

**KNOX COUNTY RETIREMENT AND PENSION BOARD**

**JUNE 22, 2015**

The Knox County Retirement and Pension Board met in regular session on Monday, June 22, 2015, at 1:00 P.M. in the County Commission Conference Room 640, City County Building, Knoxville, Tennessee. Chairman Rick Trott, presided and called the meeting to order.

The following members were present: Mr. Rick Trott, Chairman, Mr. Nick McBride, Vice Chairman, Robin Moody, Secretary, Commissioner Ed Brantley, Commissioner Sam McKenzie, Commissioner Jeff Ownby, Commissioner Bob Thomas, and Mr. Chris Caldwell, representing Mayor Tim Burchett. Also present at the meeting were: Mr. Bob Cross, Mrs. Carissa Dunaway, USICG, Mr. William Mason, Mr. John Owings, and Mrs. Stephanie Coleman, Legal Counsel, Mr. David Buuck, Chief Deputy Law Director and Retirement staff, Mrs. Kim Bennett, Mrs. Terri Chase and Mrs. Janet Rowan.

**IN RE: APPROVAL OF MINUTES OF PREVIOUS MEETING**

Consideration of approval of the minutes of the previous meeting of May 26, 2015 was presented. A motion was made by Commissioner Ownby that the minutes be approved as presented. The motion was seconded by Commissioner McKenzie and unanimously carried.

**IN RE: APPLICATION FOR DISABILITY BENEFITS FOR ROBERT SAVAGE, A PARTICIPANT IN THE EMPLOYEE DISABILITY BENEFIT PLAN.**

The application of **ROBERT SAVAGE**, employee of Schools, and a participant in the Employee Disability Benefit Plan, for disability benefits was presented. Mr. Savage has 28 years of credited service. Notification was received from UNUM dated June 3, 2015, recommending approval of a disability benefit for Mr. Savage.

After discussion, a motion was made by Mr. Caldwell to accept the recommendation of UNUM and approve the request of Mr. Savage for disability benefits as presented and authorize the Directed Custodian, Wells Fargo Bank, to make disposition of the benefits in accordance with the terms of the Plan upon certification from USI. The motion was seconded by Commissioner McKenzie and unanimously approved.

**IN RE: APPLICATIONS FOR RETIREMENT AS PROVIDED IN THE UNIFORMED OFFICERS PENSION PLAN**

The following applications for retirement, as provided in the Uniformed Officers Pension Plan, were presented for consideration:

<b><u>NAME</u></b>	<b><u>DEPARTMENT</u></b>	<b><u>CREDITED SERVICE</u></b>	<b><u>EFFECTIVE DATE</u></b>
David M Clapp	Sheriff	30 years	July 1, 2015

After review, a motion was made by Mr. Caldwell to approve the applications for retirement under the Uniformed Officers Pension Plan as presented and authorize the Trustee, State Street Bank, to make disposition of the benefits. The motion was seconded by Commissioner McKenzie and unanimously approved.

**IN RE: APPLICATIONS FOR RETIREMENT AS PROVIDED IN THE DEFINED CONTRIBUTION PLAN**

The following applications for retirement, as provided in the Defined Contribution Plan, were presented for consideration:

<b><u>NAME</u></b>	<b><u>DEPARTMENT</u></b>	<b><u>CREDITED SERVICE</u></b>	<b><u>EFFECTIVE DATE</u></b>
Lawrence D Brothers	Schools	18 years 6 months	July 1, 2015
Edwin S Lasley	Schools	6 years 10 months	June 1, 2015
Catherine R Moirai	Library	31 years 2 months	July 1, 2015
Joseph S Pope	Schools	22 years 2 months	July 1, 2015
Michael F Reeves	Purchasing	16 years 11 months	July 1, 2015
Howard B Whiteaker	County Clerk	6 years 10 months	July 1, 2015
Melvin E Wood	EPW	29 years 6 months	July 1, 2015

After review, a motion was made by Mr. McBride to approve the applications for retirement under the Defined Contribution Plan as presented and authorize the Directed Custodian, Wells Fargo Bank, to make disposition of the benefits upon certification from USI. The motion was seconded by Commissioner Ownby and unanimously approved.

