

**REVISED**

PUBLIC NOTICE AND AGENDA OF THE GROVELAND RETIREMENT ADVISORY COMMITTEE SCHEDULED TO CONVENE AT **3:00 P.M. THURSDAY, FEBRUARY 13, 2020** IN LAKE DAVID CENTER LOCATED AT 450 S. LAKE AVENUE, GROVELAND, FLORIDA 34736

HUMAN RESOURCES DIRECTOR/STAFF DESIGNEE  
COMMITTEE MEMBER  
COMMITTEE MEMBER  
COMMITTEE MEMBER  
COMMITTEE MEMBER  
COMMITTEE MEMBER

DEO PERSAUD  
JOHN TER LOUW  
RONALD CURTIS  
CURTIS GARVIN  
BILL JONES  
BILLY OWEN

**Please note:** Most written communication to or from government officials regarding government business are public records available to the public and media upon request. Your e-mail communications may therefore be subject to public disclosure.

**Call to Order**

**PLEDGE OF CONDUCT**

- We may disagree, but we will be respectful of one another.
- We will direct all comments to issues.
- We will avoid personal attacks.
- Audience members wishing to speak, must be recognized by Chairman.
- Speaking without being recognized will be considered “Out of Order.”

**ROLL CALL**

**AGENDA**

**CONSENT AGENDA:**

- **January 9, 2020 Retirement Advisory Committee Meeting Minutes**

**PRESENTATIONS:**

- **Presentation by Florida League of Cities - Account Executives Rodney Walton and Jeremy Langley**
- **City Manager Mike Hein**

**PUBLIC COMMENT**

**COMMITTEE COMMENT**

**ADJOURNMENT**

***Groveland Code of Ordinances Sec. 2-58 (f).*** Any person desiring to address the Committee shall first secure the permission of the presiding officer and shall give his name and address for the record. All remarks shall be addressed to the Council as a body and not to any member thereof unless permission to do so is first granted by the presiding officer. Unless further time is granted by the presiding officer or the council, member of the public shall limit their discussion or address to no more than five minutes. No question shall be asked a council member or city official except through the presiding officer.

*If your address is exempt from public record you are not required to state it. In addition, do not give out your Social Security Number, phone number, email address or any other information you do not want others to have access to as the meetings are recorded and those recordings are considered public record.*

***Pursuant to the provisions of Chap. 286, F.S., Sec. 286.0105,*** if a person decides to appeal any decision made by this body with respect to any matter considered at this meeting, he or she will need a record of the proceedings, and that for such purpose, he or she may need to ensure that a verbatim record of the proceedings is made, which record may include the testimony and evidence upon which the appeal is to be based and is advised to make such arrangements at his or her own expense.

***\*In accordance with the Americans with Disabilities Act and Section 286.26, Florida Statute,*** persons with disabilities needing special accommodation to participate in this meeting should contact the City Clerk's Office no later than 5:00 p.m. the day of the meeting.

**City of Groveland  
Minutes  
Retirement Advisory Committee Meeting  
Thursday, January 09, 2020**

The Groveland Retirement Advisory Committee held a regularly scheduled meeting on Thursday, January 09, 2020 in the Lake David Center located at 450 S. Lake Avenue, Groveland, FL 34736. Chair John Ter Louw called the meeting to order at 3:08 p.m. with the following members present: Curtis Garvin, Bill Jones, and Deputy Chief Armando Loney. City officials present were Staff Designee Deo Persaud and Recording Secretary Ciara Bender.

Absent: Committee Members Bill Owen and Commander Ronald Curtis

**CONSENT AGENDA**

Consideration of Approval:

- November 14, 2019 Retirement Advisory Committee Meeting Minutes.
- December 12, 2019 Retirement Advisory Committee Meeting Minutes.

**Motion**: Committee Member Bill Jones moved to approve the November 14, 2019 and December 12, 2019 Retirement Advisory Committee Meeting Minutes; seconded by Committee Member Garvin.

**Public Comment**:

None.

Motion passed with all Committee Members present voting aye.

**1. Open Discussion on Retirement Options.**

Staff Designee Persaud reported he was able to confirm two (2) representatives from the Florida League of Cities (FLC) to present at the February 13<sup>th</sup> committee meeting. The FLC will discuss the retirement plans they currently use. Mr. Persaud also stated City Manager Hein would be speaking at the next meeting regarding his expectations of the committee.

Staff Designee Persaud reported at the March committee meeting representatives from the Florida Retirement System (FRS), and Edward Jones Investments would be in attendance to help the committee achieve a better understanding of the City's retirement options.

Committee Member Jones asked if the City was looking for a third party to develop and maintain the retirement plan. Chair Ter Louw clarified the City would be looking into all available options, such as developing a plan and allowing for an independent administrator.

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Staff Designee Persaud stated the purpose of the presenters are to educate the committee on retirement options, in order for the committee to be equipped to make an informed recommendation.

Committee Member Jones inquired as to what plan the City currently utilizes and if the lesser-compensated employees participated. Staff Designee Persaud advised the City currently utilizes a defined contribution plan. All eligible employees receive a four (4) percent contribution from the City, even if they do not choose to contribute themselves.

Committee Member Jones inquired as to what the committee's deadline to make a recommendation would be. Chair Ter Louw stated there is no deadline. However, the City Manager would advise of his expectations at the next committee meeting in regards to providing a recommendation to the City Council.

Chair Ter Louw asked the committee to think about what questions they would have for the upcoming presenters.

Committee Member Garvin expressed the main points from the Fire Department as amount of service years required; deferred retirement option plan (DROP); health insurance during retirement until Medicare qualified; and a catch-up opportunity for long-standing employees.

Chair Ter Louw noted a company he previously worked for offered health insurance after retirement until the individual qualified for Medicare via a Medical Funding Plan. To qualify, an additional two (2) percent compensation over the maximum to receive the company match would be required. The plan would build interest on the contributions and allow the individual to purchase healthcare until he/she reached the qualifying age for Medicare. If funds remained after qualifying for Medicare, the individual would be able to purchase supplemental health care.

Committee Member Loney suggested a credit or buy-back option for employees who have been with the City for a certain period of time is an option the Police Department would like to see.

Chair Ter Louw advised the fees for the City's current Defined Contribution Administrator are high and the committee would be looking into other options to move forward with.

Committee Member Jones added it is important to consider fees and to be strategic when considering investment options. He also stated education for all employees should be a focal point.

Chair Ter Louw advised the process for final recommendation would include becoming more educated on all of the available retirement options. He noted the committee would have the freedom to go as fast or slow as they felt comfortable with when deciding on a recommendation. Chair Ter Louw also stated the recommendation could

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potentially be worked into the next fiscal year's budget, but a set deadline would not be possible at this time.

Staff Designee Persaud expressed deciding on a retirement plan for the City is a big undertaking with many components that shouldn't be rushed.

Committee Member Jones asked if the material for the upcoming meetings could be provided ahead of the next meeting to allow sufficient time for review. Staff Designee Persaud advised he would email links of information to the committee. He also stated he would reach out to the presenters to see if they are able to provide their materials in advance, as well.

Committee Member Garvin provided a handout of a report completed on public sector fire department pension plan options. Chair Ter Louw pointed out the 175 and 185 pension plan from the report that would allow the City to receive a portion of insurance premiums from home and auto fires to assist in paying for those pensions.

**PUBLIC COMMENT**

None.

**ADJOURNMENT**

Chair Ter Louw adjourned the meeting at 4:40 p.m.



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John Ter Louw, Chair

Attest:

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Ciara Bender, Recording Secretary