REGULAR MEETING OF THE FIRE AND POLICE RETIREMENT BOARD

AGENDA

Wednesday, September 11, 2019

1:00 PM

Retirement Office, 2828 Fresno St., 2nd Fl., Board Chamber, Room 202, Fresno, CA 93721

Jonathan Lusk, Chair
John Jensen, Vice Chair
Theodore Semonious
Lynn Bennink
Donald Gross

(1) If you want to speak to the Board, please complete a Request to Speak form and hand it to the Board Secretary at the beginning of the Board Meeting. (2) The meeting room is accessible to the physically disabled, and the services of a translator can be made available. Requests for additional accommodations for the disabled, signers, assistive listening devices, or translators should be made one week prior to the meeting. Please call the Retirement Board Secretary at 559-621-7085 to make arrangements. (3) When considering disability retirement applications, the Board may find it necessary to discuss matters relating to the evaluation of the work performance of an employee who has applied for disability retirement, or discuss complaints or charges made against such employee. If this occurs, the Board may adjourn to a closed session to discuss such matters pursuant to Government Code section 54957, unless the employee requests that the discussion be in public.

ROLL CALL

APPROVE MINUTES

Approve Minutes of August 14, 2019, Regular Meeting of the Fire and Police Retirement Board

APPROVE AGENDA

Approve Agenda of September 11, 2019, Regular Meeting of the Fire and Police Retirement Board

TIMED SCHEDULED HEARINGS AND MATTERS

None

A. CONSENT CALENDAR

1. Approve date and time of the next Regular Meeting of the Fire and Police Retirement Board scheduled at 1:00 pm on Tuesday, September 24, 2019 (if needed) and Wednesday, October 9, 2019.

2. Approve benefit activity report & DROP applications - Fire & Police system

B. DISABILITY HEARING

C. EMPLOYEE PERSONNEL ISSUES
D. STAFF INITIATED ITEMS

E. BOARD INITIATED ITEMS

F. GENERAL DISCUSSION

G. INFORMATION ONLY ITEMS

1. Fiscal Year 2020 Final 3-year Calculations for Eligible Tier 1 DROP participants and annuitants in the Fire Department.
   Fiscal Year 2020 Final 3-year Calculations for Eligible Tier 1 DROP participants and annuitants in the Fire Department.

2. Fiscal Year 2020 Final 3-year COLA calculations for eligible Tier 1 DROP participants and annuitants in the Police Department and Airport Safety Division.
   Fiscal Year 2020 Final 3-year COLA calculations for eligible Tier 1 DROP participants and annuitants in the Police Department and Airport Safety Division.

H. PROPOSED AGENDA ITEMS FOR NEXT BOARD MEETING

I. UNSCHEDULED ORAL COMMUNICATIONS

J. PUBLIC COMMENTS

K. ADJOURNMENT
The REGULAR MEETING OF THE FIRE AND POLICE RETIREMENT BOARD of the City of Fresno Retirement Systems was called to order on Wednesday, August 14, 2019, at 1:00 PM, in the Retirement Office, 2828 Fresno St., 2nd Fl., Board Chamber, Room 202, Fresno, CA 93721, with the following members present:

PRESENT: Jonathan Lusk, Lynn Bennink, John Jensen, and Don Gross

ABSENT: Theodore Semonious

STAFF PRESENT: Robert Theller, Pattie Laygo, Chad Jacobs, Kathleen Riley Brown, Yvonne Timberlake, and Andrea Ketch

ROLL CALL - 1:00 pm

At the commencement of the first meeting and after roll call is taken, those present will be asked to stand for the Pledge of Allegiance.

APPROVE MINUTES

Approve Minutes of July 23, 2019, Regular Meeting of the Fire and Police Retirement Board

Moved by John Jensen
Seconded by Lynn Bennink

To approve the minutes of July 23, 2019, Regular Meeting of the Fire and Police Retirement Board.

Aye: Jonathan Lusk, Lynn Bennink, John Jensen, and Don Gross
Noes: None
Abstained: None
Absent: Theodore Semonious

CARRIED. 4-0 on a recorded vote
FP-RESO-201949

APPROVE AGENDA

Approve Agenda of August 14, 2018, Regular Meeting of the Fire and Police Retirement Board

Moved by Don Gross
Seconded by John Jensen

To approve the Agenda of August 14, 2019, Regular Meeting of the Fire and Police Retirement Board.