**IN RE: CONSIDERATION OF ISSUANCE OF DEATH BENEFIT CERTIFICATES ON COMPLETED YEARS OF SERVICE**

The request for issuance of certificates of death benefits or the actuarial value of the death benefit, as provided for in the Plan, based upon completed years of credited service at the date of termination or retirement, for the following participants was presented for consideration:

**ACTUARIAL VALUE:**

Lawrence D Brothers    Edwin S Lasley  
Catherine R Moirai    Joseph S Pope  
Michael F Reeves    Howard B Whiteaker  
Melvin E Wood

After review, a motion was made by Commissioner Ownby to approve the requests as presented as provided by the Plan. The motion was seconded by Mr. McBride and unanimously approved.

**IN RE: REPORT OF EXECUTIVE DIRECTOR**

Mrs. Bennett stated that due to legislative changes effective July 1, 2015, governmental retirement plans must honor a Qualified Domestic Relations Order (QDRO). She advised the Retirement Office, USI Consulting Group, and legal counsel are working on a procedure for the acceptance of (QDRO's) by all retirement plans of the County.

Mrs. Bennett reviewed the Disability claims to date as follows: 5 approved, 1 denied, 5 claims in the process of being reviewed by Unum, 4 possible claims for a total of 15 claims that the retirement office has had since August 2014 under the new Disability Plan.

Mr. Cross stated the actuarial value projects more than 10 to 12 claims per year. He stated that he wanted to review the claims to see if they are trending upward. He said he would report back.

Commissioner McKenzie requested that claims be tracked going forward to determine if spike or trend.

Mrs. Bennett stated she is considering a personal visit to Unum to understand their entire claims and return to work process.

**IN RE: PUBLIC HEARING AND SECOND READING OF AMENDMENT NO. 5 TO THE 2014 KNOX COUNTY EMPLOYEE DISABILITY BENEFIT PLAN.**

Mrs. Bennett presented Amendment No. 5 to the 2014 Knox County Employee Disability Benefit Plan to the Board for consideration. Mrs. Bennett reviewed the amendment, effective July 1, 2015. She said the amendment defines eligible class, changes the limitation for reemployment, previously set at 720 hours in a calendar year, and provides that reemployed UOPP retirees are not eligible for benefits under the Plan. Mrs. Bennett recommended adopting the amendment on Second Reading.

Chairman Trott asked if anyone was present to speak at the public hearing. No one was recognized by the Chairman.

After discussion by the Board Members, a motion was made by Mr. Caldwell to approve Amendment No. 5 to the 2014 Knox County Employee Disability Benefit Plan on Second Reading. The motion was seconded by Commissioner McKenzie and approved.

Amendment No.5 is as follows:

**Notice of 5<sup>th</sup> Amendment to the  
Knox County Employee Disability Benefit Plan**

**A RESOLUTION OF  
THE KNOX COUNTY RETIREMENT AND PENSION BOARD**

**WHEREAS**, Knox County Government has adopted the Knox County Employee Disability Benefit Plan, effective January 1, 2014 (the "Disability Plan"); and,

**WHEREAS**, pursuant to Section 7.20 of the Disability Plan, the Knox County Retirement and Pension Board (the "Board") has the right at any time to modify, alter or amend the Disability Plan, in whole or in part, by instrument in writing duly executed; and the Actuary has determined that this Amendment will have no measurable net cost to the County; and,

**WHEREAS**, the Board wishes to further amend the Disability Plan to coordinate with the reemployment provisions of the System, STAR and UOPP; and,

**WHEREAS**, the Board has complied with the provisions of Section 7.20.

**NOW THEREFORE BE IT RESOLVED** that the Disability Plan shall be and is hereby amended, effective July 1, 2015, as follows:

1. **Article I, Section 1.29** is amended by replacing the first sentence with the following:

**"Eligible Class"** shall mean those Employees designated by the Employer as regularly scheduled to work at least 18-½ hours per week, being Employees whose employment is status coded by the Employer as A-1 or A-2 (or the equivalent). Employees designated by the Employer as temporary, seasonal, casual or the equivalent, or designated by the Employer as regularly scheduled to work less than 18-1/2 hours per week, being Employees whose employment is status coded by the Employer as A-3 (or the equivalent), are not in the Eligible Class regardless of the number of hours actually worked. Employees who are assigned by the Knox County School System to the job types of substitute or timecard (or the equivalent) are not in the Eligible Class regardless of the number of hours actually worked. Notwithstanding the foregoing, the following Employees are excluded from the Eligible Class:

2. **Article I, Section 1.29(e)** is amended to read as follows:

(e) For reemployment occurring on or after July 1, 2015 and on or before June 30, 2020, a reemployed UOPP Retiree.

