



Commission Meeting
Open Session Minutes
November 15, 2017

The Maryland-National Capital Park and Planning Commission met at the Montgomery Regional Office in Silver Spring, MD.

PRESENT

Prince George's County Commissioners

Elizabeth M. Hewlett, Chair
Dorothy Bailey (arrived at 10:15 a.m.)
Manuel Geraldo
A. Shuanise Washington
William Doerner

Montgomery County Commissioners

Casey Anderson, Vice-Chair
Gerald Cichy
Norman Dreyfuss
Tina Patterson
Natali Fani-Gonzalez

Chair Hewlett convened the meeting at 9:43 a.m.

ITEM 1 APPROVAL OF COMMISSION AGENDA

ACTION: Motion of Geraldo to approve the Commission agenda
Seconded by Washington
9 approved the motion

ITEM 2 APPROVAL OF COMMISSION MINUTES

a) Open Session – October 18, 2017
b) Closed Session – October 18, 2017
ACTION: Motion of Geraldo to approve the Commission minutes
Seconded by Washington
9 approved the motion

ITEM 3 GENERAL ANNOUNCEMENTS

Chair Hewlett made the following announcements:

- Commission-wide Employee Open House at Newton White Mansion
December 8, 2017 (11:00 a.m. – 3:00 p.m.)
- Prince George's Department of Parks and Recreation Winter Festival of Lights – Watkins
Regional Park – (November 20th – January 1, 2018)
- Montgomery Parks Department “Holly Days” Garden of Lights Display – Brookside Gardens
(November 24th – January 1, 2018)
- November is:
 - November 15th is “America Recycles Day”
 - November 16th is “The Great American Smoke Out” designated by the American
Cancer Society to encourage someone you know to make the decision to quit smoking
 - American Lung Cancer Awareness Month
- Commissioner Bailey is receiving the Greater Washington Community Foundation of Prince
George's County 2017 Civic Leadership Award for community leaders who work tirelessly to
enhance the quality of life in the county.
- Commissioner Geraldo inquired whether the Commission is donating items to the Virgin
Islands in addition to Puerto Rico, as both were affected by the recent hurricanes.
Commissioner Washington inquired whether there could be a donation effort to all areas

affected by hurricanes. Chair Hewlett advised she will have her staff consider how to address additional areas affected by hurricanes.

ITEM 4 COMMITTEE MINUTES/BOARD REPORTS (For Information Only)

- a) Executive Committee – Closed Session – November 1, 2017
- b) Regular Board of Trustees Meeting Minutes – September 5, 2017

ITEM 5 ACTION AND PRESENTATION ITEMS

a) Fiscal Year 2018 GFOA Budget Award and Photo Op (Kroll)

The Commission received a distinguished presentation award for excellence from the Government Finance Officers Association (GFOA) of the United States and Canada. The Commission has received this award for 32 consecutive years. Chair Hewlett and Vice-Chair Anderson commended John Kroll, Corporate Budget Manager and all budget staff throughout the Commission who contributed to the compilation of the FY18 Budget. A group photo was taken.

b) Resolution #17-34, Actuarial Valuation Presentation with a Recommendation to Approve an employer Contribution in the Amount of \$24,792.093.00 (Rose/Boomershine Consulting Group)

Andrea Rose, Administrator for the Employees' Retirement System and Senior Actuary, David S. Boomershine of Boomershine Consulting presented for approval the July 1, 2017 actuarial valuation which includes a change in the investment return assumption from 7.00% to 6.95%. In order to meet the Employees' Retirement System's funding objectives, the recommended employer contribution of \$24,792,093, is payable July 1, 2018 for fiscal year 2019. Suggestions/corrections which arose during the presentation as follows:

- Commissioner Doerner requested that future reports reflect 10 year projections instead of 5 year projections in the next report. Mr. Boomershine confirmed that 10 year projections will be made available for the next report.
- Mr. Boomershine announced a correction on page 14 of the Actuarial Review (page 29 of the Commission packet). Under 6/30/17 for the Net Pension Liability, the System's Net Pension Liability should state \$123,000,000.00 instead of \$150,000,000.00 and the Funding Ratio should state 88% instead of 90%.

