

**MINUTES OF A REGULAR MEETING OF THE BOARD OF TRUSTEES OF THE EMPLOYEES' RETIREMENT SYSTEM HELD IN THE CONFERENCE ROOM AT CITY HALL ON WEDNESDAY, JULY 19, 2000 AT 1:30 PM.**

**I. ROLL CALL:**

**A. Employees' Retirement Board:**

The Chairman called the meeting to order at 1:33 PM.

Trustees present were Mayor Thomas Ramiccio (Chairman), Vice Chairman John Charest, Finance Director Chuck Powers and Messrs. Robert Lepa and Pat Testa (arriving after roll call). Also present were Board Attorney Robert A. Sugarman and Recording Secretary Valerie Hurley, City Clerk's Office.

**II. ADDITIONS/DELETIONS/REORDERING:**

**A. Employees' Retirement Board:**

None.

**B. Pertained to Police Retirement Board.**

**C. Employees' and Police Retirement Boards:**

None.

**III. UNFINISHED BUSINESS:**

**A. Employees' Retirement Board:**

1. Receive and file letter dated June 15, 2000, from J. Stephen Palmquist, Actuary, Gabriel, Roeder, Smith & Company, re the actuarial study for allowing payment of a pro-rated benefit when a person first retires and implementing the proposed COLA.

Action: It was moved by Mr. Powers, seconded by Mr. Charest, to receive and file the letter dated June 15, 2000, from J. Stephen Palmquist, Actuary, Gabriel, Roeder, Smith & Company, regarding the actuarial study for allowing payment of a pro-rated benefit when a person first retires and implementing the proposed COLA.

Vote: All Aye.

**B. Pertained to Police Retirement Board.**

**C. Employees' and Police Retirement Boards:**

None.

**IV. NEW BUSINESS:**

**A. Employees' Retirement Board:**

- 1. From Daniel B. Derringer, Jr., Utilities Department, requesting inclusion of Retained Sick Leave and Vacation Leave when calculating pension benefit for employees currently eligible to retire and eligible to retire in the next five years; and requesting a re-evaluation during the final year for the next five-year period.**

Mr. Derringer asked the Board to request an actuarial study to determine the cost of including Retained Sick Leave (up to the 480-hour cap) and Vacation Leave (up to a 288-hour cap) when calculating an employee's pension benefit. Benefit calculations for employees hired prior to October 1979 included Overtime, Retained Sick Leave and Vacation Leave, with no cap on the vacation hours. He pointed out that all employees hired after October 1997 would retire with a 60% multiplier after 20 years of service. He provided a list of employees currently eligible to retire and those eligible to retire in the next five years. If the Board approved the change, he requested another study during the final year for the next five-year period.

Mr. Derringer believed this change would provide an added incentive for employees not to abuse sick time, adding that overtime was often needed to cover employees who were out sick. Mr. Powers indicated that sick leave abuse should be addressed by management, rather than providing an incentive through the Retirement System.

Mr. Powers stated that the Code was changed after an actuarial study in 1979 to determine cost saving measures for the Retirement System, declaring that his priority was to protect the system and implement low cost changes. He believed the Fire Department had requested a similar study and the cost for 65 employees was approximately \$80,000 per year.

Mr. Sugarman advised that, if the Board recommended the change (which was a mandatory subject of bargaining), the City Commission would need the consent from the various unions.

Action: It was moved by Mr. Testa, seconded by Mr. Lepa, to request an actuarial study for the inclusion of Retained Sick Leave up to 480 hours and Vacation Leave up to 288 hours when calculating pension benefits.

Vote: 4/1 – Aye; Mr. Powers - Nay.

**B. Pertained to Police Retirement Board:**

**C. Employees' and Police Retirement Boards:**

1. **Request for joint workshop meeting of Trustees of Employees', Police, and Firefighters' Retirement Boards with City Commission, to review Actuarial Valuation Report for year ended September 30, 1999 with Gabriel, Roeder, Smith & Company (Stephen Palmquist, Actuary).**

CONSENSUS was to schedule the joint workshop meeting for Wednesday, August 23, 2000, at 1:30 PM, with the regular meeting to immediately follow, to review the Actuarial Valuation Report for the year ended September 30, 1999.

