



Employees Pension Board

Special Board Meeting Minutes

April 29, 2008

Chairperson Ron Tomlin called the Employees Pension Board to order for a special meeting Tuesday, April 29, 2008, at 9:30 a.m., in the City Commission Chambers, City Hall, 228 South Massachusetts Avenue, Lakeland, Florida. Present: Vice Chairperson Kerry Charlet, Board Members Eugene Strickland, Roger Haar, Robert Bertrand and Laura Hawley. Mr. Robert Sugarman and Mr. Pedro Herrera of Sugarman & Susskind, P.A. Retirement Services Staff: Director Kevin Torres, Dana Blydenburgh, Annette Wieck, Debbie Stefanski.

The special meeting was called to order to discuss the recruitment of the new executive director for the Employees' Pension Board to replace Kevin Torres, the present Executive Director. Mr. Torres' last day will be May 23, 2008.

Doug Thomas, City Manager, appeared before the Board to review the process for the selection of the Executive Director for the three City of Lakeland Pension Boards

Mr. Thomas advised the Board that the City will be utilizing Mercer Consulting Firm to perform the recruitment process. This was a joint decision derived from a meeting with the Chairperson of each of the City of Lakeland pension boards. Mercer was employed in the previous recruitment effort resulting in the hire of Mr. Torres. The search fee was guaranteed for a two year period; therefore Mercer will be working for out-of-pocket expenses only. The Employment and Compensation Committee will outline a process that all representatives from each Board have a chance to interview each of the candidates.

- The candidates will be narrowed down to five
- A social will be held at Cleveland Heights to meet the candidates which include the Employee Association Board of Directors
- A series of public one-on-one interviews with the committees.

Mr. Thomas offered the services of Jeffrey Stearns, City of Lakeland Investment Manager, to assist Mr. Hamrick and the Pension Boards in any financial or pension related matter that may arise while he is serving as the Interim Director.

One addition to the Employment and Compensation Committee is a representative from the Employees Association. Mr. Alan Lukhaub was selected by the Employees Association President, Troy McCain, to serve on the Committee. The first meeting will be held on April 29 at 2:30 p.m.

Board member Haar made a motion to appoint Tommy Hamrick as Interim Director upon Mr. Torres resignation. Motion passed unanimously.

Board member Strickland made a motion to reaffirm that Chairperson Tomlin is still willing to serve as their delegate on the Employee Compensation Committee. Motion passed unanimously.

Miscellaneous

- ◆ Director Torres reported that each City of Lakeland Retiree and DROP participant received a letter from the Retirement Services office outlining the change in their retirement benefit as a result of the 1.2% COLA.



Employees Pension Board

Special Board Meeting Minutes

April 29, 2008

- ◆ Director Torres responded to an inquiry presented in the Civil Service Board meeting regarding DROP participants and their status if a reduction in force is issued. Mr. Torres explained that the ordinance clearly states that DROP participants enjoy every benefit extended to non-DROP employees which includes job rights under the Civil Service protection.
- ◆ Next Pension Board Meeting May 27, 2008

Adjournment – Upon motion, Chairperson Tomlin adjourned the meeting at 9:53 a.m.