Loveland Fire Rescue Authority
Retirement Pension Plans Committee Meeting Minutes
March 3, 2017

Members Present:
Todd Heasty, Chair, Elected Member (Voting)
Nick Bukowski, Vice Chair, Elected Member (Voting)
Greg Gilbert, Elected Member (Voting)
Renee Wheeler, Employer Command Team Member (Voting)
Brendan Campbell, Employer Appointed Member (Voting)
Julia Holland, Employer HR Department Member (Non-voting)

Members Absent:
Mark Miller, Employer Executive Staff Member (Non-voting)
Dino Ross, Ireland Stapleton, Attorney for the Fire Authority
Rita Chandler, HR Liaison
Elizabeth Stemper, Innovest Representative

Also Present:
Cheryl Cabaruvias, Support Staff
Gordon Tewell, Innovest Representative
Gary Helm, ICMA-RC representative
Jared Martin, Innovest representative
Steve Hoostal, ICMA-RC representative

Call to Order
The meeting of the Loveland Fire Rescue Authority Retirement Pension Plans Committee ("Pension Plans Committee") was called to order at 10:07 a.m.

Plan Service Report
Steve Hoostal noted that the non sworn and 457 accounts do not have a managed account option. There is a form that Cheryl Cabaruvias needs to complete to add that option to those accounts. Steve provided an overview of the Plans’ assets, member Greg Gilbert noted that the sworn accounts overall have higher risk investments than the non-sworn accounts, partly because the sworn members generally retire at an earlier age and don’t have as much time to accumulate. Gordon Tewell explained the benefits of the Vanguard account. Discussion with all members regarding risk and education related to the “glide path”.

Gordon also noted that distributions were higher than normal during the 4th quarter and that should be monitored.

Plan Review
Jared Martin discussed the Financial report, and Gordon Tewell discussed the status of the ICMA plan. Gordon identified a major concern with the Voya fund and recommended that the plan switch to a different fund. The committee agreed that the plan should remove Voya from the fund list and authorized Gordon to proceed with the change.
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Approval of previous meeting minutes
There was one comment regarding the meeting minutes from January 13, 2017. Julia Holland was listed as member absent. Her status was changed to member present. Vice chair Nick Bukowski made a motion to approve the meeting minutes from January 13, 2017 with the one noted change. Chair Todd Heasty seconded the motion. Vote was taken, the motion passed.

Plan Sufficiency Study
Gordon Tewell distributed the Contribution Structure Analysis. Members reviewed the contribution changes and discussed the fiscal impact. Member Greg Gilbert discussed the needed vote to be sent out in March. Fire Chief Mark Miller explained the City Manager and LFRA Board support. The Board is supportive but concerned about the implications of the Gallagher Amendment. The Board suggested that LFRA may need to reallocate existing funding to continue with the planned contribution changes.

Fire Chief Mark Miller suggested that as part of the survey, the committee ask members:
- Do you support the proposed change?
- Would you participate? In 1-3 years? in 3-5 years? in 5-10 years? And for each time increment, at what level would you participate? 1%-5%.

Cheryl Cabaruvias will have the survey ready within 2 weeks.
Member Brendan Campbell discussed the Gallagher Amendment impact. Could the decision be delayed until October when the assessment is published? Member Renee Wheeler explained that the assessment has been analyzed by the City and the Rural District regarding its projected impact.
The next step is to prepare a Budget request Decision Package for May when the proposed changes will be submitted as part of the budget.
Brendan suggested a special meeting to prepare the presentation. Gordon suggested using PD’s presentation, Cheryl will provide a copy of that presentation. Todd proposed April 10th from 10am – 12pm special meeting.

ICMA-RC contract
Chair Todd Heasty introduced discussion of ICMA-RC’s contract. Gordon explained the market comparison Request for Information (RFI) as a way to obtain comparison of other agencies costs. Todd asked if we could analyze the service agreement. Cheryl will provide the original ICMA contract to determine the education hours that were contracted. Jared Martin explained that industry cost could go down, and that an RFI wasn’t always reliable. Members discussed ICMA-RC’s education commitment. Jared suggested that the three plans be tied together for comparison purposes. ICMA-RC’s contract expires in August. Gordon and/or Jared will have the RFI complete for the June meeting. Brendan suggested a contract evaluation, Gordon suggested a more in depth evaluation of ICMA-RC’s performance. Nick suggested a question on the survey related to participant satisfaction with ICMA-RC. Todd suggested that it be asked as a separate survey so as not to convolute the vote needed.

Adjourn
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Meeting was adjourned at 11:59 a.m.

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<th>Manager Score Card</th>
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<tr>
<td>Criteria</td>
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<tr>
<td>Overall</td>
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<td>Vanguard 500 Index Fund (VTVAX)</td>
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<td>Alliance Capital (PRKAX)</td>
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<td>Harbor Capital Appreciation (HCVAX)</td>
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<td>Vanguard Mid Cap (VTSMAX)</td>
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<td>Janus Henderson Mid Cap (JHCMX)</td>
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<td>Artisan Mid Cap (ARTMX)</td>
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<td>Vanguard S&amp;P 500 Fund (VSPAX)</td>
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<td>Diamond Hill Small Cap (DWSCX)</td>
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<td>Am Eaton S&amp;P Small Cap 100 (ETSGX)</td>
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<td>Vanguard Total Stock (VTIAX)</td>
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<td>Dodge &amp; Cox Stock (DOXF)</td>
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<td>Artisan Mid Cap (ARTMX)</td>
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<td>DFA Core U.S. Equity (DFGEX)</td>
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<td>Fidelity Contrafund (RCLTX)</td>
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<td>Vanguard Total Bond (VBTX)</td>
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<td>JPMorgan High Yield Bond (JHVFX)</td>
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<td>Value Global REIT (VQEX)</td>
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<td>1% (Held)</td>
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<tr>
<td>Vanguard Total Bond (VTIAX)</td>
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Legend for Overall Criteria:
- Not Minimum Concern
- New Not Minimum Concern
- Major Concern
- New Major Concern
- Under Review

The foregoing minutes, having been approved by the Loveland Fire Rescue Authority Retirement Pension Plans Committee, constitute the official minutes of the meeting held on the date stated above.

Todd Heasty, Chair
Cheryl Cabaruvias, Support Staff