

**CITY OF ATLANTA POLICE OFFICERS’
DEFINED BENEFIT PENSION
ADMINISTRATIVE COMMITTEE MEETING
February 16, 2023
Atlanta City Hall, Committee Room 2
12:00 P.M. – 1:00 P.M.**

Committee Members

Rick “Bud” Light	Chairman	Present
Ken Allen	Retiree Representative	Present
Clint Myers	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, Inc.
Lori Pocock	Strategic Benefits Advisors, Inc.
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
Jeanette Cooper	Segal

I. CALL TO ORDER

Chairman Rick ‘Bud’ Light called the meeting to order at 12:14 p.m. Chairman Light indicated that a quorum was present for the meeting. It was noted the meeting was being held both in-person and by Webex Teleconference.

II. ADOPTION OF THE AGENDA

A motion was made by Mr. Allen to approve the Agenda and the motion was seconded by Ms. Smith. The motion carried unanimously and the Agenda was approved.

III. MINUTES

The Committee Members reviewed the Minutes of the December 15, 2022 Police Officers’ 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. Myers to adopt the Minutes of the December 15, 2022 meeting as presented and the motion was seconded by Mr. Allen. The motion carried unanimously and the December Meeting Minutes were adopted.

IV. ADMINISTRATIVE MANAGERS' REPORT

Service Pension Applications

Ms. Shah presented fifteen (15) Service Pension Applications to the Committee for approval from the January package.

A motion was made by Mr. Myers and seconded by Mr. Allen to approve the fifteen (15) 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 seven (7) Service Pension Applications to the Committee for approval from the February package. Ms. Smith requested she be sent a list of terminations from the last 12 months for the three pension plans to review possible trends.

A motion was made by Mr. Allen and seconded by Mr. Myers to approve the seven (7) Service Pension Applications on the attached spreadsheet for the meeting date of February 16, 2023. The motion carried unanimously and the February Service Pension Applications were approved.

Disability Converting to Normal Pension Applications

Ms. Shah presented two (2) Disability Converting to Normal Pension Applications to the Committee for approval from the February package.

A motion was made by Mr. Myers and seconded by Mr. Allen to approve the two (2) Disability Converting to Normal Pension Applications on the attached spreadsheet for the meeting date of February 16, 2023. The motion carried unanimously and the February Disability Converting to Normal Pension Applications were approved.

Beneficiary Pension Applications

Ms. Shah presented three (3) Beneficiary Pension Applications to the Committee for approval from the January package. She noted for Barry Shepherd, the employee had not paid for beneficiary coverage while active although he should have paid the additional 1%. His spouse will be given coverage, but the 1% will be withheld from her payments over the next 60 months to recoup the amount owed.

A motion was made by Mr. Myers and seconded by Mr. Allen to approve the three (3) Beneficiary Pension Applications on the attached spreadsheet for the month of January 2023. The motion carried unanimously and the January Beneficiary Pension Applications were approved.

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

A motion was made by Mr. Myers and seconded by Mr. Allen 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 four (4) lump sum applications from January and six (6) lump sum applications from February for informational purposes only.

Financial Statement

Ms. Shah presented the November 2022 unaudited financial statements prepared by SBA. She then presented the December 2022 unaudited financial statements prepared by SBA. Ms. Carr pointed out the fluctuations in Employer Contributions to ensure the Plan will have the correct amount of Actuarial Determined Contributions (ADC) by the end of the fiscal year in June. She also noted the change in unrealized gains and losses due to market volatility.

Invoices for Approval

Ms. Shah presented the January invoices for approval and Ms. Carr noted that finance has reviewed and approved the invoices. She added that the City had a call with Deloitte this week to discuss how to get their data transferred to the City since the Deloitte Data Clean-up project is coming to an end.

Following a complete review of the J a n u a r y disbursements, a motion was made by Mr. Myers and seconded by Mr. Allen to accept the November 2022 financial statements and approve the January 2023 invoices. The motion carried unanimously and the November statements were accepted and the January invoices were approved.

