



Chairman
John Rodolico

TOWN OF LEDYARD CONNECTICUT

741 Colonel Ledyard Highway
Ledyard, Connecticut 06339

Retirement Board

~ AGENDA ~

Regular Meeting

Tuesday, September 19, 2023

10:00 AM

Council Chambers - Hybrid Format

REMOTE MEETING INFORMATION

Meeting ID: 853 6602 7479

Passcode: 354403

Zoom Meeting link:

<https://us06web.zoom.us/j/85366027479?pwd=UEdFa1lIZTE1MmM5MFdmTFh6M2UwQT09>

One tap mobile:

+16465588656,,85366027479#,,,,*354403# US (New York)

Dial by your location:

+1 646 558 8656 US (New York)

I. CALL TO ORDER

II. ROLL CALL

III. PRESENTATIONS

IV. REVIEW AND APPROVAL OF MINUTES

1. Motion to APPROVE the Regular Meeting Minutes from June 20, 2023, as written.

The motion was not approved during the Board's August 15, 2023, meeting, due to a lack of quorum. The vote was moved to the next Board meeting on September 19, 2023.

Attachments: [Retirement Board minutes 6-20-23](#)

2. Motion to APPROVE the Regular Meeting minutes from August 15, 2023, as written.

Attachments: [Retirement Board minutes 8-15-23](#)

V. DIRECTOR OF HUMAN RESOURCES UPDATE

VI. FINANCE DIRECTOR'S REPORT

VII. OLD BUSINESS

1. Any Other Old Business to come before the Board.

VIII. NEW BUSINESS

1. Motion to APPROVE retirement benefit for Kenneth Creutz in the amount of \$4,886.00 in

the form of a modified cash refund annuity effective September 1, 2023.

Attachments: [Creutz, Kenneth - Benefit Package \(1\)](#)

2. Motion to APPROVE payment of USI invoice #90084553, dated July 31, 2023, in the amount of \$400.00 for benefit calculations of Kenneth Creutz.

Attachments: [USI #90084553 7-31-23 Creutz](#)

3. Motion to APPROVE payment of USI invoice #90085200, dated July 30, 2023, in the amount of \$8,500.00 for Core Installment Fee (50%) - Actuarial Services - 2023 Plan Year.

Attachments: [USI #90085200 7-30-23 Actuarial services installment fee](#)

4. Any other New Business to come before the Board.

IX. ADJOURNMENT

DISCLAIMER: Although we try to be timely and accurate these are not official records of the Town.



TOWN OF LEDYARD

741 Colonel Ledyard
Highway
Ledyard, CT 06339-1511

File #: 23-1849

Agenda Date: 9/19/2023

Agenda #: 1.

MINUTES

Minutes:

Motion to APPROVE the Regular Meeting Minutes from June 20, 2023, as written.

The motion was not approved during the Board's August 15, 2023, meeting, due to a lack of quorum. The vote was moved to the next Board meeting on September 19, 2023.



TOWN OF LEDYARD

741 Colonel Ledyard Highway
Ledyard, Connecticut 06339

Retirement Board Meeting Minutes

Chairman
John Rodolico

Regular Meeting

Tuesday, June 20, 2023

10:00 AM

Council Chambers - Hybrid Format

I. CALL TO ORDER

There were technical difficulties with Zoom, therefore the meeting was not recorded.

II. ROLL CALL

Present Board Member William Thorne
Board Member Roger Coddling
Board Member Sharon Wadecki
Chairman John Rodolico
Board Member Daniel Panosky

Staff present:
Mayor Fred Allyn III
Marisa Iannella Rodriguez
Matt Bonin
Ian Stammel
Christina Hostetler

III. PRESENTATIONS

None this month.

IV. APPROVAL OF MINUTES

1. Motion to APPROVE the regular Meeting Minutes from May 16, 2023, as written.

RESULT: APPROVED AND SO DECLARED

MOVER: John Rodolico

SECONDER: William Thorne

AYE 4 Thorne Coddling Rodolico Panosky

ABSTAIN 1 Wadecki

V. DIRECTOR OF HUMAN RESOURCES UPDATE

1. Director of Human Resources update.

No report this month.

