



Minutes of the Pension Meeting of the Board of Directors  
Of The Wentzville Fire Protection District  
February 13, 2020

The Pension Meeting of the Wentzville Fire Protection District was held on February 13, 2020 at Fire Station 1 at 502 Luetkenhaus Blvd, Wentzville MO 63385.

Chief Schneider called the meeting to order at 6:10 p.m.

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

Also, in attendance were Assistant Chief John LeDoux, Fire Marshal Chris Cuddihee, Shop Steward Max Mueller, and Assistant Shop Steward Bryan Notheis. As well as Legal Counsel Dan McLaughlin, Pam Hardin, Hannah Leone and Dan Ladd from Foundation Wealth Management. Jonnie Carlo from Empower and Heath Merlak and Molly Wessler from Nyhart were present as well. Shop personnel of Pat Kelly, Nate Kuhn, Blake Miller, Fred Hohenshell, Bob Smith, Mark Dwyer, Jason Skillman and Joe Steltenpohl were all also present.

Chairman Hawkins made a motion to approve the agenda with the addition of adopting a procurement action plan it was seconded by Director Houston. Chairman Hawkins-aye, Director Houston-aye, Director Grassmuck-aye, Captain Steve Hayes-aye, Captain Fred Hohenshell-aye.

Jonnie Carlos from Empower presented the fourth quarter review; it included What is new at Empower, Legislative and Regulatory updates, Plan Analytics and Employee Engagement. New feature is voice biometrics. Legislative update, SECURE Act passed. More and more people are reaching Lifetime Income Score, Average participant assets is up 40.3% and are well diversified. The 457 plan is up 30.8% in participant assets. People are using the plans nicely and increasing their contributions. Chairman Hawkins what date was used to make these analytic comparisons and was told 12/31/18. The participation rate is high, average contribution rate is 9% which is above the benchmark of 7%. Ms. Carlos stated 37.5% of assets are in target date funds. Employees are being educated and using the Roth option which can be a huge benefit to the employee. Loans are down from last quarter. Four people are using Advisory services. Ms. Carlos stated the educational training Crystal conducts is well utilized as is responses to emails. On January 7<sup>th</sup> there was fund change. Also, Wells Fargo is the plan trustee and was acquired by Principal; there will need to be a new trust agreement created and an amendment will need to be executed. Legal Counsel McLaughlin weighed in stating a Custodial Bank is all that is needed. Pam Hardin asked for clarification on the trustee and timing. Custodial fee is \$500 per plan. Director Hawkins motioned to amend the plan from Wells Fargo to Great West Trust

Company as the custodian, motioned seconded Frank. Chairman Hawkins-aye, Director Houston-aye, Director Grassmuck-aye, Captain Steve Hayes-aye, Captain Fred Hohenshell-aye.


Director Houston commented on the numbers and how the numbers are increasing. Shop Steward Mueller stated the education piece and the age of the employees is what is helping with the increase in contributions. Pam Hardin stated the diversification is great.

Dan Ladd discussed the three plans: Empower, and HRA, and then the defined benefit. He stated all have Target Date funds, which are excellent. He is please people are using the Roth. He has seen a big push from employees to match up their investments in the HRA to similar fund on the Empower platform. The defined benefit plan is in the highest paying money market currently. Mr. Ladd stated FWM will continue to look to reduce expenses on the investment platforms. Chief Schneider asked if the defined benefit will be in a 50/50 split Fixed vs. Equity. Mr. Merlak stated they will watch age, and volatility of market. Ms. Hardin stated we they are entering slowly, and it will be 12-18 months. If a dip in the market comes in, they will buy low.

Heath Merlak with Nyhart shared his role in the defined benefit plan he is the actuary with 20 years' experience. He stated the main reports Nyhart will be provided are: Funding Report, Accounting Report, and a Board Summary and multiyear projections. Main goal is to partner and ensure plan is sustainable. Mr. Merlak brought a sample participant statement, which can be customized. Hannah Leone asked about the customization, can it include spousal options, Mr. Merlak stated there would be a small up charge if this is what is needed. There was discussion on how to eliminate the up charge and still be able to provide spousal options. The defined benefit plan will have NO LUMP SUM Option. Molly Wessler with EBG stated EBG and Nyhart are part of the same alliance benefit group. Ms. Wessler is a third party and will work with participant communication. Their office will facilitate elections and payment for those who retire. Beverly will conduct participation meetings and Ms. Wessler will be attending semiannual board meetings. She stated one sheet summary of plan provisions will be going out to participants along with beneficiary forms; which is needed to provide accurate information for distributions. The third week of March will be participation meetings.

Legal Counsel McLaughlin stated he needed approval of amended restated Business Agreement, for Audit Services with Anders. No motion needed, just execution. The board executed the restated Business Agreement. Anders was not able to attend the meeting. Legal Counsel McLaughlin stated he did need a motion to approve the Procurement Action Plan. This legislation was passed last year and will have to be executed each year going forward. The plan ensures money managers or brokers, or investment counselors employed or used by a plan utilize minorities and or woman. This document will be sent with JCPERS Report. Director Hawkins motioned to approve Procurement Action Plan. Seconded by Director Grassmuck. Chairwoman Houston-aye, Director Hawkins-aye, Director Grassmuck-aye, Captain Steve Hayes-aye, Captain Fred Hohenshell-aye. Legal Counsel also stated his office is submitting claim for determination.

Chairman Hawkins motioned to adjourn the Pension Board Meeting at 7:01 p.m., it was seconded by Director Grassmuck and unanimously approved by all Pension Board Members. Chairwoman Houston-aye, Director Hawkins-aye, Director Grassmuck-aye, Captain Steve Hayes-aye, Captain Fred Hohenshell-aye.

  
Frank Grassmuck, Secretary

  
Stacy Krieger, Recording Secretary