Macon Fire And Police Employees' Retirement System Special Called Meeting

July 10, 2024 | 9:00 AM
700 Poplar Street Macon, GA 31201

AGENDA

1. Call to Order
2. Approval of Agenda
3. Approval of Minutes
    - A June 12, 2024 Minutes
4. Approval of Invoices
    - A Mariner Institutional, LLC - Invoice # 48294 - $22,500.00
5. Human Resources Retirements & Update
    - A Shane Birmingham - normal retirement - 10.4167 years
    - B Jeffery Skinner - early retirement - 10 years
    - C Wilda Binford - Beneficiary of Gregory T Binford (date of death: 5/17/24) - Survivor Benefit
    - D Garnet West - Normal Retirement - 30 years
    - E Seaborn Rewis - normal retirement - 32.25 years
6. Mariner Presentation
7. Discussion on Actuary
8. The next meeting will be on August 6, 2024
9. Adjournment

MINUTES OF THE
MACON-BIBB MACON FIRE AND POLICE EMPLOYEES' RETIREMENT SYSTEM
MEETING
June 12, 2024 – 9:00 AM

BOARD MEMBERS PRESENT

Danny Angelo, Chairman
Charles Bishop, Vice Chair/Secretary
Commissioner Raymond Wilder

BOARD MEMBERS ABSENT

Commissioner Paul Bronson
Mark Stevens

OTHERS PRESENT

Michael McNeill, Sr. Assistant Co. Attorney
Joveta Turner, Human Resources
Jon Breth, Mariner (on telephone)
Melissa Touchton, Asst. County Clerk
Christie Brown, Finance
Liz Fabian, Ctr for Collaborative Journalism
Lucious Moore, County Atty Intern
Christi Iuliucci, Finance Director
Lt. Michael Bittick, Sheriff Dept

AGENDA

1. Call to Order

   Chairman Danny Angelo called the meeting to order at 9:06 a.m.

2. Approval of Agenda

   On motion of Board Member Bishop, seconded by Commissioner Wilder and carried unanimously, the agenda was approved.

3. Approval of Minutes

   A May 7, 2024 Minutes

   On motion of Chairman Angelo, seconded by Board Member Bishop and carried unanimously, the May 7, 2024 Minutes was approved.

4. Approval of Invoices

   A SLC Management - Invoice # 9779218D - $32,173.09

   On motion of Chairman Angelo, seconded by Commissioner Wilder and carried unanimously, the SLC Management - Invoice # 9779218D - $32,173.09 was approved for payment.

5. Human Resources Retirements & Update

A Kelley Cole - Retirement (Deferred Vested/Eligible to Commence) - 16 years

The Board discussed the retirement of Kelley Cole and tabled the vote.

Later in the meeting, on motion of Chairman Angelo, seconded by Board Member Bishop and carried unanimously, the Kelley Cole - Retirement (Deferred Vested/Eligible to Commence) - 16 years was approved with the effective date of 1/1/2024 including the 1.5% COLA.

6. Mariner Presentation

Jon Breth presented the Investment Performance Review ending April 30, 2024 and the Preliminary Performance Update (as of May 30, 2024). The board took time to review and discuss the document. A copy is on file in the Clerk's Office.

Jon Breth recommends the rebalance of 5 million from Vanguard into the R&D Account. *On motion of Commissioner Wilder, seconded by Board Member Bishop and carried unanimously, the Board voted to approve the rebalance of funds.*

7. Final Valuation Report and GASB Report

The Board discussed the Actuarial Report and the GASP Report. A copy of the reports are on file in the Clerk's office. No action was taken.

8. Discussion of the ACCG Contracts

The Board discussed the ACCG Contract. No action was taken.

9. Discussion on the 3% COLA

The Board discussed the request for the 3% COLA. Board Member Bishop read the attached statement to the Board. (Attachment A)

10. Discussion on the July 2, 2024 meeting date

The July 2, 2024 meeting will be cancelled. There will be a special called meeting on July 10, 2024 at 9:00 a.m.

11. Adjournment

There being no further business, the meeting was adjourned at 10:57 a.m.

Respectfully Submitted,

Melissa B. Touchton
Assistant Clerk of the Commission

Chief Hinson, Chief Avera, and other distinguished members of the police and fire administrative staffs, we would like to thank you for taking time out of your busy schedule to meet with us today.

Standing before you is a diverse group of employees who never before have attempted to enter City Hall in a unified effort for any cause. We are composed of entry level Police and Firefighters, experienced Officers of the Police and Fire Departments, and retirees of both departments.

Our purpose for being here today is threefold.

First, we would like to give you a brief informative history of the Police and Fire Pension Fund.

Second, we want to show the hardships being endured by retirees of the Police and Fire Departments.