3. **Article I, Section 1.52(f)** is amended by deleting the phrase “with the approval of the Board, for a period not exceeding 720 hours in any calendar year,”

4. **Article I** is amended by adding the following new Section 1.66A:

**1.66A “Retiree”** shall mean a Participant who has had a Severance and who is eligible to receive and has applied to the Board and been approved by the Board to receive Retirement benefits under a component plan of the System, STAR or UOPP.

5. **Article I, Section 1.68** is amended by deleting the phrase “including without limitation on” from the last sentence thereof.

**IN RE: PUBLIC HEARING AND SECOND READING OF AMENDMENT NO. 7 TO THE 2014 KNOX COUNTY EMPLOYEE BENEFIT SYSTEM.**

Mrs. Bennett presented Amendment No. 7 to the 2014 Knox County Employee Benefit System to the Board for consideration. Mrs. Bennett reviewed the amendment, effective July 1, 2015. She said the amendment defines eligible class, states that retirees must have a 4 month break in service prior to reemployment, except for UOPP retirees who are reemployed, monthly benefits will stop for reemployed retirees and they will continue to contribute to the System and receive County match and accrue credited service while reemployed. Mrs. Bennett recommended adopting the amendment on Second Reading.

Chairman Trott asked if anyone was present to speak at the public hearing. No one was recognized by the Chairman.

After discussion by the Board Members, a motion was made by Mr. McBride to approve Amendment No. 7 to the 2014 Knox County Employee Benefit System on Second Reading. The motion was seconded by Mr. Caldwell and approved.

Amendment No.7 is as follows:

**Notice of 7<sup>th</sup> Amendment to the 2014 Knox County Employee Benefit System**

**A RESOLUTION OF  
THE KNOX COUNTY RETIREMENT AND PENSION BOARD**

**WHEREAS**, Knox County Government has adopted the Knox County Employee Benefit System, as amended and restated in its entirety effective January 1, 2014 (the “System”); and,

**WHEREAS**, pursuant to Section VIII-1.20 of the System, the Knox County Retirement and Pension Board (the “Board”) has the right at any time to modify, alter or amend the System, in whole or in part, by instrument in writing duly executed; and the Actuary has determined that this Amendment will have no measurable net cost to the County; and

**WHEREAS**, the Board wishes to further amend the System to clarify that the Retirement Benefits of a Retiree who is subsequently reemployed in the Eligible Class will be suspended and such Retiree will accrue benefits under the System for such period of reemployment, except that an Officer who is Retired under the Uniform Officers Pension Plan who is subsequently reemployed on or after July 1, 2015 and on or before June 30, 2020, will not accrue benefits under the System for such period of reemployment; to provide that an Employee whose position is transferred to TCRS shall be fully Vested and entitled to receive his or her Individual Account; to change the name of the death benefit provided under the Closed DB Plan; and to make certain other clarifying and conforming changes to the System document, attached hereto as Attachment A; and

**WHEREAS**, the Board has complied with the provisions of Section VIII-1.20.

**NOW THEREFORE BE IT RESOLVED** that the System shall be and is hereby amended, effective July 1, 2015, as follows:

1. **Article I** is amended by adding the following new Section I-1.22A:

**I-1.22A “Terminate” or “Termination”** shall mean, when referring to a Participant, a Severance from Employment that is not due to Retirement, death or Disability.

