

**BERKS COUNTY EMPLOYEES' RETIREMENT FUND BOARD MINUTES**  
**JUNE 26, 2023 – Approved August 28, 2023**

The Berks County Retirement Fund Board met in a regular session on Monday, June 26, 2023, at 9:30 A.M. via Microsoft Teams Live, pursuant to due notice to Board members and the public.

Chairman Christian Y. Leinbach called the meeting to order with Vice Chairman Michael Rivera, Sandra Graffius, Acting Treasurer Socrates Georgeadis in attendance. Member Commissioner Lucine Sihelnik was absent. The following County staff attended: Christine Sadler, County Solicitor; Cody Kaufman, 1<sup>st</sup> Assistant County Solicitor; Lawrence Medaglia, Deputy Chief Operations Officer; David Peris, Assistant County Solicitor; Wendy Pennington, Benefits Manager; Linda Weaver, Chief Deputy Treasurer and Jonnelle Keller, Benefits/Pension Coordinator.

**APPROVAL OF MINUTES**

The minutes of the May 22, 2023 meeting were approved as presented.

**OLD BUSINESS**

None.

**NEW BUSINESS**

1. A motion was made by Acting Treasurer Socrates Georgeadis and second by Vice Chairman Michael Rivera to authorize a one-year extension on the current Korn Ferry agreement. Motion carried.

2. Jonnelle Keller, Pension and Benefits Coordinator with the county, brought to the boards attention that an employee had reached out to Commissioner Leinbach concerning having actuarial tables sent out with the annual pension statements. The employee had been told previously by Korn Ferry that the actuarial tables no longer exist. Jonnelle also brought up the additional cost to print this additional information for all employees when I feel most of them will not grasp the information and use it for its purpose.

David Reichart from Korn Ferry begins his response that the actuarial tables that were produced in the back of the SPG's over the years has changed. With all the changes in technology and advancements with computers since 2011, Korn Ferry can be a bit more precise. In 2011, Korn Ferry made the decision to make the adjustment from the actuarial tables to generating the factors in a program. David states the actuarial equivalents are different for each individual employee. Each employee has a different total of accumulated deductions and the value of that changes every day. That is what goes into calculating the conversions from your accumulated deductions to their monthly pension amount. He adds they cannot generate that many factors to produce additional information to go with the pension statement or to have in the Summary Plan Document.

Acting Treasurer Socrates Georgeadis has some familiarity with the actuarial tables and finds them confusing at best and wonders what an untrained eye could do with them. According to Mr. Reichart the reason they generated the tables back in the 70's and 80's was to give people the general sense of what their monthly benefit could be.

Commissioner Leinbach asks how an employee right now goes about obtaining an estimate. Ms. Keller states that employees reach out to me via phone or email. If they are an employee who does not contribute over the required 5%, I may be able to use the current pension estimator that we have. The employee can even run those themselves. But if the employee is contributing over the required 5%, then I will need to run those. In either case the pension estimator may still not produce an accurate estimate. Secretary Sandra Graffius states since we made the switch to our new payroll system, the estimator has not been receiving updates from Oracle to have the estimator be more accurate. For those individuals, Ms. Keller is running the necessary reports to submit a request to Korn Ferry to provide the estimate. Jonnelle informs Commissioner Leinbach and the board that she is working with IS to get the new payroll system to be update the estimator, but we are in the beginning stages. Commissioner Leinbach asks if we can have the system up and running by the new year. Although the current estimator was put in place with the help of Korn Ferry, David said their company decided their strength is as an actuarial firm, not a technology firm, and they no longer have the manpower they did back in 2008-2009, when the estimator was implemented. He shares he knows three firms that have worked with Pennsylvania counties and have implemented something like this.

There is one public comment from Brian Gottschall from Exeter Township. Mr. Gottschall states the issue is an employee can create a spreadsheet that allows them to insert variables and adjustments that are appropriate for their own financial planning, however the calculations require the inclusion of actuarial constants in the equation. Commissioner Leinbach asks that in the planning of this new estimator, we give the employees the ability to change those variables as needed. It was also discussed for a statement to be included as is on the pension statements, that these numbers are just estimates; once an employee retires their actual pension benefit will be determined at that time in accordance with the County Pension Law and the County's Pension Document.

### AUTHORIZE DISBURSEMENTS

1. A motion made by Vice Chairman Michael Rivera and second by Acting Treasurer Socrates Georgeadis to authorize the following. Motion carried.

- 12R.2023 A. Adopt a resolution authorizing employee buyback as follows:
- a. Sherry Kapustka-Rineer purchasing 4 years of military time in the amount of \$44,851.10.

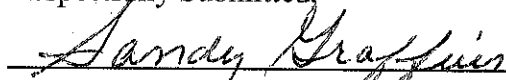
2. A motion was made by Secretary Sandra Graffius and second by Vice Chairman Michael Rivera to authorize the following. Motion carried.

13R.2022 A. Adopt a resolution authorizing and approving annuities and refunds for June 2023 as follows:

Annuities	\$ 2,289,753.59
Refund	\$ 551,735.18
Total	<u>\$ 2,841,488.77</u>

There being no further business, on motion made by Secretary Sandra Graffius and second by Vice Chairman Michael Rivera, the meeting adjourned at 9:51 A.M.

Respectfully Submitted,

  
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Sandy Graffius, Secretary Retirement Fund Board