Third, we would like to present what we feel is the only solution to our problem. Let's begin with a history of the fund.

On July 1, 1969, the present Macon Police and Fire Retirement system went into effect. At that time a retiree received 40% of the average of the last three years' salary for his retirement benefit at

Over the past 20 years, inflation has taken its toll on the value of a dollar, increasing the amount of money needed for basic living necessities such as food, housing, medical expenses, and transportation (see attachment A). The City of Macon has offset these increases in living expenses by giving periodic pay raises (step and cost of living) to all employees. For this we are very thankful.

On the other hand, retirees of the Macon Police and Fire Pension Fund have experienced these same increases in the cost of living, but still receive the same benefit from the Police and Fire Retirement System as they did the day they retired. The lack of an inflationary hedge has created a regressive retirement compensation system. This has made a detrimental impact on our retirees' ability to survive and this has us very concerned.

An example illustrating our concern is a District Fire Chief who retired in 1974 with over 35 years of excellent service with the City of Macon. Upon his retirement, he received 50% of his last three years' average salary, giving him a monthly benefit of $507.00 (the highest benefit at the time). Initially, this $507.00 benefit provided him with a fairly comfortable retired life style, however, since 1974 the cost of living has increased over 200% and this retired Fire Chief still receives only $507.00 monthly. Using data provided by the Bureau of Labor Statistics (see attachment B) this

1974 benefit of $507.00 has the purchasing power of $165.00 today. Because of the impact of inflation, he cannot provide himself with basic living necessities with this income. Of course, those who retired at a lesser rank receive even less compensation than this district chief.

Many Police and Fire retirees are forced back into the work place doing menial jobs just to keep their heads above water. In other instances our retirees' pension check is not even enough to cover the costs of their medical insurance. Because our retirees are enduring these hardships, we felt it necessary to provide a solution.

We have researched comparable organizations such as The Bibb County Sheriff's Department, Georgia State Teachers, Macon Bibb County Water and Sewerage Authority, City of Macon General Employees, Georgia State Employees, etc., and no matter how far we searched we could not find another pension fund that had no cost of living adjustment whatsoever. All of these organizations have seen what inflation does to a retiree on a fixed income, and implemented some type of plan that helps their retirees fight inflation.

We have come to the conclusion that our retirees' fight with inflation can only be offset by implementing a cost of living adjustment (C.O.L.A.), into the Macon Police and Fire Retirement System. A yearly cost of living adjustment tied to the consumer age 55 with 25 years of service. In 1969 employees contributed 5% of their salary into the retirement plan.

In 1971, the plan was changed to increase retirement benefits from 40% to 50% with employees' contributions increasing from 5% to 7%. Retirement age and years of service remained the same.

In 1980, the retirement age for an employee was lowered from 55 years of age to 50 years of age, with a minimum of 25 years of service.

In 1985, the City of Macon started making contributions into the plan for employees in lieu of a pay increase.

In 1989, what has come to be known as the 2% plan was enacted. (Employees receive 2% of the last three years' average salary for each year of service up to 35 years.) This plan is still in effect today.

All of the changes mentioned have made a positive impact on active employees' retirement benefits. The City of Macon should be commended for having such a commitment to provide for active employees, but it should be noted that none of these changes have helped retirees keep pace with inflation.

The Consumer Price Index is a measure of the average change over time in the prices paid by urban consumers for a fixed market basket of consumer goods and services. The Consumer Price Index is the official measurement of inflation. It affects the income of almost 70 million persons because it is used to escalate the income of social security recipients, federal retirees, food stamp recipients. It is used to automatically adjust cost of living wage adjustments to millions of American workers.

The following information provides a look at the increases in various components of the Consumer Price Index from April 1974 to April 1994.

All Items	207.1% increase (includes all of the items below)
Food	165.1% increase
Housing	223.4% increase
Fuel and Utilities	172.6% increase
Apparel	100.3% increase
Gasoline	121.4% increase
Medical Care	410.2% increase
Hospital Room	657.7% increase
Physician Services	379.7% increase

If you require any additional information, please let us know.

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MARINER

INVOICE

BILL TO
Christie Brown
Macon Fire & Police Employees Retirement

INVOICE 48294
DATE 06/25/2024

DESCRIPTION	AMOUNT
Consulting Services and Performance Evaluation, Billed Quarterly (April, 2024)	7,500.00
Consulting Services and Performance Evaluation, Billed Quarterly (May, 2024)	7,500.00
Consulting Services and Performance Evaluation, Billed Quarterly (June, 2024)	7,500.00
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It is our honor and privilege to provide excellent service. If this is not your experience, please contact us immediately.

BALANCE DUE **$22,500.00**