

MEETING OF THE RETIREMENT PLAN COMMITTEE  
November 14, 2017

A meeting of the Retirement Plan Committee for the Frederick County Employees Retirement Plan (the “Plan”) was held on Tuesday, November 14, 2017, at 1:00 p.m. in the Winchester Room on the 2<sup>nd</sup> Floor of Winchester Hall. Present in person were the following members of the Committee.

1. Human Resource Director: Wayne Howard
2. Retiree Representative: Michael Marschner
3. FOP Representative: Michael Easterday
4. IAFF Representative: John Neary
5. Member at Large: Vacant
6. Member at Large: Diane Fox

Also present at the meeting at the invitation of the Committee were Colin England and Kris Seets with Bolton Partners; and Mary Claire Chesshire with Whiteford, Taylor and Preston. Susan Keller, Diane Hoffman, Shanna Gibbons and Catherine DiGennaro with Frederick County Government; and Retirees, Mary Ann Wright, Rick Brace and Michael Gastley were in attendance. Mr. Marschner acted as Chairperson. Shanna Gibbons was Secretary of the Meeting.

Meeting Minutes from October 10, 2017, were approved.

The Chair opened the meeting and distributed handouts regarding:

- Frederick County Employees Retirement Plan Proposed Benefit Changes dated November 14, 2017, presented by Colin England and Kris Seets of Bolton Partners; and
- Letter to Lori Depies regarding Potential Revision to Pension Plan – Addition of Grant Funded Employees dated November 8, 2017, and Revised November 10, 2017, provided by Bolton Partners.

The Committee reviewed the “Proposed Benefit Changes” dated November 14, 2017. Specifically, expected cost of cost-of-living changes; expected cost of including grant funded employees; and reducing employee interest credit from 4% to 2%. The Committee requested an analysis of phasing in a COLA (Cost of Living Adjustment) increases in 0.25% increments every 5 years over a 20 year span to be provided by Bolton Partners for the January 2018 meeting. It was also requested that they provide a more aggressive strategy to compare (e.g., 0.25% increments every 2 years over a 15 year span).

The Committee continued discussing the possible dissolution of the 401(a) Defined Contribution Plan, upon a motion duly made by Michael Easterday and seconded by Wayne Howard, it was:

**RESOLVED:** To amend the Frederick County Employees Retirement Plan to provide for participation by grant-funded employees and award prior service credit for all time of employment with Frederick County on and after July 1, 2012, by the grant-funded employees, contingent upon the addition of the grant-funded

employees' accounts under the 401(a) Plan to the participants' Employee Contributions Benefit under the Frederick County Employees Retirement Plan.

**The Committee did not vote on this Resolution.** Diane Hoffman will confirm that none of the grant-funded employees are currently receiving an additional retirement benefit through Frederick County Government. There will be a vote on this motion at the December meeting.

The timeline to implement this amendment if voted in by Frederick County Government County Council would be FY19.

The Committee discussed the reduction of the Employee Contribution Interest Credit, upon a motion duly made by John Neary and seconded by Michael Marschner, it was:

**RESOLVED:** To amend the Plan to provide for a 0% interest credit on the Participants' Employee Contributions Benefit effective as of the July 1 that is at least twelve months from the Participant's Termination date, but no earlier than July 1, 2019. This motion was unanimously passed.

The next monthly meeting will be held on Tuesday, December 12, 2017.

There being no further business the meeting adjourned at 3:54 p.m.

Respectfully submitted,

Shanna Gibbons  
Recording Secretary