

**AGENDA**  
**HAMDEN EMPLOYEES RETIREMENT BOARD**  
**Wednesday, September 9, 2020 @ 3:00 PM**  
**ELECTRONIC MEETING**

**Electronic Meeting pursuant to Paragraph 1 of Executive Order 7B.**

**This will be a 100% Electronic Meeting.**

**Public Questions can be emailed to [rmorgan@hamden.com](mailto:rmorgan@hamden.com)**

**Click on the link below to join the meeting:**

**<https://zoom.us/j/92680111705>**

**1. Approval of Minutes:**

- A. Review and approval of the minutes of the August 12, 2020 regular meeting.
- B. Review and approval of Board Attorney Wallman's addendum submitted for the July 15, 2020 meeting minutes.

**2. Financial:**

- A. Presentation from Dahab Associates.

**3. Administrative:**

- A. Invoice from Segal Consulting in the amount of \$31,600.00 – Completion of a COLA analysis report, including adjustments to in-pay benefits in accordance with plan language and methods for recoupment of the past overpayments, \$26,000.00 and gathering historical retirement calculation data for COLA analysis, \$5,000.00.
- B. Invoice from Brenner, Saltzman & Wallman LLP in the amount of 13,855.00 – professional services for the month of July 2020.
- C. Invoices from Zenith American Solutions in the amount of \$3,114.00 – disbursements for the months of August 2020 and September 2020.
- D. Correspondence from Attorney William Ward.

**4. Retirements:**

- A. Correspondence from Superintendent Anthony Greene Sr. requesting a normal retirement effective September 9, 2020.
- B. Correspondence from Account Clerk Sandra Wright requesting a normal retirement effective September 30, 2020.
- C. Correspondence from Paraprofessional Cheryl Piscitelli requesting a normal retirement effective September 30, 2020.
- D. Correspondence from Paralegal Patricia A. Lujick requesting a normal retirement effective September 30, 2020.

**5. Old Business:**

- A. COLA Discussion

**6. Executive Session:**

**7. Adjourn:**

TOWN CLERK  
HAMDEN, CT  
2020 SEP - 8 P 2:36  
REC'D AND FILED BY

**MINUTES**  
**HAMDEN EMPLOYEES RETIREMENT BOARD**  
**Wednesday, August 12, 2020 @ 3:00 PM**  
**Electronic Meeting pursuant to Paragraph 1 of Executive Order 7B.**  
**This was a 100% Electronic Meeting.**  
**Public Questions were emailed to [rmorgan@hamden.com](mailto:rmorgan@hamden.com)**  
**Panelists and attendees used the link below to join the meeting:**  
**<https://zoom.us/j/92680111705>**

Minutes of the Hamden Employees Retirement Board regular meeting held  
Wednesday, August 12, 2020 @ 3:00 P.M.

**IN ACCORDANCE WITH A DECISION OF THE HAMDEN EMPLOYEES  
RETIREMENT BOARD, MINUTES WILL REFLECT INDIVIDUALS  
IN ATTENDANCE, MOTIONS MADE AND VOTES TAKEN.**

Mayor Curt Leng requested that Board member Attorney Carl Porto serve as chairperson for the meeting. Board member Porto called the meeting to order at 3:05 PM with Board members Police Sergeant William Onofrio, Finance Director Curtis Eatman, Fire Captain Gregory Bannon, Public Works Superintendent Joseph Colello and Public members Henry Dove and Robert Freeman in attendance. Also in attendance were Board Attorney Marc Wallman, Personnel Director Ken Kelley, Administrative Secretary Renee Palumbo-Morgan, Chief of Staff David Garretson, Henry Nearing and Deborah Brigham of Segal Consulting, Thomas Donegan of Dahab Associates and Battalion Chief John Spencer. Attendees were David Johnson, Robert Maturo, Ed Badamo, Robert Slater, Raymond Chase, Richard Cumpstone, Anthony DellaRocco, Nancy Callahan, Arthur Cohen, Margaret Pesticci, MaryAnn Seastrand, David Ciarlelli, KJ Copeland, Robert Kenney, Mary DeSarbo, Fred Manware, Dennis Baker, William Marak, David Ciarlelli, Keith Benway, Richard Reutenauer, Thomas Regan, Raymond Dobbs, Linda Lounsbury, Timothy Sullivan, William Coppola, Diane Altieri, Charles Watts, Ralph Purificato, Jeffrey Stoehr, John Sommers, and Harold Mangler. Attorney Bill Ward also attended.

Item 1.A. under **Approval of Minutes** was review and approval of the minutes of the July 15, 2020, special meeting. Board Attorney Marc Wallman read an amendment to the minutes. The Board requested that a copy of the amendment be sent out for review and the vote be deferred to next month's meeting. Board member Dove also requested that the Segal report of pension corrections be submitted to the Board. Attorney Wallman stated he would add that request to the amendment for next month's meeting. On a motion by Board member Porto, seconded by Board member Freeman, it was the decision of the Board to approve the minutes as submitted and defer the amendment to next month's meeting. Board member Bannon abstained from the vote and Board member Colello voted No.

Item 2.A. under **Financial** was a presentation by Thomas Donegan of Dahab Associates. Mr. Donegan reported that the stock market is high therefore the plan is performing well despite the conservative investments. Mr. Donegan recommended that cash would need to be drawn from Van Guard 500. Board member Eatman stated to the Board that a contribution would be made to the plan so it will not be necessary to raise cash from investments. Mr. Donegan reported to the Board that Wells Fargo Bank will be sending an email to Mayor Leng requesting Board approval for the HERP accounts to be transferred to Principal Group who is the new bank merging with Wells Fargo. Mayor Leng stated that he will approve the transfer as soon as the request is received.

Item 2.B. under **Financial** was a presentation by Deborah Brigham of Segal Consulting regarding COLA recoupment. Ms. Brigham informed the Board that letters were sent out on August 11, 2020 to all retirees regarding the COLA adjustments made for the September 1<sup>st</sup> benefit payment. A graph was presented showing the effect that the adjustment will have on the retirement plan. Ms. Brigham also presented to the Board a report of the proposed recoupment of prior year's overpayments and how long it would take to refund the plan if COLA's are frozen until full recoupment.

Item 3 under **Administrative** Board member Porto requested that all items, 3. A, 3.B., 3.C., 3.D., 3.E., 3.F. be approved for payment with one motion. On a motion by Board member Bannon, seconded by Board member Dove, it was the unanimous decision of the Board to pay all of the invoices in the amounts stated below:

3.A. Invoices from **Zenith American Solutions** totaling **\$6,134.00** – disbursements for the months of April, May, June and July 2020.

3.B. Invoice from **Henry, Raymond & Thompson, LLC** in the amount of **\$1,951.25** – bookkeeping services for July 1, 2019 through March 30, 2020.

3.C. Invoice from **Brown Advisory** in the amount of **\$51,269.95** – investment fees for the period April 1 through June 30, 2020.

3.D. Invoice from **Dahab Associates** in the amount of **\$18,341.89** – investment advisor fees for the period April 1, 2020 – June 30, 2020.

3.E. Invoices from **Segal Consulting** totaling **\$6,450.00** – actuarial and consulting services rendered for the month of July 2020, \$3750.00 and 15 benefit calculations \$2,700.00.

3.F. Invoice from **Great Lakes Advisors** in the amount of **\$13,031.94** – investment fees for the period April 1, 2020 through June 30, 2020.