VI. FINANCE DIRECTOR'S REPORT

1. Finance Director's Report.

Mr. Thorne asked if the recent trade recommendations discussed at last month's meeting were made. Mr. Bonin confirmed that they were completed.

RESULT: DISCUSSED

VII. OLD BUSINESS

1. Any other Old Business to come before the Board.

None.

VIII. NEW BUSINESS

1. Motion to APPROVE payment of invoice #609_06302023, to Fiducient Advisors, dated June 6, 2023, in the amount of \$12,112.03, for consulting costs for billing period April 1, 2023, to June 30, 2023.

RESULT: APPROVED AND SO DECLARED

MOVER: John Rodolico

SECONDER: Sharon Wadecki

AYE 5 Thorne Coddling Wadecki Rodolico Panosky

2. Any other New Business to come before the Board.

Mayor Allyn III said the Town received preliminary questions from Sean Scanlon, Connecticut State Comptroller in preparation for Connecticut Municipal Employees Retirement System (CMERS) 2.0 participation. Questions included how many members are in the Town pension plan vs the defined Contribution plan. In the past the Town held off from participating in CMERS because the plan was expensive even though it's promoted as a cost savings. CMERS had a high discount rate and unfavorable returns. Mr. Panosky asked if the Town could be forced legislatively to participate, it was answered no. Mr. Thorne asked if the plan is only for Defined benefit plans, it was answered yes. Mayor Allyn III compared CMERS to the State's Municipal Employees Health Insurance Program (MEHIP) which is also promoted as a cost savings plan. Ms. Wadecki added that the City of New London participates in CMERS and is trying to withdraw. Mayor Allyn III said CMERS is more difficult to withdraw from than MEHIP. The full questionnaire is expected within the next two months. Mr. Thorne requested that the Board is given the opportunity to review the questionnaire.

RESULT: DISCUSSED

IX. ADJOURNMENT

Motion to ADJOURN the Regular Meeting at 10:10 a.m.

A motion was made by Board Member Wadecki, seconded by Chairman Rodolico, that this be

Approved and so declared. The motion carried by the following vote:

RESULT: APPROVED AND SO DECLARED

MOVER: Sharon Wadecki

SECONDER: John Rodolico

AYE 5 Thorne Coddling Wadecki Rodolico Panosky

DISCLAIMER: Although we try to be timely and accurate these are not official records of the Town.



TOWN OF LEDYARD

741 Colonel Ledyard
Highway
Ledyard, CT 06339-1511

File #: 23-2002

Agenda Date: 9/19/2023

Agenda #: 2.

MINUTES

Minutes:

Motion to APPROVE the Regular Meeting minutes from August 15, 2023, as written.



TOWN OF LEDYARD

741 Colonel Ledyard Highway
Ledyard, Connecticut 06339

Retirement Board Meeting Minutes

Chairman
John Rodolico

Regular Meeting

Tuesday, August 15, 2023

10:00 AM

Council Chambers - Hybrid Format

I. CALL TO ORDER

Chairman Rodolico called the meeting to order at 10:04 a.m.

II. ROLL CALL

Present Chairman John Rodolico
Board Member Daniel Panosky
Excused Board Member William Thorne
Board Member Roger Coddling
Board Member Sharon Wadecki

Staff present:
Marisa Iannella Rodriguez
Matt Bonin
Ian Stammel
Christina Hostetler

*No Quorum

III. PRESENTATIONS

1. Chris Rowllins, Fiducient Advisor.
Second Quarter Review.

Chris Rowllins, Fiducient Advisors presented the Second Quarter Investment Review.

Mr. Rowllins started by reminding the Board that registration for the 2023 Investor Conference in Boston on September 27, 2023, is open.

