

**City of Atlanta General Employees' Defined Benefit
Pension Plan Administration Committee Meeting
October 9, 2025
Atlanta City Hall, Committee Room 2
11:00 A.M. – 12:00 P.M.**

Committee Members

Alfred Berry Jr.	Chairman	Present
Quentin Hutchins	Vice-Chairman	Present
Angela Green	Retiree, City of Atlanta	Present
Gregory Nash	Retiree, Atlanta Public Schools	Present
Santana Kempson-Wright	Active, City of Atlanta	Present
Joe Hood	Active, Atlanta Public Schools	Present
Youlanda Carr	Deputy CFO, Finance	Present
Calvin Blackburn	HR Commissioner	Present

Others Present

Mary Shah	Strategic Benefits Advisors
Lori Pocock	Strategic Benefits Advisors
Caroline Dorsey	Seyfarth Shaw
Ed Emerson	Seyfarth Shaw
Tammi Fuller	City of Atlanta Law Department
Cheryl Ringer	City of Atlanta Law Department
Marlo Crossley	City of Atlanta Finance Department
Pamela Goins	City of Atlanta Finance Department
Mercedes McNary	City of Atlanta Finance Department
Beryl Taylor	City of Atlanta Finance Department
James Salmond	City of Atlanta HR Director
Betty Seay	City of Atlanta Human Resources
Agatha Hector	City of Atlanta Pension Department
Sam Teich	City of Atlanta Pension Department
Rosie Woods	City of Atlanta Pension Department
Eric Berry	Empower
Carl Merritt	Empower
Ray Adams	Former City of Atlanta Pension Administrator
Mary Tanner	City of Atlanta Active Employee
Nancy Pridgen	Counsel to Prudence Magby

I. CALL TO ORDER

Chairman Berry called the meeting to order at 11:02 a.m. and noted a quorum was present for the meeting. It was noted the meeting was being held both in-person and by WebEx Teleconference.

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II. ADOPTION OF THE AGENDA

There were no changes to the agenda.

A motion was made by Mr. Hutchins and seconded by Mr. Hood to approve the Agenda. The motion carried and the agenda was approved.

III. MINUTES

The Committee Members reviewed the Minutes of the September 11, 2025 General Employees' Defined Benefit Administrative Committee Meeting, which were distributed in advance. Chairman Berry requested several corrections to the minutes:

- Page 3 – Change the word “component” to “compounded” after the word interest in the statement “... and the interest component ...”
- Page 4 – Add the amount of lump sum applications to the motion.
- Page 5 – Include the total of the invoices to the Payables Listing approval motion.
- Page 7 – Remove the duplicate “public works” in the Distribution of SPD & Annual Benefit Statements section.

Following discussion and review, a motion was made by Dr. Nash and seconded by Mr. Hutchins to adopt the September 11, 2025 Meeting Minutes as amended. The motion carried and the amended September Meeting Minutes were adopted.

IV. ADMINISTRATIVE MANAGERS' REPORT

Pension Applications

Service Pension Applications

The Committee reviewed Service Pension Applications numbers 1-6 on the attached spreadsheet.

Following discussion and review, a motion was made by Mr. Hutchins and seconded by Mr. Hood to approve Service Pension Applications numbers 1-6 as listed on the attached spreadsheet dated October 9, 2025. The motion carried unanimously, and the Service Pension Applications were approved.

Beneficiary Applications

The Committee reviewed Beneficiary Application number 1 on the attached spreadsheet.

Following discussion and review, a motion was made by Dr. Nash and seconded by Mr. Hood to approve Beneficiary Application number 1 as listed on the attached spreadsheet dated October 9, 2025. The motion carried unanimously, and the Beneficiary Application was approved.