2. The first paragraph of **Article I, Section I-1.49** is amended to read as follows:

**“Eligible Class”** shall mean those Employees designated by the Employer as regularly scheduled to work at least 18-½ hours per week, being Employees whose employment is status coded by the Employer as A-1 or A-2 (or the equivalent). Employees designated by the Employer as temporary, seasonal, casual or the equivalent, or designated by the Employer as regularly scheduled to work less than 18-1/2 hours per week, being Employees whose employment is status coded by the Employer as A-3 (or the equivalent), are not in the Eligible Class regardless of the number of hours actually worked. Employees who are assigned by the Knox County School System to the job types of substitute or timecard (or the equivalent) are not in the Eligible Class regardless of the number of hours actually worked. The Employer’s designation of status codes may take account of particular conditions of employment (e.g., the Knox County School System schedule). Notwithstanding the foregoing, the following Employees are excluded from the Eligible Class:

3. **Article I, Section 1.84(f)** is amended by replacing the second sentence thereof with the following:

“Months of Service for a Participant, other than a Retired Participant, who is reemployed in the Asset Plan Eligible Class having withdrawn the Participant’s entire Vested Individual Account under STAR shall not include Months of Service previously credited under STAR.”

4. **Article I, Section 1.84(g)** is amended by replacing the second sentence thereof with the following:

“Months of Service for a Participant, other than a Retired Participant, who is reemployed in the Asset Plan Eligible Class having withdrawn the Participant’s entire Vested Individual Account under the Asset Plan shall not include Months of Service previously credited under the Asset Plan.”

5. **Article I, Section I-1.112** is amended to read as follows:

**I-1.112 “Retired Participant” or “Retiree”** shall mean a Participant who has had a Severance and who is eligible to receive and has applied to the Board and been approved by the Board to receive Retirement benefits under a component plan of the System.

6. **Article III, Section III-3.01(b)** is amended to read as follows:

(b) In the event a Retiree who is receiving benefits from the Plan becomes reemployed by the Employer in the Ineligible Class of any other Plan of the System or STAR, such payments shall not be suspended. No additional benefits shall be accrued under this Plan, any other Plan of the System or STAR as a result of such reemployment.

7. **Article III, Section III-3.01(c)** is amended to replace the reference to “ninety (90) days” with “four full calendar (4) months.”

8. **Article III, Section III-3.06**, is amended by replacing all references to “death benefit” with “credited service benefit.”

9. **Article VI, Section VI-1.02** is amended to read as follows:

**(a) Reemployment following Termination**

- (1) An Employee who Terminates Employment, who is subsequently reemployed in the Eligible Class shall become a Participant and enter the Plan on his or her Reemployment Date.
- (2) Such an Employee's Credited Service shall be determined in accordance with Sections I-1.25 and I-1.84.

**(b) Reemployment following Retirement**

- (1) No Employment with the Employer or any entity covered by this System is permitted after Retirement from any position that is covered by any Knox County qualified plan for a period of at least four (4) full calendar months subsequent to the Employee's Retirement. At no time and under no circumstance shall an Employee have or enter into a prearranged agreement, whether verbal or written, express or implied, to be reemployed, or guaranteed reemployment, after Retirement in any capacity with Employer or any entity covered by this Plan, UOPP, STAR or any other Plan of the System (including any part-time, temporary or casual employment).
- (2) For reemployment occurring on or after July 1, 2015 and on or before June 30, 2020, a UOPP Retiree who is reemployed in the Eligible Class shall not become a Participant or enter the Plan. Any other Retiree who is reemployed in the Eligible Class shall become a Participant and enter the Plan on his or her Reemployment Date. Except as provided in Sections VI-1.02(b)(3) and Section 5.08 of the Disability Plan, if such an Employee is receiving or is eligible to receive payments from the Plan, UOPP, STAR, MERP or the Closed Defined Benefit Plan as of his or her Reemployment Date, such payments shall cease as soon as is administratively feasible from and after the Reemployment Date during the period of reemployment.
- (3) In the event a Retiree who is receiving or is eligible to receive payment from the Plan, UOPP, STAR, MERP or the Closed Defined Benefit Plan becomes reemployed in the Ineligible Class, such payments shall not be suspended. No additional benefits shall be accrued under this Plan, UOPP, STAR or any other Plan of the System as a result of such reemployment.

10. **Article VI, Section VI-4.07(c)** is deleted in its entirety and is "Reserved."

