

MINUTES OF THE  
MEETING OF THE PENSION OVERSIGHT COMMISSION  
March 18, 2016

A meeting of the Pension Oversight Commission (POC) for the Howard County Retirement Plan and the Howard County Police and Fire Employees' Retirement Plan was held Friday, March 18, 2016 at 10:00 a.m. via conference call. Present on the phone were the following voting members of the Commission:

Vanzano Eaton  
Toshie Kabuto  
Peter Hong  
Todd Snyder

Commission member Mitchell Stringer was absent. Also present on the call were Lonnie Robbins Chief Administrative Officer, Terry Reider Retirement Coordinator, Jon Weinstein County Councilman, and Scott Southern Retirement Assistant. Mr. Snyder Chaired the meeting and Mr. Southern served as Secretary.

The POC meeting was called to order at 10:00 a.m. Mr. Weinstein began the call by explaining the intent for county bill 14-2016. He stated that he was approached by a member of the Howard County Police Department who stated that military reservists in the Police and Fire Employees' Retirement plan don't get their military time counted like other participants that have had pre-employment active duty service. The reason that participants are excluded is because they have not met the 6 month active service quota. He also pointed out that the general employees plan does not have a minimum requirement. Mr. Weinstein stated that he had determined there are about thirty one members that are affected by the minimum requirement and that the amendment would have a de minimis impact on the retirement fund.

Mr. Eaton wanted to know if there was an oversight when the plan was established. Mr. Robbins explained that there was not an oversight and that the two different plans each have different provisions.

Mr. Snyder wanted to know if there was a filter to determine what participants have less than six months of military service. Ms. Reider explained that the retirement plan is only made aware of the amount of military service when the participant applies to have it counted in the retirement plan and that the application can only be made after the member has 20 years of service with the county.

Mr. Snyder questioned if there has been an actuarial cost analysis for the amendment. Mr. Weinstein explained that he did not have a study because he felt the impact of the amendment would not be worth the cost to do the study.

Mr. Hong questioned why the six month minimum requirement was originally included in the plan when it was established. Mr. Robbins stated that county would have to ask the plan's attorney since he was around at the beginning of the plan.

Ms. Kabuto stated that it would be difficult for the commission members to make a determination without knowing the original intention of the six month minimum. Mr. Eaton asked Mr. Robbins if he believes that the amendment would not be a substantial cost to the plan. Mr. Robbins felt that the questions would have to be answered by plans actuary. He explained that he had a discussion with Mr. Weinstein that the commission usually requires a cost impact letter to give their opinion.

Mr. Weinstein felt that the change would not be very impactful on future employees because of the way that the reserves now work. Ms. Reider gave an example of how the additional service for an employee could permanently alter the lifetime monthly annuity.

The commission members all agreed that there would need to be a cost impact study for them to make a determination. Ms. Kabuto wanted to know if other counties had this type of minimum requirement. Mr. Weinstein was not concerned what other counties were doing since he wanted to make sure all of Howard County's employees were being treated fairly.

Mr. Robbins and Mr. Weinstein agreed to work together to get the cost impact analysis done and requested that the commission meet again to review the study after it was completed. Both Mr. Robbins and Mr. Weinstein then left the call.

Next the commission approved the minutes from the meeting on February 5, 2016. Mr. Snyder then began the discussion on the POC's annual report. The commission members designated sections of the report that they each would complete.

Two more conference calls to complete the report were scheduled. The first call to discuss the report was scheduled for April 11, 2016 at 4:00pm. The second call to ask questions to the plan's actuary (Bolton Partners) and he plan's investment consultant (Summit Strategies) was scheduled for April 14, 2016 from 10:00am-12:00pm.

With no other issues to discuss, the meeting was adjourned at 10:55 a.m.

Respectfully Submitted,



Scott Southern,  
Office of Human Resources