



Minutes of the Pension Meeting of the Board of Directors
Of The Wentzville Fire Protection District
November 14 2019

The Pension Meeting of the Wentzville Fire Protection District was held on November 14, 2019 at Fire Station 1 at 502 Luetkenhaus Blvd, Wentzville MO 63385.

Chief Schneider called the meeting to order at directly at 6:30 p.m.

Chief Schneider led the Pledge of Allegiance

Roll Call: Chief Schneider called roll, all five pension board members were present. Chairwoman Jennifer Houston, Director Bob Hawkins, Director Frank Grassmuck as well as Captains Steven Hayes and Captain Fred Hohenshell.

Also in attendance were Fire Chief John Schneider, Fire Marshal Chris Cuddihee, Battalion Chief Michael Scott as well as Shop Steward Max Mueller and Assistant Shop Steward Bryan Notheis. Also present were Jonnie Carlo from Empower, Hannah Leone and Dan Ladd from Foundation Wealth Management and Legal Counsel McLaughlin.

Chairwoman Houston made a motion to approve the agenda it was seconded by Director Grassmuck. Chairwoman Houston-aye, Director Hawkins-aye, Director Grassmuck-aye, Captain Steve Hayes-aye, Captain Fred Hohenshell-aye.


Jonnie Carlo from Empower presented the 3rd quarter report. She provided a great deal of information. She indicated the 401A plan lifetime income score of 75% or 75% of members are on target to replace 75% of their income at retirement. The 401A account a balance is \$9.7 million. On the 457- 65% of members are on target to replace 75% of income. The assets of the 457 are \$6,074,391 which is up 12.3% from last quarter. The district has 95% participation rate. Contribution rate average of our employee is 9%. Email status 97% of our employees, good usage. 507 emails have been set 72% of our people open the emails. 9% took the recommended action. Assets are increasing nicely. Diversification of funds is provided in a chart, wide usage of Target Date Funds. Ms. Carlo indicated on the loan summary that 21 people have loans; this is slightly above the bench mark. Ms. Carlo stated Empower could do a communication piece on how loans affect retirement accounts. She informed the board two people are using the advisory services for managed accounts. December 18th is the next time Crystal will be out. Ms. Carlo informed the board that when funds are changed there is a 2 week blackout for Empower review, the files are not open to participants, and

participants are notified prior to the blackout dates. Ms. Carlo also shared my financial path, a new area of website that will be rolled out. Director Houston asked if there is a cost to this, and was informed it is included. Ms. Carlo also provided legislative updates in the packet. Empower would like to discuss a new investment to replace the guaranteed fund paying 1.45%. The new option is a Series Two with a guaranteed rate of 1.5%. To move to this fund, it would require approval. Dan Ladd from Foundation Wealth Management stated this new fund would not have revenue sharing, and no fees. It is more equitable. If that is approved, it will take effect in January. The board agreed to move to the Series Two to lower costs.

Hannah Leone and Dan Ladd from Foundation Wealth Management gave an overview of the last quarter. Mr. Ladd highlighted a few things from Ms. Carlo's presentation, indicating contribution rates are high. He stated in FWM's education pieces they encourage members to incremental increases their contributions. Recent changes were fund class changes to reduce cost by over 8%. Once the guaranteed fund is changed there will be no more revenue sharing. Mr. Ladd stated there is one fund in HRA that is not optimally performing; it will be changed to mirror the Empower plan. The idea is to maximize plan balances for members. Two other items Mr. Ladd shared was the percentage of members using Roth is huge. He stated this is still new to retirement landscape but is fantastic that we have so many members taking advantage of it. Ms. Leone stated she has the paperwork to open define benefit plan. There is a document to allow Chief Schneider to be an authorized signer with the Board. Legal Counsel has reviewed and all the documents and is good with all of them. If the board wants to move forward these need to be signed. Chief Schneider indicated there is a 30 day out in the documents as Legal Counsel wants to see. The documents were signed November 14, 2019. Chief Schneider thanked Ms. Leone and their team as well as Legal Counsel McLaughlin for their work on these documents. Chief Schneider asked about the actuary and the account here, the pension will start being audited. The principals were out of town for this meeting, however Chief Schneider want to have them come meet the board, since this is new. The district wants to know what to retain for the auditors. Chief Schneider thanked Empower and Ms. Carlo for the fee schedule report it is very detailed. Chief Schneider stated he wants to be prepared for the first audit of the retirement plans.

There was no other discussion and on a motion of Chairwoman Houston and second of Director Grassmuck, the Pension Board Meeting was adjourned at 7:16 p.m. Chairwoman Houston-aye, Director Hawkins-aye, Director Grassmuck-aye, Captain Steve Hayes-aye, Captain Fred Hohenshell-aye.


Frank Grassmuck, Secretary


Stacy Krieger, Recording Secretary