Ms. Shah presented the February invoices for approval and Ms. Carr noted that finance has reviewed and approved the invoices with a D. Robinson signature.

Following a complete review of the F e b r u a r y disbursements, a motion was made by Mr. Myers and seconded by Ms. Smith to accept the December 2022 financial statements and approve the February 2023 invoices. The motion carried unanimously and the December statements were accepted and the February invoices were approved.

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

V. ATTORNEY'S REPORT

Mr. Emerson reported he is preparing a summary of law changes with respect to recovering pension overpayments that went into effect with SECURE Act 2.0. While the 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.

VI. NEW BUSINESS

Retention Bonus Updates

Ms. Shah reported on an issue SBA has recently seen with terminations. There was a retention bonus paid to Police Officers in August 2022 and people who are leaving early have to repay the funds. This can be done from pension refunds, but a payment cannot be forced from a monthly pension payment. SBA has worked out a deduction code for those taking a refund to return the funds to the City. However, a demand letter is needed from the City for Retirees who will need to directly repay those funds back to the City. Ideally, there would be communication from the Police Department that this amount should come out of the retiring employee's final pay check. Chairman Light suggested there may be a disconnect with HR at the Police headquarters and additional training may be needed to ensure any money owed is taken from the employee's final pay check.

VII. OLD BUSINESS

Plan for Employees hired in September and October 2011

Ms. Shah provided a list of 20 Police Officers rehired between September 1, 2011 and October 31, 2011. There was conflicting information between the SPD and the Ordinance for people hired in that period. Ms. Woods had previously been contacted about the first 6 people on the list and those employees were changed back to their prior plan. Chairman Light mentioned that at the last meeting, there was discussion of allowing a one-time option for the other 14 employees to change from the 2011 Hybrid Plan to their prior Plan. Mr. Dec stated that the employees would need a communication which should include a comparison of staying in the current plan versus changing to their prior plan. Chairman Light agreed a certified letter should be sent and a response back should be required as part of the process that would be kept in the employee's pension file. Ms. Woods reminded the Committee that in order to move from the Hybrid Plan, the employee would need to first repay any loans taken from that Plan and Ms. Shah also noted that any Officers needing beneficiary coverage would need to pay the additional 1% for that coverage. Mr. Allen stated that he felt Officers should not have to pay back any missing contributions, but should just have the correct contribution taken going forward since the Officer was put in an incorrect plan by the City upon their rehire. Ms. Shah noted this was the complete list for Police and there were currently no active Fire employees hired during that period. She also noted this was not an issue in the General Plan since their SPD had not been updated.

A motion was made by Mr. Allen and seconded by Mr. Myers to send a certified letter to the 14 employees on the list of rehired "Active Employees Hired During September and October 2011" that gives the employee a one-time opportunity to elect to change from the 2011 Hybrid Plan to the Plan they were in prior to their termination. The motion unanimously carried.

Beneficiary Coverage for Employees with Dependents or Married

Ms. Shah reported that SBA previously audited those contributing 12% to the Plan to see whether they covered dependents on their Health & Welfare benefits – Medical, Dental and Vision. If employees were covering eligible pension dependents on those plans, they would be required to provide beneficiary pension coverage as well. Ms. Smith noted the HR department could do a current check and should perform this check every January so that people not covering their beneficiaries could be caught in a timely manner and their contributions recaptured. Ms. Shah stated that repayments could either be paid all at once or over 5 years.

Update on Overpayments and Underpayments

There was no update at this time.

VIII. QUESTIONS AND COMMENTS FROM AUDIENCE

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

IX. DATE OF NEXT MEETING

The Committee agreed to hold the next meeting in person in Committee Room 2 at City Hall on April 20, 2023 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. Myers and seconded by Mr. Allen to call for adjournment at 1:14 p.m. This motion passed unanimously and the meeting was adjourned.**

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Richard 'Bud' Light", written over a horizontal line.

Richard 'Bud' Light, Chairman

These Minutes were adopted on April 20, 2023.