

THE BOARD OF MANAGERS OF THE CITY OF BIRMINGHAM RETIREMENT AND RELIEF SYSTEM met via Webinar and Teleconference Call on January 20, 2021 at 3:00 p.m.

The following Board Members were present, namely:

**Kenneth Crenshaw, Member No. 2
Steven A. Schultz, Member No. 4
Otis Luke, Member No. 6
Kasandra Brundidge, Member No. 8
Ronald Vaughn, Member No. 9**

Board Member Steven A. Schultz called the meeting to order.

Board Member Otis Luke made the motion to approve the November 18, 2020 Board Minutes. Board Member Kenneth Crenshaw seconded.

The Board Members APPROVED the November 18, 2020.

Board Member Luke made the motion to approve the October 14, 2020 Board Minutes. Board Member Crenshaw seconded.

The Board Members APPROVED the October 14, 2020.

Board Member Vaughn made the motion to approve financial statements for the month of October 2020. Board Member Crenshaw seconded.

The Board Members APPROVED the financial statements for the month of October 2020.

Board Member Vaughn made the motion to approve the investment activity for the month of November 2020. Board Member Luke seconded.

The Board Members APPROVED the investment activity for the month of November 2020. (BBVA Compass) – Richard Underwood

The Board Members APPROVED the investment activity for the month of November 2020. (Quantitative Management/Prudential) – Kevin McGrory

The Board Members APPROVED the investment activity for the month of November 2020. (Xponance, Inc.) – Charles Curry

The Board Members APPROVED the investment activity for the month of November 2020. (INVESCO Capital) – Mark Blackburn

The Board Members APPROVED the investment activity for the month of November 2020. (Lazard) – Anthony Dote

The Board Members APPROVED the investment activity for the month of November 2020. (Thornburg Investment Management) – Greg Whitaker

The Board Members APPROVED the investment activity for the month of November 2020. (Rhumbline Advisers) – Denise D’Entremont

The Board Members APPROVED the investment activity for the month of November 2020. (Penn Capital) – Steve Loizeaux

The Board Members APPROVED the investment activity for the month of November 2020. (Cooke & Bieber) – Thad Fletcher

Board Member Vaughn made the motion to approve the Service Pension applications. Board Member Crenshaw seconded.

Board Member Kasandra Brundidge stated she has been asking for quite some time about a system where employees can put their information in and a pension estimate would be generated, so that there will not be as many corrections. Ms. Jill Madajczyk, Director of Human Resources, stated the City is working with the IMS Department to create the calculator so that employees can look at that and make those determinations. Ms. Madajczyk stated her experience has been that a lot of these corrections are result of employees who take vacation or call in sick upon receiving their retirement date, and their retirement date changes by a day or two. That is the reason why these corrections are made, and Human Resources will try to put a stop to that as well.

The Board Members APPROVED the **CORRECTED APPLICATION** of Reginald D. Eatmon, an employee with the Public Works Department, for SERVICE PENSION at the rate of \$723.45 per month, with the CORRECTED EFFECTIVE DATE of November 7, 2020 under the provisions of Article VI, Section 1 of the pension law. ****NOTE: Mr. Eatmon was previously approved for SERVICE PENSION at the rate of \$723.45 per month, effective November 17, 2020 under the provisions of Article VI, Section 1 of the pension law at the Board Meeting on Wednesday, December 9, 2020.****

Board Member Luke made the motion to approve the Service Pension applications. Board Member Brundidge seconded.