11. **Article VI, Section VI-4.07** is amended to add the following new subsection (f):

(f) An Employee who becomes ineligible to Participate in the Plan due to the transfer of the Employee's position to the Tennessee Consolidated Retirement System ("TCRS"), where such transfer otherwise prevents Vesting of Employer Contributions, shall be fully Vested and entitled to receive, or have transferred for his or her benefit, the Individual Account regardless of the requirements this Section VI-4.07 subject to application to, and review and approval by, the Board and the appropriation of any necessary funding by Knox County or provision of funding to the System.

**IN RE: PUBLIC HEARING AND SECOND READING OF AMENDMENT NO. 4 TO THE 2014 UNIFORMED OFFICERS PENSION PLAN.**

Mrs. Bennett presented Amendment No. 4 to the 2014 Uniformed Officers Pension Plan to the Board for consideration. Mrs. Bennett reviewed the amendment, effective July 1, 2015. She said the amendment states that retirees must have a 4 month break in service prior to reemployment and will continue to receive monthly benefits but will not accrue any retirement benefits upon reemployment. Reemployed UOPP retirees will be eligible to contribute to any 457 Deferred Compensation Plan but will not accrue County match. Mrs. Bennett recommended adopting the amendment on Second Reading.

Chairman Trott asked if anyone was present to speak at the public hearing. No one was recognized by the Chairman.

After discussion by the Board Members, a motion was made by Mr. McBride to approve Amendment No. 4 to the 2014 Uniformed Officers Pension Plan on Second Reading. The motion was seconded by Commissioner McKenzie and approved.

Amendment No.4 is as follows:

**Notice of 4<sup>th</sup> Amendment to the 2014  
Knox County Uniformed Officers Pension Plan**

**A RESOLUTION OF  
THE KNOX COUNTY RETIREMENT AND PENSION BOARD**

**WHEREAS**, Knox County Government has adopted the Knox County Uniformed Officers Pension Plan, as amended and restated in its entirety effective January 1, 2014 ("UOPP"); and,

**WHEREAS**, pursuant to Article VII, Section 7.05 of the Knox County Charter (the "Charter") and Section 7.1 of UOPP, the Knox County Retirement and Pension Board (the "Board") has the right at any time to modify, alter or amend UOPP, in whole or in part, by instrument in writing duly executed; so long as such amendment is consistent with the terms of Section 7.05 of the Charter; and the Actuary has determined that this Amendment will have no measurable net cost to the County; and,

**WHEREAS**, the Board wishes to further amend UOPP to provide that during the five year period between July 1, 2015 and June 30, 2020, Retired Officers will continue to receive retirement benefits following subsequent Reemployment and to make certain conforming changes to the UOPP document; and,

**WHEREAS**, the Board has complied with the provisions of Section 7.1.

**NOW THEREFORE BE IT RESOLVED** that UOPP shall be and is hereby amended, effective July 1, 2015, as follows:

1. The first paragraph of **Article I, Section 1.40** is amended to read as follows:

**"Eligible Class"** shall mean those Employees who are Officers hired or re-hired on or after the Effective Date, excluding, however:

2. **Article I, Section 1.65(e)** is amended to delete the phrase "with the approval of the Board, for a period not exceeding 720 hours in any calendar year,"

3. **Article I, Section 1.86** is amended to read as follows:

**1.86 "Retired Participant"** or **"Retiree"** shall mean a Participant who has had a Severance and who is eligible to receive and has applied to the Board and been approved by the Board to receive Retirement benefits under the Plan.

4. **Article I, Section 1.88** is amended by deleting the phrase "including without limitation on" from the last sentence thereof.

5. **Article III, Section 3.05** is amended to read as follows:

(a) No Employment with the Employer or any entity covered by this Plan, STAR, or any Other Plan of the System is permitted after retirement from any position that is covered by any Knox County qualified plan for a period of at least four (4) full calendar months subsequent to the

Employee's retirement. At no time and under no circumstance shall an Employee have or enter into a prearranged agreement, whether verbal or written, express or implied, to be reemployed, or guaranteed reemployment, after retirement in any capacity with Employer or any entity covered by this Plan, STAR, or any Other Plan of the System (including any part-time, temporary or casual employment).