Item 4.A. under **Retirements** was correspondence from BOE Paraprofessional Debra Kuziel requesting an early (corrected) retirement effective August 3, 2020. On a motion by Board member Bannon, seconded by Board member Dove, it was the unanimous decision of the Board to grant her request.

Item 4.B. under **Retirements** was correspondence from BOE Paraprofessional Ellen Presnick requesting a normal retirement effective August 31, 2020. On a motion by Board member Bannon, seconded by Eatman, it was the unanimous decision of the Board to grant her request.

Item 4. C. under **Retirements** was correspondence from BOE Groundskeeper Alexander J. Navickis Jr. requesting a normal retirement effective August 31, 2020. On a motion by Board member Bannon, seconded by Board member Dove, it was the unanimous decision of the Board to grant his request.

Item 4.D. under **Retirements** was correspondence from Battalion Chief Gary Couture requesting a normal retirement effective August 31, 2020. Battalion Chief Couture rescinded his request. No action was taken.

**Minutes (Continued)**  
**Hamden Employees Retirement Board**  
**August 12, 2020**

**Page 3.**

Item 5.A. under **Old Business** was a COLA discussion. The Board discussed briefly possible methods to recoup past overpayments and requested that Attorney Wallman provide the various options for consideration to the Board at the next meeting.

Item 5.B. under **Old Business** was an executive session to discuss legal memorandum of counsel regarding rights and remedies of the Retirement Board as to cumulative overpayments and related legal issues. On a motion by Board member Porto, seconded by Board member Eatman, it was the unanimous decision of the Board to defer the executive session until next month's meeting.

6. No motions were made under **New Business**.

7. On a motion by Board member Porto, seconded by Board member Dove, it was the unanimous decision of the Board to **adjourn** at 3:57 PM.

Respectfully submitted,



Kenneth S. Kelley  
Personnel Director

TOWN CLERK  
HAMDEN, CT  
2020 AUG 19 P 12:35  
REC'D AND FILED BY

**PROPOSED MODIFICATIONS TO MINUTES OF  
HAMDEN RETIREMENT BOARD 7-15-2020**

1. In connection with the minutes, the following additional sentences should be added to Item 6.A after the phrase "Segal Consulting illustrations presented":

Deborah Brigham of Segal then explained the illustrations which were included in the Board agenda package and the different alternatives which the Board might adopt in bringing retirees current retirement payments to the Plan requirement. The illustrations provided information showing the average benefit each year, the percentage adjustment necessary to get to Plan level, the average total required reduction per month and how this might be accomplished either immediately or in steps ending in April 2021 or April 2022. Ken Kelley indicated he had a discussion with Zenith American which cuts the checks to retirees indicating that the cost for cutting revised checks will increase with each step the Board elects to take to bring retirees to Plan level and that it would be extremely expensive to provide for monthly changes. Attorney Wallman indicated that an affiliate of Segal Consulting, Segal Benz, had provided a proposal for the generation of letters to each retiree indicating the nature and an amount of the adjustment which they would be receiving beginning with September 2020. It was pointed out that if the Board elected to have adjustments made through 2022, which would include the COLA adjustment in May 2021 that it might be necessary to send more than one letter as the COLA adjustment amount could not be determined at this point. There were then extensive discussions on how many steps should be taken to bring retirees to Plan level.

2. In the minutes prior to the adoption of the resolution, after the words "4:15 p.m.", a new paragraph should begin as follows:

A discussion then followed regarding which plan of correction should be adopted by the Board. Several members indicated they were concerned with the ability of the Board to allow payments to continue beyond Plan levels and that it was important to bring current payments to Plan requirements as soon as possible. Attorney Wallman agreed but indicated that he believed there was some leeway to allow a short period of time for the adjustment, considering the circumstances. Mayor Leng indicated that we have an obligation to make a decision and that it was important for letters to go out to retirees in advance of September 1, 2020 indicating what the change would be but pointing out that the cumulative arrearage has not yet been addressed.

3. The following paragraph should follow:

On a motion by Board member Porto and seconded by Board member Freeman and as thereafter amended, the Board unanimously agreed to the following resolution:

**WHEREAS**, the Retirement Board (the "Board") of the Employees' Retirement Plan of the Town of Hamden (the "Plan") has undertaken a review of the calculation of the current and past payments made to retirees under the Plan in order to determine whether the payments currently being made to retirees have been correctly calculated and whether there have been overpayments made to retirees in the past; and

**WHEREAS**, the Retirement Board has determined that the amount of the current benefits paid to retirees must be administratively corrected so that the benefit payments made to retirees conform to the requirements of the terms of the Plan;

**NOW THEREFORE**, it is resolved that all benefit payments to be received by retired members of the Plan shall be corrected to appropriate Plan requirements by September 1 2020 and such payments shall be preceded by a letter to the retirees explaining the corrections and indicating that no action has yet been taken on the cumulative arrears, which letter should be sent to the retirees as soon as possible but before they receive the corrected September payments.

After the motion was adopted, Henry Dove requested that the Segal Company send him an anonymized spreadsheet list of the retirees including a calculation of the proposed recoupment applicable to each retiree so that he could perform some modeling. There was no objection to the request.

**HAMDEN EMPLOYEES RETIREMENT PLAN  
PRELIMINARY PERFORMANCE SUMMARY AS OF AUGUST 2020**

| Portfolio                     | Previous Month<br>Market Value | MTD        | QTD        | CYTD       | Current Month<br>Market Value | %           |
|-------------------------------|--------------------------------|------------|------------|------------|-------------------------------|-------------|
| <b>Total Portfolio</b>        | <b>\$169,866,761</b>           | <b>3.0</b> | <b>6.4</b> | <b>5.5</b> | <b>\$178,600,492</b>          | <b>100%</b> |
| <i>Shadow Index</i>           |                                | 2.7        | 5.8        | 4.1        |                               |             |
| Brown Advisory                | \$37,775,960                   | 8.6        | 15.7       | 13.5       | \$41,017,109                  | 23.0%       |
| Vanguard 500 Index            | \$9,643,714                    | 7.2        | 13.2       | 9.7        | \$10,315,978                  | 5.8%        |
| S&P 500                       |                                | 7.2        | 13.2       | 9.7        |                               |             |
| Vanguard Mid Cap              | \$9,020,902                    | 3.1        | 9.8        | 1.9        | \$9,308,159                   | 5.2%        |
| CRSP US Mid Cap Index         |                                | 3.1        | 9.8        | 1.9        |                               |             |
| Great Lakes                   | \$7,301,233                    | 4.2        | 8.8        | -14.6      | \$7,605,433                   | 4.3%        |
| Russell 2000                  |                                | 5.6        | 8.6        | -5.5       |                               |             |
| Aberdeen International Equity | \$9,729,669                    | 3.9        | 8.7        | 4.4        | \$10,106,023                  | 5.7%        |
| MFS International             | \$10,125,940                   | 4.1        | 8.2        | -0.2       | \$10,537,378                  | 5.9%        |
| MSCI ACWI ex-US               |                                | 4.3        | 9.0        | -2.7       |                               |             |
| Intercontinental*             | \$11,126,063                   | 0.0        | 0.0        | 0.2        | \$11,126,063                  | 6.2%        |
| JP Morgan Special Property*   | \$9,994,478                    | 0.0        | 0.0        | 0.6        | \$9,994,478                   | 5.6%        |
| Sentinel*                     | \$11,235,433                   | 0.0        | 0.0        | -0.8       | \$11,235,433                  | 6.3%        |
| NCREIF NFI-ODCE <sup>1</sup>  |                                | 0.0        | 0.0        | -0.6       |                               |             |
| PIMCO Total Return Fund       | \$26,694,380                   | -0.1       | 1.4        | 8.0        | \$26,675,225                  | 14.9%       |
| TCW                           | \$26,714,006                   | -0.5       | 1.1        | 8.1        | \$26,584,641                  | 14.9%       |
| Barclay's Aggregate           |                                | -0.8       | 0.7        | 6.9        |                               |             |
| Cash                          | \$504,983                      | ---        | ---        | ---        | \$4,094,572                   | 2.3%        |

All returns are gross of fees

\*The market value seen was carried forward from the previous quarter; a return of 0.0% was assumed for the current month's return.

