TOWN OF GREENWICH, CONNECTICUT
RETIREMENT BOARD
REGULAR MEETING

Thursday, June 24, 2021 Minutes – Zoom Virtual Meeting

The meeting of the Retirement Board was called to order at 8:00 A.M.

In attendance were:
Members: Joseph Pellegrino, Chairman
Andrew Greco
Peter Mynarski
Mike Wacek
Kevin Coyner (absent)

Staff: Ken Berkson, Retirement Board Administrator
Daniela Barcello, Retirement Coordinator
Mary Pepe, Director, Human Resources
Nataliya Yemets, Treasurer

BET: Andy Duus, Miriam Kreuzer

RTM: Scott Kalb, (D-7), Public Works; Dan Ozizmir, (D-5) BOC

Boomershine Consulting: Greg Stump, Chief Actuary

Mr. Pellegrino made opening remarks regarding the Plan portfolio, stating that during May the Plan had an investment return of 1.75% versus the policy (0.79%) and allocation (0.78%) benchmarks. He added that the Plan for the more important fiscal year-to-date as of May 31st, had an investment return of 22.70% versus the policy (15.79%) and allocation (22.24%) benchmarks.

APPROVAL OF MINUTES

Regular Meeting Minutes May 27, 2021

Upon a motion by Mr. Wacek, seconded by Mr. Greco, the Board voted 4-0-0 to approve the Minutes of the Regular Retirement Board Meeting of May 27, 2021. Motion carried.
NEW BUSINESS

Approval of 3.00% Contractual COLA for July 1, 2021
Mr. Pellegrino provided background information on the Contractual COLA calculation and added that inflation has played a role during the prior year. He continued with the CPI increase calculated was 3.208%, however since this is greater than 3.00%, the 3.00% maximum COLA will be applied to eligible retirees and beneficiaries.

The Board discussed the provisions of the Contractual COLA and commented that they are part of the collective bargaining agreements.

Upon a motion by Mr. Mynarski, seconded by Mr. Wacek, the Board voted 4-0-0 to adopt the 3.00% Contractual COLA for July 1, 2021. Motion carried.

FY 2023-27 Contribution Estimates

Mr. Wacek presented an exhibit from the July 2020 Actuarial Valuation of the Town’s projected FY 2023-27 Plan contributions, which he updated based on the May 31, 2021 market value of the assets. Such market value of assets would give the Plan an $80 million excess return from last year’s assumption. He then continued that his estimates assume no change in assets for the remainder of the fiscal year, all Plan assumption remain the same from last year’s valuation and no experience gains or losses. He explained that his estimated FY 2023 Plan contribution showed a decrease of about $2M, from the July 2020 valuation estimate, and then a rapid fall off for the following 4 years of estimates.

Mr. Wacek then commented on the Board’s intent to review the reduction of the assumed rate of return to 6.0%, which would add approximately $3M to the Town’s 2023 FY contribution. Therefore, the rate of return assumption change combined with the assumed current fiscal year’s investment performance, in total, would only slightly increase the prior valuation’s estimated 2023 FY contribution. He also believes that the 2023 FY contribution should be the high water mark for Town Contributions.

Mr. Pellegrino responded to an audience suggestion that the Board, with the recent good investment return, consider locking in a portion of the portfolio with lower risk. He understood the reasonableness of the suggestion, but had questions about the return on such portion and would want to include Neuberger Berman in such discussion. He continued that his personal opinion on the decisions made by the Board over the past 6 years will eventually pay off handsomely for the Town Contributions. Mr. Pellegrino then thanked Mr. Wacek for his presentation.

OLD BUSINESS

N/A
PLAN ADMINISTRATOR REPORT

Mr. Berkson previously provided a written report and highlighted the following topics:

- Assumption Changes for benefit calculation – Shipman & Goodwin provided a draft amendment which is currently being reviewed by Mr. Berkson and Mr. Stump. Mr. Berkson also commented for the record that the Board’s approved assumption changes regarding Mortality tables will now utilize a specific disability table for such calculations. Prior to the change the Plan utilized the same tables for all participants, but set forward 5 years for disability calculations.

- Active DB Payroll Files – Reporting still in the process of being resolved. Quality of communication and cooperation improved. Further testing has identified additional issues and adjustments are being made.

- Retirement Process/Approval – Mr. Berkson obtained clarification regarding employee status changes after the Board approves a retirement. He continued by stating the Board approves the retirement benefit, however, if there is a change in employment status after such approval, it is a personnel issue and once resolved the Plan (Board) will follow such updates.

