

PUBLIC NOTICE AND AGENDA OF THE GROVELAND RETIREMENT ADVISORY COMMITTEE SCHEDULED TO CONVENE AT **3:00 P.M. THURSDAY, MARCH 12, 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:**

- **February 13, 2020 Retirement Advisory Committee Meeting Minutes**

### **PRESENTATIONS:**

- **Q&A Session with Florida Retirement System (FRS) Representative (Samantha Starks-Harrison)**

### **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, February 13, 2020**

The Groveland Retirement Advisory Committee held a regularly scheduled meeting on Thursday, February 13, 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 3:02 p.m. with the following members present: Ronald Curtis, Curtis Garvin, Bill Owen, and Bill Jones. City Officials in attendance were City Manager Mike Hein and Recording Secretary Ciara Bender.

Note: Committee Member Bill Jones arrived at 3:06 p.m.

Absent: Staff Designee Deo Persaud

**CONSENT AGENDA**

Consideration of Approval:

- January 9, 2020 Retirement Advisory Committee Meeting Minutes.

**Motion:** Committee Member Curtis moved to approve the January 9, 2020 Retirement Advisory Committee Meeting Minutes; seconded by Committee Member Garvin.

**Public Comment:**

None.

Motion passed with all Committee Members present voting aye.

**PRESENTATIONS:**

**Presentation by Florida League of Cities – Account Executive Jeremy Langley:**

Jeremy Langley provided a brief background of the Florida League of Cities (FLC), stating its sole purpose is to work on behalf of municipalities. As a non-profit organization, FLC fees are minimal and educating employees about retirement benefits is a priority. Mr. Langley distributed a booklet that further explained FLC's Florida Municipal Pension Trust Fund (FMPTF) plan and the associated fees. FLC also has full service plans that would provide administrative support for all required Board meetings.

Committee Member Garvin inquired as to the difference between FLC and the Florida Retirement System (FRS). Mr. Langley answered the FRS provides parameters that are allowed on their system, where the FLC allows you to build the plans that best fit your organization.

**Presentation by City Manager Mike Hein:**

City Manager Hein noted Groveland is growing fast both geographically and as an employer. He reported, in an effort to be good stewards of Groveland's resources, this Committee is tasked with taking a comprehensive look at all of the retirement options available and to make a recommendation to the City Council. The goal is to hire well-qualified individuals and to retain them. City Manager Hein thanked the Committee for assisting the City in educating and empowering the community, the workforce and the City Council to make better decisions.

Committee Member Jones inquired as to what has been done to educate and to help employees understand the importance of contributing to a retirement program. He stated most employees are living pay check to paycheck and may not understand how contributing even a small amount would benefit their future. City Manager Hein reported the City provides new employees with an orientation where the entire day is spent going over benefits and other important information related to being employed by the City. He also noted there is a lot of peer support and any employee with questions can be assisted one on one. City Manager Hein thanked Committee Member Jones for having the perspective of wanting to help employees understand the importance of investing in their retirement.

**COMMITTEE COMMENT**

Committee Member Owen stated he looks at the Committee as an opportunity to strategically identify issues and implement solutions. One issue is how to increase participation.

Chair Ter Louw stated there is a blank canvas for the Committee to create what they see as the best retirement options for the City as a whole.

Committee Member Curtis stated he would like to see Groveland become the employer of choice by offering a competitive benefits plan. He felt having a competitive compensation plan could correct retention issues across all departments and attract quality individuals.

Committee Member Jones stated from experience in speaking with a lot of young people, their main focus is getting through to the end of month. This makes it difficult to think long term in relation to saving and investing. Committee Member Jones stated he would like to think of ways to help those who don't understand see the bigger picture, through consistent outreach to help individuals with financial planning, budgeting, etc.

Chair Ter Louw provided a handout that shows the percentage of contribution rates by the number of hourly employees, outside of fire and police. He pointed out 9 of the 32 eligible employees were under-participating in the current retirement plan. Also, a few employees contributed beyond the match requirement.

**PUBLIC COMMENT**

Eric Boylan with Edward Jones Financial Services stated he has been working with Groveland for approximately 9 years. He is a local educational resource for the employees of the City.

City Manager Hein suggested Edward Jones present to the Committee regarding the City's current benefit plan. Chair Ter Louw reported Edward Jones had not presented to the Committee as of yet. However, the relevant documents had been previously provided to each member. Edward Jones is scheduled to present at an upcoming meeting.

**ADJOURNMENT**

Chair Ter Louw adjourned the meeting at 4:21 p.m.



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John Ter Louw, Chair

Attest:

\_\_\_\_\_  
Ciara Bender, Recording Secretary