Lump Sum Applications

The Committee reviewed Lump Sum Applications numbers 1-73 as informational only. The Lump Sum Refund of Contributions on the attached spreadsheet totaled \$705,162.36. Chairman Berry asked about the lump sum for Michelinea Thomas who was vested and left the City in 2013. Ms. Shah stated SBA did not know why the participant waited so long to claim their refund and expressed that it may have been a situation where the participant called for an estimate, then chose

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to take a lump sum. Chairman Berry asked if SBA could send letters to let people know the pension plan is holding their money. Mr. Emerson noted that letters could be sent if the former employee is entitled to a lump sum. Ms. Shah added that SBA sends a letter when an employee leaves the City and then sends a reminder notice that the 5-year separation period is coming up. Ms. Fuller confirmed her research that interest is forfeited after 5 years – as opposed to 7 years – for non-vested separated employees.

The Committee also reviewed the list of deaths without any annuity due as informational only.

Cash Financial Statement and Payables Listing Check Register

Ms. Carr provided a high-level review of the August unaudited financial statements and noted that August had more employer contributions due to a late July payment as well as a change to the employer contribution due to an update in the ADC calculation. Changes in the investment activity categories were due to market volatility while pension payments stay consistent month to month. Ms. Carr noted that changes in administrative fees for the month were due to the timing of invoices from Investment Managers. For APS, employer contributions remain steady month over month. She also pointed out that the fund hit \$2 billion in value in August.

A motion was made by Mr. Hutchins and seconded by Mr. Hood to accept the unaudited financials as informational. The motion carried and the unaudited financials were accepted. Ms. Green and Dr. Nash abstained.

Ms. Carr also reviewed the invoices presented for payment and stated that Ms. Goins reviews and approves the invoices prior to them being presented to the Committee. Ms. Green asked when the invoices for the indirect costs would be presented and Ms. Carr stated the Finance team is working on them and should have an update at the next meeting. Ms. Carr added that the indirect costs include salaries for people at the City who work on the pension plans, with the exception of people in the law department. Mr. Hutchins asked that SBA provide a copy of the signed invoice cover sheet to the Committee.

A motion was made by Mr. Hutchins and seconded by Mr. Hood to approve the Payable Listing Check Register based on review and input from the Finance Department pending receipt of the signed invoice cover sheet. The approved invoices total \$231,838.35. The motion carried and the Payable Listing was approved. Chairman Berry, Ms. Green and Dr. Nash abstained.

V. ATTORNEY'S REPORT

Mr. Emerson stated his update would be under New Business.

VI. NEW BUSINESS

Election Reminder

Chairman Berry stated he received his election letter via USPS. Ms. Shah noted that the City Active, APS Retiree and APS Active elections are all unopposed. She added that the General Retiree election has 2 candidates: John Culbreath and Angela Green. Ballots should be mailed the week of October 13th and the election voting dates are November 17 – November 21. Mr. Hutchins and Ms. Kempson-Wright both gave kudos for getting election notifications to the active City and APS employees.

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Disability Review Process – Magby Request from Attorney

Ms. Dorsey provided a brief overview of the timeline of Ms. Magby's disability retirement, focusing on the attestation period over the past year. Ms. Magby retired August 7, 2013 with a disability pension. As part of the recent disability audit, she was sent a series of letters from SBA and Morris, Manning and Martin to attest that she was still disabled and not working. After a lack of response, the Committee voted to suspend her disability payment effective July 1, 2025 and SBA sent her a suspension letter on July 18, 2025. SBA received a request for extension until August 20, 2025 from Ms. Magby's attorney. The request was approved by the Committee at the August 14, 2025 Committee meeting and it was agreed to offer Ms. Magby the option to convert her disability pension to a normal pension effective July 1, 2025. SBA sent Ms. Magby a letter with the Committee's decision on August 27, 2025. Ms. Magby has returned the retirement application, but the effective date is blank pending further discussion.