Aye: Jonathan Lusk, Lynn Bennink, John Jensen, and Don Gross
Noes: None
Abstained: None
Absent: Theodore Semonious

CARRIED. 4-0 on a recorded vote
FP-RESO-201950

TIMED SCHEDULED HEARINGS AND MATTERS
None

A. CONSENT CALENDAR
1. Approve date and time of the next Regular Meeting of the Fire and Police Retirement Board scheduled at 1:00 pm on Tuesday, August 27, 2019 (if needed) and Wednesday, September 11, 2019.
2. Approve Benefit Activity Report & DROP Applications - Fire & Police System

Moved by John Jensen
Seconded by Lynn Bennink

To approve the consent calendar of August 14, 2019, Regular Meeting of the Fire and Police Retirement Board.

Aye: Jonathan Lusk, Lynn Bennink, John Jensen, and Don Gross
Noes: None
Abstained: None
Absent: Theodore Semonious

CARRIED. 4-0 on a recorded vote
FP-RESO-201951

B. DISABILITY HEARING

C. EMPLOYEE PERSONNEL ISSUES

D. STAFF INITIATED ITEMS

E. BOARD INITIATED ITEMS

F. GENERAL DISCUSSION

G. INFORMATION ONLY ITEMS
1. Fiscal Year 2020 Career Rank COLA calculations for eligible Tier 1 DROP
participants and annuitants who held positions in the Police Department.

Received.

H. PROPOSED AGENDA ITEMS FOR NEXT BOARD MEETING

I. UNSCHEDULED ORAL COMMUNICATIONS

J. PUBLIC COMMENTS

K. ADJOURNMENT

1:03 pm

________________________________________
Secretary / Deputy

________________________________________
Chair / Vice Chair
REPORT TO FIRE AND POLICE RETIREMENT BOARD

August 27, 2019

FROM: ROBERT THELLER, Retirement Administrator

BY: ONH VIENGSAY, Retirement Counselor

SUBJECT: APPROVE BENEFIT ACTIVITY REPORT & DROP APPLICATIONS - FIRE & POLICE SYSTEM

1. Approve application(s) for service retirement.

<table>
<thead>
<tr>
<th>Name</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Robert Paul Chavez Jr</td>
<td>08/21/2019</td>
</tr>
<tr>
<td>Angie Gong (DRO)</td>
<td>08/01/2019</td>
</tr>
<tr>
<td>Brenda Stogdell (DRO)</td>
<td>08/03/2019</td>
</tr>
</tbody>
</table>

2. Approve application(s) for continuance of Retirement Allowance.

<table>
<thead>
<tr>
<th>Name</th>
<th>Applicant</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Harold W Hansen</td>
<td>Merry N Hansen</td>
<td>07/13/2019</td>
</tr>
</tbody>
</table>

3. Approve election(s) from the following employees to allow their contributions to remain in the retirement system in accordance with the Fresno Municipal Code.

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Separation Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Phaymany Syvongxay</td>
<td>SW Policing District</td>
<td>06/26/2019</td>
</tr>
<tr>
<td>Luis Carrillo</td>
<td>SW Policing District</td>
<td>07/19/2019</td>
</tr>
</tbody>
</table>

4. Approve the following applications for the Deferred Retirement Option Program (DROP) to be effective OCTOBER 1, 2019.

NAME
Ronald Grimm
Marty B Lucero
Richard W Tucker
5. The following employees have elected to change their beneficiary:

  NAME
  Sylvia I Anaya-Tucker
  Alfonso Castillo
  Stephen C Craig
  Angie Gong (DRO)
  Richard W Tucker
REPORT TO FIRE AND POLICE RETIREMENT BOARD

August 14, 2019

FROM: ROBERT THELLER, Retirement Administrator

BY: ANDREA KETCH, Senior Retirement Counselor

SUBJECT: FISCAL YEAR 2020 FINAL 3 YEAR COLA CALCULATIONS FOR ELIGIBLE TIER 1 DROP PARTICIPANTS AND ANNUITANTS IN THE FIRE DEPARTMENT

We are pleased to advise the Fire and Police Retirement Board the Final 3 Year COLA calculations for Tier 1 DROP participants and annuitants from the Fire Department has been completed and posted to the July 2019 payroll. This adjustment was implemented based on the MOU provisions regarding salary.