Mr. Pellegrino acknowledged Ms. Pepe and also asked if she could comment on the outstanding contract negotiations. Ms. Pepe added to Mr. Berkson’s statement, that employment status changes would be completed through the HR Dept. and their policies through which they operate. She continued that the Fire Fighter contract is still awaiting an arbitration decision and is expected to completed in the next few weeks.

APPROVAL OF RETIREMENTS

The Board reviewed the July 1, 2021 retirements of the individuals listed below:

Carol Bria
Carmen Claudio-Albarran
Gerald Fitzgerald
Michael Macchia
Christine Oca
Susan Shapiro
Clement Subryan
Jayshree Trivedi
Leslie Vandermeer
Paul Weiss

Upon a motion by Mr. Mynarski, seconded by Mr. Wacek, the Board voted 4-0-0 to approve retirement of the ten individuals listed above. Motion carried.
### APPROVAL OF PAYMENTS

**Routine Disbursement/Refunds**

**May 2021**

#### Town of Greenwich, Connecticut

#### Retirement May 2021

#### Payments to be Approved

<table>
<thead>
<tr>
<th>Reserve Fund</th>
<th>Pensioners</th>
<th>May Payroll</th>
<th>$2,930,082.46</th>
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</thead>
<tbody>
<tr>
<td>V</td>
<td>Refunds</td>
<td>Ahmed Sambo (Refund of EE contributions)</td>
<td>$33.12</td>
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<tr>
<td></td>
<td>*Adjustments due to Calculation fix</td>
<td>Brendon King (Bene - SLA Cash Refund)</td>
<td>$2,256.28</td>
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<tr>
<td></td>
<td></td>
<td>Jack Hornak (Refund of EE contributions)</td>
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<td>Jonathan Mirra (Refund of EE contributions)</td>
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<td>Maria Febbraio (Bene - SLA Cash Refund)</td>
<td>$905.16</td>
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**Pension Payroll Fund Total** $2,933,658.98

| Expense Fund | Neuberger Berman 1Q ’21 OCIO Services | $194,828.58 |
|--------------| Neuberger Berman 1Q ’21 Paying Agent Services | $11,030.00 |
| SV           | Shipman & Goodwin Mortality Table Change Research and Exhibit | $997.50 |
|              | Iron Mountain Storage & Retrieval (May 2021) | $165.31 |
|              | Greenwich Hospital Accidental Disability Retirement Evaluation | $1,100.00 |
|              | Federal Express TV Participant Address Confirmation | $11.91 |
|              | Survey Monkey Annual Subscription | $408.38 |

**Expense Fund Total** $208,541.68

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<tr>
<th>Payroll</th>
<th>PV Staff</th>
<th>May Payroll</th>
<th>$13,300.00</th>
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**Staff Payroll Fund Total** $13,300.00

**Grand Total** $3,155,500.66
Upon a motion by Mr. Mynarski, seconded by Mr. Wacek, the Board voted 4-0-0 to approve the May 2021 disbursements. Motion carried.

Military Buy Back
None

Mr. Pellegrino asked the audience if they had any further comments. Mr. Wacek asked Mr. Stump about the estimated timing for the settlement of the Fire Fighters contract and if there would be time to implement any changes, including retro pay for the July 2021 Actuarial Valuation. Mr. Stump responded that known costs should be included and if this information is available by the end of July it should be enough time to include in the valuation. Mr. Pellegrino then asked Mr. Stump if there is a “Plan B” assumption if the contract is not settled. Mr. Stump communicated that there could be a retro pay assumption made if the contract has not been settled. Mr. Wacek explained his anxiety due to a possible unpleasant surprise due to retro pay and plan provision changes, as with the delay in the Silver Shield contract. He understands that there is nothing the Board can do; he is just anxious. Mr. Pellegrino commented that if the contract is not settled, the best Mr. Stump can do is utilize his “Plan B” assumptions, in which Mr. Wacek agreed.

ADJOURNMENT

Upon a motion by Mr. Wacek, seconded by Mr. Mynarski, the Board voted 4-0-0 to adjourn the meeting at 8:43 A.M. Motion carried.

Respectfully submitted,

____________________________________
Catherine Sidor, Recording Secretary

_______________________________________
Joseph Pellegrino, Chairman

Next Meetings

Regular Meeting Thursday, July 29, 2021
Regular Meeting, Thursday, September 23, 2021
Regular Meeting, Thursday, October 28, 2021