mr. Light and seconded by Mr. Allen to approve the six (6) Service Pension Applications on the attached spreadsheet for the meeting date of November 18, 2021. The motion carried unanimously and the Service Pension Applications were approved.

Beneficiary Applications

Ms. Shah presented two (2) Beneficiary Pension Applications to the Committee for approval.

A motion was made by Mr. Light and seconded by Mr. Allen to approve the two (2) Beneficiary Pension Applications on the attached spreadsheet for the meeting date of November 18, 2021. The motion carried unanimously and the Beneficiary Pension Applications were approved.

Lump Sum Applications

Ms. Shah presented four (4) lump sum applications for informational purposes only.

Financial Statement

Ms. Shah presented the September 2021 unaudited financial statements prepared by SBA.

Invoices for Approval

Ms. Shah presented the October invoices for approval.

Following a complete review of the disbursements, a motion was made by Mr. Light and seconded by Mr. Allen to accept the financial statements and approve the invoices in the packet for the meeting date of November 18, 2021. The motion carried unanimously and the statements were accepted and the invoices were approved.

V. ATTORNEY'S REPORT

Bylaws Update

Mr. Emerson reported that the Investment Board voted yesterday to amend its bylaws to clarify that if a member of the committee elected by Active employees terminated employment, their

position on the committee would be declared vacant as of their date of termination. If at least six months remained in their term, a special election would be held to replace their position on the committee. Ms. Shah added that the Investment Board had begun the special election process to replace a position on the General plan administrative committee and to replace Vice-Chairman Boyd on this committee. Notices will be sent on 11/29 announcing the qualifying period of 12/1 to 12/15. Once nominations are received, candidate biographies will be sent out on 12/22 and participants will have 30 days to review them. The election would be held 1/31/2022 through 2/4/2022.

Mr. Dec did not have anything to report.

VI. NEW BUSINESS

Appeals Decision – Impact on Sharpe and Glasgow

Ms. Shah reported that the Investment Board had recently heard appeals on six overpayment recoupments under the General plan. A decision was made that if there was at least a reduction of 25% from the original benefit amount to the correct payment amount, no further reduction would be taken to collect the overpayment. If the reduction was less than 25%, the overpayment amount that the plan would seek to recoup would be limited to overpayments made in the past 6 years (72 months) and the repayment would be spread over the life of the participant. In reviewing all overpayments SBA has worked on this year, there were four (4) Police overpayments being collected, two of which would be impacted by the decision of the Investment Board. In order to treat everyone consistently, Michael Sharpe and Ronald Glasgow would have their overpayments modified to follow the new treatment; and, due to the amount of reduction from their original amounts, no further overpayments would be collected. Mr. Emerson added that the rationale behind the limitation to the last 6 years of overpayments is based on the statute of limitations in Georgia contract law. While there is currently no statute of limitations generally applicable to pension overpayments under Georgia or federal law, there is a legislative push to put a time limit on the length of time for which overpayments can be recouped. Federal legislation is proposing a three year time limit.

Christopher Logan – Earliest Effective Date for Retirement

Ms. Atli reported on the current status of a retirement application from Christopher Logan. He terminated in May 2020 and applied for a disability pension that July. His disability pension application was heard by this committee early this year and the application was denied. Ms. Atli stated that he has been weighing early retirement and has decided to commence his early retirement benefit, but would like it to be retroactive to the date of his termination. SBA is asking for guidance from the committee on whether the retirement could be retroactive to May 2020. Ms. Shah added that, normally, retroactive retirement dates only happen when an employee is past their normal retirement date. If his disability application had been approved, the retirement would have been effective when he ran out his sick leave. She also added that the disability applications last month

were from employees who were still active, but nearing the end of their sick leave. Vice-Chairman Boyd commented that if the early retirement process is not started when an employee is still active, the process is started the day paperwork is submitted. Mr. Light agreed the retirement date would be the day the application was submitted. Ms. Atli stated that a disability application was submitted in July 2020, but Mr. Logan has not actually submitted an early retirement application. Mr. Logan has only informed SBA of his preference to commence benefits retroactive to his last day worked. Ms. Atli added that, going forward, SBA can inform employees that they will have to submit a new retirement application if their disability application is denied.