<sup>1</sup> The NCREIF NFI-ODCE Index is reported quarterly. A 0% return was assumed.

Fiscal Year ends June 30th

HERB  
09/09/2020  
3.A.



30 Waterside Dr  
Suite 300  
Farmington, CT 06032-3069  
Phone: (860) 678-3000 Fax:  
(860) 371-3429

June 23, 2020

Invoice #: 387453  
Reference #: 00991 - 036 - 201900

Ken Kelley  
Town of Hamden  
TOWN OF HAMDEN  
Memorial Town Hall  
Hamden, CT 06518

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**For actuarial consulting services related to the following:**

Completion of a COLA analysis report, including adjustments to in-pay benefits in accordance with plan language, and methods for recoupment of past overpayments: \$26,600

Gathering historical retirement calculation data for COLA analysis: \$5,000

**Total Invoice: \$31,600.00**



30 Waterside Dr  
 Suite 300  
 Farmington, CT 06032-3069  
 Phone: (860) 678-3000  
 Fax: (860) 371-3429

June 23, 2020

Invoice #: 387453  
 Reference #: 00991 - 036 - 201900

Ken Kelley  
 Town of Hamden  
 TOWN OF HAMDEN  
 Memorial Town Hall  
 Hamden, CT 06518

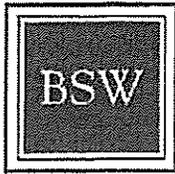
REMITTANCE ADVICE

Total Balance Due: \$31,600.00

PLEASE PAY WITHIN 30 DAYS.

Remittance Information

| By Check:  | By ACH or Wire Transfer:  |
|--|---|
| Church Street Station<br>P.O. Box 4059<br>New York, NY 10261-4059                                      | JP MORGAN/CHASE BANK<br>Acct Name: THE SEGAL COMPANY ( EASTERNSTATES), INC<br>Acct Type: CHECKING<br>Acct #: 1440-74092<br>ABA #: 021000021 |
| Please return a copy of this Remittance Advice with your check to assist us in crediting your account. | Please reference client name and invoice.   |



Brenner, Saltzman & Wallman LLP

Attorneys at Law · Established 1963

HERB  
09/09/2020  
3.B.

271 Whitney Avenue  
New Haven, CT 06511  
Website: www.bswlaw.com  
Telephone: 203.772.2600  
Facsimile: 203.562.2098

August 20, 2020

Hamden Retirement Board  
Hamden Government Center  
2750 Dixwell Avenue  
Hamden, CT 06518  
Attn: Personnel Office

Statement No. 63665

RE: Hamden Retirement Fund

Our File No. 00285-001

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FOR PROFESSIONAL SERVICES RENDERED Through 7/31/2020 in connection with the following:

| <u>Date</u> | <u>Time-keeper</u> | <u>Description</u>   | <u>Hours</u> | <u>Amount</u> |
|-------------|--------------------|--|--------------|---------------|
| 07/01/20    | MAW                | COLA - Telephone call with Ken Kelley; correspondence with Deb Brigham re Zenith; telephone call with Deborah re Zenith requirements; authorize sending out of report; telephone call with Deborah re timing   | 1.50         | \$ 397.50     |
| 07/01/20    | MAW                | Telephone call with Ken Kelley re rehiring of employees issue after retirement; review ordinance; correspondence with Ken  | 0.50         | \$ 132.50     |
| 07/02/20    | MAW                | Review file; review draft of resolutions; make change; review different options for correction of current benefits   | 0.75         | \$ 198.75     |
| 07/06/20    | MAW                | Correspondence with Deborah Brigham; telephone call with Deborah Brigham; telephone call with Ken Kelley; telephone call with Carl Porto; telephone call with Renee re Zoom meeting requirements; review agenda and modify agenda; telephone call with Deborah Brigham; telephone call with Henry Dove | 2.00         | \$ 530.00     |

Continued . . .

| <u>Date</u> | <u>Time-keeper</u> | <u>Description</u>  | <u>Hours</u> | <u>Amount</u> |
|-------------|--------------------|---|--------------|---------------|
| 07/07/20    | MAW                | Telephone call with Ken Kelley re agenda for meeting, need for time to discuss proposed correction of benefits to plan level; several telephone calls with Deborah Brigham re status of projections and proposals; telephone call with Henry Dove; review opinion letter; review draft proposed methods of correction prepared by Segal Company; telephone call with Deborah about graph presentation and alternative options; telephone call with Ken about administrative needs in connection with adjustments; suggest additional scenarios; work on possible letter   | 3.00         | \$ 795.00     |
| 07/08/20    | MAW                | Talk with Ken Kelly; talk with Deborah Brigham of Segal; review additional information; call Zenith re: time necessary for adjustments and notice to beneficiaries; review tax issue; contact Jack re: tax issue; talk with Deborah re: various options to be presented and information; correspondence with Ken and Mayor re: cost of notices to retirees  | 2.00         | \$ 530.00     |
| 07/09/20    | MAW                | Correspondence with Deborah Brigham re update on request for additional samples for meeting; correspondence with Ken Kelley; review of letter from Guardian retirees; review proposed agenda for Friday's special meeting and information for meeting; review corrected agenda; call Deborah Brigham re need for additional information for meeting; review items which had been inadvertently omitted from agenda for meeting; correspondence with Zenith-American re cost issue; correspondence with Carl Porto; discuss procedures for executive session; review calculations from Deborah Brigham re additional exhibit showing various alternatives including reduction of May 2020 COLA provisions; additional correspondence with Deborah Brigham; correspondence with Mayor; request Deborah to amend exhibit | 4.00         | \$ 1,060.00   |
| 07/09/20    | JFS                | Attention to tax issue re: choices for adjusting pensions on account of overpayments; confer with M. Wallman  | 0.75         | \$ 243.75     |

Continued . . .