Fiducient Advisors announced that a new CEO has been hired, Sabina Bailey. As part of FA's long-term succession plan, the current CEO Bob DiMeo ascends to Chairman. Mr. Rowllins said there was an internal Committee as well as an outside search to help find the right candidate. Ms. Bailey is based in Chicago.

Governance calendar:

Mr. Rowllins stated that FA doesn't receive commissions from any of the portfolios. FA revenue is 100% billable as a fixed annual fee. FA brings independence and objectivity to the portfolios

and provides the lowest cost structure that is possible.

Quarter two focused on Practice and Policy, which was a good opportunity to review the investment policy. There were some slight changes this year, since an adjustment was made to reduce the allocation target weight for Real Assets from 5.0% to 2.5% and to use the proceeds to increase the portfolio's allocation to fixed income given the return/risk tradeoff. Mr. Rowlin suggested that the Board votes to amend the IPS accordingly at a future meeting (since there is not a quorum today).

Page 13 has FA's suggested amendment to the IPS which are still within the ranges of the proposed target.

ACTION ITEM: Vote to update the IPS to reflect changes to allocation targets.

Mr. Panosky asked how far reaching geographically are the 160 municipal plans that FA oversees. Mr. Rowlin answered that FA has a large footprint in New England. Approximately 40 are based in Connecticut, about a dozen in Massachusetts, Burlington VT, etc. FA is also the founding member of Connecticut Public Pension Forum (CPPF) and a member of Government Finance Officers Association (GFOA). FA is often at CPPF and/or GFOA conferences as a guest speaker or as panelists on a variety of topics.

Governance and oversight:

Five key duties - Duty of Loyalty, Duty of Prudence, Duty to Diversify Investments, Duty to follow Plan Documents and Duty to Avoid Prohibited Transactions. In addition, FA follows the Connecticut Prudent Investor Act.

Committee/Board Best Practices:

- The structure of the Board is important, to bring different backgrounds together.
- Governance such as meeting monthly, formal agenda, minutes and IPS.

Market Themes:

- Mr. Rowlin highlighted market themes for the second quarter, which was another solid quarter.
- The market was very narrow in its stance.
- The market was led by technology and Artificial intelligence.
- Utilities and energy were lagging.

There is optimism in the marketplace:

- The feared recession has yet to materialize although risks are rising.
- The labor market is strong.
- July retail spending was better than expected.
- Inflation rates have come down.

Performance of the Capital Markets:

- Fixed income was somewhat muted for the quarter but up 2.1% for the year to date.
- Global equities was higher with much of the return focus on technology and growth.

- S&P was 8.7%.
- Dow Jones Industrial average was up 4% for the quarter and 4.9% year to date.
- NASDAQ was up 13.1% for the quarter and 32.2% for the year to date.
- Small cap struggled a bit in the first quarter because of the regional banking crisis that unfolded but fared well in the second quarter.
- Russell 2000 was up 5.2% for the quarter.
- International returns were favorable. Strong returns in Latin America and India.

Portfolio Dashboard:

- Solid quarter.
- Net results were up 2.8%.
- The most important number, which is the Fiscal number had an 8.9% return (which is approximately 70 basis points ahead of the benchmark).
- Solid gains across the board.

Asset Allocation:

- Domestic Equity - very good results from Touchstone as the active manager.
- Neuberger Berman was placed on discuss status, given the announcement of Judith Vale, CFA transitioning into a different role after 30 years. Mr. Rowlins said anytime there is an announcement of this nature FA will monitor and discuss the situation, Mr. Rowlins doesn't think there will be any change to the investment strategy. No action required on the Town's part.
- International allocation - very strong results, particularly Invesco.
- S&P Real Assets. A bit disappointing in the overall return, however no action is required at this time.

The future market doesn't anticipate any rate hikes on a go forward basis in 2023. As conditions slow down there are anticipations of rate cuts, although it takes a while as there is a lag effect.

Mr. Rowlins said he has been working with Mr. Bonin to complete the survey from the Connecticut State Comptroller in preparation for Connecticut Municipal Employees Retirement System (CMERS) 2.0 participation. Items such as the IPS, fees and the last five evaluations were requested. Mr. Rowlins said FU is making good progress in completing the survey which is due by September 1, 2023.

