

General Employees' Pension Board Regular, Quarterly Meeting
February 14, 2020 - 8:30am

The regular, quarterly meeting of the City of Lake Wales General Employees' Pension Board was held February 14, 2020 in the City Administration Building, City Manager's conference room beginning at 8:30a.m. Violeta Salud, Chairperson, conducted the meeting.

Agenda Item 2: BOARD MEMBERS PRESENT:

Commissioner Robin Gibson
Sarah Kirkland
Violeta Salud
Linda Kimbrough
James Slaton

BOARD MEMBERS ABSENT:

CITY REP PRESENT:

Carmen Ortiz, Recording Secretary

OTHER ATTENDEES:

Sandra Davis, City of Lake Wales
Kenneth Fields, City of Lake Wales
Catherine Price, Public Citizen
Chevon Baccus, Lakewalesnews.net

Agenda Item 3: COMMUNICATIONS AND PETITIONS:

Violeta Salud requested to Sandra Davis to clarify the information to get an understanding of what was requested from the Board in reference to the amends to the Ordinance. Sandra pointed out that at the last City Commission Meeting she had presented the Memorandum with the Ordinance 2020-06 where we are looking into being able to allow employees to buy prior service from other municipalities, as long as it's in the State of Florida, and coordination of benefits which would allow current employees who have reached the maximum benefit allowed, to enter into the 401A and start making those contributions, and the City make contributions, as well as what they would have made if they were still in the Defined Benefits Plan.

The Commission wants to get a recommendation from the Board so that they can make a decision to consider based on a discussion as presented on this meeting.

Agenda Item 4: REVIEW MEMORANDUM AND ORDINANCE:

- **Ordinance 2020-06 Amending Chapter 16, Pension & Retirement**

Kenneth Fields pointed out that there are two issues; one issue is the \$75,000 cap, where eventually some city employees would hit that cap without reaching the retirement age yet, and there are currently City employees under those circumstances. They are looking into working for additional years without earning any additional retirement benefits. This may cause good employees to look for other jobs and retirement benefits elsewhere and the change would cost the City some money, since the City would continue to make contributions to the 401A Plan and not the Pension Plan. The other issue is that if an employee wants to go work to a State, County or other City agency and they cannot be vested while receiving other Pension benefits.

Catherine Price and Chevon Baccus expressed their concerns regarding the Pension cap and high payouts among, other issues.

Violeta concluded that there are 2 issues the Board needs to discuss; whether this Committee would recommend:

- Those employees who reach the Cap to be able to go to the 401A plan.
- The Five year buy back.

James Slaton made a motion to **recommend** the employees who reach the \$75,000 Cap can opt to participate in the 401A Plan, with the Contributions to be determine by the Commission. Sarah Kirkland seconded the Motion.

ROLL CALL TO VOTE:

Commissioner Robin Gibson "YES"

Linda Kimbrough "NO"

Sarah Kirkland "YES"

Violeta Salud "YES"

James Slaton "YES"

Motion passed, 4/1 votes

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Commissioner Gibson made a motion to **recommend** the employees to buy back prior City Service within the State of Florida. Sarah Kirkland seconded the Motion.

ROLL CALL TO VOTE:

Commissioner Robin Gibson "YES"

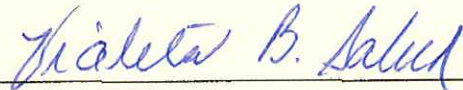
Linda Kimbrough "NO"

Sarah Kirkland "YES"

Violeta Salud "YES"

James Slaton "NO"

Motion passed, 3/2 votes



Violeta B. Salud, Chairperson

ATTEST:



Prepared by: Carmen Ortiz for the Board of Trustees