(b) A Participant who is reemployed after a period of Disability may establish credit for Credited Service under Section 5.05(c)(5), but in no event shall a Participant receive duplicative Credited Service for the same period of service.

(c) For reemployment occurring on or after July 1, 2015 and on or before June 30, 2020, any Retiree who is receiving or is eligible to receive payments from the Plan and is subsequently reemployed by the Employer in the Eligible Class of any Other Plan of the System or STAR, shall continue receiving such benefits from and after his or her Reemployment Date during the period of reemployment. Such a reemployed Retiree shall not become a Participant or enter the Plan, STAR, MERP or the Asset Plan and shall not accrue any additional benefits under the Plan, STAR, MERP or the Asset Plan as a result of such reemployment.

(1) Any other Retiree who is reemployed in the Eligible Class of any Other Plan of the System or STAR shall become a Participant and enter such Other Plan of the System or STAR on his or her Reemployment Date. Except as provided in Sections VI-1.02(b)(3) of the System and Section 5.08 of the Disability Plan, if such an Employee is receiving or is eligible to receive payments from the Plan as of his or her Reemployment Date, such payments shall cease as soon as is administratively feasible from and after the Reemployment Date during the period of reemployment.

(d) A Retiree who is subsequently reemployed in the Eligible Class of the Asset Plan or STAR shall be eligible to make Employee contributions to the Knox County 457 Plan. No Employer contributions will be made on such Retiree's behalf.

6. **Article V, Section 5.06(a)** is amended by adding the following sentence to the end thereof:

Any Survivor Benefit payable under this section shall be determined without regard to the eligibility date set out in Section 5.05.

7. **Article XI, Section 11.03** is amended by replacing the second sentence thereof with the following:

A Retired Participant who is reemployed in the Ineligible Class shall not be eligible for life insurance benefits under this Article XI.

**IN RE: PUBLIC HEARING AND SECOND READING OF AMENDMENT NO. 3 TO THE 2014 SHERIFF'S TOTAL ACCUMULATION RETIREMENT PLAN.**

Mrs. Bennett presented Amendment No. 3 to the 2014 Sheriff's Total Accumulation Retirement Plan to the Board for consideration. Mrs. Bennett reviewed the amendment, effective July 1, 2015. She said the amendment states that retirees must have a 4 month break in service prior to reemployment, except for UOPP retirees, monthly benefits of reemployed retirees will stop and they will continue to contribute to the Plan and receive County match and accrue credited service while reemployed. Mrs. Bennett recommended adopting the amendment on Second Reading.

Chairman Trott asked if anyone was present to speak at the public hearing. No one was recognized by the Chairman.

After discussion by the Board Members, a motion was made by Commissioner McKenzie to approve Amendment No. 3 to the 2014 Sheriff's Total Accumulation Retirement Plan on Second Reading. The motion was seconded by Mr. Caldwell and approved.



Amendment No. 3 is as follows:

**Notice of 3<sup>rd</sup> Amendment to the  
Knox County Sheriff's Total Accumulation Retirement Plan**

**A RESOLUTION OF  
THE KNOX COUNTY RETIREMENT AND PENSION BOARD**

**WHEREAS**, Knox County Government has adopted the Knox County Sheriff's Total Accumulation Retirement Plan, effective January 1, 2014 ("STAR"); and,

**WHEREAS**, pursuant to Section 8.20 of STAR, the Knox County Retirement and Pension Board (the "Board") has the right at any time to modify, alter or amend STAR, in whole or in part, by instrument in writing duly executed; and the Actuary has determined that this Amendment will have no measurable net cost to the County; and,

**WHEREAS**, the Board wishes to further amend STAR to clarify that the Retirement Benefits of a Retiree who is subsequently reemployed in the Eligible Class will be suspended and such Retiree will continue to accrue benefits under the System or STAR for such period of reemployment and to make certain other clarifying and conforming changes to the STAR document, attached hereto as Attachment A; and,

**WHEREAS**, the Board has complied with the provisions of Section 8.20.

**NOW THEREFORE BE IT RESOLVED** that STAR shall be and is hereby amended, effective July 1, 2015, as follows:

1. **Article I** is amended by adding the following new Section 1.87A:

**1.87A "Terminate" or "Termination"** shall mean a Severance from Employment that is not due to Retirement, death or Disability.