Following a complete discussion of options, a motion was made by Mr. Light and seconded by Mr. Allen to use the date Christopher Logan notified SBA of his intent to commence early retirement as his early retirement effective date. The motion carried unanimously and the early retirement date was set.

Elimination of Paper Advices for New Retirees (Recent Fire Decision)

Ms. Shah reported a recent decision by the Fire committee that effective January 2022, new retirees would only get their ACH advice statements online. She noted that, for a new retiree, the first statement would be paper and mailed to them with instructions on how to set up an online account. After that, statements would no longer be mailed except for the one mailed with the annual tax notice mailing. The cost to mail statements is \$0.75 per month times 11 which is \$8.25 per year per participant. All current retirees have the option to go paperless.

A motion was made by Mr. Light and seconded by Mr. Allen to eliminate paper ACH advices for new retirees effective for January 2022 retirements. The motion carried unanimously and the change to paperless statements was approved beginning in January 2022.

VII. OLD BUSINESS

Online Calculator Update

Vice-Chairman Boyd stated that he had favorable reviews on the new calculator, especially with regards to the amount of data that is displayed. Ms. Shah noted that so far approximately 350 people have signed up for an account and run 1400 estimates. She added that the calculator would be rolled out to the General plan next week and to APS in December.

Proration of Payment for Month of Death

Ms. Shah provided an update that the General committee had recently approved the administrative change to provide full payment to a retiree in the month of death. This is something the Police and Fire committees had previously approved. The current practice is that if someone dies mid-month, that month's payment is made only for the days the employee was alive during the month. After

a death is reported, SBA tries to stop payment for the month of death, and then issue a partial month's payment to the estate. If the payment cannot be pulled back, a series of letters is sent to the estate for repayment. Under the new administrative practice, if a retiree is alive on the first day of the month, they will receive payment for the full month of death.

Update on Overpayment Collection

Ms. Shah provided an update on overpayments from 2021 and noted that the 3 were due to prorations in the month of death. All have had 3 letters sent to the estate asking for repayment.

Additional Issues

Vice-Chairman Boyd noted that he had a lieutenant contact him about a recent call with SBA to get a retirement application. According to the lieutenant, he was sent to a website by SBA to download a form and Vice-Chairman Boyd was curious if this was the future direction for retirees. Ms. Shah replied that there is a retirement checklist and SBA requests that people contact them to review the checklist and ensure all data is in order. Ms. Shah also noted that there is still data cleanup in process, especially for pre-2010 service. Ms. Atli added that SBA offers to either mail or email the forms, but does provide a website if an employee would prefer to download the forms themselves. Ms. Shah noted that part of the process is to get final sick leave and vacation payout information from the final payroll, which is what is input to present to this committee for approval. Until all final data is received, only an estimate can be provided.

Ms. Shah noted that the retirement application for Antony Miller is currently being worked on as a priority. SBA is checking final service and then will send an email to him and copy Mr. Light.

Ms. Shah also reported that overpayments with Zenith that had been reported will go into a demand letter that is being prepared.

Mr. Light asked about registration for the spring GAPPT conference and Ms. Shah informed the board that Ms. Pocock will be registering board members. Mr. Allen indicated that he would like to attend the conference.

Mr. Allen inquired about Open Enrollment since he has not received any information. Mr. Norman will look into this and respond to Mr. Allen. Ms. Shah asked if Investment Board election materials had been received and Mr. Allen responded he had received his ballot and was easily able to vote on his phone.

Mr. Norman commented to Vice-Chairman Boyd that his service and professionalism throughout the years has been greatly appreciated. He thanked Vice-Chairman Boyd for his service to the City of Atlanta and wished him well on his retirement.

VIII. QUESTIONS AND COMMENTS FROM AUDIENCE

There were no questions or comments from the audience.

IX. DATE OF NEXT MEETING

The Committee agreed to hold the next meeting via teleconference on December 16, 2021 at 12:00 p.m.

X. ADJOURNMENT

With there being no further business to be brought before the Committee at this time, **a motion was made by Mr. Light and seconded by Mr. Allen to call for adjournment at 1:01 p.m. This motion passed unanimously and the meeting was adjourned.**

Respectfully Submitted,

William 'Bill' Boyd, Vice-Chairman

RICHARD LIGHT-CHAIRMAN,



These Minutes were adopted on DECEMBER 16, 2021.