ACTION: Motion of Cichy to approve Resolution #17-34

Seconded by Doerner

9 approved the motion

c) Follow-up on Defined Contribution Plan (McDonald/Boomershine Consulting)

Jennifer McDonald, Health and Benefits Manager reported she was asked to follow up with Montgomery County Government and Montgomery College on how many employees choose their defined benefit versus their defined contribution plans. These groups reported that they did not maintain these statistics. Executive Director Barney indicated that she spoke with staff from Montgomery County Government's Department of Finance and learned that their MCGEO employees default to a defined benefit plan and non-union employees default to a defined contribution plan, but both have the option to select the other plan. Executive Director Barney will continue to try to get additional information from Montgomery County. Commissioner Dreyfuss mentioned that he would reach out to the Montgomery County Council for assistance with obtaining an estimate of the requested information. Commissioner Cichy commended Andrea Rose and the Board of Trustees for their excellent work with the pension program.

Senior Actuary, David Boomershine of Boomershine Consulting presented background on Alternative Retirement Plan Approaches for the Commission. The report outlined the

differences and benefits of defined benefit plans, defined contribution plans and cash balance plans. In his cost comparison, he stated that defined benefit plans cost an average 8.5% of payroll as compared to defined contribution plans which are at 9%. He also explained that typical benefit accrual patterns revealed higher accruals for defined contribution plan at an employee's earlier service years; however, at time of normal retirement, the benefit accrual under the defined benefit plan were considerably greater. The Commissioners discussed the various plans, costs and benefits, and determined that the background supported the agency's decision to offer the defined benefit plan. No further research was needed at this time.

- d) Resolution #17-35, Approval of Employees' Retirement System Plan Amendments for the Inspector General and Plan C Military Buy Back (Rose/Reynolds)
Andrea Rose introduced the approval of the plan document amendments for the Inspector General and Plan C Military Buy Back, effective October 1, 2017, as adopted by the Board of Trustees on November 1, 2017.
ACTION: Motion of Washington to approve Resolution #17-35
 Seconded Cichy
 10 approved the motion
- e) Classification and Compensation Study Briefing (Spencer/King/Cannon)
Boni King, Classification and Compensation Manager and William Spencer Corporate Human Resources Director provided an update of the M-NCPPC Classification Study Update. In 2015, priorities were established with input from the Department Heads on the order in which job classifications should be updated. Fifteen priorities were identified; the Classification and Compensation office is presently working through priorities one through six. An outside consultant is involved with reviewing specifications to make clear distinctions between the position levels. Commissioner Washington commented that the consultant should be working with the Department Heads to educate them on how to manage employee expectations of the process. Ms. King explained this was not part of the consultant's contract. Executive Director Barney indicated that team would look into how this can be incorporated into the consultant's work. Robin Cannon, Principal Classification and Compensation Specialist provided an update of the job allocation process as noted in the meeting packet.

At the conclusion of the review, Commissioner Cichy inquired of whether a provision could be added to the regulations to protect an employee from receiving a demotion in pay as a result of the classification review, which lowered his position Ms. King explained that the existing personnel regulations allow employees to retain their salaries for two years. Mr. Spencer explained that an appeal process currently exists and the position could always be reevaluated if the position duties changed during the two years.

- f) Sustainability Update (Aparicio/Poore)
Prince George's County Parks and Recreation Special Programs Division Chief Anthony Nolan introduced Sustainability Committee members: Montgomery County Parks Sustainability Coordinator Amanda Aparicio, Montgomery County Parks Facilities Management Division Chief Jim Poore, Montgomery County Parks Natural and Historic Research and Development Division Chief Chris Fanning, and Montgomery County Planning Special Projects Coordinator Christine McGrew.

Mr. Nolan and Ms. Aparicio presented the M-NCPPC July 2015 – June 2017 Sustainability Report and the July 2017 – June 2019 Montgomery County and Prince George's County Sustainability Plan. Mr. Nolan will post the Sustainability Plan on the M-NCPPC website.

Commissioner Doerner requested that the Sustainability Committee work with the Planning departments to ensure sustainability efforts are considered in zoning re-writes. Chair Hewlett and Vice-Chair Anderson thanked the Sustainability Committee for an outstanding report.

ITEM 6 OFFICERS' REPORTS

- a) Executive Director's Report (For information only)
Employee Evaluations Not Completed by Due Date (October 2017)

- b) General Counsel (For information only)
 - 1) Litigation Report (October 2017)
 - 2) Legislative Update

Chair Hewlett adjourned the meeting at 11:58 a.m.

Deirdra S. Walker, Administrative Specialist

Patricia Colihan Barney, Executive Director