

**MINUTES OF JANUARY 11, 2024 RETIREMENT BOARD
CITY OF ALEXANDRIA
FIREFIGHTERS AND POLICE OFFICERS PENSION PLAN
INTERIM MEETING**

PRESENT:

<u>Members</u>	<u>Others</u>
Patrick Evans, (Fire)	Adessa Barker, City Manager’s Office
Julian Gonsalves (Management)	Kadira Coley, Staff
Jean Kelleher ¹ (Management)	Denise Cummings, Staff
Dylan Kempton, (Fire)	Diana Fuentes, Staff
Ryan Klein (Police – Alternate)	Christina Hamiton, City Attorney’s Office
Shirl Mammarella, (Police)	Catisha Jackson, Staff
Rick Muse (Fire)	Yon Lambert, City Manager’s Office
Jason North (Police)	Arthur Lynch, Staff
Kendel Taylor (Management)	Meghan Roberts, City Attorney’s Office

¹Technical Corrections and Plan Document Review Committee

²Vendor & Service Provider Committee

Absent: None.

Katherine Key, Secretary (Management)

Jesse Maines (Management)

CALL TO ORDER

The meeting was called to order at 8:50 AM Thursday, January 12, 2023. A quorum was reached at 8:52 AM with Mr. Gonsalves Arrival.

Mr. Klein arrived at 8:58, Ms. Kelleher arrived at 9:56

MEETING RECORD

Meeting minutes were approved.

Mr. Kempton made a motion to:

Approve the December 14, 2023 minutes.

Mr. Evans seconded the motion. The motion was unanimously approved (7–0).

ADMINISTRATORS REPORTS

Regular Investment Reports and Cash Flow Reports

- No reports

Other Items

Education, seminars, conferences & training

- An updated education listing was included in the packet.

COLLECTIVE BARAGAINING DISCUSSION

Ms. Coley introduced guests from the City Attorney's office and the City Manager's Office and gave an overview of the collective bargaining process.

- A few actuarial studies were conducted as required in the bargaining agreements. Those results were presented to representatives from the bargaining units.
- Due to the bargaining process changes to the plan will no longer be recommended or discussed by the Board. Any changes will instead go through the collective bargaining process.
- Ms. Mammarella asked how the Board can do their due diligence on the financial side if they are not apart of the decision making.
 - Prior to collective bargaining the Board was involved at the cost stage of any changes in the plan but now the cost stage is handled by the collective bargaining process and final decisions made by the City Manager as to what would be presented to the City Council for final approval.
 - The plan document review committee will still need to review any proposed changes to ensure that the changes will not have any unintended consequences to the plan.
- Mr. Kempton asked how much Ms. Coley is involved in the process.
 - Ms. Coley is involved in collective bargaining discussions as an expert on the pension plans to explain the plan, its history and to facilitate the requested studies with the actuaries.
- Ms. Coley reviewed the CBAs for both plans and which articles specifically were being looked at currently.
- Ms. Mammarella asked if anyone involved in the bargaining process has reviewed the historical decisions of the Board and options already looked at.
 - Ms. Coley did have an opportunity to educate the participants on how the Plans work and basic operations of the Plan. She did briefly present on some of the recent historical changes to the plan.
- Mr. Gonsalves asked if any changes have been made or if we are just at the study presentation stage. He also asked if the Board needs to take any action.
 - Ms. Coley confirmed that no changes can be made to the plan until the current contract expires at the end of three years. At that time parties will return to the bargaining table and discussions will begin again. The Board would only be involved in implementing approved changes when reviewing the plan document language.
- Mr. Muse asked if it was better to have the studies done regularly so when they are asked for during the collective bargaining process they are on hand.
 - The cost associated with conducting the studies is expensive and what is requested may not be the same each time, so it is not prudent to conduct the studies regularly just to have them on hand.

Disability Committee

- Another requirement within the police bargaining agreement was the formation of a committee to review the City's disability process. This committee was formed, and Ms. Coley was an active participant. As a result of those meetings the committee made several recommendations related to the City's disability process and alternate employment. Staff will share the memo of the recommendations from the committee.

OLD BUSINESS

None

NEW BUSINESS

Review of 2023 and Brainstorming Plan for 2024

Ms. Coley asked for Board members feedback about 2023 and what they would like to focus on in 2024.

- The Board thought the retreat was a great educational experience.
- Experience study should be a priority.
- A focus on active vs passive this year.
- Getting through the procurement process for upcoming RFPs should be a priority.

NEXT MEETINGS

- Thursday, February 8th at 8:45 AM, Interim Meeting
- Thursday, March 14th at 8:45 AM, Joint Due Diligence Meeting
- Thursday, April 11th at 8:45 AM, Interim Meeting

ADJOURNMENT

The meeting adjourned at 9:58 AM.

HANDOUTS

Distributed to Board members in the Board Packet:

Agenda
Minutes of Prior Meeting
Fire CBA
Police CBA
Education Listing