IV. REVIEW AND APPROVAL OF MINUTES

1. Motion to APPROVE the Regular Meeting Minutes from June 20, 2023, as written.

The motion was not approved during the Board's August 15, 2023, meeting, due to a lack of quorum. The vote was moved to the next Board meeting on September 19, 2023.

No vote due to lack of quorum.

V. DIRECTOR OF HUMAN RESOURCES UPDATE

No report.

VI. FINANCE DIRECTOR'S REPORT

No report.

VII. OLD BUSINESS

1. Any Other Old Business to come before the Board.

None.

VIII. NEW BUSINESS

1. Motion to APPROVE retirement benefit for Kenneth Creutz in the amount of \$4,886.00 in the form of a modified cash refund annuity effective September 1, 2023.

No vote due to lack of quorum. Chairman Rodolico will send a survey to the Board members to find a date to hold a special meeting in order to approve Mr. Creutz' retirement before September 1, 2023.

2. Any other New Business to come before the Board.

None.

IX. ADJOURNMENT

The Regular meeting was adjourned at 10:50 a.m.

DISCLAIMER: Although we try to be timely and accurate these are not official records of the Town.



TOWN OF LEDYARD

741 Colonel Ledyard
Highway
Ledyard, CT 06339-1511

File #: 23-1850

Agenda Date: 9/19/2023

Agenda #: 1.

AGENDA REQUEST
GENERAL DISCUSSION ITEM

Subject:

Any Other Old Business to come before the Board.

Background:

(type text here)

Department Comment/Recommendation:

(type text here)



TOWN OF LEDYARD

741 Colonel Ledyard
Highway
Ledyard, CT 06339-1511

File #: 23-1968

Agenda Date: 8/29/2023

Agenda #: 1.

RETIREMENT-EMPLOYEE BENEFITS

Motion/Request:

Motion to APPROVE retirement benefit for Kenneth Creutz in the amount of \$4,886.00 in the form of a modified cash refund annuity effective September 1, 2023.

Background:

Due to a lack of quorum, there was no vote held during the August 15, 2023, meeting. A special meeting will be held on August 29, 2023, to approve this retirement benefit.

The special meeting on August 29, 2023, was cancelled. A vote on this retirement will take place during the September 19, 2023 meeting.

Human Resources Comment/Recommendation:

(type text here)

Finance Director Comment/Recommendation:

(type text here)

Mayor Comment/Recommendation:

Capt. Creutz has reached retirement age. He wishes to continue work in Ledyard but following the model of Gerald (Jerry) Watkins, he will continue to work but in the DC plan for retirement. I support this retirement and continuation of work, particularly in the hiring conditions we face.



USI Consulting Group
95 Glastonbury Boulevard
Glastonbury, CT 06033
www.usi.com
Phone: 860.633.5283

August 2, 2023

CONFIDENTIAL

Marisa Iannella-Rodriguez
Town of Ledyard
741 Colonel Ledyard Highway
Ledyard, CT 06339

Re: Retirement Plan for Full-Time Employees of the Town of Ledyard – Calculation for Kenneth Creutz

Dear Marisa:

As requested, we have prepared the attached Benefit Calculation Worksheet for Kenneth Creutz for September 1, 2023, retirement date. Based on the salary provided for the period ending June 30, 2023, we've calculated that Mr. Creutz is eligible to receive a monthly late retirement benefit of \$4,886.00 as of September 1, 2023, payable in the normal form of a Modified Cash Refund Annuity, based on his service and earnings through this retirement date. In addition, Mr. Creutz's employee contributions with and without interest will be \$154,207.59 and \$90,431.21, respectively, as of that same date. The non-taxable portion of the monthly benefit will be \$251.20 for 360 months if he elects the Modified Cash Refund or a 10-Year Certain & Life annuity. Please note that Mr. Creutz's benefit and accumulated employee contributions as of September 1, 2023, are based on expected pay and contributions, thus these benefit amounts may need to be recalculated if actual pay and contributions are different once finalized.

