

**CITY OF ATLANTA FIRE FIGHTERS’
DEFINED BENEFIT PENSION
ADMINISTRATIVE COMMITTEE MEETING
February 16, 2023
Atlanta City Hall, Committee Room 2
11:00 A.M. – 12:00 P.M.**

Committee Members

Derek “Brent” Hullender	Chairman	Present
Larry Mahle	Retiree Representative	Present
Russell Sykes	Active Representative	Present
Youlanda Carr	CFO Designee, City of Atlanta	Present
Tarlesha Smith	HR Commissioner, City of Atlanta	Present

Others Present

Mary Shah	Strategic Benefits Advisors
Lori Pocock	Strategic Benefits Advisors
Chelsea Deppert	Morris, Manning & Martin
Ed Emerson	Morris, Manning & Martin
Eric Dec	Legal Department, City of Atlanta
Marlo Crossley	Finance Department, City of Atlanta
Fumanya Johnson	Finance Department, City of Atlanta
Delisha Robinson	Finance Department, City of Atlanta
Karen Sutton	Finance Department, City of Atlanta
Beryl Taylor	Finance Department, City of Atlanta
Agatha Hector	Pension Department, City of Atlanta
Amanda Rouser	Pension Department, City of Atlanta
Rosie Woods	Pension Department, City of Atlanta
Michael Naftaniel	Employee Benefits Director, City of Atlanta
Rick Light	Police Officers’ Pension Plan
Jeanette Cooper	Segal

I. CALL TO ORDER

Chairman Derek ‘Brent’ Hullender called the meeting to order at 11:02 a.m. Chairman Hullender indicated that a quorum was present for the meeting. It was noted the meeting was being held both in-person and via Webex Teleconference.

II. ADOPTION OF THE AGENDA

Chairman Hullender asked that an item be added to New Business to discuss a letter from Segal concerning a proposed actuarial study regarding pension change.

A motion was made by Mr. Mahle to approve the Agenda as ammended and the motion was seconded by Mr. Sykes. The motion carried unanimously and the revised Agenda was approved.

III. MINUTES

The Committee members reviewed the Minutes of the December 15, 2022 Fire Fighters’ Defined Benefit Administrative Committee Meeting, which were distributed in advance and reviewed by Counsel.

With there being no changes or modifications, a motion was made by Mr. Sykes to adopt the Minutes of the December 15, 2022 meeting as presented and the motion was seconded by Mr. Mahle. The motion carried unanimously and the December Meeting Minutes were adopted.

IV. ADMINISTRATIVE MANAGERS’ REPORT

Service Pension Applications

Mr. Naftaniel joined the meeting at 11:05 a.m. as the HR Designee for the Board.

There were seven (7) January Service Pension Applications to approve.

A motion was made by Mr. Mahle and seconded by Mr. Sykes to approve the seven (7) Service Pension Applications on the attached spreadsheet for the month of January, 2023. The motion carried unanimously and the January Service Pension Applications were approved.

Ms. Shah presented five (5) Service Pension Applications for February to the Committee for approval. Chairman Hullender asked that applications 1 – 3 be considered separately from applications 4 and 5. He also asked if Mr. Brandon had been notified of his early retirement penalty and Ms. Shah confirmed he had received estimates ahead of time.

A motion was made by Mr. Mahle and seconded by Mr. Sykes to approve the February Service Pension Applications 1 – 3 on the attached spreadsheet for the meeting date of February 16, 2023. The motion carried unanimously and the February Service Pension Applications 1 – 3 were approved.

Ms. Shah presented Service Pension Application 4 for James McLemore and noted that his retirement is under the 2001 Amendment. She noted that Mr. McLemore went from Hourly 53 to Annual (40 hour basis) effective 5/27/2021 at which time he had 3,463.94 hours of unused sick time. His unused sick time did not appear to be converted from a 53 hour basis to a 40 hour basis. Ms. Carr asked that information about the situation be sent to Mr. Naftaniel and herself for further investigation since this should have automatically been done by the system. SBA’s recommendation is to approve the pension provisionally at the lower amount, assuming the hours had not been correctly converted to a 40 hour basis and then true-up the pension benefit later if it was determined the hours were correct.

A motion was made by Mr. Mahle and seconded by Mr. Sykes to provisionally approve Service Pension Application 4 on the attached spreadsheet for the meeting date of February 16, 2023, provided that the benefit be adjusted if it is determined that Mr. McLemore’s unused sick time

was not converted from a 53 hour basis to a 40 hour basis. The motion carried unanimously and the February Service Pension Application for James McLemore was provisionally approved.

Chairman Hullender asked that application 5 for Cortez Stafford be tabled to later in the meeting.

Beneficiary Applications

There was one (1) January Beneficiary Application to approve.

A motion was made by Mr. Sykes and seconded by Mr. Mahle to approve the one (1) Beneficiary Pension Application on the attached spreadsheet for the month of January, 2023. The motion carried unanimously and the January Beneficiary Pension Application was approved.

Ms. Shah presented one (1) February Beneficiary Pension Application to the Committee for approval.

A motion was made by Mr. Sykes and seconded by Mr. Mahle to approve the one (1) Beneficiary Pension Application on the attached spreadsheet for the meeting date of February 16, 2023. The motion carried unanimously and the February Beneficiary Pension Application was approved.