**V. CONSENT AGENDA:**

**A. Employees' Retirement Board:**

Action: It was moved by Mr. Powers, seconded by Mr. Lepa, to approve the Consent Agenda (A), in its entirety, as follows:

1. Approve minutes of October 27, 1999 Regular Meeting, as submitted.
2. Approve minutes of December 8, 1999 Regular Meeting, as submitted.

3. Approve minutes of May 24, 2000 Regular Meeting, as submitted.
4. Approve minutes of June 21, 2000 Special Meeting, as submitted.
5. Authorize payment of invoice from Sugarman & Susskind, dated June 1, 2000, in amount of \$750.00 for retainer fee for month of June 2000.
6. Authorize payment of invoice from Sugarman & Susskind, dated June 28, 2000, in amount of \$750.00 for retainer fee for month of July 2000.
7. Authorize payment of invoice from Gabriel, Roeder, Smith & Company, dated June 30, 2000, in amount of \$8,676.00 for final payment for October 1, 1999 Actuarial Valuation Report (\$7,160), individual Employee Benefit Statements (\$1,018), and review of ordinances drafted by Board Attorney and opinion letter dated 6/15/00 (\$498).

Vote: All Aye.

**B. Pertained to Police Retirement Board.**

**C. Employees' and Police Retirement Boards:**

Action: It was moved by Mr. Powers, seconded by Mr. Charest, to approve Consent Agenda (C), in its entirety, as follows:

**1. Ratify refunds of pension contributions as reported by Finance Department, as follows:**

Checks Disbursed 5/12/00:

Dylan R. Owens, Pool & Beach, 9M/17D, \$1,096.81, separated from service 4/29/00.

Checks Disbursed 5/18/00:

Elizabeth A. Allmond, Police Department, 2Y/3M/9D, \$3,622.65, separated from service 5/4/00.

Checks Disbursed 6/1/00:

Jeremy Metz, Pool & Beach, 2M/25D, \$335.54, separated from service 4/28/00.

Joshua Bailey, Public Works - Parks Department, 5Y/2M/8D, \$5,409.51, separated from service 5/16/00.

Walter Derengowski, Public Works - Parks Department, 3Y/2M/13D, \$3,078.85, separated from service 5/16/00.

Ronald Wilkins, Utilities - Line Department, 3M/18D, \$839.23, separated from service 5/12/00.

Checks Disbursed 6/15/00:

Rocco R. Zecca, Public Works - Parks Department, 5M/11D, \$502.76, separated from service 5/26/00.

Mary J. Vazquez, Public Works - Transit System, 6M/15D, \$509.15, separated from service 5/23/00.

Carrie Wall, Police Department, 1Y/11M/21D, \$3,152.42, transferred to part-time 6/11/00.

Vote: All Aye.

Board Attorney Robert Sugarman reported on the following new legislation:

Senate Bill 372 - amended Chapter 112, Florida Statutes, re modification to procedures for the investment of public funds.

CONSENSUS was to direct the Board Attorney to contact Michael Callaway, Merrill Lynch Consulting Services and the Investment Managers, requesting them to review the Investment Guidelines to comply with Senate Bill 372.


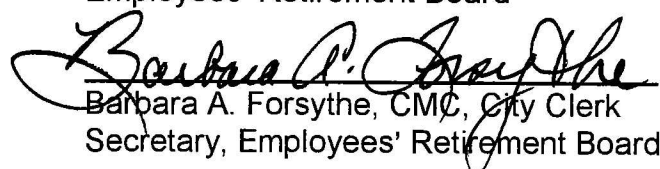
House Bill 181 - required financial disclosure forms to be filed before a newly elected or appointed trustee was seated and trustees leaving the Board were required to file a final report within 60 days.

**VI. ADJOURNMENT:**

**A. Employees' Retirement Board:**

The meeting adjourned at 2:10 PM by unanimous vote of those members present, on a motion by Mr. Lepa, seconded by Mr. Charest.

**MINUTES APPROVED:** 10/25/00

  
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Mayor Thomas M. Ramiccio, Chair  
Employees' Retirement Board  
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Barbara A. Forsythe, CMC, City Clerk  
Secretary, Employees' Retirement Board

A tape recording of this meeting will be available in the Office of the City Clerk for two years after approval of these minutes.

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