| <u>Date</u> | <u>Time-keeper</u> | <u>Description</u>  | <u>Hours</u> | <u>Amount</u> |
|-------------|--------------------|---|--------------|---------------|
| 07/10/20    | MAW                | Talk with Deborah Brigham; review calculations of correcting current payments beginning in either August 1, 2020 or September 1, 2020 with various options; correspondence with Mayor; talk with Ken Kelly; talk with Renee re: adding additional information to website; review cost of calculation question; review Governor's executive order; work on possible resolutions; talk with Carl Porto; review cost of calculations | 3.00         | \$ 795.00     |
| 07/13/20    | MAW                | Telephone call with Ken Kelley; telephone call with Renee; telephone call with Deborah Brigham; review website and agenda items and list of documents attached to website; review proposal for sending out letters to retirees; review proposal for making current benefits correct; telephone call with Ken about delay of meeting   | 2.00         | \$ 530.00     |
| 07/14/20    | MAW                | Review agenda; review exhibits and updated reports; telephone call with Ken Kelley  | 1.00         | \$ 265.00     |
| 07/15/20    | MAW                | Prepare for meeting; review agenda and minutes of previous meeting; prepare draft resolutions; telephone call with Ken Kelley; telephone call with Renee; telephone call with Deborah Brigham; review suggestion from Zenith American re costs; attend meeting; research issue re third party matters   | 3.25         | \$ 861.25     |
| 07/16/20    | MAW                | Telephone call with Rene Morgan; review engagement letters from CPAs; review resolution approved at meeting   | 1.00         | \$ 265.00     |
| 07/17/20    | MAW                | Talk with Rene; review audit language; review engagement letters; correspondence with Joan Bosma re: research   | 0.75         | \$ 198.75     |
| 07/17/20    | JNB                | Teleconference with M.Wallman re: accountants standard of care during an audit  | 0.25         | \$ 31.25      |
| 07/20/20    | MAW                | Telephone call with Renee; review minutes of 2002 meetings; review engagement letters and previous audits; review certain provisions of actuary report; call Deborah Brigham, talk about distribution of report   | 2.00         | \$ 530.00     |

Continued . . .

| <u>Date</u> | <u>Time-keeper</u> | <u>Description</u>   | <u>Hours</u> | <u>Amount</u> |
|-------------|--------------------|--|--------------|---------------|
| 07/21/20    | MAW                | Telephone call with Ken re distribution of new reports; review of additional minutes; telephone call with Deborah Brigham re distribution of reports; review cumulative overpayment statistics; review IRS procedures regarding collection of overpayments   | 1.50         | \$ 397.50     |
| 07/21/20    | JNB                | Research for M.Wallman re: reviewing audit engagement letter and audit reporting; research auditing standards  | 1.50         | \$ 187.50     |
| 07/22/20    | MAW                | Telephone call with Sue Gruen; telephone call with Town Clerk re transcripts; review transcript of meeting; receive and review notice of FOIA request; begin review of procedures for compliance; office discussion with C.Kone re compliance procedures   | 2.75         | \$ 728.75     |
| 07/22/20    | JNB                | Research for M.Wallman re: standard of care when preparing an audit  | 2.00         | \$ 250.00     |
| 07/23/20    | MAW                | Review minutes of meetings; review proposals for recapture of cumulative overpayments; review FOIA request   | 1.25         | \$ 331.25     |
| 07/23/20    | JNB                | Research for M.Wallman re: standard of care (Codes of Professional Conduct, etc.)  | 2.00         | \$ 250.00     |
| 07/24/20    | MAW                | Review minutes; review transcript of meeting; dictate memo; call Renee; review documents from retirees   | 2.00         | \$ 530.00     |
| 07/24/20    | JNB                | Research for M.Wallman re: liability in negligence and breach of contract claims   | 2.00         | \$ 250.00     |
| 07/27/20    | MAW                | Review minutes from May 2002 through the beginning of 2007; office conference with Ken Kelley; telephone conference with Mayor; review information regarding actuarial reports during period including reports of estimated expenses of retirement plan; begin review of draft letter prepared by Segal; talk with members of the Board re possibility of special meeting; telephone call with Mayor | 3.50         | \$ 927.50     |
| 07/27/20    | JNB                | Reviewing and correspondence with M.Wallman re: auditing standards research and memo   | 0.50         | \$ 62.50      |

Continued . . .

| <u>Date</u>               | <u>Time-keeper</u> | <u>Description</u>   | <u>Hours</u> | <u>Amount</u>    |
|---------------------------|--------------------|--|--------------|------------------|
| 07/28/20                  | MAW                | Review and revise proposed letter to retirees; confer with Deb Brigham re language and discuss revisions; correspondence with Mayor regarding letter and other matters; possible special meeting; telephone call with Ken Kelley; review notes of minutes review   | 2.50         | \$ 662.50        |
| 07/29/20                  | MAW                | Work on letter to retirees; telephone calls with Ken Kelley; telephone call with Deborah Brigham; correspondence with Dave Garretson; correspondence with Mayor; review and revise letter to retirees; review letter from retirees' association; get extension of time from Segal for providing letter to retirees   | 2.00         | \$ 530.00        |
| 07/30/20                  | MAW                | Correspondence with Deborah Brigham; send out revised letter; telephone call with Ken Kelley; office discussion with D.Schaefer re claim letters; review portions of audit report and actuary report; make final changes to letter to retirees; send out; research on statute of limitations   | 2.00         | \$ 530.00        |
| 07/30/20                  | JNB                | Phone call with M.Wallman re: research statute of limitations  | 0.50         | \$ 62.50         |
| 07/30/20                  | DRS                | Telephone call with M.Wallman re: potential claims against third parties on behalf of Hamden Retirement Board  | 0.75         | \$ 393.75        |
| 07/31/20                  | MAW                | Correspondence from Deb Brigham re letter to retirees and suggested change to presentation of overpayments to retirees and Report; correspondence with Mayor and Ken re proposed change; correspondence with Deb and Linda Wolven re agreement to proposed change concept and request to review language; review revised language and send to Mayor; correspondence with Deborah confirming review of language; research and memo on Code of Conduct | 1.50         | \$ 397.50        |
| <b>Current Fees Total</b> |                    |  |              | <b>13,855.00</b> |

Statement No. 63665  
August 20, 2020  
Page 6

**TOTAL AMOUNT DUE**

**\$ 13,855.00**

**ZENITH AMERICAN SOLUTIONS, INC.**  
 10 TECHNOLOGY DRIVE  
 P.O. BOX 5817  
 WALLINGFORD, CT 06492

HERB  
 09/09/2020  
 3.C.

# INVOICE

Invoice Number: August 2021  
 Invoice Date: Sep 2, 2020  
 Page: 1

*Duplicate*

Voice: (203) 269-7741  
 Fax: (203) 265-9746

|                             |
|-----------------------------|
| <b>Bill To:</b>             |
| HAMDEN EMP. RETIREMENT PLAN |

|                 |
|-----------------|
| <b>Ship to:</b> |
|                 |

|                     |                        |                      |                 |
|---------------------|------------------------|----------------------|-----------------|
| <b>Customer ID</b>  | <b>Customer PO</b>     | <b>Payment Terms</b> |                 |
| HERP                |                        | C.O.D.               |                 |
| <b>Sales Rep ID</b> | <b>Shipping Method</b> | <b>Ship Date</b>     | <b>Due Date</b> |
|                     | Courier                |                      | 9/2/20          |

| Quantity | Item | Description | Unit Price | Amount   |
|----------|------|-------------|------------|----------|
| 778.00   |      | August 2020 | 2.00       | 1,556.00 |

|                        |                 |
|------------------------|-----------------|
| Subtotal               | 1,556.00        |
| Sales Tax              |                 |
| Total Invoice Amount   | 1,556.00        |
| Payment/Credit Applied |                 |
| <b>TOTAL</b>           | <b>1,556.00</b> |

Check/Credit Memo No:

**ZENITH AMERICAN SOLUTIONS, INC.**

10 TECHNOLOGY DRIVE  
P.O. BOX 5817  
WALLINGFORD, CT 06492

**INVOICE**

Invoice Number: Sept. 2020  
Invoice Date: Sep 2, 2020  
Page: 1

Voice: (203) 269-7741  
Fax: (203) 265-9746

*Duplicate*

|                             |
|-----------------------------|
| <b>Bill To:</b>             |
| HAMDEN EMP. RETIREMENT PLAN |

|                 |
|-----------------|
| <b>Ship to:</b> |
|                 |

|                     |                        |                      |                 |
|---------------------|------------------------|----------------------|-----------------|
| <b>Customer ID</b>  | <b>Customer PO</b>     | <b>Payment Terms</b> |                 |
| HERP                |                        | C.O.D.               |                 |
| <b>Sales Rep ID</b> | <b>Shipping Method</b> | <b>Ship Date</b>     | <b>Due Date</b> |
|                     | Courier                |                      | 9/2/20          |

| Quantity | Item | Description    | Unit Price | Amount   |
|----------|------|----------------|------------|----------|
| 779.00   |      | September 2020 | 2.00       | 1,558.00 |

|                        |                 |
|------------------------|-----------------|
| Subtotal               | 1,558.00        |
| Sales Tax              |                 |
| Total Invoice Amount   | 1,558.00        |
| Payment/Credit Applied |                 |
| <b>TOTAL</b>           | <b>1,558.00</b> |

Check/Credit Memo No:

**WILLIAM J. WARD**

Attorney at law

**336 Torrington Road**

**P.O. Box 430**

**Litchfield, Connecticut 06759**

**TELEPHONE: (860)567-2210**

**TELEFAX: (860)567-2218**

August 31, 2020

Hamden Employees Retirement Board  
Chairman Curt Balzano Leng  
Hamden Government Center  
2750 Dixwell Avenue  
Hamden, Connecticut 06518

My Client : Hamden Guardian Services Retirees Association and those retirees who have joined forces with HGSRA for the purposes of taking legal action.

Re : Breach of Fiduciary Duties

Dear Chairman Balzano Leng:

This letter is being served on you in your capacity as Chairman of the Hamden Retirement Board and as Mayor of the Town of Hamden, Connecticut. Please be aware however that it is intended for all members of the retirement board.

Please be advised that this firm represents the Hamden Guardian Services Retirees Association and those retirees who have joined forces with HGSRA for the purposes of taking legal action regarding (1) the recent reduction of pension benefits and (2) recoupment of alleged overpayment of COLA's from 1981 to 2015. A copy of the complete client list to date is attached hereto.

As you know, the Hamden Employees Retirement Board continued to victimize it's beneficiaries of the retirement plan due to of its own mismanagement of the pension fund on July 15, 2020 when it voted to reduce the fixed income of elderly retirees rather than chase those responsible for the town's self-created problem.

The board also indicated that it intends to go after the retirees for years of alleged overpayments of cost of living adjustment increases. The board has failed to conduct any public hearings on these matters prior to unilaterally voting to reduce pension benefits without due process of law in violation of state and federal law.

My client recently received an unsigned and undated letter in an undated envelope indicating it's their current benefits will be reduced to what the board feels those benefits should be effective September 1, 2020. All of this was done without ever telling a single retiree how the board calculated his or her specific reduction of pension benefits. Given your admitted history of miscalculating vital pension information, I'm certain that you understand my clients' concern that your calculations were done properly this time. I would appreciate it if you could provide the formula used to calculate the reduction of each of my clients' pensions and how you applied said formula specifically to each and every one of my clients' individually. I am also requesting the same information requested by Board Member Henry Dove with a spreadsheet of each of my retirees (by name) and the calculation of the proposed recoupment applicable to each retiree. This information should be readily available as Segal's representative has indicated it has been completed.

The board also never explained how many thousands of dollars it is spending on the recoupment and whether the expenses are being funded by the pension plan that supports the very beneficiaries that are the victims of the board's action. I would also request that all future correspondence to my clients be carbon copied to me.

Despite failing to cite any legal basis for its decision, the board appears willing to authorize spending thousands of dollars to go after its retirees when that money should be spent chasing auditors, actuaries and anyone else who ever advised the board that everything was good with the plan. Everyone who knew or should have known that the plan was being mismanaged should be placed on notice for gross mismanagement and malpractice. Some of these individuals or entities may even maintain liability insurance, which is often a great method of risk transfer of financial harm to the plan caused by someone's negligence.

The town must also bear its responsibility for systematically underfunding the pension plan for the past 20 years by approximately \$114,395,635.00. In 1970's, many of these retirees agreed to allow the town to put the full contribution amount into the pension in lieu of wages. Despite the retirees giving up wages during their employment years with the town, Hamden continued to underfund its pension plan by millions of dollars every year. Now, instead of taking responsibility for this past mismanagement, the town is electing to chase the retirees.

This office intends to pursue all available legal remedies against and any all of those responsible for the gross mismanagement and underfunding of the pension plan as well as those responsible for reducing the pension benefits of the beneficiaries of the plan.

If you are represented by an attorney, please forward his correspondence to him/her at your earliest convenience.

Sincerely,



William J. Ward

WJW/mw



**TOWN OF HAMDEN**  
**PERSONNEL/CIVIL SERVICE**  
**DEPARTMENT**

HERB  
Hamden Government Center 09/09/2020  
2750 Dixwell Ave 4.A.  
Hamden, CT 06518  
Tel: (203) 287-7130  
Fax: (203) 287-7135  
[www.hamden.com](http://www.hamden.com)

**Kenneth S. Kelley**  
*Director of Personnel*

September 1, 2020

Anthony B. Greene Sr.  
2390 State St. Apt. 7G  
Hamden, CT 06517

Dear Mr. Greene:

*Tony*

I have received your letter requesting a normal retirement from Town Service effective September 9, 2020.

I will place your correspondence on the agenda for the meeting of the Hamden Employees Retirement Board to be held on Wednesday, September 9, 2020 at 3:00 PM. The meeting is held in the Main Conference Room located on the third floor of the Hamden Government Center, 2750 Dixwell Avenue. You may attend if you so choose.

If you have any questions or concerns, please feel free to contact me.

Sincerely,

*Kenneth S. Kelley*

Kenneth S. Kelley  
Personnel Director

DOB: 09/07/1964  
DOH: 07/12/1993

cc: Director of Public Works and Parks Craig Cesare  
Hamden Employees Retirement Board

PERSONNEL/CIVIL SERVICE

2020 SEP -1 PM 2:13

TOWN OF HAMDEN

September 1, 2020

To: Hamden Retirement Board,

I am requesting a normal retirement from Town service effective September 9, 2020. I have enjoyed my service with the Hamden Public Works Department for the past twenty seven years and have forged many rewarding relationships during my time in Hamden.

Sincerely,

*Anthony B. Greene Sr. 9/1/2020*

Anthony Greene  
Superintendent of Trees

491 Evergreen Avenue  
Hamden, CT 06518

2390 STATE ST  
APT 176  
Hamden, CT 06517 *AG*



**TOWN OF HAMDEN**  
**PERSONNEL/CIVIL SERVICE**  
**DEPARTMENT**

HERB  
09/09/2020  
Hamden Government Center 4.B.  
2750 Dixwell Ave  
Hamden, CT 06518  
Tel: (203) 287-7130  
Fax: (203) 287-7135  
[www.hamden.com](http://www.hamden.com)

**Kenneth S. Kelley**  
*Director of Personnel*

September 3, 2020

Sandra Wright  
Shepard Ave.  
Hamden, CT 06518

Dear Ms. Wright:

I have received your letter requesting a normal retirement from Town Service effective September 30, 2020.