2. **Article I** is amended by adding the following new Section 1.81A:

**1.81A "Retired Participant" or "Retiree"** shall mean a Participant who has had a Severance and who is eligible to receive and has applied to the Board and been approved by the Board to receive Retirement benefits under STAR, any Other Plan of the System or UOPP.

3. **Article I, Section 1.83** is amended by deleting the phrase "including without limitation on" from the last sentence thereof.

4. **Article III, Section 3.02** is amended to read as follows:

**(a) Reemployment following Termination**

(1) An Employee who Terminates Employment, who is subsequently reemployed in the Eligible Class shall become a Participant and enter the Plan on his or her Reemployment Date.

(2) Such an Employee's Credited Service shall be determined in accordance with Sections 1.17 and 1.63.

**(b) Reemployment following Retirement**

(1) No Employment with the Employer or any entity covered by this Plan, or any Other Plan of the System is permitted after retirement from any position that is covered by any Knox County qualified plan for a period of at least four (4) full calendar months subsequent to the Employee's retirement. At no time and under no circumstance shall an Employee have or enter into a prearranged agreement, whether verbal or written, express or implied, to be reemployed, or guaranteed reemployment, after

retirement in any capacity with Employer or any entity covered by this Plan or any other Plan of the System (including any part-time, temporary or casual employment).

- (2) For reemployment occurring on or after July 1, 2015 and on or before June 30, 2020, a UOPP Retiree who is reemployed in the Eligible Class shall not become a Participant or enter the Plan. Any other Retiree who is reemployed in the Eligible Class shall become a Participant and enter the Plan on his or her Reemployment Date. Except as provided in Section 3.02(b)(3) or Section 5.08 of the Disability Plan, if such an Employee is receiving or is eligible to receive payments from the Plan or any Other Plan of the System as of his or her Reemployment Date, such payments shall cease as soon as administratively feasible from and after the Reemployment Date during the period of reemployment.
- (3) In the event a Retiree who is receiving or is eligible to receive payment from the Plan or any Other Plan of the System becomes reemployed in the Ineligible Class, such payments shall not be suspended. No additional benefits shall be accrued under this Plan or any Other Plan of the System as a result of such reemployment.

5. **Article VI, Section 6.05(c)** is deleted in its entirety and is "Reserved."

**IN RE: INVESTMENT AND RETIREMENT EDUCATION COMMITTEE**

Mrs. Bennett stated the Investment and Retirement Education seminars are continuing with Phase I of the Asset Accumulation Plan complete with the exception of 400 employees who have not attended seminars to date. She stated Phase II of the Asset Accumulation Plan will begin in July at the Health Department which will consist of Investment Education for Defined Contribution Plans. Mrs. Bennett also stated Phase I of the STAR Plan will be presented in July. She stated there are about 120 active STAR employees. Mrs. Bennett stated those employees of STAR will also attend Phase II of the Asset Accumulation Plan for the Investment Education for Defined Contribution Plans.

**IN RE: REPORT OF LEGAL COUNSEL**

Mr. Mason stated there was no business to report at this time.

Mrs. Coleman stated their office has received a finalized copy of the Emerald Foundation Charter School contract and will be discussing how to proceed.

Mr. Owings stated there is an active judge who has questioned the issue of prior credited service purchase with the Tennessee Consolidated Retirement System. He stated per TCRS counsel there must be a resolution and a study of actuarial cost. If cost of prior credited service is satisfactory with Knox County, there would be another resolution with a 60 day window to allow any others to request cost of prior credited service. Mr. Owings stated County Commission would have to approve for the cost of the service to be approved and paid to TCRS.

**IN RE: REPORT OF ACTUARY**

Mr. Cross stated the Charter Schools could be charged an administration fee by the Retirement Office to administer the disability program but that to be actuarially sound, because of the small number of Charter employees covered, the Charter School would have to agree to pay the claim cost from the Charter Schools funds, if one of those employees suffered a disability.

For all the defined contribution plans, Mr. Cross also stated USI Consulting Group recommends replacing Calvert Equity A with JP Morgan Growth Advantage A.

