



CECIL COUNTY PUBLIC SAFETY PENSION PLAN

BOARD OF TRUSTEES
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Pension Plan Document Review

June 9, 2021

Present: Angie Blodgett, James Appel (via phone), Stephen Brownhill, Ashley Ewing, Angie Lawson, Daniel Schneckenburger, Wayne Tome and Mary Allen

Guests: Sandy Biggs and Anna Gardner

Meeting called to order at 1006 by Angie Blodgett.

It was decided by the group that we would review the plan together page by page.

- Sandy Biggs: Advised on page 6 paragraph (I), that the language "within one year be removed – group agreed.
- Angie Blodgett: Informed on page 7 3.3, early retirement benefits would be the date when the employee would reach retirement date does not mean age 55. Stephen Brownhill replied that the interpretation of the plan is how this has moved forward. This is an area that has been a concern for both law enforcement and correctional officers. Stephen Brownhill wants to make a motion to draft the correct language and submit it to Cheryl Guth. The verbiage in the plan needs to be updated according to Anna Gardner, in section 3.2 (A) and 3.3. The group decided that Cheryl Guth draft the language for the plan – the group agreed.
- Dan Schneckenburger: Reminded that everything sent to Cheryl Guth would go through the Department of Human Resources.
- Sandy Biggs: Suggested on page 7 (J), that the last sentence in this section be removed – the group agreed.
- Ashley Ewing: Added and asked how sick leave is accounted for and it was reported it is accountable in 8-hour increments.
- Sandy Biggs: Stated page 8, the county now uses an outside company for the medical advisory board and asked should this be added language - the group agreed that no language would be changed.
- Sandy Biggs: Continued that on page 15 6.4 (A) there is no stop date indicated for employees that separate from employment and do not pull their funds from the pension plan. There currently is no incentive for the employee to pull their funds out of the plan. Dan Schneckenburger asked about the burden that is put on Sandy for keeping track of this information. According to Sandy Biggs there is an estimate of 70+ employees that have not taken their funds out of the plan - the group agreed.
- Sandy Biggs: Additionally added, page 24, 10.3 will be sent for verbiage review – the group agreed.
- Sandy Biggs: Advised that page 6 3.1 (H) has been reviewed by Cheryl Guth however the group has decided that this section will be resubmitted and then the group will vote to make the change.
- Angie Blodgett: Made a request to the Department of Human Resources concerning the amendments. She advised the amendments are out of order online when viewed. Secondly, Angie Lawson suggested to redraft the plan documents to include the amendments. Anna Gardner advised that we always want to keep the amendments - the group agreed.
- Sandy Biggs: Informed that page 14 (C) should have the wording reviewed for changes in the beneficiaries. She suggested the current language states the employee cannot change their beneficiary – the group agreed.
- Angie Lawson: Added and asked how long it will take for Cheryl Guth to review our changes replying that there are amendments that have pressing issues.
- Stephen Brownhill: Reported that staff want to know what the changes are. He believes a whole document review will take a long time. He stated it is much easier to send to the council the amendments that have been approved by the board – the group agreed.

- Stephen Brownhill: Continued with concerns from employees that have worked the maximum of 25 years and that are no longer contributing to the plan, that it needs to be clear that once the employee is no longer contributing the 8%, they still can get to their highest 3 years.
- Angie Blodgett: Advised that employees are asking about information that is updated and that they would like to view the meeting minutes. Anna Gardner added that the minutes should be posted online – it was agreed by the group that we will work on getting the minutes posted.

Additional Business: Sandy Biggs reported that she received an email from Prudential stating that they are moving the pension plan offshore (India). Dan Schneckenburger suggested for us to reach out to Dave Warnick and get his opinion for having this plan moved offshore and the security issues involved. The group agreed to get Dave on a conference call to see what his take on encrypted information is. According to Dave he wanted to know why they were moving offshore. He continued with "are they storing the information offshore"? Additionally, he advised that this can be challenging however it is common for companies to store data offshore. In the email from Prudential, they advised they will be moving data to their vendor Life Works, claiming this move will better assist their clients. Secondly, Dave informed, it appears to be for non-production data, adding production data would be/is more concerning. The group agreed that if we need to take a vote via email on this issue, we will do it.

Adjournment:

- Stephen Brownhill motioned at 1130 to adjourn the meeting, seconded by Wayne Tome, and approved by the Trustees.

Respectfully submitted,
Mary Allen