I will place your correspondence on the agenda for the meeting of the Hamden Employees Retirement Board to be held on Wednesday, September 9, 2020 at 3:00 P.M. The meeting is held via ZOOM video conference call. You are welcome to attend if you so choose. A link will be provided as the meeting date gets closer.

If you have any questions or concerns, please feel free to contact me.

Sincerely,

Kenneth S. Kelley  
Personnel Director

DOB: 11/11/1948  
DOH: 09/11/2000

cc: Finance Director Curtis Eatman  
Hamden Employees Retirement Board



**TOWN OF  
HAMDEN  
FINANCE DEPARTMENT**

Hamden Government Center  
2750 Dixwell Avenue  
Hamden, CT 06518  
Tel: (203) 287-7010  
Fax: (203) 287-7005

September 03, 2020

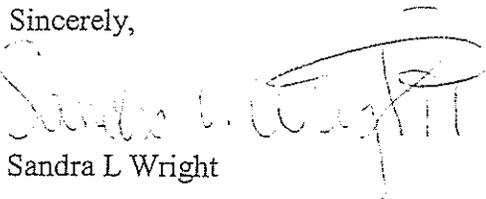
Kenneth S Kelley  
Personnel Director

RE: Regular Retirement

Dear Ken:

This letter is to serve as written notice that I plan to retire as of September 30, 2020.

Sincerely,

  
Sandra L Wright

Cc: Curtis Eatman, Finance Director  
Rick Galarza, Deputy Finance Director

PERSONNEL/HR/PL. SERVICE  
2020 SEP -3 PM 3:32  
TOWN OF HAMDEN



**TOWN OF HAMDEN**  
**PERSONNEL/CIVIL SERVICE**  
**DEPARTMENT**

HERB  
09/09/2021  
Hamden Government Center 4.C.  
2750 Dixwell Ave  
Hamden, CT 06518  
Tel: (203) 287-7130  
Fax: (203) 287-7135  
[www.hamden.com](http://www.hamden.com)

**Kenneth S. Kelley**  
*Director of Personnel*

August 31, 2020

Cheryl Piscitelli  
367 Hartford Tnpk.  
Hamden, CT 06517

Dear Ms. Piscitelli:

I have received your letter requesting a normal retirement from Town Service effective September 30, 2020.

I will place your correspondence on the Agenda for the meeting of the Hamden Employees Retirement Board to be held on Wednesday, September 9, 2020 at 3:00 P.M. The meeting is held in the Main Conference Room located on the third floor of the Hamden Government Center, 2750 Dixwell Avenue. You may attend if you so choose.

If you have any questions or concerns, please feel free to contact me.

Sincerely,

Kenneth S. Kelley  
Personnel Director

DOB: 02/07/1952  
DOH: 08/30/2005

cc: Gary Highsmith, Human Resources Director  
Hamden Employees Retirement Board

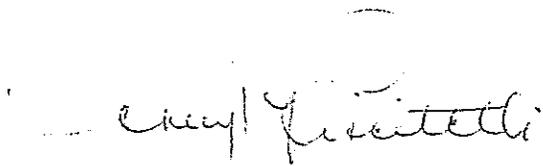
8/20/2020

Hamden Employees Retirement Board

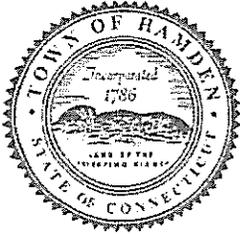
To Whom It May Concern;

I, Cheryl Piscitelli, a paraprofessional at Church Street School would like to inform you that I would like to retire as of 9/30/2020.

Thank you. If any other information is needed, please let me know.

A handwritten signature in cursive script that reads "Cheryl Piscitelli". The signature is written in black ink and is positioned to the left of the typed name below it.

Cheryl Piscitelli (203)640-9694



**TOWN OF HAMDEN**  
**PERSONNEL/CIVIL SERVICE**  
**DEPARTMENT**

HERB  
Hamden Government Center 09/09/2020  
2750 Dixwell Ave  
Hamden, CT 06518  
Tel: (203) 287-7130  
Fax: (203) 287-7135  
[www.hamden.com](http://www.hamden.com)

**Kenneth S. Kelley**  
*Director of Personnel*

September 3, 2020

Patricia A. Lujick  
34 Farm Brook Court  
Hamden, CT 06514

Dear Ms. Lujick:

I have received your letter requesting a normal retirement from Town Service effective September 30, 2020.

I will place your correspondence on the agenda for the meeting of the Hamden Employees Retirement Board to be held on Wednesday, September 9, 2020 at 3:00 P.M. The meeting is held via ZOOM video conference call. You are welcome to attend if you so choose. A link will be provided as the meeting date gets closer.

If you have any questions or concerns, please feel free to contact me.

Sincerely,

Kenneth S. Kelley  
Personnel Director

DOB: 09/12/1954  
DOH: 08/20/2001

cc: Town Attorney Susan Gruen  
Hamden Employees Retirement Board

PATRICIA A. LUJICK  
34 Farm Brook Court  
Hamden, CT 06514

PERSONNEL/CIVIL SERVICE  
2020 AUG 25 PM 3:22  
TOWN OF HAMDEN

August 25, 2020

Kenneth S. Kelley  
Personnel Director  
Town of Hamden  
2750 Dixwell Avenue  
Hamden, Connecticut 06518

Dear Mr. Kelley:

