

**EL PASO COUNTY
BOARD OF RETIREMENT**

**EL PASO COUNTY RETIREMENT PLAN
2880 INTERNATIONAL CIR., SUITE N030
COLORADO SPRINGS, CO 80910
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**CHRIS LONG, CHAIR
MIKE VARNET, VICE CHAIR
RAY BERNIER
MARK LOWDERMAN
GREG KUPPENHEIMER
DAVID GUEST
NIKKI SIMMONS**

MINUTES

Retirement Board Meeting
January 27, 2020 - 9:00 a.m.
RDC Hearing Room
2880 International Circle
Colorado Springs, Colorado 80910

MEMBERS PRESENT: Chris Long, Mike Varnet, Ray Bernier, Greg Kuppenheimer

MEMBERS ABSENT: Mark Lowderman

ASSOCIATE MEMBER PRESENT: David Guest, Nikki Simmons

Call to Order 9:00 a.m.

CHRIS LONG MADE A MOTION TO AMEND THE CURRENT AGENDA ORDER AND REVERSE ITEMS NUMBER 11 AND 12. RAY BERNIER MOVED TO APPROVE THE MOTION. GREG KUPPENHEIMER SECONDED THE MOTION. THE MOTION CARRIED 4-0.

1. Comments from Sheriff Elder and Undersheriff Carey

SHERIFF ELDER AND UNDERSHERIFF CAREY APPROCHED THE BOARD WITH CONCERNS ON THE INCREASE ATTRITION RATE WITHIN THE SHERIFF'S OFFICE. ONE OF THEIR CONCERNS IS THE PENSIONS CURRENT EIGHT-YEAR VESTING. THEY WOULD LIKE IF POSSIBLE, TO HAVE THE VESTING CHANGED BACK TO THE FIVE-YEAR VESTING SCHEDULE. THIS MAY HELP IN RETAINING DEPUTIES, IF THIS IS SOMETHING THE SHERIFF'S OFFICE CAN AFFORD TO OFFER WITHIN THEIR BUDGET.

**CHRIS LONG WILL PROVIDE A COMPARISON OF OTHER PENSION PLANS VS. THE EL PASO COUNTY PENSION PLAN.
CHRIS LONG AND GREG KUPPENHEIMER WILL MEET WITH THE SHERIFF AND UNDERSHERIFF TO DISCUSS THE COMPARISONS.**

2. Preliminary Flash Performance Reports from Wilshire Associates through December 31, 2019.
Chris Long, Board Chair

3. Chairman's Report

WE HAD AN OUTSTANDING ITEM FROM THE LAST MEETING THAT WAS THE ANALYSIS OF THE ALTERNATIVE INVESTMENT STRUCTURE. THIS ITEM IS STILL CURRENTLY PENDING WITH ONGOING DISCUSSION WITH WILSHIRE.

4. Revised statement issued for the plan document.
Chris Long, Board Chair

CHRIS LONG MOVED TO RESTATE THE PLAN DOCUMENTS BACK TO JANUARY 1, 2019 WITH NINE AMENDMENTS GETTING RID OF THE TENTH AMENDMENT THAT WE NEVER IMPLEMENTED AND ERRONIOUSLY APPROVED BACK IN OCTOBER 2018.

IN OCTOBER 2018 WE VOTED FOR FUNDING PURPOSES FROM OUR ACTUARIES TO CHANGE THE ACUTUARY LIFETIME TABLE, AS WELL AS THE ASSUMED RATE OF RETURN. WE LOWERED THAT TO 7.5% AND UPDATED THE TABLE THAT WE WERE GOING TO USE ALL IN THE FUNDING STATUS. THAT IS SOMETHING THAT DOES NOT REQUIRE ANY DOCUMENTATION OR PLAN AMENDMENT. THE PREVIOUS EXECUTIVE DIRECTOR WENT THOUGH THE STEPS TO HAVING A TENTH AMENDMENT DRAWN UP. THAT AMENDMENT WAS GOING TO CHANGE THE ADMINISTRATION OF THE PLAN WHICH WAS NOT WHAT WAS INTENDED OR VOTED ON.

PER DISCUSSIONS AND ADVISE FROM OUR LEGAL COUNSEL IN ORDER TO REMAIN COMPLIANT WITH THE PLAN, CHRIS LONG WOULD LIKE TO VOTE TODAY TO RESTATE THE PLAN BACK TO JANUARY 1, 2019 WITH NINE AMENDMENTS, REMOVING THE TENTH AMENDMENT WHICH WAS NEVER IMPLEMENTED.

GREG KUPPENHEIMER MOTION TO APPROVE AND REMOVE THE TENTH AMENDMENT AND REINSTATE AMENDMENT NINE. MICHAEL VARNET SECONDED THE MOTION. THE MOTION CARRIED 4-0.