The Board Members APPROVED the application of Juan H. Beasley, an employee with Equipment Management, for SERVICE PENSION at the rate of \$3,257.08 per month (DROP Amount \$126,748.62, DROP Date 12/30/2017), effective December 31, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of David Biddings, an employee with the Public Works Department, for SERVICE PENSION at the rate of \$2,152.88 per month (DROP Amount \$83,778.89, DROP Date 12/30/2017), effective December 31, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Rose H. Blakney, an employee with the Public Works Department, for SERVICE PENSION at the rate of \$2,130.07 per month (DROP Amount \$44,515.27, DROP Date 04/30/2018), effective December 31, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Joseph Blunston, an employee with the Airport Authority, for SERVICE PENSION at the rate of \$928.14 per month, effective January 9, 2021 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Cartez Bryant, an employee with the Police Department, for SERVICE PENSION at the rate of \$2,828.59 per month (DROP Amount \$37,862.37, DROP Date 12/05/2019), effective January 9, 2021 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of John W. Chaney, Jr., an employee with the Public Works Department, for SERVICE PENSION at the rate of \$3,168.33 per month (DROP Amount \$123,294.93, DROP Date 01/20/2018), effective January 21, 2021 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Faye Etole Coleman, an employee with the Public Works Department, for SERVICE PENSION at the rate of \$2,835.60 per month (DROP Amount \$11,460.93, DROP Date 08/30/2020), effective December 31, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Kenneth Coleman, an employee with the Public Works Department, for SERVICE PENSION at the rate of \$2,932.20 per month (DROP Amount \$61,278.58, DROP Date 04/30/2019), effective December 31, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Tonya Collier, an employee with Parks & Recreation, for SERVICE PENSION at the rate of \$2,033.28 per month, effective December 31, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of William J. Conway, an employee with Community Development, for SERVICE PENSION at the rate of \$3,504.98 per month (DROP Amount \$136,395.60, DROP Date 01/04/2018), effective January 5, 2021 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Lewis I. Cossey, an employee with the Fire Department, for SERVICE PENSION at the rate of \$2,910.10 per month (DROP Amount \$109,751.41, DROP Date 12/30/2017), effective December 31, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Walter Cotton, Jr., an employee with Equipment Management, for SERVICE PENSION at the rate of \$2,717.06 per month (DROP Amount \$105,733.85, DROP Date 01/15/2018), effective January 16, 2021 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Isaac M. Eskridge, an employee with the Public Works Department, for SERVICE PENSION at the rate of \$494.06 per month, effective December 31, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Coty Y. Evans, an employee with Community Development, for SERVICE PENSION at the rate of \$3,039.00 per month, effective January 16, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Loretta A. Finnikin, an employee with the Public Works Department, for SERVICE PENSION at the rate of \$447.51 per month, effective January 16, 2021 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Phyllis D. Gardiner, an employee with Planning & Engineering, for SERVICE PENSION at the rate of \$3,659.68 per month (DROP Amount \$37,446.21, DROP Date 03/15/2020), effective January 16, 2021 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of John P. Garner, an employee with the Public Works Department, for SERVICE PENSION at the rate of \$3,731.10 per month (DROP Amount \$77,974.39, DROP Date 04/30/2019), effective December 31, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Jeffrey M. Garrett, an employee with Planning & Engineering, for SERVICE PENSION at the rate of \$3,364.67 per month (DROP Amount \$130,935.46, DROP Date 01/08/2018), effective January 9, 2021 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Gigi Gowdy, an employee with the Birmingham Public Library, for SERVICE PENSION at the rate of \$2,209.68 per month, effective January 16, 2021 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Henry Harris, an employee with the Public Works Department, for SERVICE PENSION at the rate of \$658.76 per month, effective January 12, 2021 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Shirley D. Hayes, an employee with the Fire Department, for SERVICE PENSION at the rate of \$2,546.53 per month (DROP Amount \$99,097.71, DROP Date 12/30/2017), effective December 31, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Therone Johnson, an employee with the Public Works Department, for SERVICE PENSION at the rate of \$1,332.40 per month, effective December 31, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of David B. Kelley, an employee with Equipment Management, for SERVICE PENSION at the rate of \$5,199.30 per month (DROP Amount \$154,715.05, DROP Date 08/18/2018), effective December 19, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Rayoul Pierce, an employee with the Public Works Department, for SERVICE PENSION at the rate of \$1,731.87 per month (DROP Amount \$67,395.37, DROP Date 12/30/2017), effective December 31, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Daniel L. Pugh, an employee with Parks & Recreation, for SERVICE PENSION at the rate of \$3,129.12 per month (DROP Amount \$48,532.34, DROP Date 09/30/2019), effective December 31, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Victoria B. Reed, an employee with the Public Works Department, for SERVICE PENSION at the rate of \$3,285.90 per month (DROP Amount \$26,785.01, DROP Date 04/29/2020), effective December 30, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Gerald L. Sanders, an employee with the Public Works Department, for SERVICE PENSION at the rate of \$1,811.13 per month (DROP Amount \$53,893.61, DROP Date 09/04/2018), effective January 5, 2021 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Melanie J. Smith, an employee with Municipal Court, for SERVICE PENSION at the rate of \$2,353.55 per month, effective December 31, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Theodore Snow, an employee with Parks & Recreation, for SERVICE PENSION at the rate of \$1,993.80 per month (DROP Amount \$43,843.26, DROP Date 03/30/2019, effective December 31, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Eddie Stringer, an employee with the Public Works Department, for SERVICE PENSION at the rate of \$2,850.94 per month (DROP Amount \$55,405.68, DROP Date 05/18/2019), effective December 19, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Charles N. Stewart, an employee with the Public Works Department, for SERVICE PENSION at the rate of \$4,069.80 per month (DROP Amount \$179,389.45, DROP Date 12/30/2017), effective December 31, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Kimberly Weldon, an employee with Human Resources, for SERVICE PENSION at the rate of \$3,028.97 per month (DROP Amount \$27,835.02, DROP Date 03/30/2020), effective December 31, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Herman Wilhite, an employee with the Public Works Department, for SERVICE PENSION at the rate of \$6,235.07 per month (DROP Amount \$234,983.13, DROP Date 12/30/2017), effective December 31, 2020 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Marlene Y. Williams, an employee with the Public Works Department, for SERVICE PENSION at the rate of \$488.10 per month, effective January 30, 2021 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Roosevelt Williams, an employee with the Birmingham Museum of Art, for SERVICE PENSION at the rate of \$701.39 per month, effective January 5, 2021 under the provisions of Article VI, Section 1 of the pension law.

