

Retirement Plan Administration Commission Minutes

Thursday, November 4, 2021 – 4:30 p.m.
IT Training Room

MEMBERS PRESENT: Ralph Gabb, Alderman Brian Ueleke, Patrick Lawton, Jeffrey Lewis,
Mayor Mike Palazzolo, Julius Moody and Adrienne Royals

MEMBERS ABSENT:

PRESENT STAFF LIAISON: Sharon Hailey, HR Plans Analyst

PRESENT NON-MEMBERS: Bill Pickens, Gerber/Taylor Representative
Frank Cazney
Richard Ellis
Bart Reid

CALL TO ORDER

Chairman Jeff Lewis called the meeting to order.

ESTABLISHMENT OF A QUORUM

Adrienne Royals established a quorum.

APPROVAL OF MINUTES

****MOTION****

Patrick Lawton moved to approve July 21,2021 RPAC meeting minutes. It was seconded by Mayor Mike Palazzolo and the motion passed unanimously.

CHAIRMAN COMMENTS

No comments.

CASH BALANCE PLAN AMENDMENT

Patrick Lawton presented amendments to the Cash Balance Plan. The presentation gave background for the July 1,2022 proposed changes and presented the percentage adjustments required of the employee, City, and interest rate of return.

Cash Balance Plan Changes:

- 5% employee contribution increases to 7%
- 5% City contribution increases to 10%
- 5% interest rate of return increases to 6%

A discussion was had concerning the impact of contribution increases, legal requirements, and liability risks to the amended defined benefit plan. An additional amendment that forces distribution to non-vested employees was recommended.

****MOTION****

Mayor Mike Palazzolo motioned to approve Amendment No. 3 to the City of Germantown's Amended and Restated Defined Benefit Plan. Julius Moody seconded and the motion passed. Patrick Lawton abstained.

GERBER/TAYLOR—CITY INVESTMENT POSITION

A) Amended and Restated Pension Plan (Old Plan):

Bill Pickens presented investment earnings for FY22 Quarter 1. No recommendations for this update.

B) Defined Benefit Plan (Cash Balance):

Bill Pickens presented investment earnings for FY22 Quarter 1. No recommendations for this update.

NEW BUSINESS

Ralph Gabb requested an actuarial survey for COLA moving forward.

ADJOURNMENT

Having discussed all items on the agenda, the meeting was adjourned at 6:45.