Ms. Pridgen, counsel for Ms. Magby, addressed the Committee. She stated that Ms. Magby is asking that her retirement date be set retroactive to July 1, 2021 when she was eligible for an unreduced retirement pension at 30 years of service, that she receives back pension, including 7% interest from that date and that her attorney's fees be covered. It was noted that the attorney's fees are currently less than \$3,500. Ms. Pridgen said this request is being made because when Ms. Magby spoke with SBA in 2023, she was not offered the early retirement option. Ms. Shah stated that SBA has reviewed the calls from 2023 and that there were questions from Ms. Magby about the service used to calculate her benefit, but SBA was never asked about early retirement. Detailed discussion followed about the timing of events in this case and Ms. Magby's part-time work as a real estate agent.

A motion was made by Mr. Hutchins and seconded by Mr. Hood to enter Executive Session to discuss potential litigation at 12:00 noon. The motion carried and the Committee entered Executive Session.

A motion was made by Mr. Hutchins and seconded by Mr. Hood to exit Executive Session at 12:09 p.m. The motion carried and the Committee exited Executive Session.

A motion was made by Mr. Hutchins and seconded by Ms. Kempson-Wright to deny Ms. Magby's request for retroactive retirement effective July 1, 2021, deny the request for interest on the retroactive payments and deny the request for attorney's fees and instead accept an application for retirement effective July 1, 2025. The motion carried and the retirement request for July 1, 2025 was approved. Ms. Green and Dr. Nash abstained due to a relationship with Ms. Magby.

After the motion was approved, Ms. Dorsey stated that Ms. Magby could appeal the decision to the Defined Benefit Pension Plan Investment Board within 14 days.

Mary Tanner Plan Placement Request

Ms. Kempson-Wright recused herself due to conflict of interest and left the meeting room for this discussion.

Ms. Tanner addressed the Committee to provide information on why she believes she was incorrectly moved from the DB plan to the DC plan and why she should be allowed to re-enter the DB plan. She read a prepared statement and stated she did not recall making a hardship claim to transfer to the DC plan in 2016 and there was no documented proof from the City that she made this request. Ms. Tanner stated she believed the transfer was made in error and asked to be moved back to the DB plan.

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Mr. Adams, former pension administrator for the City of Atlanta, participated via phone call and provided background that the option was given to City Council staff members in 2016 to switch to the DC plan in order to lower their employee contribution. He stated it was an optional change and the employee had to submit a signed form to change plans. Ms. Tanner agreed that she saw the pension contribution change on her paycheck in 2016 and also stated she did not discuss the issue with payroll at that time. Ms. Tanner brought the issue to the attention of Ms. Woods in the Pension Department and to SBA in 2024. It was noted during discussion that if Ms. Tanner would be allowed to change back to the DB plan, she would have to buy back into the plan to make up for missed employee contributions.

The Committee deferred any action at this time and requested that the City HR department and City Council personnel continue to review all paper files to see if a paper copy of Ms. Tanner's DB to DC change request could be found.

VII. OLD BUSINESS

Distribution of SPD & Annual Benefit Statements

Mr. Salmond updated the Committee that annual benefit statements are available on the website. He added that employees could access their own statement and download it or can work with their manager to print the statement. Mr. Salmond also stated Total Compensation Statements were not printed but were also available online.

VIII. QUESTIONS AND COMMENTS FROM AUDIENCE

There were no questions from the audience.

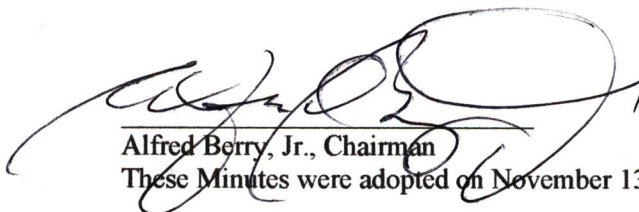
IX. DATE OF NEXT MEETING

Chairman Berry informed the Committee members that the next meeting is scheduled for November 13, 2025 in person at City Hall in Committee Room 2.

X. ADJOURNMENT

There being no further business to be brought before the Committee at this time, Chairman Berry called for adjournment at 1:12 p.m.

Respectfully Submitted,



Alfred Berry, Jr., Chairman
These Minutes were adopted on November 13, 2025.