CONCLUSION


- Increased benefit amounts for 230 payees
- Increase was 2.7% across the board
- Sum of the total monthly benefit increase was $28,032.02

For the Board’s review, staff has included the FMC section relative to Final 3 Year COLA for Tier 1, as well as the COLA calculation sheets; exhibits numbered below for clarity.

EXHIBITS

1. FMC 3-302(f)
2. Tier 1 Fire Department Salaries w/Betzold for Fiscal Year 2020

RECOMMENDATION

Staff recommends that the Fire and Police Retirement Board accept the attached information only report showing the COLA calculation for Tier 1 DROP participants and annuitants from the Fire Department. Staff welcomes any questions and comments from the Board.
SEC. 3-302. - ALTERNATIVE DEFINITION OF AVERAGE COMPENSATION. ELECTION OF MEMBER. ADJUSTMENT OF ALLOWANCES.

(f) Monthly allowances based upon average compensation as defined in subsection (b) shall be adjusted from time to time solely in accordance with this section. As of July 1 of each year, commencing with the year 1973, every such monthly allowance shall be increased by a percentage (which shall be not less than zero) of the total allowance then being received which shall approximate, to the nearest one-tenth of one percent,

(1) if the allowance is payable to or on account of a person who prior to the person's retirement or death was a member employed in the Fire Department, the percentage by which the weighted mean average monthly compensation attached to all ranks of members employed in the Fire Department during the current fiscal year shall have changed from that of the preceding fiscal year, or

(2) if the allowance is payable to or on account of a person who prior to the persons's retirement or death was a member employed in the Police Department or employed as a public safety officer/supervisor, the percentage by which the weighted mean average monthly compensation attached to all ranks of members employed in the Police Department and employed as a public safety officer/supervisor during the current fiscal year shall have changed from that of the preceding fiscal year;

provided, that such increase shall not exceed five percent of any monthly allowance in any year, regardless of the percentage of change in such weighted mean average monthly compensation.
### Fire Department Positions

**Computation of Change in Weighted Mean Average**

**Fiscal Year 2020 (7/1/19 - 6/30/20)**

<table>
<thead>
<tr>
<th>Job Code</th>
<th>Title</th>
<th>No. of Positions</th>
<th>FY19 Salaries (with uniform)¹</th>
<th>FY19 Base Salary</th>
<th>Annualized % Increase</th>
<th>FY20 Base Salary</th>
<th>FY20 Salaries (with uniform)²</th>
<th>No. of Positions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>425002</td>
<td>Firefighter</td>
<td>110</td>
<td>6,694.06</td>
<td>736,346.60</td>
<td>92</td>
<td>6,602.06</td>
<td>2.5833%</td>
<td>1</td>
<td>6,772.61</td>
</tr>
<tr>
<td>425002</td>
<td>Firefighter Specialist</td>
<td>100</td>
<td>7,481.25</td>
<td>748,125.00</td>
<td>92</td>
<td>7,389.25</td>
<td>2.5833%</td>
<td>1</td>
<td>7,580.14</td>
</tr>
<tr>
<td>425004</td>
<td>Fire Captain</td>
<td>93</td>
<td>8,343.51</td>
<td>775,946.43</td>
<td>92</td>
<td>8,251.51</td>
<td>2.5833%</td>
<td>1</td>
<td>8,464.67</td>
</tr>
<tr>
<td>425005</td>
<td>Fire Battalion Chief</td>
<td>15</td>
<td>10,959.06</td>
<td>164,385.90</td>
<td>125</td>
<td>10,834.06</td>
<td>2.5833%</td>
<td>1</td>
<td>11,249.36</td>
</tr>
<tr>
<td>425006</td>
<td>Fire Deputy Chief</td>
<td>3</td>
<td>13,731.71</td>
<td>41,195.13</td>
<td>125</td>
<td>13,606.71</td>
<td>2.5833%</td>
<td>1</td>
<td>14,128.30</td>
</tr>
<tr>
<td>425007</td>
<td>Fire Chief</td>
<td>1</td>
<td>15,714.90</td>
<td>15,714.90</td>
<td>125</td>
<td>15,589.90</td>
<td>0.0000%</td>
<td>1</td>
<td>15,714.90</td>
</tr>
<tr>
<td>425010</td>
<td>Fire Investigation Unit Supervisor</td>
<td>1</td>
<td>8,343.51</td>
<td>8,343.51</td>
<td>92</td>
<td>8,251.51</td>
<td>2.5833%</td>
<td>1</td>
<td>8,464.67</td>
</tr>
</tbody>
</table>

| Sum      |                              | 323             | 2,490,057.47                 |                 |                      | 302             | 2,390,387.53                |