Lump Sum Applications

Ms. Shah presented two (2) Lump Sum Applications to be paid in January 2023 and two (2) Lump Sum Applications to be paid in February 2023 to the Committee for informational purposes.

Financial Statement

Ms. Shah presented the December 2022 unaudited financial statements prepared by SBA. Ms. Carr stated that the changes in employer contributions were due to the need to meet the Actuarially Determined Contribution (ADC) by the end of the fiscal year. She also noted the changes in investment activity due to market fluctuations.

Invoices for Approval

Ms. Shah presented the January invoices for approval. Ms. Carr pointed out the invoices had been reviewed and approved by the Finance team. She also noted that there had been a call with Deloitte to determine how to best get their project data to the City since their project is wrapping up.

A motion was made by Mr. Sykes and seconded by Mr. Mahle to approve the January 2023 invoices in the packet for the meeting date of February 16, 2023. The motion carried unanimously and the January invoices were approved.

Ms. Shah presented the February invoices for approval and noted they had been reviewed and approved by the Finance team.

A motion was made by Mr. Sykes and seconded by Mr. Mahle to approve the February 2023 invoices in the packet for the meeting date of February 16, 2023. The motion carried unanimously and the February invoices were approved.

With no further questions or discussion, the Administrative Managers' Report was concluded and accepted as informational.

V. ATTORNEYS' REPORT

Mr. Emerson stated he is preparing a summary of law changes with respect to recovering pension overpayments that went into effect with SECURE Act 2.0. While these changes technically apply to ERISA plans only, the summary will compare the new requirements against the overpayment recovery process previously adopted by the City Pension Plans so that the Committee can assess whether any changes to the Plan's current process are appropriate.

Mr. Dec did not have anything to report.

Ms. Smith joined the meeting at 11:25 a.m.

VI. NEW BUSINESS

Review of Plan Placement for Rehires after November 1, 2011

The Committee discussed Firefighters who were rehired by the City between September 1, 2011 and November 30, 2011. It was noted that there was inconsistent placement of participants between their original pension plan and the 2011 Hybrid Plan when they returned to the City. The administrative practice at the time was to put the Firefighter back into his/her original pension plan if a Pension lump sum had not been taken. However, sometimes the Firefighter was put into the 2011 Hybrid Plan instead, as was the case of Cortez Stafford, one of the February retirees. The practice was also that if the employee took a Lump Sum and was rehired within 3 years, they would be allowed to buy back into the old plan by repaying the Lump Sum. Discussion occurred around offering active employees who were rehired during the above period a one-time chance to elect to buy back into their original pension plan. Mr. Emerson stated that a 30 to 90 day period to make a decision, once the employee has received all information necessary for them to make a decision, would be reasonable. Ms. Smith requested that the overall period be 180 days to allow time for communications to be drafted and educational materials prepared. The Committee decided to hold further action until the April 2023 meeting so that additional research could take place.

The Committee then reviewed Service Pension Application 5 for Cortez Stafford who has been contributing under the 2011 Amendment since his rehire in November, 2011. The Committee unanimously moved to offer him the option to buy back into the 2005 Amendment by moving his DC money to the Pension Plan and paying an additional amount to cover dependent coverage for a minor child and pay the difference between the DC employee contribution and the DB employee

contribution. Prior to the end of the meeting, however, it was discovered that Mr. Stafford had outstanding loans on his DC Plan account. Therefore, the Committee rescinded its prior motion, stating that Mr. Stafford would need to repay his outstanding loans under the DC Plan before he is permitted to buy back into the 2005 Amendment.

Proposed Actuary Study for Pension Plan Design Changes

Chairman Hullender stated that this Administration has expressed interest in revising pension benefits for employees. In order to understand the impact of any changes, an actuarial study would need to be done. Segal has put together a proposal that would be paid for by the three pension plans (Firefighters, Police Officers and General Employees) to prepare pension change options and show their proposed costs. Ms. Cooper presented the different options in the Segal proposal and stated it would take about 8 weeks to complete the study. Ms. Carr noted that in order to get changes into the budget for the upcoming fiscal year, decisions would need to be finalized no later than May 1, 2023. After further discussion, the Committee decided not to rush the project and would pursue a working group which would include Chuck Carr, the Plan’s actuary.

VII. OLD BUSINESS

Fire Pay Updates and Update to Payroll File

There were no updates at this time.

Update on Recent Overpayment / Underpayments

There were no updates at this time.

VIII. QUESTIONS AND COMMENTS FROM AUDIENCE

There were no comments or questions from the audience at this time.

IX. DATE OF NEXT MEETING

The next meeting is scheduled to be held on April 20, 2023 at 11:00 a.m. at City Hall in Committee Room 2. Chairman Hullender noted there may be a conflict with April 20 and will send out proposed dates if the meeting needs to change.

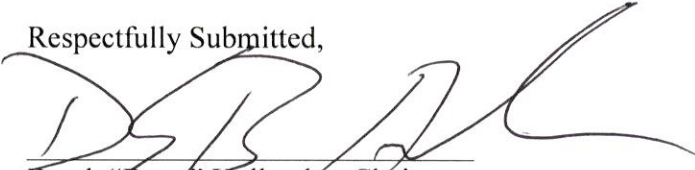
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X. ADJOURNMENT

There being no further business to be brought before the Committee at this time, the Committee meeting was adjourned at 12:08 p.m.

Respectfully Submitted,



Derek "Brent" Hullender, Chairman

These Minutes were adopted on April 20, 2023.