

BOARD OF TRUSTEES FOR EMPLOYEES RETIREMENT SAVINGS PLAN

Special Meeting

March 5, 2021

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Members Present:

Employees Savings Plan: David Carpenter, Gloria Della, Tim Hayden, Dina Davis, John Mattingly, Sandy Wobbleton and Julian M. Willis.

Members Absent:

Employees Savings Plan: Brian Davis.

Others Present:

Linda Vassallo, Deputy County Administrator

Melanie Woodson, Director of Human Resources

Megan Fleegle, Human Resources Deputy Director

Lauren Kreamer, Benefits Assistant

Jamie Angus, Human Resources Assistant

Tim Hayden called the meeting to order at 10:02 a.m.

The first item on the agenda was the approval of the November 6, 2020 meeting minutes.

MOTION: John Mattingly made a motion for the Calvert County Employees Retirement Savings Plan to approve the November 6, 2020 minutes as amended.

SECOND: Tim Hayden seconded the motion.

All were in favor. None opposed.

Open Discussion

Proposed amendment

David Carpenter presented a draft amendment to change the definition of “Total and Permanent Disability” to mean the participant has been awarded Social Security disability benefits. Gloria Della stated that she thinks there should be a reference to the Social Security ordinance to cover the Plan if Social Security changes its definition. David Carpenter stated the Plan attorneys drafted the amendment and believe the provided wording is enough. David Carpenter and Tim Hayden did not believe the reference was necessary.

Julian M. Willis asked why the Board of County Commissioners president and clerk names were incorrect. David Carpenter stated that the amendment was drafted prior to position changes. Gloria Della and Tim Hayden recommended having Communications & Media Relations draft a communication to notify participants of the change.

Motion: John Mattingly motioned to approve the amendment as written with the appropriate president and clerk noted on the signature page.

Second: Gloria Della seconded the motion.

All were in favor. None opposed.

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Disability designation for a participant

David Carpenter stated that the Board needed to determine the standard process for an individual who is designated as disabled prior to the third amendment but is no longer designated as disabled by the long-term disability provider or information is received during their annual Declaration of Disability to indicate they are no longer disabled as defined by the plan.

Dina Davis asked what the effect is of removing someone's disability status. David Carpenter stated that per the plan, the county contributions to the participants 401(a) account would stop, the participant would cease to be a member of the plan and would therefore lose their ability to have county subsidized health insurance, unless the participant is eligible to retire. The member would be readmitted to the plan if they receive Social Security disability benefits and the effective date is prior to the date of termination from the plan.

David Carpenter stated that there is a current participant who is no longer receiving benefits from the long-term disability provider, as they do not consider the participant to be "Totally and Permanently Disabled" and the physician's statement states the participant is seeking employment. David Carpenter asked if the Board believes the individuals disability designation should be removed. Sandra Wobbleton stated that the designation should be removed if they are no longer disabled as defined by the plan. John Mattingly agreed, that a person who does not qualify should not be covered.

Motion: John Mattingly motioned that if a participant who is currently designated as disabled and either the long-term disability provider or their physician determine the participant is no longer considered to be "totally and permanently disabled", then their designation will be removed.

Second: Dina Davis seconded the motion.

All were in favor. None opposed.

Motion: Tim Hayden made a motion for the Calvert County Employees Retirement Savings Plan to adjourn at 10:47 a.m.

Second: John Mattingly seconded the motion.

All were in favor. None opposed.