**FY19 Average Salary** $7,709.16  
**FY20 Average Salary** $7,915.19

Percent increase over last year 2.7%  (Per FMC, the COLA cannot be less than 0%)

**COLA Processed by** ____________________________

**Date Processed** ____________________________

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**Notes:**

1. The salaries listed in this column represent the results of the previous year's calculation.
2. The salaries listed in this column may or may not agree with the Tier 1 Detail Salary sheet for the current year due to annualized increases.
REPORT TO FIRE AND POLICE RETIREMENT BOARD

August 26, 2019

FROM: ROBERT THELLER, Retirement Administrator

BY: ANDREA KETCH, Senior Retirement Counselor

SUBJECT: FISCAL YEAR 2020 FINAL 3 YEAR COLA CALCULATIONS FOR ELIGIBLE TIER 1 DROP PARTICIPANTS AND ANNUITANTS IN THE POLICE DEPARTMENT AND AIRPORT SAFETY DIVISION

We are pleased to advise the Fire and Police Retirement Board the Final 3 Year COLA calculations for Tier 1 DROP participants and annuitants from the Police Department and Airport Safety division has been completed and posted to the August 2019 payroll. This adjustment was implemented based on the MOU provisions regarding salary in the Police Non-Management, Police Management, Airport Safety Officers and Airport Safety Supervisors MOUs. The statistics are as follows:

CONCLUSION


- Increased benefit amounts for 345 payees
- Increase was 3.2% across the board
- Sum of the total monthly benefit increase was $49,840.19
- Sum of retroactive benefits paid was $49,840.19

For the Board’s review, staff has included the FMC section relative to Final 3 Year COLA for Tier 1, as well as the COLA calculation sheets; exhibits numbered below for clarity.

EXHIBITS

1. FMC 3-302(f)
2. Tier 1 Police Department Salaries w/Betzold for Fiscal Year 2020
RECOMMENDATION

Staff recommends that the Fire and Police Retirement Board accept the attached information only report showing the COLA calculation for Tier 1 DROP participants and annuitants from the Police Department and Airport Safety Division. Staff welcomes any questions and comments from the Board.
SEC. 3-302. - ALTERNATIVE DEFINITION OF AVERAGE COMPENSATION. ELECTION OF MEMBER. ADJUSTMENT OF ALLOWANCES.

(f) Monthly allowances based upon average compensation as defined in subsection (b) shall be adjusted from time to time solely in accordance with this section. As of July 1 of each year, commencing with the year 1973, every such monthly allowance shall be increased by a percentage (which shall be not less than zero) of the total allowance then being received which shall approximate, to the nearest one-tenth of one percent,

(1) if the allowance is payable to or on account of a person who prior to the person's retirement or death was a member employed in the Fire Department, the percentage by which the weighted mean average monthly compensation attached to all ranks of members employed in the Fire Department during the current fiscal year shall have changed from that of the preceding fiscal year, or

(2) if the allowance is payable to or on account of a person who prior to the person's retirement or death was a member employed in the Police Department or employed as a public safety officer/supervisor, the percentage by which the weighted mean average monthly compensation attached to all ranks of members employed in the Police Department and employed as a public safety officer/supervisor during the current fiscal year shall have changed from that of the preceding fiscal year;

provided, that such increase shall not exceed five percent of any monthly allowance in any year, regardless of the percentage of change in such weighted mean average monthly compensation.
compensation is effective.
## Police Department Positions
### Computation of Increase in Weighted Mean Average
#### Fiscal Year 2020 (7/1/19 - 6/30/20)