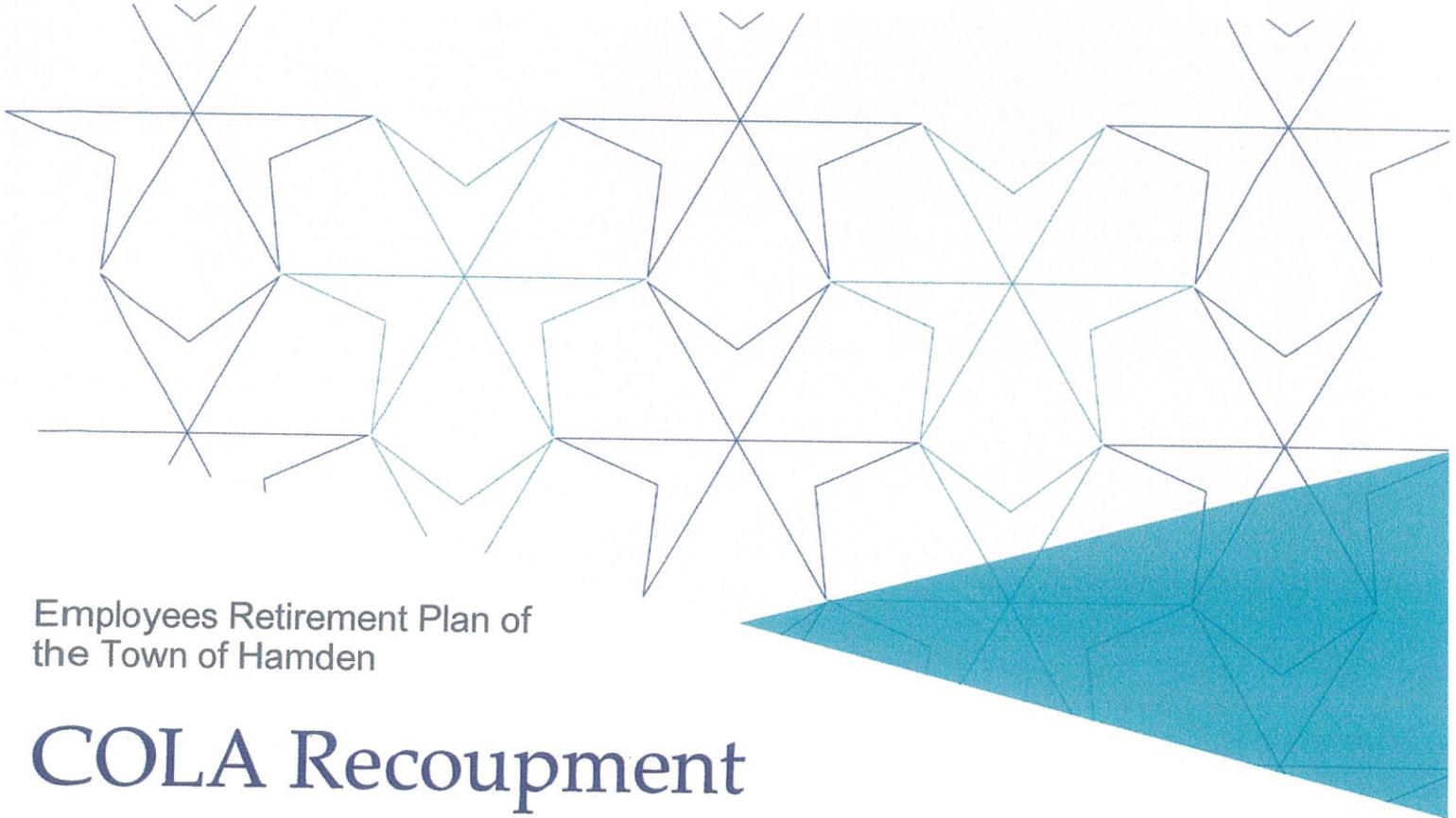
Please accept this correspondence as a formal request for regular retirement pursuant to the rules and regulations of the Hamden Employees Retirement Board, to become effective on September 30, 2020.

It has been my pleasure to serve the Town.

Thank you.



Patricia A. Lujick



Employees Retirement Plan of  
the Town of Hamden

# COLA Recoupment

## Topics for Consideration

August 12, 2020

Presenters: Deborah K. Brigham and Henry Nearing

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# Status of Project

## June 2020 Board Meeting

### COLA Recoupment Analysis Presented to the Board

- Included background on the COLA overpayments
- Summarized the range of reductions necessary to current benefits to return them to “Plan levels”, and provided options for reducing the benefits prospectively
- Presented a range of potential recoupment periods for recapturing past overpayments
- Projected streams of benefits and expected savings in the Town’s actuarially determined contributions

## July 2020 Board Meeting

### Trustees approved a one-time reduction in benefits to all impacted retirees and survivors, effective September 1, 2020

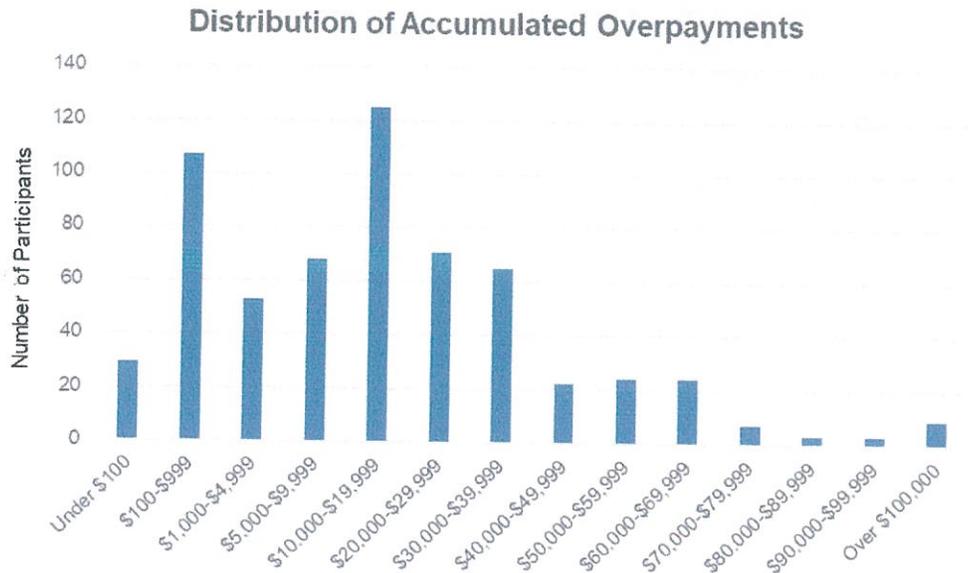
- Segal Benz Communications was hired to prepare letters to all impacted retirees and survivors
- A Segal Benz proposal for a second letter, to those who were not directly impacted, was subsequently approved by the Mayor on behalf of the Board

## Late July/Early August 2020

- Segal, Plan Counsel, and Town staff drafted the letters noted above
- Segal matched the benefit adjustment data to the July check register provided by Zenith-American, and completed additional verification of the benefit reductions; Town Personnel Department reviewed listing
- Segal adjusted the data for any changes that have occurred since the June report was issued
- Letters were mailed out on August 11, 2020