The Board Members APPROVED the application of Fredrick Chatman, an employee with the Fire Department, for SERVICE PENSION at the rate of \$6,230.14 per month, effective January 15, 2021 under the provisions of Article VI, Section 5 of the pension law.

Mr. Chatman has been receiving a Supplemental Pension in the amount of \$3,880.65 since December 30, 2020.

The Board Members APPROVED the application of Michael L. Wynn, an employee with the Fire Department, for SERVICE PENSION at the rate of \$3,635.14 per month, effective January 15, 2021 under the provisions of Article VI, Section 5 of the pension law.

Mr. Wynn has been receiving a Supplemental Pension in the amount of \$2,455.15 since June 29, 2012.

Board Member Brundidge made the motion to approve the Widow's Benefits applications. Board Member Crenshaw seconded.

The Board Members APPROVED the application of Denise H. Cockrell, widow of James H. Cockrell, a former employee with the Police Department, for WIDOW'S BENEFITS at the rate of \$1,201.35 per month, effective November 5, 2020 under the provisions of Article VI, Section 10(A) of the pension law.

The Board Members APPROVED the application of Ann Graham, widow of Ronnie Graham, a former employee with Building Inspection, for WIDOW'S BENEFITS at the rate of \$382.88 per month, effective November 11, 2020 under the provisions of Article VI, Section 10(A) of the pension law.

The Board Members APPROVED the application of Donna Johnson, widow of Marvin Johnson, Jr., a former employee with the Police Department, for WIDOW'S BENEFITS at the rate of \$1,607.21 per month, effective December 6, 2020 under the provisions of Article VI, Section 10(A) of the pension law.

The Board Members APPROVED the application of Betty Sue Norwood, widow of Edward T. Norwood, a former employee with Building Inspection, for WIDOW'S BENEFITS at the rate of \$1,127.36 per month, effective November 8, 2020 under the provisions of Article VI, Section 10(A) of the pension law.

Board Member Brundidge made the motion to approve the Ordinary Disability Benefits application for Mr. Marvin Daniel. Board Member Crenshaw seconded.

The Board Members APPROVED the application of Marvin D. Daniel, an employee with the Public Works Department, for ORDINARY DISABILITY at the rate of \$1,163.77 per month, effective November 21, 2020 under the provisions of Article VI, Section 7 of the pension law based on doctor's and staff recommendations.

Board Member Luke made the motion to approve the Ordinary Disability Benefits application for Mr. LaDarick Patton. Board Member Brundidge seconded.