<table>
<thead>
<tr>
<th>Job Code</th>
<th>Title</th>
<th>No. Positions</th>
<th>FY 19 Salaries</th>
<th>Total Salaries</th>
<th>FY 19 Base Salary</th>
<th>Annualized Increase</th>
<th>FY 20 Base Salary</th>
<th>Total Salaries</th>
<th>FY 20 Base Salary</th>
<th>Annualized Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>415001</td>
<td>Police Officer Recruit</td>
<td>38</td>
<td>5,280</td>
<td>200,640</td>
<td>100</td>
<td>187</td>
<td>4,993</td>
<td>3,000%</td>
<td>5,143</td>
<td>108</td>
</tr>
<tr>
<td>415002</td>
<td>Police Officer</td>
<td>668</td>
<td>7,376</td>
<td>4,927,168</td>
<td>100</td>
<td>263</td>
<td>7,013</td>
<td>3,000%</td>
<td>7,223</td>
<td>108</td>
</tr>
<tr>
<td>415003</td>
<td>Police Specialist</td>
<td>-</td>
<td>7,376</td>
<td>-</td>
<td>100</td>
<td>263</td>
<td>7,013</td>
<td>3,000%</td>
<td>7,223</td>
<td>108</td>
</tr>
<tr>
<td>415004</td>
<td>Police Sergeant</td>
<td>92</td>
<td>8,871</td>
<td>816,132</td>
<td>100</td>
<td>317</td>
<td>8,454</td>
<td>3,000%</td>
<td>8,708</td>
<td>108</td>
</tr>
<tr>
<td>415005</td>
<td>Police Lieutenant</td>
<td>20</td>
<td>10,991</td>
<td>219,620</td>
<td>125</td>
<td>393</td>
<td>10,473</td>
<td>3,000%</td>
<td>10,787</td>
<td>133</td>
</tr>
<tr>
<td>415006</td>
<td>Police Captain</td>
<td>7</td>
<td>12,641</td>
<td>88,487</td>
<td>125</td>
<td>452</td>
<td>12,064</td>
<td>3,000%</td>
<td>12,426</td>
<td>133</td>
</tr>
<tr>
<td>415007</td>
<td>Deputy Police Chief</td>
<td>3</td>
<td>14,077</td>
<td>42,231</td>
<td>125</td>
<td>504</td>
<td>13,448</td>
<td>3,000%</td>
<td>13,851</td>
<td>133</td>
</tr>
<tr>
<td>415010</td>
<td>Assistant Police Chief</td>
<td>1</td>
<td>10,586</td>
<td>10,586</td>
<td>125</td>
<td>378</td>
<td>10,083</td>
<td>0.000%</td>
<td>10,083</td>
<td>133</td>
</tr>
<tr>
<td>415008</td>
<td>Police Chief</td>
<td>1</td>
<td>18,114</td>
<td>18,114</td>
<td>125</td>
<td>650</td>
<td>17,339</td>
<td>0.000%</td>
<td>17,339</td>
<td>133</td>
</tr>
<tr>
<td>310002</td>
<td>Airport Public Safety Officer</td>
<td>7</td>
<td>6,356</td>
<td>44,492</td>
<td>83</td>
<td>227</td>
<td>6,046</td>
<td>2.500%</td>
<td>6,197</td>
<td>83</td>
</tr>
<tr>
<td>310003</td>
<td>Airport Public Safety Supervisor</td>
<td>2</td>
<td>8,461</td>
<td>16,922</td>
<td>83</td>
<td>303</td>
<td>8,075</td>
<td>2.580%</td>
<td>8,283</td>
<td>83</td>
</tr>
<tr>
<td>310005</td>
<td>Airport Public Safety Supervisor</td>
<td>3</td>
<td>7,808</td>
<td>23,424</td>
<td>83</td>
<td>279</td>
<td>7,446</td>
<td>2.580%</td>
<td>7,638</td>
<td>83</td>
</tr>
<tr>
<td>310004</td>
<td>Airport Public Safety Manager</td>
<td>1</td>
<td>9,639</td>
<td>9,639</td>
<td>83</td>
<td>345</td>
<td>9,211</td>
<td>-0.230%</td>
<td>9,190</td>
<td>83</td>
</tr>
</tbody>
</table>

**843.0** $ 6,417,655  

**849.0** $ 6,670,164

### Notes:
1. The salaries listed in this column represents the results of the previous year’s calculation, which may or may not agree with the salaries listed on the Tier 1 Detail Salary sheet for that year due to annualized increases.
2. The salaries listed in this column may or may not agree with the Tier 1 Detail Salary sheet for the current year due to annualized increases.