5. Action for Annual Compliance with the Sunshine Act Provisions.
Chris Long, Board Chair

CHRIS LONG READ THE 2020 RESOLUTION SUNSHINE ACT IN ITS ENTIRETY. GREG KUPPENHEIMER MOVED TO ADOPT THE 2020 SUNSHINE ACT. RAY BERNIER SECONDED THE MOTION. THE MOTION CARRIED 4-0.

6. Approval of the Audit Engagement Letter from Stockman Kast Ryan + Company.
Michael Varnet, Vice Chair

MICHAEL VARNET READ THE AUDIT ENGAGEMENT LETTER FOR THE 2019 FINANCIAL RECORDS FROM STOCKMAN KAST RYAN + CO. THE FEE FOR 2019 AUDIT IS \$27,500.00, WHICH IS A SLIGHT INCREASE OF \$500.00 FROM THE PREVIOUS YEAR. EVERYTHING ELSE REMAINED THE SAME.

CHRIS LONG MADE A MOTION TO APPROVE THE STOCKMAN KAST RYAN + CO ENGAGEMENT LETTER. RAY BERNIER SECONDED THE MOTION. THE MOTION CARRIED 4-0.

7. 2020 preliminary operating budget
Michael Varnet, Vice Chair

THE PROPOSED 2020 BUDGET IS \$698,537. THIS PRELIMINARY REPORT IS ROUGHLY \$1,000.00 MORE THAN THE 2019 BUDGET AND MAY CHANGE BASED ON PERSONNAL CHANGES, AND ANY ADJUSTMENTS TO ACUTARY AND INSURANCE FEES. THE OPERATING BUDGET WILL BE FINALIZED AND VOTED ON AT THE FEBRUARY BOARD MEETING.

8. Resolution for Re-appointment of Associate Members Nikki Simmons and David Guest.

CHRIS LONG MOVED TO APPROVE RETAINING OUR ASSOCIATE MEMBERS, MS. SIMMONS AND MR. GUEST. GREG KUPPENHEIMER SECONDED THE MOTION. THE MOTION CARRIED 4-0.

9. Executive Director's Report
Greg Kuppenheimer, Interim Executive Director

GREG DISCUSSED SIX ISSUES THAT ARE CURRENTLY BEING EXAMINED, A FULL REPORT ON ALL OF THESE ISSUES WILL BE DISCUSSED AT THE NEXT BOARD MEETING.

1. **BENEFICIARY LOOPHOLE -- THE PLAN ALLOWS ALMOST ANYONE TO BE A BENEFICIARY. IN THIS WAY, BENEFITS EXTEND BY DECADES: APPROXIMATELY 25-30 YEARS FOR EACH GENERATION.**
2. **RECORD KEEPING PROCESS -- INVESTIGATING ONLINE PAYROLL AND HR MANGAGEMENT.**
3. **VENDOR RELATIONSHIPS - REVIEWING ANNUAL COST TO THE PLAN**
4. **INTERNAL CONTROLS -- SYSTEMATIC CHECKS**
5. **MARKETING MATERIALS -- PLAN DOCUMENT AND RETIREMENT WEBSITE UPDATED.**
6. **COMMUNICATING COST OF PLAN -- REVIEWING CURRENT COST OF THE PLAN.**

10. Executive Session for Personnel Matters as authorized by C.R.S. 24-6-402(4)(f).

MICHAEL VARNET MOVED TO GO INTO EXECUTIVE SESSION AT 10:20 A.M. RAY BERNIER SECONDED THE MOTION. THE MOTION CARRIED 4-0.

11. The regular meeting reconvened at 11:01 a.m.

CHRIS LONG MOVED TO ADJOURN FROM EXECUTIVE SESSION AND RECONVENE THE REGULAR MEETING. MICHAEL VARNET SECONDED THE MOTION. THE MOTION CARRIED 4-0

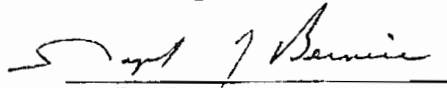
12. Agenda Packet

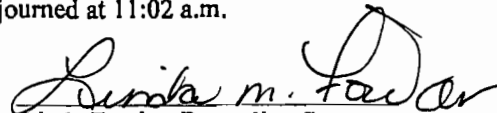
Approval of Minutes of January 27, 2020 Meeting.
Ratification of Termination Refunds, New Retirees, and Purchase of Service.
Ratification of Cash Disbursements for January 2020.
Financial Statements for the month ending January 31, 2020.

CHRIS LONG MOVED TO APPROVE THE JANUARY 2020 AGENDA ITEMS. RAY BERNIER SECONDED THE MOTION. THE MOTION CARRIED 4-0.

13. The next meeting will be February 24, 2020 at 9:00 a.m.

14. Being no further business, the meeting was adjourned at 11:02 a.m.


Ray Bernier, Secretary


Linda Fowler, Recording Secretary

“Financial Security for the Golden Years”