The Board Members APPROVED the application of LaDarick Patton, an employee with the Public Works Department, for ORDINARY DISABILITY at the rate of \$557.28 per month, effective July 23, 2019 under the provisions of Article VI, Section 7 of the pension law based on doctor's and staff recommendations. *NOTE: Mr. Patton was previously approved for Temporary Ordinary Disability at the rate of \$557.28 per month, effective July 23, 2019 under the provisions of Article VI, Section 7 of the pension law at the Board Meeting on Wednesday, January 9, 2020.*

Board Member Luke made the motion to continue the Ordinary Disability Benefits applications for Mr. Demetrius D. Stubbs and Ms. Mattie Yow until next month's Board Meeting. Board Member Brundidge seconded.

The Board Members CONTINUED the application of Demetrius D. Stubbs, an employee with the Public Works Department, for ORDINARY DISABILITY at the rate of \$1,625.58 per month, effective November 20, 2020 under the provisions of Article VI, Section 7 of the pension law until next month's Board Meeting.

The Board Members CONTINUED the application of Mattie Yow, an employee with the Public Works Department, for ORDINARY DISABILITY at the rate of \$828.53 per month, effective August 25, 2020 under the provisions of Article VI, Section 7 of the pension law until next month's Board Meeting.

The Board Members CONTINUED the discussion of Morgan Stanley's performance update until next month's Board Meeting.

The Board Members discussed about Board Member Tameka Dixon and Board Member Michael Reese about their duties as Board Members.

Board Member Brundidge asked if anyone reached out Board Member Dixon. Board Member Brundidge stated the Public Works Department is short in staff, and Board Member Reese rides on a garbage truck.

Mr. Jay Turner, Board Counsel, stated he will contact Board Member Dixon and Board Member Reese to remind them of their commitment to the Board of Managers; participants; and retirees. Mr. Turner stated he will also inquire of their absences.

Mr. Turner stated he is currently drafting a resolution to go before the Birmingham City Council to call for an election for the vacant board position due Mr. Dale Wyatt's retirement. It is a time-consuming process, because the election has to be posted for ninety days before an election can take place.

Board Member Crenshaw asked Mr. Turner if there is a procedure in place about Board Members being derelict in their duties. Mr. Turner referenced the pension legislation, Section 45-37a-51.1.31, Part B that a Board Member can be removed by impeachment for corruption, malfeasance, and for neglect of duty. The concern that is being expressed in today's meeting that there may be some Board Members who are in habitual neglect of duty. The impeachment process is not something the Board itself would undertake. The impeachment process is governed by Section 175 of the State of Alabama Constitution, Title 36 in the Alabama Code. It actually requires that the District Attorney, along with the Grand Jury, to find a neglect of duty. The Grand Jury would send it to the Circuit Court, and the case would be prosecuted in Circuit Court; it is a very expeditious matter. Impeachment of public officers and public employees enjoy a much faster process than a normal court case, because the cases are resolved within twenty days. It is a bigger undertaking that just R&R Board Members' involvement.

Board Member Brundidge asked if "we" can at least reach out to Board Member Dixon and Board Member Reese, because they may be willing to submit a letter of resignation. Mr. Turner stated he will send a letter to Board Member Dixon and Board Member Reese on the R&R Board Members' behalf.

Ms. Madajczyk stated in relation to Board Member Brundidge's comment regarding Board Member Reese, his department head is well-aware of Board Member Reese's need to be in attendance to the meetings and not be at work. It would be appropriate to reach out Board Member Reese as well because he is here on behalf of all public works' employees. If Board Member Reese is no longer willing to serve, one of his coworkers probably will.

Board Member Schultz stated Mr. Turner should make phone calls to Board Member Dixon and Board Member Reese to inquire about their continued interest to serve on the Retirement & Relief System Board. If Board Member Dixon and Board Member Reese cannot fulfill their duties, Mr. Turner will report to the Board Members. Board Member Schultz stated he would like to see a procedure in place for the Board Members to vote on. Board Member Schultz stated he did not realize that impeachment process was what Mr. Turner described; it seems to be a fairly rigorous process. The possibility of not having quorum has been going on for too long, and it is on the razor's edge. Mr. Turner stated he will give a report at next month's Board Meeting.

Board Member Brundidge made the motion to adjourn. Board Member Luke seconded.

There being no further discussion, the Board Members APPROVED to be adjourned.

ATTEST:

**Lorren Oliver
Secretary**

**Steven A. Schultz
Presiding Board Member**