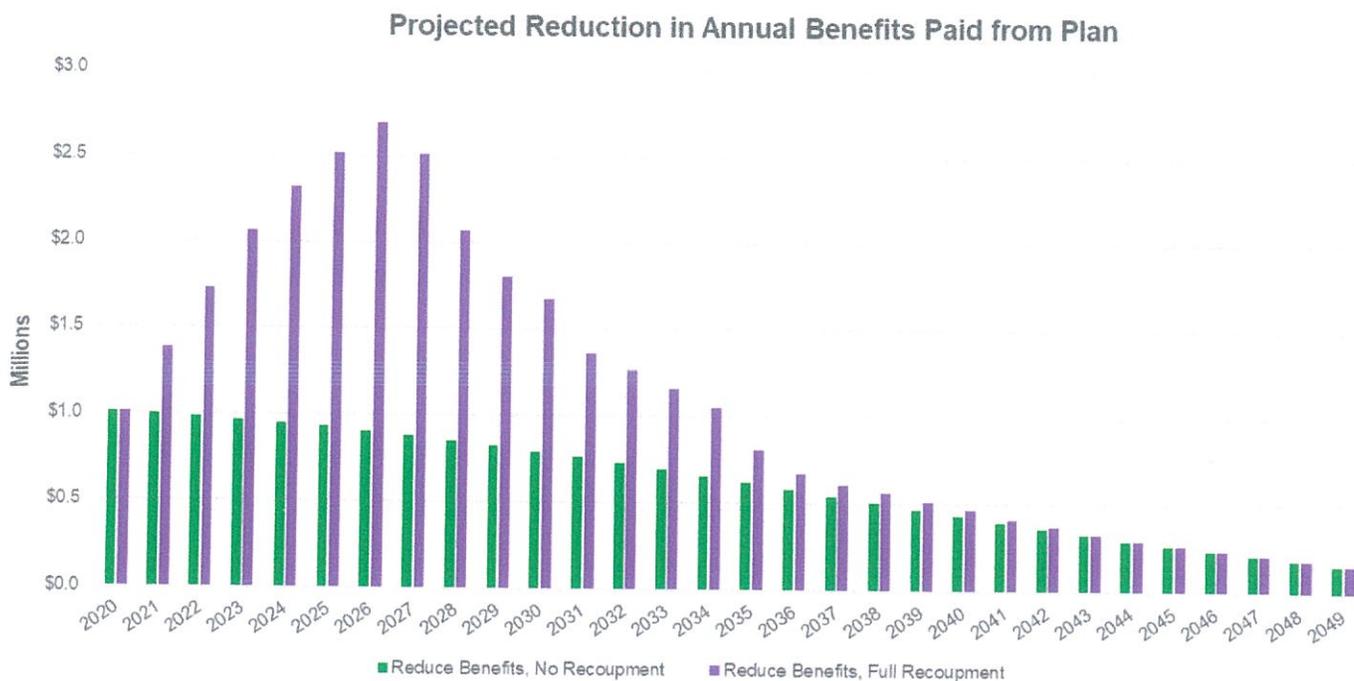
# Potential Impact of Recoupment

- Reduction of future benefits to “plan levels” halts any future overpayments.
- Past overpayments are modest for some, but very significant for others.
- The Trustees should decide, in consultation with Counsel, whether recoupment is feasible.
- The chart below shows the distribution of accumulated overpayments, without interest.



# Potential Impact of Recoupment

- The chart below was included in Segal’s report to the Board in June.
- The action already taken by the Trustees is reflected by the green bars.
- The purple bars indicate potential savings to the Plan if COLAs are frozen until the earlier of a participant’s death or full recoupment.



This chart assumes that 4% interest is charged on overpayment balances.

# Potential Impact of Recoupment

- This chart was also included in Segal’s report to the Board in June.
- It assumes that COLAs are frozen until full recoupment.
- The maximum years are usually for surviving spouses, whose benefits are generally half of what the deceased participant was receiving.

| Retirement Year | Recoupment Period (Years) |         | Retirement | Recoupment Period (Years) |             |
|-----------------|---------------------------|---------|------------|---------------------------|-------------|
|                 | Minimum                   | Maximum |            | Minimum                   | Maximum     |
| 1981            | 6                         | 6       | 1997       | 15                        | 15          |
| 1982            | 9                         | 9       | 1998       | 13                        | 19          |
| 1983            | 5                         | 6       | 1999       | 11                        | 16          |
| 1984            | 7                         | 7       | 2000       | 11                        | 15          |
| 1985            | 7                         | 8       | 2001       | 12                        | 12          |
| 1986            | 9                         | 11      | 2002       | 9                         | 13          |
| 1987            | 7                         | 7       | 2003       | 9                         | 9           |
| 1988            | 8                         | 10      | 2004       | 7                         | 10          |
| 1989            | 10                        | 14      | 2005       | 7                         | 9           |
| 1990            | 13                        | 17      | 2006       | 8                         | 11          |
| 1991            | 17                        | 25      | 2007       | 7                         | 10          |
| 1992            | 16                        | 24      | 2008       | 9                         | 10          |
| 1993            | 16                        | 25      | 2009       | 5                         | 7           |
| 1994            | 16                        | 21      | 2010       | 5                         | 5           |
| 1995            | 15                        | 22      | 2011       | 2                         | 2           |
| 1996            | 15                        | 21      | 2012-2014  | Less than 1               | Less than 1 |

This chart assumes that 4% interest is charged on overpayment balances.

## Potential Impact of Recoupment

- The chart below shows the impact of the benefit reduction and recoupment on the Town's contributions, using the July 1, 2019 actuarial valuation as a baseline.
- Since the unfunded liability is amortized, savings should continue over the next 25 years.
- These liability results reflect the expectation that some of those who are impacted will not live long enough for full recoupment.

|   | Valuation Baseline | Reduce Benefits,<br>No Recoupment | Reduce Benefits,<br>Full Recoupment |
|---|--------------------|-----------------------------------|-------------------------------------|
| Employer Normal Cost                        | \$2,400,049        | \$2,400,049                       | \$2,400,049                         |
| Actuarial Accrued Liability                 | 464,399,881        | \$455,174,812                     | 447,059,371                         |
| Actuarial Value of Assets                   | <u>165,099,558</u> | <u>\$165,099,558</u>              | <u>165,099,558</u>                  |
| Unfunded Actuarial Accrued Liability (UAAL) | \$299,300,323      | \$290,075,254                     | \$281,959,813                       |
| Payment on UAAL                             | 20,045,294         | 19,427,456                        | 18,883,933                          |
| Adjustment for Timing                       | <u>785,587</u>     | <u>763,963</u>                    | <u>744,939</u>                      |
| Recommended Contribution                    | \$23,230,930       | \$22,591,467                      | \$22,028,922                        |
| Impact                                      | --                 | -\$639,463                        | -\$1,202,008                        |

**WELLS  
FARGO**

**Wells Fargo Bank, N.A.**

**Fee Advice:** 12957732  
**Account Number:** 25310100  
**For Period:** 07/01/2020 - 07/31/2020  
**Invoice Date:** 08/07/2020

HERB  
09/09/2020  
FYI

000156 XNFDV41  
Town Of Hamden  
Salvatore A. DeCola  
2750 Dixwell Avenue  
Hamden CT 06518



\$0.00

**ADVICE ONLY**

Account Name: Town Of Hamden  
Contact: Gina Acri 0044482

Fold Here

| Summary of Current Period Fees   | Charged           | Billed | Total             |
|----------------------------------|-------------------|--------|-------------------|
| Administration                   | \$3,656.96        |        | \$3,656.96        |
| Other Services                   | \$225.00          |        | \$225.00          |
| Transaction                      | \$108.50          |        | \$108.50          |
| <b>Total Current Period Fees</b> | <b>\$3,990.46</b> |        | <b>\$3,990.46</b> |

XNFDV41 000156 241130144113 NNNNN NNNNN NNNNNN 000001 CXNFDVTA 000367

PERSONNEL/JOVIAL SERVICE  
2020 SEP -8 AM 11:54  
TOWN OF HAMDEN





Wells Fargo Bank, N.A.

Fee Advice: 12957732
Account Number: 25310100
For Period: 07/01/2020 - 07/31/2020
Invoice Date: 08/07/2020

Account Name: Town Of Hamden
Contact: Gina Acri 0044482

Table with 5 columns: Services, Value / Quantity, Rate, Frequency, Amount. Rows include Administration (Domestic Assets), Other Services (Account Reporting), and Transaction (DTC Security Transactions), with sub-totals and a grand total of \$3,990.46.

Summary

Summary table with 2 columns: Description, Amount. Rows: Total Charged to Account (\$3,990.46), Total Billed (\$0.00), Payment Due (\$0.00).

XNTHDVA1 000156 241130144113 NNNNN NNNNN NNNNN 000002 CKNFDVTA 000368





Wells Fargo Bank, N.A.

Fee Advice: 12957732
Account Number: 25310100
For Period: 07/01/2020 - 07/31/2020
Invoice Date: 08/07/2020

Account Name: Town Of Hamden
Contact: Gina Acri 0044482

Table with 5 columns: Account Number, Account Name, Charged, Billed, Total. Rows include 25310100, 25310103, 25310104, and a Total row.

XNFDV41 000156 241130144113 NNNNN NNNNN NNNNNN 000003 CNFDV7A 000389