The calculation is based upon a 2.0% multiplier and the participant's three-year average salary. These are the current plan provisions in effect for Police employees. Our calculation of the referenced pension benefit is based on the service, compensation and other relevant information provided to us by the Town of Ledyard. USI Consulting Group has not independently confirmed the accuracy or completeness of such information.

Please forward a copy of completed forms to us for our records. If you have any questions regarding this calculation, please do not hesitate to contact me.

Sincerely,
USI CONSULTING GROUP

Nelroy Giddings
Actuarial Consultant

cc: Frederica S. Daniels, USI Consulting Group

**Town of Ledyard
Benefit Calculation**

Demographic Information:

Name:	Creutz, Kenneth		
Department:	Police		
Date of Birth:	3/1/1972	As of 7/1/2023:	
Original Date of Hire:	8/10/1998	Employee Contributions:	\$ 90,003.81
Date of Participation:	9/1/1999	Employee Contributions With Interest:	\$ 152,534.77
Date of Termination:	8/31/2023		
Normal Retirement Date (NRD):	9/1/2023	As of BCD:	
Benefit Commencement Date (BCD):	9/1/2023	Employee Contributions:	\$ 90,431.21
Beneficiary's Date of Birth:	2/17/1987	Employee Contributions With Interest:	\$ 154,207.59
Credited Service:	25.0833		

Salary History (Based on Plan Year Ending June 30):

2023	\$	125,679.00	<i>capped at 130% of base salary</i>
2022	\$	123,491.68	<i>capped at 130% of base salary</i>
2021	\$	101,452.79	<i>capped at 130% of base salary</i>
2020	\$	97,280.24	<i>capped at 130% of base salary</i>
2019	\$	86,328.40	<i>capped at 130% of base salary</i>
2018	\$	87,647.15	<i>capped at 130% of base salary</i>
2017	\$	90,374.05	<i>capped at 130% of base salary</i>
2016	\$	83,364.81	<i>capped at 130% of base salary</i>
2015	\$	72,911.39	<i>capped at 130% of base salary</i>

3-Year Final Average Earnings (FAE): \$ 116,874.49

Benefit Formula (Amount Payable as a Modified Cash Refund):

A	3-Year Final Average Earnings (FAE):	\$	116,874.49
B	Multiplier:		2.00%
C	Credited Service:		25.08
D	Vesting Percentage:		<u>100%</u>
E	Annual Benefit Payable at NRD: [AxBxCxD]	\$	58,632.04
F	Maximum Annual Benefit: 75% of FAE	\$	87,655.87
G	Annual Benefit Payable at NRD: Lesser of [E, F]	\$	58,632.04
H	Early Retirement Factor:		<u>100%</u>
I	Monthly Benefit Payable at BCD: [GxH]/12	\$	4,886.00

Optional Forms of Benefit:	Factor		Participant Benefit	Spouse Benefit
Modified Cash Refund Annuity:		1.000	\$ 4,886.00	N/A
50% Joint & Survivor:		0.840	\$ 4,104.21	\$ 2,052.11
66-2/3% Joint & Survivor:		0.797	\$ 3,896.39	\$ 2,597.59
75% Joint & Survivor:		0.778	\$ 3,800.18	\$ 2,850.14
100% Joint & Survivor:		0.724	\$ 3,538.09	\$ 3,538.09
10 Years Certain & Continuous:		0.987	\$ 4,823.76	\$ 4,823.76

IMPORTANT NOTICE

The retirement benefit to which you are entitled is stated in the Plan's documents. This retirement benefit illustration has been prepared based on the current understanding of the Plan's provisions as in effect on the date of preparation of the calculation, and on personnel and employment data available on that date. To the extent your benefit differs from this illustration, the terms of the Plan control. If the understanding of the Plan's provisions or this data should prove to be incorrect, or if the calculation is for any reason erroneous, your Plan benefit will be adjusted retroactively to an amount which reflects the correct Plan provisions and data.