After discussion by the Board Members, a motion was made by Mr. McBride to accept the recommendation of USI and make the above changes to the funds of the Asset Accumulation 401(A) and 457 Plans as well as the Sheriff's Total Accumulation Retirement Plan (STAR). The motion was seconded by Mr. Caldwell and unanimously approved.

**IN RE: REPORT OF INVESTMENT COMMITTEE**

Mr. McBride stated the Investment Committee had a Special Meeting on June 10<sup>th</sup>, 2015 to discuss Wilshire Consulting firm investment strategy for the defined benefit plans and investment changes for the defined contribution plans. At that meeting USI presented additional funds for the Committee's consideration.

Mr. McBride stated after much discussion, the Investment Committee recommends replacing Pioneer A with Columbia Core A (large blend).

After discussion, a motion was made by Mr. McBride to accept the recommendation of USI and the Investment Committee, and make the above changes to the funds of the Asset Accumulation 401(A) and 457 Plans as well as the Sheriff's Total Accumulation Retirement Plan (STAR). The motion was seconded by Mr. Caldwell and unanimously approved.

Mr. McBride stated USICG also recommends replacing Columbia Acorn A (stand alone) with AB Discovery Growth A which would be an available investment election as of September 4, 2015. For any investments elections of Columbia Acorn A after August 28, 2015, those funds would be invested in AB Discovery Growth A. Mrs. Bennett stated there will be a blackout period from November 27 through December 4 to remove Columbia Acorn A and transfer any remaining funds. These fund changes would be made to the Asset Accumulation 401(A) and 457 Plans as well as the Sheriff's Total Accumulation Retirement Plan (STAR).

After discussion, a motion was made by Mr. McBride to accept the recommendation of USI and the Investment Committee, and make the above changes to the funds of the Asset Accumulation 401(A) and 457 Plans as well as the Sheriff's Total Accumulation Retirement Plan (STAR). The motion was seconded by Commissioner Brantley and unanimously approved.

Mr. McBride stated Calvert Equity A was discussed by the Investment Committee only to bring to the Pension Board for a recommendation.

Mr. McBride stated he mailed a letter to Mr. David Lindberg, Wilshire Associates, with questions regarding the current investment strategy for each of the three defined benefit plans with a requested response to the Investment Committee no later than July 24, 2015.

Mr. McBride also stated the Investment Committee requested Mr. Wayne Sellers, Nationwide representative, to explain investment changes in the letter that was received by participants.

Mr. McBride presented the rates of return as of May 31, 2015, that were previously distributed to the Board Members.

**IN RE: STATEMENT OF ACCOUNTS AS AUDITED AND RECOMMENDED FOR PAYMENT BY KIM BENNETT, EXECUTIVE DIRECTOR**

The following statement of accounts for professional services was presented for consideration of approval of payment, as in accordance with agreements and audited and recommended for payment by Mrs. Bennett:

INVOICES FOR JUNE 2015

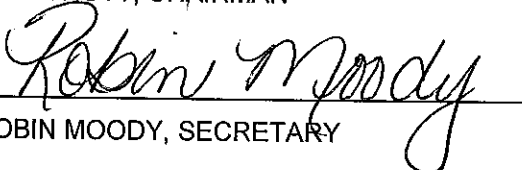
KENNERLY, MONTGOMERY & FINLEY, P.C. Invoice #193031	\$13,908.50
KENNERLY, MONTGOMERY & FINLEY, P.C. Invoice #193033	\$1,108.50
KENNERLY, MONTGOMERY & FINLEY, P.C. Invoice #193034	\$1,091.00
USI CONSULTING GROUP Invoice #90006518	\$20,833.50
TOTAL FOR JUNE 2015	\$36,941.50

After review of the statement of accounts and invoices, a motion was made by Mr. Caldwell that the Board authorize the payment indicated above to be paid from the designated State Street funds. The motion was seconded by Commissioner Ownby and unanimously approved.

**ADJOURNMENT**

As there was no further business to come before the Board, the meeting was adjourned in order.

  
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RICK TROTT, CHAIRMAN

  
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ROBIN MOODY, SECRETARY