TOWN OF LEDYARD

741 Colonel Ledyard
Highway
Ledyard, CT 06339-1511

File #: 23-2066

Agenda Date: 9/19/2023

Agenda #: 2.

RETIREMENT-EMPLOYEE BENEFITS

Motion/Request:

Motion to APPROVE payment of USI invoice #90084553, dated July 31, 2023, in the amount of \$400.00 for benefit calculations of Kenneth Creutz.

Background:

(type text here)

Human Resources Comment/Recommendation:

(type text here)

Finance Director Comment/Recommendation:

(type text here)

Mayor Comment/Recommendation:

(type text here)



USI Consulting Group, Inc.
 95 Glastonbury Blvd.
 Suite 102
 Glastonbury, CT 06033-6503
 (860) 633-5283

261 Madison Avenue 5th Floor,
 New York, NY 10016

601 Union Street Suite 1000
 Seattle, WA 98101

725 RXR Plaza, East Tower
 Unlondale, NY 11556

Invoice

Bill To :
 Town of Ledyard
 Matt Bonin
 741 Colonel Ledyard Highway
 Ledyard CT 06339

Information
Invoice No. 90084553
Invoice Date 07/31/2023
Customer No. 1003385
Terms of Payment Net due in 15 days
Purchase Order Number DB-CT - 1

Remit To:
 USI Consulting Group, Inc.
 95 Glastonbury Blvd

 Glastonbury, CT 06033
 (860) 633-5283

Service	Quantity	Unit Price	Amount
Benefit Calculation(s) Services rendered regarding Benefit Calculation(s): Kenneth Creutz	1	400.00	400.00
Total			400.00



TOWN OF LEDYARD

741 Colonel Ledyard
Highway
Ledyard, CT 06339-1511

File #: 23-2060

Agenda Date: 9/19/2023

Agenda #: 3.

RETIREMENT-EMPLOYEE BENEFITS

Motion/Request:

Motion to APPROVE payment of USI invoice #90085200, dated July 30, 2023, in the amount of \$8,500.00 for Core Installment Fee (50%) - Actuarial Services - 2023 Plan Year.

Background:

Please note, the second charge on the invoice for \$4,200.00, is for the Board of Education not the Retirement Board.

Human Resources Comment/Recommendation:

(type text here)

Finance Director Comment/Recommendation:

(type text here)

Mayor Comment/Recommendation:

(type text here)



USI Consulting Group, Inc.
 95 Glastonbury Blvd.
 Suite 102
 Glastonbury, CT 06033-6503
 (860) 633-5283

261 Madison Avenue 5th Floor,
 New York, NY 10016

601 Union Street Suite 1000
 Seattle, WA 98101

725 RXR Plaza, East Tower
 Unlondale, NY 11556

Invoice

Bill To :
 Town of Ledyard
 Matt Bonin
 741 Colonel Ledyard Highway
 Ledyard CT 06339

Information
Invoice No. 90085200
Invoice Date 07/30/2023
Customer No. 1003385
Terms of Payment Net due in 15 days
Purchase Order Number DB-CT - 1

Remit To:
 USI Consulting Group, Inc.
 95 Glastonbury Blvd

 Glastonbury, CT 06033
 (860) 633-5283

Service	Amount
Core Actuarial Services Core Installment Fee (50%) - Actuarial Services - 2023 Plan Year	8,500.00
OPEB-ASC 715-60 Valuation Core Installment Fee (50%) - OPEB Services - 2023 Plan Year	4,200.00
	<u>BOE</u>
Total	12,700.00



TOWN OF LEDYARD

741 Colonel Ledyard
Highway
Ledyard, CT 06339-1511

File #: 23-1851

Agenda Date: 9/19/2023

Agenda #: 4.

AGENDA REQUEST
GENERAL DISCUSSION ITEM

Subject:

Any other New Business to come before the Board.

Background:

(type text here)

Department Comment/Recommendation:

(type text here)